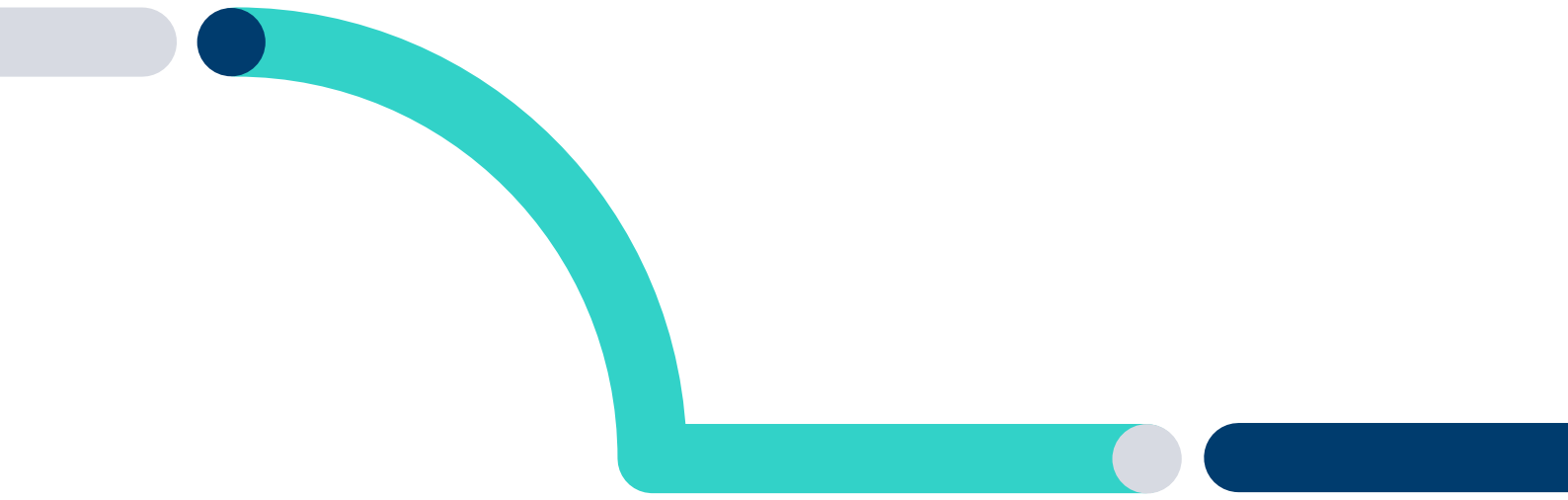


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Sustainability Plan 2023-2025. Overview

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1. SUSTAINABILITY FRAMEWORK

1.1. Strategic Plan 2021-2025

In February 2021, the Board of Directors approved Redeia's Strategic Plan 2021-2025.

The company is committed to developing a strategic plan to play a key role in major processes such as the energy transition and the reduction of the digital divide.

In order to achieve the group's mission, vision and purpose, the Strategic Plan is structured around **7 major strategic pillars** which in turn will be developed through **25 initiatives** to be specified in more detailed lines of action.

1. Realising the energy transition in Spain.
2. Boosting connectivity.
3. Consolidating international business.
4. Individuals.
5. Innovation and Technology.
6. Efficiency.
7. Sustainability.

Strategic Plan 2021-2025



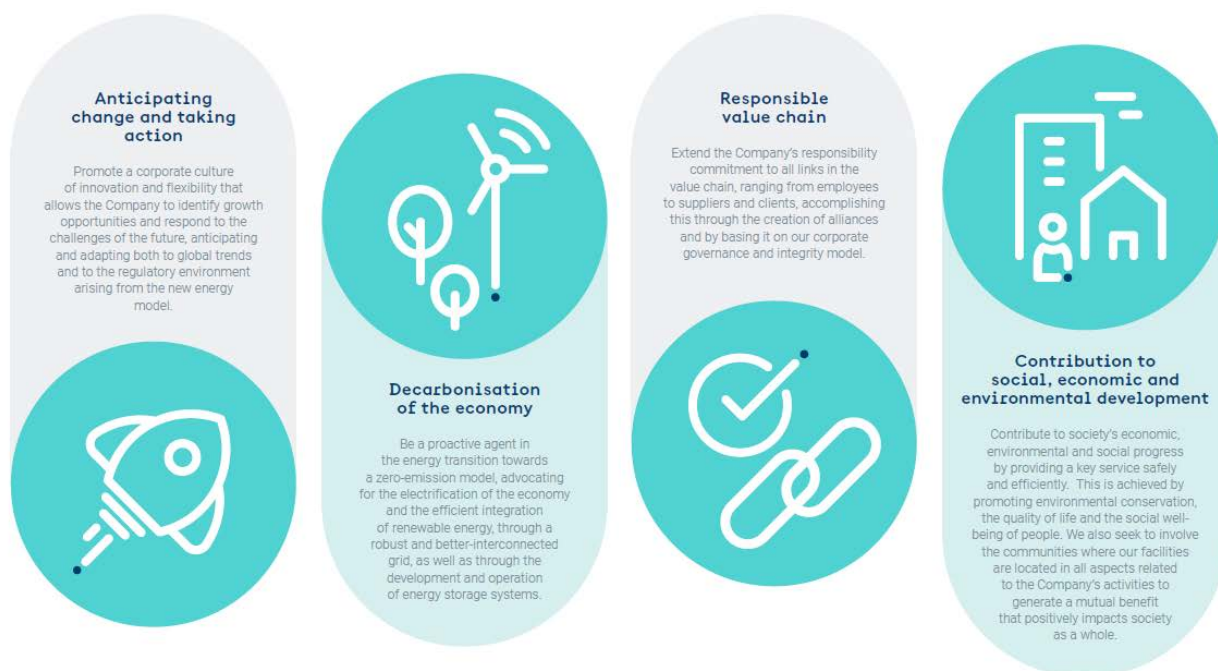
Redeia's mission. To guarantee electricity supply and connectivity in the field of telecommunications, promoting a fair ecological transition based on sustainability criteria, enhancing our neutrality and contributing to social and territorial cohesion.

1.2. Commitment to Sustainability 2030

In 2017, the Board of Directors approved Redeia's Commitment to Sustainability 2030. This commitment reflects the group's commitment to its long-term sustainability, through a business model designed to create **shared value for all stakeholders** by means of the responsible development of its activities.

Redeia's Commitment to Sustainability 2030 is based on **four sustainability priorities**, in order to face the challenges faced by the company and to materialise the existing opportunities, in order to achieve a benchmark position in the global business context.

Sustainability Priorities



Redeia's Commitment to Sustainability 2030 is implemented through multiannual plans.

1.2.1. Sustainability Goals 2030

In May 2019, the Board of Directors approved the Sustainability Goals 2030, identifying eleven objectives to measure compliance with the commitments set out in the four sustainability priorities, focusing on the aspects addressing the major global challenges in the 2030 timeframe.

The goals, defined by the Sustainability Steering Committee and ratified by the Sustainability Committee of the Board of Directors, are aligned with Redeia's 2030 Sustainability Commitment and Strategic Plan 2021-2025, as well as with the Sustainable Development Goals (SDGs) of the United Nations.

Events such as the incorporation of the new technology company (Elewit), the acquisition of 89.68% of Hispasat S.A.'s shares, and the approval of the new Strategic Plan 2020-2025, have driven the review of Redeia's long-term sustainability goals, the final wording of which is outlined in Section 4 hereof.

2. PROCESS FOR DEVELOPING THE SUSTAINABILITY PLAN



The Sustainability Plan was drawn up by analysing the information included in the Strategic Plan 2021-2025, the 17 operational deployment plans and 7 themed plans, such as the Climate Change Action Plan and the Diversity Plan, among others.

Once the Plan's zero draft was drawn up, a validation phase was carried out with the participation of **65 departments**. Therefore, the Plan, which is the responsibility of the Corporate Sustainability and Research Department, reflects the **participation and contribution of all areas of the organisation**, thus guaranteeing its **cross-cutting nature**.

3. MATERIALITY STUDY 2022

The materiality study has been consolidated for Redeia as an analysis and reflection tool to understand both the internal and external **sustainability context** of the group, and to identify and prioritise the material sustainability issues related to such context, involving stakeholders and taking into account their **expectations and needs**.

The Materiality Study aims to identify the **issues** defining Redeia's management and accountability priorities in terms of sustainability and which, consequently, determine its Sustainability Plan 2023-2025, and always within the framework of the Strategic Plan 2021-2025 and the Commitment to Sustainability 2030.

3.1. Sustainability Context

In the current environment, in which global challenges shape corporate agendas and determine their long-term sustainability, in 2022 Redeia has made an exhaustive analysis of its sustainability context, identifying the main existing trends and challenges, in order to identify the issues with a significant present and future influence on the group's business model.

3.1.1. Trend Analysis

Identifying the trends that affect or will affect Redeia's activities has involved the analysis of **118 bibliographical references from prestigious national and international organisations**, including the World Economic Forum (WEF), the International Monetary Fund (IMF), the World Business Council for Sustainable Development (WBCSD), the United Nations (UN) and the Inter-American Development Bank (IDB), among others.

The analysis conducted has resulted in the identification of **34 interrelated key trends** with a significant present and/or future influence on Redeia's activity, which are distributed as follows:

- **6 global trends** (macro-trends), involving a total of 43 sub-trends. These are key issues with a global level of influence which will generate significant impacts on the society, public management and the business model of companies in all activity sectors.
- **7 corporate sustainability trends**, involving a total of 15 sub-trends. These are key issues with a global level of influence linked to specific areas of sustainability management. These are environmental, social and ethical aspects, among others.
- **21 sectoral trends**. These are key issues with a high level of influence on Redeia's areas of activity.

Sustainability Trends



3.1.2. Active Participation of Stakeholders

The evolution from the traditional concept of the self-sufficient company to the modern concept of the relational company accountable for the resulting impacts of its activity is based on the fact that the interaction with the environment constitutes a source of competitive advantages and, therefore, favours the corporate sustainability of companies.

Based on this approach, the specific needs and expectations of Redeia's stakeholders should be identified in order to meet their demands and respond accordingly to the extent possible. Within the framework of the Materiality Study 2022, Redeia has implemented participatory tools in order to **identify the internal and external perception** of the sustainability challenges faced by the group and the opportunities associated with the strengths and areas for improvement of its current sustainability performance, always from the dual materiality perspective.

Specifically, the following stakeholders have been involved:

- **Internal Vision.** Interviews with 34 members of the management team (Executive Committee, Sustainability Steering Committee and managers of the group's businesses and key areas in the sustainability field) and 4 focus groups with 63 participants from 42 key corporate areas.
- **External Vision.** Interviews with 44 representatives of Redeia stakeholders.

Sustainability Challenges

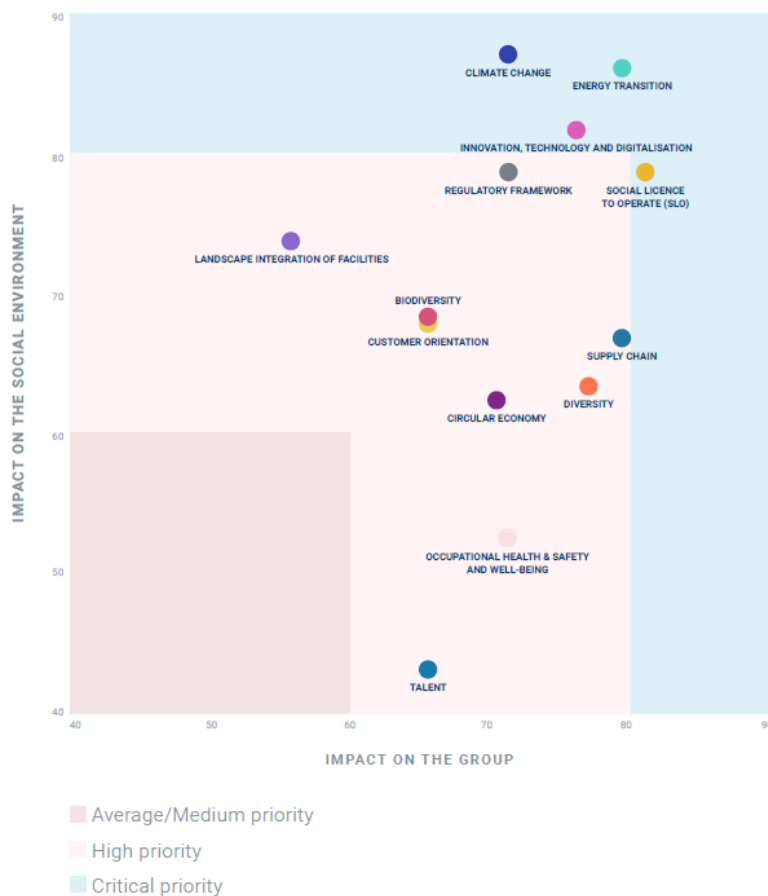
Internal Vision	External Vision
<ol style="list-style-type: none"> 1. Central role in the energy transition. 2. Difficulty in developing new infrastructures: social opposition. 3. Key innovation and technology for business. 4. Business Sustainability. 5. The supply chain, a point of tension and extension of ESG criteria. 6. Talent crisis. 7. Environmental impact of infrastructures, focusing on biodiversity. 8. Climate change: beyond the energy transition. 9. Circular Economy: from eco-design to waste reduction. 10. Diversity as a source of wealth. 11. Health and safety and well-being, a grassroots commitment. 12. Financial market sustainability: sustainable financing and investment. 13. Ethical behaviour and transparency. 14. Awareness of the business contribution. 	<ol style="list-style-type: none"> 1. Playing a key role in the energy transition. 2. Consolidating innovation and technology as key to business. 3. Minimising the environmental impact of the facilities. 4. Making progress in the community outreach and communication of the value generated. 5. Enhancing the social contribution. 6. Tackling the talent crisis. 7. Scaling up supply chain sustainability. 8. Consolidating sustainability leadership.

3.2. Materiality Matrix

As a result of the conclusions drawn in the Sustainability Context, 13 **material issues** have been identified. Prioritising the material issues identified enables us to determine how critical they are to achieve Redeia's goals and, therefore, how much effort and resources should be focused on each of the material issues.

The methodological approach applied in Redeia's Materiality Study 2022 is based on the **dual materiality** concept. This concept enables the identification of the relevant sustainability issues for the group, considering the impact on its value proposition, results, state and evolution (**outside-in perspective**) and the associated impact on people, society and the environment (**inside-out perspective**).

Materiality Matrix



Prioritisation of issues

CRITICAL

- 1 Energy transition
- 2 Innovation, technology and digitalisation
- 3 Social Licence to Operate (SLO) (•)
- 4 Climate change

HIGH

- 5 Regulatory framework (•)
- 6 Supply Chain
- 7 Diversity
- 8 Biodiversity
- 9 Customer orientation
- 10 Circular economy
- 11 Landscape integration of facilities (•)
- 12 Occupational health & safety and well-being
- 13 Talent

(•) New materiality issue with respect to the matrix of 2019.

Significantly, compared to the previous materiality study carried out in 2019, there are **fewer material issues** (16 issues in 2019). This demonstrates that the group has evolved to a higher level of maturity in terms of sustainability management, which allows screening and focusing on those significant issues to achieve its strategic goals.

4. SUSTAINABILITY PLAN 2023-2025

Redeia's Sustainability Plan 2023-2025 includes **14 lines of action**, ensuring responsible business management and enabling progress to be made in the group's sustainability goals and priorities, meeting the expectations and demands of stakeholders.

The Sustainability Plan operates globally, including all the business activities and geographical areas in which Redeia operates. This includes Red Eléctrica, Redinter, Reintel, Hispasat and Elewit.

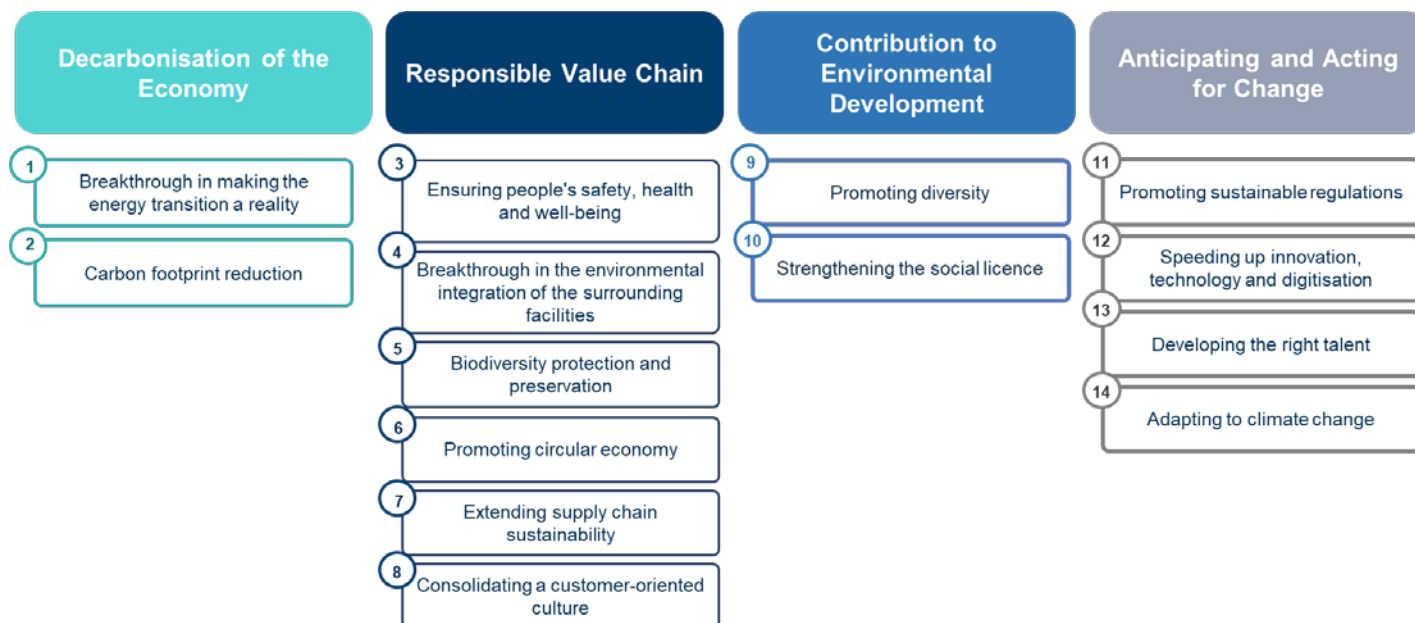
The plan was approved on 25 October by the Board of Directors, upon final approval of the Executive Committee, the Sustainability Steering Committee and the Board's Sustainability Committee.

The main aspects of the plan are outlined as follows.

Vision of the Sustainability Plan 2023-2025

Maximising Redeia's contribution to sustainable development, promoting a responsible management approach highlighting the value of an internal *cross-cutting nature* and external *alliances* and consolidating the group as a *global sustainability benchmark*.

Action lines of the Sustainability Plan 2023-2025



The Sustainability Plan is not an exhaustive collection of all the sustainability activities carried out by Redeia. The plan **covers and is completed with more actions** arising from the processes of continuous improvement of the Management Systems, the direct relationship with the stakeholders and the actions included in the specific plans within the framework of Redeia's Commitment to Sustainability 2030.

Specifically, the Plan, regarding the material aspects directly relating to the environment, establishes the goals and actions for continuous improvement designed to minimise the environmental impacts generated by the group's activities and linked to the commitments of the requirements set forth in Redeia's Environmental Policy.

Likewise, it should be mentioned that areas such as governance, risk management, human rights management, integrity and compliance are considered cross-cutting areas for Redeia, and which are part of the framework on which Redeia's Sustainability Plan and its day-to-day management and operations are based.

The Sustainability Plan is a tool for action to promote **Redeia's material issues**, due to their special contribution to the sustainability of the company and the environment in which it operates. Likewise, the plan highlights the **management cross-cutting nature of all the areas** of the group in the context of global sustainability performance.

4.2. DECARBONISATION OF THE ECONOMY

4.2.1. Progress in achieving the energy transition

Purpose

To be a key agent in the ecological transition for the large-scale incorporation of renewables into the electricity system, by developing the necessary infrastructures to achieve a carbon neutral economy, the design, construction and operation of storage infrastructures and the operation of a more complex, dynamic and digital electricity system.

Topics: Goals and Actions

- Compliance with the Transmission Grid Development Plan (2 goals and 7 actions).
- Integration of renewable energies into the system (1 goal and 12 actions).
- Sustainable financing of the energy transition (1 goal and 2 actions).

4.2.2. Carbon Footprint Reduction

Purpose

To implement internal and third-party actions aimed at reducing and offsetting greenhouse gas emissions through energy efficiency measures, process improvement and the development of solutions to reduce our impact on climate change.

Topics: Goals and Actions

- General goal (1 goal and 1 action).
- Reduction of SF6 emissions. (1 goal and 4 actions).
- Reduction of energy consumption and associated emissions (3 goals and 4 actions).
- Reduction of the refrigerant gases and associated emissions (1 goal and 1 action).
- Mitigation and neutralisation (offsetting) of emissions (1 goal and 1 action).

Key Goals

	Climate change	Energy transition		Sustainable financing
2030	<ul style="list-style-type: none"> • 55% reduction in Scope 1 and 2 emissions and • 28% reduction in Scope 3 emissions compared to 2019 	To securely integrate 100% of available renewable energy into the electricity system: 74% of renewable energy in power generation	To empower society to actively participate in the energy transition process	100% of sustainable financing
2025	<ul style="list-style-type: none"> • 30% reduction of Scope 1 and 2 emissions • 2/3 of suppliers (in terms of emissions) with approved SBTi (compared to 2019) • 100% of Scope 1 emissions offset 	>60% of renewable energy in power generation	Commissioning of the expanded Datahub available to actors and stakeholders authorised by the standard Extension of content on the: REData y RedOS platforms	60% of sustainable financing
ODS				

4.3. RESPONSIBLE VALUE CHAIN

4.3.1. Ensuring people's health and safety and well-being

Purpose

To consolidate the promotion and protection of the health and safety and well-being of employees and those persons who work in our facilities, including work-life balance

Topics: Goals and Actions

- General goal (1 goal).
- Zero accidents (2 goals and 5 actions).
- Healthy Organisation Model (1 goal and 8 actions).
- Psychosocial risk management (1 goal and 2 actions).

4.3.2. Making progress in the environmental integration of the facilities in the surroundings

Purpose

To reduce or even to prevent undesirable effects of the group's facilities on the environment and local communities, taking into account all stages of infrastructure development.

Topics: Goals and Actions

- Environmental management system (1 goal and 4 actions).
- Environmental hazards (1 goal and 3 actions).
- Prevention and mitigation of soil and water impacts (2 goals and 5 actions).
- Noise reduction (1 goal and 3 actions).
- Landscape integration of facilities (1 goal and 3 actions).
- Electromagnetic fields (1 goal and 2 actions).

4.3.3. Biodiversity protection and preservation

Purpose

To contribute to offsetting the natural capital and biodiversity loss and degradation by applying the business mitigation hierarchy and incorporating this into corporate decision-making processes, with the aim of generating a positive impact on the environment surrounding our facilities as of 2030.

Topics: Goals and Actions

- Natural capital and biodiversity risk and opportunity management (3 goals and 5 actions).
- Minimising and remedying impacts on habitats and species (1 goal and 1 action).
- Restoration and compensation on habitats and species (2 goals and 3 actions).
- Positive gain on habitats and species (2 goals and 3 actions).

4.3.4. Boosting circular economy

Purpose

To integrate the circular economy criteria in all the group's activities, promoting a continuous collaborative and learning environment.

Topics: Goals and Actions

- General goal (1 goal).
- Zero waste to landfill (4 goals and 6 actions).
- Zero plastic (2 goals and 2 actions).
- Water consumption (2 goals and 3 actions).

4.3.5. Extending supply chain sustainability

Purpose

To extend the group's sustainability commitment to all links in the supply chain, defining shared goals and promoting the consolidation of alliances to foster joint improvement.

Topics: Goals and Actions

- Including sustainability criteria in procurement decisions (1 goal and 2 actions).
- Reduction of Scope 3 emissions associated with the supply chain (2 goals and 2 actions).
- Supply chain security management (2 goals and 2 action).

4.3.6. Consolidating a customer-oriented culture

Purpose

To provide an appropriate customer service, as a result of a constant dialogue with customers, in order to be able to properly identify and satisfy their demands in the different businesses.

Topics: Goals and Actions

- Electricity business customer (1 goal and 10 actions).
- Fibre optic business customer (2 goals and 4 actions).
- Satellite business customer (1 goal and 1 action).

Key Goals

	Biodiversity	Circular Economy	Suppliers
2030	To generate a net positive impact on natural capital in the surroundings of the new facilities ¹	To be a leading company in circular economy : <ul style="list-style-type: none"> • <u>Group</u>: 0% waste to landfill • <u>Group</u>: 6,5m³ of water consumption per employee per year in workplaces 	To be a driving force of change for our suppliers: At least 25 supplies with the greatest impact on the transmission grid with criteria of circularity (LCA), climate change, safety, diversity and biodiversity.
2025	<ul style="list-style-type: none"> • 100% of critical spans signposted for Red Eléctrica. • 100% of investment projects committed to protecting vegetation and fighting against deforestation 	<ul style="list-style-type: none"> • <u>Red Eléctrica</u>: 0% waste to landfill. • <u>Red Eléctrica</u>: 6,5m³ of water consumption per employee per year in workplaces 	At least 10 supplies with the greatest impact on the transmission grid with criteria of circularity (LCA), climate change, safety, diversity and biodiversity
ODS			

¹ All facilities (Red Eléctrica) subject to the environmental assessment process (simplified or standard), whether or not covered by planning, whether or not affected by state or regional legislation.

4.4.CONTRIBUTION TO THE ENVIRONMENTAL DEVELOPMENT

4.4.1. Promoting Diversity

Purpose

To promote diversity in all the group's processes, especially in people management, taking into account all the integrated concepts (gender, age, disability and the like), consolidating a diversity, equal opportunities and non-discrimination culture.

Topics: Goals and Actions

- Diversity in Redeia's Board of Directors (1 goal and 1 action).
- Gender equality (2 goals and 5 actions).
- Disability (2 goals and 7 action).
- + Diversity (1 goal and 1 action).
- Diversity model in the Group companies (1 goal and 2 actions).

4.4.2. Enhancing the Social Licence

Purpose

To involve stakeholders in infrastructure projects, promoting a continuous, open and bidirectional dialogue to promote consensus and to generate development and wellbeing in our operational territories.

Topics: Goals and Actions

- Stakeholder management (1 goal and 1 action).
- Facility acceptance (4 goals and 7 actions).
- Transparency with stakeholders (2 goals and 2 actions).
- Sustainability reporting (2 goals and 5 actions).
- Measuring the activity's impact (1 goal and 2 actions).
- Reducing the digital divide (2 goals and 2 actions).

Key Goals

	Diversity		Digital Divide
2030	To be a benchmark company in gender equality: 50% of women on Redeia's Board of Directors and in the group's management team	To promote the inclusion of social and occupational exclusion risk groups	To reduce the digital divide: 100% of people connected in the area surrounding our facilities.
2025	<ul style="list-style-type: none"> • 50% of women on Redeia's Board of Directors • 38% of women in the group's management team 	<ul style="list-style-type: none"> • At least 40% of the legal percentage of direct hiring of disabled people. • To increase by 20% the volume managed via Special Employment Centres for the provision of services in Redeia. 	<ul style="list-style-type: none"> • To promote the development of the fibre optic business of at least three local carriers • 100 Mbps deployed with nationwide connectivity all over Spain.
ODS			

4.5. ANTICIPATING CHANGE AND TAKING ACTION

4.5.1. Promoting a sustainable regulatory framework

Purpose

To promote mainstreaming of regulatory sustainability criteria, focusing specifically on the evolution of a remuneration framework that promotes and favours an active contribution to sustainable development.

Topics: Goals and Actions

- Promoting integration of sustainability criteria in remuneration and planning standards (1 goal and 1 action).
- Promoting a favourable regulatory framework to improve planning flexibility in order to accelerate the energy transition and the subsequent electrification of the economy (1 goal and 1 action).
- Promoting a favourable hydrogen regulatory framework (1 goal and 2 actions).
- Promoting a favourable offshore wind regulatory framework (1 goal and 2 actions).

4.5.2. Boosting innovation, technology and digitisation

Purpose

To promote internal and third-party innovation and technological development in order to address current and future challenges and improve the group's level of competitiveness, promoting the development of more efficient processes and making progress towards the digitalisation of activities and services, in order to be more agile, flexible and quicker to adapt to change.

Topics: Goals and Actions

- Innovation and process improvement (3 goals and 7 actions).
- Data driven (1 goal and 2 actions).
- Cybersecurity (4 goals and 9 actions).

4.5.3. Developing the Required Talent

Purpose

To promote the development of current and future talent in order to be able to meet the needs resulting from the development of new technologies and ways of working, based on the knowledge transfer and the consolidation of the attractiveness of the group as an employer.

Temáticas: objetivos y acciones

- Employer attractiveness (1 goal and 2 actions).
- Talent loyalty (2 goals and 6 actions).
- Talent needs (1 goal and 5 actions).
- Talent development (1 goal and 2 actions).

4.5.4. Adapting to climate change

Purpose

To integrate the climate change risks and opportunities into the group's operations.

Topics: Goals and Actions

- Integration of climate change risks and opportunities (2 goals and 5 actions).

Key Goals

Innovation and Technology	
2030	To be a benchmark company in technological innovation : adoption of 64 innovative technological solutions in Redeia to provide solutions to the group's key challenges, thereby adding tangible or intangible value.
2025	Adoption of 24 innovative technological solutions in Redeia to provide solutions to the group's key challenges, thereby adding tangible or intangible value.
ODS	 

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