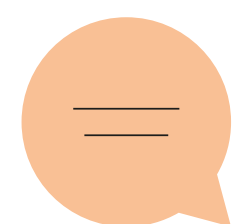




Gender Equality Plan

2026



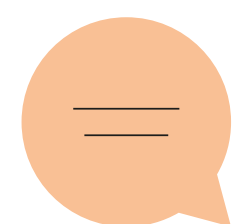
Who we are

REN – Redes Energéticas Nacionais operates in two large business areas: the transmission of very-high-voltage electricity and the overall technical management of the Portuguese National Electricity System; and the transmission of high-pressure natural gas and the overall technical management of the Natural Gas System, thus ensuring the receipt, storage and regasification of LNG and the underground storage of natural gas.

Furthermore, we hold the natural gas distribution concession in the northern coastal region of Portugal and we are involved in the telecommunications industry through RENTELECOM.

REN also has a holding in the share capital of Electrogas, a Chilean company that owns a major gas pipeline in the central region of Chile, and the entire share capital of Transemel, which operates 92 km of electricity transmission lines and five substations.

We are proud of the public service we provide and the quality levels we achieve, which place us among the best ranked companies in the sector at international level. We believe our success is down to a highly competent and motivated workforce, which is why we invest in the development of our employees and in attracting new talent, and we believe **gender has no bearing on talent.**



Methodology to draw up the Plan

Over the years, REN has been a pioneer as regards Gender Equality in the Portuguese market, by promoting policies and practices that ensure equal opportunities, equal rights and freedoms, and recognising and valuing the role of women and men in society and in REN's success as an organisation. REN has been a member of the iGen Forum since 2014, accepting the undertaking to strengthen its Gender Equality policies and strategies, both internally and externally.

In compliance with Law No. 62/2017, of 1 August, REN discloses its equality plan on an annual basis with a set of measures to be implemented in the reference year, in line with the strategic goals and commitments made on this issue.

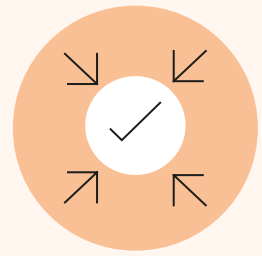
To draw up this plan, a diagnosis was carried out following the guidelines of the "Equality Plans Elaboration Script (annual)", which gave rise to the measures presented.

REN's Gender Equality Plan is assessed, monitored and reviewed annually by appraising whether the targets defined for each of the measures have been met, with a view to incorporating new measures and/or modifying the existing ones.

We now present the **Gender Equality Plan 2026**.



REN'S GENDER
EQUALITY PLAN 2026



Dimension: Strategy, Mission and Values

Objective

COMMIT, BOTH INTERNALLY AND EXTERNALLY, TO PROMOTING EQUALITY BETWEEN WOMEN AND MEN

Measure

- Define measurable strategic goals to promote equality between women and men, aligned with the ESG policy
- Share good practices in Gender Equality externally, contributing to greater external awareness
- Celebrate significant dates related to gender equality, with the aim of raising awareness on the issue

Indicator

- Ratio between the No. of women in first-line management positions and the total No. of first-line management positions
 - Development of content for external media
- Celebration:**
- International Day of Women and Girls in Science (11/02); International Women's Day (08/03); International Girls in ICT Day (26/04)
 - Execution of the "Gender has no bearing on talent" REN Open Day (2025 format)

Target

- > 1/3 of women occupying first-line management positions by 2030
- Share at least one good practice by the end of 2025
- Publish news on REN's institutional channels (Instagram, LinkedIn, Website and Intranet) regarding events carried out

Managers

Human Resources Department

Budget

No costs

RAISE AWARENESS OF THE EQUALITY PLAN AND ITS STRATEGIC IMPORTANCE TO THE COMPANY

- Disclose broadly, both internally and externally, the 2025 Annual Gender Equality Plan

- Publication on the Website and Intranet
- Disclosure through a news article in the internal newsletter

- Publication on 15 September 2025
- Disclosure in the October 2025 newsletter

Human Resources Department

No costs

ENSURE THE IMPLEMENTATION OF THE EQUALITY PLAN, ITS MONITORING, OVERSIGHT AND SUSTAINABILITY

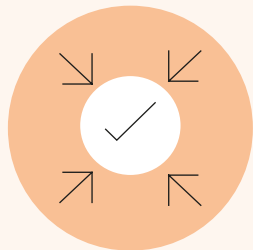
- Disclose indicators related to Gender Equality, enabling greater transparency in assessing the impact of the implemented policies

- Publication of REN's Annual Gender Equality Indicators Report, incorporating new indicators as needed

- Publication of the report in the first half of 2026

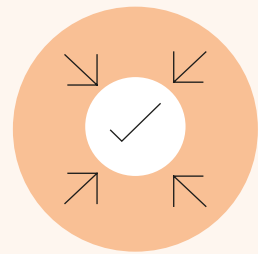
Human Resources Department

No costs



Dimension: Strategy, Mission and Values

Objective	Measure	Indicator	Target	Managers	Budget
ENSURE A WORK ENVIRONMENT FREE FROM DISCRIMINATION BASED ON SEX, PARENTHOOD AND/OR THE WORK-LIFE BALANCE	<ul style="list-style-type: none">Review and/or include new questions in the organisational climate survey (POP) to assess employees' satisfaction with DEI issuesDisclose the results in REN's Annual Gender Indicators Report	<ul style="list-style-type: none">Satisfaction levels (favourable responses) on DEI-related topics	<ul style="list-style-type: none">Percentage of Favourable Responses by gender equal to or above 75%	Human Resources Department	No costs
RECOGNISE AND INTEGRATE EQUAL VISIBILITY OF WOMEN AND MEN IN ALL FORMS OF LANGUAGE, BOTH INTERNALLY AND EXTERNALLY	<ul style="list-style-type: none">Adopt gender-neutral language that promotes equality in all management and institutional communication documents and tools	<ul style="list-style-type: none">Reviewed management and institutional communication documents and tools	<ul style="list-style-type: none">Incorporate, whenever possible, the principles outlined in the Inclusive Language Manual (iGen) into the context of institutional communication, by the end of 2025	Sustainability and Communication Department	No costs
COUNTERACT THE PERPETUATION OF GENDER STEREOTYPES AND REINFORCE A CULTURE OF EQUALITY BETWEEN WOMEN AND MEN	<ul style="list-style-type: none">Adopt neutral communication free from gender stereotypes in advertising and/or the promotion of activities				



Dimension: Strategy, Mission and Values

Objective

PROMOTE AND CONSOLIDATE EXTERNAL RELATIONSHIPS WITHIN THE SCOPE OF PROMOTING EQUALITY BETWEEN WOMEN AND MEN

Measure

- Establish cooperation relationships with public entities and/or civil society organisations that fight to promote equality between women and men

Indicator

- No. of participations in gender equality initiatives organised by external entities
- No. of participations in Diversity and Inclusion forums and work groups

Target

iGen – Forum Organisations for Equality:

- Participation in the communication working group

Portuguese Association for Diversity and Inclusion (APPDI – Associação Portuguesa para a Diversidade e Inclusão):

- Portuguese Diversity Charter
- Participation in the organisational development working group
- Participation in the “Women Engineers for a Day” Project

Girl Move Academy:

- Sponsorship and annual hosting of a Girl Mover

PWN Lisbon:

- Registration of REN's female employees as members
- Participation of REN's young female employees in the YOUTH Programme
- Participation in the annual event

BCSD Portugal:

- Participation in the DEI (Diversity, Equity and Inclusion) working group

“Women in Energy” (APE)

Funding of the STEM.PT Generation Scholarship

Integration in the Social Capital Network:

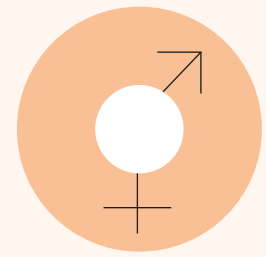
- Projects for the employability of people with special needs

Managers

Human Resources Department

Budget

Being budgeted



Dimension: Equal job opportunities

Subdimension: Advertisements, Selection and Recruitment

Objective

FIGHT AGAINST STRUCTURAL BARRIERS TO EQUALITY BETWEEN WOMEN AND MEN

Measure

- Ensure, whenever possible, the representativeness of the under-represented gender in the recruitment and selection processes
- Guide the specialised recruitment and selection external entities to ensure, whenever possible, the minimum representativeness of the under-represented gender

Indicator

- Ratio between the No. of applicants of the under-represented gender and the total No. of applicants in the recruitment process

Target

- 1/3 of the applicants in the recruitment and selection process belongs to the under-represented gender, by the end of 2024

Managers

Human Resources Department

Budget

No costs

CONTRIBUTE TO A BETTER BALANCE BETWEEN WOMEN AND MEN IN THE COMPANY

- Ensure, whenever possible, the representativeness of the under-represented gender in the recruitment and selection processes for the REN Trainee Programme

- Ratio between the No. of applicants selected for operational areas and the total No. of vacancies for operational areas

- 40% of applicants selected for operational areas belongs to the under-represented gender, by the end of 2025

Human Resources Department

No costs



Dimension: Initial and continuous training

Objective

PROMOTE A CULTURE OF EQUALITY BETWEEN WOMEN AND MEN IN THE WORKPLACE, ENCOURAGING MANAGEMENT PRACTICES TOWARDS THAT GOAL

Measure

- Conduct training on Unconscious Bias – mandatory for all employees
- Update any necessary training for the Human Resources team

Indicator

- Ratio between the No. of employees who are trained and the total No. of employees
- Ratio between the No. of team members who are trained and the total No. of team members allocated to the processes

Target

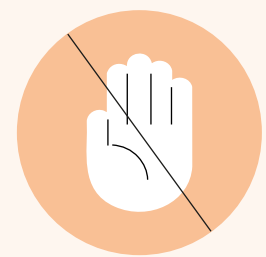
- 100% of employees trained, by the end of 2025
- Refresh training for the team involved in HR processes, as needed

Managers

Human Resources Department

Budget

Being budgeted



Dimension: Prevention of workplace harassment

Objective

PREVENT AND COMBAT WORKPLACE HARASSMENT

PREVENT AND COMBAT OTHER OFFENCES AGAINST THE PHYSICAL OR MORAL INTEGRITY, FREEDOM, HONOUR OR DIGNITY OF FEMALE WORKERS

Measure

- Conduct training on Ethics, the Code of Conduct and Prevention of Risks of Corruption (covering the topic of workplace harassment), mandatory for all employees, with refresher courses every 2 years

Indicator

- Ratio between the No. of employees who are trained and the total No. of employees

Target

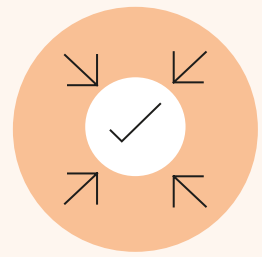
- 100% of employees trained, by the end of 2025

Managers

Human Resources Department

Budget

No costs



Dimension: Equal working conditions

Subdimension: Professional Career Promotion/Advancement

Objective

ENCOURAGE THE BALANCED PARTICIPATION OF WOMEN AND MEN IN THE DECISION-MAKING POSITIONS

Measure

- Identify and maintain the pool of female talent in the operational business units
- Organise and provide training and mentoring programmes (advice, coaching, sponsorship) specifically aimed at achieving balanced participation of women and men in top decision-making, leadership and management positions

Indicator

- Ratio between the No. of women identified in the talent pool and the total No. of employees in the talent pool
- Draw up a development plan, which allows the identification of talent to take on first-line positions
- Ratio between the No. of employees who are trained and the total No. of employees identified in the talent pool

Target

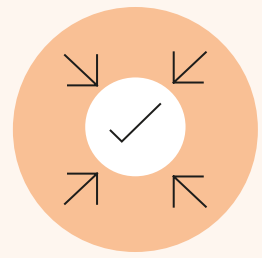
- Identification/maintenance of the female talent pool, by the end of 2025
- 50% of the female talent pool receives specific training, by the end of 2027
- Employee satisfaction assessment

Managers

Human Resources Department

Budget

Being budgeted



Dimension: Work-life balance

Objective

PROMOTE THE WORK-LIFE BALANCE OF THE MALE AND FEMALE EMPLOYEES

Measure

- Formalisation of REN's Work-Life Balance Policy
- Certification as a Family-Responsible Company

Indicator

- Approval of REN's Work-Life Balance Policy
- Publication and Communication of REN's Work-Life Balance Policy
- Award of the EFR Certificate

Target

- Policy approved and communicated by the end of the first half of 2025
- Certification to be completed by the first half of 2026

Managers

Human Resources Department

Budget

Being budgeted

Gender 2026 Equality Plan