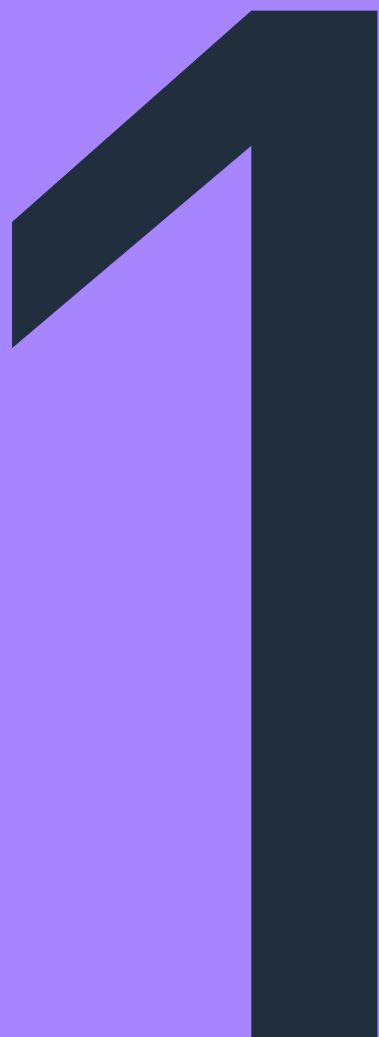


PLAN
FOR
GENDER
EQUALITY
ΕΘΝΑΓΓΙΛΥ
2024-2025

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Our Purpose



Miguel Stilwell d'Andrade,
Conselho de Administração
Executivo



Our energy and heart drive a better tomorrow

EDP currently develops its business activities in Europe, the Americas, and in the Asia-Pacific, with employees of 68 different nationalities, thus being an organization with an increasing diversity in terms of experience and cultures. As a global company, aligned with a common purpose, we are committed in empowering and respecting our people, while providing a better tomorrow for current and future generations.

In 2015, the United Nations defined its Agenda for Sustainable Development 2030, consisting of 17 Sustainable Development Goals (SDGs). There are several SDGs aimed at addressing topics related to diversity and inclusion: gender equality, age and intergenerational relations, minorities, inclusion of people with disabilities, dialogue and religions, affective-sexual orientation and conditions, and economic development. Countries, companies and civil society must seek to achieve these goals for a more peaceful, fairer, and inclusive future.

For EDP, diversity, equity, inclusion and belonging play a decisive role on this path, not only because they are a fundamental part of respect for human rights, but also because they are decisive for our ability to progress, innovate, and fulfil our strategic objectives as an organization.

In recent years we have made significant progress, currently reaching 29% of female representation in our workforce and 29% in leadership positions, towards achieving the objective of 31% by 2026, which is foreseen in our Strategic Plan 2023–2026. We also remain focused on attracting and retaining talent through inclusive processes, promoting an equitable, people-centred experience, as reflected by EDP's inclusion in the international Bloomberg Gender–Equality index.

We must keep up with our collective commitment towards our goals, which aim at a fully inclusive, fair organization, especially in areas that require greater progress, such as in the inclusion of people with disabilities, with the goal of reaching 2% in 2026.

Thus, our Gender Equality Plan 2024–2025 maintains the main strategic axes, reinforcing the global alignment of the initiatives to be implemented. In total, it includes 38 initiatives that must be continuously applied, reflecting the active, transforming, decisive role that we intend to play in the development of a fairer, more egalitarian society.

Our energy and heart keep driving a better tomorrow

Miguel Stilwell d'Andrade
Executive Board of Directors

A better tomorrow

The year 2020 will not only go down in history for being the beginning of a new decade. According to the United Nations it marks the decade for the Restoration of Ecosystems, a clear reference to the importance of combating climate change, of halting the collapse of biodiversity, and of improving the living conditions and subsistence of people around the world.

In line with this emergency, EDP has also presented a Strategic Plan until 2026, which bolsters the ambition to lead the energy transition, with the goal of becoming a 100% green company by 2030, and net zero by 2040. This plan is based on a strategy of **1)** Accelerated, sustainable growth, with **2)** ESG (*Environmental, Social, and Governance*) excellence, and a future-proof organization and in **a 3)** distinctive and resilient portfolio.

This positioning is materialized through the brand's global signature — *We Choose Earth*.

This new strategic cycle is, therefore, also an affirmation of who we are as a company that intends to lead the energy transition, creating superior value for all stakeholders through a clear purpose: — *Our energy and heart drive a better tomorrow*.

Our vision

Leading the energy transition to create superior value

EDP is a leader in the energy transition, having anticipated and accelerated the transformation of the energy sector. The ability to execute and deliver on this vision has created superior value for all stakeholders.

We are accelerating our investment in renewables, strengthening our position in electricity grids, and supporting our customers towards decarbonization.



Our purpose and our people

Our people contribute daily with their Energy and Heart to Drive a Better Tomorrow, thus providing a more sustainable, inclusive future. Under this purpose, which unites and characterizes us, we have identified a set of skills that enable us for this challenging mission. These skills are part of who we are and, above all, of who we want to be, committing ourselves to their continuous development.

At EDP...

Our energy and heart drive a better tomorrow

We bring...

Our energy

Speaks of our stamina, our track record and what drives us to continuously deliver green energy

Our Heart

Highlights our people and their key role in delivering our commitment to our clients, partners and communities

Drive

Reflects our ambition and leadership in making change happen

Tomorrow

The reason why we work every day

We do this through...

Trustworthiness

Problem solving

Curious learning

Efficiency

Self-awareness

Collaboration

Mindfulness

Open-mindedness

Impact orientation

Forward thinking

Courage

Embracing change

How we live diversity

A diverse community behind our common purpose drives us further

As a socially responsible company, the principles of Diversity, Equity, Inclusion and Belonging (DEIB) are embedded into our values and practices, while committing ourselves to attracting, developing, and retaining diverse profiles in the organization. To foster such diversity and ensure that our people feel represented and valued for their unique characteristics, it is essential to enhance the sense of belonging through a work environment that is equitable, fair and inclusive for all profiles.

In 2020, we reviewed the strategic agenda of the Diversity and Inclusion (D&I) topics. The result was a strategic document — the D&I Roadmap to an Inclusive Workplace — that materialized the diagnosis and progress on various dimensions and indicators related to Gender Equality, Inclusion of People with Disabilities, from different Generations and Cultural backgrounds at EDP, identifying concrete challenges that impact the progress of these indicators, the positioning of DEIB topics at EDP, a horizontal action plan until 2022, and specific internal and public targets until 2025.

To establish a common commitment to diversity for all EDP markets, in 2022 we implemented the **Global Diversity, Equity, Inclusion and Belonging Policy**. This document defines a set of clear guidelines and mechanisms, stressing the responsibility each individual has in contributing to pursuing a culture in which respect and well-being of all is seen as a priority.

At the beginning of 2023 the EDP Group communicated its new Business Plan to the market, with clear objectives to achieve the energy transition. As part of this plan, the DEIB agenda is also being revised and will include a greater focus on the topics of sexual and affective orientation and racial/ethnicity, in addition to the dimensions already prioritized so far. In addition to its gender targets, EDP has also committed to achieving the target of 2% of people with disabilities in its workforce globally.

During the year 2024, EDP has maintained and strengthened its practices and measures, recognizing that men and women have equally important professional roles, regardless of their work areas and hierarchical levels, and have equal opportunities. Such diverse experiences and perspectives can only benefit EDP by bringing a more complete, comprehensive approach to the organization.

For EDP, gender equality is an important civilizational achievement, as a corollary to equal rights, freedom, guarantees, opportunities, and recognition between men and women. It also allows skills and knowledge to be leveraged by including everyone, by promoting a better working environment and enhanced motivation and, consequently, higher levels of productivity and talent retention.

Now organized according to a matrix model, at EDP we are, more than ever, a global company that promotes collaboration between people with different cultures, habits and ways of working. The diversity that characterizes us is the main source of innovation that allows us to continue to lead the energy transition, so we must know how to leverage it to gain a competitive advantage.

From what we say
to what we do





“Despite the progress made in gender equality, at EDP we remain committed on a daily basis to promoting a fairer and more inclusive organizational culture.”

Paula Carneiro,
People & Organizational Development Global Unit,
EDP Group

Our indicators and initiatives

With over 45 years of history, EDP has been consolidating its industrial activity in Portugal, growing into a global company, which is leading the energy transition.

Currently present in 28 markets, with more than 13,000 employees of 68 different nationalities, and with more than 9 million electricity and natural gas customers, diversity — by nature, and in all its forms and shapes — is present in our daily lives. Not only in the commitments we make, but also in what we demonstrate.

As a global company, the EDP Group's gender diversity must, however, be assessed in the light of the universe of its people, as well as of the geographies and socio-economic systems in which it operates. It is also important to make a comparative assessment of EDP's gender representativeness with other companies listed in Portugal, with their counterparts, and with other international utility companies.

Numbers and goals

By better understanding our reality, and to better understand the road we still need to travel, it is critical to ensure that we define and achieve our objectives and goals for gender equality in the Group.

The strong investment in recent years in greater gender balance and representativeness is currently reflected in the fact that 29% of EDP staff are women, which is a quite significant figure given the fact that the energy sector is traditionally made up of professions predominantly taken up by men, but especially considering the evolution seen in recent decades in EDP in particular:

Women at EDP in 2023



Female representation	2023	2026 Target
Globally	28.8%	31%
Globally in leadership positions	29.2%	31%
Executive Board of Directors	40%	—
General and Supervisory Board	38%	—
Top management positions	28.8%	31%
Junior management positions	30.1%	31%
STEM positions	14.8%	16%

Attractiveness and recruiting capacity

New admissions	31.6%	—
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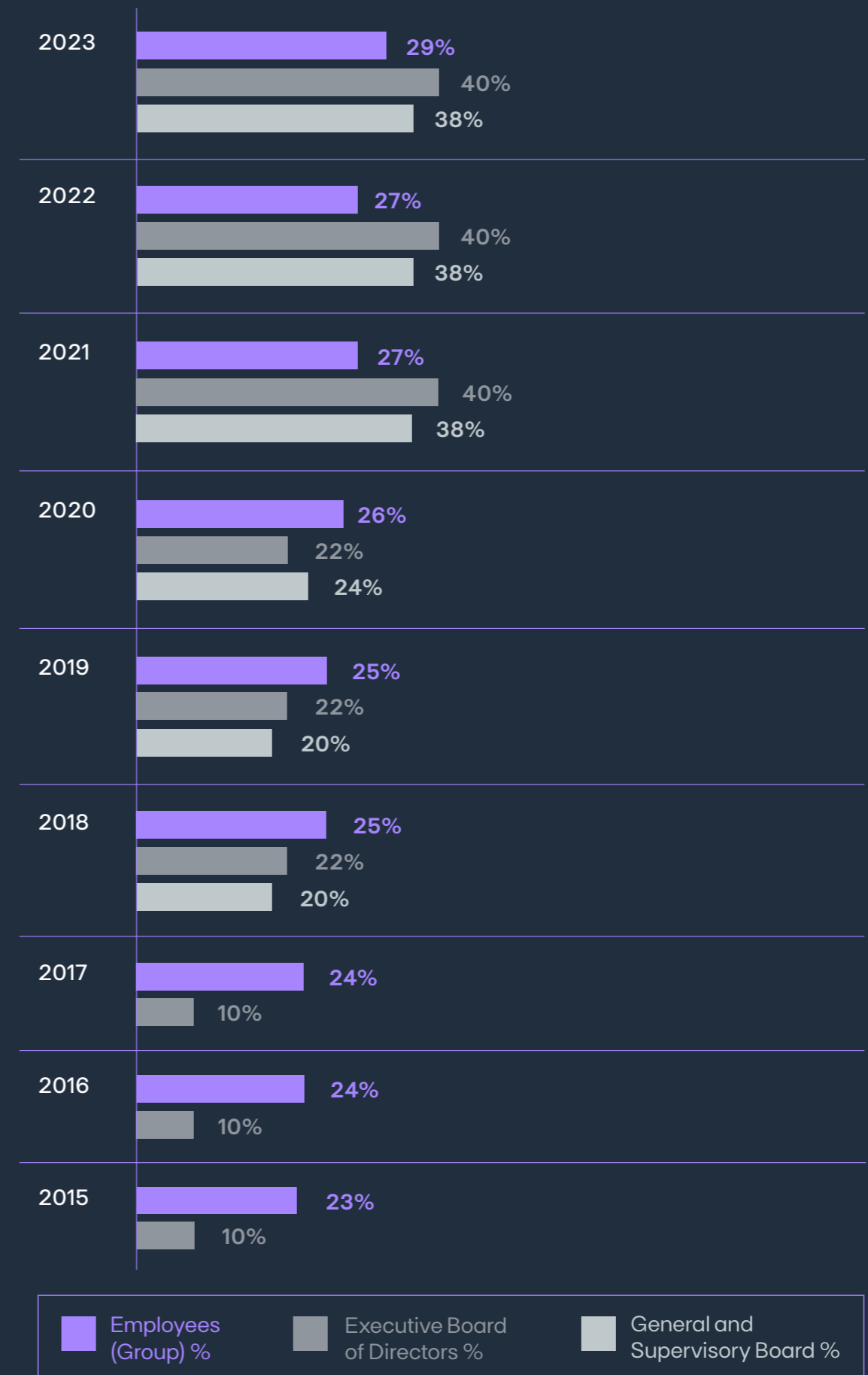
Ensuring gender representation in organizations is absolutely critical, since it allows us to mirror the real diversity found in the world, and thus break stereotypes that can be harmful to individuals and limiting for society, while defining more new role models.

Representativeness in executive management and supervisory positions is no exception to EDP's commitment. Currently, the Executive Board of Directors and the General and Supervisory Board have a female representation of 40% and 38% respectively, which figures are higher than those established in the applicable legislation.

In addition, we present the EDP Group's gender representativeness and other social indicators, also reported in the annual Sustainability Report, for 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022 and 2023.

However, we are also concerned with other indicators that serve as a compass for the awareness, prevention and correction measures we have defined in order to not only have a more diverse company, but also a more inclusive one.

Evolution of gender representation at EDP



*data as of the annual closing, between 2015 and 2023



Organizational Climate Survey

91% response rate

At the same time, we care about listening to our people and monitoring indicators, such as the organizational climate survey, which works as a compass to guide us in the implementation of awareness, prevention, and correction measures to foster a more diverse, inclusive company.

80% Engagement

Involvement and commitment level

85% I feel proud to work for EDP	81% I intend to stay with EDP for at least the next 12 months	78% My work gives me a sense of personal accomplishment	76% I would recommend EDP as a great place to work
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81% Diversity and Inclusion

82% I am comfortable expressing opinions that differ from my team	77% I feel like I really belong to our company	85% All employees, regardless of their differences, are treated fairly
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73% Well-being

84%	81%	73%	63%	60%
EDP gives me job stability	I am given flexibility to manage the demands of work and personal life	I am able to balance my work and personal life	The stress levels at work are manageable	My workload is reasonable

75% Empowerment

Perception of organizational support

77%	72%	74%	75%
I have the opportunity to do challenging work	My job makes good use of my skills and abilities	I am encouraged to come up with new or better ways of doing things	They believe they have the authority to make the decisions necessary to do their job

Other categories impacting diversity and gender equity (non-exhaustive)

81%
Immediate Manager

77%
Social Responsibility

76%
Ethics and Integrity

68%
Performance Management

62%
Development Opportunities

Additionally, the EDP Group's gender representativeness as well as other social indicators are presented in the Appendix, as reported within the 2023 Integrated Annual Report and in similar reports between 2015 and 2022, also available on EDP's website.

What we are already doing

The commitments we have signed are essential to clarify the path we want to follow on gender equality issues. Therefore, in order to translate these commitments, we have developed a set of initiatives, namely policies, programmes, incentives and benefits, initiatives, or projects in various dimensions, such as:

1. Strategy, Mission Statement and Values
2. Equal Opportunities
3. Awareness and Training
4. Work-Life Balance
5. Partnerships for Progress

To this end, we have presented a set of measures framed within the mentioned dimensions, corresponding to global and/or local policies, strategic action plans, internal and external campaigns, social innovation flagship programmes, internal awareness-raising initiatives, training resources and tools, benefits and partnerships in the form of donations or sponsorships, and subscription to commitments.

Of these initiatives, approximately 48% have a global reach within the EDP Group or in various countries where EDP operates, 18% take place in Portugal, 28% in Spain and 6% in Brazil. The amount of financial investment in initiatives that contribute directly or indirectly to greater equality in EDP's internal processes, in raising awareness and training employees or in social innovation projects that contribute to improving access to professional opportunities or towards improving the quality of life of girls and women, through the various areas of expertise (e.g., People & Organization, Sustainability, Ethics, Social Innovation, etc.) is around 700,000 euros globally.



01. Strategy, Mission Statement and Values

EDP's Purpose

Our energy and heart drive a better tomorrow

A common purpose with the ambition of promoting a single culture, of defining clear guidelines for our people management processes and initiatives, and of providing a clear, engaging experience for everyone at EDP. A purpose aimed at transforming the strategic vision of the business into coordinated action, focused on our people, enhancing their diversity, their characteristics, and their ability to collaborate.

Global Policies*

We want to create superior value at every moment of our people's journey, applying EDP's vision, commitments and strategy in an exemplary manner. To this end, we follow the guidelines set in our policies and principles, such as:

DEIB Policy

The DEIB Policy (Diversity, Equity, Inclusion and Belonging) seeks to establish a common commitment, offering a set of guidelines and mechanisms that apply to the entire Group, including the Executive Board of Directors, Leadership, the People and Organization Professionals, and Employees who individually and jointly have the responsibility and power to contribute to a more diverse and inclusive workplace.

Code of Good Conduct

A complementary code to the Code of Ethics, focusing on the responsibility and power of those called upon to take up Supervisory, Administrative and Senior Management roles within the EDP Group.

Speak Up Channels

The EDP Group firmly pursues a policy of transparency, giving voice to anyone who considers that a given conduct fails to comply with ethical principles, legal provisions or internal regulations. To this end, it provides different Speak Up channels, while fulfilling legal requirements in terms of complaints, provide easy access to all those wishing to use them.

Harassment Prevention Protocol

In accordance with Organic Law 3/2007, of March 22, EDP Renewables Spain has developed a prevention and action protocol for any sexual harassment case, through which it demonstrates a zero tolerance conduct towards any situation that may constitute moral or sexual harassment, in any area of the organization.

Code of Ethics

It is a reference document that translates how we work at EDP and how we like to be recognized by our stakeholders — employees, shareholders, customers, suppliers, and the community. To this end, the Sustainable Development Principles, the Human and Labour Rights Policy translating the application of the Universal Declaration of Human Rights, the Conventions of the International Labour Organization, the United Nations Global Compact, and the Guiding Principles for Companies — the Ruggie Framework — work as a basis for compliance with minimum social safeguards. Additional details on the specific commitments taken up by EDP can be found in the Ethics and Compliance chapter of the 2023 Integrated Report.

* For this purpose, to the policies described herein, we add the Principles of Sustainable Development, the Human and Labour Rights Policy translating the application of the Universal Declaration of Human Rights, the Conventions of the International Labour Organization, the United Nations Global Compact and the Guiding Principles for Companies — the Ruggie Framework — which work as a basis for compliance with minimum social safeguards. More details on the specific commitments undertaken can be found in the Ethics and Compliance chapter of the 2023 Sustainability Report.



“At EDP we value and promote diversity as a factor that creates value and innovation. We recognize that adding differences with equity means going further.”

Rita Sousa
Ethics Ombudsman

DEIB Strategy and Action Plan — Roadmap to an Inclusive Workplace

It is a strategic action plan on how EDP operates in the various dimensions of diversity, equality, inclusion and belonging. This plan, which is reviewed annually, includes an internal diagnosis analysis and an action plan with specific initiatives under the dimensions of gender equality, inclusion of people with disabilities, and multigenerational and multicultural dynamics of the various teams.

Gender Equality Plans

Gender Equality Plans are instruments for consolidating action, investment and reporting of measures aimed at ensuring the principle of equal treatment and equal opportunities among employees, and non-discrimination based on sex or any other cause, as a principle present in all EDP's people management and organizational development policies, procedures and processes. In Portugal, these Plans are regulated by Law No. 62/2017, of August 1, and by the provisions of Article 3 of Normative Order No. 18/2019, of June 21; and, in Spain, by Royal Decree 901/2020 of October 13.

Brand Positioning

Rebels for a Change

A global concept that aims to raise awareness and promote the participation of more women in Science, Technology, Engineering and Mathematics (STEM). The latest campaign, launched in 2022–2023 and materialized in a video, presents several children, boys and girls, with objects related to different professions, including a white helmet, which they have to assign to |a man or a woman. In the case of the white helmet, for example, most of the children put it in place of the male mannequin, thus showing the association of gender with certain professions, in this case, a professional area where women are still a minority. The campaign also featured several interventions on the EDP Group's social networks, including testimonials from EDP women in STEM fields and other internal awareness-raising initiatives.

Y.E.S. You Empower Society

YES is a global program that brings together more than 300 social responsibility projects, which are being developed around the world, around a common goal: implementing initiatives to decarbonize production and consumption, promoting human rights and social inclusion, corresponding to an annual investment of € 30M, worldwide.

ENTAMA

Is the main programme of EDP Spain's Action Plan for Local Communities. It has been developed within the framework of the EDP Group's sustainability strategy, centred on ESG (Environmental, Social and Good Governance) excellence. Supporting projects of local entrepreneurs has gained greater relevance, not only as a lever for recovering from the post-covid-19 crisis, but also as a generator of value in the rural world, helping to settle populations and to ensure equal opportunities, employment, and access to services in an inclusive manner. The 5th edition is currently underway, with 16 projects selected, 80% of which are led by women. The remaining projects, although not led by women, have a strong impact on the employability of this gender.

Access To Energy Fund (A2E)

A2E is a programme launched in 2018 to support renewable energy projects that promote the environmental, social and economic development of rural communities in developing countries, which has already received more than 540 applications, and has selected 28 projects in Mozambique, Malawi, Nigeria, Kenya, Tanzania, Angola, and Rwanda. The selection criteria include the projects' social impact, partnerships, sustainability, number of beneficiaries, and potential for expansion. Out of the selected projects, 8 had a direct or indirect impact on access to energy for women and children in developing countries.



“In 2023 we launched the *Global Compensation Framework*. The EDP Group’s overall compensation policy stresses the promotion of equal pay, and bases management decisions on clear, transparent criteria known to all employees. It ensures principles such as gender equality and equal access to any opportunities, such as promotion and career progression. It also allows us to monitor and follow-up on the main indicators so that we can continue to evolve and fulfil our commitments to our people.”

José Miguel Vaz

Compensation & Benefits Team,
People & Organizational Development Global Unit

02. Equal Opportunities

Equal Access to Employment and Working Conditions

Equal Pay

It is an ongoing project that seeks to consolidate all legal and regulatory aspects, international standards and practices, and all internal initiatives promoted by EDP to ensure equal pay and wage transparency, which will result in a set of initiatives across the board, in the short, medium and long term, to maintain these practices or mitigate situations that may lead to wage inequalities. In 2022/2023, the Global Compensation Framework has been implemented, with the aim of establishing a common remuneration strategy within the EDP Group, aligning local practices with a global policy that promotes transparency, equity and meritocracy, by clarifying the various remuneration concepts, the organizational segments and their relationship with the matrix of functional families, as well as the different career paths. This Model is a key element in pursuing solid wage equity practices.

Inclusive Recruitment

At EDP we are attentive to and monitor the process of attractiveness, recruitment and integration in order to promote equal opportunities for people with different characteristics. Considering our gender representativeness goals, we focus part of our recruitment strategy on attracting female professionals and on the inclusion of professionals with disabilities, while also raising awareness internally, among operational teams that work on internal recruitment, partner management, staff management teams, and team managers, on the importance of deconstructing stereotypes and/or promoting inclusive recruitment practices.

Electricians' School

A pioneering program in the electricity sector in Brazil, in line with EDP's commitment to promoting equal opportunities, especially for under-represented groups. This program aims to prepare professionals for the job market in partnership with the National Industrial Learning Service (SENAI).

Registration is free and the program aims to train women to work as electricians in electricity distribution networks. The aim is for participants to learn specific procedures for planning, assessing and inspecting networks. Developed especially for women, the program includes a more extensive and appropriate training package, totaling approximately 500 hours. It also offers a scholarship, certification and the opportunity to be included in EDP's candidate database.

In 2023, the program did not include the participation of trans people, as in previous years, but was open to women, with a special focus on black and brown people. Four mixed classes were formed, two in São Paulo (SP) and two in Espírito Santo (ES). The program received a total of 320 applications from women, 17 of whom were selected and completed the training. The hiring rate was 70-80%, with the graduates being employed by EDP and partner companies.

"I'm still reflecting on the importance of the pioneering Women-Only Electricians' School. We have to do a good job not just for ourselves, but for the other girls to come, who depend on our performance. We are a mirror for the others, a door that will be opened. If this bet, which is us, works out, new classes of the Exclusive Electrician School for Women will be formed and new women will be hired."

Luana Caroline Reis Franca
Network Electrician

E-REDES Top Women Scholarship

Merit scholarship program for women, which includes a cash benefit of 2,000 euros and participation in a company mentoring program. This program includes a series of initiatives aimed at arousing the interest of young women, students of master's degrees in Electrical and Computer Engineering, in technology. Engineering and Computer Science, in technology. The programme, in its second edition, welcomed around 30 young students from 11 educational institutions in Portugal and 30 mentors from the organization.

MentoringON Programme for Women of the Generation Platform

A programme aimed at encouraging the development of women's personal skills through the monitoring of professionals with recognized experience. In each edition, mentees deepen their self-knowledge, build their network of contacts, and reflect on their professional paths. In 2023, 10 women took part in a mentoring program, where they each received between 4 and 6 individual sessions focused on their personal and professional development.

The Diverse & Active Project — Promoting Diversity and Non-Discrimination in the Workplace

Is an initiative promoted by APPDI, in partnership with the European Anti-Poverty Network (EAPN-Portugal), the European Intercultural Club, and the Likestillingssenteret KUN – Centre for Equality and Diversity, which comes under the Active Citizens Programme, created by a consortium formed by the Calouste Gulbenkian Foundation and the Bissaya Barreto Foundation, within the framework of the Active Citizens Fund. For 24 months, this project, which counts on 100 organizations

and 180 professionals from various sectors of activity and from different regions in Portugal, aims to develop a set of transformative tools and instruments for the promotion of diversity and tolerance, and for combating discrimination in the workplace, with the support of HR professionals and labour inclusion professionals. One of the tools produced within the scope of this project is a free E-learning course aimed at training HR and employability professionals to help them develop their own skills in Diversity and Inclusion, Unconscious Biases, Inclusive Recruitment and an Inclusive Itinerary, and includes theoretical content, boosting activities, and summative knowledge assessments, with an estimated duration of 4 hours.

03. Awareness and Training

Awareness

A set of initiatives that foster contact with various important topics in day-to-day work at EDP, through the sharing of useful tools and the creation of healthier work habits and interpersonal relationships.

— Global Diversity Week

Is a global, cross-cutting initiative by EDP, which seeks to raise employees' awareness to the importance of their role in building more diverse, inclusive companies. This week includes several global initiatives, including masterclasses with renowned guest speakers, training and/or experience sharing sessions, pastimes and/or the dissemination of internal projects on the most diverse dimensions of diversity, equity, inclusion, and belonging, namely gender equality, inclusion of people with disabilities and accessibility, inclusive recruitment, among others.

Affinity Groups or Employee Resource Groups

Are spaces for sharing and for developing interpersonal relationships, but also for sharing work ideas between EDP employees, with the aim of promoting discussion and new initiatives in the various dimensions of DEIB — Gender Equality, Inclusion of People with Disabilities, Generations, Cultural and Ethnic Dynamics, LGBTQIA+, among others. These affinity groups take on different designations in the various geographies — Diversity Agents (Brazil) or SynERGY Groups (North America).

Global Well-Being Week

A global initiative across EDP, aimed at developing self-knowledge and raising awareness on the importance of promoting a culture of well-being, aligned with the five dimensions of our well-being strategy — emotional, physical, social, professional, and financial.

WOMeng EDP Renewables

A programme created by EDP R employees with the aim of breaking stereotypes and providing references for young girls to help them overcome the barriers that prevent them from choosing STEM careers for their future, which means that we have fewer female engineers or technicians every year, among other occupations. Between 2023 and 2024, this initiative reached more than 1,500 students from different schools in Spain.

Mind Your Mind Campaign

Taking as reference the World Mental Health Day, during that month, over the years, EDP has promoted a set of initiatives that place the topic of Mental Health as a priority for all people. In line with the EDP Group's global well-being strategy, this initiative focuses on mental health and stresses the importance of approaching the topic in a transparent manner, calling for preventive behaviours, through different global and local initiatives that seek to promote an increasingly healthy work environment and ensure support services globally. In 2023, the campaign reached more than 9,000 people, a 200% increase on the previous year. The aim was to break down stigma, promote dialogue about mental health and strengthen psychological safety. Among the most impactful global and local initiatives in this edition were an exclusive talk with the special participation of our CEO, Wendy Addison's contribution on the power of psychological safety to promote a culture of expression, mindfulness sessions and a solidarity challenge.

International Women's Day 2024 | #InspireInclusion

As part of International Women's Day, EDP promoted an initiative called 'Inspire & Ignite: Women Leaders in Energy and STEM', in line with the #InspireInclusion movement. This activity, dedicated to the challenges faced by women in STEM areas, especially in the context of the energy transition, provided a moment of empowerment, connection and knowledge sharing, highlighting the importance of women leaders in the sector.

“Women and Sustainability in Energy Transition” Day

An initiative promoted by the Secretary of State for Energy, and the Institute for Energy Diversification and Savings (IDAE), in collaboration with the Spanish Association of Women in Energy (AEMENER) within the scope of the European Week for Sustainable Energy and of the STEAM Alliance for Female Talent.

MASSTEAM – STEAM Asturian Women

This EDP initiative in Spain includes sponsoring the vocational development programme in the STEAM areas promoted by FADE and CTIC Centro Tecnológico, and involves the participation of EDP female employees as mentors and speakers in the masterclass. The last edition saw the participation of 95 female employees in initiatives shared with other organizations, as well as 16 participants in initiatives exclusive to EDP.

Empowerment

Initiatives that promote ongoing, lifelong learning for all people at EDP.

EDP University

EDP’s corporate university provides all people in the company with an advanced learning and development offer in individual components for leaders, about the business, across the entire Group. For this purpose, we count on a network of more than 400 internal trainers, hundreds of external partners, more than 11,000 online contents and protocols with international journals, providing the necessary resources to prepare everyone at EDP for the challenges of the future.

Ethics Training

A training ensemble available, accessible in various formats, aimed at raising awareness to Ethics issues, from its fundamentals to its importance for companies and their reputation: **1)** In e-learning format in Online Campus – “Ethics is Value” modules, made up of different modules, such as: ‘Let’s Live Our (New) Code,’ ‘Talking is Building,’ ‘Saying No to Harassment;’ **2)** In face-to-face format – “Approach to Ethics” modules aimed at employees in middle management positions which, among other topics, address the importance of preventing the practice of harassment. In the awareness component, a set of comic strips on Ethics and Compliance were also developed entitled “Do what’s right!”

In 2023, face-to-face training involved around 800 participants, while e-learning training reached 9,600 employees.

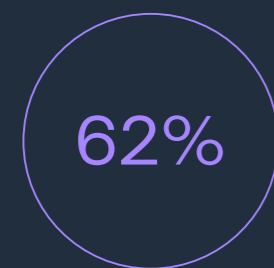
Training in Unconscious Bias

An essential training that explores the mechanisms of cognitive processing of information we receive, the construction of stereotypes and preconceived ideas that influence our decision-making and that sometimes lead us to make judgment and perception mistakes, in the form of prejudice and discrimination and which, through real examples from our day-to-day work, can help us to deconstruct some of these stereotypes. This training is available in e-learning format on the Online Campus for all EDP people, with special stress for team management segments within the scope of Lead Now, a programme for developing new EDP leaders. Since 2021, this training has already been completed by more than 7,000 people.

04. Work-Life Balance

New Ways of Working

A set of flexibility and conciliation measures designed to support our people in work productivity and in reconciling day-to-day responsibilities materialized in the new hybrid work model. This model considers the possibility of employees, in compatible functions, working remotely two days a week.



In 2023, around 62% of EDP employees worked in a hybrid model.

Temporal and Spatial Flexibility

EDP grants two additional days of holidays compared to what is provided for by law in Portugal, granting the day of the employee's birthday, and a day-off on days associated with Carnival, Christmas and Easter, in Portugal. Launch of the "Flex Friday" flexibility measure, allowing employees with flexible hours to manage their Friday afternoon autonomously, once the working hours and weekly objectives have been met (globalization of a measure that already exists in Spain and in the United States).

Support to Parenthood

Promotion of initiatives and benefits that support parenthood, family dynamics, and day-to-day management.

Conciliar Discounts

A platform that integrates all the information on the Conciliar Programme protocols, which provides EDP collaborators with more advantageous conditions in the acquisition of products and services from entities with which the company has a protocol, representing different sectors of activity.

Parking for Pregnant Women

An initiative that allows pregnant women to use the parking lot in EDP's work buildings or in a car park close to their workplace, during the last third of their pregnancy.

Additional leave for Pregnant Women

We grant an additional leave for pregnant women up to a maximum of 15 calendar days in the period immediately prior to the expected delivery date, without any impact on remuneration.

Celebrating Birth and Adoption

Each birth or adoption of a son or daughter of active employees is celebrated with a souvenir offered to the new mother or new father, as well as, if requested, the granting of the first adoption subsidy worth €500, which is deposited in the mother's or father's bank account.

New Parents Kit

A guide that supports the stage before, during and after the birth or adoption of a child, with the necessary legal information and the benefits that the company provides in this new stage of life.

1st Day of School

Day-off from work for employees with daughters or sons and/or granddaughters or grandsons up to 12 years of age, on the first day of school of each school year.

EDP Summer Camps

An initiative that has been going on for more than 80 years in Portugal, which has provided good memories to several generations of children and young people, who remember these moments of leisure and learning with great joy.

Family Day

EDP Global Solutions organizes an annual initiative in Portugal in which it invites employees' children to spend half a day at the company to take part in an activity and get to know the place where their father or mother works better. Since 2018, this initiative has had 7 editions. Between 2023 and 2024, it involved around 69 participants.

ECH Camps

Technology camps for children in the municipalities near EDP's facilities in Spain, focusing on digitalization and new technologies. This initiative, with an emphasis on girls, takes place during the summer to make it easier for parents and caregivers to reconcile their personal and professional lives. In 2024, the program has around 20 children enrolled.

05. Partnerships for Progress

Girl Move

EDP has been supporting the Girl MOVE Academy since 2017, as well as the Change and ChangeMaker Lab programmes. Every year, the support provided to the Change programme has allowed a young Mozambican woman to participate in a month-long experience at EDP. This academy was also one of the winning projects of the 1st edition (2018/2019) of the Access To Energy Fund (A2E) promoted by EDP.

Meet our Girl Movers



Leila Gilda Siteo
Girl Move Academy,
Girl Mover Programme
Change 2022



“Starting a career as an engineer is already a challenge in and of itself due to social factors and the employability context in Mozambique, thus going through an international internship was a very important boost to consolidate my knowledge in engineering and become an asset to the employer company, due to the reasons cited above.”

“At Girl MOVE, we consider the business sector’s commitment to promoting positive impact and social innovation as a critical factor in order to leverage the future of the next generation of world leaders.”



Mara Santos
Girl Move Academy,
Stakeholder
Engagement for
Europe/USA and
Global Partnerships/
Head of People &
Culture

Meet our Girl Movers

“I’m really interested in working for NGOs or companies with a strong humanitarian and community work component. I want to be part of a team that can foster an environment of understanding and professional excellence.”



**Daniella
Nhaguilunguana**
Girl Move Academy,
2023



Professional Women's Network (PWN)

Is a partnership that allows 25 EDP employees to have access to specialized content and mentoring, entrepreneurship & leadership development workshops or networking events, promoting a network of contacts with professionals from other sectors.

PROMOVA Project

The aim of the program is to identify and develop female talent with leadership potential, encouraging their rise to senior management positions in companies, thus contributing to reducing the gender gap in this functional segment. EDP is reinforcing its commitment as the main sponsor for the 5th consecutive edition, having already supported the registration of 13 of the company's female employees and involved 10 mentors. By the 4th edition, the program had already involved 129 people from 72 different companies, with a 47% promotion or professional progression rate.



The Promova programme was an excellent experience due to the diversity of participants, the exceptional trainers, and the mentoring and coaching sessions that, as a whole, were an inspiration for me from both the personal and professional point of view. I would highlight the diversity of contents, the good structure of the programme, and the encouragement for sharing experiences.

Hália Oliveira

Participant in the 2nd Edition of the PROMOVA Project



Staying on the Right Track

The best way to understand whether we are actually contributing to a better, more sustainable tomorrow for the Planet and for people is to look at the transformation we are driving in terms of diversity, equity, and inclusion.

As a global company, we believe that we can contribute to this transformation by publicly reinforcing our DEIB commitments, and by setting an example for our sister companies.

Following are some of the commitments we have been taking up, and the recognition we have received from various entities for having invested in these matters.

Commitments

1. Commitments to diversity and gender Equality

Global Equal by 30 – EDP has been subscribing to this commitment since 2018, which reinforces the contribution of public and private sector organizations to promoting equal pay, equal leadership and equal opportunities for women in the Utilities and Energy sector, which comes under the Equality in Energy Transitions Initiative.

Portugal Target Gender Equality, UN Global Compact – EDP participates in this program in Portugal, a gender equality accelerator for companies participating in the UN Global Compact that supports companies in defining ambitious goals on the representation and leadership of women in top management, which includes a performance review, learning workshops, peer-to-peer dialogues and with stakeholders, through both national and international initiatives.

National Gender Equality Goal – We are one of the founding companies of this commitment launched by the United Nations Global Compact in Portugal, which currently includes a group of eleven organizations that have committed themselves to achieving 40% of women in decision-making positions by 2030, which includes gender representation in the Board of Directors, Executive Committee, and 1st Line Management.

Alliance for Equality in ICT – This alliance strengthens and builds up on the partnership network of the “Engineers for a Day” Programme, by sharing best practices and reflecting on the participation of girls and women in ICT. The “Engineers for a Day” Programme, coordinated by the Commission for Citizenship and Gender Equality and by the INCoDe.2030 Programme, in conjunction with the Portuguese Association for Diversity and Inclusion (APPDI), the Higher Technical Institute (IST) and the Engineers Society, currently counts on 102 partner entities, 65 primary and secondary schools, and 23 higher education institutions. Since its creation in 2017, it has already reached out to 18,964 young people from primary and secondary schools, through practical laboratory activities, and role model and mentoring sessions.

iGen Forum – EDP signed up to this commitment in 2013, when this forum was created, comprising 73 national and multinational organizations operating in Portugal, from the public, private and social economy sectors, which together represent about 2% of Portuguese GDP.

Brazil Citizen Company – EDP Brazil’s adherence to this programme is associated with Law No. 11,770/2008, which provides for the expansion of maternal leave from 120 to 180 days, and of paternal leave from 5 to 30 days – 10 days more than provided by law.

A | Other commitments

Global The Valuable 500 – A movement that brings together the efforts of 500 companies from all over the world in the struggle for a more inclusive society. These companies are committed to putting the issue of inclusion of people with disabilities on the business agenda, ensuring the necessary conditions for the creation of employment, and inclusive, accessible environments.

Portugal Leaders for Equality – A forum comprised of leaders from nine Portuguese companies with the ambition of inspiring and acting towards a fairer, more equal society. This forum, born from the sharing of diversity and inclusion values among these companies, intends to work as a think-tank through regular face-to-face and digital meetings.

Portuguese Association for Diversity & Inclusion (APPDI) – EDP is one of the signatories of the Diversity Charter, an initiative created by the European Commission at European level, and managed in Portugal by APPDI, as a way to support companies in implementing and developing internal policies and practices to promote diversity. EDP chairs this association for the 2nd representative year, having been elected until the end of the three-year period 2021-23.

Pact for Mental Health in the Workplace – The Centre for Responsible Business & Leadership, of the Business & Economics School of the Catholic University of Lisbon, launched the Pact for Mental Health in the Workplace, the 1st global pact designed to challenge organizations to take up their responsibilities in adopting measures to mitigate the problems posed by the fragility of mental health in work environments, focusing on a set of commitments. EDP joined this Pact in 2022.

Acknowledgements

1. Diversity and Gender Equality Acknowledgements

Global Bloomberg Gender-Equality Index (GEI) – EDP and EDP Renewables have been acknowledged by the Bloomberg Gender Equality Index for the 3rd and 4th consecutive year, respectively. In 2023, this internationally relevant index acknowledged a total of 484 listed companies in 11 activity sectors from 45 countries, through a process that reviews leadership practices and talent promotion, equal pay, inclusive culture or policies to prevent sexual harassment.

Portugal Equal Pay Badge – SU Eletricidade, a Last Resort Supplier owned by the EDP Group in Portugal was awarded the Equality Badge 2023, by the Commission for Equality in Labour and Employment (CITE), for its good practices in promoting equal pay for women and men doing equal work or work with a similar value.

A | Other acknowledgements

Global World Most Ethical Companies 2024 – For the 13th consecutive year EDP has been acknowledged by the Ethisphere Institute as one of the world's most ethical companies, and is the only Portuguese company on this list of 136 companies from 44 sectors of activity in 20 countries. In the list of the World's Most Ethical Companies 2024, EDP is part of the group of eight companies from the Energy and Utilities sector deserving such distinction.

[Top Employer Institute — Best Companies to Work For Certification](#) — The Top Employer Institute has once again certified the EDP Group as one of the best companies to work for in Portugal. EDP Renewables has also achieved Top Employer Europe certification in several countries such as Portugal, Spain, France, Italy, Poland, Romania, Greece, Brazil, Colombia and, also for the first time, in Chile and Singapore. Having been evaluated in 20 different areas, EDP stood out in areas such as Performance, Work Environment and Sustainability, achieving the highest score in the areas of Business Strategy, Ethics, and Integrity.

Portugal [LinkedIn Top Companies 2023](#) — LinkedIn Top Companies is an annual ranking of the 25 companies in Portugal that are grooming talent for long-term success. EDP was acknowledged in this ranking for the 3rd consecutive year.

Brazil [Chambers Brazil Awards 2023](#) — EDP Brazil was a finalist in the “Diversity & Inclusion: In-House Team of the Year” category for its strong commitment to Diversity and Inclusion, through the definition of ambitious goals for recruiting under-represented groups, for its training programmes in this field, and for promoting an inclusive organizational culture.

We are a Family Responsible Company

At EDP we believe that our energy and heart is driving a better tomorrow by growing a company that cares for the planet and for its communities, therefore, our success begins when we care for our people.

Work-life balance is critical to building healthier, more competitive companies, as well as fairer societies based on flexibility, respect, and equal opportunities.

EDP’s commitment to implementing people management practices that promote respect for well-being and work-life balance was first acknowledged in 2011 by the Másfamilia Foundation, which certified EDP Spain and EDP Renewables Spain as family-responsible companies (efr). In 2013, the same happened for EDP Portugal.

In recent years, EDP has renewed its efr certification in Spain and Portugal, and this year, the local certification process was extended to the global level, through an audit process of the policies and measures implemented in the EDP Group, in order to reinforce its commitment to the well-being of its people in a more efficient and standardized way.

Being an efr company is much more than a certification, it means having a management model based on measuring indicators and fostering measures aimed at creating an organizational culture increasingly based on flexibility, integration, and balance. Thus, EDP acts on 5 pillars considered as critical to the lives of all its employees: **1)** family support, **2)** professional and personal development, **3)** temporal and spatial flexibility, **4)** equal opportunities, **5)** quality in the workplace.

This process represents an important step in promoting well-being, and contributes to building a more humane company that puts people at the centre of its strategy.

“Being a globally certified company under the efr model (i.e., a family-responsible company) is a confirmation and a reminder that we must keep pursuing a culture of well-being and diversity in our company on a daily basis. This certification contributes to being globally aligned in the implementation of our strategy, and to building a more human and fairer company that puts people at the centre, and that values flexibility, respect, work-life balance and equal opportunities, driving our energy and heart for a better tomorrow.”

Carla Barros
Project Management, Family Responsible
Company Global Certification



Gender Equality Plan

3



“Drawing up and publishing a Gender Equality Plan in an organization is more than a matter of fairness and equity – it is a transformative act that opens doors to innovation, strengthens corporate culture and drives success. When we promote equality, we create an environment where everyone has the opportunity to contribute, driving a more inclusive, prosperous and inspiring future for all.”

João Verdelho

Talent Management Team,
People & Organizational Development Global Unit

Review of the Gender Equality Plan 2023/2024

The Gender Equality Plan for 2023/2024 included 35 initiatives in various dimensions with a global and local scope, namely in Portugal, with a total or partial execution rate of approximately 88% of the proposed measures.

Of these initiatives:

24

Were carried out or implemented, allowing us to meet the proposed goals.

Of these measures, 23 will continue in the next cycle's Plan, given their relevance in the current strategic plan on DEIB matters.

4

Were not implemented due to: **1)** the measures no longer matching the company's priorities; **2)** were postponed, to be included in other projects already underway.

All initiatives will be updated/ included in current projects and in the 24/25 Plan.

7

Were partially implemented, and will continue in the next cycle's Plan.

Gender Equality Plan 2024/2025

Diagnosis

At EDP, we believe that we can only have a more inclusive culture if we pay attention and promote moments of diagnosis and listening with our people, allowing us to improve our measures continuously.

Internal tools for perception and data collection

DEIB Strategy & Business Case — the Roadmap to an Inclusive Workplace project, a strategic document related to the DEIB 2023–2026 action plan, included a diagnostic component across various dimensions of diversity that allowed for a better understanding of the challenges and the necessary initiatives to address them.

People & Organization Scorecard — all social and performance indicators are frequently analyzed and monitored, including DEIP indicators, which allow for measuring progress and compliance with defined goals.

Organizational Climate Study — the main global, annual listening tool aimed at understanding EDP employees' perceptions in various dimensions that impact their work and daily well-being, such as Engagement, Empowerment, Trust and Clarity, Collaboration, Trust in Leaders, Work–Life Balance, Social Responsibility, Diversity, and Inclusion, among others. Whenever necessary, EDP develops Focus Groups or working groups as a means of proximity and a space for reflection and idea sharing, aiming to discuss concrete measures that meet the needs of its people and the organization. The organizational climate study is just one part of a listening strategy that EDP has been maturing and aims to make increasingly continuous, close, and strategic.

Global Ethics Survey — a biannual questionnaire, or as applicable, aimed at analyzing and more specifically evaluating the evolution of the ethical environment at EDP, such as how ethical values are incorporated into the organization, to what extent the ethical framework is known (e.g., the Code of Ethics, complaint channels, mechanisms for ethical reflection, among others), the decisive role of ethical leadership, or the ethical concerns that the future raises.

External self-diagnosis tools

WEPs Gender Gap Analysis Tool — a joint project of the UN Global Compact, UN Women, the Inter-American Development Bank's Multilateral Investment Fund, and the Inter-American Investment Corporation, supported by the governments of Japan and Germany, as well as BSR, The Coca-Cola Company, Itaipu, and KPMG, with translation support from the Nordic Dialogues project. This is a voluntary and optional tool available to any company that wishes to diagnose its alignment with and compliance with the Women's Empowerment Principles (WEP). EDP scores 65% as an 'Achiever,' an indicator demonstrating the development and implementation of various policies and practices within the organization, with identified improvements in implementation capacity and transparency.

Self-diagnosis | Portal Igualdade (CITE) — an online tool underpinning the formal reporting of this Plan to CITE, which allows EDP and the teams responsible for various dimensions to understand the existence and impact of the measures they define and manage to promote a more ethical, diverse, inclusive company that is attentive to the well-being of its employees.

Action plan

The current Gender Equality Plan ("Plan") encompasses a set of measures developed by EDP, both globally and locally in the markets where it operates, aligning with the principles and commitments we have assumed in terms of DEIP. This Plan is supported by the active role that everyone can play through concrete actions such as:

- **Including and respecting everyone's diversity,** understanding that each person has their own unique experience and learning journey;
- **Reflecting and acting on yourself,** recognizing one's own unconscious biases, and understanding how they can affect our ability to be more inclusive and collaborative, thereby contributing to building a place that values and protects individuality;
- **Acting proactively as an ally,** motivating oneself and others, and implementing concrete actions in daily life that contribute to an organization free from discrimination and/or microaggressions.

At EDP, we are determined to promote an inclusive culture and to create initiatives that meet the needs of our people, partners, and the community. We believe that close engagement and active involvement in the design and implementation of these initiatives, as well as in building synergies, are crucial to accelerating our global equality commitments and benefiting both our organization and society.

Our strategy for promoting gender equality is based on 10 pillars:

<p>Leadership and governance, ensuring commitment and gender representation in the organization's leadership.</p>	<p>Strategy and governance, integrating clear gender equality objectives into the company's policy and strategy.</p>
<p>Organizational culture, promoting an inclusive culture through the empowerment of our people.</p>	<p>Selection, promotion, and retention, ensuring an equitable and meritocratic employee experience.</p>
<p>Work-life balance, providing flexible work options and support measures.</p>	<p>Pay equity, conducting pay audits to ensure equal pay for equal work.</p>
<p>Health, safety, and well-being, developing health and safety policies that address gender-specific needs.</p>	<p>Harassment and discrimination, implementing a zero-tolerance policy and confidential reporting mechanisms.</p>
<p>Monitoring and accountability, ensuring regular reviews to monitor progress and hold managers accountable.</p>	<p>External relations and community engagement, collaborating with external organizations and participating in community initiatives to promote gender equality.</p>

This Plan is intended to help disseminate the measures adopted by EDP under the terms of the guidelines for the preparation of annual Equality Plans, prepared in the light of the provisions of Normative Order No. 18/2019, of June 21st, by the Commission for Equality in Labour and Employment, covering the following areas:

- Strategy, mission, and values**
- Equality in access to employment**
- Initial and continuous training**
- Equality in working conditions**
- Protection in parenting**
- Work-life balance**
- Prevention of workplace harassment**

Next, a set of measures for promoting gender equality at EDP will be presented, regarding their implementation status, which will be in effect or come into effect, as applicable, between 2024 and 2025.

01. Strategy, Mission Statement and Values

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
i.	Implementation of the DEIP strategy in the organization in order to achieve the objectives related to Gender Equality [DEIB Roadmap to an Inclusive Workplace].	<p>People & Organizational Development Global Unit, EDP;</p> <p>Other internal stakeholders.</p>	To be defined according to project needs.	<p>31% female representation;</p> <p>31% female representation in leadership;</p> <p>16% female representation in STEM fields.</p>	<p>Female representation;</p> <p>Female representation in leadership;</p> <p>Female representation in STEM fields.</p>	Global	<p>Information on gender equality targets at:</p> <p>https://www.edp.com/en/people/diversity-equity-inclusion#diversity--equity---inclusion</p>
ii.	Dissemination of the Diversity, Equity, Inclusion and Belonging Policy (DEIP), its measures and objectives, through awareness-raising sessions, dissemination on the company's website, intranet, email, and posting in highly visible internal locations.	<p>People & Organizational Development Global Unit, EDP;</p> <p>Communication Global Unit, EDP;</p> <p>Brand Global Unit, EDP.</p>	N/A	<p>Implementation of awareness-raising and training sessions on the DEIB Policy (>2);</p> <p>Development of content on the DEIB Policy (>2).</p>	<p>Number of awareness-raising sessions held;</p> <p>Number of DEIP Policy communications in our media;</p> <p>Number of interactions in the Gender Equality Plan communications.</p>	Global	<p>Information on the DEIB Policy at:</p> <p> People > Diversity, equity & inclusion">https://www.edp.com > People > Diversity, equity & inclusion</p>
iii.	Creation and maintenance of a biannual internal consultative body as a space to create greater internal involvement in DEIP issues, giving visibility to the company's best practices and defining guidelines for future action [DEIB Council].	<p>Executive Board of Directors;</p> <p>People & Organizational Development Global Unit, EDP.</p>	N/A	At least 1 session of the Committee per year, with clear progress on the visibility of the DEIP issue in the EDP as well as the implementation of concrete measures.	<p>Number of Committee sessions;</p> <p>Number of measures implemented as a result of the Committee's sessions.</p>	Global	

01. Strategy, Mission Statement and Values (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments	
iv.	Disaggregation of all data by gender in all the company's management tools, namely in diagnoses and reports [P&O Scorecard].	Ensuring the implementation of the DEIP strategy and respective policies, equality plan and action plan, its monitoring, follow-up and sustainability.	People & Organizational Development Global Unit, EDP.	N/A	Continued increase in the number of gender or gender-segmented indicators compared to the previous year.	Number of gender or gender-segmented indicators.	Global	Although this measure has already been implemented, we continue to focus on the ongoing development of tools for collecting, processing and analyzing data in order to deepen our capacity for evaluating and reporting on Gender Equality.
v.	Dissemination of the Equality Plan, its measures and objectives, through awareness-raising sessions, dissemination on the company's website, intranet, email, and posting in highly visible internal locations.	To publicize the Gender Equality Plan and its strategic importance for the company, as well as to involve all our people in its implementation.	People & Organizational Development Global Unit, EDP; Communication Global Unit, EDP; Brand Global Unit, EDP.	N/A	Satisfaction and interaction, both internal and external, with the publications on the Gender Equality Plan in our media.	Number of communications about the Gender Equality Plan in our media; Number of interactions with Gender Equality Plan communications.	Global	Externally, the Plan is communicated at: https://www.edp.com > People > Diversity, equity & inclusion > Gender equality.
vi.	Disclosure of EDP initiatives and good management practices in the field of equality between women and men, internally and externally, on the company website, on the intranet, by email, and by posting in internal places of recognized visibility.	Make a public commitment (internally and externally) to promoting equality between women and men.	People & Organizational Development Global Unit, EDP; Communication Global Unit, EDP; Brand Global Unit, EDP.	N/A	Updating the website and intranet with the measures that make up this Plan and/or the promotion of Gender Equality.	Level of updating of internal/external media (%).	Global	Some measures are already reported at: https://www.edp.com > People > Diversity, equity & inclusion > Gender equality.

01. Strategy, Mission Statement and Values (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
vii. Celebrating anniversaries by promoting milestone initiatives throughout the year on Gender Equality and other dimensions of diversity.	Ensuring a working environment free from discrimination based on gender, parenthood and/or reconciling professional, family and personal life.	People & Organizational Development Global Unit, EDP; Other internal stakeholders.	€ 20,000	Carry out global campaigns associated with diversity and well-being (>2); Celebrate anniversaries, both in terms of awareness and action (>2).	Number of sessions held; Number of participants/people impacted; Level of impact and satisfaction of participants.	Global	Examples of global campaigns are the Global Diversity and Wellbeing Week or Mind Your Mind, an initiative that promotes mental health at EDP.
viii. Establishing cooperative relations with public bodies and/or civil society organizations that pursue the goal of promoting equality between women and men.	Ensure respect for the principle of equality between women and men and non-discrimination in external relations; Promote and consolidate external relations with a view to promoting equality.	People & Organizational Development Global Unit, EDP; Other external stakeholders.	To be defined according to project needs.	Establish or maintain one or more partnerships for each dimension of DEIB worked by EDP.	Number of partner organizations and/or projects; Number of initiatives developed in partnership with partner entities and/or projects.	Global	Information on some partnerships at: https://www.edp.com > People > Diversity, equity & inclusion > Gender equality. Some examples: GRACE, APPDI, The Hawthorn Club, Fórum iGen, Engenheiras por um dia, etc.
ix. Work with the supply chain to establish and/or maintain a commitment to supplier diversity.	Establishing cooperative relations with suppliers that pursue the goal of promoting equality between women and men.	People & Organizational Development Global Unit, EDP; UPG, EDP GS.	N/A	Inclusion of aspects related to diversity, guarantee of non-discrimination or recognition of partners with inclusive management practices at the supplier registration stage; Event with suppliers which gives visibility to the importance of collaborating with partners with inclusive practices (>1); Sharing sessions with suppliers on DEIP practices (>1).	Level of updating of supplier management tools (registration platform); Number of initiatives carried out with suppliers; Level of supplier participation in initiatives.	Global	Information on Supplier Management at EDP is available at: https://www.edp.com > About Us > Suppliers.

01. Strategy, Mission Statement and Values (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
x.	Collaborate with information technology teams to create a digital workplace that meets the needs and desires of our people.	Work with IT to enable a digital workplace that includes the needs and desires of employees; Establish an inclusive remote working environment with accessible technology; Meeting the technological needs and requests of diverse employees.	People & Organizational Development Global Unit, EDP; Digital Global Unit, EDP.	N/A	Working with IT to enable a digital workplace that includes the needs and desires of our people; Establishing an inclusive remote working environment with accessible technology; Meeting the technological needs and requests of diverse employees.	Number of initiatives carried out; Level of impact and satisfaction of the measure's beneficiaries; Number of participants.	Global Example initiatives: Design Inclusivo.
xi.	Opening up opportunities for skills volunteering, by maintaining or establishing new cooperation relationships with public entities and/or civil society organizations that pursue the goal of promoting equality between women and men.	Establishing cooperative relations with public bodies and/or civil society organizations that pursue the goal of promoting equality between women and men.	People & Organizational Development Global Unit, EDP; Social Impact Coordination Office, EDP.	N/A	Maintaining or joining competence-based volunteer initiatives associated with the promotion of diversity and gender equality.	Number of initiatives carried out; Level of impact and satisfaction of the measure's beneficiaries; Number of project participants and volunteers.	Global Information about EDP Volunteering at: edp YES edp.com or at voluntariado.edp.com
xii.	Inspire and manage inclusive internal and external communications, meeting the needs of employees, partners, suppliers and the wider community.	Ensure communication that is accessible to all and free from discrimination in form and content.	People & Organizational Development Global Unit, EDP; Communication Global Unit, EDP; Brand Global Unit, EDP.	N/A	Responding to media coverage; Communicate the organization's EVP to diverse talent; Promote inclusive internal and external communication.	Number of initiatives carried out; Number of improvements implemented in the field of inclusive communication.	Global Examples of initiatives: Inclusive communication guide; Digital accessibility.

01. Strategy, Mission Statement and Values (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
xiii. Integration of aspects relating to equality between women and men, reconciliation of professional, family and personal life, and protection during parenthood in instruments for evaluating the satisfaction of male and female workers and the organizational climate.	Ensuring a working environment free from discrimination based on gender, parenthood and/or reconciling professional, family and personal life.	<p>People & Organizational Development Global Unit, EDP;</p> <p>Other internal stakeholders.</p>	Included in the estimated cost for partnership and platform management for the Organizational Climate Study project.	Maintaining or improving the current consultation tools and moments to include, for example, questions more oriented towards aspects of equity, inclusion and belonging.	<p>Participation rate in consultation sessions aimed at gauging perceptions on these issues;</p> <p>Level of favorability (%) (or equivalent) on issues associated with Diversity and Inclusion;</p> <p>Number of self-identification fields/ channels available in people management systems.</p>	Global	<p>In 2022, the 1st Global Diversity Census was launched, entirely dedicated to relating demographic dimensions and the perception of people at EDP;</p> <p>Annual Climate Study launched internally.</p>

02. Equal Access to Employment

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments	
i.	Implementation of employer branding initiatives exclusively for women, in order to counteract structural barriers to equality between women and men in the energy sector.	Counteract structural barriers to equality between women and men; Increase the pipeline of women in recruitment processes; Contribute to a better balance between women and men in the company.	People & Organizational Development Global Unit, EDP; H2R, EDP GS.	To be defined according to project needs.	Employer branding initiatives (ex.: workshops, masterclasses, <i>job shadowing</i> , etc.) (>2).	Number of initiatives carried out; Number of women impacted.	Global	
ii.	Promotion of inclusive recruitment processes, through continuous guidance to all specialized entities and stakeholders in recruitment and selection in all regions.	Counteract structural barriers to equality between women and men; Contribute to a better balance between women and men in the company.	People & Organizational Development Global Unit, EDP; H2R, EDP GS.	N/A	Availability of recruitment guidelines; At least 1 awareness-raising session with each external recruitment partner on the importance of mitigating the effect of unconscious bias and possible situations of discrimination in the screening and pre-selection phases of candidates;	Number of awareness-raising sessions held; Number of internal and external communication pieces.	Global	
iii.	Training sessions for people responsible for selection and recruitment interviews on selection and recruitment procedures without gender bias.	Contribute to a fair and objective selection and recruitment process for women and men.	People & Organizational Development Global Unit, EDP; H2R, EDP GS.	N/A	Whenever possible, ensure that at least 40% of applications are from an under-represented gender. Making recruitment guides available; Holding at least 3 training sessions, 1 for each target audience of the Guides: recruitment teams, people management professionals and leaders.	Number of training sessions held; Number of participants in training sessions.	Global	

03. Initial and Lifelong Training

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments	
i.	Implementation of a global project hub with multidisciplinary teams focusing on the dimensions of DEIB [Inclusion Office].	Promote projects that guarantee intensive learning days on DEIB topics, as well as the implementation of concrete initiatives.	People & Organizational Development Global Unit, EDP; Other stakeholders.	To be defined according to project needs.	Accelerating the implementation of the DEIB strategy.	Number of projects opened; and initiatives implemented, in the course of the project; Number of employees involved and their satisfaction with the experience (NPS).	Global	
ii.	Continuation of Unconscious Bias training, as well as complementary training related to DEIP themes.	Promoting a culture of equality in the workplace, by encouraging management and employee practices that are in line with it.	People & Organizational Development Global Unit, EDP.	N/A	Promote the training of our people in Diversity issues.	Number of employees who have completed training; Cover at least 80% of new hires at EDP and new leaders.	Global	In 2023, e-learning was introduced for the first time in global onboarding. In addition, we had the following initiatives where we addressed the topic: 1. Breaking Barriers: Clinic sobre Acessibilidade Digital 2. Breaking Barriers: Workshop sobre Acessibilidade Digital 3. Enviesamento Inconsciente Online (Programa Lead Now) 4. #IAmRemarkable by Google

04. Equal Working Conditions

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments	
i.	Promotion of mentoring, counseling and/or coaching initiatives for people of the under-represented gender.	Counteract structural barriers to equality between women and men; Contribute to a better balance between women and men in the company and in decision-making positions.	People & Organizational Development Global Unit, EDP.	€ 103,000	Provision of a type of mentoring in the current corporate mentoring program oriented towards the development of female leadership; Maintenance of other programs already supported by EDP for top leadership segments, and extension of support to programs for intermediate leadership segments.	Number of collaborators involved in the program; Participants' level of satisfaction.	Global	The current corporate mentoring program is under review. This year, we also promoted the participation of 7 people in the Women Rising program and 3 people in the PWN mentoring program.
ii.	Consolidation and continuous improvement of the Individual Performance Model [Holistic Assessment], ensuring a more meritocratic evaluation process and promoting a culture where “how” you deliver is as important and valued as “how much” you deliver.	Ensure a fair and objective assessment process for women and men, promoting equal opportunities.	People & Organizational Development Global Unit, EDP; Other internal stakeholders.	N/A	Increase the level of participation and evaluation (%) in the Holistic Assessment; Ensure a distribution of assessments that is fair and equitable by gender, generation and segment, minimizing unconscious biases.	Participation rate in the evaluation process; Number of people assessed annually; Distribution of evaluations by gender, generation, segment.	Global	
iii.	Promote internal mobility of diverse talents.	Counteract structural barriers to equality between women and men; Contribute to a better balance between women and men in the company.	People & Organizational Development Global Unit, EDP.	Included in the cost of managing internal mobility.	No goal set.	Number of female internal mobility movements; Satisfaction of the female gender with the internal mobility experience.	Global	Information about internal mobility at EDP at: Development experience edp.com

04. Equal Working Conditions (cont.)

	Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
iv.	Creation and implementation of procedures to identify under-represented groups in senior positions so that more diverse succession plans can be promoted.	<p>Counteract structural barriers to equality between women and men;</p> <p>Contribute to a better balance between women and men in the company and in decision-making positions.</p>	<p>People & Organizational Development Global Unit, EDP;</p> <p>Other internal stakeholders.</p>	N/A	Ensure that the under-represented gender (women) is represented by at least 35% of successors.	Number of successors identified, with information according to gender.	Global	
v.	Consolidate all the legal and regulatory aspects, international standards and practices, and all the internal measures to guarantee pay equity at EDP, reducing situations that could lead to inequity and injustice.	Ensure the principle of equal pay for equal work or work of equal value.	People & Organizational Development Global Unit, EDP.	€ 3,100,000	Delivery of the project with clear results on the internal pay equity analysis and definition of an action plan to reduce the pay gap, if applicable.	<p>No. of measures implemented under the project, if applicable;</p> <p>Ratio of women's pay to men's pay;</p> <p>Ratio between women's and men's basic salary;</p> <p>Ratio between women's and men's pay by career segment.</p>	Global	
vi.	Updating the matrix of functional families in line with the new organizational structure, keeping the model transparent to the Group and an integral part of people management processes.	Keeping a matrix of functional families up to date and transparent, in line with the current organizational structure, to ensure fair pay and appreciation between similar functions.	People & Organizational Development Global Unit, EDP.	N/A	Making the functional families model a recognized standard and adopted in all people management processes within the Group.	<p>Number of actions per functional family;</p> <p>Number of reports built with functional families.</p>	Global	

04. Equal Working Conditions (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
vii. Developing and updating the existing Global Compensation Model, significantly strengthening transparency in all aspects related to the topic.	Improve the transparency and effectiveness of the Global Compensation Model, ensuring an equitable salary policy in line with the principles of gender equality.	People & Organizational Development Global Unit, EDP.	N/A	Making the Global Compensation Model the Group's main remuneration strategy, recognized for its transparency and fairness.	Level of compliance (%) or number of geographies and business units making use of the Global Compensation Model.	Global	
viii. Carrying out an internal verification, and review (if necessary), of the determination of benefits for the entire EDP Group and their communication, in order to respect the principle of equity and fairness [EDP Global Benefits Framework].	Ensure the principle of equal benefits for equal work or work of equal value.	People & Organizational Development Global Unit, EDP; Other internal stakeholders.	N/A	Consolidation and approval of the global benefits framework, launch and communication of the global benefits package to our people.	Approval level (%) of the project; Number of globally aligned benefits; Number of communication pieces made and implemented.	Global	

05. Parental Protection

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
i. Kit Novos Pais.	<p>Promoting the experience of parenthood at EDP;</p> <p>Guarantee our employees' right to take parental leave;</p> <p>Encourage male employees to share their leave.</p>	<p>People & Organizational Development Global Unit, EDP;</p> <p>Saúde e Bem-Estar, EDP Global Solutions.</p>	N/A	Made available to all EDP employees.	<p>Number of employees impacted by the Kit Novos Pais;</p> <p>Satisfaction with the Kit Novos Pais.</p>	Global	
ii. Update of the current Kit Novos Pais.	<p>Updating information on legislation regarding parental rights, company benefits, duties and the transversal offer of support for parenthood, in its various phases, as well as integrating the legal particularities of each geography where EDP is present.</p>	<p>People & Organizational Development Global Unit, EDP;</p> <p>Saúde e Bem-Estar, EDP Global Solutions.</p>	N/A	Update of the current Kit Novos Pais and disclosure.	<p>Kit Novos Pais update level;</p> <p>Number of internal communication pieces disseminated.</p>	Global	The Kit Novos Pais is a document that is updated whenever there are new updates to legislation and new measures to support parenting.
iii. Estudo Parentalidade II – project to diagnose the needs of our people with parental functions.	<p>Studying the impact of parenthood on our people's professional experience.</p>	<p>People & Organizational Development Global Unit, EDP.</p>	N/A	<p>Diagnosis of the parenting experience;</p> <p>Action plan for improving the parenting experience.</p>	<p>Level of completion (%) of study;</p> <p>Number of initiatives implemented;</p> <p>Satisfaction with the parenting experience at EDP.</p>	Global	2 nd edition of the Survey.

06. Reconciling Professional Life with Family and Personal Life

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
i. Implementation of the efr certification – Empresa Familiarmente responsable (Family Responsible Business) – globally, promoting equality between women and men, reconciliation of professional, family and personal life, and parental protection in the organization.	Ensuring a working environment free from discrimination based on gender, parenthood and/or reconciling professional, family and personal life.	People & Organizational Development Global Unit, EDP; Other internal stakeholders.	8,640 €	Completion and maintenance of global certification in the EDP Group in all countries.	No. of audit sessions; Quality of initiatives audited.	Global	In 2024, EDP was subjected to an internal and an external audit, maintaining its global certification. Find out more about this certification at: EDP certified, for the first time worldwide, as a family-responsible company edp.com
ii. Implementation of the organization’s well-being strategy, promoting a healthy, energized and prosperous work environment and a people-centered experience.	Ensuring an inclusive and healthy work environment, free from discrimination, which promotes or supports parenting and/or the conciliation of professional, family and personal life.	People & Organizational Development Global Unit, EDP; Other internal stakeholders.	61,300 €	Achieving global efr certification and integrating well-being initiatives into EDP’s structural programs.	Completing and achieving global certification; No. of well-being initiatives integrated into internal processes/ structural programs.	Global	Since 2023, the guides that support the performance assessment process have included information on the theme of psychological safety.
iii. Implementing a hybrid working model that helps our people to conciliate their professional and family lives with their well-being.	Ensure that the organization of working hours takes into account the need to conciliate our people’s professional, family and personal lives.	People & Organizational Development Global Unit, EDP; Other internal stakeholders.	N/A	Maintaining the hybrid work model.	Number of employees with a hybrid work model; Satisfaction with the hybrid work model.	Global	

06. Reconciling Professional Life with Family and Personal Life (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
iv. Implementing a flex friday model to help people reconcile their work and family life with their well-being.	Ensure that the organization of working hours takes into account the need to conciliate our people's professional, family and personal lives.	People & Organizational Development Global Unit, EDP; Other internal stakeholders.	N/A	Maintenance of the flex friday model.	Number of employees with access to the flex friday model; Satisfaction with the flex friday model.	Global	In 2022, EDP approved the "Flex-Fridays" flexible working hours measure, allowing employees with compatible jobs to adjust their weekly working hours in order to enjoy Friday afternoon off. The measure was launched in November and is currently in force in the EDP Group.

07. Prevention of Harassment in the Workplace

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
i.	Communication channel where everyone can report unethical conduct in the company, including issues related to harassment at work or discrimination [Speak up].	Ethics & Compliance, EDP.	N/A	Zero unethical behaviors reported.	Number of unethical conducts reported.	Global	
ii.	Review and availability of online training on the Speak up Channel.	Preventing and combating harassment at work; Prevent and combat the practice of other offenses against the physical or moral integrity, freedom, honor or dignity of our people.	Ethics & Compliance, EDP.	To be defined according to project needs.	Providing training to all employees.	Number of employees who completed training.	Global
iii.	Protocol for the prevention and action in cases of moral and/or sexual harassment in the workplace, through which zero tolerance is shown towards the occurrence of any situation that may constitute sexual or gender-based harassment, in any area of the organization.	Improving the prevention and combating of harassment at work.	Ethics & Compliance, EDP.	N/A	Evaluate the cases of harassment that come to the ethics channel, guaranteeing the confidentiality and safety of the reporting person; Create an action plan involving the entire organization when a case of harassment is confirmed as proven.	Number of harassment cases reported to the ethics channel; Number of harassment cases in the ethics channel that are considered founded by the compliance team; Level of resolution (%) and quality of treatment of harassment cases considered founded.	Global

07. Prevention of Harassment in the Workplace (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
iv. Availability of new internal ethics training courses, which include, among other topics, the importance of preventing harassment.	Raising awareness and educating about the practice of harassment at work and other offenses against the physical or moral integrity, freedom, honor or dignity of our people.	Ethics & Compliance, EDP.	To be defined according to project needs.	Making training available to all employees.	Number of employees who completed training.	Global	There has already been training in Portugal and Spain (EDPR and EDPE), on the theme of ethics in general and then the case study method is used, one of the case studies is on issues of harassment.
v. Monitoring of new legislation related to the issue of whistleblowing management, in particular the protection of whistleblowers, in the countries where EDP operates to review the procedure, documentation and respective training.	Guarantee the prevention and combating of harassment at work.	Ethics & Compliance, EDP.	N/A	Promoting a culture of transparency in which everyone feels free to speak up by providing documentation to support EDP's new Complaints Management System.	Review of documentation and training in complaint management.	Global	

Monitoring and collaboration

The measures provided for in the Plan are periodically assessed and monitored by EDP in order to ensure compliance and to identify opportunities for improvement, through decision-making and consulting fora in its governance model, which ensure the swift handling and monitoring of issues that impact gender equality, such as the matters addressed by the Ethics Committee.

The monitoring and implementation of the defined Plan, along with the relevant metrics to be monitored, are managed periodically by the P&OD team, addressed and deliberated upon by the Executive Board of Directors, as well as by the People & Organization Committee, on a yearly basis. Additionally, the implementation of a biannual global Council is also planned to monitor in greater detail the topics related to Diversity, Equity, Inclusion and Belonging.

Management Committees — structured according to their corporate or business nature, and which contribute to EDP’s information sharing and decision-making process

Main responsibilities

O Conselho de Administração Executivo é o órgão responsável pela gestão das atividades da Sociedade, nos termos previstos no Código das Sociedades Comerciais e no Contrato de Sociedade.

Executive Board of Directors

The Executive Board of Directors is the body responsible for managing the activities of the Company, pursuant to the Commercial Companies Code and the “Association Contract.” Pursuant to Article 17 of the “Association Contract”, it is the responsibility of the Executive Board of Directors, namely to:

- Establish the management objectives and policies of the Company and of the EDP Group;
- Prepare the annual business and financial plans;

- Manage the corporate business and perform all acts and operations related to the corporate purpose, which do not fall within the area of responsibility of other bodies of the Company;
- Represent the Company in and out of court, whether actively and passively, being able to withdraw, transact and confess in any legal proceedings, as well as enter into arbitration agreements;
- Acquire, sell or, in any way, dispose of or encumber any rights or immovable property;
- Incorporate companies and subscribe, acquire, encumber, and dispose of shareholdings;
- Resolve on the issuance of bonds and other securities under the terms of the law and the Articles of Association, subject to annual quantitative limits set by the General and Supervisory Board;
- Establish the technical-administrative organization of the Company and the internal operating rules, namely with regarding to personnel and their remuneration;
- Appoint representatives with the powers it deems convenient, including those to be appointed;
- Appoint the Company Secretary and the respective alternate;
- Hire the external auditor appointed by the General and Supervisory Board under the terms of Article 22.1, sub-paragraph q) of the Association Contract, and exonerate it upon indication of the General and Supervisory Board;
- Exercise all other powers assigned to it by law or by the General Meeting;
- Ensure that the Company’s risks are duly identified, assessed, controlled and managed; define risk objectives; set the Company’s risk profile and coordinate decisions relating to material risk management.

Information shown in the Internal Regulations of the Executive Board of Directors (“CAE” – EBD) at edp.com, under the item About Us, Executive Board of Directors

General and Supervisory Board (CGS)

Information shown in the Internal Regulations of the General and Supervisory Board (CGS) at edp.com, under the item About Us, General and Supervisory Board

In accordance with its powers, the CGS's main mission is to permanently:

- Monitor and supervise the management activity of the Company and of its Subsidiaries, cooperating with the CAE and with other governing bodies in the pursuit of the Company's interests.
- The CGS and its members shall guide their actions in strict compliance with the Law, the Articles of Association, the Resolutions of the AGM, and these Regulations, and shall take into account the recommendations regarding best corporate governance practices, namely the Corporate Governance Code of the Portuguese Institute of Corporate Governance (IPCG).

Chairman of the Executive Board of Directors / Chief Executive Officer (CEO)

- Chairman of the People and Organization Committee
- Sponsor for Diversity, Equity, Inclusion and Belonging

People and Organization Committee

- Discuss and align the definition of EDP's people management strategy;
- Discuss and align policies for promoting best practices in terms of diversity and inclusion, proposing their inclusion and compliance within EDP's strategy;
- Review the main indicators related to the various potential segments, and discuss and align development policies and instruments;
- Discuss and share initiatives aimed at culture alignment, and that promote a culture of meritocracy;
- Discuss and issue an opinion on EDP's annual HR budget, and monitor its evolution.

Ethics Committee

- Proposes multi-annual Ethics Programmes to the CGSS, and the respective annual Plans prepared by the Ethics Ombudsperson;
- Promotes, through its members, among companies and other organizational units, the Ethics policy approved by the Group, embodied in the Ethics Programmes;
- Offers comments on the quarterly reports on the execution of the Group's annual ethics plans prepared by the Ethics Ombudsperson or by other elements on ethical performance;
- Reviews the cases of infringement of the Code of Ethics put together by the Ethics Ombudsperson, and issues an opinion on them;
- Offers comments on the decisions taken by the Ethics Committee of EDP Energies of Brazil, and of the Ethics Committee of EDP Renewables, which are sent to it on a quarterly basis;
- Issues opinions — when requested by any of the management bodies of the companies that make up the EDP Group — on practices or codes of conduct in the fields of Ethics or deontology, developed within the ethics framework;
- Continuously ensures the adequacy of the Code of Ethics and of the procedures arising from it to the needs of the EDP Group, and promotes reviews of that document, at least biennially, duly supported by a review report to be sent to the CGSS for approval;
- The composition of the Ethics Committee is disclosed on EDP's website.

DEIB Council

Is an advisory board, comprised of members of the Executive Board of Directors and Top Managers with responsibilities for People, Ethics, Sustainability, Social Innovation, among other topics directly related to ESG matters, which meets 1 to 2 times a year, depending on the needs and relevance of DEIB strategic topics, in order to:

- Promote co-responsibility about what is being implemented; what are its outputs; and to discuss the next strategic and tactical steps;
- Share knowledge, experiences, and best practices that ensure good decision making.

People & Organizational Development Unit (P&OD)

- Ensures and monitors the implementation of initiatives, continuous improvement plans, and measures related to diversity;
- Sets up work teams or refers the implementation of adopted measures to the appropriate organizational structures, and sets the respective deadlines;
 - Ensures the dissemination of the various initiatives, continuous improvement plans and measures related to diversity, as well as their articulation with other crosscutting interventions, such as the Ethical Process or the relationship with Suppliers, among others; and,
 - Monitors the impacts of the diversity policy through the analysis of specific indicators.

The balance of initiatives undertaken, and the internal gender equality indicators are disclosed annually in the EDP Group's Integrated Report and in the People and Organizational Report, and in similar reports on ESG or on Ethics, among others. EDP, as a company certified in matters of life-work balance and in equality, specifically with the EFR (Family-Friendly Company) certification awarded by Másfamilia Foundation, requires biannual monitoring of all measures and indicators in the field of gender equality, which monitoring is the subject of annual internal and external audits. For this purpose, EDP — although already certified — extended the scope of this certification globally, in pursuance of its strategy of promoting life-work balance and equality.

As previously mentioned, the Inclusion Office (P&OD) emerges as a tool to leverage and disseminate inclusion in EDP, through a multidisciplinary operationalization. On the one hand, it helps to maintain the Group's investment in the implementation of measures to which it is committed, by maintaining and establishing partnerships and collaboration with other entities, integrating working groups and participating in various fora and seminars, while, on the other hand, it helps to open up this topic within the organization, enabling anyone in the EDP Group to be actively involved in DEIB matters and initiatives. This integrated approach encourages the sharing of best practices among employees, companies and entities from various sectors at a national and international level, contributing to the promotion of equal opportunities for men and women in various organizations and in society in general.

All measures that promote diversity, equity, inclusion, well-being, work-life balance, parental protection or spatial and temporal flexibility have their own budget, which is reviewed annually, in accordance with the business strategy for people management.

Conclusion

4

We Choose Earth

Leading the energy transition is a challenge and a commitment with clear ambitions until 2026. As stressed in the business plan disclosed to the market, EDP addresses this goal through these 3 strategic pillars, one of which is ESG (Environmental, Social, and Governance) excellence and a future-proof organization.

In this pillar, in addition to our ambition of being coal free by 2025, of generating 100% of clean energy by 2030, and of being Net Zero by 2040, the promotion of a diverse, inclusive workplace is one of the critical components. We publicly take up our commitment to Diversity, Inclusion, Equity and Sense of Belonging goals, namely the goal of 31% of female representation in the workforce and in leadership positions.

These goals reflect EDP's commitment to making a positive contribution to sustainable development, and to improving the quality of life of the Group's employees, eliminating barriers along their professional journey, promoting a better balance between personal and professional life, while always promoting gender equality.

In addition to the monitoring and commitment of the Executive Board of Directors and of the General and Supervisory Board of EDP in the continuous improvement of working conditions, in the clear commitment to merit and efficiency, there is, on the part of these bodies, a focus on diversity and inclusion to the extent that it has become an increasingly critical success factor, being truly present in the strategic agenda of people management at EDP.

For the 2024–2025 Plan, EDP remains determined to follow this path, as well as to strengthen its diversity in other parameters, as it considers that it is through the inclusion of such diversity that it is possible to bring new approaches and more value to the business. The 38 measures in this plan, representing a global investment of about € 330k, and the involvement of more than 20 internal stakeholders, demonstrate the role we want to keep playing in terms of gender equality.

We Choose Earth, because we choose to promote a culture that attracts and enhances talent; that encourages personal and professional development; that is committed to flexibility, collaboration and involvement of all; that recognizes and rewards excellence and merit; that values individuality, and creates an environment of well-being, respect, equal opportunities, and productivity for everyone.

Lisbon, September 15, 2024

EDP – Energias de Portugal, S. A.

Appendix

5

2023	UN	Group	Portugal	Spain	South America	North America	Rest of the World	APAC
EMPLOYMENT								
Employees	#	13,041	5,682	2,140	3,313	1,073	613	400
Male Employees	%	70.8	71.6	68.9	70.5	66.1	63.9	64.8
Female Employees	%	28.8	28.4	31.1	24.1	29.2	36.1	35.3
Não declarado	%	0.4	0	0	0	4.8	0	0
Female Employees in Management positions	%	29.2	32.3	29.8	20.5	26.9	26.1	29.3
Number of Employees by Contract Type	#	12,907	5,682	2,090	3,133	1,073	529	400
Executive Statutory Bodies	#	54	32	0	22	0	0	0
Male	#	40	21	0	19	0	0	0
Female	#	14	11	0	3	0	0	0
Não declarado	#	0	0	0	0	0	0	0
Permanent Staff	#	12,735	5,599	2,090	3,111	1,014	522	399
Male	#	9,039	4,025	1,430	2,316	669	341	258
Female	#	3,645	1,574	660	795	294	181	141
Não declarado	#	51	0	0	0	51	0	0
Fixed Term Contracts	#	118	51	0	0	59	7	1
Male	#	67	23	0	0	40	3	1
Female	#	51	28	0	0	19	4	0
Não declarado	#	0	0	0	0	0	0	0
Employees by Type of Occupation	#	12,907	5,682	2,090	3,133	1,073	529	400
Full-Time	#	12,903	5,679	2,090	3,133	1,073	528	400
Male	#	9,144	4,068	1,430	2,335	709	343	259
Female	#	3,708	1,611	660	798	313	185	141
Não declarado	#	51	0	0	0	51	0	0
Part-time	#	4	3	0	0	0	1	0
Male	#	2	1	0	0	0	1	0
Female	#	2	2	0	0	0	0	0
Não declarado	#	0	0	0	0	0	0	0
Employees with special needs	#	196	71	17	65	43	0	0
Male	#	105	40	10	31	24	0	0
Female	#	85	31	7	34	13	0	0
Não declarado	#	6	0	0	0	6	0	0

2022	UN	Group	Portugal	Spain	South America	North America	Rest of the World	APAC
EMPLOYMENT								
Employees	#	13,211	5,716	2,119	3,328	1,041	476	531
Male Employees	%	72.11	72.27	70.65	75.45	65.99	64.92	73.82
Female Employees	%	27.49	27.73	29.35	24.55	28.92	35.08	26.18
Não declarado	%	0.4	0	0	0	5.09	0	0
Female Employees in Management positions	%	28.36	32.39	27.44	21.46	23.36	23.19	34.38
Number of Employees by Contract Type	#	1,3211	5,716	2,119	3,328	1,041	476	531
Executive Statutory Bodies	#	53	32	0	21	0	0	0
Male	#	37	21	0	16	0	0	0
Female	#	16	11	0	5	0	0	0
Não declarado	#	0	0	0	0	0	0	0
Permanent Staff	#	13,024	5,628	2,116	3,307	972	470	531
Male	#	9,416	4,084	1,495	2,495	643	307	392
Female	#	3,555	1,544	621	812	276	163	139
Não declarado	#	53	0	0	0	53	0	0
Fixed Term Contracts	#	134	56	3	0	69	6	0
Male	#	74	26	2	0	44	2	0
Female	#	60	30	1	0	25	4	0
Não declarado	#	0	0	0	0	0	0	0
Employees by Type of Occupation	#	13,211	5,716	2,119	3,328	1,041	476	531
Full-Time	#	13,205	5,711	2,119	3,328	1,041	475	531
Male	#	9,526	4,131	1,497	2,511	687	308	392
Female	#	3,626	1,580	622	817	301	167	139
Não declarado	#	53	0	0	0	53	0	0
Part-time	#	6	5	0	0	0	1	0
Male	#	1	0	0	0	0	1	0
Female	#	5	5	0	0	0	0	0
Não declarado	#	0	0	0	0	0	0	0
Employees with special needs	#	191	72	18	70	31	0	0
Male	#	110	44	11	36	19	0	0
Female	#	81	28	7	34	12	0	0
Não declarado	#	0	0	0	0	0	0	0

(cont.)	UN	Group	Portugal	Spain	South America	North America	Rest of the World	APAC
Incoming Employees**	#	2,064	521	272	595	381	161	134
Male	#	1,216	302	175	437	118	113	71
Female	#	642	219	97	158	57	48	63
Não declarado	#	206	0	0	0	206	0	0
F/M Ratio of new Employees	x	0.53	0.73	0.55	0.36	0.48	0.42	0.89
Outgoing Employees	#	1,553	474	135	487	251	49	157
Male	#	1,140	336	102	370	177	31	124
Female	#	400	138	33	117	61	18	33
Não declarado	#	13	0	0	0	13	0	0
Turnover Index	%	11.76	8.29	6.37	14.63	24.11	10.29	29.57
Male	%	11.97	8.13	6.81	14.74	25.76	10.03	31.63
Female	%	11.02	8.71	5.31	14.32	20.27	10.78	23.74
Não declarado	%	24.53	0	0	0	24.53	0	0
Average Fixes Monthly Pay		3,686.15	3,314.44	4,307.62	1,912.78	10,163.24	3,869.14	3,460.83
Male	€	3,630.6	3,226.96	4,467.14	1,876.69	10,622.75	4,205.95	3,264.55
Female	€	3,824.61	3,542.49	3,922.9	2,023.39	10,161.8	3,281.95	4,146.85
Não declarado	€	4,232.47	0	0	0	4,232.47	0	0
Salary ratio by gender	x	1.053	1.098	0.878	1.078	0.957	0.780	1.270
Employees Entitled to Parental Leave	#	625	234	118	197	40	23	13
Male	#	397	153	79	118	24	12	11
Female	#	228	81	39	79	16	11	2
Não declarado	#	0	0	0	0	0	0	0
Employees Who Took Parental Leave	#	459	165	118	106	37	20	13
Male**	#	236	84	79	29	24	9	11
Female	#	223	81	39	77	13	11	2
Não declarado	#	0	0	0	0	0	0	0
Retention Rate of Employees Who Took Parental Leave	#	98.06	100	94.17	99.06	97.5	95.65	100
Male	#	98.33	100	95.71	100	95.83	100	100
Female	#	98.67	100	96.97	98.70	100	90.91	100
Não declarado	#	-	-	-	-	-	-	-

*Valores líquidos da passagem de Employees de Contrato a Termo para Permanent Staff

**Estes valores não incluem informação de Employees Males que gozaram licença de parentalidade na South America.

2021	BU	Group	Portugal	Spain	South America	North America	Rest of the World	APAC
EMPLOYMENT								
Employees	#	12,223	5,716	2,021	3,226	909	352	12
Male Employees	%	73.34	73.39	72.44	75.73	71.07	61.65	75
Female Employees	%	26.66	26.61	27.56	24.27	28.93	38.35	25
Female Employees in Management positions	%	26.47	29.09	26.57	19.91	23.76	21.54	0
Number of Employees by Contract Type	#	12,236	5,716	2,021	3,226	909	352	12
Executive Statutory Bodies	#	58	33	0	25	0	0	0
Male	#	42	22	0	20	0	0	0
Female	#	16	11	0	5	0	0	0
Permanent Staff	#	12,126	5,650	2,010	3,201	909	344	12
Male	#	8,898	4,153	1,454	2,423	646	213	9
Female	#	3,228	1,497	556	778	263	131	3
Fixed Term Contracts	#	52	33	11	0	0	8	0
Male	#	34	20	10	0	0	4	0
Female	#	18	13	1	0	0	4	0
Employees by Type of Occupation	#	12,236	5,716	2,021	3,226	909	352	12
Full-Time	#	12,189	5,710	1,990	3,226	909	342	12
Male	#	8,967	4,193	1,460	2,443	646	216	9
Female	#	3,222	1,517	530	783	263	126	3
Part-time	#	46	6	31	0	0	9	0
Male	#	7	2	4	0	0	1	0
Female	#	40	4	27	0	0	9	0
Employees with special needs	#	179	71	17	67	21	3	0
Male	#	98	40	10	34	12	2	0
Female	#	81	31	7	33	9	1	0
Incoming Employees**	#	1,599	471	229	434	316	137	12
Male	#	1,047	306	153	291	213	75	9
Female	#	552	165	76	143	103	62	3
F/M Ratio of new Employees	x	0.53	0.54	0.5	0.49	0.48	0.83	0.33
Outgoing Employees	#	1,543	570	300	455	183	35	0
Male	#	1,180	430	256	333	136	25	0
Female	#	363	140	44	122	47	10	0
Turnover Index	%	12.61	9.97	14.84	14.10	20.13	9.94	0.00
Male	%	13.15	10.25	17.49	13.63	21.05	11.52	0.00
Female	%	11.13	9.20	7.90	15.58	17.87	7.41	0.00
Average Fixes Monthly Pay		3,181	3,253	4,362	1,162	6,990	3,891	4,867
Male	€	3,133	3,154	4,513	1,139	7,025	4,202	5,191
Female	€	3,316	3,527	3,963	1,232	6,905	3,359	3,893
Salary ratio by gender	x	1.06	1.12	0.88	1.08	0.98	0.80	0.75

*Net values of the transfer of employees from a Fixed-Term Contract to a Permanent Staff

2020	UN	Group	Portugal	Spain	South America	North America	Rest of the World
EMPLOYMENT							
Employees	#	11,610	5,815	1,524	3,248	772	251
Male Employees	%	74	74	72	77	73	68
Female Employees	%	26	26	28	23	27	32
Female Employees in Management positions	%	25	27	24	15	23	24
Number of Employees by Contract Type	#	11,610	5,815	1,524	3,248	772	251
Executive Statutory Bodies	#	59	33	0	26	0	0
Male	#	53	29	0	24	0	0
Female	#	6	4	0	2	0	0
Permanent Staff	#	11,500	5,741	1,521	3,222	772	244
Male	#	8,556	4,262	1,101	2,463	563	167
Female	#	2,944	1,479	420	759	209	77
Fixed Term Contracts	#	51	41	3	0	0	7
Male	#	33	26	3	0	0	4
Female	#	18	15	0	0	0	3
Employees by Type of Occupation	#	11,610	5,815	1,524	3,248	772	251
Full-Time	#	11,568	5,811	1,491	3,248	772	246
Male	#	8,638	4,317	1,101	2,487	563	170
Female	#	2,930	1,494	390	761	209	76
Part-time	#	42	4	33	0	0	5
Male	#	4	0	3	0	0	1
Female	#	38	4	30	0	0	4
Employees with special needs	#	139	69	17	53	0	0
Male	#	75	36	11	28	0	0
Female	#	64	33	6	25	0	0
Incoming Employees**	#	1,282	426	179	366	229	82
Male	#	885	273	115	265	174	58
Female	#	397	153	64	101	55	24
F/M Ratio of new Employees	x	0.45	0.56	0.56	0.38	0.32	0.41
Outgoing Employees	#	1,332	462	379	281	118	92
Male	#	976	374	229	215	92	66
Female	#	356	88	150	66	26	26
Turnover Index	%	11.47	7.94	24.87	8.65	15.28	36.65
Male	%	11.29	8.66	20.74	8.64	16.34	38.60
Female	%	11.99	5.87	35.71	8.67	12.44	32.50
Average Fixes Monthly Pay							
Male	€	3,029	3,162	4,583	1,123	7,038	4,134
Female	€	3,185	3,481	3,930	1,174	6,817	3,394
Salary ratio by gender	x	1.05	1.10	0.86	1.05	0.97	0.82

*Net values of the transfer of employees from a Fixed-Term Contract to a Permanent Staff

2019	BU	Group	Portugal	Spain	Brazil	América do Norte	Rest of the World
EMPLOYMENT							
Employees	#	11,660	5,852	1,720	3,158	663	267
Male Employees	%	75	76	70	77	73	69
Female Employees	%	25	24	30	23	27	31
Female Employees in Management positions	%	25	26	28	15	24	26
Number of Employees by Contract Type	#	11,660	5,852	1,720	3,158	663	267
Executive Statutory Bodies	#	55	33	0	23	0	0
Male	#	51	29	0	22	0	0
Female	#	5	4	0	1	0	0
Permanent Staff	#	11,549	5,783	1,710	3,134	663	259
Male	#	8,549	4,370	1,205	2,410	484	180
Female	#	2,900	1,413	505	724	179	79
Fixed Term Contracts	#	55	36	10	1	0	8
Male	#	24	23	7	1	0	4
Female	#	22	13	3	0	0	4
Employees by Type of Occupation	#	11,660	5,852	1,720	3,158	663	267
Full-Time	#	11,615	5,847	1,684	3,158	663	263
Male	#	8,730	4,422	1,208	2,433	484	183
Female	#	2,885	1,425	476	725	179	80
Part-time	#	45	5	36	0	0	4
Male	#	5	0	4	0	0	1
Female	#	40	5	32	0	0	3
Employees with special needs	#	163	88	21	54	0	0
Male	#	92	50	13	29	0	0
Female	#	71	38	8	25	0	0
Incoming Employees**	#	1,287	415	150	466	176	80
Male	#	897	276	81	345	138	57
Female	#	358	118	58	121	38	23
F/M Ratio of new Employees	x	0.40	0.43	0.72	0.35	0.28	0.40
Outgoing Employees	#	1,226	630	92	347	112	45
Male	#	923	480	74	264	85	20
Female	#	303	150	18	83	27	25
Turnover Index	%	10.51	10.77	5.35	10.99	16.89	16.85
Male	%	10.57	10.85	6.11	10.85	17.56	10.87
Female	%	10.36	10.49	3.54	11.45	15.08	30.12
Average Fixes Monthly Pay							
Male	€	3,081	3,127	4,489	1,400	7,043	4,519
Female	€	3,235	3,443	3,845	1,467	6,767	3,751
Salary ratio by gender	x	1.05	1.10	0.86	1.05	0.96	0.83

*Net values of the transfer of employees from a Fixed-Term Contract to a Permanent Staff

2018	BU	Group	Portugal	Spain	Brazil	North America	Rest of the World
EMPLOYMENT							
Employees	#	11,631	6,085	1,674	3,038	596	238
Male Employees	%	75	76	72	77	72	63
Female Employees	%	25	24	28	23	28	37
Female Employees in Management positions	%	25	25	25	17	27	40
Number of Employees by Contract Type	#	11,631	6,085	1,674	3,038	596	238
Executive Statutory Bodies	#	59	33	0	26	0	0
Male	#	54	29	0	25	0	0
Female	#	5	4	0	1	0	0
Permanent Staff	#	11,521	6,021	1,659	3,012	596	233
Male	#	8,685	4,581	1,200	2,326	431	147
Female	#	2,836	1,440	459	686	165	86
Fixed Term Contracts	#	51	31	15	0	0	5
Male	#	26	13	11	0	0	2
Female	#	25	18	4	0	0	3
Employees by Type of Occupation	#	11,631	6,085	1,674	3,038	596	238
Full-Time	#	11,587	6,084	1,636	3,038	595	234
Male	#	8,759	4,623	1,206	2,351	431	148
Female	#	2,828	1,461	430	687	164	86
Part-time	#	44	1	38	0	1	4
Male	#	6	0	5	0	0	1
Female	#	38	1	33	0	1	3
Employees with special needs	#	169	100	18	51	0	0
Male	#	102	63	11	28	0	0
Female	#	67	37	7	23	0	0
Incoming Employees*	#	641	185	39	303	85	29
Male	#	865	319	68	284	154	40
Female	#	352	143	39	113	29	28
F/M Ratio of new Employees	x	0.41	0.45	0.57	0.40	0.19	0.70
Outgoing Employees	#	702	415	31	188	53	15
Male	#	935	547	74	220	72	22
Female	#	265	133	19	81	18	14
Turnover Index	%	6.07	7.09	1.84	5.96	8.41	6.05
Male	%	6.18	7.17	1.82	6.17	9.05	3.66
Female	%	5.73	6.81	1.89	5.27	6.78	10.71
Employees Entitled to Parental Leave	#	339	178	73	30	36	22
Male	#	337	140	36	126	27	8
Female	#	134	43	38	30	9	14
Employees Who Took Parental Leave	#	339	178	73	30	36	22
Male	#	205	135	35	n.d.	27	8
Female	#	134	43	38	30	9	14
Retention Rate of Employees Who Took Parental Leave	%	99	100	100	93	100	99
Male	%	100	100	100	n.d.	100	100
Female	%	98	100	100	93	100	93
Average Fixes Monthly Pay		3,181	3,223	4,357	1,419	7,016	3,181
Male	€	3,027	3,130	4,337	1,411	6,536	4,527
Female	€	3,147	3,394	3,691	1,436	6,245	3,719
Salary ratio by gender	x	1.04	1.08	0.85	1.02	0.96	0.82

2017	BU	Group	Portugal	Spain	Brazil	North America	Rest of the World
EMPLOYMENT							
Employees	#	11,657	6,326	1,680	2,945	502	204
Male Employees	%	76	77	73	77	69	62
Female Employees	%	24	23	27	23	31	38
Female Employees in Management positions	%	25	25	27	16	24	32
Number of Employees by Contract Type	#	11,657	6,326	1,680	2,945	502	204
Executive Statutory Bodies	#	53	30	0	23	0	0
Male	#	50	28	0	22	0	0
Female	#	3	2	0	1	0	0
Permanent Staff	#	11,534	6,252	1,660	2,921	502	199
Male	#	8,762	4,813	1,217	2,259	348	125
Female	#	2,772	1,439	443	662	154	74
Fixed Term Contracts	#	70	44	20	1	0	5
Male	#	38	21	16	0	0	1
Female	#	32	23	4	1	0	4
Employees by Type of Occupation	#	11,657	6,326	1,680	2,945	502	204
Full-Time	#	11,619	6,324	1,650	2,945	502	198
Male	#	8,846	4,862	1,231	2,281	348	124
Female	#	2,773	1,462	419	664	154	74
Part-time	#	38	2	30	0	0	6
Male	#	4	0	2	0	0	2
Female	#	34	2	28	0	0	4
Employees with special needs	#	184	111	18	55	0	0
Male	#	116	75	11	30	0	0
Female	#	68	36	7	25	0	0
Incoming Employees*	#	939	311	128	318	135	47
Male	#	650	205	84	232	104	25
Female	#	289	106	44	86	31	22
F/M Ratio of new Employees	x	0.44	0.52	0.52	0.37	0.30	0.88
Outgoing Employees	#	1,198	450	339	331	58	20
Male	#	892	373	224	244	42	9
Female	#	306	77	115	87	16	11
Turnover Index	%	9.04	5.92	13.10	10.99	20.89	17.18
Male	%	8.56	5.81	11.83	10.39	23.14	14.05
Female	%	10.56	6.29	16.53	13.07	16.04	22.30
Employees Entitled to Parental Leave	#	440	195	62	132	31	20
Male	#	302	138	31	101	25	7
Female	#	138	57	31	31	6	13
Employees Who Took Parental Leave	#	334	191	61	31	31	20
Male	#	196	134	30	n.d.	25	7
Female	#	138	57	31	31	6	13
Retention Rate of Employees Who Took Parental Leave	%	98	99	100	95	100	100
Male	%	100	99	100	100	100	100
Female	%	95	100	100	77	100	100
Average Fixes Monthly Pay	€	3,188	3,216	4,179	1,656	6,925	6,823
Male	€	3,164	3,165	4,358	1,653	7,165	7,322
Female	€	3,264	3,386	3,685	1,666	6,382	6,015
Salary ratio by gender	x	1.03	1.07	0.85	1.01	0.89	0.82

2016	BU	Group	Portugal	Spain	Brazil	North America	Rest of the World
EMPLOYMENT							
Employees	#	11,992	6,537	1,886	2,961	422	186
Male Employees	%	76	78	73	78	67	62
Female Employees	%	24	22	27	22	33	38
Female Employees in Management positions	%	25	24	75	17	28	35
Number of Employees by Contract Type	#	11,992	6,537	1,886	2,961	422	186
Executive Statutory Bodies	#	53	31	1	21	0	0
Male	#	50	29	1	20	0	0
Female	#	3	2	0	1	0	0
Permanent Staff	#	11,874	6,464	1,867	2,938	422	183
Male	#	9,076	5,042	1,357	2,279	283	115
Female	#	2,798	1,422	510	659	139	68
Fixed Term Contracts	#	65	42	18	2	0	3
Male	#	37	21	13	2	0	1
Female	#	28	21	5	0	0	2
Employees by Type of Occupation	#	11,992	6,537	1,886	2,961	422	186
Full-Time	#	11,953	6,536	1,854	2,961	422	180
Male	#	9,157	5,092	1,367	2,301	283	114
Female	#	2,796	1,444	487	660	139	66
Part-time	#	39	1	32	0	0	6
Male	#	6	0	4	0	0	2
Female	#	33	1	28	0	0	4
Employees with special needs	#	196	121	18	57	0	0
Male	#	128	84	12	32	0	0
Female	#	68	37	6	25	0	0
Incoming Employees*	#	722	232	75	295	94	26
Male	#	509	157	52	215	70	15
Female	#	213	75	23	80	24	11
F/M Ratio of new Employees	x	0.42	0.48	0.44	0.37	0.34	0.73
Outgoing Employees	#	814	377	52	307	59	19
Male	#	632	292	45	234	47	14
Female	#	182	85	7	73	12	5
Turnover Index	%	6.38	4.61	3.39	10.15	19.01	12.20
Male	%	6.18	4.35	3.55	9.71	21.63	12.29
Female	%	7.03	5.52	2.96	11.69	13.64	12.03
Employees Entitled to Parental Leave	#	399	153	73	139	19	15
Male	#	273	109	40	101	13	10
Female	#	126	44	33	38	6	5
Employees Who Took Parental Leave	#	297	151	72	40	19	15
Male	#	171	107	39	2	13	10
Female	#	126	44	33	38	6	5
Retention Rate of Employees Who Took Parental Leave	%	99	100	100	n.d.	100	100
Male	%	100	100	100	n.d.	100	100
Female	%	98	100	100	95	100	100
Average Fixes Monthly Pay	€	3,095	3,184	4,250	1,516	7,215	3,993
Male	€	3,075	3,139	4,427	1,507	7,565	4,408
Female	€	3,158	3,343	3,779	1,547	6,503	3,316
Salary ratio by gender	x	1.03	1.07	0.85	1.01	0.86	0.76

2015	BU	Group	Portugal	Spain	Brazil	North America	Rest of the World
EMPLOYMENT							
Employees	#	12,084	6,683	1,863	2,972	383	183
Male Employees	%	77	78	73	78	67	66
Female Employees	%	23	22	27	22	33	34
Female Employees in Management positions	%	23	22	26	18	23	32
Number of Employees by Contract Type	#	12,084	6,683	1,863	2,972	383	183
Executive Statutory Bodies	#	54	33	1	20	0	0
Male	#	51	31	1	19	0	0
Female	#	3	2	0	1	0	0
Permanent Staff	#	11,925	6,560	1,858	2,950	383	174
Male	#	9,177	5,143	1,358	2,303	258	115
Female	#	2,748	1,417	500	647	125	59
Fixed Term Contracts	#	105	90	4	2	0	9
Male	#	65	55	4	1	0	5
Female	#	40	35	0	1	0	4
Employees by Type of Occupation	#	12,084	6,683	1,863	2,972	383	183
Full-Time	#	12,055	6,681	1,837	2,972	383	182
Male	#	9,288	5,228	1,360	2,323	258	119
Female	#	2,767	1,453	477	649	125	63
Part-time	#	29	2	26	0	0	1
Male	#	5	1	3	0	0	1
Female	#	24	1	23	0	0	0
Employees with Special Needs	#	199	113	25	56	0	5
Male	#	126	75	18	30	0	3
Female	#	73	38	7	26	0	2
Incoming Employees*	#	774	283	80	275	110	26
Male	#	553	201	42	218	78	14
Female	#	221	82	38	57	32	12
F/M Ratio of new Employees	x	0.40	0.41	0.90	0.26	0.41	0.86
Outgoing Employees	#	736	332	82	255	46	21
Male	#	575	279	66	183	36	11
Female	#	161	53	16	72	10	10
Turnover Index	%	6.32	4.58	4.29	9.39	22.32	13.06
Male	%	6.13	4.55	3.87	9.18	24.15	10.59
Female	%	6.96	4.69	5.49	10.10	18.50	17.74
Employees Entitled to Parental Leave	#	409	135	100	128	29	17
Male	#	272	91	48	99	25	9
Female	#	137	44	52	29	4	8
Employees Who Took Parental Leave	#	309	134	100	29	29	17
Male	#	172	90	48	N/A	25	9
Female	#	137	44	52	29	4	8
Retention Rate of Employees Who Took Parental Leave	%	100	100	100	98	100	100
Male	%	100	100	100	N/A	100	100
Female	%	99	100	100	93	100	100
Average Fixes Monthly Pay	€	3,042	3,126	4,284	1,491	7,101	4,022
Male	€	3,026	3,085	4,471	1,480	7,465	4,331
Female	€	3,098	3,271	3,773	1,529	6,351	3,433
Salary ratio by gender	x	1.02	1.06	0.84	0.85	0.79	1.03

Description of internal responsibility areas for the measures foreseen in the Equality Plan

- BRAND** Brand
- COM** Communication
- C&IC** Compliance & Internal Control
- EBD** Executive Board of Directors
- EDPE** EDP Spain (Generation)
- EDPP** EDP Production (Generation)
- EDP SG** EDP Global Solutions
- ETH** Ethics Office
- GCC** Global Corporate Centre
- GPU** Global Procurement Unit
- Health & Well-Being Unit
- L&G** Legal & Governance
- P&OD** People & Organizational Development
- SICO** Social Impact Coordination Office
- SS&BC** Safety, Security & Business Continuity
- SUST** Sustainability
- TMT** Top Management Team

