



Dear REG Women and Girls in REG,

Happy International Women's Day!

For 47 years now, the world celebrates the International Women's Day on March 8th. Indeed, women deserve to be celebrated always. It is even more deservedly, for the women that work day and night, in the demanding Energy Sector and in REG, in particular.

This year's UN theme is "**Inspire Inclusion**". This is a call and a deliberate resolve of REG Management to be at the forefront of women inclusion and raising the number of women at all levels of REG structure, including at Management level.

Over the years, we have been proven beyond doubt that no sustainable development or transformation can be attained leaving women behind. Inclusion of women in REG is a requisite for accelerated development. Different affirmative actions have been adopted to this effect and we hope to see improved women presence in the coming years.

As we join the world to celebrate the International Women's Day this year, I would like to acknowledge and pay special tribute to all dedicated and hard working women in REG. The Management and your male counterparts cannot underestimate your effort and contribution to the attainment of the Company objectives and national development.

On this occasion, I would like to take this opportunity to inform you that REG has put in place a Policy on Gender Equality. The key mention in the Policy on gender is that, as a Company, we are committed to taking active measures to foster an environment of equality and fairness for both women and men, and to support all women employees, especially mothers, in the workplace and in balancing the demands of work and home.

As the United Nations theme for this year states, the way to go for REG is to "**Invest in Women to Accelerate Development**".

Happy International Women's Day!

Kigali, on.....**08. MAR 2024**



Armand ZINGIRO
Chief Executive Officer

Bari namwe bategarugori bo muri REG

Tubifurije Umunsi Mpuzamahanga mwiza w'Abagore!

Hashize imyaka 47 Isi yizihiza Umunsi Mpuzamahanga w'Abagore uba ku itariki ya 8 Werurwe. Mu by'ukuri, abagore bakwiriye kwizihizwa buri gihe. Bikaba akarusho rero ku bagore bakora batizigama amanywa n'ijoro, cyane cyane mu rwego rw'ingufu no muri Sosiyete y'U Rwanda ishinzwe Ingufu (REG), by'umwihariko.

Uyu mwaka insanganyamatsiko y'Umuryango w'Abibumbye (UN) ni **"Inspire Inclusion"**. Turakangurirwa nk'Ubuyobozi bwa REG kuba ku isonga mu guha imirimo abagore cyangwa se kuzamura umubare wabo mu nzego zose z'imiyoborere ya REG, harimo no ku rwego rw'Ubuyobozi.

Mu bihe byashize, byaragaragaye nta gushidikanya ko nta terambere rirambye rishoboka cyangwa impinduka zishobora kugerwaho abagore basigajwe inyuma. Kongera umubare w' abagore muri REG rero ni ingirakamaro mu guharanira ko iterambere ryihuta. Hafashwe ingamba ndetse n'ibyemezo bitandukanye kugirango tuzabigereho kandi turizera ko iterambere ry'abagore by'umwihariko rizarushaho kugaragarira buri wese uko imyaka ishira indi igataha.

Mu gihe twifatanya n'Isi yose mu kwizihiza Umunsi Mpuzamahanga w'Abagore muri uyu mwaka, ndashaka gushimira no guha icyubahiro mu buryo bwihariye abagore bose bitanga kandi bakorera REG neza cyane. Twebwe Ubuyobozi na bagenzi banyu b'abagabo ntidushobora kwirengagiza imbaraga zanyu n'uruhare rukomeye mugira mu gusohoza inshingano za Sosiyete y'U Rwanda ishinzwe Ingufu n'Iterambere ry'Igihugu muri rusange.

Kuri iyi nshuro, mboneyeho umwanya wo kubamenyesha ko REG yashyizeho Politiki y'Uburunganire. icy'ingenzi muri iyi Politiki ni uko twiyemeje gufata ingamba zihanye mu guteza imbere uburunganire n'ubwuzuzanye bw'abagore n'abagabo, no gushyigikira abakozi b'abagore bose, cyane cyane, ababyeyi mu kazi aho bakorera hose kandi bakitabwaho kugira ngo bashobore gusohoza neza inshingano z'akazi n'iz'urugo.

Nk'uko Insanganyamatsiko y'Umuryango w'Abibumbye muri uyu mwaka ibivuga, umujyo wa Sosiyete ya REG ni **"Tera inkunga umugore mu kwihutisha iterambere"**

Umunsi mwiza w'Abagore!

Kigali, ku wa



Armand ZINGIRO
Umuyobozi Mukuru