11 Consolidated Non-Financial Information Statement and Sustainability Information for 2025

11.1 General information

11.1.1 General basis for preparation BP-1

Redeia's **Consolidated Non-Financial Information Statement and Sustainability Information** (hereinafter, the Sustainability Statement) provides a transparent, reliable and balanced account of the Group's sustainability management in 2025.

This report addresses and incorporates the disclosure requirements around Redeia's material topics related to the identified impacts, risks and opportunities associated with Redeia's value chain, in conformity with the **European Sustainability Reporting Standards**, 2023 version, (hereinafter, the ESRS), as per Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 as **regards corporate sustainability reporting** (hereinafter, the CSRD).

The Group has not omitted any specific piece of information corresponding to intellectual property, know-how or the results of innovation; nor has it used the exemption from disclosure of impending developments or matters in the course of negotiation, as provided for in articles 19a(3) and 29a(3) of Directive 2013/34/EU.

a) Scope of consolidation

The scope of this report coincides with the Group's financial scope, as outlined in the consolidated financial statements. The Group's corporate structure, including the corporate object, country of operation and ownership structure of each investee, is set down in Appendix I of the annual consolidated financial statements of Redeia Corporación S.A. and subsidiaries. Where the information provided in this report does not cover the entire consolidation scope, that fact is indicated expressly in the corresponding sections of this report.

As stipulated in the ESRS and in line with the CSRD, the investees over which the Group does not have operating control and which are accounted for in the consolidated financial statements using the equity method (namely, ARGO and TEN) are not included in the entity perimeter of the Sustainability Statement. However, these investments are included for the purposes of the value chain analysis and Scope 3 calculations, within the Investments category.

In addition, in compliance with Spanish Law 11/2018 and in conformity with section 8, articles 19 bis and 29 bis of Directive 2013/34/EU, the Spanish subsidiaries of Redeia Corporación, S.A. are exempt from having to present a separate non-financial information statement, as the required information is presented in the report prepared by their Parent.

Note that on 31 January 2025, Redeia, through its subsidiary, Redeia Sistemas de Telecomunicaciones S.A.U., agreed to sell Indra Sistemas S.A. its 89.68% interest in the share capital of Hispasat for 725 million euros. Following delivery of all the related suspensive terms and conditions, that sale transaction closed on 30 December 2025 and Redeia exited that investment.

As a result of this transaction, on 31 December 2024, the assets and liabilities belonging to the satellite telecommunications segment carried out by the Hispasat subgroup, whose parent company is Hispasat, S.A. and which was controlled by Redeia through its 89.68% shareholding until 30 December 2025, were classified in the Group's financial statements as non-current assets and liabilities held for sale. For the purposes of this Sustainability Statement, Hispasat was part of the scope of consolidation until 30 December 2025. As a result, it falls within the scope of the indicators provided in this report except for those that refer to 31 December 2025, which are expressly singled out. Lastly, to ensure consistent information and make it easier to understand, the information pertaining to Hispasat is disaggregated for certain indicators.

b) Value chain

Redeia's Sustainability Statement encompasses, in accordance with the information available, the upstream operations, own operations and downstream operations of its value chain.

Redeia interacts with the various different value chain agents through different policies and management

mechanisms, which vary in scope depending on the topic and type of relationship.

A detailed description of the value chain and its linkage with the double materiality assessment is provided in section 11.1.5.1 *Double materiality assessment process. IRO-1*.

11.1.2 Disclosures in relation to specific circumstances BP-2

a) Time horizons

Redeia uses the time horizons defined in ESRS 1 - 6.4 Definition of short-, medium- and long-term for reporting purposes in preparing this Sustainability Statement. If a different definition is used, that fact is specified and substantiated in the corresponding section of the report.

b) Value chain estimation

With respect to its upstream and downstream value chain reporting requirements, Redeia has availed of the relief provided in transitional provision 10.2 of ESRS 1, particularly for parameters for which direct information is not yet fully available.

When the information associated with its upstream and downstream operations was not directly available, Redeia has used estimates based on indirect sources, including sector data, economic factors and other alternative variables.

The parameters involving estimates of this nature are fundamentally the Scope 3 greenhouse gas emissions, which are itemised in specific chapters of this report. The estimates were prepared using the most reliable information available and their level of accuracy is considered reasonable for the purposes of this Sustainability Statement. More specifically, certain Scope 3 categories present inherent levels of uncertainty due to the use of economic factors.

Redeia continues to work to improve the quality and traceability of its value chain disclosures by enhancing engagement with its suppliers and other stakeholders.

c) Sources of estimation and outcome uncertainty

The Sustainability Statement underlying performance data are not based on assumptions or estimates except when providing forward-looking information and in certain other instances expressly indicated in the relevant section.

In those instances, reasonable assumptions and hypotheses based on available information are used. As a result, actual results could differ from those estimated due to the existence of intrinsic sources of uncertainty, such as the trend in external factors, the availability of value chain data or regulatory changes.

In keeping with the foregoing, the metrics identified by Redeia as being subject to a higher level of measurement uncertainty are those that require estimation techniques, specifically those used to calculate the Group's Scope 3 emissions. Here, the uncertainty derives from the use of sector data, economic factors and other information provided by third parties in the absence of direct data, among other things.

The sources of uncertainty, along with the assumptions and judgements made to measure these emissions, are described in more detail in section 11.2.2 ESRS E1 – *Climate change*, specifically in the sections dedicated to greenhouse gas emissions.

d) Changes in preparation or presentation of sustainability information

Redeia's 2025 Sustainability Statement has been prepared in accordance with the European Sustainability Reporting Standards (ESRS).

As of the date of authorising this report for issue, Spain had still not transposed the CSRD Directive into national law.

Against this backdrop, Redeia has aligned its reporting with the recommendations made in the **joint statement issued by Spain's securities market regulator, the CNMV, and its accounting and auditing institute, the ICAC**, on 19 November 2025, guiding Wave 1 entities to apply the ESRS as their benchmark sustainability reporting framework, guaranteeing simultaneous compliance with their reporting requirements under Spanish legislation. Specifically, that joint statement expressly recalls that "Wave 1 Spanish entities must ensure they comply with all of their reporting requirements under Spanish Law 11/2018". Redeia has prioritised compliance with this requirement in preparing this Sustainability Statement, as detailed in Appendix 5 of this report.

In addition, Redeia has applied the targeted relief introduced in the European delegated regulation commonly referred to as the "Quick Fix", which defers and phases in the application of certain mandatory provisions of the ESRS and extends to all entities exemptions that were initially contemplated only for smaller sized enterprises. Redeia only avails itself of this relief on the terms permitted and, in a manner, compatible with applicable Spanish legislation, without modifying the principles, metrics or targets established in previous years.

Against this backdrop, and in accordance with its requirements under ESRS 1 and ESRS 2, Redeia has ensured consistency in the definition, calculation and use of the different parameters, metrics and targets and has used the same methodological criteria and information consolidation systems as it used in 2024.

Regarding the consolidation scope change derived from the sale of Hispasat, the related information is provided in section a) *Scope of consolidation* of this chapter.

e) Reporting errors in prior periods

No material errors requiring correction or clarification have been identified with respect to the information published in 2024.

In the event it detects material errors in future years, Redeia will analyse and correct them in accordance with the contents of ESRS 1 section 7.5 Reporting errors in prior periods.

f) Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements

Redeia has prepared this Sustainability Statement in accordance with the CSRD Directive and ESRS, applying the transitional provisions contemplated in ESRS 1.

In addition, the Sustainability Statement includes the disclosures required under Law 11/2018 on non-financial and diversity reporting currently in effect in Spain, which stipulates certain disclosure requirements not expressly contemplated in the ESRS.

The information required under Law 11/2018 that coincides with that required under the ESRS is presented in an integrated manner throughout the report, following the structure of the Sustainability Statement. Appendix 5 provides cross-references for the information required under Law 11/2018 and the information included in the report.

Appendix 6 specifically provides the additional information required under Law 11/2018 that is not covered by the ESRS requirements in order to ensure full compliance with the Group's legal reporting requirements in Spain.

11.1.3 Governance

11.1.3.1 The role of the administrative, management and supervisory bodies GOV-1

The General Meeting of Shareholders and the Board of Directors are responsible for governing and managing Redeia Corporación, S.A.

The director **competency matrix** itemises the level of skills and expertise of the Board members with respect to Redeia's strategic priorities, as well as cross-cutting aspects. The list of strategic priorities specifically identifies "sustainability and climate change". All of the members of the Sustainability Committee have skills and expertise in this area. Along with the director skills matrix, the corporate website provides the directors' biographies, making it possible to consult their current and prior positions and learn about their relevant experience in Redeia's sectors, products and geographic locations, along with specific information about their expertise around sustainability.

As reported in Redeia's Annual Corporate Governance Report, the professional profiles of the Board members as at 31 December 2025 confirm that each is a highly regarded professional with a strong professional background, enabling them to contribute the knowledge and experience to the supervision of corporate management required to ensure the sustainable and strategic development of Redeia's activities.

More specifically, the members of the Sustainability Committee have proven demonstrated capability to perform the roles assigned to that committee, as borne out by their extensive experience, skills and know-how, having been selected by the Board of Directors, at the recommendation of the Board Chairperson, in turn on the basis of a report from the Appointments and Remuneration Committee, in an effort to make sure they boast the knowledge, skills and experience required to carry out those roles. Notably in 2025, a new chairperson was named to head up the Sustainability Committee after the outgoing chairperson's mandate finished.

Board of Directors of Redeia Corporación (31 December 2025)

Board of Directors (12 members)		
A non-executive chairperson and a CEO Seven independent directors (58.3%) and three proprietary directors (25%)		
Appointments and Remuneration Committee	**Audit Committee**	**Sustainability Committee**
Chair: Independent director	Chair: Independent director	Chair: Independent director
33% Proprietary	25% Proprietary	33% Proprietary
67% Independent	75% Independent	67% Independent

Board diversity (31 December 2025)

Boardroom gender mix (no. of directors)

58.3% of the Board members are female.

	Women	Men
Board of Directors	7	5
Audit Committee	1	3
Appointments and Remuneration Committee	3	0
Sustainability Committee	2	1

Directors by age category (no.)

The directors' average age is 56.7.

	<50 years of	50 to 60 years	>60 years of
Board of Directors	2	7	3
Audit Committee	1	1	2
Appointments and Remuneration Committee	0	3	0
Sustainability Committee	1	1	1

Directors by length of service (years)

The directors have been serving on the Board for an average length of time of 5.1 years.

	<3 years	3 - 5 years	>6 years
Board of Directors	4	3	5

Roles and responsibilities of the administrative, management and supervisory bodies

The Board of Directors of Redeia Corporación administers, governs and represents the Company in compliance with company law, the bylaws and the principles of good corporate governance. A key responsibility of the Board of Directors, as set down in Redeia's **bylaws** and the **Regulations of the Board of Directors**, is to approve the general policies and strategies of the Company and the Group, and, in particular, the Risk Control and Management Policy and the Corporate Governance Policy.

The **Risk Management and Control Policy**, approved by the Board of Directors, sets the criteria for identifying, assessing and managing the Group's financial and non-financial risks, including sustainability risks. It defines the control model, accountability hierarchy, appetite for risk and supervisory mechanisms. For further information, refer to Appendix 1 of this report.

Note additionally that the Board's responsibility with respect to sustainability impacts, risks and opportunities is set down in article 5.5 of the Regulations of the Board of Directors, while that of the CEO is set down in article 11.3.c) thereof.

The Company has three permanent and predominantly technical committees, which were created by the Board of Directors to support and ultimately deliver enhanced efficiency and transparency: the Audit Committee, the Appointments and Remuneration Committee and the Sustainability Committee, whose duties around sustainability impacts, risks and opportunities are governed in the Regulations of the Board of Directors.

The Board's dedicated **Sustainability Committee** dates to 2018, reflecting the longstanding strategic importance of this issue for Redeia. Redeia's 2030 Sustainability Commitment is championed by its Board of Directors and senior executive team, ensuring that sustainability considerations are factored into the entire organisation's day-to-day decisions. Moreover, the Sustainability Steering Committee and the Corporate Sustainability and Studies Department play a key role, reinforcing the involvement of the highest decision-making bodies and indeed of all areas of the organisation in the monitoring, supervision and implementation of the 2030 Sustainability Commitment.

The Sustainability Committee's duties notably include leadership around ethics; oversight of the Group's sustainability strategy and practices and the linkages with the Strategic Plan; supervision of delivery of the Group's sustainability policies, strategies, plans and targets; supervision of stakeholder engagement processes; and coordination of the sustainability reporting effort. Redeia publishes an **annual report** providing **an account of the activities undertaken by the Board committees**, which includes a list of the main topics addressed during the previous reporting period, specifically including the matters dealt with by the Sustainability Committee.

The procedure for informing the Board of Directors and its committees about impacts, risks and opportunities consists of adding these matters to the agendas of the monthly meetings held by the Board and each of its three committees. The duties and reporting structure of the Internal Audit and Risk Control Department are detailed in section 11.1.3.5 *Risk management and internal controls over sustainability reporting GOV-5*.

Regarding the involvement of the administrative, management and supervisory bodies in monitoring progress against the targets set, in 2019, the Board of Directors approved 11 sustainability targets with a time horizon of 2030; those targets are aligned with Redeia's Strategic Plan and its material impacts, risks and opportunities.

Subsequently, the formulation in 2022 of the 2023-2025 Sustainability Plan defined interim targets along the roadmap for delivering Redeia's sustainability targets for 2030, fleshing out the existing 11 targets and defining new milestones associated with the material risks and opportunities. These targets, which contribute directly to delivery of the United Nations Sustainable Development Goals, were validated by the Sustainability

Steering Committee, the Executive Committee and the Board's Sustainability Committee and then approved by the Board of Directors.

Twice a year, the Board's Sustainability Committee supervises progress against the targets set in the current sustainability plan, specifically monitoring the targets related with Redeia's material impacts, risks and opportunities.

11.1.3.2 Information provided to and sustainability matters addressed by the administrative bodies GOV-2

The Board of Directors and its committees are responsible for supervising the sustainability reporting process at Redeia.

Redeia publishes an **annual report** providing **an account of the activities undertaken by the Board committees**, which includes a list of the main topics addressed during the previous reporting period, specifically including the matters dealt with by the Sustainability Committee.

In addition, Redeia's Comprehensive Risk Management Policy, revised and updated in 2021, and its General Risk Management and Control Procedure, revised and updated in 2023, stipulate that the Internal Audit and Risk Control Department must provide an update, at least twice a year, on the situation and trends around the main risks to the supervisory and control bodies. That procedure is outlined in section 11.1.3.5 *Risk management and internal controls over sustainability reporting GOV-5.*

All of the impacts, risks and opportunities identified have been brought before the Board's Sustainability Committee, which has validated the results of the double materiality assessment and their fit and alignment with Redeia's strategic targets.

The material impacts, risks and opportunities addressed by the administrative bodies in 2025 correspond to those identified in each respective chapter of this report.

11.1.3.3 Integration of sustainability-related performance in incentive schemes GOV-3

The **Director Remuneration Policy** applicable in 2025, 2026 and 2027 was approved at Redeia's Annual General Meeting on 4 June 2024, as provided for in the Corporate Enterprises Act. It replaces the outgoing policy, which ran from 2022 to 2024.

The remuneration of the CEO includes fixed and variable components and the latter comprise short- and long-term incentives aligned with Redeia's targets and strategies. More specifically, the **annual variable remuneration of the CEO** is based on delivery of a combination of predetermined and quantifiable corporate targets, measured at the Group level, which account for 75% of his total annual variable remuneration, and delivery of managerial targets linked to Redeia's businesses, which account for 25% of his total annual variable remuneration.

Within that 25%, the sustainability-related target represents 15% of the CEO's annual variable remuneration. That target is related to progress on Redeia's 2023-2025 Sustainability Plan, which includes meeting targets related with all of the sustainability topics addressed in this report, including emissions reduction targets and keeping the Company in the most important sustainability stock indices.

As a result, 55% of the CEO's annual variable remuneration tied to delivery of managerial targets linked to Redeia's businesses is tied to targets related with the climate, specifically "Making the energy transition in Spain a reality" (40%) and "Delivering the Sustainability Plan" (15%). These targets are aligned with disclosure requirement E1-4 of this report, which specifies the Group's targets for cutting its GHG emissions.

As for the CEO's long-term variable remuneration, the targets embedded in the **Long-Term Incentive Plan (LTIP)** related to fostering the energy transition, reducing the digital divide and diversification are related to the targets set down Redeia's 2021-2025 Strategic Plan and aligned with the thrust of the current Director Remuneration Policy. Entitlement to receive this incentive is conditional upon delivery of the targets associated with the 2021-2025 Strategic Plan and ongoing employment at the Company throughout the term of the incentive scheme.

In addition, 75% of the targets set in the above-mentioned plan are related with sustainability (ESG), specifically those of “Making the energy transition in Spain a reality” (45%), “Fostering connectivity” (15%), “Delivering the Sustainability Plan” (10%) and “People” (5%).

The Sustainability Committee supervises progress against the sustainability-related targets over time and informs the Board of Directors in that respect. Elsewhere, in approving effective satisfaction of the remuneration-related targets for the CEO, which include sustainability-related targets, the Appointments and Remuneration Committee approves and informs the Board about their definition and delivery. The Board of Directors supervises these matters via the reports received from its committees and when approving the **Annual Director Remuneration Report**, which sets out the proposal for remuneration tied to delivery of the targets for the immediately preceding reporting period and the proposal for remuneration associated with the targets set for the reporting period in progress, which in both instances include sustainability-related targets. The Board of Directors voluntarily submits the above-mentioned Annual Director Remuneration Reports for approval at the Annual General Meeting and publishes it on the corporate website.

11.1.3.4 Due diligence GOV-4

Redeia has been carrying out **human rights due diligence** periodically since 2013; this process applies to all Group companies, including those in which it is an indirect investor. The purpose of these processes is to identify, prevent and address potential human rights risks or vulnerabilities that could arise in its direct activities or along its value chain.

In order to reduce the risk of human rights breaches, Redeia reviews and updates its policies, commitments and control mechanisms to reduce their probability of occurrence, guarantee human rights are honoured and remedy any possible human rights violation. In 2024, the Group assessed the level of compliance with these internal human rights due diligence procedures against the backdrop of the European Corporate Sustainability Due Diligence Directive (CSDDD), concluding that the level of alignment was high.

Redeia reviews its internal rules and procedures annually to ensure they continue to be aligned with developments in regulations or other circumstances. The scope of this risk assessment is also adjusted as required for Group developments, such as acquisitions or geographic expansion. These risks were not revised in 2025 as there were no relevant changes in the organisation’s scope of activities.

The phases of the human rights due diligence process for Redeia’s own operations are the following:

1. Human rights risk map

Redeia reviews its human rights risk map periodically to ensure it faithfully and accurately depicts the potential or actual negative impacts of its activities. The process contemplates updates any time changes in the operating, regulatory or geopolitical environment are detected.

The risk map update process encompasses the following steps:

- Review of the human rights of relevance to the Group, including universal and emerging human rights, and of the holders of the potentially affected rights.
- Update, if necessary, of the potential and actual negative impacts.
- Assessment of those impacts using proprietary methodology which contemplates the probability of occurrence of the impact and its severity in the event of materialisation.
- Prioritisation of impacts.
- Analysis of the existence of internal policies, commitments and control mechanisms capable of minimising the risks, guaranteeing respect for human rights and remedying any potential breaches.

2. Implementation of risk prevention, mitigation and remedy measures

Having identified and assessed the various risks with the help of the human rights risk map, Redeia embeds the conclusions drawn into the organisation's different processes and functions. This effort translates into the review and update of its in-house rules and regulations and the development or adaptation of policies, procedures, guidelines and control mechanisms in place for tackling the risks detected. Functionally, new people are put in charge of managing those risks, so ensuring an adequate and coordinated response.

Specific measures are designed and implemented in order to prevent, mitigate or remedy the identified negative impacts. These steps are accompanied by specific improvement objectives which translate into clear and measurable targets aligned with Redeia's commitments around sustainability and human rights. This integration also means that management of human rights risks is not limited to an isolated exercise but rather becomes part of the organisation's operating and strategic workings.

Note that this proactive approach guarantees that business decisions factor in the human rights perspective from the outset, boosting the ability to anticipate potential violations and take responsible action in response to the detected risks.

3. Oversight of the measures implemented

Having rolled out the risk prevention, mitigation and remediation measures, they are monitored systematically to evaluate their effectiveness. The frequency with which they are monitored depends on the severity of the impact, and may be quarterly or annually, depending on the nature and urgency of the risk being treated.

For each measure implemented, previously defined qualitative and quantitative indicators are analysed so as to enable an objective assessment of whether the results obtained are aligned with the targets set. If the results deviate from expectations and the harm persists, the design of the solution provided is revisited.

This review process is a collaborative effort, involving the people or groups affected, in an attempt to build more effective new measures better suited for the reality of the impact. In this manner, Redeia hones its commitment to continuous improvement and effective protection of human rights all across its operations.

In addition, Redeia has specific support tools to reinforce its due diligence model in the areas of integrity and human rights, particularly in respect of third parties. These tools notably include the Dow Jones Risk Center Screening & Monitoring, which allows enquiries about entities or individuals in relation to possible breaches, illicit conduct or penalties that could have ramifications in terms of integrity and/or human rights.

Moreover, the due diligence process was one of the key sources used by Redeia to carry out its double materiality assessment, ensuring alignment with the identification of impacts, risks and opportunities as part of that assessment.

The table below enumerates the main policies formulated by Redeia to demonstrate effective implementation of its due diligence process around human rights and environmental matters. The full list of policies is included in Appendix 1.

Topic	Policy
Climate change	• Sustainability Policy • Environmental Policy • Commitment to Combat Climate Change • Climate change risk management
Biodiversity and ecosystems	• Sustainability Policy • Environmental Policy • Biodiversity Commitment • Commitment to Protect Plant Life and Combat Deforestation • Commitment to Combat Climate Change • Code of Conduct for Suppliers
Resources and circular economy	• Environmental Policy • Circular Economy Roadmap

Topic	Policy
Own workforce	• Code of Conduct and Ethics • Personnel Policy • Occupational Health and Safety Handbook • Occupational Health and Safety Guidelines • General Work-Life Balance Procedure • Employment Guidelines • Diversity Management Guide • Training Procedure • Digital Disconnection Protocol • 2023-2025 Sustainability Plan • Human Capital Operating Plan
Workers in the value chain	• Code of Conduct for Suppliers • Sustainable Supply Chain Policy • Compliance Policy • Sustainability Policy • Code of Conduct and Ethics • Third-Party Due Diligence and Human Rights Guidelines • Commitment to the Promotion and Respect of Human Rights • General Conditions of Contract
Affected communities	• Code of Conduct and Ethics • Sustainability Policy • Stakeholder Management Model • Commitment to the Promotion and Respect of Human Rights
Business conduct	• Code of Conduct and Ethics • Compliance Policy • Ethics and Compliance Channel Management System and Whistleblower Protection Policy • Criminal and Anti-Bribery Compliance System Handbook • Code of Conduct for Suppliers • Guide for the Prevention of Corruption and Fraud: Zero Tolerance • Guide for the Management of Conflicts of Interest
Quality of supply (energy transition)	• System Operator Code of Conduct • Transmission Grid Development Plan 2021-2026 • Service Quality Management in the Transmission Grid
Innovation (Innovation and technology applied to the business)	• Innovation Policy.

In the table below we link Redeia's due diligence process with the applicable disclosure requirements to make it easier to understand how it is put into practice.

Human rights risk map	
ESRS E1	Material impacts, risks and opportunities related to climate change. ESRS 2 / SBM-3
ESRS E4	Material impacts, risks and opportunities related to biodiversity and ecosystems. ESRS 2 / SBM-3
ESRS E5	Identification and assessment of material impacts, risks and opportunities related to material resource use and circular economy. ESRS 2 / IRO 1
ESRS S1	Material impacts, risks and opportunities related to own workforce. ESRS 2 SBM-3.
ESRS S2	Material impacts, risks and opportunities related to workers in the value chain. ESRS 2 / SBM-3
ESRS S3	Material impacts, risks and opportunities related to affected communities. ESRS 2 / SBM-3
ESRS G1	Description of the processes to identify and assess material impacts, risks and opportunities. ESRS 2 / IRO-1
Quality of supply	Material impacts, risks and opportunities related to supply quality. ESRS 2 / SBM-3
Innovation	Material impacts, risks and opportunities related to innovation and technology applied to the business. ESRS 2 / SBM-3
Implementation of risk prevention, mitigation and remedy measures	
ESRS E1	Climate change actions. E1-3 / MDR-A and Metrics and targets. MDR-T / MDR-M
ESRS E4	Actions related to biodiversity and ecosystems. E4-3 / MDR-A and Metrics and targets. MDR-T / MDR-M
ESRS E5	Actions related to resource use and the circular economy. E5-2 / MDR-A and Metrics and targets. MDR-T / MDR-M

Human rights risk map	
ESRS S1	Actions related to own workforce. S1-4 / MDR-A and Metrics and targets. MDR-T / MDR-M
ESRS S2	Actions related workers in the value chain. S2-4 / MDR-A and Metrics and targets. MDR-T
ESRS S3	Measures related to landowners. S3-4 / MDR-A and Metrics and targets. MDR-T
ESRS G1	Prevention and detection of corruption and bribery. G1-1, G1-3 and Metrics and targets. MDR-M
Quality of supply	Actions and resources related to service quality. MDR-A and Metrics and targets. MDR-T / MDR-M
Innovation	Actions and resources related to innovation. MDR-A and Metrics and targets. MDR-T / MDR-M

11.1.3.5 Risk management and internal controls over sustainability reporting GOV-5

Redeia has set up a **Comprehensive Risk Management System**, which addresses approach to sustainability management, to facilitate compliance with its corporate strategies and targets. This system allows it to identify, analyse, assess, manage and control identified risks systematically, framed by uniform criteria and within the risk tolerance thresholds approved by the Board of Directors.

Redeia's Comprehensive Risk Management System is aligned with ISO 31000, the international standard providing principles and guidelines for effective risk management, and is applied end-to-end and continually across the entire Group.

Redeia also has a **Comprehensive Risk Management Policy**, last reviewed and updated in 2021, and a **General Risk Management and Control Procedure**, whose more recent review was approved in 2024, based on the COSO ERM (Committee of Sponsoring Organizations of the Treadway Commission) Enterprise Risk Management - Integrated Framework. That procedure vests the Internal Audit and Risk Control Department with the duty of informing the bodies tasked with supervision and control (Executive Committee, Audit Committee and Board of Directors) about the status of and trend in the material risks at least twice yearly. It also provides such an update whenever specifically asked to or whenever the importance of the matter advises so doing.

These bodies, in the course of overseeing strategy, taking decisions on major transactions and managing risks, factor the impacts, risks and opportunities into their decision-making. They also supervise the effectiveness of the Comprehensive Risk Management System and ensure adequate control and oversight of the Group's risks through annual updates of the **Corporate Risk Map**, a tool which emphasises the risks derived from climate change and the topics identified as material, supervising the material impacts, risks and opportunities. They additionally weigh up measures associated with these factors by supervising specific projects that are brought before the various Board committees monthly. They likewise receive regular updates about implementation of due diligence processes and assessment of the effectiveness of the Group's sustainability policies, actions, metrics and targets.

General Risk Management and Control Procedure

Stages	Objectives
Identification	Identifying the risks and exposure to the contributing factors.
Assessment: probability | impact	Defining the likelihood of occurrence and level of impact.
Analysis of risk level	Classifying the risk by level: low, medium or high
Action plan	Formulating action plans for mitigating or reducing the risk and keeping it within the defined tolerance thresholds.
Oversight and monitoring	Integrating information about the material risks (risk map) and informing the governing bodies.

This procedure regulates the process of identifying, analysing, assessing and controlling management of the material risks, including emerging risks, which could affect delivery of Redeia's strategic targets.

Its purpose is to ensure that the various levels of responsibility within the organisation understand, assess and manage these defined risks. It also establishes the duties vested in the control and supervisory bodies and each of the organisational units, as well as defining the information flows needed for the activities to be performed.

Redeia has defined a **risk taxonomy or classification** to facilitate more comprehensive identification and detailed analysis of identified risks. Under this taxonomy, identified risks are classified into one of four groups: strategic, financial, operational and compliance.

Elsewhere, Redeia's Comprehensive Risk Management System establishes **methodology** for determining risk levels as a function of two variables: the likelihood of occurrence; and the impact that materialisation of the risk would have at the Company in terms of four key components of the business: financial loss; delivery of the current strategic plan; reputation; and criteria specific to the business (electricity or telecommunications).

Each risk is placed on the matrix as a function of the probability of occurrence and the level of impact of each risk, which automatically determines its risk level, such that all identified risks are individually classified into one of three categories: high risk, medium risk or low risk.

The **level of risk** that Redeia is willing to tolerate is established in the Board-approved Comprehensive Risk Management Policy. Those thresholds are set individually for each risk and overall for each of the impact categories contemplated in the Comprehensive Risk Management System: financial loss, strategic plan, reputation and electricity supply (or the equivalent category depending on the activity carried out by each Redeia company).

In addition, the Group periodically conducts a number of sensitivity analyses (stress tests) around certain financial and non-financial risks in a bid to anticipate the potential impact on it of their materialisation in certain future scenarios and to monitor developments with respect to the main variables that could impact achievement of the Strategic Plan (including financial variables such as interest and inflation rates as well as more business-related variables).

In the course of its risk assessment effort, Redeia has identified the main risks that could impact the organisation. The conclusions of the double materiality assessment, which include the material impacts, risks and opportunities and the associated strategic responses, are described in section 11.1.5 *Double materiality assessment*, which complements the enterprise risk management system described in this section and reinforces the sustainability and resiliency of the business model.

Having identified and assessed its risks, Redeia uses the Comprehensive Risk Management System's specific methodology for determining their level, which it has likewise used to assess the sustainability risks identified in the course of the 2025 double materiality assessment, so that the sustainability reporting process includes the findings of its risk assessment and internal controls.

The General Risk Management and Control Procedure tasks the Internal Audit and Risk Control Department, which reports hierarchically to the Chairperson's Office and functionally to the Audit Committee, with the duty of coordinating implementation and development of Redeia's enterprise risk management system. This department carries out due control and oversight of the material risks, framed by uniform criteria and factoring in the established risk tolerance thresholds, which identify, analyse, assess, treat and control the organisation's risks. It also informs the bodies tasked with supervision and control (Executive Committee, Audit Committee and Board of Directors) about the status of and trend in the risks at least twice yearly or whenever so required.

Internal Control over Sustainability Reporting System

Redeia has an Internal Control over Sustainability Reporting (ICSR) system whose purpose is to mitigate the material risks associated with its sustainability information and ensure its reliability. The scope of the system includes all of the Redeia subsidiaries that make a material or relevant contribution to the sustainability information reported.

The ICSR system covers the entire process of preparing, checking and publishing the sustainability information and ensures its quality. The system comprises 171 controls, which are traced and supervised through a digital tool which centralises control evidence, digitalises control flows and allows follow-up.

The system is based on the three lines of defence model, integrating the organisational units and control bodies into the risk management and supervision process. Governance of the ICSR system falls to the Board of Directors, the Audit Committee and the Sustainability Committee, which supervise its effectiveness and the quality of the information reported periodically.

In 2025, a portion of the ICSR system was adapted to enable coverage of the ESRS disclosure requirements and ensure that the information generated is reliable, traceable and auditable, in compliance with the CSRD. In addition, all of the information in the digital tool used by Redeia to manage the ICSR system was updated. This adaptation process is scheduled to continue throughout 2026 in order to meet all of Redeia's requirements under new European sustainability reporting regulations.

11.1.4 Strategy

11.1.4.1 Strategy, business model and value chain SBM-1

Redeia is a **global operator of essential infrastructure**, with a presence in Spain, Peru, Chile and Brazil. Its core activities comprise the management and operation of electricity infrastructure in Spain, Peru, Chile and Brazil, and the provision of telecommunications services through the lease in Spain of an extensive dark fibre backbone network and technical sites and spaces for housing customers' telecommunications equipment.

Redeia underpins its business activities with a strategic focus on innovation and sustainability, ensuring that they are compatible with environmental care and generating shared value for society. Thanks to this approach, it is cementing itself as a key engine for the energy transition and universal connectivity thrust.

There were no changes in the markets or customer groups served by Redeia in 2025. The reader should note, however, in relation to the agreement reached on 31 January 2025 between Redeia Corporación, S.A., through its subsidiary, Redeia Sistemas de Telecomunicaciones, S.A.U. ("Restel"), and Indra Sistemas S.A., for the sale by Restel of its 89.68% equity interest in Hispasat S.A. to Indra Space, S.L.U. (a company wholly-owned by the Infra Group), that the sale closed on 30 December 2025, after all the suspensive terms had been fulfilled.

The main businesses and undertakings comprising Redeia in 2025 were:

- **Red Eléctrica.** Spain's TSO, the backbone of the country's electricity system.
- **Redinter.** The Redeia subsidiary that builds and manages high-voltage transmission networks in Latin America, with a presence in Peru, Chile and Brazil. It is driving the decarbonisation and sustainable development of the energy model across Latin America.
- **Reintel.** Neutral provider of telecommunications infrastructure, creating personalised solutions for its customers by managing an extensive fibre optic backbone network and offering technical sites for housing electronic equipment, essential to offering universal and inclusive connectivity.
- **Elewit.** A technological innovation platform for all of the other businesses focused on propelling the energy transition and connectivity.
- **Hispasat.** Leading satellite operator providing broadband and connectivity services through its companies in Spain and Latin America. It is also spearheading the dissemination and distribution of audiovisual content in Spanish and Portuguese.

For more information about Redeia's business model, refer to section 1.2. *Business and earnings performance* of this report.

Redeia's value chain is defined in section 11.1.5.1. *Double materiality assessment process IRO-1* and its headcount is detailed in section 11.3.1.4 *Own worker metrics* of this report.

Lastly, the Group's revenue is detailed in note 23 of the consolidated financial statements, while the key resources used in operations are detailed in section *E5-4 + MDR-M Resource inflows* of this report.

Linkage between the strategy and business model and the material topics (interaction with the material sustainability impacts, risks and opportunities).

	Business model
Climate change	Redeia develops, manages and operates infrastructure that is critical for the transmission of electricity and digital connectivity and is a key agent in the decarbonisation of the economy.
Biodiversity and ecosystems	Redeia manages infrastructure that interacts directly with the natural environment, implying a significant onus to protect any affected biodiversity and natural resources.
Circular economy	In developing and maintaining its infrastructure, Redeia uses raw materials and generates waste, with the potential to impact the environment if not managed properly.
Own workforce	Redeia needs highly skilled labour and some of its activities are carried out in complex environments, requiring safe and stable working conditions adapted for its professionals' needs.
Workers in the value chain	Redeia interacts with a broad and diverse network of suppliers, contractors and external partners. These workers need to be able to work in suitable, safe and stable working conditions, where their labour rights are upheld, despite a diversity of geographic markets and regulations.
Affected communities	Much of Redeia's infrastructure is located in rural areas. Community acceptance of its projects and community relations are key aspects of Redeia's business model.
Business conduct	Redeia operates in highly regulated strategic sectors, so that its business model must be articulated around high standards of integrity, transparency and compliance.
Quality of supply	Redeia is playing an enabling and articulating role in the transition towards a more sustainable energy model by operating infrastructure that is essential for integrating renewable sources of energy, electrifying the economy and decarbonising the energy system.
Innovation	Digital transformation, automation and the development of new solutions are essential to preserving operating efficiency, supply security and sustainability at Redeia.

All of the identified impacts, risks and opportunities are directly aligned with the cornerstones of the 2021-2025 Strategic Plan, the framework for sustainability management at Redeia.

a) 2021-2025 Strategic Plan

In February 2021, the Board of Directors approved Redeia's 2021-2025 Strategic Plan. The plan is underpinned by three levers: (i) facilitating the energy transition in Spain to unlock efficient progress towards a decarbonised economy; (ii) leveraging the progress made in the telecommunications business; and (iii) consolidating the international business. In parallel, it is designed to guarantee the Group's financial and operational efficiency, ensure that talent and sustainability form the basis of its corporate culture and generate positive impacts by partnering with the community and other sector players.

Sustainability challenges (strategic pillars)	Solutions | critical projects (progress in 2025)
Making the energy transition in Spain a reality	• Successful official commissioning of the mainland Spain-Ceuta link. • Start of work on the underground line for the interconnection with France through the Bay of Biscay. • Completion of laying the underwater cables for the link between Tenerife and La Gomera and their official commissioning, and completion of the work at the Chío 66 kV substation in Guía de Isora, which is strategic for Tenerife and the interconnection with La Gomera. • Progress on the civil engineering work at the Salto de Chira pumped-storage hydropower facility and of the water pipe for its connection to the Gran Canary Island power system.
Fostering connectivity	• Formulation of Reintel's 2026-2029 Sustainability Plan. • Definition of a roadmap for obtaining green financing.
Consolidating the international business	• Commissioning of the first stage of the Centinela substation in Chile. • Membership by Redinter to the World Energy Council Chile, a non-profit organisation seeking a sustainable energy system for Chile, and of the Chilean chapter of CIGRE. • Participation by Redinter in the World Summit on Energy Transition 2024, held in Brazil. • Celebration of Redinter's fifth anniversary in Brazil and tenth anniversary in Chile.
People	• Formulation of a new 2026-2029 Safety, Health and Wellbeing Plan. • Design and rollout of the critical knowledge map in the facility maintenance and construction business. • Launch of Workplace Climate Survey. • Implementation of our global wellness platform, *Redeia Contigo*. • Negotiation and implementation of the first LGTBI Plan. • Obtention of DIE, an equality in the workplace seal, by Redeia Corporación.

Sustainability challenges (strategic pillars)	Solutions | critical projects (progress in 2025)
Innovation and technology	• Technological alliance between Elewit and Arteche, setting up Arin Technologies to develop and commercialise advanced solutions for the smart management of key assets and automation of power substations. • Backing from Elewit and Red Eléctrica for the ViSync project for hybrid energy storage in Lanzarote. • Launch of New Ventures, a new business area for Elewit devoted to acceleration of innovation solutions for the energy transition. • Equity investment by Elewit in AssetCool (a leader in robotic solutions and functional coatings for electricity infrastructure) in an effort to continue reinforcing grid efficiency worldwide. • Sixth edition of the Venture Client programme which validates and introduces new technology at Redeia.
Efficiency	• Issuance of 500 million euros of green notes to continue to fund the unfolding green transition in Spain. • Support from the European Investment Bank (EIB) for the electricity interconnection between France and Spain through the Bay of Biscay in the form of a 1.6 billion euro loan.
Sustainability	• 6.7 million euros of community investments under the umbrella of the Comprehensive Community Impact Strategy. • Expansion of the Redeia marine forest platform from the Mediterranean to the Atlantic Ocean in the form of ocean restoration and environmental education actions. • Obtention of the highest score on corporate governance certification from AENOR, which highlighted the Board's composition and way of working, director remuneration and transparency. • First company to receive AENOR's whistleblowing and compliance channel certification in accordance with ISO 37002, evidencing Redeia's commitment to protecting its employees and other stakeholders. • Progress on the Sustainability Information Control System and Data Strategy. • Ongoing inclusion in the Dow Jones Best in Class, Euronext, FTSE4Good, ISS - ESG and MSCI, among other benchmark indices.

b) 2030 Sustainability Commitment

Redeia's Board-approved **2030 Sustainability Commitment** embodies its commitment to its long-term endurance by forging a business model capable of creating shared value for all stakeholders and doing business responsibly. This commitment is underpinned by the 10 principles set down in the Sustainability Policy and materialises in four strategic priorities for responding to the Group's main sustainability challenges.

- Decarbonisation of the economy.
- Responsible value chain.
- Contribution to local development.
- Anticipation and action for change.

These priorities have materialised in **11 sustainability targets for 2030**, set in 2019 and aligned with the Group's Strategic Plan.

The 2030 Sustainability Commitment is deployed through multi-year plans. The **2023-2025 Sustainability Plan** was approved by the Board of Directors, following its approval by the Executive Committee, the Sustainability Steering Committee and the Board's Sustainability Committee.

This plan is structured into 14 lines of initiative with interim milestones for marking progress towards the 2030 targets; they are designed to contribute directly to achievement of the United Nations Sustainable Development Goals (SDGs).

In 2025, Redeia worked on formulating its new Sustainability Plan out to 2029, slated to take over from the current plan and similarly aligned with the Strategic Plan. This new plan is being articulated around two major ambitions: participating actively in the push to a more competitive and sustainable energy model and continuing to have a positive impact on nature, communities and people.

The specific sustainability targets are set out in the different chapters of this report, which outline the various actions and performance indicators and how they make the Redeia more sustainable.

c) Interests and views of stakeholders. SBM-2

Redeia's **Stakeholder Management Model** is designed to build trust-based relationships conducive to creating shared value. It complies with the main standards in this area (AA1000, IQNet SR10, ISO26000 and the Global Reporting Initiative) and ensures that Redeia analyses the impacts it has on its stakeholders, maximising positive impacts and minimising negative ones, and how its stakeholders affect it.

Stages of the Stakeholder Management Model

1. Stakeholder identification and segmentation.
2. Determination of their importance.
3. Definition of the ideal engagement model.
4. Definition and rollout of improvements to the engagement model.
5. Assessment of stakeholder management.
6. Periodical review of the model.

Stakeholders and commitments

Redeia has identified seven categories of stakeholders and defined specific commitments to each, based on its understanding of their expectations and needs.

Stakeholder group	Specific commitments	Engagement channels
Regulatory and government bodies	• Independence as system operator. • Transparent, rigorous and reliable information. • Proactive problem analysis and solving. • Lawfulness and compliance.	• Institutional websites and platforms. • Work group platforms. • Participation in committees.
Economic and financial ecosystem	• Application of best practices in corporate governance and risk control. • Ethical conduct and transparent and rigorous information. • Operational quality and security. • Economic solvency over medium- and long-term horizons.	• Technical meetings and institutional events. • Regulated channels. • Institutional Investor Relations Office and roadshows.
People	• Culture of ethics and honesty conducive to diversity and equal opportunities. • Compliance with legislation and collective bargaining agreements. • Continuity of the business endeavour and job stability. • Talent management and career development. • Healthy work environment to deliver holistic wellbeing.	• Corporate people management tools. • Ethics and compliance channel. • Corporate intranet (nuestraRed).
Suppliers	• Guaranteed competition, equal treatment and non-discrimination. • Proportionate procurement model. • Performance of contractual commitments. • Guaranteed solvency; payment on time and as due. • Ethical, transparent and honest conduct.	• Supplier care and support service (ASA) and DIGAME service. • Ethics and compliance channel. • PRORED for scoring enquiries and LICITA for tendering.
Customers	• Driver and facilitator of the energy transition in Spain. • Proactive action to facilitate compliance with the law. • Excellence in all processes and services. • Equal treatment of all system actors. • Transparent, rigorous and reliable information.	• Customer portal and service platforms. • Visits and webinars. • Work groups.
Social ecosystem	• Lawfulness and compliance. • Generation of social, environmental and economic value. • Transparent, rigorous and reliable information. • Creation of spaces and channels for dialogue and prior consultation.	• Corporate website. • DIGAME service. • In-person forums and events and webinars.
Business ecosystem	• Lawfulness and compliance. • Transparent, rigorous and reliable information. • Ethical and honest conduct in defending the interests of associations and their members. • Professional and committed participation in work groups.	• Participation in management committees and assemblies. • Meetings and work groups. • Forums, webinars and training courses.

Redeia assesses the level of impact, influence and tension for each stakeholder group, along with specific commitments and the most suitable and accessible communication channels for hearing about their suggestions, needs, expectations, views, interests and complaints. These channels also facilitate the provision of transparent, accurate and opportune information.

In addition, the relationship matrix identifies the organisational units that interact with each stakeholder group, the unit responsible for the relationship and the nature of the existing relationship.

Redeia also carries out **perception studies** to detect stakeholder requirements and expectations. These studies, which are carried out periodically according to a multi-year schedule, and with the assistance of an external consultant to guarantee the validity and confidentiality of the process, evidence the fact that Redeia considers its stakeholders (including local stakeholders) when formulating its strategies.

As a result, Redeia endorses initiatives and investments aligned with its business targets that are oriented towards the creation of shared value. These actions also help address global challenges, such as the United Nations Sustainable Development Goals or the European 2030 Energy Strategy. Although they do not directly modify the business strategy or model, they do strengthen alignments with stakeholder expectations and today's global challenges.

The results of these perception studies are reported to the Corporate Sustainability and Studies Department and are presented to the Sustainability Steering Committee and the Board's Sustainability Committee annually in order to supervise strategic processes related to stakeholders and ensure the application of best practices in stakeholder management.

11.1.5 Double materiality assessment

11.1.5.1 Double materiality assessment process. IRO-1

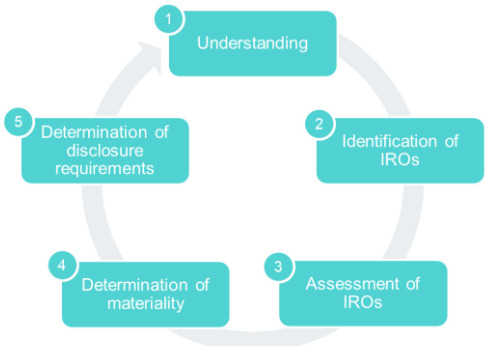
Redeia **updates its double materiality assessment annually**, in keeping with the requirements established under the ESRS, to determine the topics and sub-topics that are material for it by identifying and assessing the impacts, risks and opportunities (IROs) of relevance in its value chain, i.e., those that could affect its value proposition, results, situation or market performance (**financial materiality**) or have significant impacts on people, human rights or the environment (**impact materiality**). The Group reviewed its IROs in 2025.

The methodology used to carry out the double materiality assessment is based on the principles established in ESRS 1, taking on board internal and external information. It also layers in a sector-specific approach adapted for Redeia's business model by factoring specific factors key to its activities, business relationships and geographic areas of influence.

The assessment is based on Redeia's due diligence process, the aim of which is to identify risks and establish controls capable of mitigating them. The due diligence process is detailed in section 11.1.3. *Governance*, as required in disclosure requirement GOV-4: Due diligence.

The IROs identified and assessed to be material create the basis for defining the topics and sub-topics which Redeia reports on in the different chapters of this Sustainability Statement.

Stages of the double materiality assessment



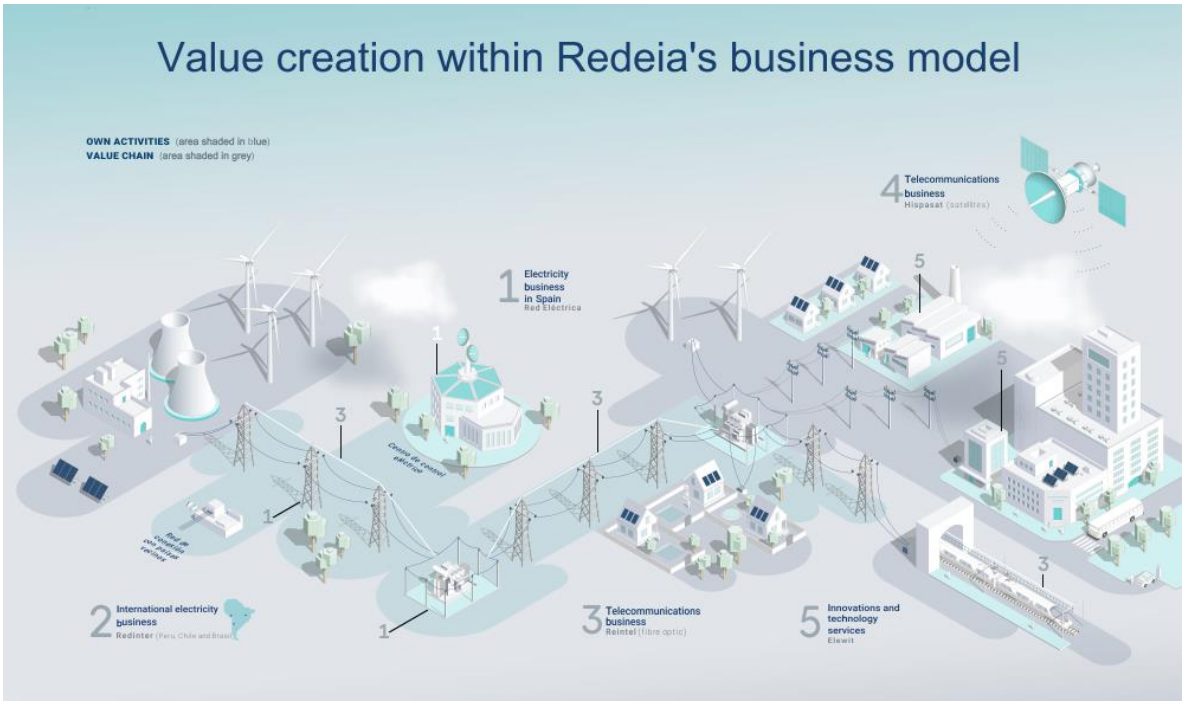
1. Understanding

Phase one of the double materiality assessment focuses on **understanding Redeia's business model**, **analysing its value chain** and studying its sustainability context and the views and interests of its stakeholders. To do that, it reaches out to its stakeholders, particularly potential affected communities, carrying out interviews and surveys.

In terms of its value chain, Redeia considers and analyses all of its site locations and business activities, so guaranteeing identification of its IROs all along the chain. Note that Elewit's activities are horizontal, cutting across all of Redeia's businesses.

Based on this understanding, Redeia identifies the topics and sub-topics of potential materiality for the Group, which serve as the basis for the next step in the process. The sub-topics considered not applicable, as they are not relevant for the business model or value chain, are excluded from the analysis.

Redeia's value chain



Upstream	Own operations	Downstream
Suppliers • Suppliers of goods, equipment and other • Suppliers of infrastructure and services **Investees**	**Electricity system** • System operation • Transmission grid infrastructure management	**Customers** • Electricity generators, distributors and suppliers
	Fibre optic business • Commercial operation of the fibre optic network associated with the transmission grid and rail network	**Customers** • Spanish and international operators • Red Eléctrica
	Satellite business* • Broadband satellite and satellite connectivity services	**Customers** • Wholesale • Retail

(*) On 31 January 2025, Redeia, through its subsidiary, Redeia Sistemas de Telecomunicaciones S.A.U., agreed to sell Indra Sistemas S.A. its 89.68% interest in the share capital of Hispasat for 725 million euros. Following delivery of all the related suspensive terms and conditions, that sale transaction closed on 30 December 2025 and Redeia exited that investment. For the purposes of this Sustainability Statement, Hispasat was part of the report scope until 30 December 2025.

2. Identification of impacts, risks and opportunities

Identification of the IROs starts from the list of topics and sub-topics defined in the previous phase and involves direct participation by the areas responsible for each topic; it is they who identify, validate and classify the various IROs.

Redeia uses several sources of information, building from its understanding of its business model and operations, including sector analyses based on information published by comparable companies, a sweep of internal sources (corporate policies, codes of conduct, prior materiality assessments, the corporate risk map) and analysis of external sources, including sustainability indices and relevant regulatory frameworks.

The process considers interdependencies between the different impacts and Redeia's dependencies on natural, human and social resources, along with the related risks and opportunities.

IROs are classified as follows:

- **ESG category** (ESRS standard, topic and sub-topic).
- **IRO description**, including its position in Redeia's value chain and the related time horizon.
- **Classification of the impact** (positive / negative, actual / potential) and of the **risk or opportunity** (cause and description of the financial impact).

Following their identification, key representatives for the different stakeholders assess the identified IROs.

3. Assessment of impacts, risks and opportunities

The IROs are assessed separately as a function of internally defined scales that measure their severity and probability of occurrence. Impact severity is determined by three variables: scale (intensity or size of the impact on society or the environment), scope (how widespread the impact is) and irremediability (difficulty of repairing the damage or restoring the environment/affected people to their prior state). Probability refers to the likelihood that the impact will materialise.

In impacts related with human rights, severity is prioritised over probability, as stipulated in ESRS 1.

Elsewhere, the **assessment of risks and opportunities** is based on the scale of the financial effects (impact on the organisation's financial situation) and probability (the possibility that the risk or opportunity will materialise), again measured using internal scales.

IROs are assessed by the heads of each affected area in coordination with the Group's sustainability and risk management professionals.

Sustainability-related risks are embedded into the Comprehensive Risk Management System and are assessed along with other strategic and operating risks using tools like the corporate risk map. The opportunities identified are incorporated into the strategic planning and operating decision-making processes as opportune.

4. Determining materiality

The **materiality thresholds** are defined on the basis of analysis of the results obtained from the previous steps, with the involvement of work groups and key areas of the organisation. Redeia uses qualitative and quantitative criteria to establish those thresholds, which are reviewed periodically to ensure ongoing alignment with the operating and regulatory environments.

The thresholds allow prioritisation of the most relevant IROs and establishment of cut-offs for defining which matters are considered material for reporting purposes from the double materiality perspective, as stipulated in ESRS 1.

5. Determination of the ESRS disclosure requirements associated with the material matters.

Having identified the IROs that surpass the materiality threshold, they are correlated with the topics and sub-topics defined in the ESRS to come up with the list of material topics and disclosure requirements (IRO-2) to be reported on in the Sustainability Statement.

11.1.5.2 Disclosure requirements IRO-2

Having linked the different material IROs to the various topics and sub-topics, Redeia decides which sustainability matters to report on in this Sustainability Statement.

As a result of this entire process, seven of the 10 topics established in the ESRS were considered material for Redeia. Specifically, the IROs related with pollution (E2), water and marine resources (E3) and consumers and end-users (S4) were considered not material for Redeia after taking on board the conversations held with the different stakeholders and having been duly assessed following the methodology described in section 11.1.5.1 *Double materiality assessment process IRO-1.*

That process details the steps taken to identify and assess the Group's impacts, risks and opportunities and define the thresholds and criteria for determining materiality. Moreover, the consultations with stakeholders did not identify any event related with these three topics susceptible to being considered material.

These topics assessed to be not material will remain within the materiality assessment framework so as to check for any change in materiality status in future years.

Additionally, Redeia identified **two entity-specific topics** related directly with its business model and environment:

- Quality of supply.
- Innovation, specifically innovation and technology applied to the business.

List of material topics and sub-topics

Topic	Sub-topic
(E1) Climate change	Climate change adaptation
	Climate change mitigation
	Energy
(E4) Biodiversity and ecosystems	Direct impact drivers of biodiversity loss
	Impacts on the state of species
(E5) Circular economy	Resources inflows, including resource use
	Waste
(S1) Own workforce	Working conditions
	Equal treatment and opportunities for all
(S2) Workers in the value chain	Working conditions
	Other work-related rights
(S3) Affected communities	Communities' economic, social and cultural rights
(G1) Business conduct	Corporate culture
	Protection of whistle-blowers
	Management of relationships with suppliers including payment practices
	Corruption and bribery
Quality of supply (*)	Energy transition
Innovation (*)	Innovation and technology applied to the business

(*) Entity-specific topics.

To ensure traceability for the purposes of IRO-2, Redeia provides the following appendices: Appendix 1: Policies, in compliance with Minimum Disclosure Requirement MDR-P; Appendix 2: Disclosure requirements, indicating their location within the report; and Appendix 3: List of datapoints in cross-cutting and topical standards that derive from other EU legislation, as per Appendix B of ESRS 2, regardless of whether the datapoints are considered material or not material.

11.1.5.3 Policies

Redeia has a body of corporate policies, available for consultation on its corporate website, which address the material topics identified in the double materiality assessment and reflect its commitment to sustainability and the responsible management of its impacts, risks and opportunities.

In drafting those policies, Redeia takes into account the views and interests of its stakeholders, ensuring that their contents address relevant environmental, social and governance concerns. Moreover, they are not limited in scope to the Group's own operations, but rather extend to the entire value chain, including dealings with suppliers, shareholders and other stakeholders.

These policies are referenced as relevant throughout this Sustainability Statement and Appendix 1 links the material topics with the corporate policies, providing details about the specific contents, as required under MDR-P.

11.1.5.4 Material impacts, risks and opportunities SBM-3

The information corresponding to the SBM-3 disclosure requirement is provided in the topic-specific chapters of this report, which explain the material impacts, risks and opportunities identified following the double materiality assessment and outline their linkages with the strategy, business model and value chain.

This information is also presented in more detail in the tables included in each chapter which set out, for each IRO, a description, its category, its actual and potential effects, the relevant time horizons and their position in the value chain.

The responses implemented or planned by Redeia, including actions (MDR-A), targets (MDR-T) and metrics (MDR-M), are outlined in the corresponding sections of each chapter.

As for the current financial effects derived from the material risks and opportunities identified, note in relation to the risks that no impacts materialised in 2025 requiring the recognition of financial effects in the consolidated financial statements. Nor were any impacts, risks or opportunities identified implying a significant risk of having to make a material adjustment in the financial statements within the next annual reporting period.

As for the anticipated financial effects of Redeia's material risks and opportunities on its financial position, financial performance and cash flows over the short-, medium- and long-term, Redeia is availing itself of the phased-in application contemplated in ESRS, specifically Appendix C List of phased-in Disclosure Requirements and section 10.4 *Transitional provisions*. In addition, in keeping with the delegated regulation adopted by the European Commission commonly known as the Quick Fix, the application of certain disclosure requirements, contemplated in ESRS, including the anticipated financial effects requirement, has been deferred for two years.

Redeia ensures the resilience of its business model by means of its Comprehensive Risk Management System, described in section 11.1.3.5 *Risk management and internal controls over sustainability reporting GOV-5*, which encompasses sustainability matters and sets risk tolerance thresholds that are approved at the Board level. This system is complemented by the double materiality assessment (section 11.1.5) which identifies the Group's material impacts, risks and opportunities and defines measures for managing them.

The material risks and opportunities, along with the associated strategies and controls, are integrated directly into Redeia's Strategic Plan, so guaranteeing its ability to adapt in response to future scenarios and reinforcing the sustainability of its operations.

The 2025 annual review of the double materiality assessment yielded similar results to that of 2024, specifically conserving the same material topics and sub-topics. Nevertheless, certain IROs have been updated and addressed in more detail to reflect changes in the regulatory and sector environment, as well as shifts in stakeholder expectations.

Redeia reports on two entity-specific topics: quality of supply (chapter 11.4.2) and innovation, with a focus on technology applied to the business (chapter 11.4.3).

Severe incident in the electricity system

The electricity system in the Iberian Peninsula suffered a complete loss of electricity supply on 28 April 2025 (the "system blackout"). From the outset, Redeia (essentially through its subsidiary, Red Eléctrica), along with other sector companies, worked to restore the electricity supply throughout the Spanish mainland as soon as possible. That restoration process took place nimbly and without significant incidents in the transmission network managed by Red Eléctrica, with supply reinstated in the majority of areas affected over the course of that day and the following evening.

On 17 June 2025, the committee set up to analyse the circumstances leading to the blackout of 28 April, presided by the Spanish Government's Third Vice-President and Minister of Ecological Transition and Demographic Challenge, issued a report, approved by the National Security Council of Spain, the CSN. In tandem, on 18 June 2025, Red Eléctrica, as system operator and in compliance with applicable regulations (Operating Procedure No. 9) presented its analytical report providing its account of the events that led to the system blackout in mainland Spain on 28 April.

Both reports gave an account of the events leading up to the blackout and proposed measures to prevent the recurrence of a similar event in the future or to at least minimise its effects if it were to materialise. Both conclude that multiple factors caused the incident, a series of cumulative circumstances that far exceeded the N-1 safety criterion and led to a surge in voltage, triggering a cascading shutdown of generation plants.

For further information, refer to note 32 of the consolidated financial statements.

11.2 Environmental information

11.2.1 Information related to the European Union Taxonomy

The **European Taxonomy**, introduced via Regulation (EU) 2020/852, is a classification system for identifying which activities are considered environmentally sustainable. Its ultimate goal is to channel capital into activities that make a substantial contribution to achieving the objectives set out in the European Green Deal.

The European Union's environmental objectives

An economic activity is considered environmentally sustainable when it contributes substantially to one of more of the European Union's six objectives, without causing significant harm to any of the other five, and provided that it is carried out in compliance with minimum social safeguards.

The European Union's six environmental objectives are:

- Climate change mitigation.
- Climate change adaptation.
- Sustainable use and protection of water and marine resources.
- Transition to a circular economy.
- Pollution prevention and control.
- Protection and restoration of biodiversity and ecosystems.

Activities must also comply with certain minimum social safeguards:

- The OECD Guidelines for Multinational Enterprises.
- The UN Guiding Principles on Business and Human Rights.
- The ILO core conventions.

Applicable regulatory framework

The Taxonomy Regulation is complemented and implemented by the following Delegated Acts:

- Commission Delegated Regulation (EU) 2021/2139 establishing the technical screening criteria for determining the conditions under which certain economic activities qualify as contributing substantially to climate change mitigation or climate change adaptation and for determining whether those activities cause no significant harm to any of the other environmental objectives.

- Commission Delegated Regulation (EU) 2021/2178 specifying the content and presentation of the information to be disclosed by undertakings subject to Articles 19a or 29a of Directive 2013/34/EU.
- Commission Delegated Regulation (EU) 2022/1214, which includes, under strict conditions, specific nuclear and gas activities in the list of economic activities covered by the taxonomy.
- Commission Delegated Regulation (EU) 2023/2486, establishing the technical screening criteria for determining those activities that substantially contribute to the other non-climate environmental objectives of the European Union: the sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems. This last act also expands upon the economic activities that contribute to climate change mitigation and adaptation, and introduces amendments to the delegated act on the disclosure of information on the EU Taxonomy.
- Commission Delegated Regulation (EU) 2026/73 amending Delegated Regulation (EU) 2021/2178 as regards the simplification of the content and presentation of information to be disclosed concerning environmentally sustainable activities and Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 as regards simplification of certain technical screening criteria for determining whether economic activities cause no significant harm to environmental objectives.

11.2.1.1 Analysis of eligible and aligned activities

The Taxonomy distinguishes between Taxonomy-eligible and Taxonomy-aligned economic activities as follows:

- **Eligible economic activity**: that described in the Delegated Acts adopted as per Regulation (EU) 2020/852, irrespective of whether that economic activity meets any or all of the technical screening criteria set out in those delegated acts.
- **Taxonomy-aligned economic activity**: an economic activity that contributes substantially to one of the six EU environmental objectives (meets the technical screening criteria established in the Delegated Regulations 2021/2139 and 2023/2486), does not cause significant harm to any of the other five, and is carried out in compliance with minimum social safeguards.

In 2025, Redeia analysed the degree of eligibility and alignment of its activities with the EU's six environmental objectives following these steps:

a) **Classification and grouping of the economic activities** of Redeia companies.

b) **Eligibility analysis** of the activities identified by checking the activities included in the various Delegated Acts already published.

c) **Assessment of compliance with the technical screening criteria** set down in the delegated acts applicable to each activity classified as eligible. This involves analysing the criteria for qualifying as making a substantial contribution to one of the environmental objectives and the Do No Significant Harm (DNSH) criteria, meaning not harming any of the other environmental objectives applicable to the eligible activity.

d) **Verification of compliance with the minimum social safeguards.**

The analysis performed yielded the following classification of Taxonomy-eligibility and -alignment of activities at Redeia.

Redeia companies	Redeia activities	Activity description – Commission Delegated Regulations 2021/2139 and 2023/2486	Eligible activities	Aligned activities
Red Eléctrica de España, S.A.U.	Activity 1. Management and operation of national electricity infrastructure.	Activity 4.9 - Transmission and distribution of electricity is contemplated in Delegated Regulation (EU) 2021/2139. This activity includes the construction and operation of transmission systems that transport the electricity on the extra high-voltage and high-voltage interconnected system.	Yes | 100% eligible for CCM and CCA objectives.	Yes | 100% aligned with CCM and CCA objectives.
Red Eléctrica Internacional, S.A.U. (REDINTER), REA, REDESUR, TESUR, TESUR 2, TESUR 3, TESUR 4, REDELNOR, CCNCM, RECH, REDENOR, REDENOR 2.	Activity 2. Management and operation of international electricity infrastructure.	Activity 4.9 - Transmission and distribution of electricity is contemplated in Delegated Regulation (EU) 2021/2139. This activity refers specifically to the construction and operation of transmission systems that transport the electricity on the extra high-voltage and high-voltage interconnected system.	Yes | 100% eligible for CCM and CCA objectives.	No
Red Eléctrica Infraestructuras de Telecomunicación, S.A.U. (REINTEL)	Activity 3. Telecommunications – Fibre Optics	Activity not covered by Delegated Regulation (EU) 2021/2139 or Delegated Regulation (EU) 2023/2486.	No	No
Other Redeia companies	Activity 4. Other businesses, Corp. and adjustments (1)	–	–	–

CCM: Climate change mitigation. CCA: Climate change adaptation

(1) Activities classified as not material for Taxonomy reporting purposes as per the contents of Delegated Regulation (EU) 2026/73 as they do not reach the 10% threshold with respect to total turnover, capital expenditure (CapEx) or operating expenditure (OpEx).

Red Eléctrica de España S.A.U.'s *Management and operation of national electricity infrastructure* activity is Taxonomy-eligible and Taxonomy-aligned.

Redeia's core business *Management and operation of international electricity infrastructure* is eligible for the climate change mitigation and adaptation objectives but does not meet the technical screening criteria determining the conditions under which a specific economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation set out in Delegated Regulation 2021/2139.

According to Delegated Regulation (EU) 2026/73, in the event an aligned economic activity contributes substantially to multiple environmental objectives, undertakings must report the activity under each relevant objective in their reporting templates (Annex II Template 1 (Summary KPIs)). However, the total turnover or CapEx/OpEx for that activity must only be counted once in the numerator to avoid double counting.

That was the premise followed this year, so that the contribution by Red Eléctrica de España S.A.U. *Management and operation of national electricity infrastructure* was assigned 100% to the climate change mitigation objective.

Furthermore, we verified that there was no double counting as a result of how the template tables were filled in.

11.2.1.2 Activity 4.9 Transmission and distribution of electricity. Substantial contribution of the *Management and operation of national electricity infrastructure* business to the climate change mitigation objective

The transmission of electricity in Spain by Red Eléctrica de España S.A.U. meets the technical screening criteria itemised in point 4.9 of Annex I of Delegated Regulation (EU) 2021/2139. This activity is part of the interconnected European system (criterion a) and, since 2017, all newly enabled generation capacity in the system grid has been renewable (criterion b). In addition, operation of the electricity system meets the additional technical screening criteria related with fostering an increase of the generation or use of renewable

electricity generation (criterion d), and increasing the controllability and observability of the electricity system (criterion e).

Criteria as defined in point 4.9 of Annex I of Commission Delegated Regulation 2021/2139:

1. The transmission and distribution infrastructure or equipment is in an electricity system that complies with at least one of the following criteria:
   - (a) the system is the interconnected European system, i.e., the interconnected control areas of Member States, Norway, Switzerland and the United Kingdom, and its subordinated systems;
   - (b) more than 67 % of newly enabled generation capacity in the system is below the generation threshold value of 100 g CO_2e/kWh measured on a life cycle basis in accordance with electricity generation criteria, over a rolling five-year period;
   - (c) the average system grid emissions factor, calculated as the total annual emissions from power generation connected to the system, divided by the total annual net electricity production in that system, is below the threshold value of 100 g CO_2e/kWh measured on a life cycle basis in accordance with electricity generation criteria, over a rolling five-year period;
2. The activity is one of the following:
   - (d) construction/installation and operation of equipment and infrastructure where the main objective is an increase of the generation or use of renewable electricity generation;
   - (e) installation of equipment to increase the controllability and observability of the electricity system and to enable the development and integration of renewable energy sources.

The operation of the electricity system is playing a leading role in the energy transition by taking on the challenge of integrating renewable energy, new energy uses and flexible assets into the system.

As system operator, Red Eléctrica works to safely integrate as much renewable energy as possible. The control and monitoring of this type of energy is carried out by CECRE (Renewable Energy Control Centre). This enables the reduction of CO_2 emissions thanks to the fact that demand can be covered by this type of energy without affecting the security or quality of supply.

Furthermore, to facilitate the incorporation of non-dispatchable energy and avoid wasting the energy generated when demand is low, Red Eléctrica is working on the development of energy storage instruments based on both hydropower generation systems and other technologies (R&D+i). To this end, it carries out prospective evaluations of the impact of new storage facilities on the integration of renewable energy, identifies the technical or management characteristics necessary for greater integration, and as a consequence of both actions, makes legislative and regulatory proposals to the competent authority. These systems will also help significantly improve the efficiency of the electricity system as a whole and optimise electricity infrastructure.

11.2.1.3 Do No Significant Harm (DNSH) to the climate change mitigation objective

Climate change adaptation

Red Eléctrica assesses the risks and opportunities derived from climate change annually, integrating this exercise into its corporate risk management system. It identifies its physical risks based on the classification of climate-related hazards set out in Section II of Appendix A of Delegated Regulation (EU) 2021/2139.

The physical climate risk assessment process is outlined in section 11.2.1.4 below, along with the adaptation measures taken in response.

Transition to a circular economy

Red Eléctrica fosters the use of recyclable and reusable materials all along its value chain. It is also working towards delivery of its target for 2030 of recovering 100% of generated waste, underpinned by a specific action plan.

Pollution prevention and control

Red Eléctrica takes specific measures to prevent negative impacts on the environment during the construction and operation of its infrastructure. During the construction phase, it implements preventive and corrective measures, as well as environmental oversight activities that continue during the first few years of facility operation. These programmes allow for adjustment of the measures depending on the results obtained.

This company also ensures compliance with the European standards on exposure to electromagnetic fields (CEM), in keeping with Council Recommendation 1999/519/EC. The readings at the 400 kV lines indicate electric field values of between 3 and 5 kV/m and magnetic field values of between 1 and 15 μT at the point

closest to the conductors. At a distance of 100 metres, these values fall to under 0.2 kV/m and 0.3 μT, respectively, which is well below the limits in place (5 kV/m and 100 μT, respectively).

At the 220kV lines, the metrics are even lower, with electric field values of between 1 and 3 kV/m and magnetic field values of between 1 and 6 μT at the closest point. Red Eléctrica also makes sure its power equipment does not contain polychlorinated biphenyls (PCBs) and that its maintenance activities do not entail the use of these substances. The principles set out in the Corporate Finance Institute's Environmental, Health, and Safety Guidelines for Electrical Power Transmission and Distribution are followed in all construction activities for electricity transmission network facilities.

Protection and restoration of biodiversity and ecosystems

Red Eléctrica carries out environmental assessments for all of its projects, including those where it is not legally required to perform an environmental impact assessment. Most of its work is subject to the procedures regulated in Directive 2011/92/EU and Spanish Law 21/2013, in addition to regional environmental regulations.

In sensitive areas, such as Natura 2000 spaces, Key Biodiversity Areas (KBAs) and World Heritage sites, the environmental impact assessments are more detailed and mitigation and offset measures are implemented. These measures, which seek to prevent negative impacts on habitats and protected species, are detailed in the environmental permits.

11.2.1.4 Activity 4.9 Transmission and distribution of electricity. Substantial contribution of the *Management and operation of national electricity infrastructure* business to the climate change adaptation objective

The electricity transmission and distribution activity (activity 4.9) carried out by Red Eléctrica de España S.A.U. is included in Annex II of Delegated Regulation (EU) 2021/2139 as an activity conducive to making a substantial contribution to climate change adaptation, subject to compliance with the prescribed technical screening criteria.

In 2025, Red Eléctrica updated its analysis of its climate risks and opportunities, assessing the potential physical impacts on its infrastructure. It carried out this assessment in line with the climate hazard classification set out in Appendix A of the Regulation, factoring in exposure, sensitivity and scope for adaptation and different climate scenarios in the short, medium and long term, based on the projections of the IPCC and the Spanish meteorological office, AEMET.

This activity complies with the technical screening criteria set out in point 4.9 of Annex II, as climate change adaptation is integrated into national electricity grid planning and operation to ensure its resilience in the face of the effects of climate change all throughout its useful life.

The assessment process for 2025 indicated the following key physical risks:

Physical risks	H 2026	H 2030	2050	
			SSP2-4.5	SSP5-8.5
Effects of temperature increases on outdoor transmission grid infrastructure	N/A	M-L	M-H	H
Effects of temperature increases on telecommunications/telecontrol equipment and coverings located in substation buildings/booths and control centres	L	L	M-L	M-L
Effects of temperature increases on singular facilities	M-H	M-H	M-H	M-H
Damage to overhead power lines from extreme winds	M-H	M-H	M-L	M-L
Damage to substations from flooding	M-L	M-L	M-L	M-L
Impact on cable tunnels from flooding	M-L	M-L	M-L	M-L
Damage to telecommunications infrastructure from extreme weather events	M-L	M-L	L	L
Corrosion of metal structures, insulator degradation and more stringent electrical insulation demands as a result of desertification	L	M-L	M-L	M-L
Fire damage to power lines and substations	M-H	M-H	H	H
Impaired capacity of transmission lines due to rising temperatures	L	L	M-L	M-H

Increase in demand peaks due to higher temperatures and extreme weather events	N/A	L	L	M-L
Reduction in water availability for hydroelectric generation	N/A	M-L	M-H	M-H
Reduction in water availability for thermal and nuclear power generation	N/A	M-L	L	L
Increased absenteeism associated with climate change	L	L	L	M-H
Modification of working conditions shaped by changes in climate variables where work is carried out	L	L	M-L	M-H
Increased use of air conditioning at facilities	L	L	M-L	M-L

Note: H: High / M-H: Medium-High / M-L: Medium-Low / L: Low / N/A: Not applicable

Red Eléctrica has implemented a host of technical and strategic measures to ensure the resilience of its infrastructure vis-a-vis the effects of climate change, in line with the technical screening criteria set out in point 4.9 of Annex II of Delegated Regulation (EU) 2021/2139.

Current measures applied

- Enhancement of the transmissions grid facilities and reinforcement of vulnerable lines.
- Wind and temperature maps. Review of construction parameters and the technical specifications of equipment.
- Contingency plans with emergency support back-up.
- Optimisation of maintenance using specific tools, including smart maintenance (MANINT project).
- Preventive maintenance of fire-breaks (VEGETA project).
- Fire prevention and early detection procedures (PRODINT project).
- Specific training, awareness and emergency plans.
- Insurance policies. Red Eléctrica is also taking measures to minimise risks in the medium and long term:
- Regional studies into the trend in temperatures and wind in the long term so as to adapt the technical specifications of the infrastructure exposure to this future risk.
- Consideration of the trend in climate parameters in planning processes.
- Enhanced climate projections and predictive systems.
- Development of flexibility and alternative mechanisms to offset the decline in water availability for hydroelectric generation.
- Changes in human resources policies in response to emerging climate conditions.

As for the strategic management of climate risk, note that management of these risks is fully embedded into Red Eléctrica's enterprise risk management system. Red Eléctrica, in its capacity as Spain's TSO, plays an essential role in the country's energy transition and in ensuring supply security and continuity in adverse climate scenarios.

The Transmission Grid Development Plan 2021-2026 places the electricity grid at the heart of the energy transition, aligned with the goals of the 2023-2030 Integrated National Energy and Climate Plan (NECP) in terms of electrification, renewable energy and decarbonisation.

Against this backdrop, the *Management and operation of national electricity infrastructure* business makes a substantial contribution to climate change adaptation by guaranteeing a robust and flexible system vis-a-vis risks such as variability in generation, a decline in water resources and/or an increase in temperatures. Red Eléctrica identifies, assesses and monitors these risks, acting to reinforce the system's interconnections and incorporate tools that improve its responsiveness.

Below are certain specific initiatives underway in this regard:

- Developing and adapting the transmission grid for unfolding generation, demand and transmission capacity patterns.
- Integrating different sources of energy for meeting demand in the event that one specific source is affected and providing system adjustment services, among other measures.
- Developing storage systems as a possible alternative for meeting demand.

- Developing renewable energy generation prediction models.
- Designing dynamic grid monitoring and operation systems to capture the data needed to calculate the lines' transmission capacity in real time as a function of weather conditions, rendering it more flexible.

Development and operation of the electricity system is key to adapting the overall electricity system for climate change and, given the importance of electricity supply, contributes significantly to the Spanish economy's and society's climate change adaptation process.

11.2.1.5 Do No Significant Harm (DNSH) to the climate change adaptation objective

The disclosures regarding compliance with the DNSH principle are provided in the equivalent assessment with respect to the climate change mitigation objective. The only additional parameter flagged in Delegated Regulation (EU) 2021/2139 with respect to alignment with the climate change adaptation objective is the following: "The infrastructure is not dedicated to creating a direct connection, or expanding an existing direct connection to a power production plant where the direct greenhouse gas emissions exceed 270 g CO 2e/kWh." This criterion is met by the *Management and operation of national electricity infrastructure* activity as all of the new electricity capacity connected to the transmission grid since 2017 has been renewable.

11.2.1.6. Compliance with the minimum social safeguards

Redeia complies with the minimum social safeguards involving human rights, anti-corruption, taxes and fair competition by means of the human rights due diligence process outlined in section 11.1.3.4 *Due diligence* and the Compliance System, addressed in section 11.4.1 *ESRS G1 - Business conduct*.

It is publicly committed to upholding human rights in all of its activities and all of its operating markets, paying particular attention to vulnerable groups. This commitment is set down in its Code of Ethics and Conduct, Sustainability Policy and the Ten Principles for respect for human rights that form part of its corporate culture. This approach extends to the entire supply chain thanks to the Code of Conduct for Suppliers, which is aligned with international standards such as:

- OECD Guidelines for Responsible Business Conduct.
- The UN Guiding Principles on Business and Human Rights.
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
- The eight ILO core conventions.
- International Bill of Human Rights.
- OECD Guidelines for Multinational Enterprises.

In addition, since 2013, Redeia has been carrying out periodic human rights and integrity due diligence assessments in its own direct operations and in its dealings with third parties with a view to identifying and mitigating potential ethics risks.

Redeia also adheres to multiple benchmark standards in the areas of bribery/corruption, taxation and fair competition, such as the Spanish tax authority's Code of Good Tax Practices, United Nations Convention against Corruption and the OECD Guidelines on Anti-Corruption and Integrity in State-Owned Enterprises, among others.

In addition, it develops the necessary integrity and human rights due diligence tools, both for its own operations and in its relations with third parties, in order to mitigate the risk of Redeia being linked to third parties associated with conduct which is not aligned with its ethical values. To this end, since 2013 it has carried out periodic due diligence analyses that involve all Group companies in order to identity possible risks stemming from its direct and indirect activity. Section 11.4.1 *ESRS G1 Business conduct* provides additional information about the Group's management approach in these areas.

11.2.1.7 Key performance indicators: Turnover, CapEx and OpEx associated with Taxonomy-aligned activities.

Under Article 8 of the Taxonomy Regulation, non-financial undertakings are required to disclose the following information:

- The proportion of their turnover derived from Taxonomy-aligned activities.
- The proportion of their capital expenditure (CapEx) and operating expenditure (OpEx) associated with sustainable activities.

Delegated Regulation (EU) 2021/2178 and Delegated Regulation (EU) 2026/73 of 4 July 2025 amending Delegated Regulation (EU) 2021/2178 as regards the simplification of the content and presentation of information to be disclosed concerning environmentally sustainable activities detail the contents and methodology for calculating the required key performance indicators (KPIs).

Turnover

The proportion of turnover, to be calculated as the part of the net turnover derived from products or services, including intangibles, associated with Taxonomy-aligned economic activities (numerator), divided by net turnover (denominator). Refer to note 23 of the consolidated financial statements.

Capital expenditure (CapEx)

The denominator shall cover additions to tangible and intangible assets during the financial year considered before depreciation, amortisation and any re-measurements, including those resulting from revaluations and impairments, for the relevant financial year and excluding fair value changes. The denominator shall also include additions to tangible and intangible assets resulting from business combinations. Refer to notes 6 and 7 of the consolidated financial statements.

The numerator equals to the part of the capital expenditure included in the denominator that is related to assets or processes associated with economic activities that make a substantial contribution to any of the EU environmental objectives.

Operating expenditure (OpEx):

For the calculation of OpEx, Delegated Regulation (EU) 2021/2178, as amended by Delegated Regulation (EU) 2023/2486, stipulates that:

- The denominator shall cover direct non-capitalised costs that relate to research and development, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment to ensure the continued and effective functioning of such assets.
- The numerator shall include the part of operating expenditure that is related to economic activities that make a substantial contribution to the EU's environmental objectives. It shall include training and other human resources adaptation needs, and direct non-capitalised costs that represent research and development.

Note that the accounting rules prescribed for calculating Turnover, CapEx and OpEx are the same as the accounting regulations applicable to Redeia. Therefore, it has not been necessary to make any adaptations or interpretations in this respect. On the basis of the foregoing, Redeia's information for 2025 and 2024, in accordance with the Taxonomy Regulation, is as follows:

Taxonomy-eligible and Taxonomy-aligned activities. Management and operation of national electricity infrastructure. Key performance indicators (KPIs)

	2025	2024
Revenue	88.2%	87.4%
CapEx	97.3%	96.3%
OpEx	90.5%	88.0%

Taxonomy-eligible but not Taxonomy-aligned activities. Management and operation of international electricity infrastructure (Peru and Chile). Key performance indicators:

	2025	2024
Revenue	4.7%	5.2%
CapEx	0.1%	0.6%
OpEx	4.1%	6.1%

Note: On 31 January 2025, Redeia, through its subsidiary, Redeia Sistemas de Telecomunicaciones S.A.U., agreed to sell Indra Sistemas S.A. its 89.68% interest in the share capital of Hispasat for 725 million euros. Following delivery of all the related suspensive terms and conditions, that sale transaction closed on 30 December 2025 and Redeia exited that investment. As a result, on 31 December 2024, the assets and liabilities belonging to the satellite telecommunications segment carried out by the Hispasat subgroup, whose parent company is Hispasat, S.A. and which was controlled by Redeia through its 89.68% shareholding until 30 December 2025, were classified in the Group's financial statements as non-current assets held for sale.
For Taxonomy disclosure purposes, the amounts corresponding to Hispasat have been excluded from the Turnover, CapEx and OpEx denominators for both 2025 and 2024.

The percentages assigned to the contribution made to each EU environmental objective are provided in Appendix 4 *Templates with information on key performance indicators*. These templates are aligned with the format and content of templates 1 and 2 of Annex II of Delegated Regulation (EU) 2026/73 of 4 July 2025, amending Delegated Regulation (EU) 2021/2178 as regards the simplification of the content and presentation of information to be disclosed concerning environmentally sustainable activities.

Determination of numerator and denominator of KPIs

The Taxonomy Regulation requires non-financial undertakings to explain how they determine and allocate their key performance indicators (Turnover, CapEx and OpEx). Redeia has followed the Taxonomy methodology using a structured process in order to guarantee the traceability and consistency of the data reported.

Firstly, it identified the activities aligned with the Taxonomy, namely the *Management and operation of national electricity infrastructure*, an activity carried out by Red Eléctrica. It then analysed the specific activities within this company, classifying them as electricity transmission, system operation (mainland and non-mainland) and other complementary directly related activities. All of those activities were considered Taxonomy-aligned.

To calculate Turnover, the amount of "Revenue" recognised in the consolidated financial statements was taken directly (refer to note 23 of the consolidated financial statements), net of consolidation adjustments, as the accounting definition of revenue coincides with the Taxonomy definition of Turnover. CapEx was determined on the basis of additions to fixed assets, also taken from the consolidated financial statements. For OpEx, non-capitalised costs related to research and development, building renovation measures, short-term leases and maintenance and repairs were identified, in line with the Taxonomy regulations.

The numerator for each indicator includes the values corresponding to Red Eléctrica, whereas the denominator is based on the consolidated financial statements of the Redeia Group. We verified that there was no double counting between companies. The "Self-constructed assets" amounts were excluded from OpEx as they are already included within CapEx.

In the case of the denominators, consolidated revenue (Turnover) for the year, total consolidated capital expenditure (CapEx) for the year and total consolidated operating expenditure (OpEx) for the year were used, using the same criteria as were used to determine the nominators, but taking the consolidated totals for the year (Group total).

For eligible but not aligned activities, such as the management of electricity infrastructure in Peru and Chile, the same procedure was followed. A differentiation was made for the maintenance expenses applicable to the OpEx calculation and the same consolidation criteria were used to determine the denominators.

Contextual Information

In keeping with the Taxonomy Regulation, Redeia discloses its key performance indicators (Turnover, CapEx and OpEx) and explains the year-on-year changes. These indicators primarily reflect the activity carried out by Red Eléctrica, which accounts for a very significant percentage of the Group totals, so that it can be said that the majority of Redeia's activities are Taxonomy-aligned.

Regulation (EU) 2026/73 indicates that non-financial undertakings can choose to not assess the eligibility or alignment of activities whose economic impact is limited, specifically those for which the cumulative value of each KPI (turnover, CapEx and OpEx) is below 10% of the denominator of the respective KPI. The Redeia activities considered not material for Taxonomy reporting purposes are those grouped under *Other businesses, Corp. and adjustments* and correspond to the research and development activities carried out by Elewit, S.A.U. and the activities carried out by three other subsidiaries, Redeia Financiaciones, S.L.U., Red Eléctrica Financiaciones, S.A.U. and Redcor Reaseguros, S.A. (Redcor), which involve procuring financing for the Group's activities and underwriting risk by reinsuring its assets and businesses.

On aggregate, these activities represent 1.7% of Turnover, 1.5 % of CapEx and 0.0% of OpEx.

None of the activities listed here do any significant harm to any of the European Union's environmental objectives.

For Turnover, the percentage contribution of eligible and aligned activities increased from 87.4% in 2024 to 88.2% in 2025, as the Turnover contributed by Red Eléctrica to the Group increased, while that contributed by the subsidiaries in Peru and Chile, decreased. As a result, the percentage contribution to Turnover of eligible but not aligned activities decreased from 5.2% in 2025 to 4.7% in 2025.

As for the comparison between the 2025 and 2024 figures:

- **Turnover**: the percentage of eligible and aligned activities increased from 87.4% to 88.2%, due to a higher contribution to the Group by Red Eléctrica and a lower contribution by the Chilean subsidiaries.
- **CapEx**: the percentage of eligible and aligned activities increased from 96.3% to 97.3%, due to a higher contribution to the Group by Red Eléctrica and a lower contribution by the Peruvian and Chilean subsidiaries.
- **OpEx**: the percentage of eligible and aligned activities increased from 88.0% to 90.5%, due to a higher contribution to the Group by Red Eléctrica and a lower contribution by the international subsidiaries.

The templates with the key performance indicators are presented in Appendix 4 of this report.

11.2.2 ESRS E1 – Climate change

11.2.2.1 Governance

a. Integration of sustainability-related performance in incentive schemes. ESRS 2 GOV-3

Redeia has designed the compensation received by its CEO and officers so as to align their incentives with the Group's strategic targets. The remuneration system combines fixed and variable remuneration, with the latter divided into short- and long-term components to ensure that the Group's senior management is committed to delivering the Group's financial, operating and sustainability targets.

Specific details about the indicators, metrics and results of this remuneration scheme are provided in section 11.1.3.3 *Integration of sustainability-related performance in incentive schemes GOV-3* of this report.

11.2.2.2 Strategy

a. Transition plan for climate change mitigation. E1-1

Redeia, mainly through its activities in the electricity business, is a key and proactive agent in the transition towards a zero emissions energy model, the main elements of which are the electrification of the economy, integration of renewable energy into the energy mix and efficiency, at all times ensuring the security of supply. Furthermore, the Group's activities in developing telecommunications to make further progress towards digitalisation and connectivity can also make a significant contribution to the ongoing process of decarbonising society. Redeia's activities are therefore key to achieving the climate and energy objectives in Spain and Europe, both in the medium (2030) and long term (climate neutrality by 2050). This position is reflected in the

Group's 2021-2025 Strategic Plan, the mainstay of which is to bring about the energy transition in Spain by championing the green and digital transition.

In 2011, Redeia embraced a public and voluntary **Commitment to Combat Climate Change**, which was approved by the Board of Directors (the latest version of this commitment was approved in May 2023). This commitment is embodied in the ultimate goal of achieving net zero emissions by 2050, with emissions reduction targets aligned with the global ambition of limiting the average temperature increase to 1.5°C, in line with the Paris Agreement and as set out in the Group's various action plans. The decarbonisation levers, resources and significant advances on each line of action are set out, respectively, in the actions and targets sections of this chapter. Redeia's emissions reduction targets have been approved by the Science Based Targets initiative (SBTi).

Redeia has a Net Zero Transition Plan encompassing climate mitigation and adaptation measures that are aligned with its business strategy and financial planning. This plan specifically commits to reducing greenhouse gas (GHG) emissions and becoming climate neutral by 2050.

The medium-term actions are itemised in the corresponding Climate Change Action Plans, which are approved by the Executive Committee and revised annually. The action plan currently in effect is the **2021-2030 Climate Change Action Plan**, which is currently in the process of being updated. Redeia expects to approve the new version of the plan in the early months of 2026.

2021-2030 Climate Change Action Plan			
A, Contribution to a sustainable energy model	B. Carbon footprint reduction	C. Positioning and outreach	D. Climate change adaptation

The actions and targets embedded into the Climate Change Action Plan are outlined in sections c. *Climate change actions. E1-3 / MDR-A* and a. *Climate change targets. E1-4 / MDR-T* further on in this chapter.

b. Material impacts, risks and opportunities related to climate change. ESRS 2 / SBM-3

Redeia has identified the climate-related impacts, risks and opportunities that could affect its business model. To do that, it carried out a **resilience analysis** contemplating different time horizons and climate scenarios, including a scenario of global warming of less than 2°C (NZE).

To perform this analysis, Redeia identified its impacts, risks and opportunities using the methodology described below. This analysis was conducted at the corporate, subsidiary, country and, in the case of physical risks, asset levels and considered the effects of the incidents being assessed and the Group's ability to adapt in response, identifying the measures needed to bring about those adaptations.

The findings of the resilience analysis have been embedded into Redeia's strategy, influencing policy definition and review, planning - including financial planning - and decision-making. This is reflected in its Strategic Plan, Commitment to Combat Climate Change and Climate Change Action Plan. The Group considers that it has the ability to adjust or adapt its strategy and business model as needed to address the impacts, risks and opportunities detected.

This demonstrates that as an organisation Redeia is resilient to climate change. By monitoring impact indicators, continuing to run its climate risk control and management system and embedding the findings into its strategy (policies and action plans), Redeia is able to act in response negative impacts, anticipate potential impacts and maintain its adaptive capacity.

Material impacts, risks and opportunities

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Climate change adaptation	Adapting the electricity system infrastructure for climate change.	Short-, medium- and long-term | current | positive impact	Reinforcing the electricity grid for climate change through infrastructure and adaptation measures to improve system resilience.	Business: Red Eléctrica and Redinter. Activity: Cross-cutting

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Climate change adaptation	Adapting electricity system operations for climate change.	Short-, medium- and long-term | current | positive impact	Developing advanced operation, prediction and demand management tools to reinforce grid resilience against the effects of climate change.	Business: Red Eléctrica and Redinter. Activity: Cross-cutting
Climate change adaptation	Effects of temperature increases on singular facilities	Short-, medium- and long-term risk	Higher maintenance costs, impaired performance and/or shorter useful lives. Higher equipment costs due to design modifications to increase resilience. Temporary downtime affecting electricity supply with associated reputational impact. (*)	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change adaptation	Damage caused to overhead power lines by extreme winds	Short- and medium-term risk	Higher facility maintenance and repair costs and higher design modification costs to increase resilience. Potential impact on electricity supply with associated reputational impact. (*)	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change adaptation	Fire damage to power lines and substations	Short-, medium- and long-term risk	Higher maintenance costs. Potential impact on electricity supply with associated reputational impact. Third-party or environmental fire damage (*)	Business: Red Eléctrica Activity: Own operations
Climate change adaptation	Effects of temperature increases on outdoor transmission grid infrastructure	Long-term risk	Higher equipment maintenance and repair costs and shorter useful lives. Higher equipment costs due to design modifications to increase resilience.	Business: Red Eléctrica Activity: Own operations
Climate change adaptation	Impaired capacity of transmission lines due to high temperatures	Long-term risk	Potential impact on supply and reputation (due to higher technical restrictions).	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change adaptation	Decline in water availability for hydroelectric generation.	Long-term risk	Impact on the functioning of the electricity system, reduced power generation availability, lack of firm capacity and lack of resources for pumping (flexibility mechanism).	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change adaptation	Increased absenteeism associated with climate change	Long-term risk	Shortage of personnel for works with a potential impact on infrastructure development, operation and maintenance.	Business: Red Eléctrica Activity: cross-cutting
Climate change adaptation	Modification of working conditions shaped by changes in climate variables where work is carried out	Long-term risk	Impact on people (workplace accidents and potential health effects) and higher costs (process and facility modifications).	Business: Red Eléctrica Activity: Own operations
Climate change adaptation	Intervention across the existing grid infrastructure to adapt it for new climate conditions	Short-term opportunity	Contribution to electricity system resilience (and by extension supply security). Improved reputation.	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change mitigation	Emissions savings in the electricity system.	Short-, medium- and long-term | current | positive impact	Facilitating the integration of renewable energy implies a reduction in emissions across the electricity system as a whole.	Business: Red Eléctrica Activity: Cross-cutting
Climate change mitigation	Generation of direct GHG emissions (Scope 1)	Short-, medium- and long-term | current | negative impact	Redeia's GHG emissions originate mainly from SF_6 gas leaks and, to a lesser degree, the use of vehicles, HVAC and generators.	Business: Red Eléctrica Activity: Own operations

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Climate change mitigation	Generation of indirect GHG emissions associated with the generation of the electricity purchased and consumed by the organisation (Scope 2)	Short-, medium- and long-term | current | negative impact	Redeia's indirect Scope 2 emissions originate mainly from losses in the transmission grid and own electricity consumption.	Business: Red Eléctrica Activity: Own operations
Climate change mitigation	Generation of other indirect GHG emissions (Scope 3)	Short-, medium- and long-term | current | negative impact	Scope 3 emissions are those generated by Redeia's value chain.	Business: Red Eléctrica Activity: Own operations
Climate change mitigation	Increased system operation complexity derived from intensification of the pace of electrification on the demand side and from increased penetration of renewables on the supply side over the 2026-2030 time horizon in the event that one or more of the following circumstances occur: - Potential failure to incorporate generation, consumers and storage with sufficient capabilities in terms of availability, flexibility, observability and technical features. - Power disconnections due to a prevalence of generation facilities within the power mix without the technical capabilities needed to cope with disturbances. - Anomalous actions or breaches of regulatory requirements on the part of third parties. - Shortfall of available resources in the event of insufficient support in the form of remuneration for tackling the growing challenges of system operation.	Short-, medium- and long-term risk	System operation impacts, increasing the risk of incidents of different kinds with the attendant potential financial and/or reputational impacts. (*)	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change mitigation	Overwhelmed bureaucracy in transmission grid access and connection permitting processes derived from a significant increase in consumer, generation and storage access and connection applications	Short-term risk	Impact on Redeia's reputation vis-a-vis the electricity sector agents. (*)	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change mitigation	Insufficient regulatory agility to facilitate the energy transition	Short-, medium- and long-term risk	Potential impact on the safe operation of the system and on supply. Reputational impact derived from a potential impact on supply and/or the potential perception by certain actors/agents that Redeia is responsible for the problems caused. (*)	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change mitigation	Protracted permitting and construction timeframes for international interconnections	Long-term risk	Potential impact on supply. Reputational impact on account of the high visibility of these projects Financial impact associated with investment delays.	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change mitigation	Legal requirements around the use of fluorinated gases (SF_6).	Short- and medium-term risk	Increased costs associated with taxes and stricter monitoring and control requirements. Increased cost of using alternative solutions (required as a result of the restrictions on the use of gas). (*)	Business: Red Eléctrica Activity: Own operations
Climate change mitigation	Dependence on system digitalisation given energy transition challenges	Short- and medium-term risk	Potential effect on electricity supply and reputation.	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change mitigation	Grid development to enable the energy transition: integration of new renewable capacity, interconnections, high-speed raid and support for increased electrification	Short-, medium- and long-term opportunity	Contribution to security of supply and therefore reputation. Current effect on cash flows and on Redeia's development and positioning	Business: Red Eléctrica Activity: Own operations

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Climate change mitigation	Increased need for storage capacity (non-mainland systems)	Medium- and long-term opportunity	Contribution to security of supply and enhanced reputation.	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Climate change mitigation	Scope for reputation gains as a result of performance around climate change	Short- and medium-term opportunity	Improved reputation (social acceptance) Effect on Redeia's development and positioning, access to finance and cost of capital	Business: Red Eléctrica Activity: Own operations | Customers and end-users
Energy	Integration of renewable energy into the electricity system	Short-, medium- and long-term | current | positive impact	Contribution to the decarbonisation of the economy (integration of renewable energy to achieve a zero-emissions model).	Business: Red Eléctrica Activity: Own operations Customers and end-users
Energy	Energy consumption in Redeia's own operations	Short-, medium- and long-term | current | negative impact	Consumption of energy from non-renewable sources in Redeia's own operations.	Business: Red Eléctrica Activity: Own operations
Energy	Consumption of energy in Redeia's own operations (indirect): transmission grid losses	Short-, medium- and long-term | current | negative impact	Consumption of energy.	Business: Red Eléctrica Activity: Own operations

(*) In 2025, no risks materialised with a financial impact requiring disclosure in the consolidated financial statements.

11.2.2.3 Impact, risk and opportunity management

a. Identification and assessment of material impacts, risks and opportunities related to climate change. ESRS 2 / IRO 1

Redeia has carried out a double materiality assessment in accordance with ESRS 1, identifying the most significant impacts, risks and opportunities from both the impact and financial materiality perspectives. This assessment integrates the results of the impact assessment, carried out under the scope of the Environmental Management System (which includes the impacts associated with climate change) and the Group's resilience analysis (identification and assessment of risks and opportunities associated with climate change), as both involve the same assessment requirements as the double materiality assessment.

To analyse and manage the risks and opportunities related to climate change, Redeia follows the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and, since 2019, has been applying proprietary methodology in order to identify, prioritise and quantify the financial effects of physical and transition climate risks and opportunities. In 2021, this methodology was extended to the Group's activities in Latin America and its telecommunications activities and currently encompasses the whole value chain. No risks have been excluded from the analysis.

Redeia classifies its climate risks into two major categories: physical and transition risks, both of which are assessed under different scenarios and over different time horizons, defined as a function of the useful lives of its infrastructure (up to 40 years) and its strategic planning and regulatory cycles.

Physical risks

These risks are associated with changes in climate variables with the potential to impact the Group's electricity and telecommunications infrastructure, as well as its operating activities. Redeia identifies these hazards considering different climate scenarios, assessing the exposure, sensitivity and useful lives of its assets, an exercise that yields its gross physical risks. The main hazards identified are:

- Increase in temperatures.
- Extreme weather events: high wind, torrential rain (floods), cold snaps and snowstorms.
- Sea level rise.

- Wildfires.
- Water resource availability: rainfall + evapotranspiration.

Transition risks

These risks are related to the regulatory and technological changes needed to bring about the energy transition. Redeia assesses these risks modelling a scenario compatible with limiting global warming to 1.5°C and manages them in a forward-looking and proactive manner, in line with its Comprehensive Risk Management Policy. The main climate transition events identified include:

1. Policies and regulations aimed at facilitating the energy transition:
    - Growth in renewable energies.
    - Growth in self-consumption and distributed generation.
    - Restrictions on the use thermal and nuclear power plants.
    - Urgent need for new energy infrastructure.
    - Electrification: new sources of demand for electricity.
2. Policies, measures and strategies aimed at curbing greenhouse gas emissions:
    - Banning or limiting the use of fluorinated gases.
    - Stricter energy efficiency requirements.
    - Application of carbon taxes and charges.

Basic assumptions for the resilience analysis

Redeia structures its climate analysis into different time horizons:

- **Short term**: until 2026. This is the term of the current Strategic Plan and transmission grid development plans. No material physical changes are anticipated.
- **Medium term**: until 2030. 2030 marks an inflexion point for the climate targets set by the European Union and in the National Energy and Climate Plan (NECP) and this is when some physical changes could begin to be felt.
- **Long term**: 2030 onwards. Two different approaches:
    - The transition risks are analysed out to 2050, the target year for climate neutrality, which is expected to entail significant regulatory and technological changes.
    - The physical risks are projected beyond 2050, which is when the most significant risks are expected to begin to materialise, affecting any infrastructure still in service.

For the physical scenarios, Redeia uses scenarios set out in the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC), indicating their equivalence with the SSP scenarios and their equivalent Representative Concentration Pathways (RCPs). To project the climate variables, Redeia used different data sources, such as the Copernicus Climate Change Service (C3S) and Climate Data Store. Noteworthy sources for Spain include the climate change scenario visualisation tool compiled by AdapteCCa and the region-specific scenarios prepared by the national meteorology office, AEMET. In Latin America, we used the IPCC WGI Interactive Atlas (Working Group 1), the official Climate Risk Atlas (ARCLim) for Chile and the SENHAMI cartography metadata catalogue for Peru.

The transition scenarios were based on the International Energy Agency's World Energy Outlook reports, specifically its STEPS, APS and NZE scenarios. This information was complemented by variables specific to the Group's business and geographic context. For the electricity business in Spain, the scenarios modelled were ENTSO-E's 10-year network development plan (TYNDP) for 2050 and the Integrated National Energy and Climate Plan (NECP) for 2030, which features an emissions reduction target of 32% in 2023 relative to 1990 and a renewable energy share in the generation mix of 81%.

These interim targets are intended to bring about carbon neutrality by 2050 (90% reduction in emissions relative to 1990 and renewable shares of 97% in final consumption and of 100% in the generation mix). As a result, Redeia's scenarios are aligned with the IEA's NZE target scenario and the RCP 2.6, consistent with the Paris Agreement goal of keeping global warming at under 1.5º C.

<table>
<tr><th>IPCC physical scenarios 2030-2050-2070 horizon</th><th>Transition scenarios (IEA/NECP) 2030-2050 horizon</th><th></th></tr>
<tr><td>RCP 8.5 (SSP5-8.5)</td><td>BAU scenario</td><td>• No climate policies applied.
• Very significant increase in emissions.</td></tr>
<tr><td>RCP 6.0</td><td rowspan="2">Trend (STEPS)</td><td rowspan="2">• Stated policies scenario.
• Emissions growth exceeds the target envisioned in the Paris Agreement.
• Scenario compatible with an average temperature increase of 2.4°C by 2100.</td></tr>
<tr><td>RCP 4.5 (SSP2-4.5)</td></tr>
<tr><td>RCP 2.6 (SSP1-2.6)</td><td rowspan="2">Announced pledges (APS)</td><td rowspan="2">• Significant policy changes needed to achieve the Paris Agreement target (in Spain, compatible with the NECP).
• The APS is compatible with an average temperature increase of 1.7°C and NET ZERO with an increase of 1.5°C by 2100.</td></tr>
<tr><td>SSP1-1.9</td><td>Neutrality in 2050 (NZE)</td></tr>
</table>

Note: correlation between the physical and transition scenarios is indicative.

Methodology and tools used

Redeia uses structured risk management methodology which encompasses all stages of the process: identification, analysis, assessment, management and control. The risks are identified and assessed at the subsidiary, country and, in the case of physical risks, asset levels.

This methodology, which was updated in 2025 to add new variables to the assessment, is based on uniform criteria and is applied within the pre-established risk parameters with the goal of ensuring that all of the risks that could affect Redeia's strategy and targets are correctly and systematically identified, analysed, assessed, managed and controlled.

As part of this management effort, mitigation measures are designed to reduce exposure to the identified risks. These measures include the implementation of contingency plans and, whenever possible, the designation of specific coverage for the risks.

The identification of potential risks is carried out by a team of experts and is reviewed at least every three years. They may be reviewed early in the event of relevant changes in the environment or operating conditions. Risk assessment and prioritisation is reviewed annually.

Redeia has identified potential physical and transition risks. Those risks are assessed in terms of four key criteria: the threat (physical risks) or probability (transition risks); exposure; sensitivity and its ability to adapt in response to each.

The assessment process also factors in economic variables and other indicators of relevance for the business, such as potential impacts on electricity supply, telecommunications services and corporate reputation.

Following prioritisation, the risks are classified into one of four levels: low; medium-low; medium-high; and high. The risks assessed to be significant for the business are those classified as medium-high and high and constitute those defined as material risks in section b. *Material impacts, risks and opportunities related to climate change. ESRS 2 / SBM-3* in this chapter. They are then monetised in order to quantify their financial effects in the short- and medium term.

The reader should note that because Red Eléctrica operates in a regulated environment, not all of the risks considered a priority for Redeia necessarily imply a direct financial impact for the organisation.

b. Policies related to climate change E1-2 MDR-P

Redeia's commitment to sustainability materialises in its effort to generate shared value for all of its stakeholders by carrying out its activities responsibly. This commitment is articulated around specific targets for decarbonisation, climate change adaptation and environmental responsibility and is complemented by specific policies that guide the Group's actions on all these fronts.

Below is a summary of the key policies and commitments assumed by Redeia in the area of climate change. The technical and operating details of each of these policies are outlined in Appendix 1 of this report.

- **Commitment to Combat Climate Change:** this pledge materialises in the zero emissions target for 2050, the interim emissions abatement targets for 2030 and the Climate Change Action Plan.
- **Sustainability Policy:** this policy establishes the principles for responsible business management in order to have a net positive impact on the environment and society. It applies to all of the Group's activities in Spain and Latin America and fosters alignment with the Sustainable Development Goals.
- **Environmental Policy:** this policy defines the Group's commitments around environmental preservation, compliance and risk prevention and strengthens its commitment to climate change action. It is reviewed by the Sustainability Committee.
- **Climate change risk management**: embedded into Redeia's Comprehensive Risk Management Model. The climate risks are supervised by the Audit Committee and presented to the Sustainability Committee, which reviews the policies and facilitates their integration into strategic decision-making.

c. Climate change actions E1-3 / MDR-A

Redeia, mainly through its activities in the electricity business, is a key and proactive agent in the transition towards a zero emissions energy model, the main elements of which are the electrification of the economy, the integration of renewable energy into the energy mix and efficiency, at all times ensuring the security of supply.

Furthermore, the Group's activities in developing telecommunications to make further progress towards digitalisation and connectivity can also make a significant contribution to the ongoing process of decarbonising society.

Redeia's activities are therefore key to achieving the climate and energy objectives in Spain and Europe, both in the medium (2030) and long term (climate neutrality by 2050).

The four lines of action implementing the Group's climate change policies are set out in the **Climate Change Action Plan (CCAP)**:

1. Contribution to a sustainable energy model:

- Development of infrastructure to enable the electrification of the economy, connect up new renewable power, reduce technical constraints and power the railway network. Highlights include the development of international and inter-island electrical interconnections to ensure an uninterrupted supply of power, given the intermittent nature of renewable generation. The Transmission Grid Development Plan 2021-2026, which envisions 6,964 million euros of investments, is the strategic instrument for developing the infrastructure needed to achieve the energy transition objectives in Spain. Redeia continues to successfully implement the infrastructure contemplated in that plan. In 2025, Redeia made a combined investment in the transmission network of 1,424 million euros.
- Maximum integration of renewable energies into the electricity system by optimising system operation and the performance of the Renewable Energy Control Centre (CECRE) by improving forecasting tools, integrating more distributed generation and developing energy storage systems that will allow for the integration of renewable energies, thus ensuring the security of the system. To allow for the safe operation of an electricity system with such a high penetration of renewable energies, Red Eléctrica's Renewable Energy Control Centre (CECRE) plays an essential role in controlling and monitoring the system.

Installed renewable power capacity in the Spanish electricity system grew by a further 8.2 GW in 2025 to 93.8 GW, accounting for 66.7% of total installed capacity.

New all-time peaks were recorded for instantaneous power, hourly energy, daily energy and coverage of instantaneous demand with photovoltaic production in the mainland system and the Balearic Islands system in 2025. In 2025[2], 55.5% of the energy generated in the national electricity system came from renewable sources.

- Furthering efficient grid management by fostering technological innovation (smart grids and digitalisation), incorporating new elements and services and applying new flexibility measures. Red Eléctrica, as system operator, works actively to promote, develop and disseminate actions to improve and evolve the way the system currently works, by making it smarter, with the overriding goal of enabling the energy transition. A few key milestones from 2025:
  - 17 R&D projects in progress for the development of system operation tools based on digitalisation and the use of emerging technology.
  - Active demand response balancing service with total capacity of 1,148 MW in 2025.
  - 22,444.4 MW of renewable capacity participating as balancing service providers.
  - 1.6 TWh of authorised Automatic Power Reduction Service capacity.

2. Carbon footprint reduction

- Reducing SF_6 emissions (25% compared to 2015) by preventing, detecting and controlling leaks, improving monitoring and repair techniques, renewing equipment (mainly from 2026) and promoting alternatives to SF_6.
- Reducing energy consumption and associated emissions through the use of 100% renewable electricity, implementation of energy efficiency measures in buildings and sustainable mobility.
- Reducing emissions from grid losses by increasing the share of renewable energy in the electricity mix: at least 60% in 2025 and 81%[3] by 2030.
- Reducing emissions associated with the supply chain through collaborative programmes to encourage suppliers to set reduction targets aligned with the SBTi, as well as factoring sustainability criteria into purchasing decisions.
- Emissions offsets: 100% of Scope 1 emissions by 2025 and increased ambition for 2026-2030 through the Red Eléctrica Forest and other nature-based solutions, the purchase of carbon credits and the development of new offset projects.

"Block 2. Carbon footprint reduction" of the Climate Change Action Plan sets out the actions carried out and planned by Redeia in this regard, relating them to the specific decarbonisation levers in which they are included.

a) SF_6 emission reductions

SF_6 is a dielectric gas present in electricity transmission installations. SF_6 emissions are largely associated with small leaks emanating from leaking equipment, as well as leaks during gas transfers and accidents or faults. This is a priority concern for Redeia and various reduction initiatives are currently under way:

Leak prevention, detection and control:

- Improving preventive maintenance work. In 2025, Redeia retrofitted a specific make of air-insulated switchgear (AIS) (flagged for degradation issues) to prevent future tightness issues and, as a result, gas leaks. That work involved the use of an innovative solution that will facilitate future maintenance and minimise intervention times.
- Reducing leak detection and intervention times in case of faults (corrective maintenance).

[2] This figure does not include self-consumption.

[3] Target set in the NECP.

- Developing effective leak repair methodologies to repair leaks at gas insulated (SF_6 insulated) substations (GIS), so as to facilitate and speed up the work. In 2025, Redeia successfully repaired 15 leaks at GIS facilities derived mainly from equipment corrosion and ageing and, to a lesser degree, new switchgear assembly problems.
- Designing improved roofs for existing facilities to prevent degradation of materials due to atmospheric agents and, therefore, leakage. In 2025, the Group worked on the building that will cover the 400 kV GIS in Pola de Gordón, slated for completion in 2026, and prepared the documentation (plans, tender and construction documentation) for the start of work on the cover for the El Palo 400 kV substation.
- Including further requirements in procurement tenders to help minimise gas losses (rapid intervention in cases of leakage and equipment design criteria, among other aspects).
- Replacing SF_6 gas with nitrogen (N_2) in equipment stored as spare parts.

Renewal of switchgear. The progressive renewal of old equipment and those presenting very high leakage rates is a significant course of action in quantitative terms. Significant progress was made in 2025 on the renovation work at the Litoral 400 kV substation, which began in 2022. Due to its age and prevailing environmental conditions, the gas emissions occurring at this facility are among the highest reported in recent years.

Reduction of installed SF_6 and search for alternatives to gas. Red Eléctrica is committed to championing alternative solutions to SF_6, which are currently under development.

It is developing some highly promising pilot projects such as the inclusion of an alternative gas in the pipelines and busbars of two 400 kV substations. Red Eléctrica also has two 66 kV GIS cubicles that use alternative gases in the Canary Islands, one of which will be commissioned in early 2026. Since 2023, the Group has installed a total of seven SF_6-free AIS sets (six with CO_2 + O_2 technology and one small oil volume (SOV) switchgear) and work continues on the technical specification and standardisation of new gas-free models.

In addition, Red Eléctrica collaborates with different technology monitoring and experience interchange groups with other electricity sector agents, especially equipment makers and other European TSOs, through which it is participating in a number of projects: Life 220, a 220 kV breaker using g^3 gas, Life Blue 245 kV Live Tank and the Mission Project (SF_6-free 420 kV circuit breaker test) for AIS and GIS technology.

Training. Red Eléctrica is legally certified to deliver training on gas handling. A total of 564 employees have been trained since 2013, with 444 officially certified. Moreover, dedicated technical training sessions on GIS technology are organised to enhance maintenance and leak repair (those sessions also cover alternatives to SF_6).

Collaboration with other stakeholders. Redeia works alongside public bodies and other entities to find solutions for controlling and reducing these emissions within the framework of the voluntary agreement signed in May 2015 (and currently in the process of being renewed) between the Ministry for Ecological Transition and the Demographic Challenge, manufacturers and suppliers of electrical equipment that use SF_6, electricity transmission and distribution companies and waste managers for this gas and the equipment that contains it. The aim is to find a more environmentally friendly end-to-end management system for the use of SF_6 in the electricity sector.

Thanks to all these initiatives, Redeia has brought about a 37% reduction in SF_6 emissions since 2015. The Group's target for 2030 is a 25% reduction compared to the base year of 2015. It is important to consider that SF_6 emissions are directly related to the amount of gas installed and equipment age. In this respect, although 2025 extended the downward path in these emissions, outperforming expectations, emissions are expected to rebound in the coming years as a result of these volume and equipment ageing considerations.

b) Reduction of energy consumption and related emissions

Energy efficiency

One of the cornerstones Redeia's Commitment to Combat Climate Change is its pledge to ensure energy efficiency at all levels. The following actions are carried out to that end:

Carrying out energy audits every four years to identify the levers for reducing energy consumption. The most recent audits took place in 2024 at 20 workplaces, with all technical and economically viable measures duly implemented in 2025. Under the scope of the audits, the Group analysed the viability of installing solar panels at those workplaces.
Energy efficiency measures to reduce electricity consumption:

- Changing light fixtures to LED technology, installing smart lighting systems (motion detectors and lighting sensors), central heating timers and window protection elements.
- Adjusting the air-conditioning and lighting parameters in buildings.
- Energy Management System certified by the ISO 50001:2018 standard at Redeia's headquarters and at Redeia Campus.
- Nearly zero energy buildings (NZEBs).
- Awareness campaigns.
- Measures relating to computer equipment: incorporating maximum efficiency criteria and migrating to virtual servers.
- Night-time shutdown of 457 substations, thanks to improved remote lighting control systems.

The implementation of these initiatives has led to a 11.5% reduction in the electricity consumed at Red Eléctrica's work centres since 2015 (target for 2030: reduction of 30% with respect to 2015).

Use of renewable energy
Most of the electricity supply contracts managed by the Company have renewable energy Guarantees of Origin (GoO) or international renewable energy certificates (IRECs).

Redeia has used the following instruments in relation to Scope 2 (market-based) emissions:

- Procuring renewable energy with Guarantees of Origin (GoO): 76.5% of total electricity consumption.
- International Renewable Energy Certificates (IRECs): 13.2% of total electricity consumption.
- In addition, IRECs were acquired to cover grid losses in the infrastructure operated in Peru and Chile (49,077 MWh), equivalent to 0.9% of total indirect energy consumption associated with grid losses.

Meanwhile, further progress was made in implementing self-consumption facilities at the Company's work centres: thermal solar energy for domestic hot water, geothermal energy (three buildings) and photovoltaic solar energy (17 work centres, with another eight to be added by 2029).

Moreover, work is under way to increase the use of renewable energy in replacement of fossil fuels. More specifically, work continues on the project started in 2024 for the gradual replacement of gasoil with a 100% plant-based fuel and work has begun on the introduction of renewable fuels to power the vehicle fleet.

These measures are increasing the percentage of renewable energy consumed in the organisation:

- 55.9% renewable energy out of total energy consumption[4]
- 97% of renewable energy out of total electricity[5]
- 98.7% of electricity procured/self-consumed from renewable sources (target: 100%)

Sustainable mobility
Redeia is working hard to optimise the travel involved in carrying out its business activities and to reduce the related emissions. It has a **Sustainable Mobility Plan** in place, which aims to instil a new culture of mobility across the organisation. Notable actions on this front include:

- Prioritising the best available technology in fleet vehicles (hybrid, plug-in hybrid or electric, factoring in the needs specific to each service).

[4] This figure does not consider the share of renewable electricity in the national energy mix. If included, the value would be 56.5%.

[5] This figure does not consider the share of renewables in the national energy mix. If the renewable portion of the mix is considered, the value would be 98%.

- Prioritising the use of renewable diesel in the vehicle fleet.
- Optimising vehicle use by implementing the Agile, Responsible and Safe Driving System, enabling the use of efficient routes and responsible driving.
- Ensuring the existence of a pool of 100% electric and plug-in hybrid vehicles to cover corporate needs.
- Installing electric vehicle charging points across places of work (a charging facility was added in San Sebastián de los Reyes in 2025).
- Optimising business travel by promoting and improving communication tools to reduce travel (video-conferencing and remote access platforms) and factoring sustainability criteria into the corporate travel policy. Providing users with CO_2 impact figures to increase awareness when planning travel.
- Measures to reduce the use of private vehicles for commuting to work: company transport service and shuttles to connect offices, promoting carpooling and including the transport card among the various in-kind options available to employees. Enabling electric vehicle charging stations for employees.

c) Reduced emissions due to losses in the transmission grid

Energy losses from the transmission grid are the biggest contributor to Scope 2 emissions. These losses are calculated by looking at the energy dissipated in the grid (transmission grid losses) and applying the emission factor of the energy mix for each of the systems.

None of these variables is directly controllable by Redeia, although it is working to improve those aspects which it can influence and could reduce losses. Notably, in the case of Spain, Red Eléctrica's efforts to safely integrate as much renewable energy as possible into the transmission grid have a direct impact on reducing these emissions.

In 2025, the share of renewables in the national electricity system came to 55.5% (37.5% in the base year of 2019), with emissions associated with transmission grid losses down 27.5% compared with 2019 levels.

Meanwhile, emissions due to losses at the Group's facilities in Peru and Chile were reduced to zero (zero tCO_2 since 2024), thanks to the acquisition of renewable energy certificates (IRECs).

Total emissions from transmission grid losses have fallen by 35.3% since 2019 (expected reduction by 2030 is 57% by comparison with 2019)[6].

d) Reduced emissions associated with the supply chain

Emissions associated with the supply chain are the most relevant for Redeia when it comes to Scope 3 emissions. Redeia has taken various steps to achieve further reductions, working from two angles:

- **Developing and implementing the calculation of emissions associated with the most significant procurement categories**, framed by Life Cycle Assessment (LCA) methodology, to advance on the incorporation of circularity and climate chance criteria when selecting suppliers, having analysed 11 of the product categories considered most significant in terms of emissions (pylons, conductors, power equipment, metal-clad cubicles, substation structures, underground cables, insulators (glass and composite), disconnectors and instrument transformers).
- **Targeted partnership programme**, ongoing since 2019, which currently involves 29 suppliers. The goal of this programme, in addition to improving the emissions information they provide, is to extend Redeia's emissions reduction commitments to the supply chain, encourage suppliers to set their own science-based targets (SBTi) and share best practices around emissions calculations and abatement efforts.

As expected, no net emission reductions have materialised yet relative to 2019, the base year. The first actions along these lines were aimed mainly at improving the knowledge and calculation of emissions in order to increase the percentage of real data and the quality of the information, which is essential to be able to identify and analyse the effectiveness of reduction measures. The work carried out within the framework of the

[6] This percentage does not relate to a specific reduction target. It has been calculated considering the overall Scope 1 and 2 emissions targets and the specific target for reducing Scope 1 emissions.

partnership programme is not expected to lead to a direct reduction in emissions in the short term, despite having led to an improvement in the level of sophistication among those taking part (increase in the number of suppliers with verified carbon footprints to 18 (up three from 2024) and in the number of suppliers with SBTi-approved emissions reduction commitments to 15, with another three suppliers committed to setting SBTi-approved targets). Moreover, the increase in Group activity (higher investment) also pushes up emissions associated with the supply chain, albeit not proportionately thanks to the work being carried out along these lines (emissions associated with the supply chain increased by 29% in 2025 compared to 2024 whereas certified investments increased by 59%, implying a reduction in the ratio of emissions per certified investments from 0.6 tCO2eq/k€ to 0.49 tCO2 eq/k€ in 2025)[7].

e) Emission offsets

Aside from the measures in place to reduce emissions and minimise the Group's carbon footprint, additional carbon offsetting actions are carried out. As part of its strategy to move towards climate neutrality, Redeia has pledged to offset all direct emissions that it is otherwise unable to reduce from 2023 onward (as it happens, this measure was brought forward to 2022).

More precisely, in 2025, a total of 26,466 tCO_2eq of emissions were offset, exceeding the 25,887 tonnes of CO_2 corresponding to all Scope 1 emissions, emissions associated with corporate events and emissions associated with the consumption of electricity. The emissions associated with own electricity consumption were offset for the first time in 2025, stepping up the Group's original commitments.

Further information on carbon offsetting is provided in section 11.2.2.4 b iii *GHG removals and mitigation projects*.

Regarding the list of significant monetary amounts of CapEx and OpEx needed to implement the actions taken or planned, the Group has not drawn up a CapEx plan in keeping with Commission Delegated Regulation (EU) 2021/2178 given its high Taxonomy-alignment percentage.[8] The key performance indicators required under that regulation are provided in section 11.2.1 *Information related to the European Union Taxonomy*. Moreover, the Group has not identified any OpEx or CapEx exceeding the materiality threshold defined internally in this respect.

11.2.2.4 Metrics and targets

a. Climate change targets. E1-4 / MDR-T

Redeia has pledged to achieve net zero greenhouse gas (GHG) emissions along its entire value chain by 2050. Its emissions reduction targets were set in alignment with the Paris Agreement, the global net zero commitment and the goal of keeping global warming under 1.5º C, and also in alignment with Redeia's corporate policies.

To 2025 *(2023-2025 Sustainability Plan)*	• Reduce Scope 1 and 2 emissions by 30% with respect to 2019. (1) • Offset 100% of Scope 1 emissions that cannot otherwise be reduced from 2022. (2)
2030 targets *(approved by the Science Based Target initiative, SBTi)*	• Reduce Scope 1 and 2 emissions by 55% with respect to 2019. • Reduce Scope 3 emissions by 28% with respect to 2019. • Ensure the suppliers responsible for 66% of supply chain emissions have SBTi-approved targets by 2026.
2050 targets *(approved by the Science Based Target initiative, SBTi)*	• Reduce Scope 1, 2 and 3 emissions by 90% with respect to 2019. • Offset 100% of all residual emissions.

(1) Progress as of 2025: 28% reduction in emissions with respect to 2019.

(2) Progress as of 2025: 100% of residual Scope 1 emissions offset (in addition to the Scope 2 emissions associated with electricity consumption and with corporate events: the Annual General Meeting the Sustainability Days).

Note: For further information about the Group's performance in 2025 against its stated targets, refer to sections c. *Climate change actions. E1-3 / MDR-A* and b. *Climate change metrics. MDR-M*.

[7] These figures exclude Hispasat.

[8] The ultimate goal of these CapEx plans to increase the percentages of aligned and eligible activities.

The targets are aligned with the Science Based Targets initiative (SBTi). Although Redeia's stakeholders did not participate directly in their definition, their expectations were taken into consideration through outreach mechanisms. Despite not being actively involved in the process of setting these targets, their views and concerns expressed in other ways were taken on board. To give an example, the targets have been defined according to SBTi criteria, as urged by several large investors and rating agencies.

Redeia has pledged to offset 100% of its direct emissions that cannot otherwise be reduced until 2025 and from 2026 onwards, progressively increasing this offsetting until all residual emissions are ultimately offset by 2050. This pledge is in addition to its emission reduction commitments.

Complete information about targets, progress on their delivery, the measures implemented and intensity indicators (emissions per unit of revenue and per unit of energy transmitted) is available throughout this Sustainability Statement and on the Group's website. The GHG inventory is verified by an independent third party in accordance with ISAE 3410, including Scope 1 and 2 emissions and all applicable categories of Scope 3 emissions.

Decarbonisation levers

Redeia has identified various decarbonisation levers for achieving its reduction targets (described in E1-1 and E1-3). Their expected contribution, in the 2030 horizon, is set out below:

Greenhouse gas emissions (tCO_2eq)	2015	2019	Expected emissions – BAU	Expected reductions by lever	2030 targets
SF_6 emissions	33,733	22,690	36,450	11,150	25,300
Use of air conditioning	840	975	1,000	300	700
Fleet vehicles	2,124	1,845	1,500	600	900
Power generators	182	321	500	200	300
Heating	0.00	232	250	250	0
Associated with electricity consumption	5,441	1,238	N/A	1,138	100
Arising from transmission losses	1,135,791	791,543	N/A	450,948	340595
Total emissions (Scopes 1 and 2)	1,178,111	818,844			367895

N/A: Not available

Note: Scope 1: The base year set for SF_6 emission reductions is 2015, as the most significant reduction actions were taken over the 2015-2020 period. While further actions were taken from 2020 onwards, their impact is expected to be lower given the increase in the installed SF_6 fleet and the fact that the switchgear is ageing (both circumstances that significantly increase the probability of leakage). The reductions expected to be achieved from the steps taken to reduce Scope 1 emissions have been estimated considering the expected trend in emissions, largely due to the increase in the number of assets and the fact that the Company's business has grown.

	Base year	Base year	Value in 2025	Value in 2024	2025 target	2030 target	2050 target
SF_6 emissions (tCO_2eq) (A)	33,733	-	21,249.9	22,834	26,143	25,300	-
Scope 1 emissions (tCO_2eq) (A, B, C, D)	36,879	-	25,776.3	25,992	28,581	27,659	-
Emissions associated with electricity consumption (tCO_2eq) (B, C)	5,441	-	110.4	249	0	544.1	0
Percentage of renewable electricity (procured) (B, C)	-	-	98.7%	96.0%	100%	100%	100%
GHG emissions (tCO_2eq) (Scopes 1 + 2) (A, B, C, D, E)	-	818,844	592,425.5	539,108	573,191	368,480	81,884
Percentage of SBTi-covered suppliers (F)	-	-	66.3%	35.3%	66.7%	-	-
Scope 3 emissions (tCO_2eq) (F)	-	617,456	967,880.1	763,304	N/A	444,568	61,746

N/A. Not applicable

Note 1. In italics, reference to the specific decarbonisation levers to which each of the targets specified in the table relate, as described in section 2.2.3. c. *Actions and resources in relation to climate change policies*.

Note 2. With respect to the 2025 value for *Percentage of SBTi-covered suppliers*, 60% of the emissions considered in this indicator were obtained from information gleaned from the supplier partnership programme. The remaining 40% was calculated using information not observed directly (emission factors).

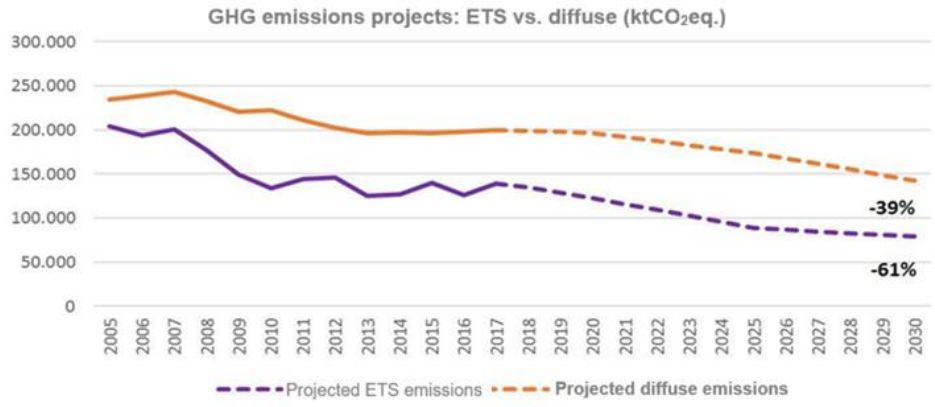
Redeia has defined its emissions reduction pathway in alignment with the targets set down in Spain's 2023-2030 Integrated National Energy and Climate Plan (NECP). That pathway distinguishes between:

- Diffuse sectors: economic activities that are not covered by the EU Emissions Trading System (ETS).

- ETS sectors: activities that are covered by that system.

Redeia's own targets are aligned with the industry's wider efforts. The aim is to achieve substantial emissions reductions by 2050, thanks to a virtually full transition to renewable energy in 2025. Redeia aims to achieve a 55% reduction in its Scope 1 and 2 emissions by 2030, thus falling within the range of 39% reductions for diffuse sectors and 61% for ETS sectors at the state level. Moreover, the goal of using 100% renewable electricity marks a significant step towards decarbonisation and will help deliver its emission reduction targets. This comparison suggests that Redeia's targets are reasonable and in line with national decarbonisation trends and targets.

Exhibit 2.2. Target emissions for 2030. Historical series (2025-2016) and projected trajectory



Source: *Ministerio para la Transición Ecológica y el Reto Demográfico, 2019*

b. Climate change metrics. MDR-M

i. Energy consumption and mix. E1-5

In 2025, Redeia consumed a total of 36,363 MWh of energy, of which 56% came from renewable sources (without considering the percentage share of renewables in the generation mix). Redeia does not generate electricity, so that information about renewable and non-renewable energy is not applicable in this context.

Energy consumption and mix	2025	2024
(1) Fuel consumption from coal and coal products (MWh) (1)	0	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	15,406.2	10,601.5
(3) Fuel consumption from natural gas (MWh) (1)	0	0
(4) Fuel consumption from other fossil sources (MWh) (1)	0	0
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh) (2)	123.3	199
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	15,529.5	10,801.0
Share of fossil sources in total energy consumption (%)	43%	35%
(7) Consumption from nuclear sources (MWh) (3)	0 (3)	0
Share of consumption from nuclear sources in total energy consumption (%) (4)	Not material (4)	Not material
(8) Fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biogas, hydrogen from renewable sources, etc. (MWh) (5)	0	0
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh) (6)	19,012.8	18,740.0
(10) Consumption of self-generated non-fuel renewable energy (MWh)	1,516.9	806.0
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	20,529.7	19,546.0
Share of renewable sources in total energy consumption (%)	56.5%	62.8%
Total energy consumption (MWh) (calculated as the sum of lines 6, and 11) (7)	36,059.2	30,346

(1) Redeia does not consume fuels directly from coal and coal products, natural gas or other fossil fuel sources.

(2) In 2025, 3% of Redeia's energy consumption did not come from 100%-renewable sources (energy with guarantees of origin (GoO/IRECs) or energy generated for self-consumption). A proportion of this electricity comes from fossil-based sources. Based on a 19.4% share of fossil sources in the national mix for 2025, the share of electricity from fossil sources would be less than 1% of total consumption. Therefore, this indicator is considered non-material.

(3) Redeia does not consume fuel directly from nuclear sources.

(4) In 2025, 3% of Redeia's energy consumption did not come from 100%-renewable sources (energy with guarantees of origin or generated for self-consumption). A proportion of this electricity comes from nuclear sources. Based on a 19% share of nuclear power in the national mix for 2025, the share of electricity from nuclear sources would be less than 1% of total consumption. Therefore, this indicator is also considered non-material.

(5) Redeia does not consume biomass-produced fuel directly.

(6) This includes energy procured from renewable sources and the percentage of the national energy mix for electricity procured directly from the grid in Spain.

(7) In 2025, this figure differs from the total energy consumed by 303.6 MWh, due to the fact that sections 6 and 11 do not include the proportion of energy in the mix relating to other generation sources that are not fossil or renewable sources in respect of the 3% of energy that Redeia consumes that is not renewable (guarantees of origin or self-consumption).

Energy intensity

Redeia operates in a sector classified as having a high climate impact (NACE Section D: Electricity, gas, steam and air conditioning supply, as defined in Commission Delegated Regulation (EU) 2022/1288). The next table provides the energy intensity metrics of its activities:

Energy intensity per net revenue	2025	2024	Change (%)
Total energy consumption of activities in high climate impact sectors per net revenue in respect of activities in high climate impact sectors (MWh/k€)	0.019	0.016	19%

Reconciliation with the financial statements

The reconciliation of net revenue from activities in high climate impact sectors to the relevant financial statement line items is used as the basis for calculating the energy intensity of those activities so as to ensure traceability between the sustainability and audited financial statement data.

	2025	2024
Net revenue from activities in high climate impact sectors used to calculate energy intensity (k€)	1,545,932	1,479,893
Net revenue (other) (k€)	113,584	110,780
Total net revenue (consolidated financial statements) (k€)	**1,659,516**	**1,590,673**

Note: Total net revenue in 2025 and 2024 does not include Hispasat.

ii. Gross Scopes 1, 2, 3 and Total GHG emissions. E1-6.

Redeia calculates its inventory of Scope 1, 2 and 3 greenhouse gas (GHG) emissions annually following recognised methodologies and submits that calculation to third-party verification.

The **Scope 1** emissions calculation includes the direct emissions derived from:

- Stationary combustion such as back-up generators and heating systems.
- Mobile combustion including the vehicle fleet, car-sharing vehicles and executive vehicles.
- Fugitive emissions, such as SF_6 gas leaks at electricity substations (during and at the end of their useful life) and refrigerant gas leakage from air-conditioning equipment.

They are calculated using activity metrics (fuel consumption, energy generated or kilometres travelled) and specific emission factors.

Scope 2 emissions are indirect emissions derived from the consumption of electricity and losses during transmission. They are calculated on the basis of total electricity consumption and applicable emission factors.

Scope 3 emissions cover other indirect emissions, including those associated with purchased goods and services, capital goods, fuel life cycle, the transport and distribution of goods, waste management, business travel, employee commuting, leases and investments. Each category is calculated using activity data and specific emission factors, providing a complete vision of the Group's carbon footprint.

The emissions of associates over which the Group does not have operational control are accounted for using the equity method.

The most significant assumptions are those used to calculate the category 1 and 2 Scope 3 emissions, which rely on spend-based emission factors ($tCO_2eq/€$), introducing a high level of uncertainty. Redeia is working

hard to gradually increase the volume of information provided directly by its suppliers; that volume reached 52.45% in 2025[9].

Note that the downstream transmission and distribution, processing, use and treatment of sold products and franchises Scope 3 emissions categories are not applicable.

Lastly, the emission factors come from official and renowned sources, such as the Spanish Climate Change Office (OECC), the UK Department for Environment, Food and Rural Affairs (DEFRA) and the global warming potential (GWP) published in the IPCC's Sixth Assessment Report.

Below are the quantitative disclosures for Redeia's GHG emissions, classified by Scope and, in the case of the Scope 3 emissions, by significant category as defined in the GHG Protocol.

	Retrospective				Milestones and target years			
	Base year	2024	2025	% 2025 / 2024	2025	2030	(2050)	Annual % target / Base year
Scope 1 GHG emissions*								
Gross Scope 1 GHG emissions (tCO_2eq)	**36,879** [1]	**25,992**	**25,776**	**-1%**	**28,581**	**27,659**	**N/A**	**25**
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Scope 2 GHG emissions*								
Gross location-based Scope 2 GHG emissions (tCO_2eq)	**N/A**	**538,909**	**580,261**	**8%**	**N/A**	**N/A**	**N/A**	**N/A**
Gross market-based Scope 2 GHG emissions (tCO_2eq)	**792,781**	**513,116**	**566,649**	**10%**	**0**	**340,236**	**N/A**	**57** [3]
Significant Scope 3 GHG emissions*								
Total gross indirect (Scope 3) GHG emissions (tCO_2eq)	**617,457**	**763,304.5**	**967,880**	**27%**	**N/A**	**444,568**	**61,746**	**28/90**
1. Purchased goods and services	268,836.5	479,909	344,813	-28%	0	0	0	0
[Optional sub-category: Cloud computing and data centre services]	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2. Capital goods	319,485	150,911	339,055	125%	0	0	0	0
3. Fuel and energy-related activities (not included in Scope1 or Scope 2)	675	620	1,620	161%	0	0	0	0
4. Upstream transportation and distribution	2,093	1,295	1,312	1%	0	0	0	0
5. Waste generated in operations	193	32	34	5%	0	0	0	0
6. Business travel	3,477	2,505	2,555	2%	0	0	0	0
7. Employee commuting	5,317	2,230	2,314	4%	0	0	0	0
8. Upstream leased assets	39	10,387	7,182	-31%	0	0	0	0
9. Downstream transportation and distribution	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10. Processing of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11. Use of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12. End-of-life treatment of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
13. Downstream leased assets	N/A	0	0	0%	0	0	0	0
14. Franchises	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15. Investments	17,341	115,416	268,995	133%	0	0	0	0
Total GHG emissions								
Total GHG emissions (location-based) (tCO_2eq)	**N/A**	**1,328,220**	**1,573,918**	**18%**	**N/A**	**N/A**	**N/A**	**N/A**
Total GHG emissions (market-based) (tCO_2eq)	**1,436,301** [2]	**1,302,413**	**1,560,306**	**20%**	**N/A**	**812,463**	**143,630**	**90**

N/A: Not applicable or not available.

Note 1. The emissions reported are gross emissions.

Note 2. For 2025, Hispasat's contribution to the figures shown in the table is: Scope 1 emissions: 324.8 tCO_2eq; Scope 2 emissions:

9 Percentage calculated without considering Hispasat's emissions

12.4 tCO_2eq; Scope 3 emissions: 8,745.8 tCO_2eq.

(1) Scope 1 emissions for 2015, the base year for Scope 1 targets.

(2) 2019 total emissions: the base year for the Scopes 1+ 2 and 3 targets is 2019

(3) The percentage reduction is the result of considering the Scope 1+2 emissions reduction target and the Scope 1 emissions reduction target (this percentage has not been defined as a specific target).

Emissions intensity

The GHG emissions intensity metric per net revenue is calculated using both the location- and market-based approaches.

Emissions intensity per net revenue	2025	2024	Change (%)
Total GHG emissions (location-based) per net revenue (tCO2eq/k€)	0.943	0.824	14.4%
Total GHG emissions (market-based) per net revenue (tCO2eq/k€)	0.935	0.808	15.7%

Note: The 2024 and 2025 data (total emissions and net revenue) do not include Hispasat.

The table below shows the reconciliation of the net revenue used to calculate GHG emissions intensity metrics to the relevant line item or notes in the financial statements:

	2025	2024
Net revenue used to calculate GHG intensity	1,659,516	1,594,204
Net revenue (other)	0	0
Total net revenue (consolidated financial statements)	**1,659,516**	**1,594,204**

Note: The 2024 and 2025 data (total emissions and net revenue) do not include Hispasat.

iii. GHG removals and GHG mitigation projects financed through carbon credits. E1-7

In addition to the measures designed to reduce its emissions, Redeia undertakes offsetting actions in order to further reduce its carbon footprint. In line with its climate neutrality strategy, Redeia has pledged to offset all direct emissions it cannot otherwise reduce.

Until 2025, that pledge consists of **offsetting 100% of Scope 1 emissions**. From 2026 and until 2050, the plan is to gradually increase offsets to other categories with the aim of covering all residual emissions by 2050.

Redeia offsets its emissions in two main ways:

- **Nature based absorption projects or solutions (NBS)**. The Redeia Forest initiative generates offsets through the absorption of CO_2 throughout the useful life of planted trees and shrubs. These projects have been registered with the register kept by the Spanish Climate Change Office. In 2025, a new forest was registered: Monte Naranco (Oviedo, Asturias), initially registering 1,613 tCO_2 (1,466 available and 147 transferred), forecast to increase to a total of 8,063 tCO_2 in 50 years.
- **Carbon credit offsets**. Redeia has purchased 25,000 verified carbon units (VCUs) corresponding to four certified projects: the capture of landfill gas for power generation in Santa Marta, Chile (Gold Standard); reforestation in Vichada, Colombia (Verified Carbon Standard); the REDD+ in the Natural Reserve in Tambopata and Bahuaia-Sonene in Peru (VCS); and the APD REDD+ Brazilian Amazon Grouped Brazilian project in Brazil (VCS).

Thanks to these initiatives, Redeia has offset 100% of its Scope 1 emissions, the emissions associated with corporate events such as the Annual General Meeting and Sustainability Days held in 2025 and the emissions associated with its own electricity consumption.

Removals	2025	2024
Redeia Forest (tCO_2eq)	1,466	1,613
Total GHG removals from own operations (tCO_22)	1,466	1,613
Capture of landfill gas (LFG)	10,000	9,000
Afforestation, reforestation, and revegetation (ARR)	3,000	5,000
Deforestation avoided (REDD+)	12,000	11,000
Total GHG removals in the upstream and downstream value chain (tCO_2eq)	26,466	25,000

Carbon credits cancelled in the reporting year	2025	2024
Total (tCO_2eq)	26,466	26,613
Proportion of removal projects (carbon removal) (%)	17%	25%
Proportion of reduction projects (avoided emissions) (%)	83%	75%
Registered with Spanish Climate Change Office (%)	6%	6%
Gold Standard (%)	49%	53%
VCS (%)	45%	41%
Share of projects within the EU (%)	6%	6%

Note: Here we report the credits that were used to offset in 2025. For administrative purposes, cancellation of the credits always materialises the following year.

iv. Internal carbon pricing scheme. E1-8

Redeia does not generate electricity and is not subject to the EU Emissions Trading Scheme (EU-ETS). It uses an internal carbon price voluntarily to meet stakeholder expectations, reinforce sustainable decision-making and make progress on its effort to cut emissions. The carbon price is mainly used as an internal price. Redeia's roadmap towards carbon neutrality includes, in addition to emissions reduction targets, a voluntary offset target. The cost of those offsets is shared between the various organisational units in proportion to the emissions produced by each of them, thus functioning as an emissions penalty or levy. As the offsetting is mainly done through the Redeia Forest project and by purchasing carbon credits on the voluntary market, the internal carbon price is set considering the cost of both actions and is reviewed annually. For 2025, the internal carbon price was set at €16.53/tCO_2eq.

In addition, Redeia used a "shadow" carbon price as a support tool for decision-making around low-carbon technologies and the implementation of best practices at projects. This price is determined on a case-by-case basis using benchmarks such as market prices, taxes on fluorinated gases and figures published by specialist agencies.

11.2.3 ESRS E4 – Biodiversity and ecosystems

11.2.3.1 Strategy

d. Transition plan for biodiversity and ecosystems. E4-1

Resilience of the strategy and business model in relation to biodiversity

Redeia has conducted an exhaustive assessment of the resilience of its strategy and business model to biodiversity and ecosystems-related physical, transition and systemic risks.

Redeia's core business activity is the transmission of electricity from the generating facilities to the distribution grids and end consumers. The downstream value chain activities relate to the use of electricity by both the distributors and end consumers in their respective activities. Such a broad and overwhelming scope makes it impossible to reliably identify downstream biodiversity impacts, dependencies, risks and opportunities.

While an initial analysis of upstream materiality for Redeia's businesses has been carried out, there is no specific and reliable information on supply chain impacts and dependencies for Redeia's businesses. This demand may have an indirect impact on biodiversity by the Group on a more global scale in both the energy transmission and satellite telecommunications and telecommunications businesses. For these reasons, derived risks have not been considered in this analysis. However, further down the line Redeia plans to

address the extent to which these impacts and dependencies in the value chain are significant, including whether they carry risks or opportunities that need to be addressed in the short, medium or long term.

The scope of Redeia's resilience analysis is limited to direct power transmission activities in Spain, Peru and Chile.

The exploratory **scenario analysis** carried out follows the indications of the Taskforce on Nature-related Financial Disclosures (TNFD). Redeia has defined a number of plausible scenarios or futures on the basis of certain regulatory contexts (European Biodiversity Strategy 2030, the Kunming-Montreal Global Biodiversity Framework, the EU Nature Restoration Act and the Paris Agreement) and the scenarios defined by the TNFD, based on the combination of critical uncertainties related to ecosystem degradation and the alignment of market and non-market forces. Key assumptions include the identification of impact drivers such as land use change, climate change, resource exploitation, pollution and biodiversity impacts.

Redeia has also analysed its exposure to the risks identified and gauged the resilience of its business strategy based on a current scenario (2024 and 2025) and a future scenario (running from 2026 to 2030).

This analysis involved the following actions:

- Identifying relevant aspects such as time horizons and legislative compliance determining plausible futures.
- Positioning the risks accordingly on the pillars of uncertainty.
- Applying scenario narratives by trying to assess what happens to these risks under the most plausible scenarios, considering the time horizons and the approach taken.
- Identifying high-level decisions for the Company.

Key material risks derived from the biodiversity and ecosystem resilience analysis

Description of the risk	Position in the value chain	Effects
Physical risks. These risks persist in time because nature is slow to recover from the effects of climate change.		
Damage caused to overhead power lines by extreme winds.	Own operations | Customers	Increased operating costs and impact on electricity supply.
Fire damage to power lines and substations (external events).	Own operations | Customers	Higher maintenance costs. Potential impact on electricity supply with associated reputational impact. Third-party or environmental fire damage
Transition risks. Possible tightening of bird protection policies and scope for reputational damage in the event of failure to live up to society's expectations.		
Reputational damage as a result of failing to live up to society's expectations regarding biodiversity protection and sensitivity around wildfires (external events).	Own operations	Negative impact on reputation associated with damage to third parties or the environment.
Tightening of bird protection policies in Spain and internationally, leading to increased fines and lawsuits.	Own operations	Negative impact on Redeia's reputation.

Redeia has not identified any systemic risks from its direct operations, as the material impacts and dependencies will not lead to the collapse of ecosystems in the short or medium term, or to the extinction of species or depletion of natural resources.

The resilience analysis shows that, while there are significant challenges, Redeia's strategy and business model are resilient and have the ability to adapt to changes in biodiversity and ecosystems.

Priority areas for intervention have been identified for the development of specific action plans.

Redeia listened to stakeholder expectations when carrying out the resilience assessment, including consultation of internal and external experts in the process of identifying and assessing impacts and dependencies. The Company also considered information from renowned sustainability assessment agencies (ENCORE or SBTN Materiality Tool) and has aligned its practices with benchmark frameworks such as the CSRD, Global Reporting Initiative (GRI) and the TNFD.

e. Material impacts, risks and opportunities related to biodiversity and ecosystems. ESRS 2 / SBM-3

The description of the processes to identify and assess material impacts, risks and opportunities related to biodiversity and ecosystems are described in chapters 11.1.5 *Materiality assessment* and 11.1.5.4 *Material impacts, risks and opportunities. SBM-3*.

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Direct impact drivers of biodiversity loss	Change in vegetation cover and erosion due to changes in land use	Short-term | current | negative impact	The impacts on the business model may be legal or reputational. In response to these impacts, Redeia avoids areas rich in biodiversity, treating this as a priority criterion when defining the location of its facilities, both in the grid planning phase and when defining each project. In the case of substations, its policy is to minimise the amount of space taken up. Moreover, different construction techniques are used to minimise earthworks and land occupation and/or soil loss, such as hoisting with a boom, laying by hand, carrying out work with helicopters and drones or recovering and reserving topsoil for subsequent reuse. The affected areas are also recovered by restoring embankments, sowing and planting, and selective pruning, avoiding the felling of hardwoods and plant formations of note.	Business: Red Eléctrica and Redinter. Activity: Own operations
Direct impact drivers of biodiversity loss	Generation of GHG - SF_6 gas emissions	Short-term | current | negative impact	The impacts on the business model may be legal or reputational. In response to these impacts, Redeia reduces SF_6 emissions by controlling and reducing leaks, renewing switchgear and taking steps to limit the growth in installed gas.	Business: Red Eléctrica and Redinter. Activity: Own operations
Direct impact drivers of biodiversity loss	Accidental fires	Short-term | current | negative impact	The impacts on the business model may be legal or reputational. In response to these impacts, Redeia has optimised its strategy for treating vegetation. It unlocks synergies with fire prevention efforts and helps to offset the environmental impacts (VEGETA) by carrying out preventive clearing in forest areas with a high fire hazard. It also has a forest fire prevention plan (2023-2025) and conducts regular inspections of power lines and of adjacent areas and perimeter strips around substations in forest environments. Work is halted during periods or situations of high fire risk and part of the risk is transferred by means of a civil liability insurance policy for possible damage caused to third parties. The Company requires its own employees and external personnel to undergo training in forest fire prevention and extinction.	Business: Red Eléctrica and Redinter. Activity: Own operations
Impacts on the state of species	Bird collisions with ground wires	Short-term | current | negative impact	The impacts on the business model may be legal (sanctions) or reputational. In response to these impacts, Redeia has a multi-year bird diverter plan in place for overhead lines, which involves the installation of bird guards and visual markers in priority areas for birds. This plan has been drawn up on the basis of the 'Birds and power lines: mapping of bird flyways' project, which has identified a list of focal species sensitive to collision and created sensitivity maps and risk maps. The plan prioritises actions on those sections of the line posing the greatest threat to birdlife. Work is also under way to develop tools for the early detection of bird collisions to ensure proper handling and preservation during facility maintenance.	Business: Red Eléctrica and Redinter. Activity: Own operations
Direct impact drivers of biodiversity loss	Tightening of bird protection policies in Spain and internationally, leading to increased fines and lawsuits	Long-term | transition risk	The foreseeable effects include reputational damage, associated with damage to third parties or the environment In response, Redeia will need to keep close track of updates to both legal frameworks and sanctioning systems in order to meet any new reporting requirements. Reputational impact, associated with damage to third parties or the environment. (*)	Business: Red Eléctrica and Redinter. Activity: Own operations
Direct impact drivers of biodiversity loss	Damage to overhead power lines from extreme winds	Short-, medium- and long-term | physical risk	The likely impacts will be damage to infrastructure, increased maintenance costs, adverse effects on the supply of electricity supply, and reputational damage due to power outages. In response, Redeia takes the following mitigation actions: projects to improve and reinforce transmission grid facilities; MANINT project to optimise the management of transmission grid assets; contingency plans; and insurance policies. Increased maintenance costs, disruption to electricity supply and reputational impact associated with power outages. (*)	Business: Red Eléctrica and Redinter. Activity: Own operations | Customers and end-users

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Direct impact drivers of biodiversity loss	Fire damage to power lines and substations (external events)	Short-, medium- and long-term | physical risk	The likely impacts will be damage to infrastructure, increased maintenance costs, adverse effects on the electricity supply and reputational damage due to power outages; and possible effects on third parties or the environment in the event of fire. In response, Redeia pursues the following mitigating actions: projects to improve and strengthen transmission grid facilities; felling plans (VEGETA); contingency plans; and insurance policies. Increased maintenance costs, disruption to electricity supply and reputational impact associated with power outages. Third-party or environmental fire damage (*)	Business: Red Eléctrica and Redinter. Activity: Own operations | Customers and end-users
Direct impact drivers of biodiversity loss	Reputational damage as a result of failing to live up to society's expectations regarding biodiversity protection (and sensitivity around fires).	Short-, medium- and long-term | transition risk	The foreseeable effects include reputational damage, associated with damage to third parties or the environment. In response, Redeia pursues the following mitigating actions: projects to improve and strengthen transmission grid facilities; felling plans (VEGETA); contingency plans; and insurance policies. Reputational impact, associated with damage to third parties or the environment. (*)	Business: Red Eléctrica and Redinter. Activity: Own operations

(*) In 2025, no risks materialised with a financial impact requiring disclosure in the consolidated financial statements.

Redeia has not identified any material negative impacts in relation to land degradation, desertification or soil sealing derived from the electricity transmission business.

Certain facilities are located in areas featuring threatened bird species according to national catalogues or lists and/or the IUCN Red List (International Union for Conservation of Nature). Therefore, Redeia's direct operations could have a material impact on these species due to the risk of collision with the ground cables.

Redeia has identified a set of collision-sensitive focal species selected on the basis of various criteria including, among others, the level of threat. In Spain it has drawn up sensitivity maps (areas where these species can be found and which must be considered when defining new line layouts) and risk maps (sensitive areas where there are also factors that influence the likelihood of accidents occurring). Based on this information, a **2016-2025 Multi-Year Bird Diverter Plan** has been established, prioritising actions on those sections of the line with the greatest potential risk for birdlife.

UICN Red List species and national conservation list species with habitats in areas affected by Redeia's operations

Scientific name	Common name	UICN Red List classification
Aegolius funereus	Boreal Owl	Least concern (LC)
Aegypius monachus	Cinereous Vulture	Near threatened (NT)
Aquila adalberti	Iberian imperial eagle	Vulnerable (VU)
Aquila fasciata	Bonelli's Eagle	Least concern (LC)
Ardeola ralloides	Squacco Heron	Least concern (LC)
Aythya nyroca	Ferruginous Duck	Near threatened (NT)
Botaurus stellaris	Eurasian Bittern	Least concern (LC)
Burinus oedicnemus distinctus	Western Canary Island Stone-curlew	Not evaluated (NE) - Endemic species of the Canary Islands
Burinus oedicnemus insularum	Canarian Stone-curlew	Least concern (LC)
Calonectris borealis	Cory's Shearwater	Vulnerable (VU)
Calonectris diomedea	Scopoli's Shearwater	Least concern (LC)
Chersophilus duponti	Dupon's Lark	Vulnerable (VU)
Chlamydotis undulata	African Hubara	Vulnerable (VU)
Chlidonias niger	Black Tern	Least concern (LC)
Ciconia nigra	Black Stork	Least concern (LC)
Columba junioniae	Laurel Pigeon	Near threatened (NT)
Dendrocopos leucotos	White-backed woodpecker	Least concern (LC)
Falco naumanni	Lesser kestrel	Vulnerable (VU)

Scientific name	Common name	UICN Red List classification
Falco peregrinus pelegrinoides	Barbary falcon	Not evaluated (NE) - Endemic species of the Canary Islands
Fringilla teydea polatzeki	Gran Canaria Blue Chaffinch	Endangered (EN)
Fringilla teydea teydeai	Tenerife Blue Chaffinch	Near threatened (NT)
Fulica cristata	Red-knobbed Coot	Least concern (LC)
Geronticus eremita	Northern Bald Ibis	Endangered (EN)
Gypaetus barbatus	Bearded Vulture	Near threatened (NT)
Lanius meridionalis	Iberian Grey Shrike	Vulnerable (VU)
Lagopus mutus	Rock Ptarmigan	Vulnerable (VU)
Lanius minor	Lesser Grey Shrike	Least concern (LC)
Larus audouinii	Audouin's Gull	Vulnerable (VU)
Marmaronetta angustirostris	Marbled Duck	Vulnerable (VU)
Milvus milvus	Red Kite	Least concern (LC)
Neophron percnopterus	Egyptian Vulture	Endangered (EN)
Neophron percnopterus majorensis	Canarian Egyptian Vulture	Endangered (EN)
Oceanodroma markhami	Markham's Storm-petrel	Vulnerable (VU)
Otis tarda	Great Bustard	Vulnerable (VU)
Oxyura leucocephala	White-headed Duck	Endangered (EN)
Pandion haliaetus	Osprey	Least concern (LC)
Perdix perdix	Grey Partridge	Least concern (LC)
Pterocles alchata	Pin-tailed Sandgrouse	Least concern (LC)
Pterocles orientalis	Black-bellied Sandgrouse	Least concern (LC)
Puffinus assimilis	Little Shearwater	Least concern (LC)
Puffinus mauretanicus	Balearic Shearwater	Endangered (EN)
Puffinus puffinus	Manx Shearwater	Least concern (LC)
Tetrao urogallus	Western Capercaillie	Endangered (EN)
Tetrax tetrax	Little Bustard	Least concern (LC)
Vultur gryphus	Andean Condor	Vulnerable (VU)

11.2.3.2 Impact, risk and opportunity management

a. Identification and assessment of material impacts, risks and opportunities and dependencies related to biodiversity ESRS 2 IRO-1

Identification and assessment of impacts and dependencies

This analysis involves mapping key activities, assessing dependencies and impacts, analysing risks and opportunities and preparing to respond to these risks and opportunities following the so-called LEAP (Locate, Assess, Analyse and Prepare) methodology proposed by the TNFD.

The analysis carried out to determine **business materiality** includes a high-level identification of upstream operations. This analysis revealed that it is the electricity transmission business, which also happens to be the Group's main business, which has the greatest potential interaction with biodiversity and ecosystems in its direct activities.

The location analysis classifies the facilities into different levels, applying LEAP methodology to those defined as highly sensitive.

Using the **SBTN Materiality Tool** proposed by TNFD, the actual and potential impacts and dependencies of the electricity transmission activity were identified. It should be noted that only actual impacts were taken into

account in subsequent phases of the analysis, as the Redeia impact management model only contemplates application of the mitigation hierarchy on this type of impact. The results delivered by the tool were reviewed in order to obtain a final classification, exercising Redeia's expert judgement.

Turning to the dependencies, Redeia considered not only the ecosystem services on which its activities depend and which allow for the proper operation of its infrastructure, but also those factors that could prevent them from working properly.

The prioritisation of impacts and dependencies was carried out on a qualitative basis, by type of infrastructure and phase of the life cycle. More precisely, the magnitude of impacts and dependencies was assessed in terms of severity, where the lowest value (value 1) corresponded to very low impacts/dependencies and the highest value (value 5) to very high impacts/dependencies.

Once the magnitude of the impacts had been identified, for those with very high, high or medium severity, and following the recommendations of the reference frameworks, the scope and irremediable character variables were also assessed.

In the case of the dependencies, the severity of the impacts corresponds to the scope and is classified as follows:

- 1: very low dependency. The activity can continue effectively without any significant dependency on ecosystem services.
- 2: while there are some dependencies on ecosystem services, these are minor and can be replaced relatively easily and at manageable costs.
- 3: ecosystem services play an important and regular role in carrying out the activity.
- 4: the operation or production is heavily dependent on one or more ecosystem services that are difficult to replace and the substitution of which would imply a significant cost or drop in efficiency.
- 5: Ecosystem services are absolutely critical and cannot be replaced.

Ecosystem services

The assessment of dependencies includes the identification of any ecosystem services that are, or could be, disturbed. Ecosystem services were identified using Redeia's expert judgement.

Ecosystem services were identified in reliance upon the two classification systems proposed by the TNFD and the CSRD: **Common Classification of Ecosystem Services (CICES)**, version 5.2 and **System of Environmental-Economic Accounting (SEEA)**. Moreover, the environmental assets that provide these ecosystem services were identified following those proposed in the LEAP methodology (Guidance on the identification and assessment of nature-related issues: the LEAP approach).

The ecosystem services that Redeia relies on in its direct operations are predominantly climate regulation services related to the mitigation of extreme weather events that could affect the supply of energy (local climate regulation, storm mitigation, flood control), fire protection services and erosion control services (soil and sediment retention). Moreover, the electricity transmission activity has an impact on the natural landscape asset and therefore on the ecosystem services it provides to humans (visual, recreational, spiritual, etc.).

Identification and assessment of risks and opportunities

Based on the impacts and dependencies flagged as priorities, a series of nature-related risks and opportunities were identified following the classification system proposed by the TNFD and the CSRD.

With the **risks** identified, an assessment and prioritisation exercise was carried out in line with the requirements of the CSRD and the TNFD and adapting the risk assessment methodology of Redeia's Comprehensive Risk Management System. That methodology assigns a risk level by combining the probability of occurrence and financial magnitude variables.

Following the methodology of Redeia's Comprehensive Risk Management System, these elements were combined and weighted to obtain the financial magnitude of the risk. The combination of probability of occurrence and the financial magnitude of the risk provided a materiality value from which the risks were then prioritised.

The methodology used to assess **opportunities** was substantially similar to that used to prioritise risks, based on two variables: probability of occurrence and the magnitude of the opportunity.

Redeia has not identified any systemic risks from its direct operations, as the material impacts and dependencies will not lead to the collapse of ecosystems in the short or medium term, or to the extinction of species or depletion of natural resources.

Redeia fosters and maintains a lasting relationship with its stakeholders in order to build two-way trust-based relationships. Stakeholder engagement is underpinned by the Sustainability Policy and the principle of generating shared value to help develop a more prosperous and sustainable environment, collaborating with the communities and fostering the integration of the Company's activities within the territory.

Redeia interacts continuously with affected communities during all phases of the life cycle of its facilities in order to resolve doubts and concerns and to come up with solutions and plans to remedy any possible environmental impacts. The aim is to ensure that the projects can be built and run in a sustainable manner and to preserve the existing value and functionality of ecosystem services.

Redeia's direct operations do not depend on, or affect, raw materials with negative effects on biodiversity and ecosystems that would require a process of consultation, information-sharing or engagement with the communities potentially affected.

Material sensitive locations

To determine the interaction of the energy transmission business, Redeia carries out site identification processes in sensitive areas and flags priority locations, based on a number of assumptions:

- **Operational control**: the location analysis is performed on those businesses/activities over which the Company has full operational control.
- Assessment of activities: the activities that might apply, i.e., facility construction and operation, are assessed for each type of facility (overhead line, underground line, submarine cable and substation).
- Infrastructure in non-urban areas: according to the definition of nature provided by the TNFD, all facilities or sections located in urban ecosystems have been excluded from the location analysis, given that the alteration of this type of ecosystems is very high and the provision of ecosystem services in these areas is very low. The analysis is confined to all infrastructure located in non-urban areas that meet the above criteria.
- Exclusion of energy storage facilities: energy transmission facilities related to storage systems (i.e. pumping installations and batteries) have been excluded from the analysis for the time being.

Next, the Company identified the **area of occupation** (area where the direct activity of the organisation takes place, including those areas in which some type of activity is carried out) and the **area of influence** (area outside the areas of occupation in which the natural environment may sustain some impact due to the organisation's activity) of the various facilities used for the transmission of energy. This was carried out by conducting a geospatial analysis of both types of areas. This information was first combined with the data source provided by the European Space Agency (ESA) known as ESA World Cover, enabling Redeia to determine over which land use categories its electric power transmission activity takes place.

In the next step, Redeia **analysed sensitive locations and the sensitivity of the territories** in which it operates, based on the following environmental vectors indicated by the TNFD:

- Ecosystem integrity: this refers to the degree to which the composition, structure and function of an ecosystem are within the natural range of variation. It is characterised at the landscape scale, using a suitable assessment area. High-integrity locations are those that may present great opportunities for safeguarding the stock of environmental assets and maintaining the provision of ecosystem services, both locally and globally.
- Importance for biodiversity: if the ecosystem is identified as part of a biodiversity hotspot, protected area or other internationally recognised area of high biodiversity, the risks associated with loss or deterioration of nature are higher.
- Water stress: if the location is an area experiencing water stress where the quantity and/or quality of available water is deteriorating, the risks will be greater in areas where there is a higher water demand.

The environmental variable related to water stress is not counted within the prioritisation criteria for facilities. This is because there is no water consumption or potential impact on water resources during the production process.

- Provision of ecosystem services: if the area is important for the provision of ecosystem services, including the presence of areas managed by local communities or indigenous peoples, the risks arising from their deterioration will be more significant.

For the analysis, geographic information layers are selected to build a map of the ecological sensitivity of the territory by cross-referencing them against:

- UNEP-WCMC and IUCN. The World Database on Protected Areas (WDPA).
- Key Biodiversity Areas (KBA).
- World Resources Institute. Aqueduct Water Risk Atlas. Water Stress.
- UNEP-WCMC. Territories and areas conserved by Indigenous Peoples and communities (ICCAs).
- Food and Agriculture Organization of the United Nations (FAO). Globally Important Agricultural Heritage Systems (GIAHS).

Moreover, as contextual information, the facilities were cross-referenced against information from the IUCN Red List of Protected Species. The territory is therefore classified on the basis of its sensitivity.

Lastly, the information is cross-referenced against the facility information. A facility (overhead span, kilometres of underground or submarine line and/or substation) is considered to be in a sensitive area when both its area of occupation (area where the organisation's activity takes place, including those where any kind of work takes place) and area of influence (area outside the areas of occupation in which the natural environment may be affected by the organisation's activity) overlap with the organisation's activities. As a result, the facilities are classified into **one of four priority levels**.

Sensitivity-based priority levels for Redeia facilities

Highly sensitive facilities	Priority sensitive facilities	Potentially sensitive facilities	Not sensitive facilities
Both the area of occupation and the area of influence are located in ecologically sensitive areas.	Only the area of occupation is located in an ecologically sensitive area.	Only the area of influence is located in an ecologically sensitive area.	Not located in ecologically sensitive areas, neither in their area of occupation nor in their area of influence.

A facility (overhead span, stretch of underground or submarine line and/or substation) is considered to be in a sensitive area when both its zone of occupation and zone of influence overlap with or encroach on a sensitive area. The following areas are considered sensitive:

- Area included in WDPA + Area in KBA + Area in GIAHs and/or ICCAs.
- Area included in WDPA + Area in KBA.
- Area included in WDPA

Redeia has identified the geographic areas where its assets and direct activities interact with nature in areas classified as ecologically sensitive, including protected areas and high-value ecosystems.

It is also in the process of implementing a systematic process for assessing the materiality of its highly sensitive facilities, which will factor in:

- Nature and scale of the activities performed.
- Material impacts, risks and opportunities related to biodiversity.
- Feasibility of applying conservation, restoration and upgrade measures.

This analysis will generate a prioritised list of material locations in biodiversity terms for its assets based on ecosystem sensitivity criteria and materiality for risk and impact management.

The indicators associated with the sites located in biodiversity-sensitive areas are provided in the section titled *Impact metrics related to biodiversity and ecosystem change*.

Avoidance of areas rich in biodiversity is a priority criterion and is the first to be considered when deciding on where to locate facilities, both in the network planning phase and when defining each project. Sound facility design during the planning and project phases ensures that new infrastructure is not developed in areas rich in biodiversity or forest areas. According to the methodology for conducting the **environmental impact assessments**, the facility must not be located inside, or otherwise affect, areas protected due to their ecological, biological, cultural and/or landscape value, or areas catalogued as being of high biodiversity value. The methodology likewise imposes numerous requirements in relation to areas in which focal bird species and native vegetation are present. However, considering that a high percentage of the planet's surface has some form of environmental protection, it is inevitable that in some cases our infrastructure will cross paths with, or be located in, protected spaces or areas containing species of interest.

Where this happens, all the necessary preventive and corrective steps are taken to minimise the potential impacts of this encroachment, including habitat restoration measures when possible or regeneration measures to improve the biophysical function of existing processes and the productivity of the ecosystem. This includes efforts to protect habitats and vegetation during construction and maintenance work, to restore affected areas once the work has been completed, to minimise the risk of collision, and to create fire-breaks to reduce the risk of fire.

Finally, any residual impacts that still exist after these steps have been taken are offset through various **environmental improvement actions and projects to enhance biodiversity** around the facilities, thus promoting positive action and projects and collaborating with the public administration, non-governmental organisations, research bodies and other stakeholders. These measures and projects aim to offset the impacts by generating positive impacts on biodiversity.

b. Policies related to biodiversity and ecosystems. E4-2

- Sustainability Policy
- Environmental Policy
- Biodiversity Commitment
- Commitment to Protect Plant Life and Combat Deforestation
- Commitment to Combat Climate Change
- Code of Conduct for Suppliers

A fuller description of these policies and their contents is provided in Appendix 1.

The protection and conservation of biodiversity has always been a priority aspect of environmental management at Redeia and a key factor shaping the Group's strategy. Redeia first enunciated its **Biodiversity Commitment** back in 2010, with the overriding aim of minimising the impact of biodiversity loss and generating a positive impact on biodiversity in the areas where it operates. This challenge is in line with the sustainability objective of generating a net positive impact on the natural capital of the area surrounding new facilities by 2030. This commitment also sets out to manage risks and opportunities by measuring and assessing impacts and dependencies associated with biodiversity, and then integrating this information into internal management processes in line with the approach proposed by the Taskforce on Nature-related Financial Disclosures (TNFD). The scope of the biodiversity commitment covers both own operations and suppliers and within the lines of action envisioned in the code, Redeia seeks to become biodiversity positive by adapting the operational and strategic model governing its relationship with the natural environment at all levels of its value chain.

This list of biodiversity- and ecosystem-related policies has direct linkage with the material sub-topics identified in the double materiality assessment. Redeia strives to be biodiversity-positive by adapting the operational and strategic model governing its relationship with the natural environment at all levels of its value chain. Redeia's Environmental Policy embodies its commitment to the conservation and improvement of the

environment in any way that can be linked to any of its facilities, activities or services, including distribution and logistics.

Elsewhere, the **Environmental Policy**, **Sustainability Policy** and, above all, **Redeia's Commitment to Protect Vegetation and Combat Deforestation** link to the impacts and risks identified with respect to wildfires and changes in land use in the running of its activities and those of its supply chain.

Redeia's **Code of Conduct for Suppliers** requires all suppliers to apply the necessary preventive and corrective measures to minimise and, as the case may be, correct any impacts on habitats and species so that they protect biodiversity while running their businesses. Suppliers must also apply environmental criteria when procuring goods and services and when monitoring their supply chains, thus extending these good practices along their own supply chains; they must also act in an environmentally-responsible manner, avoiding any situation that could have negative consequences for the environment or disturb the balance of natural systems. Redeia factors in sustainability criteria when it comes to land use, thus helping to ensure that new infrastructure is not built in areas presenting high natural wealth and endeavouring to restore any areas affected. It also considers impacts on marine biodiversity by taking steps to minimise the negative effects of its facilities and activities in marine environments.

Acutely aware of its impacts on nature, Redeia has established (and regularly updates) a series of resolute commitments to fighting climate change in order to achieve carbon neutrality.

Redeia also addresses the social side of biodiversity-related impacts by promoting training activities, collaborating with society and publicly disclosing its conservation actions and projects.

c. Actions related to biodiversity and ecosystems. E4-3 / MDR-A

Redeia has taken various actions towards and allocates resources to the conservation of biodiversity and ecosystems. These actions, which are aligned with its Environmental Policy and 2030 Sustainability Commitment, are based on the impact **mitigation hierarchy** approach:

1. **Avoiding areas that are protected or highly biodiverse** is essential when deciding on the location of facilities. Redeia avoids siting new infrastructure in protected areas or areas of high biodiversity value. This preventive measure is essential to reducing the environmental impact right from the start of its projects.
2. **Minimising potential impacts through preventive and corrective actions**, including habitat restoration where possible. Redeia also takes steps to minimise the environmental impacts of its facilities and activities throughout their life cycle. If significant residual impacts do occur, Redeia deploys mitigation, restoration and rehabilitation actions to counteract them. In parallel, it continues to seek out and implement new technology capable of reducing impacts, such as an innovative construction method designed for raising high-voltage pylons without the need for cranes or lengthy service outages based on the use of hydraulic lifting equipment which enables tower raising from midway up the pylon (AMPJACK®).
3. **Offsetting residual impacts** through environmental initiatives and conservation projects in partnership with public bodies and non-governmental organisations. Red Eléctrica uses specific methodology for the quantitative assessment of impacts (negative and positive) on biodiversity. This methodology is followed when conducting the environmental impact studies of new power line and substation projects, defining the baseline impact and allowing various actions to be taken during the design phase with a view to achieving a positive impact in biodiversity terms throughout the life cycle. It is followed in new energy transmission grid projects in Spain submitted for an environmental impact assessment. The methodology allows for progress to be monitored through a bottom-up approach and ensures compliance with the 2030 biodiversity impact target set out in the Group's biodiversity commitment. The process design is based on a natural capital vision that aims to offset the residual impact of the project on the different natural assets, thus allowing projects to be designed on the basis of positive biodiversity net gain criteria.

The assessment methodology delivers useful quantitative information on the residual impact of a project on natural assets that must be offset, enabling Red Eléctrica to design and establish offset measures to achieve a positive net gain in biodiversity.

The natural biodiversity assets around which Red Eléctrica has designed its impact **assessment methodology** and **applied the mitigation hierarchy** are those in respect of which significant residual impacts could arise over the life cycle of the project and possibly contribute to the drivers of biodiversity loss:

- Habitat natural asset (natural forest, non-forest and agricultural (vegetation) habitats and land uses).
- Species natural asset (specifically birdlife).
- Atmosphere natural active.

Redeia is currently assessing how best to include **biodiversity offsets** in its action plans. These actions will include the objective of achieving a net biodiversity gain, using key performance indicators to assess and monitor the material impacts and ecosystem changes generated by its activity. The direct and indirect costs of biodiversity offsets will be assessed in monetary terms, and the description of the offsets will include the area, type, quality criteria applied, and the standards they meet.

In order to design, manage and monitor execution of the portfolio of biodiversity offset measures, Redeia has set up an **Offset Measure Management Office** to execute all of these initiatives such that new projects have a net positive impact on biodiversity.

Redeia also looks to include local and indigenous knowledge and nature-based solutions in its biodiversity and ecosystem actions. The sensitivity of the territories where it is present is analysed on the basis of the environmental vectors indicated by the TNFD, such as importance for biodiversity, water stress and the delivery of ecosystem services. Redeia interacts continuously with the affected communities, including indigenous peoples, during all phases of the life cycle of its facilities, in order to resolve doubts and concerns and to come up with solutions and plans to remedy any possible environmental impacts. The aim is to ensure that the projects can be built and run in a sustainable manner and to preserve the existing value and functionality of ecosystem services.

Redeia has incorporated **Nature-Based Solutions** (NBS) into biodiversity and ecosystem-related actions for the treatment of vegetation located below power lines. Specifically, it has introduced the Network Grazing project (where livestock clear the area below the power lines) to improve the biophysical function of existing processes and the productivity of an ecosystem. This project champions ecosystem services by improving natural resources and human wellbeing around transmission infrastructure through the use of nature-based solutions (NBS). Relying on extensive livestock grazing as a means of controlling vegetation—and in a manner harmonious with the existing ecosystem—delivers an improvement in herbaceous composition and grassland cover by increasing the presence of pollinators. It also favours water infiltration and counters the effects of erosion, which, stimulated by the relief and the nature of the materials, can be a determining factor in the landscape. Pasture locks atmospheric carbon into the soil due to the large amount of organic matter the grass accumulates among its roots. Meanwhile, the presence of livestock and the organic matter they provide has a positive impact on soil fertility. All these regulatory services have been stepped up.

Redeia has embraced an explicit **Commitment to Protect Vegetation and Combat Deforestation**, which applies to both its own operations and those of its supply chain. As wildfires are one of the greatest threats to the preservation of forests, it works hard to prevent and combat this threat by ensuring absolute compliance with the necessary safety distances between vegetation and infrastructure. This is achieved thanks to proper maintenance of firebreaks and the perimeter strips surrounding substations located in and around forests. Redeia also collaborates actively with public administrations through partnership agreements and pursues innovation projects related to fire prevention. Despite applying best prevention and mitigation practices, plant species that are incompatible with safety requirements in and around the facilities must be removed in some cases. Where this situation arises, the Company has pledged to offset all the trees and shrubs removed through planting and reforestation activities. The Company arranges offsets for all trees removed by taking specific action aimed at the conservation of native forests and through ongoing implementation of its Redeia Forest project.

Redeia also carries out **habitat conservation**, including the Red Eléctrica Marine Forest project for the recovery of marine ecosystems, including the active and passive conservation and restoration of *Posidonia oceanica* seagrass on the Mediterranean coast.

In Peru, Redinter has agreements for the reforestation of eight hectares of queñua (*Polylepis rugulosa*) located in priority areas of the National Reserve of Salinas and Aguada Blanca. Elsewhere, in partnership with Peru's Healthy City initiative, the Reforestation Seed of Life project is seeking to recover 50 hectares of land degraded by wildfires by sowing native species seeds encapsulated with essential nutrients conducive to germination and growth. In Chile, work has been done on formulating and implementing the management plan for the conservation of the Markham's Storm-petrel (*Hydrobates markham*) in Pampa Chaca.

Redeia has partnered up with the Autonomous University of Barcelona to assess the potential of the electricity transmission network as infrastructure capable of creating and improving biodiversity in and around power line firebreaks thanks to the sustainable treatment of the plant cover. Together with the International Union for Conservation of Nature (IUCN), work has begun on detecting wildlife corridors in Spain where there is potential for the electricity infrastructure to serve as a connection zone between areas of high biodiversity value.

And together with SEO BirdLife, conservation, restoration and monitoring activities are being carried out at the Odiel Marshes Biosphere Reserve (Huelva).

The main initiative for **protecting and conserve birdlife** is the visual marking of earth wires with bird-saving devices. Thanks to the project "Birds and power lines: mapping of flyways", certain critical areas have been flagged and notable progress is being made on visually marking the power lines located within them, with the aim of achieving 100% marking of these priority areas in 2025. It is also worth noting the close collaboration between Red Eléctrica and FCQ, a foundation devoted to the conservation of the bearded vulture (*Gypaetus barbatus*), which has translated into a pledge to flag and signal sensitive spans for the bearded vulture populations in numerous mountain ranges in Spain, including Picos de Europa, Pyrenees, Gredos and Maestrazgo.

The Company also promotes and performs numerous initiatives to conserve birdlife, primarily geared towards improving their habitats, drawing on knowledge of their behaviour and condition, as well as boosting the population of species that are more sensitive to the presence of power lines, thus helping to offset those impacts that cannot be prevented or mitigated.

11.2.3.3 Metrics and targets.

f. Biodiversity and ecosystem metrics MDR-T

Redeia has devised a set of measurable, results-oriented and time-bound biodiversity and ecosystem targets. They are designed to support Group policies and address material impacts, risks and opportunities and are set out in the Sustainability Plan.

In addition to its goal for 2030, Redeia's Sustainability Plan sets down specific targets related with its impacts, risks and opportunities related to biodiversity for 2025, along with a series of targets aligned with its Biodiversity Commitment and other plan goals.

2030 goal	2025 targets	Progress in 2025
Have a net positive impact on the natural capital of the areas surrounding new facilities	• 100% of critical spans visually marked at Red Eléctrica. • 100% of investment projects associated with the commitment to protect vegetation and combat deforestation	• 100% of critical spans visually marked at Red Eléctrica (972.1 km against base year: 2022) • 100% of investment projects associated with the commitment to protect vegetation and combat deforestation
Targets		
• Impact measurement and quantification by implementing a system for accounting for and valuing the natural capital present in biodiversity. • Identification and assessment of biodiversity-related risks and opportunities. • Protection and restoration of habitats in protected areas or areas of high biodiversity value. • Recovery and conservation of vulnerable and endangered species. • Eradication of invasive species associated with electricity transmission infrastructure. • Electricity infrastructure as a reservoir of biodiversity.		

Ecological thresholds and impact allocation

Redeia has not established specific ecological thresholds in setting its targets. However, in new projects it does assess the sensitivity and ecological value of the habitats and species present, as well as the magnitude of the potential impacts of its actions.

Tracking effectiveness of policies and actions through targets

Redeia monitors the effectiveness of its actions through its environmental management systems, which are ISO 14001 certified. These systems ensure the effectiveness of the biodiversity measures put in place throughout the life cycle of its various facilities and activities. Meanwhile, Redeia relies on its Environmental Monitoring Programmes and specific monitoring procedures to continuously assess how its infrastructure interacts with biodiversity, while also tracking its suppliers and their performance.

Redeia's biodiversity targets are fully aligned with the Group's 2030 Sustainability Commitment, which seeks to generate "a net positive impact on the natural capital of the surrounding environment of new facilities" by 2030. This broad objective is measured through a set of specific indicators that assess the impact on biodiversity and natural capital, thus ensuring that the Group's activities do not cause a significant loss of forest area or deforestation.

The scope of these targets extends to all of Redeia's majority-owned companies and to all countries in which it operates, including Spain, Peru and Chile. The targets also factor in the value chain by seeking to minimise the impact on biodiversity through awareness and good practices among business partners, contractors and suppliers.

Significant methodologies and assumptions used to define the targets include alignment with international frameworks and policies such as the Kunming-Montreal Global Biodiversity Framework, the European Union's Biodiversity Strategy for 2030 and other national policies. Redeia also champions nature-based solutions and, alternatively, governance, management and infrastructure-based solutions.

Performance against the disclosed targets is supervised and reviewed periodically by the Board of Director's Sustainability Committee. Redeia relies on both qualitative and quantitative indicators to assess progress, ensuring that it is in line with what was initially planned and analysing trends or significant changes in performance on the path to achieving the targets set. Lastly, Redeia's targets interact directly with actions addressing the different levels of mitigation hierarchy, which include avoidance, minimisation, restoration and offset. The Group promotes solutions and new ways of working to avoid or minimise environmental impacts and sees to it that the principles enshrined in its Environmental Policy are observed among collaborating companies acting in its name.

g. Metrics related to biodiversity and ecosystems. MDR-M

Surface area of facilities located in biodiversity sensitive areas

	Overhead lines (no. of spans)	Underground lines		Submarine lines (km)	Substations (units)
		No. lines	km		
Total facilities	88,026	2,633	898	1,579	733
Total facilities in sensitive areas (1)	15,352	112	42	821	46
Facilities in sensitive areas as a percentage of the total (%)	17%	4%	5%	52%	6%
Surface area in sensitive areas (ha) (2)	125,820	11.7		156.6	137.8

(1) Based on existing facilities recorded in the facilities database as of March 2024. According to the definition of nature provided by the TNFD, all facilities or sections located in urban ecosystems have been excluded from the analysis, given that the alteration of this type of ecosystems is very high and, therefore, the provision of ecosystem services is very low. The exclusion of facilities in urban areas is carried out using various sources of information, depending on the country where the facility is located.

(2) Installations where both the area of occupation and the area of influence are located in ecologically sensitive areas.

Note 1. Facilities where both the area of occupation and the area of influence are located in sensitive areas. According to the definition of nature provided by the TNFD, all facilities or sections located in urban ecosystems have been excluded from the analysis, given that the alteration of this type of ecosystems is very high and, therefore, the provision of ecosystem services is very low. The exclusion of facilities in urban areas is carried out using various sources of information, depending on the country where the facility is located. Includes the facilities of TEN, a Group associate.

Note 2. Area of occupation and influence.

Note 3. The facility location analysis and determination of the areas of occupation in sensitive areas is updated every three years, although shorter update intervals are contemplated. The first assessment was carried out in 2024 and remains valid for 2025.

Land occupation

Use of land: lines (area in ha)	108,828
Use of land: substations (area in ha)	1,194
Total use of land (1) (area in ha)	110,022

(1) According to the definition of nature provided by the TNFD, all facilities or sections located in urban ecosystems have been excluded from the analysis, given that the alteration of this type of ecosystems is very high and, therefore, the provision of ecosystem services is very low. The exclusion of facilities in urban areas is carried out using various sources of information, depending on the country where the facility is located. The total area includes the area occupied by TEN's facilities.

Note: Revision of the location of facilities and determination of the areas of occupancy are carried out every three years, although shorter update intervals are a possibility. The first assessment was carried out in 2024 and remains valid for 2025.

Total sealed area

In the case of the electricity transmission business, the area covered by non-permeable materials (soil sealing) is limited to the area occupied by the overhead lines by each of the four truncated cone-shaped concrete footings holding up each pylon (1.5^2 to 2 m^2 maximum occupancy per leg). In the case of underground or submarine lines, the concept of sealed areas does not apply; rather what makes sense is to talk about areas of ground taken up, or "occupied", by the cables along their route.

In the case of substations, the surface area that can be considered sealed within the site depends on several factors, the main one being the type of substation: AIS (Air Insulated Switchgear) or GIS (Gas Insulated Switchgear). In the case of AIS substations (normally located outdoors), there are further differences when it comes to the non-permeable surface in each, including the number of asphalted or concreted access points, the presence of telecommunications huts and relay huts, the presence or absence of a control or work centre, a warehouse-workshop, waste huts, waste platform, and so forth.

A case-by-case analysis would therefore be needed, involving an extensive list of variables, in order to obtain a value for the total area sealed without the result proving material, or at least indicative, in terms of direct contribution to the drivers of land use change.

Total nature-oriented area on the site (onsite and/or offsite)

Redeia does not currently have nature-oriented areas, meaning those elements that promote biodiversity, such as green roofs, green façades, landscaping with native species, insectaries and natural restorations, except for a small landscaped roof at its Tres Cantos 1-Cecore and Tres Cantos Campus corporate building (Tres Cantos, Madrid).

11.2.4 ESRS E5 – Resource use and circular economy

11.2.4.1 Impact, risk and opportunity management

a. Identification and assessment of material impacts, risks and opportunities related to material resource use and circular economy. ESRS 2 / IRO 1

The description of the processes to identify and assess material impacts, risks and opportunities related to resource use and circular economy are described in chapters 11.1.5 *Materiality assessment* and 11.1.5.4 *Material impacts, risks and opportunities. SBM-3*.

Material impacts, risks and opportunities

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Resource inflows	Scarcity of finite resources due to equipment designs that do not consider the entire life cycle	Short-term | current | negative impact	Use of finite raw materials and increase in GHG emissions that are harmful for society. In the case of the natural environment, this can lead to the disappearance of habitats necessary for flora and fauna, and thus to the extinction of species.	Business: Red Eléctrica, Redinter and Reintel. Activity: Suppliers
Waste	Generation of non-hazardous and hazardous waste	Short-term | current | negative impact	The main adverse impacts on people are health-related and are due to inadequate waste disposal that can increase the risk of disease. As for the natural environment, the main damage relates to pollution.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations

b. Policies related to resource use and circular economy. E5 - 1 + MDR-P

- Environmental Policy
- Circular Economy Roadmap

A fuller description of these policies and their contents is provided in Appendix 1.

Redeia's commitments around sustainability, which have translated into 11 specific targets for delivery by 2030, are designed to foster the gradual discontinuation of use of virgin resources accompanied by increased use of secondary resources, yielding a positive environmental impact. Elsewhere, the **Environmental Policy** tackles several critical considerations for responsible resource management and a smaller environmental footprint, ensuring sustainable sources for all Group activities, aligning their efforts with its sustainability and circular economy principles and encouraging the efficient and responsible use of resources.

This policy likewise identifies a series of levers for improving environmental management: Those levers include meeting stakeholder expectations, getting the supply chain to get behind the Group's environmental commitments, taking a proactive approach to compliance and embracing the life cycle approach. This last lever is fundamental to managing the scarcity of finite resources impact identified in the double materiality assessment.

Lastly, the **Circular Economy Roadmap**, which is part of the Environmental Policy, defines the actions needed to advance on the targets around zero waste to landfill, reduction in raw material consumption, decontamination of land affected by hydrocarbons and the reuse of SF_6.

The sustainability criteria set out in these policies are passed through to the **supply chain** by means of purchase decisions that reward circular economy, safety, diversity and biodiversity criteria.

Redeia has implemented a comprehensive assessment and monitoring system to ensure the effectiveness of its sustainability-related policies. This system addresses material impacts, risks and opportunities in its own operations and upstream and downstream all along its value chain.

The actions taken as a result and their positive impact are:

- Redeia analyses various critical supply decisions using the simplified or streamlined Life Cycle Assessment (LCA) methodology, with the aim of making sustainability criteria part of its purchasing decisions, thus fostering a circular economy, safety, diversity and biodiversity. This initiative encourages suppliers to embrace sustainable practices as well, extending the commitment to sustainability to all links in the value chain.

- The Company actively engages its suppliers in implementing circular economy measures to reduce the impact on resource consumption and the environment, doing so through the Redeia Code of Conduct for Suppliers, which all suppliers must sign. This includes the integration of circular economy criteria, sustainable resource use, eco-design, asset life extension, waste minimisation and management, training and other supplier development activities.
- Redeia conducts internal and external audits to assess compliance with sustainability policies along the value chain, identifying impacts, risks and opportunities for further improvement.

These actions not only ensure sustainability in Redeia's own operations, but they also generate a positive impact on those around it and on all the agents involved in its value chain.

c. Actions related to resource use and the circular economy. E5 - 2 + MDR-A

When it comes to reducing the **consumption of raw materials** and prioritising the use of recycled, recyclable or reusable materials, Redeia is adamant that further progress must be on the eco-design front and on integrating environmental impacts into decision-making by considering the full life cycle of equipment and materials. This is only possible by working closely with other key players, mainly suppliers, while fostering innovation and technological development.

Since 2022, Redeia has been working hard to identify, following simplified **LCA methodology**, the impacts of the most critical equipment for the Company in a bid to integrate sustainability criteria into its purchasing processes. Assessing aspects such as the extraction of raw materials, the use of recycled materials, parameters of origin, durability and reparability, the production process and the carbon and water footprint allow it to quantify the main environmental impacts and make better decisions with the ultimate aim of acquiring more efficient and sustainable products. This circular approach has been integrated into the SF_6 reuse procedure whereby the SF_6 recovered from leak sealant is reused, thus reducing the need to use virgin gas.

Meanwhile, the Company's approach to **waste** focuses on its proper management and on eliminating and/or reducing its generation wherever possible. At Redeia, waste originates mainly from the facility maintenance and construction work needed to keep its assets in optimal repair. Due to the nature of these activities, it is very hard to predict trends in the quantities of waste produced as they are linked to the number and types of actions carried out each year. This means that it is not possible to reduce waste without reducing the maintenance and facility adaptation work required. Moreover, these activities must be carried out to ensure the safety of the electricity system and installations and to manage the fibre optic network. They also happen to reduce environmental risks in many cases.

Against this backdrop, Redeia analyses and revises its processes in a bid to eliminate and minimise waste generation from the outset. However, when the volume of maintenance or refitting work increases, so do does the generation of waste. As a result, the Group's objectives, as set out in its Zero Waste Programme, are firmly focused on ensuring that no waste ends up in a landfill and on reducing certain types of waste, particularly SF_6 and that arising from contaminated land, while promoting alternative and innovative treatments. Although Redeia does not explicitly follow a hierarchy when managing its waste, it is committed to upholding best practices to ensure responsible treatment and oversight of any waste generated.

Redeia's actions do not yet include value retention actions, value maximisation actions, end-of-life actions or industrial symbiosis but it is analysing the possibility of including them in future circularity initiatives.

As for the time horizon for carrying out these actions, their execution is aligned with the current planning framework of the 2023-2025 Sustainability Plan and the 2030 Circular Economy Roadmap.

In addition, Redeia monitors the progress made on these actions internally by means of specific tools integrated into its management system. That internal analysis reveals significant progress, evidencing the effectiveness of the actions implemented and their contribution to ongoing improvements in circularity.

Redeia currently pays certain fees as its only waste management overhead, in the sense that these actions do not require a specific allocation of resources.

11.2.4.2 Metrics and targets

a. Targets related to resource use and the circular economy. E5 – 3 + MDR-T

Redeia has set targets for each material sustainability issue. These targets allow it to track the effectiveness of the policies and actions put in place, as well as the degree of progress made against these targets, including progress made along the value chain. Those targets are:

Topic	2025 targets (1)	Progress in 2025
Resources inflows, including resource use	Ten supplies with the greatest impact on the transmission network, based on circularity, climate change, security, diversity and biodiversity criteria	Eleven supplies with the greatest impact on the transmission network, based on circularity, climate change, security, diversity and biodiversity criteria
Waste	0% Red Eléctrica waste to landfill (2)	0.5% Red Eléctrica waste to landfill

(1) Note that all the targets set for the circular economy are voluntary and more ambitious than the minimum legal requirements.

(2) Does not include waste that must be sent to landfill in accordance with prevailing legislation.

Supplies with the greatest impact on the transmission grid based on circularity criteria

Redeia has a set of measures and targets aimed at identifying the environmental impacts of equipment and materials from their origin with the goal of improving their traceability and anticipating procurement risks so as to be able to propose improvements that can be implemented from the outset, thus minimising the use of raw materials and fostering eco-design and the procurement of sustainable supplies.

Highlights here include the efforts currently being made by the Company, together with its network of suppliers, to identify the impacts of equipment and materials from the production process onward, through simplified **Life Cycle Assessment** (LCA) methodology developed in 2022. This methodology assesses aspects related with circular product design such as the use of recycled and recyclable materials and their origin, carbon footprint and water footprint, enabling the Company to quantify the most important environmental impacts and make better decisions, ultimately leading to more efficient and sustainable supplies.

By the end of 2025, eleven suppliers with the biggest impacts on the transmission grid had been incorporated into the Sustainable Procurement Model, an effort which has entailed performing LCAs at 57 suppliers and the incorporation of sustainability criteria. In addition, specific requirements have been introduced for two critical supplies: pylons (≥75% recycled steel) and GIS cubicles (transmission, control and SF_6 alerts).

In 2025, 100% of the Group's packaging was eco-packaging, recycled, recyclable or reusable packaging, and the consumption of single-use plastics was 0%, further increasing the circular use ratio in the supply of equipment and materials.

Zero waste to landfill

Since 2021, Redeia has been executing a Reduction and Recovery Action Plan targeted to cover 100% of the waste produced by all Group companies by 2030.

That plan enabled the following waste management process in 2025: (1) Prevention; (2) Preparation for re-use; (3) Recycling; (4) Other recovery; (5) Disposal. This last category (Disposal) includes reuse, recycling, composting, anaerobic digestion and reclamation treatments.

Along these lines, some of the measures envisioned in the "**Zero waste to landfill by 2030**" project were implemented, including the incorporation of recycling/recovery requirements in tenders for waste management and services, the installation and implementation of composters for organic waste at work centres, and analysis of the waste generation flows at all Group companies.

a. Resource inflow and outflow metrics

i. Resource inflows. E5-4 + MDR – M

Redeia does not consume raw materials directly but it does consume them indirectly through the raw materials included in transmission network infrastructure. To that end, once a year it measures the impact associated with the extraction and manufacturing stages of these resources, as they are the stages that have the greatest impact in terms of the carbon and water footprint.

All of the metrics reported below were obtained as a result of direct measurements.

Consumption by raw material

Raw materials (tonnes)	2025	2024
Porcelain	902	1,482
Plastic	2,048	4,197
Magnetic plate metal	86	104
Steel	8,362	18,530
Aluminium	13,538	10,069
Copper	1,643	3,293
Paper	20	45
Oil	314	447
Zinc	271	812
SF_6 gas	25	25
Electronic components	241	265
Glass	195	177
Ni-Cd batteries	154	110
Other	172	245

Porcelain, which is used to make electric insulators, is one of the most significant sources of raw material consumption. Copper is essential for the transmission of electricity. Steel and aluminium are key for constructing robust and lasting structures. Plastic and glass are used in components and equipment. Magnetic plate metal and zinc play a critical role in the workings of electric equipment. Ni-Cd batteries and electronic parts allow efficient energy storage and control. SF_6 is used for its dielectric properties and its ability to extinguish electric arcs. Its use it managed meticulously on account of environmental considerations. Paper and lubricants oils are used in several administrative and operating processes.

As the supplies procured by Redeia do not contain biological materials, this indicator does not apply. Note that Redeia does not use conflict minerals (tin, tungsten, tantalum and gold from high-risk and conflict-affected areas) in its equipment.

To determine the weight of reused or recycled secondary components, the minimum requirement for recycled content (75%) in pylons is applied in the case of steel, this being the most abundant material. 100% of the pylons purchased by Redeia contain at least 75% of recycled steel. In 2025, 703.44 tonnes of recycled steel were used in pylons, which is 85% of the total.

The methodology used to calculate recycled steel in Redeia's supplies is based on data about the percentage of raw materials that make up each supply. Thus, knowing the weight of the supplies procured each year, Redeia is able to calculate the tonnes of raw materials used to produce them.

ii. Resource outflows. E5-5 + MDR–M

In 2025, Redeia produced a total of 1,785.69 tonnes of waste, with Red Eléctrica accounting for 90.15% of the total.

In general, Redeia's waste generation is associated with the maintenance and construction of its facilities, which is needed to keep the assets in the best possible condition. Due to the nature of these activities, it is very hard to predict trends in the quantities of waste produced as they are linked to the number and types of actions carried out each year. This means that it is not possible to reduce waste without reducing the maintenance and facility adaptation work required. This waste is generated in the course of building and maintaining power lines and substations.

Waste management is as described in the legal waste management documentation. Waste sent for recycling amounted to 1,734.54 tonnes in 2025, representing 97.1% of the total (2024: 94.3%) (included in the generic category of recycling: reuse, recycling, composting, anaerobic digestion and reclamation). This high percentage was possible thanks to the implementation of some of the measures under the Zero Waste to Landfill project. Meanwhile, the amount of waste not sent for recycling came to 51.15 tonnes, representing 2.86% of the total.

All figures related to resource outflows are obtained from direct measurements, meaning that no estimation was necessary.

Waste by type and disposal method

	2025		2024	
	Total hazardous waste (HW)(1)	Total non-hazardous waste (NHW)(2)	Total hazardous waste (HW) (1)	Total non-hazardous waste (NHW) (2)
Weight (kg)	864,773	920,922	579,086	654,659
Weight (t)	865	921	579	655
Final destination (kg)				
Reclamation	65,090	378	0	3
Recycling	790,240	869,377	548,390	614,873
Recovery	356	9,100	0	0
Incineration	0	0	0	0
Composting	0	0	0	0
Anaerobic digestion	0	0	0	0
Landfill	9,087	42,067	30,696	39,774

(1) Notably including waste oils (without PCBs), electrical and electronic equipment (WEEE) contaminated with oil (without PCBs), water-oil mixtures, nickel and cadmium batteries and soil contaminated with hydrocarbons.

(2) Principally inert waste (glass insulators, ceramic material, rubble, excavation surpluses), sludge from septic tanks, metals, timber, pallets, coils, plant waste, paper and board.

Redeia does not have any external body responsible for certifying raw materials, as Redeia does not procure those materials directly. In relation to waste, the Company has obtained the validation of the waste manager in each case. Due to the nature of its activities, Redeia does not generate any radioactive waste.

11.3 Social information

11.3.1 ESRS S1 – Own workforce

11.3.1.1 Strategy

a. Interests and views of stakeholders. ESRS 2 SBM-2

Redeia works tirelessly on developing public engagement processes and strengthening its relationship with stakeholders, more specifically with its own workforce. As described in section 11.1.4.1 *Strategy, business model and valuation chain SBM-1; c) Interests and views of stakeholders. SBM-2* of this report, the Company actively aims to integrate the interests and views of its employees as a basis for defining its strategy and business model.

To make this happen, it relies on various mechanisms for engagement (e.g., active listening, known as **pulse** surveys) and promotes **social dialogue**, allowing employees to voice their concerns and make suggestions. This enables us to draw up action and improvement plans, ensuring employees' fundamental rights are upheld.

The People and Culture Department is tasked with ensuring that this collaboration effectively occurs and that the results are then used to adequately manage human capital within the Company .

Redeia does not specifically identify employees in its own workforce who may be particularly vulnerable, but includes in this group anyone at risk of labour rights violations.

b. Material impacts, risks and opportunities related to own workforce. ESRS 2 / SBM-3

The double materiality assessment Redeia carried out in 2025 enabled the Company to identify and prioritise impacts, risks and opportunities related to its own workforce, consistent with the strategic messaging of the People Operational Plan.

The assessment covers employees and non-employees with an employment or business relationship with the Company, as well as external personnel engaged in employment activities. These people are crucial for implementing the human resources policies and projecting the corporate image. Interns, whose relationship with the Company is strictly related to training, are not considered part of own workforce for the purposes of this assessment. In addition, non-employees represent less than 1.0% of headcount and are generally used to cover maternity leave, paternity leave, and employees on temporary disability.

In line with its Commitment to Human Rights in all its operational sites/areas, Redeia assessed whether there were any systemic risks (e.g., child labour, or forced or compulsory labour) and potential negative impacts, internally and externally, of its operations and value chain on collective and individual rights. It did not identify any material risks, illustrating the soundness of the Company's control and prevention mechanisms.

In addition, no material impacts on own workforce were uncovered from energy transition plans, included in the Climate Change Action Plan described in section a. *Transition plan for climate change mitigation. E1-1*, although the Company is actively monitoring this for potential future impacts, including the need for reclassification or reorganisation, in keeping with its sustainability and climate neutrality targets.

The description of the processes to identify and assess material impacts, risks and opportunities related to own workforce are described in chapters 11.1.5 *Materiality assessment* and 11.1.5.4 *Material impacts, risks and opportunities. SBM-3*.

Material impacts, risks and opportunities

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Working conditions	Fostering work-life balance for employees	Short-term | current | positive impact	Redeia promotes work-life balance for its employees through a raft of measures and a dedicated communication channel. The work-life balance officer provides personalised attention to matters involving shorter working hours, flexible working, family support and equal opportunities.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Injuries from work-related accidents	Short-term | current | negative impact	Certain activities required on the job at Redeia could expose employees to the risk of injuries in the workplace.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Fatalities from work-related accidents	Short-term | potential | negative impact	Certain activities required on the job at the organisation could lead to accidents result in deaths in the workplace.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Permanent contracts	Short-term | current | positive impact	Redeia promotes permanent contracts as a way to achieve job stability and quality employment, maintaining a high percentage of permanent and full-time contracts.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Equal treatment and opportunities for all	A diverse and inclusive workplace that fosters employee wellbeing and generates fair opportunities	Short-term | current | positive impact	Redeia has a comprehensive diversity plan for the next few years (2023-2025), underpinned by eight key topics: strategy and culture; work-life balance; gender equality; age and generations; moral, sexual or gender-based harassment; gender-based violence; hate crimes; and diversity. It guarantees equal opportunities, ensuring a fair, respectful and enriching workplace for all.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Fostering employee wellbeing	Short-term | current | positive impact	Redeia promotes work-life balance, freedom of association and employee motivation through support measures, respect for union rights and adequate wages, encouraging commitment and efficiency. This also includes its wellbeing model, which fosters physical, mental and emotional health through prevention, training and healthy working environment programmes.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations

Working conditions	Flexible working hours	Short-term | current | positive impact	Redeia offers flexible working hours, which improves employees' health, wellbeing and personal balance by reducing stress, exhaustion and burnout.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Improving working conditions through collective bargaining	Short-term | current | positive impact	Redeia guarantees the right to trade union membership, association and collective bargaining within the framework of the provisions of the International Labour Organization (ILO), the Spanish Constitution, prevailing employment law and the relevant collective bargaining agreements in effect.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Improving working conditions through company benefits for employees, such as life insurance, health insurance, disability coverage, pension plan and share-based compensation	Short-term | current | positive impact	Redeia has stepped up its commitment to the overall wellbeing of staff, offering a company benefit package that significantly improves their working conditions. Beyond contributing to employees' safety and financial stability, these initiatives also foster a more attractive, equitable and motivational working environment aligned with the Company's people-centric organisational culture.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Equal treatment and opportunities for all	Fair monetary compensation and elimination of gender inequalities	Short-term | current | positive impact	Redeia offers everyone the same opportunities for development and promotion, with strictly merit- and skills-based appraisal.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Equal treatment and opportunities for all	Gender gap	Short-term | current | negative impact	The gender gap relates to differences in job, promotion and professional development opportunities, undermining perception of the Company's commitment to equality and impacting its reputation.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Exposure to risk of reputational loss arising from incidents such as work-related accidents, which can have a significant impact on the Company's image	Short-term risk	Reputational loss can erode stakeholder trust and compromise the Company's image in the market (*)	Business: Red Eléctrica, Redinter and Reintel Activity: Own operations
Working conditions	Fostering stronger and longer lasting relationships with employees by implementing structured and recurring listening tools	Short-term opportunity	Improved relationships, increased customer and employee loyalty and satisfaction.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Continuous improvement in the total compensation model, so that Redeia can anticipate the needs of its staff, enhance its competitiveness, and improve its ability to attract talent in an ever-changing working environment	Short-term opportunity	High retention and lower turnover costs, increased productivity and motivation of staff, leading to an improvement in Redeia's reputation and making it easier to attract talent.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Increasing employee wellbeing by implementing a work-life balance management model, taking feedback from employee listening processes	Short-term opportunity	High employee retention and lower turnover costs, increased productivity and employee motivation, leading to an improvement in Redeia's reputation and making it easier to attract talent.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations

Working conditions	Existence of active and effective works councils, facilitating communication and cooperation with the Company to implement labour measures that address employees' needs	Short-term opportunity	Active participation of works councils improves decision-making and implementation of labour policies, in turn increasing employee satisfaction and retention, reducing the costs of higher, and raising productivity and operational efficiency.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Working conditions	Increase in operating expenses due to an increase preventive requirements against a backdrop of strong operational activity	Short-term risk	Higher operating expenses and additional mitigation and safety-related costs. (*)	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Equal treatment and opportunities for all	Higher investment earmarked for development and training, helping to build and consolidate the skills of the workforce	Short-term opportunity	Improved talent retention, leading to higher workforce productivity, as well as reduced costs of recruiting and training new hires.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Equal treatment and opportunities for all	Increasing workforce diversity by integrating persons with disabilities	Short-term opportunity.	Enhanced reputation for Redeia as an inclusive employer, allowing it to attract more customers and business partners. Possible tax benefits or government incentives for inclusive practices.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Equal treatment and opportunities for all	Reinforcement of Redeia's leadership as a standard-bearer for gender equality	Medium-term opportunity.	Having an inclusive working environment at Redeia improves the attraction and retention of diverse talent, reduces turnover costs, raises productivity and innovation, enhances the Company's reputation, and can create financial benefits through incentives for embracing gender equality practices.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations

(*) In 2025, no risks materialised with a financial impact requiring disclosure in the consolidated financial statements.

11.3.1.2 Impact, risk and opportunity management

b. Policies related to own workforce. S1-1 and MDR-P

Redeia has a sound framework of internal policies and rules guiding management of its own workforce, aimed at preventing, managing and mitigating the impacts, risks and opportunities that can affect this group. These policies are applied all across the entire organisation and to all employees, and are aligned with the Company's corporate values, Code of Conduct and Ethics, and international commitments to human and labour rights, and sustainability.

They are developed in accordance with ESRS 2 MDR-P: Policies adopted to manage material sustainability matters under Disclosure requirement S1-1, derived from the CSRD. Appendix 1 to this report contains the full list of policies and rules.

The policies and main plans include:

- **Personnel Policy**: Redeia places the focus on its own workforce through this policy, which sets outs the principles for managing human capital centred on leadership, efficiency, innovation, cultural transformation, and personal and professional fulfilment. Applicable to all activities and geographies in which the organisation operates, the policy is aligned with the Code of Conduct and Ethics and overseen by the Board of Directors through the Appointments and Remuneration Committee.

  The Personnel Policy is articulated in a set of internal rules addressing all areas of employee management:

  - Occupational Health and Safety Handbook: constitutes the Occupational Health and Safety Plan in accordance with 16 of Spain's Occupational Health and Safety Act and is aligned with the ISO 45001 standard.
  - Occupational Health and Safety Guidelines: integrates preventive management in all Company processes.
  - General Work-Life Balance Procedure: defines responsibilities and the mechanisms to monitor and assess the work-life balance model.

- Employment Guidelines: governs recruitment, selection and hiring processes.
- Diversity Management Guide: formalises the commitment to equal opportunities and non-discrimination, and includes mechanisms for monitoring and continuous improvement.
- Training Procedure: ensures that training actions are consistent and aligned with the Company's strategy.
- Digital Disconnection Protocol: enshrines the right to disconnect outside working hours, promoting wellbeing and shared responsibility.

  Redeia also has other issue-specific documents; e.g., on social dialogue, gender equality, and employee safety.

- **Collective bargaining agreements** of the Group's main companies (Red Eléctrica de España, S.A.U., de Redeia Corporación, S.A. and Redeia Infraestructuras de Telecomunicación S.A), which set the framework for social dialogue and employee representation through dedicated committees and commissions.
- **Commitments to human rights and international standards**: Redeia has embraced an explicit and public commitment to human rights, which is set out in its 2030 Sustainability Commitment and reinforced by its Commitment to the Promotion and Respect of Human Rights and aligned with:
  - The Universal Declaration of Human Rights.
  - The UN Guiding Principles on Business and Human Rights.
  - The ILO Declaration on Fundamental Principles and Rights at Work.
  - The OECD Guidelines for Multinational Enterprises.

This commitment is embodied in the prohibition of all forms of discrimination, harassment, forced labour or compulsory or child labour, and extends to the value chain. It focuses especially on vulnerable groups, such as women, children, persons with disabilities, ethnic minorities, the LGTBI community, indigenous peoples, and migrant workers.

Since 2013, Redeia has been conducting annual human rights due diligence processes at all its companies, including investees, as described in section 11.1.3.4 *Due diligence GOV-4*. Redeia updated its procedures in 2022 to align them with national and international legislation and regulations, as described in the section *Policies related to landowners. S3-1, MDR-P*.

c. Processes for engaging with employees and workers' representatives. S1-2

Redeia strives to creating a working environment that is conducive to active and ongoing cooperation with its own workforce and workers' legal representatives. This cooperation is crucial for identifying, managing and mitigating actual or potential impacts on employees, and is part of the Company's due diligence processes.

Feedback gathered from different channels (e.g., works council, surveys, meetings, and listening systems) is analysed and used as a basis for decision-making in people management.

Redeia maintains **structured dialogue with workers' legal representatives**, made up of 95 people (16 women and 85 men) through the joint labour-management committees outlined in the collective bargaining agreements of its main companies.

Joint labour-management committees by business

Red Eléctrica de España, S.A.U. committee	
Health and Safety Committee	Equality Plan Monitoring Committee
Social Affairs Committee	Work Flexibility Committee
Employee Classification Committee	Closed Shift Special Regime Committee
Training Committee	Geographic Mobility Committee
Intercentre Committee	Remote Work Collective Agreement Monitoring Committee
Collective Bargaining Agreement Oversight and Interpretation Committee	
Redeia Corporación, S.A. committees	
Health and Safety Committee	
Social Affairs Committee	
Employee Classification Committee	
Training Committee	
Collective Bargaining Agreement Oversight and Interpretation Committee	
Equality Plan Monitoring Committee	
Remote Work Collective Agreement Monitoring Committee	
Redeia Infraestructuras de Telecomunicaciones, S.A. committees	
Health and Safety Committee	
Equality Plan Monitoring Committee	
Collective Bargaining Agreement Oversight and Interpretation Committee	
Work Flexibility Committee	
Hispasat, S.A. committees	
Health and Safety Committee	

Note: in relation to the agreement reached on 31 January 2025 between Redeia Corporación, S.A., through its subsidiary, Redeia Sistemas de Telecomunicaciones, S.A.U. ("Restel"), and Indra Sistemas S.A., for the sale by Restel of its 89.68% equity interest in Hispasat S.A. to Indra Space, S.L.U. (a company wholly-owned by the Infra Group), on 30 December 2025, that sale closed after all the suspensive terms had been fulfilled.

Redeia has several works councils, which may be called by any party as deemed necessary. The main ones are the **equality plan monitoring committees**, responsible for:

- Negotiating the equality plan and its initial diagnosis
- Preparing the diagnostic report
- Identifying priority measures, their scope of application and the required resources
- Driving implementation of the plan
- Defining measurement indicators and monitoring tools
- Assessing the level of achievement of measures implemented

Labour relations staff attend meetings of the committees created as a result of the Company's **three collective bargaining agreements** (i.e., the 12th Collective Bargaining Agreement of Red Eléctrica, the 1st Collective Bargaining Agreement of Redeia Corporación, and the 2nd Collective Bargaining Agreement of REINTEL). Additionally, at least one officer from the pertinent area attends meetings of specific committees for employees with special working conditions (e.g., the Work Flexibility Scheme Committee). Officers also attend meetings of other committees when the topic of discussion is expected to require quick decisions, thereby ensuring that feedback is factored into decision-making. The **health and safety committees** oversee:

- OHS activities
- Application legislation and regulations
- Processes, and internal rules and regulations
- OHS performance and programmes, including accidents and incidents
- Safety equipment and materials

- Internal and external audits, and improvement actions

These committees meet quarterly (in accordance with Spain's Occupational Health and Safety Act, Law 31/1995) or at the request of any of the parties. The head of the Occupational Health, Safety and Wellbeing department and another officer of the relevant company (Red Eléctrica, Redeia Corporación, Reintel and Hispasat) attend these meetings. This way, decisions can be taken promptly and feedback goes straight to management.

Meeting minutes are made available to all staff on the Corporate intranet. Issues addressed may be shared with stakeholders to find solutions, make improvements, or respond to requests. There is also a listening system, 'pulse surveys', which are described in detail in the following section.

Lastly, as part of the **Action plan of the Protocol for Board engagement with employees**, conferences and meetings are held on strategic issues and key corporate governance matters. At these, directors give accounts of their duties and responsibilities and gauge the 'pulse' on interests of and concerns raised by employees. For employees, they provide a measure of recognition and visibility.

Cooperation with the own workforce is essential for managing impacts and is carried out directly (through pulse surveys, questionnaires and risks assessments) and through worker's legal representatives at regularly scheduled meetings with the relevant bodies. The People and Culture Department has the duty of ensuring that this cooperation and the results obtained serve as a basis for managing human capital in the organisation.

d. Processes to remediate impacts and channels available. S1-3

Redeia has formal, accessible and audited mechanisms in place for its own workforce to raise concerns, submit complaints or make suggestions, and so it can remediate actual and potential material impacts.

The main channel provided by the Company is the **Ethics and Compliance Channel**. Accessible on the corporate website, it can be used to raise concerns, report breaches or make suggestions, confidentially and anonymously. This channel is run by the Ethics Officer and Redeia's Compliance area, and is subject to periodic audits. For further information about the channel's workings, governance, regulations and results, refer to section G1. *Corporate ethics and compliance culture G1-1, G1-3* of this report.

In 2024, Redeia launched the **Pregúntame** online platform, a service channel that features a 24/7 chatbot available to employees to raise concerns about people management. Its aim is to enhance efficiency, reduce response time, and upgrade the service provided to employees.

Processes to remediate and manage impacts

Redeia has a protocol regulating internal investigations aligned the Code of Conduct and Ethics and prevailing legislation that ensures respect for the rights of the persons concerned. Labour Relations, in coordination with workers' representations, handles concerns, complaints or grievances submitted by the own workforce. These matters are also addressed at works council meetings and regular meetings with trade union sections.

Moreover, through the international OHS management application, both employees and suppliers can report any OHS hazards, suggest improvements related to their job, or report situations of imminent risk.

Redeia also has a continuous listening system, **'pulse'** surveys, which allows it to rapidly gather feedback from its own workforce on specific corporate topics. The model includes tools for measuring satisfaction, motivation, sense of belonging, and other key aspects of occupational wellbeing. Among other things, this system was used in 2025 to evaluate corporate climate and psychosocial risk, with 80.0% and 79.4% of staff taking part, respectively. The aim is to continue designing specific actions that promote each person's emotional, physical and mental wellbeing, fostering healthy environments and instilling a culture of safety and trust. Pulse survey results for the year are used to establish lines of initiative that improve the aspects identified and will be carried out in 2026. This initiative is described in greater detail in chapter 11.4.1 *ESRS G1 - Business conduct*.

Training and awareness

Redeia develops specific training initiatives for employees to hone their knowledge and reinforce their confidence in the available channels. These include microlearning modules on use of the Ethics and Compliance Channel, the prevention of harassment, the management of conflicts of interest, anti-fraud and corruption, and the Third-Party Integrity and Human Rights Due Diligence Model. These actions form part of the Annual Compliance Awareness and Training Plan described in section G1. *Corporate ethics and compliance culture G1-1, G1-3*.

Protection against retaliation

Redeia guarantees confidentiality and protection against retaliation to any using its communications channels, including employee representatives. This protection is outlined in the Ethics and Compliance Channel Management System described in the chapter *Corporate ethics and compliance culture* G1-1, G1-3 of this report.

e. Actions related to own workforce. S1-4 and MDR-A

The Company identified a series of actions in the materiality assessment conducted that were either implemented in 2025 or are whose implemented in scheduled for future periods.

The following actions in relation to its own workforce were executed and planned, but which inherently have an indefinite time horizon. These actions are monitored on a monthly basis through specific indicators. According to the results, adjustments may be made or corrective measures applied to ensure the achievement of the objectives. A human team is already assigned, so no additional resources are needed for these actions.

Professional growth and employability

Redeia is firmly committed to the professional growth of its personnel and the employability of its people throughout their careers, implementing onboarding, learning, development, and mobility initiatives.

The Company had 2,099 employees at year-end 2025, of which 98.3% had permanent contracts, underscoring the Company's **commitment to stable and equality employment**. This effort translates into extremely limited use of temporary contracts and a low voluntary turnover rate, of just 1.9%. Only 2.5% of contracts during the year were internships or involved temporary employment agencies, which were strictly used to cover occasional needs, e.g., employees on temporary projects, maternity/paternity leave, or long-term disability.

Redeia analyses the feedback received from exit interviews, conversations with managers, and other active listening channels with a view to pinpointing unforeseen factors underlying the departures and designing plans to encourage the continued employment and engagement of its talent.

The **voluntary redundancy scheme** continued in 2025, with take-up of 81.5% of the expected total. This scheme is part of the talent renewal strategy aimed at bringing in profiles with new key skills to tackle the challenges of the energy transition and the organisational transformation, as well as to meet the requests of certain employees who felt their careers were over and were seeking a satisfactory solution for both.

Notably, the Company promotes a **talent differentiation model** predicated on rewarding and retaining people based on merits and the development of critical skills. The process separates assessment of individual contribution from the skills appraisal, using continuous feedback as an essential tool for fostering agile feedback conversations throughout the year. The contribution conversation, as an annual milestone, provides a moment to reflect on the past year's achievements and define the challenges and improvement actions for the new cycle. The overriding objective is to find out which employees deliver exceptional value and show growth potential, and which need support contribute more. The model integrates financial recognition, as well as emotional recognition, such as additional days off or participation in initiatives that raise visibility within the organisation.

Leading actions include the **Talentia Programme**, targeting non-high-potential non-managerial employees; the **Management Development Programme**, for those taking on new people management reports, and the new **Functional Manager Development Programme,** which reinforces critical managerial roles and fosters networking and team working spaces, enabling these managers to identify synergies in their jobs. There are also Individual Development Plans (IDPs), for personalised career development, run for 171 people in 2025.

Remuneration model

In all countries in which it operates, Redeia remunerates its employees observing general principles that ensure **internal equity, external competitiveness and consistency with the organisational and development model**. The remuneration model is designed to offer opportunities for pay progression, rewarding both the contribution to the job and the person holding the position, making a distinction between performance and merit.

It is applied in accordance with prevailing legislation in each territory and ensuring equality and non-discrimination based on grounds of gender, age, origin, sexual orientation, religion or race. The aim of the model is to attract, motivate and engage talent, aligning compensation with the Group's strategic objectives and contributing to employee retention and commitment.

Redeia offers a **total compensation** package, combining financial components (fixed and variable remuneration, employee perks, rewards programmes and flexible pay arrangements) and intangible items (comprehensive wellness, professional development and personal balance).

The Company operates a flexible remuneration model in Spain, allowing bespoke remuneration, to including products such as insurance, training, transport, and childcare vouchers. Specific incentive plans have also been devised linked to the energy transition, digitalisation and delivery of the Strategic Plan. Training sessions were imparted to the organisation's leaders so as to reinforce transparency and their understanding of the remuneration system.

Work-life balance and flexibility

Of Redeia's staff, 88.9% work between 1,686 and 1,690 hours a year, with a basic 7-hour day schedule and flexible starting (from 07:30 a.m.) and finishing (from 2:00 p.m.) times. There is also the possibility of reducing working hours for reasons related to family, health, or exceptional personal circumstances.

The Company actively promotes work-life balance for its employees. A case in point is **voluntary hybrid working**, to which 82.3% of eligible employees personal have signed up, allowing them to work remotely on around 47% of their annual working days, with the option to do so from up to two different locations.

To facilitate this flexibility, Redeia has a **time management system**, updated in 2024, for employees to record their working time efficiently, ensuring that all overtime hours are calculated properly and paid, as appropriate. In accordance with prevailing legislation, the Group's collective bargaining agreements establish clear procedures regarding time management and overtime.

Since 2021, the **Digital Disconnection Protocol** governs the right to disconnect outside working hours and promotes responsible use of IT tools, reinforcing work-life balance.

Redeia considers work-life balance a real and enterprise-wide commitment and crucial for people's wellbeing and quality of life. It relies on flexible and personalised solutions, integrating them into the Company's array of people management models, e.g., the Healthy Organisation Model, the Wellness Model and the Comprehensive Diversity Plan. To reach everyone and address different needs, **over 70 work-life balance measures** were identified, many of which go beyond applicable legislation. They are grouped into different areas, including leadership, quality employment, flexibility, family support, personnel and professional development, and equal opportunities.

The work-life balance officer, who is approachable yet decisive, accompanies and assists those in need, handling each case with sensitivity and also seeking to strike a balance between an employee's professional responsibilities and their personal life. In 2025, the work-life balance officer personally handled over 90.0% of the requests received. Redeia also shares its experiences at the Observatory for a Healthy Work-Life Balance

and Shared Parental Responsibility, which is headed up by Universidad Pontificia Comillas, contributing to research and improvement in work-life balance policies in other organisations.

Social relations

Regarding freedom of association, the existence of works councils and information, consultation and participation rights for workers, Redeia **guarantees the right to trade union membership, association and collective bargaining** within the framework of the International Labor Organization (ILO) conventions, the Spanish Constitution, prevailing labour law, and the applicable collective bargaining agreements. In addition, Redeia's Code of Conduct and Ethics explicitly enshrines respect for the right to collective bargaining and freedom of association, which is reiterated and embodied in Redeia's Commitment to the Promotion and Respect of Human Rights.

Redeia's workers' representatives comprise 95 people—16 women and 79 men. There were no collective disputes or strikes at any Redeia company in 2025 and no collective employment measures (e.g., substantial modification of working conditions, employee furlough schemes or collective dismissals) were implemented

Most of Redeia's workforce in Spain is covered by a collective bargaining agreement. The only exceptions are officers and employees who, voluntarily and irrevocably, accept the Company's proposal for exclusion, within the limits set by each company's collective bargaining agreements. Internationally, collective bargaining coverage is lower due to country-specific legislation, practices and customs.

Notably, Redeia does not comply with the requirements to set up a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works Council.

Health and safety

Redeia has a concrete strategy and action plan to ensure the health and safety of its own and third-party employees. **The 2024-2025 Occupational Health, Safety and Wellbeing Plan** contains several strategic and specific objectives groups into four major lines of initiative.

2024-2025 Occupational Health, Safety and Wellbeing Plan	
Culture and leadership • Enhance training. • Enhance the management of lessons learned. • Foster inclusiveness. • Entrench the culture of prevention. • Promote leadership in prevention and wellbeing. • Prevent from a gender perspective.	**Innovation and digitalisation** • Systematise innovation in Occupational Health and Safety (OHS). • Redesign processes. • Reduce impacts on digitalisation. • Tackle climate change risks.
Wellbeing • Deploy the wellbeing model. • Evaluate and act on mental health.	**Stakeholder engagement** • Align criteria and raise preventive standards of contractors. • Manage relationships with governments. • Share experiences with peers.

These objectives not only seek to enhance employees' health and safety, but also to foster a broader culture of prevention and wellbeing across the entire organisation. The plan promotes best OHS practices, with goal of going beyond legal compliance by training, educating and raising awareness around duties and responsibilities and getting all employees, partners and suppliers involved in the effort.

Redeia also draws up an **annual safety plan**, which outlines strong risk prevention and mitigation measures based on individual job risk assessments. This helps provide all the means and resources needed to perform the job in the best possible safety conditions.

Redeia also promotes **safety in the supply chain**, ensuring that all suppliers working on its premises have OHS certification and qualification. In 2025, contractors had an injury rate of 7.48. Their accident severity rate was 1.4, including 1 fatal accident of an external employee currently under investigation. If it is determined that the accident was due to negligence by that person, this rate would decrease to 0.61.

The Company also promoted active participation of its value chain in OSH through actions developed via the **Positive Safety** community, comprising 230 people from 40 companies. This initiative promotes the creation and implementation of shared safety habits and rituals between Redeia and its suppliers under the slogan

"*Me cuido, te cuido y me dejo cuidar*" (I take care of myself, I take care of you and I let myself be taken care of).

Since 2023, Redeia has been implementing its **own, cutting-edge wellness model**, making it a pioneer in this field. This model addresses wellness from a holistic perspective, organised into **five central pillars: physical, emotional, professional, social and financial**. It comprises a host of initiatives aimed at improving employees' quality of life, and measurement systems for assessing self-perception of wellbeing and satisfaction with the actions offered by the Company.

A highlight in 2025 was the launch of **"Redeia Contigo"**, a new comprehensive wellness programme that combines and projects the value proposition Redeia offers its workforce in the organisation with a total compensation vision, caring for people in the broadest sense: from their physical and emotional health, to their professional development, financial wellbeing and social environment. The tool articulating these five core pillars and included in the Wellness Model cover all dimensions of the professional experience of the Company's people.

Framed by the 2024-2025 Occupational Health, Safety and Wellbeing Plan, actions were drawn up to reinforce OHS, including safety inspections (16,931 conducted in 2025), review of certification of suppliers' staff, improvements to supplier requirements, and the generation of 1,167 corrective actions, with an 89.6% close-out rate.

The preventive culture is reinforced through collaborative learning and by embedding OHS in all processes. Key initiatives in 2025 include:

- Coordination, communication of awareness of preventive measures for at-risk third-party work, with three awareness sessions on coordination of disconnections at shared facilities.
- Coordination of disconnections with third parties to assess the process (level of coordination and technical expertise of remote control operators) and draw up suggestions for improvement. A total of 10 inspection audits were conducted on the disconnection process with third parties.
- Creation of an industry event on incidents with electrical risk at facilities shared with third parties.
- Awareness about technical-legal risks for Redeia staff, through three in-person workshops and three online sessions on technical-legal risks in the Company's construction and maintenance activities.
- World Day for Safety and Health at Work, with summits held for both line and substation staff, bringing together 230 people to work on prevention-related issues.

These actions helped the accident rates of the Company's own employees continue to fall (severity rate: 0.07, frequency rate: 1.09).

For employee **health**, Redeia perform continuous preventing monitoring, staging annual campaigns based on health indicators. Notable initiatives include medical check-ups, consultations on nutrition, physical examinations, promotion of exercise, prostate cancer prevention, physiotherapy, flu shots, and the EMOCIÓN emotional management training project. In 2025, mandatory check-ups were expanded to shift workers and improvements were introduced to hybrid working conditions for pregnant employees.

This end-to-end approach is a testament to Redeia's commitment to the wellbeing of its team, consolidating its leadership in promoting healthy and sustainable working environments.

Also during the year, **a psychosocial risk assessment** was conducted, with 79.4% of staff taking part. The aim was to identify working conditions that affect the psychosocial environment by analysing aspects such as the Company's work-organisation, culture, values, beliefs and standard practices. The results helped detect risk factors and establish preventive measures, with a priority on managing these risks as part of occupational health and safety.

Diversity

In the diversity sphere, the Company has the **2023-2025 Comprehensive Diversity Plan**, which seeks to inspire and become a benchmark both within Redeia itself and the wider social, labour and human environment, through the commitment to talent diversity, social inclusion, employment and non-discrimination, breaking down stereotypes and cultural barriers.

2023-2025 Comprehensive Diversity Plan
Goals • Embed diversity in Redeia's people management, instilling a culture of diversity, equal opportunities, inclusion and non-discrimination. • Extend the diversity, equity and inclusion strategy across the entire value chain. • Partner with official organisations, academic institutions, stakeholders and other social agents in campaigns, observatories and projects that will allow the Company to become a benchmark social agent that helps to create a more diverse society. • Reduce any inequalities that may arise (corporate gaps; e.g., wage or digital). • Put mechanisms in place to prevent discriminatory bias. • Support the workplace inclusion of socially excluded and/or vulnerable people.
Objectives • To have women occupy 38% of officer positions and 31% of the total workforce. • To achieve at least 40% of the minimum legal requirement (2%) of direct hiring of people with disabilities and increasing by 20% the volume managed via Special Employment Centres for the provision of services at Redeia.

Redeia includes **gender equality** as a cornerstone of its Comprehensive Diversity Plan, promoting equal employment opportunities, access by women to positions of responsibility, shared caregiving responsibilities, the prevention of gender-based harassment and violence, and equal pay. These commitments are monitored through a dashboard with indicators for measuring progress towards the stated objectives.

In the area of equal pay, the Company applies criteria that ensure wage practices that are free of discrimination on the grounds of gender, age, origin, sexual orientation, gender identity, religion or race. Since 2020, in accordance with Royal Decree 902/2020, Redeia has been keeping an annual pay register, which is available to workers' legal representatives.

Moreover, aware of the potential impact of pay gap on equal opportunities, Redeia, through the 2023-2025 Comprehensive Diversity Plan, fosters an inclusive working environment that prioritises work-life balance and embraces diversity of knowledge, experience, and gender, as a source of wellbeing and organisational wealth.

The percentage of female employees in 2025 reached 28.0% (2024: 29.0%), while the percentage of women in leadership positions increased to 39.5% (2024: 37.1%). The figures are monitored quarterly in the progress report on the 2023–2025 Sustainability Plan, and reported on a half-yearly basis to the Appointments and Remuneration Committee and the Board Sustainability Committee.

Redeia is committed to a diverse working environment and a corporate culture free of stereotypes and bias. In 2025, the Company stepped up this effort further by entering into an agreement with the workers' legal representative on the **first LGTBI Plan of Red Eléctrica, S.A.U, Redeia Corporación, S.A. and Red Eléctrica Infraestructura de Telecomunicaciones, S.A.**

Initiatives agreed on with the representatives included updating the Protocol for the Prevention of Harassment to introduce situations affecting the LGTBI community and appointing an officer to address concerns and assist where support or advice is needed.

Lastly, Redeia promotes workplace inclusion irrespective of **age**, earmarking a specific section in its diversity plan called "Age management". Leading initiatives include the voluntary redundancy scheme for employees aged 63 or older, with 81.5% acceptance 2025. The Company also runs reskilling programmes to help older employees adapt to new roles in response to the digital transformation and evolving jobs.

Elsewhere, the **2024-2030 Disability Plan** underscores Redeia's workplace and social inclusion efforts for persons with disabilities. The plan outlines actions, such as hiring people through Special Employment

Centres (with a target of increasing this volume by 20% to 2025) and creating an intern programme to provide on-the-job training opportunities to university and vocational training students with disabilities.

Redeia goes beyond legal compliance regarding disability, striving for real and effective workplace integration. In 2024, it surpassed the targeted 20% increase in hiring through Special Employment Centres, with a 32% increase. The Company also runs internal awareness campaigns and takes part in external initiatives to foster the workplace inclusion of persons with disabilities. Key actions in 2025 included partnerships with foundations and universities (Adecco, Once Inserta, Prodis) to hire persons with disabilities, the Family Plan to assist family members with disabilities, Plan Aflora to support and assist employees in securing a disability certificate, an inclusive recruitment process, and an accessible website that upholds international standards.

Training

Noteworthy training initiatives carried out in 2025 include:

- Training and awareness on OHS hazards through a range of targeted actions involving both employees and suppliers. These included skilling sessions, awareness sessions on at-risk jobs, and specific communications; e.g., videos, news on ergonomics, and informational campaigns on risks such as forest fires.
- Training and awareness on equality, with initiatives such as the 7th Women's Week, specific career development programmes for female employees, like the CEOE's *Promociona*, *Proactiva* and *Progresa*, and mentoring programmes with external businesses for employees showing strong potential to accelerate their professional development.
- Communication initiatives, including the 2nd EnRedes Programme, to expand Redeia's image on social media via digital ambassadors, with active participation by senior management: the Internal Communication Plan for the AI Literacy Plan aimed at ensuring that literacy in AI is viewed as an opportunity and to overcome resistance to change: a range of engagement actions to instil a sense of belonging among employees; and the integration of a new Wellness platform into the internal channel ecosystem. Another highlight for the year was the annual *Somos Diversidad* campaign and the annual Occupational Health and Safety campaign.
- Climate change training and communication, focusing on SF_6 gas reduction as part of the Climate Change Action Plan. Redeia provides topic-specific training on control and management of gas and gas leaks, having imparted courses to 566 people since 2013, with 444 having been certified. It also holds technical sessions on GIS technology to enhance maintenance.

Assessing and tracking actions

Redeia employs a range of monitoring and evaluation tools to measure the effectiveness of its actions, including the talent differentiation and OHS dashboards. These enable the Company to analyse employee performance and trends in key security indicators, including accident rates, inspection frequency rates, inspection anomaly rates, risk control rates, and the Bird's triangle, which provides a graphical representation depicting the seriousness of incidents.

When results do not meet expectations, the Company analyses the root causes, designs corrective measures and draws up an improvement plan with involvement of the areas affected and the required resources. A six-person team was tasked with handling the most relevant impacts in 2025.

11.3.1.3 Metrics and targets. **S1-5 and MDR-T**

Redeia sets both absolute and relative targets, using appropriate units of measure according to the type of target. Each target has a baseline value and a base year to ensure precise monitoring. The methodologies used are aligned with national, EU and international policies and consider the wider context of sustainable development. Scientific tests are not mandatory, but justification of any changes in targets, metrics or methodology and their impact must be documented.

Impacts, risks and opportunities	Target	Progress in 2025
Working conditions	To achieve an annual voluntary turnover rate equal to or below 2%	100% achieved Explanation: 1.1% (excluding Hispasat), 1.9% (including Hispasat)
	To create a knowledge map covering 100% of the positions within the organisation categorised by professions, roles, and job positions, and identifying the Company's critical positions	100% achieved
Equal opportunities and equal treatment	To reduce the adjusted pay gap of 0.08% considering Redeia's corporate structure at year-end 2023 (Base 2023: 5.10%)	100% achieved Explanation: Figure at year-end 2025: 1.64 excluding Hispasat from the scope of consolidation as agreed in the modification of the Board in 2024. It starts with the value at the beginning of 2022 (excluding Hispasat) of 3.46, so the final result is a 1.82 reduction, well ahead of the target value.
	To have women occupy 38% of officer positions by 2025	100% achieved Explanation: 39.5% (excluding Hispasat), 37.6% (including Hispasat)
	To have women account for 31% of the workforce by 2025	Below the expected level of achievement. Explanation: 28.0% (excluding Hispasat), 29.2% (including Hispasat)
	To deliver at least 40% of the legal requirement (2%) for the direct hire of people with disabilities	100% achieved
Labour rights	To have no more than 8% of employees without collective bargaining coverage (applicable to each company with its own collective bargaining agreement)	100% achieved
Occupational health and safety	70% of staff consider their wellbeing as good or very good	100% achieved
	To reduce the Group's accident severity rate by 0.10 points compared to the 2018-2022 period (Base 2023: 0.64)	Below the expected level of achievement. Explanation: Value at the end of the period: 0.57 (0.07 point reduction)

Note: The performance in the financial year with respect to stated targets is described in section 11.3.1.4 *Metrics related to own workforce.*

These targets were defined within the framework of the 2023–2025 Human Capital Operating Plan and the preparation of the 2023–2025 Sustainability Plan, as described in Appendix 1.

After preparation of the people section in the initial draft of the Sustainability Plan, the validation phase kicked off, involving all departments under the Corporate People and Culture Department. After validation, the targets were then approved by the People Officer and integrated into Redeia's 2021-2025 Sustainability Plan, which was then approved by the Board Sustainability Committee.

Targets and actions are monitored on a quarterly basis, with each person in charge asked to provide progress updates and disclose potential impacts as a means of anticipating risks that can undermine achievement. As for gender equality, the Company's equity plans were negotiated with workers' legal representatives in accordance with applicable legislation. Specific corrective action was established to ensure equal treatment and opportunities.

The rest of the targets were set bearing in mind the concerns voiced by staff, although neither employees nor their legal representatives or any other stakeholders were directly involved. All the actions are detailed in the plan and documented in a monitoring file accessible to the relevant managers, with annual reporting to evaluate progress and identify areas of improvement.

11.3.1.4 Metrics related to own workforce

For the purposes of this Sustainability Statement, Hispasat was part of its scope until 30 December 2025. Therefore, it no longer falls within the scope of the indicators measured at 31 December 2025. Indicators that include Hispasat make express mention of this. Reported figures for 2024 include Hispasat.

i. Characteristics of employees. S1-6 and MDR-M

The persons affected by the impacts, risks and opportunities described above are those indicated in section b. *Material impacts, risks and opportunities related to own workforce. ESRS 2 / SBM-3* of this chapter.

Breakdown of headcount

	2025	2024 excluding Hispasat	2024
Total headcount (no.) (1)	2,099	1,948	2,489
Permanent employees (%)	98.3%	99.1%	99.3%
Average length of service (years)	14.9	15.8	13.9

(1) At 31 December 2025, Redeia had a total workforce of 2,099 people (see note 24, section D in the Group's consolidated financial statements). Hispasat's deconsolidation led to the departure of 551 people.

External turnover

	2025	2024
Overall external turnover rate (%) (1)	4.8%	6.7%

(1) The calculation of the overall external turnover includes Hispasat in both 2024 and 2025. Average number of employees was used in the denominator in 2025 and active staff in 2024.

Headcount by gender (no.)

	2025	2024
Women	588	721
Men	1,511	1,768
Other	0	0
Not disclosed	0	0
Total	2,099	2,489

Headcount by country (no.)

	2025	2024
Spain	1,978	2,042
Brazil	4	60
Colombia	0	139
Peru	81	135
Germany	0	31
Chile	35	40
Argentina	0	2
Ecuador	0	4
Mexico	0	29
United States	0	2
Greece	0	1
United Kingdom	0	4
Luxembourg	1	1
Total	2,099	2,490

Headcount by company (%)

	2025	2024
Red Eléctrica	66.6%	51.6%
Hispasat	N/A	21.7%
Redeia Corporación	22.3%	17.4%
Redinter	5.7%	4.6%
Reintel	3.6%	3.1%
Other companies	0.9%	0.8%
Elewit	0.9%	0.7%

N/A. Not applicable

Headcount at year-end by contract type and gender (no)

	2025					2024				
	Women	Men	Other	Not disclosed	Total	Women	Men	Other	Not disclosed	Total
Employees	588	1,511	0	0	2,099	721	1,768	0	0	2,489
Permanent employees	571	1,492	0	0	2,063	715	1,756	0	0	2,471
Temporary employees	17	19	0	0	36	6	12	0	0	18
Non-guaranteed hours employees	0	0	0	0	0	0	0	0	0	0
Full-time employees	561	1,496	0	0	2,057	682	1,749	0	0	2,431
Part-time employees	27	15	0	0	42	39	19	0	0	58

Employee departures (no.) and turnover rate

	2025				2024			
	Total number of		Turnover rate (%)		Total number of		Turnover rate (%)	
	Women	Men	Women	Men	Women	Men	Women	Men
Under 30	5	22	7.0%	16.6%	15	14	23.4%	13.0%
30 to 50	16	29	3.6%	2.7%	20	49	4.3%	4.3%
Over 50	12	39	5.1%	6.5%	18	50	9.3%	9.5%
Total [(1)]	**33**	**90**	**4.4%**	**4.9%**	**53**	**113**	**7.4%**	**6.4%**

Note: includes data for Hispasat S.A. as it was consolidated by Redeia until 30 December 2025

ii. Collective bargaining coverage and social dialogue. S1-8 and MDR-M

Employees covered by collective bargaining agreements (%)

	2025	2024
Spain	85.2%	84.4%
Brazil	N/A	91.7%
Total	**85.2%**	**82.6%**

N/A. Not applicable

Note 1. Most of Redeia's workforce in Spain is covered by a collective bargaining agreement. The only exceptions are officers and employees who, voluntarily and irrevocably, accept the Company's proposal for exclusion, within the limits set by each company's collective bargaining agreements. Internationally, collective bargaining coverage is lower due to country-specific legislation, practices and customs. A case in point is Brazil, where employees can voluntarily decide whether or not to be covered by the applicable collective bargaining agreement.

Note 2. Redeia has its own collective bargaining agreements at three of its companies, Red Eléctrica de España, S.A.U., Redeia Corporación, S.A. and Redeia Infraestructuras de Telecomunicación S.A. and none in the rest of the countries in the European Economic Area (EEA) where the Company operates.

Collective bargaining coverage and social dialogue

	2025			2024		
	Employees – EEA	Employees – Non-EEA	Workplace representation (EEA only)	Employees – EEA	Employees – Non-EEA	Workplace representation (EEA only)
0-19%	—	—	—	—	—	—
20-39%	—	—	—	—	—	—
40-59%	—	—	—	—	Peru	—
60-79%	—	—	—	—	—	—
80-100%	Spain	—	Spain	Spain	Brazil Colombia	Spain

EEA. Countries in the European Economic Area.

Note: Information reported for countries with >50 empl. representing >10% total empl.)

Employees represented by workers' representatives (%)

	2025	2024
Total	99.1%	99.0%
Spain	99.1%	99.0%

Note: Redeia does not meet the requirements to set up a Societas Europaea (SE) Works Council or a Societas Cooperativa Europaea (SCE) Works Council.

iii. Diversity. S1-9 and MDR-M

Top management by gender

	2025		2024	
	No.	%	No.	%
Women	6	42.9%	6	42.9%
Men	8	57.1%	8	57.1%
Total	**14**	**100%**	**14**	**100%**

Note: (*) Top management, in accordance with article 4 of the Regulations of the Board of Directors, is: "for the purposes of these Regulations, the executives reporting directly to the Board, the chair or the CEO and, in any case, the internal auditor".

Headcount by age and gender

	2025			2024		
	Women	Men	Total	Women	Men	Total
Under 30	64	118	182	64	108	172
30 to 50	338	889	1,227	464	1,131	1,595
Over 50	186	504	690	193	529	722
Total	**588**	**1,511**	**2,099**	**721**	**1,768**	**2,489**

iv. Adequate wages. S1-10

Redeia is committed to guaranteeing decent pay for all employees and remuneration that in any case exceeds guaranteed basic income.

Therefore, all employees in every country where the Company operates are paid adequate wages, above the established minimum wage in each. This approach not only ensures that basic needs are met but also supports a good quality of life across the countries in which the Group operates.

v. Social protection. S1-11

All employees are covered by social protection against loss of income due to major life events, such as sickness, unemployment, employment injury and acquired disability, parental leave and retirement.

vi. Persons with disabilities. S1-12 and MDR-M

The Comprehensive Diversity Plan, mentioned throughout this chapter, is one of the most important strategies for cultivating a culture based on equality, sustainability, adaptation to change, innovation and talent management, with global reach, covering all business activities and geographical areas in which Redeia operates. All actions carried out and completed are presented in section d. *Actions on own workforce S1-4 and MDR-A* of this chapter.

Lastly, the Company currently has 24 employees (2024: 27) with a disability of a severity equal to or greater than 33% (1.1% of total headcount), and at four companies the General Law on the Rights of Persons with Disabilities is applicable, with all of them remaining fully compliant. In addition, there are no employees with a disability subject to legal restrictions on the collection of data in this regard.

vii. Health and safety. S1-14 and MDR-M

	2025			2024		
	Women	Men	Total	Women	Men	Total
Average number of employees	749	1,822	2,572	720	1,751	2,471
Hours worked ('000)	1,349	3,239	4,588	1,289	3,134	4,423
Number of accidents recorded	1	12	13	1	16	17
Employees	1	12	13	1	16	17
Non-employees	0	0	0	0	0	0
Rate of recorded accidents	100%	100%	100%	100%	100%	100%
Employees	100%	100%	100%	100%	100%	100%
Non-employees	0	0	0	0	0	0
Number of fatalities as a result of work-related injuries/work-related ill health	0	0	0	0	0	0
Employees	0	0	0	0	0	0
Non-employees	0	0	0	0	0	0
Other workers at Redeia's sites (e.g., value chain)	0	0	0	0	0	0
Number of accidents	0	5	5	1	10	11
Fatal accidents	0	0	0	0	0	0
Days lost to accidents (1)	0	321	321	22	532	554
Injury frequency rate	0.00	1.09	1.09	0.78	3.19	2.49
Accident severity rate	0.00	0.07	0.07	0.02	0.17	0.13
Number of cases of work-related ill health	0	0	0	0	0	0
Days lost to non-work-related ill health (a)	3.02%	1.88%	2.21%	1.88%	1.69%	1.75%
Days lost to health and safety (b)	3.05%	1.94%	2.27%	1.93%	1.78%	1.82%
Own workforce (employees and non-employees) covered by the health and safety management system (%)	100%	100%	100%	100%	100%	100%

Note: includes data for Hispasat S.A. as it was consolidated by Redeia until 30 December 2025

(1) The calculation is based on 6,000 working days for a fatal accident and 4,500 days for total permanent disability.

Frequency rate: number of work-related accidents resulting in lost time per million hours worked.

Severity rate: number of working days lost to work-related injuries + incapacity scale, per thousand hours worked.

(a) Days lost to non-work-related temporary disability > 3 days + Days lost to temporary disability < 3 days/average number of employees x 365 x 100.

(b) Days lost to non-work-related temporary disability > 3 days + Days lost to temporary disability > 3 days + days lost to work-related accidents and ill health/average number of employees x 365 x 100.

viii. Remuneration. S1-16 and MDR-M

Redeia applies a remuneration model based on internal equity, external competitiveness, and equal opportunities, tailored to country-specific legislation. The amount of remuneration is commensurate with the

level of responsibility and experience. Annual salary reviews are based on performance and merits, with no discrimination on the basis of gender, age, origin, sexual orientation, religion or race. The pay gap is described in more detail in section d. *Actions on own workforce S1-4 and MDR-A* of this chapter.

	2025	2024 excluding Hispasat	2024	2023
Gross pay gap (%)[1]	2.09%	2.47%	5.51%	9.33%
Adjusted pay gap (%)[2]	1.64%	2.13%	2.75%	5.00%
Difference of average pay levels between men and women (%) [3]	97.91%	97.53%	94.49%	90.67%
Ratio of total remuneration to the highest paid individual	5.42	5.62	6.04	5.53

Note: data calculated with year-end headcount. Therefore, information of Hispasat is not included in 2025.

(1) Gross gap pay calculated for 2025 and 2024 and recalculated for previous years in accordance with the requirements of the new regulation on the calculation methodology of ESRS. The key difference between the new and previous calculation methodology is the use of the median. It also excludes non-salary items.

(2) As of 2024, the adjusted pay gap is calculated starting with gross annual remuneration and stripping out the impact of major variables, e.g., country, level of responsibility and/or function in the different positions, length of service, etc.

(3) Considering the changes introduced by the new standards on the calculation methodology and that Redeia already reported this indicator, the figures were recalculated in accordance with the standards applicable for 2023 and 2022, respectively. The key difference between the new and previous calculation methodology is the use of the median. It also excludes non-salary items.

Gross pay gap

Redeia calculated the gross pay gap using the metrics stipulated in prevailing the standards, applying the following approach:

The calculation includes gross annual remuneration, comprising the base salary and any other remuneration, whether in cash or in kind which workers receive directly or indirectly from the organisation as a result of their employment relationship.

Gross pay gap is calculated by dividing average gross pay of men minus the average gross pay of women by the average gross pay of men. The result is expressed as a percentage and represents how much less the average pay of women is relative to men.

Pay level refers to the median remuneration of employees. In other words, the wage at the midpoint between two equal groups of employees, i.e., that divides all employees into two equal groups: the half that earns more than this amount and the half that earns less. Therefore, the pay gap is defined as the difference between the median pay of women and men divided by the median pay of men.

Lastly, Redeia standardises salaries based on annual working hours so that they are statistically comparable.

Adjusted pay gap

In addition to the gross pay gap, to increase wage transparency and gain greater insight into differences in pay between men and women, calculation of the adjusted pay gap was introduced in 2023. With this approach, the Company can identify the underlying causes for these differences more precisely through more comprehensive analysis.

Notably, the adjusted pay gap methodology delves deeper into the reasons for the gender pay gap, thus allowing the organisation to detect any adjustments that may be needed in order to monitor the situation and narrow the gap. To achieve this, a mathematical correlation analysis is used, in which the internal variables that have the greatest impact on pay are identified, and the gap is then recalculated by eliminating the effect of significant variables, e.g., country, level of responsibility and/or role across the various positions, tenure.

The adjusted pay gap starts from the same wage items as for the gross pay gap, i.e., the correlation model is applied to gross annual remuneration.

Difference of average pay levels between men and women

Calculation of this indicator starts from the same wage items as for the gross pay gap, i.e., gross annual remuneration. It also uses pay level as defined for the gross pay gap. The formula used is as follows: gross pay gap is calculated by dividing the difference between the average gross pay of men and the average gross pay of women by the average gross pay of men.

Ratio of total remuneration to the highest paid individual

Calculation of this indicator starts from the same wage items as for the gross pay gap, i.e., gross annual remuneration. The formula used is: the ratio of annual gross remuneration of the highest paid individual (excluding the Chief Executive Officer) to the median annual gross remuneration for all employees, excluding the highest-paid individual.

ix. Human rights grievances. S1-17 and MDR-M

The human rights due diligence processes performed in both 2025 and 2024 indicated that there were no human rights violations. They also did not detect any breaches of the UN Guiding Principles, the ILO Declaration or the OECD Guidelines in either the Company's own operations or its relationships with third parties.

More information on reported breaches related to human rights is provided in the section *Corporate ethics and compliance culture. G1-1, G1-3*.

11.3.2 ESRS S2 – Workers in the value chain

11.3.2.1 Strategy

a. Interests and views of stakeholders SBM-2

Workers in the value chain are a key group of stakeholders affected by Redeia's activities, as described in section 11.1.4.1 *Strategy, business model and valuation chain SBM-1; c) Interests and views of stakeholders SBM-2* of this report, taking account of their interests, opinions and rights based on Redeia's strategy and business model.

In addition, in its 2030 Sustainability Commitment, the Company intends to continue extending responsibility to all the links in the value chain, from employees to suppliers and customers, by forging alliances, all underpinned by its model of good governance and integrity.

Redeia considers **value chain workers** employees of suppliers, subcontractors, and other business partners that take part in its activities and are no part of its staff.

b. Material impacts, risks and opportunities related to workers in the value chain. ESRS 2 / SBM-3

Redeia's considers value chain workers a key stakeholder group since they could be materially affected by its activities and because their interests, opinions and rights have a significant impact on the Company.

The description of the processes to identify and assess material impacts, risks and opportunities related to workers in the value chain are described in chapter 11.1.5 *Materiality assessment* and *11.1.5.4 Material impacts, risks and opportunities SBM-3*.

Material impacts, risks and opportunities

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Working conditions	Guaranteeing labours standards are upheld in hiring Redeia's supply chain employees	Short-term | current | positive impact	By accepting the Code of Conduct for Suppliers as part of the contractual documentation, suppliers are obliged to promote and respect principles guaranteeing workers' rights. Their acceptance implies a commitment to extend this to their own value chain. Redeia provides its value chain workers with channels to report breaches and enforces application of these principles, requiring audits where it deems appropriate to verify the level of compliance.	Business: Red Eléctrica, Redinter and Reintel Activity: Direct and indirect suppliers

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Working conditions	Improving the lives and financial situation of employees throughout the value chain, promoting high quality employment with fair and competitive employment conditions	Short-term | current | positive impact	By accepting the Code of Conduct for Suppliers as part of the contractual documentation, suppliers are obliged to promote and respect principles guaranteeing fair and competitive employment conditions, with access to training and promotion. Their acceptance implies a commitment to extend this to their own value chain. Redeia helps pinpoint areas of improvement and set up development programmes, and enforces application of these principles, requiring audits where it deems appropriate to verify the level of compliance.	Business: Red Eléctrica, Redinter and Reintel Activity: Direct and indirect suppliers
Working conditions	Injuries or unhealthy working conditions for workers at Redeia suppliers	Medium-term | current | negative impact	Activities outsourced to third parties by Redeia can pose a risk of assuming, jointly or severally, accountability for breaches by third parties of obligations to employees.	Business: Red Eléctrica, Redinter and Reintel Activity: Direct and indirect suppliers
Other work-related rights	Zero tolerance for forced labour in Redeia's supply chain	Short-term | current | positive impact	By accepting the Code of Conduct for Suppliers as part of the contractual documentation, suppliers are obligated to promote and respect principles guaranteeing that there is no child, forced or compulsory labour of any kind. Their acceptance implies a commitment to extend this to their own value chain. Redeia provides its value chain workers with channels to report breaches and enforces application of these principles, requiring audits where it deems appropriate to verify the level of compliance.	Business: Red Eléctrica, Redinter and Reintel Activity: Direct and indirect suppliers
Other work-related rights	Zero tolerance of child labour in Redeia's supply chain	Short-term | current | positive impact	By accepting the Code of Conduct for Suppliers as part of the contractual documentation, suppliers are obligated to promote and respect principles guaranteeing that there is no child, forced or compulsory labour of any kind. Their acceptance implies a commitment to extend this to their own value chain. Redeia provides its value chain workers with channels to report breaches and enforces application of these principles, requiring audits where it deems appropriate to verify the level of compliance.	Business: Red Eléctrica, Redinter and Reintel Activity: Direct and indirect suppliers
Working conditions	Strengthening protection of the health and safety of all supply chain workers	Short-term opportunity	Redeia promotes best OHS practices, holding awareness actions for suppliers in the supply chain to encourage greater compliance with the obligations and responsibilities in their area. Positive impact on cash flows.	Business: Red Eléctrica, Redinter and Reintel Activity: Direct and indirect suppliers

Redeia also guarantees that negative impacts are treated as isolated cases because of their low frequency, immediately taking corrective action to mitigate them when they are identified.

Suppliers

Redeia divides procurement into two categories:

- **Service providers**. Service providers are workers of suppliers who do their jobs at Redeia's own facilities, offices or sites, or at the supplier's facilities. This category includes subcontractors, whose relationship with the Company is governed through a subcontracting management system subject to approval and oversight.
- **Suppliers of goods**. These are suppliers of equipment and materials who operate primarily at their own facilities, although occasionally they may do installations and provide technical assistance at Redeia's sites. Employees in the equipment and materials value chain take part in producing goods and manufacturing different parts. This requires the extraction and processing of raw materials, mostly metals.

Redeia guarantees that none of its suppliers uses conflict minerals (tungsten, tantalum, gold) and has not any value chain workers with particular characteristics at greater risk of harm.

In fact, Redeia's Sustainable Supply Chain Policy has a positive impact on the local environment. Roughly 61% of the Company's supplier portfolio (excluding Inelfe and Redinter) is made up small and medium-sized enterprises (SMEs). This contributes significantly to the economic and social development of the communities in which it operates and highlights Redeia's firm commitment to the local business landscape and sustainable value creation.

Services managed by qualified suppliers that meet Redeia's required standards include the supplier care and support service (ASA). The ASA providing specialist support and direct service, making it a key point for guaranteeing efficiency and quality in procurement processes. The scale and operation are described in section c. *Processes to remediate negative impacts and channels to raise concerns. S2-3*.

Redeia also has **logistics services** managed by a qualified supplier. The logistics operator oversees key functions, such as storage, transport, and distribution of specific equipment and materials that are not delivered directly to the transmission grid sites by the original supplier. This service is delivered in accordance with strict processes, procedures, and construction documentation, ensuring traceability, efficiency and regulatory compliance.

Notably, none of Redeia's qualified suppliers or their plants are located in conflict-affected countries and none of Redeia's supplies are linked to the arms trade or other military-related activities, as the Group only does business with companies that have passed the qualification process.

Subcontracting is subject to an approval and monitoring process. Where risks related to suppliers' workers are identified, Redeia may perform targeted social audits, in addition to the sample audits conducted annually, as a risk mitigation mechanism.

11.3.2.2 Impact, risk and opportunity management

a. Policies related to value chain workers S2-1

Redeia has a robust regulatory framework that articulates is commitment to human rights and sustainability across the entire value chain. The key documents and policies underpinning this commitment are:

- Sustainability Policy
- Code of Conduct for Suppliers
- Compliance Policy
- Sustainable Supply Chain Policy
- Third-Party Integrity and Human Rights Due Diligence Guidelines
- Commitment to the Promotion and Respect of Human Rights

These policies are described in greater detail in Appendix 1, in line with the requirements of ESRS 2 MDR-P.

The Company has a public commitment to human rights aligned with the Ten Principles of the Global Compact, as described in greater detail in section 11.3.3.2 *Impact, risk and opportunity management. a. Policies related to landowners S3-1, MDR-P*.

The **Code of Conduct for Suppliers** introduces the principles necessary to guarantee that there are no forms of child labour, forced or compulsory labour, as well as to respect maximum working hours and minimum wages, in alignment with international labour standards. It considers the Sustainable Development Goals (SDGs), to which the Company is committed, so that priorities and actions, both internal and with third parties, contribute significantly to their achievement.

The **Compliance Policy** sets out Redeia's express commitment to comply with the criminal and anti-bribery legislation applicable to the organisation and its rejection of any form of criminal conduct, in keeping with the values, principles and conducts enshrined in Redeia's Code of Conduct and Ethics.

It also promotes the integration of sustainability criteria into its relationships with stakeholders, especially in its supply chain. These principles are adhered to from first contact with suppliers and throughout the risk monitoring and management process, requiring active involvement of both suppliers and value chain workers.

The aim of the **Third-Party Due Diligence and Human Rights Guidelines** is to mitigate the risk of association with third parties who engage in conduct contrary to our ethical values regarding corruption and bribery. The human rights section of the guidelines addresses risks such as forced labour, human trafficking, child labour, restrictions on the right to freedom of association and collective bargaining, the right to decent work, non-compliance with the principles of equality and non-discrimination.

The **General Conditions of Contract**, which any supplier wishing to be included in the Company's value chain must accept, ensures the value chain is aligned with the values, principles and conduct related to human rights outlined in the Sustainable Supply Chain Policy. These conditions of contract are published on the corporate website and updated appropriately.

In 2025, no cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises that involve value chain workers were identified.

Redeia ensures enforcement of and compliance with its policies at the organisation's highest levels, as established in section 11.1.5.3 *Policies* in chapter 11.1.5 *Double materiality assessment.*

After they are qualified, suppliers are monitored continuously so as to glean a comprehensive assessment of sustainability risks. There are also two risk management, control and mitigation mechanisms that may entail a change in supplier status:

- **Incident management.** Incidents are opened due to continuous monitoring or upon request by the risk management units. When required, suppliers are asked to provide an action plan, which Redeia then validates. Once the actions to resolve the incident are completed, the incident is closed. If not, the status of the supplier's qualification may change, resulting in financial penalties or early termination of the contract.
- **Social audits.** Redeia regularly draws up audit plans for higher-risk suppliers, performing on-site audits in accordance SA8000 standards or the REPRO protocol to verify compliance with the Code of Conduct. Refusal by a supplier to be audited can lead to a change in the qualification status until it accepts. If an audit outcome identifies a major non-conformance, the supplier must define and execute a related corrective action plan. Failure to execute the plan can result in a change in supplier qualification status. In line with Directive (EU) 2024/1760, the Company has been reinforcing this process since 2024, implementing controls and conducting audits to mitigate risks, including location risk and regulatory non-compliance, with a dynamic audit plan, which is updated as risks emerge.

b. Processes for engaging with value chain workers about impacts. S2-2

Redeia puts mechanisms in place for engagement and dialogue with value chain workers in order to identify, manage and mitigate the potential impacts that may arise from their operations.

One of the main mechanisms is the **biennial supplier perception study** to gain insights into suppliers' expectations and opinions of Redeia's procurement process. In the latest study, conducted in 2024, a total of 350 suppliers took part, with an overall satisfaction score of 7.84 out of 10 (with 8 identified as a key strength). This was 5.5% higher than the previous study, with a 5.7 percentage point increase in participation.

Redeia uses the findings of the perception study to draw up specific action plans to address areas suppliers consider have the greatest impact or relevance. These plans are shared with participating suppliers to assess their level of satisfaction with both the reported results and the proposed improvement plan. In 2024, the study achieved a level of satisfaction of 95% and the proposed improvement plan a level of 100%. The action plan defined three areas of action:

- Enhance long-term planning visibility and work scheduling. For better supplier planning and programming, a section was added to Redeia's website displaying the vision of future needs.
- Improve information transparency throughout the tendering process. Automatic communications in the tendering process were analysed. An additional communication with information on the technical score of bids was included for use, at the buyer's discretion.

- Increase usability of platforms. Implementation of a new supplier risk qualification and management platform has begun. Roll-out is scheduled for early 2026.

As part of its management of damage caused by negative impacts, Redeia provides access by suppliers and value chain workers to **training programmes**. Training is free and covers key topics, e.g., risk management, human rights and supply chain safety, thereby contributing to the sustainable development of the procurement ecosystem.

Redeia's Procurement Department establishes a **communication plan** to create dedicated spaces for meetings and dialogue with suppliers to give mutual feedback. The aim is for both parties to improve by sharing a view of both companies and future challenges.

Supplier engagement takes place at different levels based on the matter to be addressed, so the person in charge of ensuring that this cooperation occurs varies in accordance with:

- Institutional level (senior management) to align visions and monitor supplier-customer relationships and opportunities for improvement. This is managed through an annual meeting plan with representatives of key business suppliers.
- Technical level to address a range of topics, covering not only monitor order/contract execution, but also progress, opportunities for improvement or lessons learned (e.g., design, technical developments, sustainability, safety, or sales).
- Supplier monitoring level to have the best and latest information for appropriate risk monitoring, update contractual documentation, supplier qualification requirements, etc. to developments, or track impacts that could result in changes in status of certain suppliers.

Meanwhile, Redeia has open communication channels with value chain workers. The aim is to have meeting points and maintain dialogue for obtaining mutual feedback, identifying opportunities of collaboration and improvement, and sharing their vision of the future, while working to support the development of suppliers in areas with impacts on the value chain. Redeia rounds off this dialogue with a range of specific communication channels enabling it to address concerns raised, manage incidents and promote permanent dialogue with value chain workers.

These mechanisms are described in greater detail in section c. *Processes to remediate negative impacts and channels to raise concerns S2-3* of this chapter.

In all cases, the need for suppliers to cascade these principles and practices to their own supply chain is reinforced, thus ensuring responsible and consistent management across the entire value chain.

c. Processes to remediate negative impacts and channels to raise concerns. S2-3

Redeia has formal and accessible mechanisms in place so its value chain workers can raise concerns, submit complaints or make suggestions, and so it can remediate actual and potential material impacts. Through the corporate OHS application, suppliers can report any incidents and OHS hazards, and suggest improvement related to their activities or report situations of imminent risk. Redeia also has the Positive Safety learning community to instil the preventive culture and lower accident rates for projects with suppliers in the supply chain, allowing suppliers to share their opinions and best practices in specific occupational health, safety and wellbeing-specific topics related to the activities performed for Redeia.

Key initiatives implemented by Redeia as part of its sustainable supply chain management include the identification, monitoring and management of supply chain sustainability risks.

To this end, actions to enhance the risk management process in 2025 included approval of the **Comprehensive Supplier Risk Management Model**. The aim was to establish a structured framework for identifying, assessing, monitoring and controlling Redeia's supplier management risks so the Company can act to mitigate them, providing valuable information for decision-making in supply chain-related processes. These processes cover from the start of the relationship with supplier's qualification to procurement processes (contractual relationship). The entire relationship with the supplier is monitored on an ongoing basis.

Redeia uses comprehensive supply chain risk management systems, entailing incident management and audits. When high impacts are detected, the Company establishes action plans with suppliers, which are monitored closely. Potential consequences range from changes in a supplier's qualification to its removal.

This applies to all suppliers, including SMEs. In high-risk countries for human rights, suppliers are subject to continuous monitoring and social audits, applying mitigation measures were necessary.

The Company maintains open communication with suppliers through a range of channels, such as the ASA, which address concerns, doubts, grievances, and provides clarification regarding the Code of Conduct for Suppliers. This service is available on the corporate website.

There is also the Ethics and Compliance Channel, a formal mechanism established by Redeia for raising concerns and reporting breaches with the objective of cultivating a culture of communication as a core element of Redeia's integrity model. This channel guarantees the required confidentiality, with processing through the Ethics Manager.

Redeia offers several channels for communication with suppliers: the DÍGAME Attention Centre, for direct messages, and specific section on the corporate website with regulations, processes, training programmes, perception studies and guides for suppler registration. Also on the website is information on the Company's strategy and business model. To strengthen engagement, Redeia organises topic-specific forums and holds meetings with critical suppliers, identifying collaborative short- and medium-term actions.

More information on reported breaches related to human rights is provided in the section *Corporate ethics and compliance culture. G1-1, G1-3*. Notably, no supplier's status was changed after their case was studied.

Through the procurement platform, Redeia facilitates traceable and secure touchpoints with suppliers, enabling it to consult its suppliers, enhance processes, and obtain relevant information for planning and the portfolio.

The biennial perception study includes specific questions related to communication, providing feedback on use of the channels discussed and insights into their needs regarding the channels. This feedback is used to identify improvement actions.

The input is integrated into the Strategic Plan in the form of milestones and commitments. Together with the view of the supplier portfolio, these help shape the Procurement Operational Plan, which specifies concrete actions in this area.

d. Actions around workers in the value chain. S2-4, MDR-A

Redeia has a defined supplier process for managing actual and potential impacts. The objective of this process is to restore any identified situation to its ideal state. An action plan is drawn up outlining the actions to achieve this. Both the situation and actions are monitored over a specific period. If the situation persists after that, depending on the severity the procedure specifies the situations in which a supplier qualification status can change, or a supplier can even be removed from the classification system.

All impacts associated with supplier activity and contracts include sustainability-related impacts and effects (e.g., ethics, occupational health and safety, and environmental).

Faced with actual or potential impact arising from external partners or the Company's own operations, there is ongoing and direct communication with the supplier, which entails:

- Notifying that an incident has been opened.
- Holding meetings between Redeia and its workers and workers' representatives to restore the situation.
- Jointly developing an action plan, where appropriate, outlining the corrective measures to be implemented by both the supplier and Redeia, as appropriate.
- Formally communicating changes in qualification status.
- Modifying supporting documentation if during the process improvement actions to be considered in the future are identified that are applicable in general to all suppliers.

This entire process is tracked and documented in the supplier qualification and monitoring tool. The designated impact management team facilitates communication with suppliers and the relevant Redeia departments that may be affected or are involved. This provides a holistic view of the situation, allowing for an effective action plan to be drawn up.

For positive impacts, by accepting the Code of Conduct for Suppliers as part of the contractual documentation, suppliers are obligated to promote and respect principles guaranteeing that there is no child, forced or compulsory labour of any kind. Their acceptance implies a commitment to extend this to their own value chain. Redeia provides its value chain workers with channels to report breaches and enforces application of these principles, requiring audits where it deems appropriate to verify the level of compliance. The code also guarantees fair and competitive working conditions, with access to training and promotion.

For the negative impact identified, Redeia is holding awareness actions for suppliers in the supply chain to encourage greater compliance with the obligations and responsibilities in their area.

Redeia also has formal and accessible mechanisms in place so its value chain workers can raise concerns, submit complaints or make suggestions, and so it can remediate actual and potential material impacts, managing risk from the time it is first identified. These mechanisms include the Corporate OHS application and the Positive Safety learning community, both of which were discussed in the previous chapter.

Moreover, as noted in the previous section, the Company has not disclosed any severe human rights issues and incidents.

Lastly, among opportunities identified, the actions implemented are geared towards promoting best OHS practices, holding awareness actions for suppliers in the supply chain to encourage greater compliance with the obligations and responsibilities in their area.

11.3.2.3 Metrics and targets

a. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. S2-5 / MDR-T

Targets designed to mitigate negative impacts and advance positive impacts on the supply chain:

- Negative impact associated with injuries or unhealthy working conditions:
  - To reduce the Group's accident severity rate by 0.10 points compared to the 2018-2022 period (0.57).
  - Provide further training on areas of health and safety with our supplier portfolio.
  - Continue with reviews of contracting conditions, adapting material aspects to working conditions. Enhance risk monitoring.
- Positive impact associated with forced labour and child labour: reinforce adherence to the UN Global Compact or similar in the supplier portfolio. Continue performing audits to halt non-compliances and implement corrective action plans where appropriate. Enhance risk monitoring.
- Positive impact associated with secure employment: continue with reviews of terms of employment, ensuring appropriate compliance with labour standards. Maintain active and operational communication and whistleblowing channels with the supplier portfolio. Enhance risk monitoring.

As noted in section 11.1.4 *Strategy*, Redeia's Board of Directors approved 11 sustainability objectives in 2019, which were validated by the Sustainability Steering Committee, the Executive Committee and the Board Sustainability Committee. These objectives received final approval by the Board of Directors.

The Board Sustainability Committee oversees the level of achievement of the sustainability objectives on a half-yearly basis.

The lessons learned throughout this process are integrated into the development of new targets and action plans, ensuring that they lead to meaningful adjustments to internal processes and contractual documents and align the Company's operations with the expectations of suppliers and other stakeholders.

11.3.3 ESRS S3 – Affected communities

11.3.3.1 Strategy

a. Interests and views of stakeholders. SBM-2

Redeia constantly strives to ensure public engagement processes and to strengthen its relationship with stakeholders, especially with its affected communities. As descried in section 11.1.4 *Strategy; c) Interests and views of stakeholders. SBM-2* of this report, the opinions, interests and rights of these communities form a fundamental basis for the definition and development of the Company's business strategy and its business model. The approach includes respecting the human rights of affected communities, in line with the Guiding Principles on Business and Human Rights of the United Nations, and extends to all territories where Redeia operates.

As part of this effort, Redeia carries out period **perception studies** among land and property owners to gauge levels of perception regarding the various attributes that impact relationships with these stakeholders, comparing trends relative to previous studies, and identifying requirements, expectations and opportunities for improvement.

The findings of these studies are used as inputs in strategic decision-making processes, contribution to continuous improvement in impact management and to the adaptation of the business model. In the latest study, conducted in 2023, all blocks of questions analysed showed levels above "strong performance" (8 points10).

b. Material impacts, risks and opportunities related with affected communities. ESRS 2 / SBM-3

The description of the processes to identify and assess material impacts, risks and opportunities related to affected communities are described in chapters 11.1.5 *Materiality assessment* and 11.1.5.4 *Material impacts, risks and opportunities. SBM-3*.

Material impacts, risks and opportunities

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Economic, social and cultural rights	Easement or expropriation of land for the location of sites	Short-term | potential | negative impact	There is direct and continuous communication with landowners so that, where technically feasible and without causing negative effects for other plots, the route or location of supports, or of substations within the plot, can be adjusted to minimise impacts.	Business: Red Eléctrica and Redinter. Activity: Own operations

Affected communities; i.e., **owners of land and property** are classified as:

- Landowners. Owners of assets and rights to land (private individuals or companies) that may be affected during facility planning, construction or maintenance phases. The Company must negotiate with these owners at the planning stage to minimise expropriations or compulsory acquisitions and maximise amicable agreements, as well as apply for permits and come up with solutions to reduce the negative impacts during the construction and maintenance phases.
- Property owners. Private individuals or companies with which there is a contractual purchase/lease relationship to acquire all the necessary sites to cover the organisational needs of the Group's various companies.

In both cases, the units involved in the relationship are the Real Estate Management, Permits, Project Management, Construction and Demarcations. The engagement channels are direct personal contact, the DIGAME services, meetings via associations or local government, channels set up by the owners of heritage assets, email and telephone.

11.3.3.2 Impact, risk and opportunity management

a. Policies related to landowners. S3-1, MDR-P

Redeia's policies in stakeholders and human rights are articulated around principles of legality, transparency, engagement and respect for fundamental rights are as follow:

- Sustainability Policy
- Stakeholder Management Model
- Code of Conduct and Ethics
- Commitment to the Promotion and Respect of Human Rights

These policies are described in greater detail in Appendix 1 to this report and are aligned with Redeia's material sub-topics, which are directly linked to the Company's social and human rights efforts.

Commitments to affected communities

Redeia has defined concrete commitments with landowners and property owners:

- Lawfulness and compliance.
- Generation of social, environmental and economic value in the vicinity of Redeia facilities and developments.
- Transparent, clear, opportune, complete, relevant, orderly and simple company information.
- Creation of spaces and channels for open dialogue and prior consultation to foster engagement and deliver immediacy, approachability, active listening and identification and analysis of needs.
- Prevention and mitigation around impacts on works and facilities.
- Rapid response in the event of incidents and emergencies.
- Allocation of the resources needed to honour the commitments assumed.
- Creation of alliances (collaboration agreements) to strengthen ties and add value to the territory.
- Payment of valuable consideration to create rights enabling the Company to occupy the land and/or properties affected.
- Economic compensation for potential damage during the site's construction and operation phases.

Benchmark regulatory and technical framework

Redeia's actions are aligned with prevailing legislation and international standards, including:

- The Spanish Electricity Sector Act (Law 24/2013, of 26 December 2013); Royal Decree 1955/2000, of 1 December 2022, regulating electricity transmission, distribution, marketing and supply, and authorisation of electricity facilities; Law 13/2003, of 23 May 2003, regulating public works concessions; and the Spanish Environmental Assessment Act (Law 21/2013, of 9 December 2013).
- Regional electricity sector laws and technical regulations on high-voltage lines and substations.
- Internal technical instruction governing the management of payments related to land use permits and compensation for damages.
- International legislation on human rights, included the Universal Declaration of Human Rights, and the conventions of the International Labour Organisation (ILO).

Commitment to the respect for human rights

Redeia has public stated its commitment to human rights in all areas in which it carries out activity through an explicit and public commitment, which applies to all territories where it operates, paying special attention to vulnerable groups such as indigenous peoples, women, children, persons with disabilities, ethnic minorities, the LGBTI community and migrant workers. The Company also promotes the extension of this effort to its relationships with third parties.

In 2022, this commitment was reinforced with the formalisation of the Ten principles for respect of human rights included in the **Commitment to the Promotion and Respect of Human Rights,** recognised in national and international laws and benchmark standards**.** These principles are reviewed annually to consider any new rules or standards that may have emerged, expansion by the Company to other sectors or geographies, and reports may have been received through the various grievance mechanisms that Redeia makes available to its stakeholders. With this approach, the Company also drives home the corporate values, principles and rules of conduct set out in Redeia's Code of Conduct and Ethics and Sustainability Policy.

Redeia's 10 principles are recognised in the Universal Declaration of Human Rights and its implementing conventions, the International Covenant on Economic, Social and Cultural Rights and the various conventions and protocols of the International Labour Organization (Convention 29 on forced labour, 138 on minimum age, 87 on freedom of association protection of rights to organise, 98 on right to organise and collective bargaining, 100 on equal remuneration, an 169 on indigenous and tribal peoples). It was also deemed appropriate to incorporate new rights into the commitment. These respond to new human needs that have materialised through so-called emerging human rights (e.g., the right to a healthy environment or the right to decent work).

This commitment is integrated into the **Human Rights Management Model**, approved by the Sustainability Steering Committee in 2022, which structures and systematises the actions that the Company must take to protect and respect human rights and to remediate any risks that may be caused in this area. In keeping with the approach defined in the UN Guiding Principles on Business and Human Rights, this model establishes the need carry out annual due diligence assessments at Group companies (including investees) in order to identify possible risks or human rights violations derived directly or indirectly from its activities. These assessments showed that in 2025 the Company carried a low level of risk and runs suitable controls. This has kept any risks for materialising and, therefore, there have been no human rights abuses of affected communities. As such, no remedial action was necessary. Notably, currently no indigenous settlements or communities have been identified in the direct area of influence of Redinter's operations. Therefore, there is no impact on that population group.

In addition, Redeia has made an **Ethics and Compliance Channel** available to all stakeholders, as a formal mechanism to respond to concerns raised and reports of breaches related to human rights. It also has other communication channels, such as:

- The DÍGAME service, which handles grievances and complaints from external stakeholders regarding systems transmission and operation.
- The DÍGAME Internacional services, focused on business in Latin America.
- The ASA channel, for specific service to suppliers.

Any request received via these channels also serves as input for the Company's human rights risk map.

b. Processes for engaging with landowners. S3-2

Redeia has an **organisational structure distributed across the entire country**, facilitating communication and institutional collaboration with public and private institutions. This work is carried out by regional branches, alongside the Installation Development Support Department and Project Department. These two departments fall under the General Transmission Department.

Interaction with affected communities
1.Projects must be presented to town councils and affected stakeholders before any formal processing. This enables stakeholders to voice doubts or raise concerns, fostering a relationship of trust with Redeia, identifying its representatives, and fostering collaboration agreements with town councils.
2. After this initial contact, the frequency of further interactions with local communities is dictated by the identified needs. Actions may be designed to remediate any potential impacts on the communities.
3. During negotiations with owners, requests for change of route or location of the supports within the property, where they are technically feasible and do not exacerbate impacts on other plots, are accepted.

Redeia promotes **direct and ongoing communication** with landowners affected by its sites. It keeps contact details up to date to ensure that communication with them is as flexible and effective as possible. Redeia also conducts opinion surveys of its groups, as described in the *c) Interests and views of stakeholders* in this chapter.

c. Processes to remediate negative impacts and channels. S3-3

The Company carries out a **negotiation process** with owners of the assets and rights affected by its facilities, endeavouring to reach the highest number of amicable agreements enabling it to occupy land so it can build, preserve and operate its facilities.

Red Eléctrica kicks off negotiations through a direct and personalised approach to each owner affected, with amicable agreements reach in the majority of the cases. The Company talks directly to the owner of the assets and rights affected in most negotiations. However, in some cases this is through business associations or owners' legal representatives. Red Eléctrica generally engages companies to handle these negotiations. In addition to their involvement in the negotiation phase, these companies also reach agreements with the owners affected that lead to the creation of transmission easements, in the case of power lines, and to the purchase and sale of the land or the creation of the rights necessary to guarantee occupancy, in the case of substations.

As far as possible, the negotiations seek to avoid acquiring land and creating easements via expropriation. When no agreement is reached, the forced expropriation process begins until completion of the administrative procedure with the official record of payment of 'just compensation'.

With transmission easements, payment of valuable consideration by the Company is agreed with the owner as compensation for creation of the right. The Company has systematically calculated the amount of consideration by setting thresholds for each specific installations based on a detailed assessment of the type of land affected by the facility, taking into consideration factors such as crop prices in recent rulings from expropriation or compulsory acquisition authorities.

Redeia's Ethics and compliance channel is described in detail in the section *Corporate ethics and compliance culture. G1-1, G1-3*.

d. Measures related to land owners. S3-4, MDR-A

Red Eléctrica works to foster trust and/or smooth relationships with landowners. To achieve this, it engages with affected communities at various phases of its projects, especially start-up, as described in the section *Processes for engaging with landowners* in this chapter.

Measures put forward by Red Eléctrica include joint assessment with the owner of several plots of crop land affected by power lines of situating the supports on mounds inside the plots where no crops are grown, thereby minimising the impact on crops. Another measure regarding plots of land with trees used entailed Redeia negotiating with the landowner to sell the timber directly, while also helping secure the necessary felling permits. This measure is standard in some regions in Spain with dense vegetation, such as Galicia.

Specific progress in the area of human rights is described in the section *Commitment to respect for human rights* in this chapter.

11.3.3.3 Metrics and targets

a. Targets related to landowners. S3-5, MDR-T

Red Eléctrica's objective for managing permits and land purchases is for these tasks to be performed efficiently and transparently to enable and facilitate the implementation, commissioning, conservation and maintenance of transmission network infrastructure within the timeframes specified in the investment plan. It wants to maintain the current high percentage of amicable agreements reached with landowners over the establishment of transmission line easements and land purchases.

Internal targets are set annually for securing amicable agreements over the establishment of transmission easements for certain installations to facilitate construction and commissioning within the established timeframes in accordance with the Company's objectives and investment plan.

The Company also sets targets regarding expropriations or compulsory acquisitions in terms of completing the preliminary and, as appropriate, occupation deeds required for project construction and commissioning within the established timeframes in accordance with the Company's objectives and investment plan. The Company monitors these targets on a quarterly basis.

In departmental meetings, cases posing difficulties in managing the permits are presented and the proposed solutions reviewed for potential application to similar cases involving other installations. A facilitator within the Permits Department promotes the lessons learned model, escalating the biggest cases through the Ágora platform for further evaluation and possible application in other projects.

In 2025, amicable agreements were entered into with landowners affected by investment projects in 70% of the cases (2024: 75%).

11.4 Information on governance

11.4.1 ESRS G1 – Business conduct

11.4.1.1 Governance

a. The role of the administrative, management and supervisory bodies GOV-1

The role and experience of the administrative, management and supervisory bodies in relation to business conduct, including their involvement of the oversight of impacts, risks and opportunities related to sustainability, are described in detail in section 11.1.3.1 *The role of the administrative, management and supervisory bodies* of chapter 11.1 *General information of this report*.

11.4.1.2 Impact, risk and opportunity management

a. Description of the processes to identify and assess material impacts, risks and opportunities. ESRS 2 / IRO-1

The description of the processes to identify and assess material impacts, risks and opportunities related to business conduct are described in chapters 11.1.5 *Materiality assessment* and 11.1.5.4 *Material impacts, risks and opportunities. SBM-3*.

Material impacts, risks and opportunities

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Corruption and bribery	Compliance with ethics standards and prevention of corruption and bribery	Short-term | current | positive impact	Compliance with ethics standards and prevention of corruption and bribery.	Business: Red Eléctrica, Redinter and Reintel. Activity: Suppliers and customers
Corporate culture	Potential breach of the Code of Conduct and Ethics	Short-term | potential | negative impact	Potential breach of the Code of Conduct and Ethics by Redeia employees.	Business: Red Eléctrica, Redinter and Reintel. Activity: Own operations
Corporate culture	Strengthening stakeholder trust in Redeia through increased transparency, and reliable, rigorous and objective communication.	Short-term | current | positive impact	Consolidating solid and sustainable relationships with stakeholders, which can potentially translate into greater support, legitimacy and stability over the long term.	Business: Red Eléctrica, Redinter and Reintel. Activity: Cross-cutting
Protection of whistleblowers	Possible leakage of whistleblowers' personal information	Short-term | potential | negative impact	Violation of whistleblowers' rights to privacy and data protection, potentially causing personal damage, loss of confidence in whistle-blowing mechanisms, and greater reluctance to report breaches.	Business: Red Eléctrica, Redinter and Reintel. Activity: Cross-cutting

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Protection of whistleblowers	Imposition of fines or lawsuits caused by the leakage of whistleblowers' personal information	Short-term risk	Increase in costs due the payment of fines and penalties, as well as erosion of stakeholder confidence and reputational damage (*)	Business: Red Eléctrica, Redinter and Reintel. Activity: Cross-cutting
Management of relationships with suppliers including payment practices	Improved reputation thanks to the development of action plans together with suppliers for the implementation of best practices at Redeia	Short-term opportunity	Improvement in positioning due to increase in trust and partnerships with suppliers. Positive impact on cash flows.	Business: Red Eléctrica, Reintel. Activity: Own operations, direct and indirect suppliers

(*) In 2025, no risks materialised with a financial impact requiring disclosure in the consolidated financial statements.

b. Corporate ethics and compliance culture. G1-1, G1-3

Redeia considers breaching regulations, engaging in bribery or committing other crimes of corruption to be among its most important risks. To mitigate these risks, the Company has a robust framework of policies, procedures and tools designed to foster a corporate culture grounded in ethics, transparency and regulatory compliance.

Criminal and Anti-bribery Compliance System

This system aims to identify the rules, procedures and tools in place within the Company to prevent non-compliances with the criminal legislation applicable to the organisation and its personnel. In this way, proper control by the Company in terms of **criminal risk management and prevention** is embedded and entails specific controls for prevention and mitigation, based on its activity, location, sector and structure. Redeia holds **UNE 19601** and **ISO 37001** certifications for its criminal compliance and anti-bribery management systems, respectively.

The principle mechanisms to prevent illicit activity, money laundering and concealment of assets in place at the Company include:

- Code of Conduct and Ethics
- Compliance Policy
- Ethics and Compliance Channel Management System and Whistleblower Protection Policy
- Ethics and Compliance Channel Management System Guide
- Criminal and Anti-Bribery Compliance System Handbook
- Code of Conduct for Suppliers
- Guide for the Prevention of Corruption and Fraud: Zero Tolerance
- Guide for the Management of Conflicts of Interest

The full list of these policies is provided in Appendix 1 of this report, in line with the requirements of ESRS 2 MDR-P.

Code of Conduct and Ethics

The Code of Conduct and Ethics formalises the Company's commitment to ethics, consolidating a responsible business model that ensures the creation of shared value and aligning the interests of the organisation with those of its stakeholders.

Redeia continuously fosters an ethics and compliance culture as a core part of due diligence in managing compliance risks.

Ethics and Compliance Channel Management System

To help enforce the Code of Conduct and Ethics, Redeia has a management system available to its entire workforce and its stakeholders on the corporate website and the Redeia intranet.

The **Ethics and Compliance Channel** is the formal mechanism established by Redeia for raising concerns and reporting breaches with the objective of cultivating a culture of communication as a core element of Redeia's integrity model. Its constitutes an effective mechanism for detecting and addressing potential cases of corruption, fraud and conflicts of interest.

Redeia's Ethics and Compliance Channel management system is developed through the Ethics and Compliance Channel Management System and Whistleblower Protection Policy designed to establish the principles and safeguards governing that system as a formal means of raising concerns and reporting breaches.

Redeia also has an **Ethics and Compliance Channel Management System Guide**, which governs the management and processing of reports received through this system, guaranteeing confidentiality, whistleblower protection and appropriate handling of cases reported.

This system is aligned with prevailing law and best practices, including Spanish Law 2/2023, of 20 February 2023, and Directive (EU) 2019/1937 of 23 October 2019 on the protection of whistleblowers. In 2024, it was awarded ISO 37002 certification, accrediting that it is aligned with international whistleblowing management and whistleblower protection principles.

To run the system, the Company has formally appointed the **Ethics Manager**, who receives support from Compliance and is allocated the resources necessary to detect and investigated reported impacts.

Whistleblower protection

The Company has a **Retaliation Protection Protocol**, the main objective of which is to protect whistleblowers who submit a report through Redeia's Ethics and Compliance Channel Management System from potential retaliation, including threats of retaliation and attempted retaliation.

The protocol establishes a framework of protection that can effectively address situations of risk and protect persons who use the system in good faith from such retaliation. It is included in the Ethics and Compliance Channel Management System Guide, which is available for the Company's internal and external stakeholders through its intranet and website.

In accordance with applicable regulations and best practices, the Ethics and Compliance Channel Management System allows reports to be submitted anonymously.

Queries and reports handled in 2025

In 2025, seven queries were lodged through the Ethics Channel, with a maximum response time of 10 days in accordance with the Ethics and Compliance Channel Management System's rules. The enquiries received related to the following ethical principles:

- Zero tolerance of corruption and fraud
- Environmental conservation and improvement
- Contribution to the development of communities
- Respect for people and rights in the workplace
- Conflict of interest management

Meanwhile, three reports of breaches of the Code of Conduct and Ethics were received, down from 14 in 2024. The reports received were grouped as follows:

- Four of human rights involved own workforce (2024: 4), of which three related to harassment (2024: 3) and one to discrimination (2024: 1).
- One report of human rights related to the value chain (2024: 0) for conduct between two members of Redeia's suppliers on the same project spearheaded by the Company.
- Zero reports on human rights related to affected communities (2024: 0).

In 2025, there were no reports over breaches linked to the organisation's criminal risks. In addition, no Redeia company was investigated or found guilty of any non-compliance in connection with these risks. As a result, Redeia was not subject to any fines, penalties or compensation in 2025 as a result of the incidents and grievances handled (2024: 0), so there is no need for a reconciliation of the amounts disclosed in the annual financial statements.

More precise information on these reports is available in the 2025 Annual Report on the Ethics and Compliance Channel Management System, published on Redeia's corporate website.

Redeia also actively promotes awareness and dissemination across the entire organisation of the importance and strategic nature of Redeia's Compliance System, as part of the organisation's culture of integrity. The Company regularly carries out surveys among Redeia's workforce to assess perception, knowledge and use of the channel.

Compliance culture training and awareness

In 2025, Redeia developed its **Annual Compliance Training and Awareness Plan**, with the aim of mainstreaming the culture of ethics and integrity throughout the entire organisation. The plan outlines a series of internal and external actions, including microlearning modules. These modules are learning 'pills' for Redeia's workforce that the Company has been developing since 2023 on the following topics: the conflict of interest management model, the Ethics and Compliance Channel, anti-corruption and fraud, the prevention of sexual and gender-based harassment, and the Third-Party Due Diligence and Human Rights Model.

Redeia equips its professionals with the tools they need to identify and manage potential situations of risk in performing their roles and responsibilities. It also provides appropriate channels for reporting any issue related to ethics and compliance. Thanks to this end-to-end approach, the compliance training and awareness programmes cover all Company staff.

Also in 2025, the **Redeia Compliance Forum** continued its activity, bringing together compliance officers from the Company's subsidiaries to strengthen coordination and reporting across the organisation's compliance areas. The Compliance Forum held four sessions during the year.

The Company also carried out continuous internal communication initiatives in 2025, highlighted by the publication of informational pieces and awareness initiatives on the following:

- Advances in Redeia's alignment with the EU Artificial Intelligence Act.
- Review of the internal regulation on hiring data processors.
- Global Ethics Day awareness campaign.
- Celebration of Data Protection Day in Europe and the anniversary of the European General Data Processing Regulation.
- International Whistleblower Day
- Commitments related to accepting gifts during the Christmas season.

These actions reinforce the Compliance System's role as a strategic cornerstone of Redeia's ethics and compliance culture.

c. Management of relationships with suppliers. G1-2 and G1-6

Payments practices

Through continuous supplier monitoring, Redeia maintains oversight of 100% of its supplier portfolio on issues related to insolvency risk or financial distress, as well as irregular payments to third parties. As part of its sustainability effort, Redeia has a commitment to continue working with suppliers encountering financial difficulties, actively managing the associated risk.

Supplier market for security of supply

To mitigate risks associated with rising demand for goods and services to achievement of the energy transition objectives, Redeia was proactive in 2025 in anticipating needs, providing visibility to the market.

So that it could maintain an optimal portfolio for meeting its needs, Redeia reduced the risk linked to major suppliers in 2025 by expanding the supplier portfolio to add new suppliers through scouting. This process was conducted nationally and internationally, prioritising local sourcing wherever possible.

The Company's average supplier payment period and standard payment periods are disclosed on the financial statements. Redeia was not involved in any outstanding legal proceedings for late payments in 2025.

ESG risks

The Company extends principles of sustainability along the supply chain. The Code of Conduct for Suppliers, which hails from Redeia's Code of Conduct and Ethics, establishes the obligation of this stakeholder group to respect human rights and the environment, among other sustainability matters. By accepting the General Conditions of Contract, all of the Company's suppliers undertake to adhere to the Code of Conduct for Suppliers and extend this commitment to their own supply chain, which may be substantiated via social audits.

Moreover, through the **Comprehensive Supplier Risk Management Model**, descried in chapter c. *Processes to remediate negative impacts and channels to raise concerns. S2-3*, Redeia manages all risks, including those relating to sustainability.

d. Prevention and detection of corruption and bribery. G1-1 and G1-3

Redeia has a **Guide for the Prevention of Corruption and Fraud: Zero Tolerance**, the current version of which was approved by the Board of Directors in 2023. This guide outlines the corporate values and provides basic guidelines for preventing risks of corruption and fraud.

The guide, with scope to cover (internal) fraud, was updated with the participation of Transparency International and took account of best practices and international standards in this field (ISO 37001).

It contains seven specific guidelines of conduct to prevent corruption and fraud, aligned with the Code of Conduct and Ethics. Included are Redeia's commitment in each area, related conduct guidelines, and the Company's mechanisms for prevention and detection. The guide also includes a set of practical scenarios to enhance awareness about situations related to the application of each conduct guideline.

All Redeia's personnel are under obligation to know and abide by the content of the guide, and to adapt their conduct to the principles, commitments and controls established in it. Specifically, the exemplary conduct of directors and the management team, with their explicit commitment and support, is an essential aspect of its implementation.

The **Criminal and Anti-bribery Compliance Committee** is the body responsible for processing and investigating reports received within the scope of the Criminal and Anti-bribery Compliance System through the Ethics and Compliance Channel, as well as for addressing concerns raised in relation to the operation of the System. The Compliance area is tasked with investigating, on behalf of the committee, reports filed through the relevant channels. All areas of the Company must support, within the scope of their responsibility, the Criminal and Anti-Bribery Compliance Committee in discharging its duties. This collaboration is subject to the principle of maximum diligence in the support provided to the committee, as well as the principle of confidentiality in relation to the nature of the collaboration requested by the committee and the assistance provided.

The Crime Prevention and Anti-bribery Committee has its own independence and autonomy, and reports to the Board of Directors, through the Audit Committee, on its activities, as well as the adequacy and effectiveness of the Criminal and Anti-Bribery Compliance System. Redeia provides the Criminal and Anti-Bribery Compliance Committee with the appropriate and necessary tools and resources to perform its duties.

In accordance with the guideline set out in the Guide for the Prevention of Corruption and Fraud: Zero Tolerance prohibiting contributions to political parties or organisations, no donations, subsidies, or loans were made to political parties on Redeia's behalf in 2025. In the same vein, no complaints were filed in connection with potential cases of corruption and no Redeia company was investigated or found guilty by any court in connection with acts of non-compliance linked to corruption.

The commitments and conduct guidelines set out in Redeia's Code of Conduct and Ethics, under the principle of transparency in interest management, explicitly apply whenever Redeia engages in any activity that may be directly or indirectly related to interest representation, commonly known as lobbying.

No complaints were filed in 2025 in connection with potential instances of corruption or money laundering at any Redeia company, and no Redeia company was investigated or found guilty by any court in connection with acts of non-compliance linked to corruption or money laundering.

The Company's entire management team, i.e., personnel especially exposed to high-risk situations, receives training on corruption and bribery.

11.4.1.3 Metrics and targets

a. Confirmed incidents of corruption or bribery G1-4 / MDR-M

In 2025, no Redeia company was investigated or found guilty of any non-compliance in connection with the organisation's criminal risks. Moreover, Redeia was not found guilty or penalised for violations of applicable anti-corruption and bribery laws.

Moreover, there were no incidents relating to business or other contracts that were terminated or not renewed due to cases related to corruption or bribery.

11.4.2 Quality of supply

11.4.2.1 Strategy

a. Interests and views of stakeholders. SBM-2

Redeia works continuously to ensure public engagement processes and to strengthen its relationship with stakeholders. These include governments, other transmission and system operators (TSO), distributors, consumers, industry associations, local communities, environmental organisations and employees. Systematic mapping processes and analyses of expectations are carried out to gather stakeholders' interests in strategic decision-making so as to identify and prioritise these groups.

As described in section 11.1.4.1 *Strategy, business model and valuation chain. SBM-1; c) Interests and views of stakeholders | SBM-2* of this report, this effort aims to align the business strategy and model with stakeholders' expectations, ensuring that their interests are taken into account.

b. Material impacts, risks and opportunities related with supply quality. ESRS 2 / SBM-3

The description of the processes to identify and assess material impacts, risks and opportunities related to quality of supply are described in chapters 11.1.5 *Materiality assessment* and 11.1.5.4 *Material impacts, risks and opportunities. SBM-3*.

Material impacts, risks and opportunities

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Energy transition	Quality of electricity supply	Short-, medium- and long-term | current | positive impact	Design, construction and maintenance of the transmission grid, coupled with system operation, endeavouring to secure quality of supply and delivering high levels of service quality.	Business: Red Eléctrica. Activity: Own operations

11.4.2.2 Impact, risk and opportunity management

As Spain's TSO, Red Eléctrica manages key infrastructure and guarantees an essential service. As such, its activity is subject to both national and European regulations, specifically technical and instrumental operating procedures. Beyond the general legal framework, there is vast technical and operational regulations outlining the necessary measures to ensure that the electricity system is managed efficiently.

Regulatory framework of the Spanish electricity sector

Law 24/2013, of 26 December 2023 **(the Electricity Sector Act)**, is the main piece of legislation regulating the operational conditions of the electricity system in Spain This law defines Red Eléctrica's role as the system's sole transmission and system operator (TSO), establishes the grounds for network planning, the rates of return and grid access, and governs key aspects of the transmission grid planning process.

Royal Decree 1955/2000 regulates electricity transmission, distribution, marketing, supply, and authorisation of electricity facilities.

For grid access and connection, the Electricity Sector Act is complemented by **Royal Decree 1183/2020**, which regulates access and connection to the transmission and distribution networks, and CNMC Circulars, which implement the specific methodologies for remuneration of transmission, system operation, and access to power generation and demand facilities.

Lastly, the electricity sector regulation has specific regulations for non-mainland territories and the regulatory framework most closely related to energy transition; e.g., Spain's Integrated National Energy and Climate Plan (NECP) and Law 7/2021, of 20 May 2021, on climate change and energy transition.

Regulatory framework of the European electricity sector

Common principles established by the European Union also govern Spain's electricity system. The **Clean Energy for All Europeans Package**, completed in 2019, defines the current design of the internal market for electricity. Key parts include Regulation (EU) 2019/943 and Directive (EU) 2019/944, governing the market and consumer rights. Both are currently under review to reduce the reliance on fossil fuels and accelerate the energy transition.

Elsewhere, the **European Green Deal** introduced new regulations, such as Regulation (EU) 2022/869, governing trans-European energy infrastructure, and Directive (EU) 2023/2413, which increases the renewable energy target to 42.5% by 2030.

Moreover, given its business model, Redeia is subject to a specific regulatory framework that dictates and defines its activity:

- **European Network Codes**, which contribute to the harmonisation, integration and efficiency of the European electricity market.
- **Connection Network Codes**, which regulate the connection of generation, demand, distribution and high-voltage direct current (HVDC) facilities to the electricity system.
- **System Operation Network Codes**, which establish the rules and procedures for management of the transmission grid and actions in emergency situations.
- **Market Guidelines**, which, e.g., establish the framework for the internal market for electricity.

a. Policies adopted to manage service quality. MDR-P

Red Eléctrica has a **System Operator Code of Conduct**, the application of which guarantees compliance with the criteria of transparency, independence and confidentiality in its functions as system operator, both with respect to the transmission activity carried out by Red Eléctrica and to the other persons and/or entities with which it relates. This code is approved by the Board of Directors.

Policies related to quality of supply are described in more detail in Appendix 1 of this report, in line with the requirements of ESRS 2 MDR-P. Following is an overview of the commitments and policy framework guiding management in this respect at Redeia.

Red Eléctrica contributed on the **Transmission Grid Development Plan 2021-2026** and subsequent amendments to certain aspects, approved by the Ministry for the Ecological Transition and the Demographic Challenge (MITERD) in March 2022, April 2024 and July 2025, to guarantee safe, quality and sustainable supply. The plan is developed with assistance, and considering the needs, of the main industry players and members of civil society. Key features of the plan:

- New infrastructure compliant with principles of efficiency and sustainability.

- Technical, environmental and economic feasibility.
- Interconnections between electricity systems.
- Maxim use of the existing network.
- Massive integration of renewable energy sources.

Red Eléctrica also collaborated on the Proposal for the Transmission Network Plan Development 2025-2030, in the public consultation phase until 16 December 2025, which introduces important changes for development of the transmission network:

- To development of energy storage as stipulated in the NECP 2021-2030, as revised subsequently.
- To decarbonisation of industrial activities.
- To development of the industrial value chain stemming from the transition.

The Company also guarantees compliance with the technical requirements in the European and national legislation noted above, as well as in voluntary standards. Critical operating procedures for functioning of the system are published in Spain's Official State Gazette (BOE) and the corporate website.

For its part, Redeia's Operations Department is accountable for controlling compliance with levels of service quality over the short and medium terms. Under Royal Decree 1955/2000, Red Eléctrica is also responsible for issuing operational instructions and managing complementary services required to ensure quality of supply. Red Eléctrica also has a supply quality management system to manage, supervise and control compliance with applicable legislation, including Royal Decree 1955/2000 and other provisions related to electricity service quality. This system is aligned with its commitment to operational excellence and is part of the Company's end-to-end approach to compliance.

All Redeia's activities are included in the scope of its **Quality Management System**, certified in accordance with the ISO 9001 standard, and its **Environmental Management System**, certified in accordance with ISO 14001. They also adhere to the European eco-management and audit scheme (EMAS), as explained above.

The system operator has also a set of rules (Service Quality Management in the Transmission Grid), providing an essential tool for managing the registration, analysis, preparation and communication of information on the quality of service in the transmission grid, and providing assurance on the audits of the electricity systems in the Iberian Peninsula, the Balearic Islands and the Canary Islands.

The policies take into account the expectations of key stakeholders, including governments, operators, consumers and civil society, and are disseminated using the channels put in place. They are also aligned with the impacts and opportunities identified in the double materiality assessment, above all those related to quality of supply and the energy transition.

b. Actions and resources related to service quality. MDR-A

Red Eléctrica carries out actions designed to guarantee secure and reliable electricity supply, through:

- **Control centres.** We provide oversight and control of the electricity system in real-time, guaranteeing a balance between energy production and demand, and the security and continuity of electricity supply. The control centres forecast electricity demand over different time horizons using smart models and liaising with other electricity system agents.
- **Ancillary services.** We provides services to maintain a constant balance between supply and demand, using tools established in regulations (system adjustment mechanisms) to make operation of the system flexible and to guarantee electricity supply.
- **Measurements and settlements.** We are responsible for measuring and managing the correct operation of the electricity measurement system (SIMEL), both at generation and distribution points, for subsequent consumption, and for settling the ancillary services provided by market participants, for both production and consumption. We do so applying principles of neutrality, objectivity and transparency.

- **System security.** We define, design and implement the necessary monitoring system, such as the wide area monitoring system based on Phasor Measurement Units (PMU). This system can correctly monitor any disturbances that may arise in the electricity system, as well as provide information for operation in real-time, enhancing the security and continuity of electricity supply.

Key actions carried out in 2025 in relation to the assorted services provided for the electricity system:

- **Automatic Power Reduction System.** The Automatic Power Reduction System (SRAD for its acronym in Spanish) activates corrective actions automatically to address potential breaches of security criteria. This implementation is helping to reduce the need to set preventive limitations on generation and, as a result, pave the way for greater integration of renewables. In 2024, Spain's National Markets and Competition Commission (CNMC) endorsed a new operating procedure that extends application of this system to demand, storage and hybridization. Work also continued on commissioning facilities, with 60 GW of power on stream through over 1,400 facilities including all technologies. Since this system was first applied, over 5,800 GWh of power has been integrated which otherwise would have been wasted.
- **VoltaiREE.** This is a system for implementing a new voltage regulation mechanism and the start-up of an additional reactive power market, determining optimal voltage set-points for the system, while also making it easier for participants to offer their available reactive capacity. In June 2025, Operating Procedure 7.4 was approved, setting the technical criteria of the new voltage control service.
- **Active Demand Response Service.** This service (SRAD for its acronym in Spanish) was updated following approval of a new operating procedure. It allows consumers to act as service providers in the market, balancing generation and consumption to address mismatches in situations of intensive use of tertiary regulation. In 2025, a total of 1,148 MW of power was allocated among the 1,453 MW commissioned by the 173 providers, consumers and suppliers who submitted bids at the auction held on 14 November 2024.
- **Dynamic Line Rating (DLR).** This technology was included in the Transmission Grid Development Plan 2021-2026 and expanded to eight new circuits for the 2025-2023 horizon, for a total of 31 (911 km). The objective of DLR systems it to calculate real-time transmission capacity based on actual weather conditions. Progress is under way on its installation and integration into the system.
- **Road2GFM.** Several R&D+I projects and efforts to engage manufacturers were carried out to research the performance of grid-forming control converters, understand the technology state-of-the art, and study their behaviour in high power electronics scenarios. In conjunction with the industry, preliminary work is being done to draft a future proposal for regulation of technical requirements for grid-forming converters, pending approval of the new EU Network Code on Requirements for Generator, which will determine the overall framework for the technical capabilities required of this technology. Moreover, some power electronics equipment planned for installation on the transmission grid is being designed with grid-forming capabilities to enhance the contribution to electricity system stability.
- **Hybridisation of technologies in scheduling process.** Since regulatory approval of the related operating procedures in June 2024, the system operator has had the necessary tools to manage hybrid facilities in the scheduling process, guaranteeing criteria of system security and the participation of these facilities in the various energy markets and the system's ancillary services. With technology hybridisation, several facilities can share grid access capacity. This lends flexibility to the system and creates synergies in facility management across different markets.
- **TSO-DSO Platform.** The TSO-DSO platform was rolled out in July 2024. It allows the system transmission and distribution system operators to share key information on system operation for their respective areas of operation, while upholding EU confidentiality legislation. Plan calls for further developments of this platform over the next few years, in tandem with the needs of the distribution system operators. More specifically, the intention is to set up an automatic process whereby distribution system operators can request limits and modifications to schedules to the system operator, which can process them by the technical constraints market according to the related operating procedure.

Activities were also carried out related the **transmission grid development** (e.g., capacity increases, reactors, asset renewal and interconnections) and **maintenance**. Red Eléctrica applies sustainable, efficient, and safe maintenance policies to ensure that availability and reliability of transmission grid sites are optimal. To this end, the Company draws up an annual maintenance schedule.

While carrying out transmission grid maintenance activities, it is common for certain facilities to be forced to shut down temporarily. These actions may cause an occasional short-term reduction in availability, but the purpose is to ensure the grid's structural improvement and the quality of supply over the medium and long term. It does this thanks to **technical maintenance scheduling** by the TSO for both its own actions and those requested by third parties (generators, distributors, or large consumers), which require disconnections on the transmission grid. Schedules are drawn up for different time horizons: annual, weekly and daily, in line with the operating procedures. This allows essential works to be performed without undermining continuity and security of electricity supply, thus ensuring efficient and coordinated system management.

Moreover, the distribution system operator of the area affected is notified immediately during supply outages, in accordance with Royal Decree 1955/2000, Ministerial Order ECO 797/2002, and the operating procedure. This notification allows detailed information on the impact of the incident to be gathered, including:

- The transmission, distribution or electricity system components affected, and the duration of the outage, with either recorded data or estimates.
- The direct impact on end consumers, specifying the name, location, type of demand (urban, semi-urban, concentrated rural, or dispersed rural), number of customers affected, interrupted demand, energy not supplied, and duration of the disconnection.
- The impact on electricity generation, with details of the affected groups, the interrupted generation capacity (in MW), the duration and potential damage, specifying whether the data are recorded or estimates.

This approach ensures responsible management of the electricity system, taking all the needs of the players involved into account.

Red Eléctrica also has a **Customer Service Portal** for users to raise concerns. It includes a specific category for transmission network service quality. For more general questions, there is the **DÍGAME Service**, up and running since 2008, which provides professional service through a variety of channels (telephone, email, web form, post, of registered post).

11.4.2.3 Metrics and targets

a. Metrics in relation to service quality. MDR-M

Service quality standards for Spain's Electricity Transmission Network are regulated by Royal Decree 1955/2000, of 1 December 2000, and CNMC Circular 5/2019. Additional technical details were included in the draft Ministerial Order submitted by Red Eléctrica to the Ministry of Economy in November 2023 implementing technical instructions on service quality indices and procedures for calculating service quality, and setting out the responsibilities of transmission agents and the system operator.

Article 26 of Royal Decree 1955/2000 defines two overall indicators for measuring continuity of supply in the transmission network:

- **Energy no supplied (ENS)**: measures the energy (MWh) not dispatched to the system due to interruptions lasting over one minute.
- **Average interruption time (AIT)**: calculated as the relationship between the ENS and the average power of the system, expressed in minutes.

These indicators are calculated on a disaggregated basis for the different electricity systems operated by Red Eléctrica: the Spanish mainland electricity system (SEPE), the Canary Islands electricity systems (SEC), and the Balearic electricity system (SEB).

To record and calculate these indicators, the System Operator uses the Services Quality Management (GCS), which centralises all the required information, and guarantees its integrity and traceability. The data and functioning of the tool undergo annual audits by an independent firm, which issues a report to the CNMC, the Ministry of Energy and the regional governments. The findings are also available to the public on Red Eléctrica's website.

	2025	2024
Mainland transmission grid		
Grid availability (%)	98.38	98.01
Energy not supplied (ENS) in MWh	80.49	23.07
Average interruption time (AIT) in minutes	0.18	0.052
Balearic Islands transmission grid*		
Grid availability (%)	98.17	98.54
Energy not supplied (ENS) in MWh	35.80	0.27
Average interruption time (AIT) in minutes	2.99	0.023
Canary Islands transmission grid		
Grid availability (%)	98.38	98.63
Energy not supplied (ENS) in MWh	6.42	2.10
Average interruption time (AIT) in minutes	0.375	0.124

Note: Data for 2024 were updated following for consolidation of the information based on publication of the service quality audit report.

b. Tracking effectiveness of policies and actions through targets. MDR-T

Royal Decree 1955/2000 establishes reference thresholds that Red Eléctrica must observe as transmission system operator and manager in Spain, with the current year as the base year. These thresholds, defined by the regulatory, ensure that the interests of stakeholders are taken into account in the service quality targets.

The KPIs and reference values are:

- **Energy not supplied (ENS):** 1.2×10^{-5} of annual electricity demand at power station busbars.
- **Average interruption time (AIT):** 15 minutes per year.

These targets are assessed annually, with no interim targets. Over the past 20 years, the results for both indicators for the entire transmission grid have consistently remained below the established thresholds.

If in a given year the required ENS and AIT thresholds are not met, Red Eléctrica must analyse the causes. Where a structural weakness in the grid is identified, the appropriate measures are included in the development programmes to deliver the required quality. Redeia monitors these metrics on a monthly basis for this purpose.

Red Eléctrica not only complies with the regulatory limits, but it also strives to minimise the impact on supplies to end customers, normally achieving levels that are significant below the established thresholds, such as AIT levels well below the 15-minute reference.

Historical trend of Average Interruption Time (AIT) in Spain's electricity system

11.4.3 Innovation

11.4.3.1 Strategy

Elewit has been Redeia's technology platform since 2019, driving innovation all across the Group by identifying, developing and starting up initiatives and projects, irrespective of their level of maturity. It's innovation model is articulated around three strategic pillars: enhancing Redeia's operational efficiency, strengthening Elewit's economic and financial sustainability, and fostering a culture of innovation within Redeia.

a. Interests and views of stakeholders. SBM-2

At Elewit, stakeholder engagement is based on active and ongoing collaboration designed to effectively identify and address challenges and opportunities in the electricity and telecommunications sectors. This cooperation helps align innovation initiatives with the needs of partners, customers and society at large, ensuring a positive and sustainable technological impact.

Over the course of 2025, Elewit continued it shore up the **technological innovation ecosystem** built up over the past five years. It currently has a network of over 100 partners and collaborators, including entrepreneurs, universities, technology centres, other corporations, and institutions, classified according to their specialisation. The network ensures there is a continuous flow of ideas, knowledge and opportunities for new projects and investments.

Results of the collaboration are used as inputs in decision-making, incorporating their opinions and suggestions in project development and improvement. For instance, feedback from universities and technology centres is used to adapt technological solutions to actual market needs.

The administrative, management and supervisory bodies are organised around the **Innovation Steering Committee** (IST) and Redeia's Board of Directors. Both are briefed regularly on key stakeholder expectations, ensuring well informed strategic decisions.

As described in chapter **11.1.4.1 c)** ***Interests and views of stakeholders (SBM-2)***, Elewit applies the Redeia Stakeholder Management Model. Accordingly, Elewit uses corporate due diligence processes and materiality assessments to identify, assess and prioritise the interests and expectations of stakeholders, ensuring alignment with the business context and the organisation's sustainable development goals.

b. Material impacts, risks and opportunities related to innovation and technology. ESRS 2 / SBM-3

The description of the processes to identify and assess material impacts, risks and opportunities related to technological innovation and digitalisation are described in chapters 11.1.5 *Materiality assessment* and 11.1.5.4 *Material impacts, risks and opportunities. SBM-3*. The elements identified are fully embedded in Elewit's innovation strategy, oriented towards raising operating efficiency, anticipating the needs of the market and contributing to the Group's sustainability.

Material impacts, risks and opportunities

Sub-topic	Description	Category	Current and anticipated effects	Position in the value chain
Innovation and technology applied to the business	Innovation and advances in technology linked to the business areas	Short-term | current | positive impact	Stimulation of innovation and digitalisation to raise the level of the Company's services.	Business: Red Eléctrica, Redinter and Reintel Activity: Own operations
Innovation and technology applied to the business	Adaptation to and/or anticipation of market demands by implementing technological advances	Short-term opportunity	Greater adaptation to and/or anticipation of market demands by implementing technological advances.	Business: Red Eléctrica, Redinter and Reintel Activity: Own operations

11.4.3.2 Impact, risk and opportunity management

a. Policies related in innovation. MDR-P

Policies related to innovation are described in more detail in Appendix 1 of this report, in line with the requirements of ESRS 2 MDR-P. Following is an overview of the commitments and policy framework guiding management of innovation at Redeia.

Redeia has an **Innovation Policy** designed to enhance its technological leadership and allow the Company to move forward in a sustainable manner. Approved by the Executive Committee in 2021, the policy is aligned with the Code of Conduct and Ethics and applies to all investees in which Redeia has a controlling interest, while similar principles are applied to those in which it does not have effective control.

The policy takes the expectations of employees, business partners and the wider society into account, and is disseminated both internally and externally through the channels put in place. It also responds to the impacts and opportunities identified in the double materiality assessment, above all those related to technological development and adaptation to market demands.

b. Actions and resources around innovation. MDR-A

In line with the principles outlined in the Innovation Policy, Redeia carries out initiatives designed to leverage opportunities arising from adaptation and/or anticipation of market demands by implementing technological advances and maximising the positive impact of innovation and advances in technology or digitalisation linked to the Company's business activities that enhance the services provided.

Elewit has consolidated its open innovation tools as a source for generating startups and new business models, and driving Redeia's cultural transformation, led by the Venture Client programme and the newly launched New Ventures programme.

Venture Client programme

Six new pilots were defined and launched under this programme in 2025:

- Cooling Photonics: to apply proprietary coating to electronic equipment located in electrical substations.
- Liveo: use case entailing audits of vegetation management projects on power lines to prevent supply incidents and potential forest fires.
- Exodigo: pilot designed to test its technology against Red Eléctrica's traditional GPR-based solution.
- Newgrid: proof of concept defined to evaluate the congestion management generation algorithm and measure the results against Red Eléctrica's current production process.
- Assetcool: project to assess features of the company's coating in applications to overhead line conductors.
- Ecophi: digitalisation of an electrical substation via deployment of QMU 800 and CMPC 800 devices and testing of virtualized algorithm functionalities to detect partial disconnections and power quality, and control the Phasor Measurement Units (PMU).

Intrapreneurship Programme

In 2025, Elewit continued with its DESPEGA III programme, evaluating proposals and accompanying internally developed innovative ideas. In March, the decision-making body assessed the progress made by SafeLighting, a device for signalling and monitoring portable earthing equipment whose functional prototype demonstrated its viability, obtaining the greenlight for more detailed analysis of its real market potential.

New Ventures programme

This programme launched and developed the following initiatives in 2025:

- Close of investment by Elewit in Arin Technologies, a joint venture between Elewit, which holds a 46% interest, and Arteche, which holds the remaining 54%. Marrying the innovation brought by Elewit and technological solidity of Arteche, Arin aspires to become an international benchmark in software for automating and digitalising the power sector.

- Progress on EngineeringNow This initiative emerged as a result of the second edition of the DESPEGA intrapreneurship programme and taken to the next level by the New Ventures programme. It obtained external validation thanks to collaboration with EDP Renovables, which demonstrated the value of automating and digitalising the electrical engineering for substation protection and control by boosting efficiency and control and reducing errors.

Meanwhile, Elewit managed a portfolio of 62 innovation projects carried out in 2025 and 16 innovative technological solutions adopted by Redeia's various business units. The following projects in the innovation portfolio address key challenges in sustainability, safe grid operation and operational efficiency:

- ALERION and OCEAN ECOSTRUCTURE: conservation of birds and regeneration of marine biodiversity in infrastructure, e.g., submarine cables, ports and wind farms.
- ELASMOCEM: research on the effects on elasmobranchii (sharks and rays) of electromagnetic fields caused by high-voltage submarine cables.
- SF_6 gas leak sealing: development of sealing methods and systems for SF_6 gas and dielectric oil leak repairs in GIS facilities and transformers.
- ZEPAS: implementation of a portable and versatile power source for auxiliary services in substations using a voltage transformer, reducing reliance on power generators and lowering diesel consumption.
- PLATEA RENOVABLE: installation of hybrid PV solar fields and batteries to guarantee auxiliary supply at substations, contributing to decarbonisation and lower operational costs.
- SF_6/SO_2 sensorisation: advanced status monitoring of SF_6-insulated equipment using graphene and nanotechnology-based sensors, detecting SO_2 to indicate degradation, thus enhancing predictive management and the safety of critical assets.

All these actions contribute to systematic idea generation, broaden the knowledge of the technological ecosystem, and enable us to assess, with greater accuracy, the impact of disruptive technologies on Redeia's operations. These actions are planned to be completed in short and medium terms, with regular evaluations to ensure they are being executed appropriately.

11.4.3.3 Metrics and targets

a. Related metrics MDR-M

	2025	2024
Innovation projects in the portfolio (no.) (1)	62	63
Technological solutions adopted by Redeia business units (no.)	16	13
Investment in start-up (million euros)	2.49	3.66
Total invested in innovation and technological development (million euros)	10.58	11.89

Several initiatives and/or ideas are generated in the Innovation Lab, but not all become projects. Innovation projects actually undertaken in a year are those that have moved beyond the conceptualisation stage on which concrete initial work starts. The project must necessarily have a budget for development before startup. A total of 135 initiatives were conceived in 2025, but only 62 became projects with a budget allocated and a concrete action plan.

As regards the new Strategic Plan, in 2026 work will focus on defining new indicators of the intangible benefits of innovation and updating the methodology for measuring induced benefits.

b. Related targets MDR-T

Redeia has set two primary targets for technological innovation, ratified by the Sustainability Steering Committee, the Executive Committee, and the Board Sustainability Committee, and then approved by the Board of Directors. These targets are aligned with the Group's sustainability strategy and EU regulatory frameworks.

Objective for 2030	Objective for 2025
Be a benchmark in technological innovation. Adopt 64 technological solutions at Redeia that provide solutions to the Group's key challenges by delivering both tangible and intangible value.	Adopt 24 technological solutions at Redeia that provide solutions to the Group's key challenges by delivering both tangible and intangible value.

Both targets, defined with base year 2019, are quantitative, measurable and have defined time horizons for monitoring and assessment. They are also aligned with UE sustainable innovation policies, contributing to the goal of the European Green Deal and the digital transition.

They were not set originally based on any explicit scientific basis, although Redeia is working on incorporating evidence-based technical criteria and methodologies so as to have more robust targets. In addition, to ensure the goals reflect stakeholder expectations and priorities, a structured feedback process began with employees, technology partners, customers, and industry representatives.

11.5 Appendix 1. Policies. MDR-P.

Redeia's policies, rules and regulations make up the reference framework guiding the organisation's actions across its various business areas. The related documents articulate the Company's commitment to integrity, sustainability, transparency and operational excellence, and set out the principles and guidelines for informed decision-making and conduct at all levels of the organisation.

Name of policy	Related Chapter/Topic	Description of the key contents MDR-P	Scope	The most senior level in the organisation that is accountable for the implementation of the policy	Standards or initiatives the undertaking commits to respect through the implementation of the policy	Description of the consideration given to the interests of key stakeholders in setting the policy	How the policy is made available to stakeholders
Comprehensive Risk Management Policy	General disclosures	Establishes criteria for identifying and managing financial and non-financial risks, defines control levels, risk acceptance levels, mitigation measures, internal control systems and the Board's strategic decisions.	All companies	Board of Directors	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Director Remuneration Policy	General disclosures	Reasoned legal report supporting the detailed proposal of director remuneration for submission to the Annual General Meeting	Redeia Corporación	Board of Directors	Law 5/2021 of 12 April 2021 amending the Corporate Enterprises Act.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Commitment to Combat Climate Change	E1	Redeia's climate change commitment, defining the relevant principles and establishing the main lines of initiative. It also articulates the need to set medium- and long-term climate change targets and define the actions plans to deliver them.	All companies	Board of Directors and Corporate Sustainability and Studies Department	The UN Framework Convention on Climate Change, the Paris Agreement, the EU Climate Law, Spain's Climate Change and Energy Transition Law, and Spain's Integrated National Energy and Climate Plan (NECP).	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Sustainability Policy	E1, E4, S2, S3	Sets out Redeia's sustainability-related principles, guiding all activities towards a responsible management model, focused on excellence and value creation for stakeholders and maximising Redeia's contribution to the Sustainable Development Goals.	All companies	Board of Directors and Corporate Sustainability and Studies Department	Sustainable Development Goals	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Climate Change Risk Management	E1	Climate change risk management is built into the Company's risk management and such risks are subject to the governance model for this purpose. Aside from being supervised by the Audit Committee of the Board of Directors, as part of its oversight role over the Comprehensive Risk Management System, climate risks and opportunities are also submitted to the Board's Sustainability Committee. This committee's duties include reviewing the corporate responsibility and climate change policies and overseeing compliance, so as to ensure that the results of the analysis of risks and opportunities arising from climate change are integrated into the Group's decision-making processes	All companies	Board of Directors and Corporate Sustainability and Studies Department	Taskforce on Nature-related Financial Disclosures (TNFD).	Redeia takes the interests of its stakeholders into account in defining its policies	Internal documentation

Name of policy	Related Chapter/Topic	Description of the key contents MDR-P	Scope	The most senior level in the organisation that is accountable for the implementation of the policy	Standards or initiatives the undertaking commits to respect through the implementation of the policy	Description of the consideration given to the interests of key stakeholders in setting the policy	How the policy is made available to stakeholders
Environmental Policy	E1, E4, E5	Sets out Redeia's environmental policies, designed to ensure delivery of its commitment to conserving and enhancing the environment across all its activities, facilities or services throughout their life cycle, including distribution and logistics, in response to stakeholder needs and expectations.	All companies	Board of Directors and Corporate Sustainability and Studies Department	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Biodiversity Commitment	E4	Commitment to generate a positive impact on biodiversity in the areas in which Redeia operates, a challenge that is in line with the Group's sustainability objective of "generating a net positive impact on the natural capital of the area surrounding the new facilities" by 2030.	All companies	Board of Directors and Corporate Sustainability and Studies Department	UN Convention on Biological Diversity, the Kunming-Montreal Global Biodiversity Framework, the EU Biodiversity Strategy for 2030, the European Green Deal, and the roadmap in State Strategic Plan for Natural Heritage and Biodiversity to 2030 and the Biodiversity and Natural Capital Pact (Spain).	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Commitment to Protect Plant Life and Combat Deforestation	E4	Formalises Redeia's commitment to protecting vegetation and combating deforestation, as a result of its own operations and the activities of its supply chain and introduces issues aimed at promoting the protection of tree populations globally: reforestation and rehabilitation, conservation of forests, and the prevention of forest fires.	All companies	Board of Directors and Corporate Sustainability and Studies Department	Environmental Assessment Act.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Personnel Policy	S1	Sets out the principles that govern the management of the people comprising Redeia through leadership, efficiency, innovation, cultural transformation and personal and professional fulfilment, focusing on the employee experience.	All companies	Board of Directors and Corporate People and Culture Department	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Occupational Health and Safety Handbook	S1	Governs the occupational health and safety (OHS) management system at companies in the Redeia joint health and safety service and is considered to be an OHS plan in accordance with article 16 of Spain's Occupational Health and Safety Act. It also outlines the bases and content of the OHS management system to minimise risks, avoid accidents and provide a higher level of worker health and safety.	Companies in the Redeia's joint health and safety service	Board of Directors	OHSAS 18001:2007 standard and, as of 2019, the ISO 45001 standard.	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.
Occupational Health and Safety Guidelines	S1	Set out the strategic principles and guidelines for OHS management with the aim of embedding the OHS management of all people in the organisation into all the Company's processes and activities, and recognising, as a strategic OHS objective, the minimisation of risks related to people and facilities where the organisation carries on its activities.	All companies	Corporate Director of Transformation and Resources	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.
General Work-Life Balance Procedure	S1	Establishes the criteria of Redeia's work-life balance management model, defining the roles of the various agents involved, including the Executive Committee, which promotes implementation in accordance with the Code of Conduct and Ethics and the Personnel Policy. It also outlines actions to ensure enforcement, the organisational support required, the officers and technical team, and the mechanisms to monitor, measure and assess the level of achievement of the work-life balance initiatives.	All companies	Executive Committee	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.

Name of policy	Related Chapter/Topic	Description of the key contents MDR-P	Scope	The most senior level in the organisation that is accountable for the implementation of the policy	Standards or initiatives the undertaking commits to respect through the implementation of the policy	Description of the consideration given to the interests of key stakeholders in setting the policy	How the policy is made available to stakeholders
Employment Guidelines	S1	Set out the principles and policy framework governing employment within the Group. Covering recruitment, selection and hiring processes, the document describes the activities to be carried out by all parties involved. It establishes a clear and structured framework for managing employment in Redeia, ensuring that all related processes are carried out in a manner that is consistent and aligned with corporate principles.	All companies	Corporate Director of Transformation and Resources	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.
Diversity Management Guide	S1	Sets out the principles and guidelines for diversity management, equal opportunities and non-discrimination. It formalises Redeia's commitment and strategic approach to diversity management, with the aim of creating a process of continuous improvement supported by monitoring and evaluation mechanisms. With this, Redeia strives to enhance employee satisfaction and engagement through effective diversity management, promoting equal opportunities and preventing discrimination in all its forms.	All companies	Corporate Director of Transformation and Resources	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.
Training Procedure	S1	Governs the training process, encompassing the identification, design, management, evaluation, and monitoring of training initiatives for Redeia employees. Its purpose is to ensure that training is consistent, effective, and aligned with the Company's strategic objectives.	All companies	Corporate Director of Transformation and Resources	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.
Digital Disconnection Protocol	S1	Establishes guidelines to guarantees employees' right to disconnect outside working hours. It seeks to achieve a better work-life balance, ensuring employees' wellbeing and cultivating a culture of shared responsibility across the organisation.	All companies	Corporate Director of Transformation and Resources	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.
2023-2025 Sustainability Plan	S1	Sets out the targets and actions determining Redeia's sustainability roadmap	All companies	Board of Directors and Corporate Sustainability and Studies Department	Sustainable Development Goals	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Human Capital Operating Plan	S1	Sets out the targets and actions determining the Redeia's human capital roadmap	All companies	Corporate Director of Transformation and Resources	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Internal documentation
Code of Conduct for Suppliers	E4, S2, G1	Formalises minimum requirements around ethical, social and environmental matters which all suppliers must accept and comply with in order to do business with Redeia and which suppliers must extend to their own supply chains.	All companies	Board of Directors and Corporate Procurement Department	Sustainable Development Goals, Universal Declaration of Human Rights and its implementing conventions, and the recommendations emanating from the International Labour Organization.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Sustainable Supply Chain Policy	S2	Sets out the principles governing the supply chain in order to ensure that the goods and services Redeia needs are provided efficiently and to the required quality standards and are aligned with its commitment to contribute to sustainable economic and social development.	All companies	Board of Directors and Corporate Procurement Department	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website

Name of policy	Related Chapter/Topic	Description of the key contents MDR-P	Scope	The most senior level in the organisation that is accountable for the implementation of the policy	Standards or initiatives the undertaking commits to respect through the implementation of the policy	Description of the consideration given to the interests of key stakeholders in setting the policy	How the policy is made available to stakeholders
Compliance Policy	S2	Establishes the principles governing Redeia's commitment to the prevention and detection of, and response to, any unlawful conduct or any action in breach of the commitments it has assumed voluntarily.	All companies	Board of Directors and Internal Audit and Risk Control Department	Does not cross reference third-party standards or initiatives.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Code of Conduct and Ethics	S1, S2, G1	Provides guidance to all of the people comprising Redeia and stipulates and facilitates commitment to the ethical values, principles and standards of conduct that must inform their professional activity within the organisation.	All companies	Board of Directors, and Internal Audit and Risk Control Department	Sustainable Development Goals, Ten Principles of the Global Compact and Universal Declaration of Human Rights and its implementing conventions and the recommendations emanating from the OECD, the ILO and Transparency International.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Third-Party Integrity and Human Rights Due Diligence Guidelines	S2	Establish the necessary criteria and measures to afford Redeia a mechanism for adequate selection and monitoring of integrity and human rights of third parties, defined as stakeholders with which the Company has or intends to have any type of relationship.	All companies	Internal Audit and Risk Control Department	Commitment to the Ten Principles of the Global Compact and Universal Declaration of Human Rights and the Sustainable Development Goals (SDGs) of the United Nations.	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.
Commitment to the Promotion and Respect of Human Rights	S2	Set of principles that articulate Redeia's explicit and public commitment to promoting and respecting human rights in all its activities and relationships with third parties. Special attention is paid to vulnerable groups, while the commitment is also integrated into the Human Rights Management Model.	All companies	Sustainability Steering Committee	Universal Declaration of Human Rights (UN), Principles of the Global Compact, international labour standards (ILO) and OECD Guidelines.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
General Conditions of Contract	S2	Define the requirements, service levels and responsibilities governing the relationships between Redeia and its suppliers. All value chain suppliers must accept these conditions.	All companies	Procurement Committee	No mention is made of specific rules and regulations in this document.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Stakeholder Management Model	S3	Used to identify, assess and manage the impacts of Redeia's activities on stakeholders and the influence they may have on the Company. It is based on international standards and seeks to forge relationships of trust, dialogue and shared value.	All companies	Sustainability Steering Committee	AA1000 (AccountAbility); ISO 26000, Global Reporting Initiative (GRI).	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Ethics and Compliance Channel Management System and Whistleblower Protection Policy	G1	Establishes the principles and guarantees governing the Ethics and Compliance Channel Management System, which integrates the Ethics and Compliance Channel, as a formal means for raising queries and reporting breaches.	All companies	Board of Directors	Spanish Law 2/2023, of 20 February 2023, and Directive (EU) 2019/1937 of 23 October 2019 on the protection of whistleblowers.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website

Name of policy	Related Chapter/Topic	Description of the key contents MDR-P	Scope	The most senior level in the organisation that is accountable for the implementation of the policy	Standards or initiatives the undertaking commits to respect through the implementation of the policy	Description of the consideration given to the interests of key stakeholders in setting the policy	How the policy is made available to stakeholders
Guide for the Prevention of Corruption and Fraud: Zero Tolerance	G1	Expresses Redeia's commitment for all its people to act with maximum integrity and transparency, building trust among its stakeholders and contributing to the Company's good image and reputation.	All companies	Board of Directors	Ten principles of the Global Compact, the United Nations Convention against Corruption, the Sustainable Development Goals, and OECD Guidelines on Anti-Corruption and Integrity in State-Owned Enterprises.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Guide for the Management of Conflicts of Interest	G1	Designed to help detect and prevent potential conflicts of interest that could affect the Group's officers. It arose from the Company's conflicts of interest due diligence and outlines the necessary preventive measures to mitigate the potential risks.	All companies	Board of Directors	Ten principles of the Global Compact, the United Nations Convention against Corruption, the Sustainable Development Goals, and OECD Guidelines on Anti-Corruption and Integrity in State-Owned Enterprises.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Criminal and Anti-Bribery Compliance System Handbook	G1	Establishes guidelines for the processes and activities carried out by the Company to adopt, implement, maintain and continuously improve the Compliance Policy and the other elements of the Criminal and Anti-Bribery Compliance Management System, and to have a system aligned with legal requirements regarding crime prevention and detection control and management systems.	All companies	Internal Audit and Risk Control Department	Organic Law 5/2010 on the reform of Spain's Criminal Code	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.
System Operator Code of Conduct	Quality of supply	Guarantees compliance with the criteria of transparency, independence and confidentiality in its functions as system operator, including the transmission activity.	All companies	Board of Directors	Electricity Sector Act (Law 54/1997, of 27 November 1997)	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website
Transmission Grid Development Plan 2021-2026	Quality of supply	The Transmission Grid Development Plan 2021-2026, approved by the Ministry for the Ecological Transition and the Demographic Challenge (MITERD), defines the development of Spain's electricity transmission grid, with the involvement of the government bodies, Red Eléctrica, electricity sector players, and civil society. The main objectives are to build new infrastructure, enhance system efficiency and sustainability, optimise the existing grid and integrate more renewable generation.	Red Eléctrica España S.A.U.	Ministry for the Ecological Transition and the Demographic Challenge (MITERD)	The Transmission Grid Development Plan is governed by the Electricity Sector Act (Law 24/2013.	The Ministry for the Ecological Transition and the Demographic Challenge (MITERD) takes the interests of stakeholders into account in defining the plan.	Redeia corporate website and MITERD website: Transmission Grid Development Plan 2021-2026
Service Quality Management in the Transmission Grid	Quality of supply	Establishes the processes for gathering and communicating, analysing, preparing and disseminating information on the quality of service of Spain's transmission grid.	Red Eléctrica España S.A.U.	Chief Operating Officer	The Spanish Electricity Sector Act (Law 24/2013) and other related legislation.	Redeia takes the interests of its stakeholders into account in defining its policies	Corporate intranet.
Innovation Policy	Innovation	Establishes principles to enhance technological leadership and promote innovation, allowing Redeia to move forward into the future in a sustainable manner.	All companies	Board of Directors	No mention is made of specific rules and regulations in this document.	Redeia takes the interests of its stakeholders into account in defining its policies	Redeia corporate website

11.6 Appendix 2. Disclosure requirements

Redeia includes a series of disclosure requirements to guarantee transparency, comparability and reliability of the non-financial information reported. These requirements enable stakeholders to understand the environmental, social and governance impacts of the Company's activity, as well as its sustainability strategy and performance against European targets.

General information - ESRS 2		Section where they are disclosed
1. Basis for preparation of general information	BP-1: Basis for preparation of sustainability statements	a. Basis for preparation. BP-1.
	BP-2: Disclosures in relation to specific circumstances	b. Disclosures in relation to specific circumstances. BP-2.
2. Governance	GOV-1: The role of the administrative, management and supervisory bodies	a. The role of the administrative, management and supervisory bodies. GOV-1.
	GOV-2: Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	b. Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies GOV-2.
	GOV-3: Integration of sustainability-related performance in incentive schemes	c. Integration of sustainability-related performance in incentive schemes. GOV-3.
	GOV-4: Statement on due diligence	d. Statement on due diligence. GOV-4.
	GOV-5: Risk management and internal controls over sustainability reporting	e. Risk management and internal controls over sustainability reporting.
3. Strategy	SBM-1: Strategy, business model and value chain	a. Strategy, business model and value chain. SBM-1.
	SBM-2: Interests and views of stakeholders	b. Views and interests of stakeholders. SBM-2.
	SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	1.2.4 Material impacts, risks and opportunities. SBM-3.
4. Impact, risk and opportunity management	IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities	1.2.1 Double materiality assessment process. IRO-1.
	IRO-2: Disclosure Requirements in ESRS covered by the undertaking's sustainability statements	1.2.2 Disclosure requirements IRO-2.
	MDR-P: Policies adopted to management material sustainability matters	Provided throughout the respective chapter.
	MDR-A: Actions and resources in relation to material sustainability matters	Provided throughout the respective chapter.
5. Metrics and targets	MDR-M: Metrics in relation to material sustainability matters	Provided throughout the respective chapter.
	MDR-T: Tracking effectiveness of policies and actions through targets	Provided throughout the respective chapter.
Appendix A: List of datapoints in cross-cutting and topical standards that derive from other EU legislation		1.2.2 Disclosure requirements IRO-2.
Environmental information - E1, E4, E5		**Section where they are disclosed**
E1- Climate change		
1. Governance	GOV-3: Integration of sustainability-related performance in incentive schemes	a. Integration of sustainability-related performance in incentive schemes. ESRS 2 GOV-3.
2. Strategy	E1-1: Transition plan for climate change mitigation	a. Transition plan for climate change mitigation. E1-1.
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	b. Material impacts, risks and opportunities and their interaction with strategy and business model. ESRS 2 SBM-3.
3. Impact, risk and opportunity management	ESRS 2 IRO-1: Description of the processes to identify and assess material climate-related impacts, risks and opportunities	a. Description of the processes to identify and assess material climate-related impacts, risks and opportunities. ESRS IRO-1.
	E1-2: Policies related to climate change mitigation and adaptation	b. Policies related to climate change mitigation and adaptation. E1-2 MDR-P.
	E1-3: Actions and resources in relation to climate change policies	c. Actions and resources in relation to climate change policies. E1-3 MDR-A.

4. Metrics and targets	E1-4: Targets related to climate change mitigation and adaptation	a. Targets related to climate change mitigation and adaptation. E1-4 MDR-T.
	E1-5: Energy consumption and mix	i. Energy consumption and mix. E1-5.
	E1-6: Gross Scopes 1, 2, 3 and Total GHG emissions	ii. Gross Scopes 1, 2, 3 and Total GHG emissions. E1-6.
	E1-7: GHG removals and GHG mitigation projects financed through carbon credits	iii. GHG removals and GHG mitigation projects financed through carbon credits. E1-7.
	E1-8: Internal carbon pricing scheme	iv. Internal carbon pricing scheme. E1-8.
E4 - Biodiversity and ecosystems		
1. Strategy	E4-1: Transition plan and consideration of biodiversity and ecosystems in strategy and business model	a. Transition plan and consideration of biodiversity and ecosystems in strategy and business model. E1-4.
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	b. Material impacts, risks and opportunities and their interaction with strategy and business model. ESRS 2 SBM-3.
2. Impact, risk and opportunity management	ESRS 2 IRO-1: Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	a. Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities. ESRS 2 IRO1.
	E4-2: Policies related to biodiversity and ecosystems	b. Policies related to biodiversity and ecosystems. E4-2.
	E4-3: Actions and resources related to biodiversity and ecosystems	c. Actions and resources related to biodiversity and ecosystems. E4-3.
3. Metrics and targets	E4-4: Targets related to biodiversity and ecosystems	a. Targets related to biodiversity and ecosystems.
	E4-5: Impact metrics related to biodiversity and ecosystems change	b. Impact metrics related to biodiversity and ecosystems change.
E5 - Resource use and circular economy		
1. Impact, risk and opportunity management	ESRS 2 IRO-1: Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	a. Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities. ESRS 2 IRO-1.
	E5-1: Policies related to resource use or circular economy	b. Policies related to resource use or circular economy. E5-1 MDR-P.
	E5-2: Actions and resources related to resource use and circular economy	c. Actions and resources related to resource use and circular economy. E5-2 MDR-A.
2. Metrics and targets	E5-3: Targets related to resource use or circular economy	a. Targets related to resource use or circular economy. E5-3 MDR-T.
	E5-4: Resource inflows	i. Resource inflows. E5-4 MDR-M.
	E5-5: Resource outflows	ii. Resource outflows. E5-5 MDR-M.
Social information - S1, S2, S3		**Section where they are disclosed**
S1 - Own workforce		
1. Strategy	ESRS 2 SBM-2: Interests and views of stakeholders	a. Interests and views of stakeholders. ESRS 2 SBM-2.
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	b. Material impacts, risks and opportunities and their interaction with strategy and business model. ESRS 2 SBM-3.
2. Impact, risk and opportunity management	S1-1: Policies related to own workforce	a. Policies related to own workforce. S1-1 MDR-P.
	S1-2: Processes for engaging with own workers and workers' representatives about impacts	b. Processes for engaging with own workers and workers' representatives about impacts S1-2.
	S1-3: Processes to remediate negative impacts and channels for own workers to raise concerns	c. Processes to remediate negative impacts and channels for own workers to raise concerns. S1-3.
	S1-4: Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	d. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions. S1-4 and MDR-A

3. Metrics and targets	S1-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	a. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. S1-5 MDR-T.
	S1-6: Characteristics of the undertaking's employees	i. Characteristics of the undertaking's employees. S1-6 MDR-M.
	S1-8: Collective bargaining coverage and social dialogue	ii. Collective bargaining coverage and social dialogue. S1-8 MDR-M.
	S1-9: Diversity metrics	iii. Diversity metrics S1-9 MDR-M.
	S1-10: Adequate wages	iv. Adequate wages. S1-10.
	S1-12: Persons with disabilities	v. Persons with disabilities. S1-12 MDR-M.
	S1-14: Health and safety metrics	vi. Health and safety metrics. S1-14 MDR-M.
	S1-16: Compensation metrics (pay gap and total compensation)	vii. Compensation metrics (pay gap and total compensation). S1-16 MDR-M.
	S1-17: Impact, complaints and severe human rights impacts	viii. Incidents, complaints and severe human rights impacts. S1-17 MDR-M.
S2 - Workers in the value chain		
1. Strategy	ESRS 2 SBM-2: Interests and views of stakeholders	a. Interests and views of stakeholders. SBM-2.
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	b. Material impacts, risks and opportunities and their interaction with strategy and business model. SBM-3.
2. Impact, risk and opportunity management	S2-1: Policies related to value chain workers	a. Policies related to value chain workers. S2-1 MDR-P.
	S2-2: Processes for engaging with value chain workers about impacts	b. Processes for engaging with value chain workers about impacts. S2-2.
	S2-3: Processes to remediate negative impacts and channels for value chain workers to raise concerns	c. Processes to remediate negative impacts and channels for value chain workers to raise concerns. S2-3.
	S2-4: Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	d. Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions. S2-4.
3. Metrics and targets	S2-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	a. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. S2-5 MDR-T.
S3 - Affected communities		
1. Strategy	ESRS 2 SBM-2: Interests and views of stakeholders	a. Interests and views of stakeholders. SBM-2.
	ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model	b. Material impacts, risks and opportunities and their interaction with strategy and business model. SBM-3.
2. Impact, risk and opportunity management	S3-1: Policies related to affected communities	a. Policies related to affected communities. S3-1 MDR-P.
	S3-2: Processes for engaging with affected communities about impacts	b. Processes for engaging with affected communities about impacts. S3-2.
	S3-3: Processes to remediate negative impacts and channels for affected communities to raise concerns	c. Processes to remediate negative impacts and channels for affected communities to raise concerns. S3-3.
	S3-4: Taking action on material impacts on affected communities, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	d. Taking action on material impacts on affected communities, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions. S3-4.
3. Metrics and targets	S3-5: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	a. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. S3-5 MDR-T.
Governance information - G1		**Section where they are disclosed**
G1 - Business conduct		
1. Governance	ESRS 2 GOV-1: The role of the administrative, management and supervisory bodies	a. The role of the administrative, management and supervisory bodies. GOV-1.
	ESRS 2 IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities	b. Description of the processes to identify and assess material impacts, risks and opportunities. IRO-1.
2. Impact, risk and opportunity management	G1-1: Corporate culture and business conduct policies and corporate culture	a. Corporate culture and business conduct policies and corporate culture. G1-1, G1-3.
	G1-2: Management of relationships with suppliers	b. Management of relationships with suppliers. G1-2.
	G1-3: Prevention and detection of corruption and bribery	c. Prevention and detection of corruption and bribery. G1-1, G1-3.

3. Metrics and targets	G1-4: Confirmed incidents of corruption or bribery	Confirmed incidents of corruption or bribery.
	G1-6: Payment practices	Payment practices.
Entity-specific topics		**Section where they are disclosed**
Quality of supply		
Energy transition	Quality of supply	11.4.2 Quality of supply
Innovation		
Innovation and technology applied to the business	Innovation and technology applied to the business	11.4.3 Innovation and technology applied to the business.

11.7 Appendix 3. List of datapoints in cross-cutting and topical standards that derive from other EU legislation

Framed by Redeia's commitment to regulatory compliance and alignment with EU regulatory frameworks, a series of datapoints have been identified for consideration when developing and applying its internal rules and regulations. These datapoints are integrated in cross-cutting and topical standards that derived from other EU legislation to ensure consistency, traceability and transparency in regulatory reporting.

Disclosure requirement and related datapoint	SFDR reference (1)	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material Yes/No	Section where they are disclosed
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816 (4), Annex I		Yes	1.1.3 Governance a) The role of the administrative, management and supervisory bodies. GOV-1
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816 (4), Annex II		Yes	1.1.3 Governance a) The role of the administrative, management and supervisory bodies. GOV-1
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				Yes	1.1.3 Governance d) Statement on due diligence. GOV-4
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4 of Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013 (2); Commission Implementing Regulation (EU) 2022/2453 (5) Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816 (4), Annex II		Yes	Redeia is not involved in activities related to fossil fuel activities.
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816 (4), Annex II		Yes	Redeia is not involved in activities related to chemical production.
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 of Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818 (6), Article 12 (1) Delegated Regulation (EU) 2020/1816 (4), Annex II		Yes	Redeia is not involved in activities related to controversial weapons.
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818 (6), Article 12 (1) Delegated Regulation (EU) 2020/1816 (4), Annex II		Yes	Redeia is not involved in activities related to cultivation and production of tobacco.
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119 (3), Article 2 1	Yes	2.2.2 Strategy. a. Transition plan for climate change mitigation. E1-1

Disclosure requirement and related datapoint	SFDR reference (1)	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material Yes/No	Section where they are disclosed
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013 (2); Commission Implementing Regulation (EU) 2022/2453 (5) Template 1: Banking book – Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818 (6), Article12.1 (d) to (g), and Article 12. 2		Yes	2.2.2 Strategy. a. Transition plan for climate change mitigation. E1-1
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013 (2); Commission Implementing Regulation (EU) 2022/2453 (5) Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818 (6), Article 6		Yes	2.2.4 Metrics and targets. a. Targets related to climate change mitigation and adaptation. E1-4 MDR-T
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Yes	2.2.4 Metrics and targets. b. Metrics related to climate change mitigation and adaptation. MDR-M. i. Energy consumption and mix. E1-5.
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 of Table #1 of Annex 1				Yes	2.2.4 Metrics and targets. b. Metrics related to climate change mitigation and adaptation. MDR-M. i. Energy consumption and mix. E1-5.
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 of Table #1 of Annex 1				Yes	2.2.4 Metrics and targets. b. Metrics related to climate change mitigation and adaptation. MDR-M. i. Energy consumption and mix. E1-5.
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013 (2); Commission Implementing Regulation (EU) 2022/2453 (5) Template 1: Banking book – Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818 (6), Article 5(1), 6 and 8 1		Yes	2.2.4 Metrics and targets. b. Metrics related to climate change mitigation and adaptation. MDR-M. iii. GHG removals and GHG mitigation projects financed through carbon credits. E1-6.
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3 of Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013 (2); Commission Implementing Regulation (EU) 2022/2453 (5) Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818 (6), Article 8(1)		Yes	2.2.4 Metrics and targets. b. Metrics related to climate change mitigation and adaptation. MDR-M. ii. Gross Scopes 1, 2, 3 and Total GHG emissions. E1-6.
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119 (3), Article 2 1	Yes	2.2.4 Metrics and targets. b. Metrics related to climate change mitigation and adaptation. MDR-M. iii. GHG removals and GHG mitigation projects financed through carbon credits. E1-6.
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818 (6), Annex II Delegated Regulation (EU) 2020/1816 (4), Annex II			Phased–in

Disclosure requirement and related datapoint	SFDR reference (1)	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material Yes/No	Section where they are disclosed
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013 (2); Commission Implementing Regulation (EU) 2022/2453 (5) paragraphs 46 and 47; Template 5. Banking book – Climate change physical risk: Exposures subject to physical risk.			Yes	Phased–in
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013 (2); Commission Implementing Regulation (EU) 2022/2453 (5), paragraph 34; Template 2: Banking book -Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Yes	Phased–in
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818 (6), Annex II		Yes	Phased–in
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				No	Not material
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				No	Not material
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table #2 of Annex 1				No	Not material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				No	Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				No	Not material
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				No	Not material
ESRS 2- IRO 1 - E4 paragraph 16 (a) i	Indicator number 7 of Table #1 of Annex 1					

(1) Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (OJ L 317, 9.12.2019, p. 1).
(2) Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27.6.2013, p. 1).
(3) Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ('European Climate Law') (OJ L 243, 9.7.2021, p. 1).
(4) Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).
(5) Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022 amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards the disclosure of environmental, social and governance risks (OJ L 324,19.12.2022, p.1.).
(6) Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).

11.8 Appendix 4. Templates with information on key performance indicators of the EU Taxonomy

Templates for the Turnover, CapEx and OpEx KPIs for Taxonomy-eligible, environmentally sustainable, Taxonomy-eligible but not Taxonomy-aligned and Taxonomy non-eligible activities of Redeia.

Proportion of turnover, CapEx, OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities: disclosure covering year (N) (summary KPIs)

2025															
					Breakdown by environmental objectives of Taxonomy aligned activities										
KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year (N-1)	Proportion of Taxonomy-aligned activities in previous financial year (N-1)
Text	Thousands of euros	%	Thousands of euros	%	%	%	%	%	%	%	%	%	%	Thousands of euros	%
Turnover	1,659.5	93.0%	1,464	88.2%	88.2%	0.0% (a)	0.0%	0.0%	0.0%	0.0%	100%	0.0%	1.7% (b)	1,392	87.4%
CapEx	1,501	97.4%	1,461	97.3%	97.3%	0.0% (a)	0.0%	0.0%	0.0%	0.0%	100%	0.0%	1.5% (b)	1,013	96.3%
OpEx	475	94.6%	430	90.5%	90.5%	0.0% (a)	0.0%	0.0%	0.0%	0.0%	100%	0.0%	0.0% (b)	384	88.0%

a) To avoid double counting in accordance with the Annex of Delegated Regulation (EU) 2026/73, only the percentage alignment for the objective of contribution by Redeia's activities to climate change mitigation it deems the most relevant is included.

b) Activities of "Other businesses, Corp. and adjustments" were classified as not material for Taxonomy reporting, in accordance with Delegated Regulation (EU) 2026/73.

Proportion of turnover from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities: disclosure covering year (N) (activity breakdown)

Reported KPI		Turnover											
Financial year (N)		2025											
					Breakdown by environmental objectives of Taxonomy aligned activities								
Economic activities	Code	Proportion of Taxonomy-eligible turnover	Monetary value of Taxonomy-aligned turnover	Proportion of Taxonomy-aligned turnover	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
Text		%	Thousands of	%	%	%	%	%	%	%	(E where	(T where	%
Management and operation of electricity infrastructure	CCM 4.9. CCA 4.9 (a)	92.9%	1,464	88.2%	88.2%	0.0%	0.0%	0.0%	0.0%	0.0%	E		95.0%
Sum of alignment per objective					88.2%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total KPI (Turnover)		92.9%	1,464	88.2%	88.2%	0.0% (b)	0.0%	0.0%	0.0%	0.0%	100%	0.0%	95.0%

(a) The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective, i.e.: Climate change mitigation: CCM; Climate change adaptation: CCA

(b) To avoid double counting in accordance with the Annex of Delegated Regulation (EU) 2026/73, only the percentage alignment for the objective of contribution by Redeia's activities to climate change mitigation it deems the most relevant is included.

Proportion of CapEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities: disclosure covering year (N) (activity breakdown)

Reported KPI		CapEx											
Financial year (N)		2025											
					Breakdown by environmental objectives of Taxonomy aligned activities								
Economic activities	Code	Proportion of Taxonomy-eligible CapEx	Monetary value of Taxonomy-aligned CapEx	Proportion of Taxonomy-aligned CapEx	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
Text		%	Thousands of euros	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Management and operation of electricity infrastructure.	CCM 4.9. CCA 4.9 (a)	97.4%	1,461	97.3%	97.3%	0.0%	0.0%	0.0%	0.0%	0.0%	E		99.9%
Sum of alignment per objective					97.3%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total KPI (CapEx)		97.4%	1,461	97.3%	97.3%	0.0% (b)	0.0%	0.0%	0.0%	0.0%	100%	0.0%	99.9%

(a) The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective, i.e.: Climate change mitigation: CCM; Climate change adaptation: CCA

(b) To avoid double counting in accordance with the Annex of Delegated Regulation (EU) 2026/73, only the percentage alignment for the objective of contribution by Redeia's activities to climate change mitigation it deems the most relevant is included.

Proportion of OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities: disclosure covering year (N) (activity breakdown)

Reported KPI		OpEx											
Financial year (N)		2025											
					Breakdown by environmental objectives of Taxonomy aligned activities								
Economic activities	Code	Proportion of Taxonomy-eligible OpEx	Monetary value of Taxonomy-aligned OpEx	Proportion of Taxonomy-aligned OpEx	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of Taxonomy aligned in Taxonomy eligible
Text		%	Thousands of euros	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Management and operation of electricity infrastructure	CCM 4.9. CCA 4.9 (a)	94.6%	430	90.5%	90.5%	0.0%	0.0%	0.0%	0.0%	0.0%	E		95.7%
Sum of alignment per objective					90.5%	0.0%	0.0%	0.0%	0.0%	0.0%			
Total KPI (OpEx)		94.6%	430	90.5%	90.5%	0.0% (b)	0.0%	0.0%	0.0%	0.0%	100%	0.0%	95.7%

(a) The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective, i.e.: Climate change mitigation: CCM; Climate change adaptation: CCA

(b) To avoid double counting in accordance with the Annex of Delegated Regulation (EU) 2026/73, only the percentage alignment for the objective of contribution by Redeia's activities to climate change mitigation it deems the most relevant is included.

11.9 Appendix 5. Context index required under Law 11/2018

Disclosures required by Law 11/2018	Materiality	Location in the report	Reference to relevant DR in CSRD	Explanation of rationale
General disclosures				
A brief description of the undertaking's business model, including disclosures relating to its business environment, organisation and structure	Material	a. Strategy, business model and value chain. SBM-1.	(ESRS 2) SBM-1	
The markets where they operate	Material	a. Strategy, business model and value chain. SBM-1.	(ESRS 2) SBM-1	
The undertaking's objectives and strategy	Material	a. Strategy, business model and value chain. SBM-1.	(ESRS 2) SBM-1 MDR-P MDR-A MDR-T	
Main trends and factors that may affect future development	Material	b. Views and interests of stakeholders. SBM-2.	(ESRS 2) SBM-2 SBM-3 IRO-1 IRO-2	
Reporting framework relied upon	Material	a. General basis for preparation. BP-1. b. Disclosures in relation to specific circumstances. BP-2.	ESRS 1 ESRS 2	
Materiality principle	Material	b. Views and interests of stakeholders. SBM-2. 1.2.4 Material impacts, risks and opportunities. SBM-3.	(ESRS 2) SBM-2 SBM-3 IRO-1 IRO-2	
Environmental matters				
Management approach: description and results of policies related to environmental matters	Material	a. Strategy, business model and value chain. SBM-1.	(ESRS 2) SBM-1 MDR-P MDR-A MDR-T	
Detailed general disclosures				
Detailed information on the current and anticipated effects of the activities on the environment and health	Material	b. Material impacts, risks and opportunities and their interaction with strategy and business model — Climate change. ESRS 2 / SBM-3 a. Transition plan and consideration of biodiversity and ecosystems in strategy and business model. E4-1	(ESRS 2) SBM-3 IRO-1 E1-1 E2-1 E3-1 E4-1 E5-1 E2-6 AR (31 b)	
Environmental assessment and certification processes	Material	c. Actions and resources in relation to climate change policies. E1-3 / MDR-A. b. Policies related to biodiversity and ecosystems. E4-2 a. Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities ESRS 2 - IRO 1	E4-2 AR (17 d) E1-2 E2-2 E3-2 E4-2 E5-2	
Resources allocated to preventing environmental risks	Material	b. Policies related to climate change mitigation and adaptation. E1-2 MDR-P	(ESRS 2) SBM-3 E1-9 E2-5 E3-5 E4-6 E5-6	

Application of the precautionary principle	Material	b. Policies related to resource use or circular economy. E5-1 + MDR-P	(ESRS 2) SBM-3 E1-9 E2-5 E3-5 E4-6 E5-6	
Amount of provisions and guarantees for environmental claims	Material	c. Actions and resources related to resource use and circular economy. E5-2 + MDR-A	(ESRS 2) SBM-3 E1-9 E2-5 E3-5 E4-6 E5-6	
Pollution				
Measures to prevent, reduce or repair emissions that affect the environment	Material	a. Actions and resources in relation to climate change policies E1-3 / MDR-A	E2-2	
Includes noise and light pollution	Not material	Actions during the maintenance phase aimed at mitigating the noise generated by certain electrical substations (programmes for measuring and adjusting the operating parameters of certain power equipment to reduce noise levels and the design of acoustic screens) and reducing light pollution are also noteworthy. To address the latter issue, in recent years the Company has worked on implementing measure to enable facilities to be shut down at night, thereby limiting light pollution as much as possible while also achieving significant energy savings.	Not applicable	
Circular economy and waste prevention and management				
Waste generated	Material	ii. Resource outflows. E5-5 + MDR–M 11.5. Appendix 1	E5-5 (37a) E5-5 39	
Measures for the prevention, recycling, reuse and other recovery and disposal of waste.	Material	Actions and resources related to resource use and circular economy. E5-2 + MDR-A. ii. Resource outflows. E5-5 + MDR–M	E5-2 E5-5	
Actions to combat food waste.	Not material		Not applicable	
Sustainable use of resources				
Water consumption and supply in accordance with local limits	Not material	Water is not a material topic for Redeia. In own operations, water supplied to all workplaces—for both processes and consumption—is from authorised, public supply networks. In addition, all supply is from areas with low or no water stress.	E3-2 E3-4	
Consumption of raw materials and measures to improve efficiency	Material	Actions and resources related to resource use and circular economy. E5-2 + MDR-A. i. Resource inflows. E5-4 + MDR–M	E5-2 E5-4	
Direct and indirect energy consumption	Material	i. Energy consumption and mix. E1-5 b. Policies related to climate change mitigation and adaptation. E1-2 MDR-P 11.5. Appendix 1	E1-5 (37) E1-5 (38)	
Measures taken to improve energy efficiency	Material	i. Energy consumption and mix. E1-5 b. Policies related to climate change mitigation and adaptation. E1-2 MDR-P	E1-2 E1-5	
Use of renewable energies	Material	i. Energy consumption and mix. E1-5	E1-5 (37) E1-5 (39)	
Climate change				
Greenhouse gas emissions generated as a result of the undertaking's activity, including through use of the goods and services it produces	Material	ii. Gross Scopes 1, 2, 3 and Total GHG emissions. E1-6.	E1-6	
Measures taken to adapt for the consequences of climate change	Material	a. Transition plan for climate change mitigation. E1-1. c. Actions and resources in relation to climate change policies. E1-3 / MDR-A	E1-1 (SBM-3) E1-3	

Medium- and long-term GHG emission-cutting targets voluntarily adhered to and the measures implemented to that end	Material	a. Transition plan for climate change mitigation. E1-1. a. Targets related to climate change mitigation and adaptation. E1-4 / MDR-T	E1-1 E1-4	
Biodiversity protection				
Measures taken to preserve or restore biodiversity	Material	a. Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities. ESRS 2 IRO-1 c. Actions and resources related to biodiversity and ecosystems. E4-3 b. Impact metrics related to biodiversity and ecosystems change.	E4-1 E4-3 E4-5	
Impacts caused by activities or operations in protected areas	Material	a. Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities. ESRS 2 IRO-1 c. Actions and resources related to biodiversity and ecosystems. E4-3 b. Impact metrics related to biodiversity and ecosystems change.	E4-1 (SBM-3) E4-1 (IRO-1) E4-3 E4-5	
Social and employee-related matters				
Management approach: description and results of the policies addressing these matters and of the principal risks related to matters linked to the group's operations	Material	a. Strategy, business model and value chain. SBM-1.	(ESRS 2) SBM-1 MDR-P MDR-A MDR-T	
Employment				
Total number and breakdown of employees by country, gender, age and employee category	Material	a. Information on social and employee-related matters 11.5. Appendix 1	S1-6 (50 a, b) S1-9 (66 b) ** Total number and breakdown of employees by employee category Indicator not included in ESRS.	Information reported under the CSRD does not match the EMP indicators in Law 11/2018 as it includes different breakdowns, precluding verification of the same information. Based on the conclusions of the analysis, this indicator is classified as "partially covered in ESRS" as under CSRD requirements, the "Total number and breakdown of employees by employee category" indicator is not included in this group of indicators required by the CSRD.
Total number and breakdown by contract category and average annual number of permanent, temporary and part-time contracts by gender, age and employee category	Material	a. Information on social and employee-related matters 11.5. Appendix 1	Indicator not included in ESRS.	Information reported under the CSRD does not match the EMP indicators in Law 11/2018 as it includes different breakdowns, precluding verification of the same information. The CSRD does not require disclosures of information regarding annual averages and breakdowns. It only refers to averages in the description of the methodologies in S1-6 (50 d ii), where it mentions the possibility of its use as a methodology for calculating and compiling data to obtain the information.
Number of dismissals by gender, age and employee category	Material	a. Information on social and employee-related matters 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not required a breakdown of the total number of dismissals or breakdowns by gender, age and employee category)
Average pay and trend broken down by gender, age, employee category or equivalent metric	Material	a. Information on social and employee-related matters 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require a breakdown of average pay of employees or trend broken down by gender, age or employee category.

Pay gap, remuneration for the same work or work of equal value	Material	vii. Compensation metrics (pay gap and total compensation). S1-16 and MDR-M	S1-16	
Average remuneration of directors and managers, including variable remuneration, per diem allowances, severance pay, long-term retirement plans and any other amounts received, broken down by gender	Material	a. Information on social and employee-related matters 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require the breakdown of average pay of directors and managers.
Implementation of disconnection policies	Material	a. Policies related to own workforce. S1-1 and MDR-P	S1-1	
Number of employees with disabilities	Material	v. Persons with disabilities. S1-12 and MDR-M	S1-12	
Organisation of work				
Organisation of working time	Material	d. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions. S1-4 and MDR-A	S1 (SBM-3) S1-1 S1-8 S1-11 S1-15	
Number of hours of absenteeism	Material	a. Information on social and employee-related matters 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require disclosure of the number of hours of absenteeism.
Measures designed to facilitate work-life balance and sharing of responsibilities	Material	d. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions. S1-4 and MDR-A. b. Material impacts, risks and opportunities and their interaction with strategy and business model. ESRS 2 SBM-3	S1-4 S1-15	
Health and safety				
Health and safety conditions at work	Material	a. Policies related to own workforce. S1-1 and MDR-P. vi. Health and safety metrics. S1-14 and MDR-M	S1-1 S1-14	
Work-related accidents, frequency, severity and work-related ill health	Material	a. Information on social and employee-related matters 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require the breakdown by gender of information on the number of work-related accidents and the formulas for calculating rates are different to those required under Law 11/2018. Also not required is disclosure of information on the number of cases of work-related ill health.
Social relations				
Organisation of social dialogue including procedures on worker communication, consultation and negotiation	Material	b. Processes for engaging with own workers and workers' representatives about impacts. S1-2	S1-2 S1-2 AR (24, 25) S1-3 S1-2 AR (28, 29)	
Percentage of employees covered by collective bargaining agreements by country	Material	ii. Collective bargaining coverage and social dialogue. S1-8 and MDR-M	S1-8 S1-8 AR	
List of collective bargaining agreements, particularly with respect to occupational health and safety	Material	ii. Collective bargaining coverage and social dialogue. S1-8 and MDR-M	S1-8 S1-14 (88a)	
Mechanisms and procedures that the Company has in place to promote the involvement of workers in its management in terms of information, consultation and participation.	Material	a. Policies related to own workforce. S1-1 and MDR-P. b. Processes for engaging with own workers and workers' representatives about impacts. S1-2 c. Processes to remediate negative impacts and channels for own workers to raise concerns. S1-3	S1-1 S1-2 S1-3	
Training				
Policies implemented in the area of training	Material	a. Policies related to own workforce. S1-1 and MDR-P.	S1-1 S1-1 AR (17 a, c, f, h) S1-13	

Total training hours by employee category	Material	a. Information on social and employee-related matters 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not match the training indicators of Law 11/2018, as the breakdowns are different and do not include breakdowns by employee category. In addition, the calculation methodology is different (average hours vs. total hours).
Universal accessibility				
Universal accessibility for people with disabilities.	Not material	11.5. Appendix 1	S1-1 AR (17 d) S2-2 (23) S4-2 (21) S4-5 AR (44) S4 (SBM-3 10 c)	
Equality				
Measures taken to foster equal treatment of and opportunities for men and women	Material	Material impacts, risks and opportunities and their interaction with strategy and business model. ESRS 2 SBM-3. a. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. S1-5 and MDR-T	S1-2 S1-3 S1-4 S1-15 S1-16	
Equality plans, measures taken to foster employment, anti-sexual/gender harassment protocols	Material	Material impacts, risks and opportunities and their interaction with strategy and business model. ESRS 2 SBM-3. a. Policies related to own workforce. S1-1 and MDR-P. d. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions. S1-4 and MDR-A	S1-1 (20, 24 a,b,c) S1-1 AR (14, 17 b) S1-17 (102, 103) S1-17 AR (104 b,c)	
Integration and universal accessibility for people with disabilities.	Not material		S1-1 AR (17 d) S2-2 (23) S4-2 (21) S4-5 AR (44) S4 (SBM-3 10 c)	
Policies against all kinds of discrimination and, as the case may be, diversity management.	Material	d. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions. S1-4 and MDR-A. Policies related to own workforce. S1-1 and MDR-P.	S1-1 S1-2 S1-3 S1-4	
Respect for human rights				
Management approach: description and results of the policies addressing these matters and of the principal risks	Material	2.1.4 Minimum social safeguards. a. Policies related to own workforce. S1-1 and MDR-P	(ESRS 2) SBM-1 MDR-P MDR-A MDR-T	
Implementation of due diligence processes	Material		(ESRS 2) GOV-4 (ESRS 2) MDR-P S1-1 S1-17 S2-1 S3-1 S4-1	
Implementation of due diligence processes in relation to human rights and prevention of risks of human rights violations and, as applicable, measures to mitigate, manage and redress any such violations	Material	d. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions. S1-4 and MDR-A. a. Policies related to own workforce. S1-1 and MDR-P	(ESRS 2) MDR-A (ESRS 2) MDR-T S1-2 / S1-3 / S1-4 S2-2 / S2-3 / S2-4 S3-2 / S3-3 / S3-4 S4-2 / S4-3 / S4-4	

Reported human rights violations.	Material	viii. Incidents, complaints and severe human rights impacts. S1-17 and MDR-M	S1-17 S2-4 (36) S3-4 (36) S4-4 (35)	
Promotion and compliance with provisions in ILO fundamental conventions covering the freedom of association and right to collective bargaining	Material	viii. Incidents, complaints and severe human rights impacts. S1-17 and MDR-M. a. Policies related to own workforce. S1-1 and MDR-P	S1-8	
Elimination of discrimination in employment and occupation	Material	a. Policies related to own workforce. S1-1 and MDR-P. b. Material impacts, risks and opportunities and their interaction with strategy and business model. ESRS 2 SBM-3. a. Policies related to own workforce. S1-1 and MDR-P. d. Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions. S1-4 and MDR-A	S1-1 (24) S2-1 (17)	
Elimination of child labour or forced labour	Material	a. Policies related to value chain workers S2-1, MDR-P. a. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. S2-5, MDR-T	S1-1 (22) S2-1 (18) S3-1 (16) S4-1 (16)	
Effective eradication of child labour	Material	a. Policies related to value chain workers S2-1, MDR-P. a. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. S2-5, MDR-T	S1-1 (22) S2-1 (18) S3-1 (16) S4-1 (16)	
Anti-corruption and bribery				
Management approach: description and results of the policies addressing these matters and of the principal risks related to matters linked to the undertaking's operations	Material	Prevention and detection of corruption and bribery. G1-1, G1-3. a. Confirmed incidents of corruption or bribery	(ESRS 2) SBM-1 MDR-P MDR-A MDR-T	
Measures taken to prevent corruption and bribery	Material	Prevention and detection of corruption and bribery. G1-1, G1-3.	G1-1 G1-3 G1-4	
Anti-money laundering measures.	Material	Prevention and detection of corruption and bribery. G1-1, G1-3.	G1-1 G1-3 G1-4	
Contributions to foundations and non-profit organisations.	Material	V. Information on social issues 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require a list of economic contributions to foundations and non-profit organisations.
Information on social issues				
Management approach: description and results of the policies addressing these matters and of the principal risks related to matters linked to the group's operations	Material	a. Policies related to affected communities. S3-1, MDR-P	(ESRS 2) SBM-1 MDR-P MDR-A MDR-T	
The Company's commitments to sustainable development				
Impact of the undertaking's activity on employment and local development	Material	The impact of the Company's activities on local employment not considered material The impact of the Company's activities on local development is disclosed in: b. Material impacts, risks and opportunities and their interaction with strategy and business model. SBM-3	S3-1 S3-2 S3-3 S3-4 S3-5	
Impact of the undertaking's activity on local populations and the local area	Material	b. Material impacts, risks and opportunities and their interaction with strategy and business model. SBM-3	S3-1 S3-2 S3-3 S3-4 S3-5	

Relationships with local community players and types of dialogue	Material	b. Material impacts, risks and opportunities and their interaction with strategy and business model. SBM-3	S3-1 S3-2 S3-3 S3-4 S3-5	
Associations and sponsorship actions		V. Information on social issues 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require the list of memberships of non-profit associations and sponsorship actions of social or environmental causes.
Subcontracting and suppliers				
Inclusion in the purchasing policy of social, gender equality and environmental matters	Material	c. Management of relationships with suppliers. G1-2.	SBM-1 (42) MDR-P (65 b) S2-1 18 S2-4 AR (30) S3-4 AR (27) S4-4 AR (27)	
Contemplation of social and environmental performance in supplier and subcontractor engagement	Material	c. Management of relationships with suppliers. G1-2.	SBM-1 (42) MDR-P (65 b) S2-1 18 S2-4 AR (30) S3-4 AR (27) S4-4 AR (27)	
Supervision and audit systems and their outcomes	Material	c. Management of relationships with suppliers. G1-2. 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require the breakdown of the number of audits performed or other schemes of supervision performed on suppliers or the findings.
Consumers				
Measures to guarantee consumer health and safety	Not material		S4-1 S4-2 S4-3 S4-4	
Grievance systems, complaints received and resolution	Not material		S4-3 S4-4	
Tax information				
Country-by-country profits	Material	V. Information on social issues 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require the breakdown of country-by-country profit (loss).
Income tax paid	Material	V. Information on social issues 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require the breakdown of country-by-country income tax paid.
Government grants received	Material	V. Information on social issues 11.5. Appendix 1	Indicator not included in ESRS.	Information to be reported under the CSRD does not require the breakdown of country-by-country government grants received.
Regulation (EU) 2020/852 - Taxonomy				
Qualitative information				
Accounting policy	Material	2.1.5 Key performance indicators: Turnover, CapEx and OpEx associated with Taxonomy-aligned activities.	Regulation (EU) 2020/852 Regulation (EU) 2021/2178	
Assessment of compliance with Regulation (EU) 2020/852	Material	2.1. EU TAXONOMY INFORMATION	Regulation (EU) 2020/852 Regulation (EU) 2021/2178	
Contextual Information	Material	2.1. EU TAXONOMY INFORMATION	Regulation (EU) 2020/852 Regulation (EU) 2021/2178	
Quantitative information				

Taxonomy-eligibility and alignment of turnover	Material	2.1. EU TAXONOMY INFORMATION	Regulation (EU) 2020/852 Regulation (EU) 2021/2178 Regulation (EU) 2021/2139 Regulation (EU) 2023/2486	
Taxonomy-eligibility and alignment of CapEx	Material	2.1. EU TAXONOMY INFORMATION	Regulation (EU) 2020/852 Regulation (EU) 2021/2178 Regulation (EU) 2021/2139 Regulation (EU) 2023/2486	
Taxonomy-eligibility and alignment of OpEx	Material	2.1. EU TAXONOMY INFORMATION	Regulation (EU) 2020/852 Regulation (EU) 2021/2178 Regulation (EU) 2021/2139 Regulation (EU) 2023/2486	

11.10 Appendix 6. Additional disclosures under Law 11/2018

a. Information on labour and employee-related issues

Headcount by employee category and gender (no.)

	2025			2024		
	Women	Men	Total	Women	Men	Total
Management team	62	95	157	62	105	167
Qualified staff	484	1,403	1,887	537	1,605	2,142
Administrative personnel	42	13	55	122	58	180
Total	588	1,511	2,099	721	1,768	2,489

Number of dismissals by gender, age and employee category

		2025	2024
By age	Under 30	1	1
	30 to 50	11	7
	Over 50	5	5
	Total	17	13
By gender	Women	9	6
	Men	8	7
	Total	17	13
By employee category	Management team	1	4
	Qualified staff	14	8
	Administrative	2	1
	Total	17	13

Note: Data of employees with an employment relationship with Redeia: including employees who have an employment relationship at any Redeia company under the parameters set out in Article 1 of the Workers' Statute (*Estatuto de los Trabajadores*), excluding those subject to a business relationship.

Average pay and trend broken down by gender, age, employee category or equivalent metric

	Women			Men			Average total – women	Average total – men	Average total
2025	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50			
Management	N/A	138,327	162,494	N/A	145,006	180,598	151,969	165,612	160,225
Qualified staff	43,689	61,018	67,490	42,215	63,265	72,861	60,365	64,483	63,429
Administrative personnel	14,334	35,714	46,484	N/A	15,226	52,216	42,898	49,370	44,428
Total	43,230	66,370	82,057	42,215	66,888	84,127	68,791	70,711	70,174

	Women			Men			Average total – women	Average total – men	Average total
2024*	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50			
Management	N/A	131,978	182,794	N/A	153,697	182,940	149,203	169,443	162,117
Qualified staff	43,106	57,260	71,386	34,157	61,322	77,369	58,111	63,834	62,442
Administrative personnel	17,100	26,810	47,719	20,415	28,521	54,397	34,001	36,828	34,884
Total	39,169	60,493	77,801	35,041	63,730	87,766	62,359	67,953	66,334

N/A. Not applicable

Note 1. As of 2024, the calculation of median remuneration starts from the same wage items as for the gross pay gap, i.e., “gross annual remuneration”.

Note 2: includes data for Hispasat S.A. as it was consolidated by Redeia until 30 December 2025

Total hours of training by employee category

	2025			2024		
	Women	Men	Total	Women	Men	Total
Management team	3,079	4,355	7,434	3,362	4,511	7,873
Qualified staff	16,687	58,432	75,119	18,417	57,306	75,723
Administrative personnel	875	63	938	2,346	1,261	3,607
Total	20,641	62,850	83,491	24,125	63,078	87,203

Number of hours of absenteeism

	Women		Men		Total	
	2025	2024	2025	2024	2025	2024
Hours lost to work-related accidents/ill health[1]	467	680	1,898	2,517	2,365	3,197
Hours lost to non-work-related ill health[2]	40,700	23,554	60,923	51,304	101,623	74,858
Hours lost to occupational health and safety[3]	41,167	24,233	62,821	53,822	103,988	78,055
Hours lost to absenteeism[4]	62,428	44,187	97,354	89,847	159,782	134,034
Hours lost to unexcused absences[5]	190	453	695	1,072	885	1,525

Note 1: includes data for Hispasat S.A. as it was consolidated by Redeia until 30 December 2025

(1) Hours of absence due to occupational accidents include occupational accidents + commuting accidents

(2) Hours lost to non-work-related ill health: sum of days of temporary disability due to non-work-related illness + Illness < 3 days

(3) Hours lost to health and safety: sum of days of non-work-related temporary disability + Illness < 3 days + Commuting accidents.

To calculate this data, the annual working hours for each company were divided by the total number of calendar days per year, which is the ratio deemed appropriate to take into account all days of absence without considering whether or not they are working days so as to be able to make them equivalent to the number of days actually lost.

(4) Absenteeism hours: this takes into account hours lost to health and safety reasons, plus absences due to excused leave (holidays and similar breaks are not counted).

(5) Unexcused absence hours: all other hours of unexcused absences.

Total number and distribution of employees by gender, age, country and employee category.

ESRS do not include the breakdown by employee category but include the breakdown by countries where the undertaking has at least 50 employees.

Workforce by country, gender, age and employee category

Workforce in Spain	Women						Men						Total	
	Under 30		30 to 50		Over 50		Under 30		30 to 50		Over 50			
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Management team	0	0	27	37	35	25	0	0	34	41	52	55	148	158
Qualified staff	60	46	273	298	120	114	108	70	792	864	426	423	1,779	1,815
Administrative personnel	0	0	9	13	30	42	0	0	0	0	12	14	51	69
Total	**60**	**46**	**309**	**348**	**185**	**181**	**108**	**70**	**826**	**905**	**490**	**492**	**1,978**	**2,042**

Workforce in Peru	Women						Men						Total	
	Under 30		30 to 50		Over 50		Under 30		30 to 50		Over 50			
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Management team	0	0	0	0	0	0	0	0	3	2	2	2	5	4
Qualified staff	3	1	16	25	0	0	9	8	39	72	7	10	74	116
Administrative personnel	1	0	0	9	0	1	0	0	1	4	0	1	2	15
Total	**4**	**1**	**16**	**34**	**0**	**1**	**9**	**8**	**43**	**78**	**9**	**13**	**81**	**135**

Workforce in Brazil	Women						Men						Total	
	Under 30		30 to 50		Over 50		Under 30		30 to 50		Over 50			
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Management team	0	0	0	0	0	0	0	0	0	1	1	1	1	2
Qualified staff	0	0	2	12	0	2	0	3	0	14	0	5	2	36
Administrative personnel	0	0	1	2	0	1	0	3	0	8	0	2	1	22
Total	**0**	**6**	**3**	**14**	**0**	**3**	**0**	**6**	**0**	**23**	**1**	**8**	**4**	**60**

Workforce in Luxembourg	Women						Men						Total	
	Under 30		30 to 50		Over 50		Under 30		30 to 50		Over 50			
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Management team	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified staff	0	0	0	0	1	1	0	0	0	0	0	0	1	1
Administrative personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**

Total number and breakdown of employees by contract type and average annual number of permanent, temporary and part-time contracts by gender, age and employee category

ESRS do not include total number and breakdown of contracts by employee category and age, or average contracts by age and employee category.

Total number and distribution of employment contract types by age, gender and employee category

		Permanent contracts		Temporary contracts	
		2025	2024	2025	2024
By age	Under 30	151	155	31	17
	30 to 50	1,222	1,594	5	1
	Over 50	690	722	0	0
	Total	2,063	2,471	36	18
By gender	Women	571	715	17	6
	Men	1,492	1,756	19	12
	Total	2,063	2,471	36	18
By employee category	Management team	157	167	0	0
	Qualified staff	1,852	2,124	35	18
	Administrative	54	180	1	0
	Total	2,063	2,471	36	18

Average number of permanent and temporary contracts by age, gender and employee category

		2025		2024	
		Average permanent contracts	Average temporary contracts	Average permanent contracts	Average temporary contracts
By age	Under 30	177.9	25.7	147.3	16.2
	30 to 50	1,531.4	4.9	1,637.7	1.0
	Over 50	831.8	0.0	668.7	0.0
By gender	Women	732.7	16.5	714.1	6.0
	Men	1,804.0	18.5	1,738.9	11.9
By employee category	Management team	169.7	0.0	162.6	0.0
	Qualified staff	2,269.4	35.0	2,097.2	18.0
	Administrative personnel	97.7	1.0	193.3	0.0

Note: includes data for Hispasat S.A. as it was consolidated by Redeia until 30 December 2025

The workforce did not include any part-time personnel in either 2025 or 2024.

Implementation of disconnection policies

ESRS request policies regarding employees that could include disconnection measures. Those standards do not explicitly require right-to-disconnect measures but if companies have them or a related policy, they will be included.

Redeia is aware that the digital transformation includes more flexible work organisation models, which can lead to situations where the boundaries of working hours become blurred, thus creating situations where an employee's work genuinely interferes with their personal life.

Article 88, governing the right to disconnect, of the Spanish Data Protection and Digital Rights Act (Organic Law 3/2019 of 5 December 2019), requires companies to meet with workers' representatives and draw up an internal policy for employees (including those in management positions) that defines how this right to disconnect can be exercised and the actions taken to train employees and raise awareness about the reasonable use of technology to prevent the risk of IT fatigue.

As a clear commitment to promoting the right to disconnect, in 2021 the Digital Disconnection Protocol came into force, which explains how employees may exercise this right, along with the training and awareness-raising actions to be carried out on the reasonable use of devices and other forms of technology. This protocol, together with the flexible working hour arrangements made available to our employees, means that employees can enjoy a healthy balance between their personal and professional lives.

Average remuneration of directors and executives

With respect to the Board of Directors, there is no gender-based pay difference among members holding the same position, as disclosed in note 25 to the consolidated financial statements, as long as they hold the same position as Company directors. Any possible differences are due to the fact that they may perform additional duties as chair of board committees or lead independent director, or by virtue of the commercial contract that the roles of non-executive chairman and chief executive officer have.

Remuneration includes all applicable items: fixed and variable remuneration, allowances, termination benefits, contributions to long-term pension schemes, and any other amounts received.

Key management personnel accrued 4,090,475 euros of remuneration in 2025, recognised under “Employee benefits expense” in the consolidated statement of profit or loss. Note that there were organisational changes and changes in the consolidation scope that affected the number of key management personnel and the composition and members of that team in 2024. On a like-for-like basis, i.e., only analysing remuneration for the professionals who were part of the Group’s key management personnel for all of 2024 and 2025, the year-on-year increase in their remuneration narrows to 3.8%.

b. Information on social issues

The Company’s commitments to sustainable development

Contributions to foundations and non-profit organisations.
Contributions to foundations and non-profit organisations in 2025 totalled 2,470,712.90 euros (2024: 2,125,000 euros). This figure includes contributions made under institutional or academic collaboration agreements, membership fees to national and international organisations, and donations for social purposes.

Association and sponsorship actions

The Group is an active member of various international organisations and associations, particularly within the European Union, with a view to raising awareness of its stance on fundamental aspects of its activity, building strong alliances and contributing to the achievement of common objectives.

The Group participates in international electricity-related organisations such as ENTSO-E (European Network of Transmission System Operators for Electricity), RGI (Renewable Grid Initiative), IESOE (Electricity Interconnection in South-Western Europe), Med-TSO (Mediterranean Transmission System Operators), CIGRE (International Council on Large Electric Systems), SNMPE in Peru (National Mining, Energy and Oil Company), Asociación de Transmisoras in Chile (Transmission Association), Fundación España-Perú, In Spain, Redeia also participates in industry associations, such as ENERCLUB (Spanish Energy Club), AEEE (Spanish Association for the Energy Economy) and several energy clusters across the country.

Subcontracting and suppliers

Supervision and audit systems and their outcomes

The supplier classification and qualification process requires companies applying to become suppliers to adhere to the Code of Conduct for Suppliers. Through the platform supporting this process, they confirm that they do not carry any ESG risk that might pose an unacceptable risk to Redeia. Further screening is carried out to ensure that they meet the minimum requirements and standards of quality for each supply. They are also asked, *inter alia*, to provide proof of having a stable financial position and of having taken out a civil liability insurance policy, along with references of previous projects and experience.

Depending on the type of supply, should compliance with further environmental and social criteria be required (beyond those required for approval), these are duly conveyed by the technical areas in the technical specifications as part of the contractual documentation.

The continuous monitoring process is there to ensure that suppliers are able to perform the contracts signed with Redeia and continue to fulfil the relevant tender and supplier approval requirements. The main screening actions are as follows: (1) business (monitoring of the financial solvency of all approved suppliers and application of mitigating measures, continuous oversight of legal matters such as being up-to-date with payment of the required taxes, social security contributions and public liability insurance, etc.); (2) technical; (3) compliance (criminal risk, privacy and cybersecurity); (4) integrity and human rights; (5) sustainability (ESG score); and (6) social responsibility (verification of proper adherence to the Code of Conduct for Suppliers through social audits).

Where a risk or non-compliance with ESG requirements is identified, Redeia may perform audits, using the findings to draw up action plans for minimising the identified risks.

Tax information

Redeia is committed to complying with tax laws and fulfilling its tax obligations. It seeks cooperative relationship with the taxation authorities and considers it important to contribute to economic and social development by paying taxes in all the countries in which it operates.

In 2025, the Group earned the highest possible tax transparency mark, of 't*** de transparente' (T for Transparency) from Fundación Haz. To attain this accolade, the voluntary transparency shown by IBEX 35 companies as regards their tax obligations is analysed.

The Group's tax strategy has been approved by the Board of Directors and provides a consistent and reliable approach to tax matters in line with the Group's strategy. It embodies the Group's vision and objectives in tax matters and is based on three core values: transparency, good governance and responsibility.

The Board of Directors has also approved the Group's Tax Risk Control and Management Policy and its inclusion in the Comprehensive Risk Management Policy. The tax risk control and management systems are described in the Corporate Governance Report.

The Group's Tax Strategy and ERM policy can be found on the corporate website.

Both the Code of Conduct and Ethics and the Tax Strategy set out the Group's pledge not to create companies in countries considered tax havens in order to evade tax. The Group has no presence and carries out no activity in countries considered tax havens or non-cooperative jurisdictions under applicable laws and regulations: First and tenth additional provision and second transitional provision of Law 36/2006, of 29 November 2006, on measures for the prevention of tax fraud (as amended by Law 11/2021, of 9 July 2021, on measures to prevent and combat tax fraud, effective 11 July 2021); Order HFP/115/2023, of 9 February 2023, listing those countries and territories, as well as harmful tax regimes, considered to be non-cooperative jurisdictions; the European Union list of non-cooperative jurisdictions and territories for tax purposes.

Set out below is information on country-by-country profit (loss), country-by-country income tax paid, and government grants received, as disclosed in the consolidated financial statements. Figures do not include the Hispasat subgroup classified until 30 December 2025 within discontinued operations in accordance with IFRS 5 – *Non-current assets held for sale and discontinued operations*. On 30 December 2025, the sale of the Hispasat group closed, triggering the deconsolidation of Redeia's investments in all of the Hispasat companies.

Country-by-country profit (loss)

Profit/(loss) before income tax from continuing operations encompasses consolidated profit (loss).

Country-by-country profit (loss) before income tax (million euros)	2025	2024
Spain	631	620
Brazil	46	45
Luxembourg	12	16
Peru	15	9
Chile	-3	-14
Other[1]	—	—
Total	**701**	**676**

(1) Europe includes France and Denmark, with amounts under 1 million euros.

Income tax paid

With a view to following best practices in sustainability and voluntarily offering greater transparency in tax matters for its various stakeholders, Redeia has been calculating and publishing its total tax contribution as part of its Sustainability Report since 2014, showcasing the significant economic and social contribution made by the taxes it pays.

The Group's total tax contribution to public authorities across all the countries in which it operates amounted to 562 million euros in 2025, of which 232 million euros related to input tax and 323 million euros to output tax.

Corporate income tax paid in each country in 2025 and 2024, understood as the amounts of income tax paid, is as set out below: This table does not include income taxes paid by companies consolidated using the equity method (mainly located in Brazil and Chile).

Income tax paid (million euros)	2025	2024
Spain[(1)]	156	124
Peru	6	5
Luxembourg	1	—
Other[(2)]	—	—
Total	**163**	**129**

(1) The figure for 2024 does not include the amount collected in 2024 of the 2022 income tax refunded on application of the minimum payment rule when calculating instalment payments.
(2) Europe includes France, and America includes Chile and Brazil with amounts under 1 million euros.

Government grants received

In 2025, a total of 38 million euros was received in grants from official bodies, the bulk of which related to the amount received by Red Eléctrica to fund the electricity interconnection between Spain and France through the Bay of Biscay.

Public grants received (millions of euros)	2025	2024
Spain	38	209
Total	**38**	**209**

Information on environmental matters

Direct and indirect energy consumption

	2025	2024
Electricity consumption (MWh)	20,957	20,518
Fuel consumption (MWh)	15,406	10,602
Consumption of energy from renewable sources as a percentage of total energy consumption (%)	55.9%	61.9%

Fuel consumption is primarily from fleet vehicles, generators and heating. The share of renewable energy consumption in total energy consumption (including both electricity and fuels) does not include the share of renewable energy corresponding to national energy mixes (only that acquired contractually) or the share of biofuel contained in automotive fuel.

Independent Limited Assurance Report on the Consolidated Non-Financial Information Statement and Sustainability Information for the year ended December 31, 2025

REDEIA CORPORACIÓN, S.A. AND SUBSIDIARIES

The better the question.
The better the answer.
The better the world works.

Shape the future
with confidence

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INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT AND SUSTAINABILITY INFORMATION

(Translation of a report originally issued in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

To the shareholders of REDIA CORPORACIÓN, S.A.:

Conclusion of limited assurance

In accordance with article 49 of the Commercial Code, we have performed a limited verification engagement on the Consolidated Non-Financial Information Statement ("NFIS") for the year ended december 31, 2025, of REDIEA CORPORACIÓN, S.A. (the "Entity") and subsidiaries (the "Group"), which is part of the Group's Consolidated Management Report.

The content of the NFIS includes information in addition to that required by prevailing company law in respect of non-financial information, specifically the Sustainability Information prepared by the Group for the year ended december 31, 2025 (the "sustainability information") in accordance with Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022, as regards corporate sustainability reporting (the "CSRD"). The sustainability information was also subject to limited verification.

Based on the procedures applied and the evidence obtained, nothing has come to our attention that causes us to believe that:

a) The Group's NFIS for the year ended december 31, 2025 has not been prepared, in all material respects, in accordance with the contents required by prevailing company law and the criteria selected in European Sustainability Reporting Standards ("ESRS"), as well as other criteria described as explained for each subject matter in table "Context index required under Law 11/2018" of the NFIS.

b) The sustainability information, taken as a whole, has not been prepared, in all material respects, in accordance with the sustainability reporting framework applied by the Group and identified in the accompanying note "Changes in preparation or presentation of sustainability information ", including:

- That the description of the process for identifying the sustainability information to be disclosed included in Note "Double materiality assessment" is consistent with the process implemented and that it enables the identification of the material information to be disclosed in accordance with the requirements of ESRS.
- Compliance with ESRS.
- Compliance of the disclosure requirements included in subsection "Information related to the European Union Taxonomy" on the environment in the sustainability information with Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020, on the establishment of a framework to facilitate sustainable investment.

Domicilio Social: Calle de Raimundo Fernández Villaverde, 65. 28003 Madrid - Inscrita en el Registro Mercantil de Madrid, tomo 9.364 general, 8.130 de la sección 3ª del Libro de Sociedades, folio 68, hoja nº 87.690-1, inscripción 1ª. C.I.F. B-78970506.

A member firm of Ernst & Young Global Limited.

Basis of conclusion

We have performed our limited verification engagement in accordance with generally accepted professional standards applicable in Spain and specifically with the guidelines contained in the Guidelines 47 (revised) and 56 (revised) issued by the Spanish Institute of Chartered Accountants on non-financial information assurance engagements and considering the contents of the note issued by the Spanish Accounting and Auditing Institute (ICAC) on December 18, 2024 (the "generally accepted professional standards").

The procedures performed in a limited verification engagement are less in extent than for a reasonable verification engagement. Consequently, the level of assurance obtained in a limited verification engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under those regulations are further described in the *Practitioner's responsibilities* section of our report.

We have complied with the independence and other ethics requirements of the International Code of Ethics for Professional Accountants (including international standards on independence) of the International Ethics Standards Board for Accountants (IESBA), which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management (ISQM) 1, which requires us to design, implement, and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of the directors

The preparation of the NFIS included in the Group's consolidated management report is the responsibility of the directors of REDEIA CORPORACIÓN, S.A. The NFIS has been prepared in accordance with the content required by prevailing company law and the criteria selected in ESRS, as well as other criteria described as explained for each subject matter in table "Context index required under Law 11/2018" of the NFIS.

This responsibility also includes the design, implementation, and maintenance of such internal control as considered necessary to ensure that the NFIS is free of material misstatement, whether due to fraud or error.

The directors of REDEIA CORPORACIÓN, S.A. are also responsible for defining, implementing, adapting, and maintaining the management systems from which the necessary information for preparing the NFIS is obtained.

In relation to the sustainability information, the entity's directors are responsible for developing and implementing a process for identifying the information to be included in the sustainability information in accordance with the CSRD, the ESRS and Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council, of 18 June 2020, and for disclosing information about this process in the sustainability information itself in note "Double materiality assessment". This responsibility includes:

- Understanding the context in which the Group carries out its activities and business relationships, as well as its stakeholders, in relation to the Group's impact on people and the environment.
- Identifying the actual and potential impacts (both negative and positive), as well as risks and opportunities that could affect, or could reasonably be expected to affect, the Group's financial position, financial performance, cash flows, access to financing, or cost of capital in the short, medium or long term.
- Assessing the materiality of the identified impacts, risks and opportunities.
- Making assumptions and estimates that are reasonable under the circumstances.

The directors are also responsible for the preparation of the sustainability information, which includes the information identified by the process, in accordance with the sustainability reporting framework used, including compliance with the CSRD, the ESRS, and compliance of the disclosure requirements included in subsection "Information related to the European Union Taxonomy" of the section on the environment in the sustainability information with Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council, of 18 June 2020, on the establishment of a framework to facilitate sustainable investment.

This responsibility includes:

- Designing, implementing and maintaining such internal control as the directors consider relevant to enable the preparation the sustainability information that is free from material misstatement, whether due to fraud or error.
- Selecting and applying appropriate methods for the presentation of sustainability information and the basis of assumptions and estimates that are reasonable, considering the circumstances, about specific disclosures.

Inherent limitations in the preparation of the information

In accordance with ESRS, the entity's directors are required to prepare forward-looking information on the basis of assumptions and hypothetical assumptions, which must be included in the sustainability information, about potential future events and possible future actions, if any, that the Group could take. Actual results may differ significantly from estimated results, as the reference is to the future and future events frequently do not occur as expected.

In determining the disclosures in the sustainability information, the entity's directors interpret legal and other terms that are not clearly defined and that may be interpreted differently by others, including the legal conformity of such interpretations, and, accordingly, are subject to uncertainty.

Practitioner's responsibilities

Our objectives are to plan and perform the verification engagement to obtain limited assurance about whether the NFIS and sustainability information are free from material misstatement, whether due to fraud or error, and to issue a limited verification report that includes our conclusions. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this information.

As part of a limited verification engagement, we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- Design and perform procedures to assess whether the process for identifying the disclosures to be included in the NFIS and sustainability information is consistent with the description of the process followed by the Group and enables, where appropriate, the identification of the material information to be disclosed as required in the ESRS.

- Perform risk procedures, including obtaining an understanding of internal control relevant to the engagement, to identify disclosures where material misstatements are more likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Group's internal control.

- Design and perform procedures responsive to disclosures in the NFIS and sustainability information where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary from the work performed

A limited verification engagement involves performing procedures to obtain evidence as a basis for our conclusions. The nature, timing and extent of procedures selected depend on professional judgment, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the NFIS and sustainability information.

Our work consisted of making inquiries of management and of the Group's various business units and components that participated in the preparation of the NFIS and sustainability information, reviewing the processes used for compiling and validating the information presented in the NFIS and sustainability information, and applying certain analytical procedures and performing tests of details on a sample basis as described below:

For verification of the NFIS:

- Holding meetings with Group personnel to obtain an understanding of the business model, the policies and management approaches applied, and the main risks related to these matters and to gather the information needed to perform the independent assurance work.

- Analyzing the scope, relevance and completeness of the content of the 2025 NFIS based on the materiality assessment performed by the Group and described in note "Double materiality assessment". of the NFIS, considering the content required in prevailing company law.

- Analyzing the processes used to compile and validate the data presented in the 2025 NFIS.

- Reviewing the disclosures relating to the risks, policies and management approaches applied with respect to the material matters presented in the 2025 NFIS.

- Checking, through sample testing, the information underlying the content of the 2025 NFIS and whether it has been adequately compiled based on data provided by information sources.

For verification of the sustainability information:

- Making inquiries of Group personnel:

  - To understand the business model, the policies and management approaches applied and the main risks related to these matters and to gather the information needed to perform the independent assurance work.

  - To know the source of the information used by management (e.g., interaction with stakeholders, business plans and documents on strategy) and review the Group's internal documentation on its process.

- Obtaining, through inquiries of Group personnel, insight into the entity's processes for gathering, validation, and presenting information relevant for the preparation of its sustainability information.

- Assessing whether the evidence obtained in our procedures on the process implemented by the Group for determining the disclosures to be included in the sustainability information is consistent with the description of the process included in that information, as well as assessing whether that process implemented by the Group enables identification of the material information to be disclosed in accordance with the requirements of the ESRS.

- Assessing whether all the information identified in the process implemented by the Group for determining the disclosures to be included in the sustainability information is effectively included.

- Evaluating whether the structure and presentation of the sustainability information is consistent with ESRS and the rest of the sustainability reporting framework applied by the Group.

- Performing inquiries of relevant personnel and analytical procedures on the disclosures in the sustainability information, considering those where material misstatements are likely to arise, whether due to fraud or error.

- Performing, as appropriate, substantive procedures through sampling of selected disclosures in the sustainability information, considering those where material misstatements are likely to arise, whether due to fraud or error.

- Obtaining, as appropriate, reports issued by accredited independent third parties accompanying the consolidated management report in response to the requirements of European regulations and, in relation to such information and in accordance with generally accepted professional standards, verification, exclusively, of the accreditation of the practitioner and that the scope of the report issued corresponds to that required by European regulations.

- Obtaining, as appropriate, the documents containing the information incorporated by reference, the reports issued by auditors or practitioners on such documents and, in accordance with generally accepted professional standards, verification, exclusively, that in the document to which the information incorporated by reference refers, the requirements described in ESRS for the incorporation by reference of information in the sustainability information are met.

- Obtaining a representation letter from the directors and management regarding the NFIS and sustainability information.

Other information

The persons in charge of the entity's governance are responsible for the other information. The other information comprises the consolidated financial statements and the rest of the information included in the consolidated management report, but does not include either the auditors' report on the consolidated financial statements or the assurance reports issued by accredited independent third parties required by European Union law on specific disclosures contained in the sustainability information and attached to the consolidated management report.

Our verification report does not cover the other information and we do not express any form of verification conclusion on it.

Our responsibility in connection with our engagement to verify the sustainability information is to read the other information identified and consider whether it is materially inconsistent with the sustainability information or the knowledge we have obtained during the verification engagement that could indicate material misstatements in the sustainability information.

ERNST & YOUNG, S.L.

(Signature on the original in Spanish)

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David Ruiz-Roso Moyano

February 25, 2026