



Le réseau
de transport
d'électricité



2024

MANAGEMENT REPORT

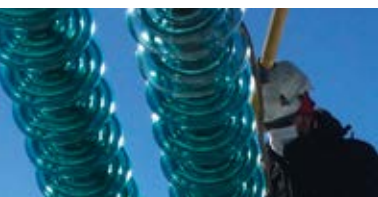
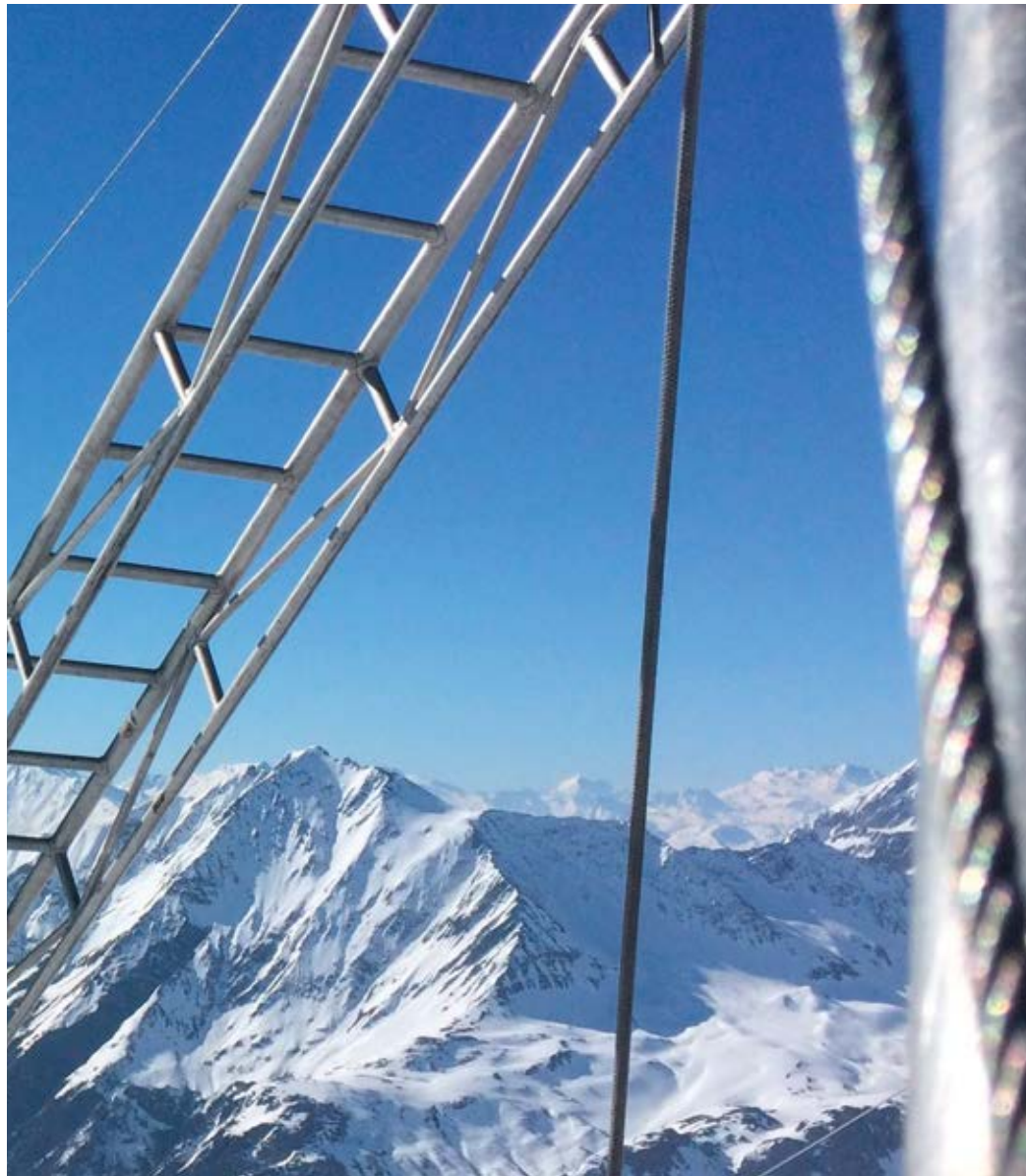


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1. ■

Message from the chairman of executive board





“

By welcoming more than 3 GW of additional renewable energy in 2024 and by optimising the availability of its interconnections, RTE contributes to the decarbonisation of the European electricity system.

”

After a period marked by several crises, notably linked to tensions on electricity supply prices, the European energy landscape stabilised in 2024. French electricity generation has returned to its pre-Covid level. The significant increase in the availability of the nuclear fleet, combined with the continuous development of renewable generation as well as the abundance of hydropower generation, led to the breaking of the one-year export record (89 TWh) in 2024. In addition, 95% of the French electricity generation has been decarbonised.

By welcoming more than 3 GW of additional renewable energy in 2024 and by optimising the availability of its interconnections, RTE contributed to these results, which promote the decarbonisation of the European electricity system.

Our country is still 60% dependent on fossil fuels: electrifying it to decarbonise it requires a significant increase in network investments. Over the past two years, RTE has kept this promise of necessary growth. In 2024, our investments increased by nearly 25% compared to 2023 and approached €2.6 billion, compared to around €1.2 billion in 2019. The pace will increase in 2025, with more than €3 billion invested by RTE in the public transmission network for the first time in its history.

This management report is an opportunity to highlight a few particular satisfactions that marked 2024:

- The success of the electricity supply for the Paris Olympic Games, exemplary in terms of their decarbonised energy consumption.
- In terms of infrastructure, the commissioning of the 400 kV substation in South Aveyron, which contributes to the reception of nearly 800 MW of renewable energy production. It is the result of four years of work and is a model of integration in the regions that host it. The completion of the reconstruction of the Harcourt substation, six years after its fire, in a particularly constrained urban context is another example.
- In terms of structural reforms, the implementation of our Company Project, which transforms RTE's historical model by streamlining the number (from eight to three) of control rooms to adapt them to the changes in flows on the network. The opening of the first equipment supervision room in Nancy, foreshadowing the maintenance of tomorrow, for better availability of facilities.
- The performance of our financial management is also to be commended. The work undertaken within the Finance Department has borne fruit: our investment and expenditure trajectories were respected to the nearest million euros over 2024.

In 2025, we will continue to describe the paths necessary for the successful decarbonisation of France:

- A new ten-year network development plan, our strategic plan for the network, will define the priorities among all infrastructure needs by 2040. The conclusion of the public debate to which it will be submitted, as well as the opinions of the Minister, the CRE and the Environmental Authority, will define the course of our industrial activity.



The year 2025 will mark another period of reforms and development to further optimise the paths of our decarbonised growth.



- We will also put together new principles for managing the electricity system so that the tools it needs can be transformed at the same pace as production and consumption.

The year 2025 will therefore mark another period of reform and development to further optimise the paths of our decarbonised growth.

Our employees, now more than 10,000, will be able to contribute to this. I have confidence in them and in our success.

Xavier Piechaczyk,
Chairman of the Executive Board

2.

Presentation of RTE

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2.1 HISTORY OF RTE AND GROUP ORGANISATION CHART

RTE, Réseau de transport d'électricité ("RTE" in the rest of this document), is the company that manages France's electricity transmission network. It has three main missions: to operate the transmission network, to optimise the operation of the French electricity system, and to inform public choices regarding the development of the electricity system in the medium- and long term.

Historically, electricity transmission in France was carried out by Électricité de France (EDF), which had a monopoly. EDF handled the generation, transmission, distribution, export and import of electricity by virtue of the Law of 1946 on nationalisation of electricity and gas companies. ⁽¹⁾

The Law of 10 February 2000 ⁽²⁾ transposing the European Directive of 19 December 1996 ⁽³⁾ laid down the principal rules for opening up the electricity market to competition. In order to guarantee non-discriminatory access to the network for all its users, it provides for the separation of the accounting activities from the transmission network management activities. In June 2000 an independent department named "Réseau de transport d'électricité" was set up within EDF, with separate management and accounts.

Subsequently, a separate legal entity was established, in application of the Law of 9 August 2004 ⁽⁴⁾ transposing the European Directive of 2003. RTE, a *société anonyme* (French-domiciled publicly-traded limited company) governed by an Executive Board and a Supervisory Board, was officially formed on 1 September 2005 by means of a partial business transfer from EDF, and became a wholly-owned subsidiary of EDF ⁽⁵⁾.

In 2012, the French Energy Regulatory Commission (*Commission de régulation de l'énergie* - CRE) certified RTE as an Independent Transmission Operator (ITO) following the approval by the

European Commission (EC), in compliance with Directive 2009/72/EC which was transposed into French law in 2011. That law requires separation of assets or stronger guarantees of the operator's independence of shareholders with electricity generation and supply activities. RTE's initial ITO certification has been confirmed in several follow-up decisions, the most recent dating from 27 April 2023.

Since December 2016, the entire share capital of RTE has been held by *Coentreprise de transport d'électricité* (CTE), itself held by the following shareholders since 31 March 2017:

- EDF (50.1%);
- *Caisse des Dépôts et Consignations* (CDC) (29.9%);
- CNP Assurances (20%, including 0.96% held by its subsidiary CNP Retraite ⁽⁶⁾).

RTE has the following joint ventures with foreign counterparts to construct interconnections with neighbouring countries:

- Celtic Interconnector Designated Activity Company (CIDAC), with the Irish transmission network operator EirGrid;
- Inelfe with the Spanish transmission network operator Red Eléctrica de España.

RTE also has five fully-owned subsidiaries that operate outside its monopolistic public service missions: Airtelis, RTE International, Cirteus, Arteria and RTE Immo.

Framework agreements concerning the pricing methods for services sold by RTE to its subsidiaries are submitted to the regulator for approval.

Finally, RTE holds minority investments in companies that enable it to fulfil the missions assigned to it by the law: Coreso, Declaranet, HGRT, and JAO.EU.

(1) French law No. 46-628 of 18 April 1946 on the nationalisation of electricity and gas.

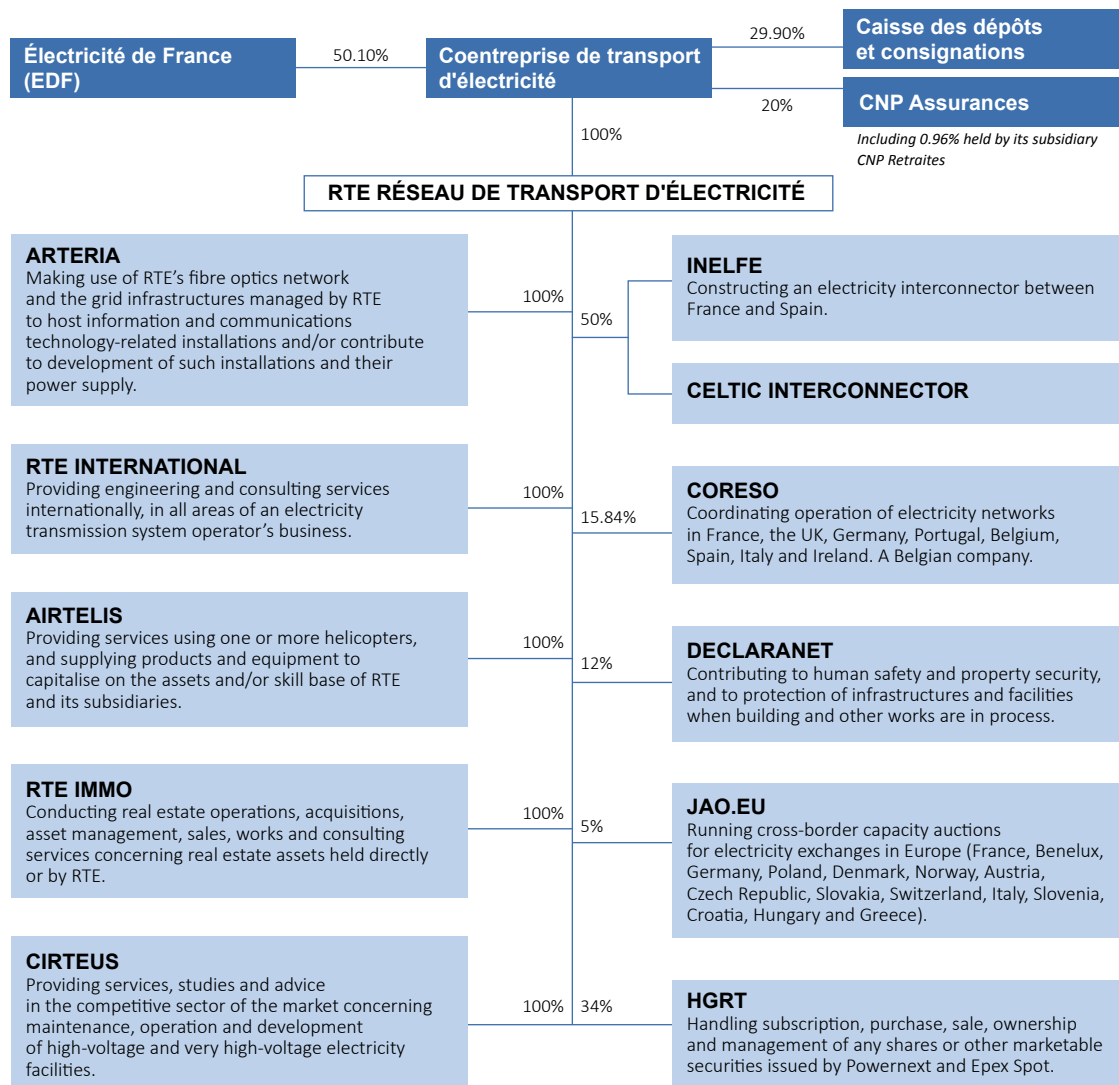
(2) French law No. 2000-108 of 10 February 2000 on the modernisation and development of the public electricity service.

(3) Directive 96/92/EC of 19 December 1996 concerning common rules for the internal market in electricity.

(4) French law No. 2004-803 of 9 August 2004 on the public electricity and gas service and electricity and gas companies.

(5) RTE was named "RTE EDF Transport" until 2012.

(6) Since 2022.



2.2 RTE'S RAISON D'ÊTRE AND CORPORATE SOCIAL RESPONSIBILITY

France's "PACTE" Law of 22 May 2019⁽¹⁾ introduced a legal requirement for all companies in France to take into consideration the social and environmental aspects of their business activity. This law also introduced the concept of the *raison d'être*, in which a company defines how it contributes to society beyond the pursuit of economic profit.

After an iterative, collaborative process, the following *raison d'être* was incorporated into the company's bylaws at RTE's Extraordinary General Meeting of 3 January 2022:

"Drawing strength from its network and with dedication on to its public service mission that makes an essential contribution on to French life, RTE is at work every second of the day to ensure durable access to carbon-free electricity.

The women and men of RTE are conscientiously,

passionately committed to achieving a successful energy transition at local, national and European level, through the pursuit of three ambitions:

- optimising the French electricity system through a combination of efficiency, solidarity and environmental protection;
- operating the energy transition by innovating and transforming our industrial infrastructure for the benefit of customers and local actors;
- informing public authority decisions and the choices made by regions and citizens, using our expertise and vision."

This *raison d'être* provides a long-term grounding for RTE's three roles: network operator, electricity system optimiser, and informer of collective choices relating to the energy transition.

(1) French law No. 2019-486 of 22 May 2019 adopting an action plan for growth and change in businesses.

Our Raison d'Être

"Drawing strength from its network ① and with dedication to its public service mission ② that makes an essential contribution to French life, RTE is at work every second of the day to ensure durable access to carbon-free electricity.

The women and men of RTE ③ are conscientiously, passionately ④ committed to achieving a successful energy transition ⑤ at local, national and European level ⑥ through the pursuit of three ambitions: informing, operating and optimising."

Our Corporate Societal Responsibility Policy to embody our Raison d'Être

Challenges as **operator** of the energy transition

- Network performance, crisis prevention and management in France and Europe ①
- Developing flexibilities for electricity system operation ①
- Adjusting to the consequences of climate disruption ②
- Adaptation and support for the energy transition ⑤
- Responsible purchasing and sustainable local action ⑥

Challenges as **pathfinder** informing public decision-making

- Developing a forward-looking vision for French and European public energy policies ②
- Transparency, dialogue and co-construction with stakeholders ⑥

Challenges as **optimiser** of the electricity system

- Fighting climate change and protecting biodiversity and landscapes ⑤
- Preserving resources, and the circular economy ⑥

02

Fundamental challenges for realising our strategic ambitions

- Governance and business ethics ④
- Diversity, equal opportunities and inclusion ③
- Health, safety and wellbeing of internal and external stakeholders ④
- Skill development and talent management ④

2.3 RTE'S BUSINESS MODEL

ENERGY SECTOR TRENDS



Expected growth in electricity consumption to achieve decarbonation targets

OUR RESOURCES

OUR BUSINESS MODEL

HUMAN RESOURCES

10,424 employees including **531** on work-study contracts

FINANCIAL RESOURCES

8.8% FO / Net det ⁽¹⁾

€1,622M of EBITDA

INDUSTRIAL RESOURCES

2.3 Mds€ of investments in the grid in 2024

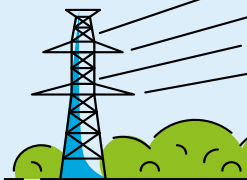
Around **106,000 km** of overhead and underground lines

Around **2,800** active substations

RESEARCH RESOURCES

A hundred employees working on R&D activities

Nearly **€40M** per year allocated to R&D



OUR RAISON D'ÊTRE

Drawing strength from its network and with dedication to its public service mission that makes an essential contribution to French life, RTE is at work every second of the day to ensure durable access to carbon-free electricity.

OUR MISSIONS*

- ▶ **Enlighten** public policies
- ▶ **Optimise** the operation of the electrical system
- ▶ **Be** the industrial operator of a key infrastructure



New demands
and societal needs



Evolving
energy mix

OUR VALUE CREATION

02

FOR THE ENVIRONMENT AND LOCAL/ REGIONAL AREAS

63,932 MW of renewable energy power
connected to the MV and HV networks

95% of energy output by installations connected
to RTE's network is carbon-free

FOR THE DECARBONATION OF THE EUROPEAN ENERGY MIX

101 TWH of gross exports

89 TWH of export balance

FOR THE FRENCH ECONOMY

74,695 ⁽²⁾ jobs supported

€6.6 Bn ⁽²⁾ contribution to GDP in France

€2,304 Bn of purchases

FOR OUR CUSTOMERS

consumers, transmission system operators,
producers, flexibilities operators)

91% customer satisfaction score

THE CHALLENGES FOR RTE*

- ▶ **Supporting** the move to carbon neutrality by 2050
- ▶ **Responding** to environmental and societal issues
- ▶ **Renewing** and adapting the network
- ▶ **Exploiting** electricity flows, making increasing use of digital technologies

(1) Ratios including CTE's debt and S&P adjustments.

(2) Source: study of the 2021 socio-economic footprint based on 2020 data.

* These missions are included in the value chain shown in the section Sustainability report.

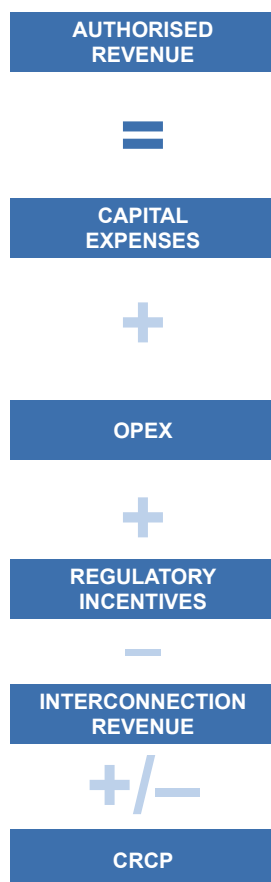
2.4 REGULATION MODEL

France’s Energy Code stipulates that all costs borne by RTE, provided they correspond to the costs of an efficient network operator, are to be covered by the network access tariff.

Accordingly, for every tariff period (four years) the Commission de régulation de l’énergie (Energy regulation commission - CRE) examines RTE’s forecast charges and sets an appropriate Public Electricity Transmission System User Tariff (*Tarif d’utilisation du réseau public de transport d’électricité* - TURPE HTB) to cover them. It also establishes the regulation framework defining how risks and contingencies are to be shared between the companies and users of the public transmission network with respect to unpredictable events that may cause RTE’s income

and expenses to differ substantially from the initial forecasts. For items that are difficult to forecast and largely beyond RTE’s control, the income and expenses adjustment account (*Compte de régularisation des charges et produits* - CRCP) neutralises such effects for RTE by adjusting the tariff.

The regulation framework also contains incentives for RTE to control its expenses and improve the service quality for network users. All these factors contribute to determination of RTE’s authorised revenue. In practice, the TURPE 6 tariff (covering the 2021-2024 period) is adjusted every year based on an inflation index plus a cost factor of 0.49% and a clearance coefficient to balance items in the CRCP account.



RTE’s authorised revenue is used to calculate the network access tariffs payable by all network users. For consumers and distributors, the tariff comprises a fixed component for the subscribed power and a variable component proportional to the energy withdrawn. For producers, the tariff is variable and proportional to the energy injected.

Normative capital expenses include returns and depreciation on the capital tied up in assets. These two components are calculated based on:

- the value of, and changes in, the assets operated by RTE less subsidies and contributions received from third parties, resulting in a return of 4.6% per year (RTE’s regulated WACC) for the period 2021-24.
- fixed assets under construction, which receive a risk-free return of 2.7% per year for the period 2021-24.

The trajectory of capital expenditure on IT and real estate investments is fixed and non-adjustable for 4 years. The equivalent trajectory for investments in network infrastructures is based on actual expenses incurred (any variance from the forecast trajectory is covered by the CRCP).

RTE’s OPEX (operating expenses) consist of:

- purchases made for operation of the electricity system (electricity losses, congestion, system services, etc) which are by nature difficult for RTE to predict and control; changes in these items are largely neutralised by the CRCP;
- RTE’s gross expenses (essentially personnel expenses and external purchases, largely for management of assets) for which the regulator sets a non-adjustable trajectory for a 4-year period.

As a performance incentive for RTE, the regulator has set up several ad hoc bonus and penalty mechanisms for RTE. For the period 2021-24, these incentives mainly concern continuity of supply, management and development of assets, the volume of network losses and associated purchase costs, the development of interconnections, and an efficient electricity market.

As the owner and manager of electricity interconnectors between France and its neighbouring countries, RTE receives income generated by interconnection capacity allocation and the capacity mechanisms set up in France and the countries with which it shares borders. Any surplus or shortfall compared to the forecast trajectory is entirely passed on to users via the CRCP.

The CRCP is the account used to repay to users the excess amounts received by RTE/to repay RTE for excess charges, under the rules for sharing the risks and contingencies defined in the regulatory framework. This account is cleared annually for variances of up to +/-2%. In the event of a larger variance, the balance, discounted to present value using the risk-free rate of 1.7% for the period 2021-24, is cleared in subsequent years.

In 2024, RTE and CRE worked on the development of TURPE 7 which will cover the 2025-2028 period. As part of this exercise, RTE was able to set out all of its needs for the next four years to support France on the path to decarbonisation and the energy transition. In return, RTE has proposed to make more commitments to users, which is reflected in a revised

regulatory framework with more incentive-based regulations on subjects that RTE can manage in areas subject to strong expectations on the part of users (for example control of connection times, control of network maintenance costs, maintenance of good continuity of supply, etc.). The CRE is expected to hand down its decision by early 2025.

3.

Significant events

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3.1 NETWORK INFRASTRUCTURE MANAGEMENT AND EVOLUTION

- In order to structure the Company to support the significant investments in the network (integration of low-carbon energies, decarbonisation of the industry, renewal of facilities, resilience in the face of global warming), a project management dedicated to network projects was created on 1 December 2023 and rolled out throughout 2024. It aims to build a global inter-business and inter-programme vision of projects and works in order to strengthen the synergies within RTE in order to become a real industrial management tool for these large-scale projects.
- The first equipment supervision room was opened in Nancy on 16 December 2024. It will make it possible to supervise the equipment used by the transmission network on a continuous basis, and thus contribute to the analysis of equipment behaviour and the planning and implementation of maintenance operations. The next rooms will be set up by the end of 2026 in the Toulouse, Nantes, Lille and Lyon regions.
- RTE has also signed several large-scale contracts to secure its supplies of strategic equipment. In May, a €4.5 billion contract was signed with Chantiers de l'Atlantique and Hitachi Energy for the construction of three new generation offshore electric platforms. In October, RTE reserved more than 5,200 km of underground cables, 40% of which will be produced in France, for a total amount of nearly €1 billion. Lastly, in December RTE signed a second contract for the design, construction, assembly and installation of the AC electricity platform of the

future Dunkirk offshore wind farm - all of the equipment of which will also be manufactured in France - for an amount of approximately €320 million.

- The year 2024 was devoted to the preparation of the next ten-year network development plan (*Schéma décennal de développement du réseau - SDDR*), a national programme plan that will constitute the strategy for the evolution of the transmission network by 2040. Developed as part of RTE's legal missions, it will aim to ensure that the network is adapted to the energy and economic policy guidelines that will soon be defined by the French State as part of the French energy-climate strategy.
- Throughout 2024, the preparation of this strategy was based on several climate scenarios, changes in the electricity system, network renewals, and a very large number of simulations and technical, economic and environmental analyses which were the subject of significant consultations at the national and regional levels.

The SDDR does not correspond to a sum of projects to be launched simultaneously but offers an overview of the network's investment needs and an optimised and prioritised strategy to meet them.

It will be published in January 2025 and will subsequently be submitted to the competent public authorities for an opinion, in accordance with the legal and regulatory framework.

3.2 OPERATION OF THE ELECTRICITY SYSTEM

- The transformation of the operation of the electricity system continued in 2024. On 19 March, the management of the Nancy area was transferred to the Paris Electricity System Control Centre. Management of the Toulouse area was also transferred to the Nantes Electricity System Control Centre, which opened on 1 April. By simplifying the interactions between entities, the grouping of the electricity system operations centres improves RTE's ability to anticipate and take real-time action and to respond to the growing complexity of the management of the flows and the balance between supply and demand.

At the same time, RTE set up the Long-Term Planning Units in Nancy, Nantes and Toulouse. The creation of these units allows a separation of the planning activities according to the due date (from weekly

"S-2" to multi-year, up to five years), maintaining close proximity to the Maintenance Centres and the Engineering Centres for long-term intervention planning in the seven different regions.

- In 2024, RTE continued to ramp up the teams dedicated to managing its telecom networks and digital system (called the Operational Centre for Networks and Digital Systems), created in March 2021.
- RTE contributed to securing the electricity supply for the Olympic and Paralympic Games, whose sites were, for the first time in Europe, supplied with electricity directly by the public grid and not by generators. RTE's specific organisation (setting up of crisis units, etc.) and close cooperation with Enedis, public authorities and the organising entities made it possible to succeed with this

challenge and ensure the smooth running of events. This success was praised by the IOC, which recommended that the Organizing Committee of the Los Angeles Games work with RTE to draw on these best practices for the next Games.

- In 2024, France broke its record for net electricity exports with 89 TWh of net electricity exports. This result confirms the trend observed in mid-2024, since France already posted record net exports in the first half of the year with 43 TWh (compared to 18 TWh over the same period in 2023). Exports were particularly high in May and July, with a new monthly record (9.2 TWh) being reached in May, the previous record dating from July 2014 (7.9 TWh). Mainly low-carbon and competitive on the markets, French electricity generation is frequently used to supply European consumption. This situation clearly demonstrates the positive role of electricity exchanges at the European level for the French trade balance, the optimisation of the operation of the electricity system for the benefit of the consumer (benefiting from the least

expensive electricity available and strengthening the security of supply) and the environment (benefiting from electricity that emits the least CO₂).

- As usual, RTE conducted an annual satisfaction survey of all its customers: producers, distributors, consumers (industrial and rail operators), and market actors. The results of the 2024 survey - which recorded a high response rate of 43%, *i.e.* 1,196 respondents, up compared to 2023 - show a satisfaction rate of 91% and is in line with the trend of recent years (score above 90% for the third consecutive year). The greatest expectations are found among transmission system operators (TSO) on subjects related to the management of works and completion guarantee deposits, limitations concerning renewable energies, connection times and costs, and the quality of electricity in certain areas of the territory. The actions undertaken by RTE to respond to these expectations are fully in line with the actions already launched.

3.3 FINANCE AND HUMAN RESOURCES

- On 10 September, the French Energy Regulatory Commission (*Commission de régulation de l'énergie* - CRE) decided to postpone until 1 November the annual update of the TURPE HTB, which was initially scheduled for 1 August 2024. This change consists of the application of a mechanical increase coefficient (+4.99%) which notably incorporates actual inflation. This update will be passed on to consumers, households and VSEs, subject to the TRVE (Regulated electricity sale tariffs) on 1 February 2025 in order to avoid price changes in the opposite direction, the TRVE being expected to decrease on this date due to the decrease in wholesale electricity prices.
- On 25 September, RTE successfully completed the placement of a new bond issue in two tranches (a "green" tranche with a 12-year maturity, in the amount of €750 million, and a tranche with a 4-year maturity, in the amount of €500 million).
- The year was also devoted to the preparation of the next TURPE 7 tariff period (2025-2028). RTE was interviewed on several occasions and took part in numerous technical discussions with the CRE's

departments on the various versions of the tariff application that it submitted during the year. The CRE's decision will probably be published in early 2025.

- In 2024, RTE recorded the arrival of 798 new employees and thus achieved its annual recruitment target. For the first time, the Company's total workforce exceeded the threshold of 10,000 employees. Through these recruitments, RTE continued to increase the number of women in its workforce and diversify its profiles. Today, the Company has more than 250 interns, more than 500 work-study students and brings together 38 different nationalities.
- Following a survey to which nearly 3,800 employees responded, RTE was once again certified as a Great Place To Work. The Company obtained an average satisfaction score of 73%, six points higher than in 2022. This distinction once again rewards the commitment and actions carried out by RTE to offer its employees a fulfilling work environment.

4.

Risks and control frameworks

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4.1 RTE'S GENERAL BUSINESS CONTROL PROCEDURES

RTE has introduced procedures for control of its business activities which are integrated at all levels of the company. These procedures are designed to give management reasonable assurance regarding the execution of activities and implementation of decisions made in order to achieve the company's objectives. They contribute to efficiency in operations, with the aim of using resources effectively. As shown in the diagram below, they consist of three lines of control, for protection against risks that could compromise achievement of objectives:



The first line of control (operational controls: level 1) consists of operational managers: they implement appropriate controls for the activities under their responsibility, such that activities are carefully managed on a day-to-day basis.

The second line of control (risk management and internal control: level 2) consists of the function managements and special functions dedicated to leadership of the overall risk control procedure. Its aim is to structure and maintain the company's business control procedures, particularly by:

- assisting the operational staff with the identification and assessment of the main risks relating to their field of work;
- proposing policies, directives and corporate procedures for each function;

- providing input, together with the operational staff, into the design of the most relevant controls;
- observing and reporting on the actual operation of business activities in a specific function report.

The third line of control is the internal audit function, which is independent and reports to the highest level of management. Using a risk-based approach, it provides general assurance to the general management and supervisory bodies that the company's business is well-controlled. The Audit and Risk Division is in charge of designing and leading the risk control process, supporting the other divisions. This division contributes to its operational implementation by coordinating the risk management and internal control officers located in each of the Company's divisions, and promotes a culture of risk anticipation and control at RTE. It makes sure that the internal control and risk control methodologies are correctly applied, structures the

contributions, ensures timely production and supports the local officers in their action, defining expectations by reference to the best standards.

The Audit and Risk Division carries out regular external diagnoses of its activities with bodies that are members of the Institute of Internal Auditors (IIA), to keep up to date with best practices and define action for improvement in the three areas of risk management, internal control and internal audit. It changes its guidelines accordingly.

The Audit and Risk Division comprises the following support functions that contribute to leadership and management of RTE's business control systems: risk management, internal control, internal audit, and insurance.

Finally, the Audit and Risk Division gives regular reports to the company's internal and external governance bodies (Executive Board, Executive Committee, and the Economic Oversight and Audit Committee).

4.2 RISK CONTROL

4.2.1 GENERAL RISK CONTROL PROCESS

Context

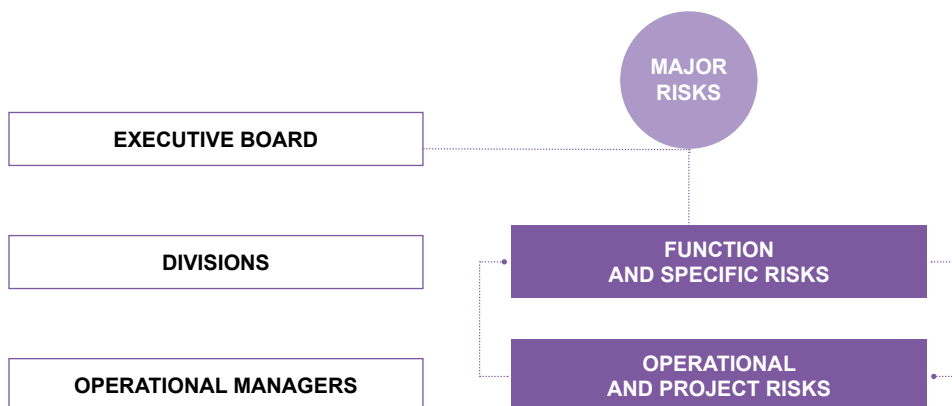
The risk control process is coherent with the company's mission and objectives. The framework applied by RTE is taken from ISO 31000:2018 "Risk management". The principles of that standard are consistent with the COSO ERM (Committee of Sponsoring Organizations of the Treadway Commission - Enterprise Risk Management) published in 2017, and the norms of the French Financial Markets Authority (*Autorité des marchés*

financiers - AMF). Risk control and internal control are instruments for action, control and surveillance; they concern every employee and involve each manager at all levels of the corporate hierarchy.

In 2023, a single risk control policy was signed by the members of the Executive Board. It expresses the Executive Board's commitment in the current context of transformation and significant growth in investments, in which RTE must reinforce its stakeholders' trust in the company's ability to execute its industrial plan. This policy covers both risk control and internal control activities.

Roles and responsibilities

The risk control process is organised at several levels in the company (see figure below). The principal risks are identified and addressed at each level for optimum control.



04

1. Major risks:

- major risks are risks that match criteria defined by the Executive Board and have major impacts that are irreversible or irremediable in the medium term, causing damage or injury to people, the environment, finances, strategy or reputation, and potentially threatening the durability of the Company's public service mission or corporate mission statement;
- the Executive Board meets every year to identify and assess the major risks, in order to update RTE's major risk mapping. It refers in particular to the strategic orientations, changes in the context, risk analyses by the functions, dashboard monitoring, internal audit conclusions, internal control results, progress on control action plans, events and weak signals and cross-comparisons with other companies, especially operators of transmission networks and other major infrastructures;
- each major risk is addressed under the supervision of a member of the Executive Board, and covered by an in-house action plan for control.

2. Function risks and specific risks:

- the directors of the functions (operations, maintenance, development and engineering, purchasing, human resources, finance, customers and services, information and telecommunication systems, etc.) are responsible for organising in-house risk control for their own areas of activity and expertise, and making sure it is implemented and the procedures used are effective;
- this monitoring action incorporates the internal control results and internal audit conclusions;
- RTE may present more specific risk mapping in response to regulatory obligations and

standards (e.g. for ESG risks, corruption risks, environmental risks). These specific risk mappings are carried out by and under the responsibility of the function managers and provide data for the mapping of other risks, particularly of the Company's major risks.

3. Operational risks and project risks:

- the operational entities' risks are identified on the basis of the function risks and a local analysis conducted in relation to their objectives;
- risk mapping for these entities takes account of the risks attached to the processes, projects and activities they manage, and also cross-functional activities;
- specific risk analyses are also performed in connection with projects (construction of a new network infrastructure, design and rollout of a new information system project, etc.).

Methodology

— **General methodology**

Use of the procedures presented in the previous paragraph means that every level of the company shares the same methodology for evaluating (identification, analysis, assessment) and addressing risks, as well as monitoring and reviewing the internal control procedures.

In this methodological framework, every risk is assessed on the basis of its impact, its likelihood of occurrence and its controllability by RTE, using a four-level scale and common grids of criteria.

After analysis, every risk is evaluated and addressed through action designed to limit the consequences if it materialises, reduce the likelihood of occurrence, or protect the Company by transferring the risk through an insurance policy.

The diagram below illustrates the general risk control methodology:



— Methodology applied to major risks

Every year, working in liaison with the functions, the Audit and Risk Division draws up a list of risks that could be added to the list of major risks. In this phase, new risks may result from bottom-up consolidation of function risks, subjects identified during benchmarking with other transmission system operators, or detection of weak signals.

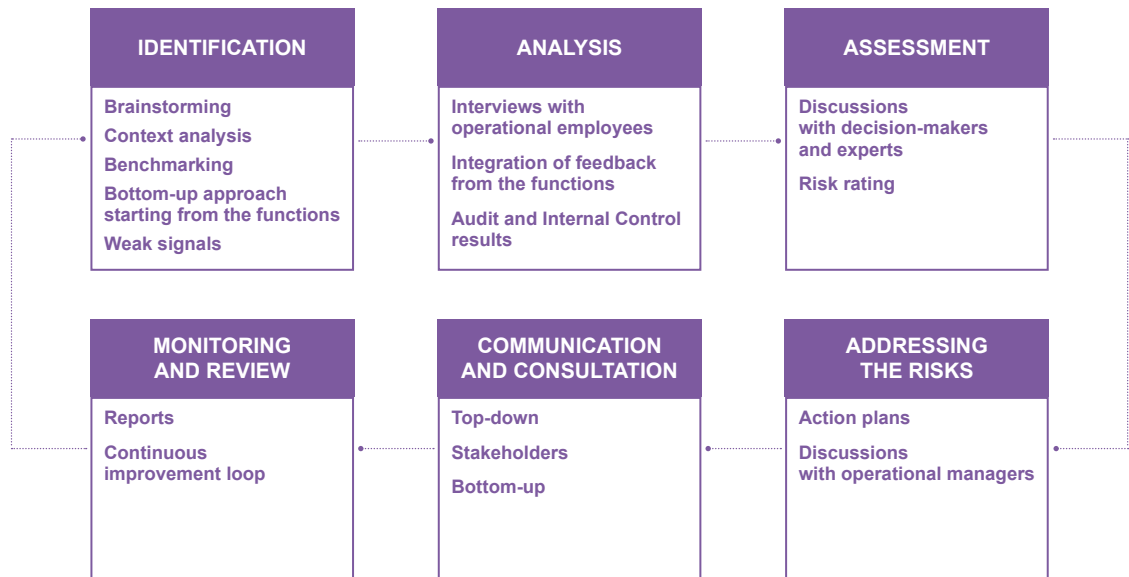
Before the annual workshop with the Executive Board to validate RTE’s major risk mapping, when necessary, the operational staff in charge of major risks, and the risk officers and experts from the function management may be asked to analyse new risks or changes in existing risks.

Once the list of major risks has been finalised, the Executive Board validates their levels of impact, their likelihood of occurrence and their controllability, drawing on information from the risk mapping by the functions, the results of internal controls and audits, indicators and more. A target level of control is set for each major risk.

RTE only considers major residual risks, *i.e.* those assessed taking into account the control measures already in place.

A plan to address each major risk is drawn up, setting out the control methods already in place and the action to be taken to reach the target level of control, under the responsibility of a member of the Executive Board.

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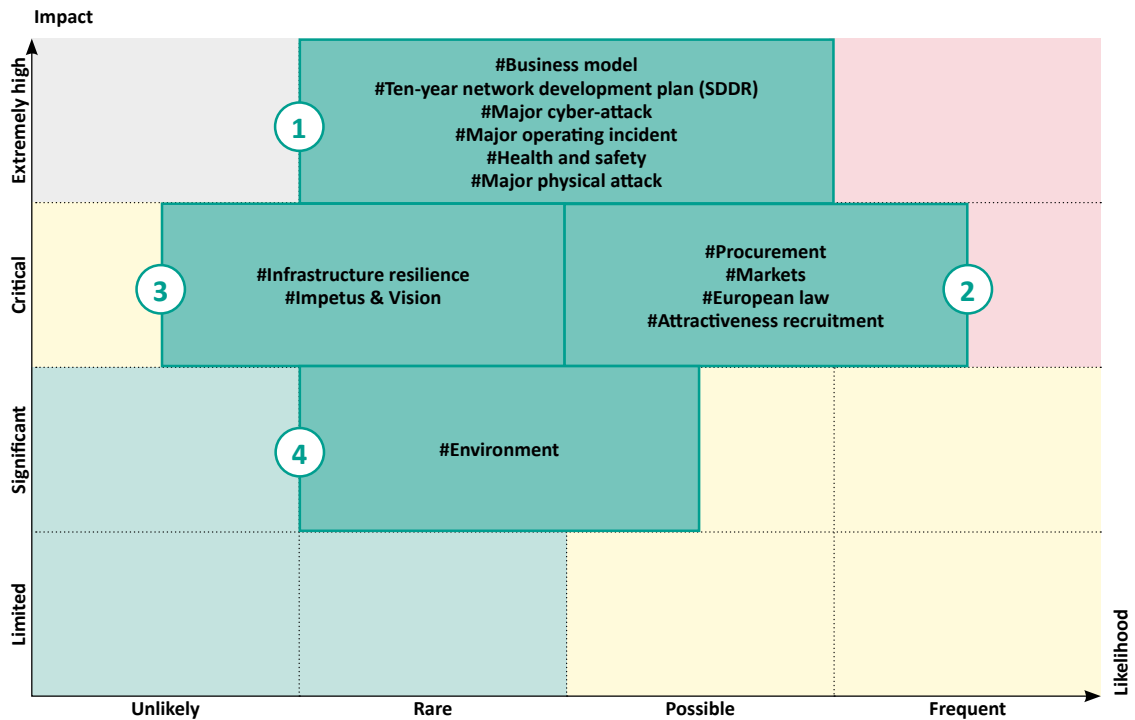


4.2.2 MAPPING OF RTE'S MAJOR RISKS

Risk mapping provides a visual representation of risks and their positions in relation to each other. The mapping of the major risks is updated annually and validated by the Executive Board in coherence with the corporate mission statement. Risk control is thus a continuous, constantly-evolving process.

Ranking of major risks

Major risks are ranked by priority from 1 to 4 under an approach that combines consideration of their impact and likelihood, as illustrated in the simplified version of the impact/likelihood risk mapping below. Each major risk is identified by its short name.



Changes in major risks between 2023 and 2024

The list of major risks remains unchanged. The main changes (or significant changes made) concern:

- a downward assessment of the criticality of the risk relating to the "Impulse & Vision" corporate project, given its well advanced deployment;
- an upward assessment of the criticality of the business model risk, in a context of increased ambition to renew and develop the network (2024 SDDR), the preparation of a new pricing framework (TURPE 7), and uncertainties about the national energy policy and its financing.

4.3 INTERNAL CONTROL

The internal control system is an integral part of business control. It covers all of RTE's business activities and is implemented all year long, under an iterative continuous improvement approach: introduction of action plans, adaptation of the control methods and the associated verifications, as appropriate to the risks.

RTE's internal control system is constantly adapting, in a dynamic approach applied by committed actors. It is founded on:

- coordinated updates to the major/function risk mapping and the internal control standards;
- reviews of internal control systems, consolidated annually;
- the observations, recommendations and causal analyses resulting from audits.

Every business line division has an internal control officer who is supervised by the Audit and Risk Division. He or she implements and coordinates the system within the division on behalf of its director, including in all RTE operational centres, through the intermediary of local officers.

Following on from previous years, RTE's internal control system builds on the five components of the COSO (Committee of Sponsoring Organizations of the Treadway Commission) framework, and the COSO principles have been integrated into the system:

- control environment: RTE is continuing its policy for training and professionalisation in internal control, through external training in the fundamentals of the COSO framework, training for new arrivals, and a new e-learning course for all employees, to raise awareness of business control through risk

4.4 INTERNAL AUDIT

The mission of RTE's internal audit team is to give the Executive Committee and the Supervisory Board's Economic Oversight and Audit Committee an independent, objective analysis of the degree of control over the activities of RTE and its subsidiaries. Through its action and recommendations, internal audit helps to create value added and contributes to achievement of the company's objectives. The internal audit is based on the professional standards and methods prescribed in the International Professional Practices Framework (IPPF). In particular, the internal auditors follow the Code of Ethics for

management, internal control and audits. RTE's self-assessment questionnaire provides an overview of the existing internal control system and topics not covered by the second-line internal controls;

- risk assessment: all the second-line controls available relate to RTE's major risks;
- control activities:
 - in 2024, the distribution of "core business" and "cross-functional" controls (human resources, management control, IS, purchasing, etc.) was balanced,
 - the system provides for an action plan for controls deemed unsatisfactory or means to ensure the elimination of malfunctions and continuous improvement,
 - in order to strengthen the system, a framework of first-line cross-functional controls has been defined and approved for operational implementation in 2025;
- information and communication: the personal dedication of actors involved in the system is consolidated by active organisation of the network of internal control leaders and liaison officers;
- monitoring activities: in accordance with the AMF's recommendation, RTE assesses its internal control system in an annual report presented to the Executive Committee and the Economic Oversight and Audit Committee. This document also identifies areas for improvement in the following year, and insights into control of the principal activities.

internal auditors and RTE's Audit handbook. These objectives and methods have been confirmed by the Chairman of the Executive Board through signature of RTE's internal audit charter, which was updated in 2023.

Audit scheduling is constructed under the "audit universe" methodology, covering all of RTE's activities. Each activity is thus audited every 3 to 5 years; the frequency depends on the risk level determined by risk control and audits.

The results of internal audits assess risk controls, the effectiveness of control measures, and the audited activity's capacity to meet its objectives. The principal audit conclusions are presented to the Executive Committee, which validates the recommendations for improvement and designates a function manager to take charge of their implementation.

4.5 FINANCIAL RISKS

4.5.1 CONTROL OF FINANCIAL RISKS

Operations on the financial markets expose RTE to a range of risks:

- interest rate risk: the risk associated with future changes in interest rates for the holder of a fixed-rate or floating-rate receivable or debt;
- liquidity risk: the risk that the funds necessary to honour commitments will not be available;
- counterparty risk: the risk for a third party that his counterparty will be unable to honour some or all of its debt or contract at the agreed time.

The general cash management policy is covered by an annual framework that lists the authorised financial instruments and sets out the rules and constraints that must be respected. This framework is defined by the company managers in charge of the Finance Division. It includes a list of authorised counterparties, with assigned commitment limits by amount and type of financial instrument. The general cash management policy takes account of developments on the financial markets.

All these risks can affect RTE's ability to finance its investments.

Interest rate risk

RTE is exposed to an interest rate risk on its current and future financial indebtedness. The company's present sensitivity to changes in rates, assessed on the basis of probable scenarios, is as follows:

- sensitivity of financial expenses: a change in interest rates has little effect on the current

Recommendations are implemented through action plans by the divisions concerned. The internal audit team monitors the application of these action plans until they are completed, to ensure that the risk control process is duly improved.

The Chairman of the Executive Board fixes an annual programme of audits coherent with the company's major risks, and sends it to the Economic Oversight and Audit Committee. The Audit and Risk Division is in charge of executing this annual plan.

financial expenses on long-term debt (*i.e.* debt with residual maturity of over one year) since 100% of the long-term gross debt at 31 December 2024 bears interest at fixed rates;

- sensitivity of financial indebtedness: a 1% change in interest rates would cause an opposite change of 8.25%, or approximately €1,086 million, in the discounted (marked-to-market) value of the debt at 31 December 2024.

At 31 December 2024, the average maturity for the Group's debt was 9.12 years and the average interest rate was 2.03%.

On 26 April 2024, the rating agency S&P Global Ratings confirmed RTE's long-term A rating with a stable outlook.

Liquidity risk

RTE must have available financial resources at all times to fund its growth and investments, cover its working capital requirements and cope with any exceptional event (*e.g.* tensions on the energy markets). The conditions negotiated for new financing or refinancing depend on a number of factors. One of them is the Group's credit rating, which is vital for ensuring that RTE is able to obtain financing on the best possible terms, and gives the company practically permanent access to the bond markets even when those markets are tight.

RTE seeks to control this risk through a policy of diversifying its financing sources, by keeping up constant participation in the financial markets and aiming to preserve or improve its image and credit rating on the capital markets. RTE makes every effort to optimise the timing of its transactions.

To address liquidity risks, RTE actively manages and diversifies its sources of financing, and has:

- a short-term Negotiable European Commercial Paper programme for a maximum €1.5 billion, which it can use to meet its own liquidity needs. At 31 December 2024, the Negotiable European Commercial Paper issued amounted to €500 million;
- a short-term securities portfolio comprising negotiable debt instruments for which a liquid market exists, which are rapidly realisable to meet liquidity needs. RTE also holds shares in monetary investment funds.

At 31 December 2024, the liquidities available in the very short term from RTE's syndicated credit line amounted to €1.25 billion. This syndicated credit line of €1.25 billion was concluded in December 2022 for a term of five years, with two one-year extension options. The first option was exercised in December 2023, extending the maturity to December 2028. The second option was exercised in December 2024, extending the maturity to December 2029. On 28 June 2024 RTE updated the AMF-approved documentation for its Euro Medium Term Note Programme. The ceiling for the EMTN programme is €14 billion.

A bond issue in two tranches for a total amount of €1 billion was carried out in April 2024: a tranche of €500 million with a 9-year maturity and a yield of 3.553% and a coupon of 3.5% and another €500 million tranche with a 20-year maturity with a yield of 3.826% and a coupon of 3.75%.

A bond issue in two tranches for a total amount of €1,250 million was carried out in October 2024: a €500 million tranche with a 4-year maturity and a yield of 2.92% and a coupon of 2.875%, and a €750 million tranche in "green" format with a 12-year maturity and a yield of 3.564% and a coupon of 3.50%.

At the end of December 2024, neither RTE nor any of its subsidiaries was in default on any borrowing.

Counterparty risk

Counterparty risk is defined as the total loss that RTE would sustain on its operations and market transactions if a counterparty defaulted and failed to perform its contractual obligations. The potential counterparty risks for RTE essentially concern cash and cash equivalents, trade receivables, supplier payables, negotiable debt instruments, short-term investments and derivative financial instruments. The cash and financing operation risk is approached through rules laid down in the annual framework, with the following main principles:

- financial transactions can only be undertaken with authorised counterparties for which quantified limits have been set;
- only agency-rated counterparties are authorised, and they must have a minimum BBB rating with at least a stable outlook;
- a limit has been set for the portion of total investments undertaken with counterparties rated BBB+ and BBB;
- sectorial diversification is required for cash investments: cash investments in any given sector (apart from the banking sector) must not exceed 30% of all short-term investments.

The department in charge of cash and financing has a financial risk control section that regularly performs a second-level control of all the risks inherent to financial activities. It also verifies that RTE complies with the rules and constraints defined in the framework, through daily reporting of the principal risk indicators to the managers in charge of the Finance Division.

If a risk limit is exceeded, an alert procedure is set in motion, involving notification of the company managers in charge of the Finance Division, information on how the situation was handled, and where relevant, proposal of corrective action.

4.5.2 ACTION AGAINST TAX AVOIDANCE

Article L. 225-102-1 of the French Commercial Code requires companies to report on the sensitivity of their position regarding prevention of tax avoidance.

Tax avoidance consists of deliberately transferring financial flows that could be taxable in the company's principal country of location to another location with very favourable taxation.

The team in charge of tax matters at the RTE Group makes sure that no such tax avoidance practices exist at RTE by checking all financial flows. This is facilitated by the fact that the tax team is part of the accounting department.

All taxes and charges concern the national territory. There is no cash flow in any subsidiary located in a country with favourable tax legislation that could be interpreted as a source of tax evasion.

Similarly, all financial investments (*via* investment funds) are made by financial establishments located in France.

4.5.3 PREPARATION AND PROCESSING OF FINANCIAL AND ACCOUNTING INFORMATION

4.5.3.1 Organisation and role of the Finance Division

The Finance Division contributes to RTE's business control, notably through the following missions:

— Performance oversight and budget and trajectory reporting:

- oversight of the budget process and cycles (budget, three annual budget updates, and the medium-term plan);
- monitoring the Company's multi-year trajectory (investments, TURPE, etc.);
- keeping an overview of the budget process and the associated choices;
- contributing to performance oversight, by monitoring budget resources per entity;
- contributing to application of the budget through general performance reviews in the divisions;

- ensuring key financial balances, notably in tariff discussions with the regulator.
- the budget, the budget updates and the medium-term plan are examined by the Economic Oversight and Audit Committee, and by the Supervisory Board.

— Accounting and taxation:

- producing the individual financial statements of RTE and certain subsidiaries, and the Group's consolidated financial statements, in compliance with the standards applicable;
- meeting tax obligations (declarations, monitoring and settling the taxes payable by RTE);
- providing advice to all RTE entities and subsidiaries on accounting and tax matters;
- documenting the accounting and tax doctrine and standards, and maintaining the associated databases;
- taking preventive action against fraud across its scope of responsibility.

— Financing and cash management:

- financing RTE's operations;
- determining RTE's financing requirements;
- managing cash investments;
- compensating for the company's electricity losses.

4.5.3.2 Preparation and control of accounting information

— Organisation of accounting information preparation

RTE's Accounting and Tax Department is in charge of establishing RTE's individual financial statements, the financial statements of certain subsidiaries, and the Group's consolidated financial statements.

The individual financial statements are prepared by teams corresponding to each major component of the accounting cycle (fixed assets, purchases, sales, taxes, etc.). This organisation makes it possible to manage competences efficiently and thus ensure reliability in accounting and tax data.

The closing of the financial statements is managed by the team in charge of RTE's general accounting.

For RTE's fully-owned subsidiaries, the financial statements are established by the team in charge of subsidiaries accounting. For other subsidiaries, accounting is handled by external service providers. The subsidiaries' accounts are regularly reviewed by RTE's Accounting and Tax Department.

The consolidated financial statements are established by a special team in RTE's Accounting and Tax Department.

RTE's individual financial statements and the Group's consolidated financial statements are approved each year by the Executive Board.

They are examined every half-year by the Economic Oversight and Audit Committee, and by the Supervisory Board.

— Control of accounting information

The Head of accounting and tax is responsible for proper operation of internal procedures which ensure reliability in the Group's accounting and tax data. He/She reports to the Chief Financial Officer.

A tax and accounting internal control team (part of the accounting and tax department) oversees the entire system of tax and accounting controls in the operational processes, and the accounting processes for preparation of the financial statements.

Through the tax and accounting internal control, the Accounting and Tax Department (ATD) contributes to

4.6 INSURANCE

RTE covers its insurable risks by insurance programmes subscribed through the intermediary of consultant brokers. The insurers used have a financial rating at least equivalent to RTE's own rating.

RTE's Insurance Department, which is part of the Audit and Risk Division, identifies the risks that may be insurable and works with its brokers to determine the limits, excesses and exclusions inherent to all insurance contracts.

The principal insurance policies subscribed on an annual basis cover the following risks:

- damage to property;
- civil liability;

improving the quality and reliability of accounting information in liaison with RTE's various functions.

Tax and accounting internal control is part of RTE's internal control procedures described above in Section 4.3 "Internal control".

The Accounting and Tax Department conducts "soft closing" procedures to facilitate the closings of the financial statements at 30 June and 31 December. These procedures are part of the annual audit process applied by RTE's statutory auditors.

4.5.3.3 Control of financial information

For RTE's internal control policy, each entity in the Finance Division prepares an internal control supervision plan relating to its risk analysis process.

For example, a control system is used to make sure that no user has authorisations that are incompatible as regards segregation of duties; data analysis is applied for certain business processes (mainly tax, payroll, expense reports and purchases) to identify any potential anomalies and correct them where relevant.

Analyses are also conducted at least annually with the divisions to identify and address the causes of any variances between real and forecast figures for major income and expense items, in order to have constant confirmation of the reliability of financial budget estimates.

- equipment storage and transit;
- environmental civil liability and damage to biodiversity;
- civil liability of management;
- aeronautical civil liability;
- damage to certain aircraft (the Airtelis and RTE-STH fleet);
- individual accidents and repatriation assistance for personnel on business assignments outside France.

These policies also cover RTE's subsidiaries.

— Insurance of major projects

Dedicated insurance programmes may be used during the construction phase of major infrastructure projects, particularly connections for offshore wind farms and network interconnections. These dedicated programmes cover financing of repairs in the event of significant damage to facilities under construction, and the financial consequences of any civil and environmental liability claims against RTE and its contractors arising in connection with such work.

RTE prioritises insurance solutions which it subscribes on its own behalf and on behalf of all participants in the project.

For most major projects, the typical insurance cover subscribed by RTE concerns comprehensive insurance for worksites (including assembly, testing and transport), civil liability insurance for the project manager and for the worksite, and civil liability insurance relating to environmental risks and damage to biodiversity.

5.

Sustainability report



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5.1 GENERAL INFORMATION

5.1.1 CONTEXT

The Group publishes its first report on sustainability information (hereinafter “sustainability report”) as required by Article L. 233-28-4 of the French Commercial Code, resulting from the transposition in France of Directive (EU) 2022/2464, known as the “CSRD”, by Order 2023-1142 of 6 December 2023 on the publication and certification of information on sustainability and on the environmental, social and corporate governance obligations of commercial companies.

This sustainability report is included in a separate and specific section of the Group’s management report in accordance with the aforementioned article. This sustainability report is submitted for certification by our Statutory Auditors in charge of certifying the sustainability information.

The RTE Group specifies that the information on sustainability presented in the sustainability report, in accordance with the requirements of the French Commercial Code and the sustainability information standards adopted pursuant to Articles 29 *ter* or 29 *quater* of Directive 2013/34/EU and Article 8 of Regulation (EU) 2020/852, were established in a context characterised by:

- first-time application of the CSRD and the ESRS, as applicable at the date of establishment of the sustainability report, based on the information available within the time frames for preparing the sustainability report;
- uncertainties as regards the interpretation of the texts, which require the use of judgements to define and apply the criteria making it possible to obtain relevant information for the establishment of the sustainability information;
- information that could not be collected in relation to the requirements, presented in Section 5.1.2.5;
- the use of estimates based on past experience, as well as various other factors considered reasonable, detailed in Section 5.1.2.4;

- the absence of established practices, in particular to deepen the analysis of double materiality in the value chain and to study the use of certain pollutants as specified in Section 5.1.6.1;
- an evolving internal control system, including the reporting and information collection systems.

The CSRD standards (also known as European Sustainability Reporting Standards - ESRS) aim to harmonise companies’ sustainability reporting and improve the availability and quality of the published data. They are organised as follows:

- ESRS 1 “General requirements” describes the architecture, principles and general concepts of the ESRS: characteristics of information, double materiality, structure of the sustainability statement, value chain, etc.;
- ESRS 2 “General disclosures” describes the information companies must report on material matters of sustainability. It covers four areas of reporting: governance; strategy; identification and management of sustainability impacts, risks and opportunities; as well as indicators and objectives;
- ESRS E1 to E5 on environmental themes, ESRS S1 to S4 on social and societal themes, and ESRS G1 on business conduct, set out the specific disclosures to present on the material impacts, risks and opportunities relating to each sustainability topic (environmental, social and governance) in addition to the general disclosures required under ESRS 2, using the same four-area structure.

This report is organised according to the same structure as these standards.

5.1.2 GENERAL BASIS FOR PREPARING THE SUSTAINABILITY REPORT

5.1.2.1 Internal organisation for preparing the first sustainability report

Before preparing its first sustainability report, RTE already had:

- numerous policies relating to environmental, social and governance (ESG) criteria: implementation of the GDPR system, CSR policy introduced in 2022, anti-fraud systems, etc.;
- an environmental policy described in section 5.2, which organises and prioritises all RTE's actions for the environment up to 2030, laying out trajectories for environmental performance.

In early 2023 RTE introduced a project-based organisation validated by the Executive Committee and managed by the Finance Division.

CSRD officers were appointed in each division concerned by the CSRD (environment, consultation, human resources, CSR, legal, purchasing, risks, strategy, IT, management control, accounting). During the first half of 2023 these officers received training on the CSRD provided by an external firm.

In early 2024, roadmaps for each standard were drawn up in order to define the actions to be taken to meet the 2025 publication objective.

Particular attention was paid to the indicators required by the CSRD, for which a mapping of the existing and the target was carried out, and to the provision of methodological clarifications. A synergy was also developed between the indicators required for the CSRD and the indicators required for the green taxonomy.

At the end of 2023, RTE launched a project dedicated to the analysis of double materiality, involving the above-mentioned officers, with the methodological support of an external firm. During the first half of 2024 work was done to map out RTE's stakeholders and value chain, and to identify its principal ESG impacts, risks and opportunities along that value chain. This work is described in Section 5.1.6.1 "Identification and assessment of IROs" of this report.

5.1.2.2 Reporting period and frequency

The time scope for all indicators is 1 January to 31 December of the year concerned. In the rare event of a different time scope, a note is added in the indicator comments.

5.1.2.3 Reporting scope

The sustainability report covers the same scope as the financial statements, with the exception of RTE's subsidiaries.

The activities of these subsidiaries were included in the double materiality analysis conducted by RTE. RTE controls five subsidiaries dedicated to the operation of its assets (Arteria, Cirteus, Airtelis, RTE International and RTE Immo), representing 1% of its turnover and workforce, as well as two joint ventures intended for the construction of interconnections (Celtic Interconnector and Inelfe), which do not have their own staff. Apart from two subsidiaries of RTE International that are non-significant in size, these companies have no establishments outside France.

The rules for including and consolidating non-financial data are as follows:

- qualitative environmental and social information: scope limited to RTE SA, the subsidiaries being considered as not significant;
- quantitative environmental and social information: scope limited to RTE SA, the subsidiaries being considered as not significant.

RTE's sustainability report covers the direct scope of its activities, as well as the upstream and downstream part of its value chain. This includes RTE's suppliers, customers and direct and indirect stakeholders. The latter were taken into consideration in the double materiality analysis and in the identification of impacts, risks and opportunities, to the extent of the information known to RTE.

5.1.2.4 Disclosures in relation to specific circumstances

— Time horizons

RTE adopts the same time horizons as those prescribed by the standards and as defined in Section 6.4 of ESRS 1. As a reminder:

- the short term covers the reference period of this sustainability report;
- the medium-term horizon extends over a period of up to five years from the end of the reference period; and
- the long-term time horizon goes beyond five years.

— Estimates and sources of uncertainty

RTE has identified several indicators with a relatively high level of uncertainty. In accordance with Section 7.2 of ESRS 1, the metrics concerned are as follows:

- the emissions related to RTE’s physical assets: some data are based on the extrapolation of life cycle analyses (LCA). More details are available in Section 5.2.1.2 “Methodological details”;
- the capital expenditure associated with the additional cost of making infrastructure projects resilient: these expenses are based on a proportional estimate of the total amount of the project’s investments, based on internal studies. See Section 5.2.1.6 “Adaptation plan”;
- the weight of the incoming resources at RTE: this data is taken from the mass balance, which is based on LCA estimates. More details are available in Section 5.2.5.3 paragraph “Incoming resources”.

— Incorporation of information by reference

Not applicable.

5.1.2.5 List of the information that could not be collected

Standard	Disclosure Requirement (DR)	Topics	Reasons	Action and/or remediation plan	Time horizon for the implementation of the plan
ESRS 2	GOV-3	Integration of sustainability-related results in incentive systems	No publication of the sustainability objectives of the Executive Board’s variable compensation.		2025
E3	MDR-P	Water and marine resources	Analysis of the value chain to be deepened	A more in-depth analysis of the challenges in the value chain will be carried out in order to identify the IROs more precisely	This analysis will be carried out in 2025
E1	MDR-A	Future resources allocated to the adaptation plan and transition plans	RTE has defined a strategy for making its network more resilient to climate change. This strategy will be published in the Ten-Year Network Development Plan (<i>Schéma décennal de développement du réseau</i> - SDDR) and will be the subject of a public debate. The amounts will be adjusted following this debate and the opinion of the competent authorities, but are very significant (several billion euros)	Once the strategic guidelines of the SDDR have been published, RTE will translate them into internal technical policies and will adjust the amount following the opinion of the authorities having to decide on the SDDR	Action that will be started in 2025 and completed in 2026 at the latest

Standard	Disclosure Requirement (DR)	Topics	Reasons	Action and/or remediation plan	Time horizon for the implementation of the plan
E2	MDR-A	Future resources allocated to pollution	Same as above	Same as above	Same as above
E4	MDR-A	Future resources allocated to biodiversity	Same as above	Same as above	Same as above
S1	MDR-A	Future resources allocated to social dialogue	Same as above	Same as above	Same as above
S1	MDR-A	Future resources allocated to training	Same as above	Same as above	Same as above
S1	MDR-A	Future resources allocated to diversity and inclusion	Same as above	Same as above	Same as above
S1	MDR-T	Training and skills development	RTE has not identified any targets	Definition of targets	By 2027
S2	MDR-T	Training and skills development of workers in the value chain			By 2027
E1	E1-1	Transition plan	RTE has not yet published a transition plan complying with the requirements of the CSRD	Work is planned for the year 2025 to develop a plan aligned with the criteria of the directive, taking into account the specific commitments that RTE is able to make and the orientations of the new Ten-Year Network Development Plan (<i>Schéma décennal de développement du réseau - SDDR</i>).	2025
E3	E2-4	PFAS	Very little data available to have a clear vision of the use of PFAS	A study will be carried out	Horizon 2027
E2	E2-5	Substances of concern and substances of very high concern	RTE has not carried out a study to justify the absence of use and/or generation of these substances of concern or very high concern	A study will be carried out in 2025	2025
E5	E5-4	Incoming resources	RTE has not yet set up a data collection process to obtain: - Weight of sustainable materials / total weight of materials used - Weight of recycled or reused materials / total weight of materials used (in absolute value and in %)	RTE is undertaking work from the year 2025 to estimate these data	By 2026

5.1.3 GOVERNANCE

5.1.3.1 Role of the administrative, management and supervisory bodies

— Presentation of RTE's governance

RTE is a *société anonyme*, a French-domiciled publicly-traded limited company, governed by an Executive Board and a Supervisory Board. It has certain specific features due to its status as operator of the French public electricity transmission network (TSO – transmission system operator). RTE's bylaws and governance methods safeguard its autonomy, independence of management and neutrality.

— Supervisory Board

The Supervisory Board consists of twelve members distributed as follows in application of article 13 of RTE's bylaws:

- one third of employee representatives;
- members representing the French State and nominated by the State⁽¹⁾, appointed by virtue of Articles 4 and 6 of Order 2014-948 of 20 August 2014 on the governance and capital transactions of companies with state shareholdings, up to a maximum of one third of Board members;

- representatives of the shareholder, CTE, the number of which depends on the number of members appointed as set out in the previous point.

There is no independent director on the Supervisory Board.

Supervisory Board members are appointed for a five-year term of office.

No new member of the Supervisory Board was appointed during the financial year.

At 31 December 2024, excluding the members elected by the employees, parity between men and women was respected on the Supervisory Board (it being specified that at that date one position was vacant following the death of a member whose renewal is in progress). It is therefore composed of three women and four men, *i.e.* 47.9% women and 57.1% men. Including the members elected by the employees, the Supervisory Board is composed of 36.4% women and 63.6% men.

(1) The French State, as a legal entity, can be appointed by the shareholders at an Ordinary General Meeting. In this case it is represented by an individual designated by official decision. The State can also nominate one or more persons for appointment to the Supervisory Board by the shareholders at an Ordinary General Meeting.

Role: examines and issues an opinion on matters relating to the company's major strategic, economic, financial and technological orientations, subject to the Executive Board's exclusive competence for decisions concerning network management and the activities necessary to prepare and implement the ten-year network development plan. It also monitors RTE's management by the Executive Board, in compliance with the provisions of the French Energy Code (*Code de l'énergie*).

Economic Oversight and Audit Committee (CESA)

Role: in preparation for Supervisory Board meetings, this committee studies all financial aspects of the company, notably the budget and the economic and financial outlook, the annual financial statements and half-year results, the risk monitoring and management policy, particularly risk mapping, and the audit programme, audit outcomes, action plan follow-up and internal control.

In the area of sustainability information, it:

- monitors issues relating to the preparation and control of sustainability information. It examines the quality and reliability of the systems and processes in place, and, if necessary, makes any recommendations;
- reports to the Board on its mission and in particular on the way in which it has contributed to the integrity of the information in terms of sustainability;
- immediately informs the Board of any difficulties encountered;
- informs the Remuneration and CSR Committee of its work on sustainability reporting;
- monitors the effectiveness of internal audit and internal control with regard to the procedures relating to the preparation and processing of sustainability information.

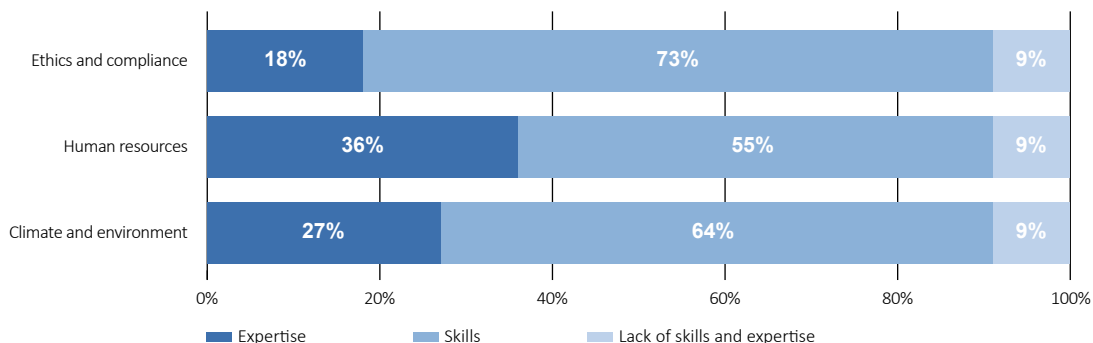
Remuneration and CSR Committee

Role: Role: issues an opinion on the setting of all kinds of remuneration that may be paid to key corporate officers for their duties, examines RTE's CSR strategy, ambitions and commitments and gives its opinion and recommendations to the Supervisory Board, gives an opinion on the sustainability strategy adopted for the report.

See details in section 5.1.3.2.

Expertise and skills ⁽¹⁾ in terms of sustainability

The members of the Supervisory Board were asked about their skills and expertise in sustainability. On the basis of this declarative survey, the vast majority of them have skills or expertise in this area. These skills are broken down as follows:



These skills and expertise are the result of their initial training course, internal or external training, past and/or current professional experience and the mandates exercised.

The Supervisory Board regularly assesses the diversity policy that must be applied to its members, in accordance with Article 8 of the AFEP-MEDEF Code to which RTE complies. This assessment indicates that the composition of the Board provides a rich diversity of experiences and that the Board collectively has a good balance of skills and qualifications - including sustainability issues and RTE’s activities - enabling it to carry out its control mission and provide optimal and independent supervision. In addition, this policy confirms that the Board regularly examines the desirable balance of its composition and that of its committees. This diversity policy is based in particular on objectives in terms of representation of the various stakeholders, complementarity and wealth of profiles and experience, and balanced representation of women and men.

In addition, in accordance with AMF Recommendation DOC-2012-02, amended on 28 July 2023, and the recommendations of the AFEP-MEDEF

Code in its version of December 2022 (Recommendation no. 11), the Supervisory Board proceeds with the assessment of its ability to meet the expectations of the shareholders who have given it the mandate to control the Company, with the following frequency: an annual self-assessment (the Supervisory Board discusses its operation) plus a formal assessment at least once every three years.

In May 2024, an external firm was commissioned to assess the Supervisory Board. The assessment report was submitted and presented at the Supervisory Board meeting of 25 September 2024.

Pay

The General Meeting sets the amount of the compensation allocated to the members of the Supervisory Board. No compensation was awarded to the members of the Supervisory Board by the General Meeting. In addition, Law 83-675 of 26 July 1983 on the democratisation of the public sector (known as the “DPS” Act), pursuant to Order 2014-948 of 20 August 2014, expressly provides that the services of employee representatives on the Supervisory Board be provided for free.

(1) Expertise and skills within the meaning of ESRS 2 - GOV 1.

— Executive Board

After seeking the opinion of the French energy regulator CRE, the Supervisory Board appoints the members of the...

Executive Board

Role: the Executive Board has the broadest powers to act in the company’s name in all circumstances, subject to the rights of the shareholders at a General Meeting, and the powers of the Supervisory Board. It is the only body with competence to implement operations directly contributing to operation, maintenance and development of the public electricity transmission network within the scope of the missions assigned to the company.

Executive committee

Role: the Executive Committee examines all corporate matters that require oversight or a decision in the orientation, commitment, implementation and monitoring stages.

Composition of the Executive Board

The Chairman of the Executive Board, Xavier Piechaczyk, was appointed by the Supervisory Board for a 5-year term of office beginning on 1 September 2020. On the proposal of the Chairman, the other members of the Executive Board were appointed by the Supervisory Board in November 2020, for a term of office that will end at the same time as the Chairman’s term, *i.e.* on 31 August 2025.

The Executive Board thus consists of:



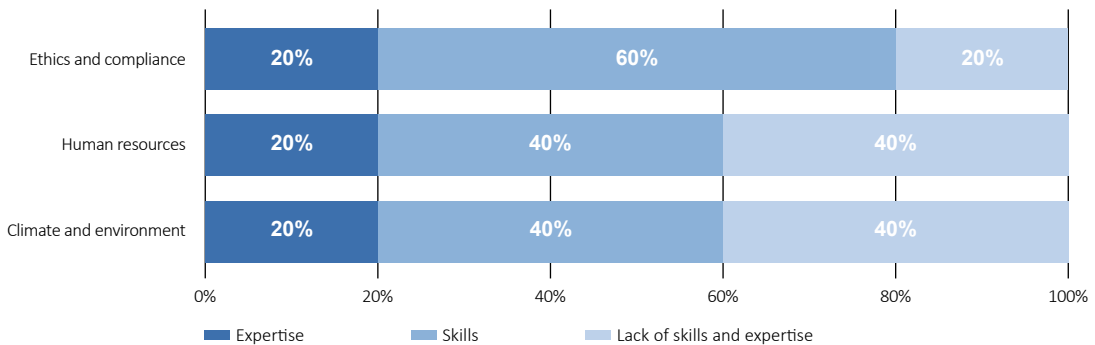
- 1 **Xavier Piechaczyk**, Chairman of the Executive Board
- 2 **Clotilde Levillain**, Managing Director in charge of Customers and System Design & Operation
- 3 **Thérèse Boussard**, Managing Director in charge of Infrastructure Management
- 4 **Thomas Veyrenc**, Managing Director in charge of Economy, Strategy and Finance (replacing Laurent Martel from 1 October 2023)
- 5 **Sophie Moreau-Follenfant**, Managing Director in charge of Transformation and the Employee Environment

At 31 December 2024, the Executive Board was composed of 60% women and 40% men.

No new member of the Executive Board was appointed during the financial year.

Sustainability expertise and skills

The members of the Executive Board were asked about their skills and expertise in sustainability. According to their declarations, the vast majority of them have skills or expertise in this area. These skills are broken down as follows:



These skills and expertise are the result of their initial training and internal training courses as well as their professional experience, particularly with regard to the functions and mandates they hold within RTE.

Thomas Veyrenc is the member of the Executive Board appointed as the person responsible for sustainability issues given (i) his duties as director in charge of the economy, strategy and finance and (ii) his expertise on both strategic and sustainability issues. He relies on the skills and expertise of all members of the Executive Board, depending on the subject.

Pay

The terms and conditions for the compensation of the members of the Executive Board are set by Articles L. 111-33 and D. 111-17 of the French Energy Code. They receive a fixed compensation and a portion of variable compensation set by the Supervisory Board on the proposal of the Compensation and CSR Committee and then submitted for the approval of the Minister of the Economy.

Integration of sustainability-related results into systems

Among the indicators for this variable compensation was the “Societal and environmental impact” indicator, which corresponded to 40% of the variable portion of the compensation.

The criteria for this indicator were as follows (the data in brackets correspond to the weighting of the indicator in the variable compensation): **incentive [GOV-3]**.

During the 2024 financial year, the members of the Executive Board received their variable compensation for the achievement of the objectives for the 2023 financial year:

- Percentage of women in the Company (5%);
- Percentage of responsible purchases (5%);
- Full greenhouse gas emissions report (5%);
- Lost time incident rate (LTIR) (10%);
- Quality of life at work (10%);
- Electricity quality (5%).

The indicator was achieved at 39.17% of the 40%.

For the 2024 financial year, the “Societal and environmental impact” indicator corresponds to 45% of the variable portion of their compensation and the criteria are as follows:

- Percentage of women recruited to the Company (5%);
- Percentage of responsible purchases (5%);
- Full greenhouse gas emissions report (5%);
- LTIR (10%);
- Quality of life at work (10%);
- Electricity quality (5%);
- Customer satisfaction (5%).

Compliance officer

In accordance with European regulations and the French Energy Code, RTE has a designated compliance officer. Subject to competences attributed specifically to the French Energy Regulatory Commission (*Commission de régulation de l'énergie* - CRE), the compliance officer is in charge of ensuring that RTE's practices comply with its obligations as regards independence from other companies included in the Vertically Integrated Enterprise.

Hervé Mignon has been the General Compliance Controller since 1 January 2024. He replaced Philippe Dumarquez, who had held this position since 1 September 2021. He is entitled to attend General Meetings, meetings of the Executive Board, the Supervisory Board and the specialised committees, and all meetings relevant for the performance of his duties.

He has all powers to investigate documents on site for execution of his mission. Apart from any information that he is required to report to the CRE, he has a professional duty of discretion regarding commercially sensitive information collected in the course of his duties.

Governance and CSR

The publication of this information present in the sustainability report is based on a prior “double materiality” analysis, which consists of taking into

account both the impact of the Company on society and the environment (materiality of impacts) and the impact of society and the environment on the Company's economic performance (financial materiality).

In the first half of 2024, RTE's Executive Board approved a project to analyse the Company's double materiality. It was also presented to the Supervisory Board.

The Executive Board also monitors the deployment of the CSR strategy, which includes:

- assessment of the progress of CSR initiatives in relation to the objectives set;
- assessment of the effectiveness of the actions undertaken, with adjustments made if necessary to maximise their impact;
- regular communication on the progress of the commitments, enhancing transparency and accountability.

RTE's governance therefore oversees the integration, monitoring and control of the effectiveness of the CSR strategy, taking into account the issues identified by the materiality analysis.

5.1.3.2 Information provided to the Company's governance bodies and issues addressed

RTE's *raison d'être* was proposed by the Executive Board and approved by the Supervisory Board at its meeting of 14 December 2021. RTE's shareholder CTE decided to modify the company's bylaws to incorporate the *raison d'être*.

RTE's CSR policy, validated by the Executive Board for 2022-2025, was developed in coherence with the *raison d'être* and reflects RTE's three missions: informing, operating and optimising. The finalised CSR policy was presented to the Economic oversight and audit committee on 25 May 2022 and to the Supervisory Board on 1 June 2022.

The implementation of the guidelines it defines is the responsibility of RTE's Executive Committee, which brings together all of the Company's divisions and is therefore the relevant body for organising the Company's social responsibility.

In 2024, the Executive Committee discussed CSR issues on average every two months. These files are sent after examination by the CSR Division (assessment of the maturity of the CSR strategy), the Human Resources Division (social survey, Great Place to Work label) and the Health, Safety and Quality of Life at Work Department (new health policy, report of occupational physicians). The Executive Committee was also required to monitor CSR topics through the review of the Company's dashboards presented by the Finance Division, which assess (i) the performance of the electricity supply by the network and (ii) the progress in RTE's work in support of the energy transition.

For more in-depth monitoring of the CSR policy and CSR-related matters in general, the Supervisory Board decided at its meeting of 7 June 2023 to broaden the remit of the Compensation Committee to include CSR issues, and therefore created the Compensation and CSR committee.

As part of the implementation of the CSRD and pursuant to Article L. 821-67 of the French Commercial Code, the Supervisory Board also decided at its meeting of 23 July to amend its internal rules to (i) extend the remit of the Economic Oversight and Audit Committee to include the field of sustainability information (including the associated monitoring, risk management and internal control), (ii) extend the remit of the Economic Oversight and Audit Committee to include the monitoring of the sustainability report certification mission performed by the Statutory Auditors or an independent third-party body and, lastly, (iii) adjust the powers of the Compensation and CSR Committee in order to define its area of intervention in terms of sustainability.

In the area of CSR, the Compensation and CSR Committee is responsible for:

- examining RTE's CSR strategy, ambitions and commitments (particularly regarding ethics, human rights, health and safety, the environment, the equal pay and opportunities policy, etc.) and issuing an opinion and recommendations to the Supervisory Board in respect of these matters;

- examining, on an annual basis and with a forward-looking focus when relevant, all aspects of the overall CSR approach: the CSR policy, the related multi-year objectives and indicators (including those related to the sustainability report) in line with RTE's major strategic, economic, financial and technological orientations;
- obtaining information about the CSR audit programme and issuing an opinion to the Supervisory Board;
- providing an opinion on the sustainability strategy selected within the context of the sustainability report;
- monitoring the Company's CSR targets and actions and the published indicators, especially in the light of any weak signals identified by the committee;
- making recommendations to the Supervisory Board concerning the components of CSR that should be covered by the committee.

The Supervisory Board sets its work programme and that of its committees on the proposal of the Executive Board.

In 2024, the Compensation and CSR Committee met three times to deal with CSR issues.

The committee had the opportunity to study the following topics:

- as regards social topics: the Health, Safety and Quality of Life at Work assessment; the professional and salary equality policy; the disability policy; the social survey;
- as regards environmental topics: the research and development (R&D) roadmap; support for the energy transition: the impact of macro balancing in the face of the growing weight of self-consumption; the greenhouse gas emissions assessment; the transition plan and the environmental policy;
- as regards the overall CSR topic: review of the CSR policy indicators; the presentation of AFNOR's diagnostic report on the maturity of RTE's CSR policy.

The progress of the implementation of the CSRD within RTE was presented twice to the Supervisory Board in June and November 2024.

5.1.3.3 Due diligence statement

GOV-4 - Core elements of due diligence	Sections of the sustainability report
a. Embedding due diligence in governance, strategy and business model	5.1.4
b. Engaging with affected stakeholders in all key steps of the due diligence	5.1.5
c. Identifying and assessing adverse impacts	5.1.6.1
d. Taking actions to address those adverse impacts	5.1.6.1
e. Tracking the effectiveness of these efforts and communicating	5.1.6.2

5.1.3.4 Risk management and internal controls over sustainability reporting

— Risk control system

RTE’s risk identification and control system is described in Part 4 of the management report “Risks and control framework”.

The environmental, social and societal risks are identified through this system.

The result of the double materiality analysis described in 5.1.6 “Impact, risk and opportunity management” below is aligned with the mapping of the Company’s major risks described in Part 4 of the management report.

— Internal controls over sustainability reporting

The quantitative information present in the

sustainability report has been the subject of detailed methodological descriptions provided in dedicated sheets prepared by the indicator pilots. These sheets describe the source of the data used and the applicable calculation method.

Sessions dedicated to the audit trail took place in 2024 for the indicator pilots.

5.1.4 STRATEGY, BUSINESS MODEL AND VALUE CHAIN

5.1.4.1 Presentation of RTE’s business model

RTE’s business model is presented in Part 2 “Presentation of RTE” of the management report.

RTE’s economic and financial performance for 2024 is presented in Part 7 of the management report.

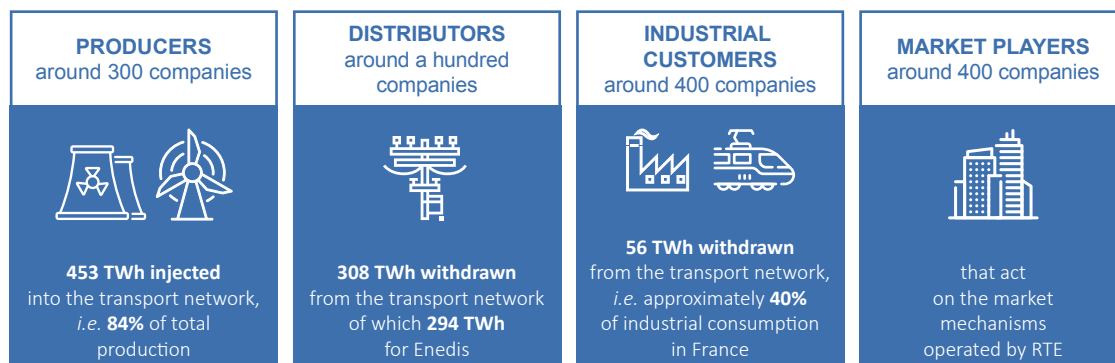
— Breakdown of the RTE Group’s sales in 2024

<i>(in thousands of euros)</i>	2024
Transmission network access – distributors	3,708,886
Transmission network access – other users	507,117
Interconnections	1,185,413
Other services	157,537
Sales	5,558,953

— Large markets and customers

RTE maintains commercial relationships with two types of players: players directly connected to the network (producers on the one hand, and “consumers” on the other: distributors and industrial customers); and market players whose specificities are described below.

At the end of 2024, RTE had more than 1,000 corporate customers present throughout mainland France.



(Provisional figures for 2024)

- Producers:

The electricity transmission network transports electricity from the main means of electricity generation in the country: nuclear power plants, fossil-fired power plants (combined cycle gas, combustion turbines, coal-fired power plants), hydropower plants, cogeneration plants, offshore and onshore wind farms, large solar power installations and batteries.

- Distributors:

As the distribution networks are themselves served by the transmission network, Enedis is one of RTE’s main customers. The other distributors are local distribution companies covering approximately 5% of the national territory (Électricité de Strasbourg, Réséda, GreenAlp, Gérédis, SICAE Oise, etc.).

- Industrial customers:

These are industrial sites directly connected to the transmission network throughout the country. These are the largest industrial sites in France, bringing together almost all electricity-intensive

industries in the historical sectors (steel, non-ferrous metals, heavy chemicals, paper, automotive, rail transport, etc.). At present, SNCF is the largest consumer connected to the electricity transmission network. These manufacturers use around 55 TWh per year, i.e. around 40% of the total electricity consumption of French industry ⁽¹⁾.

- Market actors:

Currently, nearly 400 market players - who are not strictly speaking RTE’s customers - act directly or indirectly on the market mechanisms put in place by RTE over the last 15 years: balancing mechanism, adjustment mechanism, capacity mechanism, system services, demand response valuation mechanism, etc.

These players include electricity producers, main suppliers, manufacturers, demand response operators, traders or banks, foreign TSOs, distributors, etc. Most of these players are involved in several mechanisms.

(1) The remaining 60% are connected to the transmission system operators.

— Geographical distribution of employees

All RTE employees are located in France. For more information on the composition of the workforce, see the “Overview of the workforce” section above.

5.1.4.2 RTE's sustainability-related strategy, challenges and objectives [SBM-3]

For the past two years, RTE has been carrying out, as part of its legal missions, the technical and economic work aimed at defining the development strategy of its network for 2040 through a national programme plan: the Ten-Year Network Development Plan (*Schéma décennal de développement du réseau - SDDR*).

The SDDR is a programme plan whose publication is governed by European (Internal Electricity Market Directive) and French (Energy Code and Environmental Code) law. Its purpose is to ensure that the transmission network is adapted to the energy and economic policy objectives set by the State and that its development does not hinder the achievement of these objectives.

The 2024 SDDR is part of a context in which the French State has redefined the focus of its energy policy: relaunch of nuclear, acceleration of renewables, priority to reindustrialisation *via* the development of low-carbon industrial zones. These political guidelines aim to strengthen the country's energy sovereignty by reducing its dependence on imported fossil fuels, by developing its decarbonised electricity production capacity and by relocating key components of the value chain for future technologies to the national territory.

The preparatory work for the 2024 SDDR identified three main priorities which were presented during the public consultation concerning the SDDR in the spring of 2024:

1. an unprecedented connection programme (consumers, downstream, and renewables and new nuclear, upstream);
2. strengthening of the network (by adapting its very high-voltage structure, which organises flows on a national and European scale);
3. its renewal with a view to resilience to climate change (the manifestations of which are already present and will become more pronounced).

In addition to describing the network development plan, the SDDR includes a detailed environmental analysis. It assesses the impact of the industrial programme and the solutions to be deployed to control the environmental footprint.

— Consultation with stakeholders

The SDDR was the subject of extensive consultation with all stakeholders and will be submitted to the competent authorities for review.

The SDDR is a programme plan whose publication is governed by European (Internal Electricity Market Directive) and French (Energy Code and Environmental Code) law.

As all the prospective studies published by RTE, the SDDR is carried out in consultation with the public authorities and the various stakeholders. Discussions on the framework, assumptions and results of the study are organised within the System and Network Outlook Commission (*Commission perspectives système et réseau - CPSR*) set up by RTE and by working groups focused on specific themes or results, including the environmental strategy.

To prepare the SDDR, RTE has enhanced its consultation mechanism for the regions and their stakeholders. Technical consultation meetings were organised in various regions and mobilised institutional players, industrial and economic players and non-profit organisations (environmental associations). A vast public consultation was also organised in early 2024.

In addition to a referral to the National Commission for Public Debate and the ensuing public consultation, the SDDR will be the subject of a referral to the minister in charge of energy and the CRE. The Energy Code requires the CRE to consult the users of the transmission network. RTE will also refer the matter to the Environmental Authority. In this context, the SDDR will be the subject of a public consultation by electronic means.

Following the decision of the National Public Debate Commission of 13 January 2025, the SDDR will be the subject of a public debate in 2025.

Following the conclusions of the various consultations, the strategy will be updated and be the subject of a final publication.

— RTE's environmental strategy focuses on four issues

RTE's environmental strategy focuses on four issues: climate, biodiversity, circular economy and pollution.

This structuring of actions in favour of the environment makes it possible to prioritise them, streamline efforts and define concrete objectives and effective monitoring methods for RTE's environmental targets and indicators.

In order to contribute to the fight against climate change and the achievement of carbon neutrality, RTE is particularly attentive to the control of its emissions. RTE already publishes its emissions within the framework of its GHG emissions assessment, and in 2023 it published its first "transition plan" (within the meaning of Article R. 229-46 of the French Environmental Code) which consolidates the actions taken to reduce its emissions. This plan includes actions to control SF6 leaks (sealing of leaks from substations in metal enclosures (*Postes sous enveloppes métalliques* - SEMP) and replacement of the most affected ones), an electrification policy for RTE's vehicle fleet in accordance with the provisions of the LOM law, a strategy to control building emissions and a "travel" policy that limits the use of air planes. In view of the growth in investments provided for in the network development plan, the emissions related to infrastructure will increase in the medium term.

Concerning the preservation of biodiversity, RTE endeavours to limit the impact of overhead lines by deploying bird beacons and by burying certain overhead lines. At the same time, RTE is changing the management of vegetation under the lines and has set itself the objective of stopping rotary shredding

during the nesting and reproduction periods by the end of 2028 by reorganising the work and developing sustainable vegetation arrangements.

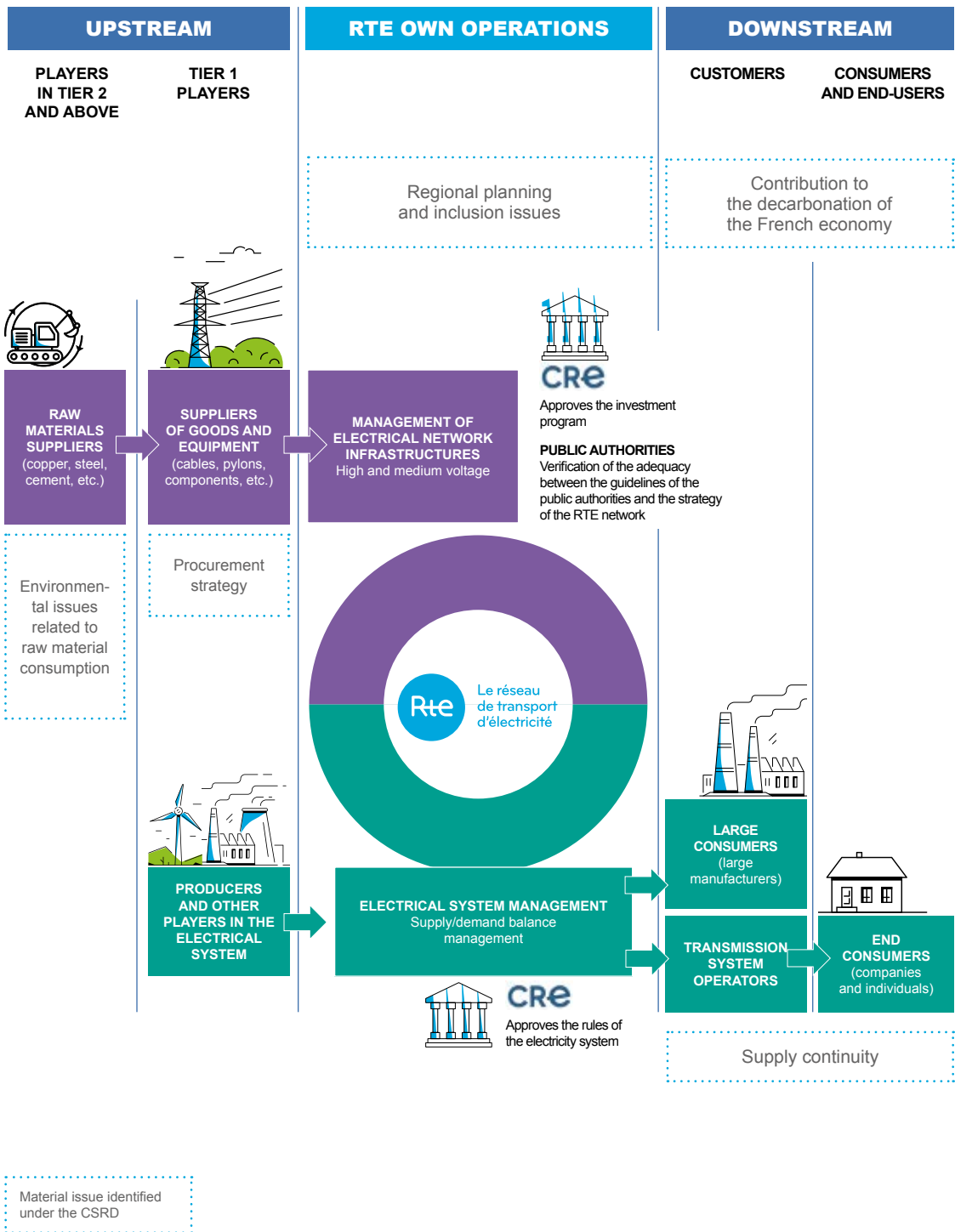
In 2023 and 2024, RTE developed a "circular economy" plan to ensure a transition towards sustainable consumption of resources, reuse of equipment and material, recovery of waste and an increase in the consumption of recycled materials. Various projects and pilots have been launched to give impetus to an industrial ecosystem that is still emerging in some cases.

As regards pollution prevention, the plan ensures the prevention and reduction of the pollution related to RTE's activities. It covers, among other things, maintenance of RTE sites without phytosanitary products and decontamination of all equipment polluted with polychlorinated biphenyls (PCB) by 2025.

5.1.4.3 Business model and value chain

RTE's business model is presented in Part 2 "Presentation of RTE" of the management report.

RTE's value chain is illustrated in the diagram below with the main upstream and downstream challenges identified (the challenges concerning RTE's own activities are presented in the following section). To date, no material impact has been identified for workers in this chain. Workers working on RTE sites are included in the scope of the S1 standard, particularly with regard to safety (see Section 5.3.1.6). In 2025, work will be carried out to strengthen the analysis and monitoring of the upstream and downstream issues of RTE's value chain.



5.1.5 INTERESTS AND VIEWS OF STAKEHOLDERS

	Internal to RTE		Electricity system
	RTE employees and service providers	Trade unions	Customers of services offered by RTE
Description of stakeholders	<ul style="list-style-type: none"> • Salaried and non-salaried employees • Temporary employees • Subcontractors 	<ul style="list-style-type: none"> • Trade unions • Employee representatives 	<ul style="list-style-type: none"> • Electricity producers • Flexibility operators • Transmission system operators (TSO) • End consumers
Types of interaction	<ul style="list-style-type: none"> • Letters and internal communication • Internal surveys on well-being at work (internal survey) • External survey, Great Place To Work • Whistleblowing system 	<ul style="list-style-type: none"> • Social and economic committees • Employee representative bodies • Social dialogue: bilateral 	<ul style="list-style-type: none"> • Consultation bodies managed by RTE: <ul style="list-style-type: none"> – plenary body - System and Network Outlook Commission; – thematic commissions - Network Access Commission (<i>Commission d'accès au réseau - CAR</i>), Market Access Commission (<i>Commission d'accès aux marchés - CAM</i>), Interconnection Access Operations Commission (<i>Commission fonctionnement de l'accès aux interconnexions</i>) – CFAI); – public consultations; – mandatory and voluntary consultations; – satisfaction surveys.

RTE infrastructure		Other		
Other stakeholders	Civil society	Local communities	Suppliers	Financial partners
<ul style="list-style-type: none"> Public authorities Energy Regulatory Commission (<i>Commission de régulation de l'énergie</i> - CRE) European TSOs Power exchange markets (European Power Exchange - EPEX) European cooperation structures (Coreso, JAO, etc.) Academic partners 	<ul style="list-style-type: none"> NGOs Environmental protection associations Foundations 	<ul style="list-style-type: none"> Local authorities Local residents 	<ul style="list-style-type: none"> Raw material suppliers Suppliers of goods and services 	<ul style="list-style-type: none"> Public and private investors
<ul style="list-style-type: none"> CAR National partnerships (French League for the Protection of Birds (<i>Ligue pour la protection des oiseaux</i> - LPO), Surfrider Foundation, FNE, French Nature Reserves, French Biodiversity Office (<i>Office français de la biodiversité</i> - OFB), French Chamber of Agriculture, French National Fishery Committee, etc.) and regional partnership (Regional Natural Parks) University forums Solicitations from protection associations such as the LPO during the start-up of construction sites Public consultations upstream and downstream of projects Group publications 	<ul style="list-style-type: none"> Scientific advice Fontaine-type consultation Consumer forms Physical meetings and public events Group publications and impact studies 		<ul style="list-style-type: none"> Discussions on tenders and contracts Supplier audits and surveys Responsible Supplier Relations Label 	<ul style="list-style-type: none"> Group publications

	Internal to RTE		Electricity system
	RTE employees and service providers	Trade unions	Customers of services offered by RTE
Understanding of their expectations by RTE reflecting the purpose of these dialogue methods	<ul style="list-style-type: none"> Well-being and health at work Personal and professional development Work-life balance Career opportunities Appreciation and development of skills 	<ul style="list-style-type: none"> Putting well-being and health at the heart of the Group's strategy Enabling skills development and facilitating career management 	<ul style="list-style-type: none"> Equitable network access Facilitating the integration of renewable energies Predictability and transparency Network stability Support for innovation Access to connection, continuity of electricity supply to meet market needs Transparency on the quality of the electricity passing through the grid

RTE infrastructure

Other

Other stakeholders

- Securing the electricity supply
- Developing a forward-looking vision for public energy policies
- Development of the energy transition and decarbonisation
- Network modernisation and innovation
- Compliance with regulatory objectives
- Service to the public and crisis management
- Cooperation for European interconnection
- Network balance management and flexibility
- Harmonisation of standards and regulations
- Sharing of best practices

Civil society

- Consideration of requests upstream and downstream of projects
- Maximum mitigation of the social and environmental impacts of RTE's activities
- Economic and social benefits of projects

Local communities

- Strengthening of commercial relationships

Suppliers

- Development of a range of products and services in line with market needs

Financial partners

- Financial performance issues for the Company

	Internal to RTE		Electricity system
	RTE employees and service providers	Trade unions	Customers of services offered by RTE
Taking into account the expectations of stakeholders by governance	<ul style="list-style-type: none"> • Presentation of the survey and the Great Place to Work label to the Executive Committee, followed by actions taken by Executive Committee members • Working group with employees on HR and real estate projects with feedback to the Managing Director in charge of Transformation and the Employee Environment • Meetings held several times a year by a Generation Council chaired by the Chairman of the Executive Board 	<ul style="list-style-type: none"> • Social dialogue held at three levels: <ul style="list-style-type: none"> – Chairman of the Executive Board; – Human Resources Division; – team in charge of social dialogue, with follow-up by the Managing Director in charge of Transformation and the Employee Environment, member of the Executive Board. • Signature of social agreements by the Managing Director in charge of Transformation and the Employee Environment on behalf of the Executive Board 	<ul style="list-style-type: none"> • Management of the consultation bodies under the supervision of the Managing Director in charge of Customers and System Design & Operation and the Managing Director in charge of the Economy, Strategy and Finance, members of the Executive Board • The System and Network Outlook Commission is chaired by the Managing Director in charge of the Economy, Strategy and Finance • Collection of stakeholders' expectations in terms of the services offered by RTE <i>via</i> public consultations, inclusion in the contractual corpus of network/market access, which the Chairman of the Executive Board refers to the competent authorities for approval

RTE infrastructure

Other

Other stakeholders

- Representation of RTE within the bodies of the European Network of Transmission System Operators for Electricity (ENTSO-E) under the supervision of the Managing Director in charge of Customers and System Design & Operation
- Involvement of members of the Executive Board and the Executive Committee in the governance of ENTSO-E, electricity exchanges, etc.
- Chairmanship of the Executive Board of ENTSO-E by a representative of RTE reporting to the Chairman of RTE

Civil society

- Consultation on projects under the supervision of the Managing Director in charge of Infrastructure Management and management of major issues on the Executive Board
- Internal regional reviews of territories by the regional delegations reporting to RTE's Chairman
- Information to the Executive Committee by the regional delegates
- National Joint Committee
- Monthly discussions between the Managing Director in charge of Infrastructure Management and the regional delegates
- Report on local issues and environmental impacts to the Executive Board or within the Company's decision-making committees chaired by members of the Executive Committee and the Executive Board
- Taking into consideration in the definition and in the Executive Board's guidelines on RTE's environmental actions

Local communities

Suppliers

- Report on the issues to the Strategic Purchasing Committee chaired by the Managing Director in charge of the Economy, Strategy and Finance
- Monitoring by the Executive Board of major supply contracts and related issues
- Signature by the Executive Board of a purchasing strategy meeting supplier expectations after public consultation

Financial partners

- Taking into consideration by the Executive Board in the reflection on the Company's financing model

5.1.6 IMPACT, RISK AND OPPORTUNITY MANAGEMENT

5.1.6.1 Identification and assessment of IROs [IRO-1]

In 2024, RTE conducted an in-depth double materiality analysis covering all of its activities. The methodology was reviewed by an external firm to ensure the robustness and neutrality of the methodology used. The results of this analysis are summarised below and are detailed in the sections dealing with the standards concerned.

— Methodology

The objective of the double materiality analysis is to determine the relevance of the themes defined by the CSRD from two complementary perspectives:

- **Impact materiality:** Assessment of the positive or negative impacts, actual or potential, that the Company's activities may have on the population and the environment. This analysis covers not only RTE's direct activities, but also its entire upstream and downstream value chain;
- **Financial materiality:** Identification of risks or opportunities likely to have actual or potential financial effects on RTE. These effects include those directly related to the Company's activities as well as those attributable to its commercial relationships outside the scope of consolidation.

— Analysis steps

The double materiality analysis was carried out in five key stages:

CSRD training workshops

RTE organised training workshops with an external firm for the internal experts involved in the preparation of the sustainability report. The aim of these workshops was to harmonise the understanding of, and expectations concerning, this new standard among the players concerned within RTE, in order to ensure a consistent and collaborative approach during the various stages of the analysis.

The CSRD officers were specifically trained on the double materiality analysis and the methodology used during the workshops mentioned below.

Workshops to identify impacts, risks and opportunities (IROs)

Workshops to identify IROs by standard were conducted with RTE's CSRD officers to identify the issues applicable to RTE as listed in ESRS 1 AR §16 and to define the IROs.

This identification of applicable issues and IROs was based on:

- risk mapping;
- existing internal and external analyses;
- expert feedback.

Non-applicable issues were excluded from the start of the analysis when they were obviously not relevant to the activities of RTE and the Group.

For this first exercise, RTE did not carry out a study to justify the absence / non-materiality of the use

- of substances of concern and substances of very high concern;
- of PFAS.

The reasons for not carrying out the study, the action and remediation plan as well as the time horizon for the implementation of the action plan are indicated in Section 5.2.5.

Value chain

Upstream: RTE used internal analyses as well as publicly available sector analyses to identify the main IROs in its value chain. This analysis is not exhaustive and must be significantly deepened in the course of 2025.

Downstream: RTE, as a player tasked by law with carrying out studies of the electricity system as a whole, has a very good knowledge of the players in its downstream value chain. This knowledge has indirect impacts on environmental issues such as climate, water, waste and biodiversity.

However, RTE does not have any restrictive leverage with its downstream value chain on sustainability issues, due to the public service mission entrusted to it. This is why there is no policy or actions on the IROs associated with this value chain.

As part of its public service mission, RTE must:

- connect any network user (producer, consumer, storage operator) or transmission system operator (TSO) who so requests;
- under the conditions defined by the French Energy Code;
- by the procedures for processing connection requests approved by the French Energy Regulatory Commission.

IRO rating workshop

Once the list of IROs had been drawn up, RTE proceeded with their rating taking into account:

- for sustainability impacts: severity (measured by its magnitude, extent and irremediable nature) and probability of occurrence; and
- for financial risks and opportunities: together with their reputational or legal repercussions, their potential financial impact and the probability of occurrence.

These assessments were carried out using existing maps, internal and external analyses and the opinions of RTE experts on the issues identified.

Validation and consolidation of the results

The consolidated results of the analysis were shared with the CSRD officers and validated by RTE's management.

In total, 22 material sustainability issues were identified and are presented in the sustainability report.

— Conclusion

This structured and rigorous approach ensures that RTE complies with the CSRD requirements while integrating the environmental, social and financial dimensions into its overall strategy. The double materiality analysis is a key tool for identifying priority issues, enhancing transparency and guiding the Group's actions in terms of sustainability. Additional methodological information concerning the identification of IROs can be found in the sections dedicated to the various standards.

5.1.6.2 Methods for identifying IROs required by the standards

Standards	Identification methods required by the standards	Studies carried out by RTE	Related sections	Missing details
E1	<ul style="list-style-type: none"> • Physical risks (hazards and exposed assets/activities) • Transition risks and opportunities: <ul style="list-style-type: none"> – climate events related to the climate transition and scenario compatible with limiting global warming to 1.5°C; – assets and activities exposed to these events. 	GHG emissions assessment vulnerability studies	See 5.2.1.1	All the subjects are covered by RTE's studies.

Standards	Identification methods required by the standards	Studies carried out by RTE	Related sections	Missing details
E2	<ul style="list-style-type: none"> Review of assets and activities to identify IROs on RTE's own operations or upstream and/or downstream of its value chain Description of the stakeholder consultation 	<ul style="list-style-type: none"> Environmental analysis Soil impact study 	See 5.2.2.1	All the subjects are covered by RTE's studies. More in-depth upstream and/or downstream studies will be conducted.
E3	<ul style="list-style-type: none"> Review of assets and activities to identify IROs on RTE's own operations or upstream and/or downstream of its value chain Description of the stakeholder consultation 	<ul style="list-style-type: none"> IFREMER study Environmental analysis Sector impact studies 	See 5.2.3.1	All the subjects are covered by RTE's studies. More in-depth upstream and/or downstream studies will be conducted.
E4	<ul style="list-style-type: none"> Assessment of IROs on biodiversity and ecosystems at site level, upstream and downstream of its value chain Assessment of biodiversity dependencies of sites, upstream and/or downstream Ecosystem services covered Physical and transition risks related to biodiversity Consideration of systemic risks 	Biodiversity footprint	See 5.2.4.1	All the subjects are covered by RTE's studies. More in-depth upstream/downstream studies will be conducted.
E5	<ul style="list-style-type: none"> Review of assets and activities to identify IROs on RTE's own operations or upstream/downstream of its value chain Description of the stakeholder consultation 	<ul style="list-style-type: none"> Mass balance taken from the GHG emissions assessment Studies on the materials consumed by RTE within the framework of the Ten-Year Network Development Plan (<i>Schéma décennal de développement du réseau - SDDR</i>) 	See 5.2.5.1	All the subjects are covered by RTE's studies. More in-depth upstream/downstream studies will be conducted.

5.1.6.3 List of material issues and associated IROs

For this first CSRD exercise, the time horizons that RTE can reasonably expect for the impacts identified ⁽¹⁾ are medium- and long term.

	Issue	IRO	Scope	Description of IROs	Process for identifying IROs	Policies	Related sections
E1 - Climate change	Climate change mitigation	Positive impact	Direct activities	<ul style="list-style-type: none"> RTE's contribution to the decarbonisation of the French economy 	Greenhouse gas emissions assessment Provisional assessments and Energy Futures 2050 Ten-year network development plan (SDDR) Vulnerability studies	Environmental policy climate component	5.2.1 "Climate change"
		Negative impact	Direct activities	<ul style="list-style-type: none"> Carbon impact of RTE's Scope 1 & 2 activities 			
		Negative impact	Upstream and downstream value chain	<ul style="list-style-type: none"> Carbon impact of RTE's Scope 3 activities 			
	Climate change adaptation - physical risks	Risk	Direct activities & upstream value chain	Sustained pace of infrastructure renewal			
	Climate change adaptation - physical risks	Risk	Direct activities & upstream value chain	Disruption and increased procurement costs			
E2 - Pollution	Pollution of soil	Negative impact	Direct activities	Soil pollution related to the spreading of oil or phytosanitary products	Soil impact studies	Environmental policy pollution component	5.2.2 "Pollution"
	Pollution of soil, air and water - Value chain	Negative impact	Upstream value chain	Pollution related to extraction, refining and processing of specific critical minerals and metals	Environmental analysis		
E3 - Water and marine resources	Water consumption - value chain	Negative impact	Upstream value chain	Water consumption for the extraction of raw materials and the manufacture of industrial infrastructure	Environmental analysis	-	5.2.3 "Water and marine resources"
E4 - Biodiversity and ecosystems	Impacts on the extent and condition of ecosystems	Negative impact	Direct activities	Destruction of flora related to construction sites and site maintenance	Biodiversity footprint	Environmental policy biodiversity component	5.2.4 "Biodiversity"
	Impact on fauna	Negative impact	Direct activities	Nuisance to animal species related to substations and lines	Partnerships with non-profit associations: FRB, LPO, FNE, CEN, RNF, FPRN, etc.		

(1) ESRS 1 - SMB3 obligation Section 48 paragraph iii).

	Issue	IRO	Scope	Description of IROs	Process for identifying IROs	Policies	Related sections
E5 - Resource use and circular economy	Incoming resources	Negative impact	Direct activities & upstream value chain	Consumption of critical materials such as copper and aluminium	Greenhouse gas emissions assessment Life cycle analyses of equipment and infrastructure projects	Environmental policy circular economy component	5.2.5 "Resource use and circular economy"
	Waste	Negative impact	Direct activities	Production of hazardous waste related to construction sites and works			
E1 to E5	Downstream environmental impacts	Negative impact	Downstream value chain	Our downstream value chain has indirect impacts on several environmental issues	RTE as a systemic player has a very good knowledge of its downstream value chain	N/A	N/A
S1 - Company employees	Social dialogue	Risk	Direct activities	Management and consequences of internal conflicts	Risk mapping	IEG, industry-wide agreement	5.3.1 "Company employees"
	Training and skills development	Positive impact	Direct activities	<ul style="list-style-type: none"> Employee training part of RTE's DNA 		<ul style="list-style-type: none"> Ten-year employment and skills plan 	
		Risk	Direct activities	<ul style="list-style-type: none"> Risk of non-renewal of skills in emerging business lines 		<ul style="list-style-type: none"> Framework note on the forward-looking vision of jobs and skills 	
	Diversity, equal opportunities and inclusion	Negative impact	Direct activities	Lack of diversity and inclusion challenges		Key challenges defined in the CSR policy	
S2 - Workers in the value chain	Training and skills development	Risk	Upstream value chain	The industrial nature of RTE's activities automatically involves a risk of accidents during works or operations on the infrastructure.	Risk mapping	Policy for health, safety and quality of life at work	

	Issue	IRO	Scope	Description of IROs	Process for identifying IROs	Policies	Related sections
S3 - Affected communities	Land-related impacts and security-related impacts	Negative impact Positive impact Risk	Direct activities Direct activities & Downstream value chain Direct activities	<ul style="list-style-type: none"> Harm to communities created by the existing network and projects Socio-economic benefits induced by RTE's projects Project delays, additional costs or infeasibility related to strong or radical opposition 	Fontaine-type consultation	Consultation policy Electro magnetic field (EMF) exposure policy Noise policy	5.3.3 "Affected communities"
S4 - Consumers and end-users	Access to quality information	Positive impact	Direct activity & downstream value chain	RTE's transparency on what transits through the network (eCO ₂ mix, electricity balance sheet)	Customer satisfaction questionnaire	Electricity quality commitments	5.3.4 "Consumers and end-users"
	Continuity of supply (issue specific to RTE)	Negative impact	Direct activity	Electricity grid failure (malicious acts, incidents)	Risk mapping	RTE's crisis management system (<i>Organisation de RTE en cas de crise - ORTEC</i>) Physical assets security policies	

	Issue	IRO	Scope	Description of IROs	Process for identifying IROs	Policies	Related sections
G1 - Business conduct	Political engagement and lobbying activities	Positive impact	Direct activity & downstream value chain	Presence in discussions with public authorities and sharing of practices that can have positive impacts on stakeholders	Risk mapping	Vigilance plan Responsible purchasing policies	5.4. "Business conduct"
	Regulated sector	Risk	Direct activity & upstream and downstream value chain	Risk that the current regulation model is no longer adapted to the growth of the network's transformation needs			
	Management of relationships with suppliers including payment practices	Positive impact	Direct activity & downstream value chain	<ul style="list-style-type: none"> Enhancement of the socio-economic fabric, in particular SMEs 			
		Opportunity	Direct activity & upstream value chain	<ul style="list-style-type: none"> Invest in the loyalty of strategic suppliers and in securing the necessary skills present at the supplier level 			
		Opportunity	Direct activity & downstream value chain	<ul style="list-style-type: none"> Project acceptability boosted by RTE's positive socio-economic footprint 			
Corruption and bribery	Risk	Direct activity & upstream and downstream value chain	<ul style="list-style-type: none"> Penalties, deterioration of image in the event of audit and fines imposed by the DGCCRF on payment terms 				

5.2 ENVIRONMENTAL INFORMATION

RTE's environmental policy

RTE has had an environmental policy since 2016. It was renewed in 2022. This policy, by incorporating RTE's main impacts and risks, sets out the Company's environmental commitments and major guidelines as regards stakeholders. It is signed by the Chairman and the members of the Executive Board and is made public. Its strategic orientations are:

- fight against climate change and adaptation to its consequences;
- preservation of terrestrial and marine biodiversity;
- sustainable management of resources in a circular economy approach;
- pollution prevention;
- relations with third parties and their safety in the vicinity of electrical facilities;
- more efficient environmental performance.

RTE has set up an organisation to take into account the opinion of third parties, or interested parties (see Section 5.1.4.2 § Consultation with stakeholders), with regard to its activity, and to integrate it as an component influencing RTE's environmental analysis (assessment of environmental aspects and emergence of new aspects stemming from the sensitivity of local residents and other third parties), making it possible to monitor certain significant environmental aspects and translate the relevant expectations of interested parties into requirements through voluntary commitments, protocols, charters, partnerships, etc. Partnerships make it possible to dialogue, co-construct and respond more precisely to the expectations of interested parties.

The Environment Committee is the steering body for RTE's environmental management. It is chaired by the Managing Director in charge of Infrastructure Management and is composed of representatives from all divisions. A Regional Environment Committee also exists in each of RTE's seven regions.

The environmental policy is broken down into defined, assessed and arbitrated technical policies. These make it possible to manage actions carried out on RTE's physical assets and which are planned, in euros and in consistency, over the long term.

In terms of monitoring and improvement, RTE has set up several tools, including:

- a process for reporting information, analysing and providing feedback on environmental emergencies and certain environmental malfunctions, in particular those likely to be reported by third parties;
- a process for dealing with relevant requests from interested parties, which feeds into the environmental feedback.

RTE has held ISO 14001 certification for all of its activities since 2004, and has an audit performed by an AFAQ-accredited organisation every year. The most recent renewal audit was by AFNOR Certification in 2023. It found no points of non-compliance and upheld RTE's certification, in official recognition of RTE's continuous improvement policy for environmental action. The Environmental Management System (EMS) is the main tool for implementing RTE's environmental policy, in accordance with the ISO 14001 certification held for more than 20 years.

Professional development for all employees

As environmental protection campaigns require commitment from employees, RTE offers professional development action and materials in the form of methodological guides, awareness-raising, leadership and training.

The environmental professionalisation group maintains and develops skills in this field by offering employees specific training appropriate to the Company's environmental concerns: understanding the impacts, waste management, third-party safety and biodiversity. This group makes sure that the training available in every business function incorporates these concerns. It monitors all the company's environment-specific training and prepares new courses if necessary.

To meet the traceability requirements for employees who have been tested on coping with a potential environmental emergency situation, RTE has set up and trialled a Workplace Simulation Training campaign. Employees in the target groups can be registered and their test results monitored over 3 years. This was generalised from early 2023.

5.2.1 CLIMATE CHANGE [E1]

5.2.1.1 Context and challenges of climate issues

— Summary table of impacts, risks and opportunities [SBM-3]

Climate change mitigation

● Positive impact	RTE's contribution to the decarbonisation of the French economy	E1.IRO#1
● Negative impact	Carbon impact of RTE's Scope 1 & 2 activities	E1.IRO#2
● Negative impact	Carbon impact of the Scope 3 activities	E1.IRO#3

Climate change adaptation

● Financial risk	Sustained pace of infrastructure renewal	E1.IRO#4
● Financial risk	Supply disruption and increased supply chain costs	E1.IRO#5

— Description of impacts, risks and opportunities [SBM-3]

Climate change mitigation

• Positive impact: RTE's contribution to the decarbonisation of the French economy [E1.IRO#1]

RTE plays a key role in decarbonisation of the French economy. As operator of the electricity transmission network, RTE connects production facilities, which are mainly decarbonised, and new consumers, including manufacturers busy with the decarbonisation of their activities. At the same time, RTE maintains, renews and strengthens the transmission network to facilitate access to electricity and thus contributes significantly to the reduction of greenhouse gas emissions from the French energy system.

The network's influence on greenhouse gas emissions goes beyond the scope of its carbon footprint, due to its role at the heart of the operation of the electricity system.

On the one hand, RTE's mission is to connect the users of the electricity network: producers, consumers and storage operators. In particular, to support the pace of energy transition targeted, RTE must accelerate the connection of new decarbonised production resources (renewable and nuclear) and new consumers to make the electrification of uses possible.

On the other hand, the exports of French electricity generation - almost entirely decarbonised - through the interconnections operated by RTE, contribute to decarbonising the European electricity mix, by avoiding the mobilisation of fossil production plants abroad.

• Negative impact: Carbon impact of RTE's Scope 1 & 2 activities [E1.IRO#2]

Scopes 1 and 2 represent major challenges for RTE in its strategy to reduce its greenhouse gas (GHG) emissions. Scope 1 includes the direct emissions, such as those from the combustion of fossil fuels for service vehicles, fixed installations or cooling gas leaks. Scope 2 covers the indirect emissions related to the consumption of electricity needed to operate buildings or energy transport systems, and electricity losses on the grid. The emissions from these two scopes are detailed in the RTE carbon footprint section below.

• Negative impact: Scope 3 carbon impact [E1.IRO#3]

Scope 3 is a central challenge for RTE because it encompasses all indirect emissions upstream and downstream of its activities, often well beyond its direct control. These emissions include, among others, those generated by supply chains (equipment manufacturing, infrastructure materials), waste management, business travel, and the impact of electrical assets on their life cycle.

Scope 3 represents a significant part of RTE's carbon footprint and reflects the interdependencies with its industrial partners and suppliers. The emissions from this scope are detailed in the RTE carbon footprint section below.

Climate change adaptation

Like any major national infrastructure, the electricity transmission network is highly exposed to sometimes extreme weather events, whether storms, heat waves, floods, fires, thunderstorms or sticky snow.

Climate change increases the risk exposure of the existing network. Indeed, climate phenomena will be more frequent (by 2050, the number of days of heat waves could double in mainland France), more intense (more violent floods), and likely to occur over longer periods (heat waves in spring and autumn). Currently, around a third of the network is not resilient to climate change. The challenge for the coming years will therefore consist in, like for the mechanical safety programme undertaken by RTE in response to the storms of 1999, renewing the infrastructure of the overhead networks to adapt them to climate risks and thus avoid a risk of cascading breakdowns in the event of intense climatic events.

As part of the Ten-Year Network Development Plan (*Schéma décennal de développement du réseau - SDDR*), adapting the network to climate change based on renewal has been identified as the main industrial challenge of RTE's network strategy.

• **Financial risk: Increase in climate hazards with financial impacts and entailing a more sustained pace of infrastructure renewal [E1.IRO#4]**

The physical risks can be caused by global warming and take the form of floods, forest fires, increased extreme weather events. These various hazards lead to financial and operating risks for RTE's assets (destruction of lines, malfunctions, etc.).

Global warming may also lead to faster ageing of facilities, and consequently to a need for premature replacement or increased maintenance of infrastructure.

• **Financial risk: Increased supply chain costs and disruption of the supply chain in connection with the consequences of climate change [E1.IRO#5]**

Given the large-scale investments planned by RTE and the growing needs of all actors in the field of energy, any procurement difficulties could have an impact on the cost, the completion time or even the economic viability of some of the projects included in the Ten-Year Network Development Plan (*Schéma décennal de développement du réseau - SDDR*).

RTE's Purchasing Division systematically analyses the risk of default or shortages affecting procurement, and then transfers, shares or minimises such risks by adjusting its procurement strategy. The company makes more detailed, regular inspections of suppliers' production sites and a supplier relations unit exists to collect information on their potential capacities and offer them some visibility.

To cover this risk better, RTE has diversified its supplier panel and introduced multi-lot contracts for strategic segments.

— **Description of the procedures for identifying and assessing material IROs related to climate change [IRO-1]**

Physical risks (chronic, acute)

The **climate hazards** affecting the transmission network are varied, and entail risks for the facilities:

- high temperatures dilate conductors and can lead to risks for the safety of third parties while accelerating the ageing of facilities, or even causing irreparable damage when certain thresholds are exceeded, even just occasionally;
- dry soil affects the ability to evacuate the heat released by transit through underground cables and causes them to age faster;
- fires cause premature ageing of underground cables and overhead conductors, or even their permanent deterioration, as a result of deposited soot and heat released even without immediate proximity;
- floods force the shutdown of electrical substations to preserve high-voltage components, and destroy low-voltage equipment under water;

- snow, sleet and frost can damage pylons due to masses of ice deposited on conductors and ground wires;
- strong winds, whether due to winter storms or localised tornadoes, can damage pylons.
- Lightning striking an overhead structure causes voltage dips, can trigger localised micro-cuts or even damage a conductor, particularly in the absence of a ground wire.

RTE has chosen to prioritise the risks according to their impact on the services expected from a network operator and their frequency. The most worrying dangers are those that affect the largest geographical areas, and which can cause damage exceeding the repair capacity within a short period of time (more than five days) if the structures are not correctly sized.

By comparing the impacts of the various climate hazards on the network infrastructure with their geographical extent on the territory, and taking into account their evolution with climate change, RTE has prioritised the vulnerability studies of its facilities in relation to:

- an increase in temperature: heat waves, fires;
- flooding: marine submersion, runoff and river overflows.

To conduct its vulnerability studies, RTE used data sources adapted to the hazard to be studied. In particular, RTE has adopted a multi-scenario approach, and as far as possible a multi-model approach. This makes it possible to have a more dynamic view of the changes over the entire twenty-first century and to better take into account

the uncertainties related to the climate models themselves by taking into account different models.

- **For temperature-related hazards** (increase in temperatures, fires), RTE used the multi-model and multi-scenario greenhouse gas emissions package from the DRIAS portal of Meteo France⁽¹⁾ or from the Copernicus portal⁽²⁾, and according to the IPCC RCP4.5 and RCP8.5 scenarios. The time horizons studied extend to the end of the century. The studies were carried out in 2023-2024.

- **As regards flood-related hazards**, RTE worked with *Caisse Centrale de Réassurance* (CCR), which modelled floods using rainfall data from the “constant climate” simulations in 2050 of the Météo France model. In this specific case, CCR has 400 simulated annual chronicles, representative of the period 2040-2060, for two climate scenarios: RCP4.5, RCP8.5, in addition to the “current” climate situation around the 2000s. Based on these data, CCR then carries out a downscaling to 25 m in order to characterise very precisely the hazards of flooding by river overflows, runoff and marine submersion. The studies were carried out in 2021-2023.

- **The reference climate scenario taken into account by RTE is the RCP4.5 scenario**, which is very close to the reference trajectory for adaptation to climate change set by the French State (*Trajectoire de réchauffement de référence pour l'adaptation au changement climatique - TRACC*). In this trajectory, the warming in France is 2°C in 2030, 2.7°C in 2050, 4°C in 2100 (corresponding to 1.5°C in 2030, 2°C in 2050 and 4°C in 2100 worldwide).

(1) DRIAS, Climate Futures - Home (drias-climat.fr).

(2) Home | Copernicus.

The hazards selected for each type of facility for the vulnerability studies are as follows:

Overhead lines	Underground lines	Electricity substations
Rising temperatures	Rising temperatures	Rising temperatures
Fire		Flooding by overflowing rivers
Flooding by overflowing rivers		Marine submersion
Marine submersion		

RTE's Capex plans, in the SDDR, include the results of these vulnerability studies.

[Transition risks](#)

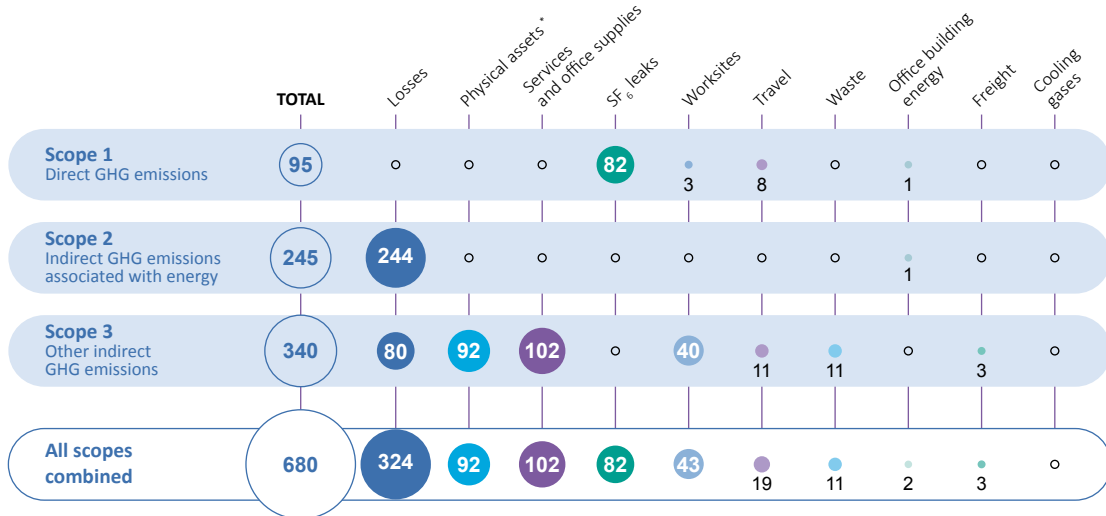
See IRO E1.IRO#5.

5.2.1.2 RTE's carbon footprint

— State of play - RTE's carbon footprint [E1-6]

RTE's greenhouse gas emissions assessment in 2024

Breakdown by item and scope in kilotonnes of CO₂ equivalent (kt CO₂ eq)



* Emissions from the manufacture of industrial and tertiary infrastructures commissioned during the year.

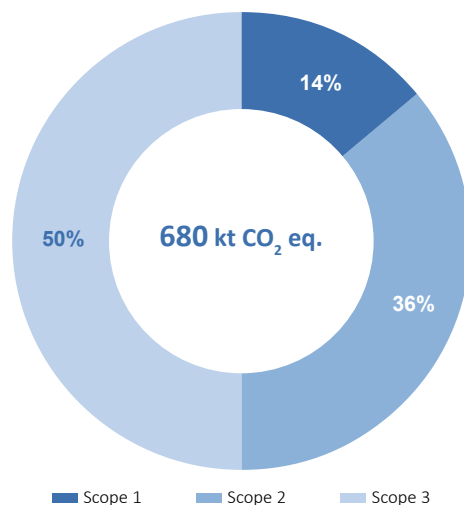
For a breakdown of emission sources by GHG Protocol category, please refer to the summary tables at the end of the climate change section.

RTE's greenhouse gas assessment is divided into three categories or "scopes", corresponding to the Company's direct and indirect emissions. The calculation includes the annual emissions of the physical assets based on the date of commissioning of the equipment, and not the emissions related to the amortised physical assets.

RTE's 2024 greenhouse gas emissions (Scopes 1, 2 and 3) were calculated at 680 kt CO₂eq. This result was driven by an exceptionally favourable electricity balance sheet in 2024 - 95% of low-carbon electricity in the production mix this year - limiting the impact of the coverage of electricity losses on the carbon footprint.

With 2024 turnover estimated at €5,559 million, the carbon intensity of RTE's turnover amounted to 122 gCO₂eq per euro.

Breakdown of the carbon footprint by emission scope (kt CO₂eq)



— Methodological details

This section sets out the main methodological choices made and the main sources of uncertainty in the carbon assessment carried out in 2024.

RTE's carbon assessment for 2024 covers all of the Company's scopes of activity, covering all of the most significant emission sources.

The main items excluded from the scope of 2024 are as follows: tertiary freight and optical fibre in industrial equipment. The other not quantified items in the 2024 carbon footprint correspond to the GHG emissions of RTE SA's subsidiaries.

Most of the emission factors used for this exercise were updated in 2024 and are taken from ADEME's Empreinte® database.

Scopes 1 & 2

RTE reliably estimates its **Scopes 1 and 2** based on a nationwide collection of indicators.

In particular, the **volume of losses** in TWh is obtained by the difference between the energy injected and withdrawn from the network. RTE directly measures these volumes using remote measurements and meters deployed at all border points of the network with customers and neighbouring countries.

RTE has first-hand knowledge of the **emission factor of the average French electricity mix** ("consumption" and "life cycle" emission factor) as it has access to all data concerning production and border exchanges. RTE shares this information on its public data platform. RTE therefore calculates the emission factor for the electricity consumption, as close as possible to the electricity mix for the past year and therefore the actual GHG emissions of its losses. With the support of RTE, ADEME is currently working on an update of its method for calculating the emission factor using its Base Empreinte®. The current emission factor of the base has the disadvantage of being calculated by smoothing the data over four years between year N-1 and N-4 for the value of year N.

RTE calculates the volume of **SF₆ leaks** based on all the additional filling carried out at the facilities (substations in metal enclosures, circuit breakers,

cable ends). Gas cylinders are weighed before and after each additional filling. The difference corresponding to the volume of the remainder is entered by the service provider in a dedicated mobile application, guaranteeing a reliable and exhaustive report of the leaks. The emission factor used is that of the 6th IPCC report, *i.e.* a global warming potential 25,200 times that of CO₂ over 100 years.

To calculate the fuel emissions of its **land vehicle fleet**, RTE uses reports from fuel card suppliers that specify the volumes purchased by type of fuel. The emission factors for fossil fuels are those provided in ADEME's Empreinte® database.

Lastly, tertiary energy consumption (gas, electricity) and the volumes of fuel consumed for the Company's activities are for the most part centralised by the Real Estate and Logistics Department.

Scope 3

RTE aims to continuously improve its control of the emissions in its value chain. This is why the majority of Scope 3 emissions are calculated from the **physical quantities of material** ⁽¹⁾ rather than from inherently more uncertain monetary emission factors. RTE favours this approach in order to better understand and act on the various sources of emissions in its value chain.

As far as possible, RTE collects the physical quantities of materials for each of the equipment items purchased from its electrical equipment suppliers, and from its service providers the quantities of concrete, steel and/or fill used as well as the fuel volumes used for their construction sites.

The carbon assessment for the 2024 financial year is also the first assessment carried out within the framework of the CSRD. Until then, a GHG emissions assessment was published every four years as part of the French regulatory GHG emissions report, the last edition of which dates back to 2022. This is RTE's first carbon assessment based on the annual emissions for 2024 and reported in the GHG Protocol format, a methodology different from the amortised stock approach used until now. The measurement of the emissions from the industrial physical assets is based on the estimated quantity of materials of the infrastructures commissioned in 2024.

(1) Based on the equipment commissioned during the year.

As RTE has significant industrial capital in the process of being amortised within the meaning of carbon accounting, the carbon impact of Scope 3 flows in 2024 is automatically lower than that of the stock presented in the previous GHG emissions assessments.

When the actual physical quantities for the financial year cannot be identified with sufficient reliability at the date of preparation of the assessment, methods for estimating the Scope 3 emissions are established. These estimates are based on various assumptions, extrapolations or monetary factors, where applicable.

With the desire to maintain the completeness and quality of its carbon assessment, which is based mainly on physical data, and to ensure **annual flow reporting** across its entire scope, **RTE is focusing its efforts** on the tooling and systematisation of its carbon reporting through:

- **centralised governance of the emission factors** used in the Company;
- tooling and standardisation of **data reporting**, through various IT projects;
- **improved completeness of its Scope 3**. In view of the increase in the volume and diversity of RTE's activities planned in future years, the Company aims to equip Scope 3 on the basis of an exhaustive mapping of purchases coupled with physical data, in order to strengthen the annual reporting required by the CSRD.

Initiated in 2024, this work will lead over the next few years to a more robust methodological and operational basis, allowing the calculation and management of a Scope 3 from one year to the next.

5.2.1.3 RTE's transition plan and targets related to climate mitigation [E1-1, E1-2, E1-4]

— Transition plan - Key elements [E1-1]

In 2023, RTE filed a “transition plan” (within the meaning of the French Environment Code) with ADEME, which reflects its desire to actively contribute to the fight against climate change.

However, to date, RTE does not have a transition plan for climate change mitigation that strictly meets the definition established by the CSRD.

Some features of this plan do not allow compliance with the ESRS, in particular:

- the horizon of the plan, which ends at 2026 (the standards require a time horizon of 2030);
- the level of detail expected for each of the decarbonisation levers.

In 2025, RTE will review its current “transition plan” (within the meaning of the French Environmental Code), in order to incorporate new criteria, including the methodologies and detailed objectives required by the CSRD.

The rest of the document details the components of this current “transition plan”, which is a first step towards a more comprehensive climate strategy, aligned with European expectations in terms of sustainability and environmental responsibility.

RTE's trajectory, for the reasons mentioned below (§ Compatibility with limiting global warming to 1.5°C), is not aligned with a target of limiting global warming to 1.5°C.

RTE expects an 18% increase in its total GHG emissions by 2026, mainly due to the intensification of the investments required to support the decarbonisation of the French energy system. These efforts include the massive connection of renewable energies, the development of low-carbon industrial projects and support for the electrification of uses. While this increase mainly concerns Scope 3 (emissions associated with construction sites, physical assets and tertiary services), it allows a considerable leverage effect on the decarbonisation of uses in France and Europe, largely documented in the Ten-Year Network Development Plan (*Schéma décennal de développement du réseau - SDDR*), the provisional assessments and the *Energy Futures 2050* report. In addition, RTE implements actions to control the emissions under its direct scope. In particular, RTE has committed to four emission sources:

- **the leaks of SF₆**;
- **the vehicle fleet**;
- **business travel**;
- **the energy consumption of buildings**.

After the publication of its ten-year network development plan (*Schéma décennal de développement du réseau - SDDR*), RTE will update this plan with a vision extended to 2030, raising its ambitions when possible, in particular on its Scope 1 which represents nearly 15% of its overall emissions. Scope 2 consists mainly of electricity losses, over

which RTE has little control, resulting from the volume of energy transited on the network. For RTE, it is more a question of anticipating the evolution of emissions related to these losses on the basis of a rate of decarbonisation of French electricity according to different scenarios.

Resources allocated to the transition plan

RTE is fully committed to supporting the European energy transition. This plan is a strategic response to the climate and energy challenges, aimed at supporting the decarbonisation of the economy while meeting the growing needs for electrification in the regions.

The investments (Capex) and operating expenses (Opex) allocated to the “transition plan” include actions such as the development and modernisation of electrical infrastructures, the integration of renewable energies, and the improvement of energy efficiency. These initiatives also ensure the security of supply and support the technological innovation necessary to meet the challenges of the transition.

Through these commitments, RTE affirms its key role in building a sustainable, resilient and inclusive energy system, in line with carbon neutrality objectives and stakeholder expectations.

The allocated resources presented below only cover the current year (2024) and not the time horizon of the current transition plan.

Resources allocated to the transition plan	Unit	2024	
		Capex	Opex
Control of GHG emissions (SF ₆ , electricity losses)	€m	47.1	7.5
Reduction in emissions related to the energy consumption of buildings (sobriety, energy efficiency, electrification)	€m	1.6	1.0
Reduction in travel-related emissions (electrification of the car fleet, rail transport, continuation of the sustainable mobility package)	€m	4.4	1.0
TOTAL	€M	53.1	9.5

— Compatibility with limiting global warming to 1.5°C [E1-1]

RTE is a key player in the electricity grid to ensure the country’s energy transition. The growth in electricity consumption and the development of RTE’s network are necessary to achieve carbon neutrality of the electricity system and the entire French energy system by 2050 (in line with the commitments made in the national low carbon strategy (SNBC) and in the European Union’s “Fit for 55” package). This subject is widely documented in the publications of the *Energy Futures 2050*, the *provisional assessment* of RTE and the work on the SDDR.

The investments in the network necessary for the decarbonisation of the energy system hamper RTE’s ability to align its emissions with a trajectory limiting the level of global warming to 1.5°C at the global level. However, the Company has carried out a positioning exercise with respect to this trajectory in order to estimate the evolution of its carbon

footprint. To this end, RTE relied on the international Science Based Target Initiative (SBTi) methodology, without committing to the associated certification process.

There is no SBTi sector trajectory for transmission system operators, but only for electricity producers. As a result, only the default SBTi trajectory can be used, which does not take into account the specificities of the activity. This trajectory implies a linear annual decrease in emissions to 2030 compared to a reference year. The suggested reference year is 2018 **as an indication and as part of this exercise only**. Another year may be defined as a reference for the upcoming revision of the transition plan.

The SBTi 1.5°C trajectory corresponds to an annual decrease of 4.2% in the quantity of CO₂eq in the reference year, *i.e.* a 50% reduction in emissions between 2018 and 2030. The values used in the following sections are based on:

- **for 2018:** on the publication of the regulatory GHG emissions report for the year 2018. The two most recent regulatory exercises to date covering Scopes 1, 2 and 3 are the 2022 GHG emissions report and the 2018 GHG emissions report, both of which have a total of around 1,000 kt CO₂eq. As the SBTi framework recommends a baseline after 2015, 2018 is used by default for this simulation to cover a longer period of time;
- **for 2030:** based on projections from the latest 2035 Provisional Assessment and the ten-year network development plan.

Scope 1

Scope 1 for 2018 consists of 87% of SF₆ emissions and then mainly emissions from fuels used for the land fleet: to a lesser extent kerosene from the helicopter fleet, gas heaters for buildings, fuel from generating units, and leaks of fluorinated gases from air conditioning systems. The actions to control the SF₆ leaks and fuel consumption are therefore those that determine whether or not a 1.5°C SBTi target is achieved.

Based on the following assumptions based on the actions undertaken:

- a significant reduction in SF₆ leaks;
- a reduction in the absolute emissions of the vehicle fleet in a context of growth in the workforce;
- a slight gain on helicopter work.

RTE would then place its **Scope 1 within the orders of magnitude of the SBTi 1.5°C benchmark** by 2030. This alignment remains dependent on proactive SF₆ policies, and this exercise may serve as a basis for reflection for the update of the transition plan planned for 2025.

Scope 2

RTE's Scope 2 is based on electricity loss emissions, which represent more than 99% of this scope. Part of the electricity carried by the transmission network is lost in transit, principally due to the "Joule" effect which converts some of the electricity passing through a conductor into heat. In addition, there are losses due to the consumption of energy withdrawn

to enable the operation of equipment present in the electrical substations, losses related to electrical discharges ("ring effect" between the electrical lines and the ambient air) and lastly no-load losses in transformers. The carbon impact of these electricity network losses results from the purchase of extra electricity to offset the losses. Emissions related to these losses are therefore calculated as the product of two factors: the quantity of electricity lost in TWh, and the emissions associated with the consumption of 1 kWh of electricity in France.

French electric mix

France has a much less carbon-intensive electricity mix than the average European electricity mix. RTE benefits from this decarbonised mix for the purchase of its electricity losses. The Company is therefore one of the transmission system operators with the lowest intensity of GHG emissions per kWh transported. For these reasons, RTE will not be able to achieve the same percentage reduction in its Scope 2 by 2030 as other transmission system operators, which could benefit from a greater reduction in the emission factor of their respective countries.

The French electricity mix should continue to decarbonise with a lower margin than other European equivalents.

Losses, volume injected and loss rate

RTE can only act very marginally on the volume of losses. This volume in TWh is essentially sized by the electricity flows circulating in the network, and therefore by the French electricity consumption, the location of production and the volumes transferred across borders. To a lesser extent, the volume is also impacted by the production plan. To support the energy transition in France and Europe, the flows on the network are expected to increase until 2030, which will also increase the volume of losses in TWh.

Despite an increase in the volume of losses, the emissions associated with losses could decrease by 2040 thanks to the reduction in the emission factor of electricity. This result strongly depends on the evolution of the electricity system, and will probably not allow a reduction of the order of magnitude required by the SBTi 1.5°C global benchmark by 2030.

Scope 3

In the Ten-Year Network Development Plan (*Schéma décennal de développement du réseau - SDDR*), RTE expects that the growth in investments in the electricity grid will result in an increase in Scope 3 emissions and that they will not be compatible in the short term with a SBTi 1.5°C emissions trajectory within the Company’s scope. However, RTE is implementing actions to best contain these growth-related emissions, in particular its circular economy plan, which is presented in the “Resource use and circular economy” chapter of this report.

5.2.1.4 Actions and results [E1-3, E1-5]

— Decarbonisation lever #1 - SF₆ leaks management

RTE’s main direct emissions are related to leaks of SF₆. A powerful greenhouse gas, its warming power over 100 years is 25,200 times greater than that of CO₂.

This synthetic gas is used by the electrical industry as an insulator, particularly in overhead circuit breakers, substations in metal enclosures and, to a lesser extent, in the cable heads and bushings of certain power transformers. The substation metal enclosure is the technical response to the need for a compact solution in environments with significant land constraints, particularly in urban areas (a substation using metal enclosure technology is ten times more compact than an equivalent substation using aerial technology).

The SF₆ emissions from these facilities are due to leaks related to the ageing of the gaskets of electrical equipment (leaks in operation), maintenance operations (leaks in operation), and lastly accidental emissions from the equipment (leaks during malfunction).

The programme to control the emissions of fluorinated gases from RTE’s electrical equipment consists of several components:

- the management of RTE’s SF₆ leaks by sealing them as soon as they are detected, by renovating the sealing of certain equipment, and by implementing preventive upgrades such as targeted rehabilitation on certain parts of substations in metal enclosures in order to avoid the appearance of new leaks;
- the Colibri injection process, for COLmatage Inter-BRIDes, a method patented by RTE, is intended to plug SF₆ leaks in substations in metal enclosures. It consists of injecting grease under pressure into the space available between the two

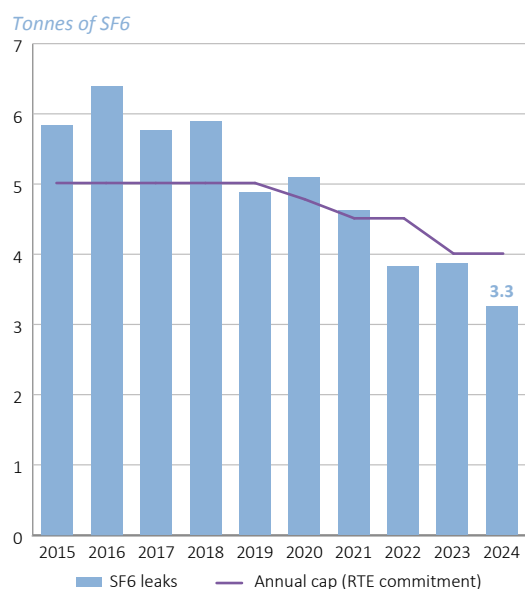
seals. After the deployment of the Colibri leak sealing solution as a curative measure, it is now also deployed as a preventive measure on the oldest substations;

- the scheduled renewal of the substations in metal enclosures, the programme was updated in 2024 on the basis of an obsolescence criterion;
- the installation in buildings of certain substations in metal enclosures to limit the rate of ageing of the joints by protecting them from inclement weather;
- the technological choice for the reconstruction of substations (it defines the technological choices for the construction or reconstruction of a substation), including the renewal of substations in metal enclosures. This component is being overhauled with the gradual availability on the market of suppliers of alternative solutions to SF₆ as part of the response to the requirements of the European F-Gas Regulation, revised in March 2024.

In 2024, RTE released 3.26 tonnes of SF₆, corresponding to **82.2 kt CO₂eq or 87% of Scope 1**.

RTE began to reduce its SF₆ emissions in 2016, thanks to an effective programme to plug SF₆ leaks (the Colibri process) and to replace or renovate certain leaky equipment. In 2024, the limitation concerning this emission item, set at 4 tonnes of SF₆ per year in the first transition plan, was yet again largely respected.

RTE's annual discharges of SF₆



The installed mass has remained relatively stable in recent years and the decrease is currently mainly due to the effectiveness of the plugging policy (decrease in the leakage rate) and to reduced discharges during operations from circuit breaker equipment and substations in metal enclosures, which continue to decline.

— Decarbonisation lever #2 - Electrification of the vehicle fleet

In a context of growth of its workforce, RTE plans to reduce its consumption of fossil fuels by 2026 **by accelerating the electrification of its fleet of light vehicles (<3.5 t)**, leading to an **18%** reduction in the emissions from RTE's land fleet **between 2022 and 2026**, *i.e.* a decrease of 1.7 kt CO₂eq by 2026. Although representing a small share of RTE's carbon footprint, travel is an emission item common to a majority of companies, and for which quick-acting levers exist.

Since 2022, the French law on mobility (*Loi d'orientation des mobilités* - LOM) requires companies to green their car fleets. As a result, 40% of annual renewals must be "clean" vehicles. RTE has set itself the goal of achieving nearly 50% clean vehicles among its annual renewals by 2025, with the goal of electrifying all renewed vehicles categorised as electrifiable.

RTE is also planning the deployment of charging stations to support the ambition of electrifying its fleet of vehicles. A monthly steering committee meets regularly on the subject.

The current implementation of charging stations is planned until 2028, gradually covering the network maintenance groups and substation groups throughout the territory.

To meet the travel needs of its teams in the field, RTE has a fleet of 2,580 vehicles with a gross vehicle weight of less than 3.5 tonnes.

In 2024, the reduction of the fleet's emissions began only slightly, due to the use of plug-in hybrid vehicles, which in practice generate high fuel consumption.

The transformation of RTE's vehicle fleet is well underway. From 2023 to 2028 the number of clean vehicles is expected to increase from 257 to 857, representing 30% of the entire fleet.

— Decarbonisation lever #3 - Reducing the energy consumption of buildings

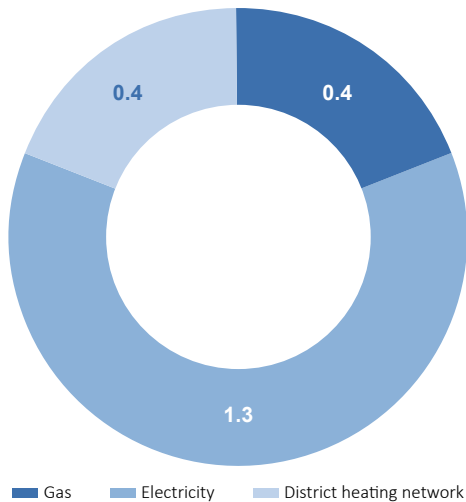
RTE has set the target of reducing the energy emissions from tertiary buildings by 14% between 2023 and 2026, with a total reduction of 55% since 2008, through sobriety, electrification and energy efficiency works. The plan aims to perpetuate the level of consumption achieved in 2022, which had enabled a significant reduction over one year in a context of sobriety. It includes the deployment of a tool to monitor the energy consumption of tertiary sites, and the electrification of the last gas-heated buildings.

To this end, RTE has drafted a "Sobriety & energy efficiency of tertiary sites" roadmap, aimed at guiding the actions implemented on the "Energy efficiency of buildings" and "Energy roadmap" components. It includes the following actions;

Energy efficiency of buildings

- raising awareness of eco-gestures and perpetuation of a temperature setpoint;
- work on a monitoring solution for a deployment planned for the first quarter of 2025;
- general measurement and verification plan established for the deployment of energy audits in 2025 on eight to ten sites;
- work on gas-supplied sites, to install heat pumps: six work sites to be carried out in 2025-2026;
- change from centralised technical management to technical management by building, allowing more advanced and intelligent management of consumption at building level in accordance with the requirements of the BACS decree on around 40 sites between 2025 and 2026;
- campaign to improve the thermal performance of RTE-owned homes, with the target of 100% of homes with a G-level Energy Performance Assessment remedied in 2025 (only empty homes)

Tertiary energy consumption emissions in 2024 (kt CO₂eq)



- The emissions related to the energy consumption of RTE's tertiary buildings are estimated at 2.1 kt CO₂eq in 2024, a significant decrease compared to 2022 (3.6 kt CO₂eq) due to a particularly low electricity emission factor in 2024 and the actions undertaken to reduce the kWh consumed since 2022.

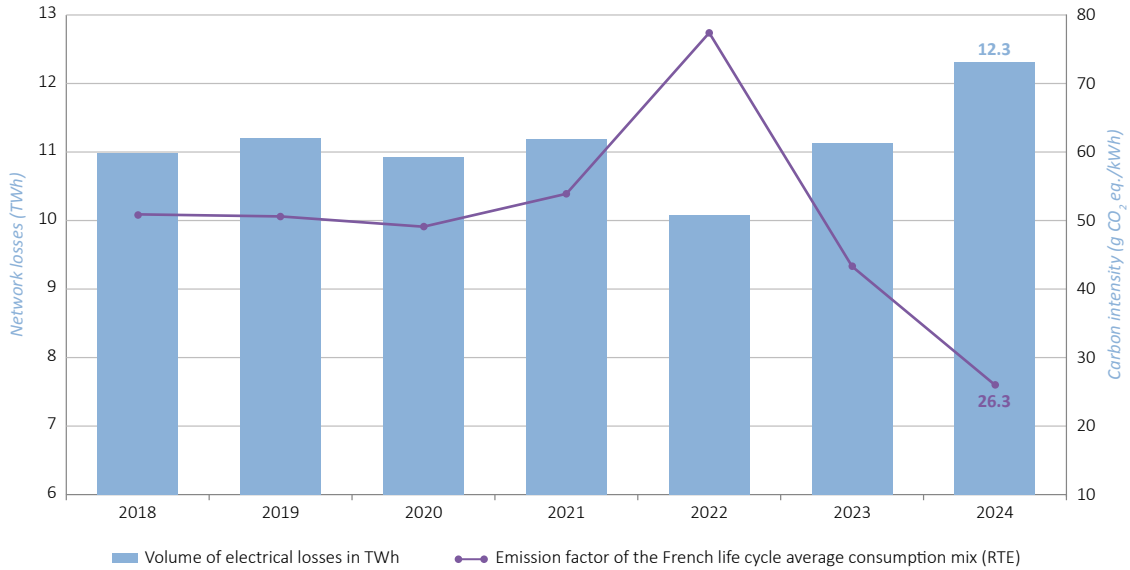
— Decarbonisation lever #4 - Reduction of electricity losses

In 2024, the network losses amounted to approximately 12.3 TWh⁽¹⁾ and caused emissions of approximately 324 kt CO₂eq (of which 244 kt CO₂eq in Scope 2 and 80 kt CO₂eq in Scope 3) and represented around half of RTE's carbon footprint. While the GHG emissions from the electricity generation linked to losses remained by far the main source of emissions for RTE, this figure was particularly low in 2024.

Despite an increase in the volume of losses due to increased injections into the grid, this low level of emissions was explained by the low carbon intensity of electricity consumption in France in 2024. The year 2024 was a record in terms of exports due to the restoration of the level of electricity generation with increasing renewable power and relatively low consumption in the territory. This resulted in a 2024 carbon intensity of the average French life cycle electricity consumption mix of around 26.3 g CO₂eq/kWh⁽²⁾ in 2024 alone, down by 65% compared to 2022 (average life cycle electricity consumption mix).

(1) Provisional value pending final consolidation in 2025.
(2) Provisional value pending final consolidation in 2025.

Volume of losses in TWh and average carbon intensity in consumption in France (g CO₂ eq/kWh)



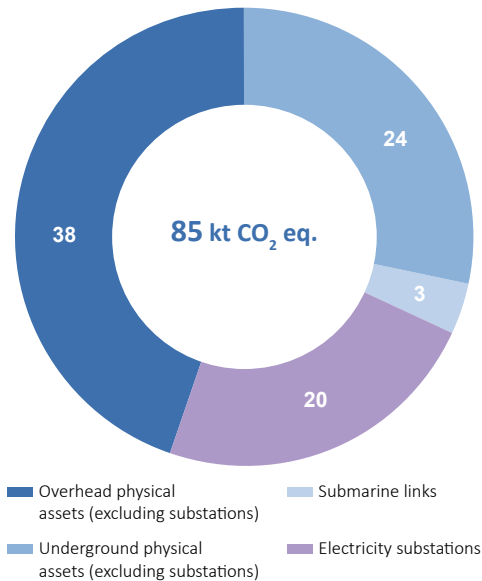
RTE contributes to reducing emissions from the French electricity mix by adapting its network to integrate and promote the production of renewable energies at the regional, national and European levels at the lowest cost for society.

Although its direct influence on Joule losses is limited, RTE uses various levers (specific schemes, high voltage, innovative equipment) taking into account safety constraints and contractual commitments. Electricity losses are systematically taken into account in the technical and economic assessment of RTE projects. Lastly, RTE works with manufacturers to improve materials and reduce electricity losses, despite a delay between the technological development and its implementation in the field. The use of less resistive materials is increasing and is included in investments and network renovation work.

— Decarbonisation lever #5 - Management of physical assets (fixed assets)

The impact of fixed assets commissioned by RTE in 2024 (industrial and tertiary) is estimated at 92 kt CO₂eq, i.e. 14% of the carbon footprint. This emission item includes emissions from the electricity grid (mainly lines and substations), tertiary buildings, and vehicles and equipment commissioned during the year. The vast majority of the emissions from this item concern industrial infrastructure (electricity grid). The circular economy plan implemented by RTE aims to contain and control the emissions from the manufacture of network infrastructure and associated projects. It is detailed under ESRS E-5: Resource use and circular economy.

Emissions from the industrial portfolio commissioned in 2024 (kt CO₂ eq)



— Decarbonisation lever #6 - Business travel policy

The decarbonisation objectives are also those set out in the 2023-2026 transition plan: a 7% reduction in all travel-related emissions by 2026, in a context of regular increases in the workforce. The business travel policy is defined by:

- the travel policy for the use of transport service providers (train, aircraft, short-term rental, etc.);
- the policy on professional vehicles.

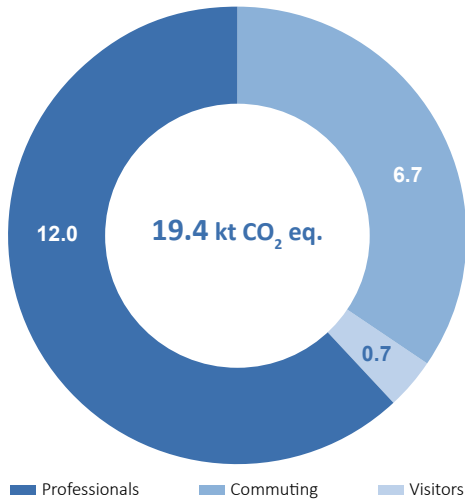
In addition, RTE has decided to accelerate the timetable for certain objectives when they can be managed. In particular for business travel, the horizon for the emissions associated with the use of aircraft was changed from 2026 to 2024, and was reached that same year.

Several key points of the **travel policy** came into force in May 2024:

1. the use of trains is now mandatory for train journeys whose duration is less than or equal to four hours. The use of air travel remains possible for such travel in case of *force majeure*;
2. for an equivalent journey time by train of more than 4 hours, a managerial validation is now necessary for the use of air travel;
3. the leasing of an electric vehicle is a priority when the journey allows for the use of this type of vehicle.

The travel policy has quickly shown its effectiveness since its implementation. The emissions associated with air transport, after a sharp increase between 2022 and 2023, decreased to the level of the 2026 target as of this year, amounting to approximately 1.6 kt CO₂eq at the end of 2024.

Travel emissions in 2024



The travel-related emissions in 2024 are thus estimated at 19.4 kt CO₂eq⁽¹⁾.

In addition to business travel, RTE rolled out the **sustainable mobility package** in September 2020. The sustainable mobility package is paid to RTE employees using a sustainable means of transport (criteria defined by the LOM law) for their commuting.

The latest home-work mobility study was delivered in mid-2024 and revealed a total emissions level, all modes combined, of 6.7 kt CO₂eq. The study shows, in comparison with 2022, a sharp increase in the modal share of the train (from 21% to 33%) and a significant modal shift between internal combustion cars (-12 points) and electric cars (+14 points). The update of the teleworking policies signed in 2022 has also played a key role in the evolution of home-work mobility.

(1) Of which approximately 12.1 kt of business travel, including air, train, RTE fleet fuel consumption, short-term rentals and mileage allowances. This travel consumption can be found in various scopes:
- travel by plane or train amounted to **2 kt** and are included **in Scope 3** (see summary table on the following page on the line "Category 6 business travel");
- the combustion of fuels for the RTE fleet and short-term leases amounted to **10 kt** and are included **in Scope 1**.

5.2.1.5 Summary tables [E1-5, E1-6]

— Gross and total Scope 1, 2 and 3 GHG emissions [E1-6] [Summary: table E1-6 RA 48]

	Year 2024
<i>Scope 1 GHG emissions</i>	
Gross Scope 1 GHG emissions (tCO ₂ eq)	94,546
Percentage of Scope 1 GHG emissions resulting from regulated emission trading schemes (in %)	0
<i>Scope 2 GHG emissions</i>	
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	245,084
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	245,084
<i>Significant Scope 3 GHG emissions</i>	
Total gross indirect GHG emissions (Scope 3) (tCO ₂ eq)	339,903
Cat. 1 Goods and services purchased (optional subcategory: Cloud services and data centre)	141,287
Cat. 2. Fixed assets	92,196
Cat. 3. Fuel and energy activities (not included in Scopes 1 and 2)	83,051
Cat. 4 Upstream transport and distribution	3,420
Cat. 5 Waste generated during operations	10,586
Cat. 6. Business travel	2,010
Cat. 7. Employee commuting	6,682
Cat. 8. Upstream leased assets	0
Cat. 9. Downstream transport and logistics	0
Cat. 10. Processing of products sold	0
Cat. 11. Use of products sold	0
Cat. 12. End-of-life treatment of products sold	0
Cat. 13. Downstream leased assets	0
Cat. 14. Franchises	0
Cat. 15. Investments	0
Customer travel (optional)	672
Total GHG emissions	
Total GHG emissions (location-based) (tCO ₂ eq)	679,538
Total GHG emissions (market-based) (tCO ₂ eq)	679,538

RTE has not defined a reference year or targets for its gross Scope 1, 2 and 3 emissions and total GHG emissions for the target years 2025, 2030 and 2050.

— Energy consumption and mix [E1-5]

Energy consumption and mix	Comparative data	Year N
1) Fuel consumption from coal and coal products <i>(in MWh)</i>		0
2) Fuel consumption from crude oil and petroleum products <i>(in MWh)</i>		43,400
3) Fuel consumption from natural gas <i>(in MWh)</i>		1,812
4) Fuel consumption from other fossil sources <i>(in MWh)</i>		1,886
5) Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources <i>(in MWh)</i>		2,051
6) Total fossil energy consumption (in MWh) (calculated as the sum of lines 1 to 5)		49,149
Share of fossil sources in total energy consumption <i>(in %)</i>		49%
7) Total consumption from nuclear sources <i>(in MWh)</i>		34,353
Share of consumption from nuclear sources in total energy consumption <i>(in %)</i>		35%
8) Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) <i>(in MWh)</i>		0
9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources <i>(in MWh)</i>		15,767
10) Consumption of self-generated non-fuel renewable energy <i>(in MWh)</i>		0
11) Total renewable energy consumption (in MWh) (calculated as the sum of lines 8 to 10)		15,767
Share of renewable sources in total energy consumption <i>(in %)</i>		16%
TOTAL ENERGY CONSUMPTION (IN MWH) (CALCULATED AS THE SUM OF LINES 6, 7 AND 11)		99,269

5.2.1.6 Adaptation plan [E1-2, E1-3]

Climate change makes climate phenomena potentially significant for the network:

- i) more frequent (by 2050, the number of heat wave days could double in mainland France);
- ii) more intense (more violent floods);
- iii) likely to occur over longer periods of the year (fires in spring and autumn) ⁽¹⁾.

In addition, the useful life of the network facilities extends over several decades and some of the facilities that RTE is commissioning today will still be in operation in 2100. For example, an overhead line and an electrical substation have a useful life ⁽²⁾ of around 85 and 80 years, respectively. RTE must therefore integrate the effects of the climate of the end of the century in their design.

RTE has therefore already changed its technical requirements to take into account climate change in the design of its new or renewed facilities: overhead lines, underground lines and substations (high-voltage and instrumentation and control). For example, future overhead lines will be built to withstand higher operating temperatures. These changes relate to the resilience to climate events targeted as the most problematic for the network: the increase in temperatures and the intensity of flooding (overflowing of watercourses and marine submersion). These changes in technical requirements apply to all new projects for which studies had not started before 2024. The new and renewed facilities will therefore gradually be resilient to climate change in terms of temperature increases and flooding (overflows, marine submersion).

In addition, RTE wants to propose a climate change adaptation plan for the existing transmission network infrastructures ⁽³⁾. The aim is to ensure that the structures already in service are resilient to the hazards induced by the climate parameters resulting from the reference trajectory for adaptation to climate change defined by the French State (*Trajectoire de réchauffement de référence pour l'adaptation au changement climatique* - TRACC).

RTE has chosen to use the IPCC RCP4.5 climate scenario as a reference target for its vulnerability studies and adaptation calculations. The RCP4.5 scenario is similar to the TRACC on first approach.

— Policies related to climate change adaptation [E1-2]

The policies that contribute to the climate change adaptation plan are of various kinds:

- sizing requirements for new facilities (substations, overhead lines, underground lines, control and monitoring);
- renewal of facilities;
- strategy proposed in the Ten-Year Network Development Plan (*Schéma décennal de développement du réseau* - SDDR) consisting of prioritising work on overhead lines presenting several risks (obsolescence, climate, third parties, etc.);
- rules for operating facilities in the event of a heat wave (high heat plan);
- maintenance;
- crisis management.

— Actions and resources in relation to climate change policies [E1-3]

The renewal programme presented in the SDDR is the vector for successfully adapting the network to climate change. Priority is therefore given to facilities that present both a risk of obsolescence and a climate risk.

As RTE has modified its design of new and renewed facilities to take into account climate change, the investments in the renewal programme are considered resilient, and limit the risks of poor adaptation, thus avoiding having to treat the same facility twice.

For example, the additional cost associated with the design of a resilient facility compared to a non-resilient facility is of the order of 4% to 5% on the links.

(1) Climate: what is science telling us? | adaptation-changement-climatique.gouv.fr

(2) Useful life: The average lifespan of an asset population before one of its essential functions can no longer be performed.

(3) Launch of the development of the 3rd national plan for adaptation to climate change - Ministry of Finance (economie.gouv.fr).

The SDDR is the electricity transmission network's overall climate change adaptation plan, and details the vulnerability studies, the adaptation plan for existing facilities and its costing. It represents an unprecedented financial effort to adapt to climate change, by prioritising investments in the renewal of unsuitable facilities.

Resources allocated to the adaptation plan

RTE uses its network renewal programme to successfully adapt to climate change, prioritising facilities that present both an obsolescence risk and a climate risk.

To identify the expenses related to climate change adaptation, RTE conducted a detailed analysis, steered by the division in charge of network studies.

According to this analysis, the expenditure on adapting to climate change represents 4% to 5% of the work carried out on overhead and underground lines. This percentage is determined by the ratio between:

- the difference between, on the one hand, the investment cost for the realisation of the connection projects reported between 2024 and 2030 with the standardised catalogue and with resilience and, on the other hand, the investment cost for the realisation of the connection projects reported between 2024 and 2030 with the standardised catalogue and without resilience;
- and the investment cost for the completion of connection projects reported between 2024 and 2030 with the standardised catalogue and without resilience

Resources allocated to the adaptation plan	Unit	2024	
		Capex	Opex
Climate change adaptation expenses for the overhead and underground line projects concerned	€m	1.98	-

5.2.2 POLLUTION [E2]

5.2.2.1 Context and issues related to pollution

— Summary table of impacts, risks and opportunities [SBM-3]

Pollution of soil

● Negative impact	Soil pollution related to the spreading of oil or phytosanitary products	E2.IRO#1
● Negative impact	Pollution on the value chain related to extraction, refining and processing of specific critical minerals and metals	E2.IRO#2

— Description of impacts, risks and opportunities [SBM-3]

Pollution of soil

- **Negative impact: Soil pollution related to the spreading of oil or phytosanitary products [E2.IRO#1]**

Oil-related pollution

RTE operates facilities that contain oil (power transformers, ancillary service transformers, underground oil-filled links, etc.). This equipment is

airtight and therefore poses no risk to the environment during normal operation, but it can cause damage to the ground in the event of an accidental oil spill (damage, external factor, human error). RTE is therefore organised to prevent any risk of pollution and intervene in the event of an incident at one of its facilities. Dedicated processes make it possible to identify at-risk equipment in order to improve the control of accidental pollution and the employees concerned are trained to manage such incidents.

Pollution related to phytosanitary products

The operating constraints on the equipment in the substations systematically require the vegetation to be kept at a controlled height, with different requirements depending on the type of zone, and to avoid the development of certain undesirable species, in particular woody plants (trees and shrubs). There are safety issues (risk of arcing between vegetation and electrical installations, risk of fire and electrical risk for people). For this reason, the reference coating in electrical substations was traditionally a mineral gravel, which has greater insulating power than vegetation, in the event of an electrical fault occurring at the substation. In order to keep the gravel free of vegetation, or to control the height of the latter, RTE has historically used phytosanitary products.

The phytosanitary products still used by RTE in its substations are essentially formulated with active substances that can destroy plants, *i.e.* weedkillers or herbicides. In 2010, within the framework of the “Ecophyto” plan, RTE committed to monitor and analyse the use of such products through annual reporting, in order to verify that the weeding work is performed in compliance with regulations. The use of phytosanitary products can have an environmental impact through soil contamination.

• **Negative impact: Pollution on the value chain related to extraction, refining and processing of specific critical minerals and metals (E2.IRO#2)**

As an electricity transmission system operator, RTE needs metals to design, install and maintain high- and very-high voltage electricity transmission infrastructure. Power transmission cables, for example, are mainly composed of aluminium for conductivity with a steel core for mechanical strength. In addition, many network components (pylons, transformers, electrical equipment) incorporate metals such as copper or steel, which are essential for their operation and durability.

RTE is not directly involved in the extraction or refining of these metals, but uses the metals downstream of their production. The extraction,

refining and transformation of critical metals such as copper or aluminium, which are necessary, can generate forms of pollution of particular concern, in particular water, soil or atmospheric pollution.

At this stage, RTE has not defined any policies or objectives directly focused on this issue upstream of its value chain, however the Company takes into account the impact of its supply choices through its responsible purchasing policy described in Section 5.4.4 “Responsible purchasing and payment terms”. This involves identifying suppliers who implement responsible practices and favouring approaches that limit the production of waste and toxic discharges (reduction of raw material consumption, use of recycled materials, environmental certifications, etc.).

— **Description of the procedures for identifying and assessing material IROs [IRO-1]**

The high-voltage and very high-voltage electricity transmission network includes nearly 3,000 substations and more than 100 underground connections, which all use electric oils.

These oils, the phytosanitary products used to control the vegetation in the substations, as well as other types of pollutants, are likely to present a potential risk for the surrounding environment, particularly with regard to the soil.

5.2.2.2 Pollution policies and targets [E2-1, E2-2]

— **Policy**

The environmental policy, presented in Section 5.2 “Environmental information”, breaks down the pollution topic into three subtopics:

- the management of oil leaks in a preventive or curative manner;
- Zero-phyto technical solutions;
- a focus on the decontamination of electrical equipment containing concentrated PCBs⁽¹⁾ (see taxonomy section 5.2.6).

(1) Polychlorinated biphenyls

5.2.2.3 Pollution action plans and results [E2-3, E2-4]

— Action #1 - Fight against soil pollution by oil

As the owner and operator of devices isolated by this substance, RTE is directly concerned by the regulations relating to the management and operation of electrical appliances containing oil. RTE has set itself the target of replacing all liquid oil and oilfilled-type underground links, the main sources of leaks, by 2026 for regions outside Paris and by 2030 for the Paris region.

Oil spills constitute a significant environmental risk covered by preventive actions and curative actions in the event of a proven event.

The volume of oil leaks into the environment in 2024 was 65.2 m³.

2024 was marked by:

- a total leakage volume from “Substations” equipment of 35.9 m³. 94% of this volume was due to a single event: the fire at the Boutre substation transformer. A very large part of this volume was dispersed in the form of smoke. The rest was recovered during the pumping of fire-extinguishing water and the cleaning of the soil;
- a leakage volume from “Lines” equipment of 29.1 m³. 95% of this volume concerned one underground line (Galère Romainville Villevaudé). A design office is working with RTE to deal with the environmental consequences.

Given the accidental nature of these discharges, RTE does not set itself an oil leak target.

Preventive actions to renew oil-type underground lines

Two types of underground line technology may be subject to oil leaks from cables: **oilfilled-type underground cables** (three cables in a steel tube filled with pressurised oil) with approximately 140 km of lines still in service, and **liquid oil-filled underground cables** (single-pole or three-pole cable with oil flowing inside the cable) with approximately 40 km of lines still in service.

One dimension of the GAELS (*Gestion des actifs existants de liaisons souterraines*) programme defines the liquid oil and oilfilled-type lines that must be identified by 2026 for regions outside Paris and by 2030 for the Paris region.

Preventive maintenance actions to prevent the risk of leaks from oil-type underground lines

- inspections take place every year to check the condition of the endpoints and the accessible chambers of the lines. These lines are equipped with oil pressure controls linked to alarms;
- the oilfilled-type underground lines are equipped with cathodic protection systems to manage the risk of corrosion and therefore of leakage from the steel pipe. These systems are visited every month or every year if equipped with monitoring systems;
- analyses of the gas dissolved in the oil are carried out every two to five years on oilfilled-type underground lines in order to check the state of ageing of the lines. Purges and/or renewed treatment may be carried out to avoid risks.

Preventive actions concerning high-voltage equipment retention systems on electrical substations

- RTE is rolling out a programme with the aim of installing retention systems under electrical equipment containing more than 1,000 litres of oil when the equipment has no such system;
- In addition, RTE is deploying a programme to repair existing retention systems in the event of an identified leak. The discrepancies noted during substation visits are the triggers for the implementation of the policy (e.g. lack of water in the separator tank or presence of water in the recovery tank). The work to repair the waterproofing, install baffles, and alter the geometry of low walls is carried out according to the instructions of a hydrological survey.

Curative actions in the event of leaks from underground oil-type lines

As a preventive measure, the liquid oil-filled lines are now all isolated with perfluorocarbon (PFC) laced oil. In the event of a leak, this marker can be detected in the air.

For oilfilled-type underground lines, leak searches have been carried out since 2021 by helium injection.








Curative actions to improve the management of environmental emergency situations

Environmental emergency situations (EES) and environmental malfunctions (EM) are events that may present a risk to the environment and therefore entail an immediate reaction from RTE or a company working on behalf of RTE.

These events may occur during:

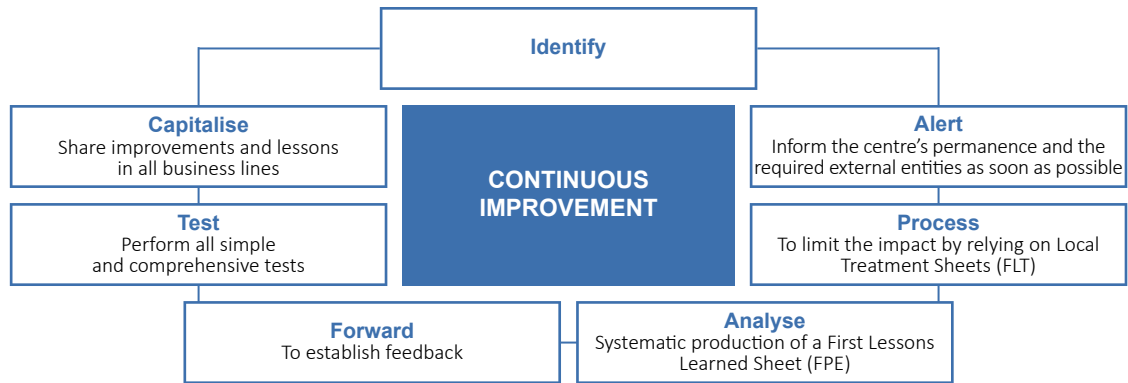
- work carried out on or near facilities;
- construction sites;
- transportation of environmentally hazardous materials;
- operation and maintenance of RTE’s facilities.

RTE’s global environmental analysis makes it possible to identify generic EESs.

SUE 1	SUE 2	SUE 3	SUE 4	SUE 5	SUE 6	SUE 7
						
Fire under an overhead line	Fire in a substation	Spills of oil or hazardous materials at existing structures (substation and Overhead line)	Oil leakage from underground connection	Fire, spill of oil or hazardous materials during transport or a new construction site	Fire, spill of oil or other hazardous materials, related to “offshore” activities in operation	Legionella emissions from cooling towers

The risk of oil leaks is the major risk for RTE (EES 3 and 4).

RTE has structured itself as follows to control its environmental impacts:



In 2024, there were 85 EESs, including 37 events concerning oil leaks from electrical substation equipment (EES 3) and 9 events concerning oil leaks from underground lines (EES 4).

Indicator wording	Unit	2024
Volume of oil leaks	m ³	65
Remaining oilfilled-type underground lines to be replaced ⁽¹⁾	km	140
Remaining liquid oil-filled underground lines to be replaced ⁽¹⁾	km	40
Number of EESs	Number	85

⁽¹⁾ Target: replacements completed by 2031.

Methodological details:

- Volume of oil leaks:
 - the regional centres in charge of network maintenance collect oil leak data from transformers or circuit breakers and from underground liquid oil or oilfilled-type lines;
 - this data is collected manually from files when an event entailing a leak occurs. The measurement accuracy is 5 litres. These regional data are then compiled at the national level.
- The number of EESs is recorded on the basis of RTE’s daily operating report, in which all network events, including EESs, are reported.

— Action #2 - “Zero phyto” objective

RTE has conducted experiments in differentiated management and alternative weed control, with the aim of avoiding the use of these products. The results of those experiments formed the basis of a strategy drawn up in 2018 to end the use of phytosanitary products at all of the substations. It is based on the implementation of two main types of solutions, **ground cover vegetation** (the preferred solution), maintained mainly by mowing, and **inerting**⁽¹⁾ (a secondary solution in case of strong electrical constraints or in cramped areas that cannot be maintained mechanically).

⁽¹⁾ Mineralisation of the surface to ensure the absence of vegetation growth. Depending on the technical and economic challenges, different solutions may be used, such as lean concrete, draining concrete or mineral mulch.

Various alternative maintenance solutions have also been tested and validated, including mainly mechanical maintenance, extensive grazing and the use of robotic mowers. Most of the land protection work consists of proactively revegetating the surface of electrical sites with relatively slow-growing species, as well as carrying out operations to enable mechanised maintenance without risk under the electrical equipment, while optimising the efficiency of future maintenance and reducing the effort required of maintenance providers.

Since 2019, all new electrical substations under study must include maintenance solutions that do not require the use of phytosanitary products. Since 2018, all of RTE's tertiary sites have been maintained without phytosanitary products.

In addition, as regional maintenance contracts are renewed, RTE has requested that existing sites with areas of less than 5,000 m² be maintained without phytosanitary products. In 2024, in the seven regional maintenance markets, these sites with limited surface areas must be maintained using alternative methods (excluding safety exceptions). The choice was made to convert these sites without prior development (unlike sites with larger surface area) with the aim of both long-term cost control and also technical feasibility for the service providers in charge of maintenance. It is likely that developments on these sites will be more difficult to make economically profitable, due to their limited surface area.

As regards sites with areas of more than 5,000 m³, in 2021 RTE updated its strategy with a new "Zero-phyto II" ambition, to phase out the use of phytosanitary products progressively, in order of environmental priority. This new strategy was validated by the CRE in early 2022, and that enabled RTE to start making specific infrastructure investments. These investments will continue over

the next few years. This deployment is based in particular on study and works contracts to convert the existing sites to "zero-phyto" practices.

For each electricity site owned by RTE:

- an electrical engineering study assesses the risk in the event of the presence of vegetation near the electrical structures, and specifies, where applicable, whether electrical safety measures must be taken before revegetation of the site;
- an ecological study is carried out by an external design office, in order to produce a precise development proposal, based on the initial diagnosis of the site and its specific configuration (geography and topography, climatic conditions, local environment and type of vegetation presence, use of the various areas of the site and any constraints, etc.). This study also assesses the economic aspects of the planned zero-phyto maintenance;
- if the cost-benefit analysis of the site is positive (analysis putting the initial investment cost into perspective with the expected gain in zero-phyto maintenance costs), and if the development programme complies with the economic conditions established by the economic regulator (CRE), development work is launched, subject to compliance with safety issues. The ability to carry out this development work also depends on any other work potentially planned on the electrical sites, which could have a significant impact on their surface developments;
- the site can then be maintained without phytosanitary products.

The pool of existing substations, with a surface area of more than 5,000 m² to be maintained, and for which the land is owned by RTE, is approximately 500 electricity sites.

The quantities of active materials used depend on several factors outside RTE's control. No target could therefore be set for this indicator. Indeed, these quantities of active substances vary in particular:

- depending on the formulation of the phytosanitary products authorised on the market: the concentration of the active substance(s) will differ depending on the molecule(s) used, as well as on the dosage(s) chosen by the manufacturer. It should be noted that these parameters are assessed by the national health authorities, in order to grant or not a marketing authorisation, valid for each product. The service providers carrying out maintenance in electrical substations are required to have Certiphyto professional certification and to use products with a valid marketing authorisation;
- depending on the weather conditions, which can lead to more or less rapid growth of vegetation depending on the year;

- depending on the vegetation growing on the sites: the presence of certain species may imply an increased need for treatment, this presence may vary depending on the location of the substation or from one year to another.

The process for collecting the data needed to calculate this indicator does not at this stage enable information for the year N to be obtained. Indeed, contractually, our service providers are currently required to declare the nature of the phytosanitary products used and their volume in the last fortnight of the month of December of the year N. In fact, data are often received later, their consolidation requiring a period of preparation and verification by our service providers. Lastly, to provide a national assessment, they must be analysed and sometimes corrected due to frequent errors. As a result, the current process only enables a reliable assessment to be obtained at mid-year N+1. The latter will be reviewed to better take into account the CSR.

Indicator wording	Unit	2024
Percentage of electrical sites maintained in zero-phyto mode	%	38.6%

Indicator wording	Unit	2023
Quantity of active substances used	T	3.4

Resources allocated to pollution control

RTE includes pollution management as a major component of its environmental policy. Aware of the potential environmental impacts of its activities, the Company allocates investments (Capex) and operating expenses (Opex) to prevent, reduce and remedy sources of pollution.

Resources allocated to the pollution action plan	Unit	2024	
		Capex	Opex
Actions to combat pollution (oil, PCB, zero-phyto)	€m	28.9	12.5

5.2.3 WATER AND MARINE RESOURCES [E3]

5.2.3.1 Context and challenges related to water and marine resources

— Summary table of impacts, risks and opportunities [SBM-3]

Water consumption

● Negative impact	Water consumption in the value chain for the extraction of raw materials and the manufacture of RTE's industrial infrastructures	E3.IRO#1
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— Description of impacts, risks and opportunities [SBM-3]

To identify this impact, RTE relied on:

- i) a study carried out by RTE in 2022 which identified the main pressures of RTE's activities upstream and downstream of its value chain;
- ii) publicly available sector analyses (including sustainability reports published by mining companies).

The main impact identified is the water consumption required for activities related to the production of equipment, materials and services required for the electricity transmission system. For example, the manufacture of pylons, transformers and electrical cables requires large quantities of water for the extraction and processing of raw materials, such as steel, aluminium or copper. These processes can put pressure on water resources, especially in areas where water is already scarce, thus contributing to the depletion of groundwater.

As highlighted in Section 5.1.6 "Impact, risk and opportunity management", this is the result of an initial analysis that RTE will deepen in 2025.

5.2.4 BIODIVERSITY [E4]

5.2.4.1 Context and challenges related to biodiversity

The land-based electricity transmission network currently consists of several thousand kilometres of overhead and underground lines and more than 2,500 electrical substations. This is why RTE is working to limit its impact on biodiversity.

To this end, the Company has surrounded itself with specialised partners: French League for the Protection of Birds (*Ligue de protection des oiseaux - LPO*), *France nature environnement* (FNE), Conservatories of Natural Spaces, *Reserves naturelles de France*, Federation of regional national parks, Surfrider, etc. These partnerships have made it possible to understand the expectations of stakeholders (e.g. creation of a guide for managers to understand RTE equipment), to better identify pressures (e.g. work on the maintenance of vegetation) and to change practices (e.g. creation of a new bird beacon).

— Description of the procedures for identifying and assessing material IROs related to biodiversity and ecosystems [IRO-1]

Biodiversity is a complex notion to understand as a whole because it corresponds to the diversity of living things at all levels. There is currently no standardised measurement available to companies that allows them to qualify and measure the “biodiversity footprint” of their activities, similar to the CO₂ equivalent tonnages used for greenhouse gas emissions assessments. Currently there are no generally accepted aggregate indicators to measure a company’s biodiversity impact, especially for linear infrastructures.

This is why RTE uses an approach based on pressure indicators to measure its biodiversity footprint. To assess the main pressures on the public transmission network, RTE conducted a double materiality analysis with experts specialising in the subject: BL Évolution. This analysis of pressures is carried out on RTE’s value chain: the upstream chain, RTE’s own operations, and the end of life of equipment, with an inventory approach (analysis conducted in 2023 on historical data).

The pressures studied in this analysis are the five main pressures on biodiversity as defined by the intergovernmental science-policy platform on biodiversity and ecosystem services (IPBES):

- change in the use of land, water and seas;
- overexploitation of natural resources (water and other resources);
- climate change (greenhouse gas emissions);
- pollution (air, water, soil, waste);
- invasive species and/or disturbance of fauna.

The first four pressures are intrinsically linked to systemic risks.

The assessment of pressure levels was carried out on the basis of sectoral data from the ENCORE database and the Sectoral Materiality Tool of the SBTN ⁽¹⁾, the 2023 RTE environmental analysis, life cycle analyses carried out by RTE for overhead, underground and submarine lines, substations, offshore substations and for the entire network (2017), the pressure matrix of the RTE electricity system. For each process, the international sectoral levels of the corresponding business sector provided by the WCMC (*via* the ENCORE database) and the SBTN (*via* the Sectoral Materiality Tool) were used. These sectoral levels were then adjusted on the basis of internal operating data available for the year 2022 (quantity of raw material consumed, surface areas, line lengths, etc.) in order to weight the impacts in RTE’s activities. Lastly, these levels were harmonised on the basis of the available internal data and the expertise of the internal stakeholders (biodiversity experts on R&D, prospective and operational topics) and external stakeholders *via* the BL Évolution design office in order to obtain a consistent matrix across RTE.

This study also covered the analysis of the dependencies on biodiversity and ecosystems. The results of this biodiversity footprint were used to determine RTE’s material IROs, presented below. The subject of deforestation and soil degradation has not been identified as material. The biodiversity resilience analysis shows that RTE’s value chain has no major impact on biodiversity erosion.

(1) Science Based Targets Network

Internal research programmes are underway to better qualify this impact. In this context, RTE also has a partnership with the Foundation for Biodiversity Research (*Fondation pour la recherche sur la biodiversité* - FRB). FRB researchers provide support to make progress on protocols or study

results (e.g. presentation of the Flor'Elec indicator protocol, which assesses the ecological quality of vegetation located in the rights-of-way of power lines and measures the influence of RTE's maintenance practices on this wild flora).

— **Summary table of impacts, risks and opportunities [SBM-3]**

Impact on the state of flora

● Negative impact	Destruction of flora related to construction sites and site maintenance	E4.IRO#1
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Impact on the state of fauna

● Negative impact	Nuisance to animal species related to substations and lines	E4.IRO#2
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— **Description of impacts, risks and opportunities [SBM-3]**

Impact on the state of flora

Negative impact: Destruction of flora related to construction sites and site maintenance [E4.IRO#1]

The direct activities with a gross material impact on flora concern:

- the creation of lines or electrical substations by destroying vegetation to create access roads, work platforms or electrical substations;
- the maintenance of vegetation under the lines. Indeed, the Technical Decision of 2001 (TD 2001) defines for RTE the regulatory distance to be respected between vegetation and conductor cables at all times. This distance avoids the risk of arcing between live cables and vegetation, which represents a risk to the safety of property and people and the safety of the electricity system. Approximately 50,000 hectares of right-of-way are maintained periodically, i.e. approximately 10,000 ha of vegetation cut every year, of which more than 60% by rotary shredding.

Impact on the state of fauna

Negative impact: Nuisance to animal species related to substations and lines [E4.IRO#2]

RTE's direct activities that have a gross material impact on fauna (whether threatened or not) are:

- the creation of the line or electrical substations by the destruction or disturbance of species during the work: noise from construction machinery or helicopters (if present), destruction of habitats or individuals during civil engineering work;
- the life of the facility, with the impact or electrocution of birds on the cables and pylons. For RTE, electrocution only concerns large birds, which can strike on the smallest high-voltage pylons (between the pylon and the cable). The second effect is linked to birds that do not see the cables and, depending on their trajectory, may collide with them;
- the maintenance of vegetation under the lines. Indeed, the Technical Decision of 2001 (TD 2001) defines for RTE the regulatory distance to be respected between vegetation and conductor cables at all times. This distance avoids the risk of arcing between live cables and vegetation, which represents a risk to the safety of property and people and the safety of the electricity system. Approximately 50,000 hectares of right-of-way are maintained periodically, i.e. approximately 10,000 ha of vegetation cut every year, of which more than 60% by rotary shredding.

5.2.4.2 Biodiversity policy [E4-1, E4-2]

— Policy

The environmental policy presented in Section 5.2 breaks down the biodiversity component into four areas:

- preservation of land biodiversity through the improvement of vegetation maintenance management methods in the right-of-way of power lines;
- strengthening of the actions taken to preserve birdlife;
- active participation in marine biodiversity research projects;
- continued inclusion of the Avoid - Reduce - Offset “Zero net impact in new facilities” measures.

These areas provide a response to the material impacts of RTE’s own operations (IRO 1 and 2).

The environmental policy is shared with our environmental stakeholders.

5.2.4.3 Action plans, targets and results [E4-3, E4-4, E4-5]

RTE has chosen to identify key areas, with a cautious approach pending work in 2025 to align the indicator with the requirements of the CSRD. RTE has defined the key areas for biodiversity as follows:

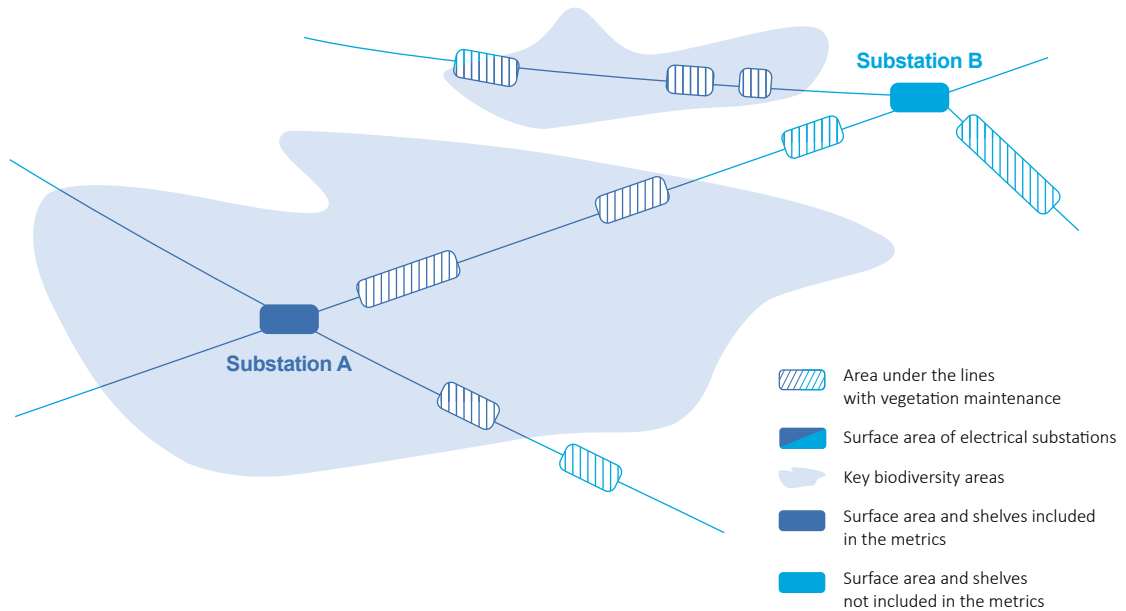
- areas protected in a regulatory manner and defined for the protection of biodiversity: national parks (core zone), biotope / natural habitat / geotope protection orders, directed or integral biological reserves, biosphere reserves (central zone), national hunting and wildlife reserves, national and regional nature reserves, specially protected areas under the Barcelona Protocol (specially protected areas and specially protected areas of Mediterranean importance);
- protected areas for the biodiversity of the conservatories of natural areas, sensitive natural areas, strong protection areas defined on a case-by-case basis, and halieutic conservation areas⁽¹⁾.
- Inventory areas: Ramsar site, OSPAR site, ZNIEFF I and II, ZICO.

RTE measures the gross pressure on biodiversity of its own operations through four indicators (before mitigation measures):

Indicator wording	Unit	2024
Sites (substations) located in key biodiversity areas	Number	784
Surface area of electrical substations in key biodiversity areas	ha	577
Right-of-way of RTE lines with vegetation maintenance in key biodiversity areas	ha	27,352
Line length in key biodiversity areas	km	21,344

(1) A fisheries conservation area is a type of French protected area made up of a maritime area, and possibly a river area, of particular interest for the reproduction, growth or supply of a fishing resource that should be preserved.

RTE is a linear infrastructure company, so calculating the sites is a little more complex than for a closed industrial site. The diagram below provides a better understanding of the four indicators and explains how they were calculated.



RTE’s action plan deploys a set of measures to avoid and reduce its impact on biodiversity. This action plan is defined by RTE’s biodiversity experts following consultation with stakeholders. It is then shared with them for continuous improvement. The targets are developed by the divisions in charge of the environment and the Company’s strategy with regard to policies and ambitions based on scientific conclusions. These targets are approved by management. RTE is also committed to the “Enterprise committed for Nature” initiative, led by the OFB (Office français de la biodiversité - French Biodiversity Office) on these various actions.

— Action #1 - Developing biodiversity below the lines [E4-IRO#1, E4-IRO#2]

Target for 2024: 2,300 hectares developed to promote biodiversity.

To limit its impact on the two material IROs on these own operations, RTE takes action to promote biodiversity-friendly vegetation management practices on the land beneath its lines and in the electrical substations. These developments consist of restoring or creating open natural environments maintained by grazing, late mowing (cutting after nesting in the herbaceous layer) or selective cutting (selective cutting of tall trees and conservation of the shrub cover). They are compatible with electricity grid safety. They improve the integration of facilities into the surrounding countryside, encourage biodiversity and good relations with third parties, while also reducing maintenance costs.

At the end of 2024, a total 2,366 hectares of land had been made biodiversity-friendly. The objective of covering 2,300 hectares was therefore achieved. The target for 2030 is being defined.

Indicator wording	Unit	2024
Surface area developed for biodiversity	ha	2,366

— Action #2: Gradual cessation of vegetation work with the greatest impact on biodiversity

To limit its impact on the two material IROs, RTE aims to stop rotary shredding between 16 March and 15 August by the end of 2028 and to stop all vegetation work in the key biodiversity areas during the same period. Until now, RTE maintained around 1,700 hectares of vegetation per year in key biodiversity areas between 16 March and 15 August.

In 2024, during the period under review, RTE only carried out works in 11 hectares of the regulatory protected areas (core zone of national parks, biotope / natural habitat / geotope protection orders, directed or integral biological reserves, central zone of biospheres, national hunting and wildlife reserves, and national and regional nature reserves), and RTE did not intervene in Natura 2000 areas.

Indicator wording	Unit	2024
Area maintained in regulatory protected areas and Natura 2000	ha	11

— Action #3 - Protection of birds and marking of lines [E4-IRO#2]

Target for 2024: 20 kilometres of marked lines and 500 anti-shock devices per year.

To limit its impact on IRO 2 (wildlife impact), RTE installs special devices to limit the impact of its facilities on birds. Through its policy of using line markers to protect birds, the company has taken steps to eliminate the most sensitive points concerned by bird collision risks. These markers are visual devices installed on conductors and earth wires to make them more visible, and therefore lower the risk of birds flying into them. RTE's target is 20

kilometres of high-risk lines equipped with bird beacons and 500 anti-shock devices installed every year.

RTE is a member of France's national birdlife committee (CNA) which involves associations (LPO, FNE), Enedis and the Ministry for the Environment. The CNA is a forum for dialogue to prioritise actions to protect birdlife around power lines.

In total, around 2,700 kilometres of overhead lines were equipped with bird beacons at the end of 2024, of which 47 km were installed during the year. The objective of 20 kilometres of marked lines and 500 anti-shock devices was therefore achieved.

Indicator wording	Unit	2024
Total length of overhead lines equipped with bird beacons	km	2,696
Anti-shock devices installed annually	Number	986

RTE reaffirms its commitment to biodiversity by integrating specific actions into its investments and operating expenses. These efforts aim to reduce the impact of electrical infrastructures on ecosystems and to promote sustainable management of the regions.

The actions carried out cover several priority themes, such as the prevention of birdlife risks, the evolution of vegetation management practices, and the monitoring of environmental commitments. These initiatives reflect RTE's desire to actively contribute to the preservation of the ecosystems of protected species while guaranteeing the continuity and resilience of its infrastructures.

Resources allocated to biodiversity

The preservation of biodiversity is a strategic priority for RTE. Aware of the potential impact of its activities on ecosystems and species, the Company strives to integrate biodiversity into its investments (CapEx) and operating expenses (OpEx).

These commitments are reflected in concrete actions, such as the protection of birdlife, the preservation of natural habitats and the implementation of innovative solutions to minimise the environmental impact of its infrastructures. In collaboration with local players, NGOs and experts, RTE works to integrate biodiversity into all its projects, by reconciling the development of its network and the preservation of ecosystems.

Resources allocated to the biodiversity action plan (excluding infrastructure projects)	Unit	2024	
		CapEx	OpEx
Actions to promote biodiversity (birdlife, noise, monitoring)	€m	4.2	0.6

5.2.5 RESOURCE USE AND CIRCULAR ECONOMY [E5]

5.2.5.1 Context and challenges related to the circular economy

— Summary table of impacts, risks and opportunities [SBM-3]

Incoming resources and resource use

● Negative impact	Consumption of critical materials such as copper and aluminium	E5.IRO#1
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Waste management

● Negative impact	Production of waste related to construction sites and works	E5.IRO#2
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— Description of impacts, risks and opportunities [SBM-3]

RTE is currently heavily in demand in the context of the energy transition. This energy transition will require a significant development and renewal of the electricity transmission network in France. The need for raw materials will therefore increase to keep up with the development and renewal of infrastructures (E5.IRO#1) as will the production of waste related to construction sites and necessary works (E5.IRO#2).

The annual consumption of the four main materials studied for the network could thus be multiplied by a factor of between three and five between now and 2030 and 2040, with the implementation of the priority strategy of the SDDR⁽¹⁾. This increase is also part of a general increase in the demand for these materials, in France and around the world, driven among other things by the energy transition. This relatively rapid increase risks accentuating the supply tensions and the impacts associated with resource extraction.

(1) Ten-year network development plan (Schéma décennal du développement du réseau - SDDR).

The production of waste is linked to construction sites and infrastructure removal, to the painting of pylons, and to the maintenance of vegetation in substations or under lines.

RTE's main waste is excavated soil. RTE produces all types of waste through its activities: Waste Electrical and Electronic Equipment (WEEE), hazardous waste (waste containing asbestos and radioactive waste with, for example, radioactive tablets in certain surge-protective equipment).

Incoming resources and resource use

- **Negative impact: Consumption of critical materials such as copper and aluminium [E5.IRO#1]**

- The consumption of critical materials such as copper and aluminium at RTE is essential to its activity, as these materials are fundamental for the manufacture of electrical cables, transformers and other equipment necessary for the transmission of electricity. However, their extraction and processing have significant environmental and social impacts, including the degradation of ecosystems, greenhouse gas emissions, and risks related to working conditions in mines. These materials are also considered critical due to their limited availability and tensions in international markets. RTE must therefore integrate the sustainable management of these resources into its value chain, by promoting ecodesign, recycling and responsible partnerships with its suppliers to limit its environmental footprint and secure its supply.

Waste management

- **Negative impact: Production of waste related to construction sites and works [E5.IRO#2]**

The production of waste from RTE construction sites and works represents a significant environmental impact. During the construction, maintenance or dismantling of electrical infrastructures (high-voltage lines, substations, etc.), various types of waste are generated, in particular:

1. **Inert waste:** from earthworks and demolitions, such as rubble, concrete or construction materials. This waste can be bulky and difficult to manage on site;
2. **Metal waste:** Remains of cables, pylons and other structures, which, although often recyclable, require appropriate collection and treatment to avoid waste;

3. **Hazardous waste:** Paint, solvents or used oils from equipment can present risks of soil and water pollution if they are not managed properly.

This waste has an impact on the environment through its volume, diversity and polluting potential. To remedy this, RTE must strengthen its waste management practices by promoting sorting, reuse and recycling, while working with specialised channels to treat hazardous waste and limit its impact on ecosystems.

— Description of the procedures for identifying and assessing material IROs related to the circular economy [IRO-1]

RTE uses several studies to identify the **mineral resources that make up its assets:**

- the **greenhouse gas emissions assessment** records the mass of materials currently immobilised on the network (see Section 5.2.1 “Climate change”) as well as the volumes of waste produced by RTE's activities. The production of this carbon assessment therefore provides exhaustive knowledge of the main resources used by RTE;
- the equipment **life cycle analyses (LCA)**, and the LCA of infrastructure projects, are carried out to develop RTE's knowledge of the network's environmental impacts and to identify the corresponding reduction levers. The results of these studies show that the manufacturing phase of infrastructure raw materials (including the extraction of raw materials and their transformation) is a major step in the network's environmental footprint, in addition to the use phase (mainly due to the electricity losses). This conclusion leads to the development of purchasing criteria on the carbon footprint of the materials with the highest impact for the purchase of equipment. It is planned to systematise these carbon criteria for materials in future markets in addition to the criteria for the cost of electricity losses or for discharges of fluorinated gases;
- the **raw material passports (Passeports matières premières - PMP)** which are partially deployed, mentioned in the section “Incoming resources [E5-4]”;

the **study of the environmental component of the SDDR**, which analyses the consumption for the network of the four main materials it contains, namely copper, aluminium, steel and concrete. This

includes an estimate of the material needs in the current situation and over the 2025-2040 period with the implementation of the SDDR⁽¹⁾ reference strategy, as well as an assessment of the mitigation levers;

It also includes a summary of the studies on the supply risks of these materials for the network, an excerpt of which is as follows:









"Copper is one of the metals most present in our economic models and has been of increasing concern in recent years, due to the risk that the extraction and refining capacities of the ore are not keeping pace with the strong acceleration of demand, especially under acceptable environmental and social conditions.

Unlike copper, aluminium is not particularly affected by a risk of structural imbalance between supply and demand, but is more exposed to geopolitical and energy risks.

Steels as a whole present little risk of supply tensions in the context of the energy transition, with the exception of certain specific grades or critical ingredients, but the decarbonisation of their production represents a challenge over the coming years.

Although the risks of tensions on the supply of concrete are low in France, issues exist regarding the greenhouse gas emissions related to the manufacture of cement as well as the demand for aggregates on a global scale."

Summary table of the criticality issues of the four resources studied for RTE

	Technical and economic 	Geopolitics 	Environmental 	Social 
Copper 	<ul style="list-style-type: none"> Supply-demand tension Limited recycling and substitution 	<ul style="list-style-type: none"> Deposits concentrated in South America 40% of refining in China 	<ul style="list-style-type: none"> Decreasing content and therefore increase in extraction impacts 	<ul style="list-style-type: none"> Conflicts with local populations (water uses)
Aluminium 	<ul style="list-style-type: none"> Future increase in demand Production that can follow 	<ul style="list-style-type: none"> Role of China and Russia Carbon tax at borders (materials and not cables) 	<ul style="list-style-type: none"> Polluting production residues (red sludge) Energy-intensive and CO₂ emitting production 	<ul style="list-style-type: none"> Local oppositions (alumina) Weak governance index in Guinea (bauxite)
Steels 	<ul style="list-style-type: none"> Stable demand Significant reserves Significant recycling in the EU 	<ul style="list-style-type: none"> Production and reserves worldwide Producer France 	<ul style="list-style-type: none"> Energy-intensive and CO₂ emitting production (new steel) 	<ul style="list-style-type: none"> No issue identified
Concrete 	<ul style="list-style-type: none"> Stable French production that meets demand 	<ul style="list-style-type: none"> Few issues in France but no attention to the supply of sand 	<ul style="list-style-type: none"> CO₂ emitting production Risks related to operations in marine environments (sand) 	<ul style="list-style-type: none"> No issue identified

Key for reading: this table summarises and updates the 2050 Energy Futures study (based on the BRGM⁽²⁾ literature and expertise) and recent studies on the value chains, with a colour code that qualitatively reflects the level of criticality of the various issues for each material, from "low" (in pastel blue) to "high" (in dark blue), in terms of network needs.

(1) Ten-year network development plan (Schéma décennal du développement du réseau - SDDR)

(2) BRGM (Bureau de recherches géologiques et minières) is the benchmark public body for earth science applications to manage soil and subsoil resources and risks with a view to sustainable development.

RTE is focusing its strategy on the qualitative recycling of these four materials, both in terms of their criticality and in relation to the quantities present on the current and future network. Particularly copper and aluminium, having a high level of purity.

Concerning the consumption of copper and aluminium (E5.IRO#1), RTE takes into account the waste hierarchy and focuses on:

- the avoidance of waste through the reuse of certain equipment items such as disconnectors and the action to develop reuse (see actions #1, #2 and #4 of the circular economy action plan presented in 5.2.5.3 “Action plans and results related to resource management and the circular economy”).
- qualitative recycling to avoid the under-cycling of metals and improve the traceability of the end-of-life of these materials (see 5.2.5.3 “Action plans and results related to resource management and the circular economy”).

Concerning its outflows (waste):

RTE has quantitative data on the total mass of waste by category of materials and on the percentage of waste sent for recovery.

However, RTE’s qualitative knowledge of its waste needs to be improved. In fact, at present it is difficult, mainly due to the way in which the end-of-life management of facilities is organised, to distinguish between the rates of reuse, upgrading, repair, reconditioning and recycling of materials.

The mapping of the incoming and outgoing resources for RTE’s own operations and those of the value chain therefore needs to be made more reliable in the future. Part of the circular economy action plan (CEAP) focuses on the industrialisation of the measurement of material consumption in the coming years via an information system tool that will also make Scope 3 of the GHG emissions assessment more reliable (see 5.2.5.3 “Action plans and results related to the management of resources and the circular economy” such as copper and aluminium (E5.IRO#1)).

5.2.5.2 Policies and targets related to resource management and circular economy [E5-1, E5-3]

The theme of the circular economy is included in the Environmental Policy signed in 2022 by all members of the Executive Board (see the introduction to the chapter on environmental information). This policy is part of RTE’s Environmental Management System.

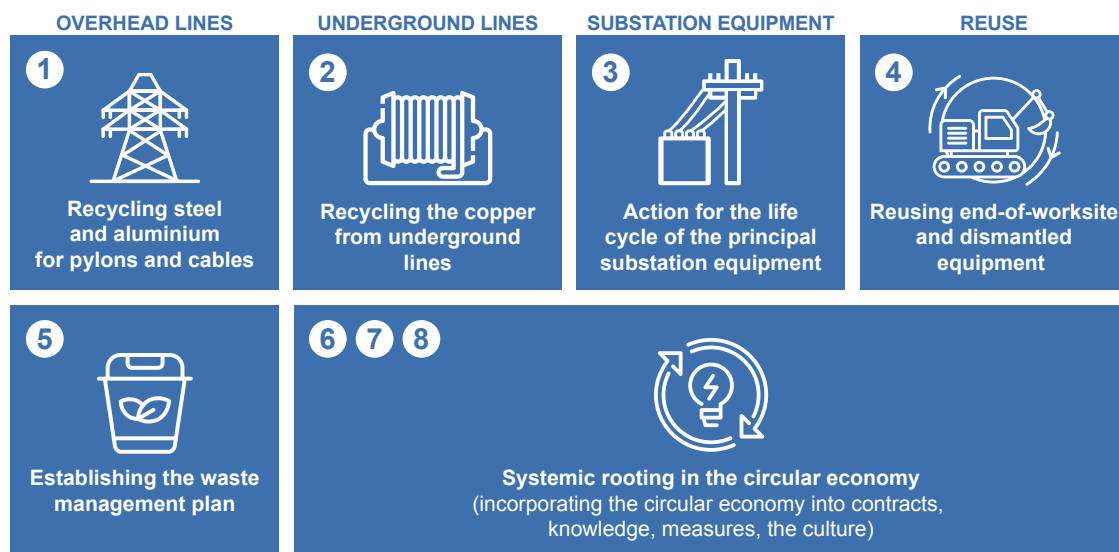
In 2023, RTE set up a circular economy action plan based on eight ambitions.

The first four actions in this roadmap directly concern RTE’s assets:

- increase the share of recycled aluminium in overhead lines (cables and pylons);
- recover copper from overhead and underground lines;
- take action for the life cycle of the principal substation equipment;
- reusing dismantled equipment when it is in good condition or repairable, and equipment left at the end of a project.

The following cross-functional actions have also been identified to encourage systemic adoption of circular economy practices within RTE:

- formalising the waste management plan in accordance with the green taxonomy with the desire to measure our avoided waste, in particular through reuse;
- measuring the carbon footprint and making decisions accordingly, through purchasing approaches and tools that take account of the whole life cycle of a piece of equipment;
- creating an ecosystem conducive to this approach, by identifying the French (or European) actors capable of repairing equipment or recycling materials qualitatively through new French or European waste management channels;
- developing a circular economy culture through communication and training.



The definition of this action plan was based on significant involvement of stakeholders. Internally, the plan was co-constructed with all divisions, integrating their perspectives, while drawing on a good knowledge of the challenges of external stakeholders. For the latter, a mapping was carried out to identify the players and their expectations,

accompanied by regular discussions with suppliers as part of the actions implemented after the definition of the plan.

Several initiatives are also presented in the responsible purchasing policy presented in 5.4.4 “Responsible purchasing and payment terms”.

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5.2.5.3 Action plans and results related to resource management and the circular economy [E5-2]

The table below provides an overview of the short- and medium-term progress of the actions, specifying their scope, timing, and the associated IRO. As mentioned above, these actions are part of RTE’s Environmental Policy.

Circular economy action plan	Status to date	Associated IRO	Timing
Action 1. Recycle steel and aluminium for pylons and cables	Steel / Experiment to be launched	IRO 1-2	To be launched in 2026
	Aluminium / Experiment in progress		To be finalised in 2025
Action 2. Recycle copper from underground lines	Copper underground lines / Experiment to be launched	IRO 1-2	To be launched in 2025
	Copper overhead lines / Experiment in progress		To be finalised in 2025

Circular economy action plan	Status to date	Associated IRO	Timing
Action 3. Take action for the life cycle of the principal substation equipment	Complete renovation of disconnectors / Experiment to be launched	IRO 1-2	To be launched in 2025
	Power Transformers (copper) / Experiment in progress		To be finalised in 2025
	Optimise the sizing of concrete blocks / Study (upstream / feasibility) of the use of precast concrete on three different soils in progress		To be finalised in 2025
Action 4. Reuse end-of-worksite and dismantled equipment	Diagnosis: Identification of potentially reusable materials	IRO 1-2	To be finalised in 2025
	Analysis of accounting aspects		To be launched in 2025
	Tests and validation of the reuse approach on a sample of equipment		To be launched in 2026
	Include the reuse of donated equipment in the Company's policy		Between 2026 and 2030
Action 5. Waste management plan	Update of booklets	IRO 1-2	Finalised in 2024
	Update of waste sheets		Finalised in 2024
	Drafting of the waste management plan		To be finalised in 2025
	Development of an IT tool for waste traceability		To be launched in 2026
Action 6. Measure the consumption of materials	Automation of material data for current overhead lines	IRO 1-2 (indirectly)	To be finalised in 2025
	Automation of material data for underground lines and substations to be launched		To be launched in 2025
	Industrialisation in a material consumption tool to be launched		To be launched in 2027
Action 7: Carry out a mapping of French and European players in the circular economy	Benchmark of the maturity of our suppliers	IRO 1-2 (indirectly)	Finalised in 2024
	200 companies and associations solicited and 50 interviews conducted. 323 potential driving partners identified for steel, copper and aluminium		Finalised in 2024
	Completeness of the mapping		To be finalised in 2025
	Identification of new channels		To be launched in 2025
Action 8: Develop a circular economy culture	Employee circular economy acculturation initiatives: awareness-raising video, digital training, internal challenges, CE initiatives (reuse, waste optimisation, sobriety, etc.)	IRO 1-2 (indirectly)	Finalised in 2024
	RTE internal circular economy e-learning		To be launched in 2025

RTE has set internal targets for 2030. They cannot be communicated at this stage, as they largely depend on the ability of the value chains to adapt their industrial processes.

— Action #1 - Recycle steel and aluminium for pylons and cables

Industrialise the recycling of aluminium from dismantled overhead lines

This action aims to recycle the aluminium obtained through the removal of overhead line cables and to integrate the recycled aluminium into the production of new overhead cables.

An experiment was successfully carried out in 2023 by making new cables using old cables in Almelec, an aluminium alloy used in our facilities. This project was carried out in collaboration with the partners MTB and Trimet, and two cable companies. As a result of this success, RTE decided to industrialise this process and suggested that all of its cable operators join it.

In the summer of 2024, RTE signed a contractual commitment with one of its suppliers to guarantee that, from December 2024, 10% of the aluminium used in the cables manufactured by the latter will come from recycled materials, with the aim of to gradually increase this percentage in the coming years. This supplier has also undertaken to use all of the remaining recycled aluminium supplied by RTE exclusively for the manufacture of high-voltage conductors, thus avoiding any under-cycling or loss of material purity.

— Action #2 - Recycle copper from underground lines

Experiment with copper recycling and then industrialise it via a French channel

This involves testing the recycling of copper obtained from the removal of underground lines. To this end, RTE will carry out tests on a stockpile of a former submarine line that has been dismantled. The choice of this type of line was guided by the fact that it is the most complex case among RTE's cables.

An experiment consisting of making a complete strand of cable from 100% recycled copper is currently being contracted.

Add recyclability and percentage of recycled copper criteria for underground and submarine lines

The purchasing doctrine changed in 2024, with the obligation to assign a minimum weight of 10% to environmental best-bids in all consultations. In practice, this results in the inclusion of an environmental criterion in the rating of responses to calls for tenders, representing 10% of the final score.

In the core business supply markets, this environmental best-bid will preferably focus on taking into account the carbon footprint of the manufacture of the materials with the highest impact (the calculation of which will take into account the percentage of recycled material).

These criteria have also been rolled out for contracts concerning sea-based projects.

Partial Total Cost Ownership and life cycle cost approaches have been rolled out in these markets (lines and electric substations) as the cost of the losses has been included in the economic purchasing score and in the best-bid carbon criterion for the most impactful raw materials. These purchasing criteria will be generalised during the renewal of supply contracts, taking into account any feedback and the evolution of our tools for a comprehensive approach.

Recovering copper from dismantled lines

RTE wants to recover the copper dismantled as part of the rehabilitation of the network's last overhead copper lines.

In 2024, a first experimental batch of 2 tonnes, from century-old dismantled lines in south-western France, was processed. A contract with a new value chain partner ensures that this copper stays in Europe and is not undercycled. The objective is to extend this approach to the dismantling projects to be implemented before 2030 in the Nantes, Toulouse and Marseilles regions.

— Action #3 - Act on the life cycle of the main material items

Set up a complete renovation contract for disconnectors for reuse

A disconnector is a device used in electricity grids to isolate part of the circuit, guaranteeing that no electrical current can flow in this portion when it is in the open position. It is essential for the safety of operators and electrical systems during maintenance or intervention operations.

This action seeks to set up a contract for the complete renovation of disconnectors dismantled as part of the renewal policies, in order to use the renovated disconnectors on other RTE construction sites.

In 2024, RTE signed a contract with a partner who will be in charge of the experiment. RTE has also identified two EIGs and driving network maintenance groups. Projects corresponding to the desired criteria were identified at the end of 2024.

Recover materials from the dismantling of transformers

- The objective of this action is to set up an organisation to qualitatively dismantle and recycle, by prioritising short circuits, spare parts from RTE’s transformers;
- At the end of 2024, RTE started an experiment to dismantle an autotransformer in Chesnoy with two partners. A dismantler separated the materials at the end of 2024. A transformer manufacturer will assess the quality and purity of the copper to consider the different ways of using it on our network.

— Action #4 - Reuse surplus equipment or equipment dismantled at the end of construction sites

This action aims to give a second life to equipment that is still usable following construction or dismantling.

RTE reuse initiatives began in 2017 with a system called “Expressions of Return Need”, which was set up to facilitate the recovery and reuse of surplus new equipment on construction sites (see below). Subsequently, targeted practices have emerged, in particular the reuse of low-voltage units, live parts of disconnectors and measuring transformers (in progress).

Reuse initiatives at RTE

2017	2020	2021	2024-2025
Expressions of return requirement (EBR) on scheduled activity	Reuse of low-voltage tranches <ul style="list-style-type: none"> • Cabinets stored on pallets • RAC Recloser • Shelving with stored equipment 	Reconditioning of disconnectors <ul style="list-style-type: none"> • Rotary disconnector 	Instrumentation transformers

Today, this momentum continues with the development of a process to identify more exhaustively the equipment likely to be reused. A

structured approach in four phases is implemented in project mode: diagnosis, definition of the target solution, testing and generalised deployment.

— Action #5 - Create the waste plan

The waste management plan has been partially completed and will be finalised in 2025.

In 2024, all training courses on waste were overhauled in order to adapt them to the various targets and improve certain points on waste sorting and verification during collection. The start of these new training programmes is scheduled for early 2025:

- an initial training course dedicated to the people responsible for signing the waste monitoring sheets (*Bordereaux de suivi de déchets* - BSD) focuses on meeting operational needs;
- another is aimed at managers, providing them with a solid base of knowledge;
- lastly, a short training course is available to raise awareness of waste management among the general public.

In addition, significant work to update the documentation on waste was carried out in 2024 in order to make these documents more accessible and to simplify their use by means of a waste guide, generic sheets for each type of waste, and specific sheets for special waste.

— Action #6 - Measure the consumption of materials

In order to measure the consumption of material quantitatively, qualitatively and using a life cycle approach with a mass benchmark, information system tools must be developed by RTE. This work has been initiated and will continue over the coming years.

To date, the work is in the initial phase. An expression of need has been drafted for the scope of overhead lines, aimed at automating the requests for obtaining the quantities of materials used over defined periods by using heritage tools. This approach would make it possible to set up an intermediate solution before the complete industrialisation by the information system (IS).

Tests on the beta version of this tool are underway. Depending on the results, this model could then be adapted for other areas, such as substations, underground and submarine lines, etc.

— Action #7 - Carry out a mapping of French and European players in the circular economy

RTE is mapping the French and European players for equipment repair, qualitative recycling (*i.e.* without under-cycling) and material recovery. This action supports the first four actions of the CEAP. The objective is to set up qualitative recycling channels (or to be part of existing channels) to better control the end-of-life of our resources by promoting the French and European ecosystem.

Since February 2024, more than 200 companies and associations have been solicited and around 50 interviews have been carried out across the entire value chain of our main equipment.

— Action #8 - Develop a circular economy culture

This action aims to mobilise RTE's employees and stakeholders to adopt new ways of working based on the circular economy. It supports all other actions, which are based on employee commitment. Among the initiatives implemented in 2024: a communication plan, a scripted video, conferences, two internal challenges (e-learning and sharing initiatives on the circular economy and waste), as well as events during the European waste reduction week (conferences, anti-waste dishes, AI food waste camera, quiz, fresco, etc.).

Other actions complementary to the circular economy action plan:

Develop the IT tool for waste traceability

RTE is committed to waste traceability using a single IT tool, grouping both hazardous and non-hazardous waste. This choice aims to simplify data entry at the local level, by allowing users to manage all waste *via* a single platform, connected to the Trackdéchét application for hazardous waste.

This tool provides an overview of the different types of waste generated by RTE and by its external service providers. It centralises not only waste recovery but also waste volumes thanks to dynamic graphical representations, allowing a direct and intuitive reading.

As part of the continuous integration of this tool, a new update is planned for the first quarter of 2025. This will include a connection to the national register of waste, excavated earth and sediments (*Registre national des déchets, terres excavées et sédiments - RNDTS*). This update will also introduce a new module for monitoring the waste monitoring sheets, offering an accurate mapping of their status.

Lastly, the tool is accessible to service providers working on construction sites in order to guarantee complete traceability.

Facilitate the application of new regulations in the construction sector

RTE is committed to working alongside the French Institute of Project Management (*Institut de la maîtrise d'ouvrage - IMOA*) to implement the new regulations, such as the Climate and Resilience Act, RE2020 and the AGEC Act. Following the working groups conducted in 2023 within the institute, the year 2024 saw the publication of a manifesto as well as ten summary guide sheets. These documents define not only the best practices already applied by the participating companies, but also the ambitions discussed and established during these working groups.

There are two sections:

- Section 1 presents the principles for integrating the reuse of building materials and waste management in real estate projects concerning demolition, refurbishment and new construction;
- Section 2 presents the principles for integrating the management of excavated soil in all projects involving the excavation of soil (buildings, public works, infrastructure, etc.).

— Incoming resources [E5-4]

Circular economy indicators in 2024

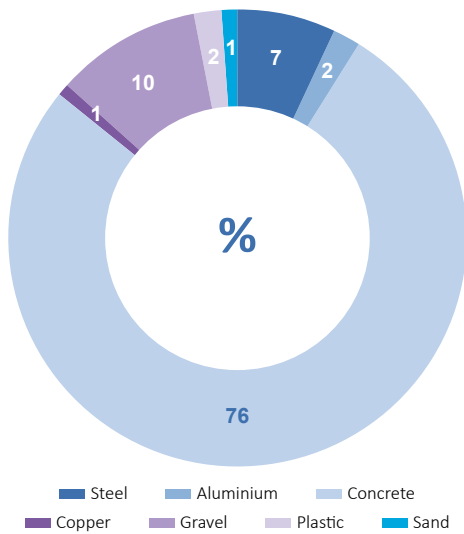
To estimate the annual amount of the main incoming resources, RTE uses a mass balance covering its portfolio. This assessment is consolidated as part of the GHG emissions assessment, based on the list of equipment commissioned in 2024. The mass breakdown is obtained, depending on the case, by cross-referencing the asset inventories with the compositions provided by the manufacturers or with mass balances from life cycle analyses (LCA) carried out by RTE on the equipment concerned. This process involves a degree of uncertainty inherent to this type of calculation, while guaranteeing reliable orders of magnitude and a relevant ranking of the significant volumes.

Wording	Unit	Amount in 2024
Total weight of materials used	tonne	168,282
Weight of sustainable materials / total weight of materials used	%	Not available in 2024
Weight of recycled or reused materials	tonne	Not available in 2024
Weight of recycled or reused materials / total weight of materials used	%	Not available in 2024
Purchases notified with an environmental commitment	%	70

Total weight of materials used

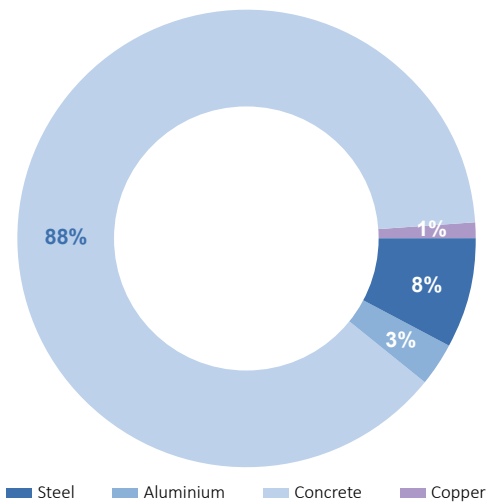
33 categories of materials have been identified by RTE, with a total weight of 168,282 tonnes for the year 2024. Of these, seven categories alone account for 97.9% of the total mass. See image below:

Breakdown of the most significant materials by volume (%)



Regarding the weight distribution of the priority materials identified in the ten-year network development plan, concrete and steel are among the most representative:

Total weight of priority materials for 2024 (%)



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— Outgoing resources [E5-5]

Wording	Unit	Amount in 2024
Total weight of waste produced	Tonne	307,549
Total amount of hazardous waste	Tonne	10,927
Total amount of non-hazardous waste	Tonne	296,621

Breakdown of the type of waste for RTE

Regulation chapter	Wording	Unit	Amount in 2024
1	Waste from exploration and exploitation of mines and quarries and from the physical and chemical processing of minerals	Tonne	41,771
3	Waste from wood processing and the production of panels, furniture, pulp, paper and paperboard	Tonne	7
6	Waste from inorganic chemical processes	Tonne	2
7	Waste from organic chemical processes	Tonne	6
8	Waste from the manufacture, formulation, distribution and use of coating products (paints, varnishes and vitreous enamels), sealants and printing inks	Tonne	80
11	Waste from chemical surface treatment and coating of metals and other materials, and from hydrometallurgy of non-ferrous metals	Tonne	1
12	Waste from the forming and physical and mechanical surface treatment of metals and plastics	Tonne	149
13	Used liquid oils and fuels (except edible oils and oils listed in Chapters 5 and 12)	Tonne	1,137
14	Waste organic solvents, coolants and propellants (except Chapters 7 and 8)	Tonne	1
15	Packaging and packaging waste; absorbents, wiping cloths, filtering materials and protective clothing not otherwise specified	Tonne	987
16	Waste not described elsewhere on the list	Tonne	5,485
17	Construction and demolition waste (including cuttings from contaminated sites)	Tonne	253,960
19	Waste from waste management facilities, off-site wastewater treatment plants and from the preparation of water intended for human consumption and water for industrial use	Tonne	416
20	Municipal waste (household waste and similar waste from shops, industries and administrations), including fractions collected separately	Tonne	3,547

Breakdown of waste disposal and recovery methods for RTE

Wording	Unit	Amount in 2024
Total amount of waste not eliminated (Recovery)	Tonne	224,017
Preparation for reuse	Tonne	408
Recycling	Tonne	205,793
Other recovery operations	Tonne	17,816
Total amount of waste disposed (Disposal)	Tonne	83,531
Incineration	Tonne	13
Landfill	Tonne	25,570
Other disposal operations	Tonne	57,948
Percentage of waste not eliminated	%	73

5.2.6 GREEN TAXONOMY OF THE EUROPEAN UNION

5.2.6.1 Background

— Reminder of the regulatory context

The **Taxonomy Regulation** was adopted in June 2020 by the European Parliament and Council.

It sets out common classification criteria for the whole of the European Union, to define environmentally sustainable economic activities by reference to six environmental objectives.

According to two delegated acts published in April 2021 providing further information on the two climate objectives, electricity transmission makes a substantial contribution to climate change mitigation, particularly through development of interconnections between European countries and connection of renewable energies. It therefore supports the decarbonisation of energy sources.

A delegated regulation of 27 June 2023 amended the delegated act on climate issues. It defines the technical screening criteria for certain activities that were not initially taxonomy-eligible (notably the manufacture of equipment that is essential to low-carbon transport, and of electrical equipment).

In parallel, another delegated regulation of 27 June 2023 supplemented the Taxonomy regulation with technical screening criteria to determine the conditions under which an economic activity qualifies as contributing substantially to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to pollution prevention and control, or to the protection and restoration of biodiversity and ecosystems.

Article 8 of the delegated act published on 6 July 2021 by the European Commission introduced **transparent reporting obligations**.

— Taxonomy-eligible activities

The majority of RTE’s main activities, related to electricity transmission, are eligible for the European Taxonomy because of their direct contribution to the energy transition. The history of updating the eligibility criteria for RTE in recent years has been as follows:

- in 2022, RTE disclosed the alignment of its electricity transmission activity with respect to the two climate objectives (climate change mitigation and climate change adaptation);
- in 2023, RTE continued its analysis of the new climate-related activities listed in the amendment to the Climate Delegated Act ⁽¹⁾ and the activities eligible for the other four environmental objectives

(water and marine resources, the circular economy, pollution and biodiversity) listed in the Environmental Delegated Act ⁽²⁾;

- in 2024, RTE completed its work by adding a new eligible activity for which measurable expenses and investments were quantified: installation, maintenance and repair of equipment promoting energy efficiency (Section 7.3 of the Annex to the Climate Delegated Act).

The non taxonomy-eligible activities generally represent support operations, development of RTE’s portfolio or projects that do not directly fall within the categories covered by the Taxonomy. It should be noted that the strong homogeneity of RTE’s activity typology limits the number of categories subject to eligibility.

Focus on eligible activities

Eligible activities	Turnover	CapEx	OpEx
4.9 Electricity transmission and distribution	Eligible	Eligible	Eligible
7.2 Renovation of existing buildings	NA	Eligible	Eligible
7.3 Installation, maintenance and repair of equipment promoting energy efficiency	NA	Eligible	Eligible
7.4 Installation, maintenance and repair of charging stations for electric vehicles inside buildings (and in car parks attached to buildings)	NA	Eligible	NA

(1) Amendment to the Climate Delegated Act, Annex I Climate change mitigation and Annex II Climate change adaptation, June 2023

(2) Environmental Delegated Act, Annex 1 Water and marine resources, Annex II Circular economy, Annex III Pollution and Annex 4 Biodiversity, June 2023

— Summary of eligibility and alignment results for the 2024 financial year

The eligibility and alignment results for RTE for the 2024 financial year are presented in the table below.

Activities	Amount of turnover (in €m)	Share of turnover	Amount of CapEx (in €m)	Share of CapEx	Amount of OpEx (in €m)	Share of OpEx
2024						
Eligible activities	5,504	99%	2,639	100%	748	99%
Aligned activities	5,223	94%	2,508	95%	708	94%
TOTAL	5,559	100%	2,649	100%	756	100%
2023						
Eligible activities	6,082	99%	2,077	99%	706	100%
Aligned activities	5,545	90%	1,893	90%	639	90%
TOTAL	6,131	100%	2,093	100%	706	100%

5.2.6.2 Eligible activities: analysis

— Eligibility of turnover

The **electricity transmission activity** is the main eligible activity as regards turnover. It is defined in the EU regulation as “Construction and operation of transmission systems that transport the electricity on the extra high-voltage and high-voltage interconnected system”.

Electricity transmission is RTE SA’s sole activity as defined in the sectoral note to the consolidated financial statements. The RTE Group therefore considers that all transactions generated by RTE SA contribute to this eligible activity.

RTE is concerned by the “Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation” activity (Section 3.20, Annex I of the Regulation amending the Climate Delegated Act). As this activity is already included in activity 4.9 “Transmission and distribution of electricity”, in compliance with the act, it is not presented separately in the taxonomy tables (section 5.2.6.4 of this report).

— Eligibility of investments and operating expenses

In 2024, RTE incurred expenses on its electricity transmission activity for climate change adaptation. These expenses are an integral part of project costs.

Renovation of existing buildings (Section 7.2 of the Climate Delegated Act): in 2024 RTE incurred maintenance and renovation expenses for its buildings (head offices, network maintenance groups, substation groups).

Part of the expenses related to the installation, maintenance and repair of equipment promoting energy efficiency (Section 7.3 of the Climate Delegated Act) was identified through renovation actions aimed at energy efficiency of its buildings, in particular gas heating electrification.

Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings (Section 7.4 of the Climate Delegated Act): in 2024 RTE incurred expenses to install electric charging terminals.

— Analysis of non-eligible activities

RTE has carried out work on the other topics of the taxonomy but has not identified other eligible activities on the other environmental objectives defined in the taxonomy.

Climate: climate change mitigation and adaptation

RTE questioned the nature of the following activities in the context of its real estate activities: the construction of new buildings (Section 7.1 of the Climate Delegated Act). RTE does not directly carry out activities related to the construction of new buildings for residential, commercial or industrial uses within the meaning of Section 7.1 of the Climate Delegated Act. RTE’s activities are mainly focused on the management, modernisation and development of electrical infrastructures, such as power lines, transformation stations and interconnections, which do not fall within the definition of the economic activity concerned by this section.

The new buildings potentially connected to RTE infrastructures (*e.g.* technical premises, operational buildings) are functional facilities specific to its operations. These buildings are generally integrated into larger infrastructure projects and do not meet the criteria for “construction of new buildings” as defined in the Taxonomy. As a result, this activity is not directly applicable to RTE’s scope of activities.

Pollution

In the list of activities published in the Environment Delegated Act on pollution, RTE has identified capital and operating expenses related to the purchase of products/services from land decontamination activities following the acquisition of a new site or the decontamination of the soil of electrical substations following accidental pollution caused, for example, by oil leaks (Section 2.4 of the Pollution Delegated Act).

In 2025, RTE will continue to carry out work to identify these expenses in order to meet the obligations of the taxonomy and the CSRD.

Water and marine resources

RTE did not identify any eligible activities contributing to the environmental objective of the sustainable use and protection of water and marine resources as listed in the Environmental Delegated Act.

Circular economy

RTE did not identify any investment and operational expenditures for purchases of products/services relating to real estate activities eligible as contributing to the environmental objective of the circular economy. However, the “Renovation of existing buildings” activity (Section 3.2 of the Environment Delegated Act) is also included in annex to the Climate Delegated Act, and analysed above in the “Climate: climate change mitigation and adaptation” section.

Biodiversity

RTE did not identify any eligible activities contributing to the environmental objective of protection and restoration of biodiversity and ecosystems as listed in the Environmental Delegated Act.

RTE assessed its eligibility as regards the “Conservation, including restoration, of habitats, ecosystems and species” activity, listed in Section 1.1 of the Biodiversity Annex of the Environmental Delegated Act.

The avoid-mitigate-offset principle and other regulatory commitments contained in the preliminary authorisations before undertaking a network project are prerequisites for obtaining permission to proceed with the construction of RTE’s electricity facilities. These mandatory commitments are intended to prevent, reduce and compensate for the environmental effects of RTE’s activity. The related measures may involve, for example:

- actions to offset harm to the environment or natural sites (e.g. offsetting commitments made in an application for exemption from France’s “protected species” planning rules).

The Delegated Act explicitly states that offsetting resulting from measures designed to compensate for residual adverse biodiversity impacts arising from an economic activity or project does not correspond to the definition of ecosystem conservation/restoration. Consequently, this activity does not concern RTE.

5.2.6.3 Aligned activities: analysis

For the 2022 and 2023 financial years, RTE published its analysis of alignment with the first two climate objectives, in accordance with the regulations.

[Analysis of alignment: organisation and method](#)

— Substantial contribution to technical criteria

The activity of electricity transmission meets the technical criteria of alignment, since RTE builds infrastructures whose main purpose is to increase the capacity to use electricity produced from renewable sources, not just in France but across the whole interconnected European network. RTE therefore believes that only the shares of turnover, investments and operating expenses dedicated to the transmission of low-carbon electricity transiting on its network - coming from both French production and imports from European countries - are to be included in the section aligned with taxonomy.

With regard to the climate change adaptation activity, RTE is conducting studies on the impacts of climate change on its network as part of its Resilience project.

In the future, the conclusions of these studies will lead to changes in capital expenditure to adapt the network to climate change. RTE is currently taking steps so that this type of expenditure will be identifiable when actions under the Resilience project translate into work on RTE's infrastructure.

The technical criteria for assessing the substantial contribution of the company's activity to the "climate change adaptation" objective are fulfilled, since they are the same as those described in the previous section for "Doing no significant harm" as regards this objective.

All investments related to the installation, maintenance and repair of electric vehicle charging stations have been included in the aligned flows.

— DNSH criterion "Do no significant harm to other environmental objectives"

The climate risks of adaptation to climate change and mitigation of climate change are among the Company's major risks (see Section 5.2.1.1 "Context and challenges of climate issues"). RTE therefore complies with Appendix A to the Taxonomy Regulation relating to the objective of mitigating and adapting to climate change. Thus, the activity of installing, maintaining and repairing charging stations for electric vehicles inside buildings and in car parks annexed to buildings (Paragraph 7.4 of the Climate Delegated Act) is therefore aligned.

With regard to the electricity transmission activity, RTE conducted an analysis with its business line experts for all of the DNSHs:

[Climate change adaptation](#)

The physical climate risks that are important to the activity were identified by assessing the climate-related risks and vulnerabilities. Climate projections and impact assessment are based on best practices and take account of state-of-the-art scientific techniques.

The principal climate risks (as defined in the Taxonomy regulation) identified by RTE with respect to its electricity transmission activity (transmission infrastructures) are the following:

[Changing temperature / heatwaves / heat stress](#)

The rising temperature issue primarily concerns overhead power lines, and the company is currently taking action to address it (the hot weather plan, extension of studies to 2050).

It will have a very limited impact on underground power lines.

At electricity substations, the transformers are fitted with alarms to avoid any destructive overheating, and the equipment ageing projections to 2050 do not indicate any impact of climate change on the durability of equipment. Substation equipment that is currently in use (circuit breakers, disconnectors, combined instrument transformers) has some margin with regard to the temperature criterion.

Cyclones, hurricanes, typhoons / storms / tornadoes

Following the weather events (strong gales) of December 1999, in 2002 RTE began a programme to make the power grid secure in winds of up to 150km/h on flat land and 180km/h near coastlines. This programme covers around half the network of overhead lines.

The network made secure under this programme covers (i) supply to all substations that consume power or are necessary for the safety of the electricity system, and (ii) all significant crossing points (where power lines pass above housing, railway lines, motorways or other major roads).

Water stress / drought

In very dry conditions underground lines are likely to be affected, because less of the heat they generate could be evacuated.

Sea level rise / floods

In 2021 RTE signed a partnership with the French public-sector reinsurer *Caisse Centrale de Réassurance* (CCR), which is modelling events for RTE: river flooding, runoff water flooding, and submersion by the sea for all substations and pylons. This modelling is also based on climate scenarios derived from current climate projections to 2050. The variables modelled are the flow rates for runoff hazards, and high-water levels for the hazards of river and coastal flooding, for different periods (within 20 years, in 20 to 50 years, in 50 to 100 years, in 100 to 200 years).

Utilisation of the results of ongoing studies continued in 2024. They will provide information to define the adjustments to be made to both existing and future installations, while seeking the optimum technical/economic balance.

Transition to a circular economy

The Taxonomy regulations state that “to respect this criterion, companies must have in place a waste management plan that ensures maximal reuse or recycling at end of life in accordance with the waste hierarchy, including through contractual agreements with waste management partners, reflection in financial projections or official project documentation”.

RTE takes concrete action for the management of waste, aiming for maximal reuse or recycling at end of life, in accordance with the waste hierarchy (these actions are described in Section 5.2.5 “Resource use and circular economy”).

Pollution prevention and control

The IFC’s⁽¹⁾ guidelines for activities relevant to RTE are duly respected.

The worksite activities comply with the IFC’s environmental, health and safety guidelines:

Occupational health and safety – working at heights⁽²⁾: RTE has a fall protection plan in place: procedures, overseen by the department responsible for these issues, are implemented and monitored by the Maintenance Division’s teams. Equivalent procedures exist for external contractors doing work at heights, in the form of the operational safety rules that are part of their contract with RTE. The Maintenance Division’s teams receive regular training from RTE, and external contractors must follow accredited training before they can work on RTE’s sites.

Environment⁽³⁾: see actions for the environment (management of waste and ground pollution) presented in Sections 5.2.2 “Pollution”, 5.2.5 “Resource use and circular economy” and 5.2.4 “Biodiversity”.

(1) Reference document: Environmental, Health, and Safety - General Guidelines dated 30 April 2007, issued by the International Finance Corporation.

(2) Point 4.2, page 106 of the IFC Environmental, Health, and Safety - General Guidelines dated 30 April 2007

(3) Point 4.1, page 89 of the IFC Environmental, Health, and Safety - General Guidelines dated 30 April 2007

The activities respect the applicable norms to limit the impact of electromagnetic radiation on human health. The 1999 EU recommendation concerning electricity grids (and consequently 50Hz fields) was transposed into French law by Article 12bis of the Technical Decision of 17 May 2001. This is applicable to RTE's facilities, and they comply with its requirements. Compliance checks were officially reinforced by Decree 2011-1697 of 1 December 2011 which introduced technical facility inspections, and monitoring and control plans for electromagnetic fields.

RTE's activities do not involve the use of polychlorinated biphenyls (PCB) and the Company no longer purchases equipment containing PCBs; however, some of its equipment being renewed still contains them. Since 4 February 1987, in the case of closed-system electric equipment (such as transformers), and since 18 June 1994, in the case of all other electric equipment listed in Decree 87-59 of 2 February 1987, RTE has complied with the regulations banning the acquisition, possession with a view to selling or transferring with or without consideration, leasing, or use of equipment containing PCBs. The estimated share of the turnover and OpEx generated by assets with PCB (0.6% of the assets) is thus presented as "non-aligned".

Pursuant to the first national plan for the decontamination and disposal of devices containing PCBs (PCB content greater than 500 ppm), RTE took on the status as a holder of more than 150 devices with fluid containing PCBs (content in excess of 50 ppm) at the end of 2013. In accordance with the Decision of 14 April 2014 approving its specific plan

for the decontamination and disposal of equipment containing PCBs, RTE has adopted a policy aimed at eliminating or decontaminating these equipment items from 2015 onwards and before 31 December 2025.

In 2019, on the basis of feedback from RTE, particularly with regard to the releases of polluted oil and new cases of pollution detected, a request for an amendment to the aforementioned special plan was submitted to the French Ministry of the Environment. RTE's objective was to update the actual supply of polluted devices and ensure clean-up without delay in the schedule.

RTE has since updated its specific decontamination plan with the French State with a view to adding nearly 650 circuit breakers by 2025.

RTE has adopted a mixed strategy which consists of:

- replacing circuit breakers only at the end of their technical life, in accordance with the manufacturing dates specified in the previous paragraph;
- replacing the capacitors of the other facilities concerned.

The objective selected as part of the alignment trajectory is to clean up all equipment containing PCBs with a concentration of more than 50 ppm by 2025, in accordance with the regulations in force.

At the end of 2024, this specific plan and its first amendment was 99% complete (198 of 200 items of equipment had been treated).

The second amendment was 59% complete (397 of 676 items of equipment had been treated). Work is progressing on track to meet the 2025 deadline for treating all RTE equipment containing PCBs.

Indicator wording	Unit	2024
Treatment of equipment polluted with PCB (content greater than 50 ppm)	Number	Specific plan + Amendment No.1 = 198
	Number	Amendment No.2 = 397

Protection and restoration of biodiversity and ecosystems

The Taxonomy regulation states that to respect this criterion, companies must:

- complete an “Environmental Impact Assessment or screening in accordance with Directive 2011/92/EU”;
- implement the required mitigation and compensation measures when the said assessment has been carried out.

RTE meets this requirement, which has been transposed into France’s Environment Code, and implements avoidance, mitigation and offsetting measures in every project with identified environmental impacts.

The need to assess a project’s environmental impact is determined by reference to the list in the French Environment Code. The project manager, with relevant procedural support from his or her division and the Legal Division, identifies the project’s category and the procedures applicable.

Once it is determined that an assessment is required, the project may be:

- subjected to a systematic environmental impact assessment: in this case, RTE carries out an impact study and a public inquiry;
- subjected to a “case by case” type study, reported to the environmental authorities *via* an official French form. After examining the form, the authorities will decide whether or not an environmental impact assessment is required for the project;

- subjected to an environmental impact assessment based on other criteria, such as application of the “concept of a project” as defined in the French Environment Code;
- not subjected to an environmental impact assessment.

Projects may also require certain authorisations or application for exemptions from other rules (the law on water, protected species, land clearance, impacts on Natura 2000 protected wildlife sites, etc.), and this too gives rise to definition of appropriate avoid-mitigate-offset measures. These measures may be determined in the impact study, and/or in the processes for external authorisations such as those mentioned above. A monitoring table for these measures is established and overseen by the project managers throughout the project duration, then handed over to the teams in charge of network infrastructure maintenance once the project is completed. This ensures that skills are transferred and these measures are monitored in the long term.

— Compliance with minimum safeguards

The Taxonomy regulation requires compliance with fundamental social criteria, which are based on:

- The OECD Guidelines for Multinational Enterprises;
- The United Nations Guiding Principles on Business and Human Rights;
- The ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work;
- The International Bill of Human Rights.

The table below summarises the areas concerned by these principles. The analysis performed indicates that RTE complies with the minimum safeguards.

Area concerned	Existence of processes	Absence of convictions
Human rights	See Chapter 5.3.1.3 “Social dialogue”	0
Corruption	See Section 5.4.2.1 “Anti-corruption and bribery measures”	0
Taxation	See Chapter on tax risk in Section 6.5.2 “Action against tax avoidance”	0
Competition law	Not applicable (RTE’s activity is regulated and not open to competition)	0

5.2.6.4 Taxonomy indicators

The indicators presented here use the latest known definitions, drawing particularly on the European Commission’s “Consolidated FAQs” of 6 October 2022.

Article 5 of the Environmental Delegated Act of 27 June 2023 amended Delegated Regulation 2021/2178 on the content and presentation of the information to be disclosed in connection with the taxonomy (“Article 8”). The tables below for RTE’s turnover, capital expenditure and operating expenditure incorporate the required updates.

— Reminder of indicators and reconciliation with the financial statements

Turnover

The turnover referred to in Article 8 of Regulation (EU) 2020/852 refers to the net revenue generated by products and services related to economic activities that are eligible for and aligned with the Taxonomy. It includes:

- products or services that directly contribute to one of the environmental objectives defined by the Taxonomy;
- revenues from enabling activities, *i.e.* those that facilitate or enable a substantial contribution to the environmental objectives.

The turnover is calculated on the basis of the consolidated financial statements, in accordance with the applicable international accounting standards (IAS/IFRS).

In order to determine the numerator of the activities eligible and aligned with the Taxonomy, RTE considered all consolidated turnover, by restating the share of turnover of subsidiaries, the share of turnover allocated to the transmission of carbon-based electricity (*i.e.* excluding nuclear or renewable energy) on the RTE network as well as the share related to assets that use PCBs (0.6% of total assets).

For the denominator, all of the Group’s turnover is taken into account. The consolidated turnover is presented directly in the Group’s income statement in Section 7.1.1 “Business and results for the year” of this document.

CapEx

CapEx refers to the capital expenditure made by the Company to acquire, improve or extend the life of property, plant and equipment, intangible assets or assets intended for eligible and aligned activities according to the Taxonomy. This includes:

- investments in projects or technologies aligned with sustainability objectives (mitigation, adaptation, etc.);
- expenses aimed at making an existing economic activity eligible or aligned with the Taxonomy (*e.g.* modernisation of infrastructure to reduce emissions or improve energy efficiency).

The CapEx must be directly linked to aligned economic activities or to investments in transition towards practices that are compliant with the Taxonomy.

To determine the numerator of the activities that are eligible and aligned with the Taxonomy, RTE takes all of the Group's investments by subtracting the share associated with investments in the transmission of carbon-based electricity, as well as by excluding the investments related to its subsidiaries that are not eligible for the Taxonomy. These represent 0.4% (€9,437 thousand) of the Group's total CapEx.

The denominator is calculated by taking all of the Group's CapEx presented in Section 7.1.2 "Financing".

OpEx

OpEx refers to operating expenses directly related to economic activities that are eligible for and aligned with the Taxonomy. They include:

- the costs of maintaining and operating assets or infrastructure aligned with the Taxonomy;
- the expenses necessary to ensure the sustainability of an economic activity.

OpEx does not include general or administrative indirect costs, but only expenses directly related to aligned activities and projects.

For the numerator of the aligned activities, RTE includes, excluding the subsidiaries, its upkeep and maintenance expenses, its studies and research expenses and its personnel expenses associated with maintenance. The maintenance expenses associated with assets containing PCB (0.6% of total assets) are excluded from it.

The denominator of the activities that are aligned with the Taxonomy includes all upkeep and maintenance expenses, study and research expenses and personnel expenses associated with maintenance. The exemption ratio, which corresponds to the ratio between the OpEx accounts used by the Taxonomy for all of the Group's consolidated OpEx, was 46% for the 2024 financial year. This represents €749 million out of a total Group Opex of €1,642 million, as presented in Section "7.1.1 Business and results for the year" of this document.

Turnover (Sales)

“Substantial contribution” criteria

Economic activities	Code	Turnover	Proportion of turnover, year N	Climate change mitigation		Climate change adaptation		Circular economy		Biodiversity	
				Water	Pollution	Water	Pollution	Water	Pollution	Water	Pollution
		€K	%	YES/NO/EL	YES/NO/EL	YES/NO/EL	YES/NO/EL	YES/NO/EL	YES/NO/EL	YES/NO/EL	YES/NO/EL
A. Taxonomy -eligible activities											
A.1 Environmentally sustainable (Taxonomy -aligned) activities											
Electricity transmission	CCM 4.9	5,223,166	94%	YES	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL
Turnover related to environmentally sustainable (Taxonomy -aligned) activities (A.1)		5,223,166	94%	94%	0%	0%	0%	0%	0%	0%	0%
Enabling activities		5,223,166	94%	94%	0%	0%	0%	0%	0%	0%	0%
Transitional activities		0	0%	0%							
A.2 Taxonomy -eligible but non -environmentally sustainable (non Taxonomy -aligned) activities											
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Electricity transmission ⁽²⁾	CCM 4.9	282,240	5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL
Turnover related to Taxonomy-eligible but non -environmentally sustainable (non Taxonomy-aligned) activities (A.2)		282,240	5%	5%	0%	0%	0%	0%	0%	0%	0%

DNSh criteria (Do No Significant Harm)

Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) turnover, year N-1	Enabling activity (E)	Transitional activity (T)
YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	%	E	T
YES	YES	YES	YES	YES	YES	YES	90%	E	
YES	YES	YES	YES	YES	YES	YES	90%		
YES	YES	YES	YES	YES	YES	YES	90%	E	
							0%		T
							9%		

“Substantial contribution” criteria

Economic activities	Code	Turnover	Proportion of turnover, year N	Climate change mitigation		Climate change adaptation		Circular economy		Biodiversity	
				Water	Pollution	Water	Pollution	Water	Pollution	Water	Pollution
		€K	%	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL
Turnover related to Taxonomy -eligible activities (A.1 + A.2)		5,505,405	99%	99%	0%	0%	0%	0%	0%	0%	0%
B. Non Taxonomy -eligible activities											
Turnover related to non Taxonomy -eligible activities⁽³⁾		53,547	1%								
TOTAL (A + B)⁽⁴⁾		5,558,953	100%								

(1) In 2024, 95% of RTE’s network contributed to climate change mitigation (90% in 2023); this percentage is determined by reference to the contribution of decarbonised generation sources producing the power transmitted in 2024 (provisional data; the final data will be published in the 2024 electricity report). The decarbonised generation sources connected to the French transmission network include nuclear power, hydropower, wind power, solar power, and the decarbonised portion of electricity imports in 2024. The alignment rate for 2024 is higher than in 2023, as 2024 saw a clear increase in the electricity generation from all carbon-free sources (nuclear, hydro, wind and solar power).

(2) Including €246,604 thousand (4% of the turnover not aligned with the climate change mitigation objective). Including €35,636 thousand (0.6% of the turnover not aligned because some of RTE’s old equipment contains PCBs, as stated in Section 5.2.6.3.

(3) The activities of RTE’s subsidiaries, which are non-significant.

(4) This corresponds to the Group’s turnover under IFRS, as published in the notes to the consolidated financial statements.

DNSh criteria (Do No Significant Harm)

Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) turnover, year N-1	Enabling activity (E)	Transitional activity (T)
YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	%	E	T
							99%		

Capital expenditures (CapEx)

“Substantial contribution” criteria

Economic activities	Code	CapEx	Proportion of CapEx, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity
				YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL
		€K	%						
A. Taxonomy-eligible activities									
A.1 Environmentally sustainable (Taxonomy-aligned) activities									
Electricity transmission ⁽¹⁾	CCM 4.9	2,506,361	95%	YES	N/EL	N/EL	N/EL	N/EL	N/EL
Charging stations for electric vehicles ⁽⁴⁾	CCM 7.4	2,104	0%	YES	N/EL	N/EL	N/EL	N/EL	N/EL
CapEx related to environmentally sustainable (Taxonomy-aligned) activities (A.1)		2,508,465	95%	95%	0%	0%	0%	0%	0%
Enabling activities		2,508,465	95%	95%	0%	0%	0%	0%	0%
Transitional activities		0	0%	0%					
A.2 Taxonomy-eligible but non-environmentally sustainable (non Taxonomy-aligned) activities									
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Electricity transmission ⁽³⁾	CCM 4.9	118,334	4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Renovation of existing buildings ⁽⁴⁾	CCM 7.2	10,992	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL

DNSh criteria (Do No Significant Harm)

Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) CapEx, year N-1	Enabling activity (E)	Transitional activity (T)
YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	%	E	T
YES	YES	YES	YES	YES	YES	YES	90%	E	
YES	YES	YES	YES	YES	YES	YES	0%	E	
YES	YES	YES	YES	YES	YES	YES	90%		
YES	YES	YES	YES	YES	YES	YES	90%	E	
							0%		T

“Substantial contribution” criteria

Economic activities	Code	CapEx	Proportion of CapEx, year N	Climate change mitigation		Climate change adaptation		Water	Pollution	Circular economy	Biodiversity
				€K	%	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL	YES/NO N/EL
Installation, maintenance and repair of equipment promoting energy efficiency ⁽⁴⁾	CCM 7.3	1,365	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	
CapEx related to Taxonomy-eligible but non-environmentally sustainable (non Taxonomy-aligned) activities (A.2)		130,691	5%	5%	0%	0%	0%	0%	0%	0%	
CapEx related to Taxonomy-eligible activities (A.1 + A.2)		2,639,156	100%	100%	0%	0%	0%	0%	0%	0%	
B. Non Taxonomy-eligible activities											
CapEx related to non Taxonomy-eligible activities⁽⁵⁾		9,437	0%								
TOTAL (A + B)⁽⁶⁾		2,648,593	100%								

- (1) As stipulated in Appendix 1 of Article 8 of the taxonomy regulation, these are the additions of property, plant and equipment and intangible assets for the financial year, before amortisation, including IFRS 16.
In 2024, 95% of RTE's network contributed to climate change mitigation (90% in 2023); this percentage is determined by reference to the contribution of decarbonised generation sources producing the power transmitted in 2024 (provisional data; the final data will be published in the 2024 electricity report).
- (2) The decarbonised generation sources connected to the French transmission network include nuclear power, hydropower, wind power, solar power, and the decarbonised portion of electricity imports in 2024. The alignment rate for 2024 is higher than in 2023, as 2024 saw a clear increase in the electricity generation from all carbon-free sources (nuclear, hydro, wind and solar power).
- (3) 4% of the CapEx is not aligned with the climate change mitigation objective. No investment during the year containing PCB.
- (4) See 5.2.6.1 “Context”.
- (5) The activities of RTE's subsidiaries, which are non-significant.
- (6) Corresponds to the amount of acquisitions for the period, see Consolidated statement of cash flows in the notes to the consolidated financial statements.

DNSh criteria (Do No Significant Harm)

Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) CapEx, year N-1	Enabling activity (E)	Transitional activity (T)
							%		
YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	9%		
							99%		

Operating expenditures (OpEx)

“Substantial contribution” criteria

Economic activities	Code	OpEx	Proportion of OpEx, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity
			in €K	%	%	%	%	%	%
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1 Environmentally sustainable (Taxonomy-aligned) activities									
Electricity transmission	CCM 4.9	711,107	94%	YES	N/EL	N/EL	N/EL	N/EL	N/EL
OpEx related to environmentally sustainable (Taxonomy-aligned) activities (A.1)		711,107	94%	94%	0%	0%	0%	0%	0%
Enabling activities		711,107	94%	94%	0%	0%	0%	0%	0%
Transitional activities		0	0%	0%					
A.2 Taxonomy-eligible but non-environmentally sustainable (non Taxonomy-aligned) activities									
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Electricity transmission ⁽²⁾	CCM 4.9	38,441	5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Renovation of existing buildings ⁽⁴⁾	CCM 7.2	1,365	0%						

DNSh criteria (Do No Significant Harm)

Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) OpEx, year N-1	Enabling activity (E)	Transitional activity (T)
YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	%	E	T
YES	YES	YES	YES	YES	YES	YES	90%	E	
YES	YES	YES	YES	YES	YES	YES	90%		
YES	YES	YES	YES	YES	YES	YES	90%	E	
							0%		T

“Substantial contribution” criteria

Economic activities	Code	OpEx	Proportion of OpEx, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity
			in €K	%	%	%	%	%	%
Installation, maintenance and repair of equipment promoting energy efficiency ⁽⁴⁾	CCM 7.3	973	0%						
OpEx related to Taxonomy-eligible but non-environmentally sustainable (non Taxonomy-aligned) activities (A.2)		40,779	5%	5%	0%	0%	0%	0%	0%
A. OpEx related to Taxonomy-eligible activities (A.1 + A.2)		751,886	99%	99%	0%	0%	0%	0%	0%
B. NON TAXONOMY-ELIGIBLE ACTIVITIES									
OpEx related to non Taxonomy-eligible activities⁽⁴⁾		7,159	1%						
TOTAL (A + B)⁽⁵⁾		759,045	100%						

(1) In 2024, 95% of RTE's network contributed to climate change mitigation (90% in 2023); this percentage is determined by reference to the contribution of decarbonised generation sources producing the power transmitted in 2024 (provisional data; the final data will be published in the 2024 electricity report). The decarbonised generation sources connected to the French transmission network include nuclear power, hydropower, wind power, solar power, and the decarbonised portion of electricity imports in 2024. The alignment rate for 2024 is higher than in 2023, as 2024 saw a clear increase in the electricity generation from all carbon-free sources (nuclear, hydro, wind and solar power). The decarbonised generation sources connected to the French transmission network include nuclear power, hydropower, wind power, solar power, and the decarbonised portion of electricity imports in 2024.

(2) Including €33,574 thousand (4% of OpEx not aligned with the climate change mitigation objective).
Including €4,867 thousand (0.6% of OpEx) not aligned because some of RTE's old equipment contains PCBs, as stated in Section 5.2.6.3).

(3) See 5.2.6.2 Climate section on eligible expenses.

(4) The activities of RTE's subsidiaries, which are non-significant.

(5) As stipulated in Appendix 1 of Article 8 of the taxonomy regulation: expenses directly related to fixed assets: maintenance and repairs; expenditure for maintenance and research personnel. Maintenance and research expenses are part of the “external expenses” item in note 8 to the consolidated financial statements. The expenditure on maintenance personnel is equal to 34% of the personnel expenses presented in Note 10 to the consolidated financial statements.

DNSh criteria (Do No Significant Harm)

Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) OpEx, year N-1	Enabling activity (E)	Transitional activity (T)
YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	%	E	T
							10%		
							100%		

Turnover – summary of eligibility and alignment with the taxonomy

	Proportion of turnover / total turnover	
	Taxonomy-eligible by objective	Taxonomy-aligned by objective
CCM ⁽¹⁾	99%	94%
CCA ⁽²⁾	NS ⁽³⁾	NS ⁽³⁾
WTR	%	%
CE	%	%
PPC	%	%
BIO	%	%

(1) CCM: Climate Change Mitigation.

(2) CCA: Climate Change Adaptation.

(3) Not significant: In 2023, the percentage of turnover relating to adaptation activities was non-significant, in line with the non-significant nature of investments made over the period for climate change adaptation. See 7.8.3.3 section on adaptation.

Capital expenditures (CapEx) – summary of eligibility and alignment with the taxonomy

	Proportion of CapEx / Total CapEx	
	Taxonomy-eligible by objective	Taxonomy-aligned by objective
CCM ⁽¹⁾	100%	95%
CCA ⁽²⁾	NS ⁽³⁾	NS ⁽³⁾
WTR	%	%
CE	%	%
PPC	%	%
BIO	%	%

(1) CCM: Climate Change Mitigation.

(2) CCA: Climate Change Adaptation.

(3) In 2023, the percentage of OpEx relating to adaptation activities was non-significant, in line with the non-significant nature of the investments made over the period for climate change adaptation. See 7.8.3.3 section on adaptation.

Operating expenditures (OpEx) – summary of eligibility and alignment with the taxonomy

	Proportion of OpEx / Total OpEx	
	Taxonomy-eligible by objective	Taxonomy-aligned by objective
CCM ⁽¹⁾	99%	94%
CCA ⁽²⁾	NS ⁽³⁾	NS ⁽³⁾
WTR	%	%
CE	%	%
PPC	%	%
BIO	%	%

(1) CCM: Climate Change Mitigation.

(2) CCA: Climate Change Adaptation.

(3) In 2024, the percentage of CapEx relating to adaptation activities was non-significant, in line with the non-significant amount of investments made over the period for climate change adaptation.

Gas and nuclear - Economic activities not eligible for the Taxonomy

Nuclear energy activities		
1	The company carries out, finances or is exposed to research, development, demonstration and deployment of innovative facilities for the generation of electricity from nuclear processes with a minimum of waste from the fuel cycle	No
2	The company carries out, finances or is exposed to construction and safe operation of new nuclear facilities for the generation of electricity or industrial heat, in particular for district heating purposes or for the purposes of industrial processes such as production hydrogen, including their safety upgrades, using the best available technologies	No
3	The company carries out, finances or is exposed to the safe operation of existing nuclear facilities for the generation of electricity or industrial heat, in particular for the purposes of industrial processes such as the production of hydrogen from nuclear energy, including their safety upgrades	No
Fossil gas activities		
4	The company carries out, finances or is exposed to activities in the construction or operation of facilities for the generation of electricity from gaseous fossil fuels	No
5	The company carries out, finances, or is exposed to construction, remediation and operation of combined heating/cooling production and electricity generation facilities from gaseous fossil fuels	No
6	The company carries out, finances or is exposed to construction, remediation or operation of heat production facilities that produce heat/cold from gaseous fossil fuels	No

5.3 SOCIAL INFORMATION

5.3.1 COMPANY EMPLOYEES [S1]

This standard covers RTE's employees and its service providers. The workers in the upstream and downstream value chain are covered in the S2 standard, see Section 3.2.

5.3.1.1 Context and challenges of the human resources organisation

The main purpose of RTE's Human Resources Division is to ensure that the Company has the necessary women and men to carry out all its missions in a safe and motivating work environment.

This purpose is particularly crucial in the current context marked by the acceleration of the energy transition and the increased role of electricity grids. These two factors not only lead RTE to significantly increase its investments and its workforce, but also to significantly modify the jobs and skills required.

To fully play its role, the HR Division relies on:

- **robust processes**, in particular to support the increase in recruitment and the significant training needs in certain areas;
 - **permanent interaction with the other divisions** to ensure the relevance and consistency of the human resources guidelines;
 - **an increased ability to anticipate**, in particular in projecting the jobs and skills that will be needed over different time horizons;
- **support for all employees**, via communication and change management, as well as the care taken in answering daily questions;
 - **a sustained social dialogue**, aimed at a shared understanding with the social partners of the Company's challenges and their implications in the field of human resources.

Lastly, the HR Division is also conducting a programme on its own performance, like the other entities of the Company, as part of the preparation of the future TURPE 7 tariff.

In the current context of change in the electricity market, the need to support the energy transition, and growth in its business, RTE's areas of work are evolving fast. Skills are a vital key to prepare for and support the evolution of RTE's fields of activity, technological innovations, and the company's transformation.

Faced with a challenging job market, RTE must broaden its recruitment profiles, continue its attractiveness initiatives and develop its training model to professionalise more employees with different profiles.

In order to successfully make the energy transition to a decarbonised world, RTE wants to invest nearly €100 billion by 2040 to strengthen and develop its electricity transmission infrastructure. These investments generate a need to recruit nearly 4,300 employees between 2025 and 2030, *i.e.* an average of 700 employees per year from the baccalaureate level to the engineering level.

— Interests and views of stakeholders [SBM-2]

See the stakeholder table in 5.1.5 and the social dialogue section described below.

— Summary table of impacts, risks and opportunities [SBM-3]

Social dialogue

● Financial risk	Management and consequences of internal conflicts	S1.IRO#1
Health and safety		
● Negative impact	The industrial nature of RTE’s activities automatically involves a risk of accidents during works or operations on the infrastructure.	S1.IRO#2
Skills development		
● Positive impact	Employee training part of RTE’s DNA	S1.IRO#3
● Financial risk	Risk of non-renewal of skills in emerging business lines	S1.IRO#4
Diversity and equal opportunities		
● Negative impact	Lack of diversity and inclusion challenges	S1.IRO#5

— Description of impacts, risks and opportunities [SBM-3]

Social dialogue

● Financial risk: Management and consequences of internal conflicts [S1.IRO#1]

If RTE were unable to organise quality social dialogue, this could lead to a deterioration of the social climate. Indeed, a deterioration in the social climate could lead to reduced commitment on the part of employees or increased absenteeism. In addition, in a company such as the one at hand, in which the trade unions have historically been important, poor social dialogue, and therefore a negative social climate, can generate conflicts resulting in strikes. However, like any provider of public services, RTE is required to guarantee the continuity and quality of this service. It is therefore essential to guarantee high-quality social dialogue so that any deterioration of the public service or disruption of activity is avoided.

In the event of a labour dispute, every effort is made to maintain social dialogue, which has always been maintained with the trade unions. For example, during the dispute over the pension reform, some trade unions refused to sit on the employee representative bodies if they were scheduled on a strike day. When the trade unions unanimously requested that some employee representative body meetings be rescheduled, they were sometimes satisfied, when this was materially possible, so that

they could still be held. The bilateral meetings (at least the monthly bilateral meetings at the national level) have always been maintained.

In the context of a labour dispute due to a situation specific to RTE, bilateral meetings or, as the case may be, inter-union meetings may take place to discuss the situation, the issues and the position of management. Depending on the case, but not automatically, negotiations may be opened.

In any event, as RTE performs a public service mission, it must, in this respect, fully apply the principle of continuity. Mechanisms are implemented to guarantee business continuity in the event of a strike, with certain employees being legally obliged to work, which may lead to additional costs.

Health and safety

● Negative impact: The industrial nature of RTE’s activities automatically involves a risk of accidents during works or operations on the infrastructure [S1.IRO#2]

The main health and safety issues are the risks weighing on RTE’s employees and service providers in their various operations on the Company’s infrastructure (substations, overhead lines, underground lines). People working on RTE’s infrastructures are exposed to various risks that can cause serious accidents (more than 60 days off work) or even prove fatal. These risks are:

- the electrical risk related to our substations and electrical connections;

- the risk of falling from our pylons and the risk of manual load handling encountered when loading and unloading equipment;
- psychosocial risks that may prevent employees and service providers from performing their duties properly or from being present to perform them.

The RTE populations most exposed to these risks are the operational maintenance teams and the service providers working on these infrastructures. It should be noted that RTE's consultants and temporary workers do not work on these infrastructures.

Skills development

- **Positive impact: Employee training part of RTE's DNA** [S1.IRO#3]

Training is part of RTE's DNA. It makes it possible to maintain employees' skills and employability, to develop employees' performance and to support their professional projects. RTE is committed to upgrading the skills of its employees to a level well above the legal requirements. RTE devotes more than 6% of its payroll to training whereas the regulatory obligation is 1%. This strong marker underlines RTE's commitment to offer all employees training courses as part of the implementation of their professional project, their adaptation to employment and their skills development, whatever their field of activity.

To support RTE's industrial transformation and organisational transformation in response to the challenges of the energy transition, the Academy supports the development of new skills in technical areas such as direct current, offshore development and maintenance, digitisation, cybersecurity, as well as cross-functional training areas such as project management.

- **Financial risk: Risk of non-renewal of skills in emerging business lines** [S1.IRO#4]

To succeed with the energy transition, RTE is developing its offshore network and must develop skills in offshore maintenance and the operation of offshore substations.

RTE must also adapt its training model in order to quickly welcome and train a growing number of new employees in professions specific to these activities.

Taking into account the age pyramid of its workforce (see Section 3.1.2 "Workforce overview") and systematising the transmission of knowledge are major challenges.

RTE anticipates new skills needs resulting from the Company's internal and external transformations and converts these needs into training, in conjunction with the business lines during various steering bodies such as the Strategic Professionalisation Orientations Assessment Committee and the Employee Professionalisation Groups, while taking into account the future recruitment volumes, to develop a skills development plan that meets the expectations of the business lines.

Diversity and equal opportunities

- **Negative impact: Lack of diversity and inclusion challenges** [S1.IRO#5]

Diversity is at the crossroads of the human and strategic issues. It is both a performance lever for the Company and a moral and social obligation to build a more equitable and inclusive environment. The challenges of workplace diversity go well beyond simple legal obligations. They touch on the very heart of the corporate culture, employee commitment, the quality of the working environment and attractiveness.

A lack of diversity and difficulties of inclusion within RTE can have a negative impact on several levels. This may limit innovation and creativity by reducing the variety of perspectives and ideas within teams. In addition, an insufficiently inclusive organisational culture can lead to decreased motivation, reduced employee engagement, and increased employee turnover. It could also harm RTE's image as an attractive and responsible employer, affecting its ability to recruit diverse talent and meet stakeholders' expectations in terms of social responsibility and fairness.

5.3.1.2 Workforce overview

— Salaried workforce [S1-6]

In a context of sustained increase in the number of employees (+4%), the tables below show that the low turnover rate favours the retention and development of the necessary skills.

At 31 December 2024 RTE's workforce was as follows:

Workforce at 31/12/2024	Female	Male	Grand total
Fixed duration	175	379	554
Unspecified duration	2,368	7,502	9,870
GRAND TOTAL	2,543	7,881	10,424

Workforce at 31/12/2023	Female	Male	Grand total
Fixed duration	170	356	526
Unspecified duration	2,226	7,273	9,499
GRAND TOTAL	2,396	7,629	10,025

At 31 December 2024, RTE's FTE workforce was broken down as follows:

FTE at 31/12/2024	Female	Male	Total
Permanent workforce	2,055	6,883	8,938
Work-study contracts and apprentices	169	362	531
FIXED-TERM CONTRACTS EXCLUDING WORK-STUDY STUDENTS	6	17	23
TOTAL	2,230	7,262	9,492

FTE at 31/12/2023	Female	Male	Total
Permanent workforce	1,905	6,613	8,518
Work-study contracts and apprentices	164	343	507
Fixed-term contracts excluding work-study students	6	13	19
TOTAL	2,075	6,969	9,044

At 31 December 2024, the number of departures and their reasons were as follows:

Reason for departure at 31/12/2024	Female	Male	Total
Death of a statutory employee	1	10	11
Resignation	14	32	46
Retirement	37	171	208
Departure to an EGI company	23	56	79
End of contract or internship for a non-statutory employee	124	208	332
Dismissal		1	1
Employer-initiated retirement		4	4
Automatic retirement (disciplinary measure)		6	6
Termination of employment contract during statutory internship	5	15	20
Termination agreement	5	8	13
GRAND TOTAL	209	511	720

Reason for departure at 31/12/2023	Female	Male	Total
Death of a statutory employee		1	1
Resignation		11	11
Retirement	14	47	61
Departure to an EGI company	8	12	20
Termination of a civil servant's contract	1		1
End of contract or internship for a non-statutory employee	100	184	284
Dismissal		3	3
Employer-initiated retirement		1	1
Termination of employment contract during statutory internship		3	3
Termination agreement		2	2
GRAND TOTAL	123	264	387

At 31 December 2024, the turnover rate among permanent employees was relatively low, at 4.01%.

The attrition rate formula is: (number of departures during the current year) / ((average of the physical workforce on permanent contracts over the year N and N-1) / 2).

- Number of departures from permanent contracts at 31/12/2024: 388;
- Workforce with permanent contracts at 31/12/2024: 9,870;
- Workforce with permanent contracts at 31/12/2023: 9,499.

— Non-salaried workforce [S1-7]

Number of employees

RTE uses temporary workers for the following reasons:

- exceptional increase in activity;
- replacement of a temporarily absent employee;
- awaiting the arrival of a permanent employee for the job.

For the year 2024, RTE used temporary employees; the average monthly number of temporary employees was 55.9 for the year 2024.

5.3.1.3 Social dialogue

— RTE's social policy

All RTE employees are hired in France and, as such, benefit at least from the protection of the French Labour Code. Statutory employees also benefit from, directly or by way of substitution, the protection of the national statute for electricity and gas industries.

As such, RTE must comply with international and European Human rights texts. In addition, thanks to its status, no risk of forced labour, child labour or any other measures that do not respect the rights of employees can be observed within RTE.

RTE's social policy is reflected in company decisions and company agreements as well as in agreements concerning the Electricity and Gas Industries business unit.

It concerns all its employees.

The social policy of the Electricity and Gas Industries (EGI) sector, as defined in the 2021-2025 social

dialogue agreement of 4 February 2021, aims to promote a working environment that is "fair and adapted to the changes in the sector".

Within RTE, the social policy is based on a multitude of texts, including the status of the Electricity and Gas Industries (EGI) sector, collective agreements signed by the social partners, as well as company policies signed by a member of the Executive Board.

The key elements of this policy are as follows:

1. **Employment and working conditions:** The business unit defines working conditions applicable to all companies in the sector, taking into account the specificities of EGI companies. It also aims to regulate the competition between the companies and to guarantee a good level of collective guarantees for employees;
2. **Social dialogue:** The agreement sets up a structured organisation for social dialogue, including the permanent joint negotiation and interpretation committee (*commission permanente paritaire de la négociation et d'interprétation* - CPPNI), in charge of collective bargaining and interpretation of the agreements. It also ensures that fair and open social dialogue is maintained;
3. **Social protection and inclusion:** The business unit focuses on the social protection of employees, social and family benefits, as well as the fight against discrimination, the promotion of equality and the inclusion of people with disabilities;
4. **Skills development:** Training, skills development and work-study programmes are priorities, with initiatives for employment and the upgrading of workers' skills to meet the needs of the sector;
5. **Occupational health:** The prevention of occupational risks and support for the health of employees is a central component of the policy, with the aim of protecting and promoting the well-being of employees;
6. **Social responsibility:** By integrating societal and environmental issues, the EGI sector includes social responsibility in its work and encourages cooperation with other sectors and public authorities to improve the overall social impact.

RTE's social policy is therefore part of this framework. It should be noted that social dialogue is only one component of the social policy, whose field/scope is much broader.

It mainly covers the following topics: working conditions, work organisation, compensation, professional career path, training, diversity, sustainable mobility. Some of these issues are the subject of company decisions, others are the result of agreements signed with trade unions (18 agreements signed with social partners in 2024).

These agreements make it possible, in particular, to reconcile quality of life at work, to increase diversity within the Company, to offer rich and varied careers to all its employees while enabling RTE to strengthen its performance to face the challenges that it must meet as a major player in the energy transition.

This social policy is supported by significant resources (mandates, time credit schemes), exceeding the legal provisions, that aim to enable union representatives to actively participate in social dialogue and collective bargaining within the Company at the national and local level.

Resources allocated to social dialogue

The operating expenses (opex) associated with social dialogue make it possible to support the functioning of the representative bodies, to organise awareness-raising and training actions to support the transformations, and to guarantee a balanced and fair working environment. These actions aim to enhance employee involvement and ensure responsible management of professional transitions, while contributing to the Company’s overall performance.

Resources allocated to the social dialogue action plan	Unit	2024	
		Capex	Opex
Actions to promote social dialogue	€m	-	0.7

— Processes for engaging with own workforce and workers’ representatives about negative impacts [S1-2]

Within RTE, several channels have been set up to enable managers to better take into account employees’ expectations. These channels are diverse and serve various purposes. They rely in particular on surveys to create an area of expression necessary for the construction of the social survey, for the implementation of one-off projects or to obtain the Great Place to Work label. These channels are also based on daily managerial exchanges, on the presence of diversity officers in each division, and on a strong presence of the trade unions which ensure the link between employees and management through the employee representative bodies.

In addition, these employee representative bodies, which govern the social dialogue, will be further developed below.

In 2019, RTE signed a social dialogue agreement with the trade unions which sets out the procedures for organising this dialogue within the Group. The social dialogue is organised as follows:

Employee representative bodies

Central Social and Economic Committee

In principle, the Central Social and Economic Committee (CSEC) must hold 11 ordinary meetings per year. The Social Dialogue Agreement stipulates that at least four annual meetings must deal, in whole or in part, with health, safety and working conditions.

The meetings of the CSEC may be preceded by a preparatory meeting of four hours in which the members of the body may participate.

Central Health, Safety and Working Conditions Commission

The Central Health, Safety and Working Conditions Commission (CHSWCC) is a forum for discussion and prior coordination on health, safety and working conditions. It meets at least four times a year before each CSEC meeting devoted to its responsibilities in terms of health, safety and working conditions. The meetings of the CHSWCC may also be preceded by preparatory meetings to which its members are invited.

The CHSWCC assists the CSEC in the areas of health, safety and working conditions, analyses occupational risks and working conditions in order to inform the

CSEC, contributes to employee safety, promotion and the prevention of occupational risks, encourages all useful initiatives, in particular actions to prevent moral and sexual harassment, suggests all measures to improve health and safety at work, and cooperates with prevention players in terms of hygiene and security.

In addition, an HSWCC mission has been created and is also a place for discussion, coordination and prior consultation.

In particular, it contributes to the review, prior to national decisions, of all draft internal regulations and safety instructions of national scope. It studies simplifications of or changes to the regulations and instructions in force nationwide. It examines the safety dashboard and the reports relating to network equipment from a health and safety perspective.

Four Social and Economic Committees

These Social and Economic Committees (SEC) are organised at the level of RTE's establishments: maintenance establishment, Development & Engineering establishment, Operations establishment, and Central Functions establishment.

Ten establishment HSWCCs

- A Health, Safety and Working Conditions Commission (HSWCC) has been created specifically for the Development & Engineering establishment, the Operations establishment, and for the Central Functions establishment;
- With regard to the Maintenance establishment, one HSWCC has been created at each of the seven regional centres;

- A national maintenance commission, corresponding to each of the seven regional HSWCCs, has been created at the national level. As the population of this establishment is both large and distributed throughout the country, the signatories have found it necessary to provide a forum for local dialogue.

Other local dialogue bodies

Within the framework of its agreement on social dialogue, RTE has set up several local social dialogue bodies. At the regional and inter-business level, "site life" meetings enable management and trade unions to discuss specific issues at least four times a year.

Alongside the elected members of the SECs, RTE has 16 sector trade union representatives and 92 regional trade union representatives.

The organisation put in place aims to promote quality social dialogue at all levels of the Company.

In addition to the delegation hours, RTE's social dialogue agreement provides for an additional amount of contractual secondments of 75,000 hours distributed among the trade unions in proportion to their results in the professional elections.

Negotiations

In 2024, 18 agreements were signed within RTE thanks to a particularly sustained pace of negotiations.

Wage measures agreement in 2025	23/12/2024
APPENDIX No. 5: Lille Equipment Supervision Department (Lille ESD) revising Amendment No. 3 to the agreement of 15 March 2007 on the organisation of working time at RTE, signed on 29 March 2021	26/11/2024
APPENDIX No. 6: Lyon Equipment Supervision Department (Lyon ESD) revising Amendment No. 3 to the agreement of 15 March 2007 on the organisation of working time at RTE, signed on 29 March 2021	26/11/2024
APPENDIX No. 5: Marseille Equipment Supervision Department (Marseille ESD) revising Amendment No. 3 to the agreement of 15 March 2007 on the organisation of working time at RTE, signed on 29 March 2021	26/11/2024
Agreement on the payment of the remainder of the exceptional bonus	30/10/2024
Amendment No. 1 to the company agreement of 13 July 2011 on the classification and employment structures within RTE	10/10/2024
Recognition agreement	10/10/2024
Amendment No. 2 to the agreement of 29 July 2022 on the Sustainable Mobility Package applicable within RTE	08/07/2024
Agreement on the matching rules concerning profit-sharing payments for RTE's employees to the EDF Group's Group Savings Plan (<i>Plan d'épargne groupe</i> - PEG) and Collective Pension Savings Plan (<i>Plan d'épargne retraite collective</i> - PERCO) for the 2025 financial year	28/06/2024
RTE profit-sharing agreement for 2024	28/06/2024
Amendment No. 1 to the RTE gender equality agreement of 20 July 2020	28/06/2024
Amendment No. 2 revising Appendix 1 of the agreement on the organisation of working time at the Development & Engineering establishment	13/06/2024
Agreement on the organisation of working time for the Supply-Demand Balance activities of the Operations establishment	06/06/2024
APPENDIX No. 3: Toulouse Equipment Supervision Department (Toulouse ESD) revising Amendment No. 3 to the agreement of 15 March 2007 on the organisation of working time at RTE, signed on 29 March 2021	25/04/2024
APPENDIX No. 4: Nantes Equipment Supervision Department (Nantes ESD) revising Amendment No. 3 to the agreement of 15 March 2007 on the organisation of working time at RTE, signed on 29 March 2021	25/04/2024
Agreement on the conditions of access and use of information and communication technologies by trade unions and employee representatives within RTE	04/04/2024
Amendment no. 17 of 13 February 2015 relating to the agreement on the organisation of working time within the Central Functions establishment	27/02/2024
Amendment No. 1 to the agreement of 18 June 2019 on social dialogue and employee representation within RTE: change in the number of RTE Local Representatives	29/01/2024

In conclusion: Several hundred hours are devoted every month to social dialogue, at all levels of the Company. More than 170 employees are 100% dedicated to trade union activity. The social dialogue is guided and organised by 28 employees of the HR Division, 10 are entirely dedicated to labour relations. These substantial resources enable the social dialogue to be particularly active and rich.

As a result, over the last three years fundamental agreements for the company have been signed. They will enable the Group to gradually transform itself in order to face the challenges related to the implementation of the energy transition under the best possible conditions.

— Procedures to remediate negative impacts and channels for own workforce to raise concerns [S1-3]

Each year, RTE invites all employees to respond to an internal survey, the results of which are shared with the entire management line and with employees. They make it possible to identify the impacts of strategic decisions on employees and to implement appropriate responses, if necessary.

Any problems and concerns may arise from issues related to working conditions.

Impacts likely to result from reorganisations

RTE has set up an internal methodology to support change. This methodology is managed and supported by the Transformation Support Network (*accompagnement des transformations* - ACT) network. It is led by a team that is 100% dedicated to this activity, in charge of supporting all project leaders.

Every year, more than a 100 project directors, project managers and contributors to various projects are trained in this methodology focused on four activities: observe, define, support and measure.

Impacts on working conditions

Several mechanisms for identifying and remedying potential negative impacts have been put in place.

Procedure for reporting psychosocial risks

In 2018, RTE set up a procedure for reporting psychosocial risks (PSR).

The system for reporting PSR to RTE is a set of players to which employees can turn to work together to handle difficulties: management, the occupational health service, quality of life at work officers, employee representatives, in particular the members of the HSWCCs, sexual harassment and sexist acts officers, prevention officers, social workers, first-aiders at work, or a trusted colleague. The system is intended for all RTE employees and its service providers.

The report can be made by the employee or by any employee who believes he or she has identified one or more colleagues in difficulty in connection with the professional context. The report by a colleague must be sufficiently precise (team and employee(s) concerned) and factual (facts observed) to be taken into account.

Concerning a report for harassment (moral, sexual or sexist behaviour), the witness must be a direct witness of the situation for the report to be taken into account.

To submit the report, the employee can turn to the actors of the system mentioned above or use the whistleblowing platform and thus remain anonymous. This system enables the employees of RTE and its subsidiaries, as well as external employees (temporary staff, employees of a service provider, etc.) or occasional employees (fixed-term contracts, apprentices, interns, etc.), to submit an alert. This concerns in particular events involving moral or sexual harassment, sexist acts and discrimination, which are considered as crimes and offences.

Whistleblowing system

A whistleblowing system, set up in application of the Sapin 2 law, enables the employees of RTE and its subsidiaries, as well as external employees (temporary staff, employees of a service provider, etc.) or occasional employees (fixed-term contracts, apprentices, interns, etc.), to submit an alert of breach of RTE's anti-corruption code of conduct, crimes, offences or serious threats to the public interest. This includes, among others, acts of fraud, discrimination, moral or sexual harassment, and sexist behaviour, as well as risks related to the vigilance plan established by RTE.

Whistleblowers benefit from strict confidentiality and protection when they meet the conditions provided for by the French Labour Code, *i.e.* if they act disinterestedly and in good faith and have personal knowledge of the facts.

The Sapin 2 officer is the recipient of the reports received and is responsible for following up on them.

— Indicators on serious Human rights cases, complaints and impacts [S1-17]

Operating in France, no serious Human rights incident (forced labour, human trafficking or child labour) is to be recorded at RTE, nor any fine or penalty for a serious incident in terms of Human rights.

RTE has not recorded any judicial convictions for discrimination, for any reason, or for harassment (moral or sexual) during the 2024 financial year.

— Coverage of collective bargaining and social dialogue [S1-8]

All RTE employees are covered by employee representatives. The agreements signed cover the employees of one or more establishments or those of all establishments.

— Objectives in terms of social dialogue

RTE has not set quantitative targets in terms of social dialogue.

On the one hand, RTE complies with the obligations of the French Labour Code and the EGI status, and, on the other hand, RTE defines a social agenda with its social partners every year (consultation or negotiation) on various topics.

5.3.1.4 Skills development and talent management

— Policies related to skills management and development [S1-1]

To face the challenges related to the energy transition and the growth of the associated workforce, RTE has launched an ambitious forward-looking approach based on two time horizons:

- i) over 10 years through the ten-year employment and skills plan (*Schéma décennal emploi et compétence* - SDEC) for the entire Company;
- ii) over 3-5 years through a forward-looking vision of employment and skills (*Vision prévisionnelle emploi et compétence* - VPEC) at the level of the divisions.

The SDEC was developed jointly by the HR division and the strategy and economic performance division, with the support of the performance accounting and management division and the network project owner. It is based on the work of the ten-year network development plan (*Schéma décennal de développement du réseau* - SDDR). It is intended to be drawn up every four years when the public electricity transmission system user tariffs (*Tarifs d'utilisation du réseau public de transport d'électricité* - TURPE) are determined, and updated at mid-term.

It will be submitted to the national mobility body for approval and will serve as a guide to determine HR guidelines (mobility, professionalisation, recruitment, etc.).

The VPEC approach was the subject of an application note. It defines the principles of this approach, its various time horizons, the methodology, the associated deliverables as well as the interfaces with the HR bodies dealing with mobility and professionalisation.

This method was initiated with the Interconnections and Offshore Network Engineering Division in 2023 and with the Operations Division since the summer of 2024. It is intended to be carried out with all of RTE's divisions. It will be subject to joint approval by the business line division and the HR Division. It aims to be an entry point for the business line commissions.

Skills development plan

In addition to RTE's industrial transformations (new direct current technologies, offshore, digitisation, etc.) and organisational transformations (creation of equipment supervision rooms, the interconnections and offshore network engineering division, etc.), the strong growth in RTE's activities, driven by the implementation of industrial programmes, poses two challenges:

- the volume of human resources required, in a context of a tight labour market and labour shortage, in particular by activating the levers of attractiveness, recruitment and employee loyalty;
- the new skills to be developed in technical areas such as direct current, offshore development and maintenance, digitisation, cybersecurity, and also in more cross-functional areas such as project management and social skills that are also becoming necessary conditions for success.

The 2024-2026 training guidelines are validated by the HR Committee and submitted to the Central Social and Economic Committee for an opinion. They take these elements into account and focus on the following areas of skills development:

- the concept of “operability”, given the increase in network studies: designing electricity installations that are sustainably operable as regards management of the electricity grid;
- technical engineering skills in the fields of undersea power lines, offshore substations and direct-current substations;
- the fundamentals of project management;
- managerial skills;
- individual behavioural skills;
- adapting the available professionalisation training concerning consultation when new electricity facilities are created or existing ones are replaced;
- building IT skills: system development, architecture and planning, cyber-security, telecommunications, infrastructure;
- specialist maintenance skills, notably for high-voltage work, metal-enclosed substations, underground lines, offshore underground lines, AC/DC converter stations, static VAR compensators, marine environments;
- data science and statistics for asset management, with skills in ecodesign, the circular economy, the environment and Artificial Intelligence.

In addition, special attention was paid to the **Company’s attractiveness**. In this context, actions have been carried out to:

- have a national set of practices and tools dedicated to **school relations** in order to develop and maintain the reputation of the Company among students whose training corresponds to our current and future recruitment needs;
- strengthen the **attractiveness of hiring to develop our sourcing**;

- improve the efficiency of our **recruitment processes**;
- strengthen and coordinate the effectiveness of **employee integration into the Company via a redesigned onboarding system**;
- strengthen the **professionalisation of recruitment players** to have a strong and efficient function.

— **Action plans, outcomes, targets on skills development and talent management**
[S1-4, S1-13]

The skills development plan (SDP) is developed by the RTE Academy in collaboration with the business pilots with regard to the orientations and skills necessary for their area of training. The SDP is then validated by the HR Committee and submitted for consultation to the four establishments’ SECs and to the CSEC for RTE as a whole.

Action #1 - Meet investment challenges with the creation of a “Project Management” function

RTE’s project management challenges relate to ensuring the growth of our capex and the control of the future portfolio of projects, in particular with regard to the doubling of investments by 2026 to meet the challenges of the transition to carbon neutrality.

With this in mind, an initiative around an employee professionalisation group on the theme of project management was launched. This approach focuses on three activities:

- In 2024, this course was supplemented by two new training courses: “Animate a Project Review”, for project managers, and “Control project deadlines with MS Project”;
- the achievement, as part of the skills project, of the forward-looking vision of employment and skills, and the implementation of the project management skills framework based on the international standard;

- the deployment of the project management employment structure.

In total, more than 740 employees benefited from the new training offer dedicated to “project management” in 2024.

Action #2 - Anticipate the professionalisation of employees facing new activities

To meet this objective, the Academy anticipates the professionalisation of employees facing new activities (offshore, HVDC, etc.). The operators of the Nantes PMSASI, currently the only team working on offshore substations, follow the specific offshore safety

training course (GWO); and the employees of the equipment supervision department (ESD) in Nancy will follow the dedicated training course for the first time in 2024.

In total, in 2024 more than 457,000 hours of training were delivered to support employees in the acquisition of new skills.

Average number of hours of training (carried out in person, in e-learning, in virtual classes or in professional situations) per employee and by gender: Total number of training hours by gender / by total physical RTE workforce by gender (excluding AFC) at 31/12/2024.

	Men	Women	Total RTE
2024	49.30 hours	30.85 hours	44.77 hours

Note: 80% of women benefited from at least one training course in 2024.

Training indicators	2022	2023	2024
Total hours of training (in thousands)	379	397	457
Average hours of training per employee	40	41	44.77
Training budget as % of total payroll	6.3%	5.9%	6.1%

Percentage of employees having participated in regular performance⁽¹⁾ and career development reviews, disaggregated by gender: Number and proportion of performance appraisals per employee and number of appraisals in proportion to the number of appraisals agreed by management.

97.8% of the professional interviews are approved by the employees (see breakdown by gender below).

Professional interviews	Rate
Female	97.3%
Male	98.0%
GRAND TOTAL	97.8%

Target: all employees must meet with their manager, except in special circumstances (long absence, etc.).

(1) In accordance with the definition provided in the ESRS: A regular performance appraisal is defined as a review based on criteria known to the employee and his or her superior, carried out with the knowledge of the employee at least once a year. The appraisal may include an appraisal by the worker’s direct supervisor, peers or a larger group of employees. The appraisal may also involve the Human Resources Division.

Action #3 - Develop managerial skills

In a context of multiple internal and external transformations, the role of the manager is more than ever to integrate complexity and make it accessible and intelligible to employees, to enable them to adapt, project themselves and develop professionally.

• A redesigned managerial training offer

Trusting, fostering autonomy, developing listening skills and boosting the collective... are all actions or skills that are essential for a manager's job today and even more so tomorrow. To this end, support is provided to managers. They benefit from a basic training course on management fundamentals, and more targeted training to enable them to deepen certain aspects such as the development of emotional intelligence, conflict prevention and team management in hybrid mode, etc.

This offer was completely overhauled in 2024. Managers now have access to a basic curriculum with a common core consisting of two complementary training courses: LEADER-I "Discover the stakes and challenges of management" and in addition, depending on their level of responsibility: LEADER-MDP "Succeed with your team", LEADER-MDM "Make your teams succeed" or LEADER-ADJ "Build a high-performance team leader".

In 2024, more than 470 managers benefited from at least one LEADER programme.

• Managerial support beyond training

In addition, the support offer for managers (besides training) continues to be developed (individual coaching, collective coaching, mentoring, etc.), particularly as part of the "Campus managers" initiative, which has offered a dedicated space on the Campus Transfo site and inspirational opening conferences since 2024.

Action #4 - Reinforcing the Company's appeal and have competent and scalable human resources with the "Skills Project"

The purpose of the Skills Project, launched in early 2023, is to give RTE sufficient human resources with the competence and adaptability to cope with future developments. The project is structured around three main areas managed by the HR Division:

- better management of skills in the Company: work is underway to have a revised and simplified skills framework (according to principles defined at the level of the Company), and to have a forward-looking vision of employment and skills which will make it possible to define the job and skills needs of the business lines over a period of 3-5 years and to set up appropriate training, recruitment and mobility actions. An action plan has been launched to develop the guidelines by area of expertise with different deadlines. The review of all the benchmarks is expected to be completed in 2025;
- facilitate access to training for all employees with registration procedures that changed in September 2024 to reduce the time needed to access training courses;
- attracting and training new profiles with four new RTE courses open to students with French Bac+2 to Bac+5 degrees, and two new RTE courses open to people looking for work, in partnership with France Travail, or in retraining. These new systems: Master, Bachelor and POE, will begin in 2025.

• Resources allocated to training

RTE's operating expenditure on training aims to develop cutting-edge technical expertise, promote the adoption of sustainable practices, and promote internal mobility and employability. These efforts are also part of a process of supporting young talents and integrating new employees, guaranteeing the effective transmission of knowledge and know-how.

Resources allocated to the skills development and talent management action plan	Unit	2024	
		Capex	Opex
Implementation of training action plans	€m	-	74.7

5.3.1.5 Diversity, equal opportunities and inclusion

— Policies related to diversity, inclusion and professional equality [S1-1]

RTE’s actions in terms of diversity contribute to one of the 13 areas of the Company’s CSR policy and are divided between several aspects: professional equality between women and men, disability, and, more broadly, “intercultural”, which covers the other diversity and inclusion criteria.

A company ambition

In addition to its legal obligations in terms of preventing discrimination and promoting diversity, RTE wishes to uphold the values of a society that is evolving (technological, sociological, generational changes) and thus fulfil its Corporate Social Responsibility by defining a new social contract with employees, based on commitment and motivation.

By guaranteeing the principles of equality, RTE affirms its ambition in terms of equal opportunities, inclusion and non-discrimination with regard to all its stakeholders (internal and external), a source of quality life at work and attractiveness, and a lever for the Company’s sustainable performance.

— Action plans, results and targets on gender equality [S1-4, S1-16]

Action #1 - Continuing an ambitious policy for gender equality at work

For several years, RTE has been affirming its commitment to respecting gender equality in the workplace.

In 2024, RTE extended the 2020 agreement on professional equality and gender balance, which was scheduled to end on 30 June 2024, by means of an amendment applicable until 31 March 2025. Negotiations for a new agreement in line with its previous agreements began in October 2024.

This agreement provides for a regular increase in the percentage of women (23.5% at the end of June 2024). The new agreement will define the rates over the coming years.

RTE has continued to make progress in applying this agreement through the continuation of actions initiated by the network of diversity officers and the RTE Gender Network. Among the flagship actions, one can mention: the production of podcasts giving a voice to employees, awareness-raising on sexism or stereotypes in the form of comics, conferences on leadership and women’s rights, and presentations to girls in middle schools.

Percentage of women in the Company

Scope		Number of men	Number of women	Percentage of women in 2024	Percentage of women in 2023
All RTE employees	Permanent and fixed-term contracts	7,881	2,543	24.4%	23.9%
Statutory employees	Employees with EGI status	7,426	2,350	24%	23.5%
Governing bodies (Executive Committee) ⁽¹⁾	Members of the Executive Board + Managing Directors of Divisions (within the meaning of Article L. 23-12-1 of the French Commercial Code - Rixain Law)	9	6	40%	42.8%
Senior executives ⁽²⁾	Within the meaning of Article L. 3111-2 of the French Labour Code - Rixain Law	22	10	31.3%	27.7%
Top management	Senior management	316	136	30.1%	26.9%
Local management	Team managers	217	66	23.3%	21.6%

(1) The notion of governing body.

The law creates a new article in the French Commercial Code: Article L. 23-12-1, inserted in a new Chapter XII "Diversity in the management bodies of commercial companies" (Title III of Book II), which defines the governing body as "anybody set up within the company, by any act or practice, to regularly assist the bodies responsible for general management in the performance of their duties".

(2) The notion of "senior executive".

As a reminder, senior executives are "employees who are entrusted with responsibilities whose importance requires a great deal of independence in the organisation of their time, who are empowered to make decisions largely independently and who receive compensation at the highest levels of the compensation systems applied in their company or establishment" (Art. L. 3111-2 of the French Labour Code).

• The difference between the average level of compensation of men and women in %

This difference is calculated solely on the hourly rate, *i.e.* the main compensation excluding bonuses. The calculation formula applied is as follows:

$$\frac{\text{Total annual pay for the highest-paid person in the company}}{\text{The median level of total annual pay (excluding the highest-paid employee)}}$$

- The average hourly rate for men is €27.39;
- The average hourly rate for women is €29.44;
- The hourly pay gap between men and women is -7.5% for men.

This difference is due to a structural effect, as illustrated in the previous table on the number of women in the workforce by scope.

This difference varies from one division to another. For example, in Maintenance, jobs in the lowest positions (technicians) are very "male-dominated", dragging down the overall average compensation of men.

• Objectives in terms of gender compensation equality

RTE ensures gender balance in each segment of the population and ensures that pay increases are fair.

• **Ratio of the total annual compensation of the Company's highest-paid employee to the median total compensation of all employees**

The calculation of the ratio includes all employees on open-ended contracts and takes into account all compensation: base salary, variable compensation, profit-sharing (including employer contributions) and benefits in kind.

The calculation formula applied is as follows:

$$\frac{(\text{Average gross hourly pay for men} - \text{Average gross hourly pay for women}) \times 100}{\text{Average gross hourly pay for men}}$$

Highest salary	€417,838
Median of employees	€58,795
Ratio	7.1

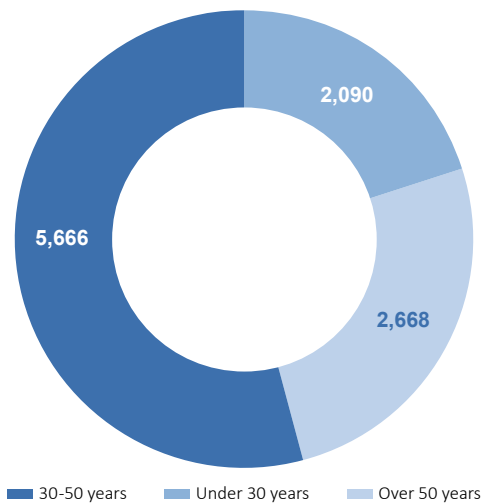
The ratio stands at 7.1.

• **Objectives**

RTE has not set a target for this ratio, given the very low level of this ratio compared to the standard of other companies.

— **Action plans and results on diversity and inclusion [S1-9, S1-12]**

Breakdown of the workforce by age group as of 31/12/2024



Action #1 - Inclusive integration of all forms of diversity

In 2024, RTE carried out various awareness-raising and communication actions for all employees on the three aspects of the diversity policy *via* the distribution of a quarterly newsletter, the organisation of three conferences (proposed topics: inclusion of LGBT+ people at work, racism at work and disabling diseases), the organisation of an inclusion self-assessment, and the continued deployment of the *Cap Diversité* game in the teams.

In order to strengthen the prevention and alert system against discrimination, awareness-raising actions were continued in 2024 with managers and employees, in particular the deployment of a two-part communication campaign on gender-based, sexual and moral violence at work (poster campaign + video speeches by RTE executives). RTE has also expanded its training catalogue by offering new training courses for managers on the theme of diversity and on "How to prevent and respond to gender-based and sexual violence at work and moral harassment".

Action #2 - Continuing the proactive policy in favour of people with disabilities

In line with its previous commitments, in December 2023 RTE began negotiating its seventh agreement to promote the integration, retention and development of disabled workers.

RTE therefore defined a company-wide disability policy, applicable from 1 July 2024, with retroactive effect from 1 January 2024.

The purpose of this disability policy is to continue the

Recruitment and reception of people with disabilities:

	Annual targets (defined by the 2024 disability policy)	At 31 December 2024
Employees hired (statutory recruitment, arrival of EGI personnel, reception of work-study students)	20	22
Interns	30	11

Percentage of employees with disabilities broken down by gender

Percentage of employees with disabilities at 31 December 2024: 4.2%

433 RTE employees / physical workforce at 31 December 2024 (10,024 employees)

This rate of 4.2% is not representative of the direct employment rate calculated as part of the mandatory declaration of employment of disabled workers (*Déclaration obligatoire d'emploi des travailleurs handicapés - DOETH*) and subject to the regulations issued by the French Unions for Collection of Social Security and Family Benefit Contributions (*Unions de recouvrement des cotisations de sécurité sociale et d'allocations familiales - URSSAF*) (5.52% in 2023).

The direct employment rate is calculated based on various elements:

- the average annual workforce subject to the DOETH calculated and transmitted by the URSSAF in March;

inclusion of people with disabilities at RTE by implementing compensation and support schemes that enable everyone to have a fair career path.

Core objectives defined in the 2024 disability policy

In 2024, RTE's management set the objective of achieving an employment rate of at least 6% of employees with disabilities as soon as possible:

At the end of 2023, 5.52% of RTE's employees were disabled (5.47% at the end of 2022).

- the average annual number of beneficiaries of the obligation to employ disabled workers (*Bénéficiaires de l'obligation d'emploi des travailleurs handicapés - BOETH*), which takes into account the time of presence in the year, the duration of the recognition of the disability, and the working time, and is increased according to age.

Resources allocated to diversity and inclusion

RTE is committed to promoting diversity and inclusion in its activities, recognising their essential role in the Company's social and economic performance. Diversity, as a strategic lever, is integrated into investments and operating expenses to support concrete initiatives in favour of equal opportunities, inclusion and representativeness.

These efforts aim in particular to promote the attractiveness of the technical professions among a variety of audiences, to guarantee fair conditions for all employees, and to raise awareness among all stakeholders of the importance of an inclusive corporate culture.

Resources allocated to the diversity and equal opportunities action plan	Unit	2024	
		Capex	Opex
Implementation of diversity action plans (disability, intercultural, other)	€m	0.1	0.513

5.3.1.6 Health and safety of employees, suppliers and third parties

— Policies related to the safety of employees, suppliers and third parties [S1-1]

RTE’s Health, Safety, Quality of Life at Work policy has been established for the period from 2022 to 2024. This year is the last year of implementation of this policy. This policy applies to all RTE employees, temporary workers, service providers and consultants. It defines occupational health as a component that encompasses safety and quality of life at work. Since 2022, this policy has been co-developed in a working group including one representative for every RTE division. Upstream of each working group session, the representative works with his or her management.

This policy has three components:

- the first concerns the development of a common Health-Safety-Quality of Life culture at work highlighting the need to work on the attitude of managers, project managers and project managers in terms of safety leadership. The objective is to improve the exchanges with our employees and service providers in charge of work on our infrastructures, to report safety events that may occur before they degenerate into accidents, and to work with the employees in charge of the maintenance of our infrastructures to build appropriate benchmarks;
- the second component focuses on the prevention of serious and fatal accidents that may occur during the activities of employees, temporary workers, service providers and consultants on our infrastructures. This component requires working on the most significant risks according to the activities carried out;
- the third component shows RTE’s desire to target health in the workplace by developing our approaches to psychosocial risks, the prevention of addictive behaviours, musculoskeletal disorders and cardiovascular risk. These are risks that generate absenteeism.

The four RTE establishments are responsible for deploying this policy, in conjunction with the Health, Safety and Quality of Life at Work Division.

RTE’s service providers are aware of the policy and participate in its construction through exchanges (formal and informal) and seminars organised by their respective managers.

RTE has set itself the target of reducing the number of work-related accidents entailing sick leave for RTE employees and service providers. In order to monitor changes in the number of employees and service providers, the target is not set directly on the number of work-related accidents entailing sick leave but on the frequency rate, which is monitored for both employees and service providers.

The frequency rate of work-related accidents entailing sick leave is calculated according to the following formula: number of work-related accidents (by employees or service providers, excluding commuting) entailing sick leave * 1,000,000 / number of hours worked by employees or service providers.

RTE also monitors the lost time incident rate (LTIR) indicator, a preventive safety indicator that relates the number of accidents related to work activity with lost time to the number of hours worked. Only accidents at work entailing sick leave are included; accidents while commuting are not included.

The following events are also excluded from the LTIR (even when they relate to accidents at work entailing sick leave):

- sudden illness at work that is unrelated to the work being done;
- accidents at work entailing sick leave subject to reservations (without prejudice to the opinion of the social security body CPAM);
- accidents at work entailing sick leave that happen to employees on work-study contracts at their school;
- accidents at work entailing sick leave that happen during social events, while taking part in sports or other events (unless on the employer’s instruction).

RTE also monitors the number of days lost due to work-related accidents entailing sick leave using the severity rate: number of days lost * 1,000,000 / number of hours worked.

The service providers concerned by these objectives are the service providers under contract with the Maintenance Division, the Development and Engineering Division, the Interconnection and Offshore Network Engineering Division and the Real Estate and Logistics Division.

— Action plans and results related to the safety of employees, suppliers and third parties [S1-4, S1-14]

The action plan associated with the Health, Safety and Quality of Life at Work policy is the safety management programme (SMP). This SMP made it possible to:

- carry out measures to prevent addictive behaviour with the creation of a national roadmap bringing together the actions to be deployed for employees at the end of 2024 and during 2025;
- work on a musculoskeletal disorders approach.

In addition, other initiatives were launched in 2024:

- the implementation of actions between the divisions around the issue of electrical risk. Indeed, several accidents at work with lost time affected RTE employees and service providers during the first half of 2024;
- work was launched in early 2024 with the Maintenance Division on the management of chemical products at RTE and the National Network Expertise Centre.

At the same time, other actions were carried out in terms of quality of life at work and health. Thus, in 2024, the single document for occupational risk assessment (*Document unique d'évaluation des risques professionnels* - DUERP), bringing together the analyses of the 2024 edition of the occupational risk assessments, was able to include, for the first time, the summary of the results of the psychosocial risk assessments carried out in 2023 in several groups (team or several employees having the same job in several different teams). These elements make it possible to identify preventive actions to prevent problems from occurring or recurring.

Lastly, in terms of health, RTE has begun to work on the internalisation of its occupational physicians. To date, not all of them are RTE employees, limiting the optimal deployment of the Company's health initiatives. This internalisation process, which is expected to be completed in 2026, will enable better coordination of our prevention actions with RTE employees.

In terms of health, RTE has implemented the Law of 2 August 2021⁽¹⁾ by prioritising the spirit of prevention and by adapting new visit programmes (mid-career visits, pre-resumption visit after sick leave, etc.) which enable better monitoring of the health of employees. This implementation has been brought to the attention of managers. In addition, as in 2023, the delegated physicians were able to present the results of the 2022-2023 health- and employment-related developments and relations report (*Évolutions et Relations Santé Travail - EVREST*) to RTE's employees.

(1) The Law of 2 August 2021 was enacted to "Strengthen prevention within companies and decompartmentalise public health and occupational health". The points concerning RTE are the prevention of professional exclusion through the modification of the risk prevention approach with the creation of new visits for employees and the reorganisation of the Occupational Health Service which becomes the Prevention and Occupational Health Service.

The previous actions were supplemented by RTE’s Focus 2024. Focuses are actions initiated at the level of the Executive Committee, deployed throughout the Company and monitored through Group indicators. The actions and results in terms of health, safety and quality of life at work are:

Action	Result
Have 100% of the RTE employees who arrived no later than 1 September 2024 complete the mandatory safety e-learning courses.	81% of employees have completed these e-learning courses
Have 80% of the RTE employees who arrived no later than 1 September 2024 complete the introduction to emergency procedures (<i>Initiation aux gestes d’urgences</i> - IGU) or workplace first-aid worker (<i>Sauveteur secouriste du travail</i> - SST) training.	87% of employees have completed these training courses
Systematise the analysis of events (accidents, near misses, dangerous situations) involving RTE employees and service providers: 100% of events give rise to an analysis, via a Rapid Analysis Form (<i>Fiche d’analyse rapide</i> - FAR) or by a managerial interview depending on the decision of the Feedback from Experience (<i>Retour d’Expérience</i> - REX) mission, within two months of the employee’s return or the REX mission’s decision.	86% of the analyses and interviews were completed on time.
100% of the illnesses lead to an interview with occupational medicine.	70% of the interviews were completed

Lastly, an inter-division working group led by the Health, Safety and Quality of Life at Work Division has produced the future #SantéRTE policy, which will be implemented from 1 January 2025. This policy will apply to all RTE employees as well as to temporary workers, service providers and consultants.

100% of the workforce is covered by the health and safety management system

Deaths related to an occupational illness:

To date, no death of an RTE employee has been attributed to an occupational illness. It should be noted that RTE only reports two to five occupational illnesses per year.

As regards temporary workers, consultants and service providers, RTE has not been informed of any death related to an occupational illness supposedly originating during the person’s contract.

Occupational accidents:

As regards RTE’s temporary workers, the following events are to be deplored:

- in 2022: one minor commuting accident and one commuting accident with lost time;
- in 2024: one commuting accident without lost time.

The FR⁽¹⁾ is therefore 0 because there were no work-related accidents entailing sick leave for the years 2022, 2023 and 2024.

As regards consultants, RTE did not record any accidents, at work or during commuting, for the years 2022, 2023 and 2024.

(1) Frequency rate (FR): all accidents with lost time * 1,000,000 / hours worked.

The work-related accidents include business travel.

	Employees			Contractors		
	2022	2023	2024	2022	2023	2024
Fatal accident	1 ⁽¹⁾	0	0	1 ⁽²⁾	1 ⁽³⁾	0
Work-related accidents entailing sick leave	72	89	80	55	66	75
Work-related accidents not entailing sick leave	70	95	87	28	22	34
Total number of work-related accidents	142	184	167	83	88	109

(1) On 23/03/2022: A pair of RTE employees was staying in a rented property while on a business trip. One of them found their colleague in bed, lifeless. Reservations were expressed when the accident declaration was made.

(2) On 09/06/2022: During a transfer to a worksite where foundations were being consolidated, the forklift truck being driven by the victim along a straight lane with no camber and a slight upward slope veered off the track for an unknown reason, and plunged down a steep slope. The truck tipped over and its descent was halted by trees. The driver was thrown from the cabin, and was found at the foot of a tree further downhill by another team who had been following him. The emergency responders were unable to resuscitate him.

(3) On 11/04/2023: While clearing vegetation prior to erection of a connecting gate, the disc blade of a (rented) strimmer being used by one of the contractors' employees broke into pieces. Some pieces were projected into the air, and one hit another operator (a temporary employee) in the groin. The foreman called the police and the emergency ambulance services, who came to the site. The temporary employee died of his wounds not long before 11.30am while he was being taken to hospital.

Frequency rate: all accidents with lost time * 1,000,000 / hours worked.

Year	2022	2023	2024 target	2024
Frequency rate of employees	5.3	6.08	5.35	5.05
Frequency rate of service providers	11.6	9.11	8.88	7.4

Lost Time Incident Rate: number of work-related accidents entailing sick leave LTIR * 1,000,000 / hours worked.

Year	2022	2023	2024 target	2024
LTIR – employees	3.02	3.3	2.81	2.27
LTIR – contractors	7.87	8.14	8.25	7

The frequency rate and LTIR of RTE's employees have been stable over the past ten years at around 5.3 and 2.9 respectively. 2024 was a satisfactory year as regards these two rates because they are below the targets set and below RTE's average. This makes it possible to consolidate the efforts made and maintain the level of involvement of all around issues related to health, safety and quality of life at work.

Severity rate: number of days lost due to work-related accidents entailing sick leave * 1,000 / hours worked.

Year	2022	2023	2024 target	2024
Severity rate employees	0.08	0.12	0.09	0.083

RTE does not have access to its service providers' number of days off work due to work-related accidents entailing sick leave.

Occupational illnesses:

Year	Number of occupational illnesses declared during the year for RTE employees	Type of occupational illness declared during the year for RTE employees
2022	1	Table 57A. Periarticular shoulder disorders
2023	1	Table 98. Lumbar spine disorders caused by manual handling of heavy loads
2024	3	Table 57 A. Left shoulder rotator cuff tendonitis Table 57 B. Epicondylar muscle insertion tendinopathy, whether or not associated with right elbow radial tunnel syndrome Excluding the table. Exhaustion

RTE is not aware of any occupational illnesses concerning its service providers, consultants and temporary workers that would be related to RTE’s infrastructures.

Resources allocated to health and safety:

RTE places the health and safety of employees, service providers and stakeholders at the heart of its corporate strategy. The investments and operating expenses allocated to these challenges reflect RTE’s commitment to guaranteeing safe working

conditions, preventing occupational risks and promoting well-being at work.

These actions cover various initiatives, such as improving infrastructure to improve safety, training teams in risk prevention, rigorous monitoring of accidents, as well as the deployment of preventive health measures. RTE strives to meet the growing expectations of stakeholders in terms of social responsibility while ensuring the continuity and resilience of its operations.

Resources allocated to the action plan on health, safety and quality of life at work

	Unit	2024	
		CapEx	OpEx
Implementation of health and safety action plans	€m	3.7	18.9

5.3.1.7 Commitment of RTE employees

Promote and encourage employees’ solidarity commitment: a commitment platform, a solidarity day, and long-term sponsorship.

A healthy and motivating work environment can have direct effects on the physical health of employees by reducing stress and encouraging healthy habits.

Since January 2023, all employees have access to the *Solidai* RTE commitment platform. At the end of October 2024, 1,984 employees had signed up.

On the platform, employees can:

- use their solidarity day to carry out skills-based sponsorship during working hours;
- undertake voluntary work;
- learn about a CSR-related topic through challenges;
- make a donation to an association.

At the end of October 2024, employees had devoted 442 hours to associations. 69% did so as volunteers and 31% as skills-based sponsors.

This “generated impact” was mainly focused on health (66%), employment and professional integration (15%), and social ties (13%).

In addition to this scheme, three long-term sponsorships were set up: a two-year secondment with the French League for the Protection of Birds (*Ligue pour la protection des oiseaux* - LPO), a RTE partner, and two end-of-career sponsorships.

Promote the ties between the Nation and the Armed Forces, and support engagement in the reserve forces

In 2019 RTE signed an agreement with the French Armed Forces Ministry to promote engagement by its employees in the military reserve forces.

In application of this agreement, a liaison officer was appointed at RTE to promote such engagement inside the Company. This person is the contact for any requests for information from RTE employees interested in the reserve forces.

5.3.2 WORKERS IN THE VALUE CHAIN [S2]

5.3.2.1 Context and challenges related to workers in the value chain

— Interests and views of stakeholders [SBM-2]

The stakeholders and modes of interaction are listed in Section 1.5 “Interests and views of stakeholders”.

— Summary table of impacts, risks and opportunities [SBM-3]

Training and skills development

● Financial risk	Risk of lack of skills in the supply chain	S2.IRO#1
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— Description of impacts, risks and opportunities [SBM-3]

Training and skills development

Financial risk: Risk of lack of skills in the supply chain - S2.IRO#1

As indicated in Section 5.1.4 “Strategy, business model and value chain”, the current context of the energy transition is leading RTE to significantly increase its investments. RTE is therefore highly dependent on a supply chain at the level of its industrial suppliers, which must be competent and qualified, to guarantee the completion of its investment projects.

The growth of the needs in the electricity sector linked to the energy transition is giving rise to tensions on the resources and skills in the supply chain of all European transmission system operators. These tensions can result in increasing difficulties in securing resources in a timely manner, as well as increasing costs due to an imbalance between supply and demand.

5.3.2.2 Policy, actions and results related to workers in the value chain

— Policy related to workers in the value chain and interaction processes for engaging with value chain workers about impacts [S2-1, S2-3]

As a principal, RTE is committed to strengthening the attractiveness of these businesses by implementing concrete actions, such as the continuous improvement of the safety conditions at its sites, in order to offer a working environment that is healthy and secure, and values its employees and encourages their commitment.

The working conditions of the employees of RTE’s suppliers are the second pillar of the Company’s responsible purchasing policy (promoting satisfactory working conditions for RTE and its suppliers in terms of safety and the environment). More information on RTE’s Purchasing Policy is available in Section 5.4.4 “Responsible purchasing and payment terms”.

In addition to the many actions for contractor health and safety taken through RTE’s policy for health, safety and quality of life in the workplace, specific levers for purchasing and contractual relations are used to improve control of the risks and promote satisfactory working conditions for suppliers. The main measures introduced are presented on RTE’s website, which was updated in April 2023, in the document on “Purchasing without compromising on safety”.

— **Actions concerning workers in the value chain [S2-4]**

Actions to secure supplies and skills in the value chain

In order to respond to the risk of a lack of skills in its supply chain, RTE carries out several actions:

Action #1 - Training within the sector

The creation, on 20 March 2023, of a training programme called “Network schools for the energy transition”, in partnership with Enedis and the professional unions in the electricity sector (FNTP, SERCE, SNER, GIMELEC, SYCABEL) to anticipate and support massive recruitment needs. Among the objectives set by this programme may be mentioned the opening of 10 “electricity grids” classes in September 2023 as part of the vocational baccalaureate in electricity, then 25 in September 2024, with the aim of extending this system to the Advanced Technician Certificate (Brevet de technicien supérieur - BTS) in electrical engineering from September 2024.

Action #2 - Mobilise the supplier ecosystem around the investment challenge

The aim is to make RTE’s suppliers partners in its investment trajectories by offering them visibility, reliability in terms of volumes, and better understanding of RTE’s industrial strategies, through long contracts, increased commitments and the regular organisation of communication events. These elements aim to enable RTE’s partners to stabilise their recruitment and training strategy for their workforce to comply with future market requirements. These include:

- the national Investment Outlook webinars on 19 January 2023 and 8 February 2024;
- the network evolution outlook webinar as part of the S3REnR Nouvelle Aquitaine Sud (joint project

with Enedis related to the connections of photovoltaic producers) of 11 July 2024, with a desire for annual updates;

- webinars by purchase category: project management assistance for overhead and underground lines, vegetation, storage of spare underwater lines.

5.3.3 AFFECTED COMMUNITIES [S3]

5.3.3.1 Context and issues surrounding affected communities

— **Interests and views of stakeholders, processes for interaction regarding impacts with affected communities and procedures to address negative impacts and channels for affected communities to raise concerns [SBM-2, S3-2, S3-3]**

RTE maintains an ongoing dialogue, the procedures for which are described in the following paragraphs, with populations that could be affected by the management of electricity grids. Indeed, these require the installation of imposing technical infrastructures, of which RTE seeks to minimise the potential negative impacts.

The affected communities can contact RTE to obtain information, submit complaints or questions through various channels (institutional website, telephone, mail, email, etc.). RTE has set up an organisation and a process for handling these requests *via* a network of regional officers led by a national officer who ensures the consistency of responses as soon as possible.

For each type of potential negative impact, due to existing facilities or new projects, RTE also provides appropriate listening and response channels. They are an essential element of the acceptability of its facilities in the region.

— **Summary table of impacts, risks and opportunities [SBM-3]**

Security and land impacts

● Negative impact	Harm to communities of the existing network and projects	S3.IRO#1
● Positive impact	Socio-economic benefits induced by RTE’s projects	S3.IRO#2
● Financial risk	Project delays, cost overruns or infeasibility related to strong objections	S3.IRO#3

— **Description of material impacts, risks and opportunities [SBM-3]**

Security and land impacts

- **Negative impact: Nuisance to communities related to the existing network and projects [S3.IRO#1]**

Local communities (local authorities, associations, professional organisations, local residents) are affected by the existing network (particularly electromagnetic fields, noise, livestock activities, electrical risk).

Electricity transmission facilities are present throughout mainland France (one in two municipalities) and are located on plots of land that RTE does not own (except for the substations). The presence of power lines can be a source of concern or discomfort for populations (exposure to electromagnetic fields (EMF), noise, management of vegetation, impact on agricultural activities or livestock, etc.). It can also expose local residents to electrical risks during leisure activities (fishing, para-gliding / microlighting, etc.) or professional activities (construction and public works) carried out near RTE facilities.

Conversely, human activities can lead to damage to the networks, which could pose a risk to the continuity of supply to the network.

Exposure to electromagnetic fields (EMF)

The research carried out for more than 40 years by health and scientific authorities has not demonstrated any risk to human health related to 50 Hz electromagnetic fields (EMF) generated by the electricity transmission network. In addition, RTE's facilities comply with the regulations in force (Technical Decision of 2001), which are consistent with those recommended at the European level, namely 5,000 V/m for the 50 Hz electric field and 100 µT for the 50 Hz magnetic field.

However, this is not enough to reassure the affected communities for whom this remains a subject of questions and concerns. The challenge for RTE is to respond in the best possible way, by applying the precautionary principle, which for the existing network is reflected in i) neutral and factual information, consistent with the positions of the health authorities, ii) updating this knowledge *via* active scientific watch, and contribution to R&D programmes, iii) by carrying out and making available to the public thousands of measurements carried out in the vicinity of RTE's facilities, which are updated every year on simple request from municipal authorities.

Noise exposure

RTE facilities can generate noise that annoys local residents. It is possible to identify, on the one hand, noise related to the overhead network (wind noise, noise related to the ring effect) and, on the other hand, noise generated by substation equipment (vibrations of coiled equipment, cooling of transformers).

Noise is a challenge for the proper integration of facilities and, as such, RTE intends to respond to all requests and complaints from local residents, by conducting as necessary acoustic studies to establish diagnostics and, if necessary, to implement the most appropriate corrective measures.

Impact of power lines on livestock activities

The agricultural world is an essential stakeholder of RTE, since 70% of its 100,000 km of overhead lines are located in agricultural areas. In this context, RTE is particularly attentive to the concerns of farmers operating near electrical infrastructure.

Some breeders question the proximity to high- or very high-voltage lines, fearing that this proximity could be the cause of unrest for their livestock.

In the vast majority of cases, the proximity of overhead or underground power lines and farms does not pose any problem. 50 Hz EMFs, such as those emitted by power lines, have no direct impact on the health of farm animals. In rare cases, indirect effects are possible: disturbances are observed in the animals, which can be explained by parasitic electrical phenomena in the livestock buildings, induced by the EMF generated by neighbouring power lines. It should be noted that the electrical installation and equipment of livestock buildings are also potential sources of parasitic electrical phenomena.

These parasitic electrical phenomena are known and their control requires, as a first measure, compliance of the electrical installations of buildings.

Impacts of power lines on agricultural activities

These impacts are of two types:

- **permanent damage**, *i.e.* disturbances resulting from the very presence of the facilities (land damage, loss of economic potential due to the neutralisation of usable surface area and hindrance of agricultural practices);
- **instantaneous damage**, *i.e.* disturbances and damage caused during the study, construction or maintenance work on the facilities: damage to crops, hedges, isolated trees, soil (compaction, ruts) or drainage or irrigation systems.

Exposure to electrical risk

RTE complies with the safety distances between an electricity line and its environment set by the Interministerial Technical Decision of 17 May 2001. By respecting these distances one avoids exposing the population to electrical risk. RTE ensures that its electricity lines are compliant at all times and throughout the country. Nevertheless, in the context of professional or leisure activities, populations may be exposed to electrical risk when safety distances are disregarded involuntarily or accidentally. To guarantee the safety of local residents at all times, RTE carries out targeted prevention campaigns and provides the general public with the website www.tension-attention and the “Ligne Alerte” app.

Local communities (local authorities, associations, professional organisations, local residents) are affected by the temporary impacts of the construction work (noise, traffic disruption, interference with the economic activity of fishers and farmers, etc.).

The implementation of a new project entails temporary and permanent impacts on the environment, on the regions and on local populations. The temporary impacts caused by the works are, for example:

- on land: noise, dust, vibrations, waste, risks of accidental pollution or even accidents to people or property, etc.;
- at sea: the work can locally and temporarily disrupt biodiversity (noise, turbidity, etc.) and human activities (mainly fishing and shipping).

Positive impact: Socio-economic benefits induced by RTE's projects [S3.IRO#2]

The construction of a new network facility can generate positive impacts in the form of economic and social benefits: use of local companies, integration of long-term unemployed people, project support plan to finance local development actions for the benefit of the territories crossed, compensation for visual damage paid to the local residents most exposed to a new facility, tax revenue, compensation for the land or maritime space used during the works (fishing), provision of high points or optical fibres to improve the digital coverage of the regions.

To see RTE's actions on this subject, see Section 5.4.4.3 “Inclusive purchasing, vitality of the regions, balanced relations with our suppliers”.

Financial risk: Project delays, cost overruns or infeasibility related to strong objections [S3.IRO#3]

- **Project risks: project delays, cost overruns or infeasibility related to strong objections**

Network projects can have significant impacts on their immediate environment. In the absence of amicable agreements, they may be located on plots belonging to third parties *via* easement or expropriation procedures. They may therefore be perceived negatively by local communities, sensitive to their living environment, the landscape, the protection of the environment or the maintenance of agricultural activities, especially as local communities do not always directly benefit from the service provided by this new network. Despite RTE's consultation efforts, opposition from the populations (or their representatives) may appear, sometimes

causing conflicts resulting in the delay or even abandonment of a project. The consequences can be economic (cost overruns or stranded costs, contractual penalties, tariff incentive regulations⁽¹⁾), social (customer dissatisfaction, failure to meet the needs of society, delays in the decarbonisation of the electricity system) or reputational (questioning of RTE's ability to carry out its public service mission).

5.3.3.2 Policies and targets related to affected communities [S3-1, S3-5]

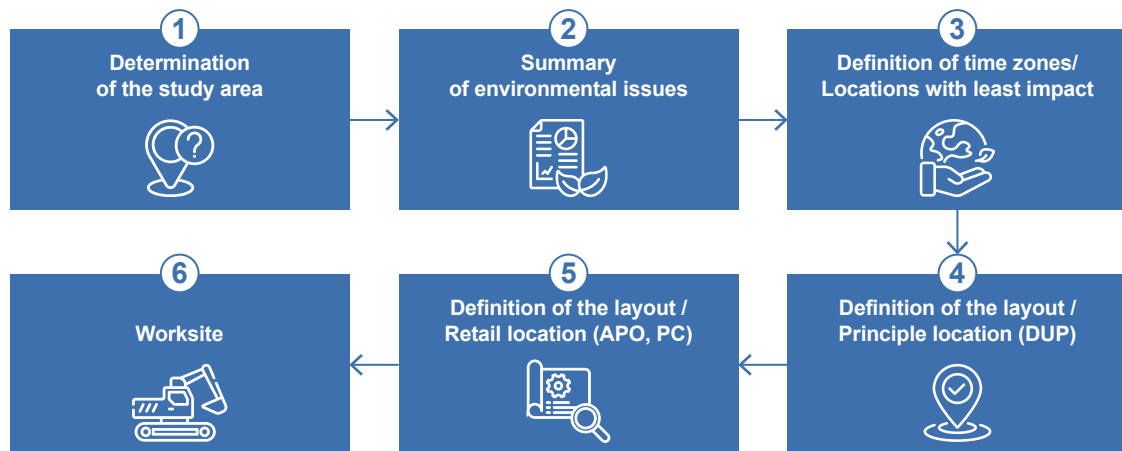
RTE has not defined specific targets for the affected communities, but remains attentive to their interests and concerns as evidenced by the many policies and actions deployed, and by undertaking to gradually integrate their expectations into its societal responsibility approach.

— Policies on ongoing projects

Policy for implementing consultation

The policy for implementing RTE consultation corresponds to a set of measures and methodologies for the good external acceptance of projects created or renewed, whatever their nature (overhead, underground, submarine power lines and substations). It sets the ambitions, objectives and procedures for consultation and is placed under the responsibility of the division in charge of network infrastructure management.

This policy specifies the requirements corresponding to the various stages of the project:



- preparation for consultation;
- implementation of consultation:
 - by deploying the gradual methodology which leads to successively selecting a study area (step 1 of the diagram above), a zone of least impact (steps 2 and 3), a general layout (stage 4) and then a detailed layout (stage 5) with a view to avoiding and reducing permanent or temporary impacts,
 - by using consultation mechanisms that are proportional and adapted to the context and challenges of a project,
 - by mobilising levers that promote positive spin-offs for the region;

(1) At the same time as the tariff, the CRE sets a regulatory framework that aims to encourage RTE to improve its performance through the implementation of incentive mechanisms. These financial mechanisms result in bonuses or penalties, depending on whether or not the objectives are achieved.

- administrative authorisations and their prior examination by the State services;
- continued operational consultation until the end of the work;
- compliance with the commitments made during the consultation;
- feedback to feed the improvement loop.

Lastly, the policy covers cross-functional requirements such as:

- the organisation and resources devoted to these activities as well as the service providers supporting the RTE teams;
- the business line repository kept up to date with the doctrine, guides, communication templates on various topics, and the available tools;
- skills management;
- regular exchanges with national representatives of stakeholders and partnerships.

This policy:

- takes into account the legal and regulatory requirements that structure the consultations and in particular the provisions of the Environment Code. These provide that local populations are involved in the consultation concerning projects or plans/programmes for the development of the network likely to have significant environmental impacts;
- implements the principles set out in the Fontaine Circular⁽¹⁾ which aims at the regional integration of projects in order to “define, with the elected representatives and associations representing the populations concerned, the characteristics as well as the environmental integration and support measures of a project” and to “provide quality information to the populations concerned by the project”.

This policy is also based on:

- the reciprocal commitments of the RTE / State Public Service Contract in force;
- RTE’s environmental management system (EMS) and environmental policies (circular economy,

waste, biodiversity, bird life, zero-phyto, etc.), which contribute more specifically to controlling impacts and reducing the risks of opposition;

- the agricultural protocols, including national or local compensation scales for owners and/or operators, negotiated with the profession;
- certain RTE voluntary frameworks such as the best practice guide with the fishing industry, the framework agreement with the Association of French Mayors, the commitments made in the context of partnerships, and the catalogue of ERC-S standard measures.

— Policies on the existing network

RTE has defined several policies to take into account the various impacts on the existing electricity transmission network.

Electromagnetic field (EMF) exposure policy

For the existing network, RTE responds to the public’s questions with rigour and transparency and in compliance with the precautionary principle:

- the overall risk assessment is carried out through an active scientific watch. RTE also contributes to improving knowledge through active contributions to R&D programmes;
- the information provided to the public is based on the provision of quality, neutral and factual information, regularly updated and consistent with the positions of the health authorities;
- the responses to requests from local residents are the subject of systematic responses based on the information and the provision of existing measures or the implementation of new measures at the request of town halls.

Noise policy

The primary objective of the noise policy is to deal with noise problems in the vicinity of RTE facilities. Each request is addressed by a meeting and a dialogue phase in order to share the observation of the discomfort. Where appropriate, a diagnostic is carried out which makes it possible to propose and implement the most appropriate corrective measures.

(1) The Circular of 9 September 2002 on the development of public electricity transmission and distribution networks is often referred to as the Fontaine Circular, named after the Minister of Industry who signed it.

Impact of power lines on livestock activities

RTE's policy for handling livestock disturbance issues requires the Company to:

1. facilitate the dissemination of information on parasitic electrical phenomena, their potential effects on livestock and how to prevent them;
2. when livestock disturbances are suspected, facilitate and support the action of the Permanent Group for Electrical Safety in Agriculture (PGESA) ⁽¹⁾;
3. support farmers whose problems could not be resolved at the end of the PGESA action.

Impacts of power lines on agricultural activities

Jointly with the other electricity network companies Enedis and SERCE ⁽²⁾, RTE is committed to working with organisations representing the agricultural world, within the framework of a national memorandum of understanding signed with the French Chambers of Agriculture ⁽³⁾ and FNSEA ⁽⁴⁾.

The protocol in force was signed in 2018 and updates successive memoranda of understanding, the first of which was signed in 1970.

This protocol is structured in two sections, one on permanent damage and one instantaneous damage, as defined above. For each type of damage, it specifies:

- avoidance and reduction measures;
- procedures for assessing and compensating damage that cannot be avoided.

Each type of damage corresponds to compensation scales that are revised annually according to the terms and conditions specified in the memorandum of understanding.

Exposure to electrical risk

Guaranteeing the safety of people around electrical facilities is a fundamental concern. RTE relies on a network of regional officers led by a national officer to:

- inform and raise awareness;
- analyse events occurring near a power line;
- secure power lines in special situations to reduce the electrical risk;
- ensure that its facilities comply with regulations.

Risk of network damage

As part of the anti-damage regulations, which aim to reduce the number of damage events to networks and their consequences, any person who intends to carry out work must send a declaration to the network operators after consulting the one-stop shop. The one-stop shop is a platform made available by the State to provide the declaring party with the contact details of the operators present in the project area in order to send them the declaration.

RTE as network operator:

- responds within the regulatory deadlines and indicates the precautions to be taken;
- improves the mapping of these networks in order to obtain maps of cartographic precision and enable reliable positioning of its network;
- carries out site visits to ensure that the recommendations are understood and implemented and to raise awareness of electrical risk.

(1) Association that undertakes actions to promote electrical safety and the analysis of parasitic currents in farms.
 (2) Union of energy and digital transition companies.
 (3) Formerly the Permanent Assembly of Chambers of Agriculture (*Assemblée permanente des chambres d'agriculture - APCA*).
 (4) National Federation of Farmers' Unions.

5.3.3.4 Action plan [S3-4]

The actions described below address the negative impacts and financial risks identified and mentioned at the beginning of Section 5.3.3 “Affected communities”.

— Actions on ongoing projects

The implementation of the consultation described in the previous section contributes directly to the measures to mitigate the impacts and risks identified.

In the operational phase

The consultation process follows a progressive approach, from general to specific, seeking to avoid the main impacts (geographical, temporal and operational avoidance measures, etc.) and then to reduce them as much as possible. Various regional dialogue tools and mechanisms are implemented under the responsibility of the project team. They are adapted to the context of the project and the challenges of the region. They can take the form of bilateral meetings with stakeholders (mainly State services, elected officials, local authorities, environmental associations) or broader mechanisms with the general public (public meetings, participatory workshops, in situ meetings, door-to-door meetings, digital consultation platforms, etc.).

The consultation and proper regional integration are also based on the various measures identified in the preparatory phase, whether they concern compensation for residual impacts (compensation, visual damage) or project support (project support plan, for example local economic benefits, integration through employment, taxation, mentioned above).

In the administrative examination phase

The project teams work with RTE’s Legal Division to define the administrative authorisations required for a project, once its main characteristics have been defined, its precise location has been decided, and its environmental impacts have been assessed.

When an impact study and therefore a public inquiry are necessary, the project teams prepare the impact study in accordance with the French Environmental Code and ensure the smooth running of the inquiry. The project teams answer the questions of the

investigation commissioner and those of the entities to be consulted by the French State as part of the administrative investigation.

The granting of authorisations marks a tipping point towards local consultation, targeting the players directly concerned by the future work. The compensatory indemnities for permanent damage are assessed and transit agreements - or land purchase agreements - are drawn up with the landowners and operators. The local development project assessment and decision-making committees are set up under the authority of the prefect. RTE provides the general secretariat for these committees. The measures promoting the most appropriate local economic benefits are identified: subdivision of calls for tenders, visibility of RTE’s needs, matching of supply and demand, local employment challenge, minimum number of hours of integration, etc.). An internal investment commitment decision is made.

In the construction phase

The commitments made during the consultation and the Prevent - Reduce - Compensate - Monitor (PRCM) measures related to the work are implemented (call for an ecologist, prohibited intervention period, safeguarding of protected areas, alternative traffic plan, local communication, PRCM measures related to works, etc.). The economic levers are contracted with the service providers and then implemented with the help of local structures (MEDEF, CCI, UPE, integration structures, etc.). The compensation and support levers are implemented under the responsibility of RTE. At RTE’s initiative, an independent visual damage assessment commission was set up under the authority of the prefect. Immediate damages are compensated according to the application of the scales, once the work is completed. Contracts for the management of environmental compensation are drawn up with specialised operators.

Once the facility is commissioned, the Maintenance Division takes charge of the asset created and ensures compliance with the commitments or PRCM measures.

Feedback is provided for the most important projects under the responsibility of the project team.

Cross-functional actions to maintain the quality of consultation

The departments in charge of consultation activities, present in several regions, ensure the operational management of the consultation.

The department in charge of consultation at the national level ensures the consistency of the consultation practices, the updating of the environmental or consultation policies, and the evolution of the coherence framework. It coordinates the network, trains the teams and makes the business reference framework available in a shared documentary space.

The professionalisation and skills maintenance of employees is based on online training, learning scenarios, immersions and face-to-face internships. A specific training course for newcomers has been developed.

National or regional partnerships make it possible to rely on a network of external contacts to carry out in-depth expertise or take part in regional dialogue.

— Actions on the existing network

Exposure to electromagnetic fields (EMF)

RTE is implementing three levels of action to address this impact:

1. provision of high-quality information to the public, through:
 - a dedicated website: [the key to fields](#),
 - a website providing the public with thousands of EMF measurements carried out in France: [EMF-measurements](#);
2. responses adapted to the requests of local residents:
 - in addition to the regulatory system of Control and Surveillance Plans (PCS), new measurements are carried out every year at the request of stakeholders as part of a partnership that has been ongoing since 2008 between RTE and the French Mayors' Association;

3. active scientific monitoring and contribution to the improvement of knowledge through research projects:
 - RTE collaborates with INSERM to conduct the GEOCAP epidemiological study,
 - RTE supports research programmes in partnership, for example, with the universities of Nancy (electromagnetic compatibility of active medical implants) and Montpellier (study of high EMF exposures on the nervous system).

Noise exposure

For the existing facilities, the response to requests involves:

- a dialogue phase to meet the local resident, share the diagnosis on the actual or perceived level of discomfort (the notion of annoying noise is subjective) and take action if necessary;
- a diagnostic phase to measure the noise level (and thus characterise and objectify the discomfort) and identify the source(s) of the annoying noise. This diagnosis may be carried out by RTE teams or require the intervention of a service provider specialising in acoustic studies;
- depending on the diagnosis, a phase of corrective work. These can range from solutions that are relatively quick to plan and implement (e.g. work at the third party, brushing of conductors) to solutions requiring long implementation times because they require preliminary studies, significant investments and very detailed planning (e.g. installation of noise barriers in a substation).

Impact of power lines on livestock activities

RTE implements several levels of actions:

- facilitate the dissemination of information: for example,
 - the existence of an internal network of regional “agricultural” officers who support the work of RTE’s regional teams in dealing with requests from farmers,
 - RTE’s contribution to training and communication actions organised by the PGESA association ⁽¹⁾ and the agricultural profession;

(1) PGESA: Permanent Group for Electrical Safety in Agriculture, is an association that undertakes actions to promote electrical safety and the analysis of parasitic currents in farms.

- help the work of the PGESA association:
 - RTE is a founding member and contributes to the financing of the association's actions, which enables it to intervene independently and responsively with farmers who so request,
 - RTE provides its expertise to the research group on parasitic electrical phenomena, initiated by the PGESA association,
 - for requests concerning the electricity grid, RTE promotes the intervention of the PGESA and contributes financially to the diagnosis and corrective actions proposed by the PGESA. RTE facilitates as much as possible relations with local players and stakeholders, first and foremost the Chamber of Agriculture.

Impacts of power lines on agricultural activities

Regarding permanent damage:

The main action for avoiding and reducing the permanent impact of power lines on agricultural land lies in the choice of pylon locations with the least impact and conductor heights adapted to the dimensions of agricultural machinery. These points are discussed with the farmers concerned during the upstream phases of facility projects.

Regarding instantaneous damage:

The 2018 protocol⁽¹⁾ obliges RTE and its service providers to minimise the damage caused to farmers during studies and construction or maintenance work on the facilities. This is reflected in several actions **before, during and at the end of interventions in agricultural areas**.

Prior to interventions, RTE and its service providers **inform the public and farmers** through notices in the town hall, notices in the agricultural press or *ad hoc* meetings. A **contradictory inventory** before entering the land is systematically carried out in the presence of the farmer.

During the works, RTE and its service providers implement **operating methods that harm crops as little as possible and restore and/or compensate for unavoidable damage**, particularly to soil, fences, drainage and irrigation networks, roads, etc. A **contradictory exit inventory** makes it possible to note any damage and is used as a basis for compensation.

The assessment of this damage takes into account:

- the current crop loss;
- the land remediation costs;
- the shortfall on subsequent harvests.

Every year, the chambers of agriculture publish local compensation scales for these damages, which take into account local **specificities (yields, regional productions, PDO, etc.) and agricultural practices**.

Exposure to electrical risk

RTE carries out prevention campaigns and provides the population with the www.tension-attention.fr website and the Ligne Alerte app in partnership with Enedis.

RTE organises **awareness-raising meetings** and participates in local events (forums, exhibitions, etc.) with its national and local partners (*Fédération française de vol libre, Fédération nationale de la pêche française, Fédération nationale des étangs de France, Syndicat national du pompage béton*, regional MSAs, SDIS).

As soon as RTE becomes aware of an **event** on a power line involving a third party, RTE goes to the scene of the incident, secures the third party and the facility and analyses the causes that led to the incident. The events are monitored monthly and reviewed annually to identify priority awareness-raising actions.

In exceptional situations, (for example, such as the construction of buildings or intervention by emergency responders) RTE secures its facilities so that workers are not exposed to electrical risk.

(1) Memorandum of understanding on the "passage of electricity lines in agricultural areas" signed between RTE, Enedis, SERCE and the agricultural profession (FNSEA and French Chambers of Agriculture).

Risk of network damage

As part of the setting up of construction site projects, RTE supports the project manager in order to design a project that is compatible with the power lines, and indicates the precautions to be taken to carry out the work safely. The reliability of the mapping of the underground lines provides a reliable and reassuring response.

RTE carries out site visits for works that represent a risk due to their proximity to power lines and/or their use of techniques that risk impacting power lines (drilling, earthworks, use of crane-type construction equipment, etc.). They make it possible to verify the correct understanding and proper implementation of the precautions recommended by RTE, to raise awareness of electrical risk, and to remind people of the actions to be taken during an incident. The analysis of these visits makes it possible to identify recurring dangerous situations for which targeted awareness-raising actions can be carried out.

Declarations (declaration of work and declaration of intent to start work) are handled by a declaration assistance service provider who is responsible for ensuring that RTE's responses comply with regulatory deadlines and are homogeneous throughout the country.

5.3.4 CONSUMERS AND END-USERS [S4]

5.3.4.1 Context and challenges related to consumers and end-users

— Interests and views of stakeholders [SBM-2]

RTE's customers are described in Section 5.1.4.1 "Presentation of RTE's business model".

RTE has set up an organisation based on regional proximity with its customers: sales departments are present in the regions and handle the direct contractual relationship with the sites connected to the network, and a key accounts department handles the management and coordination of national players (EDF, Enedis, rail, energy companies with a production asset, local distribution companies (ELD), major industrial accounts).

The contractual relationships with the customers directly connected to the public transmission network are governed by the transmission network access contract (*contrat d'accès au réseau de transport* - CART), the framework of which (different for each category of player) is agreed within the framework of the Network Access Commission (*Commission d'accès au réseau* - CAR), coordinated by RTE and then validated by the French Energy Regulatory Commission (*Commission de régulation de l'énergie* - CRE).

All the contract (in particular ancillary services contracts) and agreement (connection and operating agreements) templates, governing all relations with sites directly or indirectly connected to the transmission network, are available in the technical documentation reference section available through the RTE customer portal.

Customers wishing to make requests for connection to the electricity transmission network submit a request to the RTE teams dedicated to the contractualisation of the connection.

As part of its public service mission, RTE must connect any grid user (producer, consumer, storage operator) and any distribution grid operator who so requests under the conditions defined by the French Energy Code, as well as the procedures for processing connection requests approved by the French Energy Regulatory Commission (*Commission de régulation de l'énergie* - CRE). Within the framework of its double materiality analysis, as indicated in Section 5.1.6 "Risk and opportunity impact management", RTE does not include the downstream value chain of its activity since it cannot exert any influence on the sustainability issues of these players due to this public service mission.

— Processes for interacting with customers, channels for raising concerns and procedures to address negative impacts [S4-2, S4-3]

On a daily basis, the sales departments respond to requests from all our customers (in the event of work, cuts, complaints, etc.).

Since 2017, RTE has been deploying a range of digital services incorporating the latest web technologies, regularly modernising its services in line with the expectations of the sector *via* its digital platforms (services and data portal).

In addition to the functionalities offered, the services portal presents the most frequently consulted electricity market data: daily consumption curve, unavailability of generation resources, production by sector, etc. This is the same data that is accessible to IT developers (*via* API⁽¹⁾ on the data portal). As regards the customers, they can not only consult this data open to all but also access their private data and manage the various services offered to them.

The services portal, whose functionalities have been enhanced every year since its launch, continues to be a great success, with more than 27,000 user accounts at the end of 2023 (including more than 6,000 new ones in 2023) spread over 1,206 companies.

Annual customer satisfaction survey

The division in charge of RTE's customers and services measures the satisfaction of all its customers every year *via* a survey conducted by an external firm for each customer segment: manufacturers, distributors, producers, market players, prospects requesting connection.

The result of the overall survey is part of the profit-sharing criteria for all RTE employees: overall customer satisfaction is included with a weighting of 10% of the total amount, for all employees.

1,196 customer contacts responded, *i.e.* 43% of those surveyed. This number is increasing, reflecting the relationship of trust established between RTE and its customers over the years.

The survey consists of around ten questions, adapted according to customer segments such as distributors, consumers (industrial and railway), producers and market players. Survey participants can express their satisfaction according to four levels: "very satisfied / somewhat satisfied / somewhat dissatisfied / not at all satisfied".

The satisfaction rate corresponds to the combination of "very satisfied" and "somewhat satisfied" participants.

The overall satisfaction rate in 2024 remained at a good level despite a slight decline of two points compared to the 2023 result: 91% said they were satisfied with the service provided by RTE.

The *verbatim* results from the survey indicate that our strong point remains the relationship that RTE has with its customers.

The slight decline that RTE observed on all themes and all customer segments reflects the complex context, particularly with regard to the planning of works, and the limitations within which RTE has been working with its customers for some time.

The changes in the context that RTE is facing are already having an impact on the satisfaction of the users of the public transmission network (RPT) with regard to RTE. Given the outlook (ageing of the network, which will have to be renewed, an increasingly complex work programme), this pressure will increase in coming years.

However, it is essential that the quality of our relationships be maintained at a time when RTE needs to consider the management of the electricity system as a whole, and to solicit its customers as players in the French electricity system.

The issue of customer satisfaction must fully integrate the various discussions, consultations on contractual changes, and working groups under way in the Company. The results of this survey are shared with the internal stakeholders to integrate the necessary actions into current or future action plans (action plans on tension, work planning, audit of feedback, etc.).

Every dissatisfied customer is contacted by phone by RTE's sales departments to identify and understand more precisely the reason for his or her dissatisfaction. The results are presented to all RTE business lines, nationally and in the regions to make all RTE employees aware of the customers' expectations. Action plans by segment are then rolled out internally.

In 2024, RTE set up hot surveys to measure customer satisfaction or dissatisfaction as soon as an interaction with a customer is complete, and to be able to quickly address any dissatisfaction.

(1) Application programme interface.

RTE's consultation bodies

Since its creation, RTE has granted an important role to consultation with all stakeholders. This consultation is organised at the local level in the case of projects with local residents and stakeholders, but also at the national level with all interested stakeholders to discuss the expected changes in the electricity system, network and markets, and the associated rules.

The national consultation with stakeholders is organised under the guidance of the plenary session of the System and Network Outlook Commission (*Commission perspectives système et réseau* - CPSR), which makes it possible to carry out strategic discussions on all the subjects that fall under RTE's responsibility. These subjects are then examined, discussed and detailed within the framework of the working groups of the permanent specialised committees: the Network Access Commission

(*Commission accès au réseau* - CAR), the Market Access Commission (*Commission accès au marché* - CAM), the Interconnection Access Operations Commission (*Commission fonctionnement de l'accès aux interconnexions* - CFAI).

They enable the Company's third parties to express their views on RTE's activities, in particular with regard to the development of forward-looking scenarios, the strategic orientations of the evolution of the network infrastructure, the rules on access to the network and the various electricity markets, and the operating methods of the electricity system.

The organisations represented on the various commissions cover a wide range of companies: energy companies, professional and sectoral federations, manufacturers, consumer associations, network operators, public administrations, regulatory authorities, institutional investors, NGOs, associations, trade unions, think tanks, academics, etc.

— Summary table of impacts, risks and opportunities [SBM-3]

Access to quality information

● Positive impact	Transparency on what passes through the network (eCO ₂ mix ⁽¹⁾ , electrical assessment)	S4.IRO#1
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Supply continuity

● Negative impact	Electricity grid failure due to malicious acts, cyberattacks or major operating incidents	S4.IRO#2
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— Description of impacts, risks and opportunities [SBM-3]

Access to quality information

Positive impact: Transparency on what passes through the network (eCO₂mix, electrical assessment) [S4.IRO#1]

RTE is responsible for publishing public data on the electricity system, either in accordance with regulations (energy code, law on the energy transition for green growth, European directives, etc.), or with the aim of being the reference for these data by proposing analyses and diagnostics to inform

public policies and facilitate the energy transition and the appropriation of the related issues by stakeholders and the interested public.

The French Energy Code specifies in particular the obligation of RTE to produce a national electricity report and a provisional multi-year report assessing the electricity system with regard to the failure criterion. The reports show the changes in consumption, for example as a function of sobriety, efficiency and use substitution measures, generation capacities by sector, consumption demand response capacities, transmission and distribution capacities, and exchanges with foreign electricity grids.

(1) eCO₂mix is an easy-to-use tool created by RTE to help consumers better understand and consume electricity. Available free of charge on the Internet and via an application for smartphones and tablets, eCO₂mix provides all indicators of electricity consumption and generation in real time, 24 hours a day, at national and regional levels.

Supply continuity

- **Negative impact: Electricity grid failure due to malicious acts, cyberattacks or major operating incidents [S4.IRO#2]**

Malicious acts

RTE may be exposed to malicious, possibly terrorist acts against its infrastructure (theft, damage, sabotage, etc.), with significant operational impacts and the potential to harm the company's image. An intentional physical attack on RTE's infrastructure, through the damage it causes, can lead to a more or less widespread operating incident with strong societal impacts.

Cyberattacks

RTE may be exposed to cyber-attacks against its information system, resulting from a security flaw or deliberate intent to damage a vitally important infrastructure.

A cyberattack could undermine the Company's operations, or in the less likely scenario of an orchestrated attack on the operating information system, lead to a major operating incident on a small or large scale, with major economic and social consequences.

Major operating incident

These are incidents that could result in power cuts for customers and, potentially, in partial or total collapse of the network.

Numerous risk factors can cause extensive power outages in the electricity grid. The causes may be cascading blackouts, collapse of the voltage plan, uncontrolled drop in frequency, or loss of synchronism.

5.3.4.2 Policies, targets, action plans and outcomes related to consumers and end-users [S4-1, S4-4, S4-5]

— RTE's transparency of what transits through the network

Policy

The law on the energy transition for green growth introduces provisions within the French Energy Code aimed at promoting open data and the provision of

data to public entities and the public by the managers of electricity transmission and distribution networks.

At the European level, Transparency Regulation 543/2013 makes the transmission system operators (TSOs) the main players as regards electricity system data. As such, and in accordance with other European market regulations (e.g. the Balancing Regulation), RTE collects a large amount of information on a daily basis. These data are published on the *Ensto-e Transparency Platform*. RTE's ambition is to improve the reliability and quality of the data. To this end, a project to overhaul the publication chain was initiated with a deadline at the end of 2024.

REMIT Regulation 1227/2011 supplements the Transparency Regulation to guarantee the proper functioning of markets, and imposes a dual obligation on RTE.

- As a market organiser, RTE has a duty of market surveillance under Article 15 (role of Person Professionally Arranging Transactions - PPAT).
- As a market player, RTE must report the transactions it carries out on the markets and publish inside RTE information.

In addition, at the request of the French Energy Regulatory Commission (*Commission de régulation de l'énergie* - CRE) and market players, RTE provides market players in the French electricity system with a platform for publishing privileged information, which is currently being certified by the Agency for the Cooperation of Energy Regulators (ACER).

Actions, targets and results

RTE makes available to the public a wide range of data: the Analyses & Data portal, the eCO₂mix application dedicated to real-time data, the Services portal and the Open Data Energy Networks (*Open Data Réseaux Énergies* - ODRE) site in partnership with other companies, the institutional website.

RTE aims to improve the readability of this publication offer by upgrading the Analysis & Data Portal to become the only reference site with eCO₂mix dedicated to real time. The future eCO₂mix application is expected to be operational in June 2025 and the future Analysis & Data Portal in March 2026. However, no quantitative target has been set for this subject.

— Electricity grid failure due to malicious acts, cyberattacks or technical incidents

Physical assets security policies

RTE's technical policies aimed at limiting malicious acts that could affect the quality of the electricity supply to the French national grid are known as physical asset policies. The bodies that prescribe these policies are the department in charge of physical asset security and the department in charge of network studies. The deployment pilots are the department in charge of network maintenance, or the department in charge of network infrastructure development projects.

Established in 2015, and in application of the Asset Security Directive, they define, through sub-policies, the installation, renewal and rehabilitation operations concerning site protection equipment and access control systems.

In accordance with the laws and regulations, and in close collaboration with State services, RTE implements a policy for securing its assets. For the most part, the approach involves a precise analysis of the risks weighing on the industrial apparatus and consists of taking measures to limit the latter's vulnerability. Being comprehensive, it is based on an organisation and mode of operation that integrate human, material and immaterial aspects.

Actions, targets and results

In 2024, RTE implemented actions to reduce the vulnerability of the most exposed targets.

Given the sensitive nature of the information related to the protection of RTE's physical assets and information systems, the list of actions and associated results cannot be detailed in this document.

Cybersecurity policies

The division in charge of information systems and telecommunications establishes the Information System Security Policy. It takes into account the requirements of sectoral regulations (including France's military programme law), and follows the recommendations of the French National Authority for Information Systems Security (*Agence nationale de la sécurité des systèmes d'information - ANSSI*) through a partnership agreement.

Given the sensitive nature of the information related to the protection of RTE's information systems, the list of actions and associated results cannot be detailed in this document.

Electricity quality policy

Given the protective and defensive measures taken by RTE, the number of major incidents remains small and their impact limited.

Maintaining high quality in electricity is a major challenge in today's unprecedented context of infrastructure replacements and connection of new customers. RTE is taking action to address this issue, making three-year commitments concerning the quality of electricity for customers (consumers and distributors).

The quality of service and the supply quality are major concerns for electricity network users. As part of its mission, the French Energy Regulatory Commission (*Commission de régulation de l'énergie - CRE*) encourages RTE to maintain a high level of service quality and supply quality. Incentive regulations⁽¹⁾ on these elements have been put in place and constitute one of the pillars of the TURPE regulatory framework, which ensures that economic efficiency does not come at the expense of the services provided by network operators.

(1) At the same time as the tariff, the CRE sets a regulatory framework that aims to encourage RTE to improve its performance through the implementation of incentive mechanisms. These financial mechanisms result in bonuses or penalties, depending on whether or not the objectives are achieved.

— Actions, targets and results

Resources allocated to business continuity ⁽¹⁾	Unit	2024	
		Capex	Opex
Actions to promote electricity quality	€m	0.1	1

(1) Expenses for the year in respect of the actions identified in management, these expenses do not include labour expenses.

RTE uses qualitative and quantitative indicators to assess the effectiveness of the implementation of its policies and the progress made over time. As part of the electricity quality incentive regulation included in the TURPE, the CRE sets targets for some of these indicators.

- **Equivalent outage time:** the average duration of long power cuts affecting customers on the network (industrial customers and distributors). In 2024, the equivalent outage time was estimated at **3 minutes and 10 seconds**⁽¹⁾.
- The occurrence of an “unusual event”, as described in the TURPE network access tariff, exempts RTE from liability for certain power cuts (for example in *force majeure* situations such as exceptional weather events). This distinction is used to identify the amount of equivalent outage time attributable to such events. In 2024, **four incidents** were classified as **unusual events** and represented 40 seconds⁽¹³⁾ of equivalent outage time.

The equivalent outage time excluding unusual events thus amounted to 2 minutes and 30 seconds⁽¹³⁾. The target set by the CRE as part of the quality of electricity incentive regulation for this indicator is 2 minutes and 48 seconds.

The equivalent outage time for 2024 was below the average for the previous ten years (3 minutes and 19 seconds).

- This equivalent outage time corresponds to **undistributed energy** during long power cuts. In 2024, this undistributed energy amounted to **2,158 MWh**⁽¹²⁾, of which **1,706 MWh**⁽¹²⁾ excluding unusual events.
- **The outage frequency** is the average number of unplanned power outages per customer site during the year. It is broken down into long-outage frequency and short-outage frequency. The 2024 outage frequency was 0.43⁽¹²⁾ (of which 79% short outages⁽²⁾), similar to the figure for 2023⁽³⁾. The target set by the CRE as part of the quality of electricity incentive regulation for this indicator is 0.46.

(1) These results are provisional, as it takes two months to validate the technical and contractual analyses of events.

(2) Power cuts lasting less than three minutes.

(3) These results are provisional, as it takes two months to validate the technical and contractual analyses of events.

5.4 BUSINESS CONDUCT [G1]

5.4.1 GOVERNANCE OF ETHICAL ISSUES AND BUSINESS CONDUCT

5.4.1.1 Context and issues related to business conduct

— Summary table of impacts, risks and opportunities [SBM-3]

Political engagement and lobbying activities

● Positive impact	Presence in discussions with public authorities and sharing of practices that can have positive impacts on stakeholders	G1.IRO#1
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Regulated sector

● Risk	Risk that the current regulation model is no longer adapted to the growth of the network's transformation needs	G1.IRO#2
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Management of relationships with suppliers including payment practices

● Positive impact	Strengthening of the socio-economic fabric, in particular SMEs	G1.IRO#3
● Opportunity	Invest in the loyalty of strategic suppliers and in securing the necessary skills present at the supplier level	G1.IRO#4
● Opportunity	Project acceptability boosted by RTE's positive socio-economic footprint	G1.IRO#5
● Risk	Penalties, degradation of image in the event of an audit and fines issued by the DGCCRF on our payment terms	G1.IRO#6

Corruption and bribery

● Risk	Criminal, disciplinary and financial sanctions, degradation of the image	G1.IRO#7
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— Description of impacts, risks and opportunities [SBM-3]

Political engagement and lobbying activities

- **Positive impact: Presence in discussions with public authorities and sharing of practices that can have positive impacts on stakeholders [G1.IRO#1]**

At the heart of the French and European electricity system, RTE manages the network, electricity flows and the maintenance of industrial facilities. It has data on consumption and production, and their history, at the national and regional level.

At the crossroads of all its areas of expertise, RTE informs public energy policies by making its data and

impact studies available. It advises the government, local authorities and players in the French and European energy system. In accordance with the provisions of the law, RTE is responsible for preparing the reference scenarios and anticipating major changes to the electricity system, such as the multi-year provisional assessment.

RTE sheds light on the electricity landscape by publishing forward-looking documents (such as the SDDR⁽¹⁾) co-drafted with electricity players, employers' organisations, trade unions, NGOs, universities, etc.

Focusing on specific issues, these reports shed light on the strategy of the players concerned and fuel public debate.

(1) Ten-year network development plan.

Regulated sector

- **Risk: Current regulation model not adapted to the growth of the network's transformation needs [G1.IRO#2]**

If the current regulation model is not adapted to the growth of the network's transformation needs, represents a major risk for RTE.

Inadequate regulation could limit the financial resources needed to invest in innovative infrastructure and meet the growing demands of the energy transition. This could lead to delays in modernisation projects, reduce the ability to integrate renewable energy and compromise grid reliability. In addition, insufficiently flexible regulation could limit RTE's ability to anticipate and respond effectively to technological developments and stakeholder expectations.

Management of relationships with suppliers

- **Positive impact: Strengthening of the socio-economic fabric, in particular SMEs [G1.IRO#3]**

By collaborating with local SMEs for its projects, RTE supports employment, promotes innovation and strengthens the dynamism of the regions. This approach creates growth opportunities for small businesses, while consolidating close relationships. In addition, by integrating these players into its value chain, RTE stimulates the development of sustainable and responsible practices within the local economic fabric, thus strengthening its role as a catalyst for socio-economic progress.

Opportunity: Invest in the loyalty of strategic suppliers and in securing the necessary skills present at the supplier level [G1.IRO#4]

Investing in the loyalty of strategic suppliers and securing the necessary skills represents a major opportunity for RTE. By establishing solid and lasting partnerships with key suppliers, RTE can guarantee operational continuity and increased quality in its projects. At the same time, by supporting the development of skills among its suppliers, RTE contributes to strengthening their expertise, their competitiveness and their alignment with sustainability requirements. This approach also promotes better supply chain resilience, while consolidating relationships of trust that can generate long-term mutual benefits.

Opportunity: Project acceptability boosted by RTE's positive socio-economic footprint [G1.IRO#5]

RTE's positive socio-economic footprint represents a strategic opportunity to promote the acceptability of its projects. By demonstrating its beneficial impact on the regions, in particular through job creation, support for local companies and contribution to infrastructure development, RTE can enhance stakeholder confidence and support. This approach improves relations with local communities, facilitates authorisation processes and reduces objections. By highlighting its role as a player committed to sustainable and socio-economic development, RTE also consolidates its image as a responsible company, which can accelerate the adoption of future projects.

This IRO is linked to IRO S3.IRO#2.

Risk: Penalties, degradation of image in the event of audit and fines imposed by the DGCCRF ⁽¹⁾ on payment terms [G1.IRO#6]

Failure to meet payment deadlines may expose RTE to significant risks, including financial penalties and fines imposed by the DGCCRF in the event of an audit. In addition to financial penalties, this type of breach can lead to degradation of the Company's image, affecting the confidence of suppliers and partners. Poor management of payment terms could also weaken relations with supply chain players, in particular SMEs, and damage RTE's reputation as a responsible player committed to supporting the local economic fabric.

Corruption and bribery

- **Risk: Criminal, disciplinary and financial sanctions, degradation of the image [G1.IRO#7]**

In the event of corruption or bribery, RTE is exposed to significant criminal, disciplinary and financial sanctions, in accordance with national and international laws such as the Sapin 2 law or European anti-corruption regulations. These sanctions could include high fines, lawsuits against the Company and its managers, as well as internal disciplinary measures. In addition, such acts would seriously undermine RTE's image, by eroding the trust of stakeholders, in particular investors, customers and regulators. Such a situation could also lead to contractual restrictions, harm the Company's competitiveness and affect its ability to enter into new partnerships.

(1) Directorate General for Competition, Consumer Affairs and Fraud Control

— **Description of the procedures for identifying and assessing material IROs related to business conduct [IRO-1]**

The material IROs related to business conduct were identified with the support of the department in charge of RTE's vigilance plan.

RTE thus relied on the duty of vigilance risk mapping.

5.4.1.2 Role of the administrative, management and supervisory bodies on sustainability issues [GOV-1]

Ever since it was first formed, RTE has stressed the ethical obligations inherent to performance of its public service missions as manager of a vital infrastructure open to third-party access. In 2012, the Company instigated action for ethical purchasing. At present and more generally, RTE is subject to a large number of compliance obligations.

The role of compliance obligations in corporate life has expanded in recent years, and companies now build on ethical values which they promote to their employees and external stakeholders.

On 1 January 2022, RTE created an ethics and compliance division, which became the ethics & compliance department on 1 January 2024. It is located within the Physical Assets Compliance and Security Division of the General Secretariat. Its roles are to:

- i) have a better overview of these issues and better coordinate them;
- ii) anticipate the arrival and deployment within RTE of new laws in this area;
- iii) better prepare for possible controls by different authorities.

5.4.2 BUSINESS CONDUCT POLICIES

5.4.2.1 Anti-corruption and bribery measures

— **Anti-corruption compliance programme**

RTE has set up an anti-corruption compliance programme, in accordance with Article 17 of the Sapin 2 Law of 9 December 2016. As part of this programme, RTE drew up an anti-corruption risk mapping, revised in 2021. Following this review, RTE's Executive Board approved an action plan to control five risks identified as priorities in the mapping.

RTE relies on a network of anti-corruption compliance officers to roll out its compliance programme in the Company's entities.

The Director of Portfolio Compliance and Security, within the General Secretariat, is responsible for managing the programme and reporting.

— **Anti-corruption code of conduct**

RTE's Portfolio Compliance and Security Division implements a certain number of measures to prevent and detect the commission, in France and abroad, of acts of corruption or influence peddling. Among these measures is the establishment of an **anti-corruption code of conduct**, which came into force in 2019 and is appended to the internal rules, the purpose of which is to define and illustrate the "different types of behaviour to be prohibited as being likely to characterise acts of corruption or influence peddling".

The Company has published its anti-corruption code of conduct on its website and has set up a procedure for organising and assessing the integrity of third parties which makes it possible, depending on the risks identified in the anti-corruption risk mapping, to carry out an assessment of the integrity of third parties considered to be at risk.

RTE has also illustrated its anti-corruption code of conduct through the production of brief guides on "ethics in practice" (covering gifts and entertaining in 2022, conflicts of interest in 2023, and sponsorship/mentoring in 2024), which have been distributed internally with backing from the management and the help of the network of anti-corruption compliance officers.

— Whistleblowing system

The **anti-corruption code of conduct is supplemented by a whistleblowing system** enabling everyone to participate in the collective vigilance effort. It also makes it possible to show all partners and contacts RTE's involvement in the fight against corruption and influence peddling. Awareness-raising on the rules of business conduct within RTE is also offered in the form of **mandatory e-learning sessions** and is intended for all employees and new hires (anti-corruption, GDPR, confidentiality, code of conduct relating to RTE's independence and non-discrimination under the French Energy Code).

— Procedure for collecting alerts

The procedure for collecting alerts came into force in 2018. The changes to the Law of 21 March 2022, known as the "Waserman" law, targeting not only acts of corruption and influence peddling pursuant to Article 17 of the "Sapin 2" law but also the acts referred to in Article 6 of this law (crimes and misdemeanours, threats or harm to the public interest, violation or attempt to conceal the violation of an international commitment, law or regulation, etc.) have been integrated. A project to update the procedure for collecting alerts is underway in order to formally integrate these latest changes. In particular, it provides:

- i) that the whistleblower can remain anonymous if he or she so wishes;
- ii) the possibility of obtaining feedback on the measures taken to assess the accuracy of the allegations and remedy the subject of the alert (acknowledgement of receipt of alerts within seven working days and feedback within three months);
- iii) that the persons in charge of verifying the alerts only have access to the information necessary to perform their duties. They are bound by strict confidentiality requirements in compliance with the ethical rules for conducting audits;
- iv) that the data related to the alert are kept for the time strictly necessary and proportionate to the processing of the alert.

In addition, the procedure provides that any person who, in good faith and without direct financial compensation, uses RTE's whistleblowing system, reports externally or discloses information under the conditions provided for in Articles 6 and 8 of the "Sapin 2" law, benefits from protection against reprisals, threats or attempts to resort to them.

RTE places particular emphasis on prevention of discrimination, harassment and sexist behaviour, which are the subjects of specific articles in its internal rules. The whistleblowing procedure complements RTE's system for reporting psychosocial risks.

— Whistleblowing platform

RTE has set up an IT platform, accessible from its website, to collect reports of acts of corruption or influence peddling. The purpose of the whistleblowing procedure is to detect and deal with allegations or incidents of corruption or influence peddling, in accordance with the Sapin 2 law. This whistleblowing procedure, appended to the internal rules, describes all the steps required to process alerts.

Operational since early 2019, the platform for collecting online alerts was renewed in 2024. It explicitly incorporates the themes related to the duty of vigilance (human rights and fundamental freedoms, health and safety of people, serious harm to the environment). This platform can be used by non-RTE parties, and is mentioned on RTE's institutional website and intranet. It incorporates the requirements of the Law of 21 March 2022 aimed at improving the protection of whistleblowers.

— Detection of corruption or influence peddling

In its internal control action plan, RTE has also determined and deployed several internal control measures aimed at detecting possible acts of corruption or influence peddling, particularly in the area of purchasing and partnerships. These measures were defined according to the risks present in the anti-corruption risk mapping.

In terms of anti-corruption accounting controls, the Company has adopted software enabling it to carry out controls specifically on the risk of corruption.

Indicators on corruption or bribery

— Percentage of at-risk functions covered by training programmes

The functions within the Company that are most exposed to the risk of corruption and payment of bribes have been identified with regard to the corruption risk mapping, in particular buyers, employees involved in the drafting of specifications, teams responsible for receiving work, employees in possession of privileged information, etc.

The precise identification of these functions will be carried out at the beginning of 2025 and they will be provided with dedicated new training. A preliminary identification makes it possible to estimate that 90%

of the most exposed functions had completed the anti-corruption training intended for all RTE employees by the end of 2024.

— Training provided to governance bodies on these topics

The Executive Committee followed the “anti-corruption” e-learning course (80% at the end of 2024), which applies to all RTE employees.

— Number of incidents of corruption or bribery and number of convictions and amount of fines

No conviction of RTE for breach of anti-corruption legislation was to be noted in 2024.

Indicator wording	Unit	2024
Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	Number	0

5.4.3 MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

5.4.3.1 Purchasing ethics

RTE is a public service company subject to public procurement rules. In 2012 it set up a code of ethical purchasing, notably intended to guarantee objectivity and independent judgement by all relevant members of the company, and impartiality in their relations with suppliers. This code of ethical purchasing practices is presented to every new arrival joining the Purchasing Division, so that the division can adapt it to all actors in the Company’s purchasing process. The post of purchasing ethics officer has existed since 2012.

Since 2018 the purchasing ethics officer has also exercised the role of mediator for RTE’s suppliers.

5.4.3.2 Vigilance plan - System for identifying, assessing and remedying risks in the value chain

As indicated previously, the material IROs related to business conduct were identified with the support of the department in charge of RTE’s vigilance plan. RTE thus relied on the duty of vigilance risk mapping to identify them.

5.4.4 RESPONSIBLE PURCHASING AND PAYMENT TERMS

RTE’s purchases form an essential lever for addressing societal and environmental issues. The company’s responsible purchasing policy gained official recognition in 2019 when RTE obtained the “Responsible supplier relations and purchasing” label. This label is awarded by the French corporate mediation service and the National Purchasing Council, and was renewed for RTE in early 2022.

RTE’s Purchasing and Logistics policy, signed by the members of the Executive Board at the end of 2024, reaffirmed RTE’s commitment to this approach, focusing on three areas:

- sustainably reduce the carbon footprint of our purchases and engage our entire value chain with RTE;
- contribute to the structuring of a waste transformation and recovery sector in line with our activities;
- continue to make purchases that contribute to local economic vitality (very small, small and medium-sized businesses) and promote inclusion (STPA⁽¹⁾ and entities helping unemployed people back into work).

5.4.4.1 Payment practices

Supplier payment terms are a major concern for RTE, which achieved a satisfaction rate of 92% (compared to an average of 82% in the energy sector) in the 2023 PACTE PME survey. By law, the payment period agreed between the parties may not exceed 60 days from the date of issue of the invoice. RTE has chosen a standard settlement period of 49 days - in order to be a responsible player towards its suppliers, in line with the 2008 law on the modernisation of the economy. Efforts are continuing in 2024, with:

- the updating of invoicing-related documents on RTE’s online supplier space as part of a continuous improvement approach;
- the launch of an internal service offering to facilitate the interaction between the Purchasing Division and the Finance Division related to the invoice processing process;
- the implementation of lead time indicators at each stage of the invoice processing process in order to raise awareness among all internal stakeholders.

Indicator wording	Unit	2024
Standard payment terms (SME / ISE / EG)	Day	49
RTE average payment terms	Day	58
Percentage of payments made within these deadlines - SME	%	86
Percentage of payments made within these deadlines - ISE	%	89
Percentage of payments made within these deadlines - EG	%	82
Number of ongoing legal proceedings concerning late payments	Number	0

The payment term is calculated as follows: settlement date - document date.

Payment is defined “on time” if it is made before or

on the projected settlement date, which is determined based on the payment terms taking into account non-business days.

(1) Protected and Adapted Work Structures

5.4.4.2 Contribution of purchasing practices to the climate transition

Reducing the carbon footprint of purchases is the first pillar of RTE's responsible purchasing policy (in conjunction with IRO E5.IRO#1). In 2024, the Company set the following target: 60% of its purchases under contract must entail an environmental commitment. The associated indicator is monitored in the purchasing performance table published each quarter, and reported in the annual purchasing report.

In 2023, RTE systematically collected "raw material passports" on all its core business supply markets in order to inform the life cycle analyses concerning its main equipment items. In line with this initiative, several actions were carried out in 2024, in particular:

- the tests of CSR criteria from the common catalogue set up as part of an industrial alliance bringing together several European transmission system operators. In 2024, RTE launched experiments on several of its purchases:
 - on equipment supply markets, focusing on the phases of the life cycle that emit the most greenhouse gases. For example, the manufacturing and operating carbon footprint is one of them, with a weighting of 10% on the grouped purchase of our offshore stations as part of the connection of several offshore wind farms,
 - on works contract markets, RTE is participating in the French pilot of the Carbon Performance Scale (a greenhouse gas emissions management system that has proven its effectiveness in the Netherlands), by targeting a best-in-class criterion of 10% on its future purchases of underground line installation work;

- circular economy actions (a major lever for the decarbonisation of RTE's scope 3). For example:
 - the implementation with one of RTE's suppliers of a closed loop for the manufacture of aluminium/steel and Almelec overhead conductors. From the end of 2024, the contractual agreement provides for the recovery of 600 tonnes of aluminium per year from RTE's removed conductors, which will be used to manufacture new overhead conductors. Out of these 600 tonnes, it can be estimated that the resulting reduction in the carbon footprint will be between 90% and 95%,
 - the implementation in 2024 of an eight-year contract for the renovation of disconnecter arms, making it possible to extend the life of equipment by favouring short circuits. The next step will be to set up a contract for the renovation of disconnectors as a whole, as part of the circular economy plan,
 - the mapping of potential partners in the circular economy in France and Europe. This exercise, which began in 2024 and will end in 2025, will facilitate the implementation of circular economy loops with RTE's suppliers, with a significant impact on the scope 3.

The feedback from all these actions enables RTE to gradually build a global and integrated approach, including the development of a decarbonisation roadmap for purchases, which will be rolled out in 2025.

In addition, RTE has just included in its purchasing doctrine a minimum threshold of 10% concerning the weight of the environmental criterion in all its consultations. This revised doctrine is applicable from the beginning of 2025 and will be linked to the purchasing decarbonisation roadmap.

Indicator wording	Unit	Amount in 2024
Percentage of contractual purchases with an environmental commitment	%	70

5.4.4.3 Inclusive purchasing, vitality of the regions, balanced relations with RTE's suppliers

Achieving inclusive purchasing (protected and sheltered sectors, integration) and contributing to the vitality of regions (VSEs, SMEs) is the third pillar of RTE's responsible purchasing policy (in connection with the IROs G1.IRO#2, G1.IRO#3, G1.IRO#4). It is this positive socio-economic footprint that promotes the acceptability of RTE's projects and enables it to build loyalty in its relations with its suppliers.

— Inclusive purchasing

RTE has set a purchase target of €3.5 million for the protected and sheltered sector, this figure having been reached in 2024, with the support of the GESAT network (organisation coordinating professional integration in the sheltered and adapted employment sector) to better identify eligible contracts and implement best-bid criteria and/or adapted contractual clauses. In some cases, a complete batch is even reserved for this sector, such as our pylons replating market.

RTE also applies best-bid criteria to promote integration in applicable markets.

— Regional vitality

Given its geographical presence, RTE contributes to the **economic development of regions and local areas**. Several levers are activated to boost employment in the regions, such as dividing contracts into lots and holding regional meetings for businesses (with the support of local chambers of commerce and industry) so that local entities can respond to consultations launched by RTE.

— Balanced relations with RTE's suppliers (in connection with G1.IRO#5)

The search for balanced cooperation with its suppliers enables RTE to be an attractive customer, in particular through active listening to their proposals. This policy is implemented at national and regional level. For example:

- as part of the ten-year network development plan (*Schéma décennal de développement du réseau - SDDR*), RTE launched a public consultation (in two stages, April and July 2024) in which the supplier ecosystem was involved for the first time. Around 30 respondents (suppliers and professional unions) were able to provide their answers and proposals;
- at the regional level, RTE organises or participates in numerous events enabling exchanges and collaborations with economic players. Some examples can be found below:
 - the annual RTE stand (since 2022) during the Business Days of the Occitanie Chamber of Commerce and Industry,
 - the presentation of the future Earthmoving contract for the future Foulventour 400 kV substation to the Haute-Vienne Chamber of Commerce and Industry in Limoges in early July 2024,
 - the meeting with the economic players of the 65 Chamber of Commerce and Industry planned for September 2024 with the Toulouse Engineering Development Centre (CDIT),
 - the presentation at the energy days organised by the Bordeaux Development and Innovation Agency of development prospects, markets and local economic benefits;
- RTE also organises meetings with suppliers upstream of projects to involve them in its initiatives and challenges. Some examples can be found below:
 - 2025 pylons project roadshows,
 - bilateral meetings with 17 works suppliers during the S3REnR⁽¹⁾ Nouvelle Aquitaine Sud webinar,
 - presentation of the future earthmoving contract for the future Foulventour 400 kV substation to the Haute-Vienne Chamber of Commerce and Industry in Limoges,
 - presentation at the energy days organised by the Bordeaux Development and Innovation Agency of development prospects, markets and local economic benefits.

This active listening to suppliers is also reflected in a strong objective of opening up purchases to the variants proposed by suppliers (30% of consultations).

(1) Regional Renewable Energy Network Connection Schemes

Another element that makes it possible to enhance RTE's attractiveness as a customer is to consider its suppliers as partners in its investment trajectories by giving them visibility, through long contracts, enhanced commitments and regular organisation of communication events. The objective is to offer them visibility and reliability in terms of volumes, and to enhance their understanding of RTE's industrial strategies. These elements aim to enable RTE's partners to stabilise their recruitment and training strategy for their workforce to comply with future market requirements, in particular through:

- the national investment outlook webinars on 19 January 2023 and 8 February 2024;
- the network evolution outlook webinar as part of the S3REnR Nouvelle Aquitaine Sud (joint project

with Enedis related to the connections of photovoltaic producers) of 11 July 2024, with a desire for annual updates;

- webinars by purchase category: project management assistance for overhead and underground lines, vegetation, storage of spare equipment for underwater lines.

Supplier evaluation is also fundamental for more mature supplier relations. Contractors working on RTE's principal master contracts are assessed after completion of every order, on the following four criteria: quality/timeliness, safety, environment, and innovation. This assessment is complemented by supplier audits, and the results are shared with suppliers each year and taken into consideration when selecting suppliers for future contracts or contract lots.

Indicator wording

	Unit	Amount in 2024
Purchases made from SMEs	€m	550

5.4.5 REPRESENTATION OF INTERESTS, LOBBYING

Pursuant to Article 18-1 of Law 2013-907 of 11 October 2013 on the transparency of public life, "a digital directory provides information to citizens on the relations between interest representatives and public authorities". This directory is managed by the High Authority for Transparency in Public Life (*Haute autorité pour la transparence de la vie publique* - HATVP).

RTE has been registered as an interest representative in the HATVP's national register of interest representatives since 8 September 2017.

As such, RTE is subject to two obligations:

- on the one hand, the company must disclose information relating to its identity, the interest representation actions it carries out with regard to public officials and the resources devoted to these actions;
- on the other hand, its behaviour must comply with the ethical obligations defined by Article 18-5 of the Law.

The HATVP ensures compliance with these reporting and ethical obligations by interest representatives.

Three people are responsible for representing the Company's interests: the Chairman of the Executive Board, the Director of Institutional Relations and his deputy.

— Total monetary value of political financial and in-kind contributions

RTE made no financial or in-kind contributions for representation actions.

In 2024, RTE declared the following influence actions:

- **As part of the draft law to simplify economic life:**
 - propose that the exemption from the environmental assessment requirement, already granted to projects located in decarbonisation zones, be extended to the compliance procedures for urban planning documents relating to electrical works projects;
 - suggest a clarification of the system for simplifying public consultation procedures introduced by the "green industry" law;

- propose a simplification of the compensation disputes procedures relating to electricity transmission and distribution infrastructure easements (exclusive jurisdiction of the administrative judge).
 - **As part of the proposed law to protect the Électricité de France group from a dismemberment:**
 - contribute to the measures necessary to preserve RTE's independence.
 - **As part of the proposed law on national planning and simplification of standards in the energy economic sector:**
 - organise the participation of renewable energies, under the same conditions as the other means of production, in the real-time balancing of the electricity system.
 - **As part of the entry into force of the Law of 20 July 2023 aimed at facilitating the implementation of the objectives of combating the artificialisation of land and strengthening the support of local elected representatives:**
 - solicit the regional chairmen to ensure that the substations under RTE's responsibility are taken into account in the revisions of the SRADET ⁽¹⁾.
 - **As part of the Draft Finance Act for 2025:**
 - inform, in support of the public authorities, the structural proposals for the new capacity mechanism.
 - **As part of the development of the future Ten-Year Network Development Plan (*Schéma décennal du développement du réseau - SDDR*):**
 - inform the Ministers responsible for economics, energy and industry on the main orientations of the SDDR;
 - inform the regional chairmen of the SDDR's main orientations.
 - **As part of the proposed law to combat the risks related to perfluoroalkyl and polyfluoroalkyl substances (PFAS):**
 - organise the processing of PFAS used in the electricity sector.
 - **As part of the information provided to parliamentarians on RTE's work:**
 - send the electricity report to parliamentarians;
 - send the action plan for the development of flexibilities to parliamentarians.
- In addition to the activities reported to the HATVP, RTE also participated in:
- the French Senate Commission of Inquiry on the generation, consumption and price of electricity in 2035 and 2050;
 - the parliamentary commission for monitoring the application of Law 2023-175 of 10 March 2023 on the acceleration of renewable energy production;
 - the parliamentary commission for monitoring the application of Law 2023-491 of 22 June 2023 on the acceleration of procedures related to the construction of new nuclear facilities near existing nuclear sites and the operation of existing facilities;
 - the Senate forward-looking delegation on RTE's forward-looking work;
 - the fact-finding mission on the methods for managing and operating hydropower facilities.

(1) The regional planning, sustainable development and equality plan (SRADET). The SRADET is a regional planning document that specifies the strategy, objectives and rules set by the Region in several areas pertaining to regional planning.

5.4.6 POLICIES AND ACTIONS RELATED TO THE REGULATION MODEL

The information below addresses the IRO “G1.IRO 2 - Risk that the current regulation model is no longer adapted to the growth of the network’s transformation needs”.

RTE determines, through the publication of the Ten-Year Network Development Plan (*Schéma décennal de développement du réseau - SDDR*), the ten-year investment needs of the electricity transmission network. Within the framework of the 2025 SDDR, RTE is planning a significant investment plan. This plan must be the subject of an opinion from the French State and the French Energy Regulatory Commission (*Commission de régulation de l’énergie - CRE*), which defines with RTE the financing of its future investment trajectory.

RTE has an organisation dedicated to the implementation and monitoring of its regulatory model, within the division in charge of strategy and finance.

In this context, RTE is discussing with the French State and the CRE the necessary adaptation of the regulatory model in order to define a sustainable trajectory for the financing of investments.

RTE’s next tariff, the “TURPE 7”, will thus include, from 2025, the first solutions for the growth of these investments and their financing.

5.5 ANNEXES TO THE SUSTAINABILITY REPORT

5.5.1 LIST OF DISCLOSURE REQUIREMENTS APPLICABLE TO THE GROUP

Standards	Disclosure requirement	Related sections
ESRS 2 - General information	BP-1 General basis for preparing sustainability statements	5.1.2
	BP-2 Disclosures in relation to specific circumstances	5.1.2.4
	GOV-1 The role of the administrative, management and supervisory bodies	5.1.3.1
	GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	5.1.3.2
	GOV-3 Integration of sustainability-related performance in incentive schemes	5.1.3.1
	GOV-4 Statement on due diligence	5.1.3.3
	GOV-5 Risk management and internal controls over sustainability reporting	5.1.3.4
	SBM-1 Strategy, business model and value chain	5.1.4
	SBM-2 Interests and views of stakeholders	5.1.5
	SBM-3 Material impacts, risks and opportunities (IRO) and their interaction with the strategy and business model	5.1.4.2
	IRO-1 Description of the process for identifying and assessing material IROs	5.1.6.1
IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability report	5.1.6.2	
E1 - Climate change	E1-1 - Transition plan for climate change mitigation	
	E1-2 - Policies related to climate change mitigation and adaptation	5.2.1.3 RTE's transition plan 5.2.1.6 Adaptation plan
	E1-4 - Targets related to climate change mitigation and adaptation	
	E1-3 - Actions and resources relating to climate change policies	5.2.1.4 Actions and results 5.2.1.6 Adaptation plan
	E1-5 - Energy consumption and mix	
	E1-6 - Gross Scope 1, 2 and 3 GHG emissions and total GHG emissions	5.2.1.5 Summary tables

Standards	Disclosure requirement	Related sections
E2 - Pollution	E2-1 - Policies related to pollution	5.2.2.2 Policies and targets related to pollution
	E2-3 - Targets related to pollution	
	E2-2 - Actions and resources related to pollution	5.2.2.3 Action plans and results related to pollution
	E2-4 - Pollution of air, water and soil	
E4 - Biodiversity and ecosystems	E4-1 - Transition plan and consideration of biodiversity and ecosystems in strategy and business model	5.2.4.2 Policy related to biodiversity
	E4-2 - Policies related to biodiversity and ecosystems	
	E4-4 - Targets related to biodiversity and ecosystems	5.2.4.3 Action plans, targets and results
	E4-3 - Actions and resources related to biodiversity and ecosystems	
	E4-5 - Impact metrics related to the alteration of biodiversity and ecosystems	
E5 - Resource use and circular economy	E5-1 - Policies related to resource use and circular economy	5.2.5.2 Policies and targets related to resource management and circular economy
	E5-3 - Targets related to resource use and circular economy	
	E5-2 - Actions and resources related to resource use and circular economy	5.2.5.3 Action plans and results related to resource management and circular economy
	E5-4 - Incoming resources	
	E5-5 - Outgoing resources	

Standards	Disclosure requirement	Related sections
S1 - Company employees	S1-1 - Policies related to the company's workforce	
	S1-2 - Process for interaction regarding impacts with company employees and their representatives	
	S1-3 - Procedures for remedying negative impacts and channels for company workers to raise concerns	
	S1-4 - Actions regarding significant impacts, approaches to mitigate significant risks and seize significant opportunities for the company's workforce, and effectiveness of these actions and approaches	5.3.1.1 Context and challenges of the human resources organisation 5.3.1.3 Social dialogue
	S1-5 - Targets related to the management of material adverse impacts, the promotion of positive impacts and the management of material risks and opportunities	
	S1-8 - Coverage of collective bargaining and social dialogue	
	S1-6 - Characteristics of the undertaking's employees	
	S1-7 - Characteristics of non-salaried workers in the company's workforce	5.3.1.2 Workforce overview
	S1-9 - Diversity metrics	
	S1-16 - Compensation metrics (pay gap and total compensation)	5.3.1.5 Diversity, equal opportunities and inclusion
	S1-17 - Serious human rights cases, complaints and impacts	
	S1-12 - Persons with disabilities	
	S1-13 - Training and skills development metrics	5.3.1.4 Skills development and talent management
	S1-14 - Health and safety metrics	5.3.1.6 Health and safety of employees, suppliers and third parties
S2 - Workers in the value chain	S2-1 - Policies related to value chain workers	
	S2-4 - Actions regarding significant impacts on workers in the value chain, approaches to manage significant risks and seize significant opportunities for workers in the value chain, and effectiveness of these actions	5.3.2.2 Policy, actions and results related to value chain workers
	S2-5 - Targets related to the management of material adverse impacts, the promotion of positive impacts and the management of material risks and opportunities	

Standards	Disclosure requirement	Related sections
S3 - Affected communities	S3-1 - Policies related to affected communities	5.3.3.2 Policies and targets related to affected communities
	S3-5 - Targets related to the management of material adverse impacts, the promotion of positive impacts and the management of material risks and opportunities	
	S3-2 - Process for interaction regarding impacts with affected communities	5.3.3.3 Action plan
	S3-3 - Procedures to remediate negative impacts and channels for affected communities to raise concerns	
	S3-4 - Actions regarding significant impacts on affected communities, approaches to manage significant risks and seize significant opportunities for affected communities, and effectiveness of these actions	
S4 - Consumers and end-users	S4-1 - Policies related to consumers and end-users	5.3.4.2 Policies, targets, action plans and outcomes related to consumers and end-users
	S4-4 - Actions regarding significant impacts on consumers and end-users, approaches to manage significant risks and seize significant opportunities for consumers and end-users, and effectiveness of these actions	
	S4-5 - Targets related to the management of material adverse impacts, the promotion of positive impacts and the management of material risks and opportunities	5.3.4.1 Context and challenges related to consumers and end-users
	S4-2 - Process for interaction regarding impacts with consumers and end-users	
	S4-3 - Procedures to remediate negative impacts and channels for consumers and end-users to raise concerns	
G1 - Business conduct	G1-1 - Corporate culture and business conduct policies	5.4.2 Business conduct policies
	G1-3 - Prevention and detection of corruption and bribery	
	G1-4 - Confirmed incidents of corruption or bribery	5.4.3 Management of relationships with suppliers
	G1-2 - Management of relationships with suppliers	
	G1-6 - Payment practices	5.4.5 Representation of interests, lobbying
G1-5 - Political influence and lobbying activities		

5.5.2 TABLE OF ALL DATA POINTS ARISING FROM OTHER EU LEGISLATION

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Index regulation reference	European law on the climate reference	Section
ESRS 2 GOV-1 Board's gender diversity Paragraph 21 (d)	Indicator 13, Table 1, Annex I		Annex II of Commission Delegated Regulation (EU) 2020/1816		5.1.3
ESRS 2 GOV-1 Percentage of board members who are independent Paragraph 21 (e)			Annex II of Commission Delegated Regulation (EU) 2020/1816		5.1.3
ESRS 2 GOV-4 Statement on due diligence Paragraph 30	Indicator 10, Table 3, Annex I				5.1.3
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities Paragraph 40 (d) (i)	Indicator 4, Table 1, Annex I	Article 449a Regulation (EU) 575/2013, Commission Implementing Regulation (EU) 2022/2453 (6), Table 1: Qualitative information on environmental risk and Table 2: Qualitative information on social risk	Annex II of Commission Delegated Regulation (EU) 2020/1816		N/A
ESRS 2 SBM-1 Involvement in activities related to chemical production Paragraph 40 (d) (ii)	Indicator 9, Table 2, Annex I		Annex II of Commission Delegated Regulation (EU) 2020/1816		N/A
ESRS 2 SBM-1 Involvement in activities related to controversial weapons Paragraph 40 (d) (iii)	Indicator 14, Table 1, Annex I		Article 12 (1) of Delegated Regulation (EU) 2020/1818 (7), Annex II to Delegated Regulation (EU) 2020/1816		N/A

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Index regulation reference	European law on the climate reference	Section
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco Paragraph 40 (d) (iv)			Delegated Regulation (EU) 2020/1818, Article 12 (1) of Delegated Regulation (EU) 2020/1816, Annex II.		N/A
ESRS E1-1 Transition plan to reach climate neutrality by 2050 Paragraph 14				Article 2 (1) of Regulation (EU) 2021/1119	5.2.1
ESRS E1-1 Companies excluded from the “Paris Agreement” benchmarks Paragraph 16 (g)		Article 449a Regulation (EU) 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book - Climate change transition risk: Credit quality of exposures by sector, issuance and residual maturity	Article 12 (1) (d) to (g) and Article 12 (2) of Delegated Regulation (EU) 2020/1818		N/A
ESRS E1-4 GHG emission reduction targets Paragraph 34	Indicator 4, Table 2, Annex I	Article 449a Regulation (EU) 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking portfolio - Climate change transition risk: alignment indicators	Article 6 of Delegated Regulation (EU) 2020/1818		5.2.1
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) Paragraph 38	Indicator 5, Table 1, and Indicator 5, Table 2, Annex I				5.2.1
ESRS E1-5 Energy consumption and mix Paragraph 37	Indicator 5, Table 1, Annex I				5.2.1

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Index regulation reference	European law on the climate reference	Section
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors Paragraphs 40 to 43	Indicator 6, Table 1, Annex I				N/A
ESRS E1-6 Gross Scope 1, 2 or 3 GHG emissions and total GHG emissions Paragraph 44	Indicators 1 and 2, Table 1, Annex I	Article 449a of Regulation (EU) 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking portfolio - Climate change transition risk: Credit quality of exposures by sector, issue and residual maturity	Articles 5 (1), 6 and 8 (1) of Delegated Regulation (EU) 2020/1818		5.2.1
ESRS E1-6 Gross GHG emissions intensity Paragraphs 53 to 55	Indicator 3, Table 1, Annex I	Article 449a of Regulation (EU) 575/2013, Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking portfolio - Climate change transition risk: alignment indicators	Article 8 (1) of Delegated Regulation (EU) 2020/1818		5.2.1
ESRS E1-7 GHG removals and carbon credits Paragraph 56				Article 2 (1) of Regulation (EU) 2021/1119	N/A
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks Paragraph 66			Annex II of Delegated Regulation (EU) 2020/1818, Annex II of Regulation (EU) 2020/1816		5.2.1

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Index regulation reference	European law on the climate reference	Section
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk Paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk Paragraph 66 (c)		Article 449a of Regulation (EU) 575/2013, Commission Implementing Regulation (EU) 2022/2453, Paragraphs 46 and 47, Template 5: Banking book - Physical risk related to climate change: exposures subject to physical risk.			N/A
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes Paragraph 67 (c)		Article 449a of Regulation (EU) 575/2013, Commission Implementing Regulation (EU) 2022/2453, Paragraph 34, Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			N/A
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities Paragraph 69			Annex II of Commission Delegated Regulation (EU) 2020/1818		N/A
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, Section 28	Indicator 8, Table 1, Annex I; Indicator 2, Table 2, Annex I; Indicator 1, Table 2, Annex I; Indicator 3, Table 2, Annex I				5.2.2
ESRS E3-1 Water and marine resources, Paragraph 9	Indicator 7, Table 2, Annex I				5.2.3

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Index regulation reference	European law on the climate reference	Section
ESRS E3-1 Dedicated policy Paragraph 13	Indicator 8, Table 2, Annex I				5.2.3
ESRS E3-1 Sustainable oceans and seas Paragraph 14	Indicator 12, Table 2, Annex I				N/A
ESRS E3-4 Total water recycled and reused Paragraph 28, point c)	Indicator 6.2, Table 2, Annex I				N/A
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations Paragraph 29	Indicator 6.1, Table 2, Annex I				N/A
ESRS 2 - SBM 3 - E4 Paragraph 16 (a) (i)	Indicator 7, Table 1, Annex I				5.2.4
ESRS 2 - SBM 3 - E4 Paragraph 16 (b)	Indicator 10, Table 2, Annex I				5.2.4
ESRS 2 - SBM 3 - E4 Paragraph 16 (c)	Indicator 14, Table 2, Annex I				5.2.4
ESRS E4-2 Sustainable land / agriculture practices or policies Paragraph 24 (b)	Indicator 11, Table 2, Annex I				N/A
ESRS E4-2 Sustainable oceans/ seas practices or policies Paragraph 24 (c)	Indicator 12, Table 2, Annex I				N/A
ESRS E4-2 Policies to address deforestation Paragraph 24 (d)	Indicator 15, Table 2, Annex I				N/A
ESRS E5-5 Non-recycled waste Paragraph 37 (d)	Indicator 13, Table 2, Annex I				5.2.5

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Index regulation reference	European law on the climate reference	Section
ESRS E5-5 Hazardous waste and radioactive waste Paragraph 39	Indicator 9, Table 1, Annex I				N/A
ESRS 2 - SBM3 - S1 Risk of incidents of forced labour Paragraph 14 (f)	Indicator 13, Table 3, Annex I				N/A
ESRS 2 - SBM3 - S1 Risk of incidents of child labour Paragraph 14 (g)	Indicator 12, Table 3, Annex I				N/A
ESRS S1-1 Human rights policy commitments Paragraph 20	Indicator 9, Table 3, and Indicator 11, Table 1, Annex I				N/A
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8, Paragraph 21			Annex II of Commission Delegated Regulation (EU) 2020/1816		N/A
ESRS S1-1 Processes and measures for preventing trafficking in human beings Paragraph 22	Indicator 11, Table 3, Annex I				N/A
ESRS S1-1 Workplace accident prevention policy or management system Paragraph 23	Indicator 1, Table 3, Annex I				5.3.1.6
ESRS S1-3 Grievance/complaints handling mechanisms Paragraph 32 (c)	Indicator 5, Table 3, Annex I				5.3.1.6
ESRS S1-14 Number of fatalities and number and rate of work-related accidents Paragraph 88 (b) and (c)	Indicator 2, Table 3, Annex I		Annex II of Commission Delegated Regulation (EU) 2020/1816		5.3.1.6

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Index regulation reference	European law on the climate reference	Section
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness Paragraph 88 (e)	Indicator 3, Table 3, Annex I				5.3.1.6
ESRS S1-17 Incidents of discrimination Paragraph 103 (a)	Indicator 7, Table 3, Annex I				5.1.3.6
ESRS S2-1 Human rights policy commitments Paragraph 17	Indicator 9, Table 3, and Indicator 11, Table 1, Annex I				N/A
ESRS S2-1 Policies related to value chain workers Paragraph 18	Indicators 11 and 4, Table 3, Annex I				5.3.2
ESRS S3-1 Human rights policy commitments Paragraph 16	Indicator 9, Table 3, Annex I, and Indicator 11, Table 1, Annex I				N/A
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines Paragraph 17	Indicator 10, Table 1, Annex I		Annex II of Delegated Regulation (EU) 2020/1816, Article 12 (1) of Delegated Regulation (EU) 2020/1818		5.2.6
ESRS S3-4 Human rights issues and incidents Paragraph 36	Indicator 14, Table 3, Annex I				N/A
ESRS S4-1 Policies related to consumers and end-users Paragraph 16	Indicator 9, Table 3, and Indicator 11, Table 1, Annex I				5.3.4

Disclosure requirement and related data point	SFDR reference	Pillar 3 reference	Index regulation reference	European law on the climate reference	Section
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines Paragraph 17	Indicator 10, Table 1, Annex I		Annex II of Delegated Regulation (EU) 2020/1816, Article 12 (1) of Delegated Regulation (EU) 2020/1818		N/A
ESRS S4-4 Human rights issues and incidents Paragraph 35	Indicator 14, Table 3, Annex I				N/A
ESRS G1-1 United Nations Convention against Corruption Paragraph 10 (b)	Indicator 15, Table 3, Annex I				5.4
ESRS G1-1 Protection of whistleblowers Paragraph 10 (d)	Indicator 6, Table 3, Annex I				5.4
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws Paragraph 24 (a)	Indicator 17, Table 3, Annex I		Annex II of Delegated Regulation (EU) 2020/1816		5.4
ESRS G1-4 Standards of anti-corruption and anti-bribery Paragraph 24 (b)	Indicator 16, Table 3, Annex I				5.4

5.6 CERTIFICATION OF SUSTAINABILITY INFORMATION

The sustainability report is submitted for certification to our Statutory Auditors in charge of certifying the sustainability information, including the report prepared in accordance with Article L. 821-54 of the French Commercial Code.

SUSTAINABILITY INFORMATION CERTIFICATION AND CONTROL REPORT ON THE DISCLOSURE REQUIREMENTS STIPULATED IN ARTICLE 8 OF REGULATION (EU) 2020/852, RELATING TO THE FINANCIAL YEAR ENDED 31 DECEMBER 2024.

To the General Meeting of RTE SA,

This report is issued in our capacity as Statutory Auditors of RTE SA. It covers the information on sustainability and the information provided for in Article 8 of Regulation (EU) 2020/852, relating to the financial year ended 31 December 2024 and included in section 5 “Sustainability report” of the Group’s management report.

Pursuant to Article L.233-28-4 of the French Commercial Code, RTE SA is required to include the aforementioned information in a separate section of the Group’s management report. This information was prepared in a context of first-time application of the aforementioned articles, which was characterised by uncertainties as to the interpretation of the texts, the use of significant estimates, the absence of established practices and frameworks, in particular for the analysis of double materiality, and of a scalable internal control system. They make it possible to understand the impacts of the Group’s activity on the sustainability issues, as well as the way in which these issues affect the development of the Group’s business, results and situation. The sustainability issues include environmental, social and corporate governance issues.

Pursuant to II of Article L. 821-54 of the aforementioned code, our mission is to carry out the work necessary to issue an opinion, expressing limited assurance, on:

- the compliance with the sustainability information standards adopted pursuant to Article 29b of Directive (EU) 2013/34 of the European Parliament and of the Council of 14 December 2022 (hereinafter ESRS for *European Sustainability Reporting Standards*) of the process implemented by RTE SA to determine the information published, and the compliance with the obligation to consult the Social and Economic Committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code;

- the compliance of the sustainability information included in section 5 “Sustainability report” of the Group’s management report with the requirements of Article L. 233-28-4 of the French Commercial Code, including the ESRS; and
- the compliance with the disclosure requirements of Article 8 of Regulation (EU) 2020/852.

This mission is carried out in accordance with the ethical rules, including independence, and the quality rules prescribed by the French Commercial Code.

It is also governed by the High Authority for Audit’s guidelines on “*Missions to certify information in terms of sustainability and to verify the disclosure requirements of the information provided for in Article 8 of Regulation (EU) 2020/852*”.

In the three separate parts of the report that follow, we present, for each of the areas of our mission, the nature of the verifications that we carried out, the conclusions that we drew from them, and, in support of these conclusions, the items which were the subject of particular attention on our part and the procedures we carried out in respect of these items. We draw your attention to the fact that we do not express a conclusion on these items taken in isolation, and that the procedures explained must be considered as part of the overall context of the formation of the conclusions issued on each of the three areas of our mission.

Lastly, when we consider it necessary to draw your attention to one or more of the sustainability-related information items provided by RTE SA in the Group’s management report, we provide a section listing our observations.

Limits of our mission

As our mission aims to provide limited assurance, the nature (choice of control techniques) of the work, its scope (scope) and its duration are less than those necessary to obtain reasonable assurance.

In addition, this mission does not consist in guaranteeing the viability or quality of RTE SA's management, in particular not in making an assessment that would go beyond compliance with the information requirements of the ESRS on the relevance of the choices made by RTE SA in terms of action plans, targets, policies, scenario analyses and transition plans.

Compliance with the ESRS of the process implemented by RTE SA to determine the information published, and compliance with the obligation to consult the Social and Economic Committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code

Nature of the verifications carried out

Our work consisted in verifying that:

- the process defined and implemented by RTE SA enabled it, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability issues, and to identify those of these material impacts, risks and opportunities which led to the publication of sustainability information in the "Sustainability report" section of the Group's management report, and
- the information provided on this process also complies with the ESRS.

In addition, we verified the compliance with the obligation to consult with the Social and Economic Committee.

Conclusion of the verifications carried out

On the basis of the verifications that we carried out, we did not identify any significant errors, omissions or inconsistencies concerning the compliance of the process implemented by RTE SA with the ESRS.

Concerning the consultation of the Social and Economic Committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code, we inform you that, at the date of this report, this has not yet taken place.

However, it does make it possible to express conclusions regarding the process of determining the sustainability information published, the information itself and the information published pursuant to Article 8 of Regulation (EU) 2020/852, nor regarding the absence of identification or, on the contrary, identification of errors, omissions or inconsistencies of such importance as to be likely to influence the decisions that could be taken by readers of the information subject to our verifications.

Our mission does not cover any comparative data.

Observation

Without calling into question the conclusion expressed above, we draw your attention to the information in section 5.1.1 "Context" of the sustainability report, in the section describing the context of the establishment of the Group's first sustainability report, more specifically the absence of established practices, in particular to deepen the analysis of double materiality on the value chain and on the impact of certain pollutants as specified in section 5.1.6.1 of the sustainability report.

Items that received special attention

We present below the items that were the subject of special attention on our part concerning the compliance with the ESRS of the process implemented by RTE to determine the information published.

- Concerning the identification of stakeholders

The information relating to the identification of stakeholders is mentioned in section 5.1.5 "Interests and views of stakeholders" of the Group's sustainability report.

We reviewed the analysis carried out by the entity to identify:

- stakeholders who may affect the entities in the scope of the information or may be affected by them, by their activities and direct or indirect business relationships in the value chain;

- the main users of the sustainability reports (including the main users of the financial statements).

We interviewed management and inspected the available documentation.

Our work consisted in assessing the consistency of the main stakeholders identified by the entity with the nature of its activities and its geographical location, taking into account its business relationships and its value chain. We exercised a critical mindset to assess the representative nature of the stakeholders identified by the client.

- Regarding the identification of impacts, risks and opportunities

Information pertaining to the identification of impacts, risks and opportunities is provided in section 5.1.6.1. “Identification and assessment of IROs” of the Group’s sustainability report.

We took note of the process implemented by the Group concerning the identification of real or potential impacts (negative or positive), risks and opportunities (IRO) in connection with the sustainability issues mentioned in section AR 16 of the “Application Requirements” of ESRS 1 and, where applicable, those specific to the entity, as presented in note 5.1.6.3 of the Group’s sustainability report.

In particular, we assessed the approach implemented by the Group to determine its impacts and dependencies, which may be a source of risks or opportunities.

Compliance of the sustainability information included in section 5 of the Group’s management report with the requirements of Article L. 233-28-4 of the French Commercial Code, including with the ESRS

Nature of the verifications carried out

Our work consisted in verifying that, in accordance with the legal and regulatory requirements, including the ESRS:

- the information provided provides an understanding of the arrangements for preparing and governing the sustainability information included in section 5 of the Group’s management report, including how the value chain information and any disclosure exemptions are determined;

We reviewed the mapping carried out by the Group of the IROs identified, including in particular the description of their distribution within the Group’s own activities and the value chain, as well as their time horizon (short, medium or long term), and assessed the consistency of this mapping with our knowledge of the Group. In particular, we assessed the way in which the entity considered the list of sustainability topics listed by ESRS 1 (AR 16) in its analysis.

- Regarding the assessment of impact materiality and financial materiality

The information is provided in section 1.6.1. “Identification and assessment of IROs” of the Group’s sustainability report.

We obtained an understanding, through interviews with management and inspection of the available documentation, of the materiality and financial impact assessment process implemented by the entity, and assessed its compliance with the criteria defined by ESRS 1.

In particular, we assessed the way in which the Group established and applied the information materiality criteria defined by ESRS 1, including those relating to the setting of thresholds, to determine the material information published:

- for the indicators relating to the material IROs identified in accordance with the relevant thematic ESRS standards;
- for the information specific to the Group.

- the presentation of this information ensures readability and comprehensibility;
- the scope used by RTE SA in relation to this information is appropriate; and
- on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of its users, this information does not contain errors, omissions or material inconsistencies that are likely to influence the judgement or decisions of users of this information.

Conclusion of the verifications carried out

Based on our verifications, we did not identify any significant errors, omissions or inconsistencies regarding the compliance of the sustainability information, included in section 5 of the Group's management report, with the requirements of Article L.233-28-4 of the French Commercial Code, including with the ESRS.

Observation

Without calling into question the conclusion expressed above, we draw your attention to the information in the introduction to section 5.1 "General information" of the Group's sustainability report, describing the context of the preparation of its first sustainability report as well as certain methodological details provided by the Group, and in particular, with regard to the data listed in note 5.1.2.5 "List of the information that could not be collected" from the sustainability report.

Items that received special attention

- Information provided in accordance with the environmental standards (ESRS E1)

The information published in respect of climate change (ESRS E1) is mentioned in section 5.2.1 "Climate change" of the sustainability report, in the Group's management report.

We present below the items that have been the subject of special attention on our part concerning the compliance of this information with the ESRS.

Our work notably included:

- on the basis of interviews conducted with the management or persons concerned, in particular the Consultation and Environment Department of the Engineering Development Division, assessing whether the description of the policies, actions and targets implemented by the Group cover the following areas: climate change mitigation and adaptation to climate change;
- assessing the appropriateness of the information presented in note 5.2.1 of the environmental section of the sustainability information included in the sustainability report, the Group's management report and its overall consistency with our knowledge of the Group.

- Regarding the information published in respect of the greenhouse gas emissions assessment ("carbon assessment"):
 - we obtained an understanding of the internal control and risk management procedures put in place by the entity to ensure the compliance of the information disclosed;
 - we took note of the protocol for preparing the greenhouse gas emissions inventory ("Methodological report") used by the Group to establish the greenhouse gas emissions assessment and assessed its methods of application, on a selection of emission categories and sites, in Scope 1 and Scope 2;
 - concerning the Scope 3 emissions, we assessed:
 - i) The justification of the inclusions and exclusions of the various categories and the transparency of the information given in this respect,
 - ii) The information-gathering process;
 - for physical data such as energy consumption, we reconciled, on the basis of sampling, the underlying data used to prepare the greenhouse gas emissions assessment with the supporting documents;
 - we assessed the appropriateness of the emission factors used and the calculation of the related conversions as well as the calculation and extrapolation assumptions, given the inherent uncertainty in the state of scientific or economic knowledge and the quality of the external data used;
 - with regard to the estimates that we considered structuring that the Group used to prepare its greenhouse gas emissions assessment:
 - i) Through an interview with the Consultation and Environment Department of the Engineering Development Division, we obtained an understanding of the methodology used for calculating the estimated data and the sources of information on which these estimates are based,
 - ii) We assessed whether the methods were applied consistently;
 - We verified the arithmetical accuracy of the calculations used to establish this information.

Compliance with the disclosure requirements of Article 8 of Regulation (EU) 2020/852

Nature of the verifications carried out

Our work consisted in verifying the process implemented by RTE SA to determine the eligible and aligned nature of the activities of the entities included in the consolidation.

They also consisted in verifying the information published pursuant to Article 8 of Regulation (EU) 2020/852, which involves verifying:

- the compliance with the rules governing the presentation of this information, which guarantee its readability and comprehensibility;
- on the basis of a selection, the absence of errors,

omissions, material inconsistencies in the information provided, i.e. likely to influence the judgement or decisions of users of this information.

Conclusion of the verifications carried out

On the basis of the verifications that we carried out, we did not identify any significant errors, omissions or inconsistencies regarding the compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

Items that received special attention

We did not identify any items that required special attention.

Paris-La Défense, 19 February 2025

Statutory Auditors

KPMG SA

Eric Jacquet
Partner

Forvis Mazars SA

Mathieu Mougard
Partner

6. ■

Vigilance plan

6.1 Cross-reference table on duty of vigilance
& sustainability information

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6.1 CROSS-REFERENCE TABLE ON DUTY OF VIGILANCE & SUSTAINABILITY INFORMATION

In accordance with Article L. 225-102-1 of the French Commercial Code, as amended by the order transposing Directive 2023-1142 of 6 December 2023 (CSRD) and which entered into force on 1 January 2025, this section provides a cross-reference table between the disclosure requirements relating to the vigilance plan and the information on sustainability provided for in Articles L. 232-6-3 and L. 233-28-4 of the French Commercial Code.

Duty of vigilance topics	Location in the sustainability report
Association with the Company's stakeholders	5.1.4.2 Sustainability targets, challenges and solutions 5.1.5 Interests and views of stakeholders
Environmental risk categories & appropriate risk mitigation actions	5.2.1.1 Context and challenges related to climate issues and following sections 5.2.2.1 Context and challenges related to pollution and following sections 5.2.3.1 Context and challenges related to water and marine resources and following sections 5.2.4.1 Context and challenges related to biodiversity and following sections 5.2.5.1 Context and challenges related to circular economy and following sections
Categories of risks related to human rights and fundamental freedoms & appropriate risk mitigation actions	5.3.1.1 Context and challenges related to the organisation of human resources and following sections
Categories of risks related to the health and safety of people & appropriate risk mitigation actions	5.3.1.6 Health and safety of employees, suppliers and third parties and following sections
Procedures for regular assessment of the situation of subcontractors or suppliers	5.4.2.1 Anti-corruption and bribery measures
Whistleblowing procedure	5.3.1.3 Social dialogue 5.4.2 Business conduct policies

7.

Economical and financial performance



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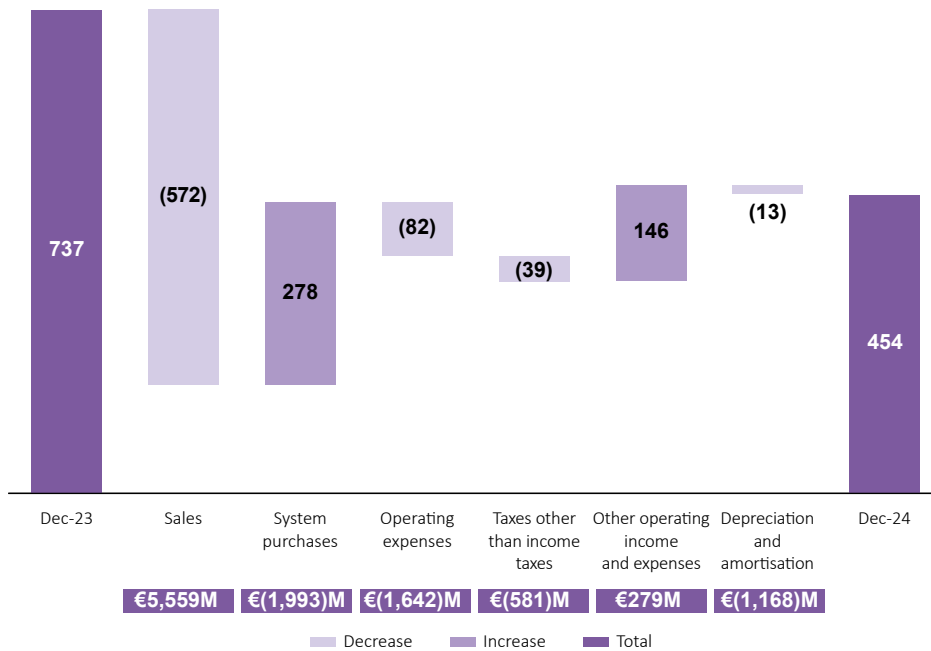


7.1 RESULTS, EBITDA AND FINANCIAL STRUCTURE

These results are presented under IFRS.

7.1.1 BUSINESS AND RESULTS FOR THE YEAR

Change in EBIT: -€283 million



In 2024, RTE's EBIT amounted to €454 million, down by €283 million (-38%) compared to December 2023.

This decrease is explained by the items detailed below.

RTE's sales amounted to €5,559 million in 2024, compared to €6,131 million in 2023.

The €572 million (-9%) decrease in sales in 2024 was driven by the following effects in combination:

- the network access income (withdrawals and injections) increased by €181 million (+4%).

This change comprises a favourable price effect of +€162 million, linked to the annual revaluations of TURPE 6 HTB that came into force on 1 August

2023 (+6.69%) and 1 November 2024 (+4.99%) respectively, and a favourable volume effect of +€19 million;

- the income from interconnections decreased by €770 million (-39%) to €1,185 million. This income includes:
 - capacity revenues from interconnections, which depend on price differentials between national electricity markets. The latter decreased by €787 million compared to 2023 (-41%) due to an unfavourable price effect on long-term auctions aimed at acquiring capacity upstream of the delivery year. Thus, the prices for these auctions in 2024 were significantly lower than in 2023 thanks to a recovery in nuclear generation and

renewed confidence in the level of generation of the French nuclear fleet,

- auction revenues under the French and British capacity mechanisms, for which RTE benefits from reciprocity with its British counterpart (National Grid). The revenue from the British capacity mechanism (payment by the British transmission system operator (TSO) of 50% of the revenue received) increased in particular (+€14 million) due to a higher volume of capacity put up for sale and a higher capacity price for the year of delivery 2024 (+15%);
- the income from miscellaneous services increased by €17 million to €158 million. This increase is mainly due to an increase in network infrastructure changes (diversion, undergrounding of lines) and growth in the activity of subsidiaries.

The total amount of electricity system operation purchases amounted to €1,993 million in 2024, down by €278 million compared to 2023.

- electricity purchases to compensate for network losses and network capacity guarantees (€1,020 million in 2024), which involve market consultations that attract responses from a large number of actors, and operations on the organised markets (EPEX Spot and EEX EPD). These purchases decreased due to a favourable price effect on forward and over-the-counter purchases that were sourced in late 2023, compared to those sourced at the end of 2022;
- the expenses relating to balancing reserves (voltage and frequency) which decreased by -€182 million;
- the congestion costs (€133 million in 2024), *i.e.* the surplus costs generated by output adjustments in response to operating constraints on the internal network or interconnection lines, which decreased by -€140 million;
- the payments due under interruptible load contracts (€60 million in 2024), for which an annual call for tenders is made;

- RTE's contribution to the compensation mechanism for international transit costs (ITC) between European network operators (€7 million in 2024), and power exchange contracts between TSOs (-€2 million);
- the payments due under load-shedding contracts (€201 million) designed to temporarily reduce the level of power withdrawn by a consumption site. The related charge borne by RTE has been compensated by the contribution to the public electricity service (*Contribution au service public de l'électricité* - CSPE) levy since 2018. These payments increased by €201 million due to the significant increase in the total contracted volume (3,304 MW in 2024 compared to 243 MW reflecting a clearing price that was lower than the reference price of the capacity auction for the year 2023).

The operating expenses, down by €25 million compared to 2023, amounted to €1,944 million.

The main changes in these expenses concerned:

- **other purchases and services** ⁽¹⁾ (€800 million in 2024), which increased by €47 million compared to 2023, mainly in connection with network upkeep and maintenance expenses;
- **net personnel expenses** ⁽²⁾ (€842 million in 2024), which increased by €35 million. This increase is mainly due to the salary policy (agreements on the 2024 salary measures, additional workforce and increase in the related employee contributions), offset by the increase in the share of capitalised labour and the decrease in the provision for employee benefit obligations;
- **taxes other than income taxes** totalled **€581 million**, an increase of **€39 million**. This change is primarily explained by an unfavourable price effect of **+€30 million** relating to the pylon tax (increase of 9.8% in the fixed amount per pylon) and of +€4 million relating to the tax on network companies (IFER) (increase of 2.5% in the fixed amount per transformer).

(1) Reported net of the portion allocated to investments.

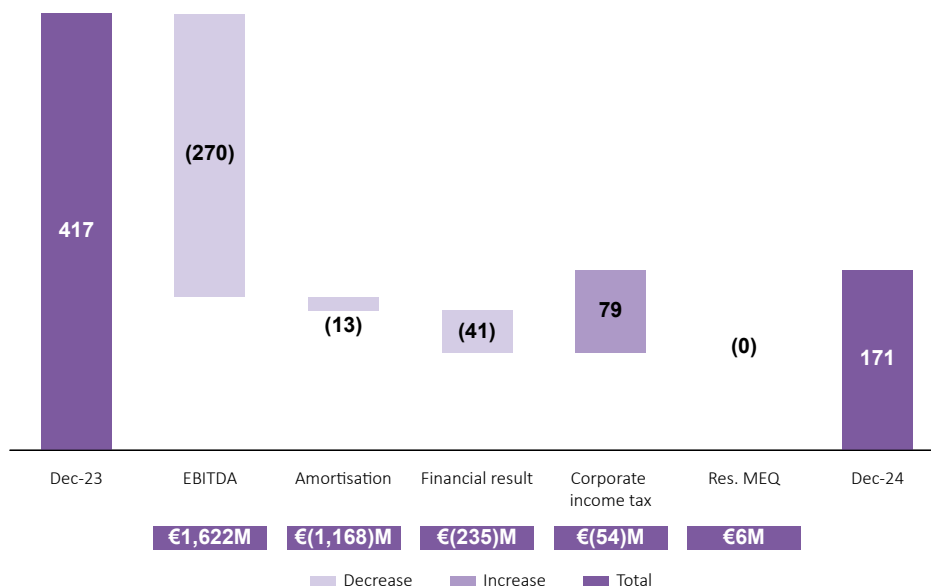
(2) The definition used also covers net increases to provisions concerning employees (for long-term and post-employment benefits, the employer's contribution to profit sharing on behalf of employees, etc.). This item is also reported net of the portion allocated to investments.

The other operating income and expenses item resulted in a net income of €279 million in 2024, compared to net income of €133 million in 2023. This change of +€146 million is mainly due to the significant increase in the subsidy for the costs of the load-shedding call for tenders borne by RTE (+€201 million). This increase is partially offset by a decrease in penalties received under several mechanisms, including the capacity mechanism,

system services and the balancing mechanism. In addition, the increase in the income (expense) from disposals in 2024 and the increase in provisions (net of reversals) on current assets led to a reduction in the overall increase in other operating income and expenses.

Depreciation and amortisation amounted to €1,168 million, up by €13 million compared to 2023.

Change in net income: -€245 million



In December 2024, the net income amounted to €171 million, down by €245 million compared to 2023.

The financial result was a net expense of €235 million: the financial expenses net of financial income were €41 million higher than in 2023, mainly due to the higher amount of interest paid on existing and new borrowings (€62 million), offset by the lower cost of unwinding the discount on provisions for pensions and other long-term employee benefits (€5 million) and higher financial income (+€15 million as a result of higher returns on cash investments and cash equivalents).

The income taxes totalled €54 million at the end of December 2024, compared to €132 million at the end of 2023, a decrease of €79 million due notably to the lower pre-tax income (down by €324 million compared to 2023). The tax rate in force was stable at 25.83% at 31 December 2023 and 2024 (reflecting application of France's Finance Acts for 2023 and 2024).

— RTE Group income statement under IFRS at 31 December 2024

<i>(in €m)</i>	31/12/2024	31/12/2023	Change 2023-2024
Sales	5,559	6,131	(572)
<i>Network access: withdrawals</i>	4,075	3,912	163
<i>Network access: injections</i>	141	123	18
<i>Network access: interconnections</i>	1,185	1,956	(770)
<i>Other services</i>	158	141	17
System purchases	(1,993)	(2,271)	278
Operating expenses (OpEx)	(1,642)	(1,560)	(82)
Other net purchases ⁽¹⁾	(800)	(753)	(47)
Net personnel expenses ⁽¹⁾	(842)	(807)	(35)
Taxes other than income taxes	(581)	(542)	(39)
Other operating income and expenses	279	133	146
EBITDA	1,622	1,892	(270)
Depreciation and amortisation	(1,168)	(1,155)	(13)
EBIT	454	737	(282)
Financial result	(235)	(194)	(41)
Consolidated profit before tax	219	543	(324)
Income taxes	(54)	(132)	79
Share in net income of associates	6	6	0
CONSOLIDATED NET INCOME	171	417	(245)

(1) Net of the portion allocated to investments.

— Reconciliation of net income

<i>(in €m)</i>	31/12/2024	31/12/2023
RTE SA net income under French GAAP	(1)	292
Impact of subsidiaries, net of intragroup transactions	9	15
Impact of intragroup transactions <i>via</i> profit and loss (1)	(15)	(22)
Impact of differences in accounting treatment under French GAAP and IFRS	178	133
RTE NET INCOME UNDER IFRS	171	417

(1) Corresponding to elimination of internal dividends.

Changes in the return on capital employed and return on equity

— Key figures for RTE under French GAAP (in €m)

	2024	2023
Income statement		
Sales	5,473	6,053
EBIT	341	631
Financial result	(247)	(192)
Net income	(1)	292
Balance sheet		
Economic assets at 1 Jan	18,242	15,568
Fixed assets at 31 Dec		
<i>gross</i>	43,233	40,658
<i>depreciation and amortisation</i>	20,727	19,841
<i>net</i>	22,507	20,817
Equity at 31 Dec	8,087	7,977
Net indebtedness (gross indebtedness adjusted for cash)	11,758	10,384
ROCE	1.9%	4.1%

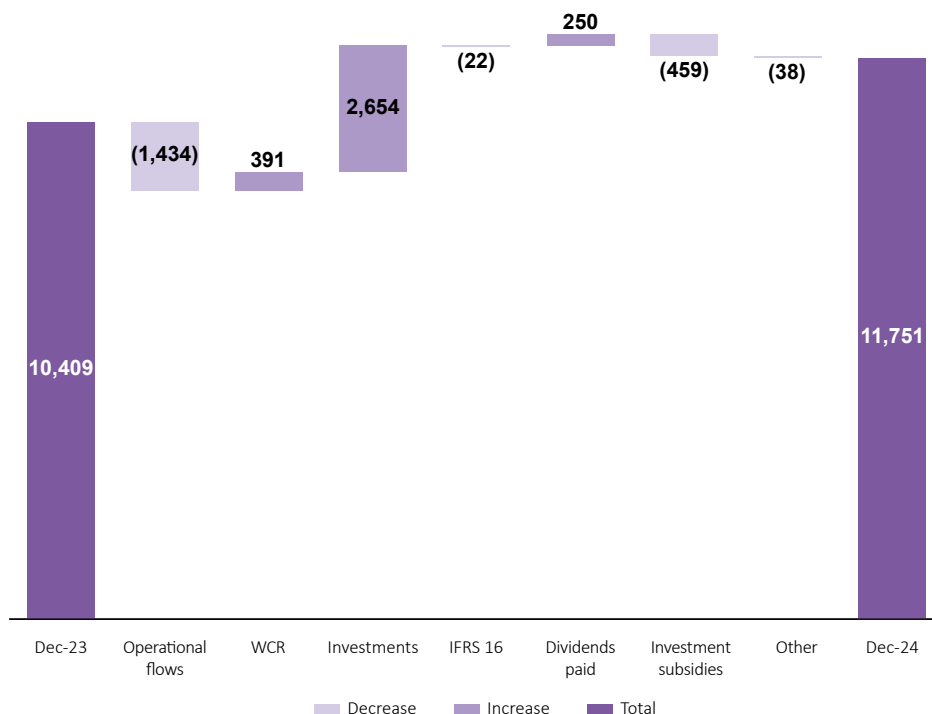
Based on RTE's individual financial statements under French GAAP⁽¹⁾, the **return on capital employed (ROCE)**⁽²⁾, calculated as the ratio of the EBIT to the capital employed by RTE for its business activity, was 1.9% for 2024, lower than in 2023.

This rate of 1.9% can be compared to the normative ROCE defined for the TURPE tariff (4.6%), to which 0.4% is deducted for all the reductions allowed for in the tariff decision, resulting in a rate of 4.2%. Consequently, the ROCE is -2.3% below the normative ROCE, notably due to timing differences (-1.7% for clearing regulation accounts and -0.3% for smoothing network access income), and durable effects (-0.3%).

The **return on equity (ROE)**⁽³⁾, calculated as the ratio of net income to equity, was 2.6% (compared to 6.4% in 2023).

7.1.2 FINANCING

Increase in net debt (IFRS): +€1,342 million



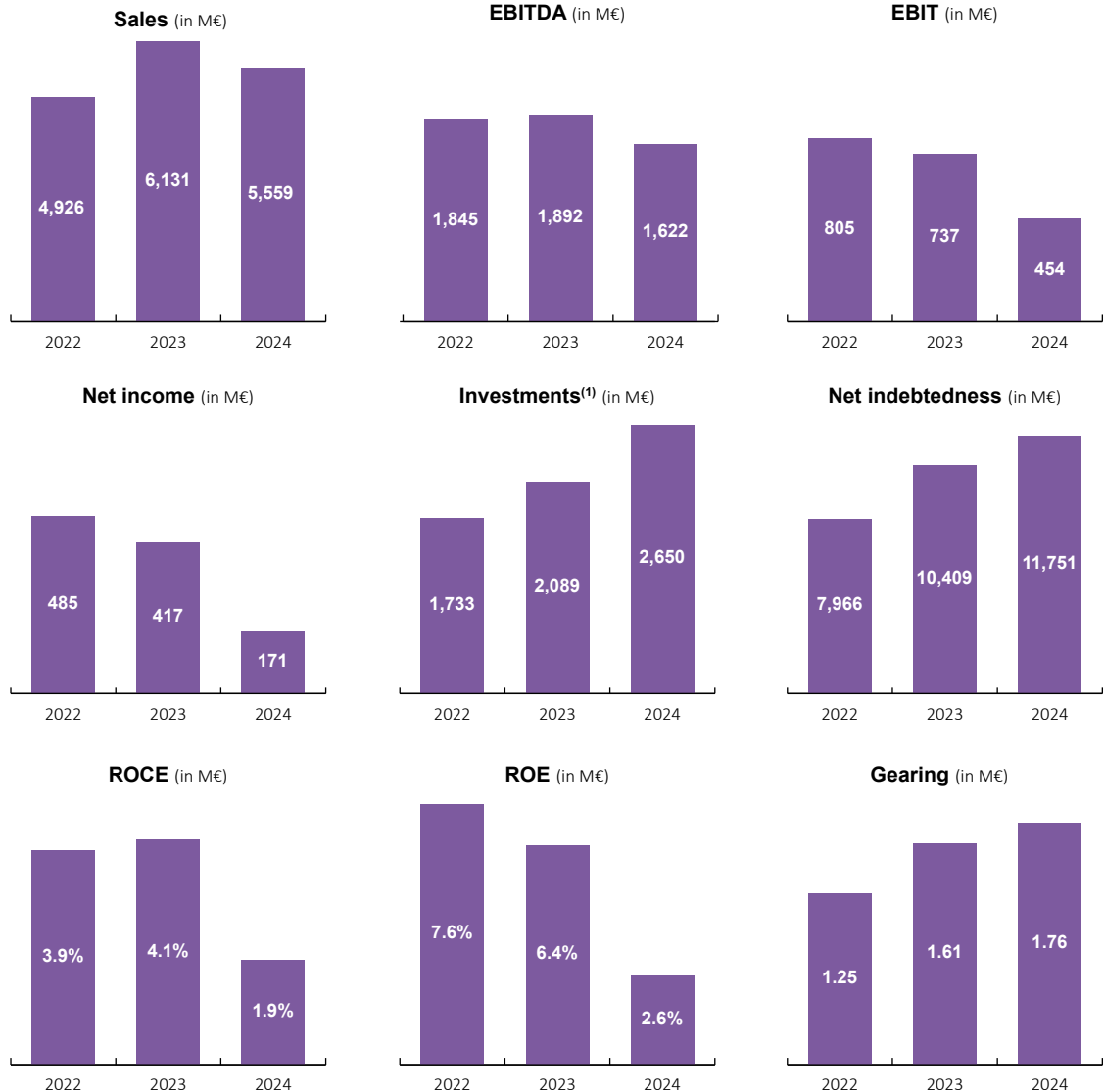
Between the end of 2023 and the end of 2024, the growth in RTE's net indebtedness was mainly due to capital expenditure for the year.

- (1) This basis for calculation is used to ensure consistency with the terms of calculation for the TURPE tariffs, which are based solely on RTE's financial statements under French GAAP.
- (2) ROCE (Return On Capital Employed). In line with the CRE's vision, the EBIT for year N is divided by the economic assets recorded on the balance sheet at 1 January of the year concerned.
- (3) ROE (Return On Equity). The return on equity is calculated for the RTE Group based on the net income under IFRS, using the equity value at 31 December.

7.1.3 FINANCIAL STRUCTURE

Equity amounted to €6.676 billion at 31 December 2024.

The net indebtedness amounted to €11.751 billion at 31 December 2024: €13.953 billion of gross financial indebtedness, less cash and short-term financial assets amounting to €2.202 billion at the end of 2024.



(1) Investments in the regulated scope.

The gearing (net financial indebtedness/equity) increased, from 1.61 at the end of 2023 to 1.76 at the end of 2024.

NB: The figures for the RTE Group comply with IFRS, except for the return on capital employed which is calculated based on the RTE parent company's individual financial statements under French GAAP, for reasons of comparability with regulation parameters.

7.2 OUTLOOK FOR 2025

In January 2025, the French Energy Regulatory Commission (*Commission de régulation de l'énergie* - CRE) decided an exceptional increase of 9.61% in the TURPE 6 HTB as of 1 February 2025. This change aims to anticipate the settlement of RTE's income and expenses adjustment account (*Compte de régularisation des charges et produits* - CRCP) established during the TURPE 6 period. The CRE is expected to not change the level of the TURPE 7 HTB on 1 August 2025, and to allow subsequent annual changes close to inflation.

This exceptional change follows the various tariff changes provided for by the TURPE 6 tariff: +1.09% on 1 August 2021, date of entry into force of the tariff, then -0.01% on 1 August 2022, +6.69% on 1 August 2023 and lastly +4.99% on 1 November 2024.

Furthermore, RTE's gross investment budget approved by the CRE for 2025 is €3,487 million. This is €902 million more than the actual investments made in 2024, which totalled €2,585 million.

The increase is particularly attributable to expenditure on connections, replacements and adaptations on the network that are necessary to consolidate the accelerated pace of upgrades and preparations for future growth in all of these areas. The principal contributing factors are the creation and intensification of the "S3REnR" regional renewable energy connection plans, the corrosion plan, and reinforcements for weaker zones. The work related to interconnection projects increased significantly mainly due to the entry into the works phase of the Celtic and Bay of Biscay projects. For offshore wind farm connection projects, the increase in expenses is linked to the commissioning of certain projects (Dieppe - Le Tréport and Yeu - Noirmoutier).

The expenses related to the digital backbone increased in line with the deployment of the telecom infrastructure (fiberising of substations and closure of the local copper loop). The 2025 investment budget also includes expenses of €194 million for information systems and €156 million for real estate and mobile assets.

In recent years the French State has clarified its framework for achieving carbon neutrality by 2050 (the National Low Carbon Strategy) and raising the share of renewable energies in the country's electricity generation mix to 40% by 2030 (the multi-year energy plan). It is now accepted that the pathways to carbon neutrality will involve large-scale electrification of the economy in order to avoid use of fossil fuels, and that reliance on renewable-source electricity will increase. The electricity networks are essential to make this transition feasible.

RTE's investment strategy therefore takes account of the expansion of renewable energies, but also of the fact that its network is ageing. The network must be structurally adapted to incorporate the new renewable forms of energy generation, and digitised to integrate the flexibilities necessary for network operation; modernisation of the network is now a priority.

Apart from these considerations, the outlook for RTE's remains subject to weather effects, electricity generation plans (which affect the volumes of electricity withdrawn, electricity losses from the network, congestion and damage), movements in electricity prices (which affect the expenses incurred to cover network losses, balancing reserves, and income from interconnections), long-term discount and inflation rates, capacity guarantee prices, and the general economic environment.

7.3 DETAILS OF SUBSIDIARIES

7.3.1 SUBSIDIARIES AND INVESTMENTS AT 31/12/2024

Company name (in €k)	Capital	Gross value	Impairment	% of capital owned by RTE	Loans and advances ⁽¹⁾	Sales	Equity	Net income	Dividends received in 2024
Arteria	650	650	-	100%	-	14,140	9,773	3,076	
RTE International	2,000	2,000	-	100%	3,000	23,174	12,400	2,261	
Airtelis	10,000	10,000	-	100%	20,000	24,789	23,183	2,572	-
RTE Immo	763	6,865	-	100%	-	160	5,112	(981)	-
Cirteus	2,575	2,575	-	100%	-	15,112	6,455	1,764	2,000
HGRT	52,119	20,854	-	34%	-	-	91,293	15,982	5,440
Coreso	1,000	159	-	16%	-	35,428	10,236	4,238	-
Inelfe	2,000	1,000	-	50%	-	311,828	4,946	2,015	7,342
Celtic Interconnector	100	50	-	50%	665	60,965	118	(16)	-
JAO	NC	65	-	5%	-	NC	NC	NC	NC
Declaranet	7,262	882	-	12%	132	NC	NC	NC	NC
TEP (Tahiti) ⁽²⁾	15,084	5,625	-	25%	-	10,812	79,366	1,769	-

(1) Granted by the company and not yet repaid.

(2) Based on available data (2023); EUR/XPF exchange rate used = 119.35.

RTE comprises the parent company RTE, five subsidiaries which are directly fully-owned by RTE and fully consolidated, two jointly-controlled companies (Inelfe and CELTIC, consolidated as joint operations) and two companies in which RTE exercises significant influence (HGRT and Coreso,

associates), which are accounted for using the equity method. RTE also holds investments in three other companies: JAO, Declaranet and Celtic Interconnector.

The activities of RTE's subsidiaries are described in section 2.1, "History of RTE".

7.4 OTHER FINANCIAL INFORMATION

7.4.1 SUBSEQUENT EVENTS

None.

7.4.2 INFORMATION ON SUPPLIER AND CUSTOMER PAYMENT TERMS (ARTICLE L. 441-6-1 OF THE FRENCH COMMERCIAL CODE)

In application of the “LME” law, amended by law 2015-990, for growth, economic activity and equal economic opportunities, RTE reports below its amounts payable and receivable (including taxes) due at the year-end. These amounts are presented by maturity and as a percentage of the purchases and sales of the year (including taxes).

<i>(in thousands of euros)</i>	Article D.441 I.-1: Outstanding invoices received and due or overdue at the year-end date						Article D.441 I.-2: Outstanding invoices issued and due or overdue at the year-end date					
	0 day	1 - 30 days	31 - 60 days	61 - 90 days	91 days and more	Total	0 day	1 - 30 days	31 - 60 days	61 - 90 days	91 days and more	Total
(A) Period overdue												
Number of invoices	114	595	299	167	1,117	2,292	6	194	56	81	970	1,070
Total amount of invoices (incl. VAT)	1,355	11,801	1,643	1,219	5,209	21,228	399	29,021	5,183	1,073	101,992	137,668
% of the total amount of purchases of the year	0.04%	0.35%	0.05%	0.04%	0.15%	0.63%						
% of the total amount of sales of the year (incl. VAT)							0.01%	0.46%	0.08%	0.02%	1.61%	2.17%
(B) Invoices excluded from (A) relating to payables and receivables in dispute or unrecognised												
Number of invoices excluded						0						0
Total amount of invoices excluded						0						0
(C) Reference payment terms applied (contractual or statutory)												
Payment terms used to calculate periods overdue												Legal deadlines

7.4.3 NON-DEDUCTIBLE EXPENSES REFERRED TO IN ARTICLE 39-4 OF THE FRENCH GENERAL TAX CODE

The amount of non-deductible expenses concerned by Article 39-4 of the French General Tax Code was €1,137,508 in 2024.

8 ■

Consolidated financial statements at 31 december 2024



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8.1 CONSOLIDATED INCOME STATEMENT

<i>(in thousands of euros)</i>	Notes	2024	2023
Sales	6	5,558,953	6,131,196
Energy purchases	7	(985,504)	(1,200,819)
Other external expenses	8	(1,508,094)	(1,567,225)
Personnel expenses	10	(1,141,491)	(1,062,259)
Taxes other than income taxes	11	(580,682)	(542,103)
Other operating income and expenses	12	279,248	133,260
Operating profit before depreciation and amortisation (EBITDA)		1,622,430	1,892,050
Depreciation and amortisation		(1,168,184)	(1,155,307)
Other income and expenses		-	-
EBIT		454,246	736,743
Cost of gross financial indebtedness		(230,199)	(169,084)
Discount effect		(73,581)	(78,193)
Other financial income and expenses		68,566	53,183
Financial result	13	(235,213)	(194,095)
Consolidated profit before tax		219,033	542,648
Income taxes	14	(53,742)	(132,348)
Share in net income of associates	17	5,967	6,246
CONSOLIDATED NET INCOME		171,258	416,546
net income attributable to non-controlling interests		(61)	0
Net income – RTE share		171,319	416,546
EARNINGS PER SHARE (RTE SHARE) IN EUROS		0.80	1.95

8.2 STATEMENT OF NET INCOME AND GAINS AND LOSSES RECORDED DIRECTLY IN EQUITY

<i>(in thousands of euros)</i>	2024	2023
Consolidated net income – RTE share	171,319	416,546
Net income attributable to non-controlling interests	(61)	0
Gross change in fair value of financial assets ⁽¹⁾	(8,940)	7,644
Fair value of financial assets - tax effects	2,309	(1,871)
<i>Change in fair value of financial assets</i>	<i>(6,631)</i>	<i>5,773</i>
Gross change in fair value of hedging instruments		
Fair value of hedging instruments - tax effects		
<i>Change in fair value of hedging instruments</i>	<i>0</i>	<i>0</i>
Gains and losses recorded directly in equity that will be reclassified subsequently to profit or loss	(6,631)	5,773
Gross change in actuarial gains and losses on post-employment benefits	408,179	(51,635)
Change in actuarial gains and losses on post-employment benefits - tax effects	(105,412)	13,335
<i>Change in actuarial gains and losses on post-employment benefits</i>	<i>302,767</i>	<i>(38,300)</i>
Gains and losses recorded directly in equity that will not be reclassified subsequently to profit or loss	302,767	(38,300)
Total gains and losses recorded directly in equity	296,136	(32,527)
NET INCOME AND GAINS AND LOSSES RECORDED DIRECTLY IN EQUITY	467,394	384,019

(1) These changes principally correspond to the effects of fair market valuation of negotiable debt instruments with maturity of over 3 months at the date of acquisition.

8.3 CONSOLIDATED BALANCE SHEET

ASSETS <i>(in thousands of euros)</i>	Notes	2024	2023
Intangible assets	15	748,019	660,288
Property, plant and equipment	16	22,131,957	20,530,687
Investments in associates	17	41,100	41,145
Non-current financial assets	18	17,263	15,887
Deferred tax assets	14	201,301	279,545
Non-current assets		23,139,641	21,527,552
Inventories	19	177,144	167,870
Trade receivables	20	1,441,205	1,434,434
Current financial assets	18	1,596,611	1,210,524
Current tax assets		410	24
Other receivables	21	373,285	414,995
Cash and cash equivalents	22	604,891	673,817
Current assets		4,193,547	3,901,663
TOTAL ASSETS		27,333,188	25,429,214

LIABILITIES <i>(in thousands of euros)</i>	Notes	2024	2023
Capital	23	2,132,286	2,132,286
RTE net income and consolidated reserves		4,544,146	4,327,023
Equity – RTE share		6,676,431	6,459,308
Equity – non-controlling interests		(29)	0
Total equity		6,676,402	6,459,308
Non-current provisions	24	1,704,294	2,021,941
Non-current financial liabilities	25	12,340,032	11,125,313
Deferred taxes	15	0	0
Non-current liabilities		14,044,327	13,147,255
Current provisions	24	88,825	104,140
Trade and similar payables	28	1,658,995	1,587,489
Current financial liabilities	25	1,612,888	1,168,422
Current tax liabilities		415	594
Other liabilities	28	3,251,336	2,962,008
Current liabilities		6,612,459	5,822,652
TOTAL EQUITY AND LIABILITIES		27,333,188	25,429,214

8.4 CONSOLIDATED CASH FLOW STATEMENT

(in thousands of euros)

	2024	2023
Operating activities:		
Consolidated profit before tax of consolidated companies	219,094	542,648
Depreciation and amortisation, provisions and changes in fair value	1,159,127	1,181,827
Dividends received from entities accounted for by the equity method	5,440	4,466
Financial income and expenses	167,074	121,096
Gains (losses) on disposal of fixed assets	33,157	37,535
Change in working capital	(390,842)	(1,859,886)
Net cash flow from operations	1,193,049	27,686
Net financial expenses disbursed	(187,011)	(171,203)
Income taxes paid	36,709	(228,380)
Net cash flow from operating activities	1,042,747	(371,897)
Investing activities:		
Acquisitions of property, plant and equipment and intangibles	(2,649,540)	(2,093,638)
Disposals of property, plant and equipment and intangibles	1,527	4,340
Changes in financial assets	(382,600)	1,246,849
Impact of changes in scope of consolidation on cash	0	0
Net cash flow used in investing activities	(3,030,613)	(842,449)
Financing activities:		
Issuance of borrowings	5,895,817	5,588,668
Repayment of borrowings	(4,248,997)	(4,475,843)
Dividends paid	(249,928)	(291,179)
Investment subsidies	458,532	240,207
Net cash flow from financing activities	1,855,424	1,061,852
Financial income on cash and cash equivalents	63,516	48,738
Net increase (decrease) in cash and cash equivalents	(68,926)	(103,756)
Cash and cash equivalents – opening balance	673,817	777,572
CASH AND CASH EQUIVALENTS – CLOSING BALANCE	604,891	673,817

The change in RTE's consolidated cash position at 31 December 2024 was mainly due to a significant increase in investments with a flow of €2,650 million, compared to €2,094 million in 2023 (+€556 million). It reflects the acceleration of the investments made by RTE in the electricity grid.

The investments in financial assets generated a net investment cash flow of -€383 million, compared to an amount of +€1,247 million last year (between 2022 and 2023, disposals were carried out to finance the exceptional retrocession of the 2022 CRCP account).

The net cash flow generated by operating activities was positive (+€1,043 million) mainly due to the improvement in the change in working capital in 2024 (the cash flow for the period amounted to -€391 million).

In 2023, the change in WCR amounted to -€1,860 million, impacted by the exceptional retrocession of the CRCP account, which was disbursed in early 2023 (for an amount of €1,939 million).

8.5 CHANGES IN CONSOLIDATED EQUITY

<i>(in thousands of euros)</i>	Capital	Consolidated reserves and net income	Restatement to fair value of financial instruments	Equity (RTE share)	Equity (non-controlling interests)	Total equity
Equity at 31 December 2022	2,132,286	4,235,544	4,646	6,372,476	50	6,372,527
Total gains and losses recorded directly in equity ⁽¹⁾		(38,300)	5,773	(32,527)		(32,527)
Result		416,546		416,546	0	416,546
Net income and gains and losses recorded directly in equity	0	378,246	5,773	384,019	0	384,019
Dividends paid		(291,179)		(291,179)		(291,179)
Other changes		(2,539)	(3,470)	(6,008)	(50)	(6,059)
Equity at 31 December 2023	2,132,286	4,320,072	6,950	6,459,308	(0)	6,459,308
Total gains and losses recorded directly in equity ⁽¹⁾		302,767	(6,631)	296,136		296,136
Result		171,319		171,319	(61)	171,258
Net income and gains and losses recorded directly in equity	0	474,086	(6,631)	467,455	(61)	467,394
Dividends paid		(249,928)		(249,928)		(249,928)
Other changes		(404)		(404)	32	(372)
EQUITY AT 31 DECEMBER 2024	2,132,286	4,543,826	319	6,676,431	(29)	6,676,402

(1) For details of these changes, see the statement of net income and gains and losses recorded directly in equity.

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8.6 NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

RTE Réseau de transport d'électricité ("RTE") is a *société anonyme*, a French-domiciled publicly-traded limited company whose shares are unlisted.

RTE manages the French electricity transmission network, with responsibility for operating, maintaining and developing the network. It guarantees the smooth and safe operation of the French electricity system. It provides on-demand, equitable access to all network users.

The consolidated financial statements of the RTE Group (the "Group") include the accounts of RTE, the accounts of five companies controlled exclusively by RTE which are fully consolidated, the accounts of two jointly-controlled companies consolidated as joint operations, and the accounts of three companies in which RTE exercises significant influence (associates) which are accounted for under the equity method. All these economic entities are collectively referred to as the "Group".

The five companies controlled exclusively by RTE are:

- Arteria, which markets:
 - use of optical fibres constructed by RTE,
 - "high points" (stand-alone radio transmitters or power system pylons), pre-equipped to host operators' mobile telephone facilities in order to carry broadband to the final customer at a lower cost, as a complement to fibre optics;
- RTE International (RTE I), which provides engineering, consulting and other services in all areas of an electricity transmission network operator's business;
- Airtelis, which markets services using one or more helicopters, and supplies products and equipment to enhance RTE's assets and/or skills (including operations, heliborne transport, and helicopter leases);
- RTE Immo, which operates mainly in acquisition, management, administration and sale of real estate properties and rights, execution of work on real estate properties to enhance their value, and provision of real estate services;

- Cirteus, which provides services, studies and advice in the competitive sector of the market for maintenance, operation and development of high-voltage and very high-voltage electricity installations.

The following company is controlled by RTE but not consolidated because it is non-significant:

- RTE I Netherlands is 90%-owned by RTE International. This is RTE International's Dutch subsidiary, a specialist in the maintenance of high-voltage power lines and electricity substations. The financial flows relating to this entity are not very material with regard to the Group's consolidated financial statements. Consequently, the entity is not consolidated.

The companies controlled jointly by RTE are:

- Inelfe (Interconnexion électrique France-Espagne), owned jointly with REE (Red Eléctrica de España SAU). Inelfe was formed for the planning and construction of any new interconnection project between France and Spain, increasing interconnection capacity between the French and Spanish transmission networks;
- CIDAC (Celtic Interconnector Designated Activity Company), owned jointly with EIRGRID (Ireland). CIDAC was formed to construct an interconnector between France and Ireland for direct exchanges of electricity.

The Group's associates are:

- a holding company, HGRT (Holding des Gestionnaires de Réseau de Transport d'Électricité, a French limited company) which holds an investment in EPEX SPOT, a company that handles financial management for energy purchase and sale markets on European territory;
- Coreso, a Belgian company which supplies safety assessments and designs coordinated preventive or corrective solutions to control safe operation of the electricity system covering the west of Europe;
- TEP Tahiti, a mixed-economy local company whose majority shareholder is Collectivité de Polynésie française. TEP is the concession-holder for the public high-voltage electricity transmission service on the island of Tahiti. RTE joined this partnership through a cash acquisition of 25% of TEP shares in 2022.

Entity first consolidated in 2024:

Airtelis, a subsidiary of RTE SA, acquired Oya Vendée Hélicoptères in the first quarter of 2024. The company was included in RTE's scope of consolidation from 1 April 2024.

Closing of financial statements:

The Group's consolidated financial statements at 31 December 2024 were prepared under the responsibility of its Executive Board, which approved them on 28 January 2025.

NOTE 1. Group accounting policies

1.1 DECLARATION OF CONFORMITY AND GROUP ACCOUNTING POLICIES

Pursuant to European Regulation 1606/2002 of 19 July 2002 on the adoption of international accounting standards, the Group's consolidated financial statements for the year ended 31 December 2024 are prepared under the international accounting standards published by the IASB and approved by the European Union for application at

31 December 2024. These international standards are IAS (International Accounting Standards), IFRS (International Financial Reporting Standards), and SIC and IFRIC interpretations.

The Group has decided against early application of the standards and interpretations that were not mandatory in 2024.

1.2 CHANGES IN ACCOUNTING POLICIES AT 31 DECEMBER 2024

The accounting methods and valuation rules applied by the Group in the consolidated financial statements at 31 December 2024 comply with IFRS.

1.2.1 TEXTS ADOPTED BY THE EUROPEAN UNION WHOSE APPLICATION IS MANDATORY

Amendments to IAS 1, IFRS 16, IAS 7 and IFRS 17 are applicable to financial years beginning on 1 January 2024. However, these amendments have no impact on the RTE Group.

With regard to Pillar 2 (IAS 12), details are provided in Section 2.10 "Income taxes" of the notes. The RTE Group has not identified any significant impact concerning this new system, confirming the analysis carried out in 2023.

NOTE 2. Summary of the principal accounting and valuation methods

The following accounting methods have been applied consistently to all the periods presented in the consolidated financial statements.

2.1 VALUATION

The consolidated financial statements are based on historical cost valuation, with the exception of certain financial instruments and financial assets, which are stated at fair value.

The methods used to determine the fair value of these instruments are presented in note 2.17.

2.2 MANAGEMENT JUDGEMENTS AND ESTIMATES

The preparation of the financial statements requires the use of judgements, best estimates and assumptions in determining the value of assets and liabilities, income and expenses recorded for the period, considering positive and negative

contingencies existing at year-end. The figures in the Group's future financial statements could differ significantly from current estimates due to changes in these assumptions or economic conditions.

The principal sensitive accounting methods for which the Group uses estimates and judgements are described below. Given their importance in the Group's financial statements, the impact of any change in assumption in these areas could be significant.

2.2.1 PENSIONS AND OTHER LONG-TERM AND POST-EMPLOYMENT BENEFITS

The value of pensions and other long-term and post-employment benefit obligations is based on actuarial valuations that are sensitive to all the actuarial assumptions used, particularly concerning discount rates and wage increase rates.

The principal actuarial assumptions used to calculate these post-employment and long-term benefits at 31 December 2024 are presented in Note 24.2. These assumptions are updated annually. The Group considers the actuarial assumptions used at 31 December 2024 to be appropriate and well-founded. However, future changes in these assumptions could have a significant effect on the amount of the obligations and the Group's equity and net income. Sensitivity analyses are therefore presented in note 24.2.6.

2.2.2 IMPAIRMENT OF LONG-TERM ASSETS

At 31 December 2024, the Group did not detect any evidence of impairment of its assets, which essentially comprise the facilities making up the electricity transmission network.

2.3 CONSOLIDATION METHODS

Subsidiaries are companies in which the Group exercises exclusive control and are fully consolidated. Exclusive control means the power to govern the enterprise's financial and operating policies either directly or indirectly so as to obtain benefit from its activities. The Group is presumed to have exclusive control when the three following conditions are fulfilled:

- the Group holds power over the entity's relevant activities, *i.e.* the activities that have a significant impact on returns;
- the Group is exposed, or has rights, to variable returns;

2.2.3 FINANCIAL ASSETS AND LIABILITIES

The Group considers that the balance sheet values of cash and cash equivalents, negotiable debt instruments, trade receivables and trade payables are a good approximation of their market value due to the high liquidity of these items.

The market values of listed investment securities are based on their year-end stock market value. The net book value of other securities and current bank loans is a reasonable approximation of their fair value.

The fair value of financial liabilities was determined using estimated future cash flows, discounted at rates observable at the year-end for instruments with similar conditions and maturities.

2.2.4 ASSESSMENT OF CONTROL

Since application of IFRS 10, IFRS 11 and IFRS 12 the Group has used judgement to assess control or classify the type of partnership arrangement represented by a jointly-controlled entity.

2.2.5 OTHER JUDGEMENTS

When there is no standard or interpretation applicable to a specific transaction, the Group exercises judgement to define and apply accounting methods that will supply relevant, reliable information for preparation of its financial statements.

- the Group has the ability to use its power over the entity to influence the amount of the investor's returns.

The Group considers all facts and circumstances when assessing control. All substantive potential voting rights exercisable, including by another party, are also taken into consideration.

A joint operation is a joint arrangement in which the parties (joint operators) that exercise joint control over the entity have direct rights to its assets, and obligations for its liabilities. In application of IFRS 11 the Group, as an operator in a joint operation, reports the assets and liabilities and income and expenses related to its investment line by line.

Associates are entities in which the Group exercises significant influence over financial and operating policies, without having exclusive or joint control. Significant influence is presumed to exist when the Group's investment is at least 20%. Associates are accounted for under the equity method.

In application of IFRS 12, investments in associates are carried in the balance sheet at historical cost adjusted for the share of net assets generated after

acquisition, less any impairment. The Group's share in net income for the period is reported under the income statement heading "Share in net income of associates".

All significant internal transactions between consolidated companies, including realised internal profits, are eliminated.

A list of subsidiaries, joint operations and associates is presented in Note 32.

2.4 FINANCIAL STATEMENT PRESENTATION RULES

Assets and liabilities of dissimilar natures or functions are disclosed separately.

Assets and liabilities contributing to working capital used in the entity's normal operating cycle are classified as current. Other assets and liabilities are classified as current if they mature within one year of the closing date, and non-current if they mature more than one year after the closing date.

The income statement presents items by nature. The heading "Other income and expenses" presented below the operating profit before depreciation and amortisation comprises any items of an unusual nature or amount.

2.5 TRANSLATION METHODS

2.5.1 REPORTING CURRENCY AND FUNCTIONAL CURRENCY

The Group's financial statements are presented in Euros, which is the functional and reporting currency of all Group entities except for TEP Tahiti. All figures are rounded up or down to the nearest thousand.

2.5.2 TRANSLATIONS OF TRANSACTIONS IN FOREIGN CURRENCIES

In application of IAS 21, transactions expressed in foreign currencies are initially translated and recorded in the functional currency of the entity concerned, using the rate in force at the transaction date.

At each reporting date, monetary assets and liabilities expressed in foreign currencies are translated at the closing rate. The resulting foreign exchange differences are taken to the income statement.

IFRIC 22, "Foreign Currency Transactions and Advance Consideration", adopted by the European Union in Regulation (EC) 2018/519 of 28 March 2018, clarified a point of application of IAS 21 regarding the exchange rate that should be used when an advance payment is made before execution of the transaction. The purchase or sale transaction must be translated at the exchange rate of the date of initial recognition of the asset or liability corresponding to the advance payment. If several advance payments are made, an average exchange rate is determined for each transaction.

2.6 RELATED PARTIES

The related parties principally comprise the French State, companies in which the State holds majority ownership and certain of their subsidiaries (including EDF and certain of its subsidiaries, Enedis and certain of its subsidiaries, and companies in which RTE exercises joint control or significant influence). They also include the members of the Group's management and governance bodies.

2.7 SALES

RTE's sales consist of three types of revenue, each corresponding to a different nature of income and customer:

- income generated by access to the public electricity transmission network, for which the tariff is regulated and the customers are distributors (such as Enedis), consumers (such as French railway company SNCF or an industry) and producers (which inject power into the network, such as EDF);
- income from interconnections between France and its neighbouring countries, which depend on the capacities available on each line and price differentials between the countries, with specific invoicing methods for each international border;
- income from other services provided by RTE (miscellaneous types of work, personnel secondment, etc.) or its subsidiaries (helicopter leases, consulting services, etc.).

The Group accounts for sales when:

- there is a proven contractual relationship;
- delivery has taken place (or the service has been completed);
- a quantifiable price has been established or can be determined; and
- the receivables are likely to be recovered.

Delivery takes place when the risks and benefits associated with ownership are transferred to the buyer.

2.8 CAPACITY MECHANISM

A capacity mechanism has been set up in France to ensure secure power supplies during peak periods.

French law 2010-1488 of 7 December 2010 on the new organisation of the electricity market introduced an obligation in France to contribute to power supply security from 1 January 2017.

Operators of electricity generation facilities and load-shedding operators must have their capacities certified by RTE, and commit to a forecast level of availability for a given year of delivery. In return, they are awarded capacity certificates. Meanwhile, electricity suppliers and purchasers of power to compensate for network losses (obligated actors) must hold capacity certificates equivalent to consumption by their customers in peak periods. Suppliers pass on the cost of the capacity mechanism

The Group applies IFRS 15 "Revenue from Contracts with Customers". The connection contracts qualify as contracts with customers under IFRS 15. The income from those contracts are therefore reclassified from a share of subsidies to sales.

RTE has opted to recognise the revenue over time. The income from a connection contract is thus spread over the period of use of the connection in the same way as the investment subsidy.

The spreading of this income corresponds to an economic approach. Indeed, it is coherent to recognise income on connection in the same way as the associated expenses and depreciation and amortisation, which are spread over the period of use of the connection.

Also, the service transferred to the customer is not the connection itself, but its use: the customer simultaneously receives and consumes the right to use the connection provided by RTE. The service concerned by the contract is thus transferred to the customer continuously rather than at a specific date (see IFRS 15.35). This is the reason why revenues from customer connections should be recognised progressively over the period of use of the connection.

Contract liabilities under IFRS 15 represent RTE's obligation to supply to its customers a service of connection to the network for which it has already received payment. These liabilities consist of advance payments received for the connection service (see note 28).

to final customers through their sale prices.

The system is completed by registers for capacity trading between actors. Capacity auctions are held several times a year.

The Group is concerned by this system, as a certifier (RTE SA), an operator of electricity installations *via* its interconnections (RTE SA) and as an obligated purchaser (RTE SA – as a purchaser of power to compensate for network losses).

The operations are recorded as follows:

- sales of capacity certificates are recognised in income when the auctions or over-the-counter sales take place. The resulting revenue is included in income from interconnections;

- stocks of capacity certificates held by RTE as obligated actor are stated at their purchase value on the market. Decreases in the stock of certificates follow the pattern of peak periods;
- if the stocks of capacity certificates do not cover the obligation, an expense is recorded equivalent to the best estimate of the expense necessary to extinguish the obligation.

2.9 OTHER EXTERNAL EXPENSES

RTE develops and introduces market mechanisms to balance supply and demand in real time, and ensure that production capacities are coherent with needs in the long term.

The consequences of these mechanisms are generally reflected in transactions related to RTE's responsibility for balancing electricity generation and consumption and are reported under "Other external expenses".

The income and expenses relating to the current or previous years are included in the current year's

income statement regardless of the date of payment or receipt, based on the most recent available information at the closing date.

Due to unpredictable factors affecting the general conditions governing the operation of these mechanisms, RTE may invoice (or receive) adjustment payments later than the date on which the triggering event arose. The financial terms laid out in the mechanism regulations (validated by the French energy regulator CRE – *Commission de régulation de l'énergie*) generally include rules for such eventualities.

2.10 INCOME TAXES

Income taxes include the current tax expense (income) and the deferred tax expense (income), calculated under the tax legislation in force in the countries where the earnings are taxable.

In compliance with IAS 12, current and deferred taxes are recorded in the income statement, or in equity if they concern items directly recorded in equity.

The current tax expense (income) is the estimated amount of tax due on the taxable income for the period, calculated using the tax rates adopted at the year-end. This expense includes reclassification of certain tax credits as components of "Other operating income and expenses" in the income statement.

Deferred taxes result from temporary differences between the book value of assets and liabilities and their tax basis.

Deferred tax assets and liabilities are valued at the future tax rate for the period in which the asset will be realised or the liability settled, as adopted at the year-end. If the tax rate changes, deferred taxes are adjusted to the new rate and the adjustment is recorded in the income statement, unless it relates to an underlying for which changes in value are recorded in equity, for example in accounting for changes in actuarial gains and losses or fair value on hedging instruments and financial assets.

Deferred taxes are reviewed at each closing date, to take into account changes in tax legislation and the prospects for recovery of deductible temporary differences. Deferred tax assets are only recognised when it is probable that the Group will have sufficient taxable profit to utilise the benefit of the asset in the foreseeable future, or beyond that horizon, if there are deferred tax liabilities with the same maturity.

RTE SA became part of the CTE Group's tax group on 1 January 2018. The tax group agreement stipulates that the tax to be borne by RTE SA is equal to the income tax that would have been payable on its taxable income and/or long-term capital gains of the year if it was taxed separately, less all deductions to which RTE SA would have been entitled if it was not part of a tax group.

Global minimum taxation of multinational and domestic groups

France has transposed the Pillar 2 Directive into its domestic law *via* the Finance Act for 2024. The CTE Group (here understood according to Pillar 2) is therefore subject to the minimum annual tax system from the 2024 financial year. The purpose of this new system is to tax the profits of companies falling within its scope at a minimum tax rate of 15% in each of the jurisdictions in which a group of companies operates.

Although subject to this obligation due to its size, this new tax has no significant impact on the RTE Group's financial statements for 2024. Indeed, the Group generates most of its revenue in France, where the effective tax rate is well above 15%. The same applies to most of the jurisdictions in which the Group operates.

An RTE Group entity, CIDAC, could be subject to an additional tax in respect of its profit made in Ireland

2.11 EARNINGS PER SHARE

Earnings per share is calculated by dividing the Group's share of net income by the weighted average number of shares outstanding over the period. This weighted average number of shares outstanding is

in 2024, where the nominal corporate tax rate is 12.5%. The estimated amount of this tax, based on the subsidiary's 2023 results, would represent an insignificant amount (less than €5 thousand) in view of the consolidated financial statements. It is expected at a similar level based on 2024 data. Consequently, it was decided not to record a provision relating to Pillar 2 in the Group's consolidated financial statements at 31 December 2024.

the number of ordinary shares at the start of the year, adjusted by the number of shares redeemed or issued during the year.

2.12 BUSINESS COMBINATION

In application of IFRS 3, "Business combinations", goodwill is calculated as the difference between:

- the sum of the following items:
 - the fair value at the acquisition date of the price paid to acquire control,
 - the value of non-controlling interests in the entity acquired, and
 - for acquisitions achieved in stages, the fair value at the acquisition date of the Group's previous share in the acquired entity before it acquired control;
- and the net value of the assets acquired and liabilities assumed, measured at fair value at the acquisition date.

Goodwill is not amortised, but impairment tests of goodwill are carried out at least annually and as soon as there is an indication of possible loss of value.

When the impairment test shows a negative difference, this is immediately charged to profit and loss.

The goodwill on acquisition of associates and joint ventures (accounted for under the equity method) is included in the value of the investment presented in the assets in the consolidated balance sheet. Any impairment on this goodwill is reported in the Group's income statement *via* the "Share in income of associates and joint ventures". When there is negative goodwill, it is recorded in income, with a corresponding adjustment to the value of the investment.

2.13 INTANGIBLE ASSETS

Intangible assets mainly consist of purchased or internally designed and developed software. These assets are amortised on a straight-line basis over their probable useful lives, which are generally between 3 and 15 years.

Software licence acquisition costs or the cost of creating and developing software are reported at a value based on the costs incurred to acquire the software, or create it and put it into operation. The costs directly associated with the production of identifiable, unique software that is controlled by the

Group, and is likely to generate future economic benefits greater than the cost of the software over a period of more than one year are recorded as intangible assets. Costs directly associated with production include payroll costs for the personnel who developed the software and the internal and external expenses incurred in producing the asset.

Other research and development expenses are charged to expenses for the year they are incurred, unless they meet the requirements for capitalisation as defined by IAS 38.

2.14 PROPERTY, PLANT AND EQUIPMENT

2.14.1 MEASUREMENT

Property, plant and equipment is recorded at acquisition or production cost.

The cost of facilities developed in-house includes all labour and parts costs, and all other production costs attributable to the construction of the asset.

When a part of an asset has a different useful life from the overall asset's useful life, it is identified as an asset component and depreciated over a specific period.

Borrowing costs attributable to the financing of an asset incurred during the construction period are included in the value of the asset provided it is a "qualifying asset" as defined by IAS 23. The capitalisation rate applied depends on the borrowing terms, as presented in note 25.2.1.

The EDGART project

In 2021 RTE began the EDGART project to change the granularity of its assets. The goals were:

- to adapt the granularity of accounting assets according to the value of the network components;
- to review the depreciation periods and differentiate them based on the components' life cycles.

The EDGART project was begun in a context of rapid-succession, long-lasting changes to the electricity system induced by the energy transition, that are increasing investment needs and changing the scale of investments. The technical policies governing replacement of assets have also been adjusted. The purpose of the project is to reassess the coherence between the granularity of fixed assets and the way they are managed, both in network expansion and upgrading projects, and in asset management policies.

In view of changes in equipment and the introduction of new technical policies, the EDGART project also aims to reexamine the depreciation periods used, to make sure they are coherent with the actual life cycles and, where relevant, to use differentiated depreciation periods for different components.

A more detailed breakdown of the assets in the overhead lines was thus established in early 2023. New categories were defined: conductors, cables, insulators, supporting structures, and foundations. A corresponding depreciation plan was established.

In 2024, an analysis of the division of underground and submarine lines was carried out, with the creation of new categories (ends of underground lines and current section). Intra-site connection sheets were also created for the substations.

These changes constitute a change in the valuations. At the end of 2023, the impact on depreciation and amortisation was +€56 million (increase). At 31 December 2024, the impact was +€26 million (this is the latest estimate known at the closing date).

The project will continue in 2025 with analysis of the equipment in substations and command and control systems.

2.14.2 DEPRECIATION METHODS AND DURATIONS

Property, plant and equipment are depreciated on a straight-line basis over their useful life, defined as the period during which the Group expects to draw future economic benefits from their use.

Depreciation is calculated based on the gross value of the assets concerned, which will have zero residual value at the end of their useful life.

The estimated useful lives for the principal facilities are generally the following:

- overhead lines and cables: 25 to 60 years;
- underground lines: 30 to 50 years;
- submarine lines: 35 to 45 years;
- transformers: 40 years;
- cells and busbars: 45 years;
- reactive power compensation and auxiliary equipment: 45 years;
- telecommunications and telecontrol equipment: 5 to 15 years depending on the item.

2.14.3 SUBSEQUENT INVESTMENT EXPENDITURE

Subsequent costs are included in the book value of the asset, or recognised as a separate asset when it is probable that the future economic benefits from the asset will benefit the Group and the cost can be reliably measured.

2.14.4 MAINTENANCE AND COMPLIANCE EXPENSES

All repair and maintenance expenses are charged to the income statement during the period in which they are incurred.

The Group capitalises safety spare parts and compliance expenses incurred as a result of legal and

regulatory obligations sanctioning non-compliance by an administrative ban from operation.

These expenses are amortised over the useful life of the relevant facilities.

2.14.5 PUBLIC TRANSMISSION NETWORK CONCESSION

RTE is by law France's public transmission network operator, and exercises this mission under the amendment signed on 30 October 2008 to the agreement of 27 November 1958, transferring the concession for the French public electricity transmission network to RTE. The assets operated under this concession are by law the property of RTE, and are included in "property, plant and equipment".

2.15 LEASES

Under IFRS 16, applicable since 1 January 2019, a contract is, or contains, a lease if it confers the right to control the use of an identified asset for a period of time in exchange for a consideration.

Identified arrangements that do not have the legal form of a lease contract but nonetheless convey the right to control the use of an asset or group of specific assets to the purchaser are treated by the Group as leases, and analysed by reference to IFRS 16.

IFRS 16 introduced significant changes to the accounting treatment of leases by the lessee. It eliminated the distinction between operating and finance leases and requires recognition of a right-of-use asset and a lease liability when a lease is set up.

The Group applied this standard retrospectively since 1 January 2019, without restating comparative period figures (this is known as the "modified retrospective approach").

Leases are recognised in the balance sheet at their inception, at the discounted value of future lease

payments, in the form of a financial liability included in "Other financial liabilities" (see Note 25) and a "Right-of-use" asset included in property, plant and equipment (see Note 16). They are written down over the term of the lease.

The leases concerned essentially concern real estate assets, and to a lesser extent transport vehicles. The Group applies exemptions allowed by the standard for leases with a term of 12 months or less and leases of assets with individual value when new of less than \$5,000.

The Group determines the lease liability by discounting the future lease payments over the term of the lease using a rate based on an incremental borrowing rate that reflects the Group's specific features. The maturity of the chosen rate depends on the term of each lease contract.

The term of the lease is the maximum period during which the lessee will have the right to use the leased asset, *i.e.* the period during which the lease cannot be terminated by the lessor, plus all possible extensions at the lessee's sole initiative as set out in the contract.

2.16 IMPAIRMENT OF INTANGIBLE ASSETS AND PROPERTY, PLANT AND EQUIPMENT

At the year-end and at each interim reporting date, the Group assesses whether there is any indication that an asset could have been significantly impaired. If so, an impairment test is carried out in compliance with IAS 36.

2.17 FINANCIAL ASSETS AND LIABILITIES

Financial assets include assets (non-consolidated investments, investment securities), loans and receivables at amortised cost, including trade and similar receivables, and the positive fair value of derivatives.

Financial liabilities comprise financial borrowings and debts, trade and similar payables, bank credit and the negative fair value of financial derivatives.

Financial assets and liabilities are recorded in the balance sheet as current if they mature within one year and non-current if they mature after one year, apart from derivatives held for trading, which are all classified as current.

The operating debts and receivables, and the cash and cash equivalents, are governed by IFRS 9 and reported separately in the balance sheet.

2.17.1 FINANCIAL ASSETS (EXCLUDING DERIVATIVES)

Financial assets that give rise to cash flows which are not Solely Payment of Principal and Interest (SPPI) must be carried at fair value through profit and loss. However, IFRS 9 offers an irrevocable option, which must be exercised at inception for each individual investment, allowing investments in equity instruments to be carried at fair value through other comprehensive income, with no subsequent transfer to profit and loss even in the event of sale. Under this option, only dividends are recorded in income.

Financial assets that give rise to cash flows which are Solely Payment of Principal and Interest (SPPI) are carried at amortised cost under the effective interest rate method.

Financial assets carried at fair value through profit and loss are recognised at the transaction date at fair value, which is generally equal to the amount of cash paid out. Transaction costs directly attributable to the acquisition are recorded in the income statement. At each subsequent reporting date they are adjusted to fair value, which is determined by reference to (i) quoted prices on an active market (level 1), (ii) observable data from a market (level 2), or (iii) data that cannot be observed on a market (level 3).

Changes in fair value are recorded in the income statement under the heading "Other financial income and expenses".

Dividends and interest received on assets stated at fair value are recorded in the income statement under "Other financial income and expenses".

In the case of non-current financial assets carried at amortised cost, impairment is assessed on an individual basis, taking into consideration the counterparty's risk profile and the guarantees received. Upon initial recognition of these non-current financial assets, impairment equal to the expected credit losses over a 12-month horizon is systematically booked. If there is a significant deterioration in the counterparty's creditworthiness, additional impairment is booked so that the total expected credit loss over the receivable's residual term is covered.

For sales receivables, the Group reviews customer receivables individually, taking into consideration the probability of default by the counterparty and the degree to which the receivables are covered by provisions. It applies the simplified method allowed by IFRS 9, which consists of establishing provisions to cover expected credit losses over the receivables' residual term.

2.17.2 FINANCIAL LIABILITIES (EXCLUDING DERIVATIVES)

Financial liabilities are recorded at amortised cost, with separate reporting of embedded derivatives where applicable. Transaction costs are deducted from the financed amount reported under financial liabilities. Interest expenses, calculated under the effective interest rate method including transaction costs related to financial liabilities, are recorded under the heading "Cost of gross financial indebtedness" over the duration of the financial liability. The fair value is determined by discounting future cash flows at market rates.

2.17.3 DERIVATIVES

2.17.3.1 Scope

The scope of derivatives applied by the Group corresponds to the principles set out in IFRS 9.

In particular, forward purchases for physical delivery of energy are considered to fall outside the scope of application of IFRS 9 when the contract concerned has been entered into as part of the Group's "normal" business activity.

This is demonstrated to be the case when all the following conditions are fulfilled:

- a physical delivery takes place under all such contracts;
- the volumes purchased or sold under the contracts correspond to the Group's operating requirements;
- these contracts cannot be considered as options as defined by the standard.

The Group thus considers that transactions negotiated with a view to balancing the volumes of purchase commitments and the actual level of losses are part of its normal business as operator of the electricity transmission network, and are outside the scope of IFRS 9.

In compliance with IFRS 9, the Group analyses all its contracts, of both a financial and non-financial nature, to identify the existence of any "embedded" derivatives. Any component of a contract that affects the cash flows of that contract in the same way as a stand-alone derivative corresponds to the definition of an embedded derivative.

If they meet the conditions set out by IFRS 9, embedded derivatives are accounted for separately from the host contract at inception date.

2.17.3.2 Measurement and recognition

Derivatives are recorded at fair value based on quoted prices and market data available from external sources. If no quoted prices are available, the Group may refer to recent comparable transactions or, if no such transactions exist, base its valuation on internal models that are recognised by market participants, giving priority to information derived directly from observable data, such as over-the-counter listings.

Changes in the fair value of these derivatives are recorded in the income statement, unless they are classified as hedges for a cash flow. Changes in the fair value of cash flow hedging instruments are recorded directly in equity, excluding the ineffective portion of the hedge.

In application of IFRS 13, the fair value of derivatives incorporates the counterparty credit risk for derivative assets and the own credit risk for derivative liabilities.

2.17.3.3 Derivatives classified as hedges

The Group may use derivative instruments to hedge its foreign exchange and interest rate risks, and risks related to certain energy contracts.

The Group applies the criteria defined by IFRS 9 in classifying derivatives as hedges:

- the instrument must hedge changes in fair value or cash flows attributable to the risk hedged, and the effectiveness of the hedge (*i.e.* the degree to which changes in the value of the hedging instrument offset changes in the value of the hedged item or future transaction) must be between 80% and 125%;
- in the case of cash flow hedges, the future transaction being hedged must be highly probable;
- reliable measurement of the effectiveness of the hedge must be possible;
- the hedge must be supported by appropriate documentation from its inception.

The hedging relationship ends when:

- a derivative ceases to be an effective hedging instrument;
- a derivative expires, or is sold, terminated or exercised;
- the hedged item expires, is sold or redeemed;
- a future transaction ceases to be considered as highly probable.

The Group uses the following categories for hedges:

1. Fair value hedges

These instruments hedge the exposure to changes in the fair value of an asset or liability recorded in the balance sheet, or a firm commitment to purchase or sell an asset. Changes in the fair value of the hedged item attributable to the hedged component of that item are recorded in the income statement and offset by corresponding variations in the fair value of the hedging instrument. Only the ineffective portion of the hedge has an impact on income.

2. Cash flow hedges

These instruments hedge highly probable future transactions for which the variability in cash flows generated by the hedged transaction is offset by changes in the value of the hedging instrument.

The effective portion of accumulated changes in the hedge's fair value is recorded in equity, and the ineffective portion (*i.e.* changes in the fair value of the hedging instrument in excess of changes in the fair value of the hedged item) is recorded in the income statement.

When the hedged cash flows materialise, the amounts previously recognised in equity are transferred to the income statement in the same way as for the hedged item.

2.18 INVENTORIES

Inventories include:

- operating materials and equipment such as spare parts supplied under a maintenance programme. Inventories are recognised at the lower of historical cost and net realisable value. The cost of inventories is determined under the weighted average unit cost method, and includes all direct and indirect purchase acquisition costs;

2.19 TRADE AND SIMILAR RECEIVABLES

On initial recognition, trade and similar receivables are recorded at the fair value of the consideration received or to be received (which generally corresponds to their nominal value). Provisions are recorded when their carrying amount, based on the probability of recovery assessed according to the

2.20 CASH AND CASH EQUIVALENTS

Cash and cash equivalents comprise immediately available liquidities and very short-term investments that are readily convertible into a known amount of cash, usually maturing within three months or less of the acquisition date, and with negligible risk of fluctuation in value.

2.17.4 DERECOGNITION OF FINANCIAL ASSETS AND LIABILITIES

Derecognition is applied for all or part of:

- a financial asset, when the contractual rights making up the asset expire, or the Group transfers substantially all the significant risks associated with ownership of the asset;
- a financial liability, when the liability is extinguished due to cancellation or expiry of the obligation. When a debt is renegotiated with a lender giving rise to substantially different terms, a new liability is recognised.
- certificates issued under capacity obligation mechanisms (capacity guarantees in France). See Note 2.8.

Impairment of inventories depends on the turnover of materials, their estimated useful lives and the degree of technical obsolescence.

type of receivable, is less than their book value. Depending on the nature of the receivable, the risk associated with doubtful receivables is assessed individually.

Trade receivables also include the value of unbilled receivables for energy already supplied.

Securities held short-term and classified as cash equivalents are recorded at fair value. Changes in the fair value of these securities are included in the heading "Other financial income and expenses".

"Cash equivalents" also include margin calls relating to forward energy purchase contracts when they represent deposits to be received.

2.21 EQUITY - RESTATEMENT TO FAIR VALUE OF FINANCIAL INSTRUMENTS

This impact results from the adjustment to fair value of financial assets and certain hedging instruments.

2.22 PROVISIONS OTHER THAN EMPLOYEE BENEFIT PROVISIONS

The Group recognises a provision if the following three conditions are met:

- the Group has a present obligation (legal or constructive) towards a third party that arises from an event prior to the closing date;
- it is probable that an outflow of resources will be required to settle the obligation, without an equivalent consideration;
- the obligation amount can be estimated reliably.

Provisions are determined based on the Group's

estimate of the expected cost necessary to settle the obligation. Estimates are based on assumptions adopted by the Group, and if necessary experience of similar transactions, or in some cases based on independent expert reports or contractor quotes. The various assumptions are reviewed for each closing of the accounts.

If it is anticipated that all or part of the expenses covered by a provision will be reimbursed, the reimbursement is recognised under receivables if and only if the Group is certain of receiving it.

2.23 EMPLOYEE BENEFITS

The Group grants its employees post-employment benefits (pension plans, retirement gratuities, etc.) and other long-term benefits (e.g. long-service awards) in compliance with the specific laws and measures in force for the Electricity and Gas Industries (EGI) sector in France.

2.23.1 CALCULATION AND RECOGNITION OF EMPLOYEE BENEFITS

The obligations under defined-benefit plans are subject to actuarial valuations applying the projected unit credit method, which determines the present value of the entitlements earned by employees at year-end to pensions, post-employment benefits and long-term benefits, taking into consideration the economic conditions and expected wage increases.

In calculating post-employment benefit obligations, this method takes the following factors into consideration:

- career-end salary levels, with reference to employee seniority, projected salary levels at the time of retirement based on the expected effects of career advancement, and estimated trends in pension levels;
- retirement age, determined on the basis of the applicable rule (such as the degree of "active work" and number of children, taking into account the

longer employee contribution period to qualify for a full pension);

- forecast numbers of pensioners, based on employee turnover rates and available mortality data;
- reversion pensions, taking into account both the life expectancy of the employee and his/her spouse and the marriage rate observed for the population of employees in the EGI sector;
- a discount rate that depends on the duration of the obligations; in compliance with IAS 19 (revised), this rate is determined as the market yield on high quality corporate bonds or the year-end rate on government bonds whose duration is coherent with the company's commitments to employees.

The provision reflects the value of the fund assets that cover post-employment benefits, which are deducted from the value of the obligation as determined above.

For pensions and other post-employment obligations, all actuarial gains and losses generated by changes in actuarial assumptions (discount rate, inflation rate, wage laws, mortality, retirement age, etc.) are immediately recognised in the statement of net income and gains and losses recorded directly in equity.

For long-term employee benefits, actuarial gains and losses and the entire past service cost are recognised immediately in the provision.

The net expense booked for employee benefit obligations during the year thus includes:

- the cost of additional vested benefits, and the financial discount cost on existing benefits;
- the income corresponding to the expected return on fund assets;
- the income or expenses related to amendments or settlements of benefit plans or introduction of new plans;
- the change in actuarial gains and losses on long-term benefits.

2.23.2 POST-EMPLOYMENT BENEFIT OBLIGATIONS

When they retire, Group employees covered by the EGI sector system benefit from pensions determined under the statutory EGI rules.

Since the financing reform for the EGI sector system took effect on 1 January 2005, the CNIEG (*Caisse nationale des IEG*, the sector's specific pension body) has managed not only the special EGI pension system, but also the work-related accident, invalidity and death insurance system for the sector.

The CNIEG is a social security body governed by private law, formed by the Law of 9 August 2004. It has legal entity status and reports to the French government, operating under the joint supervision of France's ministers for the Budget, Social Security and Energy. Under the funding arrangements introduced by the law, EGI companies establish pension provisions to cover entitlements not funded by France's standard systems (CNAV, AGIRC-ARRCO), to which the EGI system is affiliated, or by the CTA (*Contribution tarifaire d'acheminement*) levy on gas and electricity transmission and distribution services.

The provision for pensions thus covers:

- specific benefits earned by employees from 1 January 2005 for the regulated transmission activity (past benefits were financed by the CTA levy);
- specific benefits of employees benefiting from early retirement before the standard legal retirement age.

In addition to pensions, other benefits are granted to EGI status employees not currently in active service, as detailed below:

- Benefits in kind (electricity/gas)

Article 28 of the EGI National Statutes entitles all employees (active or inactive) to the same benefits in kind in the form of supplies of electricity and gas at the preferential "Employee price". The Group's obligation for supplies of energy to employees corresponds to the probable present value of kWh supplied to beneficiaries during their retirement, valued on the basis of the unit cost, taking into account the payment received under the energy exchange agreement with Engie.

- Retirement gratuities

These gratuities are paid upon retirement to employees due to receive the statutory old-age pension, or to their dependents if the employee dies before reaching retirement. These obligations are almost totally covered by an insurance policy.

- Bereavement benefit

The bereavement benefit is paid out upon the death of an inactive or disabled employee, in order to provide financial assistance for the expenses incurred at such a time (Article 26 §5 of the National Statutes). It is paid to the deceased's principal dependants (statutory indemnity equal to three months' pension) or to a third party that has paid funeral costs (discretionary indemnity equal to the costs incurred).

- Bonus pre-retirement paid leave

All employees eligible to benefit immediately from the statutory old-age pension and aged at least 55 at their retirement date are entitled to 18 days of bonus paid leave during the last 12 months of their employment.

- Cost of studies indemnity and study grants

The cost of studies indemnity is a family benefit not defined by the statutes, intended to provide assistance to inactive employees (or their dependants) whose children are still in education. It is also paid to beneficiaries of the orphan's pension. An agreement on education fees came into force on 1 October 2011 and introduced study grants, which are progressively replacing the cost of studies indemnity. An amendment to the agreement of 7 March 2011 was signed in November 2017. The trade union federations and employer groups have agreed to review and improve the aid scheme for study fees, in particular

to simplify the access conditions. This amendment took effect on 1 January 2018.

- Time banking for additional retirement leave

Following the 2008 pension reform, an agreement was reached in 2010 that replaced the early retirement arrangements for “active work” (*i.e.* non-sedentary) employees joining the Group on or after 1 January 2009. Under this agreement:

- the employee earns 10 days of additional retirement leave for each year of 100% “active work”;
- days are attributed on a prorated basis if the proportion of “active work” is less than 100%;
- no days are attributed if the proportion of “active work” is less than 20%.

The employee retains his/her entitlement to days of leave earned under this time banking system if he/she leaves the EGI sector or is transferred to an EGI status company. This leave can only be taken when he/she retires, between the date at which

he/she qualifies for a pension and the age limit set by article 4 of the National Statutes for EGI personnel.

2.23.3 OTHER LONG-TERM BENEFIT OBLIGATIONS

These benefits concern employees currently in service, and are earned according to EGI statutory regulations. They include:

- annuities and benefits following invalidity, industrial accident or work-related illness; like their counterparts in the general national system, EGI employees are entitled to financial support in the event of industrial accident or work-related illness, and invalidity annuities and benefits. The obligation is measured as the probable present value of future benefits payable to current beneficiaries, including any possible reversions;
- long-service awards;
- specific benefits for employees who have been in contact with asbestos.

2.24 INVESTMENT SUBSIDIES

Investment subsidies received by Group companies, principally for connecting customers to the transmission network, are included in liabilities under the heading “Other current liabilities” and transferred to income as and when the economic benefits of the corresponding assets are utilised.

In accordance with IFRS 15, investment subsidies associated with connection contracts have been reclassified as sales revenues and are recognised progressively over the useful life of the corresponding asset (see note 2.7 “Sales”).

2.25 ENVIRONMENTAL EXPENSES

Environmental expenses are identifiable expenses incurred to prevent, reduce or repair damage to the environment that has been or may be caused by the Group as a result of its business. Two possible treatments apply to these expenses:

- they are capitalised if they are incurred to prevent or reduce future damage or preserve resources;

- they are recognised as expenses if they are operating expenses for the bodies in charge of environmental concerns, environmental supervision, training and skill enhancement in environmental matters, environmental duties and taxes, and waste processing.

2.26 PERSONNEL EXPENSES AND SOCIAL CHARGES

Paid leave entitlements for employees on long-term sick leave.

On 13 September 2023, France's Court of Cassation issued its decisions concerning the accumulation of paid leave entitlements by employees while a work contract is suspended for more than one year (in the case of non-work-related illness or industrial accidents). The Court gave priority to European law over current French national law.

Following the transposition into French law in 2024 of changes resulting from this case law, the RTE Group carried out an analysis and concluded that compliance would not have a significant impact on its financial statements, thus justifying the absence of a provision at 31 December 2023.

NOTE 3. Significant events and transactions of 2024 and 2023

3.1 SIGNIFICANT EVENTS AND TRANSACTIONS OF 2024

3.1.1 INVESTMENT PROGRAMME FOR 2024

At 31 December 2024, the investment expenditure amounted to €2,585 million, an increase of €508 million (+24%) compared to the investments made in 2023, most of which concerned the network (+€536 million or +31%).

3.1.2 TURPE 6 AND TURPE 7 TARIFFS

The TURPE 6 transmission network access tariff came into force on 1 August 2021 for a 4-year period, with revisions on 1 August every year to reflect inflation and the gradual balancing of the income and expenses adjustment account (CRCP).⁽¹⁾

The annual update of TURPE 6, initially scheduled for 1 August 2024, was postponed to 1 November 2024 following a decision by the French Energy Regulatory Commission (*Commission de régulation de l'énergie - CRE*).

TURPE 7 was the subject of joint work and discussions between RTE and CRE, and gave rise to public consultations in 2024. Its entry into force is scheduled for 1 August 2025 for a period of approximately four years. There is therefore no impact relating to TURPE 7 in the 2024 financial statements.

3.1.3 FINANCING TRANSACTIONS OF THE YEAR

The RTE Group issued new bonds during 2024.

30 April 2024:

- a 9-year loan of €500 million at a rate of 3.500%, maturing on 30 April 2033;
- a 20-year loan of €500 million at a rate of 3.750%, maturing on 30 April 2044.

2 October 2024:

- a 4-year loan of €500 million at a rate of 2.875%, maturing on 2 October 2028;
- a 12-year loan of €750 million at a rate of 3.500%, maturing on 2 October 2036.

In addition, on 8 October 2024, a bond issue with a nominal value of €500 million was repaid. These issues will support RTE's investment momentum over the coming years. None of these new bonds contain any financial covenant-type clause.

(1) *Compte de régulation des charges et des produits*. The CRCP account for each tariff period records the differences between forecasts and actual results on certain items the CRE considers difficult to forecast or difficult to control (network access, energy purchases to compensate for network losses, interconnections). These differences are then passed on to network users through future tariff adjustments.

3.1.4 DIVIDENDS

On 5 June 2024, the Supervisory Board approved the proposal put forward by the General Meeting held the same day to pay a dividend of €250 million or approximately €1.17 per share.

3.1.5 TAX INSPECTIONS

Following the tax inspection concerning the years 2017 and 2018, RTE SA was notified of a rectification procedure that was completed in June 2021, in which the tax authorities challenged certain accounting and tax treatments. On 4 July 2024, the Company filed a complaint with the tax audit department concerning all the adjustments.

The tax audit for the years 2020 and 2021 was the subject of a rectification proposal notified in November 2023 and covering the same accounting

and tax treatments. On 14 October 2024, the Company sent a complaint to the tax audit department concerning all the adjustments.

A provision is recorded in the financial statements for these two procedures. Its amount remains relatively insignificant compared to the other provisions recorded in the balance sheet.

Since July 2024, RTE SA has been subject to a tax audit relating to the flat-rate taxation of network companies (*Imposition forfaitaire sur les entreprises de réseau - IFER*) concerning the transformers it owns, for the years 2022 and 2023. To date, the tax audit department has not proposed any adjustments. The audit is still ongoing.

3.1.6 MACROECONOMIC CONTEXT

Please refer to Section 8 “Economic and financial performance” of the management report.

3.2 SIGNIFICANT EVENTS AND TRANSACTIONS OF 2023

3.2.1 INVESTMENT PROGRAMME FOR 2023

At 31 December 2023, the investment expenditure amounted to €2,077 million, an increase of €355 million (+21%) compared to investments made in 2022, of which most concerned the network (+€285 million or +19%).

3.2.2 TURPE 6 NETWORK ACCESS TARIFF

The TURPE 6 transmission network access tariff came into force on 1 August 2021 for a 4-year period, with revisions on 1 August every year to reflect inflation and the gradual balancing of the income and expenses adjustment account (CRCP).⁽¹⁾

On 1 August 2023, the tariff for the high-voltage network was raised by 6.69%, in compliance with the French energy regulator CRE’s decision of 31 May 2023.

3.2.3 PAYMENT OF THE 2022 CRCP ACCOUNT IN EARLY 2023

During the first quarter of 2023, in accordance with the CRE’s decision 2023-50, RTE made the exceptional early payment of part of the 2022 CRCP

account balance to users of the public electricity transmission system on “CART” contracts. This payment amounted to €1,940 million excluding taxes.

3.2.4 FINANCING TRANSACTIONS OF THE YEAR

The RTE Group issued two new bonds during 2023.

On 28 June 2023, RTE SA announced that it had finalised placement of a new €1 billion bond with 12-year maturity and a 3.75% coupon. Settlement took place on 4 July 2023.

On 30 November 2023, RTE successfully launched its second green bond issue in the amount of €500 million, with an 8-year maturity and a coupon of 3.5%. The funds raised by these green bonds will be allocated to certain types of project, such as those relating to offshore wind-farm connection and reinforcement of electricity interconnector projects between France and its neighbouring countries. The operation was completed on 7 December 2023.

Neither of these new bonds contains any financial covenant-type clause.

(1) *Compte de régulation des charges et des produits*. The CRCP account for each tariff period records the differences between forecasts and actual results on certain items the CRE considers difficult to forecast or difficult to control (network access, energy purchases to compensate for network losses, interconnections). These differences are then passed on to network users through future tariff adjustments.

3.2.5 DIVIDENDS

On 7 June 2023, the Supervisory Board approved the proposal put forward by the General Meeting held the same day to pay a dividend of €291 million or approximately €1.37 per share.

3.2.6 TAX INSPECTIONS

Following the tax inspection concerning the years 2017 and 2018, RTE SA was notified of a rectification procedure that was completed in June 2021, in which the tax authorities challenged certain accounting and tax treatments. Related proceedings were still ongoing at 31 December 2023.

Another tax inspection of RTE SA was conducted in 2023, covering the years 2020 and 2021. This inspection was completed in November 2023, and ended with a proposed rectification concerning the same accounting and tax treatments as the previous inspection.

A provision has been recognised in the financial statements to cover this.

3.2.7 IMPACTS OF THE FRENCH PENSION REFORM ON PROVISIONS FOR EMPLOYEE BENEFITS

On 14 April 2023 France's Constitutional Council issued its decision regarding the proposed pension reform law, which was published in the *Journal Officiel* on 15 April 2023.

The principal measures of the reform are:

- discontinuation of special pension schemes, including the EGI pension system, from 1 September 2023;
- a gradual rise in the standard retirement age from 62 to 64;
- an increase in the contribution period required to qualify for a full pension to 43 years, and earlier application of the "Touraine" reform, from 2025 instead of 2035 as initially planned;
- changes to the "long career" arrangements.

New employees hired from 1 September 2023 will still have EGI status and will continue to benefit from the associated regulatory measures and other benefits, but will now be affiliated to the standard French pension system. These new employees will be entitled, like other RTE employees, to preferential-price energy including after retirement, affiliation to the CAMIEG social security body for risks of industrial accident and work-related illness, maternity and health benefits, death and disability coverage, and EGI family benefits such as study grants.

Decree 2023-692 on the EGI pension system, setting out the modes of application of these measures, was published in the *Journal Officiel* on 30 July 2023.

With the help of its actuaries, the RTE Group has re-estimated its obligations to employees in order to take account of the various impacts of this reform.

The effects are detailed in Note 24.2 "Employee benefits".

In application of IAS 19, the impacts of the pension reform are classified as a plan amendment, and have been recognised in the service cost in the income statement for 2023, in the amount of €22 million.

3.2.8 MACROECONOMIC CONTEXT

The macroeconomic context remained very volatile in France and other countries, continuing the situation observed in 2022. RTE's operating expenses and the cost of completing investment programmes were still affected by inflation and energy price movements. The Group is paying careful attention to these developments, and takes them into consideration for its operations management and financial forecasting.

NOTE 4. Changes in the scope of consolidation

Oya Vendée Hélicoptères entered the Group's scope of consolidation on 1 April 2024 following the acquisition of 80% of the voting rights by Airtelis (a subsidiary of RTE SA). This new entity is fully consolidated.

NOTE 5. Segment reporting

In compliance with IFRS 8, "Operating segments", which requires segment reporting, the RTE Group only reports one operating segment, corresponding to the electricity transmission activity as regularly reviewed by the Executive Board.

NOTE 6. Sales

Sales comprise:

<i>(in thousands of euros)</i>	2024	2023
Transmission network access – distributors	3,708,886	3,511,307
Transmission network access – other users	507,117	523,686
Interconnections	1,185,413	1,955,640
Other services	157,537	140,562
Sales	5,558,953	6,131,196

The increase in "Access to the transmission network" sales is mainly due to price increases (see Note 3.1.2).

The decrease in interconnection revenues is mainly due to an unfavourable price effect on long-term auctions aimed at acquiring capacity upstream of the delivery year. Thus, the prices for these auctions in 2024 were significantly lower than in 2023 thanks to a recovery in nuclear production and renewed confidence in the level of production of the French nuclear fleet.

NOTE 7. Energy purchases

<i>(in thousands of euros)</i>	2024	2023
Energy purchases	(985,504)	(1,200,819)

Energy purchases concern electricity purchases undertaken to compensate for transmission network losses. Each year they include settlement of forward energy purchase contracts concluded in previous years.

They also include the impact of capacity guarantee purchases made in application of the Capacity Mechanism (see Note 2.8). The decrease in these purchases is explained by a significant price effect on forward and over-the-counter purchases that were sourced in late 2023 for the first quarter of 2024.

NOTE 8. Other external expenses

Other external expenses comprise:

<i>(in thousands of euros)</i>	2024	2023
External services	(783,938)	(720,861)
System operation purchases (excluding energy purchases)	(1,007,424)	(1,070,150)
Other purchases	(78,193)	(79,673)
Change in inventories and capitalised production	361,461	303,459
Other external expenses	(1,508,094)	(1,567,225)

The decrease in electricity system operation purchases (excluding energy purchases) is due to lower national congestion costs, reflecting the extended operating lifetime of the Blayais power plant in 2023, without equivalent in 2024, and the lower cost of contractualised reserves in late 2023 for 2024.

NOTE 9. Contractual obligations and commitments

In the course of its business, the Group has given and received commitments jointly with third parties. At 31 December 2024, these commitments mature as follows:

Commitments given <i>(in thousands of euros)</i>	31/12/2024	Maturity			31/12/2023
		< 1 year	1-5 years	> 5 years	
Operating contract performance commitments given	171,315	46,668	124,647	0	171,314
Commitments related to orders for operating items	2,189,527	1,335,373	828,305	25,849	1,996,315
Other operating commitments	0			0	0
Total operating commitments given	2,360,842	1,382,042	952,952	25,849	2,167,629
Financing commitments given	31,500	30,150	1,350	0	0
Investing commitments given	6,892,190	2,147,507	4,336,302	408,381	3,704,279
TOTAL COMMITMENTS GIVEN	9,284,532	3,559,699	5,290,603	434,230	5,871,908

Commitments received <i>(in thousands of euros)</i>	31/12/2024	Maturity			31/12/2023
		< 1 year	1-5 years	> 5 years	
Operating commitments received	1,339,397	1,281,272	56,725	1,400	1,338,761
Financing commitments received	1,250,000	0	1,250,000	0	1,250,000
Investing commitments received	3,895,705	232,980	2,922,259	740,466	2,942,174
TOTAL COMMITMENTS RECEIVED	6,485,102	1,514,252	4,228,984	741,866	5,530,935

These commitments (given and received) represent existing rights and obligations with effects (inflows and outflows of resources) that are contingent on fulfilment of conditions or execution of future operations.

The Group expects to draw future economic benefits from the operating commitments given.

The Group has entered into forward electricity purchases as part of its normal business. These commitments are included in “Commitments related to orders for operating items” and are stated at nominal value.

— 2023

RTE has given guarantees for the ongoing offshore wind farm connections, covering performance of work and the performance once the projects are completed. The commitments given for all such projects total €171 million, and the customers/producers who are the beneficiaries of these connections have given RTE commitments totalling €262 million to cover any stranded costs.

For the construction of cross-border lines between Spain and Ireland, partial European funding for the projects has been approved. The amount of the funding granted will be finalised once the construction work is completed. To date, the total

amount of subsidies approved by CINEA (the European Climate, Infrastructure and Environment Executive Agency) is €569 million for all projects taken together.

— 2024

RTE has entered into forward electricity purchases as part of its normal business. These commitments are included in “Commitments related to orders for operating items” and are stated at nominal value. They represented €1,552 million at 31 December 2024.

RTE has given guarantees for the ongoing offshore wind farm connections, covering performance of work and the performance once the projects are completed. The commitments given for all such projects total €171 million, and the customers/producers who are the beneficiaries of these connections have given RTE commitments totalling €128 million to cover any stranded costs.

In addition, the commitments given by RTE related to investments amounted to €6,892 million in 2024 (€3,704 million in 2023). This sharp increase is mainly due to the increase in investment projects, particularly in the areas of network adaptation and connection, interconnections, the development of the offshore network, and the renewal of existing infrastructure.

NOTE 10. Personnel expenses

10.1 PERSONNEL EXPENSES

Personnel expenses comprise:

<i>(in thousands of euros)</i>	2024	2023
Wages and salaries	(735,794)	(691,838)
Social contributions	(356,919)	(329,982)
Employee profit sharing including employer contribution	(44,660)	(35,251)
Other expenses linked to short-term benefits	1,700	4,324
Short-term benefits	(1,135,672)	(1,052,747)
Benefits paid	62,211	63,298
Current service cost	(64,511)	(52,017)
Plan amendment	-	(22,396)

<i>(in thousands of euros)</i>	2024	2023
Post-employment benefits	(2,300)	(11,115)
Benefits paid	12,793	12,895
Current service cost	(12,799)	(11,849)
Actuarial gains and losses	(3,513)	556
Other long-term benefits	(3,519)	1,602
PERSONNEL EXPENSES	(1,141,491)	(1,062,259)

The €22.4 million for the plan amendment in 2023 corresponds to the impact of the French pension reform (see Note 24.2.2).

10.2 WORKFORCE

RTE's year-end workforce numbers were as follows:

	31/12/2024	31/12/2023
Executives	5,627	5,313
Supervisory and technical	3,794	3,708
Operational staff	355	385
Workforce with EGI status	9,776	9,406
Non EGI status	648	619
TOTAL WORKFORCE	10,424	10,025

RTE's year-end workforce numbers were as follows:

	31/12/2024	31/12/2023
Executives	5,516	5,176
Supervisory and technical	3,750	3,672
Operational staff	373	386
Workforce with EGI status	9,639	9,234
Non EGI status	631	586
TOTAL WORKFORCE	10,270	9,820

RTE's subsidiaries ⁽¹⁾ have a total of 117 employees.

(1) Subsidiaries wholly-owned by RTE.

NOTE 11. Taxes other than income taxes

Taxes other than income taxes comprise:

<i>(in thousands of euros)</i>	2024	2023
Tax on pylons	(343,413)	(313,015)
Network tax (IFER)	(112,495)	(108,885)
Local economic contribution (CET)	(39,607)	(41,464)
Real estate tax	(31,234)	(29,015)
Other taxes	(53,933)	(49,724)
Taxes other than income taxes	(580,682)	(542,103)

The increase in the tax on pylons (+€30 million) is mainly due to an increase in flat rates in 2024.

NOTE 12. Other operating income and expenses

Other operating income and expenses comprise:

<i>(in thousands of euros)</i>	2024	2023
Gains (losses) on disposal of fixed assets	(28,535)	(20,933)
Net variation in provisions on current assets	(31,791)	(18,306)
Net variation in provisions for operating contingencies and losses	2,313	4,869
Other income and expenses	337,261	167,631
Other operating income and expenses	279,248	133,260

The €146 million increase in the other operating income and expenses at 31 December 2024 was mainly due to the significant increase in the subsidy for the expenses of the demand response call for tenders borne by RTE (+€201 million), this impact being included in the line "Other income and expenses".

This increase is partially offset by a decrease in the penalties received (-€27 million) under several mechanisms, in particular the capacity mechanism, system services and the balancing mechanism. In addition, the increase in income (expense) from the disposal of fixed assets in 2024 (-€8 million) and the increase in provisions (net of reversals) on assets (-€16 million) led to a reduction in the overall increase in other operating income and expenses.

NOTE 13. Financial result

13.1 COST OF GROSS FINANCIAL INDEBTEDNESS

<i>(in thousands of euros)</i>	2024	2023
Cost of gross financial indebtedness	(230,199)	(169,084)

The cost of gross financial indebtedness mainly comprises:

- interest expenses on bonds, totalling €249 million (compared to €188 million at the end of 2023). Part of the increase is due to new loans issued in 2024, which were issued at higher interest rates than those previously issued;
- application of IAS 23, which requires borrowing costs directly attributable to the acquisition, construction or production of a qualifying asset to be capitalised as part of the cost of that asset. The impact of this application in 2023 was a positive €24 million (stable compared to 2023 at €24 million);
- interest on the IFRS 16 lease liability, amounting to €3 million (same amount as in 2023).

13.2 DISCOUNT EFFECT

<i>(in thousands of euros)</i>	2024	2023
Discount effect	(73,581)	(78,193)

The discount effect essentially concerns provisions for post-employment and long-term employee benefits.

13.3 OTHER FINANCIAL INCOME AND EXPENSES

Other financial income and expenses comprise:

<i>(in thousands of euros)</i>	2024	2023
Income (expenses) on cash, cash equivalents and financial assets	63,337	50,111
Gains (losses) on other financial assets	(3,552)	2,072
Other financial income (expenses)	6,712	(1,062)
Return on fund assets	2,070	2,063
Other financial income and expenses	68,566	53,183

The increase in other financial income and expenses (+€15 million) is mainly due to the increase in income on cash and cash equivalents (income of €63 million, up by €13 million). This is due to the continued rise in interest rates in 2024.

NOTE 14. Income taxes

14.1 BREAKDOWN OF INCOME TAX

Details are as follows:

<i>(in thousands of euros)</i>	2024	2023
Current tax expense	(78,602)	(130,603)
Deferred taxes	24,860	(1,745)
TOTAL	(53,742)	(132,348)

14.2 RECONCILIATION OF THE THEORETICAL AND EFFECTIVE TAX EXPENSE

<i>(in thousands of euros)</i>	2024	2023
Consolidated profit before tax of consolidated companies	219,033	542,648
Tax rate applicable	25.83%	25.83%
Theoretical tax expense	(56,521)	(140,916)
Differences in tax rate	114	100
Permanent differences	(2,064)	2,591
Taxes without basis ⁽¹⁾	2,550	3,812
Other	2,179	2,066
ACTUAL TAX EXPENSE	(53,742)	(132,348)
Effective tax rate	24.54%	24.39%

(1) Tax credits reclassified as operating items.

14.3 BREAKDOWN OF DEFERRED TAXES BY NATURE

<i>(in thousands of euros)</i>	2024	2023
Differences between depreciation recorded for accounting and tax purposes	20,518	19,297
Financial instruments	8	8
Provisions for employee benefits	409,209	496,886
Investment subsidies	284,039	247,500
Other deductible temporary differences	4,225	5,382
Total deferred tax assets	717,999	769,072
Differences between depreciation recorded for accounting and tax purposes	(433,176)	(409,250)
Other taxable temporary differences	(83,522)	(80,277)
Total deferred tax liabilities	(516,698)	(489,527)
NET DEFERRED TAXES	201,301	279,545

NOTE 15. Intangible assets

Intangible assets essentially comprise purchased or internally designed and developed software. At 31 December 2024 and 2023, RTE recognised no impairment on its intangible assets.

Increases in gross value include acquisitions, reclassifications and transfers of assets. Decreases in gross value include disposals, retirements, reclassifications and transfers. Reclassifications mainly reflect the transfer of an asset from “intangible assets in progress” to the relevant asset account when an asset is commissioned.

15.1 AT 31 DECEMBER 2024

<i>(in thousands of euros)</i>	31/12/2023	Increases	Decreases	31/12/2024
Intangible assets in progress	308,441	161,046	(163,325)	306,162
Other intangible assets	1,382,574	214,680	(4,629)	1,592,624
Gross values	1,691,015	375,726	(167,954)	1,898,786
Depreciation	(1,030,726)	(125,873)	5,833	(1,150,767)
Net values	660,288	249,853	(162,122)	748,019

15.2 AT 31 DECEMBER 2023

<i>(in thousands of euros)</i>	31/12/2022	Increases	Decreases	31/12/2023
Intangible assets in progress	319,087	163,230	(173,876)	308,441
Other intangible assets	1,181,753	202,630	(1,809)	1,382,574
Gross values	1,500,840	365,860	(175,685)	1,691,015
Depreciation	(942,403)	(92,405)	4,081	(1,030,726)
Net values	558,437	273,455	(171,604)	660,288

NOTE 16. Property, plant and equipment

At 31 December 2024 and 2023, the Group recognised no impairment on its property, plant and equipment.

Increases in gross value include acquisitions, reclassifications and transfers of assets. Decreases in gross value include disposals, retirements,

reclassifications and transfers. Reclassifications mainly reflect the transfer of an asset from “intangible assets in progress” to the relevant asset account when an asset is commissioned.

The depreciation for the period includes the +€26 million impact of the EDGART project.

16.1 AT 31 DECEMBER 2024

<i>(in thousands of euros)</i>	31/12/2023	Increases	Decreases	31/12/2024
Land	265,549	4,236	(107)	269,678
Buildings (including IFRS 16 right-of-use assets)	3,661,904	155,802	(14,527)	3,803,178
Networks	30,943,876	1,263,754	(183,385)	32,024,245
Other installations, machinery and equipment	1,528,683	110,494	(38,809)	1,600,368
Other property, plant and equipment	546,820	38,857	(13,330)	572,348
Property, plant and equipment in progress	2,521,363	2,682,867	(1,605,205)	3,599,025
Gross values	39,468,195	4,256,010	(1,855,364)	41,868,841
Land improvements	(79,436)	(5,723)		(85,159)
Buildings (including IFRS 16 right-of-use assets)	(1,787,567)	(128,462)	13,054	(1,902,975)
Networks	(15,580,656)	(799,956)	188,309	(16,192,302)
Other installations, machinery and equipment	(1,083,001)	(84,732)	37,387	(1,130,345)
Other property, plant and equipment	(406,848)	(32,262)	13,007	(426,103)
Depreciation	(18,937,508)	(1,051,134)	251,758	(19,736,884)
Net values	20,530,687	3,204,876	(1,603,606)	22,131,957

(1) The right of use under IFRS 16 is presented in the table below.

At 31 December 2024, the Group recognised no impairment on its right-of-use assets.

<i>(in thousands of euros)</i>	01/01/2024	Increases	Decreases	31/12/2024
Commercial leases	235,120	12,303	(7,521)	239,902
Vehicle leases	10,200			10,200
Gross value	245,320	12,303	(7,521)	250,101
Commercial leases	(65,879)	(27,863)	7,521	(86,221)
Vehicle leases	(2,550)	(2,550)		(5,100)
Depreciation	(68,429)	(30,413)	7,521	(91,321)
Net values	176,891	(18,111)	-	158,781

16.2 AT 31 DECEMBER 2023

<i>(in thousands of euros)</i>	31/12/2022	Increases	Decreases	31/12/2023
Land	210,063	55,896	(410)	265,549
Buildings (including IFRS 16 right-of-use assets) ⁽¹⁾	3,468,878	197,411	(4,385)	3,661,904
Networks	29,421,453	1,695,954	(173,531)	30,943,876
Other installations, machinery and equipment	1,459,435	87,157	(17,909)	1,528,683
Other property, plant and equipment	535,714	20,738	(9,631)	546,820
Property, plant and equipment in progress	2,577,004	2,071,470	(2,127,111)	2,521,363
Gross values	37,672,546	4,128,626	(2,332,977)	39,468,195
Land improvements	(74,873)	(4,563)		(79,436)
Buildings (including IFRS 16 right-of-use assets) ⁽¹⁾	(1,677,937)	(116,346)	6,716	(1,787,567)
Networks	(14,926,640)	(832,382)	178,366	(15,580,656)
Other installations, machinery and equipment	(1,018,135)	(82,109)	17,243	(1,083,001)
Other property, plant and equipment	(382,431)	(32,385)	7,968	(406,848)
Depreciation	(18,080,015)	(1,067,785)	210,292	(18,937,508)
Net values	19,592,531	3,060,841	(2,122,685)	20,530,687

The right of use under IFRS 16 is presented in the table below.

The Group has not recognised any impairment on its right-of-use assets at 31 December 2023.

<i>(in thousands of euros)</i>	01/01/2023	Increases	Decreases	31/12/2023
Commercial leases	235,341	244	(465)	235,120
Vehicle leases	-	10,200		10,200
Gross value	235,341	10,444	(465)	245,320
Commercial leases	(39,446)	(26,897)	465	(65,879)
Vehicle leases	-	(2,550)		(2,550)
Depreciation	(39,446)	(29,447)	465	(68,429)
Net values	195,895	(19,004)	-	176,891

NOTE 17. Investments in associates

Details of investments in associates are as follows:

<i>(in thousands of euros)</i>	31/12/2024			31/12/2023		
	% capital held	Share of equity	Share of net income	% capital held	Share of equity	Share of net income
HGRT	34%	31,040	5,343	34%	31,136	4,515
Coreso	16%	1,132	182	16%	1,959	1,124
TEP (Tahiti)	25%	8,804	442	25%	7,925	608
TOTAL		40,975	5,967		41,021	6,246

In 2022 RTE International acquired a 25% investment in TEP, the operator of Tahiti's electricity transmission network.

No new company was accounted for under the equity method in 2024 or 2023.

NOTE 18. Financial assets

18.1 BREAKDOWN BETWEEN CURRENT AND NON-CURRENT FINANCIAL ASSETS

Current and non-current financial assets break down as follows:

<i>(in thousands of euros)</i>	31/12/2024			31/12/2023		
	Current	Non-current	Total	Current	Non-current	Total
Financial assets ⁽¹⁾	1,556,259	7,664	1,563,924	1,180,289	6,716	1,187,005
Loans and financial receivables ⁽¹⁾	40,356	9,599	49,955	30,235	9,171	39,406
FINANCIAL ASSETS	1,596,615	17,263	1,613,879	1,210,524	15,887	1,226,411

(1) Net of impairment.

18.2 CHANGE IN CURRENT AND NON-CURRENT FINANCIAL ASSETS

The change in financial assets breaks down as follows:

18.2.1 AT 31 DECEMBER 2024

<i>(in thousands of euros)</i>	31/12/2023	Increases	Decreases	Changes in fair value	Depreciation	31/12/2024
Financial assets	1,187,005	5,525,034	(5,146,991)	(2,071)	0	1,562,977
Loans and financial receivables	39,405	2,355,714	(2,345,197)			49,922
Financial assets	1,226,410	7,880,748	(7,492,188)	(2,071)	0	1,612,899

18.2.2 AT 31 DECEMBER 2023

<i>(in thousands of euros)</i>	31/12/2022	Increases	Decreases	Changes in fair value	Depreciation	31/12/2023
Financial assets	2,334,389	4,918,655	(6,072,818)	6,779	0	1,187,005
Loans and financial receivables	132,098	42,105	(134,798)			39,405
Financial assets	2,466,487	4,960,760	(6,207,616)	6,779	0	1,226,410

18.3 BREAKDOWN OF FINANCIAL ASSETS

<i>(in thousands of euros)</i>	31/12/2024			31/12/2023		
	Equities	Debt securities/ investment funds	Total	Equities	Debt securities/ investment funds	Total
Liquid assets		1,556,259	1,556,259		1,180,289	1,180,289
Other securities	7,664		7,664	6,716		6,716
Financial assets	7,664	1,556,259	1,563,924	6,716	1,180,289	1,187,005

Liquid assets are financial assets consisting mostly of investment funds or negotiable debt instruments with maturity of over three months at the acquisition date, that are readily convertible into cash and are managed according to a liquidity-oriented policy.

They are stated at fair value, determined under the principles presented in note 2.17.

In view of the characteristics of the investment funds, the fair value at 31 December 2024 was higher than their acquisition cost.

NOTE 19. Inventories

Inventories mostly consist of technical equipment for internal use.

<i>(in thousands of euros)</i>	31/12/2024	31/12/2023
Gross value	204,841	194,661
Depreciation	(27,697)	(26,791)
Net value	177,144	167,870

The change in gross inventory (+€10 million) is explained by an increase in the stock of safety parts for +€27 million, offset by a decrease in capacity guarantees for -€17 million. No impairment is recognised in connection with capacity guarantees.

NOTE 20. Trade and similar receivables

<i>(in thousands of euros)</i>	31/12/2024	31/12/2023
Trade and similar receivables, gross value	1,530,366	1,491,430
Depreciation	(89,161)	(56,996)
Trade and similar receivables, net value	1,441,205	1,434,434

All trade receivables mature within one year.

The credit risk on trade and similar receivables is shown below:

<i>(in thousands of euros)</i>	31/12/2024			31/12/2023		
	Gross values	Provisions	Net values	Gross values	Provisions	Net values
Trade receivables	1,530,366	(89,161)	1,441,205	1,491,430	(56,996)	1,434,434
overdue by less than 6 months	42,524	(388)	42,136	14,596	(803)	13,793
overdue by 6-12 months	33,212	(30,817)	2,395	16,887	(6,879)	10,008
overdue by more than 12 months	66,781	(57,955)	8,825	57,413	(49,233)	8,181
Total trade receivables overdue	142,517	(89,161)	53,356	88,897	(56,915)	31,982
Trade receivables not yet due	1,387,849	(0)	1,387,849	1,402,533	(81)	1,402,452

Most trade receivables not yet due concern invoices not yet issued.

Receivables and related accounts are stable between 2023 and 2024.

NOTE 21. Other receivables

<i>(in thousands of euros)</i>	31/12/2024	31/12/2023
Payments in advance	51,168	58,264
Other receivables	307,171	339,920
Prepaid expenses	15,257	18,319
Other receivables, gross value	373,597	416,503
Depreciation	(311)	(1,508)
Other receivables, net value	373,285	414,995

The majority of payments on other receivables are due within one year.

“Other receivables” mainly comprise amounts due from public authorities and the State, including VAT receivables.

The change in provisions on other receivables breaks down as follows:

<i>(in thousands of euros)</i>	31/12/2023	Increases	Decreases	31/12/2024
Depreciation	(1,508)	-	1,197	(311)

NOTE 22. Cash and cash equivalents

Cash and cash equivalents as stated in the cash flow statement include the following amounts recorded in the balance sheet:

<i>(in thousands of euros)</i>	31/12/2024	31/12/2023
Cash	440,185	483,676
Cash equivalents	164,705	190,141
Cash and cash equivalents	604,891	673,817

The cash equivalents (€165 million) comprise:

- daily margin calls on forward energy purchase contracts, amounting to €80 million at 31 December 2024. At the end of 2023, the balance of margin calls was €135 million;
- short-term investments (other than equity investments) initially maturing within three months, that are readily convertible into cash and have a negligible risk of fluctuation in value, amounting to €85 million (€55 million at the end of 2023, the increase principally reflecting the higher number of investments concerned).

NOTE 23. Equity

23.1 SHARE CAPITAL

At 31 December 2024, the share capital amounted to €2,132,285,690 and comprised 213,228,569 fully subscribed and paid-up shares with nominal value of €10 each, held by CTE.

In application of article 7 of the law of 9 August 2004, all of RTE's share capital must be held by EDF, the French State, or other public-sector companies or organisations.

23.2 DIVIDENDS

On 5 June 2024, the Supervisory Board approved the proposal put forward by the General Meeting held the same day to pay a dividend of €250 million or approximately €1.17 per share.

NOTE 24. Provisions

24.1 BREAKDOWN BETWEEN CURRENT AND NON-CURRENT PROVISIONS

The breakdown between current and non-current provisions is as follows:

<i>(in thousands of euros)</i>	31/12/2024			31/12/2023		
	Current	Non-current	Total	Current	Non-current	Total
Provisions for employee benefits	65,217	1,669,284	1,734,501	79,898	1,985,452	2,065,349
Other provisions	23,609	35,010	58,619	24,242	36,490	60,731
Provisions	88,826	1,704,294	1,793,120	104,140	2,021,941	2,126,081

24.2 EMPLOYEE BENEFITS

24.2.1 BREAKDOWN OF CHANGES IN PROVISIONS FOR EMPLOYEE BENEFITS

<i>(in thousands of euros)</i>	Obligations	Fund assets	Provision in the balance sheet
Balance at 31/12/2023	2,126,218	(60,869)	2,065,349
Net expense for the financial year	150,900	(2,070)	148,830
Actuarial gains and losses	(401,523)	(3,143)	(404,665)
<i>long-term benefits</i>	3,513	-	3,513
<i>post-employment benefits</i>	(405,036)	(3,143)	(408,179)
Contributions to funds	-	-	-
Benefits paid	(79,440)	4,426	(75,014)
Balance at 31/12/2024	1,796,156	(61,655)	1,734,501

The change in provisions at 31 December 2024 resulted from changes in vested benefits, discounting of the liability, payments to external funds, benefits paid, changes in actuarial gains and losses and the past service cost.

24.2.2 POST-EMPLOYMENT AND LONG-TERM EMPLOYEE BENEFIT EXPENSES

<i>(in thousands of euros)</i>	31/12/2024	31/12/2023
Current service cost	77,310	63,866
Actuarial gains and losses – long-term benefits	3,513	(556)
Plan curtailments or settlements	-	22,396
Net expenses included in operating profit	80,824	85,706
Interest expense (discount effect)	73,581	78,193
Return on fund assets	(2,070)	(2,063)
Net expenses included in financial result	71,511	76,131
Employee benefit expense recorded in the income statement	152,335	161,836
Actuarial gains and losses – post-employment benefits	(405,036)	61,859
Actuarial gains and losses – fund assets	(3,143)	(10,224)
Actuarial gains and losses	(408,179)	51,635
GAINS AND LOSSES ON EMPLOYEE BENEFITS RECORDED DIRECTLY IN EQUITY	(408,179)	51,635

The unfavourable plan settlement effect of €22 million corresponds to the impact of the 2023 French pension reform, which is considered as a plan amendment occurring at the end of 2023. These impacts are recognised in the income statement as service costs and comprise:

- a net unfavourable impact of +€45 million due to the gradual rise in the standard retirement age from 62 to 64 and an increase in the contribution period required to qualify for a full pension to 43 years (earlier application of the “Touraine” reform, from 2025 instead of 2035 as initially planned). The impact of the preferential-price energy benefit was a favourable -€12 million since for an equivalent life expectancy, RTE has two fewer years of these benefits to finance for eligible retired employees;

- offset by a favourable impact of -€11 million following the AGIRC/ARRCO complementary pension body’s decision to eliminate the discount/“solidarity coefficient” system⁽¹⁾. This had the effect of increasing AGIRC/ARRCO’s contribution to EGI pension funding, and therefore to reduce the employers’ contribution.

Concerning the methodology applied by RTE’s actuaries:

1. For the mutualised pension plans:
 - a. the annual future benefits are calculated based on data provided by the CNIEG pension body, adjusted for inflation then discounted at opening rates,
 - b. the differences between the inflation-adjusted discounted amounts before and after the reform are included in the effect of the pension reform,

(1) This system took effect in January 2019, and consisted of a 10% discount on the complementary pensions for private-sector or agricultural employees for 3 years or up to a maximum age of 67. The aim was to encourage older employees who had made enough contributions to receive a full pension to stay on a further year instead of retiring straight away. As the legal retirement age was raised by the new pension reform, it was decided to end this system on 1 December 2023.

- c. at 31 December 2023, all amounts are adjusted for inflation then discounted at year-end rates,
 - d. the obligations for the industrial accident and work-related illness benefits and asbestos-related benefits are not affected, since these obligations are calculated based on current claims,
 - e. the impact on invalidity benefits is generated by the 2023 reform measures concerning retirement age and pension contribution period;
- 2. For the non-mutualised pension plans:
 - a. the new information concerning retirement age and the laws governing retirement/pension procedures for current and retired employees was added to the models calculating annual future benefits, to take account of the pension reform,
 - b. the accounting treatments of Points 1.a to 1.c for the mutualised pension plans are applied in the same way for non-mutualised plans,
 - c. the impact on invalidity benefits is the same as in 1.e for the mutualised pension plans.

Actuarial gains and losses on post-employment benefits break down as follows:

<i>(in thousands of euros)</i>	Long-term benefits	Post-employment benefits	31/12/2024
Experience adjustments	1,925	(387,502)	(385,576)
Changes in demographic assumptions	3,060	18,966	22,026
Changes in financial assumptions ⁽¹⁾	(1,472)	(36,500)	(37,972)
ACTUARIAL GAINS AND LOSSES ON OBLIGATIONS	3,513	(405,036)	(401,523)

(1) Financial assumptions mainly concern the discount rate, inflation rate and wage increase rate.

24.2.3 BREAKDOWN BY NATURE OF PROVISIONS FOR EMPLOYEE BENEFITS

At 31 December 2024 <i>(in thousands of euros)</i>	Obligations	Fund assets	Provision in the balance sheet
Provisions for post-employment benefits at 31/12/2024	1,642,968	(61,655)	1,581,313
<i>including:</i>			
<i>Pensions</i>	<i>604,417</i>		<i>604,417</i>
<i>Benefits in kind (electricity/gas)</i>	<i>834,411</i>		<i>834,411</i>
<i>Retirement gratuities</i>	<i>75,822</i>	<i>(61,655)</i>	<i>14,167</i>
<i>Bereavement benefit</i>	<i>83,042</i>		<i>83,042</i>
<i>Other</i>	<i>45,276</i>		<i>45,276</i>
Provisions for long-term benefits at 31/12/2024	153,188		153,188
<i>including:</i>			
<i>Annuities following invalidity, industrial accident or work-related illness</i>	<i>129,701</i>		<i>129,701</i>
<i>Long-service awards</i>	<i>18,998</i>		<i>18,998</i>
<i>Other</i>	<i>4,488</i>		<i>4,488</i>
PROVISIONS FOR EMPLOYEE BENEFITS AT 31/12/2024	1,796,156	(61,655)	1,734,501

The fund assets amounted to €62 million at 31 December 2024 (€61 million at 31 December 2023).

The fund assets are allocated to cover retirement gratuities. They comprise insurance contracts comprising 42.2% equities and 57.8% bonds at 31 December 2024 (respectively 41.5% and 58.5% at 31 December 2023).

24.2.4 FUTURE CASH FLOWS

Cash flows related to future employee benefits are as follows:

<i>(in thousands of euros)</i>	31/12/2024	
	Cash flow under year-end economic conditions	Amount covered by provision (present value)
Less than one year	66,318	65,219
One to five years	254,603	230,407
Five to ten years	301,028	234,862
More than ten years	3,668,737	1,265,659
Cash flows related to employee benefits	4,290,686	1,796,147

<i>(in thousands of euros)</i>	31/12/2023	
	Cash flow under year-end economic conditions	Amount covered by provision (present value)
Less than one year	77,990	76,697
One to five years	296,049	267,934
Five to ten years	361,185	281,712
More than ten years	4,378,018	1,499,875
Cash flows related to employee benefits	5,113,242	2,126,218

24.2.5 ACTUARIAL ASSUMPTIONS

The main actuarial assumptions used in calculating employee benefit obligations are summarised below:

<i>(%)</i>	2024	2023
Discount rate/Return on fund assets	3.40%	3.40%
Inflation rate	1.90%	2.00%

24.2.6 SENSITIVITY ANALYSIS

(%)	2024	2023
Impact of a 25bp increase or decrease in the discount rate		
• on the amount of the obligation	-5% / +5.4%	-5% / +5.5%
• on the net expense for the following year	-2.4% / +2.6%	-0.7% / +1.3%

(%)	2024	2023
Impact of a 25bp increase or decrease in the inflation rate		
• on the amount of the obligation	+5.4% / -5%	+5.3% / -4.9%
• on the net expense for the following year	+6.1% / -5.5%	+4.4% / -4.3%

24.3 OTHER PROVISIONS

Details of changes in other provisions are as follows:

(in thousands of euros)	31/12/2023	Increases	Decreases		Other movements	31/12/2024
			Utilisations	Reversals		
Employer contribution to profit sharing	16,178	20,419	(16,178)			20,419
Other provisions	44,553	6,427	(9,493)	(4,344)	1,057	38,200
Other provisions	60,731	26,846	(25,671)	(4,344)	1,057	58,619

The “Other provisions” item notably includes a compensation agreement, provisions relating to a litigation with social security bodies, and the provision for tax risks.

NOTE 25. Financial liabilities

25.1 BREAKDOWN BETWEEN CURRENT AND NON-CURRENT FINANCIAL LIABILITIES

Current and non-current financial liabilities break down as follows:

(in thousands of euros)	31/12/2024			31/12/2023		
	Non-current	Current	Total	Non-current	Current	Total
Bonds	11,024,702	1,096,057	12,120,759	9,782,897	563,234	10,346,131
Other financial liabilities (including the IFRS 16 lease liability)*	1,315,330	516,831	1,832,162	1,342,416	605,187	1,947,604
Financial liabilities	12,340,032	1,612,888	13,952,920	11,125,313	1,168,422	12,293,735

* The IFRS 16 lease liability amounted to €180,093 thousand at 31 December 2024.

The “Other financial liabilities” item essentially includes RTE’s borrowings from the European Investment Bank, amounting to €1,150 million at 31 December 2024 (€1,150 million at 31 December 2023), and the IFRS 16 lease liability amounting to €180 million.

25.2 LOANS AND OTHER FINANCIAL LIABILITIES

25.2.1 CHANGES IN LOANS AND OTHER FINANCIAL LIABILITIES

(in thousands of euros)	Bonds	Other financial liabilities (including the IFRS 16 lease liability) ⁽¹⁾	Accrued interest	Total
Balance at 31/12/2022	9,279,692	1,854,983	52,466	11,187,141
Increases	1,508,080	4,091,031	919,101	6,518,213
Decreases	(508,523)	(3,999,744)	(903,352)	(5,411,619)
Balance at 31/12/2023	10,279,249	1,946,271	68,215	12,293,735
Increases	2,258,615	3,649,505	1,322,783	7,230,903
Decreases	(516,823)	(3,766,623)	(1,288,272)	(5,571,718)
BALANCE AT 31/12/2024	12,021,042	1,829,153	102,726	13,952,920

(1) Including IFRS 16 lease liabilities and commercial paper (TCN).

Breakdown of the change in the IFRS 16 lease liability:

<i>(in thousands of euros)</i>	IFRS 16 lease liability
Balance at 01/01/2024	202,238
Increases	12,303
Decreases	(34,449)
Balance at 31/12/2024	180,093

All debts are in euros.

The following bond issues were carried out in 2024:

- April 2024:
 - a €500 million bond was issued with 9-year maturity and a 3.500% coupon,
 - a €500 million bond was issued with 20-year maturity and a 3.750% coupon;

- October 2024:

- a €500 million bond was issued with 4-year maturity and a 2.875% coupon,
- a €750 million bond was issued with 12-year maturity and a 3.500% coupon.

In addition, in October 2024 a repayment of a maturing bond line was made for €500 million (10 years at a rate of 1.625%).

At 31 December 2024, the nominal values of the Group's principal borrowings were as follows:

<i>(in thousands of euros)</i>	Issue date	Maturity	Amount	Currency	Rate
Bond	2013	2028	(100,000)	EUR	3.380%
Bond	2014	2029	(600,000)	EUR	2.750%
Bond	2014	2034	(250,000)	EUR	2.625%
Bond	2015	2025	(1,000,000)	EUR	1.625%
Bond	2016	2036	(700,000)	EUR	2.000%
Bond	2016	2026	(650,000)	EUR	1.000%
Bond	2017	2037	(750,000)	EUR	1.875%
Bond	2018	2030	(500,000)	EUR	1.500%
Bond	2018	2038	(500,000)	EUR	2.125%
Bond	2019	2049	(700,000)	EUR	1.125%
Bond	2019	2027	(500,000)	EUR	0.000%
Bond	2020	2032	(500,000)	EUR	0.625%
Bond	2020	2040	(750,000)	EUR	1.125%
Bond	2022	2034	(850,000)	EUR	0.750%
Bond	2023	2035	(1,000,000)	EUR	3.750%
Bond	2023	2031	(500,000)	EUR	3.500%
Bond	2024	2033	(500,000)	EUR	3.500%
Bond	2024	2044	(500,000)	EUR	3.750%
Bond	2024	2028	(500,000)	EUR	2.875%
Bond	2024	2036	(750,000)	EUR	3.500%

The Group's bonds contain no financial covenant-type clauses.

25.2.2 MATURITY OF LOANS AND OTHER FINANCIAL LIABILITIES

<i>(in thousands of euros)</i>	Bonds	Other financial liabilities (including the IFRS 16 lease liability) ⁽¹⁾	Total
Less than one year	564,380	604,291	1,168,670
From one to five years	2,332,988	823,945	3,156,933
More than five years	7,448,764	519,368	7,968,132
Total loans and other financial liabilities at 31/12/2023	10,346,131	1,947,604	12,293,735
Less than one year	1,096,936	518,447	1,615,382
From one to five years	2,335,477	792,144	3,127,621
More than five years	8,688,346	521,572	9,209,917
TOTAL LOANS AND OTHER FINANCIAL LIABILITIES AT 31/12/2024	12,120,759	1,832,162	13,952,920

(1) Maturity of the IFRS 16 lease liability.

<i>(in thousands of euros)</i>	IFRS 16 lease liability
Less than one year	35,237
From one to five years	123,284
More than five years	21,572
IFRS 16 LEASE LIABILITY AT 31/12/2024	180,093

25.2.3 CREDIT LINE

<i>(in thousands of euros)</i>	Total	Maturity		
		< 1 year	1-5 years	> 5 years
Confirmed credit line	1,250,000		1,250,000	

On 16 December 2022, RTE set up a new syndicated credit line of €1,250 million, for a term of five years (plus two optional one-year extensions). This facility replaced the credit facility signed in June 2016, maturing on 21 June 2023.

25.2.4 FAIR VALUE OF LOANS AND OTHER FINANCIAL LIABILITIES

<i>(in thousands of euros)</i>	31/12/2024		31/12/2023	
	Fair value	Net book value	Fair value	Net book value
Bonds	12,035,465	12,120,759	9,403,031	10,346,131
Loan from EIB	1,129,841	1,152,135	1,035,640	1,150,459
TOTAL	13,165,306	13,272,893	10,438,672	11,496,590

25.3 NET INDEBTEDNESS

Net indebtedness is not defined by accounting standards. It comprises total loans and financial liabilities, less cash and cash equivalents and liquid assets. Liquid assets are financial assets consisting of funds or negotiable debt instruments with initial maturity of over three months that are readily convertible into cash, and are managed according to a liquidity-oriented policy.

<i>(in thousands of euros)</i>	31/12/2024	31/12/2023
Current and non-current financial liabilities	13,952,920	12,293,735
Cash and cash equivalents	(604,891)	(673,817)
Current financial assets	(1,596,611)	(1,210,524)
NET INDEBTEDNESS	11,751,418	10,409,395

25.4 CHANGE IN NET INDEBTEDNESS

<i>(in thousands of euros)</i>	2024	2023
Operating profit before depreciation and amortisation (EBITDA)	1,622,430	1,892,050
Cancellation of non-monetary items included in EBITDA	(38,601)	(5,206)
Change in working capital	(390,842)	(1,859,886)
Other	62	0
Net cash flow from operations	1,193,049	26,958
Acquisitions of property, plant and equipment and intangibles	(2,649,540)	(2,093,638)
Disposals of property, plant and equipment and intangibles	1,527	4,340
Impact of changes in scope of consolidation on cash	0	0
Net financial expenses disbursed	(187,011)	(171,203)
Income tax paid	36,709	(228,380)
Free cash flow	(1,605,266)	(2,461,922)
Repayment of the lease liability	22,146	21,979
Adjusted free cash flow	(1,583,120)	(2,439,943)
Investments net of disposals	(5,936)	495
Dividends paid	(249,928)	(291,179)
Investment subsidies	458,532	240,207
Other changes	29,005	54,419
(Increase)/Decrease in net indebtedness, excluding the impact of changes in scope of consolidation and exchange rates	(1,351,447)	(2,436,001)
Effect of other non-monetary changes	9,424	(7,259)
(Increase)/Decrease in net indebtedness	(1,342,024)	(2,443,260)
Net indebtedness at beginning of period	(10,409,394)	(7,966,133)
NET INDEBTEDNESS AT END OF PERIOD	(11,751,418)	(10,409,394)

The negative change in working capital in 2023 (-€1,860 million) was mainly due to the exceptional retrocession of the 2022 CRCP account in the first quarter of 2023.

The increase in net financial debt in 2024 (+€1,342 million) was mainly due to the increase in investment flows for +€556 million, which rose from €2,094 million (2023) to €2,650 million (2024).

This increase was partly offset by the increase in grants received for projects (+€219 million) for a total of €459 million at the end of 2024 (compared to €240 million at the end of 2023).

NOTE 26. Management of financial risks

See Section 6.5 “Financial risks” of the management report available online on RTE’s website.

NOTE 27. Derivatives

The Group may use derivatives in a range of hedging or macro-hedging strategies to limit the interest rate risk. The Group did not use any derivatives during 2024 and has no hedging instruments in its portfolio.

NOTE 28. Trade and other payables

Details of trade and other payables are as follows:

<i>(in thousands of euros)</i>	31/12/2024	31/12/2023
Advance payments received	709,658	573,913
Trade and similar payables	1,658,995	1,587,489
Tax and social charges	711,583	655,886
Deferred income	1,759,693	1,493,964
Other liabilities	70,402	238,245
TRADE AND OTHER PAYABLES	4,910,330	4,549,496

The increase in trade and other payables is mainly due to deferred income, which includes an increase in investment subsidies received over the period.

NOTE 29. Related parties

29.1 TRANSACTIONS WITH EDF AND COMPANIES CONTROLLED BY EDF

Details of the main transactions with EDF or companies controlled by EDF (Enedis, EDF Trading, etc.) are as follows:

<i>(in thousands of euros)</i>	31/12/2024	31/12/2023
Financial assets		
Investments		
Other assets		
Trade and similar receivables	1,012,645	1,090,050
Other receivables		
Advances and progress payments on orders		
Financial liabilities		
Other liabilities		
Advances and progress payments on orders	12,176	190,575
Trade and similar payables	296,620	219,627
Other liabilities	-	
Operating income and expenses		
Sales	3,749,770	3,581,164
Purchases for operation of the electricity system	345,734	938,138
Financial income and expenses		
FINANCIAL EXPENSES		

The “Trade and similar receivables” and “Sales” items essentially correspond to invoicing for access to the electricity transmission network.

All transactions with related parties take place under normal market conditions and in principle require the approval of the CRE, in application of Article L. 111-17 of the French Energy Code.

29.2 RELATIONS WITH THE FRENCH STATE AND OTHER ENTITIES OWNED BY THE STATE

In accordance with the legislation applicable to all companies having the French State as their direct or indirect majority shareholder, RTE is subject to certain inspection procedures, in particular economic and financial inspections by the State, audits by the French Court of Auditors (*Cour des comptes*) or Parliament, and verifications by the French General Finance Inspectorate (*Inspection générale des finances*).

The French State intervenes through the regulation of electricity and gas markets, particularly for establishment of transmission tariffs, setting the ARENH price (for regulated access to historical nuclear electricity) under the “NOME” law for modernisation of the electricity market, and determining the level of the contribution to the Public Electricity Service charges.

The Group carries out transactions with certain public-sector entities, essentially for invoicing of access to the electricity transmission network.

29.3 COMPENSATION OF MANAGEMENT BODIES

The Group's key management personnel are the members of the Executive Board and the Supervisory Board.

<i>(in euros)</i>	2024	2023
Compensation of Executive Board members	1,766,932	1,651,021
Compensation of Supervisory Board members ⁽¹⁾	433,467	411,925
TOTAL	2,200,399	2,062,946

(1) Other than members representing shareholders and the State.

The compensation paid to members of the Executive Board includes short-term benefits (basic salaries, performance-related salary, benefits in kind and indemnities) excluding social security charges.

The compensation paid to Supervisory Board members comprises the salary and benefits in kind (excluding social security charges) paid by RTE to the Chairman of the Supervisory Board and Board

members who are employee representatives and have an employment contract with the Group.

Board members who belong to the EGI regime benefit from the employee benefits (as defined by IAS 19) attached to that status. They receive no other special pension system, starting bonus or severance payment.

NOTE 30. Statutory auditors' fees

The following table sets forth the fees paid to the statutory auditors for services in 2024 and 2023:

<i>(in thousands of euros)</i>	2024	
	KPMG	Mazars
Statutory audit of RTE's individual and consolidated financial statements	452	439
Review of the individual financial statements of fully-consolidated entities	28	45
Non-audit services	27	56
Certification of consolidated sustainability information	68	82
TOTAL	575	622

<i>(in thousands of euros)</i>	2023	
	KPMG	Mazars
Statutory audit of RTE's individual and consolidated financial statements	416	443
Review of the individual financial statements of fully-consolidated entities	29	43
Non-audit services	135	175
TOTAL	580	661

NOTE 31. Subsequent events

None.

NOTE 32. Scope of consolidation

The scope of consolidation at 31 December 2024 was as follows:

Company	Head office	% ownership	% voting rights	Consolidation method	Business sector
RTE Réseau de transport d'électricité	Immeuble WINDOW 7C place du Dôme 92073 Paris-La Défense			Parent company	T
Arteria	2 place des Vosges 92400 Courbevoie	100%	100%	FC	S
RTE International	2 place des Vosges 92400 Courbevoie	100%	100%	FC	S
RTE Immo	Immeuble WINDOW 7C place du Dôme 92073 Paris-La Défense	100%	100%	FC	S
Airtelis	1470 route de l'Aérodrome CS 50 146 84918 Avignon CEDEX 9	100%	100%	FC	S
Cirteus	2 place des Vosges 92400 Courbevoie	100%	100%	FC	S
OYA	5 rue Gabriel-Guist'hau 85350 L'Île-d'Yeu	80%	80%	FC	S
Celtic	The Oval 160 Shelbourne Road Ballsbridge Dublin 4	50%	50%	JO	S
HGRT	Immeuble WINDOW 7C place du Dôme 92073 Paris-La Défense	34%	34%	EM	S
Inelfe	Immeuble WINDOW 7C place du Dôme 92073 Paris-La Défense	50%	50%	JO	S
Coreso	71 Avenue de Cortenbergh 1000 Bruxelles	15.84%	15.84%	EM	S
TEP (Tahiti)	Quai de l'Uranie Immeuble Bougainville BP4606 98713 Papeete	25%	25%	EM	T

Consolidation methods: FC = full consolidation, JO = joint operation, EM = accounted for under the equity method. Business sectors: T = Transmission, S = Services.

Oya Vendée Hélicoptères joined the scope of consolidation in 2024.

STATUTORY AUDITORS' REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

Financial year ended 31 December 2024

To the Shareholders,

Opinion

In compliance with the engagement entrusted to us by the General Meeting, we have audited the accompanying consolidated financial statements of RTE SA for the financial year ended 31 December 2024.

We certify that the consolidated financial statements are, with regard to IFRS as adopted in the European Union, regular and fair and give a true and fair view

of the result of operations for the past financial year as well as of the financial position and assets, at the end of the financial year, of all the entities included in the consolidation.

The audit opinion expressed above is consistent with our report to the Economic Oversight and Audit Committee (*Comité de Supervision Économique et d'Audit*).

Basis for opinion

Audit Framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the Statutory Auditors' Responsibilities for the Audit of the Consolidated Financial Statements section of this report.

Independence

We conducted our audit engagement in compliance with independence requirements of the French Commercial Code (Code de commerce) and the French Code of Ethics (Code de déontologie) for Statutory Auditors for the period from 1 January 2024 to the date of our report, and specifically we did not provide any prohibited non-audit services referred to in Article 5(1) of Regulation (EU) 537/2014.

Justification of assessments - Key audit matters

In accordance with the requirements of Articles L.821-53 and R.821-180 of the French Commercial Code relating to the justification of our assessments, we inform you of the key audit matters relating to risks of material misstatement that, in our professional judgement, were of most significance in our audit of the consolidated financial statements of the financial year, as well as how we addressed those risks.

These matters were addressed in the context of the audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on specific items of the consolidated financial statements.

Regulated environment

Notes 2.7 "Sales", 2.14 "Property, plant and equipment", 3.1.2 "TURPE 6 and TURPE 7 network access tariffs" and 7 "Energy purchases"

Description of risk

RTE is overseen by the French Energy Regulatory Commission (CRE). The tariff mechanism is set to cover all of RTE's costs, insofar as they reflect the cost of an efficient system operator and makes it possible to smooth and rectify the effects of certain climatic events or economic risk which can impact the electricity transmission in France.

The TURPE 6 tariff, authorised by the CRE and entered into force on 1 August 2021, defines the following forecast trajectories, and thereby the total authorised revenue, for the period from 1 August 2021 to 31 July 2025:

- interconnection revenue
- expenses related to the operation of the electricity system
- net operating expenses
- normative capital expenses

The CRCP (*Compte de Régulation des Charges et des Produits*) account for each period records the differences between forecasts established by the CRE and actual results. These differences are then passed on to network users within a tariff period or through future tariff adjustments.

An incentive to control operating expenses stipulates that RTE will retain all the gains or losses in productivity that could be achieved in relation to the trajectories defined in the TURPE 6.

Compliance with defined forecasts and incentive mechanisms both are essential for the accounting of RTE's business, specifically on sales, energy purchases and OpEx or CapEx classification.

Given its impacts on the sales, on energy purchases, on OpEx or CapEx classification and on the accounting treatment of regulatory mechanisms, we deemed the regulatory environment to be a key audit matter.

How our audit addressed this risk

Our work notably included:

- having a good understanding of the regulatory mechanisms, in particular the TURPE 6, and of the controls set up by RTE for accounting sales, operating expenses and investments;
- analysing the main financial aggregates above, and the significant variations compared to the previous financial year to guide our work;
- ensuring that the TURPE 6 tariff conditions have been updated in the information systems;
- checking the reciprocal positions declared by Enedis towards RTE;
- reconciling the data from the Joint Allocation Office (joint auction office with several European network operators) with the interconnections revenues;
- testing, on a sample basis, the sales booked as revenue and assessing the accounting classification used;
- testing, on a sample basis, the operating expenses booked in the income statement to assess the accounting classification used;
- analysing the main projects of the period, in order to test their commissioning dates, and checking the new investment subsidies;
- testing, on a sample basis, the expenditures booked as assets in the balance sheet to ensure they meet the accounting rules and principles described in Note 2.14;
- testing, on a sample basis, the correct calculation of depreciation in the context of the implementation of the EDGART project (project for the assessment of the granularity of RTE's fixed assets), as described in Note 2.14.1;
- analysing the effects of the regulatory mechanisms, in particular on energy purchases;

Specific verifications

We have also performed, in accordance with the professional standards applicable in France, the specific verifications required by laws and regulations of the Group's information provided in the Executive

Board's management report.

We have no matters to report as to its fair presentation and its consistency with the consolidated financial statements.

Other verifications or information provided for by legal and regulatory texts

Appointment of the Statutory Auditors

We were appointed as Statutory Auditors of RTE SA by the General Meeting held on 19 June 2009 for Forvis Mazars SA and on 30 May 2017 for KPMG SA.

At 31 December 2024, Forvis Mazars SA was in its 16th year of uninterrupted engagement and KPMG SA in its 8th year.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

It is the responsibility of management to prepare consolidated financial statements that present a true and fair view in accordance with French accounting rules and principles and to implement the internal control that it deems necessary to prepare consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going

concern and using the going concern basis of accounting unless it is expected to liquidate the Company or to cease operations.

The Economic Oversight and Audit Committee is responsible for monitoring the financial reporting process and the effectiveness of internal control and risks management systems and where applicable, its internal audit, regarding the accounting and financial reporting procedures.

The consolidated financial statements were approved by the Executive Board.

Statutory Auditors' responsibilities for the audit of the consolidated financial statements

Objectives and audit approach

Our role is to issue a report on the consolidated financial statements. Our objective is to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with professional standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As specified in Article L.821-55 of the French Commercial Code, our statutory audit does not

include assurance on the viability or the quality of management of your entity.

As part of an audit conducted in accordance with the professional standards applicable in France, the Statutory Auditor exercises professional judgement throughout the audit.

And furthermore:

- Identifies and assesses the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, designs and performs audit procedures responsive to those risks, and obtains audit evidence considered to be sufficient and appropriate to provide a basis for his opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtains an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluates the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management in the consolidated financial statements.
- Assesses the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. This assessment is based on the audit evidence obtained up to the date of his audit report. However, future events or conditions may cause the Company to cease to continue as a going concern. If the statutory auditor concludes that a material uncertainty exists, there is a requirement to draw attention in the audit report to the related disclosures in the consolidated financial statements or, if such disclosures are not provided or inadequate, to modify the opinion expressed therein.
- Evaluates the overall presentation of the consolidated financial statements and assesses whether these statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtains sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. The statutory auditor is responsible for the direction, supervision and performance of the audit of the consolidated financial statements and for the opinion expressed on these consolidated financial statements.

Report to the Economic Oversight and Audit Committee

We submit to the Economic Oversight and Audit Committee a report which includes in particular a description of the scope of the audit and the audit programme implemented, as well as the results of our audit. We also report, if any, significant deficiencies in internal control regarding the accounting and financial reporting procedures that we have identified.

Our report to the Economic Oversight and Audit Committee includes the risks of material misstatement that, in our professional judgement, were of most significance in the audit of the consolidated financial statements of the financial year and which are therefore the key audit matters that we are required to describe in this audit report.

We also provide the Economic Oversight and Audit Committee with the declaration provided for in Article 6 of Regulation (EU) 537/2014, confirming our independence within the meaning of the rules applicable in France, such as they are set in particular in Articles L.821-27 to L.821-34 of the French Commercial Code and in the French Code of Ethics for Statutory Auditors. Where appropriate, we discuss with the Economic Oversight and Audit Committee about the risks that may reasonably be thought to bear on our independence, and the related safeguards.

Statutory Auditors

Forvis Mazars SA

Paris-La Défense, 19 February 2025

Mathieu MOUGARD
Partner

KPMG SA

Paris-La Défense, 19 February 2025

Éric JACQUET
Partner

STATUTORY AUDITORS' REPORT ON REGULATED AGREEMENTS

General Meeting called for the approval of the financial statements for the financial year ended 31 December 2024

To the Shareholders,

In our capacity as your company's statutory auditors, we hereby report to you on regulated agreements and commitments.

It is our responsibility to report to shareholders, based on the information provided to us, on the main terms, conditions and reasons underlying company's interest of agreements and commitments that have been disclosed to us or that we may have identified as part of our engagement, without commenting on their relevance or substance or identifying any undisclosed agreements or commitments. Under the provisions of Article R.225-58 of the French Commercial Code, it is your responsibility to determine whether the agreements are appropriate and should be approved.

In addition, it is our responsibility, where applicable, to provide you with the information required under Article R. 225-58 of the French Commercial Code in relation to the implementation during the financial year of agreements already approved by the General Meeting.

We performed the procedures that we deemed necessary in accordance with the guidance issued by the French Institute of statutory auditors (*Compagnie nationale des commissaires aux comptes*) for this type of engagement. The procedures performed consisted of verifying the agreement of the data communicated to us with the source documentation.

Agreements submitted for the approval of the General Meeting

Agreements and commitments authorised during the year ended

In accordance with Article L.225-86 of the French Commercial Code, we inform you that we have not been advised of any agreements or commitments

authorised or entered into during the year ended to be submitted to the approval of the General Meeting.

Commitments previously approved by the General Meeting

Agreements and commitments approved in prior years and which remained current during the year ended

In accordance with Article R.225-57 of the French Commercial Code, we have been informed of the following agreements, approved by the General

Meeting in prior financial years, and which remained current during the year ended.

Agreement between RTE and ENEDIS (formerly ERDF) dated 22 December 2011 extending the provisions adopted on the occasion of the partial transfer of assets by EDF

In application of Law No. 2004-803 of 9 August 2004 and Decree No. 2005-172 of 22 February 2005 defining the consistency of the public electricity transmission network and laying down the procedures for classifying works in public electricity transmission and distribution networks. Électricité de France (Réseau de distribution and EDF-GDF Services) and RTE had drawn up, on 4 April 2005, a list of the 2,131 source items into 3 groups and 8 categories determined in accordance with the aforementioned texts, specifying, depending on the

category of the position, the owner of the property. On 22 December 2011, an agreement was signed with ENEDIS (formerly ERDF), a public electricity distribution subsidiary of Électricité de France, to specify the procedures for implementing the sales of technical and real estate assets between your Company and ENEDIS (formerly ERDF).

During the 2024 financial year, the implementation of this agreement resulted in disposals of fixed assets to ENEDIS (formerly ERDF) in the amount of €976 thousand (excluding taxes) and acquisitions of fixed assets from ENEDIS (formerly ERDF) in the amount of €854 thousand (excluding taxes).

Members of the Supervisory Board concerned: Mr Xavier Girre, also member of the Supervisory Board of ENEDIS (formerly ERDF).

Statutory Auditors

Forvis Mazars SA

Paris-La Défense, 19 February 2025

Mathieu MOUGARD
Partner

KPMG SA

Paris-La Défense, 19 February 2025

Éric JACQUET
Partner



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