

SUSTAINABILITY POLICY

REN - Redes Energéticas Nacionais, SGPS, S.A. (hereinafter "REN", "Group" or "REN Group"), in fulfilling its public service mission in the national energy sector, is committed to defending and promoting the principles of sustainable development, seeking to create value, on an ongoing basis, for its shareholders, customers, suppliers, employees and other stakeholders. Sustainability is central to REN's strategy.

PURPOSE AND GENERAL INFORMATION

This Policy aims to establish the principles of sustainability, in the environmental, social, economic and governance areas, which guide REN's activities towards a responsible business management model from a long-term perspective.

The Policy was developed based on the sustainability lines of action defined by REN, which are aligned with the results of its stakeholder consultation and double materiality analysis. Compliance with the principles contained in this Policy contributes to achieving the Group's business and strategic objectives, in line with its values, vision and mission, as well as the principles and guidelines contained in its **Code of Conduct**. In addition, it aims to strengthen contributions to the Sustainable Development Goals set by the United Nations.

SCOPE OF APPLICATION

This Policy is applicable to all REN Group companies, covering all recipients and under the terms and conditions set out in the REN Group **Code of Conduct**, including employees and members of the governing bodies of REN - Redes Energéticas Nacionais, SGPS, S.A. and companies in which it holds, directly or indirectly, a majority stake in the share capital, more than half of the voting rights or the possibility of appointing at least half of the members of the management or supervisory body, regardless of whether their headquarters are in Portugal or abroad.

This Policy is also applicable, disclosed and promoted to attorneys, agents, contractors and suppliers who are in any way authorized to act on behalf of and/or represent any REN Group company. Other suppliers of any REN Group company are also invited to adhere to the principles contained in this Policy.

PRINCIPLES

The REN Group is committed to adopting an ethical and socially responsible management model, with the Board of Directors taking economic, social and environmental aspects into account in its management decisions in a balanced manner.

In carrying out its activity, REN complies with the legal obligations and regulations of the jurisdictions in which it operates, as well as any other obligations or good practices it has voluntarily assumed.

In line with these guidelines and REN's sustainability lines of action, the Board of Directors commits to apply the following principles in all its activities:

➤ ENERGY TRANSITION AND CLIMATE CHANGE

To be a facilitating agent through the integration of renewable energy sources into the energy transmission networks, maintaining a commitment to security of supply, quality of service and the decarbonization of its activities. The REN Group also applies the principles set out in its **Social Responsibility Policy Statement** relating to its role as a catalyst for the development of alternative energies, as well as the principles referred to in its **Quality, Environment and Safety Policy Statement** relating to minimizing the environmental impacts arising from its activities.

➤ NATURAL CAPITAL MANAGEMENT

To be recognized as an environmentally responsible company, acting in accordance with the best environmental management practices and playing an active role in protecting the environment and natural capital. In this context, REN also applies the principles set out in its **Social Responsibility Policy Statement** relating to the company's interaction with the environment, as well as the principles identified in its **Quality, Environment and Safety Policy Statement** relating to minimizing the environmental impacts arising from its activities.

➤ VALUING OUR PEOPLE

Valuing its employees through their training, compensation and protection, ensuring an inclusive, safe and well-being-focused working environment. In this context, REN commits to strive for effective respect for the principles of the Universal Declaration of Human Rights, the main conventions of the International Labor Organization on labor standards and the United Nations Global Compact initiative. The Group also applies the other principles set out in its **Social Responsibility Policy Statement** relating to human and labor rights, equal opportunities and the professional development of its employees, as well as the principles referred to in its **Quality, Environment and Safety Policy Statement** relating to health and safety at work.

➤ CREATING VALUE FOR STAKEHOLDERS

Promote stakeholder involvement and support, while ensuring the safety, reliability, quality and supply of electricity and gas, acting in a socially responsible manner. In this context, REN also applies the principles identified in its **Stakeholder Relations Policy**.

➤ RESPONSIBLE GOVERNANCE

The REN Group's activities are guided by the best international ethics and governance practices, promoting a culture of anti-corruption and risk management. In this context, in addition to its **Code of Conduct** and **Regulatory Compliance Program**, the company applies the principles and guidelines set out in its **Integrity Policy**.

In addition to the aforementioned principles, REN's Board of Directors undertakes to apply the other principles reflected in the Group's various complementary Policies and Regulations, available on its **website**.

The principles described above support the management and mitigation of the ESG (Environmental, Social and Governance) risks to which REN is exposed. For these risks, the REN Group implements control measures, processes and tools with the aim of reducing them and minimizing their possible associated impacts.

DECISION-MAKING PROCESSES

REN's decision-making processes ensure that it effectively integrates the sustainability principles identified, under the aegis of REN's Board of Directors. The governance structure that contributes to ensuring the Group's sustainability is reflected in the integrated report that is prepared annually by REN to report financial and non-financial/sustainability information, in accordance with a set of globally recognized standards and guidelines. The integrated report, audited by an independent external entity, is published annually on REN's **website**.

SUSTAINABILITY INDEXES

As a way of demonstrating REN's commitment to sustainable development and environmental, social and governance issues, and in line with its **Green Financing Framework**, REN is subject to evaluation by specialized rating agencies, in particular S&P Global, CDP, Sustainalytics, MSCI and ISS ESG, and included in the respective sustainability indexes, the purpose of which is to quantify a company's sustainability performance.

SUSTAINABILITY COMMITTEE

As part of its internal governance structure, REN has a Sustainability Committee which is responsible for supporting and advising the Board of Directors on the integration of sustainability principles into the REN Group's decision-making and management process.

The Sustainability Committee may liaise with the Board of Directors, the Executive Committee or any other internal committee of the Board of Directors, requesting all the information, documentation and assistance necessary to carry out its duties.

The Sustainability Committee is an informative and advisory committee made up of the members of the Executive Committee and two independent non-executive directors.

The powers and operating rules of the Sustainability Committee are set out in its regulations, which can be found [here](#).

MONITORING MODEL

REN's Sustainability Policy is reviewed by the Sustainability Committee and approved by the Board of Directors every three-year strategic cycle, except in the case of legislative or regulatory changes that require an earlier review. The Sustainability Committee collaborates on the sustainability strategy and monitors the Company's ESG performance, while the Board of Directors oversees all sustainability-related policies.

The Sustainability and Communication Department is responsible for defining, updating and coordinating the implementation of the Sustainability Policy.

DISSEMINATION OF THE SUSTAINABILITY POLICY

The REN Group promotes internal awareness of this policy through the process of integration, training and internal communication, as well as publicly disclosing it on its website and intranet. Progress in sustainability is reported annually and audited by an independent external entity.

Lisbon, May 9, 2024

The Board of Directors