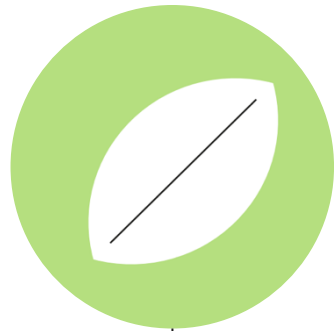


# Energy in balance



# Strategic plan 2024-2027

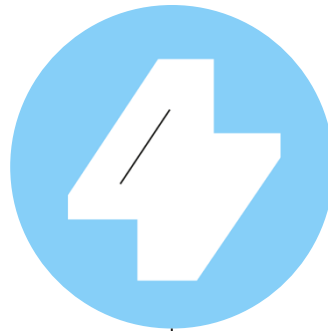
## THE PIVOTAL ROLE OF SUSTAINABILITY



1

### REINFORCE OUR SUSTAINABILITY COMMITMENTS

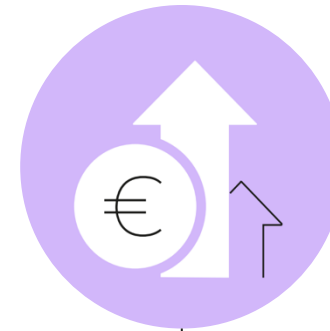
Including ESG objectives and the promotion of an internal culture of excellence.



2

### ENABLE THE ENERGY TRANSITION

By advancing electricity transmission growth, unlocking the role of green gases, and consolidating growth in Chile.



3

### DELIVER SUSTAINABLE, PROFITABLE GROWTH

Through the sustainable increase of our asset base, maintaining credit metrics consistent with an Investment Grade credit rating, and ensuring attractive returns for shareholders.



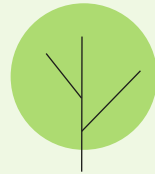
# Sustainability approach

## THE FIVE STRATEGIC PILLARS



### ENERGY TRANSITION AND CLIMATE CHANGE

To be a facilitator by integrating **renewable energy** sources into networks, maintaining our commitment to **security** of supply, **service quality** and the **decarbonization** of our activities.



### NATURAL CAPITAL MANAGEMENT

To be recognized as an **environmentally responsible company**, acting in accordance with the best environmental management practices and playing an **active role** protecting the environment and natural capital.



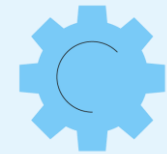
### VALUING OUR PEOPLE

To value our employees through **training**, **compensation**, and **protection**, ensuring a working environment that is **inclusive**, **safe**, and **focused on well-being**.



### CREATING VALUE FOR STAKEHOLDERS

To promote the engagement and support of stakeholders, while also ensuring **safety**, **reliability**, and **quality** in the **supply of electricity and gas**, acting in a **socially responsible manner**.



### RESPONSIBLE GOVERNANCE

To base our work on the **best international practices in ethics and governance**, promoting a culture of fighting corruption and risk management.

# Commitments



## COMMITMENTS

2024

PERFORMANCE  
AGAINST TARGET

|                                                                             |          |          |
|-----------------------------------------------------------------------------|----------|----------|
| Reduction of scope 1 and 2 emissions by 60% until 2030 (compared to 2019)   | -21%     | 95%      |
| Reduction of scope 3 emissions by 30% until 2030 (compared to 2021)         | -9%      | 93%      |
| Achieve carbon neutrality in operations until 2040                          | On track | On track |
| Electrification of 80% of the fleet until 2030                              | 62%      | 76%      |
| Reduction of SF <sub>6</sub> emissions by 50% until 2030 (compared to 2023) | -41%     | 82%      |
| Reduction of CH <sub>4</sub> emissions by 30% until 2030 (compared to 2023) | 115%     | 0%       |
| Installation of 15 MW of renewable capacity for self-consumption until 2030 | 2.8 MW   | 31%      |
| Procuring 50% of total volume from SBTi aligned suppliers until 2030        | 22%      | 55%      |



## COMMITMENTS

2024

PERFORMANCE  
AGAINST TARGET

|                                                                     |        |     |
|---------------------------------------------------------------------|--------|-----|
| Have more than 1/3 of first-line management positions held by women | 46%    | ✓   |
| Have 100% of employees with ESG training until 2030                 | 98%    | 98% |
| Invest 3 M€ in communities <sup>1</sup>                             | 0.6 M€ | 18% |
| Invest 2 M€ in employee training until 2027                         | 0.7 M€ | 35% |
| Remain in the top tier of employee satisfaction <sup>2</sup>        | ✓      | ✓   |



## COMMITMENTS

2024

PERFORMANCE  
AGAINST TARGET

|                                                                          |          |          |
|--------------------------------------------------------------------------|----------|----------|
| Implement sustainability goals as a performance metric for all employees | ✓        | ✓        |
| Guarantee 100% green debt until 2030                                     | On track | On track |

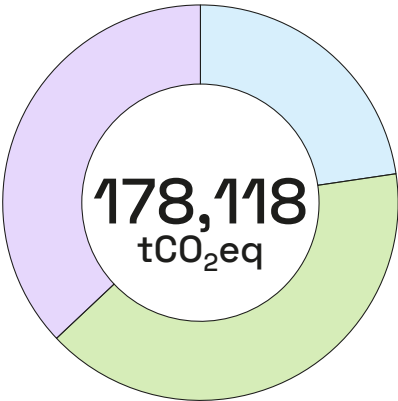
<sup>1</sup> Not including compensation measures.

<sup>2</sup> >75% of employees responded positively to the question "I am happy working at REN".

# Our performance in 2024

## ENERGY TRANSITION AND CLIMATE CHANGE

Contribution to the SDG

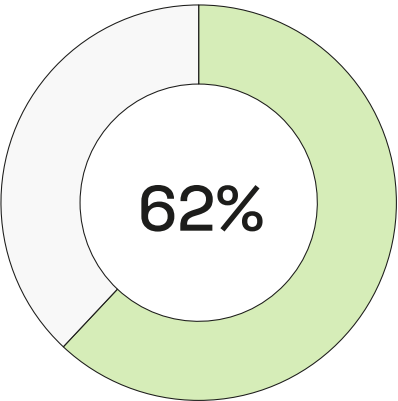


Total Greenhouse Gas emissions

Scope 1 40,361 tCO<sub>2</sub>eq

Scope 2 71,806 tCO<sub>2</sub>eq

Scope 3 65,951 tCO<sub>2</sub>eq

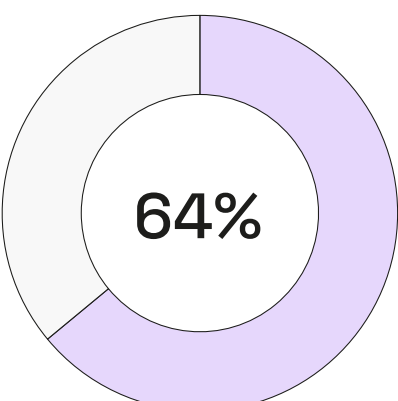


Electrified fleet

1,280,746 MWh

Energy consumed

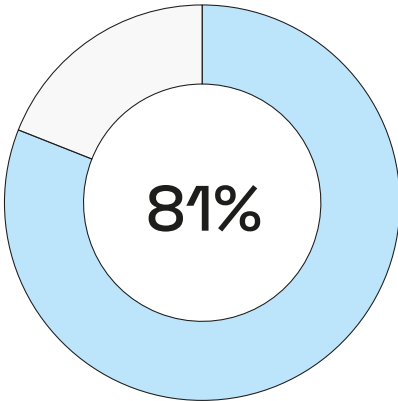
172,980 MWh except RNT losses and self-consumption



Green energy in REN's operations

2.8 MW

Renewable capacity installation for self-consumption



Installed power from renewable sources in the National Electricity System

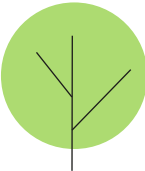
87.7%

Capex of activities aligned with the European Environmental Taxonomy

# Our performance in 2024

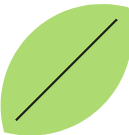
## NATURAL CAPITAL MANAGEMENT

Contribution to the SDG



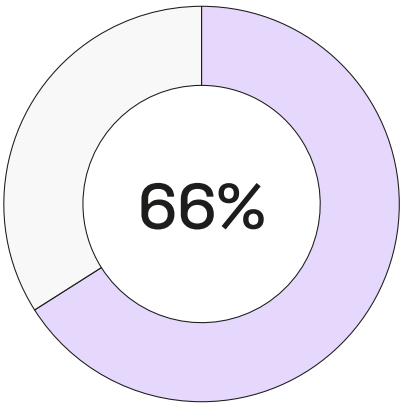
10,186 ha

Intervened area in 2024



4,553 ha

Planted area between 2010 and 2024



Right-of-way  
located in forests



Available 24 hours a day,  
seven days a week during  
the fire season

# Our performance in 2024

## VALUING OUR PEOPLE

Contribution to the SDG



775

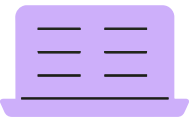
Employees

25%

Women

46%

Women in first-line management positions



36.538

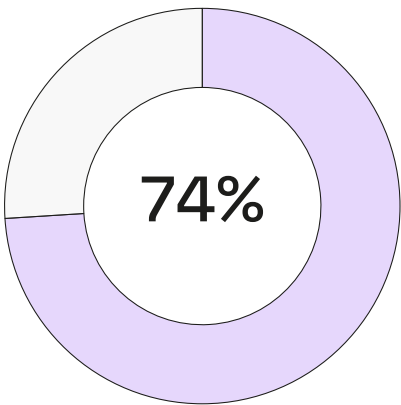
Training hours

91%

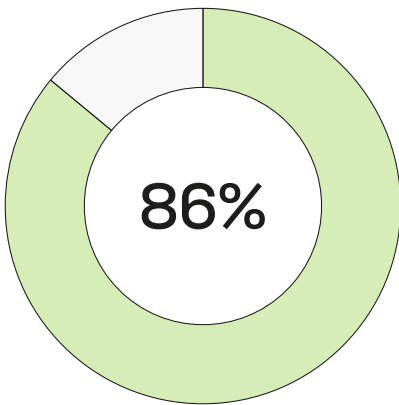
Level of training satisfaction

47h

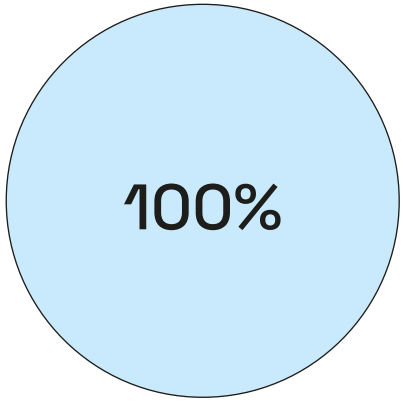
Average of training per employee



Employees with flexible schedule<sup>3</sup>



Level of employee engagement<sup>4</sup>



Eligible employees with performance evaluations

<sup>3</sup> Includes no fixed working hours.

<sup>4</sup> Based on agreement with the statement "I am pleased to work at REN".

# Our performance in 2024

CREATING VALUE FOR STAKEHOLDERS

Contribution to the SDG





550 K€

Community investment

350 K€

In donations and sponsorships



1,881

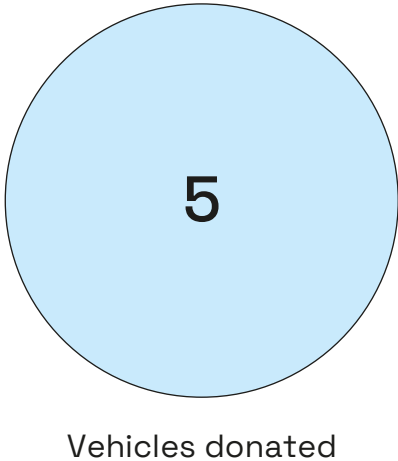
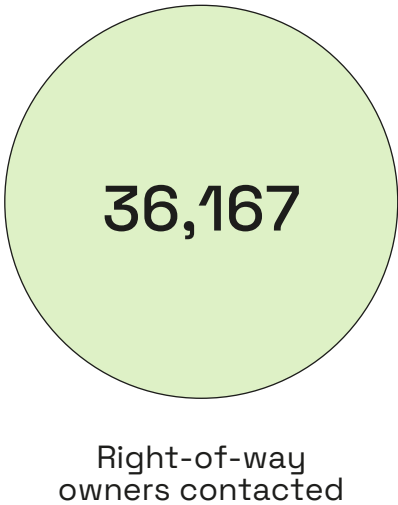
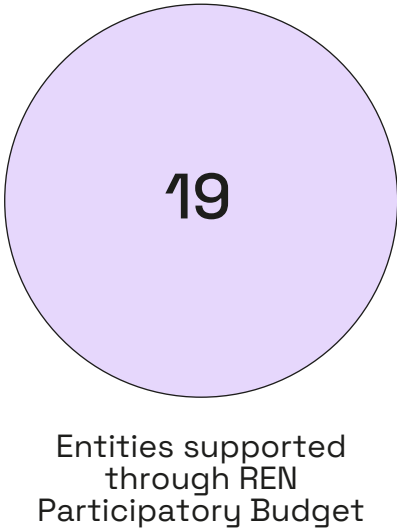
Hours of volunteer work

43

Volunteer actions

328

Volunteers

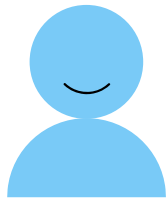




# Our performance in 2024

## RESPONSIBLE GOVERNANCE

Contribution to the SDG



15

Members of the Board of Directors

66%

Men

33%

Women

3

Executive Directors

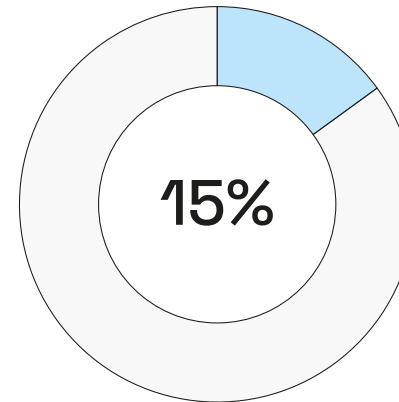
12

Non-Executive Directors

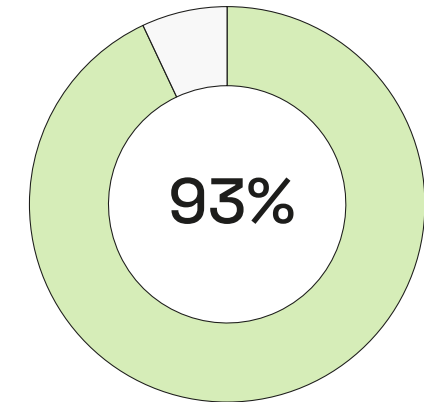
7.4 years

Average  
mandate length

47%

Independent  
members

ESG KPI in the variable  
component of Executive  
Directors' remuneration



Employees that concluded the ethics,  
code of conduct and Prevention of  
corruption risks training

1

Complaint registered, duly analysed and dealt with

# Recognitions in 2024



Access our 2024 Integrated Report here

SUSTAINABILITY  
AT A GLANCE 2024



REN  
Investidores



REN  
Energia

THE NETWORK OF ALL NETWORKS

[www.ren.pt](http://www.ren.pt)

**REN** 