

**2025**  
Healthy  
Workplace Report

**redeia**

Valuing the essentials

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# Introduction

Redeia sets out in its **People Policy** the principles that govern people management through leadership, efficiency, innovation, cultural transformation, and professional fulfilment. This places the employee experience at the centre and addresses the impacts, risks, and opportunities related to this group, with a special focus on occupational health and safety.

This policy extends to all activities and geographical areas in which the organisation operates. The aim is to ensure that compliance with the principles contained therein contributes to achieving the organisation's purpose and its strategic objectives in line with the values, principles, and guidelines established in the **Organisation's Code of Ethics and Conduct**.

The implementation of this policy is supervised by the Board of Directors through the Appointments and Remuneration Committee, and, to facilitate its availability to the relevant stakeholders, it is available on the external website and on the corporate intranet.

Thus, Redeia promotes best practices in safety, health, and wellbeing with the commitment and leadership of the management team and through the Healthy Workplace Management System: a framework aligned with Redeia's Strategic Plan, the Operational Plan for People and Culture, and Redeia's 2030 Sustainability Commitment.

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

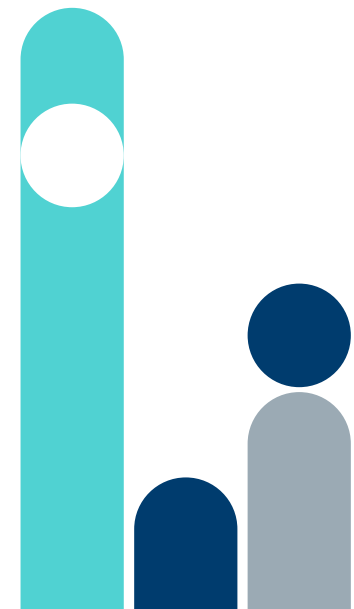
In 2022, this model evolved to become the **Healthy Workplace Management System**, which goes beyond risk prevention and health promotion, driving well-being in its broadest sense. The aim is for each individual

to strengthen their commitment, motivation, and development within a safe and healthy environment that encourages self-care and the positive management of their well-being.

It is worth noting that the Healthy Workplace Management System covers 100% of Redeia's workforce and achieves an improvement in the communities where Redeia is present. **In 2023, an innovative well-being model and strategy were defined and in 2024 an evaluation of the degree of wellbeing was carried out**, demonstrating the firm's strong commitment in this area, positioning Redeia as a pioneering company in this field.

This commitment is embodied in the **Wellbeing Model**, which brings together all initiatives under five pillars: physical, emotional, financial, professional and social. Every initiative the Company offers falls under one of these pillars, forming part of a total package of benefits, understood as the range of benefits the Company makes available to its people: not only financial remuneration, but also health programmes, professional development, financial stability and social connection.

This new well-being model looks at the health and well-being of workers from a holistic and global perspective, establishing five basic pillars (physical, emotional, professional, social and financial), which include the different initiatives that the Company offers its people to guarantee their wellbeing. Furthermore, the model establishes measurement systems designed to evaluate



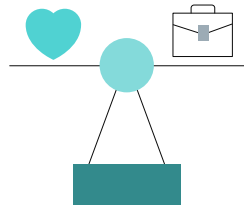
both the Company's value proposition to individuals and each individual's self-perception of their level of wellbeing across the five aforementioned pillars.

This report aims to present the main actions carried out in 2025 as an example of our determined effort to promote a culture of excellence in health and safety and wellbeing.

## Key pillars of a healthy organisation

### Health and Safety of the Organisation's People

Provide the means to perform job functions in the safest conditions possible.



### Lifestyle

Implementing tools and resources for work management and organisation to promote the physical and psychosocial wellbeing of employees.



### Commitment to the Community

Develop actions from within the Company that impact the health and wellbeing of employees' families and the communities where it operates.

### Culture Focused on the Organisation's Wellbeing

Equipping employees with tools to improve their physical and mental health, contributing to their overall wellbeing and quality of life.



The wellbeing model views the health and wellbeing of workers from a holistic and comprehensive perspective, establishing five fundamental pillars: physical, emotional, financial, professional, and social.



### Emotional Wellbeing

Having a psychologically safe environment and taking care of your mental health will allow you to fill your day with a positive attitude and achieve emotional wellbeing.



### Physical Wellbeing

Maintaining optimal health through healthy habits is essential for achieving physical wellbeing.  
Your body is your temple!



### Financial Wellbeing

Securing your future and controlling your finances is essential for peace of mind. Managing investments, savings, and personal finances is synonymous with financial wellbeing.



### Social Wellbeing

Taking care of social relationships and our communication environment, balancing personal and professional life and attending Company activities, will help you achieve social wellbeing.



### Professional Wellbeing

Developing your career with flexibility and personal leadership in a company committed to diversity and talent is the best path to professional wellbeing.

# 1

## Planning of preventive actions



# 1.1 Prevention Service Structure



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

- Redeia Corporación, S.A.
- Red Eléctrica de España S.A.U.
- Red Eléctrica Infraestructuras en Canarias, S.A.U.
- Redeia Infraestructuras de Telecomunicación, S.A.
- Elewit, S.A.U.
- Red Eléctrica Sistemas de Telecomunicaciones, S.A.
- Hispasat, S.A.
- Hispasat Canarias, S.L.U.<sup>(1)</sup>
- Safe Delimit, S.L.

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

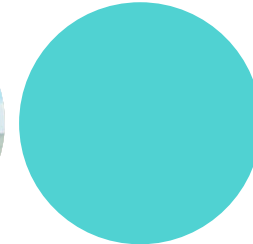
The Joint Prevention Service (JPS) assumes the preventive specialities of: Occupational Safety, Industrial Hygiene, and Ergonomics and Applied Psychosociology. The Occupational Medicine speciality is provided by an External Prevention Service.

The Joint Prevention Service (JPS) provides the necessary advice and support to the Company within the framework of Section 31 of the Spanish Occupational Risk Prevention Act (Law 31/1995), which includes:

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

(1) Hispasat, S.A. and Hispasat Canarias, S.L.U. are included in this list as they were within Redeia's scope of consolidation until 30 December 2025.





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



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

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

The structure of the JPS in 2025 is as follows: 11 territorial technicians, 3 transversal technicians, 1 health and

wellbeing technician, and 1 head of department (all Senior Occupational Health and Safety Technicians – TSPRL).

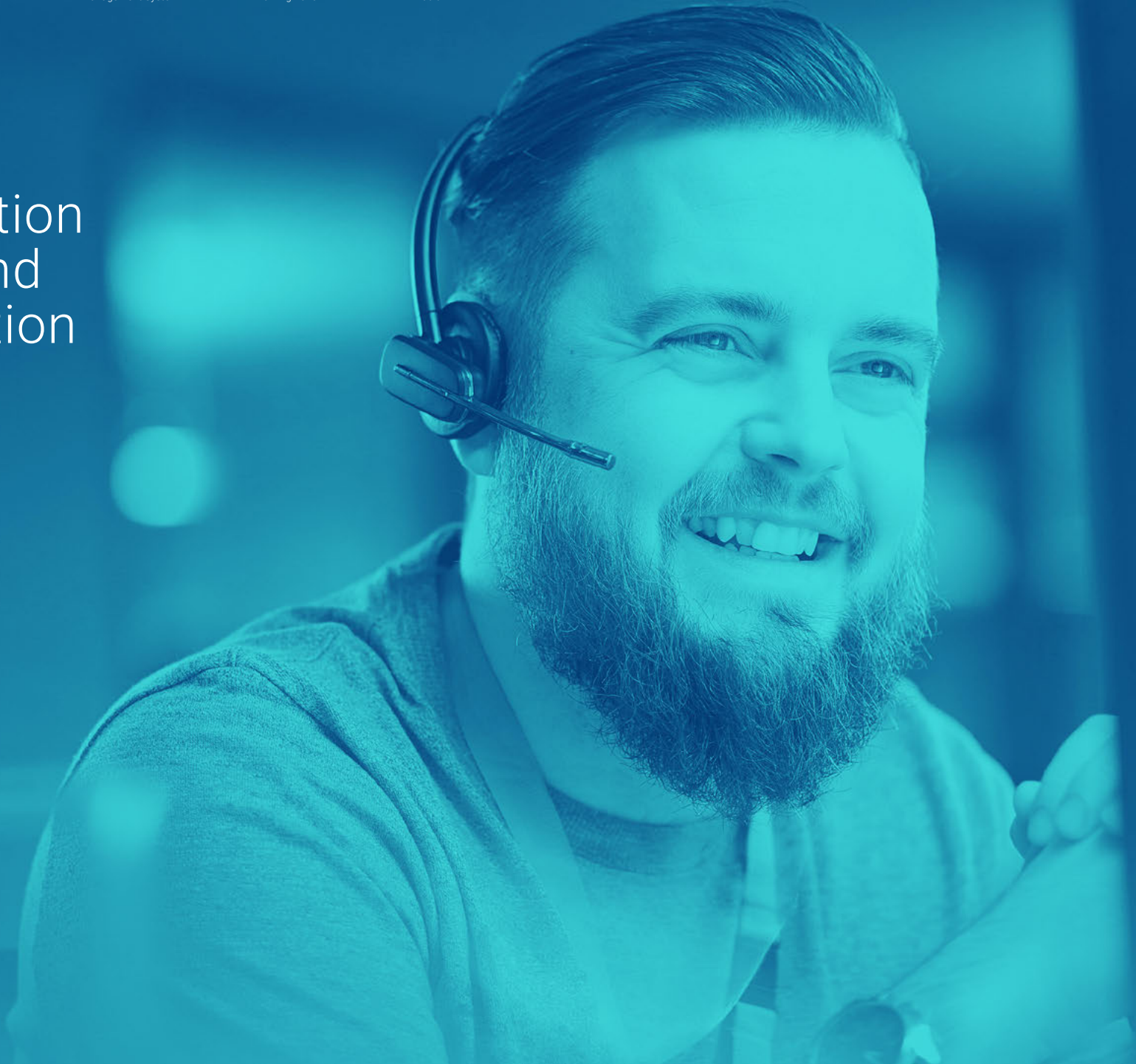
The following are among the notable initiatives carried out in 2025 regarding preventive health and safety:

In 2025, the new Occupational Health, Safety, and Wellbeing Action Plan was defined, which will outline Redeia's lines of action in this area for the 2026–2029 period, aligned with the new Strategic Plan and the new Sustainability Plan.

In Redeia companies located in Latin American (LATAM) countries, there is a preventive organisation that complies with the legislation of each country, aligned and coordinated with the JPS of the other group companies.

# 1.2

## Participation bodies and consultation channels



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

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

The committee meets every quarter (in accordance with Occupational Risk Prevention Law 31/1995) although it may also meet at the request of any of the parties. These meetings monitor all prevention activities and health monitoring, the new applicable legal regulations, the review of processes and internal regulations, as well as analysing and monitoring occupational health and safety results and programmes, and monitoring

## Redeia has several Health and Safety Committees designed to conduct regular, periodic consultations on the Company's actions in terms of occupational risk prevention.

safety equipment and materials. The minutes of these meetings are available to everyone in a specific section on the corporate intranets. The results of the internal and external audits conducted, the information relating to the accident rate of Redeia's activities and the improvement actions implemented are also provided.

### Meetings held in 2025 by the Occupational Health and Safety Committees

	2024	2025
<b>Red Eléctrica de España, S.A.U.</b>	<b>4</b>	<b>4</b>
<b>Redeia Corporación, S.A.</b>	<b>4</b>	<b>4</b>
<b>Redeia Infraestructuras de Telecomunicación, S.A.</b>	<b>4</b>	<b>4</b>
<b>Hispasat, S.A</b>	<b>4</b>	<b>4</b>

### Additional consultation channels

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

It is also worth mentioning the Preventive Attitude Community, a collaborative space located in NuestraRED where Redeia's people can access news and content related to occupational safety and wellbeing.

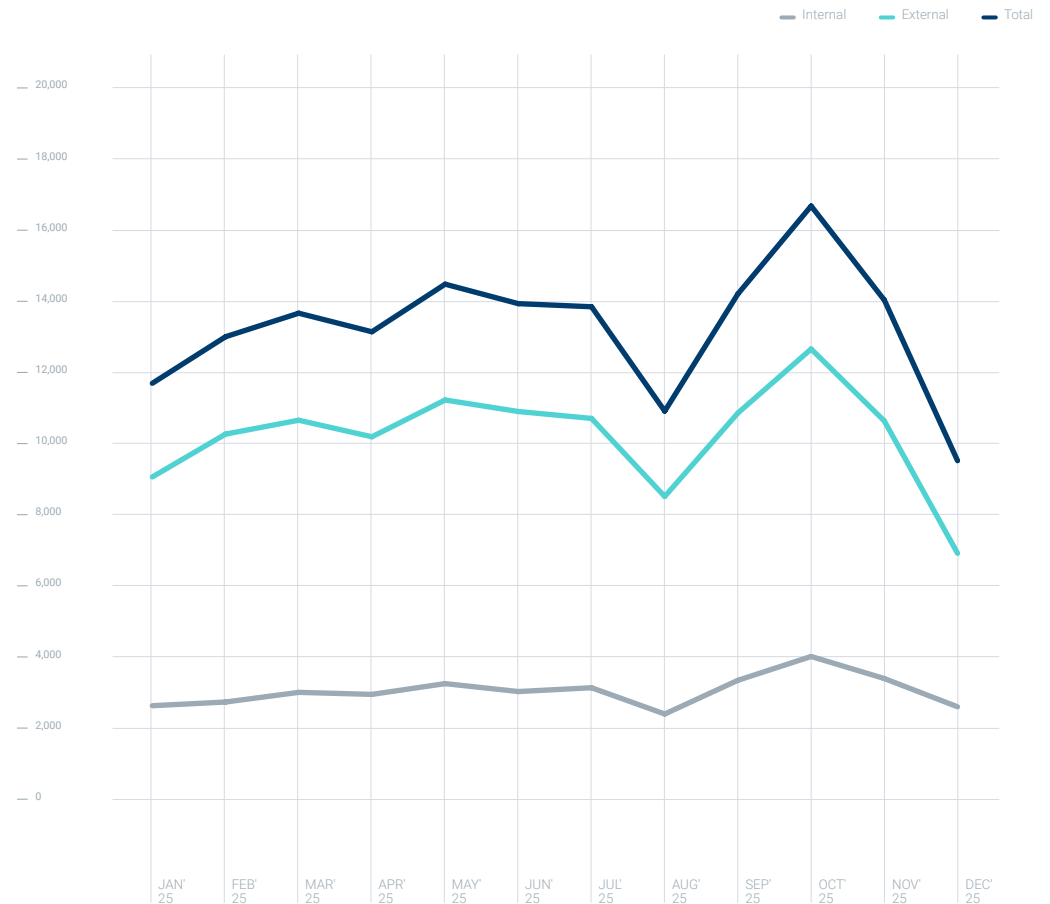
### Managed Processes

	2024	2025
Safety Studies conducted	221	142
Safety Plans approved	511	877
Safety Procedures approved	256	335
Accidents managed	107	146
Incidents managed	134	135
Risk Notifications issued	140	128
Safety inspections of work (completed)	16,054	16,908
Corrective Actions generated	1,271	1,167

### PRER

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

## Unique user accesses to the PRER platform during 2025



Likewise, constant dialogue is maintained with social representatives, complementary to that established within the framework of the health and safety committees, where active listening facilitates anticipating risks and adopting preventive measures.

Any consultation in this area or suggestion for improvement from staff is channelled through the prevention delegates or the mailboxes set up for this purpose.

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

The following are among the notable initiatives carried out in 2025 regarding engagement and communication channels in health and safety:

- Monthly meetings in the territory's work centres for consulting and sharing best practices in occupational safety, involving personnel from Redeia's business units, including both field workers and office support staff.
- Holding the corresponding health and safety committee meetings for the companies Redeia Corporación S.A., Red Eléctrica, S.A.U., Redeia Infraestructura de Telecomunicaciones, S.A., and Hispasat, S.A.

- Holding Occupational Risk Prevention Conferences on the occasion of the World Day for Safety and Health at Work (28 April), with a double session: one for Redeia personnel in Spain and another for those in Chile and Peru.
- Monthly follow-up meetings and occupational safety actions in collaboration with Redeia's business units.



# 2

## Healthy Workplace Management System



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

The Healthy Workplace Management System has a purpose that goes beyond occupational safety and the protection and promotion of people's health, extending to personal and family lifestyles, implementing a culture of wellbeing to be a Healthy Workplace, thus also achieving an improvement in the communities in which Redeia has a presence.

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

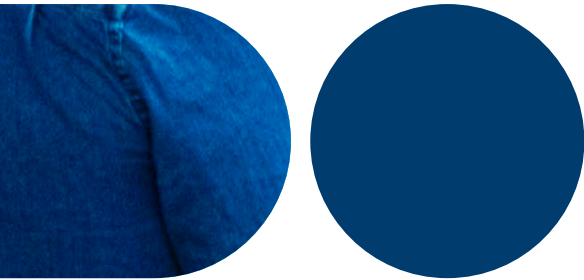
Among the basic principles and guidelines of the People Policy, approved by the Executive Committee and supervised by the Board of Directors through the Appointments and Remuneration Committee, are:

- Guaranteeing the physical safety of people in the performance of their functions, promoting a zero-accident culture, encouraging continuous training and permanent improvement of safety procedures and processes, as well as work equipment and personal and collective safety means, seeking at all times to apply innovation as a lever for differential improvement.
- Promoting a Healthy Workplace Management System and model that fosters best practices in safety and physical, mental, and social wellbeing, with the involvement and participation of all stakeholders, as well as the development and promotion of work-life balance, as key elements of wellbeing.

These principles are developed in the following commitments:

- Integrating safety, health, and wellbeing at all hierarchical levels and in all activities, in accordance with current regulations and business commitments.
- Orienting management towards the involvement and participation of all related stakeholders in fulfilling these guidelines.
- Providing employees with the highest level of health and wellbeing by preventing risks associated with their jobs and injuries or illnesses arising from both the physical and psychosocial environment, and providing health resources in the work environment, taking into account the legal, labour, and technological framework.





## The culture of wellbeing goes beyond job security and people's health, encompassing personal and family lifestyle.

- Communicating the content of these guidelines to the Company's staff and its supplier companies, with the aim of promoting a culture geared towards the safety, health, and wellbeing of all their employees and their environment.
- Ensuring compliance with the applicable legal requirements on occupational health and safety, and those related to the Healthy Workplace Management System.

- Providing all personnel with the work equipment and personal and collective safety means necessary to carry out their work under safe and healthy conditions.
- Ensuring adequate training for the development of activities associated with job roles in a safe and healthy environment, from a physical and psychosocial point of view.
- Fostering the participation and consultation of people in the elements of the safety, health, and wellbeing management system.
- Promoting continuous improvement of the occupational health and safety management and performance system and integrating this system with the overall Healthy Workplace requirements.
- Maintaining the certification of the management systems through continually improved performance.

The People Policy is developed into a set of internal regulations covering all key aspects of in-house personnel management:

- **Occupational Health and Safety Manual:** Constitutes the Occupational Risk Prevention Plan, in accordance with Section 16 of the Occupational Risk Prevention Act, and is aligned with the ISO 45001 standard.

- **Occupational Health and Safety Action Guide:** Integrates preventive management into all the Company's processes.

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

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

The system revolves around four core areas of action:

- **Health and safety of the Organisation's people:** Providing the necessary means to carry out job functions in optimal safety conditions.
- **Commitment to the community:** Actions developed by the Company that impact the improvement of the health and wellbeing of its employees' families and the communities in which it operates.
- **Culture focused on workplace wellbeing:** Equipping employees with tools to improve their physical and mental health, contributing to their overall wellbeing and quality of life.

- **Lifestyle:** Implementing management and work organisation tools and resources that promote the employees' physical and psychosocial wellbeing.

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

### Health and safety of the people in the Organisation

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

### Lifestyle

Implementing management and work organisation tools and resources that promote the physical and psychosocial wellbeing of employees.

### Commitment to the community

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

### A culture focused on the wellbeing of the Organisation

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

# 2.1

## Health and safety of the Organisation's people



## Physical work environment: safety of people in the Organisation

Ensuring the safety of employees across the Company's various businesses and operational processes and protecting the health of professionals in the work environment is one of Redeia's top priorities.

Driven by various social changes, the concept of health and safety is in constant evolution, having become a strategic pillar of the Company's people management due to its impact on its workers and those forming part of its value chain.

To reinforce this commitment, Redeia has implemented an Occupational Health and Safety Management System certified under the ISO 45001 standard, guaranteeing the application of the highest international standards in prevention and protection.

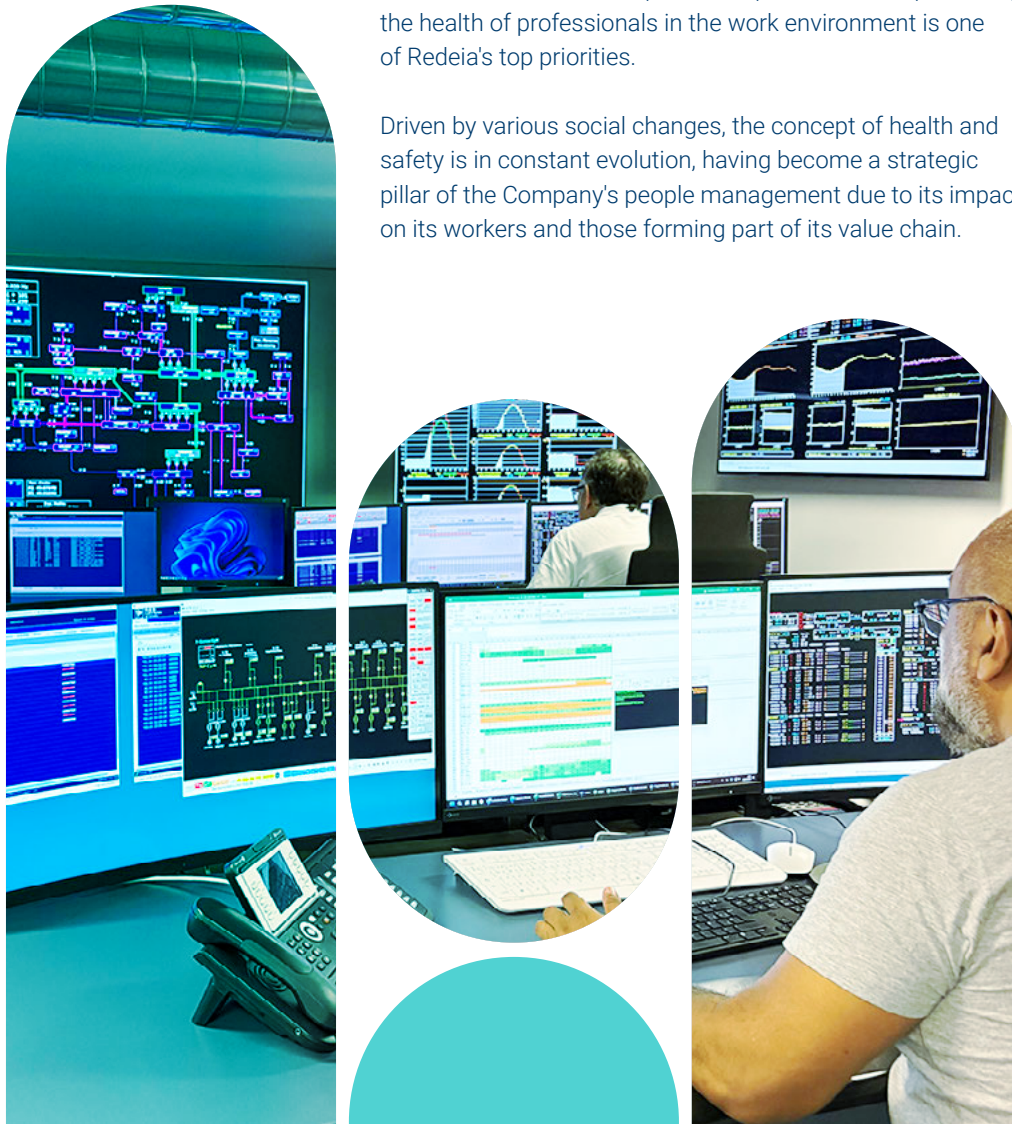
All of this is set out in the 2024–2025 Occupational Health, Safety and Wellbeing action Plan, approved in November 2023 by the Permanent Prevention Group, comprising the Transmission Technologies, People and Culture, Maintenance and Construction, and Infrastructure in the Canary Islands' divisions, and the Redinter Administration and Resources Management team. This action plan includes several strategic and specific objectives, which are divided into four main lines of action:

### 1. Culture and leadership

- Improve training programmes.
- Improve the management of lessons learned.
- Foster employee participation.
- Maintain safety vigilance.
- Strengthen leadership in safety and wellbeing.
- Integrate a gender perspective into prevention efforts.

### 2. Innovation and digitalisation

- Systematise innovation in Occupational Health and Safety (OHS).
- Redesign operational processes.
- Minimise the impacts of digitalisation.
- Address the risks posed by climate change.



**3. Wellbeing**

- Roll out a comprehensive wellbeing model.
- Evaluate and intervene in mental health matters.

**4. Collaboration with stakeholders**

- Align criteria and improve our contractors' preventive standards.
- Manage relationships with governmental bodies.
- Share experiences with similar companies.

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

Within the framework of the 2024–2025 Occupational Safety and Wellbeing action Plan, actions have been developed to reinforce occupational risk prevention. Continuous monitoring of higher-risk work and activities with safety inspection programmes, as well as improving supplier authorisation requirements, is key to achieving the high safety standards required.

In 2025, 16,908 safety inspections were carried out on work and facilities with the objective of anticipating and detecting potential risk situations in order to prevent accidents. As a result of all the activities performed



to control and monitor work, over 1,167 corrective actions were required, with over 89% resolved and the rest in the process of closure. This is done through a procedure of investigation and analysis of the events detected, which follows a model established in the corporate prevention management application. This model introduces analysis of causes, proposals for improvement and subsequent evidence of their resolution and closure, both for the most trivial events and for those considered most relevant, such as accidents and incidents.

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

The authorisation model for supplier personnel has also been reviewed, along with the improvement of supplier requirements.

In 2025, the new Occupational Health, Safety, and Wellbeing Action Plan was defined, which will outline Redeia's lines of action in this area for the 2026–2029 period, aligned with the new Strategic Plan and the new Sustainability Plan.

In relation to health and safety innovation actions during 2025, the necessary steps have been initiated for the complete implementation of the **SafeDelimit** system

In 2025, 16,908 safety inspections were completed (16,054 safety inspections in 2024) on work in facilities, generating more than 1,167 corrective actions (1,271 corrective actions in 2024), of which over 89% have been resolved (identical percentage in 2024), with the remainder in the closure phase.



During 2025, the necessary steps were initiated for the complete implementation of the innovative SafeDelimit system in field operations performed by Redeia personnel from the corporate electricity transmission areas for the creation of safe working zones during maintenance and construction activities.

in field operations performed by Redeia personnel from the corporate electricity transmission areas, for the creation of safe working zones during maintenance and construction activities.

Key actions in people's **safety** 2025:

- Launch of the new **Protected Zones** tool, which enables the digitalisation of the clearance and/or intervention process, establishing control and tracking points in real time, improving the safety of people and facilities, and minimising the probability of incidents and accidents.

- Revision of the approval model and control of authorisations for contractor workers.
- Implementation of the **SafeDelimit system** in field operations performed by Redeia personnel from the electricity transmission operating areas, for the creation of safe working zones during maintenance and construction activities.
- Execution of a comprehensive and comparative analysis of technological solutions for the integrated management of occupational risk prevention in Redeia. Over fifteen providers were evaluated in conjunction with the Information Systems department, taking into account the Company's needs and delving into the finalist proposals through technical sessions, functional requirement reviews, integration with corporate systems, and scalability capabilities. The main purpose is to identify the tool that best ensures regulatory coverage, the digitalisation of critical processes (risk assessments, coordination of business activities (CAE), access control, self-protection and emergency plans, document review, etc.), interoperability with the Company's technological ecosystem, and the reduction of implementation risks, ensuring operational continuity and alignment with Redeia's safety and digital transformation strategy.



## Supply chain safety

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

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

In continuous collaboration with suppliers, more than 3,640 site supervisors have been authorised for the highest risk activities, this being a group that plays a fundamental role in compliance with safety measures during the performance of the work. Authorisation involves a review and verification of training, capability, and experience; this process is key for controlling the works carried out by contractors. For this reason, in 2025 the entire process was reviewed to include the areas for improvement identified in recent years.

Additionally, to reinforce control over contractors, the Company randomly requests evidence from its suppliers of their employees' health and safety training, as well as the incorporation of employees into the supplier's database in the corporate occupational safety



applications (PRER and 6 Conecta for Hispasat) for better control of the operational processes for coordinating business activities.

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

In 2025, Redeia undertook various initiatives, notably the continuation of the construction and maintenance supplier ecosystem within the **Positive Safety** learning community, which was created in 2024 to share lessons learned and best practices in generating safe habits

to improve safety during fieldwork. The 3rd Summit was held in October 2025, attended by 60 people from 30 companies aligned with the purpose 'I take care of myself, I take care of you, and I let myself be taken care of'.

Likewise, **Positive Safety Initiatives** have been put into practice, materialising in the design and implementation of occupational safety exercises and routines jointly promoted by Redeia personnel and construction and maintenance service providers.

Since 2024, Redeia has been working to improve coordination, communication, and preventive awareness in work involving electrical risks in facilities shared with third parties. The following initiatives were carried out in 2025:

- Holding two awareness-raising sessions on the coordination of isolations in shared facilities, involving 400 workers from 140 companies, including delegated control centres, developers, and customers connected directly to the transmission grid.
- Execution of 14 verifications of the clearance process in facilities shared with third parties, aimed at evaluating the process (degree of coordination and technical knowledge of remote control operators) and drafting proposals for improvement.

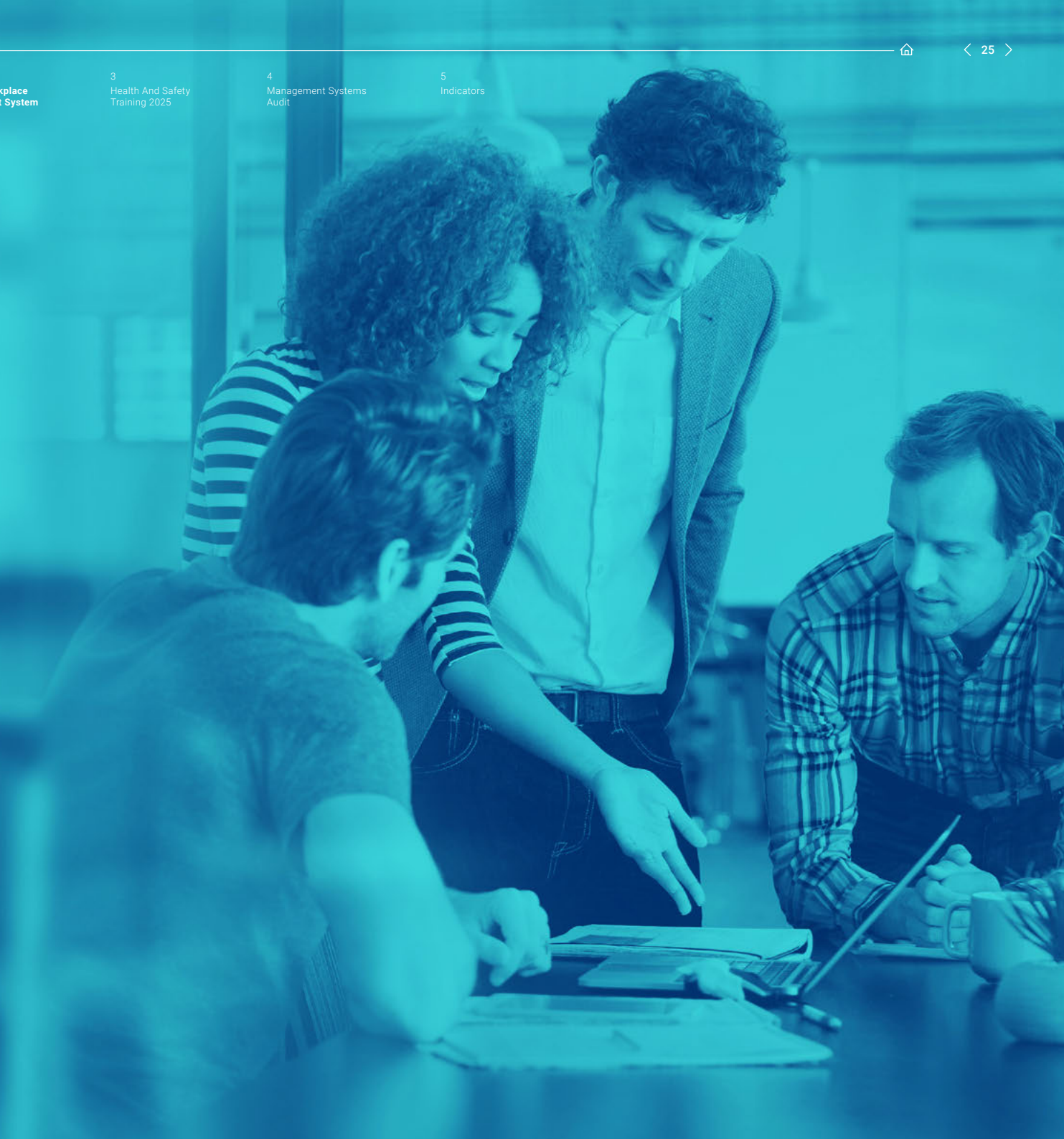
Furthermore, within this context, various sector-specific initiatives have also been carried out:

- Analysis of incidents at the sector meetings of Electricity Control Centres.
- Promotion of a working group on electrical risk within the National Commission for Safety and Health at Work (CNSST).
- Proposal for a Technical Prevention Note and modification of Royal Decree 614/2001 to include the two stages in the five golden rules.
- Drive to modify sector regulations to govern the authorisation of dispatch operators.

Additionally, safety awareness sessions have been held with the companies providing the Coordination and Health Service, as well as with the Prevention Services of construction contractors, in order to improve the safety controls and monitoring they must carry out in the activities contracted by Redeia. Along the same lines, a specific plan to reduce the accident rate in the execution works of Salto de Chira–Soria was carried out in 2025.

# 2.2

## Culture focused on workplace wellbeing



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

The Wellbeing Model integrates all initiatives under five pillars: **physical, emotional, financial, professional, and social**. Every initiative the Company offers falls under one of these pillars, forming part of a total package of benefits, understood as the range of benefits the Company makes available to its people: not only financial remuneration, but also health programmes, professional development, financial stability and social connection.

To facilitate access to this value proposition, in 2025 Redeia launched the **Redeia Contigo platform**, which brings together all the resources that make up the people value proposition. From financial benefits to initiatives for physical, emotional, social and professional wellbeing. The platform allows each individual to find, in a single space, everything the Company offers to improve their quality of life and enhance their work experience.

### Psychosocial work environment

The psychosocial work environment includes the organisation of work, the culture and the attitudes, values, beliefs and practices that are exhibited daily in the Company and that affect the psychological and physical

wellbeing of individuals. Improving people's psychosocial environment is essential to achieve wellbeing.

The **management of psychosocial risks**, improvements in working conditions and their organisation, to achieve an optimal working environment and control people's stress levels, is a priority at Redeia. To achieve the highest levels of wellbeing, it is essential to work on promoting emotional health, through internalising and learning resources that help manage day-to-day situations, as the foundation of individual and collective wellbeing.



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

In 2025, initiatives have continued to be carried out that include development and leadership plans, continuous training, hybrid work models, diversity, equality, and inclusion policies, as well as work-life balance measures that go beyond what is legally established. In addition, actions are incorporated that recognise the value and contribution of people who contribute significantly in their day-to-day work. This recognition takes the form of financial incentives and actions aimed at emotional wellbeing, such as additional days off, alongside opportunities for learning and professional development.

In 2025, the Company once again promoted the dissemination of its **psychological support service**, and launched an online training cycle on various aspects affecting mental and emotional health, in addition to a psychosocial risk assessment, which achieved a 79.4% participation rate among staff. The results of the assessment, which have highlighted the Company's excellent management in this area, will be shared across the organisation in 2026, along with the results of the qualitative part, and various action plans will be established and developed.

## Work-life balance

Work-life balance means striking a balance between work life and personal life (family, health, leisure, social relationships, personal development, etc.). Existing legislative and policy measures aimed at achieving work-life balance are among the objectives aimed at promoting and fostering equal opportunities and equal treatment between women and men.

But Redeia wants to go further. At Redeia, work-life balance is a real and cross-cutting commitment, key to the wellbeing and quality of life of its people, backing flexible and personalised solutions integrated into the Company's different people management models such as the Healthy Workplace, the Wellbeing, and the Comprehensive Diversity Plan, as a fundamental factor that promotes people's wellbeing. Work-life balance management is a key element of the management style, to attract and retain the best professionals and create a framework that encourages their motivation and, consequently, a greater contribution to the Company's objectives.

With the aim of reaching everyone and covering different needs, **more than 70 work-life balance measures** have been identified, many of them improved with respect to applicable legislation and grouped into areas such as leadership, quality employment, flexibility, family support, personal and professional development, and equal opportunities.

The role of the work-life balance liaison, who is approachable and decisive, accompanies and supports those who need it,



Redeia's work-life balance management model is among the fundamental pillars of the Healthy Workplace model and the Comprehensive Diversity Plan and includes over 70 work-life balance measures with associated actions.

handling each case with sensitivity and always seeking a balance between professional and personal life.

In 2025, Redeia processed 20 inquiries submitted to the work-life balance liaison. These allow us to tailor corrective measures and the hybrid work model to individual needs.

Through all this, Redeia consolidates a comprehensive approach that links growth, training and quality of life, reinforcing people's commitment and motivation and contributing to the achievement of the Organisation's strategic goals.

The vast majority of the measures included in the scope of the work-life balance management model are applicable to all companies, divided into the following blocks:

- Leadership and management styles.
- Quality of employment.
- Flexibility of time and location.
- Family support.
- Personal and professional development.
- Equal opportunities.



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

The Company actively promotes work-life balance. An example of this is the **voluntary hybrid work** model, to which 82.3 % of the personnel eligible for this model have adhered, allowing them to work remotely for approximately 47 % of the working days of the year and from up to two different locations.

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

**Childcare contributions:** Making childcare vouchers available to employees, which they can request as part of their flexible remuneration, resulting in tax optimisation of their salary.

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

**Paid parental leave for the primary caregiver:** In accordance with labour regulations, Redeia offers paid parental leave of 19 weeks (16 weeks until 30 July 2025) for the primary caregiver, ensuring they can enjoy this important period without financial worries.

**Paid parental leave for the non-primary caregiver:** In accordance with labour regulations, Redeia also offers 19 weeks (16 weeks until 30 July 2025) of paid



parental leave for the non-primary caregiver, allowing both parents to share the care of their children.

**Family or care leave beyond parental leave:** Redeia exceeds and extends paid leave beyond the benefits required under employment law (death or illness of direct family members, special situations, etc.). Therefore, in addition to the maternity/paternity leave established by law (currently 19 weeks for each parent), workers of both sexes can request a reduction in their annual working hours, with improved percentages compared with current law, to care for a child under nine months of age (breastfeeding, adoption, pre-adoption custody or fostering). Redeia also exceeds the period established for requesting a reduction in working hours to care for a child (until the

child turns 13, rather than 12). It should be noted that, in 2025, 100 % of men entitled to use paid childcare leave of up to 16 or 19 weeks took it.

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

### Digital disconnection

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

Among the measures included in the digital disconnection protocol is the right to disconnect during holiday periods, as it is essential for Redeia that its employees enjoy their annual leave, as established by labour regulations, allowing them to disconnect from work and dedicate time to their personal and family interests.

## Areas of work-life balance measures



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

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

88.9 % of Redeia's workforce works an annual schedule of between 1,686 and 1,690 hours, with a base timetable of 7 hours per day and broad flexibility in arrival (from 07:30) and departure (from 14:00) times.

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

Redeia's model establishes a broad work-life balance system for the care of family members that goes beyond the specific leave provided for in current labour regulations.

Furthermore, since 2023, voluntary hybrid work arrangements have been implemented, to which 82.3 % of the personnel eligible for these arrangements adhere, allowing remote working on approximately 47 % of working days.



Financial wellbeing is supported through measures such as housing and vehicle loans, salary advances, and financial assistance in special circumstances.

## Financial wellbeing

At Redeia, this wellbeing takes the form of access to financial support measures such as housing and vehicle loans, salary advances, and financial aid in special situations, as well as the guarantee that payments are always made on the same days of the month, which provide stability, comfort, and peace of mind to employees. Additionally, the Company promotes initiatives aimed at financial education, responsible planning, and other benefits that reinforce medium and long-term economic stability.

These actions form part of the total remuneration package, which goes beyond salary and includes resources that provide security and confidence, aligned with the aim of improving people's quality of life.



In this regard, in 2025 the Company has worked to align the Total Compensation Model with the Wellbeing Model, by incorporating the 'Your Remuneration' feature into Redeia Contigo, Redeia's wellbeing platform. This provides a fully personalised 360° view of each individual's total compensation. This tool, together with flexible remuneration, brings together the entire financial aspect of the Model, making it easier for everyone to understand their total compensation.

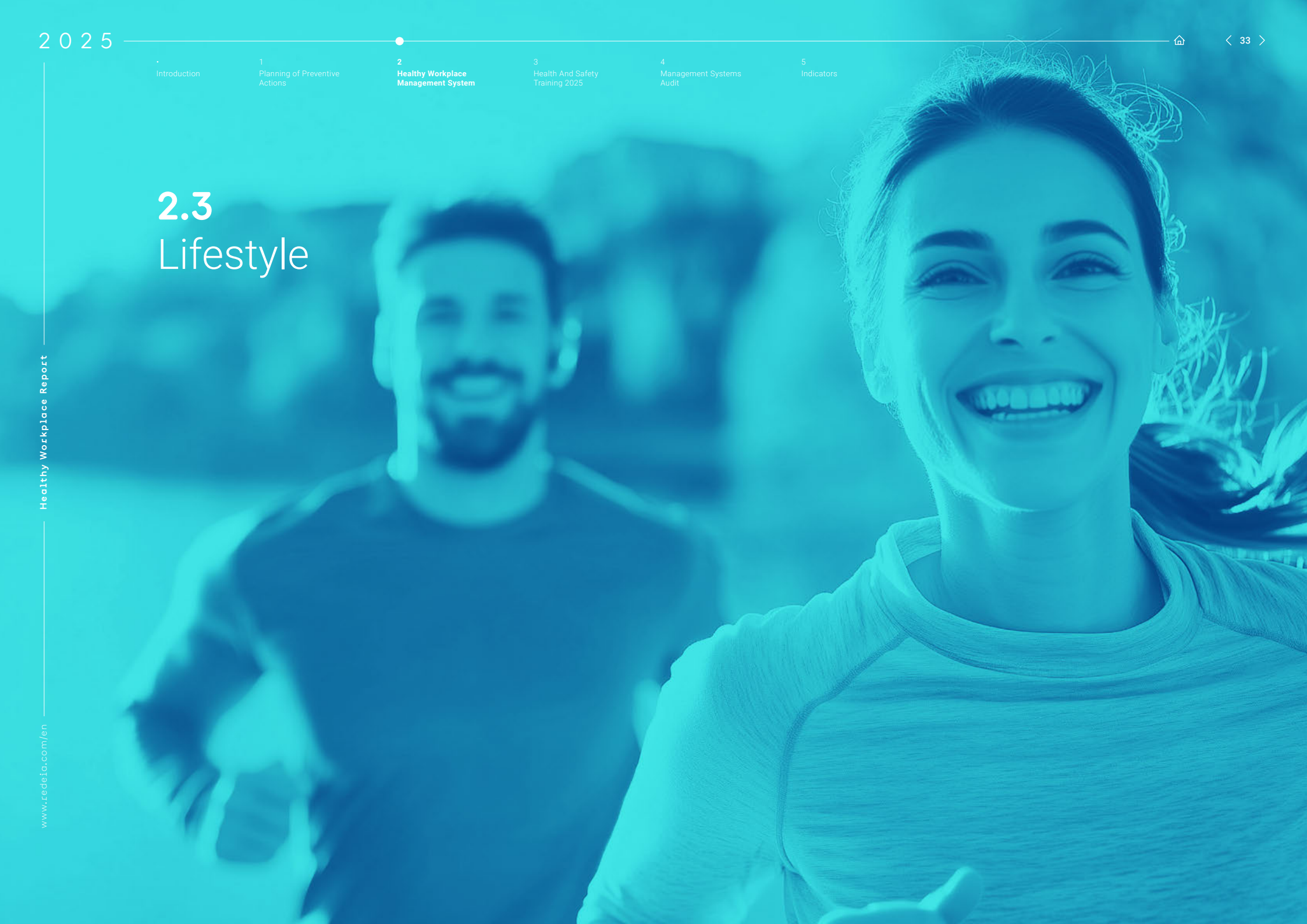
With regard to flexible remuneration, Redeia allows for its personalised configuration and the tax optimisation of people's salaries. It provides health insurance, training, life insurance, transportation cards, restaurant vouchers, childcare vouchers, and Redeia Corporación S.A. stock purchase programmes. The Company's Pension Plan is particularly noteworthy. This savings instrument is designed to provide benefits in cases of retirement, disability, and death for employees who choose to enrol. Contributions can amount to 1 %, 2 %, or 3 % of their base salary, with the Company matching the selected percentage.

Product	Percentage of Workforce <sup>(1)</sup>
Health insurance	66 %
Life insurance	41 %
Transportation card	15 %
Restaurant vouchers	66 %
Childcare vouchers <sup>(2)</sup>	63 %
Stock purchase programme	55 %
Pension plan	87 %

(1) Percentage of the total workforce.

(2) Percentage of employees with children under the age of 3.

## 2.3 Lifestyle



## Health monitoring

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

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

## Promotion of occupational health

This definition proposes the integration of health promotion into occupational risk prevention interventions, and establishes a conceptual framework that helps organise and initiate health and wellbeing programmes in the organisational environment at all levels (individual, environment and organisation). As a member of the Network of Healthy Companies and aligned with the European Network for Workplace Health Promotion (ENWHP), Redeia is committed to a concept of occupational health promotion in its entirety, with:

- Systematic design of programmes that improve the health of individuals and the Organisation.

Redeia carries out ongoing and preventive monitoring of the health of its employees. In line with this individual health surveillance approach, 1,375 health examinations were conducted.

- Creation of a culture of health that meets the needs of both the Company and individuals.
- Health management that is integrated into the Company's strategic plan because it is good for people's health and for the Company's productivity, efficiency, and competitiveness.
- A methodology that helps people achieve complete health and wellbeing.
- A methodology that uses a variety of strategies to improve the health literacy of individuals and other relevant stakeholders, and to provide them with a working environment that protects health and supports and reinforces healthy choices.
- Improved working conditions, in pursuit of the quality and sustainability of work, where the health and safety of people is ensured and where the legal requirements of current regulations are met and exceeded.

- Promoting healthy living habits by considering how the work environment can facilitate and support healthy living habits, behaviours and skills.

In 2025, Redeia continued to work on initiatives such as healthcare assistance, individualised nutrition and physical condition assessment consultations, co-funded sports activities (team sports, yoga, Pilates, functional training, running, tournaments, etc.), and physiotherapy consultations. New activities related to physical wellbeing included:

- Planning for the ergonomic assessment of specific job roles, to be carried out in 2026.
- Definition of a new musculoskeletal disorder prevention plan.

- Informative sessions on promoting healthy habits:
  - Nutrition and inflammation.
  - Physical exercise in the workplace.
  - Rest and sleep habits.
- Cancer prevention and other health awareness campaigns.

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

### Main lines of action 2025

- 1,375 health examinations conducted based on the inherent risks of each job position, following the corresponding health surveillance protocols.
- Statistical analysis of health surveillance results, identifying the risk factors with the greatest impact on the health of the working population: cardiovascular risk, musculoskeletal disorders, and habits related to sleep and rest.
- Study on the main causes of absenteeism due to non-work-related illness or injury.



- Cardiovascular disease prevention through initiatives that promote physical activity and healthy eating: 120 individual nutrition consultations and 30 co-funded sports activities (team sports, yoga, Pilates, functional training, ballroom dancing, races, tournaments, etc.).
- Influenza vaccination campaign, with 308 people vaccinated.
- Prostate cancer prevention campaign for male employees over 50 years old, with 311 participants screened.
- Musculoskeletal disorder prevention campaign: 1,000 physiotherapy consultations conducted, and the development of a new musculoskeletal disorder prevention plan.

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

- Prevention of psychosocial risks and mental health through the psychological support service, which has been used by 941 people this year.
- Health promotion outreach series with various specific sessions: nutrition and inflammation; physical exercise in the workplace; and rest and sleep habits.
- Outreach sessions on different aspects affecting emotional and mental health.

Particularly noteworthy is the launch of a **new wellbeing platform**, Redeia Contigo, containing all the initiatives the company makes available to its people to ensure a healthy and balanced work environment.

All these actions are reinforced by internal communication as a necessary tool for their dissemination among the workforce.



# 2.4

## Commitment to the community



## Community involvement of the Company

Companies form part of a social environment that directly influences people's health and wellbeing.

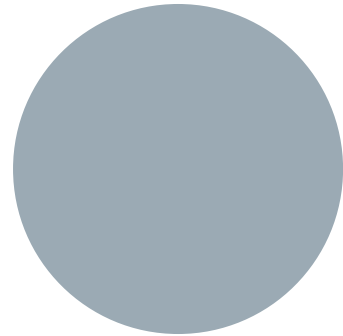
Community involvement encompasses the activities carried out by the Company geared towards the families of its workers, as well as the community where it is located, considering both physical, social, and environmental aspects that improve the physical and mental health, safety, and wellbeing of Redeia's people, their families, and the community to which they belong.

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

During 2025, the following actions have been carried out for the wellbeing of the community:

- Accessibility of health services, health policies for the families of Redeia employees: In addition to the Public Health Service, Redeia has arranged health insurance policies that it makes available to its people, extending them to their families, including in LATAM.

- Disability management: Redeia contributes to the inclusion and integration of people with disabilities through actions aimed at raising awareness among the Company's staff and the direct hiring of individuals with disabilities. The Family Plan, a project consisting of providing support measures aimed at improving the integration of disabled family members of employees, currently has 23 beneficiaries.



## Corporate volunteering has become firmly established at Redeia as a strategic tool for social impact and emotional wellbeing, channeling internal talent towards social and environmental challenges and reaching a total of 533 participations in 2025.

- Blood donation campaigns: Redeia is aware of the need to promote blood donations, which is why, twice a year, blood donation campaigns are carried out within the facilities of the head office.
- Access to the psychological support service for first-degree relatives. The support service opens up the opportunity to provide care for the employee's family members.

### Corporate volunteering and social wellbeing

The aim of social wellbeing is to strengthen a sense of belonging and commitment to society, creating spaces that foster connection, solidarity and active contribution to relevant social causes. Redeia promotes initiatives that go beyond regulatory requirements, aimed at generating a positive impact on the environment and consolidating a responsible and participatory corporate culture.

Among these initiatives, the Corporate Volunteering Model stands out, designed with a strategic and transformational approach to channel internal

talent towards innovative solutions to social and environmental challenges in the countries where the Company operates. Volunteering has established itself as a key tool that not only contributes to professional development by enhancing skills such as leadership, teamwork, empathy, and creativity, but also reinforces emotional wellbeing, because when one contributes significantly to the wellbeing of other people or communities, one experiences a profound sense of satisfaction and purpose.

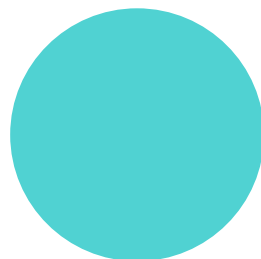
By 2025, Redeia had achieved a total of 533 participations in corporate volunteering initiatives.

The volunteering calendar, under the 'Volunteering with a Purpose' approach, has incorporated cross-cutting initiatives in collaboration with different areas of the organisation:

- **Digital skills training workshop** for 14 users of the Adecco Foundation as part of the Women's Week celebration at Redeia. The volunteers supported the Foundation's users in improving their digital skills (Word, Excel, internet access, Gmail, etc.).



- **Charity MasterChef event** at care homes, organised by the FDI Foundation. To mark Red Eléctrica's 40th anniversary, 116 people, including family members, took part; divided into mixed groups, they had the opportunity to cook with the elderly residents, with the aim of promoting social inclusion and alleviating loneliness.
- **Charity walk** with families from the Pequeño Valiente association in Las Palmas de Gran Canaria, attended by 19 people (including family members).
- **Support for two young people in vulnerable situations** to pass their final vocational training (FP) module as part of the Positive Energy Vocational Training Project, in collaboration with the Balia Foundation.
- **Proposal for waste collection** and recording via the Marnoba and eLitter apps, which convert this waste into useful data for environmental conservation.
- **Activity involving the assembly of enclosures and cleaning of spaces at animal shelters** organised by the FDI Foundation, involving 92 people (including family members) in Madrid, Zaragoza and Tenerife.
- **Pilot beach clean-up project in Valencia**, as part of the *Bosque Marino* platform, a Redeia initiative to promote the conservation of marine ecosystems of the highest ecological value, in which twelve people took part and which was carried out in collaboration with ECOMAR.



- **Milk collection campaign** launched in collaboration with FESBAL, which collected 1,978 litres.

- **Refurbishment of spaces** in schools/centres for young people at risk of exclusion, in which 36 people took part.

- **Christmas decorations workshop and market** with service users from the PRODIS Foundation, in which 31 people took part.

- **Refurbishment of a leisure/games room** in a children's home in Madrid, organised by the Soñar Despierto Foundation, with 11 participants (including family members).

- Organisation of two **blood donation** drives with the Red Cross (32 participants).

These actions not only generate social value, but also reinforce the commitment, skills development and sense of belonging of those who take part, positioning volunteering as one of the key drivers in human capital management.





Health  
and safety  
training 2025



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

## Training and awareness highlights 2025

### Occupational risk prevention training

- Courses established in the Occupational Health and Safety Training and Qualification Model, linked to professional qualifications, activities, and job roles. These include, but are not limited to, courses on manual handling of loads, electrical risk, and stress management.
- Additional training on road safety, protected zones, and forest fires.
- Training for professional qualification, such as authorisation for local operation, working at heights on overhead lines, or working in confined spaces, for the workforce (216 people), delivered by the technicians of Redeia's Joint Prevention Service.
- Raising awareness of technical-legal risks in preventive activities for Redeia personnel: twelve in-person workshops and three online sessions on technical-legal risks in Redeia's construction and maintenance activities.
- Monthly meetings to share lessons learned from accidents and incidents with Redeia's business units.
- Holding the corresponding meetings of the Health and Safety Committees for the companies Redeia Corporación S.A., Red Eléctrica, S.A.U., Redeia Infraestructura de Telecomunicaciones, S.A., and Hispasat, S.A., where information on accidents and incidents and other lessons learned is shared.

### Supplier qualification and awareness campaigns

- 12 authorisations for Redeia suppliers' personnel in local substation operations.
- Safety awareness sessions with providers of civil engineering services, assembly, hoisting, and laying of overhead and underground lines.
- Creation of the sector forum on electrical risk incidents in facilities shared with third parties.
- In 2024, the **Positive Safety** learning community was created to improve the preventive culture and reduce the accident rate in work involving in-house personnel and in the value chain. Its activity continued during 2025, notably including:
  - Holding two Safety Summits for substation and overhead line work respectively, with the in-person participation of more than 250 in-house personnel, both field and office staff. These sessions identified best practices and gathered suggestions for improving safety processes.
  - Holding an additional online session to share the conclusions of the summits.
  - Introduction of group dynamics to create and consolidate safety habits in overhead line work with in-house personnel (online).

The safety summits on substations and lines have involved the participation of more than 250 Redeia workers, identifying best practices to improve safety processes.

### Breakdown of Safety training hours by company

Digital	2024	2025
Red Eléctrica S.A.U	5,512	13,158
Redeia Corporación, S.A	314.5	371.5
Red Eléctrica de Telecomunicaciones, Innovación y Tecnología, S.A.	7	3
Redeia Infraestructuras de Telecomunicación, S.A.	1,250	786
Red Eléctrica Infraestructuras en Canarias, S.A.U.	107	89
Hispasat	198.5	197
Hispasat Canarias	-	5
<b>Total</b>	<b>7,389</b>	<b>14,604.5</b>

# 4

## Management systems audit



Redeia has a **Comprehensive Risk Management System** which governs, in addition to the performance of regulatory audits required by law, the voluntary processes of planning, performing, monitoring, and reporting internal audits, as well as maintaining or renewing management system certifications related to health and safety. This system makes it possible to manage risks and establish continuous improvement plans.

The regulatory and internal audits conducted in the Company are designed to determine:

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

In this regard, the following actions were carried out with satisfactory results in 2025:

- The audit of three work centres for the renewal of certification by AENOR based on the ISO 45001:2018 standard for Occupational Health and Safety Management.
- The maintenance audit of the certification by AENOR based on the ISO 45001:2018 standard and the SIGOS Healthy Workplace Management System (Healthy Workplace).

- The regulatory audits of the Joint Prevention Service for the companies Redeia Corporación, S.A., Redeia Infraestructuras de Telecomunicación, S.A., Red Eléctrica Infraestructuras en Canarias, S.A.U., and Elewit, S.A.U.

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

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

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



# 5



# Indicators

**Health, safety, and wellbeing indicator dashboard** (Redeia employee data)

Indicator	2025 Value	2025 Goal	2024 Value	Healthy Workplace Management System Action Area
Accident frequency rate	1.45	≤ 2.50	2.49	Health and safety of people
Accident severity index	0.09	≤ 0.20	0.13	
Absenteeism rate related to health and safety	2.52 %	≤ 3.25	1.78 %	
% Health examinations	70.69 %	≥ 64 %	69.80 %	Lifestyle
% Obesity	14.00 %	≤ 14.5 %	13.94 %	Culture focused on workplace wellbeing
% Sick leave days due to trauma-related pathologies	39.10 %	≤ 42.50 %	39.69 %	
% Sick leave days due to psychological pathologies	9.79 %	≤ 15.04 %	9.55 %	
Wellbeing index	74 %	≥ 70 %	66 %	Commitment to the community
Corporate volunteering participation rate	25.39 %	≥ 20 %	22 %	

**Occupational health and safety indicators** (contractor personnel data)

	2023	2024	2025
Average workforce	3,269	3,815	4,483
Hours worked (thousands)	6,558	6,488	7,620
Lost-time accidents	46	45	56
Fatal accidents	0	0	1
Days lost due to accidents <sup>(1)</sup>	2,760	2,492	10,681
Accident frequency rate	8.28	6.94	7.48
Accident severity index	0.50	0.38	1.40

(1) Calculation based on 6,000 working days per fatal accident and 4,500 for total permanent incapacity.



### Number of hours of absenteeism

	Women		Men		Total	
	2025	2024	2025	2024	2025	2024
Working hours lost due to occupational accidents /occupational illness (1)	467	680	1,898	2,517	2,365	3,197
Working hours lost due to non-work-related illness (2)	40,700	23,554	60,923	51,304	101,623	74,858
Working hours lost due to health and safety (3)	41,167	24,233	62,821	53,822	103,988	78,055
Working hours lost due to absenteeism (4)	62,428	44,187	97,354	89,847	159,782	134,034
Working hours lost due to unexcused absences (5)	190	453	695	1,072	885	1,525

Note 1: Information on Hispasat S.A. is included as it formed part of Redeia's scope of consolidation until 30 December 2025.

- (1) Hours of absence due to work-related accidents include: occupational accidents + commuting accidents.
- (2) Hours lost due to non-work-related illness: sum of days of temporary incapacity due to non-work-related illness + illness lasting < 3 days.
- (3) Hours lost due to health and safety reasons: sum of days of temporary incapacity due to non-work-related illness + illness lasting < 3 days + occupational and commuting accidents. To calculate these data, the annual working hours per company have been taken into account, divided by the total number of calendar days in the year, as this is considered the coefficient that takes into account all days of sick leave, regardless of whether they are working days or not, and thus equating it with the actual days lost.
- (4) Hours of absenteeism: includes working hours lost due to health and safety reasons, as well as absences due to justified leave (vacations and equivalent rest periods are not considered).
- (5) Working hours lost due to unexcused absences: remaining unexcused absence hours.



### Main accident rates

In 2025, the accident frequency rate for contractors was 7.48. Meanwhile, the accident severity index for contractors was 1.4, including 1 fatal accident involving an external worker which is currently in the investigation phase. In the event that it is determined that this incident originated from negligence attributable to the victim, the severity index would be reduced to 0.61.

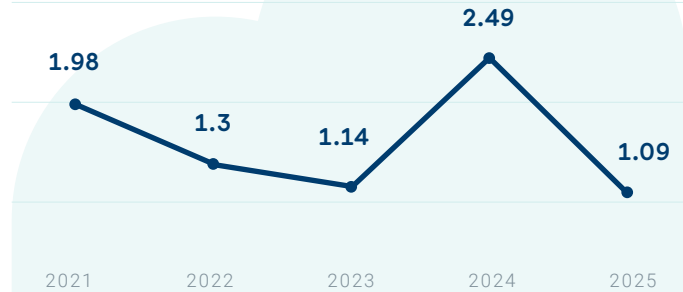
Redeia strengthened occupational health and safety prevention in 2025 through digitalisation, psychosocial assessment, new operational tools, and the continuous improvement of healthy working environments.



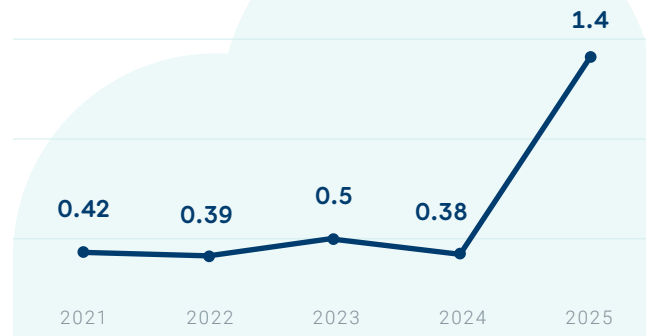
### Accident severity index Redeia



### Accident frequency rate Redeia



**Contractor  
accident  
severity rate**



**Contractor  
accident  
frequency rate**



Redeia promotes a shared culture of prevention with contractors and suppliers, based on coordination, awareness, and occupational safety.



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Valuing the essentials

