

**HEALTHY
WORKPLACE REPORT**

Committed to intelligent energy

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INTRODUCTION

Red Eléctrica Group promotes, through the commitment and leadership of the management team, best practices in health and safety and well-being. Its Healthy Workplace Management Model is aligned with the Company's Strategic Plan, with the Human Resources Master Plan and with the 2030 Sustainability Commitment of the Red Eléctrica Group. Its purpose is to attain healthy workplaces from the sole perspective of occupational and personal health. This purpose constitutes one of the essential pillars of the value propositions offered to its employees and stakeholders.

This Healthy Workplace Management Model is deployed through a multi-year plan, whose goal is to give continuity to the management model by continuously improving and consolidating Red Eléctrica Group as a leading company in good practices in health and safety, well-being and the promotion of health.

The main actions for its attainment are:

- Promote and establish in all stakeholders (internal and external) a preventive culture committed to becoming a 'zero accidents' Group.**

The Healthy Workplace management model's Purpose is to consolidate Red Eléctrica Group as a leading company in good practices in health and safety, well-being and the promotion of health.



PURPOSE OF THE GROUP



Promote a preventive culture

BECOME A 'ZERO ACCIDENTS' GROUP

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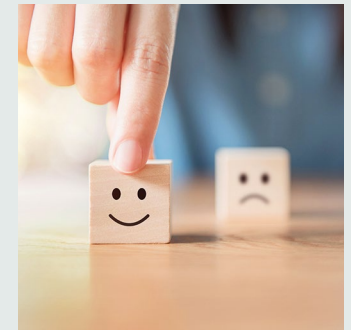
The Healthy Workplace Management model is aligned with the Company's Strategic Plan, the Human Resources Master Plan and the 2030 Sustainability Commitment of the Red Eléctrica Group.

Promoting the awareness and participation of all stakeholders in terms of health and safety, developing behaviours and attitudes that consolidate the commitment to the 'zero accidents' culture with actions specific for all groups. Redefining the qualification model, for risk prevention, both for own personnel and external staff from the companies providing services to the different Group companies.

2. Promoting and developing the management of psychosocial risks, integrating emotional aspects into our preventive culture. Defining, integrating and promoting actions specifically focused on psychosocial risks, including emotional aspects in occupational safety activities. Standardising and integrating the implementation of action plans related to improving psychosocial risks.

3. Positioning and developing the 'Healthy workplace' model, consolidating best practices in work-life balance and well-being of people at all levels, that is, physically, mentally and socially. Driving the Group's position as a benchmark of the 'Healthy workplace' model, consolidating best practices in work-life balance well-being of people at all levels, this is, physically, mentally and socially. Designing and implementing actions to favour the sustainable contribution of Group professionals throughout their working life.

This report pretends to raise awareness on the main actions carried out during 2019, as a token of our determined effort to promote a culture of excellence in health and safety management systems.



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MODALITY OF THE PREVENTION SERVICE

Red Eléctrica de España S.A.U.'s Prevention Services

was created to ensure compliance with the workers' entitlement to occupational health and safety, as guaranteed under the Spanish Constitution, the Framework Directive 89/391/EEC, and its transposition into the Spanish legislation by means of Law 31/1995 on the Prevention of Occupational Risks. It is specialised in managing Safety at Work, Industrial Hygiene, Ergonomics and Applied Psychosociology and Occupational Medicine.

To achieve better compliance with the Spanish legislation on occupational risks due to the expansion and consolidation Of Red Eléctrica Group as a global operator of strategic electricity and telecommunications infrastructures, the Company decided to successfully establish a Joint Prevention Service consisting of the following companies: (*)

- RED ELÉCTRICA CORPORACIÓN
- RED ELÉCTRICA DE ESPAÑA S.A.U. [REE]
- RED ELÉCTRICA INFRAESTRUCTURAS CANARIAS [REINCAN]
- RED ELÉCTRICA INFRAESTRUCTURAS TELECOMUNICACIONES [REINTEL]
- RED ELÉCTRICA INTERNACIONAL

[*] As of 31/12/2019.

Preventive actions are extended to the scope of Qualifying the Joint Prevention Service as an Own Prevention Service, by virtue of Article 21 of Royal Decree 39/1997.

JOINT PREVENTION SERVICE



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The Joint Prevention Service was created for a better compliance with occupational risk Prevention legislation as a result of Red Eléctrica Group's expansion.



For the rest of the Group companies, Red Eléctrica's Prevention Service provides operational support and assistance in the design and governance of the model through the corporate services Relationship Framework.

Article 21 of Royal Decree 39/1997 by which the Regulation of Prevention Services is taken as reference, whereby the Rules of Prevention Services are set, since the following conditions are met:

'Belonging to the same business group, the Red Eléctrica Group, which carries out business activities in the same facilities and buildings'.

Similarly, in compliance with article 24 of Law 31/1995 on the Prevention of Occupational Risks, which deals with the coordination of business activities in the field of risk prevention, preventive actions will be coordinated between the aforementioned companies and others that develop their productive activity in buildings and facilities of the Red Eléctrica Group.

Preventive actions will be limited to the above-mentioned companies and the Joint Prevention Service qualifies as an Own Prevention Service, by virtue of section 21 of Royal Decree 39/1997, whereby the Rules for Prevention Services are set.

PREVENTION SERVICE

It was created to effectively comply with the workers' right to health and safety.



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PARTICIPATION BODIES AND CONSULTATION CHANNELS

Red Eléctrica de España has an Occupational Health and Safety Committee, as provided in Law 31/1995 on the Prevention of Occupational Risks. Its composition and functioning are established and developed in chapter VII of the X Collective Bargaining Agreement.

This Committee is a professional peer participation body aimed at regular and frequent consultation on the company's actions regarding the prevention of occupational risks. The Committee is made up of six company representatives and six prevention delegates chosen among workers' representatives representing 100% of the employees. In addition, the technicians of the own prevention service participate in the meetings of this committee.

The meetings are held quarterly (in accordance with Law 31/1995 on the Prevention of Occupational Risks), but may also take place if any of the parties requests so. In 2019, the Committee held four meetings complying with the goals foreseen.

In these meetings, all preventive and health actions, resulting from the new applicable regulations, are followed up. Internal processes

The Occupational Health and Safety Committee is made up of six company representatives and six prevention delegates chosen among those who represent 100% of the employees.



MEETINGS

OUR OWN PREVENTION TECHNICIANS PARTICIPATE IN THE MEETINGS OF THE OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

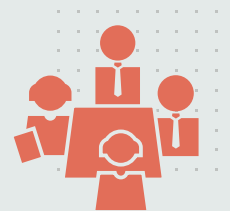




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In the meetings, all preventive and health actions, resulting from the new applicable regulations, are followed up and internal processes and rules are reviewed.

and rules are reviewed, the occupational health and safety outcomes and programmes analysed and safety equipment and materials are followed up.

Prevention delegates are asked their opinion on preventive policy and planning and improvement proposals submitted by workers through the established communication channels are analysed. The committee is aware of the outcome of internal and external audits carried out and the improvement measures implemented.

Meeting minutes are available for all employees in a specific section of the corporate intranet miRED.

The Healthy Workplace Community is located on miRED, the most visited by employees, which serves as a communication channel and documentation repository for all the Healthy Workplace Model information.

IN 2019

The Occupational Health and Safety Committee held four meetings and complied with the goals set.



HEALTHY WORKPLACE

IS THE MOST VISITED COMMUNITY BY EMPLOYEES IN THE CORPORATE INTRANET miRED

It serves as a communication channel and documentation repository



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To reinforce employees' participation, a consultation community (CIRI's) has been created on the corporate intranet to solve doubts regarding health and safety.

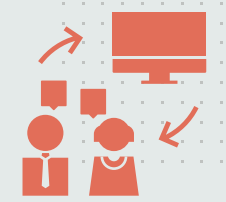
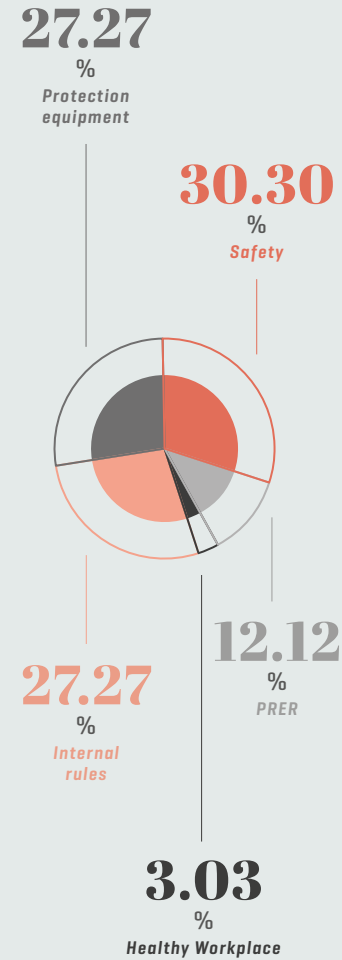
ADDITIONAL CONSULTATION CHANNELS

To reinforce employee's participation, a consultation community (CIRI's, Interactive Community for the Resolution of Occupational Health and Safety Concerns) has been created on the corporate intranet to solve doubts regarding health and safety. The community also serves as a platform to disseminate and create knowledge within the process to continuously improve the Health and Safety management model, since it stresses content aspects related to operating processes.

For this reason, consultations on CIRI's require reflection and preparation, and that is why they are analysed by the Consultations Resolution Group (GRC), cross-cutting to the Organisation, consisting of technicians from different organisational areas to standardise and homogenise answers, which are published on the internal website.

Enquiries and proposals are structured by areas (safety, healthy workplace, protection equipment, PRER [management tool], regulation and others) for subsequent analysis and decision-making in the planning of specific action programmes.

AREAS OF ENQUIRY SOLVED 2019



ANALYSIS OF CONSULTATIONS

CONSULTATIONS ON CIRI'S REQUIRE REFLECTION, PREPARATION AND CONSENSUS. THEREFORE, THEY ARE ANALYSED BY THE CONSULTATIONS RESOLUTION GROUP (GRC),

the answers are published on the internal website



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IN 2019

Four Health and Safety Bulletins have been published, including more than 20 news, information ‘pills’ and recommendations, content developing preventive, emotional and healthy aspects.

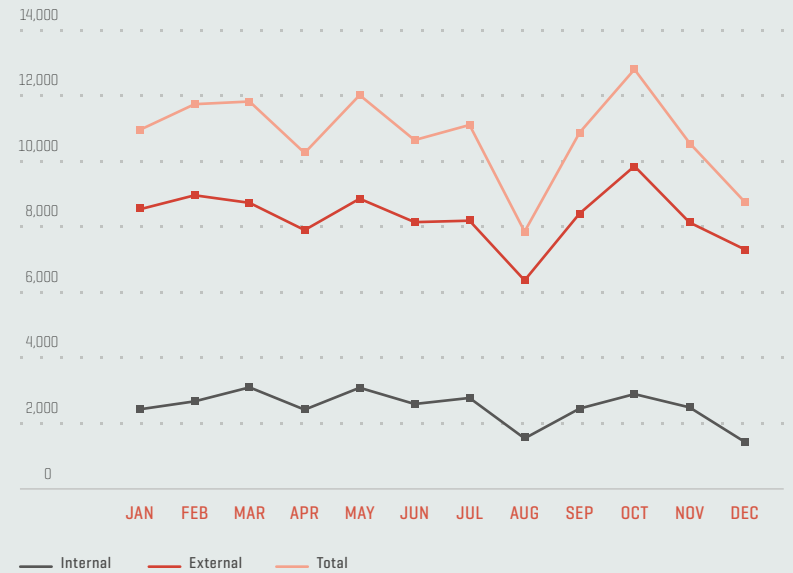
Jointly with the Community, the Health and Safety Bulletin has been set up, to reinforce Red Eléctrica Group’s commitment with the promotion of preventive culture as a business value for all stakeholders.

It pretends to be the dissemination channel for information on health and safety and well-being, both within and beyond the scope of Red Eléctrica Group’s activities. It is published quarterly and is aimed both for internal personnel and suppliers.

In 2019, four Health and Safety Bulletins were published, including more than 20 news, information ‘pills’ and recommendations, content on several areas, mainly including articles developing preventive, emotional and healthy aspects. Articles with information of interest on lessons learnt, resulting from the analysis and research of the on-going improvement model are published, and on-going projects and the improvement measures for the Healthy Workplace Management Model are announced.

PRER is the prevention management tool used for traceability, it enables managing all safety model processes, in which participating agents, both internal and external, collaborate jointly in different activities.

Registration of accesses to PRER in 2019



Main PRER processes managed in 2019

| | |
|---|--------|
| Safety studies done | 63 |
| Approved safety plans | 559 |
| Approved safety procedures ^[1] | 642 |
| Accidents managed | 102 |
| Incidents managed ^[2] | 105 |
| Risk notices issued ^[3] | 97 |
| Works safety inspections ^[4] | 10,708 |
| Corrective actions ^[5] | 2,146 |

[1] Safety Studies, Plans and Procedures are documents, including preventive measures for the works carried out by each supplier. **[2]** An incident is an unexpected event that has not caused damage to people (accident). **[3]** A notice of risk is the communication of an anomaly or malpractice, resulting in a severe or imminent risk situation or the sum of reiterated admonishment or minor safety indications. **[4]** Verification of compliance with safety conditions during works. **[5]** Considers all actions giving a solution or deviations in safety processes. The philosophy behind analysing corrective measures is to avoid repetition, acting on the root and spreading the solution among all participants.

HEALTHY WORKPLACE MANAGEMENT MODEL



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HEALTHY WORKPLACE MANAGEMENT MODEL

The concept of Occupational Health and Safety has broadened and changed as the result of a range of social changes and has now become an area of people management with its own features and with enough weight to require the development of several courses of action.

Identifying health as *'a state of complete physical, mental and social well-being, in harmony with the environment, and not just the absence of illnesses or disorders'*, has meant been a move away from an exclusive focus on analysing physical, chemical and biological risk factors towards a broader approach that combines these with other people management variables, given that people are a company's most important asset.

Among the basic principles and guidelines of Red Eléctrica Group are the following:

- Ensuring people's safety while they perform the duties associated with their jobs through training in the correct use of working equipment, the application of individual and group safety measures, and by promoting and safeguarding the protection of the employees,

To be a benchmark as a healthy workplace implies actively promoting the safety and well-being of people to attain healthy workplaces from a sole occupational and personal healthy perspective.

PEOPLE, A COMPANY'S MOST IMPORTANT ASSET





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facilities and assets of the Red Eléctrica Group, in accordance with the risks identified and their proper comprehensive management in terms of both efficiency and quality.

- Designing, implementing and promoting a healthy workplace management model and system by taking into account occupational health and safety, the promotion of health outside work considering the epidemiological features of each community group, as well as physical and psychological well-being with the involvement and participation of all stakeholders and the integration of people with disabilities, as well as the development and fostering of the work-life balance, as essential factors of social well-being.

These two basic guidelines in the Human Resources Policy of the Red Eléctrica Group establish the following commitments: the development of a management model for the promotion and protection of the health, safety and well-being of the Group's employees, and the sustainability of the working environment.



TWO BASIC GUIDELINES IN OUR HR POLICY

ENSURING THE SAFETY OF PEOPLE AND PROMOTING A HEALTHY WORKPLACE MANAGEMENT MODEL

HEALTHY WORKPLACE MODEL

Ensuring physical, mental and social well-being, jointly with the integration of people with disabilities, as well as work-life balance.



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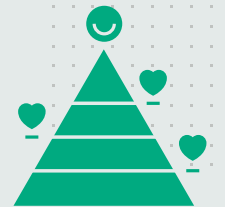
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Health and Safety guidelines are informed to the personnel working at the company and suppliers to promote a culture focused on the safety, health and well-being of all their professionals and of the environment.

- Integrate health, safety and well-being at all hierarchical levels and in all activities, following business commitments and the regulation in force.
- Focus management on the involvement and participation of all stakeholders connected to the fulfilment of these guidelines.
- Ensure the highest levels of health and well-being for all its professionals through the prevention of the risks associated with their professional duties, with the injuries or illnesses caused by both the physical and the psychosocial environment, and to provide health resources within the working environment, bearing in mind the legal, occupational and technological framework.
- Inform all personnel working for the Company and its suppliers/contractors of these guidelines, to promote a culture focused on the safety, health and well-being of all their professionals and of the environment in which they operate.
- Ensure compliance with all the legal requirements applicable to occupational health and safety, along with all the requirements set out in the Healthy Workplace Model.
- Provide all personnel with the professional tools and individual and general protection equipment required to perform their duties under safe and healthy conditions.



In accordance with the current internal regulation, we must

INTEGRATE HEALTH AND SAFETY AND WELL-BEING

IN ALL HIERARCHY LEVELS AND ACTIVITIES

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The company's current focus is on all health aspects with the aim of creating, developing and generating healthy working environments to improve employees' quality of life.



- Ensure that people have adequate training, so that they may perform the duties associated with their job position in a safe and healthy environment, from both a physical and a psychosocial perspective.
- Foster employee participation and consultation in all aspects of the occupational health, safety and well-being management system.
- Promote the ongoing improvement of the occupational health and safety performance and management system and include this system among the general requirements for a healthy workplace.
- Maintain the certification of the management system, through continually improved performance.

While health and safety management must begin with risk prevention in the workplace, the current focus is on all aspects of health, with the aim of creating, developing and generating healthy working environments in which attention is paid to the health and well-being of employees to improve their quality of life.

HEALTHY WORKPLACE MODEL

Manages all initiatives seeking a better well-being of our employees and their closest environment, their family and the community.



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The company fosters employee participation and consultation in the occupational health, safety and well-being management system.



The Healthy Workplace management model enables organising all these actions in the most coherent and structured manner, in order to plan, follow up and assess all initiatives proving greater well-being to our employees and their closest environment, their family and the community.

Under this framework, the Healthy Workplace Model is established on four main courses of action.

← HEALTHY · WORKPLACE · MANAGEMENT · MODEL →

PRINCIPLES



PHYSICAL WORK ENVIRONMENT

Provide the means necessary to carry out the work functions under better health and safety conditions



COMMUNITY INVOLVEMENTS

Actions carried out by the Company that can impact on the improvement of the health and well-being of the families of their employees and the local communities in which the Company's facilities are located



HEALTH RESOURCES

Provide the workforce with tools to improve their state of physical and mental health, contributing to their well-being and quality of life



PSYCHOSOCIAL WORKING ENVIRONMENT

Implement tools and resources regarding the management and organisation of work that promotes the physical and psychosocial well-being of employees



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PHYSICAL WORKING ENVIRONMENT

Physical working environment refers to, among other things, the structural design, air quality, machinery, chemical products and materials. The working environment also considers production processes during the working day; any factors that could affect the physical health and safety of the workers, as well as their mental health and well-being. It also includes issues that have traditionally been addressed by the technical areas of occupational risk prevention services.

For Red Eléctrica Group, the **prevention of occupational risks** is a differentiating element and an essential requirement to ensure the health and safety of employees and external personnel *[suppliers and contractors]*.

To minimise the risks resulting from works in electrical facilities, there is a special incidence on training, awareness, consultation and participation, improving behaviours and healthy measures during those works carried out both by own and external personnel *[suppliers and contractors]*.

For Red Eléctrica Group, the prevention of occupational risks is a differentiating element and an essential requirement to ensure the health and safety of employees and external personnel *[suppliers and contractors]*.

To minimise the risks resulting from works in Electricity facilities, putting a special emphasis on



TRAINING IN SAFETY MEASURES



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Red Eléctrica Group has focused on innovation, as a driving factor for digital transformation in health and safety, aiming at facing the strategic risk of being a ‘zero accidents’ Group.

Red Eléctrica has a **strategy and a specific action plan**, promoting best practices in health and safety during the execution of activities and works in the facilities. The goal is to go beyond legal compliance: training, informing and raising awareness on obligations and responsibilities, and committing the whole Group to this goal.

Red Eléctrica Group has focused on **innovation**, as a driving factor for digital transformation in health and safety, developing several projects promoting the use of new technologies, aiming at facing the strategic risk of being a ‘zero accidents’ Group. In this line of action stands out:

- The analysis of devices for monitoring and signalling works and facilities (*people and machinery*) contributing to the improvement of safety conditions during the execution of works
- The research of solutions enabling to reduce/eliminate risk motivated by unsafe actions which may entail a threat to workers’ integrity and cause problems to third parties and company infrastructures and services. It consists of combining technology and the management of psychosocial risk through



INNOVATION

We manage innovation in safety and health putting technology at our service.



Red Eléctrica promotes

BEST PRACTICES

IN TERMS OF OCCUPATIONAL RISK DURING ACTIVITIES AND WORKS IN THE FACILITIES



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an observation, measuring and intervention tool applicable to workers' emotional state and their risk behaviour.

To progressively reducing accident rates and improving health and safety conditions, besides minimising the risks resulting from construction works and maintenance of facilities of the Group and in their areas of influence, Red Eléctrica particularly underlines:

- The training, awareness, consultation and participation [Health and Safety Committee, internal audits and workgroups, Safety Bulletins, CIRI's Community, ...] improving behaviours and safety measures during the works carried out bot by own personnel and external personnel [suppliers and contractors].

The on-going follow up of high-risk works and activities through safety inspection programmes is essential for reaching the high levels of safety of the Group. In this regard, in 2019 almost 11,000 safety inspections at works in facilities have been carried out,



SAFETY

IN 2019 ALMOST

11,000

SAFETY INSPECTIONS

IN WORKS IN FACILITIES

and in 13.75% of them incidences have been detected

ACCIDENT RATES

To attain low accident rates, Red Eléctrica puts a special emphasis on training, awareness, consultation and participation improving safety behaviours and measures during works.



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In 2019 a new Occupational Health and Safety training and qualification model has been implemented, which enables ‘customising’ the training model and ensuring that people will have the skills needed regardless of the position they are assigned to.

IN 2019

A new comprehensive scorecard has been implemented, accessible from the intranet (miRED). It is fully automated and includes safety rates.

having detected incidents in 13.74% of them. They have been solved through corrective actions within the on-going improvement model. As a result of the activities carried out for the control and follow-up of works, more than 2,200 corrective actions have been created, 93% of which were solved in 2019.

At Red Eléctrica we believe that the learning achieved in the resolution of corrective actions, jointly, will allow all participants in the supply chain to improve their health and safety processes and strengthen their preventive culture with the new knowledge shared. The on-going and proactive identification of dangers associated with processes is a value-added source of information to determine the system’s risks and opportunities.

In 2019, a new training and qualification model in Occupational health and safety was implemented. This new model is based in qualifications in accordance with the activity carried out by each person, instead of the activities generally assigned by default to the model organisational position the worker is allocated to. This implies a significant improvement compared to the previous model, since it enables ‘customising’ the training model and ensuring that people will have the skills needed regardless of the position they are assigned to.



SAFETY AT WORK

FOLLOWING THE WORK CONTROL AND FOLLOW-UP ACTIVITIES THERE HAVE BEEN

2,000

CORRECTIVE ACTIONS

of which 93% have been solved in 2019



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The measures taken in the Action Plan to improve health and safety have helped to reinforce the control of safety performance carried out on all stakeholders and the improvement of the training and awareness of those involved in the process.

Red Eléctrica Group implemented in 2019 a **new comprehensive scorecard**, accessible for all employees from the intranet [miRED]. It is fully automated and includes safety rates common to all corporate units. This will facilitate their follow-up and contribute to the decision-making process, indicating lines of action in which corrective measures must be anticipated and forecasted.

SAFETY IN THE SUPPLY CHAIN

Red Eléctrica Group promotes the development and excellence in the performance of safety of its suppliers, implementing measures aimed at fostering **prevention culture in the supply chain**.

As a result of all these actions, in 2019, the significant reduction in the severity rate of contractors stands out. This showcases Red Eléctrica Group's commitment to its contractors.

All suppliers working in Red Eléctrica and REINTEL's facilities and centres are qualified in terms of occupational safety and, if they undertake risk activities, these are led by the supplier's forepersons who have been previously authorised by Red Eléctrica de España's Prevention Service. At the end of 2019, close to 2,000 forepersons and 400 contractor supervisors have provided their services. It is planned to incorporate REINCAN's suppliers to the qualification process, before the beginning of the execution phase of the works.



Red Eléctrica Group promotes

EXCELLENCE

IN THE SAFETY PERFORMANCE OF ITS SUPPLIERS, FOSTERING THE PREVENTION CULTURE IN ALL THE SUPPLY CHAIN

IN 2019

There has been a significant reduction in the severity rate of contractors, which showcases Red Eléctrica Group's commitment to the safety of the supply chain.



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In addition, Red Eléctrica randomly requests its suppliers evidence of their employee's health and safety performance, as well as the inclusion of their employees on the supplier's database on the corporate occupation safety app (PRER), which allows automating the process to control access to works and facilities.

In order to foster the prevention culture and excellence of our suppliers, we have implemented **a new suppliers' prevention assessment**, to improve the safety outcome in the execution of works and help suppliers to apply the best prevention practices, focusing on those activities of higher risks. They are included in KPI agreements that enable following up and controlling suppliers' activities and setting up improvement actions, if applicable. Additionally, we will have information on the global performance of suppliers for each activity carried out and obtain activity rates that allow us to face detected situations and do awareness campaigns with all suppliers from the same activity, to continuously improve outcomes and develop and share the prevention best practices that each of them apply.

Risk activities are led by the supplier's forepersons who have previously been authorised by Red Eléctrica's Prevention Service. At the end of 2019, close to 2,000 forepersons and 400 contractor supervisors have provided their services.

IMPROVEMENTS IN SAFETY

The company has implemented a new suppliers' prevention assessment,

TO IMPROVE SAFETY RESULTS IN THE EXECUTION OF WORKS AND HELPING SUPPLIERS IMPLEMENT BETTER PREVENTION PRACTICES





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As a result of this model, aligned with the company's Sustainability commitment and complying with the priority of extending it to all the links in the supply chain (people, suppliers and customers), an awareness day on health and safety in forestry works was held. The focus was on preventing accidents in cutting-down works, disseminating main incidents occurred in the last years and sharing lessons learnt.

It must be highlighted that in 2019 there have not been any severe accidents, or special severity accidents, in Red Eléctrica Group's facilities or work centres. The following management goal of: RE Group + Contractors 0.28 (goal set of 0.64 There has been a considerable drop in the severity rate of contractors: from 1.39 to 0.36.

Our commitment is focused on raising awareness and disseminating the 'zero accidents' goal, as well as improving the health and safety levels of all people working in our facilities.

IN 2019

There have been no severe accidents, or especially severe accidents, in the facilities or work centres of Red Eléctrica Group.



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HEALTH RESOURCES

Health resources at work centres refer to processes, measures and tools aimed at preventing and driving improvements in the physical and mental health of Red Eléctrica Group's professionals contributing to their well-being. This includes direct interventions that affect the health of workers and that may or may not be related to their actual employment duties, addressing all aspects of prevention: primary, through the promotion of good health, providing information and incentivising healthy habits; secondary, through the early diagnosis of illnesses and the detection of risk factors, providing support for their monitoring and control; and tertiary, through the assistance, treatment and rehabilitation of employees while at work, using workplace medical services and providing health insurance for employees.

Red Eléctrica Group carries out permanently a preventive follow-up of its workers' health through several strategies. Spanish Group companies have their **own medical service**, responsible for monitoring their health through tests and consultations. The Medical Service, as part of the Joint Prevention Service, collaborates with the rest of the Group's companies by providing operational support and assistance

Spanish Group companies have their own medical service responsible for monitoring their health through tests and consultations.



HEALTH RESOURCES

FOCUSED ON THE PROMOTION OF HEALTH, EARLY DIAGNOSIS OF ILLNESSES AND DETECTION OF RISK FACTORS AND CARE, TREATMENT AND REHABILITATION OF WORKERS

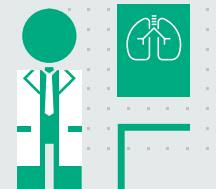


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Thanks to the preventive measures applied, no incidences or risk of illnesses related to professional activities or work have been identified.

in the design and governance of the model through the corporate services Relationship Framework.

Thanks to the preventive measures applied, no incidences or risk linked to certain illnesses associated with the professional activities or the work have been identified.

The different health campaigns in 2019 follow the analysis of the different health indicators assessed on an annual basis and previously identified needs and their main purpose is to drive healthy life habits among employees, their families and their stakeholders.

The set of programmes and actions rolled out in the last years has been highlighted externally with the award of one of the most renown prizes, the XII NAOS's Strategy Awards, granted by the Ministry of Health and the Spanish Consumption, Food Safety and Nutrition Agency (Agencia Española de Consumo, Seguridad Alimentaria y Nutrición, AECOSAN), that recognise interventions or other initiatives contributing to the prevention of obesity, with the promotion of healthy eating and/or frequent physical exercise.

PROMOTION OF HEALTH AT WORK

Under this definition, the integration of health promotion in occupational risk prevention actions is proposed, and it establishes a conceptual framework that helps to organise and to undertake health corporate programmes at all levels (individual and at the corporate level). As a member of the Healthy Business Network and aligned with the European Network for Workplace Health Promotion (ENWHP), after its recognition of good practices by this body, Red Eléctrica is committed to a concept of health promotion at work, to its full extent through:

- A systematic design of programmes that improve the health of the worker and that of the company.
- The creation of a health culture that meets the needs of both the company and the worker.



EXTER-
NAL
RECOG-
NITION

OBTENTION OF ONE OF THE MOST PRESTIGIOUS AWARDS, THE XII NAOS STRATEGY AWARDS GRANTED BY THE MINISTRY OF HEALTH AND THE SPANISH CONSUMPTION, FOOD SAFETY AND NUTRITION AGENCY (AECOSAN)



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PROMOTION OF HEALTH

It represents a concept framework that contributes to organising and undertaking health corporate programmes at all levels.

- Health management that is integrated into the strategic plan of the company because it is good for the worker's health and for the productivity, efficiency and competitiveness of the company.
- A methodology that helps people achieve optimal health (emotional, physical, social, spiritual and intellectual).
- A methodology that uses diverse strategies to improve the knowledge that workers and other relevant stakeholders have regarding health and to make a working environment available that protects the health of people and supports and reinforces healthy choices.
- Improved working conditions, seeking sustainability and quality of work, where the health and safety of workers is ensured and in which the legal requirements of current regulations are met and exceeded.
- Healthy lifestyle habit initiatives that take into consideration how the working environment can facilitate and support habits, behaviours and abilities to live a healthy life.

Red Eléctrica is committed to a concept of health promotion at work with a systematic design of programmes that improve the health of the worker and that of the company.



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MAIN ACTION LINES 2019

Cardiovascular risk prevention plan

Based on the general health data analysed, health campaigns are carried out annually aimed at increasing physical activity, reducing sedentary lifestyles and improving eating habits, among other things. It is important to note that these actions are not only intended to reduce the incidence of potential cardiovascular illnesses and their risk factors, but additionally, they have a significant impact on the prevention of other chronic pathologies including cancer or certain psychological processes. Such actions help to ensure a better quality of life.

Promotion of physical activity and sport

Integrating the practice of physical exercise as a healthy lifestyle habit is a clear necessity in view of the research that has been carried out into the reasons for the main chronic illnesses affecting developed societies, among which noteworthy are: cardiovascular disorders, cancer and problems arising from conditions of an orthopaedic nature. Under this perspective, in recent years a special effort has been made to roll out a number of initiatives mainly aimed at raising awareness among employees of the importance of regular physical exercise in order to achieve improvements in their well-being and quality of life and therefore supplying the tools to start or maintain these habits.

Annually different health campaigns aimed at increasing physical activity, reducing sedentary lifestyle and improving eating habits, actions that do not only pretend to improve prevalence of potential cardiovascular illnesses and its risk factors, but also the prevention of other chronic illnesses.

PHYSICAL EXERCISE

As a main healthy habit

THE COMPANY SETS INTO MOTION DIFFERENT INITIATIVES WITH THE MAIN GOAL TO RAISE AWARENESS ON EMPLOYEES REGARDING THE IMPORTANCE OF DOING EXERCISE TO IMPROVE WELL-BEING



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Red Eléctrica includes financial aid to people who decide to take part in any of the sports groups (basketball, cycling, yoga, indoor football, athletics) that exist under the so-called ‘Sports season’.

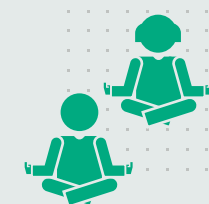
Within this framework are included financial aids granted by Red Eléctrica to people who decide to take part in any of the sports groups (basketball, cycling, yoga, indoor football, athletics) that exist under the so-called ‘Sports season’. In 2019 a new platform was implemented, under the name REactiva, which improves the management of these sports activities. More than 400 people, including colleagues from Peru and Chile, have enrolled.

As a result of the different research projects carried out in previous years, the need was identified to have a space in the Head Office exclusively dedicated to the practice of physical exercise. Thus, in May 2018, ‘Energy Space’ was created, a room fitted out and prepared for group classes teaching Yoga and Pilates as well as for functional training in small groups. In 2019, the Energy Room was open every day of the week, offering several activities.

This same format of Yoga and Pilates group classes is replicated in the Rubi and La Eliana work centres, following the initiative of the personnel at those work centres, where they make an adequate space available for the practice of this type of physical activity, since they comply with the criterion of a minimum number of colleagues to practice a group class.

Physical Condition Consultation

The initiative was aimed especially at those people who do not exercise regularly and/or have certain health factors (high blood pressure, high cholesterol levels, weight problems etc...) where physical exercise could have a positive impact on their health condition.



ENERGY SPACE

A SPACE AVAILABLE FOR
GROUP YOGA, PILATES
AND FUNCTIONAL
TRAINING CLASSES
IN SMALL GROUPS

In service since 2018

IN 2019

a new platform has been implemented, under the name REactiva, which improves the management of these sports activities. More than 400 people, including colleagues from Peru and Chile, have enrolled.



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A professional expert in physical exercise and health will evaluate certain health parameters (flexibility, strength, cardiopulmonary capacity and balance) and get to know their overall physical condition.

HEALTHY EATING CAMPAIGN

Individualised nutritional advice, carrying out in 2019

160

INDIVIDUAL CONSULTATIONS WITH THEIR RESPECTIVE ACTION PLANS TO IMPROVE HEALTH



A professional expert in physical exercise and health will evaluate certain health parameters (flexibility, strength, cardiopulmonary capacity and balance) to determine their general physical condition.

According to the results obtained, a scale is established, and a final report is produced, and an action plan is proposed with individual and personalised physical exercise recommendations. A follow-up will be carried out after a few months to evaluate the results achieved. During 2019, 90 people have benefited from the Physical Condition Consultation Service.

It is interesting to stress out that one of the working populations to which these physical condition tests are aimed, has been the group of older workers carrying out physically demanding activities, in order to complement their qualification assessment and give recommendations to improve their health condition and healthy ageing.

Healthy eating prevention

In parallel with the promotion of physical exercise, and using the health monitoring studies, which show a strong incidence of cardiovascular risks on Red Eléctrica's workforce, as of 2016 a further step has been taken in the implementation of the Healthy Eating Campaign Including a number of group-oriented actions (workshops and group sessions) and individual actions (personalised nutritional advice) in collaboration with the Spanish Society of Dietetics and Food Sciences (SEDCA). Individual consultations may be in person or online, to assist all people regardless of their work centre. In 2019, 160 individual consultations have been carried out, with their corresponding action plans to improve health.



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Prevention of cerebrovascular disorders

The cerebrovascular illnesses prevention is done in collaboration with the association Freno al Ictus (Curbing Stroke). In 2019 there have been seven talks on prevention at regional offices.

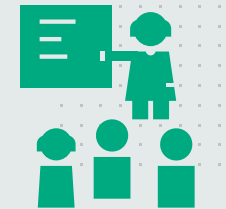
Red Eléctrica has the *Brain Caring People* Company Seal awarded by Asociación Freno al ICTUS (Stop Stroke Association), which recognises those entities undertaking initiatives and projects impacting the society's cerebrovascular health through organisations and their employees. It counts with the social guarantee of the Sociedad Española de Neurología (Spanish Neurology Society) and of the Fundación del Cerebro (Brain Foundation).

Cancer prevention plan

The prevention of cancer and the promotion of a healthy lifestyle to reduce the risk factors that lead to cancer was included, several years ago, as part of the annual planning of health monitoring activities.

The following stand out:

The prostate cancer prevention programme: for men over 49, to which a PSA in blood measurement is applied. This programme



PREVENTION

DURING THE CAMPAIGN TO PREVENT CEREBROVASCULAR ILLNESSES IN 2019 THERE HAVE BEEN

7

TALKS

In collaboration with the Asociación Freno al Ictus





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has been especially important due to the rise in the average age of the staff.

The **colon cancer** prevention campaign: for working people over 49. Detection of occult blood in faeces is done as a screening method. In positive cases, a colonoscopy screening is done. In 2019, 200 people took part in the campaign.

Prevention of musculoskeletal disorders

Musculoskeletal disorders are another of the main causes of serious ill health among employees at Red Eléctrica, and they also represent one of the work-based risk factors that affect all job positions, being the main reason for absence due to non-work related illness/injury

To begin preventing this type of disorders directly but also to reduce the limitations associated with suffering them, in April 2018 the physiotherapy consultation service was implemented at the Head Office, with a high degree of utilisation and satisfaction. In 2019 a total of 1,727 consultations were done.

Flu vaccination campaign

As usual, Red Eléctrica offers the possibility of protecting against seasonal flu to its personnel. Employees in the Community of Madrid can arrange to be vaccinated at the La Moraleja work centre, while staff outside Madrid can arrange vaccinations through the Company's preventive healthcare society. Throughout 2019 more than 200 people have adhered to this campaign.

In the usual vaccination campaign, offered by the company against seasonal flu, this year 200 people 200 took part.



PHYSICAL THERAPY SERVICES

The physiotherapy consultation service in the head office concentrates a high level of use and satisfaction

THROUGHOUT 2019 THERE HAVE BEEN A TOTAL OF

1,727
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PSYCHOSOCIAL WORKING ENVIRONMENT

The psychosocial environment includes the organisation of work, the institutional culture and attitudes, values, beliefs and practices that are exhibited daily in the organisation and have an impact on the psychological and physical well-being of people. The improvement of the psychosocial environment is essential for well-being.

MANAGEMENT OF PSYCHOSOCIAL RISKS

The management of psychosocial risks, the improvements in work conditions and its organisation, in order to attain an optimal working environment and control workers' levels of stress, are a priority for Red Eléctrica Group. To reach higher well-being rates, it is essential to work towards the promotion of emotional health, through the internalisation and learning of resources that help to manage daily tensions, as a pillar of individual well-being and efficient collective performance.

This is the main reason why we are considering the need to find the tools to allow us to detect situations of emotional risk

It is essential to work towards the promotion of emotional health, through the internalisation and learning of resources that help to manage daily tensions, as a pillar of individual well-being and effective collective performance.

A PRIORITY FOR THE COMPANY



IS THE MANAGEMENT OF PSYCHOSOCIAL RISKS, IMPROVING WORK CONDITIONS AND ORGANISATION, TO ATTAIN AN OPTIMAL WORK ENVIRONMENT AND CONTROL EMPLOYEES' STRESS LEVELS



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This new leadership model is based on empowering employees, self-management, self-learning, creating talent management processes driving the recognition and development of the employee, increasing people's well-being and satisfaction.

THE AID PROGRAMME FOR EMPLOYEES

Implemented in 2020

GIVES ACCESS TO ALL EMPLOYEES TO PSYCHOLOGICAL CARE AT ANY TIME VIA PHONE, APP, OR EMAIL



to act in a preventive manner, through the control of emotions, since we are aware of the problems arising from unfavourable emotional situations that may put people at risk. This may result in occupational accidents or cause problems to third parties and the company's infrastructure and services.

To improve psychosocial well-being and avoid as much as possible occupational accidents due to emotional problems, as well as attaining the comprehensive well-being of our people, several emotional management methodologies have been assessed focused on the prevention of occupational accidents, both of own personnel or that of contractors, as well as observing fundamental aspects of the management of our activity, in order to avoid risk situations to people or to third parties. The implementation of a methodology that allows early detection and prevention of risk situations will contribute to improving safety and well-being in Red Eléctrica.

The first measure has been the implementation in 2020 of the **Employee Aid Programme**, which gives access to all company employees to psychological attention at any time through the phone, the App or email. In turn, this programme will be used as a tool to assess psychosocial risks on an on-going basis. Moreover, this programme will be extended to the family environment. Therefore, we will contribute to the psychosocial well-being of the community

In the last years, we have been working on a **new leadership style**, aimed at people, taking into consideration their personal needs. This leadership model is based on empowering employees, self-management, self-learning, creating talent management processes driving the recognition and development of the employee, which will contribute to better control of stressful situations and increase people's well-being and satisfaction.



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MANAGING WORK-LIFE BALANCE

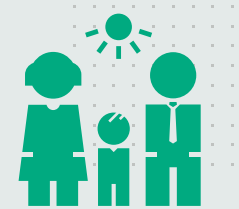
Work-life balance is a strategy aimed at achieving the balance between work-life, family life (family and home) and personal life (health, leisure, social relationships, personal development, etc.). Legislative measures and existing policies aimed at facilitating and ensuring the work-life balance are among the objectives that seek to promote and foster equal opportunities and treatment between women and men. But Red Eléctrica wants to go even further. The Work-life Balance Management Model of the Group has evolved and matured over a period of almost ten years since it was first implemented and represents one of the main areas of action of the Group's Diversity Plan and the Healthy Workplace Model, within its psychosocial environment, which includes the organisation of work, the institutional culture and attitudes, values, beliefs and practices that are exhibited daily in the organisation and have an impact on the psychological and physical well-being of people. It is, therefore, a key element of the management style, in order to attract and retain the best professionals and to create a framework that motivates them that, consequently, has a greater impact on the overall objectives of the Company.

Since 2009, the drafting of the associated internal regulations, Action Guide and Procedure, aims to guide the performance and management of the Human Resources Area in order to respond, in an integrated manner, to the work-life balance needs of our professionals through dynamic management and continuous improvement process, thus contributing to increase the level of commitment, efficiency and satisfaction of the people.

Within this framework and after the completion of the previous action plan with a fulfilment level of 100% of the objectives identified, in 2018, the Company approved the 3rd Comprehensive Work-life Balance Plan for the 2018-2021 horizon, which includes the goals and actions that, in terms of work-life balance, are going to be carried out, including mechanisms for monitoring, measuring and assessing the degree of fulfilment.

SINCE 2009

The company works towards giving an integrated answer to the personnel's work-life balance.



WORK-LIFE BALANCE

INCLUDES THE ORGANISATION OF WORK, INSTITUTIONAL CULTURE AND ATTITUDES, VALUES, BELIEVES AND PRACTICES SHOWN ON A DAILY BASIS BY THE ORGANISATION

They affect the psychological and physical well-being of people



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The roll-out of work-life balance measures, actions and initiatives guarantee continuous improvement in management along with the strategic lines and defined objectives. In response to the periodic evaluation of the model, based on the certified process of Family-Responsible Company [1] and its associated rules, Red Eléctrica de España has renewed its certification and remains a proactive company (with a B+ rating).

This management model is among the fundamental pillars of the Healthy Workplace Model and the Diversity Model and includes more than 70 work-life balance measures, structured in different areas:

- Leadership and management styles.
- Quality employment.
- Space and time flexibility.
- Support to families.
- Personal and professional development.
- Equal opportunities.

Many of the measures observed in the scope of the Comprehensive Work-life Balance Plan apply to other Group companies.

2019 has been marked by the roll-out of the goals set for the year. The participation of Red Eléctrica in the Observatory for the Work-life Balance and the Equal Sharing of Family Responsibilities between Women and Men, led by the ICADE-ICAI University, stands out, where it shares its experience as an expert in this field. The objective is to work through applied, interdisciplinary and high-quality research, to offer companies and institutions relevant information, reliable data collated with international standards that help other organisations to guide their active work-life balance policies, based on proven specific sectorial studies.

[1] Drafted by Fundación MasFamilia, the certificate must be renewed every 3 years.

The work-life balance management model is one of the fundamental pillars of the Healthy Workplace and the Diversity model and includes more than 70 work-life balance measures.

IN 2019

The participation of Red Eléctrica in the Observatory for the Work-life Balance and the Equal Sharing of Family Responsibilities between Women and Men, led by the ICADE-ICAI University, stands out.

Red Eléctrica de España still qualifies as a

PROACTIVE
COMPANY
[B+]



BASED ON THE REGULAR ASSESSMENT OF THE MODEL, BASED ON THE EFR (FAMILY-RESPONSIBLE COMPANY MODEL) CERTIFICATION PROCESS



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COMMUNITY INVOLVEMENT OF THE COMPANY

Companies are part of a community context that have a direct influence on the health of people. Involvement in the community includes the activities that a company carries out for the employees' families and for the community in which it operates, taking into account the physical, social and environmental aspects that will improve the physical and mental health, safety and well-being of the company's professionals, their families and the community they belong to.

In this Healthy Workplace management model, this fourth dimension should be taken into consideration. We cannot be solely satisfied with improving health just within our organisation. We need to reach out further, exerting a positive influence on the different aspects that promote the well-being of our social environment, understanding this as the 'family unit', stakeholders, the local communities where the Company's activities have an impact and, ultimately, on society as a whole.

The Healthy Workplace Model goes beyond internal management, exerting a positive influence on the different aspects that promotes the well-being of our social environment, understanding this as the 'family unit', stakeholders, the local communities where the Company's activities have an impact and, ultimately, on society as a whole.

Involvement in the community consists of

PHYSICAL,
SOCIAL AND
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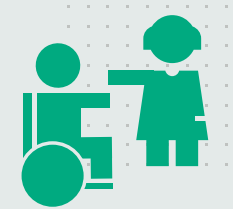


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Red Eléctrica maintains its commitment to the local communities in which it carries out activities, collaborating in actions that contribute to improving the well-being of people, fostering sport and healthy lifestyle habits, and the conservation of their culture.

In 2018, we took part in the following actions geared towards promoting community well-being:

- Providing access to health services and health insurance policies for Red Eléctrica employees and their families: In addition to the Public Health Service, Red Eléctrica has taken out health insurance policies made available to its employees, and which can be extended to their relatives
- Management of persons with some form of disability: with the launch of the Disability Management Model, Red Eléctrica is contributing to the incorporation of people with disabilities through awareness activities directed at company personnel. As a result of the communication programme of the Family Plan, a project consisting of providing support measures whose objective is to improve the social and labour integration of Employee's family members, with some form of disability, has led to an increase in the number of beneficiaries from 10 to 22 people. Additionally, several actions regarding corporate volunteering and disability have been launched, in particular those related to the employment school. [see Corporate Volunteering section].
- Blood Donation Campaigns: At Red Eléctrica we are aware of the need to encourage blood donations, which is why blood donation campaigns are carried out twice a year at the Head Office.



FAMILY PLAN

Programme to support the integration of our employees' relatives with a disability

IN 2019 THE NUMBER OF BENEFICIARIES ROSE FROM 17 TO A TOTAL OF

22

PEOPLE

IN 2019

Red Eléctrica has participated in several actions with the aim of driving and improving the well-being of the community.



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The Corporate Volunteering Model of the Red Eléctrica Group extends the Company's social action, promoting and enhancing the collaboration in solidarity activities that respond to needs, problems and social interests that are defined in its primary courses of action.

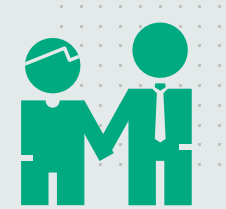
Red Eléctrica maintains its commitment to the local communities where its facilities are located or in which it carries out activities, collaborating in actions that contribute to improving the well-being of people and their municipalities, by supporting the protection of basic needs, fostering sport and healthy lifestyle habits, and the preservation of their culture.

CORPORATE VOLUNTEERING

The Healthy Workplace Model of the Red Eléctrica Group includes the promotion of the well-being of people through actions that, in turn, represent the well-being of the closest areas, seeking to extend its commitment not only to its working environment, but also to the community.

In this regard, the Corporate Volunteering Model of the Red Eléctrica Group, approved in 2017, extends the Company's social action, promoting and enhancing the collaboration of as many people as possible in solidarity activities that respond to needs, problems and social interests that are defined in its primary courses of action.

The Corporate Volunteering Model has a strategic and transformational focus, so the actions rolled-out seek, on the one hand, channelling internal talent at the service of the corporate volunteering service, and, on the other hand, providing innovating solutions to social and environmental problems. In this regard, the actions carried out in 2019 have responded to the volunteers' interest and have contributed primarily to improving the quality of life of groups at risk of social exclusion, promoting employability and meeting the specific and real demands of society. This model has a network of 24 volunteering ambassadors throughout Spain that manage, lead and disseminate initiatives among people in their geographical area.



CORPORATE VOLUNTEERING

THE CORPORATE VOLUNTEERING MODEL HAS A NETWORK OF

24

VOLUNTEERING AMBASSADORS

Throughout Spain that manage, lead and disseminate initiatives among people in their geographical area



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MAIN CORPORATE VOLUNTEERING ACTIONS IN 2019

At the beginning of the year, an activity calendar was defined. The level of participation of individual volunteers was 33.61% ^[1], when the goal set for 2019 was 20%.

[1] Reference value: 8.3% of employees are involved in volunteering projects, in accordance with the SERES report, social value 2018 V Report on the social impact of companies.

PARTICIPATION

THE LEVEL OF PARTICIPATION OF SOLE VOLUNTEERS IN 2019 WAS

33.61
%

Higher than the goal set, which was 20%



MAIN ACTIONS

CORPORATE VOLUNTEERING 2019

Give and Gain

Forética's International Volunteering Week: each territory chose the most relevant action to them. May. Participation in Madrid, Barcelona, Seville, Granada and Zaragoza.

Adecco's employment school

Accompanying sessions to improve the employability of people with disabilities and women at risk of exclusion. Sessions in improvement in the communication and information on a company's work. There have been two editions: all them with a participation of 100 March: Madrid, Majorca and Zaragoza. November: Valencia, Barcelona and Zaragoza.

A LA PAR Mentoring

Accompanying of volunteers from the Management Team to young people with disabilities to improve their personal development and employability. Madrid. Annual. Participation 100.

Christmas activity with the Red Cross

Collection of new children's book aged 0-9 with Christmas tree decorations, decorations related to the SDGs. All territories. December.

Heroes at home project, jointly with Asociación Freno al Ictus

Volunteers were previously trained to, later on, inform at schools regarding the illness and how to act. Raising awareness in children, to approximately 300 of them (visiting the schools of employees' children). May. Activities in Madrid and Seville (with a participation of 100 in both cases).

Children's Day with the Red Cross

Preparation of 500 children's hygiene kits for International Children's Day. The kits included baby products Red Eléctrica had previously purchased. November. All territories. High participation from employees stands out, the highest of all activities carried out. Goal of 500 kits attained.



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The actions rolled out by the Corporate Volunteering Model seek channelling internal talent at the service of corporate volunteering and providing innovating solutions to social and environmental problems.

OTHER CORPORATE VOLUNTEERING ACTIONS

- Charity caps: cap collection to contribute to a social good cause. Sent to the association CEPRI [entity providing academic and rehabilitation attention to people with autism].
- Charity auction of items and gifts donated by Group employees, institutional gifts and gifts donated by suppliers, mainly during the Christmas campaign All funds raised were donated to the foundation Apsuria for people with intellectual disabilities.
- Charity races in Barcelona and Zaragoza: all funds raised were sent to the NGO Action against hunger.

MAIN ACTIONS

CORPORATE VOLUNTEERING 2019

[continued]

| | |
|---------------------------------|---|
| 'Red Natura 2000' project | With SEO (Sociedad Española de Ornitología) and BirdLife, cleaning of Natural protected spaces. June. Zaragoza. Participation 100. |
| LIBERA project | Cleaning of 'littering' in natural spaces again in collaboration with SEO/BirdLife. March and November. Participation in Madrid (68) and Seville (100). |
| Limne foundation | Conservation and restoration of social and environmental heritage in the Comunidad Valenciana. November. Participation in Valencia (95). |
| Oceans Day | Cleaning of the Caletillas beach, several environmental workshops, exhibition and release of turtle in Tenerife. In collaboration with the Town Hall, the Cabildo and several associations. July Participation in Tenerife 33%. |
| Acteo, Archaeology and Heritage | Day cleaning and lopping weeds in Galapagar. November. Participation in Madrid (84). |
| Release of Scopoli's shearwater | Day in which several members of this species were freed. November. Participation in Tenerife (85). |



TRAINING, CAMPAIGNS, EVENTS AND CON- VENTIONS 2019



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TRAINING IN HEALTH AND SAFETY

Red Eléctrica considers training and awareness-raising in the field of occupational risk prevention essential to reduce accidents and guarantee occupational health and safety throughout its workforce.

In 2019 there have been 2,727.5 hours of training in Health and Safety, with a total of 420 participants, remotely or in-person.

Health and safety training is essential for reducing accident risk.

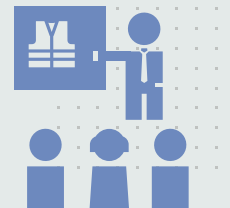


Hours in 2019 dedicated to

TRAINING IN HEALTH AND SAFETY

2,727.5 h

WITH A TOTAL OF 420 PARTICIPANTS AND 64 COURSES



CAMPAIGNS, EVENTS AND CONVENTIONS



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| | |
|---|---|
| 5th Occupational Prevention, Health and Safety Convention | <ul style="list-style-type: none"> Carried out in the head office of the CEOE under the motto: "Health and safety: technology challenges in strategic sectors". |
| III International Convention on Industrial Health and Safety 4.0 | <ul style="list-style-type: none"> Talks and discussion tables on the application and introduction of 4.0 technology in occupational health and safety processes. |
| II Prevencionar Convention | <ul style="list-style-type: none"> Exhibitions Centre in Madrid: 'From theory to practice'. |
| Campaigns to promote healthy eating | <ul style="list-style-type: none"> Antioxidant workshops in Madrid, in which 20 employees took part. |
| Campaign to prevent strokes | <ul style="list-style-type: none"> In-person dissemination actions in Madrid, Ponferrada, Bilbao-Güeñes, Barcelona, Tenerife and Las Palmas, with 200 attendants, as well as online streaming. Training pill 'Passport to life' for all Group employees. 'Heroes at home' action, including within the Corporate Volunteering Programme 2019. |
| Campaign for the promotion of active ageing | <ul style="list-style-type: none"> In-person dissemination actions in Madrid, Ponferrada, Bilbao-Güeñes, Barcelona, Tenerife and Las Palmas. |
| Campaign to prevent musculoskeletal disorders | <ul style="list-style-type: none"> 1,727 physiotherapy consultations in the head office and several prevention talks in Regional Offices. |
| Campaign to prevent colon and prostate cancer | <ul style="list-style-type: none"> Days to raise awareness on the prevention of colon and prostate cancer, aimed at personnel at risk. |
| Health campaigns in Chile and Peru | <ul style="list-style-type: none"> Immunisation and life quality campaigns were developed under the supervision of a nutritionist REactiva programme: for our partners in order to promote healthy habits through leisure and sports activities. To do so, four teams were formed: football [2], dancing [1] and marathons [1]. Institutional agreements: with gyms and institutions for our partners and relatives. |
| AELEC | <ul style="list-style-type: none"> Participation in the Work Group to develop the Royal Decree on Electromagnetic fields. |
| NAOS | <ul style="list-style-type: none"> XIII NAOS' Convention Day and Presentation of the XII NAOS's Strategy Awards, in which Red Eléctrica received the company award. |
| Occupational Health Services in Castilla-La Mancha | <ul style="list-style-type: none"> Meeting of the Occupational Health workgroup to draft a Harassment Guide. |
| G&T Observatory | <ul style="list-style-type: none"> Cross-generation well-being. Generation Z. |
| II edition of the SBC Forum 2019 | <ul style="list-style-type: none"> Healthy-Well-being and Work-life balance Day. II edition of Forum 2019 in which the Frena al Ictus (Stop Strokes) project was presented at REE. |





AUDIT OF THE MANAGEMENT SYSTEMS

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AUDIT OF THE MANAGEMENT SYSTEMS

Red Eléctrica Group has set up a comprehensive risk management system with the aim of facilitating compliance with the company's strategies and goals governing the planning, implementation, follow-up and reporting process applicable to regulatory and internal audits carried out in the company to determine:

- compliance of the organisation's management system with auditing criteria;
- ability to ensure the organisation complies with applicable legal, regulatory and contractual requirements;
- the efficiency of management systems, under an on-going improvement methodology.

AUDIT OF THE ISO 45001:2018 CERTIFICATE SYSTEM

The Spanish Standardisation and Certification Association [Asociación Española de Normalización y Certificación, AENOR] carried out the Audit to Renew the Occupational Health and Safety Management

In 2019 Red Eléctrica successfully completed the Migration to the Management System Safety and Health at Work in accordance with ISO 45001:2018 Standard.



Red Eléctrica Group has set a

COMPREHENSIVE RISK SYSTEM

IN ORDER TO FACILITATE COMPLYING WITH COMPANY STRATEGIES AND GOALS



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AENOR'S audit report states that the Healthy Workplace Management Model is considered to be implemented and to be in compliance with the requirements specified in the reference model, as well as being efficient in terms of compliance with organisation goals.

System of RED ELÉCTRICA DE ESPAÑA, S.A.U., evidencing the implementation of the System in accordance with the standards of reference **ISO 45001:2018**.

HEALTHY WORKPLACE MANAGEMENT SYSTEM

An audit on the Healthy Workplace Management System is carried out. The audit report, from AENOR, states that the Healthy Workplace Management System is considered to be implemented and in compliance with the requirements specified in the reference model, as well as being efficient in terms of compliance with organisation goals.

AUDIT OF THE EFR CERTIFICATE SYSTEM

A Maintenance Audit of the Work-life balance Management System of RED ELÉCTRICA DE ESPAÑA, S.A.U., evidencing the implementation of the System in accordance with the standards of reference EFR 1000-1 ed.4.

INTERNAL AUDITS

Occupational Health and Safety Management System

Several internal audits to verify the compliance with the requirements of the Standard ISO 45001:2018 and the implementation of Red Eléctrica's Occupational Health and Safety Management System in the following centres and facilities:

Canary Islands' electricity system

As a representative sample the following facilities were visited:

- 'Los Majuelos' operation (Santa Cruz de Tenerife).
- 'Vegueta' operation (Las Palmas de Gran Canaria).

Transmission regional area in the Canary Islands

The following facilities and works were visited as a representative sample:

- Offices and warehouse in 'El Mayorazgo' (Santa Cruz de Tenerife).
- Offices in 'Vegueta' (Las Palmas de Gran Canaria).
- Cutting-down, lopping and clearing works in the 66 kV Geneto-Tacoronte.

Northeast regional delegation

The delegation offices in Barcelona have been visited.

Transmission regional area in the North-east

The following facilities and works were visited as a representative sample:

- PIEROLA PIE400-ASC-0-520-3 substation: Replacement of 520-30 connection joints.
- 400 ASCO-PIEROLA line. Massive cut-down of trees.
- Support 18 of the Palau-Sentmenat Line. Painting of supports.

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Health and safety indicators Red Eléctrica Group

| | 2017 ^[1] | 2018 ^[2] | 2019 ^[3] |
|--|---------------------|---------------------|---------------------|
| Hours worked (thousands) | 2,925 | 2,919 | 3,146 |
| Accidents with sick leave | 5 | 9 | 13 |
| Fatalities | 0 | 0 | 0 |
| Lost days due to hazard ^[3] | 139 | 352 | 433 |
| Hazard frequency rate | 1.71 | 3.08 | 4.13 |
| Accident severity rate | 0.05 | 0.12 | 0.14 |
| Absenteeism rate due to common illness ^[4] | 1.94 | 2.38 | 2.80 |
| Absenteeism rate related to health and safety ^[5] | 2.03 | 2.48 | 2.89 |

[1] REE + REC + REI + REINTEL + REINCAN. **[2]** Grupo Red Eléctrica. **[3]** The calculation is based on 6,000 working days per fatal accident and 4,500 working days for total permanent incapacity.

Severe accident: classified as severe by each doctor that has issued the sick leave report.

Frequency rate: the number of work-related accidents with sick leave per million hours worked.

Severity rate the number of workdays lost due to work-related accidents + incapacity scale, per thousand hours worked.

Absenteeism rate: [4] days absent due to common TI (temporary incapacity) > 3 days + days absent TI < 3 days / (average workforce * 365 * 100). **[5]** days absent due to common TI (temporary incapacity) > 3 days + days absent TI < 3 days + days of absence due to Work-related Diseases + Workplace Accidents / (average workforce * 365 * 100).

Note. The registration of accidents has been done based on the Spanish laws and in accordance with Red Eléctrica's management system certified by the standard DHSAS 18001.

Health and safety indicators Red Eléctrica Group Contractors

| | 2017 | 2018 | 2019 |
|--|-------|-------|-------|
| Average staff ^[1] | 3,353 | 3,093 | 3,055 |
| Hours worked (thousands) | 5,801 | 5,349 | 5,282 |
| Accidents with sick leave | 37 | 35 | 35 |
| Fatalities | 0 | 1 | 0 |
| Lost days due to hazard ^[2] | 2,314 | 7,421 | 1,903 |
| Hazard frequency rate | 6.38 | 6.54 | 6.63 |
| Accident severity rate | 0.40 | 1.39 | 0.36 |

[1] Based on hours worked, considering 1,690 hours per worker. **[2]** The calculation is based on 6,000 working days per fatal accident and 4,500 working days for total permanent incapacity.

Note: List of companies. Grupo RE (Grupo Red Eléctrica); REE (Red Eléctrica de España S.A.U.); REC (Red Eléctrica Corporación S.A.); REINCAN (Red Eléctrica Infraestructuras Canarias); REINTEL (Red Eléctrica Telecomunicaciones).



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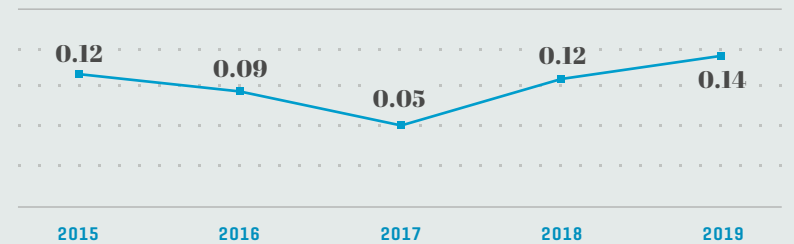
MAIN ACCIDENT RATES

In 2019 the main accident rates for Red Eléctrica Group's employees stand at 4.13 [frequency rate] and 0.14 [severity rate]. A higher number of employee accidents causes the rise in these rates, although all of them were classified as minor.

In 2019 the main accident indicators for Red Eléctrica Group's contractors stood at 6.63 [frequency rate] and 0.36 [severity rate]. The severity rate value is considerably reduced compared to the previous year, since no accident scale was applied.

The global severity rate, including own personnel and contractors' staff, of Red Eléctrica Group, has been 0.28, an important drop compared to the previous year [0.92].

Red Eléctrica Group's accident severity rate



Red Eléctrica Group accident frequency rate

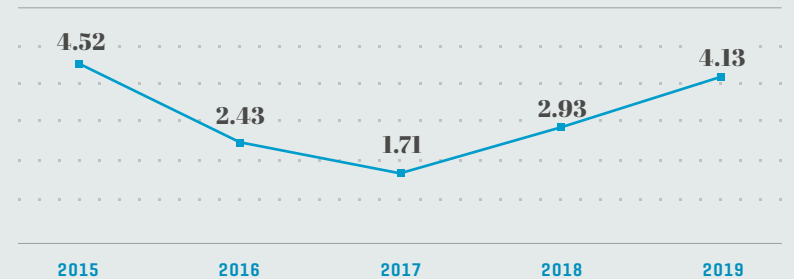




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REDUCTION IN THE GLOBAL SEVERITY RATE

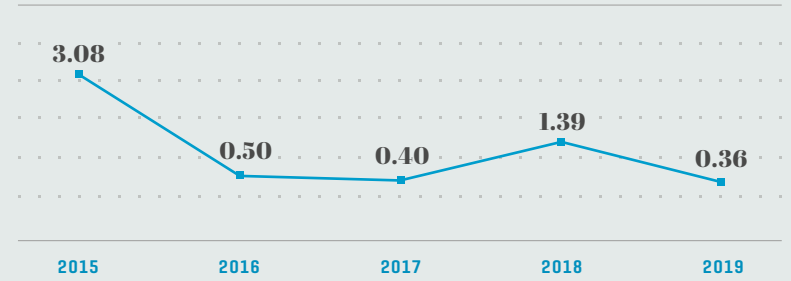
THE GLOBAL SEVERITY RATE, INCLUDING OWN STAFF AND SUPPLIERS, OF RED ELÉCTRICA GROUP HAS BEEN

0.28

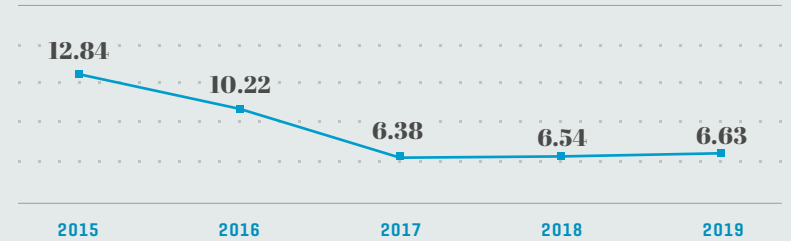
Which results in a significant reduction compared with the previous year [0.92]



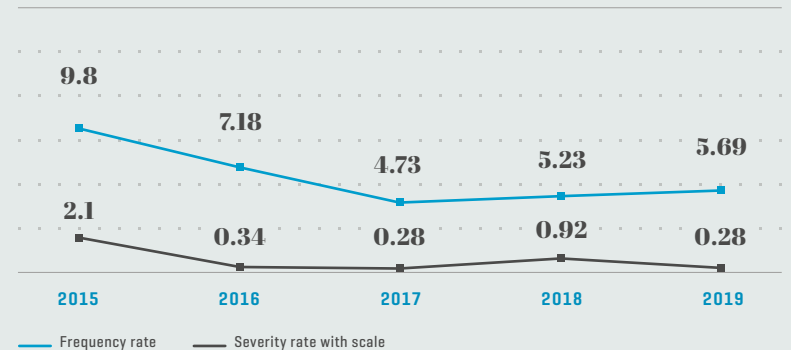
Red Eléctrica Group contractors' severity rate



Red Eléctrica Group contractor's hazards frequency rate



Global rates (Red Eléctrica + Subcontractors)



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