Stakeholder engagement

Relationship with stakeholders is a priority for REN and is part of our sustainability approach.

Stakeholder engagement

PROCESS OVERVIEW

REN

| **1.** Stakeholder identification | **2.** Stakeholder prioritization | **3.** Stakeholder relationship management | **4.** Stakeholder dialogue | **5.** Stakeholder monitoring |

1. Stakeholder identification
- Identification of stakeholders who are directly or indirectly affected by REN's activities or who have a specific interest in REN's activities

2. Stakeholder prioritization
- Prioritization of stakeholders according to their degree of influence, importance, and direct or indirect impact of REN's activities

3. Stakeholder relationship management
- Definition of stakeholder relationship principles
- Definition of engagement channels
- Definition of areas responsible for stakeholder management

4. Stakeholder dialogue
- Promotion of open, constructive and transparent dialogue
- Stakeholder consultations

5. Stakeholder monitoring
- Continuous stakeholder interaction
- Communication and reporting

Note: REN reviews this process every two years or whenever justified.

Stakeholder engagement

1. STAKEHOLDER IDENTIFICATION AND 2. PRIORITIZATION

Identification

▍REN proactively identifies stakeholder groups based on criteria such as :

- Strategy;
- Regulatory context;
- Company activities;
- Risks and opportunities;
- Supply chain;
- Investor and societal demands.

Prioritization

▍REN prioritises stakeholders according to the impact of its activities on the stakeholder group, as well as the impact of the group on REN's activities.

REN's stakeholders

Employees	Shareholders	Clients
Official entities	Suppliers	Communities

Financial sector	Associations and strategic partners

Stakeholder engagement

3. STAKEHOLDER RELATIONSHIP MANAGEMENT

REN is guided by its Sustainability Policy, in which it undertakes to promote stakeholder engagement and support. This commitment is reinforced by its Stakeholder Relationship Policy:

Scope	Principles

Scope

- The policy applies to all REN Group companies, covering all recipients and under the terms and conditions laid down in the REN Group's Code of Conduct.
- It is also applicable, disclosed, and communicated to proxies, representatives, contractors, and suppliers who are in any way authorized to act on behalf and/ or represent any REN Group company.
- Other suppliers are also invited to comply with the principles of this policy.
- The Policy is reviewed periodically and its approval is the responsibility of the Board of Directors.

Principles

- Act responsibly and build relationships based on ethics, integrity, sustainable development, and human rights.
- Demand compliance with the legislation, regulations, and requirements in force applicable to its activities and to others to which it voluntarily adheres.
- Consult on a regular basis with stakeholders regarding relevant sustainability issues (ESG – Environmental, Social and Governance), to maintain solid and constructive relationships that meet their needs and expectations.
- Ensure consultation of stakeholders, namely Communities and Official Entities, within the scope of the licensing processes for new infrastructure.
- Assess the impact of the activity on stakeholders in order to prioritise the management of relations with the groups most affected.
- Ensure open, constructive, and transparent dialogue (listening, informing, and responding) with stakeholders to build and strengthen long-lasting and close relationships.
- Provide access to clear, understandable, and transparent information.
- Provide access to communication channels/mechanisms for raising concerns/complaints.
- Build partnerships and/ or develop initiatives with local communities and society at large, aiming to promote sustainable development.

Stakeholder engagement

3. STAKEHOLDER RELATIONSHIP MANAGEMENT

Relationship management process

Policy

▌ REN has defined processes for interacting with key stakeholder groups, as well as the areas responsible for managing them (non-exhaustive list below):

▌ The Board of Directors is responsible for the approval of the Stakeholder Relationship Policy.

EMPLOYEES
– Human Resources Department

SHAREHOLDERS & FINANCIAL SECTOR
– Investor Relations Office

COMMUNITIES
– Sustainability and Communication
– Operational units

SUPPLIERS
– Procurement Department
– Operational units

OFFICIAL ENTITIES
– Executive Committee
– Regulation
– Sustainability and Communication
– Operational units

ASSOCIATIONS AND STRATEGIC PARTNERS CLIENTS
– Operational units

Stakeholder engagement

4. STAKEHOLDER DIALOGUE

Open, constructive and transparent dialogue:

Objective and strategy

▎ REN aims to maintain a mutually positive, honest and ethical relationship with its main stakeholders.

▎ Furthermore, REN seeks to ensure close and trusting relationships that promote respect and satisfaction among all stakeholders, while building a more sustainable future.

▎ Different strategies are identified to strengthen relationships with stakeholders, which are implemented through timely interactions.

Communication channels

▎ REN establishes permanent contacts between the Group and stakeholders, which are essential to ensure business continuity and sustainability.

▎ Communication channels are used according to the needs and expectations of each stakeholder group. Some of the communication channels are highlighted below:

- General Meeting;
- Roadshows and Investor Day;
- Meetings and working groups;
- Conferences and workshops;
- Job fairs;
- Information sessions;
- REN website;
- REN intranet;
- Integrated Report;
- Among others.

The results of initiatives developed within the scope of stakeholder engagement are communicated through the REN Group's main communication channels (website, apps, social media, corporate reports).

For more information on the communication channels used for each stakeholder group, please click here.

Stakeholder engagement

4. STAKEHOLDER DIALOGUE

Infrastructures

▍ Key projects are subject to public consultation with stakeholders, namely communities (local groups potentially affected by the company's activity, as well as vulnerable groups) and official entities, during the different phases of the company's activity. These consultations are carried out by the environmental authority or the regulatory body.

Sustainability

▍ REN regularly engages with stakeholders on relevant sustainability issues (ESG – Environmental, Social and Governance) to maintain strong and constructive relationships that meet their needs and expectations.

▍ Stakeholder engagement processes for materiality purposes are generally carried out every two years.

Stakeholder engagement

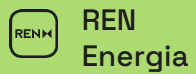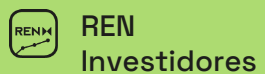## 5. STAKEHOLDER MONITORING

Contact mechanisms

▍ REN has the following main contact channels:

  ▍ Email (investor relations, communication, sustainability);

  ▍ Telephone;

  ▍ Online form:

  - The form has three contact categories: information; opinion/suggestion; and complaint.

  - The form also has a set of contact subcategories, such as Local Communities, Environment and Investor Relations, thus allowing contacts made by interested parties to be effectively forwarded for handling by the relevant areas of REN.

  ▍ Whistleblowing channel.

For more information, click here.

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