



Investors & Analysts' Briefing

Reuters: EDP.LS
Bloomberg: EDP PL

EDP ESTABLISHES NEW COLLECTIVE LABOUR AGREEMENT

Lisbon, July 16th 2014: Pursuant to the terms and for the purposes of article 248 of the Portuguese Securities Code, EDP - Energias de Portugal, S.A. ("EDP") is providing the following information to the market:

The EDP Group reached an agreement with the 64 unions representing its employees for a new CLA – Collective Labour Agreement, including all companies – 23 – that are 100% owned or over which it exercises control, based in Portugal. This agreement covers approximately 6,700 employees of EDP Group in Portugal.

The new agreement:

- ensures the economic/financial sustainability of the employees social protection model, in retirement and healthcare condition, reshaping in particular the mechanisms of shared contributions;
- redesigns the management model of professional careers by increasing their range, creating new descriptions of professional profiles and reinforcing the mechanisms of professional progress based on merit;
- includes standards which encourage the promotion of internal mobility, the flexibility of labor organisation and reinforce the internal directives regarding safety and healthcare at work.

EDP – Energias de Portugal, S.A.

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