

Monitoring report

GENDER INDICATORS 2020 - 2024

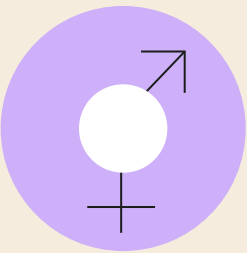
The Gender Indicators Monitoring Report is a management tool that aims to reflect the implementation of REN's Gender Equality Strategy and its follow-up.

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

The year 2024 was one of consolidation and continuity of the different axes of transformation established for achieving an effective cultural transformation. Our actions have focused on planning and strengthening our teams to meet emerging challenges, organisational agility and effective talent management, training our people and developing new emerging skills, evolving ways of working and promoting efficiency, developing a culture that favours active listening to our people, flexibility, diversity and well-being.

Our pathway is towards equality





Gender indicators

Global characterisation

	UN	2024	2023	2022	2021	2020
REN EMPLOYEES						
Men	%	75.0	74.9	74.7	75.3	75.8
Women	%	25.0	25.1	25.3	24.7	24.3
EMPLOYEE DEPARTURES						
Men	%	84.8	61.1	67.5	71.4	74.1
Women	%	15.2	38.9	32.5	28.6	25.9
EMPLOYEE HIRES						
Men	%	82.2	69.2	62.1	60.0	75.0
Women	%	17.8	30.8	37.9	40.0	25.0
AGE						
Up to 29 years old						
Men	%	75.0	70.1	64.9	64.7	64.9
Women	%	25.0	29.9	35.1	35.3	35.1
30 to 50 years old						
Men	%	71.2	71.5	72.8	73.7	74.3
Women	%	28.8	28.5	27.2	26.3	25.7
51 years old or above						
Men	%	81.3	81.3	80.2	80.5	81.1
Women	%	18.8	18.7	19.8	19.5	18.9
AVERAGE AGE						
Men	Years	45.2	46.1	46.4	46.4	46.0
Women	Years	43.6	43.5	43.9	44.2	43.6
AVERAGE TENURE						
Men	Years	16.2	17.3	17.7	17.8	17.6
Women	Years	13.6	13.9	14.9	15.3	14.9

Female leadership

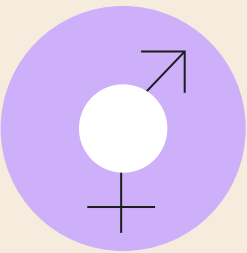
	UN	2024	2023	2022	2021	2020
BOARD OF DIRECTORS						
Women	%	33.3	33.3	35.7	35.7	23.1
EXECUTIVE COMMITTEE						
Women	%	0.0	0.0	0.0	0.0	0.0
BOARD						
Men	%	54.2	66.7	70.4	69.2	66.7
Women	%	45.8	33.3	29.6	30.8	33.3
MANAGEMENT						
Men	%	76.9	74.5	71.7	72.9	76.0
Women	%	23.1	25.5	28.3	27.1	24.0
BOARD AND MANAGEMENT (women)						
	%	30.2	28.2	28.7	28.4	27.3

Business areas

(Women)	UN	2024	2023	2022	2021	2020
Business and business support	%	19.2	19.1	19.1	18.4	17.8
Support roles	%	42.5	42.9	43.7	44.6	44.1

Recruitment and selection

	UN	2024	2023	2022	2021	2020
APPLICATIONS						
Men	%	67.0	66.0	62.0	53.0	54.0
Women	%	33.0	34.0	38.0	47.0	46.0
ENGINEERING/STEM (women)						
	%	21.0	27.0	25.0	30.0	26.0



Gender indicators

Training and development

	UN	2024	2023	2022	2021	2020
TRAINING (per employee)						
Men	Hours	45.3	50.2	49.8	35.0	36.8
Women	Hours	52.7	51.1	55.0	34.3	34.9
TRAINING (type/women)						
REN CULTURE	%	31.3	29.2	37.2	39.7	34.4
Management and leadership	%	24.7	35.7	28.4	27.1	33.6
Digital and innovation	%	28.0	29.3	27.7	36.6	33.5
Technical	%	22.5	24.7	22.0	26.1	22.8
LEADERSHIP SCHOOL TRAINING (women/management)	%	36.5	39.1	46.6	39.7	47.2

Career progression

	UN	2024	2023	2022	2021	2020
BY MERIT						
Men	%	25.0	30.2	33.5	24.6	26.1
Women	%	31.4	31.9	30.2	25.4	37.9

Performance evaluation

	UN	2024*	2023	2022	2021	2020
COMPETENCIES ¹						
Men	Average	-	2.59	2.59	2.56	2.53
Women	Average	-	2.54	2.55	2.55	2.53
GOALS ²						
Men	Average	-	4.22	4.19	4.19	4.20
Women	Average	-	4.16	4.15	4.17	4.15

Salary indicators

	UN	2024	2023	2022	2021	2020
AVERAGE ANNUAL REMUNERATION						
Men	€	51,121.39	49,979.01	48,076.31	47,679.53	47,194.88
Women	€	52,695.73	50,403.48	48,542.25	48,311.25	48,187.04
TOP 10% COMPENSATED EMPLOYEES (in total annual remuneration)						
Women	%	25.3	23.3	27.1	25.0	25.0
UPPER QUARTILE (Q3-MAX) (in total annual remuneration)						
Women	%	23.3	22.4	22.7	22.1	23.3
UPPER MIDDLE QUARTILE (MD-Q3) (in total annual remuneration)						
Women	%	23.4	25.8	26.1	23.8	23.3
LOWER MIDDLE QUARTILE (Q1-MD) (in total annual remuneration)						
Women	%	31.4	29.0	27.3	28.5	26.7
LOWER QUARTILE (MIN-Q1) (in total annual remuneration)						
Women	%	22.2	24.0	26.0	25.6	25.0

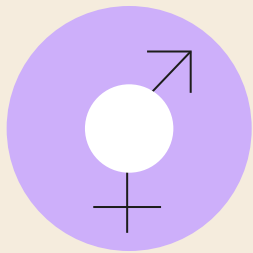
	UN	2024	2023	2022	2021
GENDER PAY GAP ³	%	-5.1	-1.8	-1.7	-2.0

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]).

* The results of the 2024 performance evaluation will only be available in the second quarter of 2025.



Gender indicators

📄 Satisfaction levels⁴ (POP)

	UN	2024	2023	2022	2019	2017
TOP OF MIND QUESTION ⁵		86.0	85.0	83.0	82.0	86.0
Men	%	84.0	83.0	76.0	82.0	85.0
Women	%	92.0	90.0	85.0	77.0	91.0
OVERALL SATISFACTION INDEX ⁶		72.0	-	69.0	63.0	62.0
Men	%	69.0	-	67.0	63.0	62.0
Women	%	78.0	-	74.0	67.0	66.0
EQUALITY QUESTIONS ⁷	%	79.0	67.0	76.0	-	-
WORK-LIFE BALANCE QUESTIONS ⁸	%	75.0	77.0	74.0	-	-

In 2021, the Organisational Climate Survey (POP) was not carried out due to COVID-19. In the following years, it was applied alternately: POP in 2022 and 2024, and mini POP in 2023.

📄 Work-life balance (work and personal/family time)

	UN	2024	2023	2022	2021	2020
FLEXIBLE SCHEDULE						
Men	%	68.2	67.1	66.9	65.9	66.9
Women	%	92.8	92.6	91.2	92.5	92.9

📄 Parental protection

	UN	2024	2023	2022	2019	2017
BIRTHS (overall)						
Men	%	4.18	2.19	3.20	4.16	3.98
Women	%	3.65	3.21	3.98	2.91	5.36
PARENTAL LEAVE TAKEN (father)						
Required	%	100.0	100.0	100.0	100.0	100.0
Voluntary	%	87.0	100.0	100.0	81.8	85.7
30-day extension	%	87.0	100.0	68.8	63.6	76.2
RETENTION AFTER PARENTAL LEAVE TAKEN (12 months after)						
Men	%	100.0	100.0	100.0	100.0	100.0
Women	%	100.0	100.0	100.0	100.0	100.0

⁴ The Organisational Climate Survey (POP) is conducted every two years in its complete version and annually in a shorter version.

⁵ Favourable responses to the question: "I am pleased to be working at REN".

⁶ Average of favourable answers to all questions.

⁷ 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.".

⁸ Favourable responses to the question: "Does working at REN allow me to balance my professional life with my personal life?".

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