

# Annual Diversity Report

2024<sup>1</sup>



1. Unless another date is expressly indicated in this report, its contents should be understood to refer to December 31, 2024.

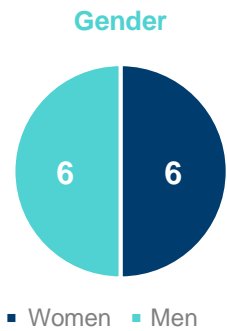
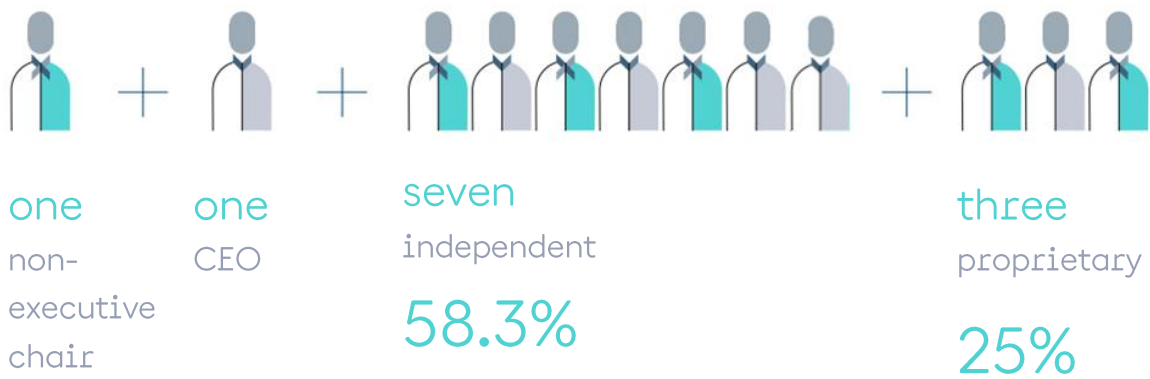
redeia

## Contents

<b>At a glance: Diversity on the Board and in Redeia's workforce (at 12.31.2024)</b>	<b>3</b>
<b>Introduction</b>	<b>6</b>
<b>1. Legal and governance background</b>	<b>6</b>
1.1. External regulatory framework	6
1.1.1. Background to the Equality Act in Spanish law	6
1.1.2. European Union Directive	7
1.1.3. New Equality Act	8
1.2. Internal regulatory framework	9
1.2.1. Code of Ethics and Conduct	9
1.2.2. Board regulations	9
1.2.3. Corporate Governance Policy	10
1.2.4. Board Diversity and Director Appointments Policy	11
1.2.5. Other commitments acquired	11
<b>2. Diversity on the Board of Redeia Corporation in 2024</b>	<b>12</b>
<b>3. Evolution of diversity on the Boards of Ibex 35 companies</b>	<b>15</b>
3.1. Latest information published by the CNMV	15
3.2. Information for 2024	16
3.3. Comparative information of Ibex 35 companies and Redeia Corporación	18
<b>4. Diversity at Redeia</b>	<b>19</b>
4.1. Gender equality	22
4.2. Disability	25
4.3. Age management	26
4.4. Professional well-being and work-life balance	27
4.5. +Diversity and other actions	27
4.6. Protocol for prevention of harassment, gender-based violence and hate crimes	28
<b>5. Main diversity highlights at Redeia in 2024</b>	<b>29</b>

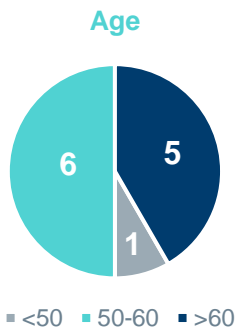
# At a glance: Diversity on the Board and in Redeia's workforce (at 12.31.2024)

## Diversity on the Board



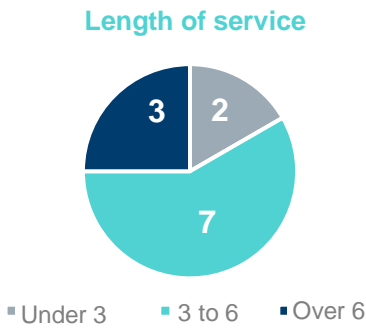
50%

Gender  
(women on the Board)



59

Average  
age



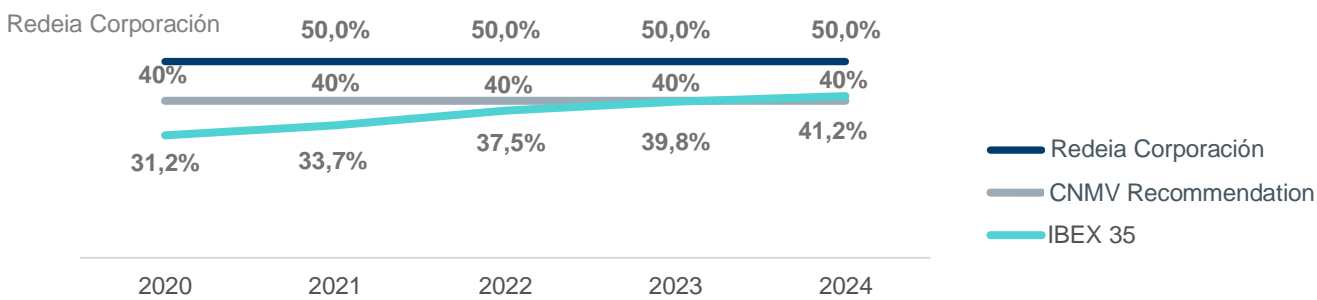
5.17

Average term  
of office  
(years)

Board committees in figures

Appointments and Remuneration Committee (3 members)		Audit Committee (4 members)		Sustainability Committee (3 members)	
Chair	Independent director	Chair	Independent director	Chair	Independent director
Independent directors	66.7% (2)	Independent directors	75% (3)	Independent directors	66.7% (2)
Proprietary directors	33.3% (1)	Proprietary directors	25% (1)	Proprietary directors	33.3% (1)
Gender (% women)	66.7% (2)	Gender (% women)	25% (1)	Gender (% women)	66.7% (2)

Women on the Board: Redeia Corporación vs Ibex 35 (%)<sup>1</sup>



Women in Senior Management

The total number of women in Redeia's senior management is **six (6)**, which represents **43%** of the total, in accordance with **Recommendation 14** of the Good Governance Code for Listed Companies and in compliance with the Spanish "Equality Act" (40%).

Evolution of % of women in the workforce and in management positions 2023-2024

	2023	2024
Women (%)	27.5	27.6
Women in management positions (%)	38.0	39.0

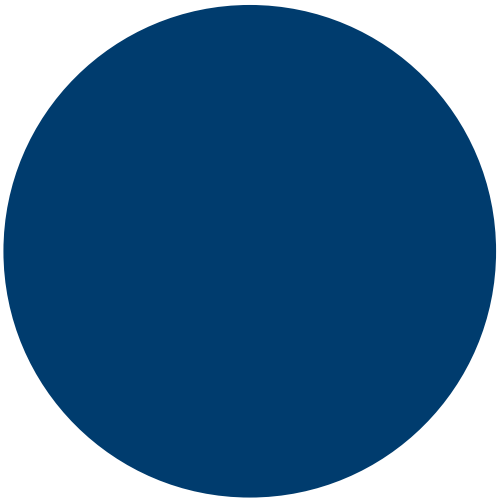
<sup>1</sup> Note: source of IBEX 35 data: "13th Women on Ibex 35 Boards Report and 8th Continuous Market Scan". ATREVIA IESE, March 6, 2025.

Distribution of workforce by gender, age and professional group (%)

	2023						2024					
	Under 30		30 to 50		Over 50		Under 30		30 to 50		Over 50	
	M	F	M	F	M	F	M	F	M	F	M	F
Management team	0.0	0.0	53.6	46.4	72.7	27.3	0.0	0.0	54.3	45.7	68.5	31.5
Technicians	56.3	43.7	75.0	25.0	82.6	17.4	63.4	36.6	73.8	26.2	80.6	19.4
Support staff	0.0	0.0	0.0	100.0	27.0	73.0	0.0	0.0	0.0	100.0	26.5	73.5
Total (%)	56.3	43.7	72.3	27.7	75.5	24.5	63.4	36.6	71.9	28.1	74.9	25.1

Distribution of workforce by age group and gender (no.)

	2023			2024		
	Men	Women	Total	Men	Women	Total
Under 30s	54	42	96	59	34	93
30 to 50	910	348	1,258	887	347	1,234
Over 50s	444	144	588	465	156	621
Total	1,408	534	1,942	1,411	537	1,948



# Introduction

---

Diversity is a broad concept that has acquired great importance in the business world in recent years. In the corporate environment, diversity refers to the presence within an organization of professionals of different age, gender, sexual orientation, nationality, religion, ethnicity, culture, status or with special needs.

Diversity management in the company as a strategic element is undergoing continuous evolution and seeks to respond to the global vision that applies throughout the company, to the way the business is viewed, to how the company is positioned in relation to its stakeholders and society as a whole.

Diversity as a model must be integrated into the identity of companies and diversity inclusion policies become an added value in terms of innovation, growth and competitiveness, and can enable companies to achieve sustainable development.

For its part, the elevation of diversity as an issue to be considered within boards has become increasingly important. Companies are looking for **good diversity management as a tool for attracting talent**, to help them become organizations that reflect the interests of all stakeholders.

## 1. Legal and governance background

### 1.1. External regulatory framework

#### 1.1.1. Background to the Equality Act in Spanish law

---

In the field of diversity, under Spanish law, articles 9 and 14 of the **Spanish Constitution** apply, which proclaim the right to equality and the obligation of the public authorities to promote conditions to ensure real equality for individuals and the groups of which individuals form part.

These articles formed the basis of Spanish **Organic Act 3/2007, of March 22, 2007, for effective equality between women and men** [*Ley Orgánica 3/2007, de 22 de marzo, para la igualdad efectiva de mujeres y hombres*], known as the "Equality Act", which focused on the incorporation of women in the management bodies of commercial companies, establishing that such companies should endeavor to include a number of women that would allow a balanced presence of men and women in such bodies.

For its part, Spanish **Act 31/2014, of December 3, which amended the Spanish Corporate Enterprises Act for the improvement of corporate governance** [*Ley 31/2014, de 3 de diciembre, por la que se modificó la Ley de Sociedades de Capital*] incorporated as mandatory law what up to that point had merely been a recommendation, establishing the obligation of the board to ensure that the procedures for the selection of its members promote diversity of gender, age, disability, experience and knowledge, and do not suffer from implicit biases that could imply any discrimination and, in particular, that they facilitate the selection of female directors.

Finally, the regulatory framework of corporate governance applicable to commercial companies in Spain is completed with the **Good Governance Code for Listed Companies** (the "GGCLC"), approved by Resolution of the Spanish Securities Market Commission (CNMV) on February 18, 2015 and updated in June 2020.

Following the update of the GGCLC in June 2020 by the CNMV, Recommendations 14 and 15, among others, were amended as follows:

#### Recommendation 14:

*"The Board should approve a director selection policy aimed at promoting an appropriate composition of the board and that:*

- a) is specific and verifiable;*
- b) ensures that appointment or re-election proposals are based on prior analysis of the board's required competencies; and*
- c) promotes diversity of knowledge, experience, age and gender.*

*For this purpose, measures that encourage the company to have a significant number of female senior executives are considered to promote gender diversity.*

*The results of the prior analysis of the board's required competencies should be written up in the appointments committee's explanatory report that is published when the general meeting is convened that will ratify the appointment and re-election of each director.*

*The appointments committee should annually verify compliance with this policy and set out its findings in the annual corporate governance report."*

#### Recommendation 15:

*"Proprietary and independent directors should constitute an ample majority on the board of directors, while the number of executive directors should be the minimum necessary, bearing in mind the complexity of the corporate group and the ownership interests they control.*

*And the number of female directors should account for at least 40% of the board members by the end of 2022 and subsequent years, and not be less than 30% prior to that date."*

● ● ●  
Companies are seeking good management of diversity as a tool for attracting talent.



### 1.1.2. European Union Directive

Within of the broad concept of diversity, gender diversity was a key issue of the European Commission's legislative initiatives from 2000, although it was the Member States that established their own policy on the matter aligned with the objectives of the Europe 2020 Strategy and the 2030 Agenda, until the European Parliament and the Council approved **Directive (EU) 2022/2381 of the European Parliament and of the Council of November 23, 2022, which aims to achieve a better gender balance among the directors of listed companies in Member States.**

That Directive (EU) 2022/2381 requires Member States to set as a target that persons of the less represented gender on the boards of listed companies should occupy at least 40% of the non-executive directors positions. If Member States opt to apply the new rules to both executive and non-executive directors, the target would be to reach 33% of all director positions, and these targets that should be achieved by June 30, 2026.

Therefore, this EU Directive seeks to accelerate progress towards gender balance on the boards of listed companies, envisaging measures to achieve it, such as the introduction of actions in the selection and appointment processes of board members or prioritizing the candidacy of the less represented gender among equally qualified candidates in terms of their aptitude, competence and professional performance.

The European Union granted a deadline of December 28, 2024 for the transposition of this EU Directive by the Member States. The Directive is temporary and expires on December 31, 2038.



### 1.1.3. New Equality Act

In 2023, Spain started the process of transposing the EU Directive 2022/2381 with the publication, on March 10, 2023, of the draft bill for the **Organic Act on Equal Representation and Balanced Presence of Women and Men, known as the "Equality Act"**, which amended various regulations of Spanish law and was to enter into force in June 2024, granting companies staggered deadlines for compliance.

After going through several parliamentary amendments, Organic Act 2/2024, of August 1, on equal representation and balanced presence of women and men was finally enacted, establishing —until June 30, 2026 for IBEX 35 companies and until June 30, 2027 for other listed companies— the obligation to have the less represented gender make up at least 40% of the board.

Thus, although the Act extends the deadlines initially set out in the Bill, it complies with the deadlines set by the EU Directive and provides companies with sufficient time to comply with the requirements of equal representation in their governing bodies.

#### Main developments in the "Equality Act"

- Ensure that persons of the less represented gender make up at least 40% of the boards of listed companies.
- If the objective is not achieved, adjust the selection processes to ensure it is attained.
- Inform candidates who request it and who have been examined in the selection process about certain aspects of the process (criteria, comparative assessment, reasons for choosing a person who was not of the underrepresented gender).
- Provide the general shareholders' meeting with information on the measures required in terms of gender balance on the board.
- Ensure that at least 40% of senior management is made up of persons of the less represented gender. If the percentage is not reached, an explanation of the reasons and the measures taken to reach this minimum percentage in the immediately following year and subsequent years must be provided.
- Prepare and publish each year, as part of the sustainability report, information on the representation of the less represented gender on the board and send it to the CNMV.
- Non-compliance with these obligations with regard to the board by listed companies is a serious infringement of section 292 of the Spanish Securities Market and Investment Services Act [*Ley 6/2023, de 17 de marzo, de los Mercados de Valores y de los Servicios de Inversión*].

● ● ●

The CNMV's recommendations as well as the EU Directive and its transposition into Spanish law through the Equality Law are geared towards the same objective: to achieve at least 40% female representation on the boards of listed companies.

● ● ●





## 1.2. Internal regulatory framework

### 1.2.1. Code of Ethics and Conduct

With regard to the internal regulatory framework, [Redeia's Code of Ethics and Conduct](#), approved in May 2020 and adapted in May 2023 to the Spanish Whistleblower Protection and Anti-Corruption Act [*Ley 2/2023 de 20 de febrero, reguladora de la protección de las personas que informen sobre infracciones normativas y de lucha contra la corrupción*], formalizes Redeia's (a term referring to the group of companies, which includes the parent company, Redeia Corporación, S.A., and the companies in which it directly or indirectly holds control) commitment to ethics and the commitments assumed with the business environment and the different stakeholders affected by Redeia's activities, providing an ethical guide to know and facilitate the commitment to the ethical values, principles and guidelines of conduct that must govern professional activity in the scope of the organization.



The Code of Ethics and Conduct reflects Redeia's commitment to promoting and respecting diversity, and it is considered essential to promote a quality work environment based on respect, diversity and equality.



Redeia construes **diversity** as: *"inclusion, non-discrimination and the total elimination of barriers and labels suffered by certain groups in society due, among other points, to gender, ethnic origin, age, sexual orientation, ideology, religion, marital status, disability or vulnerable situation."*

### 1.2.2. Board regulations

In December 2024, the Board of Redeia Corporación, S.A. ("Redeia Corporación" or the "Company") approved the latest amendment to the [Board Regulations](#) with the purpose, among others, of adapting them to the Equality Act and the reality of Redeia in terms of gender diversity, establishing in Article 7 **the commitment to ensure that the composition of the Board is completely equal, going beyond, therefore, the legal requirement.**

In this regard, the **Board** must ensure that the procedures for the selection of its members are based on merit and objective criteria, confirm the suitability and individual and collective training of the directors, promote equality between women and men, as well as diversity with respect to issues such as age, disability or professional training and experience, do not contain implicit biases that may involve any discrimination and, in particular, facilitate the selection of female directors.



In this regard, it must ensure that the Board has a completely equal composition, i.e. fifty percent of persons of each sex. If the number of Board members is odd, the composition must be equal, except for one member.



The role of the **Appointments and Remuneration Committee** in promoting diversity on the Board should also be highlighted since, in accordance with article 18 of the Board Regulations, this Committee must ensure that the Board has a balanced composition of women and men, under the terms of equality provided for in article 7 of the Regulations.

Similarly, the role of the **Sustainability Committee** should also be highlighted given that, in accordance with article 24 bis of the Bylaws and article 18 TER of the Board Regulations, the basic responsibilities of this Committee include, among others, overseeing compliance with the 2030 Commitment to Sustainability in relation to Redeia's practices and policies; overseeing the content of and compliance with Redeia's sustainability policy, as well as the sustainability aspects of the other corporate policies with a relevant impact in this area, ensuring that they are geared towards compliance with the Sustainable Development Goals approved by the United Nations and, among them, the main guidelines on issues that are particularly relevant from a sustainability viewpoint, and particularly in relation to talent, diversity and equality; oversee the sustainability aspects contained in the corporate governance rules, collaborating in this regard with the Appointments and Remuneration Committee, as applicable, by submitting reports where appropriate within the scope of its responsibilities; or oversee the sustainability aspects envisaged in the people management policies, also in collaboration with the Appointments and Remuneration Committee, as applicable, by holding joint sessions.

Moreover, the Board has also assumed the commitment to guarantee the principles of equal opportunities and non-discrimination established in the Equality Act in Redeia companies and within the Company's Board.

Finally, it should be noted that **the Company's Board voluntarily assumed**, years ago, under article 18.4 I) of the Board Regulations, **the obligation of the Appointments and Remuneration Committee to prepare an annual diversity report** to be submitted to the Board. The first Diversity Report was prepared in 2008 and is published annually on a voluntary basis, in Spanish and English, on the corporate website.

This Diversity Report reflects the measures taken by Redeia in 2024 and during the first quarter of 2025 to achieve a balanced presence of women and men and greater diversity of knowledge and experience, both within the Company's Board and in Redeia's companies as a whole.

### 1.2.3. Corporate Governance Policy

---

The [Corporate Governance Policy](#) approved by the Company's Board on November 25, 2014 and last updated on November 24, 2020 establishes, as its principles, ensuring the existence of appropriate procedures for the selection of directors that guarantee a reasonable balance and comprehensive diversity within the Board in the performance of its mission, as well as consolidating the commitment to diversity in a broad sense, not only in terms of gender but also in terms of experience, knowledge, age, nationality or seniority in the position of directors, among other aspects, in the composition of the Board and its Committees.

In addition, the practices included in the above Corporate Governance Policy include "Comprehensive diversity on the Board".

● ● ●

The Company applies the principle of promoting diversity, in its broadest sense, not only in terms of gender but also bearing in mind the experience, knowledge, age, nationality or length of service of directors, among other aspects, in the composition of the Board and its Committees as an essential factor to enable it to achieve its objectives with a plural and balanced vision.

● ● ●

### 1.2.4. Board Diversity and Director Appointments Policy

With regard to the [Board Diversity and Director Appointments Policy](#), on November 29, 2022, the Board approved the above Policy to consolidate in a single document the guidelines that ensure diversity on the Board in a broad sense, along with the selection process and the appointment of directors.

The objectives of this policy are:

- **To promote diversity in a broad sense in the composition of the Board**, among other aspects, in terms of knowledge, training, experience, age, capacity and gender. In this regard, the requirements for the selection of Board members must target a diverse and balanced composition of the Board as a whole and, equally, as regards its committees, so that it enriches the analysis and debate, provides views and pluralistic positions, promotes decision-making based on the nature and complexity of the business, and the social and environmental context, and allows directors to enjoy due independence in exercising the functions attributed to them under the Act, the Bylaws and the other corporate governance rules of the Company.
- **To ensure that proposals for the appointment or re-election of directors are based on a prior analysis of the skills required by the Board**, collecting the catalog of principles on which the selection procedures for the Company's Board members must be based, and based on criteria of capacity and objective merits.

In this regard, the commitment of both the Appointments and Remuneration Committee and the Board itself to diversity in the composition of the Board is transparently evidenced in the proposals and reports on the appointment of directors that the Company publishes on its website, both in Spanish and English, for submission to the General Shareholders' Meeting, based on the skills matrix approved by the Board and updated on an ongoing basis.

● ● ●

The commitment to continuous improvement in Redeia's diversity policy applies to the composition of the Board and its Committees and to the whole organization.

● ● ●



### 1.2.5. Other commitments acquired

In 2019 in this area the signing of the **General Protocol on the Balanced Participation of Women on Boards and the General Protocol on the Balanced Participation of Women in Pre-executive and Executive Positions and Management Committees**, both within the framework of the "More Women, Better Companies" initiative and signed with the Ministry of the Presidency, Parliamentary Relations and Equality, is noteworthy. This once again demonstrates the commitment of the Company's Board of Directors and Redeia to diversity through the establishment of ambitious objectives to continue advancing in this area.

## 2. Diversity on the Board of Redeia Corporation in 2024

The Company has a **robust, transparent and cutting-edge corporate governance system** that, through the adoption of best practices and international recommendations, constitutes an essential strategic element to ensure the good governance and sustainability of the company.

### Diversity on the Board

- **6 women**, representing **50% of the total Board** and **42.9% of the independent directors**.
- **58.3% of independent directors**.
- **5.17 years average term of office**.
- **59 years average age**.
- **1 Board member** has a recognized **disability above 33%**.
- **Diversity of knowledge and professional experience:** professionals with very diverse backgrounds (law, economics and business studies, civil engineering, mathematical sciences, physical sciences, etc.), as well as notable professional experience in the public and private sector, both nationally and internationally.

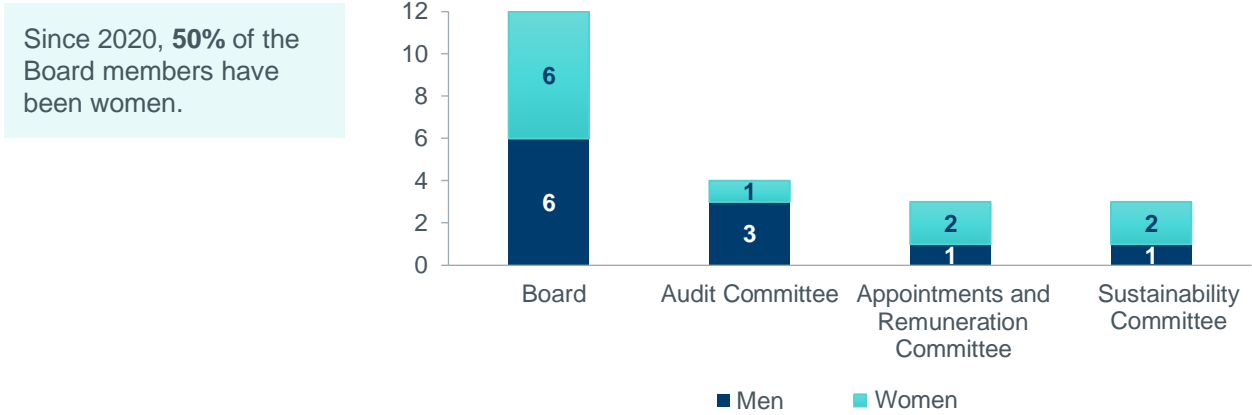
With respect to **gender diversity**, as of December 31, 2024, the Redeia Corporación **Board** was composed of 12 members, 6 of whom are women (the non-executive chair, 2 proprietary directors and 3 independent directors), representing **50%** of the total Board, 42.9 % of the independent directors and 54.5% of the external directors.

50% of the Board members are women, exceeding the target of 40% female presence on the Board set for 2022 and subsequent years in Recommendation 15 of the GGCLC and also meeting the minimum threshold set in the new “Equality Act” (40 %), which derives from Directive (EU) 2022/2381 and exceeds the percentage set in it (33%).

Chairwoman		
● Beatriz Corredor Sierra		
CEO	Board of Directors	
● Roberto García Merino	● Executive Director (1)	● Marcos Vaquer Caballería (CIC)
● Mercedes Real Rodríguez	● Proprietary External Directors (3)	● Socorro Fernández Larrea
● Ricardo García Herrera	● Independent External Directors (7)	● Antonio Gómez Ciria
● Esther María Rituerto Martínez	● “Other External” Director (1)	● José Juan Ruíz Gómez
		● Elisenda Malaret García
		● José María Abad Hernández
		● Guadalupe de la Mata Muñoz

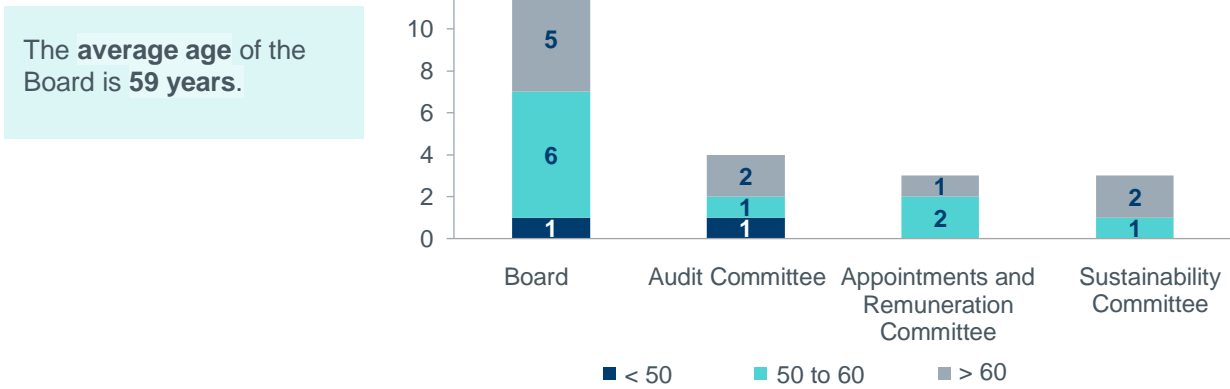
## Diversity on Redeia Corporación's Board and its Committees

### Gender



- The **Appointments and Remuneration Committee** <sup>2</sup> has 2 women among its 3 members, one of whom is its chair, representing 66.7% of the total number of members (compared with 33.3% in the previous year).
- The **Sustainability Committee** <sup>3</sup> also has 2 women among its 3 members, representing 66.7% (compared with 100% in the previous year).
- Finally, 1 of the 4 members of the **Audit Committee** is a woman (25%), the same percentage as in the previous year.

### Age



The **average age** of the directors of Redeia Corporación at December 31, 2024 continues to increase significantly, standing at **59 years** (58.3 in the previous year).

<sup>2</sup> In 2024 the composition of the Committee was modified, replacing, by Board resolution of June 10, 2024, Marcos Vaquer Caballería with Guadalupe de la Mata Muñoz.

<sup>3</sup> During 2024, the composition of the Committee was modified, replacing Carmen Gómez de Barreda Tous de Monsalve with Marcos Vaquer Caballería.

## Diversity of knowledge and professional experience

**Diversity of knowledge and experience** as an essential factor in making the most appropriate and informed decisions at all times.

It is also necessary to consider the diversity of **knowledge** and **professional experience** of the Board members, which the Company publishes on the corporate website through the professional profiles of all directors.

The Board has professionals with diverse backgrounds: law, economics and business studies, civil engineering, mathematical sciences, physical sciences, etc. It is also worth mentioning the notable professional experience of some of the Board members in both the public and private sectors, as well as in the national and international spheres.

Since 2018, the Company has had a **Board skills matrix**, individualized by director, which reflects the skills, experience, knowledge, professionalism, suitability, independence of judgment, qualities and capacities that the Board of Directors has, in accordance with the provisions of the Corporate Governance Policy and the Board Diversity and Appointment of Directors Policy, facilitating the supervision of comprehensive diversity in its composition in order to make the most appropriate and informed decisions at all times.

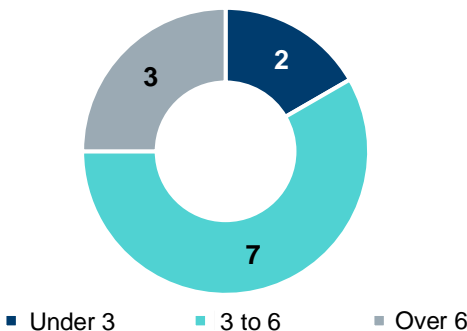
The Board skills matrix establishes a list of added values for the Board based on three categories:

- The experience and expertise of the Board members in relation to the strategic priorities of Redeia's companies.
- Cross-cutting functions most closely related to the Board's own responsibilities.
- Diversity.

That skills matrix, applied individually to each director, serves as an effective tool for the Appointments and Remuneration Committee when formulating proposals and/or reports for the appointment or re-election of directors, to take into account the objective of maintaining full diversity in the composition of the Board, so that, at all times, the Board has, as a whole, the most appropriate knowledge and experience as a collegiate body.

## Length of service

The average term of **office** of directors is **5.17 years**.



In terms of **length of service**, the average term of office of the Company's directors at December 31, 2024 was **5.17 years** (compared with **5.18 years** in the previous year).

### 3. Evolution of diversity on the Boards of Ibex 35 companies

#### 3.1. Latest information published by the CNMV<sup>4</sup>

The CNMV includes in its **"Corporate Governance Report on Listed Companies"**, among other matters, the importance of the presence of women on boards. This chapter contains the main conclusions drawn from this Report, as well as from the publication entitled **"Directors and Executives"**, also by the CNMV, both documents referring to **2023**, as they are the latest reports published.

In terms of **gender** diversity, in 2023 **168 positions<sup>2</sup>** on the boards of the Ibex 35 were held by women, which represents **40.10%** (37.6% in 2022) of the total 419 directors on Ibex 35 boards.

The following table shows the evolution for 2019-2023 in the number of positions held by women on boards and the number of listed companies with female representation.

#### Evolution of the presence of women on the boards of Ibex 35 companies

Year	Number of female directors	
	Number of women	% of the total
2023	168	40.1
2022	160	37.6
2021	144	34.2
2020	136	31.3
2019	123	27.5

The following table shows the evolution of female directors of Ibex 35 companies by category, and the percentage evolution of female presence with respect to the total number of directors in each category:

#### Evolution of the categories of female directors of Ibex 35 companies 2019-2023

Year	Female executive directors	% of total executive	Female proprietary directors	% of total proprietary	Female independent directors	% of total independent	Other female external directors	% of total other external
2023	4	7.14	23	23.47	138	57.50	3	12.00
2022	3	5.08	25	25.51	127	53.59	5	15.63
2021	3	4.92	21	23.33	116	48.95	4	12.12
2020	4	6.06	23	23.47	105	43.93	4	12.50
2019	4	5.80	19	17.30	96	41.20	4	11.43

2023, compared with 2022, saw the largest increase in the category of **female independent directors**, rising to **138** in 2023 (127 in 2022), representing **57.50%** of the total number of independent directors (53.59% in 2022). The number of female executive directors has also increased to 7.14% (5.08% in 2022).

<sup>4</sup> Source: Last publication of "Directors and Executives" for 2023 and last "Corporate Governance Report on Listed Companies. Financial Year 2023", published by the CNMV.



## Evolution of the length of service of board members of Ibex 35 companies 2019-2023

The average **length of service** of board members of Ibex 35 companies in 2023 was **6.5 years** (6.6 in 2022).

Below is a table showing the average number of years of service of board members of Ibex 35 companies.

Evolution of length of service (years)

Year	Average	Executive	Proprietary	Independent
2023	6.5	10.3	6.7	4.7
2022	6.6	10.2	7.4	4.3
2021	6.9	11.6	7.9	4.5
2020	6.7	10.9	7.1	4.4
2019	6.8	9.8	6.9	4.4

Among all categories of directors, executive directors continue to have the longest average length of service (10.3 years), followed by proprietary directors (6.7 years). Moreover, independent directors are those who, on average, remain on the board for the shortest period of time (4.7 years).

## Evolution of the age of the board members of Ibex 35 companies 2019-2023

Finally, with respect to the **average age** of directors of Ibex 35 companies, the figure for 2023 was **61.8** (61.9 in 2022).

### 3.2. Information for 2024<sup>5</sup>

This chapter includes the main conclusions of the publications made at year-end 2024, mainly the "**13th Women on Ibex 35 Boards Report and 8th Continuous Market Scan**" prepared by ATREVIA and IESE Business School, and published on March 6, 2025, which analyzes the evolution of the presence of women on the boards of listed companies.

#### Key data on the presence of women in Ibex 35 companies

Regarding female representation in 2024:

- On average, IBEX 35 companies have 41.22% female presence on their boards, exceeding the 40% threshold for the first time.
- 71.43 % of IBEX 35 companies comply with the objective set in the Equality Act:
  - 25 of the 35 companies meet the diversity target set by the new Equality Act; they reach or exceed 40% female representation on their boards.
  - 10 companies are below this threshold.

In 2023, 21 IBEX 35 companies reached or exceeded 40%.

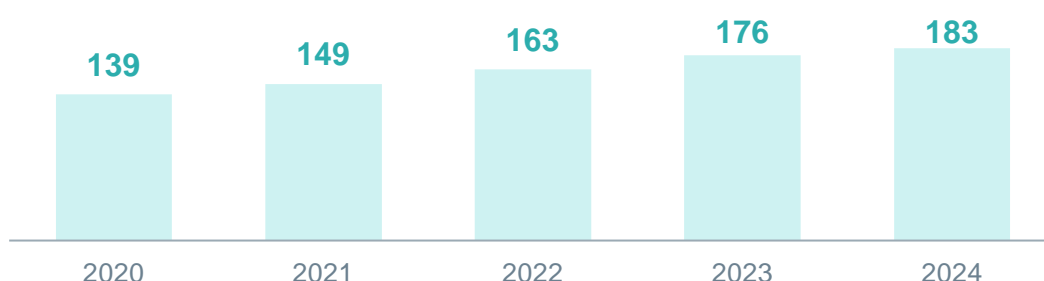
- The average number of female directors on the IBEX 35 continues to rise, reaching 5.23 women per company in 2024 (5.03 in 2023).

<sup>5</sup> Source: IBEX 35 data: "13th Women on Ibex 35 Boards Report and 8th Continuous Market Scan". ATREVIA IESE, March 6, 2025.

- One IBEX 35 company has more women than men on its board (63.64%) (Bankinter, 7 female and 4 male directors).
- Four IBEX 35 companies are at the 50th percentile: Cellnex, Inditex, Logista and Redeia Corporación.
- Five IBEX 35 companies reached the 40% equality threshold (Acciona Energía, Sabadell, Enagás, Repsol and Santander) and another 15 exceed it, but remain below 50% (AENA, BBVA, Mapfre, Inmobiliaria Colonial, Amadeus It Group, IAG, Arcelormittal, ACS, Caixabank, Endesa, Iberdrola, Merlin Properties, Rovi, Unicaja Banco and Acciona).
- In 2024, the number of female chairs of IBEX 35 companies remained the same, although their composition varied. The former chair of Cellnex left her position but the chair of Bankinter —previously— joins her.
- Therefore, there are four women chairing an IBEX 35 company: the chair of **Redeia Corporación**, the chair of Inditex, the chair of Santander —who is also the only female executive chair— and the chair of Bankinter. They represent 11.43%.
- Bankinter is the only IBEX 35 company with a female CEO.
- Slight increase in the representation of women in senior management positions in the IBEX 35, from 22.06% in 2023 to 22.63% in 2024. Rovi, Aena, Colonial and **Redeia Corporación** are the most consistent companies in their percentages of female representation in Senior Management (over 40%).

## Evolution of the number of female Ibex 35 board members

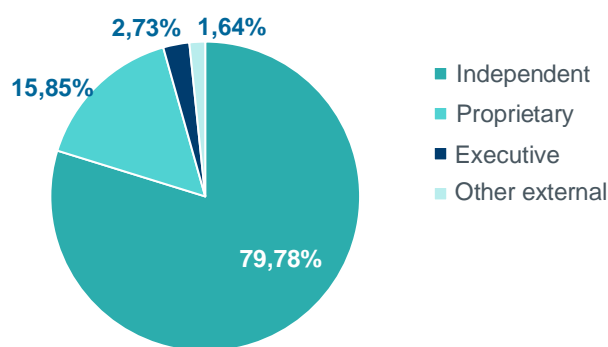
In terms of **gender diversity**, the number of women on the boards of Ibex 35 companies has reached **183** in 2024 (compared with 176 in 2023). Female representation on the boards of listed companies stands at **41.22%**, exceeding the diversity threshold for the first time.



## Category of Ibex 35 female directors (%)

Of the **183 women** who sit on the boards of Ibex 35 companies, **3** are **executive directors**, **146** are classified as **independent**, **29** are **proprietary directors** and **5** are classified in the category of **other external directors**.

	Female executive directors	Female independent directors	Female proprietary directors	Other female external advisors	Total
<b>2024</b>	1.64%	79.78%	15.85%	2.73%	<b>183</b>
<b>2023</b>	2.27%	81.25%	14.20%	2.27%	<b>176</b>



Finally, the presence of women on the boards of Ibex 35 companies in 2024, by **sector of activity**, is shown below:

SECTORS	Companies	% women on the board	Average female directors
Oil and Energy	8	24.07%	3.25
Industry and Construction	7	21.79%	5.57
Consumer Goods	4	30.61%	3.75
Consumer Services	3	36.67%	3.67
Financial Services	7	17.86%	2.86
Technology and Telecommunications	4	14.63%	1.50
Real Estate Services	2	25%	2.50

### 3.3. Comparative information of Ibex 35 companies and Redeia Corporación <sup>6</sup>

Generally comparing the information published by Ibex 35 companies with the Board of Redeia Corporación, the following data of interest should be highlighted in terms of diversity:

#### Redeia Corporación vs. Ibex 35

##### Women on the Board (%)

- At December 31, 2024, the percentage of female representation on the Board of Redeia Corporación is 50%, while the IBEX 35 average is 41.22%, exceeding the 40% equality threshold.

##### Average Age

- The average age of women on the boards of IBEX 35 companies is 59.4 years, in line with the average age of **Redeia Corporación's female directors**, which is **59.7 years**.

<sup>6</sup> Sources: IBEX 35 data: "13th Women on Ibex 35 Boards Report and 8th Continuous Market Scan". ATREVIA IESE, March 6, 2025. Last publication of "Directors and Executives" for 2023 and last "Corporate Governance Report on Listed Companies. Financial Year 2023", published by the CNMV.

## Length of service

- The average term of office of Redeia's directors is **5.17 years**, compared with the average length of service of Ibex 35 board members, which is 6.5 years.

## Categories of directors

- 78.8 % of Ibex 35 companies have at least 50% of independent directors on their boards. As for Redeia Corporación, **58.3%** of the Board members are **independent directors**.
- Five (5) Ibex 35 companies do not have "proprietary" directors on their boards. Eighteen (18) have no representation of female proprietary directors. As for Redeia Corporación, **25% of the members** of the Board members are **proprietary directors**, and **two** (2) of the three (3) proprietary directors are **women**.
- All Ibex 35 companies have an "executive" director on their boards (a total of 56), while only four (4) of these companies have female "executive directors" on their boards.
- Together with **Redeia Corporación**, only two Ibex 35 companies —Iberdrola and Banco Sabadell— have a female director in the "other external" category on their Board, making a total of three female directors (12% of the total number of directors in the "other external" category).

## Senior Management

- The total number of women in Redeia's senior management is six (6), which is 43% of the total. In Ibex 35 companies, at December 31, 2024, female representation in Senior Management averages 22.63% (21.83% in the previous year).

Together with Redeia Corporación, only Aena, Rovi and Inmobiliaria Colonial reach or exceed the 40% threshold, and only AENA has more women than men in senior management positions.

## 4. Diversity at Redeia

Diversity is an essential pillar of Redeia's corporate culture, reflecting a commitment to equality, sustainability, innovation, adaptation to change and talent management. This strategic value is integrated into the 2021-2025 Strategic Plan, the Code of Ethics and Conduct, and the 2023-2025 Sustainability Plan, becoming a core part of the Company's guidelines and regulations.

At Redeia, diversity is key to our business strategy, driven by the Board and senior management, and enriched by the uniqueness of each person who is part of the company. This cross-cutting commitment guides our actions and is strengthened by active participation at all levels.

Redeia manages diversity through the Integrated Diversity Plan (IDP), implemented since 2013 and currently in its third edition, 2023-2025. This plan, aligned with the 2021-2025 Strategic Plan, is global and covers all activities and geographic areas, establishing a clear mission, commitments and objectives.

### Comprehensive Diversity Plan 2023-2025

#### Mission

To inspire and be a benchmark, both within Redeia and in the social, employment and personal environment, through a commitment to diversity of talent, socio-occupational inclusion and non-discrimination, addressing stereotypes and cultural barriers.

#### Purposes

- Promote diversity in the management of Redeia's people, consolidating a culture of diversity, equal opportunities, fairness, inclusion and non-discrimination.

- Extend the diversity, inclusion and fairness strategy to the value chain.
- Participate with government agencies, academic institutions, interest groups and other social agents in campaigns, observatories and projects that allow Redeia to be a benchmark as a social agent that will contribute to the construction of a more diverse, fair and inclusive society.
- Reduce inequalities if they occur (corporate gaps such as wage or digital gaps).
- Implement mechanisms to avoid discriminatory bias.
- Support the inclusion of excluded and/or socially vulnerable people in the labor market.

## Achievements 2024

- 39% women in the management team.
- Increase of 0.6% of women in Redeia's workforce.
- Family Responsible Company (EFR) B+ classification in work-life balance.

The CDP is structured in 8 vectors (2 cross-cutting and 6 individual) to address diversity in a comprehensive and strategic manner. It is implemented through dynamic annual programs with specific actions adapted to each year, guaranteeing a continuous impact aligned with the organization's objectives.

## Structure of the Comprehensive Diversity Plan



The strategy is based on the two **cross-cutting vectors**: "**Strategy and Culture**" and "**Work-life balance**". The first promotes a diverse and inclusive culture, and the second reinforces the management of work-life balance and especially joint responsibility.

**We highlight the gender equality vector**, which promotes equal opportunities and the presence of women in the company, as well as their training and promotion. Women are also encouraged to study STEM careers.

**The disability vector** facilitates the inclusion in the labor market of people with disabilities, also offering support to employees and their families.

**Finally, the +Diversity vector** encompasses actions for other groups such as the LGBTI community, people of diverse cultures and rural residents, reinforcing our commitment to inclusion and fairness.

## Key diversity initiatives 2024

<b>Awareness</b>	<ul style="list-style-type: none"> <li>• Creation of the new diversity community on the internal intranet: an interactive space in which the new Comprehensive Diversity Plan 2023-2025 was presented. This portal not only details objectives and key vectors but also brings together resources, activities and reflections that celebrate and enrich diversity in all its forms.</li> <li>• Celebration of the 6th Women's Week in Redeia, focusing on emotional well-being and joint responsibility</li> <li>• Awareness and communication campaigns against gender-based violence.</li> <li>• Celebration of Diversity Month in May.</li> <li>• Online test to check employees' Diversity knowledge.</li> <li>• SomosDiversidad# (WeAreDiversity) Challenge with videos of employees sharing what diversity means to each of them.</li> <li>• Launch of 2 diversity pulse surveys to measure and improve inclusion with the following results:             <ul style="list-style-type: none"> <li>• 1st diversity pulse survey: 94.7% of the workforce stated that Redeia guarantees a work environment free from discrimination; 93.5% said equality is present in the corporate culture; and 95.8% agreed that the company promotes awareness-raising actions to integrate groups such as LGBTI.</li> <li>• 2nd diversity pulse survey: almost 90% of the staff is in favor of the actions and initiatives developed to raise awareness of generational and age diversity, gender-based violence (95%) and disability (89%).</li> </ul> </li> <li>• Corporate volunteering as a tool to promote diversity and inclusion.</li> </ul>
<b>Forums and participation in external working groups</b>	<ul style="list-style-type: none"> <li>• Sponsorship of the Diversity&amp;Inclusion Summit. INTRAMA.</li> <li>• Collaboration with the annual assembly of the Association of Female Researchers and Technologists (AMIT).</li> <li>• Participation in the 5th meeting of the Equality Platform for the Energy Sector.</li> </ul>
<b>Diversity alliances and agreements</b>	<ul style="list-style-type: none"> <li>• Adherence to ClosinGap for the preparation of reports and studies. The objective of ClosinGap is to analyze the opportunity cost of different gender gaps in the economy and society.</li> <li>• Adherence to the Diversity Charter, promoted by the Diversity Foundation.</li> <li>• Adherence to the STEAM alliance for female talent - "Girls on a scientific footing" of the Ministry of Education and Vocational Training.</li> <li>• Collaboration with Woman Action Sustainability (WAS) to promote commitment to sustainability and female talent.</li> <li>• Generation and Talent Observatory, a body for research, analysis and training on generational diversity and its impact on the socio-economic and labor reality in organizations</li> <li>• Framework agreement with AEMENER, Association of professional women in different energy fields.</li> <li>• Framework agreement with AMIT (Association of Female Researchers and Technologists).</li> <li>• "CEO for diversity" alliance collaboration agreement with the Adecco Foundation and the CEOE Foundation.</li> <li>• Collaboration agreement with the Spanish Institute of Engineering (IIE) for the "Observatory for the incorporation of female engineers in industry" project.</li> </ul>

- Collaboration agreement with Universidad Pontificia de Comillas (ICADE-ICAI) for the "Observatory of Work-Life Balance, Joint responsibility and Diversity" project.
- 50&50GL collaboration agreement: Unstoppable TECH Girls program.
- Agreement with the Asti Talent and Technology Foundation, RuralBOTic program organized by the ASTI Foundation.
- Agreement with the Royal Academy of Engineering (RAI) for the "Excellence Program for the development of female STEM talent".

## 4.1. Gender equality

For more than a decade, Redeia has shown a firm commitment to gender equality, measuring key indicators, assessing their evolution and applying correction mechanisms where necessary, as well as establishing specific action plans to continue advancing in equality.

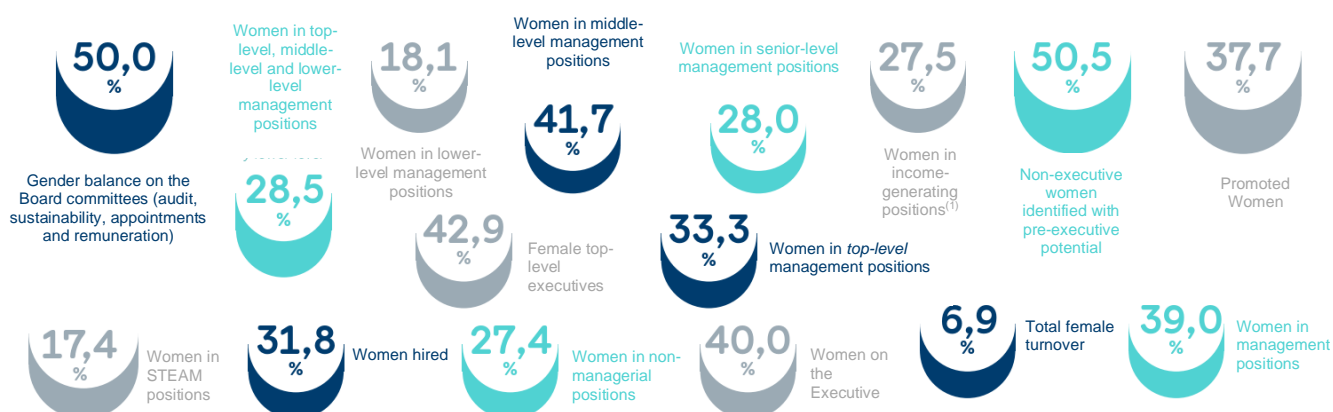
As a result of Redeia's commitment to equality, the **percentage of women in the workforce** has remained stable in 2024, standing at **27.6%** (27.5% in 2023).

In turn, the number of **number of women in management positions** continued to grow for another year, reaching **39%** in 2024 (38.0% in 2023).

These aspects are monitored through key indicators to measure the progress of the defined objectives.

Moreover, **during 2024** the application and development of **equality plans** signed with the labor representation in 2022 has continued, and which affect the following companies: Redeia Corporación, S.A., Red Eléctrica de España, S.A. unipersonal and Redeia Infraestructuras de Telecomunicación, S.A.

### Gender equality highlights 2024



### Evolution of % of women in the workforce and in management positions 2023-2024

	2023	2024
Women (%)	27.5	27.6
Women in management positions (%)	38.0	39.0



## Distribution of workforce by gender, age and professional group (%)

	2023						2024					
	Under 30		30 to 50		Over 50		Under 30		30 to 50		Over 50	
	M	F	M	F	M	F	M	F	M	F	M	F
Management team	0.0	0.0	53.6	46.4	72.7	27.3	0.0	0.0	54.3	45.7	68.5	31.5
Technicians	56.3	43.7	75.0	25.0	82.6	17.4	63.4	36.6	73.8	26.2	80.6	19.4
Support staff	0.0	0.0	0.0	100.0	27.0	73.0	0.0	0.0	0.0	100.0	26.5	73.5
<b>Total (%)</b>	<b>56.3</b>	<b>43.7</b>	<b>72.3</b>	<b>27.7</b>	<b>75.5</b>	<b>24.5</b>	<b>63.4</b>	<b>36.6</b>	<b>71.9</b>	<b>28.1</b>	<b>74.9</b>	<b>25.1</b>

## Equal pay

Redeia rewards its employees globally based on principles of internal fairness and external competitiveness, ensuring equality and non-discrimination in all aspects. Remuneration is based on job responsibility and professional experience, with annual salary reviews that assess contribution and achievement, not factors such as gender, age, origin, sexual orientation, religion or race. This approach ensures fair compensation practices that are consistent with the organizational and development model, offering opportunities for salary progression and recognition of exceptional contributions, while respecting local laws.

Redeia rewards its employees in all the countries in which it operates in accordance with the general principles of its compensation model, which is based on the common criteria of:

- Internal fairness and external competitiveness.
- Coherence with the organizational and development model.
- Opportunity for salary progression.
- Differentiated recognition of excellent contributions.

All of the above, taking into account the applicable legislation in each territory and guaranteeing equality and non-discrimination.

	2023*	2024
Ratio of men's and women's average salary compensation (1)	95.95%	97.53%
Adjusted wage gap (%)	2.51%	2.13%

- (1) Taking into account the changes that the new regulations on the calculation methodology entail and to the extent that Redeia already reported the gap indicator, the gross salary gap data has been recalculated based on the new applicable regulations for 2023 and 2022, respectively. The fundamental methodological difference with respect to the previous calculation is the use of the median and the exclusion of non-salary items.

## Adjusted wage gap

To continue advancing in wage transparency and in the analysis of the salary differences between men and women, we calculate the adjusted wage gap, the methodology of which focuses on the reasons for the gender pay gap, allowing us to detect the adjustments that need to be made to monitor and reduce it.

In addition, since its implementation in 2020, with the application of Royal Decree 902/2020 on equal pay for women and men, the company has been keeping an annual compensation register, which is available to the employees' legal representatives.

## Training and Development

Redeia is aiming to become a benchmark for the transformation of talent and corporate culture, based on digitalization, technology, innovation, sustainability and diversity.

Ongoing training is essential to raise awareness and involve leaders throughout the organization, both men and women, regarding the importance of diversity and gender equality to ensure effective equality, as well as to promote diversity and identify limiting barriers (both individual and company-wide) in the development of female talent.

In 2024, an "Equality and Diversity" channel has been enabled within the **Leader Portal** and through **GetAbstract** (a platform specialized in promoting knowledge in organizations). The objective of this channel is to strengthen messages and promote the inclusive culture for Redeia's leaders and its content aims to achieve this.

In addition, **we train our technical and managerial staff with specific programs** that promote the development of women to positions of greater responsibility:

- "Promociona", "Progresa" and "Proactiva" programs. CEOE.
- "Female Leadership" Program. Universidad Antonio de Nebrija.
- "Woman and Engineering Mentoring Excellence" Program. Royal Academy of Engineering (RAI)
- Cross mentoring program for women between companies. ClosinGap.
- "Destination Talent" Mentoring Program for young women. ClosinGap in collaboration with 50&50 GL.

## Re-Conecta Program

Re-Conecta is a program designed to **facilitate the reincorporation of employees after long-term** maternity or paternity **leave**, illness or accident. The people who have participated appreciate the **continuous support and flexibility** offered by Re-Conecta.

## Other equality actions in the organization

**Redeia celebrated the 6th Women's Week, focused on "diversity for women. Emotional well-being and joint responsibility", reaffirming its commitment to equality.**

This event once again underlines Redeia's strong commitment to gender equality and emotional well-being, highlighting the importance of joint responsibility and diversity in the company.

Moreover, in 2024, Redeia launched the **3rd Edition of #RedeSTEAM in collaboration with the Ministry of Education and Vocational Training**. Schools from 26 provinces and 164 students in the 9th and 10th grade and equivalent vocational training participated, proposing innovative solutions in categories such as Electricity, Telecommunications and Sustainable Development Goals (SDGs). Proposals included smart lighting systems, charging stations with photovoltaic panels, solutions to reduce classroom noise and improve air quality, among others.

In addition, the collaboration with **ClosinGap and AFI** (Analistas Financieros Internacionales) made it possible to prepare **the economic study on the gender gap titled "Opportunity cost of the gender gap in innovative entrepreneurship in Spain"**, which revealed that this gap represented a loss of EUR 5.3 billion for the Spanish economy in 2023, equivalent to 0.43% of GDP.

The report was presented in May 2024 at the headquarters and was attended by **the minister of Science, Innovation and Universities, Diana Morant**.

**Since 2021**, Redeia has been part **of the Equality platform for the energy sector of the European Commission** an initiative created by the European Commission to promote equality and diversity in the energy sector. In this regard, the company participated in its meetings and hosted **the 6th meeting of the Equality Platform for the Energy Sector**. The meeting, held at the La Moraleja headquarters, was attended by the chair of Redeia and the European Commission's Deputy Director General for Energy.

Considering all of the above, it should be noted that the **active participation of the management team** is essential to achieve greater dissemination of our diversity objectives; in this regard, and by way of example, we point out some of the institutional events that have been attended by the **chair or the CEO**:

- 11th Women CEO Corporate Governance Conference.
- ClosinGap's Equality Impact on Business Growth Day.
- Conference on the impact of the gender gap on issues such as talent, entrepreneurship and technology within the 6th ClosinGap Economic Equality Summit.
- Session on the potential of AI as a tool for #CEOforDiversity inclusion.

Redeia also **collaborates with organizations to attract young talent** by cementing its commitment to the practical training of recent graduates through different scholarship programs and/or educational cooperation agreements. Within the 2024 initiatives, we highlight the **DescubRE Scholarship**, with the FUE (University-Business Foundation), in which 27 young recent graduates (**50% of them women**) participated, working in different units of Redeia until the end of 2024.

## External acknowledgments

Driven by its strong commitment to diversity, fairness and inclusion, Redeia has achieved important recognitions in 2024 that highlight its leadership in these areas:

- Revalidation of the **Bloomberg Gender-Equality Index (GEI)**
- Recognition as **Top Diversity Company by INTRAMA**, reaffirming its position as a benchmark in diversity.
- Up 57 places in the **Equileap** ranking (from 93rd to 36th)
- **Retention of the Equality in the Company Distinction (DIE)** from the Ministry of Equality by Red Eléctrica.

These achievements are testament to Redeia's ongoing efforts to promote equality and inclusion, consolidating its role as a pioneer in creating a fairer and more equitable work environment.

## 4.2. Disability

In 2024, Redeia has launched the Multi-year Disability Plan 2024-2030, demonstrating its commitment to inclusion in three key areas: within the company, with our suppliers and in society.

Relevant actions during 2024:

- **Incorporation of diverse profiles and people with disabilities:** Our job offers highlight the fact that the Company celebrates talent and diversity and is committed to an inclusive culture.
- **Strategic collaborations:** Agreements have been established with the Adecco Foundation and the Eurofirms Foundation for the direct hiring of people with disabilities.
- **Scholarships and mentoring:** Implementation of scholarship and mentoring programs in collaboration with Asociación Achalay, Fundación A la Par and Fundación Adecco.
- **Participation in employment forums:** Acting as employers in events such as:
  - **15th Employment Fair for People with Disabilities of the Community of Madrid**, focused on inclusion and equal opportunities.
  - **Virtual job fair for people with disabilities**, organized by the Universia Foundation to attract people with disabilities.

Redeia currently has **23 employees with a disability** equal to or above 33%, and in four companies the General Rights of Persons with Disabilities Act applies, and all of them comply with the requirements it establishes. Likewise, there are no employees with disabilities who are subject to legal restrictions on data collection in this regard.

As in previous years, **the following initiatives** are worth mentioning:

- **Family Plan**, which offers personalized assistance for the social and labor integration of disabled family members of employees.
- **Aflora Plan**, which supports employees who are eligible for a disability certificate.
- **Corporate volunteering workshops** and collaboration in **labor insertion campaigns**.

This comprehensive and proactive approach ensures that Redeia not only complies with current legislation but also promotes inclusion at all levels of the organization.

### 4.3. Age management

At Redeia, generational diversity is an opportunity to enhance growth and innovation. Currently, **four generations live side by side**, each bringing unique values and knowledge, which enriches the work environment and fosters intergenerational collaboration.

Redeia promotes intergenerational collaboration by celebrating the International Day of Older Persons and transition programs that facilitate the exchange of knowledge and experiences between different generations. In this sense, the **"The Value of your Experience"** program, in which 41 employees participated, seeks to foster trust and quality in labor relations, ensuring that participants receive support during their transition.

This program also promotes the transfer of technical knowledge of employees close to retirement, ensuring that this knowledge remains in the company. In addition, with the **"Generational Shadowing"** initiative, Redeia supports 100% of the tutors assigned to new hires in the onboarding program, reducing the generation gap and strengthening team cohesion.

Redeia cements its commitment to the practical training of recent graduates through different scholarship programs and/or educational cooperation agreements, to attract young and diverse talent. Likewise, and due to the multicultural nature of Redeia, training programs are promoted to share learning about different ways of working in each country, facilitating temporary stays of employees in other countries where the organization operates.

### Staff demographics

#### Evolution of average workforce by age 2022-2024

	2023	2024
Average age	46.5	46.7

#### Total number of persons employed by age group and gender

	2023			2024		
	Men	Women	Total	Men	Women	Total
Under 30s	54	42	96	59	34	93
30 to 50	910	348	1,258	887	347	1,234
Over 50s	444	144	588	465	156	621
Total	1,408	534	1,942	1,411	537	1,948

## 4.4. Professional well-being and work-life balance

In line with its commitment to promote work-life balance, Redeia continues to promote leadership, personal and professional development, implementing new work models, integrating and collaborating in diverse teams and putting in place measures that promote work-life balance and digital disconnection, contributing significantly to the well-being of all employees.

In 2024, Redeia processed 28 queries transferred to the work-life balance contact, allowing for personalized adaptation of the regulated measures and the Hybrid Work Model to individual needs.

In addition to the above, we emphasize that at Redeia we are committed to an environment that promotes comprehensive quality of life. This integral and personalized approach is best expressed through our **Wellness Model**, a tangible reflection of our commitment to those who are part of our organization. This wellness model encompasses **five key dimensions: physical, emotional, professional, financial and social**. To realize this vision, we implement measures and services designed to accompany and support people at every stage of their lives and in various circumstances.



Finally, Redeia stands out as a founding member of the Observatory for the Development of Work-Life Balance and Joint Responsibility, led by Universidad Pontificia de Comillas. This organization works with applied and interdisciplinary research to provide companies and institutions with reliable data to guide active work-life balance policies, based on sectoral analysis contrasted with international standards.

## 4.5. +Diversity and other actions

In 2024, Redeia carried out communication and awareness-raising actions in relation to the LGBTI community, working closely with REDI (Business Network for LGBTI Diversity and Inclusion) to strengthen its commitment both internally and externally:

- **Internal awareness-raising actions in relation to commemorative dates for the community.** The Company has deployed a series of initiatives aimed at its entire workforce to raise awareness and promote a culture of real inclusion, among which we highlight:
  - **LGBTI Pride Month (June):** Redeia led this month with inspiring initiatives that gave a voice to the community and highlighted the importance of building an inclusive society, with the participation of employees who are part of the community who shared learning, personal experiences and challenges of the community.
- Participation in **REDI Academy training workshops and the WorkPride event**, connecting LGBTI professionals from around the world and strengthening diversity and inclusion networks.

## 4.6. Protocol for prevention of harassment, gender-based violence and hate crimes

---

In 2024, as part of its commitment against **gender-based violence**, Redeia participated in communication and awareness-raising actions such as the Vulnerability Observatory of the Adecco Foundation, the online awareness talk on gender-based violence with the Ana Bella Foundation aimed at the entire workforce and the publication of news on the intranet about the European Day for Victims of Hate Crime. It also supported the Adecco Foundation in the preparation of the 11th edition of the "Gender-Based Violence and Employment" Report.

One of Redeia's priorities, in accordance with the values and principles of the Redeia Group's Code of Ethics and Conduct and the commitments assumed in the field of corporate responsibility, is to **continue to make progress in defending the rights of employees by insisting on the categorical rejection of all manifestations of harassment in any of its forms** (physical, psychological, moral—including discriminatory harassment—, sexual and gender-based harassment) and to continuously improve its procedures for preventing, detecting and resolving such manifestations of harassment. For this reason, the internal regulations **contain the AM016 Guidelines for the Prevention of Moral, Sexual and Gender-Based Harassment**, the last update of which, aligned with new legislation, was published on the intranet in January 2024 and is accessible to the entire workforce.

These guidelines provide, among other things, the formal action process for possible harassment situations in the Organization, which consists of 6 phases:

1. Filing a complaint, which, at the complainant's choice, may be through Redeia's Ethics and Compliance Channel or by letter/email to the Medical Service's email inbox.
2. Interview of the affected person with the Medical Service.
3. Establishment of an investigation committee.
4. Investigation.
5. Drafting of the findings report.
6. Conflict resolution.

In addition, Redeia has implemented internal communication actions, such as the publication of the **Protocol for the prevention of and action against sexual and gender-based harassment**, an invitation to the entire workforce to take an online training on the prevention of harassment and the promotion of the Harassment Guidelines, establishing the bases for prevention and action in possible situations of harassment.



## 5. Main diversity highlights at Redeia in 2024

- One of the 25 Ibex 35 companies with the highest presence of women on the Board, exceeding the target of 40% women on the Board set for 2022 in Recommendation 15 of the Good Governance Code for Listed Companies, also meeting the minimum quota set in the new "Equality Act" (40%) derived from Directive (EU) 2022/2381 and which raises the quota set in the Directive (33%).
  - Since 2018, Redeia has exceeded the 40% target for women on the Board.
- One of the 4 Ibex 35 companies with an equal number of men and women on the Board.
  - Since 2020, Redeia has had an equal Board composition.
- Redeia remains among the top Ibex 35 companies in terms of gender equality, being one of the few Ibex 35 companies chaired by a woman.
  - Since 2020, Redeia has had a female chair of the Board. In addition, the first person to serve as the Company's chair in 1985 was a woman.
- Inclusion of the commitment to the equal composition of the Board in the Board Regulations, with the purpose, among others, of adapting them to the Equality Act and to the reality of Redeia in terms of gender diversity, going beyond, therefore, the legal requirement.
- Redeia implements policies and procedures that ensure a reasonable balance and comprehensive diversity on its Board, covering aspects such as gender, experience, age, disability, nationality and seniority.
- Redeia is guided by the best practices and recommendations of the Good Governance Code of Listed Companies, thus consolidating its commitment to diversity at all levels of the organization, from the Board, management and employees.
- This commitment is based on the Code of Ethics and Conduct and is reinforced by internal policies, such as the Corporate Governance Policy. Those policies promote diversity of gender, experience and knowledge, and ensure their practical application within society.

Redeia promotes a corporate culture favorable to diversity to eliminate stereotypes and unconscious biases, both among employees and the other stakeholders. It is born from the commitment of the management, actively participating in the diversity strategy and thus energizing and inspiring the entire workforce.

- The integration of diversity in people management processes aims to engage, raise awareness and promote the Company's mission and approach to diversity among employees and suppliers.
- People management processes become, alongside leadership, a key tool for integrating diversity, fairness and inclusion in the Company.

The active participation of the management team is essential to achieve greater dissemination and achievement of our diversity objectives.





Redeia will continue working to advance diversity in all its aspects, focusing on achieving an inclusive work environment, raising awareness among the people who are part of Redeia.

Our dedication to diversity and inclusion in the corporate environment is constant and we will continue on this path to contribute to achieving effective diversity and equality in society.



redeia

Valuing the essentials