



PURPOSE

To establish the principles that govern the management of the people who are part of the Red Eléctrica Group through leadership, efficiency, innovation, cultural transformation, and personal and professional fulfillment, focusing on the employee's experience.

Supporting and complying with the principles contained in this Policy contribute to meeting the corporate goal, as well as to achieving the strategic objectives thereof, consistent with the values, principles and conduct guidelines set forth in the Code of Ethics and Conduct of the Red Eléctrica Group.

SCOPE OF APPLICATION

This Policy is applicable to all companies in which the Red Eléctrica Group has a controlling interest. It is the responsibility of all the members of the Red Eléctrica Group to comply with this Policy in the exercise of their roles and responsibilities, and in all professional fields in which they represent the organisation.

In those investee companies in which the Red Eléctrica Group does not have effective control, principles consistent with those set forth in this Policy will be implemented.

PRINCIPLES

- To guarantee the physical safety of people in the performance of their functions, promoting a culture of zero accidents, encouraging continuous training and permanent improvement of safety procedures and processes, as well as work teams and personal and collective safety means, seeking to apply innovation as a lever for differential improvement at all times.
- To promote a healthy company management model and system that fosters the best practices in terms of safety and physical, mental and social well-being, involving and participating all stakeholders, as well as the development and promotion of conciliation of the professional and personal life, as key elements of well-being.
- To promote and guarantee actions that respect diversity and inclusion, understood in its broadest sense, equal opportunities, and non-discrimination, including these actions transversally in all people management processes.
- To promote an inspiring leadership model that exemplifies values and that, from self-leadership, adapts to different circumstances and pursues personal and professional growth, to add value to the organisation, thus facilitating cultural transformation and innovation.
- To anticipate and adapt the labour relations framework of the Red Eléctrica Group to regulation, assessing and attending to business needs, as well as recommendations, trends, and best practices in the labour market.



- To promote an agile, collaborative, and flexible work organisation that, based on projects, processes and functions, enhances efficiency and innovation, thus allowing the optimisation of resources in an integral way in the Red Eléctrica Group.
- To attract, develop and commit diverse talent to guarantee current and future needs, capacities and resources, accompanying cultural transformation, innovation, knowledge management and professional development of people, while positioning the Group as a benchmark employer.
- To differentiate talent, to align recognition measures with the value of their contribution in achieving results and focus development actions according to the identified potential.
- To promote a total compensation model and system that guarantees internal equity, reduces the gender pay gap to zero, is competitive in the market, combines monetary and emotional elements, recognises and respects the different needs and expectations of the employees and the company, integrating talent management and the healthy business model into its elements.
- To promote internal communication of a two-way nature, facilitating the alignment of people with the strategy of the Group, acting as a lever for cultural transformation, while developing listening channels to tap into the experience of the employees and know the atmosphere at the organisation, for its continuous improvement.
- To guarantee that actions related to the management of workspaces, the media and the services provided to people facilitate the implementation of new forms of work, and promote the cultural transformation of the Group and innovation, being carried out with a vocation for customer service and according to the criteria established in the Group regarding occupational safety, people's well-being, efficiency and the sustainable use of resources.

This **Personnel Policy** was approved in its 2nd edition by the Executive Committee on 22nd June, 2021.