



Diversity, Equity and Inclusion (DEI) KPIs

To demonstrate our commitments to ensure continuous focus and effective operation of our DEI policy, we have taken a structured and data-driven approach to Diversity, Equity, and Inclusion (DEI), and have embedded specific KPIs across our core HR functions, with a strong focus on accountability at the leadership level.

Our DEI Framework and KPIs include:

Workforce Demographics:

We monitor gender representation and staff distribution across all operational sites to assess diversity in hiring and deployment.

Leadership Diversity:

We track female representation within the directional (executive) team, with the goal of increasing inclusive leadership across all management levels.

Compensation and Remuneration:

Our compensation analysis includes an annual review of salary structures and composition, ensuring equity across categories and roles.

Retention and Turnover:

We analyze employee retention and turnover trends across all staff categories and sites to identify any DEI-related concerns and target interventions accordingly.

Hiring and Promotion Rates:

We review hiring and internal promotion data by department, gender, staff category, and location to ensure fair access to opportunities.

Pay Equity:

We conduct regular analyses of pay equity across job posts and salary grids to detect and address any disparities.

Employee Engagement & Inclusion:

Our initiatives include MD-led site tours, worker engagement through RENLCOM, and inclusive recognition programs (e.g. International Women's Day, Long Service Awards). These are complemented by employee feedback through HR- and Ethics-led surveys.

Leadership Accountability:

Our business leaders are actively engaged and held accountable for meeting these DEI targets through regular reporting and review. DEI metrics are integrated into our broader HR scorecards

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(SMARTSHEET) and SIFCA SD Strategy follow up report. Also, our ISO IMS policy mandates us to define objectives and institute KPIs to achieve them. In the aspect of Human Resources, the KPIs established augments our effort to ensure compliance with our DEI policy. These are monitored to ensure continuous progress.

CSRD Reporting Regulations

Being committed to ensuring compliance with applicable laws and regulations, both locally and internationally, RENL is on its way to comply with the EU CSRD reporting regulation and as such a comprehensive list of KPIs have been defined most of which encompasses those already being monitored under our DEI policy and other relevant KPIs to further improve our human capital management. Reporting of the CSRD indicators began at the end of March 2025 for the first quarter of 2025.

We believe that this holistic approach not only strengthens our organizational culture but also ensures fairness and inclusion at every level of our workforce.

Document to refer

- ISO Register and KPI report for Human Resources
- HRM SMARTSHEET
- SIFCA SD Strategy on Employment and working Conditions
- CSRD Indicators report

A handwritten signature in blue ink, appearing to read "Smart OKHIONS", written over a circular stamp.

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Smart OKHIONS
Human Resource Manager

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