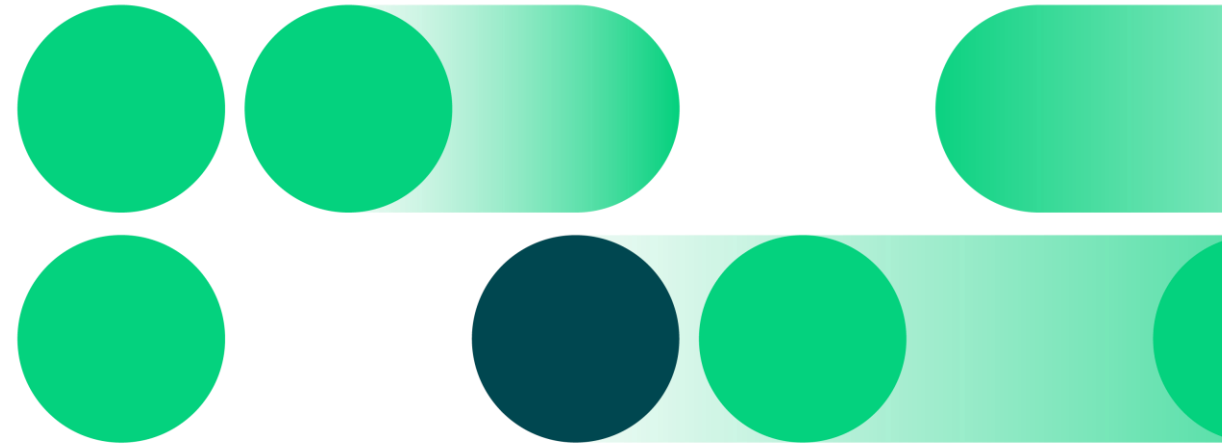


# Stakeholder engagement



*The relationship with stakeholders is a strategic priority for the company and is part of REN's sustainability strategy.*

# STAKEHOLDER ENGAGEMENT

## PROCESS OVERVIEW

### 01. Stakeholder identification

- Identification of stakeholders who are directly or indirectly affected by REN's activities or who have a specific interest in REN's activities

### 02. Stakeholder prioritization

- Prioritization of stakeholders according to their degree of influence, importance, and direct or indirect impact of REN's activities

### 03. Stakeholder relationship management

- Definition of stakeholder relationship principles
- Definition of engagement channels
- Definition of areas responsible for stakeholder management

### 04. Stakeholder dialogue

- Promotion of open, constructive and transparent dialogue
- Stakeholder consultations

### 05. Stakeholder monitoring

- Continuous stakeholder interaction
- Communication and reporting back

Note: REN reviews this process every two years or whenever justified.

# 01. STAKEHOLDER IDENTIFICATION AND 02. PRIORITIZATION

## Identification

- REN proactively identifies groups of stakeholders based on criteria, such as:
  - Strategy;
  - Regulatory framework;
  - Company activities;
  - Risks and opportunities;
  - Value chain;
  - Investor and society demands.

## Prioritization

- Stakeholders are prioritized using a specific matrix according to their degree of influence and of importance to REN's activities.
- Furthermore, REN also takes into account the impact of its activities in the stakeholder group.

## REN's stakeholders

Employees

Shareholders

Clients

Official entities

Suppliers

Communities

Financial sector

Associations and  
strategic partners

# 03. STAKEHOLDER RELATIONSHIP MANAGEMENT

## STAKEHOLDER RELATIONSHIP POLICY

### Scope

- The policy applies to all REN Group companies, covering all recipients and under the terms and conditions laid down in the REN Group's [Code of Conduct](#).
- It is also applicable, disclosed, and communicated to proxies, representatives, contractors, and suppliers who are in any way authorized to act on behalf and/ or represent any REN Group company.
- Other suppliers are also invited to comply with the principles of this policy.
- The Policy is reviewed periodically and its approval is the responsibility of the Board of Directors.

### Principles

- Act responsibly and build relationships based on ethics, integrity, sustainable development, and human rights.
- Demand compliance with the legislation, regulations, and requirements in force applicable to its activities and to others to which it voluntarily adheres.
- Consult on a regular basis with stakeholders regarding relevant sustainability issues (ESG – Environmental, Social and Governance), to maintain solid and constructive relationships that meet their needs and expectations.
- Ensure consultation of stakeholders, namely Communities and Official Entities, within the scope of the licensing processes for new infrastructure.
- Ensure open, constructive, and transparent dialogue (listening, informing, and responding) with stakeholders to build and strengthen long-lasting and close relationships.
- Provide access to clear, understandable, and transparent information.
- Build partnerships and/ or develop initiatives with local communities and society at large, aiming to promote sustainable development.



[Stakeholder relationship policy](#)

# 03. STAKEHOLDER RELATIONSHIP MANAGEMENT

## RELATIONSHIP MANAGEMENT

### Relationship management process

- REN has defined relationship processes with the main stakeholder groups, as well as the areas responsible for managing these groups (non-exhaustive list below):

**EMPLOYEES**  
– Human Resources Department

**COMMUNITIES**  
– Sustainability and Communication Department  
– Operational units

**OFFICIAL ENTITIES**  
– Sustainability and Communication Department  
– Operational units

**SHAREHOLDERS & FINANCIAL SECTOR**  
– Investor Relations Office

**SUPPLIERS**  
– Procurement Department  
– Operational units

**ASSOCIATIONS AND STRATEGIC PARTNERS**  
**CLIENTS**  
– Operational units

### Policy

- The Board of Directors is responsible for the approval of the Stakeholder Relationship Policy.

## 04. STAKEHOLDER DIALOGUE

### OPEN, CONSTRUCTIVE AND TRANSPARENT DIALOGUE

#### Objective and strategy

- REN's objective is to maintain a mutually positive, honest and ethical relationship with all stakeholders.
- Furthermore, REN seeks to ensure the respect and satisfaction of all stakeholders, as well as building a more sustainable future.
- Different strategies are identified to strengthen relationships with stakeholders, which materializes through timely interactions.

#### Communication channels

- Permanent contacts are established between REN and stakeholders, which are essential for guaranteeing the continuity and sustainability of the business.
- Communication channels are used according to the needs and expectations of each stakeholder group. The following channels are used:
  - General Meeting;
  - Roadshows and Investor Day;
  - Meetings and working groups;
  - Conferences and workshops;
  - Job Fairs;
  - Information sessions;
  - REN's Website;
  - REN's Intranet;
  - Integrated Report;
  - And more.

*The results of stakeholder engagement are communicated on REN's main communication channels (website, apps, social networks, corporate reports).*



For more information on the communication channels used per stakeholder group, click [here](#).

# 04. STAKEHOLDER DIALOGUE

## STAKEHOLDER CONSULTATION

### Infrastructures

- Although it is not part of REN's responsibilities, all key projects are subject to stakeholders public consultation, namely communities (local groups possibly affected by the company's activity, as well as vulnerable groups) and official entities, during the different phases of its activity. These consultations are carried out by the environmental authority or the regulatory body.

### Sustainability

- At REN, we regularly consult stakeholders regularly on relevant sustainability issues (ESG – Environmental, Social and Governance) to maintain solid and constructive relationships that meet their needs and expectations.
- Stakeholder consultation processes for materiality purposes are generally carried out bi-annually.

# 05. STAKEHOLDER MONITORING

## CONTACT MECHANISMS

### Contact mechanisms

- REN has the following main [contact channels](#):
  - E-mail (investor relations, communication, sustainability);
  - Phone;
  - Webform:
    - This form has three categories of contact: general/ information; opinion/ suggestion; and complaints.
    - The webform also has a number of contact subcategories such as Communities, Environment and Investors, thus allowing contacts made by stakeholders to be forwarded directly to the specific areas of REN.
  - [Whistleblowing channel](#).