



Monitoring Report Gender Indicators 2020 – 2023

April 2024



The Gender Indicators Monitoring Report is a management tool that aims to reflect the implementation of REN's Gender Equality Strategy and its follow-up.

The preparation of this report enables monitoring the evolution of indicators over the years and the comparison with the Market's best practices. It also aims to promote transparency of information related to these matters by refining and structuring the data processing and its disclosure.

The year 2023 stood out for its progress towards a more robust organisational model, capable of addressing the challenges posed by the rapid energy transition and decarbonisation. This progress included the short and medium-term succession strategy, the refinement of our talent acquisition and management programmes, as well as the redesign of our professional training and development model. The main objective was to lay new solid foundations for mastering essential and emerging skills within the sector.

These challenges were further met by a strong commitment to an integrated well-being proposal, as well as a sustainable diversity and talent equality strategy, alongside an active listening approach to our employees in the company's cultural evolution and transformation.



Gender Indicators



GLOBAL CHARACTERISATION		2023	2022	2021	2020
REN EMPLOYEES					
MEN	%	74.9	74.7	75.3	75.8
WOMEN	%	25.1	25.3	24.7	24.3
EMPLOYEE DEPARTURES					
MEN	%	61.1	67.5	71.4	74.1
WOMEN	%	38.9	32.5	28.6	25.9
EMPLOYEE HIRES					
MEN	%	69.2	62.1	60.0	75.0
WOMEN	%	30.8	37.9	40.0	25.0
AGE					
UP TO 29 YEARS OLD					
MEN	%	70.1	64.9	64.7	64.9
WOMEN	%	29.9	35.1	35.3	35.1
30 TO 49 YEARS OLD					
MEN	%	71.1	72.2	73.7	73.9
WOMEN	%	28.9	27.8	26.3	26.1
50 YEARS OLD OR ABOVE					
MEN	%	81.3	80.1	79.8	81.3
WOMEN	%	18.7	19.9	20.2	18.7
AVERAGE AGE					
MEN	YEARS	46.1	46.4	46.4	46.0
WOMEN	YEARS	43.5	43.9	44.2	43.6
AVERAGE TENURE					
MEN	YEARS	17.3	17.7	17.8	17.6
WOMEN	YEARS	13.9	14.9	15.3	14.9

FEMALE LEADERSHIP		2023	2022	2021	2020
BOARD OF DIRECTORS					
WOMEN	%	33.3	35.7	35.7	23.1
EXECUTIVE COMMITTEE					
WOMEN	%	0.0	0.0	0.0	0.0
BOARD					
MEN	%	66.7	70.4	69.2	66.7
WOMEN	%	33.3	29.6	30.8	33.3
MANAGEMENT					
MEN	%	74.5	71.7	72.9	76.0
WOMEN	%	25.5	28.3	27.1	24.0
BOARD AND MANAGEMENT (WOMEN)	%	28.2	28.7	28.4	27.3
BUSINESS AREAS		2023	2022	2021	2020
BUSINESS AND BUSINESS SUPPORT (WOMEN)	%	19.1	19.1	18.4	17.8
SUPPORT ROLES (WOMEN)	%	42.9	43.7	44.6	44.1
RECRUITMENT AND SELECTION		2023	2022	2021	2020
APPLICATIONS					
MEN	%	66.0	62.0	53.0	54.0
WOMEN	%	34.0	38.0	47.0	46.0
ENGINEERING (WOMEN)	%	27.0	25.0	30.0	26.0
OTHER AREAS (WOMEN)	%	40.0	44.0	53.0	56.0

Gender Indicators



TRAINING AND DEVELOPMENT		2023	2022	2021	2020
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TRAINING (PER EMPLOYEE)					
MEN	HOURS	49.7	50.3	34.9	36.9
WOMEN	HOURS	49.5	56.9	34.5	35.1
TRAINING (TYPE/WOMEN)					
BEHAVIOURAL	%	30.4	33.5	36.3	37.0
MANAGEMENT	%	31.2	30.6	35.0	33.3
QES	%	19.9	19.4	11.5	23.4
TECHNICAL	%	34.9	28.3	35.1	23.4
LEADERSHIP SCHOOL TRAINING (WOMEN/MANAGEMENT)	%	30.8	22.2	76.9	91.7

CAREER PROGRESSION		2023	2022	2021	2020
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BY MERIT					
MEN	%	30.2	33.5	24.6	26.1
WOMEN	%	31.9	30.2	25.4	37.9

PERFORMANCE EVALUATION		2023	2022	2021	2020
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COMPETENCIES ⁽¹⁾					
MEN	AVERAGE	–	2.59	2.56	2.53
WOMEN	AVERAGE	–	2.55	2.55	2.53
GOALS ⁽²⁾					
MEN	AVERAGE	–	4.19	4.19	4.20
WOMEN	AVERAGE	–	4.15	4.17	4.15

SALARY INDICATORS		2023	2022	2021	2020
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AVERAGE ANNUAL REMUNERATION					
MEN	€	49,979.01	48,076.31	47,679.53	47,194.88
WOMEN	€	50,403.48	48,542.25	48,311.25	48,187.04

TOP 10% COMPENSATED EMPLOYEES (IN TOTAL ANNUAL REMUNERATION)					
WOMEN	%	23.3	27.1	25.0	25.0
UPPER QUARTILE (Q3-Max) (IN TOTAL ANNUAL REMUNERATION)					
WOMEN	%	22.4	22.7	22.1	23.3
UPPER MIDDLE QUARTILE (Md-Q3) (IN TOTAL ANNUAL REMUNERATION)					
WOMEN	%	25.8	26.1	23.8	23.3
LOWER MIDDLE QUARTILE (Q1-Md) (IN TOTAL ANNUAL REMUNERATION)					
WOMEN	%	29.0	27.3	28.5	26.7
LOWER QUARTILE (Min-Q1) (IN TOTAL ANNUAL REMUNERATION)					
WOMEN	%	24.0	26.0	25.6	25.0

GENDER PAY GAP ⁽³⁾		-1.8	-1.7	-2.0
TOTAL ANNUAL REMUNERATION RATIO ⁽⁴⁾		4.38	4.27	4.20

SATISFACTION LEVELS ⁽⁵⁾ <small>(POP)</small>		2023	2022	2019	2017
TOP OF MIND QUESTION ⁽⁶⁾		85.0	83.0	82.0	86.0
MEN	%	83.0	76.0	82.0	85.0
WOMEN	%	90.0	85.0	77.0	91.0
OVERALL SATISFACTION INDEX ⁽⁷⁾			69.0	63.0	62.0
MEN	%	–	67.0	63.0	62.0
WOMEN	%	–	74.0	67.0	66.0
EQUALITY QUESTIONS ⁽⁸⁾	%	67.0	76.0	–	–
WORK-LIFE BALANCE QUESTIONS ⁽⁹⁾	%	77.0	74.0	–	–

PARENTAL PROTECTION		2023	2022	2021	2020
BIRTHS <small>(OVERALL)</small>					
MEN	%	2.19	3.20	4.16	3.98
WOMEN	%	3.21	3.98	2.91	5.36
PARENTAL LEAVE TAKEN <small>(FATHER)</small>					
REQUIRED	%	100.0	100.0	100.0	100.0
VOLUNTARY	%	100.0	100.0	81.8	85.7
30-DAY EXTENSION	%	100.0	68.8	63.6	76.2
RETENTION AFTER PARENTAL LEAVE TAKEN <small>(12 MONTHS AFTER)</small>					
MEN	%	100.0	100.0	100.0	100.0
WOMEN	%	100.0	100.0	100.0	100.0

WORK-LIFE BALANCE <small>(WORK AND PERSONAL/FAMILY TIME)</small>		2023	2022	2021	2020
FLEXIBLE SCHEDULE					
MEN	%	67.1	66.9	65.9	66.9
WOMEN	%	92.6	91.2	92.5	92.9
TIME-OFF ALLOWANCE USED <small>(8H/YEAR)</small>					
MEN	%	29.2	26.2	36.5	15.0
WOMEN	%	33.2	30.7	46.5	23.8

- NOTES:
- (1) Rating on a scale of 1 to 3 with half points.
- (2) Rating on a scale of 1 to 5 with half points.
- (3) Gender pay Gap – (Average pay [men] – Average pay [women]) / Average pay [men]
- (4) Total annual remuneration ratio – ratio between the total annual remuneration of the highest-paid individual in the company and the median annual remuneration of all employees (excluding the highest-paid).
- (5) The Organisational Climate Survey (POP) is conducted every two years in its complete version and annually in a shorter version.
- (6) Favourable responses to the statement: “I am pleased to be working at REN.”
- (7) Average of favourable answers to all questions.
- (8) Favourable responses to the questions: “Is there equal opportunity for men and women at REN?” / “I believe that all People at REN are treated equally, regardless of their job, age, gender, physical abilities, etc.”
- (9) Favourable responses to the question: “Does working at REN allow me to balance my professional life with my personal life?”