

# > QUALITY, ENVIRONMENT AND SAFETY POLICY STATEMENT

In the fulfilment of its public service mission within the Portuguese energy sector, REN is committed to defending and promoting the principles of sustainable development, seeking to continuously create value for its shareholders and other concerned parties.

REN's Executive Committee is committed to adopting an ethical and socially responsible business model, seeking to take into consideration, in a balanced sustainability, economic, social, environmental preservation, and occupational safety and health aspects when making decisions.

Consistent with these guidelines and within the scope of its quality, innovation, environmental, occupational safety and health management systems, the Board of Directors commits to:

- > Ensuring compliance with existing legislation, regulations, and requirements applicable to its activities, as well as others to which it subscribes on a voluntary basis;
- > Guaranteeing that the relevant quality, environmental protection, and occupational safety and health aspects are systematically taken into consideration;
- > Developing and maintaining quality, innovation, environmental, and occupational safety and health management systems. Setting improvement goals and interim targets in these fields, in observance of the principle of continual improvement. Regularly assessing results in order to improve the efficiency of the systems and to take the necessary corrective and improvement actions, whenever appropriate;
- > Minimising the environmental impacts by contributing to climate change mitigation and promoting the rational use of resources, circular economy, energy efficiency, and the integration of renewable energy sources;
- > Implement climate change adaptation measures at both infrastructure and territorial levels, prioritizing nature-based solutions and contributing to biodiversity promotion;
- > Providing safe and healthy work conditions in order to prevent, by all means at its disposal, the occurrence of serious accidents involving hazardous substances and occupational injuries and illnesses, in order to ensure and maintain high standards of performance in matters of occupational safety and health;
- > Eliminating dangers and reducing risks for workers, minimising their consequences with collective and personal protective measures;
- > Ensuring the consultation and participation of workers and their representatives, stimulating proactivity, responsibility, and team spirit;
- > Promoting the professional development of workers, guaranteeing the adequacy and development of their competencies for the duties that they perform;
- > Promoting, within the company and in partnership with other entities research, development and innovation in the field of the services provided, of corporate organisation, of processes, and of communication;
- > Perfecting stakeholder relationship mechanisms in order to improve REN's performance and the satisfaction of its workers and other stakeholders by learning more about their needs and expectations;
- > Involving, with respect to the above-mentioned principles and commitments, not only all the workers within the Group but also the workers that cooperate with REN in its different activities and initiatives.

Lisbon, June 2025

The Board of Directors

