

# REN – FAMILY-RESPONSIBLE COMPANY

## COMMITMENT AND STRATEGIC GUIDELINES FOR WORK-LIFE BALANCE

### WORK-LIFE BALANCE POLICY

The Organisation undertakes to implement and maintain the Family-Responsible Entity (EFR) management model, by implementing the work-life balance measures agreed with its employees across all REN's Departments.

EFR measures will be implemented under the following groups of measures:

#### Quality of Working Life

- Foster job security, by integrating our employees, whenever possible, aiming for permanent employment;
- Seek to prevent psychosocial risks, specifically all forms of harassment, and mitigate or eliminate such risks, by maintaining open and continuous dialogue with our employees;
- Promote health and well-being initiatives, allowing employees to enhance their physical health while fostering healthy social engagement and relaxation.

#### Agile and Flexible Working

- Prioritise flexible working hours, enabling employees to meet their personal and family commitments. This policy is based on a mutual commitment between the employee and the company, underpinned by the fulfilment of professional goals.

#### Family Support Benefits

- Respect the needs of our employees concerning their family commitments and relationships, with a special focus on maternity and paternity support. REN undertakes to meeting all relevant legislation and to providing employees with the necessary time to experience such a significant life event;
- Show special sensitivity towards the support needs of employees with family members facing illness or disability.

#### Learning and Development

- Seek to monitor our employees' needs regarding their performance and the fulfilment of professional goals, by promoting training, regular meetings, annual appraisals and other mechanisms that support employee development and well-being, thus fostering a sense of belonging within the organisation.

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## Diversity, Equity and Inclusion

– Value the potential of every individual and strive to create the conditions for everyone to have an opportunity, aligned with the evolving needs of the company.

All measures are underpinned by a leadership policy that aims to align the needs and expectations identified by our employees. REN is committed to promoting these policies among all REN's stakeholders, acting as a reference point and a vehicle for disseminating best work-life balance practices within the organisation. To this end, REN undertakes to:

1. Allocate the necessary resources to comply with the requirements of the EFR 1000-1 standard and continuously improve its implementation;
2. Focus on the effective integration of new employees, aiming for permanent employment;
3. Continuously improve employees' skills, aiming for their professional growth and personal fulfilment;
4. Increase employee motivation and engagement by continuous attention to their personal, family and professional needs, alongside initiatives that encourage a positive working environment;
5. Ensure compliance with all employment legislation and collective agreements applicable to its activities;
6. Notify Fundacion Másfamilia of any non-compliance issues relating to work-life balance and to the EFR model during the certification period;
7. Raise awareness among all stakeholders, especially all employees, of the importance of the work-life balance measures and their impact on both personal and organisational well-being.

Approved:

Lisbon, 18 June 2025

EFR Management Representative

Maria Teresa Bernardino Graça