

## Sustainability Policy

The **sustainability policy** of RTE reflects a commitment to environmental, social, and governance responsibility, with concrete actions in various areas to ensure more sustainable and responsible practices.

### I – Environment:

**Objective:** Minimize the negative impacts of the company’s activities on the environment by promoting practices that conserve natural resources, reduce pollution, and encourage energy efficiency and responsible resource use.

**How:**

- Compliance with environmental legislation
- Study and adoption of less-polluting energy sources
- Efficient management of energy resources used
- Positive impact on waste management and emissions

### II – Social

**Objective:**

Ensure the well-being of people, both within the organization (employees) and in the communities where the company operates. This involves promoting good working conditions, health, safety, human rights, and social engagement.

**How:**

- Compliance with labor legislation
- Implementation of adequate health and safety conditions at work and continuous improvement of the work environment
- Strengthening the positive social impact in the community through support for local initiatives

### III – Governance

**Objective:**

Ensure that the company’s actions are financially viable in the long term, adopting practices that create economic value while also considering the social and environmental impacts of its decisions.

**How:**

- Compliance with current legislation and combating corruption and bribery, ensuring transparency
- Ethics and transparency in business
- Continuous assessment of activity risks