



# CHANGING TOMORROW NOW

OCCUPATIONAL  
HEALTH AND SAFETY  
2021





*edp*

## This Report

EDP – Energias de Portugal, S.A. (hereinafter referred to as EDP), with head office in Lisbon, at No. 12 Avenida 24 de Julho and with its securities listed on the Euronext Lisbon stock exchange, was a result of the transformation of Electricidade de Portugal, E.P., formed in 1976 following the nationalisation and consequent merger of the main companies in the electricity sector in Mainland Portugal. In 1994, as defined by Decree-Laws 7/91 and 131/94, the EDP Group (hereinafter referred to as the EDP Group or Group) was created after the break-up of EDP, which resulted in a group of subsidiary companies held 100% directly or indirectly by EDP itself.

On the one hand, EDP Group's activities are currently focused on the areas of generation, transmission, distribution and sale of electricity, and, on the other hand, the sale of natural gas. Additionally, EDP Group is active in the fields of

engineering, laboratory tests, professional training, provision of energy services and management of its real estate assets.

The EDP Group operates in the energy sector, mainly in the European and American markets.

The Prevention and Safety report presents an overview of the most important activities undertaken by the EDP Group and the main indicators in Occupational Health and Safety matters, 2021.

This report complements the information of the main consolidated indicators in EDP's Report and Accounts 2021 and in its Sustainability Report 2021, according to the standards contained in the Global Reporting Initiative (GRI – Standard) – [EU 17, EU 18, EU 25, GRI 403-1 to 403-10].











# CHANGING TOMORROW NOW

We are creating a new energy on the planet.

More inclusive. More shared. Greener.

Promoting renewable energy on a worldwide scale.

Using the power of wind, sun and water,  
to be all green by 2030.

Accelerating decarbonization, to achieve carbon  
neutrality. Investing € 24 billion in the energy transition.

Duplicating the capacity in solar and wind power.

Betting on new technologies, such as green hydrogen.

Leading the way in sustainability indexes.

It's in our hands. The only one who changes the world,  
is whoever can change himself, the one who finds  
the will, the knowledge and the action.

Because this is our story:

**To always discover  
a new ambition.**







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# Safety in numbers

## EDP GROUP

### EMPLOYEES EDP + SERVICE PROVIDERS

Accidents .....	153
Fr .....	1.79
Sr .....	99
Fatal Accidents .....	7
Near-misses reported .....	565
Volume of OH&S training (h) .....	151,226
ISO certification 45001 - Installed capacity (%) .....	100
ISO certification 45001 - Employees covered (%) .....	82

## PORTUGAL

### EMPLOYEES EDP

Accidents .....	13
Fr .....	1.30
Sr .....	110
Fatal Accidents .....	0
Near-misses reported .....	66
Volume of OH&S training (h) .....	9,534 h
ISO certification 45001 (Employees covered %)	100%

### SERVICE PROVIDERS

Accidents .....	45
Fr .....	3.10
Sr .....	225
Fatal Accidents .....	1
Volume of OH&S training (h) .....	2,218 h

## SPAIN

### EMPLOYEES EDP

Accidents .....	3
Fr .....	0.85
Sr .....	31
Fatal Accidents .....	0
Near-misses reported .....	32
Volume of OH&S training (h) .....	15,126 h
ISO certification 45001 (Employees covered %)	80%

### SERVICE PROVIDERS

Accidents .....	18
Fr .....	3.84
Sr .....	221
Fatal Accidents .....	1
Volume of OH&S training (h) .....	116 h

## REST OF EUROPE

Poland - Romania - Italy - France,  
Belgium - UK - Greece - Hungary

### EMPLOYEES EDP

Accidents .....	2
Fr .....	4.19
Sr .....	13
Fatal Accidents .....	0
Near-misses reported .....	2
Volume of OH&S training (h) .....	1,905 h
ISO certification 45001 (Employees covered %)	98%

### SERVICE PROVIDERS

Accidents .....	6
Fr .....	3.36
Sr .....	316
Fatal Accidents .....	0
Volume of OH&S training (h) .....	146 h



## SOUTH AMERICA

Brazil - Chile - Colombia

### EMPLOYEES EDP

Accidents .....	0
Fr .....	0.00
Sr .....	0
Fatal Accidents .....	0
Near-misses reported .....	43
Volume of OH&S training (h) .....	55,201 h
ISO certification 45001 .....	29%
(Employees covered %)	

### SERVICE PROVIDERS

Accidents .....	57
Fr .....	1.53
Sr .....	41
Fatal Accidents .....	5
Volume of OH&S training (h) .....	56,334 h

## NORTH AMERICA

Canada - EUA - Mexico

### EMPLOYEES EDP

Accidents .....	3
Fr .....	1.73
Sr .....	206
Fatal Accidents .....	0
Near-misses reported .....	30
Volume of OH&S training (h) .....	10,581 h
ISO certification 45001 .....	100%
(Employees covered %)	

### SERVICE PROVIDERS

Accidents .....	6
Fr .....	1.45
Sr .....	147
Fatal Accidents .....	0
Volume of OH&S training (h) .....	0 h

## APAC

Vietnam

### EMPLOYEES EDP

Accidents .....	0
Fr .....	0.00
Sr .....	0
Fatal Accidents .....	0
Near-misses reported .....	0
Volume of OH&S training (h) .....	9 h
ISO certification 45001 .....	100%
(Employees covered %)	

### SERVICE PROVIDERS

Accidents .....	0
Fr .....	0.00
Sr .....	0
Fatal Accidents .....	0
Volume of OH&S training (h) .....	56 h







# SAFETY

Progressive and  
meaningfull change.

# — Occupational Health and Safety Policy



**The Occupational Health and Safety Policy and approved principles apply to all companies in the EDP Group**

The Health and Safety of all those who contribute to the development of the companies that are part of the EDP Group – workers, suppliers, service providers, customers and other stakeholders – is deemed a key value and a priority for the commercial success of the Group. The development of a positive safety culture is only possible with the involvement of everyone through a participatory and collaborative attitude towards safety at work.

People are at the heart of EDP Group's strategic agenda, which accepts responsibility for guaranteeing the conditions necessary for them to adapt to the new work demands resulting from digitisation and the development of the business, especially in matters related to Occupational Health and Safety.

EDP Group makes a commitment based on the principles of sustainable development and, by applying the highest ethical standards, will achieve exceptional performance levels, making the EDP Group a progressively better place to work.

In 2019, EDP Group's Occupational Health and Safety Policy was revised in the light of the new reference standard "ISO 45001:2018 – Occupational Health and Safety Management Systems". The Policy was adjusted to the requirements of the new framework, in the following aspects: (i) inclusion of a commitment to worker participation and consultation; (ii) adaptation of the concepts of worker and stakeholders; (iii) clarification of the scope of the business; (iv) inclusion of sustainability and business ethics commitments.

## The EDP Commitment

The business management of EDP Group is determined constantly to strengthen the culture of Occupational Health and Safety by developing awareness, cultivating willingness and making available the resources required for:

- Ensuring a safe and healthy work environment guaranteed to prevent adverse health effects;
- Ensuring compliance with legislation and other requirements voluntarily undertaken by the EDP Group;
- Promoting the training and informing of employees regarding work-related risks, raising their awareness of compliance with safety standards and procedures;
- Safeguarding facilities and equipment by adopting the best techniques, combined with monitoring and updating operating procedures in order to eliminate or minimise risks to employees, service providers and stakeholders who might come into contact with EDP Group's infrastructures;
- Ensuring the participation and consultation of workers and their representatives in planning, implementing and evaluating the performance of Occupational Health and Safety management.

The effectiveness of the safety policy and EDP Group's ongoing improvement in Occupational Health and Safety must be achieved with the involvement of all levels of management and the support and contribution of employees, service providers, suppliers and other stakeholders. To this end, the EDP Group requires everyone to adopt practices in line with the principles of this policy.



# Guidelines for the practice of Occupational Health and Safety within EDP Group

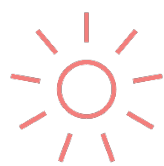
1. Safety – understood as Occupational Health and Safety – is an integral part of the activity of EDP Group companies and is present at every stage of the decision-making process: in planning, construction, operation and maintenance, in staff management, procurement, commercial activities, customer relations, supplier relations and with the general public.
2. Safety is an attitude and a desire – inherent in everyone's activity – which is expressed at all times through respect for and compliance with legal requirements, standards, rules and procedures, and in the taking of initiative and contributions to its improvement.
3. Safety is intrinsic to line management, with line managers being responsible for enforcing regulations, making a visible, permanent personal commitment, promoting training and information for their employees and managing the work environment.
4. At all times and in any circumstances, each company undertakes its activities aiming at "zero accidents" through continuous improvement in safety management and performance, including the formulation of key milestones.
5. Safety at work should be achieved through the systematic analysis of risks involving the workers and their representatives, as well as service providers where applicable, so as to identify and deal with all potential risks during the preparation of jobs, in order to arrive at an acceptable level of risk. If safety conditions for the carrying out of a job are not sufficient, it must not be started or, if it is already in progress, it must be stopped.



**No situation or urgent service can justify endangering a person's life!**

6. The investigation and analysis of incidents – accidents and near-misses – will be carried out systematically and conclusions will be drawn to prevent their repetition, an essential condition for ongoing improvement in the prevention of accidents in the workplace and adverse health effects.
7. No action shall be taken against any employee who expresses concern about an Occupational Health and Safety issue or is involved in a near-miss, unless s/he has consciously and intentionally carried out an illegal action or wilfully disregarded a safety rule or procedure.
8. Safety procedures must be kept up to date at all times in accordance with existing risks and local regulations.

# — Organisation of Occupational Health and Safety in the EDP Group

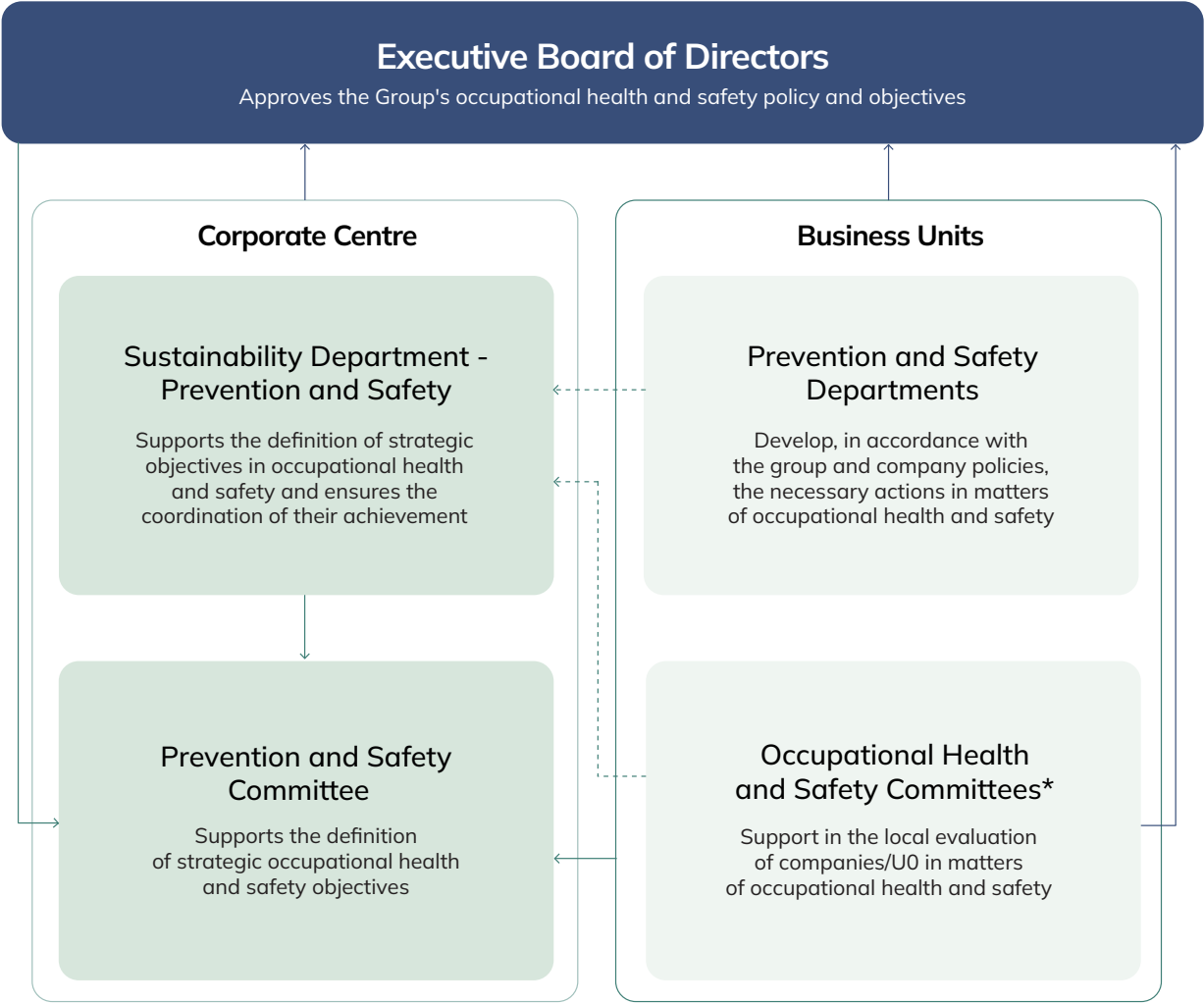


The continuous improvement of EDP Group's performance in OHS must be achieved with the involvement of all levels of management and the support and contribution of all.

EDP Group's Occupational Health and Safety Policy demonstrates its commitment to a model of Occupational Health and Safety based on ongoing improvement and the conviction that working in a safe, healthy environment is crucial for employee satisfaction and provides added value in successful results. The continuous improvement of EDP Group's performance in Occupational Health and Safety must be achieved with the involvement of all levels of management and the support and contribution of all.

The responsibility for the prevention and control of occupational risks rests with the boards of management at the Group's member companies and is integrated into the corporate hierarchy.

Strategic coordination actions are managed within a corporate structure (Sustainability Directorate – Prevention and Safety Dept) which supports the Executive Board of Directors and the Prevention and Safety Committee in the definition of strategic objectives and evaluation of results. In turn, the accident prevention and safety services in every Company/Organisational Unit (OU) adopt the initiatives proposed and agreed locally.



- Corporate Entity
- Central Structure
- Business Units
- Functional Reporting
- Hierarchical Reporting
- Participates
- Supports
- \* Includes workers' representatives



# <sup>1</sup>— Occupational Health and Safety management system

[GRI 403-1; 403-8]

In EDP Group, Occupational Health and Safety are imperative for the normal development of business activities.

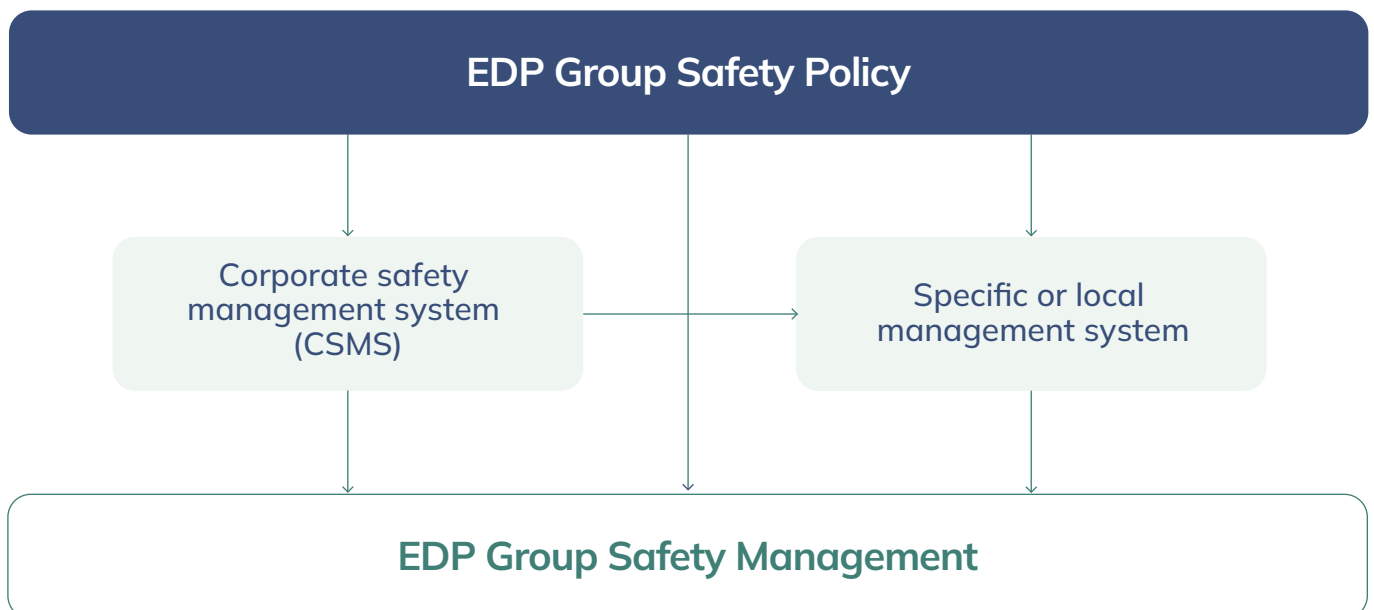
EDP Group's management of Occupational Health and Safety subscribes to the model and principles recommended in the ISO 45001:2018 specification, and to the recommendations of the International Labour Organization, expressed in the ILO-OSH 2001 document and in Convention No. 155 on OHS, reinforcing the principle that Occupational Health and Safety issues are managed according to common and cross-cutting criteria in the EDP Group companies. The Corporate Safety Management System (CSMS) is certified by Lloyd's Register.

The CSMS reflects EDP Group's Occupational Health and Safety Policy and defines a set of procedures and actions with a view to:

- Promoting the integration of the management of prevention and safety in organisational management;
- Developing a culture of prevention and safety, contributing to the protection of workers against health hazards and diseases;
- Contributing to the sustainable development of EDP Group companies and reducing losses due to occupational incidents and diseases;
- Disclosing to all interested parties the responsible management of EDP Group regarding Occupational Health and Safety, acknowledging this as an essential aspect of sustainable development.

The CSMS is accessible and applicable to the EDP Group companies in Portugal. In other regions it is applicable according to local particularities, legal and regulatory requirements. Companies can choose to adopt the CSMS or take it as a reference from which to develop their own specific safety management system, according to their business. In this case, consistency must be ensured between the CSMS's guiding procedures and the procedures adopted within the scope of the Companies' own management systems.

The links between the CSMS and the health and safety management in companies can be illustrated as follows:



## 1.1 Safety certifications

In 2021, the EDP Group had a total of 10,441 employees covered by ISO 45001:2018 certifications, a year-on-year increase of 82%, distributed as shown in the table below:

GEOGRAPHY	EMPLOYEES COVERED (#)	EMPLOYEES COVERED (%)
Portugal	5,921	100
Spain	1,644	80
South America	1,738	29
North America	874	100
Rest of Europe	257	98
APAC	7	100
<b>EDP Group</b>	<b>10,441</b>	<b>82</b>

The certification covers 100% of installed capacity in production activities (Portugal 9,603MW, Spain 4,716MW, Rest of Europe 1,403MW, South America 2,755MW and North America 7,564MW).

In accordance with international standards, all certified management systems which cover the number of employees mentioned above are subject to internal and external audits.

## 1.2 Goals and targets

The setting-out of Occupational Health and Safety goals and the action programmes needed to achieve them is carried out in accordance with the internal procedure “Management Objectives and Programmes” of EDP Group’s CSMS.

These objectives may be defined at the corporate level, approved by the Executive Board of Directors (EBD), or at the level of each company/organisational unit, approved by the respective Boards of Directors and in line with corporate objectives.

The implementation of EDP’s annual Occupational Health and Safety programme was based on a set of actions aimed at preventing occupational accidents, as measured by a reduction in frequency rates and the seriousness of accidents and occupational diseases, and included training for EDP employees and service providers, ongoing evaluation and control of labour risks and the implementation of an internal and external inspection and audit programme for EDP facilities and works.

The monitoring of these objectives’ implementation is ensured on a quarterly basis through the Sustainability Directorate Prevention & Safety Dept, and every six months through the Prevention and Safety Committee, which analyses the progress of actions and proposes any measures necessary.

The Safety at Work Actions Operating Plan (SWAOP) sets forth the commitments and initiatives undertaken by the organisational units for implementation of the 6 intervention vectors defined at strategic and corporate level, in terms of Prevention and Safety approved for 2020/25:

1. Managerial commitment to OHS;
2. Behaviours, preventive activities and learning from mistakes;
3. Streamlining, digitising and standardising OHS processes in the EDP Group;
4. Skills;
5. Communication and involvement;
6. OHS management in contracts with ESPs.



These priorities were established at EDP Group level, by considering recent results and trends in the main KPIs for Occupational Health and Safety including, in particular, inputs from accident analyses and internal and external audits of safety management and works carried out for EDP.

The following table summarises the number of targets set for 2021:

GEOGRAPHY	OBJECTIVES (#)	DEGREE OF ACHIEVEMENT (%)
Portugal	40	96
Spain	3	75
Brazil	6	67
Renewables	12	93
<b>EDP Group</b>	<b>61</b>	<b>91</b>

Of those measures to be developed in EDP Group for 2022 with a view to strengthening the culture of safety, those associated with behaviours are highlighted as well as measures to encourage and facilitate service providers' risk management, the proposal to create performance indicators associated with the results of safety at work and the prevention and control of psychosocial risk factors.

## 1.3 Safety audits



EDP Group undertakes annually, by agreement with its various business units, a wide programme of internal audits for Occupational Health and Safety according to the importance and risk of ongoing activities and the results of previous audits, and covers construction, maintenance or demolition of buildings or infrastructures for the generation and distribution of electricity and also the operational activities of marketing and energy services, including EDP employees and service providers.

These audits, depending on their nature and scope, may take the form of system management audits, technical audits or inspection audits. In addition to these, EDP Group is subject annually to a significant number of external audits resulting from safety management systems certification, and from inspection activities by external bodies such as insurers or Government institutions. In EDP Group, audits follow the guidelines laid down by ISO 19011:2018 reference standard.

The table below summarises the audits conducted in 2021:

GEOGRAPHY	AUDITS CONDUCTED BY EXTERNAL BODIES (#)	AUDITS CONDUCTED INTERNALLY (#)	INTERNAL AUDITS TO EXTERNAL SERVICE PROVIDERS (ESPs) <sup>(1)</sup> (#)	ESPs AUDITED (#)
Portugal	90	1,413	16,428	655
Spain	5	5	3,591	267
South America	20	54	8,336	205
North America	8	37	496	79
Rest of Europe	9	4	449	58
APAC	0	0	0	0
<b>EDP Group</b>	<b>132</b>	<b>1,513</b>	<b>29,300</b>	<b>1,274</b>

(1) Includes safety briefings (SPO, Safety Walks, etc); Others (coordination of safety at work, etc.)

EDP Group considers Occupational Health and Safety audits as a means of assessing its systems' performance with the aim of continuing improvement and raising the awareness of every worker as to the importance of their role in this aspect.

It is the audits which reveal not only the deficiencies, but also the strengths of the organization at any one time. Internal and external customer satisfaction is a priority in the achievement of success, but the motivation and fulfilment of workers is crucial to inculcating a strong, united culture of safety.

Workers' involvement is an essential element for the Occupational Health and Safety Management Systems in EDP Group. This involvement is rooted at the individual level – each worker acts at all times by respecting and implementing standards, rules and instructions and helps to improve them as a result of their own initiative and contribution – and with workers' representatives acting for occupational health and safety which include the Safety Committees and Subcommittees within the companies.

Employees, through their elected representatives, actively participate in the processes of planning, implementation and operation, verification and corrective actions and revision with a goal of ongoing improvement of the Occupational Health and Safety Management Systems within EDP Group.

## <sup>2</sup>— Hazard identification, risk assessment and incident investigation

[GRI 403-2]

### 2.1. Occupational risk management

EDP Group has established and implemented processes for the identification of hazards, risk assessment and opportunities for Occupational Health and Safety, according to the nature of the different activities carried out within the EDP Group, legal and other requirements, all stakeholders and best practice.

The identification and assessment of occupational risks is carried out in accordance with CSMS's internal "Occupational Risk Management" procedure, involving routine and one-off activities and for all people who have access to the workplace (service providers and visitors), or who in the vicinity of the workplace may be affected by EDP's activities. This assessment is conducted before any work is carried out or whenever situations are shown involving:

- Changes to or introduction of new activities and procedures;
- Remodelling or introduction of new facilities;
- Occurrence of incidents;
- Non-conformities or dangerous situations and implementation of corrective actions.

and, at least once a year, as part of the review of Occupational Health and Safety management systems.

This is carried out through a systematic and duly documented methodology, which in general establishes the:

1. Identification and characterisation of the activities surrounding particular jobs;
2. Identification of the risks associated with the identified activities;
3. Risk analysis carried out by combining the probability of an accident occurring with the severity of the respective injury or associated disease, taking into account the control measures which are available to the worker;
4. Determination of risk acceptance and definition and implementation of complementary risk control measures, if the residual risk level determined with the existing control measures is not acceptable.

The result of risk assessment and control is summarised in risk charts organised by skills profile and type of activity.

### Communication of risks to workers

The communication of risks to workers is carried out individually or through training activities where the respective risk maps are handed over and explained to the worker.

In the case of service providers, before starting work on EDP facilities, they are informed of the existing risks. Those responsible for hiring liaise with the local prevention and safety areas so that they can provide the relevant training.



# Psychosocial Risk Assessment



**Workers in general had conditions for reasonable adjustment in this particularly difficult context.**

Well-being, quality of life and work conditions are focal points for all who work at EDP. The pandemic period has challenged our people-centred corporate culture and routines. In this regard, the Prevention and Safety area once again signed a protocol with the Faculty of Psychology of the University of Lisbon, for the preparation of a cross-cutting “Psychosocial Risks and Well-Being Assessment” involving all Group business units and geographical territories.

Between March and April 2021, employees were invited to answer the questionnaire online, where the response rate was quite positive. The questionnaire aimed to identify the factors associated with the emergence of both stress and well-being, as well as the establishment of intervention guidelines for the creation of a safer and healthier work environment.

One of the focuses was on burnout syndrome, recognised as an occupational disease and which is a more frequent form of chronic stress in the workplace, causing high costs for both the individual and the company. In this sense, the values of burnout reached by EDP Group (2.76 points) were below the European average (3.18 points). In the engagement category, which refers to positive feelings and sense of accomplishment as the positive cognitive-affective state related to work, results are in line with the European average – 5.6 points. This set of two indicators are very positive, revealing stamina, dedication and absorption in the work within healthy parameters.

The action plans following 2018’s psychosocial risk assessment made a major contribution to these results.

Regarding work demands where criteria such as overtime working, autonomy and job uncertainty are evaluated, the results were equally satisfactory when compared to the European average. Lack of overwork, decision-making independence in the professional role and the absence of job insecurity stand out.



**90% of EDP employees felt supported by colleagues and managers last year. Levels of job satisfaction are in line with the European average and the levels of burnout are lower than average.**

The pandemic also ushered in new dynamics at work, with added challenges in relationships with colleagues and managers. Nevertheless, 90.2% of employees felt supported by colleagues and managers, as they were perceived to be available to help develop work and solve any personal problems, reflecting a very positive social climate.

Remote working makes it difficult to define boundaries between work and family (personal) life and there is, therefore, increasing difficulty in establishing physical or psychological boundaries. One of the challenges of remote working has been the capacity to manage work/life conflict by maintaining a balance between work and family time.

From the results obtained, it is worth noting that most teleworkers did not feel that work had interfered with their family life, having maintained frequent contact with their colleagues and mitigating the sense of social isolation.

Finally, emphasis should be placed on the level of general life satisfaction, a fundamental condition for general well-being. On this subject, the levels of life satisfaction in EDP Group are at the level of European best practice, where the average is above that of found in OECD and Eurostat studies.

In summary, employees in general adapted remarkably well in an especially challenging context, in which the company culture managed to unite people around its values, even at a distance.

## 2.2 Incident investigation

EDP Group's Safety policy recognises and establishes the principle that the ongoing investigation and analysis of incidents – accidents and near-misses or hazardous situations – systematically conducted are essential conditions for ongoing improvement in the prevention of occupational accidents and occupational diseases.

### 2022 GOALS

**Definition and implementation of accident investigation committees;**

**Definition and implementation of a reporting process for incidents and near-misses by EDP Group employees.**

Any incident reveals failures or imperfections in the organisation of work. The investigation of the incident consists of identifying them and establishing the facts to eliminate or neutralise them.

To this end, EDP Group adopted the following process, which consists of three stages:

1. Investigation of the facts and reconstruction of the incident;
2. Identification of the causes of the incident and the drawing-up of an incident diagram;
3. Apply preventive and corrective measures.

The first two stages are research and analysis of the aspects of the job which led to the identification of the causes of the incident, and a summary of the problems identified, the solutions for which will be determined in the next stage, with an indication of the recommended preventive and corrective measures.

Incidents are therefore part of a set of events which affect or have the potential to adversely affect the safety of workers (internal and service providers), the company's facilities or assets.

## 3 Promotion of workers' health

[GRI 403-3; 403-6]

### 3.1 Occupational medicine activities



**7,918**

**Medical exams carried out**

In accordance with the legislation of each country, EDP Group companies comply with occupational health monitoring requirements with a view to promoting and safeguarding the health and well-being of employees. Various health monitoring programmes guarantee the commitment made towards the prevention of occupational diseases, by complying with the plan for regular medical examinations, workplace inspections, participation in the Occupational Health and Safety and Internal Accident Prevention Committees, and through the implementation of a range of preventive campaigns.

In Portugal, the occupational aspect is provided by a shared services company “EDP Global Solutions”. In this regard, it is worth noting that, in addition to the basic services for carrying out occupational medical exams, the health promotion and well-being programmes available include giving up smoking, nutrition, prevention and control of alcohol consumption and drug addiction, and correction of posture.

Doctors from the occupational health service are all occupational health specialists and are advised by nurses who are specialised in public health, who carry out a set of activities, mandated by law, which are grouped into three main areas of activity:

- Workers' fitness assessment;
- Assessment of working conditions;
- Training and health promotion measures.

With regard to assessing the fitness of workers, the EDP Group has an “Occupational health protocols” procedure in which it establishes different types of examinations and allied medical protocols, which take into account the different risk factors associated with the professional activity of each worker.

The assessment of working conditions is carried out in collaboration with the Prevention and Safety areas of each company, whether during visits to workplaces or in subcommittee, committee and safety committee meetings. Whereas in the first area of action (assessment of the fitness of workers) the focus is on the worker, the main objective of analysis here is the work itself: noise, vibrations, lighting, thermal conditions, ergonomic design of the workstations, organisation of work (work-flow, breaks, etc.). In subcommittee, committee and safety committee meetings, occupational medicine contributes to the analysis of absenteeism – illness, accidents, safety equipment, etc.

Training and health promotion activities aimed at the adoption of healthy habits and lifestyles by workers in order to substantially reduce the risk of developing preventable diseases (cardiovascular, pulmonary, metabolic and carcinoma) and which are carried out in conjunction with the human resources departments and prevention and safety divisions at EDP Group's various companies and, whenever requested, with external organisations, e.g., the Portuguese Diabetes Protection Association (APDP), the Portuguese Cardiology Foundation (FPC), or the intervention service for addictive behaviour and dependencies.

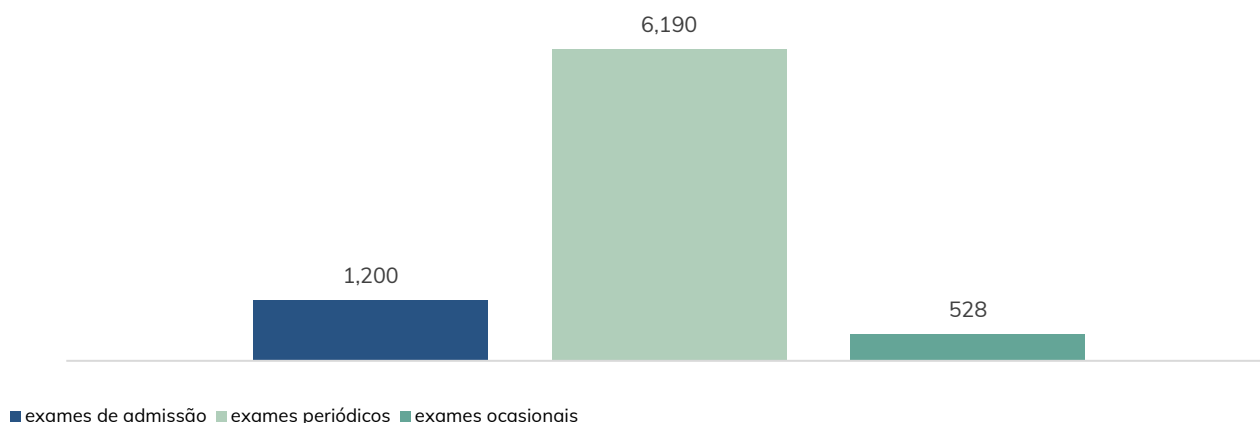
Through its contractual conditions, EDP Group requires that its whole service provider chain complies with the legal requirements in place in each country related to the framework and obligations of occupational health monitoring of their employees, therefore ensuring that every worker is appropriately monitored.

During 2021, EDP Group carried out 7,918 medical examinations, 594 consultations with employees on nutrition programmes, 348 cardiovascular screenings and 1,871 vaccination programmes for influenza, hepatitis B and yellow fever, covering 719 employees. Also within the scope of occupational medicine activities, 11 screening sessions for alcohol and drugs were carried out.



EDP Group monitors and follows up the occurrence of occupational diseases. In 2021, one case of occupational illness was recorded.

### MEDICAL EXAMS CARRIED OUT



However, in general terms, the EDP Group believes that in the undertaking of its activities and the proper implementation of existing control measures, workers are not exposed to occupational or work-related diseases which could be considered high incidence or high risk.

## 3.2 Health care

In Portugal, a medical and prescription assistance scheme is maintained complementary to the health care provided or assured by the national health service or personal health subsystems.

EDP Portugal offers its workers health care in terms of assistance through individual health insurance and through “Sãvida – Medicina Apoiada SA”, an EDP Group company which provides services in the health care field, thus complying with the EDP health plan in Portugal.

Sãvida has central medical posts where some medical specialties and peripheral posts are located. The provision of health care is carried out at its own medical centres and client companies where, in certain cases, in addition to General Practice, there are doctors from other specialisms.

In addition to providing services at medical centres, Sãvida also has a large group of specialist doctors and private facilities (hospitals, clinics, etc.), with whom it has agreements in place.

Individual health insurance, in addition to ensuring a wide network of providers and the possibility of choosing a medical officer for the insurer, also gives access to a network of pharmacies that provide access to services and health care.

## 4 — Participation, consultation and communication

[GRI 403-4]

### 4.1 Employees representatives

Depending on each country's legislation, the EDP Group companies include the participation and consultation of employees in their safety management system.

Furthermore, EDP Group's OHS Regulation provides for the setting up of OHS Committees and Subcommittees in their companies and large business units.

These committees and subcommittees are equal and comprise the workers' OHS representatives, elected in accordance with legally established requirements, and representatives of the companies, meeting at the intervals established by the respective regulation.

The consultation and employee participation processes in Occupational Health and Safety primarily use the channel provided by these representatives and the safety committees and subcommittees.

The following table shows the representation and intervention of staff representatives in EDP Group:

GEOGRAPHY	ELECTED REPRESENTATIVES (#)	WORKERS REPRESENTED (%)	MEETINGS HELD (#)
Portugal	70	86	61
Spain	11	41	31
South America	147	61	366
North America	71	51	1,948
Rest of Europe	11	75	11
APAC	1	29	1
<b>EDP Group</b>	<b>310</b>	<b>81</b>	<b>2,417</b>

### Elections of staff OHS representatives

The elections for employees' Occupational Health and Safety (OHS) representatives at the various EDP Group companies in Portugal took place on 10th November 2021

This process, set up by the trade unions, was monitored at the corporate level by EDP SA's Sustainability/Prevention and Safety Department and in the individual companies by the relevant prevention and safety services.

In view of the pandemic epidemiological situation and with the aim of facilitating and promoting the participation of all workers in these elections, the electoral commissions, in conjunction with the trade unions, decided to hold this election remotely, using electronic voting.

The staff OHS representatives were elected for a period of 3 years and will become part of the safety committees and subcommittees of their companies in the place of their colleagues who left office following this election.

### 4.2 Safety at work topics covered by agreement with trade union organizations

Depending on each country's legislation and the existence of collective bargaining agreements, when existing, they cover, in principle, all employees with regard to occupational health and safety clauses.

Accordingly, in Portugal and Spain, EDP has established agreements in the field of Occupational Health and Safety with trade unions covering 100% of the employees and in the following areas:

- Obligations of employees and companies;
- Representation of workers for Occupational Health and Safety;
- Responsibilities of prevention and safety services;
- Safety standards and equipment;
- Industrial hygiene;
- Training, information and awareness-raising on Occupational Health and Safety;
- Occupational Health and Safety indicators;
- Risk factors for employees.

## 4.3 Prevention and safety committee

Corporate and strategic Occupational Health and Safety in EDP Group are approved at executive board of directors (EBD) level following evaluation and agreement by the Prevention and Safety Committee, in which various EDP Group companies from different geographical areas are represented at the highest management level. This committee has as its main competences:

- Support the EBD in the drawing up of proposals for the definition of EDP Group's corporate and strategic documents and objectives in matters of OHS and assess and monitor compliance with these;
- Analyse and issue an opinion on EDP Group's OHS Operational Action Plan;
- Monitor the development of the main occupational safety indicators and propose improvement actions;
- Understand the standardising documents of the CSMS which have a general scope within EDP Group or have a cross-cutting impact on its various sectors and activities.

This committee meets twice a year. The activities resulting from the committee's proposals are locally implemented and developed by the prevention and safety areas of the business units.

## 4.4 Communication to all stakeholders

### 4.4.1 Internal

EDP Group provides all its employees with a space for disseminating the main news on different topics of relevance to the company on its computer network, the "intranet", which includes a dedicated space for OHS information including, in addition to all the information on this topic, all the documentation that makes up the corporate safety management system (CSMS).

Each person responsible for the organizational units, with the support of the prevention and safety areas, fosters the communication of the relevant information of the safety management system (safety policies, safety objectives, performance of the safety management system, etc.).

The development of communication and dissemination actions with health repercussions for workers (effects of tobacco, alcohol, etc.) are the responsibility of the occupational medicine department.

### 4.4.2 External

On EDP's internet site (edp.com), (<https://www.e-redes.pt/en>) and (<https://www.edpr.com/en>), there is a space reserved for the dissemination of information on Occupational Health and Safety specifically to customers and service providers.



[GRI 403-5]



**151,226**  
Hours of training

**58,306**  
Employees and ESP

One of the commitments laid down in EDP Group's Safety Policy and Code of Ethics concerned with providing suitable conditions for the sustainable development of its employees and service providers in matters of safety at work.

Training in matters of Occupational Health and Safety is delivered in accordance with the CSMS procedure "Safety Training, Awareness and Competence".

For EDP employees, the identification of training needs is carried out at the start of an activity or new role and during employee performance evaluations.

This identification is undertaken by agreement between the employee and their line manager and takes into account the prevention of risks that may arise from:

- Work activity;
- Change in employee's job;
- New workplaces;
- New working equipment and/or changes to equipment;
- Use of new technologies, materials and/or products.

On the first day of work, an employee's line manager ensures that they are informed and made aware of:

- EDP Group's Safety Policy and its application in the workplace;
- Associated work risks and the existing operational means of control, including individual and collective protection;
- Procedures of the corporate safety management system, including the operational control documents applicable to its activity;
- Workplace emergency and evacuation plan;
- The training required for them to perform their job.

Contractors and subcontractors are obliged to respect the conditions set out in the specifications for Occupational Health and Safety with regard to their employees' training and qualifications, so EDP considers that all employees of its external service providers have received the training required to carry out their tasks in safety.

In addition to the training delivered by their employers, the employees of service providers undertake complementary activities on safe behaviour and specific risk prevention in certain activities or facilities, jointly with EDP employees.

In 2021, training on Occupational Health and Safety for EDP employees was delivered in an extensive programme comprising:

GEOGRAPHY	ACTIONS (#)	EMPLOYEES INVOLVED (#)	HOURS OF TRAINING	HOURS OF TRAINING/EMPLOYEES
Portugal	186	11,493	9,534	0.83
Spain	484	4,399	15,126	3.44
South America	154	5,243	55,201	10.53
North America	594	12,136	10,581	0.87
Rest of Europe	81	341	1,905	5.59
APAC	2	10	9	0.91
<b>EDP Group</b>	<b>1,501</b>	<b>33,622</b>	<b>92,356</b>	<b>2.75</b>

Note: The values shown in the table above only include training/awareness actions that were entered onto the system by EDP University.

With regard to service provider training and awareness raising, 5,845 actions related to Occupational Health and Safety were delivered, involving 24,684 service provider employees, totalling 58,870 hours, as detailed in the table below.

GEOGRAPHY	ACTIONS (#)	EMPLOYEES INVOLVED (#)	HOURS OF TRAINING	HOURS OF TRAINING/EMPLOYEES
Portugal	4,510	9,283	2,218	0.24
Spain	58	1,871	116	0.06
South America	1,132	12,965	56,334	4.35
North America	0	0	0	0.00
Rest of Europe	144	558	146	0.26
APAC	1	7	56	8.00
<b>EDP Group</b>	<b>5,845</b>	<b>24,684</b>	<b>58,870</b>	<b>2.38</b>

## Training on specific hazards related to our activities

### 2022 GOALS

**Reformulate the OHS training process;**

**Devise an OHS training package for every role;**

**E-learning on OHS for new employees;**

**E-learning about teleworking.**

For all EDP workers and service providers who have to perform any type of work of an electrical nature in live facilities without electric power or in the vicinity of live electrical facilities, or of a non-electrical nature in the presence or in the vicinity of live facilities or likely to be live, EDP requires that they hold a valid "Electrical Qualification Licence".

For construction, maintenance or demolition work on the electricity generation and distribution infrastructure, EDP requires, as a mandatory and priority requirement for service provider workers, attendance on a basic safety training course.

This training involves obtaining a certificate in basic safety skills acquired through successful attendance on a training course covering the most frequent risks in the workplace and relevant prevention and protection measures.

Employee training is organised in training sub-areas, the details of which are shown in the table below.

GEOGRAPHY	ACTIONS (#)	EMPLOYEES INVOLVED (#)	HOURS OF TRAINING	HOURS OF TRAINING/EMPLOYEES
Prevention management	190	7,149	5,459	0.76
Management of emergencies	74	1,246	1,265	1.02
Hygiene and ergonomics at work	38	654	978	1.50
Psychosociology of work	1	244	366	1.50
Safety at work	1,198	24,329	84,288	3.46

The following courses are covered in the subareas described in the table above:

- Working at height and rescue of injured persons;
- Electrical risk prevention;
- Vegetation clearance;
- First aid;
- Driving electric forklifts;
- Operation of mobile lifting platforms;
- Safety in the Use of Scaffolding and Work Platforms;
- Action in the event of fire;

## 6 Preventive activities

[GRI 403-3; 403-6]

### 6.1 Emergency preparedness and response

Within the scope of management of emergency situations, 484 drills were carried out across the EDP Group (143 in Portugal, 85 in Spain, 39 in Brazil, 181 in North America, 36 in the Rest of Europe and 0 in APAC), covering industrial installations, administrative facilities and works in progress, with the purpose of testing the effectiveness of the respective emergency plans.

These drills involved external agencies, such as civil protection, fire fighters and police and public security forces.

In addition to the above training, 257 training courses in first aid were delivered to EDP employees and External Service Providers, involving:

GEOGRAPHICAL AREAS	FIRST-AID COURSES (#)	EMPLOYEES INVOLVED (PARTICIPATIONS)
Portugal	16	90
Spain	21	266
South America	168	1,199
North America	26	109
Rest of Europe	26	95
APAC	0	0
<b>EDP Group</b>	<b>257</b>	<b>1,759</b>

### 6.2 Protective equipment

Between 23rd and 25th November, a Personal Protective Equipment exhibition took place for all EDP Group's businesses in Portugal. More than 300 samples from 8 suppliers were shown at this exhibition, all complying with EDP Group's technical and regulatory requirements. The exhibition was visited by around 150 employees, who assessed the suitability of the equipment for their activities. These choices will make it possible to select the equipment that will go forward to the negotiation phase. As in previous competitions, the aim was to actively involve employees in the selection of personal protective equipment and reinforce EDP Group's safety culture.

### 6.3 Safety management of suppliers

The management of sustainability in EDP Group's relationships with suppliers is a strategic factor in the Group's activity. The management process privileges the building of relationships of trust with suppliers based on a partnership approach that embraces the principles of ethics, transparency and sustainability. The priorities of sustainability in management are defined in the "Sustainable Procurement Policy" and the "Supplier Code of Conduct".

The performance of our External Service Providers (ESPs) is considered a key to the success of EDP Group. We believe that a relationship based on trust, co-operation and value creation shared with our External Service Providers results in the joint ability to innovate and enhance Corporate Social Responsibility policies, while improving the quality of the service provided to our clients.



## 2022 GOALS

**Ensure Occupational Health and Safety accreditation of 100% of suppliers exposed to high risks**

EDP apportions the minimum sustainability requirements specific to each contract, applying demanding standards. Each contracted activity is judged in relation to the supplier's access to EDP customers, to EDP's technical equipment/workplaces, to sensitive data, to Health and Safety risk exposure, Environmental risks and Ethical risks, to Labour and Human Rights.

Regardless of the type and size of the work to be done, every stage of procurement outsourcing always involves a strict quality control of the service rendered, in which Occupational Health and Safety (OHS) is embedded as a decisive factor.

In this area, EDP has the following mechanisms to regulate the activity of its ESPs with regard to OHS:

- During the registration and selection processes of suppliers, information is requested from Companies for the review and evaluation of the most relevant OHS aspects;
- In procurement processes, binding documentation is included related to the health and safety obligations of ESPs, including organisational, technical and training matters;
- Whilst contracted works are in progress, ESPs' OHS performance is monitored using various methodologies including audits that help evaluate their level of safety and check their compliance with applicable legal requirements;
- Depending on the nature and duration of the works, the evaluation of ESPs' OHS performance is undertaken at different times. This evaluation is based on criteria ranging from a review of documents and prevention methods used to accident rates achieved during the supply period at EDP.

## 6.4 Pandemic management – COVID-19

The COVID-19 pandemic led EDP to activate its Contingency Plan in 2020, adopting rules and procedures for protection and prevention that would ameliorate the impact of the pandemic on employees, service providers and EDP Group's own business, posing an unprecedented challenge to EDP Group's People Management.

The COVID-19 pandemic forced us to rethink priorities, reacting quickly and assertively to reinforce the importance of EDP employees as the organisation's primary asset, ensuring their well-being and the reconciliation of their personal and professional lives. As in the previous year, this adaptation in people management at EDP can be divided into three distinct areas: Pandemic management and people safety, promotion of remote work and adaptation of work and processes to a digital-first format.

In managing the pandemic, people's safety has always been the first priority. Decisions taken were designed to avoid, minimise or eliminate the risk of contagion, providing medical and health support channels for employees and guaranteeing their well-being, productivity and motivation.

An attempt was made to follow the pandemic situation as it unfolded in the Group with the support of the "Prevention and Safety" and "Occupational Medicine" departments of the various geographical territories and businesses at the same time trying to break possible chains of transmission, and monitor the vaccination status of EDP Group's workers (78.9% vaccinated). During 2021, 4,552 PCR tests (0.6% positive), 9,004 TRAg tests (0.1% positive) and 3,994 IgG tests (37.8% positive) were performed on EDP Group employees in Portugal, and 942 medical support calls were received by Occupational Medicine. In EDP Group, 1,262 cases of infection by COVID-19 were diagnosed in 2021, and the vast majority (81%) were not the result of transmission at work.

The process of adapting field work continued with new rules to guarantee physical distancing and new prevention and safety equipment, along with teleworking for all functions that could be performed in this way and voluntary, face-to-face work becoming available whenever there was a slowdown in the pandemic situation, with maximum safety conditions in all buildings, where facilities and accessibility were adapted to minimize the risk of contagion. During 2021, EDP achieved 70% teleworking, always ensuring essential services.

## 6.5 Culture programme – Playitsafe

Safety and well-being are essential, not only in personal life but also in professional life. At EDP, the Prevention and Safety department has worked with all its business units, employees and external service providers to meet the goal of 'zero accidents and no personal injury', essential for the Occupational Health and Safety Policy.

In order to try to reverse these figures, EDP launched Playitsafe, a cross-cutting programme covering the whole Group, which will last four years. The main objective is, therefore, the continuous improvement of the company and its processes, with a special focus on accident prevention.

Thus, this project and the underlying work will be carried out around six priority axes essential to the aim of reducing accidents. They are:

- The commitment and involvement of leaders in Prevention and Safety;
- Promotion of safe behaviours and learning from mistakes;
- Digitisation of processes and operations;
- Enhanced prevention and safety skills;
- Communication and involvement with Prevention and Safety;
- Management of the procurement chain.







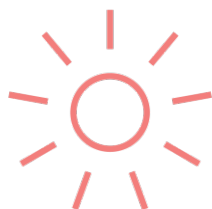


# RENEWABLE

Where innovation  
and sustainability meet.

# 7 Work-related injuries and diseases

[EU17; EU25; GRI 403-9; GRI 403-10]



**8,800**  
Days lost

**66,388.297**  
Hours worked

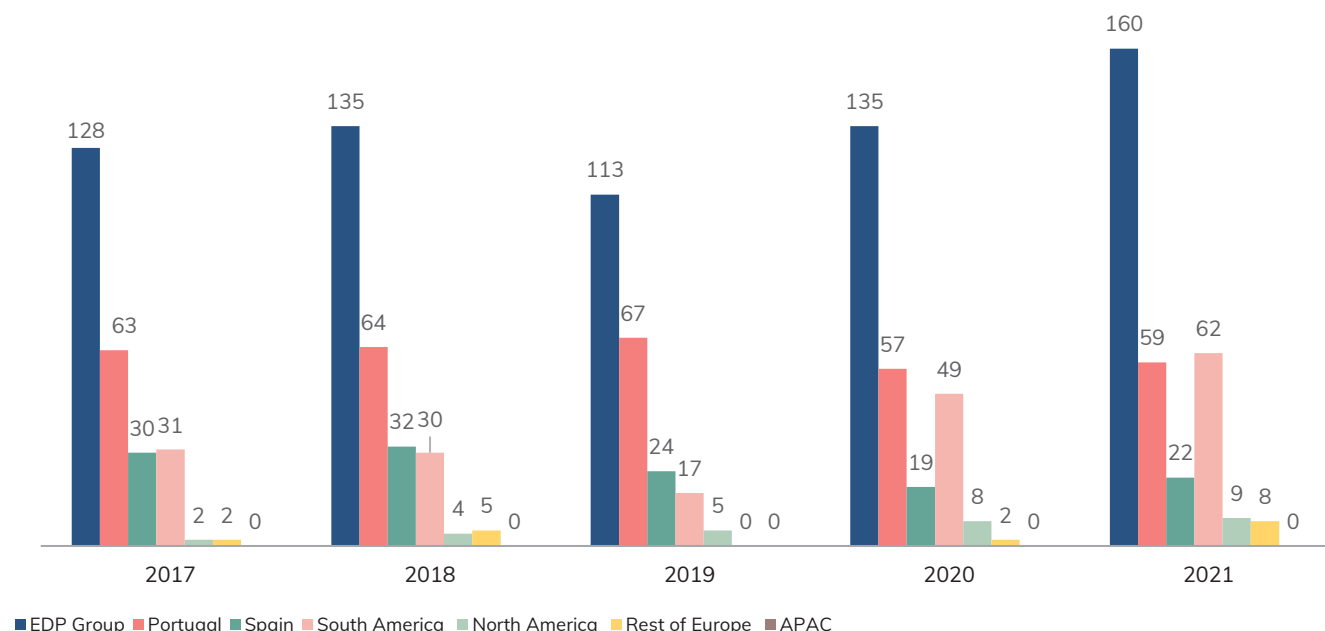
In EDP Group, 153 work-related accidents occurred out of all EDP employees and service providers (ESP), representing an increase of 16% compared with 2020. The frequency rate (FR) amongst EDP employees and service providers in 2021 grew 3% compared with the previous year, consequently we were unable to achieve the target of 1.74 set for 2021.

In detail, the (FR) of EDP employees increased, 0.92 accidents per million hours worked (+19% compared to 2020) and the (FR) related to ESP decreased, 2.09 accidents per million hours worked (- 2% compared to 2020).

In 2021, there were 7 fatal accidents involving ESPs, 1 in Portugal, 1 in Spain and 5 in South America. Consequently, the Group's total severity rate increased by 45% compared to the previous year, associated with the increase in work involving greater risk, namely the construction of transmission lines at EDP Brazil.

The indices in 2020 were greatly influenced by COVID-19 due to restrictions imposed depending on the state of the pandemic in each of the EDP Group territories, which contributed to the significant reduction in our higher-risk activities. Throughout 2021, restrictions were gradually lifted according to the pandemic situation in each country, which led to the concomitant resumption of EDP Group's activities, increasing the hours of exposure to risk and consequently the occurrence of accidents.

## ACCIDENTS AT WORK - EMPLOYEES + SERVICE PROVIDERS



## 7.1 EDP GROUP

### 7.1.1 EDP GROUP: EDP employees

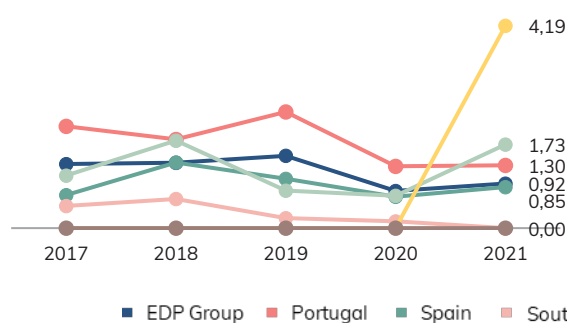
Accidents at work and accident rates – summary table:

CHANGES IN THE MAIN INDICATORS BY GEOGRAPHY		ACCIDENTS	ACCIDENTS WHILST COMMUTING	FR	IR	SR	TSR	DAYS LOST
EDP Group	2021	21	11	0.92	1.66	69	73	1,567
	2020	17	10	0.77	1.40	56	333	1,245
	Δ	24%	10%	19%	19%	23%	-78%	26%
Portugal (incl EDP R PT)	2021	13	3	1.30	2.18	110	121	1,095
	2020	13	5	1.28	2.17	97	107	990
	Δ	-	-40%	2%	-	13%	13%	11%
Spain (Incl EDP R ES)	2021	3	0	0.85	1.47	31	31	110
	2020	2	1	0.65	1.15	66	66	202
	Δ	50%	-100%	31%	28%	-53%	-53%	-46%
South America (EDP BR, EDPR BR, EDPR COL and EDPR CHL)	2021	0	7	0.00	0.00	0	0	0
	2020	1	4	0.14	0.29	0	861	0
	Δ	-100%	75%	-100%	-100%	-	-100%	-
North America (Canada, USA, Mexico)	2021	3	0	1.73	3.43	206	206	356
	2020	1	0	0.67	1.35	35	35	53
	Δ	>100%	-	>100%	>100%	>100%	>100%	>100%
Rest of Europe (Romania, Italy, UK, Poland, France and Belgium and Greece)	2021	2	1	4.19	7.60	13	13	6
	2020	0	0	0.00	0.00	0	0	0
	Δ	>100%	>100%	>100%	>100%	>100%	>100%	>100%
APAC (Vietnam)	2021	0	0	0.00	0.00	0	0	0
	2020	0	0	0.00	0.00	0	0	0
	Δ	-	-	-	-	-	-	-

F – Fatal accidents

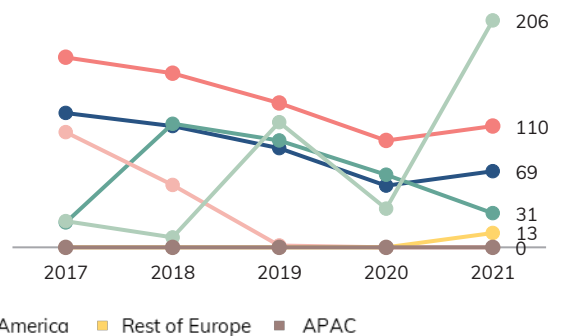
#### FR – FREQUENCY RATE

(accidents per million hours worked)

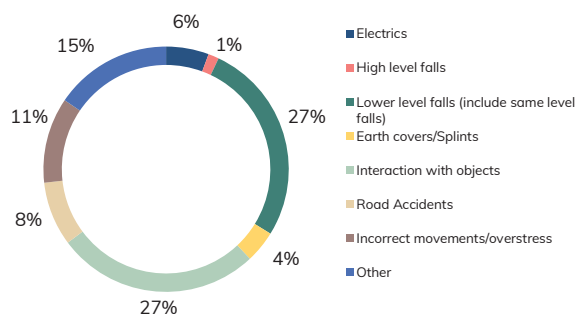


#### SR – SEVERITY RATE

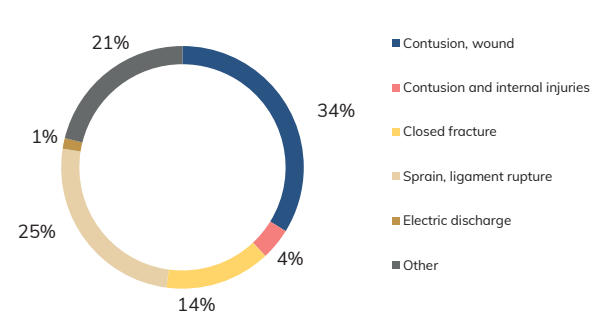
(days lost per million hours worked)



#### TYPES OF ACCIDENTS



#### TYPES OF INJURIES



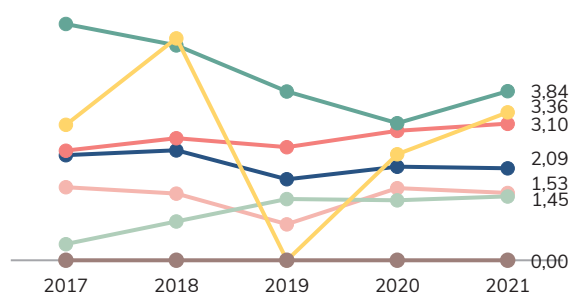
## 7.1.2 EDP GROUP: Service providers

### Accidents at work and accident rates – summary table

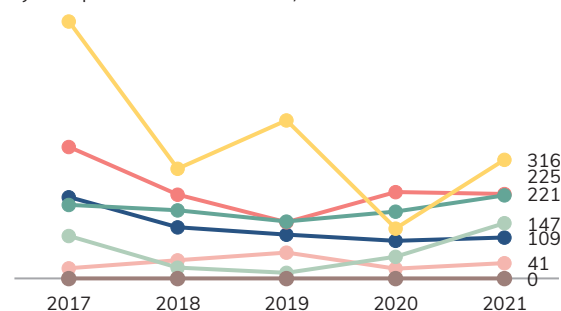
CHANGES IN THE MAIN INDICATORS BY GEOGRAPHY		ACCIDENTS	FR	IR	SR	TSR	DAYS LOST
EDP Group	2021	132+7M	2.09	4.14	109	753	7,250
	2020	115+3M	2.12	4.19	100	425	5,587
	Δ	18%	-1%	-1%	9%	77%	30%
Portugal (incl EDP R PT)	2021	45+1M	3.10	6.13	225	680	3,336
	2020	43+1M	2.94	5.82	230	635	3,436
	Δ	5%	5%	5%	-2%	7%	-3%
Spain (Incl EDP R ES)	2021	18+1M	3.84	7.59	221	1,435	1,094
	2020	17	3.11	6.15	178	178	974
	Δ	12%	23%	23%	24%	>100%	12%
South America (EDP BR, EDPR BR, EDPR COL and EDPR CHL)	2021	57+5M	1.53	3.01	41	779	1,650
	2020	46+2M	1.64	3.25	26	437	770
	Δ	29%	-7%	-7%	58%	78%	>100%
North America (Canada, USA, Mexico)	2021	6	1.45	2.87	147	147	605
	2020	7	1.36	2.68	58	58	297
	Δ	-14%	7%	7%	>100%	>100%	>100%
Rest of Europe (Romania, Italy, UK, Poland, France and Belgium and Greece)	2021	6	3.36	6.63	316	316	565
	2020	2	2.41	4.77	133	133	110
	Δ	>100%	39%	39%	>100%	>100%	>100%
APAC (Vietnam)	2021	0	0.00	0.00	0	0	0
	2020	0	0.00	0.00	0	0	0
	Δ	-	-	-	-	-	-

F – Fatal accidents

FR – FREQUENCY RATE  
(accidents per million hours worked)

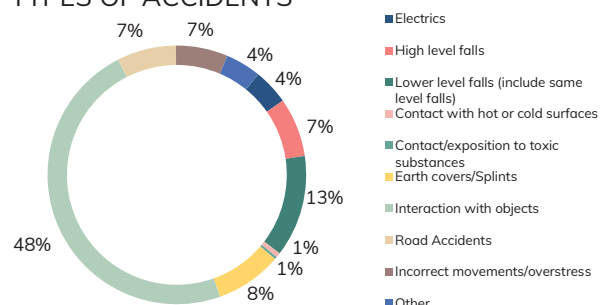


SR – SEVERITY RATE  
(days lost per million hours worked)

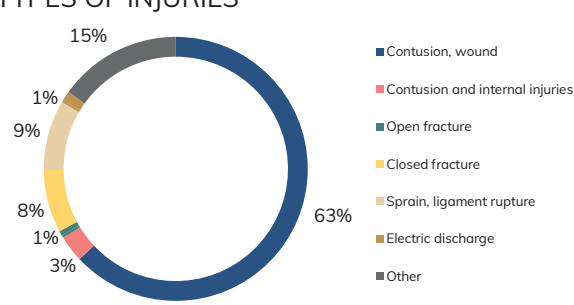


■ EDP Group ■ Portugal ■ Spain ■ South America ■ North America ■ Rest of Europe ■ APAC

TYPES OF ACCIDENTS



TYPES OF INJURIES





## 7.1.3 EDP Group: EDP employees + Service providers

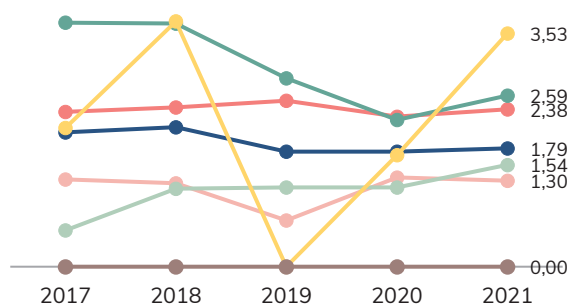
Accidents at work and accident rates – summary table

CHANGES IN THE MAIN INDICATORS BY GEOGRAPHY		ACCIDENTS	FR	IR	SR	TSR	DAYS LOST
EDP Group	2021	153+7M	1.79	3.46	99	579	8,800
	2020	132+3M	1.74	3.35	88	399	6832
	Δ	19%	3%	3%	13%	45%	29%
Portugal (incl EDP R PT)	2021	58+1M	2.38	4.38	178	455	4,431
	2020	56+1M	2.27	4.21	176	421	4,426
	Δ	4%	5%	4%	1%	8%	0%
Spain (Incl EDP R ES)	2021	21+1M	2.59	4.84	142	849	1,204
	2020	19	2.22	4.22	138	138	1176
	Δ	16%	17%	15%	3%	>100%	2%
South America (EDP BR, EDPR BR, EDPR COL and EDPR CHL)	2021	57+5M	1.30	2.57	35	663	1,650
	2020	47	1.35	2.68	21	519	770
	Δ	32%	-4%	-4%	67%	28%	>100%
North America (Canada, USA, Mexico)	2021	9	1.54	3.04	164	165	961
	2020	8	1.20	2.38	53	53	350
	Δ	13%	28%	28%	>100%	>100%	>100%
Rest of Europe (Romania, Italy, UK, Poland, France and Belgium and Greece)	2021	8	3.53	6.85	252	252	571
	2020	2	1.69	3.22	93	93	110
	Δ	>100%	>100%	>100%	>100%	>100%	>100%
APAC (Vietnam)	2021	0	0.00	0.00	0	0	0
	2020	0	0.00	0.00	0	0	0
	Δ	-	-	-	-	-	-

F – Fatal accidents

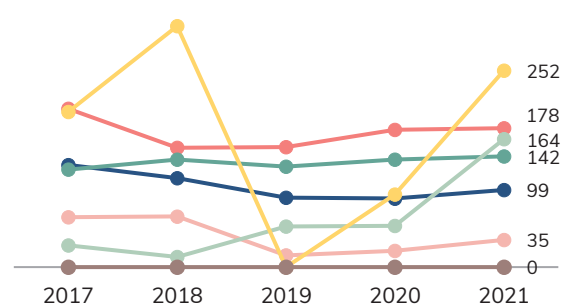
### FR – FREQUENCY RATE

(accidents per million hours worked)



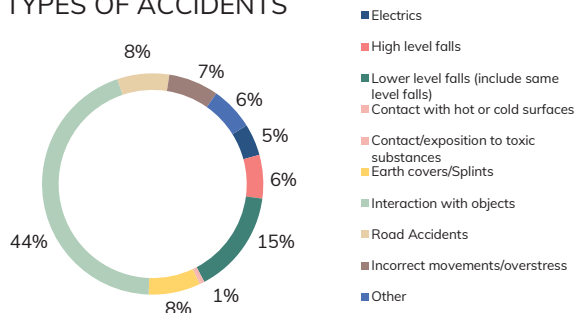
### SR – SEVERITY RATE

(days lost per million hours worked)

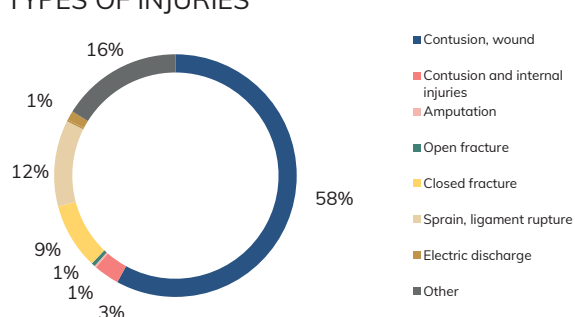


■ EDP Group ■ Portugal ■ Spain ■ South America ■ North America ■ Rest of Europe ■ APAC

### TYPES OF ACCIDENTS



### TYPES OF INJURIES



Accidents that occurred due to other falls (at floor level) and interaction with objects are responsible for 54% of accidents involving EDP employees, followed by incorrect movement or over-exertion at 11% of which 6% are electrical in origin, and 29% resulting from other causes.

Where service providers are concerned, interactions with objects are responsible for 48% of their accidents, followed by other falls (at floor level) at 13%, entrapment/burying at 8%, falls from a height at 7% and 24% resulting from other causes.

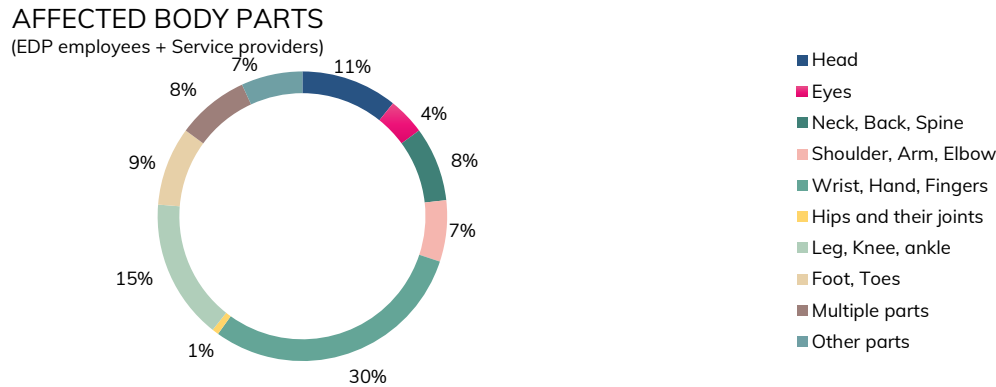
It should be noted that the risks of occupational accidents include, in addition to those associated with activities carried out on site during work hours, those related to commuting to and from work, as well as journeys and time taken at lunch break.

When we analyse the types of injuries suffered by EDP employees, bruises and wounds represent 34%, sprains and ligament ruptures 25%, closed fractures 14% and 27% resulting from other causes.

In service providers, the most frequent injuries are bruises and wounds, which represent 63%, sprains and ligament ruptures 9%, closed fractures 8% and 20% resulting from other causes.

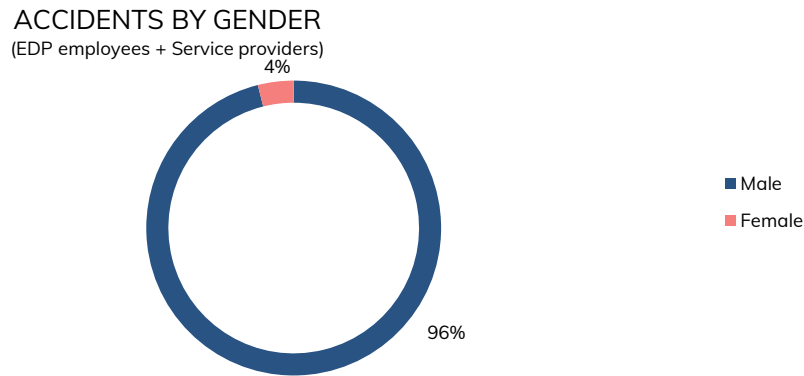
## Affected body parts

The affected body parts, where EDP employees are concerned, are the Legs, Knees, Ankles group 18%, followed by the wrist, hand, fingers 15%, neck, back, spine 10%, the foot and toes also 10% and the remaining parts of the body represent 47%. Amongst service providers the parts of the body most affected are the wrist, hand and fingers group 33%, followed by the leg, knee, ankle 15%, the head 12% and the remaining parts of the body represent 40%.



## By gender

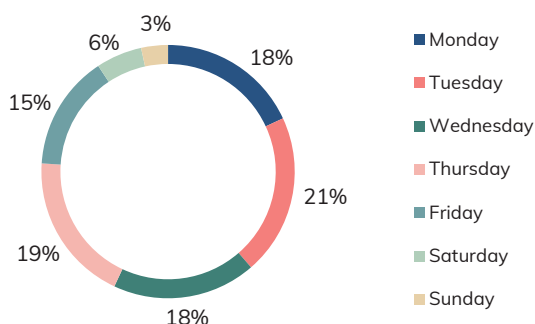
When analysed by gender, 96% of the accidents occurred amongst males and 4% amongst females, with operational activities representing the greatest risk, which are performed largely by men.



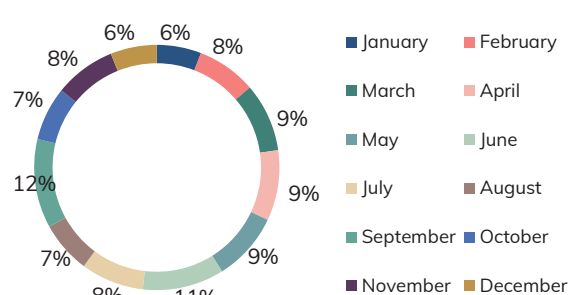
## By month and days of the week

During 2021, the months of June, September and November had the highest percentage of accidents, with January and December having the lowest. Tuesday and Thursday have most accidents at 40%, followed by Monday and Wednesday at 36%.

ACCIDENTS – DAYS OF THE WEEK



ACCIDENTS – MONTH

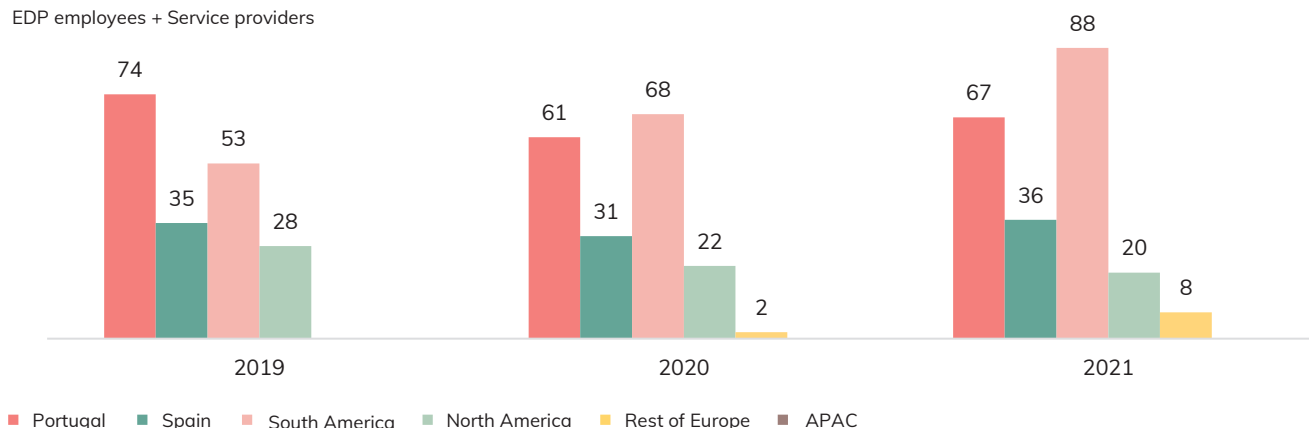


## Mandatory recordable accidents at work

For the first time, EDP Group consolidated the indicators for recordable accidents at work. Of the 409 accidents that occurred in 2021, 219 are work-related accidents that must be reported, which is equal to 54% of EDP Group's accidents.

MANDATORY RECORDABLE ACCIDENTS AT WORK

EDP employees + Service providers



The following table summarizes the numbers of recordable accidents at work:

MANDATORY RECORDABLE ACCIDENTS AT WORK		
GEOGRAPHY	EDP EMPLOYEES	SERVICE PROVIDERS
Portugal	18	49
Spain	4	32
South America	2	86
North America	6	14
Rest of Europe	2	6
APAC	0	0

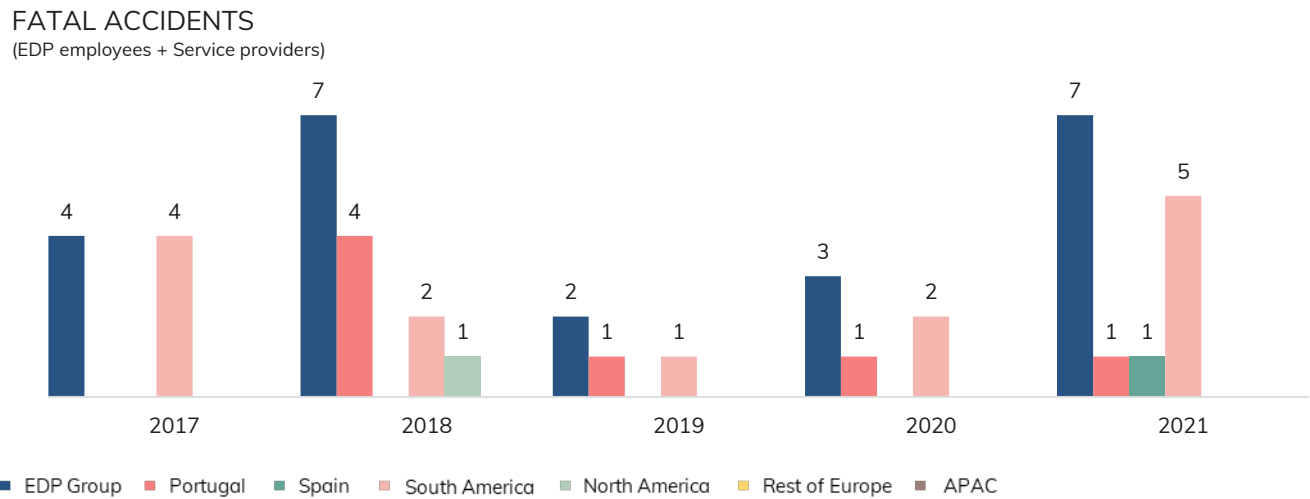
## Accidents involving third parties

For EDP Group, the issue of public safety is crucial given its impact on people's lives. Minimising the risks associated with the use of electricity ultimately depends on individual education and behaviour. As such, EDP identifies and communicates the risks associated with its facilities and equipment. However, in 2021, there were 39 accidents in EDP Group facilities or

equipment involving electricity and third parties (non-EDP employees), resulting in the deaths of 18 people. These accidents were the result of civil construction activities, tampering with the grid, leisure, and so on.

## 7.2 Brief description of fatal accidents in EDP Group

The 7 fatal accidents that involved service providers, 1 in Portugal, 1 in Spain and 5 in South America, resulted from falls from a height, movement with vehicles, interaction with objects, electrical origin and violence. The fatal accidents in South America resulted from major works on line construction in Brazil.



### Brief description

#### Violence – Brazil

The facility's security officer was the victim of assault by three individuals who broke into the facility. The guard was found inside the cell of the transformer station by his colleague who went on duty the next morning. The worker was taken to hospital where he died.

#### Crush – Brazil

A service provider worker was travelling between towers 3A and 4A when the excavator he was driving overturned. The worker died at the scene of the accident.

#### Electrical Origin – Portugal

The worker was on top of a MV support with a colleague, dismantling conductors for the assembly of anti-collision devices, when he suffered electrocution. The work area was commissioned for the purpose and the adjacent areas were live with the protectors in place. The victim was rescued from the support and resuscitation attempts were made but he could not be revived.

#### Projection of objects – Brazil

The worker was laying pilot cables between towers with the aid of an agricultural tractor, when the rope broke and hit the worker.

#### Fall from a height – Spain

The worker, who was carrying out work to repair a wind turbine, accidentally fell through the opening of the lifting hatch.

#### Projection of objects – Brazil

An external worker was performing manual assembly work on a tower. The worker was on top of the transmission tower when one of the auxiliary masts that had been mounted to lift the tower elements from the ground collapsed and hit the worker on the head.

## Fall from a height – Brazil

An external worker was performing manual assembly work on a tower. The worker was positioned on top of the transmission tower when the lifting device broke at the pulleys. It hit and tore the worker's lifeline, causing the worker who was on top of the tower to fall.

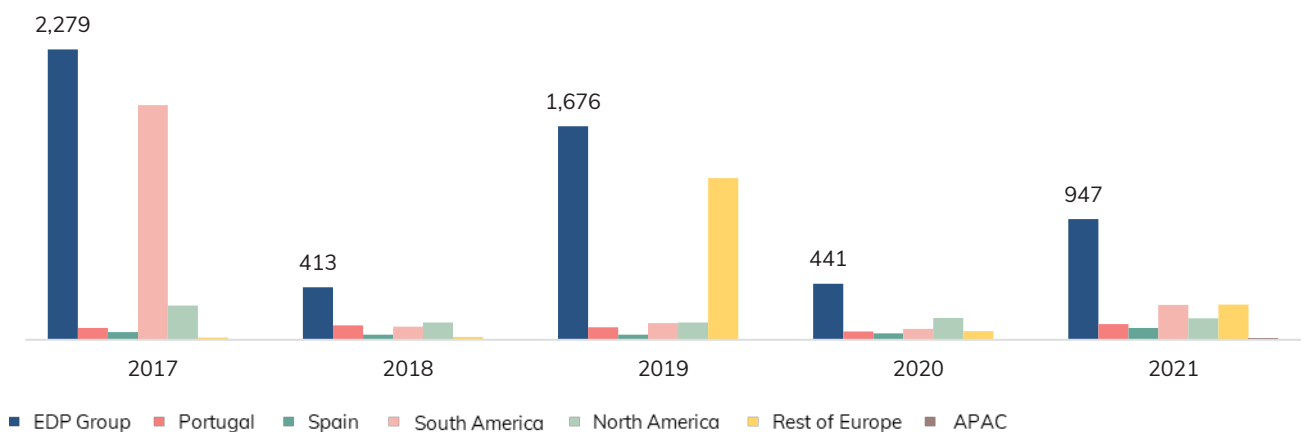
## 7.3 Near-misses and hazardous situations

For EDP Group, the awareness, analysis and correction of near-misses are essential tools needed to achieve the goal of risk and personal injury reduction in EDP Group's operations.

565 near-misses were reported (Portugal 105, Spain 88, South America 183, North America 169, Rest of Europe 19 and APAC 1). In 2020, in the same period, 375 incidents were reported.

The number of incidents reported remains low relative to the number of accidents involving injury.

### NEAR-MISSES AND HAZARDOUS SITUATIONS



The following table summarizes the numbers of accidents at work and near-misses in 2021:

GEOGRAPHY	ACCIDENTS RESULTING IN ABSENCE (#)*	ACCIDENTS NOT RESULTING IN ABSENCE (#)	NEAR-MISSES (#)
Portugal	59	50	105
Spain	22	39	88
South America	62	146	183
North America	9	11	169
Rest of Europe	8	3	19
APAC	0	0	1
<b>EDP Group</b>	<b>160</b>	<b>249</b>	<b>565</b>

\*Incl fatal accidents

## 7.4 Average number of employees

The following graph represents the equivalent workforce (EWF) in the EDP Group, with the ESP values calculated from the number of hours worked, in light of the hours worked in EDP.

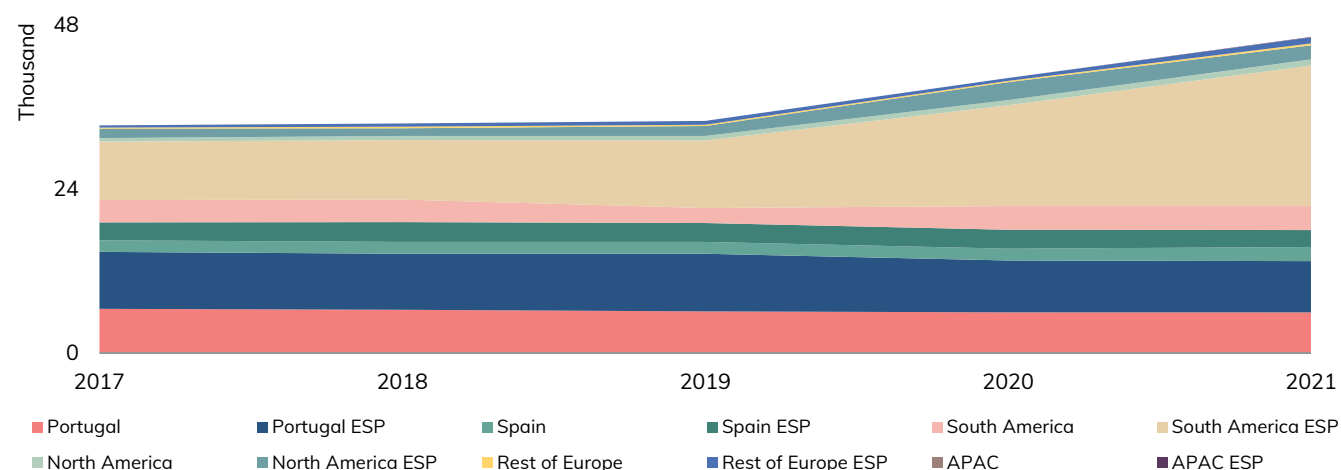
The reduction of internal staff numbers and the increasing outsourcing of highly operational activities created new challenges in terms of Occupational Health and Safety in EDP Group.



For this reason, EDP Group ensures that its Service Providers comply with the management systems and are aligned with the Group's internal policies.

## AVERAGE EFFECTIVE

(EDP Employees + Service Providers)

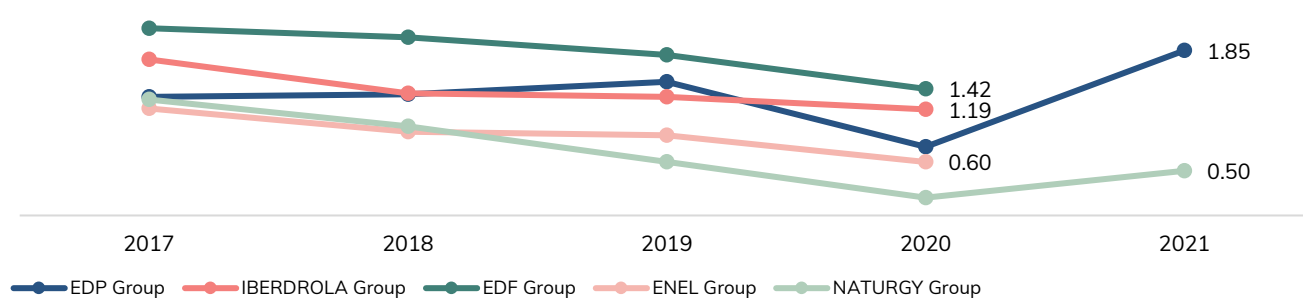


The following table summarises the workforce by EDP Employee and Service Providers:

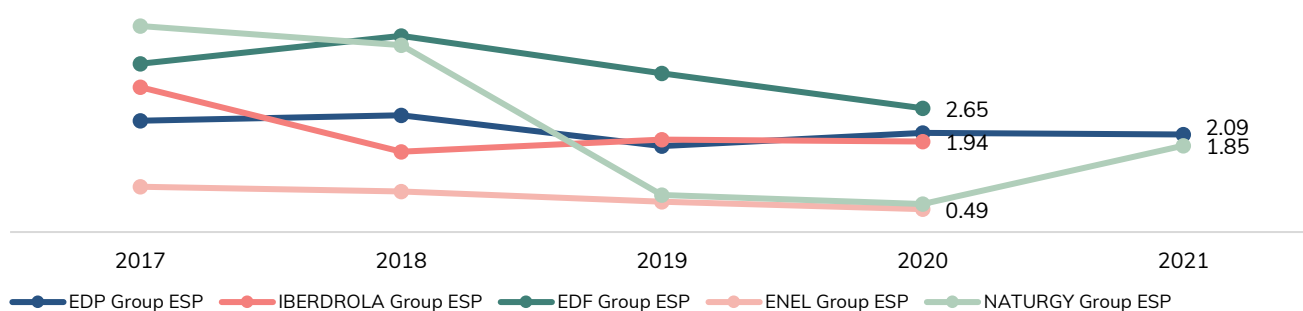
AVERAGE NUMBER OF EMPLOYEES		
GEOGRAPHY	EDP EMPLOYEES	ESP
Portugal	5,953	7,505
Spain	2,047	2,503
South America	3,526	20,571
North America	874	2,089
Rest of Europe	263	905
APAC	7	50

## 7.5 Benchmarking – frequency rate

### EDP GROUP AND COUNTERPART COMPANIES - EMPLOYEES



### EDP GROUP AND COUNTERPART COMPANIES - SERVICE PROVIDERS



## 7.6 EDP Group Supplementary information

[EU17; EU25; GRI 403-9; GRI 403-10]

	BU	2021	2020	Δ
<b>EDP EMPLOYEES</b>				
<b>In-service accidents at work</b>				
Accidents resulting in absence	#	21	17	24%
Fatal accidents	#	0	0	-
Accidents with serious consequences	#	2	3	-33%
Mandatory recordable accidents	#	32	23	39%
<b>Total days lost in the period</b>	#	1,567	1,245	26%
<b>Hours worked</b>	#	22,832.738	22,078.157	3%
<b>Indicators (accidents at work)</b>				
Frequency (FR)	(i)	0.92	0.77	19%
Severe Frequency (SFR)	(i)	0.09	0.14	-34%
Mandatory recording frequency (TFR)	(i)	1.40	1.04	34%
Fatal Frequency (FFR)	(i)	0.00	0.00	-
Severity (SR)	(i)	69	56	22%
Total severity (TSR)	(i)	73	333	-78%
<b>SERVICE PROVIDERS</b>				
<b>In-service accidents at work</b>				
Accidents resulting in absence	#	132	115	15%
Fatal accidents	#	7	3	>100%
Accidents with serious consequences	#	9	7	29%
Mandatory recordable accidents	#	187	161	16%
<b>Total days lost in the period</b>	#	7,250	5,587	30%
<b>Hours worked</b>	#	66,388.297	55,601.278	19%
<b>Indicators (accidents at work)</b>				
Frequency (FR)	(i)	2.09	2.12	-2%
Severe Frequency (SFR)	(i)	0.14	0.13	11%
Mandatory recording frequency (TFR)	(i)	2.82	2.90	-3%
Fatal Frequency (FFR)	(i)	0.11	0.05	96%
Severity (SR)	(i)	109	100	8%
Total severity (TSR)	(i)	753	425	77%
<b>EDP EMPLOYEES + ESP</b>				
<b>In-service accidents at work</b>				
Accidents resulting in absence	#	153	132	16%
Fatal accidents	#	7	3	>100%
Accidents with serious consequences	#	11	10	10%
Mandatory recordable accidents	#	219	184	19%
<b>Total days lost in the period</b>	#	8,800	6,832	29%
<b>Hours worked</b>	#	89,221.035	77,679.435	15%
<b>Indicators (accidents at work)</b>				
Frequency (FR)	(i)	1.79	1.74	3%
Severe Frequency (SFR)	(i)	0.12	0.13	-7%
Mandatory recording frequency (TFR)	(i)	2.45	2.37	3%
Fatal Frequency (FFR)	(i)	0.08	0.04	>100%
Severity (SR)	(i)	99	88	13%
Total severity (TSR)	(i)	579	399	45%
<b>NEAR-MISSES</b>	#	565	441	28%
<b>ELECTRICAL ACCIDENTS INVOLVING THIRD PARTIES</b>	#	18	14	29%

## 8 — Sharing best practice within EDP Group

Sharing experiences and information on the most relevant projects in Occupational Health and Safety issues between EDP Group companies and geographical areas is an important tool for enhancing a widespread, cross-cutting adoption of existing best practice.

Occupational Health and Safety is regarded as materially relevant as it directly affects the creation of value for EDP Group. Hence, comprehensive corporate actions, which encompass all geographical areas, are identified and addressed every year, with the aim of:

- Reducing accidents involving ESP workers;
- Improving service efficiency and quality with an impact on cost reduction;
- Improving working conditions that impact on the reduction of accidents and absenteeism;
- Complying with legal requirements.

The following are some of the projects and initiatives developed in 2021:

### E-REDES

#### **Campaign to encourage the reporting of near-misses**

In 2021, E-REDES launched a campaign to encourage the reporting of near-misses, with the aim of promoting a preventive culture among E-REDES workers.

The communication and analysis of near-misses are essential for the prevention and reduction of accidents at work, as well as for the promotion of safe behaviour.

Comic strips were published monthly with examples of near-misses, and an e-learning course was prepared for all workers, with the aim of raising awareness of what near-misses are, how to report them and what is done after near-misses are reported.

In addition to the campaign, near-miss reporting targets were also defined for the operational divisions.

As a result of this campaign, 68 near-misses were reported, which represents an increase of >100% over the previous year.

### EDP Produção

#### **Implementation of the BIMSafety concept at a business asset**

In 2021, EDP Produção began implementing the “BIMSafety” concept at a business asset, in this case the Carrapatelo Hydroelectric Power Plant. The main objective of BIMSafety is to use the potential of BIM (Building Information Modelling) in the prevention of risks at work.

This concept consists of the early identification (in a new format) of the existing risks in the use/maintenance of equipment or construction elements and the respective preventive measures, whose information is accessible through a QRCode affixed to each piece of equipment/construction element.

The indexing of each piece of preventive information is an essential tool for the prevention and reduction of accidents at work, as well as for the promotion of safe behaviour among EDP Produção employees and service providers.

### Implementation of safety management at EDP Energia Italia and EDP Energia Polska (1st phase)

During 2021, the process of implementing Occupational Health and Safety management began at EDP Energia Itália and EDP Energia Polska. These two recently-created companies aim to expand the business developed by EDP Comercial in Italy and Poland, with a special focus on B2B energy services. In order to ensure good management of risk in the workplace in these territories a set of initiatives was implemented, namely: (i) elaboration of safety requirements for service providers, adapting good practice existing in EDP Comercial and in EDP Group to the situations in these geographical locations; (ii) promotion of work safety monitoring, using external consultants, with the aim of verifying compliance with established requirements; (iii) monitoring the loss ratio of employees and service providers; (iv) raising the awareness of teams of applying EDP Group's Safety Policy in all activities carried out at its business units. In addition, a number of activities were put in place which are currently being implemented in order to avoid accident at work and hazardous situations. Amongst others: (v) assessment of the employees' risk profile and definition of specific control measures for each function; (vi) acquisition of personal protective equipment; (vii) planning of safety training activities.



### EDP Global Solutions

#### Digitisation of the audit process

To centralise and improve the flow of information, EDP Global Solutions Prevention, Safety and Environment (PSA) department has invested in the digitisation of a new process for monitoring work in EDP buildings and for the management and use of findings following the audit of facilities. This process focuses on:

- Communication to the PSA department by the contract managers of new jobs by opening an order on easy4u B2B.
- Use of the digital process for managing audit findings, using a platform (NextBitt) that allows the department to see the end-to-end process and digitally monitor the results of reported findings;
- Integration of the management Occupational Health and Safety (OHS) onto the management document platform, GEDOC, with the main intent of reinforcing the need for legal compliance and alignment by service providers;
- Development of a dashboard to control and monitor the activity.

### **“Somos Segurança” Programme**

In 2021, the “VIVA” program was transformed into “Somos Segurança” (We are Safety), promoting more connection with EDP values.

This transformation was intended to institute the safety programme thereby improving current understanding of the Safety Culture at EDP Brazil, adjust work safety processes and initiatives with regard to the requirements and structures of the ESG and guarantee the continuity of EDP Group's processes and safety guidelines.

The development of “Somos Segurança” involved consultations with senior management and corporate areas of EDP Brazil, in addition to the transmission, distribution, generation and EDP Smart sectors, allowing for a global analysis of the topic on all fronts at EDP Brazil.

Main aims of Somos Segurança:

- Understand the effectiveness of the Safety program and current levels of understanding of the Safety Culture at EDP Brazil;
- Increase levels of understanding of Safety by EDP Service Providers – Containment;
- Presentation of adherence levels and recommendations for adjustments to Occupational Safety processes and initiatives regarding ESG requirements and structures;
- Consolidate or improve the Safety Program practices necessary for the advancement of the Safety Culture.

### EDP Renewables

#### **Road Safety**

The risk of business travel is one of the biggest risks in EDPR's activities.

- In fact, in terms of road safety, there are two types of risk:
- The risks of accidents on the job, when EDPR employees travel by car as part of their professional activities (access to construction or operation at the docks for the Dockyard Manager, for example)
- The risk of accidents when commuting, when EDPR employees travel by car from home to work or from work to home.

To develop the safety culture of employees regarding road risks, EDPR Fr&Be put two types of communication in place during 2021:

- A safety memo, developed in early 2021 and circulated in mid-2021, signed by all EDPR employees
- A monthly newsletter sent out at the end of every month to all EDPR employees, starting in February 2021

The safety memo titled "Charte de bonne conduite automobile" (Good driving code) is a formal commitment by the EDPR employee and the management together to respect the basic principles of good conduct when it comes to driving. The monthly newsletter consists of a video lasting 2 to 4 minutes that deals with a specific aspect of driving, e.g., driving in snow, safe emergency braking, danger of using the phone while driving, etc.







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