



Healthy
Organisation Report
2024

redeia
Valuing the essentials

Introduction
(2)

1

Prevention
Planning
(5)

*Prevention
Service
Method*

*Participation
Bodies and
Consultation
Channels*

2

Healthy
Organisation
Management
System
(13)

*Health and
safety of the
members
of the
organisation*

*Culture
focused on
the well-being
of the
organisation*

Lifestyle

*Commitment
to the
community*

3

Health and
Safety Training
2024
(36)

4

Management
Systems
Audit
(38)

5

Indicators
(40)

Introduction

In its People Policy, Redeia establishes the principles governing the management of people through leadership, efficiency, innovation, cultural transformation and professional fulfilment, placing employee experience at the centre and addressing the impacts, risks and opportunities related to this group, with a special focus on **occupational health and safety**.



This policy extends to all the activities and geographical areas in which the Organisation operates to ensure that compliance with the principles set out in it contributes to achieving the Organisation's purpose, as well as the strategic objectives consistent with the values, principles and guidelines for conduct established in the **Organisation's Code of Ethics and Conduct**. The implementation of this policy is supervised by the Board of Directors through the Appointments and Remuneration Committee, and, to facilitate its availability to the relevant stakeholders, it is available on the external website and on the corporate intranet.

Accordingly, with the commitment and leadership of the management team, Redeia promotes best practices in health and safety and well-being, through the Healthy Organisation Management System, aligned with Redeia's Strategic Plan, with the People and Culture Operational Plan and with Redeia's Commitment to Sustainability 2030.

The Healthy Company Model, established in Redeia in 2015, sets a path towards excellence in the management of health and safety and well-being at work through continuous improvement, outlining the guidelines and principles to be followed.

Healthy Organisation: system pillars

Health and safety of the people in the Organisation

Providing the necessary means to carry out job functions in optimal safety conditions.

Lifestyle

Implementing management and work organisation tools and resources that promote the employees' physical and psychosocial well-being.

A culture focused on the well-being of the Organisation

Providing staff with tools to improve physical and mental health, contributing to their well-being and quality of life.

Commitment to the community

Developing initiatives by the Company that positively impact the health and well-being of the families of its employees and the communities in which it operates.



In 2024, an evaluation of people's well-being degree will be carried out, making Redeia a pioneering company in this area.

In 2022, this model evolved to become the **Healthy Organisation Management System**, the purpose of which goes beyond the prevention of injuries and the deterioration of people's health, extending to personal and family lifestyles and implementing the right culture to be a healthy organisation, thus also helping to improve the communities in which Redeia operates. It is worth mentioning that the Healthy Organisation Management System covers 100% of Redeia's workforce. In 2023, an **innovative well-being model and strategy** were defined and in 2024 an **evaluation of the degree of well-being** was carried out, demonstrating the firm's strong commitment in this area, positioning Redeia as a pioneering company in this field.

This new well-being model looks at the health and well-being of workers from a holistic and global perspective, establishing five basic pillars (physical, emotional, professional, social and financial), which include the different initiatives that the company offers its people to guarantee their well-being. In addition, the model establishes measurement systems that enable, on the one hand, the evaluation of the value proposition or offer of initiatives proposed by the company to individuals and their self-perception of their level of well-being in the five pillars mentioned.

This report aims to present the main actions carried out in 2024 as an example of our determined effort to promote a culture of excellence in health and safety and well-being.



Prevention Planning



1

1.1

Prevention Service method

To comply with occupational risk prevention legislation, and within the context of Redeia's expansion and consolidation as a global operator of strategic electrical and telecommunications infrastructure, Redeia has a **Joint Prevention Service (JPS)** in Spain, which provides services to the following companies:

- Redeia Corporación, S.A.
- Red Eléctrica de España S.A.U.
- Red Eléctrica Infraestructuras en Canarias, S.A.U.
- Redeia Infraestructuras de Telecomunicación, S.A.
- Red Eléctrica de Telecomunicaciones, Innovación y Tecnología, S.A.
- Red Eléctrica Sistemas de Telecomunicaciones, S.A.
- Hispasat, S.A.
- Hispasat Canarias, S.L.U.

The JPS's prevention activity is limited to the participating companies and is considered the **Internal Prevention Service for each of the companies that comprise it**, under Section 21(3) of the Prevention Services Regulations, amended by Royal Decree 337/2010, of 19 March.


The JPS assumes the following prevention specialisms: Occupational Safety, Ergonomics, Psychosociology and Occupational Health Industrial Hygiene. The specialism of Occupational Medicine is contracted through an External Prevention Service.

The JPS provides the necessary advice and support to the company within the framework of Section 31 of the Spanish Occupational Risk Prevention Act [Ley 31/1995], which includes:

- The design, implementation and application of an **occupational risk prevention plan** that enables the integration of prevention in the company.
- The **assessment of risk factors** that may affect the health and safety of workers in accordance with Section 16 of the Act.

- The **planning of prevention activity** and the setting of priorities in the adoption of preventive measures and the monitoring of their effectiveness.
- The **information and training of workers**, in accordance with Section 18 and 19 of the Act.
- The provision of **first aid and emergency plans**.





The JPS acts as a **driving force for the integration of prevention activity** in all phases of the Company's production process, and is supported by experts and external entities, complying in all cases with the regulatory requirements established for the optimum performance of its activities.

The JPS acts in **coordination with the individuals designated by the Company**, who have the training and experience required by law and carry out certain prevention functions on a shared basis.

The initiatives carried out in 2024 in the area of preventive health and safety notably include the following:

- Consolidation of the territorial model in occupational risk prevention, with the insourcing of 100% of the functions associated with the Joint Prevention Service, which guarantees that the preventive knowledge of the facilities is maintained internally.
- Development of key indicators to facilitate the monitoring of training based on skills to be developed under internal regulations on occupational health and safety training.
- Creation of the new tool to manage personal protective equipment (PPE) and facilities safety materials (FSM).
- Reinforcement of the JPS's capacities with the hiring of three technicians to improve preventive planning.

In Redeia companies located in Latin American (LATAM) countries there is a preventive organisation that complies with the law of each country.

1.2

Participation bodies and consultation channels

Redeia Corporación, S.A., Red Eléctrica de España, S.A.U. and Redeia Infraestructuras de Telecomunicación, S.A. all have an Occupational Health and Safety Committee in accordance with current legislation in this area, which are joint and collegiate participation bodies for the regular and periodic consultation of the company's actions in the area of occupational risk prevention.



The Redeia Corporación S.A. Committee consists of three representatives proposed by the Company and three prevention officers; the Red Eléctrica de España, S.A.U. Committee consists of six representatives proposed by the Company and six prevention officers (a number that exceeds the representation required by law); the Redeia Infraestructuras de Telecomunicación, S.A. Committee consists of two representatives proposed by the Company and two elected prevention officers, who are in all cases elected among the workers' representatives representing 100% of the employees of each of these companies. In addition, technical personnel from Redeia's joint prevention service also take part in the meetings of these committees.

Meetings are held on a quarterly basis (in accordance with the Occupational Risk Prevention Act) but are also held whenever requested by any of the parties. These meetings monitor all prevention activities and health monitoring, the new applicable legal regulations, the review of processes and internal regulations, as well as analysing and monitoring occupational health and safety results and programmes, and monitoring safety equipment and materials. The minutes of these meetings are available to everyone in a specific section on the corporate intranets. The results of the internal and external audits conducted, the information relating to the accident rate of Redeia's activities and the improvement actions implemented are also provided.

Redeia promotes best practices in health and safety, with the commitment and leadership of the management team and the participation of the Workers' Legal Representation. To this end, it raises awareness, trains and provides the best safety conditions for its own employees and for professionals from other companies who offer their services.

Meetings held in 2024 by the Occupational Health and Safety Committees

	2023	2024
Red Eléctrica de España, S.A.U	4	4
Redeia Corporación, S.A.	4	4
Redeia Infraestructuras de Telecomunicación, S.A.	4	4
Hispasat	4	4

Additional consultation channels

Furthermore, to reinforce the participation of individuals, there are internal channels of communication and consultation in this area (intranet, mailbox, PRER prevention management system, etc.), through which suggestions, doubts and proposed improvements related to safety, adapted to the reality of each business, are channelled.

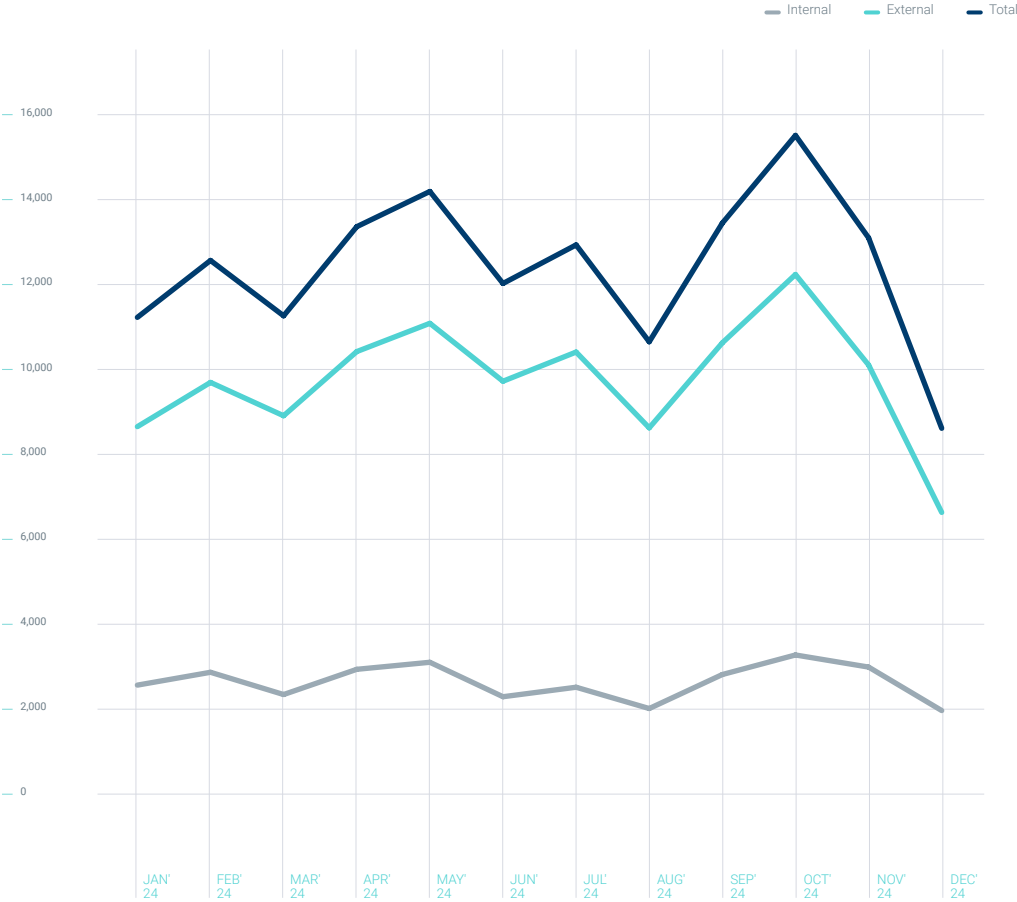
It is also worth mentioning the Preventive Attitude Community, a collaborative space located in NuestraRED where Redeia’s people can access news and contents related to occupational safety and well-being.

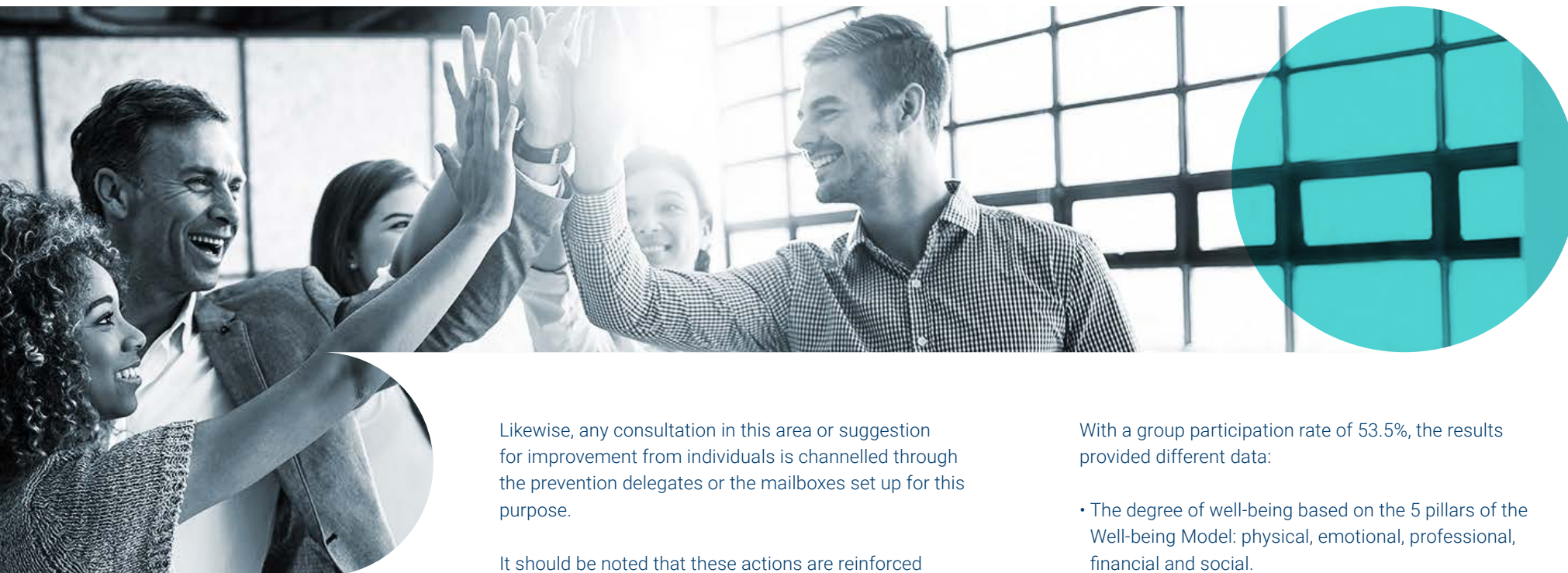
PROCESSES MANAGED IN 2024

Safety studies carried out	221
Approved Safety Plans	511
Approved Safety Procedures	256
Accidents managed	107
Incidents managed	134
Risk Notifications issued	140
Safety inspections of work (completed)	16,054
Corrective Actions generated	1,271

PRER is the prevention management tool that provides traceability and allows the management of all the processes in the Health and Safety model in a collaborative way between the agents participating in the different activities, both internal and external.

Unique user accesses to the PRER platform during 2024





Likewise, any consultation in this area or suggestion for improvement from individuals is channelled through the prevention delegates or the mailboxes set up for this purpose.

It should be noted that these actions are reinforced by Redeia's internal communication area as a necessary tool for their dissemination among employees.

The first well-being assessment was carried out in November 2024, with the aim of finding out the degree of well-being in the 5 pillars of the Well-being Model defined in 2023. The results obtained have made it possible, on the one hand, to know areas for improvement in which to focus the care but, on the other, have allowed people, on an individual basis, to have an individual and personalised report.

With a group participation rate of 53.5%, the results provided different data:


- The degree of well-being based on the 5 pillars of the Well-being Model: physical, emotional, professional, financial and social.
- The overall level of well-being.
- The well-being index, based on a single question that measures the subjective perception of individual well-being.

A report is available to provide more detailed information on the results and the priorities to be set.

Healthy Organisation Management System



2



The concept of Health and Safety is constantly evolving, driven by the different social changes, becoming a field of people management with its own characteristics and sufficient significance to develop other areas of action. Thus, by defining health as “a state of complete physical, mental and social well-being in harmony with the environment, and not merely the absence of disease or infirmity”, we move from an exclusive focus of analysis of physical, chemical and biological risks to a broader perspective that encompasses other additional aspects, both occupational and non-occupational, which have a direct impact on people’s well-being,

The **Healthy Organisation Management System’s** purpose goes beyond the prevention of injuries and the protection and promotion of people’s health,

extending to personal and family lifestyles and implementing the right culture to be a Healthy Organisation, thus also helping to improve the communities in which Redeia operates.

This cultural transformation requires the commitment and leadership of the management team and alignment with Redeia’s values, objectives and strategies, such as the Company’s Strategic Plan, the Sustainability Plan, the People and Culture Operational Plan and Redeia’s Commitment to Sustainability 2030.

The basic principles and guidelines of the People Policy, approved by the Executive Committee, include:

- Guarantee the physical safety of people in the performance of their duties, promoting a culture of zero accidents, encouraging continuous training and the ongoing improvement of safety procedures and processes, as well as work equipment and personal and collective safety measures, seeking at all times to apply innovation as a lever for differential improvement.
- Promote a Healthy Organisation Management System and model that fosters best practices in safety and physical, mental and social well-being, with the involvement and participation of all stakeholders, as well as the development and promotion of work-life balance as key elements of well-being.



These principles are developed in the following commitments:

- Integrate safety, health and well-being at all hierarchical levels and activities, in accordance with current regulations and business commitments.
- Focus management on the involvement and participation of all stakeholders in compliance with these guidelines.
- Provide its employees with the highest level of health and well-being by preventing risks associated with their jobs and injuries or illnesses arising from both the physical and psychosocial environment, and provide health resources in the work environment, taking into account the legal, labour and technological framework.
- Communicate the content of these guidelines to the Company's staff and its suppliers, with the aim of promoting a culture geared towards the safety, health and well-being of all their employees and their environment.
- Ensure compliance with the applicable legal requirements on occupational health and safety, and those related to the Healthy Organisation Management System.
- Provide all personnel with the work equipment and personal and collective safety measures necessary to carry out their work under safe and healthy conditions.

The Healthy Organisation Management System integrates safety, health and well-being at all hierarchical levels and activities, in line with the current regulations and the Company's commitments.

- Ensure adequate training for the development of the activities associated with the jobs in a safe and healthy environment from a physical and psychosocial viewpoint.
- Encourage the involvement and consultation of people in elements of the safety, health and well-being management system.
- Promote continuous improvement of the occupational health and safety management and performance system and integrate this system with the overall Healthy Organisation requirements.
- Maintain certification of the management systems, through continuous improvement of their performance.

The People Policy is published and disseminated, and is consistent with Redeia's Strategic Plan. This policy is supplemented with the AM025 internal occupational safety guide and the IM038 Technical Instruction on Health Monitoring, which develop the specific aspects of Occupational Health and Safety.

Under this framework, the Healthy Organisation System allows for the organisation, planning, monitoring and evaluation, in a coherent and structured manner, of all initiatives that seek greater well-being for people and their immediate environment, their families and the community.

The system revolves around four core areas of action:

- **Health and safety of the members of the Organisation:** Provide the necessary means to carry out the functions of the jobs under the best safety conditions.
- **Commitment to the community:** Actions developed by the Company that have an impact on improving the health and well-being of the families of its workers and the communities in which it operates.
- **Culture focused on the well-being of the Organisation:** Provide staff with tools to improve their physical and mental health, contributing to their well-being and quality of life.
- **Lifestyle:** Implement management and work organisation tools and resources that promote workers' physical and psychosocial well-being.

The system is deployed through annual programmes that aim to give continuity to the management model through continuous improvement and to consolidate Redeia as a leading company in good practices in health and safety and well-being.

Health and safety of the people in the Organisation

- Providing the necessary means to carry out job functions in optimal safety conditions.

Lifestyle

- Implementing management and work organisation tools and resources that promote the physical and psychosocial well-being of employees.

Commitment to the community

- Developing initiatives by the Company that positively impact the health and well-being of the families of its employees and the communities in which it operates.

A culture focused on the well-being of the Organisation

- Providing staff with tools to improve physical and mental health, contributing to their well-being and quality of life.

2.1

Health and safety

OF THE MEMBERS
OF THE ORGANISATION

Physical working environment: safety of members of the Organisation

Incorporating safety into the Company's various business and operational processes and protecting the health of professionals in the working environment is one of Redeia's top priorities.

Driven by various social changes, the concept of Health and Safety is constantly evolving and has become a strategic area of the Company's people management, due to the impact it has on its own employees and those in its value chain.



All of this is included in the **Occupational Safety and Well-being Plan 2024-2025**, approved in November 2023 by the Permanent Prevention Group, comprising the Transport Technologies, People and Culture, Maintenance and Construction and Infrastructures Directions in the Canary Islands. This Plan has several strategic and specific objectives that are divided into four main lines of action.

1. Culture and leadership:

- Improve training.
- Improve the management of lessons learned.
- Encourage participation.
- Maintain preventive focus.
- Promote leadership in prevention and well-being.
- Prevention from a gender perspective.

2. Innovation and digitalisation:

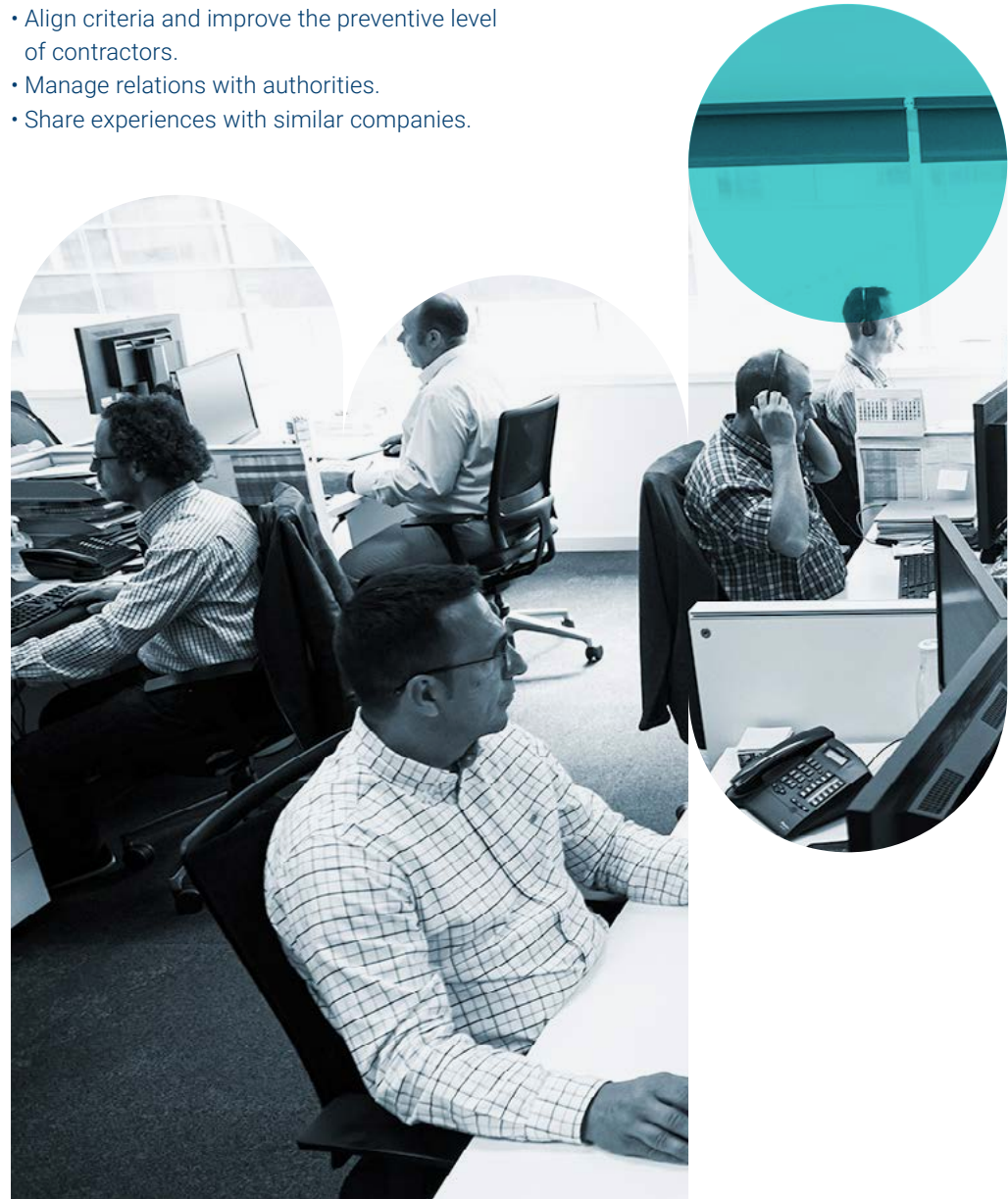
- Systematising innovation in Occupational Health and Safety (OHS).
- Redesign processes.
- Reduce the impacts of digitalisation.
- Address climate change risks.

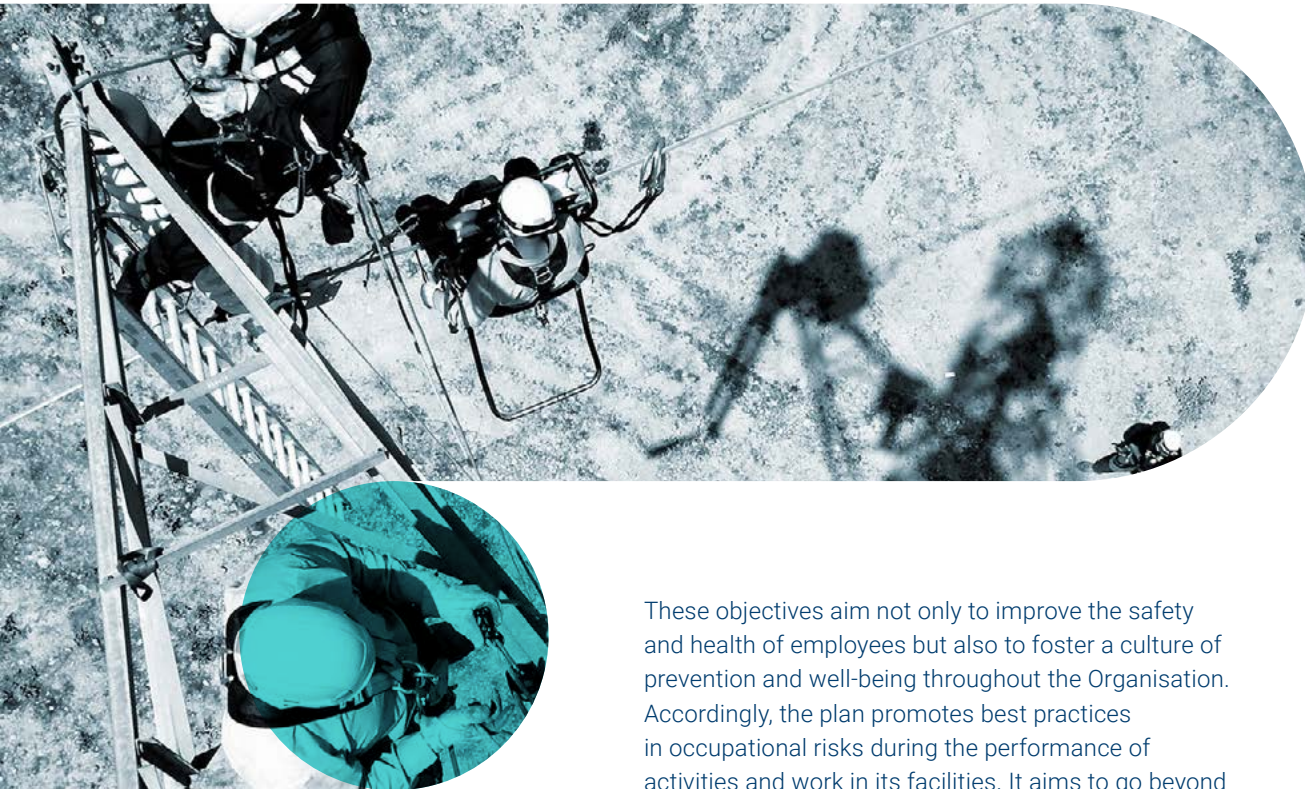
3. Well-being:

- Implement a well-being model.
- Mental health assessment and intervention.

4. Collaboration with stakeholders:

- Align criteria and improve the preventive level of contractors.
- Manage relations with authorities.
- Share experiences with similar companies.





These objectives aim not only to improve the safety and health of employees but also to foster a culture of prevention and well-being throughout the Organisation. Accordingly, the plan promotes best practices in occupational risks during the performance of activities and work in its facilities. It aims to go beyond legal compliance by training, informing and raising awareness of obligations and responsibilities and engaging all staff, partners and suppliers.

Continuous monitoring of higher-risk work and activities with safety inspection programmes, as well as improving supplier qualification requirements, is key to achieving the high safety standards required.

In 2024, 16,054 safety inspections were carried out in work and facilities to anticipate and detect possible risk situations and prevent accidents from occurring. As a result of all the activities carried out to control and monitor work, more than 1,271 corrective actions have been generated, with over 89% resolved and the rest in the closure phase. This is done through a procedure of investigation and analysis of the events detected, which follows a model established in the corporate prevention management application. This model introduces analysis of causes, proposals for improvement and subsequent evidence of their resolution and closure, both for the most trivial events and for those considered most relevant, such as accidents and incidents.

The lessons learned from the resolution of these corrective actions collaboratively allow all members of the value chain to improve their health and safety processes, strengthening the preventive culture with new shared knowledge.

In 2024, as part of the objective of promoting the integration of prevention in Redeia's processes and culture with the aim of achieving the "zero accidents" goal, major actions were carried out in relation to preparing the Occupational Safety and Well-being Plan 2024-2025, improving communication, raising awareness among individuals, incorporating new technologies and digital transformation, as well as integrating the concept of well-being in this plan.

In 2024, 16,054 safety inspections were conducted on work on installations, generating more than 1,271 corrective actions, of which over 89% have been resolved, with the remainder in the closure phase.

As a result, we have kept the overall accident rate indicators, which include both own personnel (severity rate: 0.13) and contractors (severity index: 0.38), significantly below the target values (severity index 0.20 and 0.50 for own personnel and contractors respectively), and there have been no fatal accidents.

In relation to innovation in health and safety during 2024, support has been given to different internal innovation projects that stem from intra-entrepreneurship, as well as consolidating the implementation of the Safedlimit and Serpat products.

Key actions in people's safety 2024

Preparation of the new Occupational Safety and Well-being Plan 2024-2025

- Preparation of the new Occupational Safety and Well-being Plan 2024-2025, with four core areas: culture and leadership, innovation and digitalisation, well-being, and collaboration with stakeholders. For the implementation of this new plan, a listening process has been deployed for the first time, in which over 750 people, including Redeia employees and suppliers, have participated.
- First evaluation of the preventive culture according to the international NOSACQ-50 model, ratifying the high standard of safety implementation (proactive-generative level) and the high level of commitment and involvement at all levels of the Organisation.

Improving people's communication and awareness

- Training, awareness, consultation and participation (Health and Safety Committee, internal audits and working groups), improving behaviour and safety measures during the performance of work by both internal and external personnel and developing actions aimed at reducing accidents during the work execution phases.
- Communication actions under the slogan "It's in your hands", including the organisation of the 3rd Prevention Week at Redeia with the participation of over 550 people.
- Occupational Risk Prevention Conference on the occasion of World Day for Safety and Health at Work, which is celebrated every 28 April, with a double session, one for Redeia staff in Spain and the other for staff in Chile and Peru.
- Monthly monitoring meetings and occupational safety actions with Redeia's business units.
- Publication of content.
- Actions with suppliers to monitor accidents and share lessons learned.

The updating of the IM002 instruction has been carried out in line with the best practices and current legal regulations on occupational risk prevention, and is the result of a period of intensive collaborative work between the Operation, Maintenance and Construction, and Occupational Safety units.



Key actions in people's safety 2024

New technologies and digital transformation

- Development for implementation of the new "Protected Areas" platform that ensures the operational integrity and safety of all involved, providing unprecedented traceability.

Control of risks due to high temperatures

- A new instruction has been implemented to establish and disseminate preventive and organisational measures to be adopted to reduce the existing risks in the event of an abnormal rise in temperatures.

Updating of internal protocols for carrying out non-live work on high voltage installations (IM002)

- Regulate the safety measures to be taken in high-voltage electrical installations for the performance of non-live work and the application and execution of the necessary operating measures, to guarantee the safety of persons and installations.



Safety in the supply chain

The drive for the health and safety of professionals goes beyond Redeia's employees, extending to all companies and personnel in the value chain, who are involved in the Company's different processes, deploying and participating in the health and safety culture.

All suppliers working in Red Eléctrica's facilities and work centres are qualified and certified in occupational safety and, in the case of activities involving risk, these activities are managed by the supplier's work managers who have been previously authorised by Redeia's Joint Prevention Service.

In line with the permanent collaboration with suppliers, 3,645 work managers in the highest risk activities have been authorised and play a key role in compliance with safety measures during the performance of the work. The authorisation involves a review and verification of education, training and experience.

In addition, the Company randomly requests evidence from its suppliers of their employees' health and safety training, as well as the incorporation of employees in the supplier's database in the corporate occupational safety applications (PRER, and 6 Conecta for Hispasat) for better control of the operational processes for coordinating business activities.

All accidents and incidents occurring at Redeia's facilities by Suppliers are investigated and analysed to implement the necessary corrective measures to ensure that they will not be repeated in the future.

In 2024, Redeia launched various initiatives, notably including: creation of the Positive Safety Community with the Company's ecosystem of construction and maintenance suppliers, starting with a session attended by 130 people from 41 companies aligned with the "I take care of myself, I take care of you and I let myself be taken care of" purpose. In addition, the Positive Safety Initiatives have been implemented in the form of seven occupational safety rituals jointly promoted by Redeia staff and construction and maintenance service providers.

Furthermore, safety awareness sessions were held with providers of clearing, felling and pruning services and electromechanical assembly and no-load testing of substations, and a webinar was held to raise awareness on the safety of local operation work in substations by the brigade service.

2.2

Culture focused on
the well-being

OF THE ORGANISATION

The progress made in this area since 2023 is evidence of the Organisation's commitment to caring for people. The inclusion of specific lines of action and specific commitments related to health and well-being in the Security and Well-being Plan 2024-2025 and the development of a specific Well-being model demonstrate the importance and scope of this new field of action.





Psychosocial work environment

The psychosocial work environment includes the organisation of work, the organisational culture and the attitudes, values, beliefs and practices that are exhibited daily in the Company and that affect the psychological and physical well-being of individuals. Improving people's psychosocial environment is essential to achieve well-being.

The management of psychosocial risks, improvements in working conditions and their organisation, to achieve an optimal working environment and control people's stress levels, is a priority at Redeia. To reach the highest levels of well-being, it is essential to work on the promotion of emotional health, through the

internalisation and learning of resources that help to manage day-to-day situations, as a basis for individual and collective well-being.

This is the fundamental reason why it is necessary to seek tools and resources that allow, in addition to detecting situations of emotional risk to act preventively, training in the control of emotions, being aware that stress derived from unfavourable emotional situations directly affects people's well-being, and can generate situations with undesirable consequences that should be avoided.

In 2024, the "Emotion" project, which was launched in 2022 and whose aim was to incorporate emotional management into occupational risk prevention in those

Redeia's work-life balance management model is one of the key pillars of the Healthy Organisation model and the Diversity Model, and includes over 70 work-life balance measures with associated actions.

activities with the highest risk, was completed. This project had three strands:

- Inclusion of emotional perception in safety talks prior to the start of work.
- Training of leaders in emotional management.
- Application in the prevention of occupational risks and the analysis of the emotional profiles of the most at-risk groups with the aim of identifying areas for improvement related to skills for better coping with higher-risk activities.

In relation to this last milestone, over 230 people have undergone training in emotional self-leadership to learn to know themselves better and acquire personal tools to better cope with specific situations that may alter their emotional balance.

In addition, various internal communication actions have been carried out to support the interest in raising awareness of psychosocial risks, mental health and its impact on health:

- News on Mental Health Day
- Launch of the well-being assessment
- Psychological support service follow-up

Work-life balance

Work-life balance means striking a balance between work life and personal life (family, health, leisure, social relationships, personal development, etc.). Existing legislative and policy measures aimed at achieving work-life balance are among the objectives aimed at promoting and fostering equal opportunities and equal treatment between women and men. But Redeia wants to go further. The work-life balance management model has changed and matured throughout its period of implementation and represents one of the main areas of action of the Healthy Organisation System, as well as of the Comprehensive Diversity Plan, and it is a key factor that promotes people's well-being. Work-life balance management is a key element of the management style, to attract and retain the best professionals and create a framework that encourages their motivation and, consequently, a greater contribution to the company's objectives.

True to its commitment to ensure work-life balance, Redeia continues to contribute to a work-life balance management model based on continuous improvement.

2024 was characterised by the achievement of the objectives identified for the year, securing 100% compliance with them, highlighting the role of the work-life balance contact, who has provided individualised responses to exceptional personal situations not considered within the regulated framework, such as, among others, those related to reduced working hours, flexible hours and location or family support.

The vast majority of measures covered by the work-life balance management model are applicable to all companies and are divided into the following categories:

- Leadership and management styles.
- Quality in the job.
- Flexibility of hours and location.
- Family support.
- Personal and professional development.
- Equal opportunities.

Redeia shares its experience as an expert in the Observatory for the Development of Work-Life Balance and Joint Responsibility, led by the Universidad Pontificia de Comillas (ICADE-ICAI). The aim of this observatory is to work through applied, interdisciplinary and high-quality research, to offer companies and institutions relevant information and reliable data verified against international standards and which help other organisations to focus their active work-life balance policies, based on specific and contrasted sectoral studies.

70% of the workforce has real and effective working hours between 1,686 and 1,690 hours per year, with a basic timetable of 7 hours per day for every working day of the year and broad flexibility in arrival (from 7:30 am) and departure (from 2 pm) times.

It should be noted that Redeia offers a range of benefits designed to facilitate childcare and support parents in their role as primary caregivers.



Childcare facilities or contributions: making childcare vouchers available to employees, which they can claim as part of their flexible remuneration, thus optimising their salary for tax purposes. In 2024, 42.7% of employees with children under 3 years of age made use of them.

Facilities or benefits for breastfeeding: Redeia's head office has a breastfeeding room designed based on recommendations from professionals, with the aim of creating a welcoming, safe and hygienic space that guarantees the comfort and privacy of its users.

Paid parental leave for the main caregiver: Redeia offers its employees 16 weeks of paid parental leave for the primary caregiver, ensuring that they can enjoy this important period without financial worries.

Paid parental leave for the non-primary caregiver: In addition, Redeia offers 16 weeks of paid parental leave for the non-primary caregiver, allowing both parents to share the care of their children.

Family or care leave beyond parental leave: Redeia exceeds and extends paid leave beyond the benefits required under current employment law (death or illness of direct family members, special situations, etc.). Therefore, in addition to the maternity/paternity leave established by law (currently 16 weeks for each parent), workers of both sexes can request a reduction in their annual working hours, with improved percentages compared with current law, to care for a child under nine

Areas of work-life balance measures



Leadership and
management
styles



Quality
in the job



Flexibility
of hours and
location



Family
support



Personal and
professional
development



Equal
opportunities

months of age (breastfeeding, adoption, pre-adoption custody or fostering). Redeia also exceeds the period established for requesting a reduction in working hours to care for a child (until the child turns 13, rather than 12). It should be noted that, in 2024, 100% of men entitled to use paid childcare leave of up to 16 weeks took it.

Furthermore, in exceptional personal or health situations, outside of this general framework, adaptations to working hours or other leave are assessed through the work-life balance contact and are defined based on the needs of each person.



The Digital Disconnection Protocol and flexible working hours allow the employee to balance their personal and professional life.

Digital disconnection

As a clear commitment to promoting digital disconnection, the **Digital Disconnection Protocol** came into force in 2021, defining the methods for exercising this right and the training and awareness-raising actions to be carried out on the reasonable use of technology tools. Together with the flexible working hours that people benefit from, this Protocol means that they can enjoy a balance between their personal and professional lives.

Among the measures included in the digital disconnection protocol is the right to disconnect during holiday periods, as it is essential for Redeia that its employees enjoy their annual leave (which is fully paid by the Company), allowing them to disconnect from work and devote time to their personal and family interests.

To ensure its correct implementation, it is accompanied by a communication plan aimed at raising awareness of the importance of digital disconnection and deploying measures aimed at improving health and quality, with advice to individuals on how to implement digital disconnection effectively.

70% of the workforce has real and effective working hours between 1,686 and 1,690 hours per year, with a basic timetable of 7 hours per day for every working day of the year and broad flexibility in arrival (from 7:30 am) and departure (from 2 pm) times.

In addition, employees can request a reduction in their annual working hours in cases of birth, adoption, pre-adoption custody or fostering, caring for children under thirteen years of age, caring for disabled persons or due to illness. In exceptional personal and health situations, adaptations to working hours are approved based on the needs of each employee.

Furthermore, since 2023, the voluntary hybrid working model has been in place, to which 99.3% of the eligible workforce has signed up, allowing remote working for around 47% of the annual working days. This model offers the possibility to work from up to two different locations.

2.3

Lifestyle

Health monitoring

Redeia carries out permanent preventive monitoring of the health of its employees, which subsequently enables the deployment of health protection and promotion campaigns in response to the analysis of the different health indicators evaluated annually and to previously identified needs.



This health monitoring is carried out on the basis of specific protocols applied based on the jobs and, therefore, the occupational risks to which people are exposed. But Redeia's commitment to people's health goes beyond the purely occupational sphere and extends to other parameters of people's health. In line with this individual, occupational and extra-occupational health monitoring, 1,375 health examinations have been carried out at Redeia, representing 70.69% of the workforce.

Promotion of occupational health

This definition proposes the integration of health promotion into occupational risk prevention interventions, and establishes a conceptual framework that helps organise and initiate health and well-being programmes in the organisational environment at all levels (individual, environment and organisation). As a members of the Network of Healthy Companies and aligned with the European Network for Workplace Health Promotion (ENWHP), following a recognition of good practice from this body, Redeia is committed to a concept of occupational health promotion, in all areas, with:

- Systematic design of programmes that improve the health of individuals and the organisation.
- Creation of a culture of health that meets the needs of both the company and individuals.
- Health management that is integrated into the Company's strategic plan because it is good for people's health

In line with this individual, occupational and extra-occupational health monitoring, 1,375 health examinations have been carried out at Redeia, representing 70.69% of the workforce.

and for the Company's productivity, efficiency and competitiveness.

- A methodology that helps people achieve complete health and well-being
- A methodology that uses a variety of strategies to improve the health literacy of individuals and other relevant stakeholders, and to provide them with a working environment that protects health and supports and reinforces healthy choices.
- Improved working conditions, in pursuit of the quality and sustainability of work, where the health and safety of people is ensured and where the legal requirements of current regulations are met and exceeded.
- Healthy living habits by considering how the work environment can facilitate and support healthy living habits, behaviours and skills.

In 2024, continuity has been given to the activities and initiatives for the promotion of health and well-being that aim to improve health and prevent illnesses from a holistic perspective (physical, emotional and social well-being). The campaign to promote physical activity and reduce sedentary lifestyles, with the participation of over 500 people in different sporting activities co-financed by the Company (races, yoga classes, Pilates, paddle tennis, football tournaments, etc.), the nutrition consultation, the physical condition consultation, the physiotherapy consultation and the psychological support service show the broad healthcare perspective with which the Company operates in this area.

All the campaigns and initiatives launched respond to the analysis of different health indicators evaluated annually, to the data on absenteeism due to illness and to other previously identified needs, the main objective of which is to improve health and well-being through the incorporation of healthy habits.

Main lines of action 2024

- 1,375 health examinations were carried out based on the risks inherent to the jobs with the implementation of corresponding health monitoring protocols.
- Extension of compulsory medical examinations for all persons in control centres who engage in shift work.
- Improved hybrid working conditions for pregnant women.
- Statistical analysis of health monitoring results.
- 2 women have taken 38 weeks' paid pregnancy leave to meet their medical needs and prepare for childbirth.
- Study of the main causes of absenteeism due to common contingencies.
- Prevention of cardiovascular diseases with initiatives that promote physical activity and healthy eating: 385 individualised nutrition consultations and 19 fitness assessment consultations, 30 co-financed sports activities (team sports, yoga, Pilates, functional training, ballroom dancing, races, tournaments, etc.).

The health campaigns respond to the analysis of the health indicators evaluated annually and to the data on absenteeism due to illness, and their main objective is the incorporation of healthy habits to improve health and quality of life.

- Flu vaccination campaign with 258 people vaccinated.
- Colon cancer prevention campaign for over 49s, with 110 people screened
- Prostate cancer prevention campaign for men over 50 years of age, with 336 men screened
- Stroke prevention campaign: disclosure news
- Campaign for the prevention of musculoskeletal disorders: 941 physiotherapy consultations, and definition of a new plan for the prevention of musculoskeletal disorders
- Prevention of psychosocial risks and mental health with the provision of a psychological support service

- Information cycle on health and women with five specific webinars: menstrual cycle, menopause, nutrition, physical activity and pelvic floor. Dissemination of the well-being model and launch of the well-being assessment:
- Participation in external events to present the EMOCION project, an initiative that integrates emotional management into Redeia's accident prevention strategy: Conference at the Madrid Regional Institute for Occupational Health and Safety (IRSST).
- *Human factor, a forgotten factor in ORP* day organised by Foment, Barcelona.
- Seminar on *Safety in Maintenance Operations* at Enagás.
- Healthy Organisations Forum, at the Instituto Biomecánico de Valencia (IBV).
- Participation in external events to present the Well-being model such as HR Expo.

2.4

Commitment to the community

Company engagement in the community

Companies are part of a community environment that directly influences people's health and well-being. Community engagement includes the activities carried out by the Company for the benefit of the families of its employees, as well as the community where it is located, taking into consideration physical, social and environmental aspects that improve the physical and mental health, safety and well-being of Redeia's employees, their families and the community to which they belong.



Within the Healthy Organisation Management System, this fourth dimension must be addressed. It is not enough to be satisfied with improving health only behind the doors of our organisation. It is necessary to go further by positively influencing different aspects aimed at the well-being of our social environment, understood as the family, stakeholders, local communities where the Organisation's activity has an impact and, in short, society as a whole.

During 2024, the following actions have been carried out for the well-being of the community:

- Accessibility of health services, health policies for the families of Redeia employees: In addition to the Public Health Service, Redeia has arranged health insurance policies that it makes available to its people, extending them to their families, including in LATAM.
- Disability management: Redeia contributes to the inclusion of people with disabilities and normalisation through actions aimed at raising awareness among the Company's staff and the incorporation of direct employment. The Family Plan, a project consisting of providing support measures aimed at improving the integration of disabled family members of employees, currently has 23 beneficiaries.
- Blood donation campaigns: Redeia is aware of the need to promote blood donations, which is why, twice a year, blood donation campaigns are carried out within the facilities of the head office.
- Accessibility to the psychological support service for first-degree relatives. The support service opens up the opportunity to provide care for the employee's family members.



Corporate volunteering

Redeia’s new corporate volunteering model extends the Company’s social action, promoting and strengthening collaboration in solidarity activities that respond to the needs, problems and social interests that are defined in the Model’s main courses of action.

The new corporate volunteering model has a strategic and transformational approach, whereby the actions carried out seek, on the one hand, to channel internal talent with the aim of contributing to corporate volunteering, and on the other hand, to provide innovative solutions to social and environmental issues.

The actions carried out in 2024 responded to the interest of the participating volunteers and contributed primarily to improving the quality of life of groups at risk of social exclusion, promoting employability and meeting the specific and real demands of society. The volunteering actions are adapted in each country where Redeia is present to its social reality and needs.

As a result, in 2024, Redeia reached a level of participation of 22% of unique volunteers (compared with 24.9% in 2023), once again exceeding the target set at the beginning of the year (20%).

Main Corporate
Volunteering actions 2024

Campaign	Participants
Workshop with women in vulnerable situations; support to improve CVs and job interviews	15
Workshop on building nesting boxes and cleaning up the environment	19 + 55 accompanying
Science and technology treasure hunt with primary school children	18
Blood donation (Madrid)	13
Assembly of backpacks with school material	140
Sign language workshop	22 + 6 accompanying
Online awareness-raising workshop #STOPAGEISM	12
Milk collection campaign	2.916 litres
Blood donation (Madrid)	16
Christmas decorations workshop	41
Dream baskets; gift collection campaign	140
Waste removal day	10 + 12 accompanying
Clothes collection	60 kg
Redeia families charity gala	12 + 29 accompanying

Health and Safety Training 2024



3

Redeia considers training and awareness essential to reducing accidents and preserving the health and safety of its entire team of people.

Training and awareness highlights 2024

Training on prevention of occupational risks

- Courses set out in the Occupational Health and Safety Training and Education Model.
- Training on road safety, protected areas and forest fires.
- Training in effective communication and conflict management.
- Training in emotion control, management of emotions and well-being orientation.
- Training for the professional training of the Company's own staff (162 people), given by technicians from the Redeia joint prevention service.
- Implementation of the ergonomic earthing system (SERPAT), a project developed by Redeia technicians.

Project EMOCION

- Training programme aimed at emotional management through awareness in: Emotional self-leadership, conflict management and communication, healthy resolution and self-awareness. Over 230 people trained during the project.

Supplier qualification and awareness campaigns

- 16 qualifications for Redeia supplier personnel in the local operation of substations.
- Coordination, communication and awareness days on prevention in work involving third-party risks: 5 awareness days on the coordination of planned outages in shared facilities in which over 680 people from 70 companies have participated.
- Communication on the occupational risk due to forest fires on the occasion of World Forest Fire Prevention Day.
- Safety awareness sessions with providers of clearing, felling and pruning services, and electromechanical assembly and no-load testing of substations.
- Webinar to raise the awareness of the brigade service personnel on safety aspects in local operation work in substations.
- Communications on occupational risk prevention, highlighting the video on the activities promoted in the area of occupational safety and the news item on improving ergonomics in the work of control and protection personnel in the circuit relay rooms.

In 2024, Redeia conducted over 140 sessions, totalling 8,037 hours of training in occupational risk prevention.

BREAKDOWN OF TRAINING HOURS BY COMPANY

Company	Health and Safety training hours
Red Eléctrica de Telecomunicaciones, Innovación y Tecnología, S.A.	-
Red Eléctrica Brasil Hold	-
Red Eléctrica Chile Spa	-
Red Eléctrica Infraestructuras en Canarias, S.A.U.	77
Red Eléctrica Andina	-
Redeia Corporación, S.A.	114.5
Red Eléctrica de España S.A.U.	6,671.5
Red Eléctrica Internacional	-
Redeia Infraestructuras de Telecomunicación, S.A.	1,174
Total	8,037

Management Systems Audit



4

Redeia has an integrated risk management system in place to facilitate compliance with the Company's strategies and objectives, which regulates the process of planning, carrying out, monitoring and reporting on the regulatory and internal audits carried out in the Company to determine:

- the conformity of the Organisation's management system with the criteria of the standards;
- the ability to ensure that the Organisation meets applicable legal, regulatory and contractual requirements;
- the effectiveness of management systems, under a methodology of continuous improvement.

In 2024, audits were carried out on the Occupational Health and Safety Management System in accordance with the requirements of ISO 45001:2018, renewal of the healthy organisation management system (SIGOS), Family Responsible Company (EFR).

In addition, internal audits have been carried out at four work centres and the Worldlex platform has been implemented to monitor and provide evidence of compliance with legal requirements.

It should be noted that these audits are a tool to identify areas for improvement and to deploy health and safety actions.

Regulatory audits are carried out in accordance with current legislation in each country where Redeia is deployed, with satisfactory results.

In 2024, audits were carried out on the Occupational Safety and Health Management System in accordance with the requirements of ISO 45001:2018.



Indicators

5

OCCUPATIONAL HEALTH AND SAFETY INDICATORS

	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Average headcount	1,622	628	2,250	1,747	700	2,447	1,751	721	2,471
Hours worked (thousands)	2,765	1,070	3,835	3,018	1,366	4,384	3,134	1,289	4,423
Number of recorded accidents	-	-	-	19	0	19	16	1	17
Employees	-	-	-	19	0	19	16	1	17
Workers who are not employees	-	-	-	0	0	0	0	0	0
Recorded accident rate (%)	-	-	-	100	0	100	100	100	100
Employees	-	-	-	100	0	100	100	100	100
Workers who are not employees	-	-	-	0	0	0	0	0	0
Number of fatal occupational accidents/diseases	0	0	0	0	0	0	0	0	0
Employees	0	0	0	0	0	0	0	0	0
Workers who are not employees	-	-	-	0	0	0	0	0	0
Other workers in Redeia facilities (e.g. from the value chain)	-	-	-	0	0	0	0	0	0
Accidents requiring sick leave	3	2	5	5	0	5	10	1	11
Days lost due to accidents ⁽¹⁾	143	75	218	66	0	66	532	22	554
Accidents frequency index	1.08	1.87	1.30	1.66	0.00	1.14	3.19	0.78	2.49
Accident severity rate	0.05	0.07	0.06	0.02	0.00	0.02	0.17	0.02	0.13
Absenteeism rate due to common illness ^(a)	2.32	3.14	2.54	1.77	2.16	1.88	1.69	1.88	1.75
Health and safety absenteeism rate ^(b)	2.37	3.18	2.59	1.82	2.25	1.94	1.78	1.93	1.82
Own staff (employees and non-employees) covered by the occupational health and safety management system (%)	-	-	-	100	100	100	100	100	100

(1) 6,000 working days are counted for each fatal accident and 4,500 working days for total permanent incapacity.

Frequency rate: number of occupational accidents with sick leave per million hours worked.

Severity rate: number of days lost due to accidents at work + incapacity scale, per thousand hours worked.

Absenteeism rate:

(a) Days absent due to common temporary incapacity > 3 days + Days absent due to temporary incapacity < 3 days / average headcount *365*100.

(b) Days absent due to common temporary incapacity > 3 days + Days absent due to temporary incapacity < 3 days + Days absent due to occupational accident+occupational disease/average headcount *365*100.

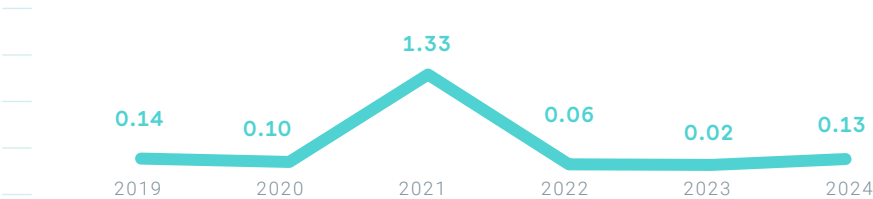
New safety, health and well-being indicators have been designed for 2024 (Redeia employees data).

Indicator	Value 2024	Value 2023	Target value 2023	Target value 2024	Main line of action of the Healthy Organisation Management System
Accident frequency rate	2.49	1.14	≤ 2.62	≤ 2.50	Health and Safety of individuals
Accident severity rate	0.13	0.02	≤ 0.22	≤ 0.20	
Health and safety absenteeism rate	1.78%	1.94%	≤ 3.5	≤ 3.25	
% health examinations	70.69%	63.58%	≥ 63%	≥ 64%	Lifestyle
% Obesity	13.70%	13.33%	≤ 15%	≤ 14.5%	
% Days of sick leave due to traumatological pathologies	40.37%	36.65%	≤ 42.50%	≤ 42.50%	
% Days of sick leave due to psychological pathologies	8.87%	19.60%	≤ 15.04%	≤ 15.04%	Culture focused on the well-being of the Organisation
Well-being index	66%	52%	Initial assessment	≥ 59%	
Participation rate Corporate volunteering	24.17%	24.9%	≥ 20%	≥ 20%	Lifestyle

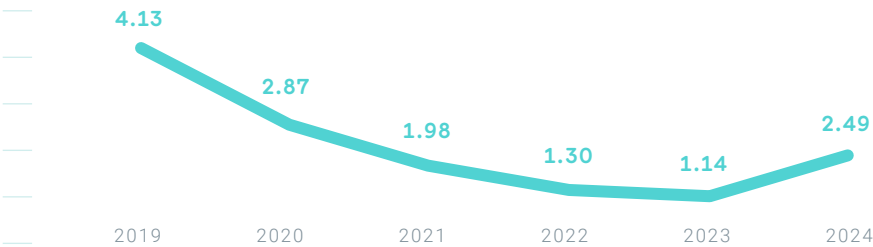
Main accident rates

In 2024, the accident severity rate for contractors was 0.38 and the accident frequency rate was 6.94, both lower than in 2023. There were no fatal accidents. The values of the rates in Redeia, both severity and frequency, increased, although the associated events were not significant.

Accident severity rate



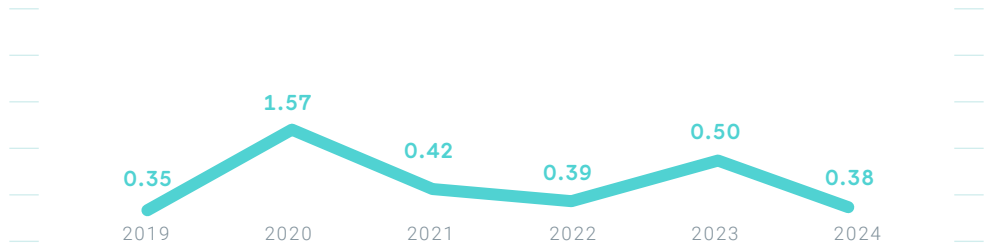
Accident frequency rate



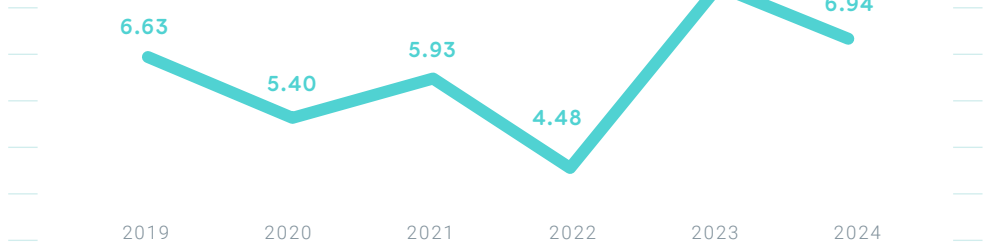
Redeia has several Health and Safety Committees for regular and periodic review of the Company’s actions regarding occupational risk prevention.



Accident severity rate
in contractors



Accident frequency rate
in contractors



Key indicators for 2024

- Severity rate for own staff 0.13.
- Severity rate in contractors 0.38.

2024 milestones

- Well-being assessment: In November 2024, the first well-being assessment was carried out, allowing areas for improvement to be identified and personalised reports to be provided to individuals.
- Consolidation of the territorial model in occupational risk prevention: All the functions associated with the Joint Prevention Service were insourced, guaranteeing preventive knowledge of the facilities.
- Development of the "Protected Areas" platform: This new tool ensures the operational integrity and safety of all involved.
- Creation of the Positive Safety Community: Initiative with the ecosystem of construction and maintenance suppliers, aligned with the "I take care of myself, I take care of you and I let myself be taken care of" purpose.
- Awareness days on coordination of planned outages in shared facilities.

Challenges for 2025

- Preparation of the Health and Safety and Well-being Action Plan 2025-2030.
- Action plan for the reduction of technical-legal risks in occupational safety management.
- Action plan for the improvement of safety in work with electrical risk in installations shared with third parties.
- Updating the framework of relations with Redinter in the area of occupational risk prevention.
- Psychosocial risk assessment of Redeia staff.



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