Annual Impact Measurement and Management Report

Our Social Value

2024

redeia

Valuing the essentials

1 Executive summary (2)

Impacts fiscal year 2024 by strategic priority

2 Introduction (9)

Impact measurement at Redeia

- *Context*
- *Redeia methodology*

Impact management at Redeia

3 Redeia's environmental, social and economic impact (27)

- *Impact income statement*
- *Impacts by strategic priority and SDG*
- *Main SDGs impacted*
- *Impacts by capitals*
- *Methodological changes in 2024*

Impact measurement by strategic priority

- *Impact sheets*
- *Decarbonisation of the economy*
- *Responsible value chain*
- *Contribution to social, economic and environmental development*
- *Anticipating change and taking action*

4 Conclusions (81)

5 References (84)

6 Annex (87)

Limitations in Impact Measurement

Purpose and Responsability Statement

The impacts developed and the results calculated have been carried out through a rigorous process of internal analysis and comparison with external methodologies. The current lack of universal standards allows companies to adopt different measurement methodologies, which can hinder the comparability of results between entities. The comparability of metrics may also be affected in the future due to the process of continuous improvement to which the methodologies used and impact measurement in general are subject.

The scope of this report includes all companies in which Redeia holds a stake of more than 50%. It should be noted that on January 31, 2025, the Company agreed to sell its 89.68% stake in Hispasat S.A.E., a transaction pending approval by the relevant authorities. For this reason, this company is excluded from the analysis developed in this report.

Executive summary

1

Redeia presents its third consolidated impact measurement report, corresponding to fiscal year 2024, as part of its commitment to conscious management aimed at creating social, environmental, and economic value. This new study continues the detailed analysis of the effects generated by the Group's activities on its main stakeholders. Based on a rigorous and constantly evolving methodology, the report consolidates an evaluation framework that enables the accurate measurement of the impact generated, as well as continuously monitor its evolution over time.

The concept of impact that guides this report is based on a widely accepted definition "long-lasting changes experienced by both people and the planet as a result of a specific activity, program, or policy, which affect human conditions in the long term" [1, 2]. On this basis, the report delves into the tangible and intangible results generated by Redeia's activities in the various environments in which it operates.

With this new report, Redeia strengthens its ability to measure and manage impact by incorporating the lessons learned in recent years and refining its approach, while also providing a comprehensive overview of the social value the Company generates through its activities.

The Comprehensive Impact Strategy serves as a roadmap to align Redeia's strategic decisions with the goal of maximising positive impacts and mitigating negative ones, integrating sustainability transversally across all its activities.

Measuring impact is a complex yet essential task to understand the true value that business activities bring to society. With the publication of this new **2024 Annual Impact Measurement and Management Report**, Redeia reaffirms its commitment to transparency and social responsibility, providing a broad view of the estimated shared value generated each year and the way it manages its impacts, as part of its strong commitment to continuous and sustained impact measurement.

It is worth highlighting that this measurement work is based on a broader operational framework. Throughout 2024, Redeia has continued to make progress in the implementation of its Comprehensive Impact Strategy, a global framework that guides how the Company engages with its surroundings and deploys its infrastructures, consistent with its environmental, social, and governance ambitions.

The Strategy is led by the Comprehensive Impact Committee, composed of Redeia's senior management as well as representatives from key areas related to investment, society, and natural capital. This committee analyses the impact results achieved by the Company and has the capacity to propose management and action measures aimed at reducing negative effects and enhancing positive impacts.

Redeia's relevance to its stakeholders is reinforced through its commitment to the sustainable transition of its value chain and to a corporate culture grounded in responsibility. The Company actively works to reduce its environmental footprint, improve the working and social conditions of its employees and suppliers, and contribute to the wellbeing of the communities in which it operates. This approach allows Redeia to neutralise some potential negative impacts while generating value in key areas such as ecological transition, economic and social development, and the protection of the natural environment. This is further strengthened by its progress in diversity, innovation, and human capital development.

The methodology used is based on international standards and makes it possible to measure the identified impacts in the economic, social, and environmental dimensions along the entire value chain. For this purpose, proxies or social multipliers are used to monetise the effects resulting from the Company's activity, thus providing a valuable tool that facilitates decision making and increases transparency in the sector.

However, the interpretation of the results should be approached with caution, as methodological challenges persist, particularly regarding the availability of adequate tools for comprehensive impact measurement. In this regard, a review and update of the proxies and methodologies used in the impact measurement model was carried out during the year, incorporating the most recent updates and reinforcing their robustness and suitability to the current context.

The results are quantified in an impact index that evaluates Redeia's economic, environmental and social externalities relative to its net financial profit. In fiscal year 2024, **the total impact index amounts to +1,693**. This result represents **a value of externalities equivalent to 16.93 times Redeia's net profit in 2024**. Expressed on a per-employee basis, the value of the externalities amounts to **€4.33 million per employee**.

The value of Redeia's externalities can be interpreted as generating 16.93 times Redeia's net profit and €4.33 million per employee.

1.1 Impacts fiscal year 2024

BY STRATEGIC PRIORITY

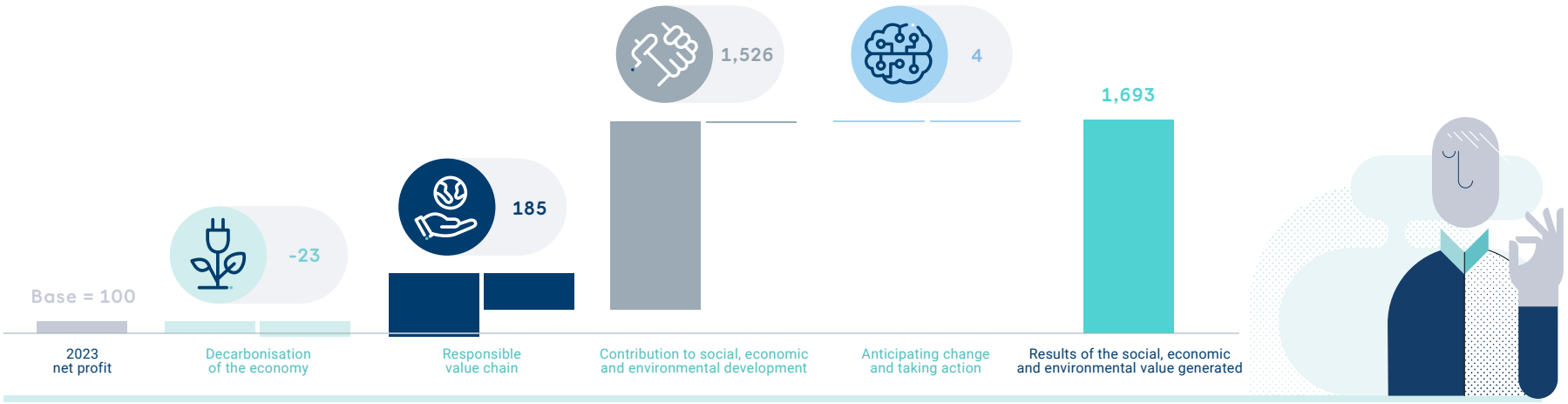
The 2024 results, structured around the strategic pillars defined in Redeia's 2030 Sustainability Commitment, reflect Redeia's contribution to the **development of its environment**. The Company plays a key role in the system that ensures access to electricity and connectivity, two essential elements for economic activity, daily life, and the exercise of fundamental rights. In this strategic area of environmental development, the social value generated amounts to 15.3 times the net profit.

Among the most significant positive impacts are guaranteed access to electricity, improved connectivity, and Redeia's driving effect on the economy. When all four strategic pillars are considered, the total positive social impact represents 22 times Redeia's net profit. On the other hand, the activity also has negative impacts, mainly associated with the use of equipment whose manufacture requires the consumption of raw materials. These externalities, considered as a whole, represent a negative value equivalent to 5.1 times the net profit.

This balance is essential to strengthen further Redeia's impact management strategy, which is aimed at maximising positive effects and minimising negative impacts on the environment and stakeholders.

Redeia's contribution to the environmental development is particularly reflected in its structural role within the electricity supply and connectivity systems, which are key elements for economic development, social cohesion, and the guarantee of fundamental rights.

Impacts fiscal year 2024 by strategic priority



The results are expressed in terms relative to net financial profit in 2024 (net profit = 100). For more information, see Chapter 3.

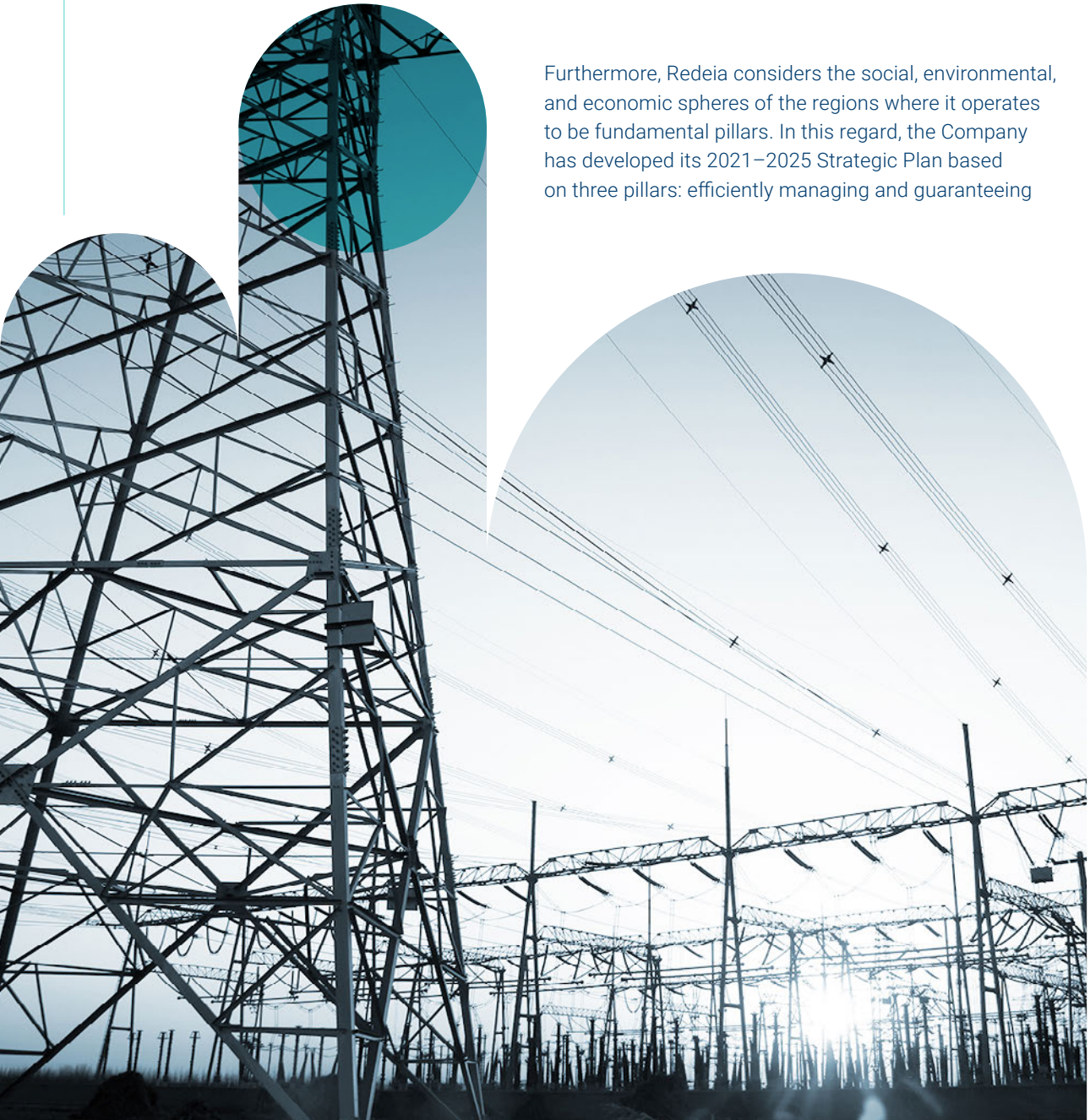
Introduction

2

Redeia consolidates its role as an essential player in the electricity and connectivity sectors, moving decisively towards a more sustainable development model. Guided by the values of respect, integrity, and sustainability, the Company has worked to accelerate the energy transition and to generate a real positive impact on society and the environment.

Redeia, a global operator of essential infrastructure, plays a fundamental role in managing electricity transmission networks in Spain through Red Eléctrica, which will celebrate its 40th anniversary in 2025, as well as in Chile, Peru, and Brazil via Redinter. Additionally, it provides telecommunications services through its fibre optic network and satellites, managed by Reintel and Hispasat[(1)], respectively.

(1) As part of its strategic evolution, it is important to note that on January 31, 2025, the Company, through its subsidiary Redeia Sistemas de Telecomunicaciones, S.A.U., reached an agreement with Indra Sistemas S.A. for the sale of its 89.68% stake in Hispasat S.A.E., an operation that is pending approval by the competent authorities. For this reason, Hispasat is excluded from the scope of this report.



Furthermore, Redeia considers the social, environmental, and economic spheres of the regions where it operates to be fundamental pillars. In this regard, the Company has developed its 2021–2025 Strategic Plan based on three pillars: efficiently managing and guaranteeing the electricity supply and providing telecommunications connectivity that helps connect people (social pillar); supporting the energy transition by moving towards a decarbonised system (environmental pillar); and providing essential services to other sectors of the productive system (economic pillar).

The objective of this report is to present the identified and quantified impacts resulting from Redeia's activities, highlighting the creation of shared value for society, according to the methodology described in the following section. This document serves as a dynamic tool in a continuous improvement process, enriching the information available to all the Company's stakeholders.

The results obtained are progressively incorporated into Redeia's decision-making processes, with the aim of improving management practices and proactively anticipating possible regulatory changes, financial risks, and new social expectations.

2.1 Impact measurement at Redeia

Context

In recent years, sustainability has become a key priority, driving transformation in both regulatory frameworks and social expectations toward organisations. At the European level, the approval of the Corporate Sustainability Reporting Directive (CSRD) [3] and the development of the European Sustainability Reporting Standards (ESRS) [4] have redefined the approach to corporate reporting on environmental, social, and governance matters, requiring greater transparency, traceability, and comparability in the information disclosed.

Due to significant changes introduced in 2025, the implementation is proceeding at a more moderate pace than originally intended. The so-called Omnibus Regulation [5], approved in response to the adaptation challenges raised by various sectors, postpones the application of certain sectoral standards, relaxes some technical requirements, and allows for phased implementation for certain companies. Although these adjustments are intended to facilitate the transition, they have created the perception of a temporary easing in regulatory ambition. This situation is further reinforced by an international context characterised by geopolitical volatility and signs of regression in some countries regarding climate and sustainability commitments.

Although most of the regulatory framework is derived from the European Union, Spain has reaffirmed its commitment to the ecological transition with instruments such as the National Integrated Energy and Climate Plan (PNIEC), as well as previously approved measures like the Climate Change and Energy Transition Law, the Long-Term Decarbonization Strategy, and the Circular Economy Action Plan. These policies [6] establish a key framework for sectors such as energy, technology, and critical infrastructure, in which Redeia plays a strategic role.

Moreover, the macroeconomic environment has remained characterised by uncertainties arising from rising interest rates, escalating prices, and geopolitical tensions, factors that persist in influencing medium and long-term investment and planning decisions. Concurrently, the business sector is undergoing a profound transformation, with growing demands for transparency, accountability, and the creation of sustainable value from regulators, investors, and civil society. In this context, impact measurement is emerging as a pivotal instrument for risk management, opportunity identification, and informed decision-making in the face of environmental challenges.

Redeia has an impact management framework that evolves continuously to reduce negative impacts and maximise positive ones.

Redeia maintains its commitment to rigorous, sustainable management, aligned with the most demanding international frameworks. As the Company was previously subject to the Non-Financial Reporting Directive (NFRD) [7] , it is obliged to comply with the general standards established by the CSRD with effect from 2024. However, Redeia's approach transcends mere regulatory compliance. Since 2022, the Company has developed a proprietary impact measurement and management model, utilising it as a strategic instrument to enhance comprehension of the environmental and societal impacts of its operations.

This model has continued to establish itself as an essential part of the Company's sustainability strategy throughout 2024, enabling a more comprehensive assessment of the value it generates and the impacts it helps to mitigate. Based on a rigorous and constantly evolving methodology, the model incorporates elements of social and environmental monetisation and offers a broader perspective on business performance. Its technical foundations and reference frameworks are detailed in the methodological sections of this report.

To this end, this methodology draws on frameworks developed by leading organisations such as Harvard Business School and the Value Balancing Alliance (VBA). In particular, the International Foundation for Valuing Impacts (IFVI) represents an institutional evolution of Harvard's Impact Weighted Accounts project [8], aimed at operationalising impact accounting on a global scale. Currently, VBA and IFVI are collaborating on the design of an impact accounting system: an open-source,

comprehensive, and globally applicable methodology designed to integrate social and environmental valuation into financial analysis, planning, and business decision-making [9]. These approaches are aligned with the CSRD, which requires the quantification of impacts in financial terms using accurate and verifiable data.

Input

Set of resources, financial or non-financial, allocated to a project or activity.

Output

Ability of a product, service, or activity to meet the needs for which it was designed.

Outcome

Consequence, in terms of transformation, experienced by the stakeholders.

One of the key methods for quantifying (or monetising) impacts is the use of social value multipliers, often referred to as proxies[2]. This approach allows the value of impacts to be expressed in economic terms, supporting decision-making by companies and other stakeholders. Monetisation translates a company's externalities[3] into a single unit, that is, it assigns monetary value to the impacts it generates on its environment and stakeholders, thus serving as an effective management tool for both internal and external decisions. Moreover, the monetisation of these impacts results in the presentation of the analysis' findings in units that are generally more comprehensible to stakeholders, thereby enhancing transparency and accountability.

While the monetisation of impacts is a valuable tool for understanding the value that an organisation generates or transforms, it is important to recognise that this approach also has certain limitations. Estimating monetary values through proxies can be particularly challenging in the case of impacts with long-term effects or in areas where there is still limited empirical evidence or methodological consensus. In addition, there is a risk that monetisation may oversimplify highly complex issues or favour the quantification of those impacts that are more easily translated into economic terms, thereby overlooking other effects that are equally significant but less amenable to direct measurement.

(2) An example of a proxy or social value multiplier used is the social cost of carbon, which assigns a value to each ton of CO_2e emitted or avoided based on the potential effects that climate change may have on society, the environment, or the economic system.

(3) Externalities are defined as secondary effects, either positive or negative, for society, the environment, or any stakeholder group, generated because of the company's activities and not reflected in the production costs of a good or service, and therefore not included in its market price. Source: "Challenges and Opportunities in Measuring Social Impact," Management Solutions (2022).

Aware of these challenges, Redeia strengthened the robustness of its methodological approach in 2024 by incorporating key improvements into its analysis model. Notably, the development of a specific methodology for estimating the social value of access to electricity stands out. This methodology was designed with an ad hoc approach in collaboration with academic entities and institutions specialized in the field of impact measurement and monetization.

Along these lines, a systematic review of the proxies used in the measurement model has been carried out to ensure their validity, consistency, and suitability in the current context. This process has involved incorporating more recent and well-established methodologies, such as those developed by VBA, as well as updating others to enhance their technical robustness. The methodologies reviewed include those related to waste footprint, land use, and water footprint, among others. Another major improvement has focused on the impact associated with social development. After previously incorporating detailed analyses by project type and impact pathway, this aspect was further refined in 2024 with greater granularity by country and subsidiary, along with a methodological review of key variables. The primary objective has been to strengthen the soundness of the model and ensure that impact assessment is based on the best available evidence.

Furthermore, the 2024 Annual Impact Measurement and Management Report incorporates, for the first time, the measurement of impact across all Redeia group subsidiaries, using a proprietary methodology developed specifically for each of them. It also includes a breakdown by country, mainly Chile and Peru, reflecting the impact generated by subsidiaries operating outside Spanish territory. This addition allows for a more detailed analysis of impacts, thereby enhancing the accuracy of the internal strategy. As previously stated, Hispasat is excluded from the scope of this report.

Nevertheless, the results are presented in aggregate form, as Redeia is considered to operate as an integrated group, and to facilitate overall understanding for various stakeholders.

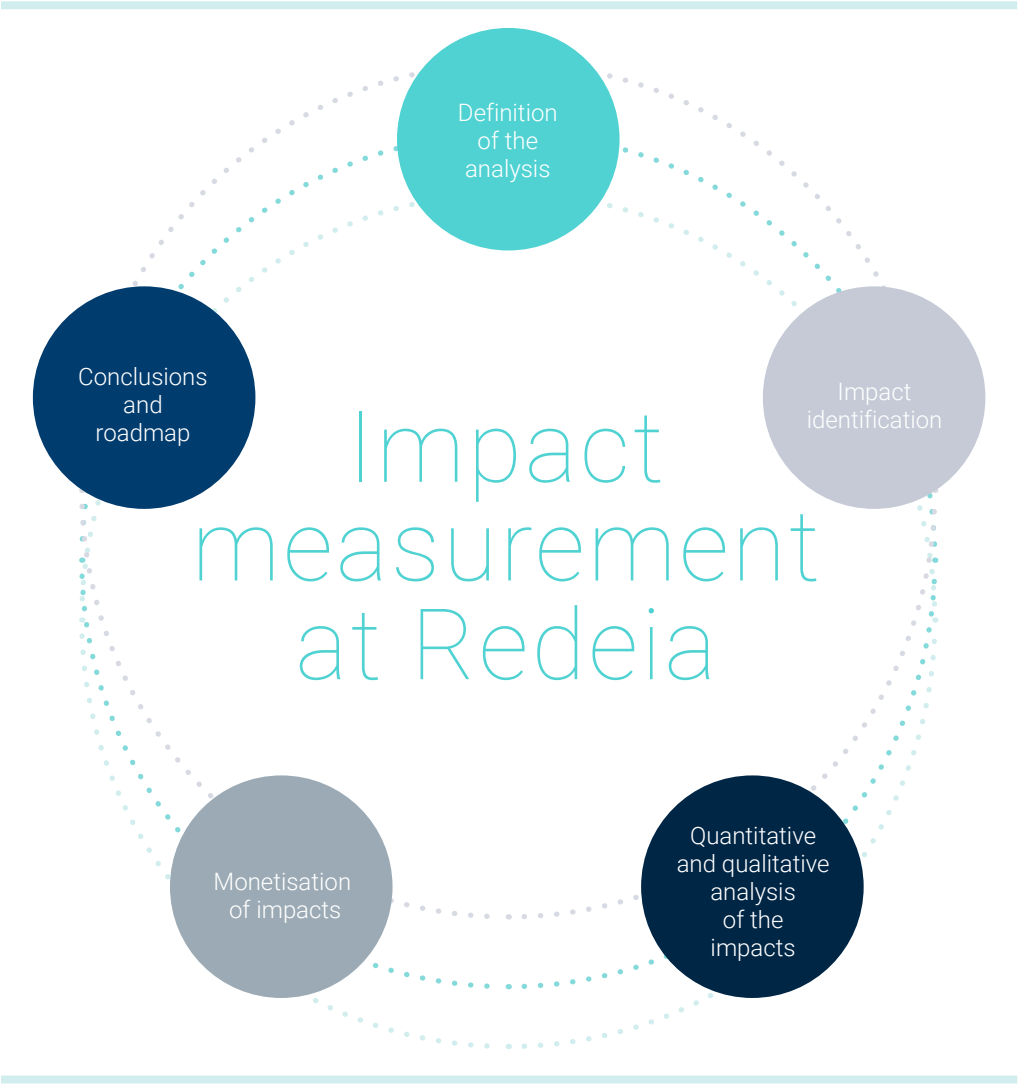
The impact measurement project, already established as a management tool, will continue to evolve in the coming years, incorporating, if necessary, new perspectives and indicators to further strengthen its ability to guide decisions and generate sustainable value.

Redeia's methodology

Redeia's methodological approach to impact assessment is aligned with the standards proposed by leading global organisations such as the World Business Council for Sustainable Development (WBCSD) [10] and Capitals Coalition [11].

The convergence towards internationally standardised methodologies is crucial to ensure the transparency, comparability, and credibility of results across different organisations and sectors. International harmonisation and methodological rigour are fundamental elements in this evaluation process, enabling the generation of valid and comparable conclusions that facilitate strategic management aimed at benefiting both the organisation and all stakeholders involved.

The economic quantification of social and environmental effects includes the following key stages:



- **Definition of the analysis:** During the initial phase of the evaluation process, an exhaustive review of the latest theoretical and empirical advances in the field of impact measurement is conducted. This foundation is complemented by various international protocols that ensure the scientific robustness of the results obtained. The research enables the development of a measurement system specifically adapted to Redeia's operational characteristics. Through this customised methodology, it has been possible in previous years to obtain a preliminary estimate of the social contribution generated and to identify potential areas for improvement. In line with the structure established in the 2023 Annual Impact Measurement and Management Report [12], an economic valuation of the externalities produced during the 2024 fiscal year has been carried out. The results express, on an annualised basis, the value of the effects derived from business activity, providing a comprehensive view of the environmental, social, and economic impact generated.

- **Impact identification:** during this stage, a detailed examination of Redeia's entire operational architecture is conducted. This systematic exploration delves into each segment of the value chain, from resource acquisition to final service delivery. The assessment of key externalities covers the full spectrum of stakeholders, incorporating both internal and external perspectives, and is rigorously structured according to the six capitals conceptual framework (financial, manufactured, intellectual, human, social, and natural) proposed by the International Integrated Reporting Council [13]. The use of advanced analytical tools, particularly the double materiality matrix, has made it possible to accurately identify more than 20 significant externalities. This selection ranges from positive social and environmental impacts to unintended consequences resulting from business activities.

- **Quantitative and qualitative analysis:** after identifying the main externalities linked to Redeia's operations,

Redeia's impact measurement process follows the phases established by internationally recognized institutions.

a qualitative assessment is carried out to determine the nature and intensity of the effects on the natural environment, stakeholders, and the economic fabric. At the same time, Redeia's strategic management framework has integrated these impact indicators as tools for monitoring performance and optimising results.

- **Monetisation of the social value of impacts:** Redeia's overall contribution is estimated by combining its own performance indicators with multipliers and benchmark values validated by internationally renowned academic institutions. This methodological approach is based on the criteria established by specialised organisations such as VBA, IFVI, the Impact-Weighted Accounts developed by Harvard Business School, WBCSD, and Capitals Coalition, among others [8, 9, 10, 11]. To complement the use of standardised proxies and advance toward a more precise and contextualised quantification, Redeia has also developed a study aimed at monetising the social value of electricity in Spain, analysing its impact both on individual incomes and on the general wellbeing of the population. To achieve maximum methodological rigour, the research relied on primary data collected through a survey of 1,800 people representative of the Spanish population. This

large demographic sample ensures the statistical validity of the results and reflects Redeia's strong commitment to scientific rigour in its impact analyses. By directly asking citizens how electricity affects their daily lives, job opportunities, and wellbeing, the Company has managed to overcome the limitations of theoretical indicators, obtaining a perspective much closer to the real experience of people in the areas where it operates. This approach, which strictly follows the methodological guidelines set out by IFVI and VBA [14], allows for a deeper understanding of the genuine value Redeia generates through its activities, establishing a solid methodology for quantifying the social impact of essential infrastructure.

- **Conclusions and roadmap:** the final stage of this process consists of the structured integration of the main results and the design of a roadmap for the systematic monitoring of organisational impact over time. The empirical evidence gathered confirms the close link between the positive externalities identified and Redeia's core business objectives: ensuring universal accessibility, maximum availability, security of electricity supply, and efficient connectivity in all areas of influence. This coherence reinforces the hypothesis that shared value naturally emerges when business activities address fundamental social needs. As part of the Company's commitment to continuous improvement, the goal for the end of fiscal year 2025 is to broaden the analysis and enhance the measurement of the most complex impacts. This involves aiming to use clearer and more effective tools and methods to better understand the consequences of the activities carried out. In this way, it will be possible to identify and analyse more precisely those effects that may currently be difficult to measure. The incorporation of this data into strategic planning processes represents a significant step toward a management model based on a deep understanding of the social value generated, complementing traditional financial indicators.

2.2 Impact management at Redeia

Impact management at Redeia is based on a solid and continuously evolving strategic framework, which progressively incorporates the lessons learned from the impact measurement and monetisation process into decision-making. This approach seeks to maximise positive impacts and minimise negative impacts of the group's activities on its economic, social, and environmental surroundings.

In 2024, this management model has been strengthened with new tools, as well as the consolidation of an ecosystem of plans and commitments that guide Redeia's actions in the medium and long term. For more information, the complete list can be found in the 2024 Sustainability Report.

Redeia's Commitments and Impact Strategy

Strategic Plan 2021 – 2025

In 2021, Redeia's Board of Directors approved the 2021–2025 Strategic Plan with the objective of ensuring electricity supply and connectivity, promoting a just ecological transition, and contributing to social and territorial cohesion. This plan serves as the framework that guides the Group's strategy and shapes its lines of development.

With a strong focus on the energy transition and telecommunications development, the plan is structured around seven main strategic pillars: making the ecological transition in Spain a reality, boosting connectivity, consolidating international business, innovation and technology, efficiency, people, and sustainability as a cross-cutting axis. These pillars are translated into 25 initiatives and lines of action that guide Redeia's contribution to the country's development from a sustainable, inclusive, and long-term perspective.

Sustainability Plan 2023 – 2025

The 2023–2025 Sustainability Plan represents the operational roadmap for turning Redeia's strategic environmental, social, and governance commitments into reality. Its vision is to maximise the Group's contribution to sustainable development by promoting responsible management of its activities, fostering internal cross-cutting collaboration, and strengthening external partnerships to generate a broader positive impact.

Approved by the Board of Directors in October 2022, following validation by the Executive Committee, the Sustainability Management Committee, and the Board's Sustainability Committee, the plan sets out 14 lines of action, resulting in 190 specific measures and 87 objectives. These actions help advance the Group's priorities, ensure responsible business management, and meet the expectations of various stakeholders.

Continued on the next page

Redeia's Commitments and Impact Strategy

Comprehensive Impact Strategy

During 2024, Redeia has consolidated the rollout of its Comprehensive Impact Strategy, a global framework that guides how the company engages with the territories and communities where it develops its infrastructure. This Strategy is informed by the lessons learned from impact measurement and strengthens Redeia's commitment to a just and balanced energy transition, integrating environmental, social, and governance objectives into project design and execution.

The Strategy is driven by the Comprehensive Impact Committee, with the participation of senior management, and is supported by an innovative governance system that combines areas for decision-making, reflection, and action: the committee itself, "*El Pensadere*" (a space for collective thinking), and "*La Tejedora*" (a unit for executing complex, cross-cutting projects). This structure allows impacts to be addressed proactively and with a shared vision.

One of the operational pillars is conducting territorial and socioeconomic diagnostics for key projects. These analyses make it possible to identify priority stakeholders and define specific action plans tailored to the characteristics of each context. In some cases, this process may lead to adjustments in project design, facilitating local integration.

In addition, the Strategy includes specific territorial investment funds, the allocation of which is managed through an evaluation process led by the Strategy's Steering Committee.

2030 Climate change action plan

Since 2011, Redeia has had a Climate Action Plan that guides the Group's response to the challenges of the climate emergency. This plan was updated in 2021 to strengthen its ambition and is aligned with the Paris Agreement and the global target of limiting the rise in the planet's average temperature to 1.5 °C.

It is structured around four lines of action:

- Contributing to a sustainable energy model by developing infrastructure that supports the electrification of the economy, maximises the integration of renewable energy sources, and enhances efficient grid management.
- Reducing the carbon footprint by setting targets approved by the Science Based Targets initiative (SBTi). Redeia is committed to achieving net-zero greenhouse gas (GHG) emissions across its entire value chain by 2050 (Net-zero commitment). By 2030, Redeia also aims to reduce its Scope 1 and Scope 2 GHG emissions by 55%, and its Scope 3 emissions by 28%.
- Climate adaptation with periodic assessment of risks and opportunities resulting from climate change, following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

Positioning and disclosure to share knowledge and provide complete and transparent information on the electricity system and its role in the energy transition.

Continued on the next page

Redeia's Commitments and Impact Strategy

Comprehensive diversity plan 2023–2025

Approved in 2023, the Comprehensive Diversity Plan sets out strategic guidelines to promote diversity, equity, and inclusion both within the organisation and throughout its value chain. The plan also includes collaboration with external entities on aligned initiatives, the implementation of anti-discrimination mechanisms, and the promotion of workplace inclusion for people in situations of social vulnerability.

Its main objectives include achieving 38% female representation in management positions within the group and 31% across the total workforce, surpassing the legal minimum for direct hiring of people with disabilities by at least 40%, and increasing by 20% the volume managed through Special Employment Centres.

Social innovation plan 2021-2023

With the aim of strengthening its commitment to the territories in which it operates and generating shared value, the Group defined its social innovation approach in 2021 to actively contribute to the development of communities. This strategy is implemented through an action plan that guides the Group's initiatives towards improving citizens' quality of life from an inclusive and transformative perspective.

The plan is structured around four priority areas of intervention, which address key inequalities in the social environment: digital, territorial, generational, and gender inequalities

2030 Circular Economy Roadmap

Drawing on the outlook for 2030, the Company has established a Circular Economy Roadmap (CER) in 2020, delineating objectives and strategies for enhancing the efficacy and sustainability of resource management. The plan encompasses a range of objectives, with a particular emphasis on the integration of sustainability criteria into critical supplies. This initiative is designed to guarantee the procurement of responsible materials and equipment, thereby facilitating the attainment of comprehensive resource optimisation.

The roadmap is structured around the following priority areas: reducing the consumption of raw materials, minimising waste, responsible use of water and energy, and improved management of land and environmental risks.

Actions developed in this area are reinforced by the results of impact measurement. In this regard, Redeia has intensified collaboration with the procurement department during 2024 to reduce the environmental and social footprint associated with the use of certain raw materials.

Continued on the next page

Redeia's Commitments and Impact Strategy

2030 Sustainability Commitment

The 2030 Sustainability Commitment reflects Redeia's strategic and cross-cutting pledge to integrate sustainability at the core of its business model, with a long-term vision. Approved by the Board of Directors, this framework guides the responsible development of the Group's activities, aiming to create shared value for all its stakeholders and ensure business continuity in a changing environment.

Based on the principles of the Sustainability Policy, the commitment is structured around priorities with corresponding medium-term (2025) and long-term (2030) objectives: decarbonisation of the economy, a responsible value chain, contribution to local development, and anticipation and action for change.

2030 Commitment to a net positive impact on natural capital

Redeia has strengthened its commitment to biodiversity by setting a specific goal: achieving a net positive impact on the natural capital associated with its new installations before 2030. This commitment is implemented through several lines of action with defined short- and medium-term targets (2025 and 2030) and is fully integrated into the Group's environmental strategy.

The Company applies the principle of the impact mitigation hierarchy, which establishes a sequence of intervention: avoid, reduce, regenerate, restore, and transform. Along these lines, impact prevention is addressed from the project design phase through environmental impact studies and corrective measures. In addition, specific actions are promoted, such as habitat regeneration, the recovery of vulnerable species, and the creation of biodiversity areas around electrical infrastructure.

Double materiality analysis

Redeia uses a double materiality approach to identify the key issues that shape its sustainability strategy and support its ability to create long-term value. The materiality assessment is a vital tool for setting priorities, allocating resources, and defining the focus areas of the Sustainability Plan.

In 2024, Redeia incorporated the requirements of the new European Sustainability Reporting Standards (ESRS), as set out in Directive 2022/2464 (CSRD). Through a structured and participatory methodology, the relevant topics, subtopics, and sub-subtopics for Redeia were identified and validated. This process followed a dual approach, identifying issues that affect Redeia's value proposition, performance, situation, and outlook (outside-in perspective, financial materiality), as well as those that have an impact on people, society, and the environment (inside-out perspective, impact materiality).

Redeia's environmental, social, and economic impact

3

This report focuses on assessing the impacts resulting from Redeia's corporate activity, using the materiality matrix as a key tool for their identification and prioritisation.

The methodological basis of this analysis is the "double materiality" approach, which combines two complementary dimensions: the financial significance of issues for the business, and the relevance of Redeia's impacts on society, the environment, and its broader context. This approach is particularly important for this assessment, as it allows Redeia to highlight its role as a key player in addressing climate change, advancing the energy transition, fostering technological innovation, and promoting digitalisation, among other initiatives.

During 2024, Redeia carried out a comprehensive adaptation of its double materiality analysis to the requirements established by the European Sustainability Reporting Standards (ESRS), set out in Directive 2022/2464 on corporate sustainability reporting (CSRD). This process has involved an update of the methodology used, strengthening the robustness of the analysis and its alignment with the new European reporting standards, while maintaining the previously mentioned double materiality principle as its basis.

The analysis process has followed a structured sequence in four phases: (1) understanding the business model and sustainability context, including stakeholder consultation, (2) identifying relevant impacts, risks, and opportunities across the entire value chain; (3) assessment of impacts, risks, and opportunities, assigning a valuation based on the impact generated or anticipated according to various variables; and (4) determining material issues by applying thresholds established with input from internal teams and independent experts.

The analysis is based on the double materiality approach, considering both financial aspects and the impacts on its environment.

Consequently, a comprehensive list of material topics, subtopics, and sub-subtopics has been formulated in accordance with the ESRS requirements. This list forms the basis for the strategic prioritisation of sustainability actions and the impact analysis presented in this report. In certain instances, these material issues have been disaggregated into specific impacts to facilitate their assessment; in other instances, they have been grouped or consolidated based on their similarities or methodological criteria. This configuration facilitates enhanced precision in quantification, aligning with the underlying logic of the measurement model employed.

List of material topics, subtopics, and sub-subtopics

TOPIC	SUBTOPIC	SUB-SUBTOPIC
Climate change	Adaptation to climate change	
	Climate change mitigation	
	Energy	
Responsible value chain	Direct impact factors on biodiversity loss	• Climate change
	Direct impact factors on biodiversity loss	• Land use change, freshwater use change, and marine use change
	Direct drivers of biodiversity loss	• Other: fires
	Impact on species status	• Population size of species
Circular economy	Resource inputs, including resource utilisation	
	Waste	
Own personnel	Working conditions	• Secure employment
	Working conditions	• Working time
	Working conditions	• Adequate wages
	Working conditions	• Social dialogue
	Working conditions	• Freedom of association, existence of works councils, and workers' rights to information, consultation, and participation
	Working conditions	• Collective bargaining, including the proportion of workers covered by collective agreements
	Working conditions	• Work-life balance
	Working conditions	• Health and safety
	Equal treatment and opportunities for all	• Gender equality and equal pay for work of equal value
	Equal treatment and opportunities for all	• Training and skills development

Continued on the next page

List of material topics, subtopics, and sub-subtopics

TOPIC	SUBTOPIC	SUB-SUBTOPIC
Own personnel *(continued)*	Equal treatment and opportunities for all	• Employment and the inclusion of people with disabilities
	Equal treatment and opportunities for all	• Diversity
Value chain workers	Working conditions	• Secure employment
	Working conditions	• Health and safety
	Other labor rights	• Child labor
	Other labor rights	• Forced labor
Affected communities	Economic, social, and cultural rights of groups	• Land-related impacts
Corporate culture	Corporate culture	
	Whistleblower protection	
	Management of supplier relationships, including payment practices	
	Corruption and bribery	• Prevention and detection measures, including training initiatives
Energy transparency and connectivity [4]	Service quality assurance	
Innovation [4]	Innovation and technology applied to the business	

(4) Entity-specific topic.

The priority "Contribution to social, economic and environmental development" is the one that shows the greatest positive impact.

Impact income statement

The impact income statement aggregates all the impacts identified and quantified throughout the analysis. These are structured according to the four priorities defined in the Company's 2030 Sustainability Commitment: anticipation and action for change, responsible value chain, contribution to local development, and decarbonisation of the economy. Each impact is assigned to its corresponding positive and negative effects, and the sum of all of them provides a consolidated view of the results, both at a global level and broken down by strategic priority.

This study employs an impact index based on net benefit. To calculate it, the values of the determined externalities are normalised using an index that sets the net benefit at 100.

The main impacts organised by priority are as follows:

- **Decarbonisation of the economy:** avoided and offset emissions generate a significant positive impact, which partially compensates for the negative effects of total emissions produced. However, the net balance of the impact associated with this priority is negative and amounts to -0.2 times Redeia's net profit.

- **Responsible value chain:** the most relevant positive impacts come from the direct and driving effect that Redeia has on the economy. In contrast, raw material consumption in supplies represents the main negative impact within this category. The final net impact is positive and amounts to 1.9 times the Company's profit.

- **Contribution to local development:** all the impacts assessed in this strategic priority are positive, with a total equivalent to 15.3 times the Company's net profit. Particularly noteworthy is the impact related to access, availability, and guarantee of electricity supply and other key services (electricity supply, telecommunications, and innovation), whose contribution amounts to 15 times the net profit.

- **Anticipation and action for change:** impacts associated with innovation and intellectual capital generate the main positive effects within this strategic priority. On the other hand, the impact related to diversity shows a negative result, indicating room for improvement in this area. Overall, the estimated net impact is positive, equivalent to 0.04 times Redeia's net profit.

In total, the overall net impact index amounts to 1.693, which means that for every euro of the company's net profit in 2024, 16.93 euros are contributed to society, highlighting the company's ability to generate social value.

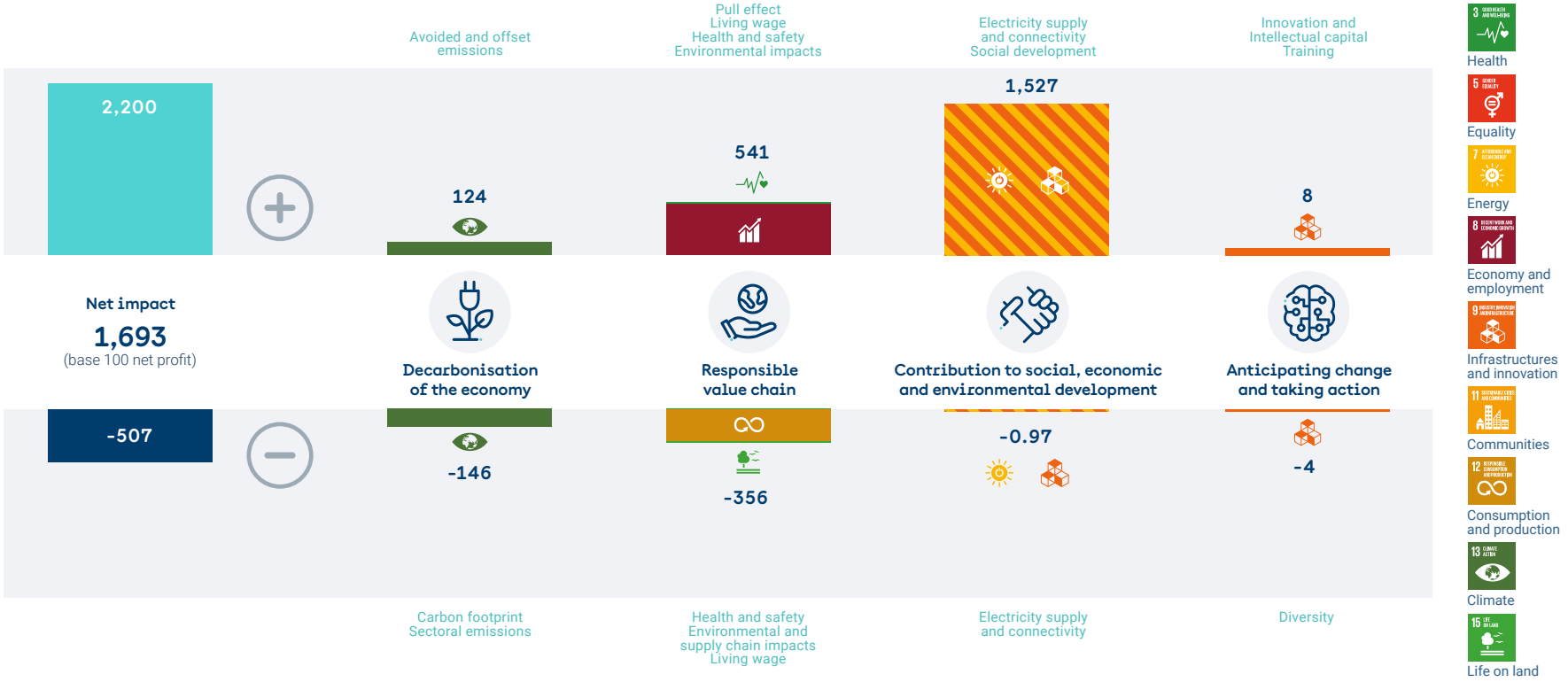
REDEIA'S 2024 IMPACTS

	Positive Results based on net profit, base 100)	Negative Results based on net profit, base 100)	Net Results based on net profit, base 100)
Decarbonisation of the economy	123.70	-146.35	-22.65
Carbon footprint (scope 1)	1.40	-1.36	0.03
Carbon footprint (scope 2 and 3)	1.25	-59.50	-58.25
Avoided and offset emissions	121.06	0.00	121.06
Sectoral GHG emissions	0.00	-85.49	-85.49
Responsible value chain	540.89	-355.79	185.10
Own water footprint	0.00	-0.07	-0.07
Water footprint in the supply chain	0.00	-8.05	-8.05
Birdlife	26.61	-27.83	-1.22
Land use	24.05	-41.52	-17.47
Noise pollution	1.22	-1.22	0.00
Raw materials supplies	5.68	-265.90	-260.21
Own waste footprint	0.05	-0.05	0.00
Supply chain waste footprint	6.39	-11.07	-4.68
Direct impact and driving effect on economic activity, employment, and tax contribution	442.49	0.00	442.49
Living wage	24.94	0.00	24.94
Safety, health, and wellbeing of Redeia's professionals	9.47	-0.01	9.46
Contractor safety and health	0.00	-0.08	-0.08
Contribution to local development	1,526.68	-0.97	1,525.72
Access, availability, and assurance of electricity supply and connectivity	1,499.68	-0.97	1,498.73
Social development	26.99	0.00	26.99
Anticipation and social action for change	8.40	-3.96	4.44
Innovation and intellectual capital	7.95	0.00	7.95
Diversity	0.21	-3.96	-3.75
Training of professionals	0.23	0.00	0.23
Total	**2,199.68**	**-507.07**	**1,692.61**

Impacts by strategic priority and SDG

The organisation of impacts around Redeia's strategic priorities reveals that the categories of contribution to local development and responsible value chain account for a significant part of the total impact result, with positive impacts prevailing in both. A detailed analysis of these impacts, classified by priority, is presented in the section dedicated to **Impact measurement by strategic priority**.

Impacts of 2024 by strategic priority and SDGs



Main SDGs impacted

In terms of the Sustainable Development Goals (SDGs), Redeia's most relevant impacts are seen in SDG 7 "Affordable and clean energy," SDG 9 "Industry, innovation and infrastructure," SDG 8 "Decent work and economic growth," SDG 12 "Responsible consumption and production," SDG 11 "Sustainable cities and communities," and SDG 13 "Climate action." There are also other goals impacted to a lesser extent, such as SDG 15 "Life on land," SDG 3 "Good health and wellbeing," and SDG 5 "Gender equality".

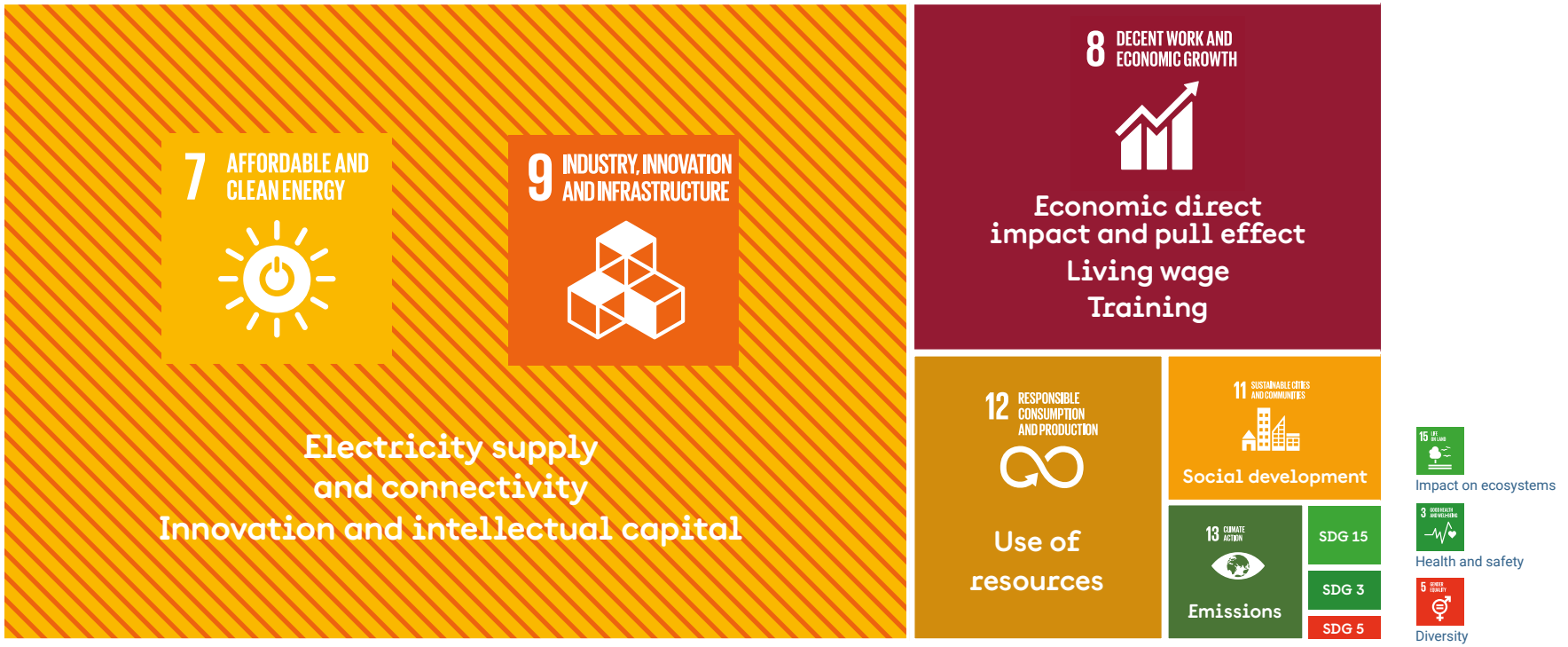


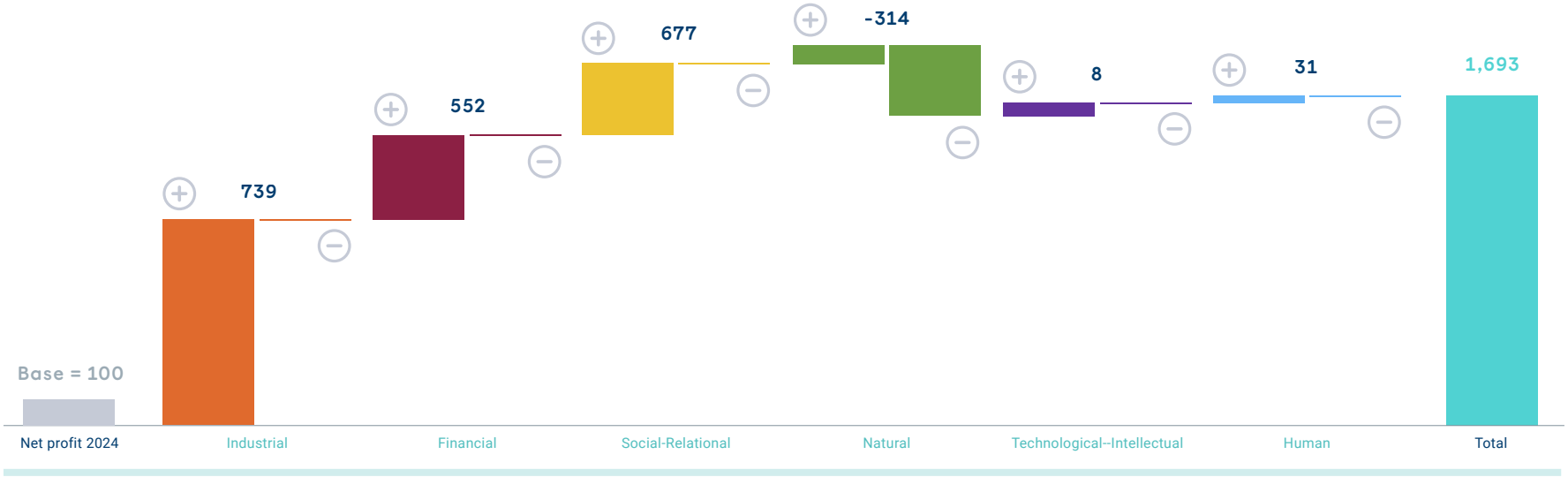
Chart based on the impacts in absolute value, taking into account the 2024 net profit as base 100.

Impacts by capitals[3]

The analysis of Redeia's most significant impacts, categorised by type of capital, shows that industrial and social-relational capitals make the largest contribution to the overall results. This is mainly due to their direct link with the most significant impact: ensuring access to, availability of, and reliability in the electricity supply and other essential services for both economic activity and households. Financial capital also stands out, reflecting notable positive contributions through both direct and indirect effects. Human and technological-intellectual capitals are also important, highlighting the impact of Redeia's initiatives in occupational health and safety, as well as efforts to promote a living wage.

With respect to negative impacts, the study finds that these are primarily concentrated in natural capital, mainly due to the use of raw materials in equipment processes and emissions associated with the electricity and telecommunications sectors. There are also some negative impacts on human capital, particularly related to diversity. In contrast, no significant negative impacts have been identified for industrial, financial, technological-intellectual, or social-relational capitals.

(3) In line with the international framework developed by the International Integrated Reporting Council (IIRC), capitals are value stocks that undergo changes over time through the organisation's activities. For example, the quality of social-relational capital improves when a company engages with its stakeholders. Six types of capital are defined: industrial, financial, social-relational, natural, technological-intellectual, and human.



Methodological changes in 2024

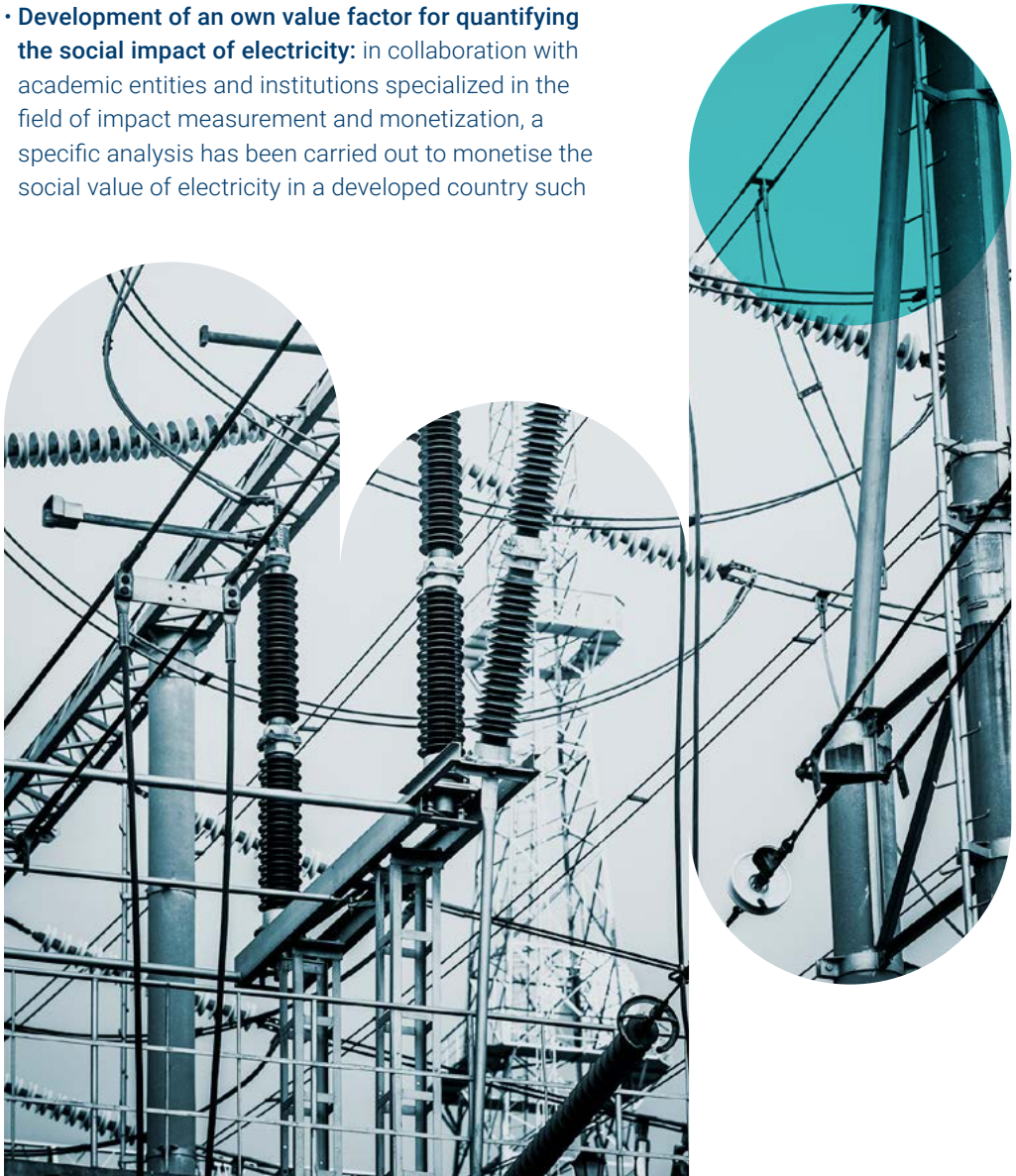
In the context of the assessment of Redeia's social, economic, and environmental contributions during 2024, several methodological innovations have been implemented to increase the accuracy and robustness of the analysis. The main changes compared to the study carried out in 2023 are grouped into three categories:

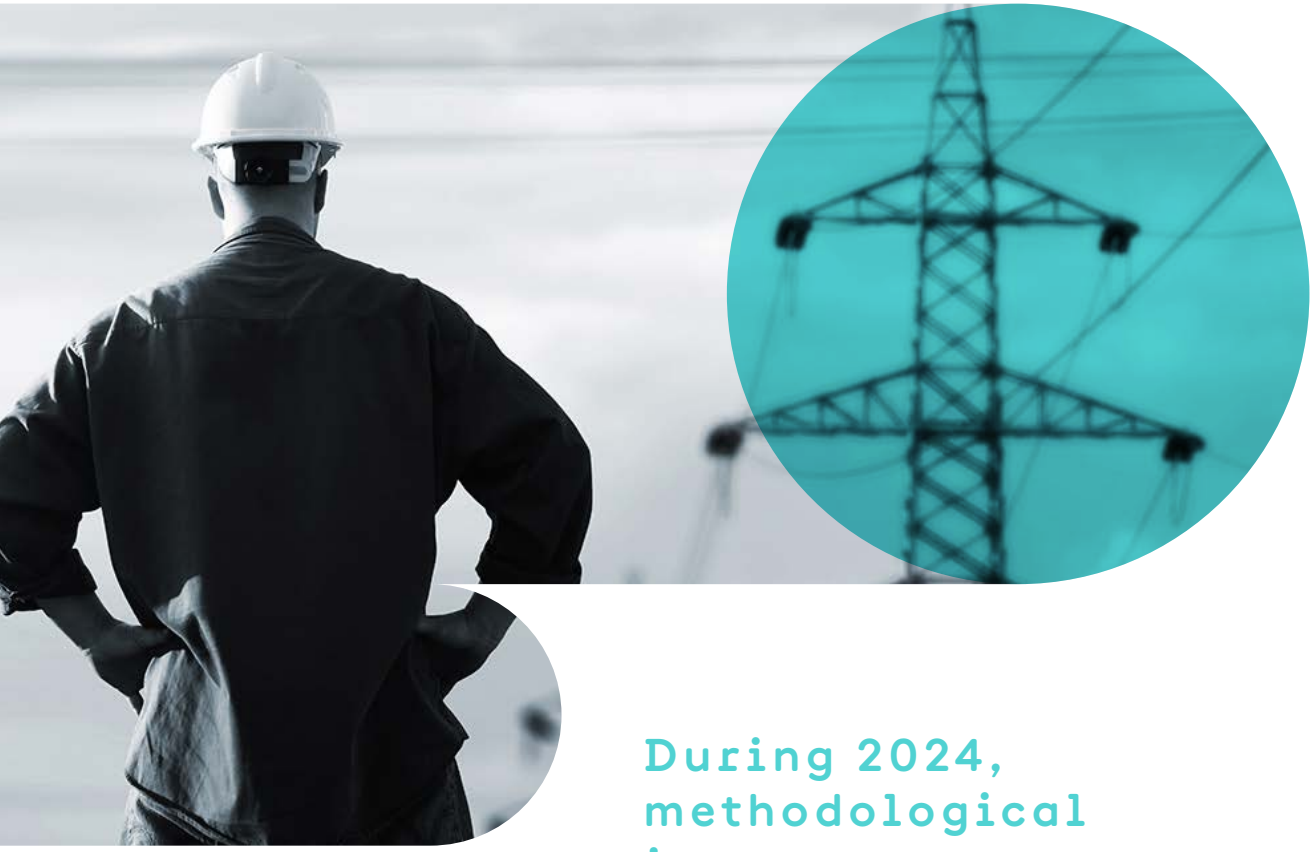
1. General updates:

- **Expansion of the scope of analysis to include subsidiaries:** the scope of the study has been extended by developing a specific methodology for the subsidiary Reintel, which has been included in the calculation of the final impact. This expansion provides a more comprehensive and representative view of the business group, capturing synergies among the different business units and enabling a more accurate assessment of the total impact generated by Redeia across its various areas of activity. Integrating Reintel into the analysis required adapting the methodological frameworks to its operational specificities, thereby enhancing the overall evaluation with greater depth and scope.

2. Methodological updates:

- **Development of an own value factor for quantifying the social impact of electricity:** in collaboration with academic entities and institutions specialized in the field of impact measurement and monetization, a specific analysis has been carried out to monetise the social value of electricity in a developed country such





During 2024, methodological improvements were made to increase the robustness of the impact analysis.

as Spain. This study has made it possible to demonstrate that higher electricity consumption contributes directly to increased wellbeing and indirectly to individual incomes.

- **New methodology for evaluating the impact on health and safety:** the approach proposed by VBA has been adopted, which monetarily assesses the effects of working conditions on workers' wellbeing. This method integrates both current and future wellbeing impacts, taking into account loss of health, healthcare costs, and lost wages [15]. Unlike the previous methodology, this new approach uses different proxies based on the type and severity of the incident, as well as the country in which it occurs, enabling a more accurate assessment of the actual impact of occupational accidents.

- **Update on the quantification of the living wage impact:** the new approach, also through the adoption of the VBA methodology, analyses the relationship between wage levels and the capacity to meet essential needs, clearly distinguishing between positive impact (benefit derived from the wage received) and negative impact (when the wage is below what is considered a living wage) [16]. The system uses Wellbeing Years (WELLBYs)[(5)] as a monetary reference, offering a more comprehensive view of the economic impact and considering structural differences between countries.

(5) Wellbeing is expressed in Wellbeing Years (WELLBYs), defined as a one-point change in life satisfaction (on a 0–10 scale) per person per year. WELLBYs are monetised using a standard value -$17,663 in 2022 and $19,524 in 2023- universally applicable, in line with the recommendation of the UK Treasury [16].

Some of the impact monetization methodologies have been adapted taking into account new approaches proposed by the Value Balancing Alliance.

- **Greater accuracy in the land use impact methodology:** the new approach proposed by VBA breaks down land use impacts through different pathways, including the loss of regulation and provisioning services. It considers the affected area in hectares and previous land use, distinguishing between conversion (change of use during the current year) and continued use [17]. This methodology offers greater scope and detail than the previous one, incorporating country-specific proxies and prior land use types, with information updated to 2023, whereas the previous methodology used data from 2020.

- **Evolution in water footprint quantification:** the methodology proposed by VBA now incorporates both short- and long-term effects, assessing the impact according to the volume consumed, geographic location, and local water stress level [18]. Unlike the previous approach, which was based on 2013 data, the new version uses 2023 information and offers greater granularity, allowing for the allocation of proxies at the regional level where data are available.

- **Update in waste footprint valuation:** the improved model proposed by VBA considers factors related to waste type, disposal method, and geographic location, assessing various impact pathways such as

air pollution, soil and water degradation, greenhouse gas emissions, and effects on nearby communities [19]. This updated version uses 2023 data, overcoming the limitation of the previous proxy, which was based on 2008 data.

3. Improvement in measurements

- **Improved measurement of impact on social development:** The analysis by project type and impact pathway has been refined through the use of SROI-based proxies, offering greater detail by country and subsidiary. Additionally, several of the proxies have been reviewed and updated based on academic literature in areas such as biodiversity [20], fire prevention [21], and climate change adaptation [22].

- **Inclusion of mitigated impact on birdlife:** The methodology applied in previous years has been expanded to include the mitigating impact generated by visual markers or "bird diverters."

- **Cartographic analysis for the assessment of noise pollution:** the measurement of noise impact has been refined through a detailed cartographic analysis that identifies the number of people living near electrical substations with sound levels above 55 dB.

- **Extension of diversity impact analysis:** the assessment has been expanded to cover three additional key dimensions beyond gender: disability, socioeconomic and ethnic diversity, and sexual orientation. Each dimension has been monetised using specialised studies: the report of the Australian Royal Commission on Disability [23], the CEPR study on socioeconomic diversity [24], and the analysis by Badgett et al. on LGBT inclusion [25].

3.1 Impact measurement

BY STRATEGIC PRIORITY

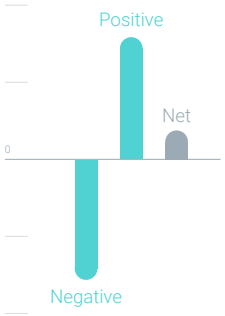
This subsection presents a detailed analysis of each impact, structured around the four strategic priorities defined in Redeia's 2030 Sustainability Commitment.

Impact sheets

The impacts included in this report are organised and presented using summary sheets. Below, the template used for these summaries is shown, along with a brief description of each section it contains.

Name of the impact

Graphic representation of the positive, negative, and net impact generated



Contributions to SDGs

Main SDG to which the impact contributes

Impact index

[Impact index calculated from the total net result generated by the externality and shown based on Redeia's net profit in 2024 (net profit = 100).]

Robustness

High, medium, or limited.

[With regard to the robustness of impact calculation, three levels have been established. The highest level, "high," applies to methodologies that are widely accepted and use social multipliers with a high degree of confidence. The "limited" level refers to methodologies that are less mature or rely on less rigorous calculations. The "medium" level represents an intermediate point between the two.]

Indicators

[Main indicators considered in the calculation of the impact.]

Targets

[A description of the objectives set by Redeia in relation to the impact in question, which may be either qualitative or quantitative.]

What is measured?

[A brief qualitative explanation of the nature of the impact as it relates to Redeia's activities, along with the specific aspects included in its measurement.]

Management approach

[A description of how the Company understands, manages, evaluates, and takes responsibility for the impact, with the aim of reducing its negative effects or enhancing its positive outcomes.]

Strategic lines

[A summary of the main measures the Company has implemented to achieve its objectives or to define its management approach to the impact being analysed. The strategic lines offer clear and consistent guidance for decision-making at all levels of the organisation.]

Calculation methodology

[A summary of the approach used to calculate the impact, including, where applicable, the main proxies used. It also specifies whether any adjustments have been made to account for factors such as impact attribution or inflation.]

Value chain state

Supply chain, own operations, or environment and society.

[Indicates the part of Redeia's value chain where the impact occurs: "supply chain" if it happens upstream, "own operations" if it results from Redeia's activities, or "environment and society" if it takes place downstream.]

Capital

Financial, industrial, human, intellectual, social-relational, and natural.

[A summary of the main types of capital affected by the impact, acknowledging that many are interconnected. Financial capital refers to the economic resources available to the organisation. Industrial capital relates to the tangible assets used in Redeia's operations. Human capital refers to the people within the Company. Intellectual capital encompasses Redeia's knowledge, intellectual property, and other intangible assets. Social-relational capital is based on the relationships, networks, and connections the Company builds with stakeholders and the communities in which it operates. Natural capital refers to the natural resources and ecosystem services that the organisation utilizes.]

Stakeholders

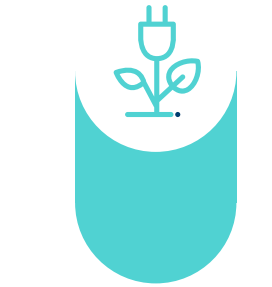
Employees, suppliers, economic-financial ecosystem, customers, regulatory bodies and public administrations, business ecosystem, social ecosystem, or environmental ecosystem.

[In this final section, Redeia's stakeholders affected by the impact in question are identified. While most impacts may involve several stakeholder groups, there is generally one primary group that is more affected than the others.]

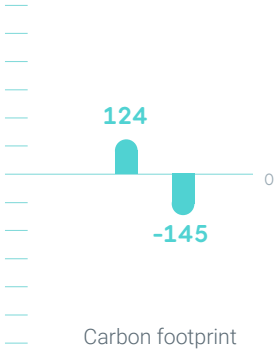
Decarbonisation of the economy

Redeia upholds the decarbonisation of the economy as a key pillar of its sustainability strategy, further strengthening its role as a driving force in the energy transition. To achieve this, the Company promotes a cleaner and more efficient energy model, focused on electrifying the economy, fully integrating renewable energy into the system, and developing storage facilities and robust, interconnected electricity grids, all while ensuring the security of supply.

This priority is mainly linked to greenhouse gas emissions, with the most significant impacts stemming from emissions generated by the electricity and telecommunications sectors, as well as those avoided through the integration of renewable energy. In 2024, these impacts were estimated -1.5 and 1.2 times Redeia's net profit, respectively.



Avoided and offset emissions



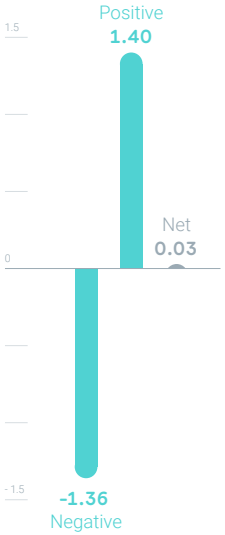
Carbon footprint

Sectoral emissions

Carbon footprint (Scope 1)

Impact index: **0.03** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

25,679 t CO_2 e of Scope 1 emissions.

3,834 t CO_2 e of Scope 1 emissions avoided by repairing SF_6 leaks.

77 t CO_2 e of Scope 1 emissions avoided through equipment replacement.

26,300 t CO_2 e of Scope 1 emissions offset through the Redeia Forest (1,613 t CO_2 e) and VCS[6] (24,687 t CO_2 e).

Targets

2025	**100%** of Scope 1 emissions offset. Target achieved in 2022.
2025	**30%** reduction in Scope 1 and 2 emissions. Target achieved in 2024.
2030	**55%** reduction in Scope 1 and 2 emissions compared to 2019.
2050	**90%** of Scope 1 and 2 emissions reduction compared to 2019.

What is measured?

Scope 1 covers direct GHG emissions from sources that an organisation owns or controls directly. For Redeia, the main source of GHG emissions is SF_6 gas leaks in its own facilities. The remaining emissions come from the vehicle fleet, refrigerant gas leaks from air conditioning systems, and stationary combustion in heating installations and backup generators.

Management approach

Redeia calculates its Scope 1 emissions in line with the GHG Protocol and has a dedicated framework to achieve climate neutrality. Its climate action commitment, approved by the Board of Directors, aligns with the goals of the Paris Agreement and is backed by science-based targets validated by the Science Based Targets initiative (SBTi). As part of its path to neutrality, the Company has committed, since 2023, to fully offsetting any remaining Scope 1 emissions that cannot be eliminated.

Strategic lines

The Company has a 2030 Climate Action Plan aimed at achieving carbon neutrality across its direct and indirect operations. The plan is based on targets validated by the SBTi initiative and focuses on reducing SF_6 emissions, improving energy efficiency, and using renewable energy. It also engages the supply chain through sustainable purchasing and collaboration with suppliers who are aligned with these targets.

Calculation methodology

Within this framework, a proxy developed by IFVI in collaboration with the VBA was used to quantify the social cost of carbon, enabling the identification of the global social and economic impact of emissions [26]. This monetisation tool systematically assesses the effectiveness of climate-related policies, strategies, and regulations by considering the potential effects of climate change on factors such as GDP, wellbeing, and the availability of raw materials. The proxy indicates the cost associated with each ton of CO_2 e released into the atmosphere and can thus be applied to all greenhouse gases. To provide a comprehensive view of the impact associated with Redeia's Scope 1 emissions, CO_2 e offsets linked to the Redeia Forest and VCS have been accounted for as mitigation of negative impact. The results have been adjusted to reflect the applicable exchange rate.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	○
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

Employees	○
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	●

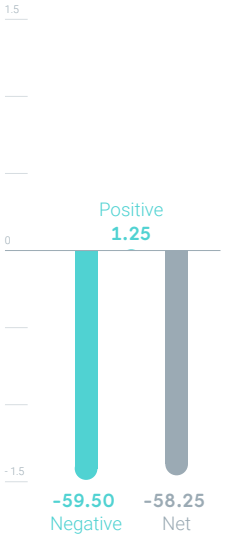
(6) Verified Carbon Standard (VCS). The VCS Program channels financing towards activities that reduce and remove emissions, improve livelihoods, and protect nature.

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Carbon footprint (Scopes 2 and 3)

Impact index: **-58.25** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

513,097 t CO_2 e of Scope 2 emissions.

749,776 t CO_2 e of Scope 3 emissions.

26,549 t CO_2 e of Scope 2 emissions avoided through the purchase of electricity with guarantees of origin (GOs) (25,434 t CO_2 e) and by reducing electricity consumption (1,115 t CO_2 e).

486 t CO_2 e of Scope 3 emissions avoided due to reduced travel as a result of increased teleworking.

Targets

2025	**30%** of Scope 1 and 2 emissions reduction.
2030	**55%** of Scope 1 and 2 emissions reduction.
2030	**28%** of Scope 3 emissions reduction compared to 2019.
2050	**90%** of Scope 1 and 2 emissions reduction compared to 2019 (net zero emissions).
2050	**90%** of Scope 3 emissions reduction compared to 2019 (net-zero emissions).

What is measured?

Scope 2 refers to indirect GHG emissions mainly associated with grid transmission losses and the organisation's electricity consumption, while Scope 3 mainly comes from the procurement of goods and services.

Management approach

Redeia measures its Scope 2 and 3 emissions in line with the GHG Protocol and has established a specific framework for achieving carbon neutrality. Its Commitment to combating climate change is consistent with the Paris Agreement and, as previously stated, it includes science-based targets validated by the SBTi.

Among Redeia's indirect emissions, those associated with the procurement of goods and services (Scope 3) are the most significant. For this reason, the Company collaborates with its main suppliers on emissions accounting and encourages them to set SBTi-aligned reduction targets. In 2024, 35.3% of supply chain emissions are already covered by SBTi.

Strategic lines

The Company's 2030 Climate Change Action Plan is aimed at achieving carbon neutrality in both its direct and indirect operations. Validated by the SBTi initiative, the plan focuses on reducing SF_6 emissions, enhancing energy efficiency, and increasing the use of renewable energy. It also extends to the supply chain, promoting sustainable procurement practices and collaboration with suppliers that share these commitments.

Calculation methodology

As with the previous impact calculation, an approach based on the social cost of carbon has been used [26]. The proxy was estimated by IFVI in collaboration with the VBA. All results have been adjusted according to the corresponding exchange rate.

Value chain stage

- Supply chain ●
- Own operations ●
- Environment and society ●

Capital

- Industrial ○
- Financial ○
- Human ○
- Natural ●
- Technological-Intellectual ○
- Social-relational ●

Stakeholders

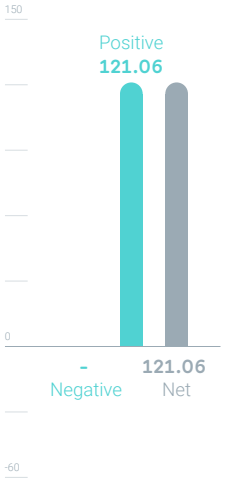
- Employees ○
- Suppliers ●
- Financial-economic ecosystem ○
- Customers ○
- Regulatory bodies and the public administration ○
- Business ecosystem ○
- Social ecosystem ●
- Environmental ecosystem ●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Avoided and offset emissions

Impact index: **121.06** | Robustness: **Medium**

Impact



Contribution to the SDGs

Indicators

40,933,726 t CO_2 e of emissions avoided through the integration of renewables in Spain.

7,189,377 t CO_2 e of emissions avoided through the integration of renewables in Chile.

899,959 t CO_2 e of emissions avoided through the integration of renewables in Peru.

5,177 t CO_2 e captured by the Redeia Forest.

Targets

2024	**100%** renewable electricity contracted.
2025	**>60%** of renewable energy in electricity generation.
2030	To safely integrate **100%** of the available renewable energy into the electricity system: **74%** renewable energy in electricity generation.

What is measured?

The integration of renewable energy, both upstream in the value chain and within the Company's own operations across different regions.

Tree planting initiatives by Redeia, which support the natural absorption of pollutant emissions.

Management approach

Redeia continues to strengthen its position as a key enabler of the energy transition, making significant progress in the safe integration of renewable energy into the electricity system. In 2024, the Renewable Energy Control Centre (CECRE) has once again played a strategic role in ensuring secure system operations, helping to achieve new historic records in instantaneous power, hourly and daily energy, and demand coverage with photovoltaic generation, in addition to a new record for daily wind energy output. This progress is further supported by projects such as Quijote, VoltaiREE, Greco, and SRAP, all focused on enhancing operational flexibility and adapting to scenarios with high renewable energy penetration. At the same time, Redeia has continued to develop advanced operational tools and predictive models for renewable generation, enabling better anticipation of variability and more efficient management of an increasingly decarbonised electricity system.

In 2024, Spain reached a 56.8% share of renewable energy in total electricity generation, with Redeia playing a key role in its integration. In terms of emissions absorption, the Redeia Forest has contributed to the restoration of 1,086 hectares of land to date, and the Company has sourced 96% of its electricity consumption from providers with a renewable guarantee of origin.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Avoided and offset emissions

Continued

Strategic lines

The implementation of the 2021–2026 Transmission Grid Plan, a strategic instrument approved by the Council of Ministers, remains essential for reaching a generation mix with at least 67% renewable energy by 2026 and reducing emissions in the electricity sector by 66%. In 2024, the plan was specifically adjusted to address new industrial demands and energy storage requirements.

At the same time, Redeia continues to promote offsetting initiatives, such as the Redeia Forest and other similar initiatives.

Calculation methodology

As with previous calculations, the approach is based on the social cost of carbon, using a proxy developed by IFVI in collaboration with VBA [26]. All figures have been adjusted to reflect the applicable exchange rates. To ensure an accurate estimate of this specific externality, Redeia's essential role in the electricity systems of the countries where it operates has been taken into account. As a key enabler within the value chain, the Company assumes a proportional share of this impact -a factor that is reflected in the attribution factor employed in the core calculations.

Value chain stage

Supply chain	●
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	○
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

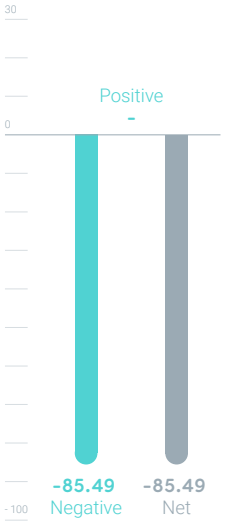
Employees	○
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	●
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Sectoral emissions from electricity generation and telecommunications

Impact index: **-85.49** | Robustness: **Medium**

Impact



Contribution to the SDGs

Indicators

58.7 Mt CO_2 e of GHG emissions from electricity generation in the electricity sectors of Spain, Chile, and Peru.

91,200 t CO_2 e of GHG emissions from the telecommunications sector in Spain.

Targets

Support **climate neutrality** by ensuring the integration of renewable sources into the national electricity mix.

What is measured?

Greenhouse gas emissions produced in the telecommunications sector as well as from electricity generation in the electricity sector, have significant environmental and social impacts, as they increase pollutant gases that contribute to climate change. As the manager and operator of the Spanish electricity system, Redeia plays a fundamental role in the energy sector value chain, a responsibility it also carries out in other countries through its subsidiary Redinter. At the same time, Redeia plays a key role in the telecommunications sector through Reintel, whose infrastructure supports territorial cohesion and digitalisation but also results in environmental impacts that are captured in the comprehensive measurement of its footprint.

Management approach

Redeia's core mission is to ensure a safe, efficient, and sustainable electricity system, maximising the integration of renewable energy sources while also advancing connectivity through state-of-the-art telecommunications infrastructure. This combined focus on energy and digitalisation enables the delivery of essential services to citizens, promotes territorial cohesion, and supports the ecological transition.

Strategic lines

Decarbonising the economy is a key pillar of Redeia's strategy, pursued through the development and operation of crucial infrastructure (such as new transmission lines, substations, and storage systems), that support progress toward a carbon-neutral economy. At the same time, the Company is focused on operating a more digital, flexible, and dynamic system, and on promoting more equitable connectivity by strengthening its fibre optic business.

Calculation methodology

Analogous to the previous calculations, social cost of carbon approach has been used. The proxy was sourced from the Greenhouse Gas Emissions Topic Methodology published by IFVI and VBA [26]. All results have been adjusted according to prevailing exchange rates. Moreover, given its integral role in the electricity sector, the Company assumes a share of this impact due to its participation within the value chain.

Value chain stage

- Supply chain ●
- Own operations ○
- Environment and society ○

Capital

- Industrial ○
- Financial ○
- Human ○
- Natural ●
- Technological-Intellectual ○
- Social-relational ●

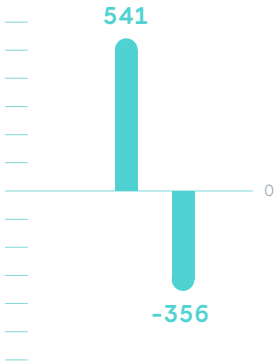
Stakeholders

- Employees ○
- Suppliers ○
- Financial-economic ecosystem ○
- Customers ●
- Regulatory bodies and the public administration ○
- Business ecosystem ○
- Social ecosystem ●
- Environmental ecosystem ●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Responsible value chain

Pull effect
Living wage
Health and safety
Environmental impacts



Health and safety
Environmental and supply chain impacts
Living wage

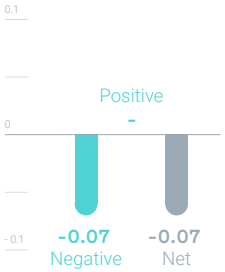
A company's responsibility extends across its entire value chain, as its decisions and operations can affect every stage. Aware of this, Redeia takes a comprehensive approach through its 2030 Sustainability Commitment, promoting responsible management practices that span from procurement to the delivery of essential services.

The Group's activities generate particularly significant direct impacts on both the natural environment and society. Among the positive effects are its contributions to economic activity, job creation, and tax revenue, with the total impact for 2024 equivalent to 5.4 times Redeia's net profit. However, the Company also recognises adverse effects, especially those related to the use of raw materials for its infrastructure, which represents the most significant negative impact within this pillar, equivalent to -3.6 times the Company's net profit.

Own water footprint

Impact index: **-0.07** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

23,871 m³ from water consumption at workplaces in Spain, Chile, and Peru.

Targets

2025	Reduction of water consumption in all Red Eléctrica and Redinter workplaces to **6.5 m³ per employee per year.**
2030	Reduction of water consumption in all Redeia workplaces to **6.5 m³ per employee per year.**

What is measured?

Although Redeia's water consumption is not significant, as it is used only for domestic activities (the Company has no production plants and does not use water in its operational processes), water scarcity is having a significant impact on both the environment and society, affecting ecosystems, natural habitats, water quality, and the wellbeing of communities.

Management approach

Since the launch of its 2030 Circular Economy Roadmap in 2020, Redeia has made significant progress in implementing measures to optimise water use. By the end of 2024, 41% of the planned actions in this area had been completed. Redeia has carried out more than 140 water-saving initiatives and, in 2024, reduced its water consumption by 6,500 m³, achieving a ratio of 11.39 m³ per employee. All group subsidiaries have specific plans to reduce water use, which include installing digital meters and smart leak detection systems, low-flow fixtures in restrooms, drip irrigation, and the use of smart metering even in leased workplaces.

Strategic lines

Redeia's Circular Economy Roadmap identifies water as one of its key components. Aware that water is an increasingly scarce natural resource, the Company is committed to minimising its consumption as much as possible. Ultimately, the organisation strives to find alternative solutions that improve efficiency and optimise water use.

In addition, the Company structures its initiatives around a specific water management plan, implemented across all its subsidiaries, which provides coherence to the measures already in place to reduce consumption and improve water efficiency.

Calculation methodology

The water footprint calculation methodology estimates the volume of water consumed directly, that is, water withdrawn and not returned to the environment, and assigns it a monetary value based on its location and the area's level of water stress. The approach considers both short-term impacts, such as reduced availability for other uses and effects on health and ecosystems, as well as long-term impacts related to future access to the resource. Proxies developed by VBA and IFVI are used in this methodology [18] and draws on data from sources such as the ESVD and Aqueduct Water Risk Atlas[7], in line with international frameworks such as ESRS and GRI 303. Finally, the value factor obtained has been adjusted to reflect current inflation rates and exchange rates.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	○
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

Employees	○
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	●

(7) The Ecosystem Services Valuation Database (ESVD) is an international database that compiles monetary estimates of ecosystem services from scientific literature. The Aqueduct Water Risk Atlas, developed by the World Resources Institute (WRI), provides indicators of water stress and water availability risk at a global level.

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Supply chain water footprint

Impact index: **-8.05** | Robustness: **High**

Impact

Contribution to the SDGs

Indicators

4,254,132 m³ of total water consumption in the supply chain in Spain, Chile, and Peru.

Targets

Convey to the suppliers working with Redeia the importance of using resources efficiently, including, among other things, proper water management.

What is measured?

Redeia's influence on water resources extends well beyond its direct consumption. Across the entire value chain (from raw material sourcing to production, distribution, and waste management), water plays a fundamental role, with important environmental and social implications.

Management approach

Redeia assesses the water footprint of its supply chain using a methodology based on the environmental input-output tables published by the National Statistics Institute (INE). This approach enables the estimation of water consumption associated with purchased goods and services by sector of origin, providing an aggregated and systematic estimate of the indirect water impact linked to its procurement activities. At the same time, Redeia collaborates with its suppliers to identify the environmental impacts of purchased equipment and materials in order to promote eco-design and foster innovation toward more sustainable products.

Strategic lines

Redeia's Supplier Code of Conduct outlines the ethical, social, and environmental principles and standards that all suppliers must meet to work with the Group, including the commitment to promote these standards throughout their own value chains. This framework, which aligns with Redeia's sustainability objectives, specifically highlights the efficient management of natural resources and encourages responsible practices aimed at optimising water use throughout the supply process.

Calculation methodology

As with the previous calculation, a monetary value has been assigned to the volume of water consumed directly, based on its location and the level of water stress in that area. Both short-term impacts –such as reduced availability for other uses or effects on health and ecosystems– and long-term impacts related to future access to the resource are considered. The methodology uses proxies developed by VBA and IFVI [18], and draws on data from sources such as the ESVD and Aqueduct Water Risk Atlas, in line with international frameworks such as ESRS and GRI 303. Current inflation rates and exchange rates have also been taken into account.

Value chain stage

Supply chain	●
Own operations	○
Environment and society	○

Capital

Industrial	○
Financial	○
Human	○
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

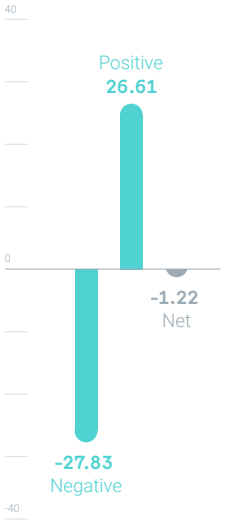
Employees	○
Suppliers	●
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	●
Social ecosystem	●
Environmental ecosystem	●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Birdlife

Impact index: **-1.22** | Robustness: **Medium**

Impact



Contribution to the SDGs

Indicators

Monitoring indicators for bird collision risk on Redeia's power lines.

6,629 kilometres of power lines fitted with bird flight diverters.

85.4% of power lines in critical priority areas marked with bird flight diverters.

Targets

2025	**100%** of critical spans marked by Red Eléctrica.
2030	Generation of a **net positive impact** on the natural capital of the areas surrounding new facilities.

What is measured?

The main impact of power lines on birdlife is the risk of collision with the ground wires that protect electrical lines. Aware of this, Redeia implements prevention and mitigation strategies in affected areas and establishes structured agreements for the conservation and reintroduction of species, in order to counteract the adverse effects associated with its infrastructure.

Management approach

Redeia adopts a preventive approach to managing its impact on biodiversity, following the mitigation hierarchy outlined in its Biodiversity Commitment. The Company prioritises avoiding impacts in areas of high ecological value –such as biodiversity-rich regions or forested areas– particularly during the planning and design phases of new infrastructure projects.

This criterion is integrated into the preparation of environmental impact studies, which require ensuring that protected areas with ecological, biological, landscape, or cultural value are not affected. Special consideration is given to areas where key bird species are present, with specific measures established to prevent significant disturbance.

One of the main tools used is the "Birds and Power Lines: Mapping of Flight Corridors" project, updated in 2021. This project identified 60 bird species sensitive to collisions (grouped into 52 taxa) and produced sensitivity maps to guide the planning of new routes. Additionally, risk maps have been developed that incorporate external factors and help prioritise interventions in critical areas.

Strategic lines

Redeia has defined the 2016-2025 multi-year line marking plan to prioritise actions on the sections of line with the greatest potential impact on birdlife. It is expected that the progressive marking of the lines will reduce the potential risk of collision with the electricity transmission grid to 40%.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Birdlife

Continued

Calculation methodology

The methodology used to assess the impact of bird collisions with Red Eléctrica's power lines combines the individual valuation of birds, using the MORA database (Environmental Liability Offer Model), with an analysis of the potential number of collisions per kilometre, drawing on data from the Ministry for the Ecological Transition and the Demographic Challenge [27].

As a new development in 2024, a second reference indicator has been introduced: the potential collision index in the absence of preventive measures, estimated according to the type of power line following the Janss and Ferrer model [28]. Comparing these two indicators makes it possible to quantify the effectiveness of mitigation measures and to assign an economic value to the damage avoided. This approach broadens the scope of the analysis by taking into account not only the actual damage observed, but also the potential impacts that are prevented through proactive measures.

The economic value assigned to each bird has been adjusted to reflect the current inflation rate and the economic context of the country.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	○
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

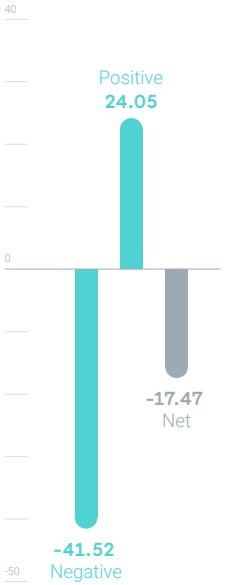
Employees	○
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Land use

Impact index: **-17.47** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

39,175 ha of land affected by lines and substations in operation in Spain, Chile, and Peru.

2,203 ha of forest restored by Redeia.

42,112 trees planted by Redeia.

945 km of submarine cable.

2 ha of marine forest.

€29.7 M investment in biodiversity protection, fire prevention, and landscape integration.

Targets

2025	Meet the commitment to vegetation protection and combating deforestation in **100%** of investment projects.
2030	Generate a **net positive impact** on biodiversity in the surroundings of the facilities.

What is measured?

The construction and maintenance of electrical infrastructure can lead to changes in land use, affecting the associated biodiversity. Aware of these impacts, Redeia implements ecological restoration and reforestation initiatives to mitigate the effects of land fragmentation and support the regeneration of the natural environment.

Management approach

Redeia is firmly committed to protecting vegetation and combating deforestation, beginning with a zero-deforestation pledge that applies to both its own activities and those within its supply chain. The Company also implements global measures to support woodland protection, including reforestation and restoration, forest conservation, and wildfire prevention.

Careful selection of infrastructure locations, thoughtful facility design, and the use of preventive and corrective measures during construction and maintenance all help to avoid and minimise impacts on vegetation. These practices ensure that there is no significant loss of forest area or change in land use, so that Redeia's activities do not contribute to deforestation.

The potential impact of Redeia's activities on vegetation is mainly linked to the creation of safety corridors for power lines, which are necessary to maintain safe distances between vegetation and infrastructure and to reduce wildfire risks. In some cases, even with the application of best practices and avoidance and mitigation measures, compliance with power line safety standards and legal requirements for vegetation clearance makes it unavoidable to remove certain species that are incompatible with the safe operation of installations. In these situations, and in line with the mitigation hierarchy, Redeia is committed to fully compensating for any trees removed by undertaking replanting, reforestation, or conservation actions in forested areas.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Land use

Continued

These efforts are further supported by the restoration of an additional 45.8 hectares through the Redeia Forest project, as well as new ecological offset initiatives for pruning and improvements in the landscape integration of routes. Together, these actions reaffirm Redeia's commitment to a sustainable model of territorial development.

Strategic lines

Redeia maintains a commitment to vegetation protection and the fight against deforestation since 2023, in accordance with the main international agreements on these matters and going beyond the current regulations in the territories where it operates

Calculation methodology

In 2024, Redeia applied for the first time the methodology proposed by IFVI [17]. This approach makes it possible to assess the impact of land use on wellbeing by evaluating the loss of ecosystem services. In this initial phase, the analysis focused on regulating and provisioning services. The estimate considers the affected area and its prior use, distinguishing between conversion (a change in land use during the period, with projected losses over 100 years discounted at 2%) and land use (associated with previously altered land). The scope of the methodology has been expanded to recognise Redeia's reforestation efforts, positively including the restored area. For marine ecosystems, such as the Redeia Marine Forest, the previous methodological approach has been retained, relying on proxies from the Swedish Life Cycle Center [29] since the current methodology is limited to terrestrial environments. This proxy monetises the environmental impacts associated with land use for marine aquaculture, taking into account effects on biodiversity, carbon capture, water quality, and ecological productivity. Additionally, the value of investments in fire prevention has been updated using a cost-benefit ratio developed by the European Union [21], and the approach has been refined to ensure that measures merely offsetting risks generated by the Company's own activities are not counted as positive impacts.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	○
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

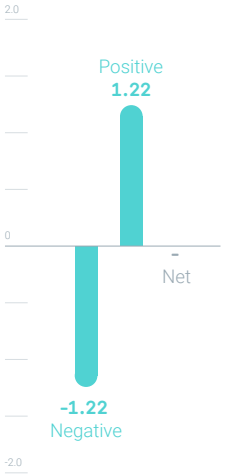
Employees	○
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Noise pollution

Impact index: **0.00** | Robustness: **Medium**

Impact



Indicators

134 facilities with populations in their vicinity.

4 facilities that, despite complying with regulations, have a high noise level.

Targets

In **2024,** Redeia continued implementing its noise pollution mitigation action plan at identified facilities. New targets in this area will be set as part of the 2025–2030 strategic plan.

What is measured?

Electric substations can generate noise pollution from the operation of certain equipment, which may impact people's wellbeing. Redeia monitors the acoustic performance of its 134 substations equipped with power transformers and has identified four facilities with elevated noise levels. Based on this assessment, the Company evaluates potential health and environmental impacts, with the goal of minimising any negative effects arising from its operations.

Management approach

Redeia recognises noise pollution as a relevant environmental impact when integrating its infrastructure into the surrounding environment. To address this, the Company systematically monitors the acoustic performance of its substations and prioritises interventions at facilities with higher noise emission levels.

Redeia is committed to minimising noise disturbances through targeted action plans. These include direct noise measurements, identification of sources using advanced technologies, and the implementation of technical solutions such as acoustic barriers, silencers, or equipment replacement.

This approach reflects Redeia's broader commitment to fostering the social acceptance of its infrastructure, further supported by continuous information-sharing and dialogue with stakeholders in the communities where it operates.

Strategic lines

Redeia is actively implementing effective solutions to mitigate noise pollution generated by its infrastructure. Following a detailed analysis of acoustic performance at substations with power transformers, direct measurements were conducted at 55 facilities located near residential areas.

Contribution to the SDGs

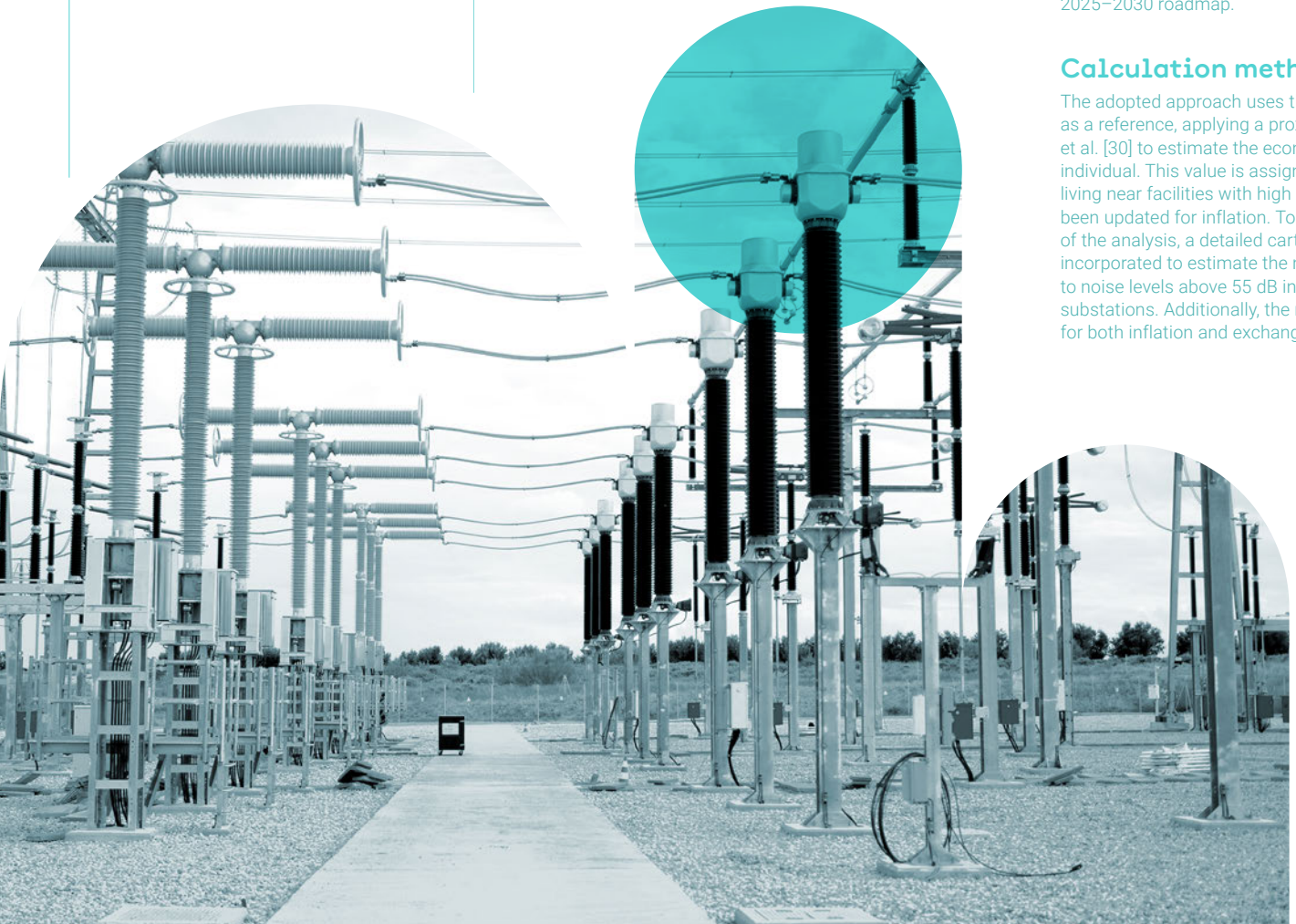
Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Noise pollution

Continued

This assessment identified four substations with noise levels above the desirable threshold, although still within regulatory limits. In 2022, acoustic imaging cameras were used to pinpoint specific noise sources and to develop an action plan for 2023.



Progress continued through 2024, with measures including the installation of acoustic screens and a silencer at La Eliana (Valencia), and the replacement of fans with more efficient models at San Jorge (Balearic Islands). At Can Barba (Catalonia) and Grijota (Castile and León), the Company is evaluating options to renew the noisiest equipment, with implementation planned as part of the 2025–2030 roadmap.

Calculation methodology

The adopted approach uses the social cost of noise as a reference, applying a proxy developed by Moliner et al. [30] to estimate the economic impact per exposed individual. This value is assigned to the population living near facilities with high noise emissions and has been updated for inflation. To improve the accuracy of the analysis, a detailed cartographic study has been incorporated to estimate the number of people exposed to noise levels above 55 dB in the vicinity of electric substations. Additionally, the results have been adjusted for both inflation and exchange rates.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	●
Natural	○
Technological-Intellectual	○
Social-relational	●

Stakeholders

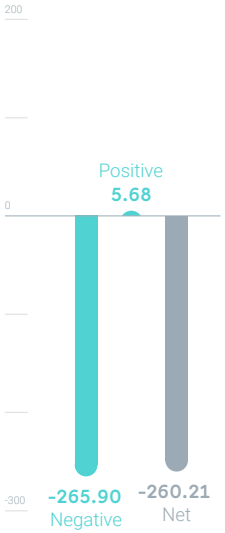
Employees	○
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Raw material suply

Impact index: **-260.21** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

40,387 total tons of materials used.

Targets

2025	At least **10 supplies** with the greatest impact on the transmission grid with circularity criteria: LCA, climate change, safety, diversity, and biodiversity.
2025	**0%** of single-use plastics.
2025	**100%** eco-friendly, recycled, recyclable, or reusable packaging in the supply of equipment and materials.
2030	At least **25 supplies** with the greatest impact on the transmission grid based on circularity criteria: LCA, climate change, safety, diversity, and biodiversity.
2030	Creation of a circular **procurement network.**
2030	**Identification** of the environmental impact of equipment and materials from their origin (LCA of supplies).
2030	**Sustainable transformers** (use of vegetable esters instead of mineral oils).
2030	**Innovation and technological development** (eco-designed equipment and materials).

What is measured?

The environmental impact associated with the use of raw materials in electricity transmission and telecommunications infrastructure is largely driven by emissions generated throughout their life cycle. This analysis covers materials such as plastics, aluminium, scrap metal, and electronic components. Proper management of these materials at the end of their useful life is also crucial, as appropriate treatment can significantly reduce their environmental footprint. As a result, a comprehensive approach is taken that considers both the source and the final destination of the materials used.

Management approach

Redeia is making steady progress in implementing its 2030 Circular Economy Roadmap, with 59% of actions related to raw material consumption completed by the end of 2024. This approach covers the entire life cycle of the equipment and materials used in its operations. Additionally, 100% of the supports acquired by Redeia now contain 75% recycled steel.

In 2024, the application of Life Cycle Assessment (LCA) was extended to six new supplies and one critical service, as part of the objective to integrate sustainability criteria into ten essential supplies by 2025. This tool enables the evaluation of impacts such as resource consumption, durability, carbon footprint, and recycling potential, supporting more responsible purchasing decisions.

Furthermore, technical requirements for sourcing materials with high environmental impact have been strengthened, and the gradual inclusion of circularity criteria in all phases of the procurement process has begun.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Raw material suply

Continued

At the same time, Redeia has set a goal for 2025 to completely eliminate single-use plastics and ensure that 100% of its packaging is recycled, recyclable, reusable, or eco-designed, thereby increasing the circularity rate in its supply chain.

Strategic lines

Redeia aims to develop a more sustainable supply network by identifying the environmental impacts of equipment and materials from their origin through the Life Cycle Assessment (LCA) of supplies by 2030. The Company already incorporates sustainability criteria into its purchasing decisions and is working to extend their application to a greater number of strategic supplies.

These efforts are supported by close collaboration with suppliers and other key stakeholders in the sector, promoting innovation and technological development focused on eco-design and resource efficiency. As a result, 100% of the supports acquired by Redeia now contain 75% recycled steel.

Calculation methodology

This calculation is based on the social and economic valuation of various materials, using approaches aligned with EPS [29]. These proxies have been applied to a range of materials, including porcelain, silicone rubber, plastic, magnetic sheet, steel, aluminium, copper, paper, concrete, oil, zinc, SF_6, glass, electronic components, and Ni-Cd batteries. To estimate this impact, the Company used the certified raw materials incorporated into its transmission and telecommunications networks in 2024. The positive impact has also been calculated based on the tons of recycled materials used in each supply. Additionally, the results have been adjusted to account for inflation.

Value chain stage

Supply chain	●
Own operations	○
Environment and society	○

Capital

Industrial	○
Financial	○
Human	○
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

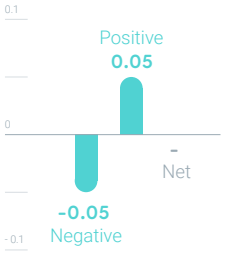
Employees	○
Suppliers	●
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	●
Social ecosystem	●
Environmental ecosystem	●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Own waste footprint

Impact index: **0.00** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

1,233 tons of hazardous and non-hazardous waste generated from own activities.

94.3% of waste recovered, reused, or recycled.

Targets

2025	**0%** of Red Eléctrica's waste sent to landfill.
2025	Definition of a zero waste to landfill **action plan** in Redinter.
2030	**0%** of Redeia's waste sent to landfill.

What is measured?

Waste generation has a significant environmental and social footprint, contributing to ecosystem pollution and potential health impacts. There are also economic costs associated with proper separation and treatment.

With this in mind, the analysis covers both hazardous and non-hazardous waste, evaluating its management through strategies such as disposal, reuse, recycling, regeneration, and energy recovery.

Management approach

Redeia adopts a comprehensive approach to waste management, prioritising waste minimisation and maximising its value whenever possible. This strategy is implemented through an Action Plan aimed at reducing and recovering 100% of the waste generated by all group companies by 2030.

In 2024, 94.3% of both hazardous and non-hazardous waste was recycled, reused, or regenerated, thanks to initiatives from the "zero waste to landfill" project. These included requiring recovery measures in procurement processes, introducing composters for organic waste at workplaces, and systematically analysing waste generation flows.

Redeia continuously reviews and redesigns its operational processes to prevent waste at the source, while recognising that certain activities such as maintenance or facility upgrades inevitably produce waste. For this reason, the Company is also developing innovative, sustainable technological solutions to further reduce the amount sent to landfill.

Strategic lines

As part of its commitment to a more sustainable energy and business model, Redeia continues to integrate circular economy principles into all its activities. Since 2018, the Company has been a member of the Circular Economy Pact and has strengthened this commitment through its 2030 Circular Economy Roadmap. This strategy guides the transformation of processes toward more efficient resource use, with the goal of positioning Redeia as a leader in circular economic practices within the energy and telecommunications sectors.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Own waste footprint

Continued

Calculation methodology

The methodology proposed by IFVI enables the estimation of waste impacts on wellbeing through several pathways: air pollution from incineration, leachate effects on soil and water, greenhouse gas emissions, and diminished quality of life for nearby communities [19]. The analysis takes into account variables such as waste type (hazardous or non-hazardous), final disposal method (landfill, incineration, or unspecified), and geographic location, recognising that impacts differ by country. The scope of the analysis has also been extended to include Redeia's recycling efforts, acknowledging that, without recycling, this waste would be destined for disposal and thus recycling represents a risk reduction. The results have been adjusted for inflation and exchange rates.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	○
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

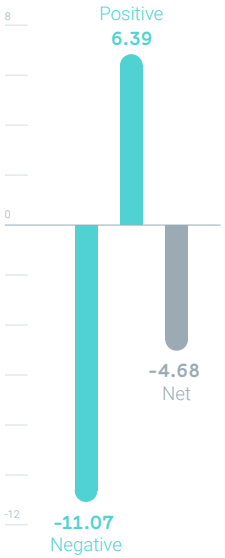
Employees	○
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Supply chain waste footprint

Impact index: **4.68** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

449,410.37 tons of hazardous and non-hazardous waste generated in the supply chain by disposal method.

Targets

Include requirements for recycling, reuse, or recovery in tenders related to waste management and materials procurement, in order to extend the circular economy approach throughout the entire supply chain.

What is measured?

Redeia's activities generate a waste footprint across its entire value chain, leading to notable environmental and social impacts linked to ecosystem degradation and potential health risks. The analysis covers both hazardous and non-hazardous waste, taking into account various management strategies such as disposal, reuse, recycling, regeneration, and energy recovery.

Management approach

Redeia promotes the integration of sustainability principles throughout its supply chain, establishing environmental, social, and ethical criteria as baseline requirements for collaboration. Through its Supplier Code of Conduct, the Company requires compliance with minimum sustainability standards, including a commitment to waste reduction and responsible waste management.

Strategic lines

Aiming to become a benchmark in the circular economy by 2030, Redeia is working towards a fully circular supply chain. This requires that all equipment and materials purchased meet standards for sustainability, eco-design, and resource efficiency.

Calculation methodology

In this context, and following the approach applied to Redeia's own waste footprint, the methodology proposed by IFVI has been used, which makes it possible to estimate the cost associated with each ton of waste based on its type and final disposal method [19]. In addition, the results have been adjusted to properly reflect inflation and exchange rate variations.

Value chain stage

Supply chain	●
Own operations	○
Environment and society	○

Capital

Industrial	○
Financial	○
Human	○
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

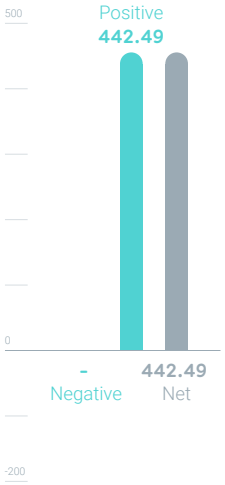
Employees	○
Suppliers	●
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	●
Social ecosystem	●
Environmental ecosystem	●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Direct impact and pull effect on economic activity, employment and tax contribution

Impact index: **442.49** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

Over €1,150 M invested in Spain, Peru, and Chile.

€699 M of tax contribution.

€540 M of dividends.

Targets

Serve as a **driver of transformation** across the value chain and generate economic and social progress in the regions where Redeia operates.

What is measured?

Redeia's activities have a significant driving effect on the economies of Spain, Chile, and Peru. This impact includes the added value generated in the regions where it operates -such as wages, salaries, gross operating surplus, and tax contributions- as well as the employment opportunities created. Direct wages are further discussed in the section dedicated to living wage analysis.

Management approach

In 2024, Redeia strengthened its role as an economic driver in the countries where it operates, particularly in Spain, Chile, and Peru. In Spain, total investment reached approximately €1,150 M, generating over €1,800 M in total production, more than €800 M in GDP contribution, and employment equivalent to more than 11,800 jobs. Estimated tax revenues exceeded €300 M.

In Chile, Redeia invested $6 M, resulting in production of over $6 M, a GDP contribution of nearly $3 M, and activity equivalent to more than 80 jobs. Tax revenues generated are estimated at $0.3 M.

In Peru, Redeia invested $0.4 M, with associated production exceeding $0.7 M, a GDP contribution of $0.3 M, and the creation of more than 10 equivalent jobs. Tax revenues amounted to $0.03 M.

The Company's total tax contribution is estimated at €517 M, underscoring Redeia's role as both an economic and fiscal catalyst in the regions where it operates.

Strategic lines

Redeia conducts its business with a focus on excellence, innovation, integrity, and transparency, always aiming to combine growth with social value creation and respect for the environment. In the area of taxation, the Company is guided by a strategy rooted in transparency, good governance, and responsibility -three fundamental values for Redeia.

When it comes to employment, Redeia prioritises stability, quality, and continuity as key pillars of its people management. In 2024, the use of non-permanent contracts remained low at 1.1%. Moreover, voluntary turnover was 2.9%, reflecting both workforce commitment and the favorable working conditions provided by the Company.

Calculation methodology

Redeia's contribution to the GDP of Spain, Chile, and Peru has been assessed using an input-output model. The results show that the Company contributed over €800 M in the regions where it operates. To provide a more comprehensive picture, the final analysis also includes dividends and total tax revenues generated by Redeia.

Value chain stage

Supply chain	●
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	●
Human	○
Natural	○
Technological-Intellectual	○
Social-relational	●

Stakeholders

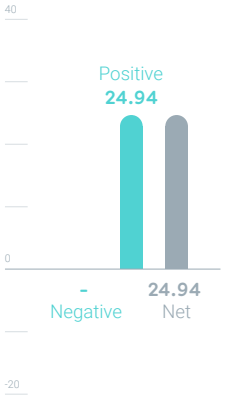
Employees	●
Suppliers	○
Financial-economic ecosystem	●
Customers	○
Regulatory bodies and the public administration	●
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	○

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Living wage

Impact index: **24.94** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

1,948 employees.

Average wage in España, Chile and Peru.

Targets

Promotion of employee **retention**, **motivation**, and **engagement**.

Promotion of **pay transparency** through training actions on compensation policies, led by team leaders and HR departments.

Progress toward **pay equity**, ensuring that all employees receive a salary equal to or higher than the living wage in their country of employment.

What is measured?

A fair wage is essential not only for the individual wellbeing of workers, but also for the economic and social stability of the regions in which they work. A just and sufficient salary enables the fulfilment of basic needs and directly improves people's quality of life and productivity. In this regard, the minimum wage serves as the legal benchmark in each country, although it does not always guarantee the coverage of basic needs. For this reason, the concept of a living wage is introduced, understood as the income required to ensure adequate living conditions, the value of which varies according to each country and its socio-economic context.

Management approach

Redeia applies a consistent and equitable compensation model across all the countries in which it operates, based on widely recognised principles of internal equity, external competitiveness, performance recognition, and opportunities for salary progression. This model is aligned with the Company's organisational framework and adapted to the relevant regulations in each location, ensuring equal treatment, non-discrimination, and respect for diversity at all times. In addition, it includes tools to monitor the pay gap and promote transparency and objectivity in salary review processes.

Strategic lines

The Company promotes a total compensation model that combines financial elements -such as fixed and variable pay, social benefits, recognition programs, pension plans, and share acquisition schemes- with intangible benefits like wellbeing, work-life balance, a healthy work environment, and opportunities for professional development. In 2024, this model was further enhanced by the introduction of a flexible compensation platform, which offers more personalised options and improves the overall employee experience, while ensuring fair wages that are equal to or above the cost of living.

Calculation methodology

The approach used is based on the new methodology developed by VBA and IFVI, which examines the relationship between wage levels and workers' ability to meet their basic needs [16]. This methodology distinguishes between positive and negative impacts. A positive impact reflects the wellbeing generated when wages exceed the living wage threshold in each country, defined on the basis of an international benchmark, thereby demonstrating their contribution to employee welfare. In contrast, a negative impact is recorded when wages fall below this threshold, as they are insufficient to ensure adequate living conditions. To quantify these effects, a proxy is used that converts an additional unit of income into an improvement in wellbeing, expressed in Well-being Years (WELLBYs), which serves as the monetary reference for the social value generated or not achieved.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	●
Natural	○
Technological-Intellectual	○
Social-relational	○

Stakeholders

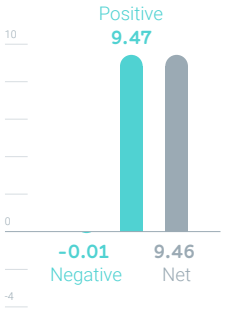
Employees	●
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	○

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Health, safety and wellbeing of Redeia's professionals

Impact index: **9.46** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

554 days of short-term **sick leave** due to accidents.

€249,185 invested in safety and health training.

Targets

Zero occupational accidents.

Maintenance of **severity rates** for own personnel.

Incorporation of **healthy lifestyle habits** to improve employees' health and quality of life.

Promote the **health and safety** of employees to create and maintain a healthy work environment.

What is measured?

Within this framework, the impact of Redeia's safety measures and internal policies on employee health is quantified. Active risk management and on-the-job training play a key role in reducing occupational hazards. This proactive approach contributes positively by lowering accident rates and improving the overall wellbeing of Redeia's workforce. In addition, the positive externalities of fair wages on employee wellbeing are also considered.

Management approach

In 2024, Redeia reaffirmed its commitment to prevention and overall employee wellbeing in the area of occupational health and safety. The Company conducted numerous safety inspections at worksites and facilities, enabling the early identification and mitigation of potential risks. As part of its goal to achieve "zero accidents," Redeia implemented the 2024–2025 Occupational Health and Safety Plan, which has strengthened preventive communication and advanced the use of digitalisation and new technologies. As a result, Redeia's accident indicators continued to improve, with the Company achieving a severity rate of 0.13.

Among the most notable preventive culture initiatives in 2024 were the meetings (four per entity) of the Health and Safety Committees of Redeia Corporación, Red Eléctrica, and Reintel; the training of 162 own employees delivered by the Joint Prevention Service (SPM); and the qualification of 16 suppliers for local operation of substations. Five awareness sessions on coordination of disconnections at shared facilities were held, and the ergonomic grounding system (SERPAT), developed internally, was implemented. In addition, Redeia successfully renewed the certification for the Healthy Organisation Management System (SIGOS).

The SPM oversees workplace safety, ergonomics, and psychosocial risk management, while medical monitoring is provided by an external prevention service. In 2024, Redeia strengthened its territorial model for occupational risk prevention by internalising all SPM functions. This included creating a dashboard to monitor training, launching a new tool for managing PPE and safety equipment, and expanding the team with three additional technicians.

Regarding health monitoring and wellbeing, Redeia has enhanced its preventive measures by expanding risk-based medical check-ups, promoting prevention campaigns, and adapting workplace conditions for specific groups, such as pregnant women. The Company is also making progress in work-life balance by moving toward a flexible model and providing individualised support. For more details, please refer to the **2024 Sustainability Report**.

Integrated risk management in occupational health and safety has been strengthened through both internal and external audits, highlighted by the 2024 AENOR audit in accordance with ISO 45001:2018 and the renewal of the SIGOS certificate at three work centres.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Health, safety and wellbeing of Redeia's professionals

Continued

In 2024, Redeia also increased the visibility of its organisational model and its initiatives in emotional prevention and workplace wellbeing by participating in leading external events, further consolidating its leadership in safety, health, and work-life balance.

Strategic lines

People are one of Redeia's strategic pillars, driving cultural transformation and sustainable management, and helping the organisation establish itself as a benchmark for healthy workplaces. In 2024, the SIGOS system continued to be central to Redeia's commitment to preventing injuries and health deterioration, while also expanding its focus to include personal and family wellbeing. This system covers 100% of the workforce and is organised around four main areas: lifestyle, community engagement, a culture of organisational wellbeing, and health and safety.

As health and safety concepts continue to evolve in response to social change, this area has become increasingly strategic in Redeia's people management, influencing both the workforce and the broader value chain. These commitments are reflected in the Occupational Health and Wellbeing Plan 2024–2025.

In addition to the Digital Disconnection Protocol implemented in 2021, Redeia consolidated its voluntary hybrid work model, launched in 2023. This model remains fully operational and has led to improvements in work-life balance, flexibility, and employee wellbeing. In 2024, the Company also renewed its SIGOS System certification, strengthening its position as a healthy and sustainable organisation.

Calculation methodology

The methodology developed by VBA in collaboration with IFVI assesses the impact of hazardous working conditions by assigning a monetary value to the effects of occupational injuries, illnesses, and fatalities on individual wellbeing [15]. This approach takes into account both current wellbeing (by evaluating potential impacts on health and income) and future wellbeing, considering effects on human and economic capital. The calculation includes health loss, healthcare costs, and lost wages, with the total impact on safety and health defined as the sum of these factors. The value factors used to monetise these externalities vary by country, reflecting their specific structural characteristics and allowing for a more precise assessment. It is important to note that this methodology only captures the negative impact of hazardous working conditions; therefore, the previous method for assessing the positive impacts of occupational health and safety prevention programs remains in use.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	●
Natural	○
Technological-Intellectual	○
Social-relational	○

Stakeholders

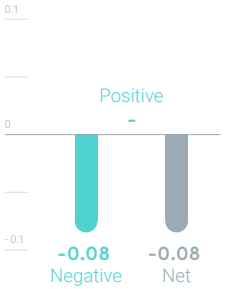
Employees	●
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	○

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Health and safety of contractors

Impact index: **-0.08** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

1 accident resulting in long-term sick leave.

2,152 days of short-term sick leave due to an accident.

Targets

To minimise occupational accidents, aiming for an incident-free environment.

What is measured?

In the context of health and safety management, contractors play a crucial role in the prevention of occupational risks. It is equally important for Redeia to extend this approach beyond its own operations and to assess the accident rates of other companies within its value chain. By doing so, Redeia can proactively address potential risks and improve safety throughout the entire network of interconnected organisations.

Management approach

All suppliers working at Redeia's facilities and work sites are qualified and certified in occupational safety. For high-risk activities, these tasks are supervised by the supplier's own supervisors, who must be previously authorised by Red Eléctrica's Occupational Risk Prevention Service.

Moreover, the Company conducts random checks, requesting proof of safety and health training from suppliers, and registers their workers in the supplier database within its corporate occupational safety applications (PRER).

In 2024, Redeia continued to foster a shared culture of prevention with its supplier network, particularly in construction and maintenance. As part of this effort, the Positive Safety Community was created -a collaborative network launched through an interactive session that gathered 130 professionals from 41 companies under the motto, "I take care of myself, I take care of you, and I let myself be cared for." This initiative is complemented by the implementation of seven safety rituals, which were jointly designed and carried out by both company staff and suppliers.

Furthermore, awareness sessions have been organised for service providers involved in activities such as clearing, felling, pruning, electromechanical assembly, and no-load testing. A virtual seminar was also held on safety in local substation operations, with participation from the brigade service.

Redeia also formalises its commitment to the safety and health of contractors in its Supplier Code of Conduct.

Strategic lines

Redeia promotes cultural transformation and sustainable management to position itself as a benchmark for healthy workplaces.

The Occupational Health and Safety Plan 2024–2025 remains a cornerstone of Redeia's strategy, consolidating a participative approach that involves more than 750 suppliers. Its implementation continues to strengthen the integration of safety throughout the value chain.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Health and safety of contractors

Continued

Calculation methodology

The methodology proposed by VBA also measures the impact of hazardous working conditions within the value chain by assigning a monetary value to the effects of occupational injuries, illnesses, and fatalities on individual wellbeing [15]. This approach considers both the immediate impact on health and income, as well as the long-term effects on human and economic capital. The calculation considers health loss, healthcare costs, and lost wages, with the total impact on occupational health and safety defined as the sum of these factors. The value factors used to monetise these externalities are adjusted for the structural characteristics of each country, allowing for a more accurate assessment. It is important to note that this methodology only measures the negative impact; the previous methodology for assessing the positive effects of occupational health and safety prevention programs remains in place.

Value chain stage

Supply chain	●
Own operations	○
Environment and society	○

Capital

Industrial	○
Financial	○
Human	●
Natural	○
Technological-Intellectual	○
Social-relational	○

Stakeholders

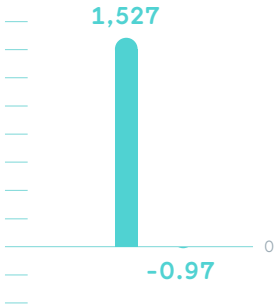
Employees	○
Suppliers	●
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	●

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Contribution to social, economic and environmental development

Electricity supply and connectivity

Social development



Electricity supply and connectivity

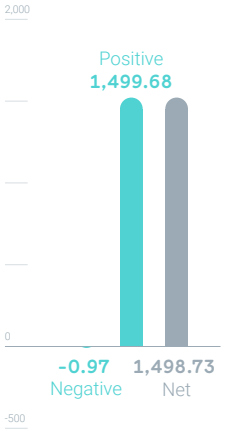
The third pillar of the 2030 Sustainability Commitment focuses on driving economic, social, and environmental progress within the community, while always ensuring safety and operational efficiency. This objective includes both promoting the conservation of the natural environment and enhancing quality of life and social wellbeing.

The analysis shows that all impacts under this pillar are positive. The most substantial contribution relates to ensuring access, availability, and reliability of electricity supply and connectivity, equivalent to 15 times Redeia's net profit. In addition, Redeia's role in supporting social development further reflects its commitment to creating long-term, sustainable value for society.

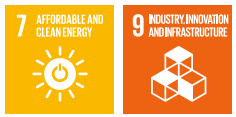
Access, availability and security of electricity supply and connectivity

Impact index: **1,498.73** | Robustness: **Medium**

Impact



Contribution to the SDGs



Indicators

€1,594 M of income from Redeia.

Residential electricity consumption in Spain, Chile, and Peru.

Targets

Guarantee the continuity and security of **electricity supply** and provide a quality, efficient, and sustainable service

Maximum of **$1.2*10^{-5}$** in electric power demand at generator busbars as energy not supplied (ENS), according to Royal Decree 1995/2000.

Maximum average interruption time (AIT) of **15 minutes**, according to Royal Decree 1995/2000.

2021-2025	Total investment of **€5,000 M**, of which approximately 75% will be allocated to the transmission grid, cross-border connections, energy storage, and system operation.
2025	Promote the development of the **fibre optic** business for at least three local operators
2025	Deployment of **100 Mbps** connectivity throughout Spain.
2025	**Significant progress** in the Bay of Biscay submarine link.
2025	**Commissioning** of the Peninsula–Ceuta and La Gomera–Tenerife **interconnections**. Continue studies related to the Spain–France and Spain–Portugal interconnections.
2025	Support the Ministry in the **2026–2030 Plan** and perform the functions assigned to the system operator
2030	**100%** connectivity for inhabitants in areas near Redeia's facilities.

What is measured?

Redeia, a key player in the electrical systems of Spain, Chile, and Peru, ensures access to electricity for end users, including both households and businesses. This essential service is vital for maintaining basic wellbeing, health, and connectivity. Moreover, by promoting connectivity and digitalisation, Redeia creates a ripple effect with broad social, economic, and environmental benefits.

Management approach

Throughout the year, an investment of €976.3 million was made in the transmission network to ensure supply security and resolve technical constraints, as well as to enhance interconnections between electrical systems and facilitate access for renewable energy transfer.

In 2024, Redeia commissioned 487 kilometres of new transmission line circuits and 219 new substation bays.

The Company is also expanding broadband connectivity through Reintel's fibre optic network, enabling communities living near Red Eléctrica's facilities to access information and communication technologies.

Strategic lines

Redeia's 2021–2025 Strategic Plan includes measures to guarantee, expand, and transform the electricity supply. The strategic pillars of the Plan focus on developing essential infrastructure for the energy transition, designing, building, and operating storage systems to maximise renewable integration, and managing a more complex, dynamic, and digital electricity system.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Access, availability and security of electricity supply and connectivity

Continued

After the Spanish Parliament approved the 2021–2026 Electricity Transmission Grid Planning in 2022, Redeia committed to building new transmission infrastructure to ensure electricity supply, strengthening interconnections between electrical systems, and maximising the use of the existing network.

In parallel, the 2025–2030 electricity planning process was launched in December 2023, following the publication of Ministerial Order TEC/1375/2023. This order sets out the guiding principles for the process, which includes ongoing alignment with the 2021–2030 National Integrated Energy and Climate Plan.

In collaboration with neighbouring transmission grid operators, Red Eléctrica is working to promote interconnections between Aquitaine (France) and the Basque Country (Spain) (the Bay of Biscay project); Aragón (Spain) and Pyrénées-Atlantiques (France); Navarra (Spain) and Les Landes (France); as well as various points between Portugal and Spain.

Moreover, to further enhance connectivity, Redeia is focused on strengthening its current fibre optic business and exploring new opportunities related to the rollout of 5G.

Calculation methodology

The calculation of Redeia's impact on society is based on a combination of complementary methodologies designed to provide a comprehensive and rigorous perspective. For the quantification of economic impact, multiple sector-specific Gross Value Added (GVA) indicators were used, tailored to the business sector of each Redeia subsidiary. This approach allowed for a disaggregated analysis that more accurately reflects the specific economic contributions of each group company.

To calculate the social benefit associated with household access to electricity, Redeia conducted an academic study in partnership with academic entities and institutions specialized in the field of impact measurement and monetization. This ad hoc analysis was designed to more robustly and accurately quantify the social benefits generated by increased electricity consumption, surpassing traditional approaches and providing greater detail in assessing the effects on the quality of life and wellbeing of the beneficiary population.

For the impact of connectivity, academic evidence from the World Broadband Association report [31] was used, which estimates GDP growth of between 0.25% and 1.5% for every 10% increase in household broadband penetration. By determining the level of broadband penetration attributable to the services of Reintel and Redinter, the GDP growth directly linked to their connectivity operations was calculated.

To account for negative impacts, the analysis also incorporates emissions associated with data centres, thereby including potential adverse environmental effects related to the activities of the various companies.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	●

Capital

Industrial	●
Financial	●
Human	○
Natural	○
Technological-Intellectual	○
Social-relational	●

Stakeholders

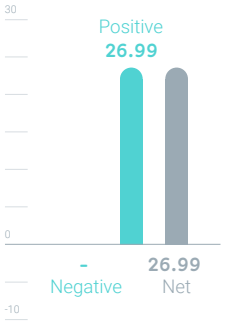
Employees	○
Suppliers	○
Financial-economic ecosystem	●
Customers	●
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	○

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Social development

Impact index: **26.99** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

€16.6 M invested in the development or promotion of social initiatives.

Targets

The **social innovation approach** focuses on digital, territorial, generational, and gender inequality to improve the quality of life of citizens in their communities.

Implementation of Redeia's **Comprehensive Impact Strategy.**

What is measured?

Redeia's commitment to local communities extends beyond infrastructure development. Through active involvement in projects focused on education, health, and environmental sustainability, the Company makes a significant contribution to social wellbeing and strengthens community ties. These initiatives reach beyond the direct scope of its operations, generating a lasting positive impact that will benefit future generations.

Management approach

Redeia is committed to promoting social action as a central part of its 2030 Sustainability Commitment, working in collaboration with various public and private institutions to address the needs of its stakeholders.

In 2024, the Company carried out 815 social initiatives, most of which focused on the socio-economic development of local communities. These efforts represented a total investment of €14,269,843 in the regions where Redeia is present.

Among the key initiatives launched in 2024 were two major projects with a broad impact: "Networks for Renewables" and "Marine Forest," both implemented through *"La Tejedora"*, the main entity established to deliver the Comprehensive Impact Strategy. In addition, *"El Pensadere"*, another core component of the strategy, was further developed through six thematic meetings and a specialised workshop. Finally, a dedicated communication strategy has been put in place to share projects under the Comprehensive Impact Strategy, helping to strengthen awareness and recognition of these achievements.

Strategic lines

This year, the Company launched its Comprehensive Impact Strategy -a new global action framework aimed at guiding its interactions with the environment and more closely aligning its infrastructure development with its environmental, social, and governance objectives. In addition, in 2021, the Group established its approach to social innovation to maximise Redeia's impact in the regions where it operates and to promote the creation of shared value.

This approach focuses on reducing digital, regional, generational, and gender inequalities, with the goal of enhancing the quality of life for citizens in their communities. It is implemented through an Action Plan comprising eleven lines of action that contribute to achieving the United Nations Sustainable Development Goals; the Action Plan to Address the Demographic Challenge of the Ministry for Ecological Transition and the Demographic Challenge (MITERD); Redeia's 2021–2025 Strategic Plan; and its 2030 Sustainability Objectives.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Social development

Continued

Calculation methodology

Within this framework, the social value of Redeia's initiatives, such as environmental protection, improving energy efficiency, and enhancing health, education, and employment opportunities for local communities, has been assessed using various Social Return on Investment (SROI) methodologies. In practice, after categorising investments in social development, their impact has been evaluated using a set of indicators that measure the social return generated for every euro invested [21, 22, 32, 33, 34].

Value chain stage

Supply chain	○
Own operations	○
Environment and society	●

Capital

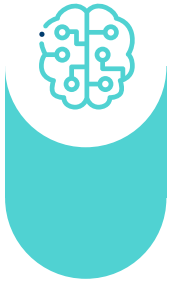
Industrial	○
Financial	○
Human	●
Natural	●
Technological-Intellectual	○
Social-relational	●

Stakeholders

Employees	○
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	●
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	●

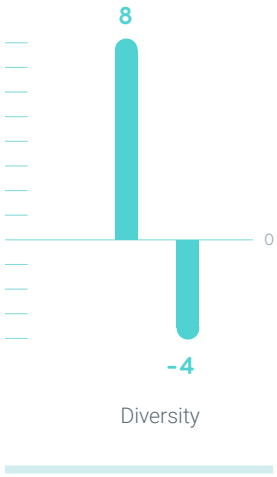
Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Anticipating change and taking action



Innovation and Intellectual capital

Training



Diversity

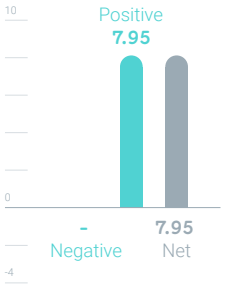
Looking ahead to 2025, Redeia is deepening its commitment to innovation and to strengthening technological and intellectual capital as key drivers of growth and long-term sustainability. In 2024, this commitment delivered significant results, equivalent to 4.4 times Redeia's net profit, highlighting the strategic role of creativity and technological development within the organisation.

Beyond generating economic and intellectual value, Redeia also places strong emphasis on continuous workforce training and actively fostering diversity and inclusion. The Company's talent policy encourages the hiring of people with disabilities, individuals from diverse backgrounds, and women. In doing so, Redeia reinforces a safe, inclusive, and equitable work environment, while addressing related challenges through targeted improvement policies and awareness initiatives.

Innovation and intellectual capital

Impact index: **7.95** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

€8.23 M invested in R&D.

Targets

2025	Fulfillment of the long-term goals set out in Elewit's 2021–2025 strategic plan and strengthening its role as a driver of **cultural transformation** within Redeia.
2025	Adoption of **24 innovative technological solutions** in Redeia that address key challenges for the Group, providing either tangible or intangible value.
2030	To be a benchmark company in **technological innovation**.
2030	Adoption of **64 innovative technological solutions** in Redeia that address the Group's key challenges, providing either tangible or intangible value.

What is measured?

Redeia's commitment to innovation and knowledge sharing brings benefits not only to the Company, improving profitability and productivity, but also has far-reaching effects on society, the environment, and the economy. Research and development play a crucial role in societal progress by fostering innovation, driving economic growth, and addressing key challenges. They stimulate technological advancement, enhance quality of life, and contribute to collective wellbeing. As such, this externality reflects the social benefits generated by Redeia's investments in research, development, and innovation (R&D&I).

Management approach

Elewit, Redeia's technology platform, leads the Group's innovation and technological development strategy. In 2024, Elewit managed 64 innovation projects, aiming to implement 25 innovative technological solutions that address key challenges and deliver both tangible and intangible value to the Group. Total investment in innovation reached €8.2 M, with an additional €3.7 M invested in startups, bringing the overall commitment to innovation and technological development to €11.9 M. This effort generated a total induced benefit of €50.1 M, of which €43.9 M related to tangible value and €6.2 M to intangible value.

Throughout the year, Elewit implemented several tools to foster this innovation ecosystem, including the Venture Client program, a Corporate Venture Capital (CVC) vehicle, technology labs, and the Global Innovation Hub (GIH). In addition, 26 strategic technology alliances were established, and the New Venture activity was consolidated -most notably through the creation of an interoperable platform for critical services (PIDSC) and the first investment in a company founded by an intrapreneur. Elewit also completed the first closing of the energy transition fund and advanced the ASUMO project, which focuses on advanced monitoring of the Transmission Grid.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Innovation and intellectual capital

Continued

Strategic lines

Innovation and technology is one of the seven strategic pillars of Redeia's 2021-2025 Strategic Plan. Through this pillar, Redeia aims to assume a leading role in innovation across the energy and telecommunications sectors, with Elewit serving as a key driver of this commitment to innovation, entrepreneurship, and technological development -essential elements for sustainability in a rapidly evolving industry landscape.

In 2024, Elewit made further progress in building an ecosystem that generates more technological opportunities.

The Company prioritised areas such as artificial intelligence and communications, participated in major initiatives, including the international hackathon organised by NASA, joined the international generative artificial intelligence association, and promoted the international dissemination of solutions through webinars in Latin America to drive commercialisation in new markets.

Calculation methodology

In this analysis, Redeia's R&D investments have been classified according to specific project groups. Each group has been assigned a different proxy to estimate the social return on investment (SROI) generated by Redeia [32, 33, 35, 36, 37, 38, 39, 40]. The results have been adjusted according to the level of inflation and exchange rates.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	●

Capital

Industrial	●
Financial	○
Human	○
Natural	○
Technological-Intellectual	●
Social-relational	○

Stakeholders

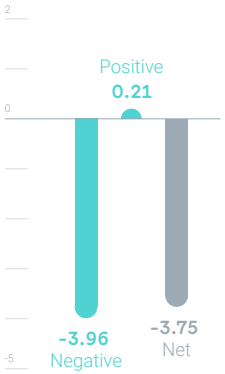
Employees	○
Suppliers	○
Financial-economic ecosystem	●
Customers	●
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	○

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Diversity

Impact index: **-3.75** | Robustness: **Medium-high**

Impact



Contribution to the SDGs

Indicators

23 employees with disabilities in Spain.

Targets

2025	**50% women** on the Redeia Board of Directors.
2025	**38% women** in the executive team of the Group.
2025	At least **40%** of the legally required quota for direct employment of people with disabilities.
2025	**20%** increase in the volume managed through Special Employment Centres for service provision at Redeia.
2030	**50% of women** on Redeia's Board of Directors and management team within the Group.
2030	Promotion of the inclusion of **groups at risk of social and labour exclusion**.

What is measured?

Beyond addressing the gender gap, Redeia is committed to making a broader social impact, recognising that gender diversity drives innovation, enhances decision-making, and contributes to social stability. The Company also sees it as essential to promote other dimensions of diversity, such as hiring people with disabilities, individuals from diverse backgrounds, and members of the LGBTI community. These perspectives enrich the workplace, foster creativity, and strengthen Redeia's commitment to building a more equitable and inclusive society.

Management approach

Redeia fosters equal opportunities and a work environment that supports work-life balance, with a strong commitment to gender diversity as well as diversity of knowledge and experience. As part of this commitment, women made up 29% of Redeia's workforce in 2024 (up from 28.9% in 2023), with a goal of reaching 31% by 2025. The Company has also increased the representation of women in management positions to 37.1%, aiming for 38% next year.

Diversity at Redeia also includes people with disabilities, with 27 employees currently having a disability rating of 33% or higher, ensuring compliance with the General Law on the Rights of Persons with Disabilities across all entities. Redeia has implemented initiatives such as a scholarship program for young people with disabilities and active participation in job fairs focused on this group.

Additionally, Redeia promotes the inclusion of foreign workers and members of the LGTBI community, the latter supported through the implementation of the LGTBI Plan (Law 4/2023). These actions, along with early compliance with the European directive on pay transparency, reinforce Redeia's commitment to a diverse, inclusive, and equitable work environment.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Diversity

Continued

Strategic lines

In the second quarter of 2023, Redeia approved a new Comprehensive Diversity Plan 2023–2025, continuing the initiatives of the previous plan while incorporating new objectives for 2025 aligned with the Company's evolving needs. As part of this plan, Redeia has committed to developing a 2024–2030 Disability Plan, a multi-year initiative aimed at directly hiring 40 people with disabilities by 2030.

Other initiatives undertaken by Redeia include the Family Plan, which offers personalised support to help improve the social and occupational integration of employees' family members with disabilities, and the Aflora Plan, which assists individuals who may be eligible to obtain a disability certificate. These actions further strengthen Redeia's commitment to diversity and inclusion in the workplace.

Calculation methodology

The assessment of the impact of diversity at Redeia is structured around four dimensions: disability, socioeconomic and ethnic diversity, sexual orientation, and gender. For each dimension, internationally recognised methodologies have been selected and adapted to the Spanish context, allowing for the quantification of the economic and social impact generated.

- **Disability**: Application of the Disability Royal Commission methodology [23], which quantifies the social value associated with reducing the labour participation gap by estimating the annual benefit of hiring people with disabilities.
- **Socioeconomic and ethnic diversity**: Utilisation of the CEPR model [24], which calculates the potential impact on GDP resulting from increased social mobility and the equitable inclusion of diverse groups in the labour market.
- **Sexual orientation**: Reference to the study by Badgett et al. [25], which evaluates the effect of non-discrimination policies on psychosocial wellbeing, measured through the reduction of depressive symptoms, and its socioeconomic impact based on the costs of depressive disorders in the Spanish population [41].
- **Gender**: Adoption of the Harvard Business School [42] methodology to calculate the wage gap resulting from the unequal representation of women in the company's workforce.

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	●
Natural	○
Technological-Intellectual	○
Social-relational	○

Stakeholders

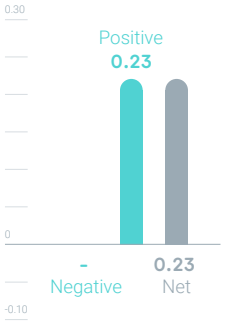
Employees	●
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	○
Environmental ecosystem	○

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Training of professionals

Impact index: **0.23** | Robustness: **High**

Impact



Contribution to the SDGs

Indicators

1,616 trained employees.

45 training hours per employee.

Targets

Achievement of a **cultural transformation** at Redeia by developing talent and anticipating needs to address the challenges of the 2021–2025 Strategic Plan.

What is measured?

Redeia's strong commitment to employee training extends beyond individual development: it benefits society as a whole. By investing in its workforce, Redeia cultivates a skilled and adaptable team, driving greater productivity and fostering innovation. Well-trained employees become ambassadors who share knowledge and best practices beyond the company, helping to build a culture of continuous improvement across industries and communities.

Management approach

Redeia actively promotes talent development and professional training through an ambitious Training Plan designed to enhance employees' skills, address potential knowledge gaps, and encourage growth in areas such as cybersecurity and digital transformation.

In 2024, Redeia invested €1,239 per employee in training, reinforcing its commitment to professional development and ensuring adaptability to new challenges in the sector. Initiatives included programs for young talent, such as the *Ópera* Scholarships and *Pruebas en Vacío* Scholarships, as well as dedicated scholarships for cybersecurity, training and upskilling plans for business-oriented IT roles, and skills development programs for high-potential technicians and other critical roles. Technical, safety, and environmental training pathways were also intensified to ensure that acquired knowledge aligns with both current and future company needs.

As part of its commitment to diversity and equal opportunities, Redeia offered specific training for female technical and executive employees in 2024, aiming to support their progression into positions of greater responsibility. Notably, eight professionals participated in the *"Promociona," "Proactiva,"* and *"Progresa"* programs organised by the Spanish Confederation of Business Organisations (CEOE), while two participated in the women's leadership program at *Antonio de Nebrija* University.

These efforts were complemented by awareness and education initiatives for all staff, including training sessions on the responsible use of artificial intelligence, developed in collaboration with the compliance area. This focus will continue in 2025 with the launch of the ambitious Responsible AI Literacy Plan.

Redeia's commitment to a culture of continuous learning is also reflected in its Leadership and Competency Models, which define the organisation's preferred ways of working and help employees adapt to changes brought about by business transformation.

Continued on the next page

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Training of professionals

Continued

Strategic lines

Redeia's strategy is based on the Talent Management Model, which consists of five pillars: Talent acquisition, selection, and integration; Talent differentiation; Training and professional development plans; Knowledge management; and Transformational leadership.

Calculation methodology

The methodology developed by VBA has provided a solid foundation for the mathematical approach used in this context, enabling the measurement of the SROI of financial resources allocated to employee training. This approach demonstrates how returns on education can vary depending on cultural and geographic factors. To calculate the final results, it is necessary to retrieve a series of coefficients from academic literature [43], as well as from national statutes (Article 33.3 of the Workers' Statute [44]).

Value chain stage

Supply chain	○
Own operations	●
Environment and society	○

Capital

Industrial	○
Financial	○
Human	●
Natural	○
Technological-Intellectual	○
Social-relational	●

Stakeholders

Employees	●
Suppliers	○
Financial-economic ecosystem	○
Customers	○
Regulatory bodies and the public administration	○
Business ecosystem	○
Social ecosystem	●
Environmental ecosystem	○

Impact index calculated on the basis of Redeia's 2024 net profit (net profit = 100).

Conclusions

4

In 2024, Spain recorded one of the strongest GDP growth rates in the eurozone.

While GDP remains a rigorous and essential benchmark, it does not fully capture the social and environmental dimensions of development. Initiatives like the United Nations Human Development Index (HDI) [45], introduced by the UNDP in 1990, represented a major step forward by taking into account health, education, and standard of living. As a result, institutions and governments, including the OECD, the United Kingdom, and Australia, are now developing and adopting broader, multidimensional indicators focused on wellbeing and natural capital to better guide public policy toward sustainable development.

In the corporate world, initiatives such as IFVI and VBA are helping to integrate social and environmental considerations into accounting and decision-making. Redeia is aligned with this new paradigm through the development and application of advanced impact measurement methodologies.

As Redeia advances its strategic commitments, its impact goes beyond simple measurement and represents continuous improvement.

Redeia's goal is to continue evolving its impact measurement and management to generate shared value for its stakeholders, communities and the environment in which it operates.

The current edition of the Annual Impact Measurement and Management Report marks another step forward in this ongoing process. In 2024, Redeia has adopted new internationally recognised methodologies and academic and scientific studies, as well as applied its own research to address the Company's specific circumstances.

Beyond the quantitative results obtained -which may not always be fully comparable from year to year due to the evolution of methodologies- the true value of this report lies in its ability to inform decision-making aimed at maximising positive economic, social, and environmental impacts.

As such, impact measurement has become firmly established as a strategic tool for understanding the real effects of Redeia's activities on both society and the environment. In 2025, the Company intends to continue monitoring the main international initiatives in this field and to further advance the development of new studies, including one focused specifically on the social value of connectivity.

The findings presented in this report confirm Redeia's role as a generator of social value in the regions where it operates. The deployment of, and access to, electricity and telecommunications networks serve as the principal drivers of this impact, further reinforced by the responsible management of the various components linked to the Company's operations.

This report reinforces Redeia's commitment to transparency and accountability and it is intended to serve as a valuable tool for all its stakeholders. The Company remains dedicated to working together with individuals and organisations committed to transforming the economic and social model towards a fairer and more sustainable future.

References

5

[1] Social Impact Chair at Comillas Pontifical University, "Propuesta para la Medición y Gestión del Impacto Social: Medir para decidir," 2023.

[2] Social Impact Chair at Comillas Pontifical University, "Propuestas para la Medición y Gestión del Impacto Social: Gestionar para maximizar el impacto," 2024.

[3] European Parliament and European Council, "DIRECTIVE (EU) 2022/2464 of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting," 2022.

[4] European Commission, "Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023, supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards," 2023.

[5] European Commission, "Proposal for a Directive amending Directives 2006/43/EC, 2013/34/EU, (EU) 2022/2464 and (EU) 2024/1760 as regards certain corporate sustainability reporting and due diligence requirements," 2025.

[6] Ministerio para la Transición Ecológica y el Reto Demográfico (MITECO), Gobierno de España, "Marco Estratégico de Energía y Clima".

[7] European Parliament and European Council, "Directive 2014/95/EU of 22 October 2024, amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups," 2014.

[8] Harvard Business School, "A Framework for Product Impact-Weighted Accounts," 2020.

[9] International Foundation for Valuing Impacts & Value Balancing Alliance, "General Methodology 1. Conceptual Framework for Impact Accounting," IFVI & VBA, 2023.

[10] World Business Council for Sustainable Development, "Measuring impact framework: Methodology," 2008.

[11] Capitals Coalition, "Transparent: General guidance on applying the natural capital management accounting methodology," 2023.

[12] Redeia, «Informe anual de medición y gestión del impacto 2023,» 2024.

[13] International Integrated Reporting Council, "International Framework <IR>," 2013.

[14] VBA, "Framework for Industry-Specific Product Impacts," 2025.

[15] International Foundation for Valuing Impacts & Value Balancing Alliance, "Occupational Health & Safety Topic Methodology (Exposure Draft)," 2024b.

[16] International Foundation for Valuing Impacts & Value Balancing Alliance, "Adequate Wages (Exposure Draft)," 2024a.

[17] International Foundation for Valuing Impacts, "Interim Methodology – Land Use and Conversion: Environmental Topic Methodology," 2024b.

[18] International Foundation Valuing Impacts & Value Balancing Alliance, "Water Consumption (Exposure Draft)," 2024c.

[19] International Foundation for Valuing Impacts, "Interim Methodology – Waste: Environmental Topic Methodology.," 2024a.

[20] G. Aubert, H. McDonald and L. Scholl, "How much will the implementation of the Nature Restoration Law cost and how much funding is available?," 2022.

[21] EU Civil Protection Knowledge Network, "Investment in disaster risk management in Europe makes economic sense," 2024.

[22] Global Commission on Adaptation, "Adapt Now: A Global Call for Leadership on Climate Resilience," 2019.

[23] Deloitte Access Economics, "Economic Value of Informal Care for People with Disability," 2011.

[24] R. Anderton, "Socioeconomic diversity in the workplace and education: Smart, underprivileged, and overlooked means missed opportunities for all," 2023.

[25] M. V. Badgett, L. E. Durso and A. Schneebaum, "The Business Impact of LGBT-Supportive Workplace Policies," The Williams Institute, UCLA School of Law, 2013.

[26] International Foundation for Valuing Impacts & Value Balancing Alliance, "GHG Emissions Methodology (Exposure Draft)," 2024d.

[27] Ministerio para la Transición Ecológica y el Reto Demográfico (MITECO), "Modelo de Oferta de Responsabilidad Ambiental, Índice de Daño Medioambiental y Análisis de Riesgos Medioambientales," [Online].

[28] G. F. E. Janss and M. Ferrer, "Rate of Bird Collision with Power Lines: Effects of Conductor-Marking and Static Wire-Marking," *Journal of Field Ornithology,* vol. 69, no. 1, pp. 8-17, 2017.

[29] Swedish Life Cycle Center, "EPS 2020dx – EPS-light 2020 v1.2," 2020. [Online].

[30] E. Moliner, R. Vidal and V. Franco, "A fair method for the calculation of the external costs of road traffic noise according to the Eurovignette Directive," *Transportation Research Part D: Transport and Environment,* vol. 24, pp. 52-61, 2013.

[31] World Broadband Association (WBBA), "Global Fiber Development Index: 2020," 2021.

[32] R. Inglesi-Lotz, "Social rate of return to R&D on various energy technologies: Where should we invest more? A study of G7 countries," *Energy Policy,* vol. 101, p. 485–493, 2017.

[33] J. Torres-Pruñonosa, J. M. Raya and R. Dopeso-Fernández, "The Economic and Social Value of Science and Technology Parks: The Case of Tecnocampus," 2020.

[34] AstraZeneca, "Young Health Programme: Social Return on Investment (SROI) Report," 2017.

[35] SP Energy Networks, "SP Energy Networks: Social Return on Investment (SROI) Summary – SEI 2019–20," 2020.

[36] Amerisafe Group, "ROI of a Safety Management System," 2023.

[37] D. McDaid and A.-L. Park, "Investing in Mental Health and Well-Being: Findings from the DataPrev Project," *Health Promotion International,* 2011.

[38] E. Dhyne, J. Konings, J. V. d. Bosch and S. Vanormelingen, "The Return on Information Technology: Who Benefits Most?," *Information Systems Research,* 2020.

[39] C. Kousky, B. Lingle, L. Ritchie and K. Tierney, "Investment Analysis and Its Applicability to Community Preparedness Activities: Calculating Costs and Returns," 2017.

[40] Econsult Solutions, Inc. (ESI ThoughtLab), "Driving Cybersecurity Performance: An ESI ThoughtLab Study," 2020.

[41] E. Vieta, J. Alonso, V. Pérez-Solà, M. Roca, T. Hernando, A. Sicras-Mainar, A. Sicras-Navarro, B. Herrera and A. Gabilondo, "Epidemiology and costs of depressive disorder in Spain: the EPICO study," *European Neuropsychopharmacology,* vol. 50, p. 93–103, 2021.

[42] A. Fadhel, K. Panella, E. Rouen and G. Serafeim, "Accounting for Employment Impact at Scale," 2021.

[43] G. Psacharopoulos and H. A. Patrinos, "Returns to Investment in Education: A Further Update," *Education Economics,* vol. 12, no. 2, p. 111–134, 2010.

[44] Boletín Oficial del Estado (BOE), "No. 255, of 24 October 2015 – Royal Legislative Decree 2/2015, of 23 October, approving the revised text of the Workers' Statute Act," 2015.

[45] United Nations Development Programme (UNDP), "Human Development Index," [Online].

Annex

6

Limitations in Impact Measurement

Measuring impact within companies continues to pose significant challenges, primarily due to the absence of universal standards and external benchmarks for assessing economic, social, and environmental impacts. As a result, differences in approaches, metrics, and evaluation criteria across organisations can lead to inconsistent outcomes -making it difficult to ensure comparability and a coherent understanding, even when methodologies are sound and properly applied.

The process itself is often complex, requiring a combination of qualitative insights and quantitative estimates, which can further complicate accurate measurement. Impact results may also vary from year to year, whether due to updates in methodology or ongoing refinements to the measurement process. These changes can affect comparability over time and across organisations.

Finally, it is important to recognise the inherent difficulty companies face in attributing impacts solely to their own activities, given the influence of numerous external factors that lie beyond their control.

Purpose and Responsability Statement

This document has been prepared by Redeia solely for the purposes stated herein. Its contents are provided for informational purposes only and should be considered provisional. Any statements included reflect only the current intentions, expectations, or projections of Redeia or its management and may be subject to change. This information has not necessarily been independently verified by third parties.

Accordingly, neither Redeia nor any of its directors, consultants, advisors, or affiliated companies (collectively, the "Representatives") accepts any responsibility for the accuracy, completeness, timeliness, or reliability of the information or statements contained in this report. No explicit or implied representations or warranties regarding performance or outcomes should be derived from its content.

Furthermore, neither Redeia nor the Representatives shall be liable –whether for negligence or otherwise– for any loss or damage arising from the use of this document or any information contained herein. Redeia assumes no obligation to publish or communicate any updates or revisions to this information, data, or statements, even in the event of changes in strategy, intentions, or unforeseen circumstances that may affect them.

Published by

Redeia
Paseo del Conde
de los Gaitanes, 177
28109 Alcobendas
(Madrid) - Spain
www.redeia.com/en

Graphic design and layout

dis_ñ
estudio@dis-n.es

redeia

Valuing the essentials