

## Redeia Corporación and Red Eléctrica Stakeholder Groups

### Level I Stakeholder Groups and Categories

#### Regulators and Public Administration

- Public bodies that legislate and regulate Redeia's activity within their sphere of competence, remunerate the Company for the services it provides, and/or participate in defining the future strategy of the sector.



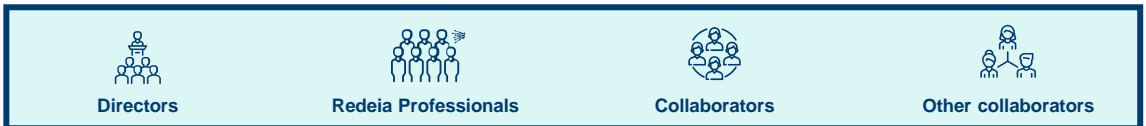
#### Economic-financial system

- Investors, partners and the economic-financial community who, either by acquiring shares in the Company, facilitating financing, sharing risks, or because through their opinions they have a direct impact on the financial markets and/or have an influence on the Company's strategic and financial decisions.



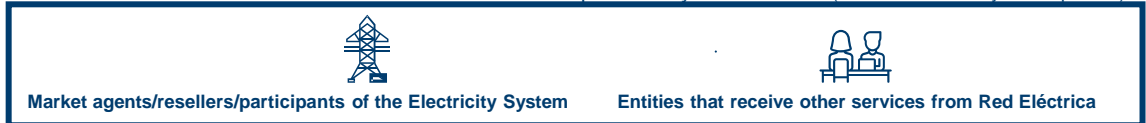
#### People

- Professionals linked to Redeia, either directly or indirectly, who are beneficiaries of the human resources policies and management, together with their families, and who contribute to fulfilling the Company's business objectives and accomplishing future challenges, acting as the main ambassadors of the Company's brand and reputation.



#### Clients

- Entities that receive or benefit from the services that can be provided by Red Eléctrica (as Transmission System Operator).



#### Suppliers and Service Providers

- Individuals/legal entities, responsible for providing a service, carrying out construction work or supplying equipment or materials necessary for the undertaking of Redeia's processes and execution of its operations, either with a technical or financial function. All suppliers/providers must have been awarded a contract after undergoing a tendering process.



#### Business Ecosystem

- Companies or groups of companies that come together to work and collaborate on the development of solutions or finding common needs, share knowledge, identify specific needs, generate proposals and common positions in the European regulatory framework, through which Red Eléctrica can identify best practices, professionalise its functions, act as an observatory of emerging trends, and also, through its participation, allow Red Eléctrica to increase the visibility of Redeia and improve its reputation in the business environment and the electricity sector in particular.



#### Social Ecosystem

- Groups in our society that are sensitive or vulnerable to or affected by Red Eléctrica's activities, and which might be exposed to an impact on their common social and environmental concerns and could potentially give way to the further development of knowledge and continued work on innovative solutions. To this end, it is important to generate value, trust and credibility, and obtain the support of society ('Social Licence to Operate' - SLO) so that Red Eléctrica can operate and facilitate the development of new facilities.





## Regulators and Public Administration

Public bodies that legislate and regulate Redeia's activity within their sphere of competence, remunerate the Company for the services it provides, and/or participate in defining the future strategy of the sector.

### Regulatory and supervisory bodies



International and national regulatory bodies, which define and regulate the operation of Redeia's activities, making it necessary to respond to requests for information and to support the development of new regulations.

### Parliamentary institutions



Members or collaborators of parliamentary institutions that set the lines of action and policies, legislate, apply laws and regulate Redeia's activities, and whose decisions have an impact on the development of projects, on the sustainable growth of Redeia and, in general, on its Strategic Plan. The reason for the relationship is to be able to advise, respond to information needs, and favour the approval of laws and financing within the framework of the projects and business activities of the different companies that make up Redeia. Another objective of the relationship is to keep abreast of future developments in the electricity market and other Redeia businesses.

### European and national governmental institutions



Public bodies and institutions that set European and national strategy and policies, regulate Redeia's activities and establish programmes and financing mechanisms.

### Autonomous, regional and island governments



Regional public bodies that regulate and supervise and, by law, require information on the activities of Red Eléctrica, as well as act as a lever for the deployment of the Sustainability Commitment. Such bodies require that, Red Eléctrica, as TSO, respond to requests for information and legal technical requirements and they are responsible for issuing authorisations and permits for the development and maintenance of the facilities.

Territorial public bodies that administer and govern, within their sphere of competence, grant authorisations and permits, require information on Red Eléctrica's activities and act as a lever for the deployment of the Sustainability Commitment.

### Local Councils



Public institution, affected by the presence of the facilities and investment projects, which acts as administrator in the municipality under its jurisdiction, granting authorisations and permits both during the construction period and for the maintenance activities of the facilities. It is the institutional body closest to the citizens and agents in the territory and can therefore act as a channel for Red Eléctrica to inform, disseminate and establish spaces for dialogue in the territory. In addition, Red Eléctrica deploys its commitment and shared value with the social and environmental surroundings in the territory.



## Economic-financial ecosystem

Investors, partners and the economic-financial community who, either by acquiring shares in the Company, facilitating financing, sharing risks, or because through their opinions they have a direct impact on the financial markets and/or have an influence on the Company's strategic and financial decisions.

### Business partners



Companies with which Redeia or any of its companies share common objectives and strategies, under an established legal framework.

### Institutional investors and shareholders



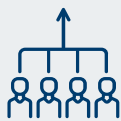
Large investment entities that may acquire or hold shares in Redeia Corporación, sharing profits and losses, whose stance and vote at the General Shareholders' Meeting has an influence on the operation of the Company, on the current analysis of its business performance, on its reputation and on its future strategy.

### Analysts and Rating agencies



Entities that influence the decisions of the different groups in the financial ecosystem and Redeia's reputation through their risk ratings and reports on the Company.

### AGM Advisors



Professionals responsible for advising institutional investors on their voting rights, whose support not only facilitates attendance to the Meetings but also supports the proposed resolutions that the Board of Directors submits to the General Shareholders' Meeting.

### Financial institutions



Entities that provide the financial products and services necessary for carrying out the activity and for the development of innovative and sustainable products and projects in Redeia.

### Insurance companies, mutuals and insurance brokers



Entities that, through insurance policies, share risks with Redeia. Entities that act as advisors or brokers in risk markets that Red Eléctrica does not control.

Entities that operate in the area of property and personal insurance, share risks and collaborate in the prevention and management of contingencies.



## People

Professionals linked to Redeia, either directly or indirectly, who are beneficiaries of the human resources policies and management, together with their families, and who contribute to fulfilling the Company's business objectives and accomplishing future challenges, acting as the main ambassadors of the Company's brand and reputation.

### Directors



This group of people in Redeia are generally responsible for the oversight and management of the organization's lines of business, setting short- and long-term goals and defining the strategies to achieve them. They require specific consideration from an HR perspective depending on their status, role and functions in the Company.

### Redeia professionals



People who maintain an employment relationship with Redeia and are beneficiaries of the company's Human Resources management and policies and with whom the legal obligations established in the labour legislation must be complied with..

### Collaborators



Professionals who are not part of Redeia's workforce, and who, for a limited period of time, undertake a function or carry out tasks in the different processes and/or units of the Company, contributing talent and expertise. The Company must ensure that its employers comply with the legal obligations established in current labour legislation.

### Other collaborators



People who are no longer part of Redeia's workforce, who can have an impact (positive or negative) on the Company's reputation, both in the process of disengagement and in subsequent periods and can act as ambassadors of Redeia's brand and image.



## Clients

Entities that receive or benefit from the services that can be provided by the Redeia.

**Market agents or participants of the Electricity System**



Participants/agents in the electricity market, as well as electricity distribution companies and promoters of power generation stations, that use or receive services from Red Eléctrica as Spain's TSO.

**Entities that receive other services from Red Eléctrica**



Public or private entities that request services from Red Eléctrica, not as agents of the electricity system, and that receive the services as clients.



## Suppliers

Individuals or legal entities, responsible for providing a service, carrying out construction work or supplying equipment and/or materials necessary for the undertaking of Redeia's processes and/or execution of its operations, either with a technical or financial function. All suppliers/providers must have been awarded a contract after undergoing a tendering process.

**Suppliers of construction work services**



Companies that provide services and resources necessary for the partial or total execution of given construction work, civil engineering or execution of specific tasks, and that may entail the possible alteration of the physical or natural environment, and that seek to fulfil a technical or economic requirement.

**Service providers**



Companies that provide services and resources necessary for the execution of work intended to fulfil a technical or economic requirement.

**Suppliers of equipment and materials**



Companies that supply equipment and materials that Redeia requires in order to adequately carry out its activities.



## Business ecosystem

Companies or groups of companies that come together to work and collaborate on the development of solutions or finding common needs, share knowledge, identify specific needs, generate proposals and common positions in the European regulatory framework, through which Red Eléctrica can identify best practices, professionalise its functions, act as an observatory of emerging trends, and also, through its participation, allow Red Eléctrica to increase the visibility of Redeia and improve its reputation in the business environment and the electricity sector in particular.

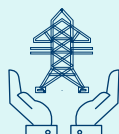
### International electricity business networks and associations



Business networks and associations in the international sphere of the electricity sector with whom there is a relationship aligned with the following goals:

- Analyse issues and solutions, as well as identify and share best practices at an international level.
- Implement joint grid developments required to ensure the energy transformation process facilitates and promotes the single European Electricity System.
- Generate common proposals and standpoints within the European regulatory framework aimed at meeting the goals set.

### National energy sector business networks and associations



National associations and networks in the electricity and energy sector in general, which aim to generate ad-hoc Working Groups in the quest to find solutions to common problems, share information and best practices and give greater visibility to Red Eléctrica and Redeia within the international sphere.

### Trade associations and Official professional associations



Associations whose expertise facilitates the identification and sharing of best practices, increase the professional talent linked to the sector, thus acting as an observatory of new management trends and tools.

Furthermore, the participation of Red Eléctrica in these organisations allows the Company to contribute to the dissemination of best management practices and increase the global position of Redeia, and its stance regarding the business environment and to society in general.

### The business community



Financial-Business agents (companies, individuals, groups, cooperatives, guilds, etc.) from any sector, who have an interest in the financial and social development in the territory, who are directly or indirectly impacted by the activities of Red Eléctrica, and with whom it seeks to give visibility to the generation of the financial and social value of the projects and the activity of the Company in the territories.



## Social ecosystem

Groups in our society that are sensitive or vulnerable to or affected by Red Eléctrica's activities, and which might be exposed to an impact on their common social and environmental concerns and could potentially give way to the further development of knowledge and continued work on innovative solutions. To this end, it is important to generate value, trust and credibility, and obtain the support of society ('Social Licence to Operate' - SLO).

### Environmental groups



Groups involved in environmental actions and the fight against climate change, who demand information and expect accountability from Red Eléctrica regarding the environment and the natural surroundings in which its infrastructure is located. These groups are a source of opinion in the territories, with significant influence on reputation, whereby their stance and attitude towards investment projects is quite relevant.

### Third Sector / Social Agents



Groups or associations with activities focused on social and territorial development, which help Red Eléctrica implement its commitment to sustainability, its social innovation strategy and the roadmap for its contribution to the Sustainable Development Goals, and which expect the Company to adopt a responsible attitude that favours the generation of value in the territory.

### Knowledge centres and innovation agents



Entities and professionals with whom Redeia collaborates on the development of models, services and products, with innovation and talent management as key factors, which facilitate the possibility of obtaining independent expert opinion and support the Company's visibility strategy, improving the Company's brand and reputation.

### Landowners and owners of other properties of interest



Individuals or legal entities, owners of land or real estate affected by Redeia's activities and the Transmission Grid Planning roadmap, with whom Red Eléctrica must engage in dialogue and negotiate in order to achieve its objectives, with the least impact on its reputation and its economic and strategic results. Special attention is paid to vulnerable communities, such as the indigenous population.

### Citizens



Population and/or vulnerable groups<sup>1</sup> that might be affected by Red Eléctrica's activities, both by projects underway or existing facilities/infrastructure, as well as by the activities carried out as transmission agent and operator of the Spanish Electricity System. They expect from Red Eléctrica, transparency, public consultation and participation, sustainable commitment and the generation of social, environmental and economic value. Their opinion affects the Company's reputation.

### Opinion generators/ influencers



Entities or individuals with the ability to assess and disseminate the Company's behaviour, its projects and business results, thus influencing other stakeholders and the reputation of the Redeia Group and its projects, and with whom it is important to manage and channel the content of such data and maximize the quality of the information sources that give way to their opinions.

<sup>1</sup> Such as indigenous populations, local communities, women, children, people with disabilities, ethnic minorities, LGBT people own and third-party employees and migrant workers, among others