

2026-2029  
Sustainability Plan  
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**redeia**

Valuing the essentials

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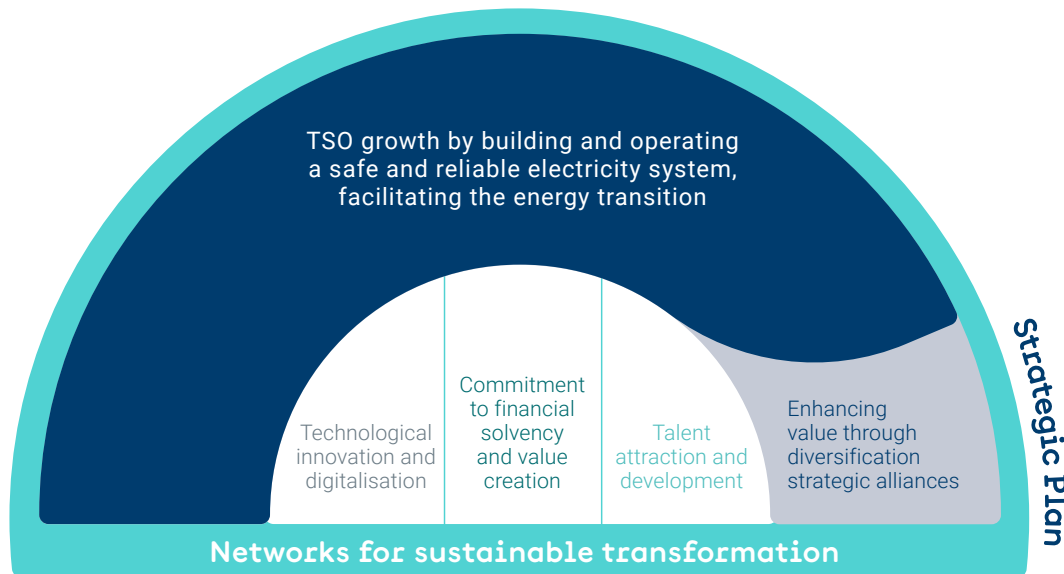


# Sustainability Framework

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# 2026-2029 Strategic Plan

In February 2026, the Board of Directors approved Redeia's 2026-2029 Strategic Plan



The 2026-2029 Strategic Plan focuses on the growth of the Transmission System Operator (TSO), building and operating a secure, robust electricity system prepared for the decarbonisation of the economy, reinforcing the essential role played by electricity transmission in the energy transition, as well as offering a reliable and technologically advanced fibre optic network that helps close the digital divide.

The Plan focuses on strong development of regulated activity in Spain, and therefore over 90% of our investments are allocated to transmission and operation activities, reflecting our top priority in developing electricity planning, optimising system operation, and ensuring quality of supply in a rapidly transforming environment.

At the same time, Redeia will continue to consolidate its international and telecommunications activities, which provide stability and long-term value.

The strategy also focuses on operational efficiency and financial solvency, technological innovation, and digitalisation. Likewise, the attraction and retention of diverse talent becomes an essential pillar for successfully tackling the challenges of the electricity sector.

The 26-29 Strategic Plan reinforces Redeia's mission: to drive a sustainable, reliable, and future-ready electricity system, providing shared value to society.

## 1.2

# 2030 Sustainability Commitment

In 2017, the Board of Directors approved Redeia's 2030 Sustainability Commitment.

This commitment demonstrates the group's support for long-term sustainability through a business model capable of **creating shared value for all stakeholders** through the responsible development of its activities.

Redeia's 2030 Sustainability Commitment is specified in **four sustainability priorities** to face the challenges confronting the organisation and to capitalise on existing opportunities, in order to occupy a benchmark position in the global business context.



## Sustainability Priorities

### Anticipating change and taking action

Promote a corporate culture of innovation and flexibility that allows the Company to identify growth opportunities and respond to the challenges of the future, anticipating and adapting both to global trends and to the regulatory environment arising from the new energy model.



### Decarbonisation of the economy

Be a proactive agent in the energy transition towards a zero-emission model, advocating for the electrification of the economy and the efficient integration of renewable energy, through a robust and better-interconnected grid, as well as through the development and operation of energy storage systems.

### Responsible value chain

Extend the Company's responsibility commitment to all links in the value chain, ranging from employees to suppliers and clients, accomplishing this through the creation of alliances and by basing it on our corporate governance and integrity model.



### Contribution to social, economic and environmental development

Contribute to society's economic, environmental and social progress by providing a key service safely and efficiently. This is achieved by promoting environmental conservation, the quality of life and the social well-being of people. We also seek to involve the communities where our facilities are located in all aspects related to the Company's activities to generate a mutual benefit that positively impacts society as a whole.



Redeia's 2030 Sustainability Commitment is deployed through multi-year plans.

### 2030 Sustainability Objectives

In May 2019, the Board of Directors approved the 2030 Sustainability Objectives, which lay out eleven proposals to measure compliance with the commitments established in the four sustainability priorities, focusing on those aspects that address major global challenges on the horizon for 2030.

The objectives, which are defined by the Sustainability Steering Committee and validated by the Sustainability Committee of the Board of Directors, were aligned with the 2030 Sustainability Commitment and Redeia's 2021–2025 Strategic Plan, as well as the United Nations Sustainable Development Goals (SDGs).



# Understanding the Sustainability Context



The preparation of the 2026-2029 Sustainability Plan was carried out through a rigorous, cross-cutting process that combined an analysis of the global context with the participation of the Group's various areas.

This process began with the preparation of a sustainability context analysis, aimed at gaining a comprehensive and detailed view of the environment in which Redeia operates. This understanding made it possible to identify and comprehend the current and future dynamics that may affect the Group, and facilitate the adaptation of its strategies and operations to maximise its positive impact and align with international best practices.

The phases on which this understanding was based are detailed below:

### Phase I: Analysis of global trends and megatrends

The first phase consisted of a comprehensive and structured analysis of the sustainability context, aimed at understanding the global, sectoral, and territorial dynamics that will condition Redeia's activity over the 2026-2029 horizon. This work has made it possible to identify the most relevant drivers of change and anticipate risks and opportunities with a direct impact on the business model.

#### 1. Analysis of global megatrends

**Five major megatrends** have been identified that will shape corporate sustainability in the coming decade: the climate

transition and the protection of natural capital; social evolution linked to inequality, talent, and the value chain; geopolitical reconfiguration and its effects on markets and resources; the accelerated advance of technological innovation and artificial intelligence; and the rise of disinformation and the loss of public trust.

#### 2. Sectoral analysis of the electricity and telecommunications sectors

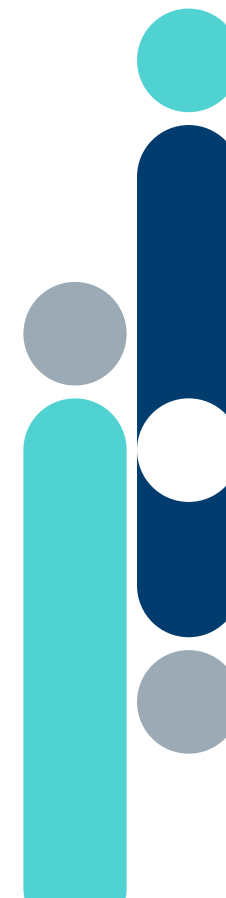
The sectoral analysis has identified the **main transformation** vectors for both sectors: in energy, demand growth, electrification and grid modernisation, storage deployment, and climate resilience; and in telecommunications, the exponential increase in data traffic, the expansion of 5G and data centres, the pressure for energy efficiency, new regulatory demands, and the enabling role of 'dark' fibre optics.

#### 3. Country analysis: Spain, Brazil, Chile, and Peru

A comparative analysis of the four countries where Redeia operates has been carried out, **assessing their political-economic, social, environmental, and regulatory context to identify relevant risks and opportunities.**

#### Phase II: European and global regulatory analysis

The main European and global regulatory frameworks that will affect the 2026-2029 period have been reviewed, including the reporting standards (CSRD/



ESRS) of the Sustainability Directive, the Corporate Sustainability Due Diligence Directive (CSDDD), European energy and climate regulations, and social and value chain directives. Likewise, international commitments on climate and biodiversity and carbon markets were analysed. This ensures that the 2026-2029 Plan is fully aligned with current and emerging regulatory obligations.

### Phase III: Benchmark of objectives and best practices

An exhaustive benchmarking exercise covering **21 leading international companies** in electricity grids, telecommunications, and critical infrastructure has been carried out to identify leadership trends, ambition levels, and advanced sustainability management approaches. The analysis made it possible to compare Redeia with European, North American, and Latin American companies, identifying common patterns, sectoral innovations, and standards that are setting the market's direction.

The analysis concludes that Redeia is at a **high level of maturity** in all the topics analysed, and at a **level equal to or higher than the TSOs analysed**.

Overall, the analysis allows Redeia to be benchmarked against its peers, identifying areas for improvement and opportunities for differentiation, and above all, **establishing realistic yet competitive ambition levels** for the 2026-2029 horizon.

### Phase IV and Phase V: Internal vision and external perspectives

To complement the technical and regulatory analysis, an extensive qualitative consultation process was carried out, consisting of 28 internal and external interviews that provided a combined vision of expectations regarding Redeia's role in the energy transition, nature protection, the country's digitalisation, and the creation of territorial value. The joint analysis has helped to identify emerging risks, critical capabilities, external concerns, and transversal priorities necessary to guide the 2026-2029 Plan.



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# Plan Preparation Process



Once the analysis of the sustainability context was completed and the priority topics for Redeia were defined, the objectives and their specific actions were defined, including the associated indicators, responsible parties, and corresponding monitoring mechanisms. Finally, achievement pathways were developed, estimating the expected progress year by year until 2029. These pathways allow for the projection of indicator evolution, the establishment of intermediate milestones, and ensure that the Plan's level of ambition is realistic, measurable, and coherent with the Group's operational capacity.

The Sustainability Plan defines objectives, actions and indicators, along with achievement pathways until 2029 that allow us to measure progress, establish intermediate milestones and ensure a realistic ambition consistent with the company's capacity.



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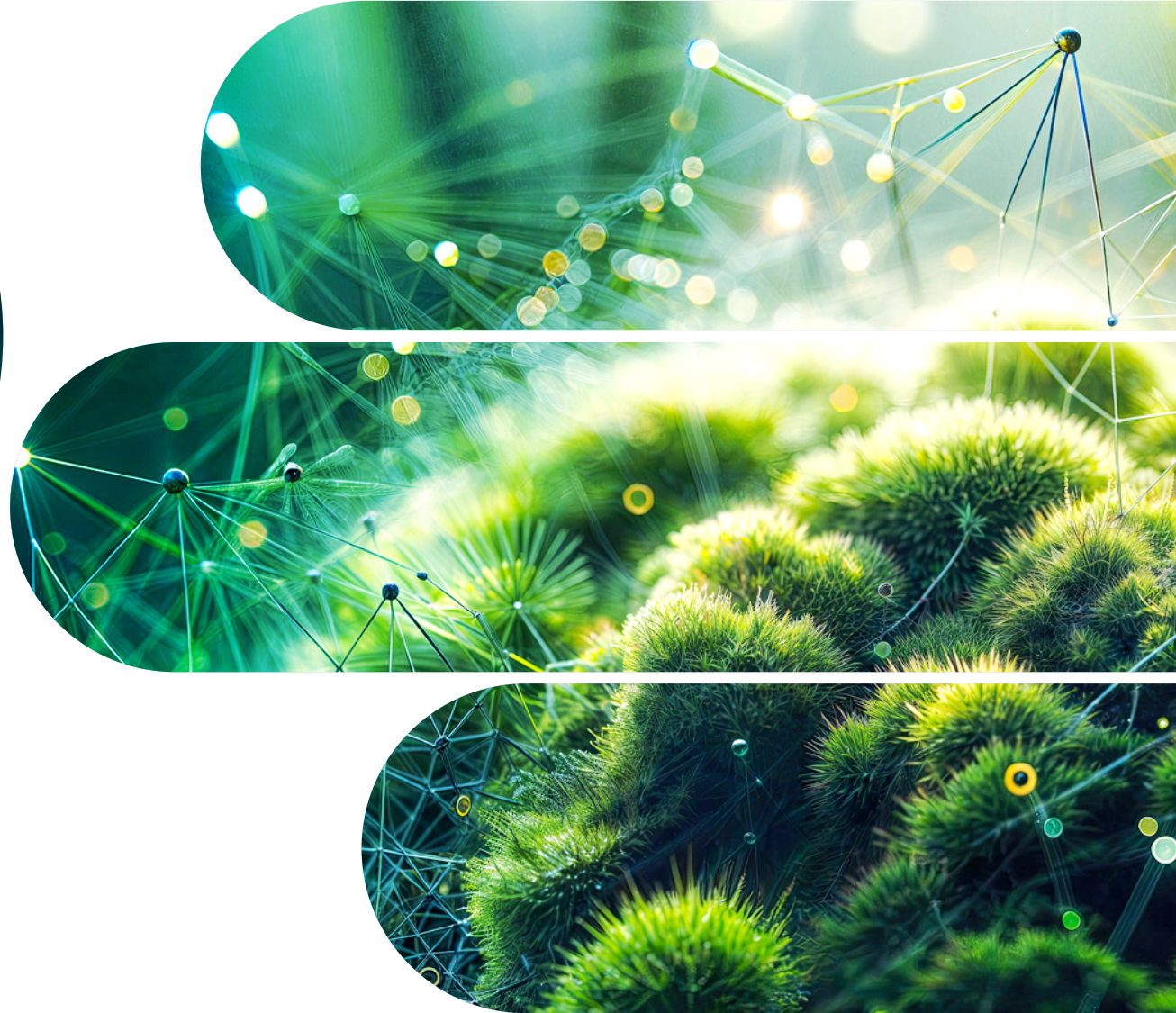
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## 2026-2029 Sustainability Plan



The '2026–2029 Sustainability Plan: grids for Redeia's sustainable transformation' (hereinafter the Sustainability Plan) is structured around **two strategic ambitions, seven action vectors, and five management levers** that enable the integration of sustainability throughout the organisation. This framework ensures a solid contribution to the energy and digital transition, reinforces the positive impact on nature, people, and territories, and responds to stakeholder expectations and emerging challenges in the global context.

The Sustainability Plan has a global scope, encompassing all business activities and geographical areas in which Redeia operates: Red Eléctrica, Redinter, Reintel, and Elewit.

The plan was approved on 24 February by the Board of Directors, following its validation by the Sustainability Steering Committee, the Executive Committee, and the Sustainability Committee.

The main aspects of the aforementioned plan are summarised below.

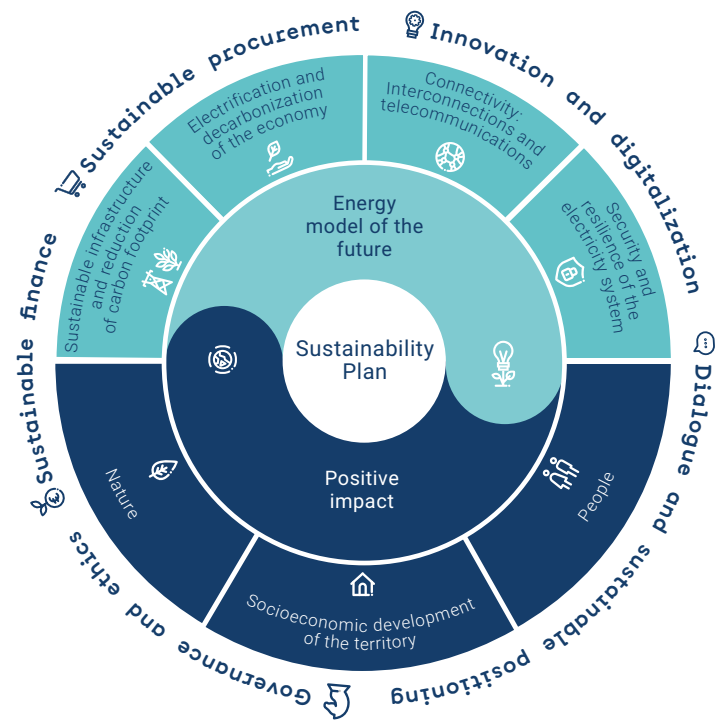
## Action lines of the 2026–2029 Sustainability Plan

The plan is structured around **two main ambitions**, developed through **seven strategic vectors** and supported by **five management levers**, which coherently guide the actions of all the Group's companies. This architecture combines the need to advance towards an **energy model of the future**, focused on the development and maintenance of sustainable and resilient infrastructure, with the ambition of generating a **positive impact** on nature, territories, and people through responsible, inclusive practices aimed at creating shared value.

The Sustainability Plan has a 2026-2029 time horizon, is aligned with the 2030 Sustainability Commitment, and has a specific governance structure that guarantees its monitoring and reporting.

In total, the plan incorporates **33 key objectives**, allowing progress to be measured in the company's highest priority areas, ensuring

consistency with the Strategic Plan, and reinforcing Redeia's role as a fundamental actor in the energy and digital transition.



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4.1

# Energy model

## Purpose

To play an active role in the development and maintenance of sustainable and resilient infrastructure that responds to the challenges of decarbonisation, electrification, renewable energy integration, and future connectivity, guaranteeing the security and supply of the electricity system.

## Vectors

### Sustainable infrastructure and carbon footprint reduction

To develop, build, and maintain **sustainable and resilient infrastructure** that responds to the challenges related to **climate change mitigation and adaptation**, and **circularity** (ecodesign, recyclability, efficient use of materials and resources).

### Electrification and decarbonisation of the economy

To facilitate greater **electrification and decarbonisation** of the economy and integrate **renewable energy sources** into the system **safely and efficiently**, guaranteeing their correct connection to the grid and their corresponding management.

### Connectivity: interconnections and telecommunications

To drive **universal connectivity** in an agile, secure, and robust manner, both from the perspective of developing **electricity interconnections**, which are key to the energy transition, and the **deployment of telecommunications**.

### Security and resilience of the electricity system

To ensure the **security, resilience, and supply of the electricity system** by strengthening the organisation's **response capabilities** to incidents and emerging challenges (e.g., increasingly sophisticated cybersecurity threats).

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## 1. Sustainable infrastructure and carbon footprint reduction

### KEY OBJECTIVES

Advance the sustainable design, construction, and maintenance of infrastructure with ecodesign and social criteria with a 2029 horizon.

Promote the creation of remuneration categories to foster the inclusion of ESG criteria in Redeia's regulatory framework.

Net Zero by 2050 (Scope 1, 2 and 3).

Reduce SF<sub>6</sub> emissions compared to 2015.

Offset Scope 1 and 2 emissions associated with electricity consumption (annual).

Achieve at least 30% renewable fuel consumption in operations.

### TARGET VALUE FOR 2029

100% compliance with the 2029 roadmap.

100% of proposals for remuneration categories submitted to the CNMC.

50% reduction in Scope 1 and 2 emissions.  
Scope 3: At least 20% of supply chain emissions covered by the supplier programme.

24.5% reduction in SF<sub>6</sub> emissions compared to 2015.

100% offsetting.

30% renewable fuel consumption.

## 2. Electrification and decarbonisation of the economy

### KEY OBJECTIVES

Develop the transmission grid facilities necessary for the connection of market agents.

### TARGET VALUE FOR 2029

100% of commissioning certificates (AE) for bays for the connection of third-party facilities within the deadlines set in the project commissioning contracts (CEPs) signed from January 2026 onwards.

100% of commissioning certificates (AE) for new demand connection points within the deadlines set in the project commissioning contracts (CEPs) signed from January 2026 onwards.

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2.

Electrification and  
decarbonisation  
of the economy  
(continued)

**KEY OBJECTIVES**

Facilitate the electrification and decarbonisation of the economy, and the integration of renewable generation.

**TARGET VALUE FOR 2029**

100% achievement of the efficiency incentive for responding to queries.

Average processing time of 24 days for provisional operational notifications of generation and demand facilities (number of days).

100% compliance with the annual implementation plans for new SO services.

3.

Connectivity:  
interconnections  
and telecommu-  
nications

**KEY OBJECTIVES**

Promote the development of electricity interconnections.

**TARGET VALUE FOR 2029**

Obtaining the operating authorisation for the Spain-France electricity interconnection across the Bay of Biscay.

Multiply the deployment of Reintel's own fibre optic network fivefold, compared to the 2024 baseline.

303 km of fibre optic network deployed.

4.

Security  
and resilience  
of the  
electricity  
system

**KEY OBJECTIVES**

Continuous improvement of the electricity system's resilience.

**TARGET VALUE FOR 2029**

Report on risks and opportunities associated with the energy system prepared and submitted.

Increase the organisation's capacity to maintain critical services in the face of IT or cybersecurity incidents.

100% completion of actions in the operational plan to increase the organisation's capacity to face incidents.

Adapt to and mitigate climate risks and increase the resilience of infrastructure against them.

100% of assets with climate risk analysis.

Analysis of measures carried out.

100% progress in the Adaptation Plan for climate risk mitigation and increased resilience.

## 4.2

# Positive impact

## Purpose

To generate a positive impact on nature, the territory, and people through responsible, inclusive, and sustainable practices that drive the protection and conservation of the natural environment, the socio-economic development of the territories, and people's well-being.

## Vectors

### Nature

To orient the organisation's activity towards achieving a **net positive impact on nature** by setting **objectives and measures** related to the **protection and conservation of biodiversity** in the vicinity of the facilities.

### Socio-economic development of the territory

To consolidate Redeia as a **transformative agent for the territory**, contributing positively to its development by generating **environmental, social, and economic value, working in collaboration with different stakeholders**.

### People

To promote the **care and development of people** based on **equal opportunities and diversity, well-being and safety**, ensuring **stability and quality in employment** and addressing the challenges related to **talent attraction and knowledge management**.

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## 5. Nature

### KEY OBJECTIVES

Contribute to generating a net positive impact on nature, halting and reversing biodiversity loss by 2029 and supporting its full recovery by 2050.

0 serious environmental accidents.

0 waste to landfill.

### TARGET VALUE FOR 2029

100% compliance with the actions of the nature operational plan.

0 serious environmental accidents.

0 waste to landfill.

## 6. Socio-economic development of the territory

### KEY OBJECTIVES

Consolidate Redeia as a driver of territorial transformation through Redeia's Comprehensive Impact Strategy (CIS), generating environmental, social, and economic value with a sustainable vision aligned with current climate and demographic challenges.

Develop all action areas of the 2026–2029 Social Innovation Plan.

Promote socio-economic development in the regions where Redeia operates in Latin America.

Promote institutional consensus on the essential aspects of new projects and institutional involvement in the operation and maintenance of transmission assets, through the development of specific plans for projects of special interest in the Electricity Transmission Grid Plan.

### TARGET VALUE FOR 2029

20 million euros within the framework of the CIS.

Multiply by 8 the social and environmental impact generated by the CIS investment.

Develop at least 1 new project in each action area per year.

100% compliance with the actions of the operational plan.

100% of projects of special interest in the Electricity Transmission Grid Plan with a tactical plan.

## 7. People

### KEY OBJECTIVES

Promote a Zero Accidents culture as a result of a comprehensive safety strategy in a high operational activity environment.

Position Redeia's well-being score above the market value.

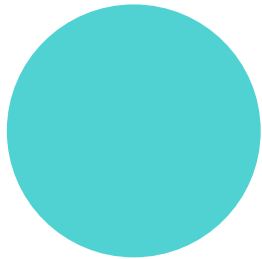
Continue driving the diversity plan, reinforcing parity in the management team and the incorporation of people with disabilities.

### TARGET VALUE FOR 2029

Average value of the accident severity rate for the 2025–2029 period less than or equal to 0.53%.

Well-being score  $\geq$  20% above the market value.

$\geq$  40% and  $\leq$  60% of women in managerial positions.  
More than 30 employees with disabilities on the workforce.



## 4.3

# Management levers

## Purpose

Key governance, strategic, financial, technological, organisational, relational, and cultural elements for sustainable transformation.

## Vectors

### Governance and ethics

To guarantee **best practices** in corporate governance, ethics, compliance, and risk management.

### Sustainable finance

To obtain resources through **different financial instruments aimed at sustainable financing**.

### Sustainable procurement

To integrate **sustainability criteria into procurement processes**, fostering responsible relationships with suppliers and contributing to the sustainable development of the supply chain.

### Innovation and digitalisation

To seek **new opportunities and solutions** that accelerate the achievement of objectives through innovation and digitalisation.

### Dialogue and sustainable positioning

To generate trust among **stakeholders** through dialogue, drive Redeia's recognition for its sustainable performance, and generate valuable knowledge for society.

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## 1. Governance and ethics

### KEY OBJECTIVES

Promote the leadership and involvement of the Board of Directors in sustainability.

### TARGET VALUE FOR 2029

100% of training sessions completed.  
Climate risk map incorporated into the Board of Directors' agenda.  
Approval of the Climate Change Action Plan by the Sustainability Committee.

Consolidation of the ethical and compliance culture through the deployment of Redeia's new code of ethics and conduct.

100% of employees trained in the new code of ethics and conduct (2027).

## 2. Sustainable finance

### KEY OBJECTIVES

Sustainable financing (expansion of the range of sustainable financial instruments; development and implementation of a blue financing framework; ensuring all investments and financing incorporate ESG criteria).

### TARGET VALUE FOR 20299

90% sustainable financing.

## 3. Sustainable procurement

### KEY OBJECTIVES

Ensure that 100% of the active supplier portfolio [with orders in the last 3 years] is included in the sustainability risk management model.

### TARGET VALUE FOR 2029

100% of the active supplier portfolio included in the sustainability risk management model (ESG Score).

Apply sustainability criteria to 100% of target supply purchases.

100% of target supply purchases with a sustainability factor.

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4.  
Innovation and  
digitalisation

**KEY OBJECTIVES**

Drive digitalisation and technology in the key activities of Redeia's businesses.

Foster a culture that enables and empowers talent with the capacity to continuously innovate, learn, and adapt.

**TARGET VALUE FOR 2029**

Execution of the plan (PATI) at the percentage defined annually.

100% execution of adopted measures.

5.  
Dialogue and  
positioning

**KEY OBJECTIVES**

Maintain international sustainability leadership within our sector, ensuring a position in the 90th percentile or higher in at least 4 of the main ESG rating agencies.

Maintain or exceed the average perception level of very high and high priority stakeholders achieved over the last four years.

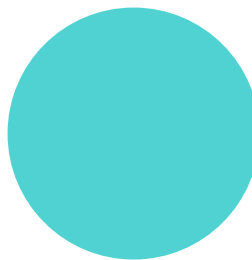
Maintain Redeia's position as an official source of information and data on the Energy Transition.

**TARGET VALUE FOR 2029**

90th percentile or higher achieved in the main rating agencies (S&P, Sustainalytics, ISS-ESG, FTSE4Good, MSCI, and CDP) during the Sustainability Plan period.

Average overall perception level of very high and high priority stakeholders equal to or greater than 8 (average obtained in the 2022–2025 period).

100% implementation of the plan.



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