



Gender equality plan

2025

Who are we?

REN – Redes Energéticas Nacionais operates in two large business areas: the transmission of very-high-voltage electricity and the overall technical management of the 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.

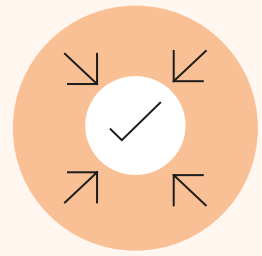
To draw up this plan, a diagnosis was carried out following the guidelines of the "Equality Plans Elaboration Script (annual)", which gave rise to the measures presented.

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 2025**.



REN'S GENDER EQUALITY PLAN 2025



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 [Sustainability policy](#).
- Share good practice 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 1st line management positions and the total No. of 1st line management positions.
- Development of content for external media.
- Promotion of days such as:
 - International Day of Women and Girls in Science (11/02);
 - International Women's Day (08/03); and
 - International Girls in ICT Day (26/04).

Target

- > 1/3 of women occupying 1st 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 commemorative days.

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 2024.
- Disclosure in the October 2024 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 2025.

Human Resources Department.

No costs.

ENSURE A WORK ENVIRONMENT FREE FROM DISCRIMINATION BASED ON SEX, PARENTHOOD, AND/OR THE BALANCE BETWEEN PROFESSIONAL, FAMILY, AND PERSONAL LIFE

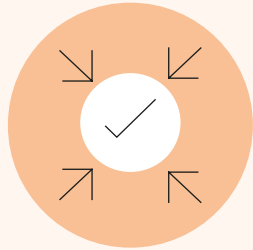
- Review and/or include new questions in the organisational climate survey (POP) to assess employees' satisfaction with DEI issues.
- Disclose the results in REN's Annual Gender Indicators Report.

- Satisfaction levels (favourable responses) on DEI-related topics.

- Percentage of favourable responses by gender equal to or above 75%.

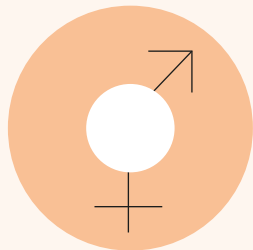
Human Resources Department.

No costs.



Dimension: strategy, mission and values

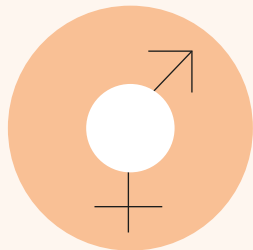
Objetive	Measure	Indicator	Target	Managers	Budget
RECOGNISE AND INTEGRATE EQUAL VISIBILITY OF WOMEN AND MEN IN ALL FORMS OF LANGUAGE, BOTH INTERNALLY AND EXTERNALLY	<ul style="list-style-type: none">• Adopt gender-neutral language that promotes equality in all management and institutional communication 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.				
PROMOTE AND CONSOLIDATE EXTERNAL RELATIONSHIPS WITHIN THE SCOPE OF PROMOTING EQUALITY BETWEEN WOMEN AND MEN	<ul style="list-style-type: none">• Establish cooperation relationships with public entities and/or civil society organisations that fight to promote equality between women and men.	<ul style="list-style-type: none">• No. of participations in gender equality initiatives organised by external entities.• No. of participations in Diversity and Inclusion forums and work groups.	<p>iGen – Forum Organisations for Equality: Participação no grupo de trabalho da comunicação.</p> <p>Portuguese Association for Diversity and Inclusion (APPDI – Associação Portuguesa para a Diversidade e Inclusão):</p> <ul style="list-style-type: none">• Portuguese Diversity Charter.• Participation in the organisational development working group.• Participation in the “Women Engineers for a Day” Project. <p>Girl Move Academy:</p> <ul style="list-style-type: none">• Sponsorship and annual hosting of a Girl Mover. <p>PWN Lisbon:</p> <ul style="list-style-type: none">• Registration of REN’s female employees as members.• Participation of REN’s young female employees in the YOUTH Programme.• Participation in the annual event. <p>BCSD Portugal:</p> <ul style="list-style-type: none">• Participation in the DEI (Diversity, Equity and Inclusion) working group. <p>“Women in Energy” (APE)</p>	Human Resources Department.	Being budgeted.



Dimension: equal job opportunities

SubDimension: advertisements, selection and recruitment

Objetive	Measure	Indicator	Target	Managers	Budget
FIGHT AGAINST STRUCTURAL BARRIERS TO EQUALITY BETWEEN WOMEN AND MEN	<ul style="list-style-type: none">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.	<ul style="list-style-type: none">Ratio between the No. of applicants of the under-represented gender and the total No. of applicants in the recruitment process.	<ul style="list-style-type: none">1/3 of the applicants in the recruitment and selection process belongs to the under-represented gender, by the end of 2024.	Human Resources Department.	No costs.
CONTRIBUTE TO A BETTER BALANCE BETWEEN WOMEN AND MEN IN THE COMPANY	<ul style="list-style-type: none">Ensure, whenever possible, the representativeness of the under-represented gender in the recruitment and selection processes for the REN Trainee Programme.	<ul style="list-style-type: none">Ratio between the No. of applicants selected for operational areas and the total No. of vacancies for operational areas.	<ul style="list-style-type: none">40% of applicants selected for operational areas belongs to the under-represented gender, by the end of 2025.	Human Resources Department.	No costs.



Dimension: equal working conditions

SubDimension: professional career promotion/advancement

Objetive	Measure	Indicator	Target	Managers	Budget
ENCOURAGE THE BALANCED PARTICIPATION OF WOMEN AND MEN IN THE DECISION-MAKING POSITIONS	<ul style="list-style-type: none">Identify and maintain the pool of female talent in the operational business units.	<ul style="list-style-type: none">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 1st line positions.	<ul style="list-style-type: none">Identification/maintenance of the female talent pool, by the end of 2025.	Human Resources Department.	Being budgeted.
	<ul style="list-style-type: none">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.	<ul style="list-style-type: none">Ratio between the No. of employees who are trained and the total No. of employees identified in the talent pool.	<ul style="list-style-type: none">50% of the female talent pool receives specific training, by the end of 2027.Employee satisfaction assessment.	Human Resources Department.	Being budgeted.



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

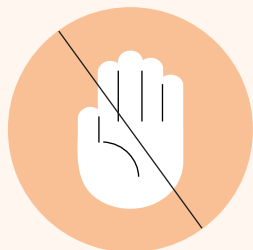
- 100% of employees trained, by the end of 2025.
- Refresh training for the team involved in HR processes, as needed.

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.

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