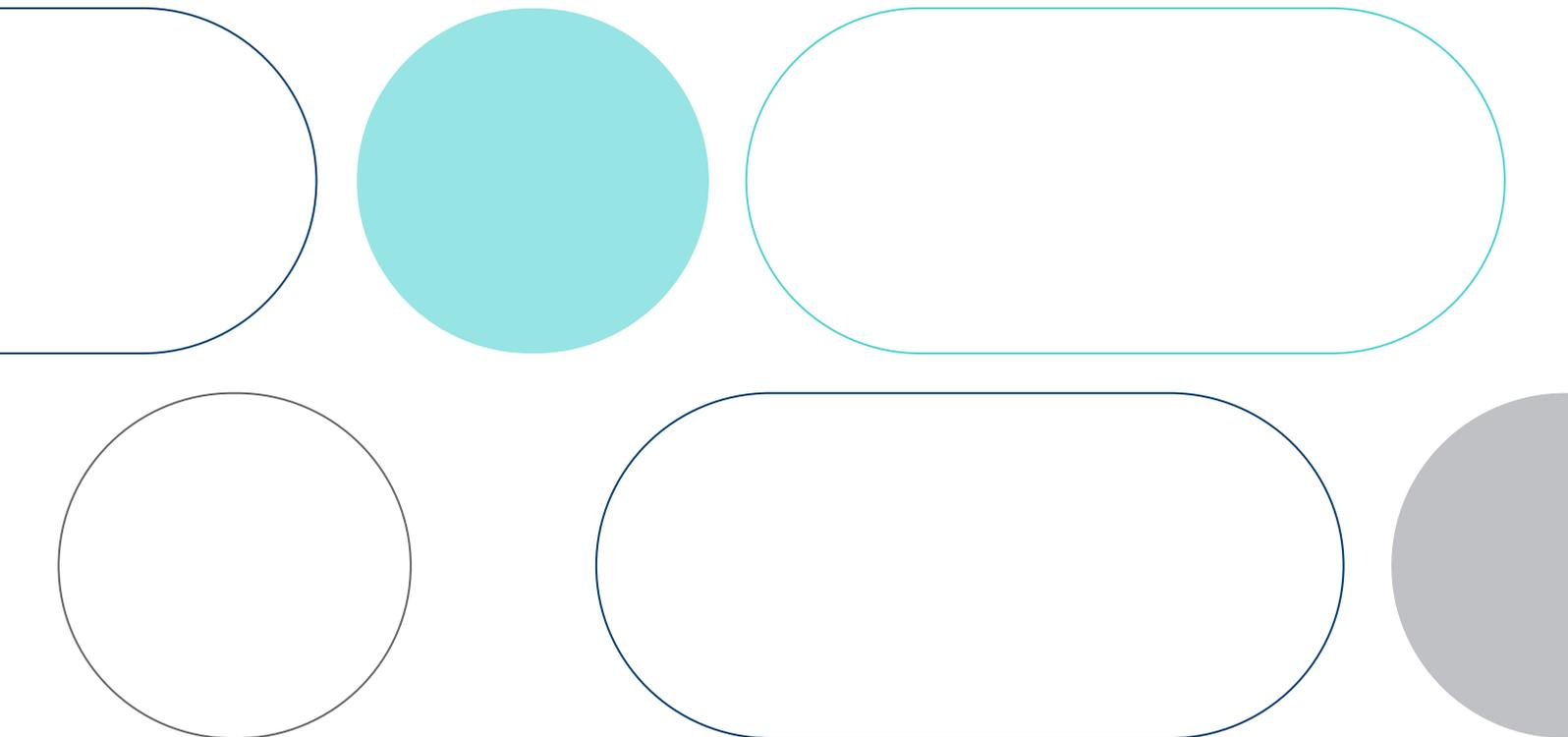


# Sustainability Committee

02/13/2026

## Sustainability Committee Activities Report for 2025



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## 1 Introduction

Under section 18 ter n) of the Board Regulations of Redeia Corporación, S.A. (the "**Company**", and jointly with the group companies, "**Redeia**"), the Sustainability Committee's Annual Action Plan for 2026 includes the preparation of an annual report on the activities of the Committee performed in 2025, which is the object of this document.

Article 24 bis of the Articles of Association deals with the structure, composition, functions, and duties of the Sustainability Committee (the "**Committee**"), implemented in sections 18 bis and 18 ter of the Board Regulations.

The functions of the Sustainability Committee include the following functions, among others: oversee compliance with Redeia's sustainability policy, sustainability actions and proposals, the 2030 Sustainability Commitment, sustainability policy and its relationship to the Strategic Plan, interaction with different stakeholders, sustainability disclosures in accordance with international benchmarks, review and validation of reports concerning specific areas of sustainability, and oversight of compliance with and review of the Code of Ethics and Conduct.

## 2 Composition

The Committee consists of three (3) members appointed among the non-executive directors, and the majority of its members are independent directors. Furthermore, in accordance with the Articles of Association, the Board Regulations, and the Good Governance Code for Listed Companies, the Committee's chair is an independent director chosen by the Committee among its members, and the Board Secretary is the Secretary.

Committee members hold their positions for a period not exceeding four (4) years and may be re-elected, and they cease to hold their position when they cease to be directors or when the Board decides, following a report by the Appointments and Remuneration Committee. The chair must be replaced every four (4) years and may be re-elected.

The composition of the Committee at December 31, 2025 was as follows:

Position		Length of service	Director category
<b>Chair</b>	Natalia Fabra Portela	14.07.2025	Independent non-executive
<b>Members</b>	Esther María Rituerto Martínez	31.05.2022	Proprietary non-executive (SEPI)
	Albert Castellanos Maduell	14.07.2025	Independent non-executive

During 2025, the composition of the Committee was modified as follows:

- Natalia Fabra Portela was appointed member of the Committee by Board resolution dated July 14, 2025, to fill the vacancy that arose in the Committee upon expiration of the term of office of

Marcos Vaquer Caballería as independent director. Also on that date, the Sustainability Committee resolved to appoint Natalia Fabra Portela as chair of the Committee.

- Albert Castellanos Maduell was appointed member of the Committee by Board resolution dated July 14, 2025, to fill the vacancy that arose in the Committee upon expiration of the term of office of Elisenda Malaret García as independent director.

Accordingly, in compliance with the requirements set forth in the Company's regulations and corporate governance best practice, 66.7% of the members of the Sustainability Committee are independent directors, including its chair, and a proprietary director accounts for 33.3%. No executive director sits on this Committee. Moreover, 66.7% of the Committee members were women.

For more information, detailed information on the members of this Committee and their professional backgrounds can be found on the Company's [website](#).

### 3 Engagement and attendance

The Sustainability Committee, through its chair, reports to the Board on the Committee's activities at the next Board meeting held after each Committee meeting and makes the session documents and a copy of the meeting minutes available to all directors on the intranet's "directors portal". For their part, the Board and the Company's Management have provided the Committee with adequate, timely and sufficient access to information, ensuring that the Committee has sufficient resources to carry out its duties.

The Sustainability Committee met twelve (12) times in 2025, one (1) of which was an extraordinary meeting, and it reported to the Board on all its meetings, both ordinary and extraordinary, and in particular on the activities carried out by the Committee. Ordinary Committee meetings were held well in advance of the Board meetings.

All the Committee members were present at all the meetings, either in person or by video conference. There were no absences and no attendance by proxy. That is, of the 36 possible times members could have been present, the attendance rate was 100%.

The Board Chair and the CEO do not attend Committee meetings. Throughout 2025, at the request of the Committee itself and at the invitation of the Committee's chair, the following individuals attended to report, exclusively, on matters related to the areas within their competence, safeguarding, at all times, the independence of the Committee: Corporate Director of Sustainability and Research, Corporate Director of External Relations, Communication and Territory, Chief Financial Officer, Director of Procurement, Director of Sustainable Development, Director of Internal Audit and Management Control, Director of People and Culture, Head of the Sustainability Department, Head of the Information and Sustainable Commitment Department, Head of the Corporate Governance Department, Head of the Organization, Compensation and Labor Relations Department, Head of the Statistical Analysis and Information Department, Head of the Sustainable Management Department, and Head of the Social Innovation Department.

Also, one meeting of the Committee was attended, as external guests, by the Head of Risk and Sustainability of PricewaterhouseCoopers, S.L., as well as the partner at Ernst & Young, S.L. responsible for the audit of Redeia's accounts for 2024, and the Sustainability partner, responsible for the external verification process of Redeia's Sustainability Statement for 2024 (the latter in four meetings). All of the attended solely to report on matters related to the areas of their competence, safeguarding, at all times, the independence of the Committee. In addition, the chair of the Audit Committee attended a meeting of the Committee as a guest, in relation to the Non-Financial Information of Redeia's Consolidated Group and Sustainability Reporting for 2024 and its external verification.

## 4 Activities performed in 2025

The main tasks performed by the Committee in 2025 are summarized below (section 18 ter of the Board Regulations):

- Supervision of fulfillment of the 2024 Sustainability Management Objective.
- Review of the Sustainability Management Objective for 2025.
- Analysis of the Report on the Management of Risks and Opportunities Associated with Climate Change 2024 (Task force on Climate-related Financial Disclosure).
- Review of the Statement of Non-Financial Information (SNFI) of Redeia's Consolidated Group and Sustainability Reporting 2024, as well as analysis of its external verification.
- Monitoring of the 2023-2025 Sustainability Plan.
- Analysis of the status of the new Sustainability Plan (2026-2029).
- Analysis of the Social Innovation Plan 2026-2029.
- Monitoring of the Sustainability Criteria in the procurement process.
- Supervision and approval of the contents of the sections of the Annual Corporate Governance Report for 2024 within the scope of the competencies of the Sustainability Committee.
- Assessment of the 2024 Sustainability Report and submission to the Board for approval, as well as analysis of its external verification.
- Monitoring of the 2030 Climate Change Action Plan.
- Supervision of the progress regarding the Redeia Circular Economy Road Map.
- Assessment and submission to the Board of the Redeia Code of Ethics and Conduct Annual Management Report for 2024.
- Review of the update of Redeia's Code of Ethics and Conduct.
- Analysis of the report on Redeia's contribution to the Sustainable Development Goals (SDGs) in 2024.

- Supervision of the results of the 2024 Redeia stakeholder perception studies and the activity planned for 2025.
- Analysis of Redeia's Risk Map Report in the area of Sustainability (ESG).
- Analysis of the 2024 Annual Diversity Report.
- Evaluation of the agreements proposed by the Board at the General Meeting for 2024 within the scope of the functions of the Sustainability Committee.
- Monitoring of progress in relation to Social Innovation (2020-2024).
- Monitoring of the progress of the Integrated Impact Strategy at Redeia (IISR) (2024 results).
- Review of the 2024 Annual Impact Report.
- Analysis of Redeia's vision and challenges in terms of sustainability.
- Regular monitoring of the high-level risk situation and special monitoring report in relation to Sustainability (ESG).
- Review of the update of the fees of the external verifier of Sustainability Reporting.
- Analysis of the adaptation of Redeia's materiality to the European sustainability standards.
- Review of Redeia's Annual Tax Transparency Report for 2024.
- Monitoring and follow-up of the key indicators on diversity.
- Analysis of the report on the implications for Redeia of regulatory developments in ESG matters.
- Supervision of the Internal Control over Financial Reporting System (ICFR).
- Analysis of the Plan and strategy for external verification of Sustainability Reporting for 2025.
- 2025 Sustainability Reporting Verification Status Review.
- Analysis of the procedure for the selection of the auditor and the verifier of sustainability reporting.
- Review of the results of the ESG analyst evaluation process ("S&P Global" (DJBIC), "CDP", "Sustainalytics", "MSCI", "ISS-ESG" and "FTSE4Good").
- Appointment of a new chair of the Committee as a result of the expiration of the term of the previous chair.
- Analysis of the proposed new Sustainability Plan (2026-2029).
- Approval of the Committee's 2026 meeting schedule.
- Approval of the Committee's Annual Activities Report for 2024.
- Approval of the Committee's 2026 Action Plan.

## 5 Assessment and conclusions

The Sustainability Committee assessed its composition and functioning during 2025, and considers that:

- Its composition was in line with the corporate provisions established. It is made up of members that have the relevant expertise in relation to the Committee's functions, and the majority of its members are independent directors.
- It met more frequently than the minimum stipulated in the Board Regulations, whenever necessary in view of the matters to be addressed.
- The Committee meetings were attended either in person or by video conference by all its members, who had the necessary information in relation to the different items on the agenda available to them, before the meetings, to be able to discuss and take informed decisions. When necessary, the Committee has also consulted external experts for advice.
- The functions assigned to it under the Articles of Association and Board Regulations, as well as the recommendations of the Good Governance Code for Listed Companies.

In accordance with the above, it can be concluded that in terms of composition, frequency of meetings, attendance, and informed participation of its members, the Sustainability Committee complied with the rules stipulated by law and in the Company's corporate regulations and followed best practices, as it dealt with the matters within its competence in 2025.



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Valuing the essentials