



# PLAN FOR GENDER EQUALITY

2020-2021

# Index

<b>01 Scope</b>	<b>4</b>
<b>02 Indicators' evolution on gender representativeness</b>	<b>5</b>
<b>03 Adopted Measures</b>	<b>12</b>
1 Strategy, mission and values	13
2 Equality in access to employment	17
3 Initial and continuous training	19
4 Equality in working conditions	21
5 Protection of parenting	24
6 Reconciliation of working life with family and personal life	28
7. Prevention of the practice harassment at work	33
<b>04 Monitorization and Collaboration</b>	<b>35</b>
<b>05 Conclusion</b>	<b>36</b>

EDP - Energias de Portugal, S.A. (“EDP” or “Society”) has been developing a long, but solid path in matters of gender balance and equal opportunities for all its employees. Gender representativeness, which represents a challenge due to the historical and cultural heritage associated with the Group’s activity, has been addressed proactively, showing a clear evolution in recent years. Equal opportunities in the personal and professional development of its employees, in the pursuit of their professional ambitions, in their leadership and team management roles, are challenges that EDP is committed to.

Given this, there has been a reinforced commitment on the part of EDP to promote the development of merit, with the aim of scrupulously complying with rules and regulations in force concerning gender equality, both within the national perspective, as well as under the aegis of more demanding international standards and recommendations.

As in the previous year, the Plan for Gender Equality 2020-2021 includes a set of initiatives that have been continuously applied and improved since the publication of the Diversity Policy in 2013, as well as other new initiatives aimed to respond to the current challenges regarding the world-class practices and legal requirements within Diversity & Inclusion (D&I).

The period of 2019-2020 also represented the possibility for EDP to review its positioning and strategic agenda related to D&I. In order to consolidate all the measures proposed by EDP in this matter, the Inclusion Office was designed, and it being implemented, proposing a more holistic governance model, with a greater capacity to focus on the specificities of the challenges and opportunities of diversity and inclusion. This model, thus, allows a more widespread, collaborative and multidisciplinary approach, incorporating two main components: (i) the management of cross-cutting projects that ensure the continuity of partnerships, commitments, initiatives and internal projects and (ii) the Inclusion Waves, multidisciplinary teams consisting by EDP employees from various business units, genders, generations and age groups that intend to encourage reflection over D&I themes and the definition of action plans within the main strategic axes of diversity and inclusion of the Group - Gender, Disabilities, Generations and Culturalities. The Inclusion Waves materialize EDP’s intention to make D&I themes increasingly widespread in the organization, enabling greater involvement and collaboration of its people and increasingly guiding its investment in a perspective of impact and valuing measures that promote the feeling of inclusion.

With this approach, and with special attention to matters of gender equality, it is reinforced that the value of differences within the business scope is equivalent to the recognition that men and women have equally important professional roles, regardless of the areas and hierarchical levels, in conditions of equal opportunities and, therefore, have diverse experiences and perspectives that can benefit the Society, by bringing a more complete approach to the organization.

For EDP, gender equality is of civilizational importance, as a corollary of the equality of rights, freedoms, guarantees, opportunities and recognition between genders. It is also enabling the enhancement of skills and knowledge through the inclusion of all, promoting a better and more motivating work environment and, consequently, greater levels of productivity and retention of talent.

The EDP Group is, therefore, committed to ensuring the promotion and incorporation of a culture of diversity and inclusion based on respect for human beings and equality of opportunity. A culture which is present within the EDP Group’s identity and in the management of its employees and serves as a reference for the organization’s internal and external activities.

## 01

## Scope

The present Plan for Gender Equality ("Plan") is part of a broader set of measures undertaken by EDP, Equality Plan matching the commitments and principles it has already made regarding diversity, particularly through:

- The promotion of mutual respect and ensuring equality of opportunities;
- The recognition of difference as a source of strength and human potential and valuing diversity within the organization, in its management and business strategy; and;
- The adoption of positive discrimination policies and internal awareness, as well as with the community, with a view to the effective implementation and efficacy of its diversity policy.

Currently, and under the motto "Riding the Waves of Inclusion", EDP aims to continue to promote a more inclusive perspective and culture, involving its employees on the reflection of D&I themes, on the challenges and opportunities that these themes represent for EDP and in the implementation of initiatives, continuing to define and monitor specific goals and quantifiable measures.

The purpose of this Plan is to share the set of policies adopted by EDP pursuant to its Guide for the Development of the Annual Equality Plans, established in accordance with the provisions of Legislative Order no. 18/2019, of 21 June, by the Portuguese Labour and Employment Equality Commission (CITE), covering the following areas:

- Strategy, mission and values
- Equality in access to employment;
- Initial and continuous training;
- Equality in working conditions and equal pay;
- Protection of parenting;
- Work-life balance;
- Workplace harassment prevention.

## 02

## Indicators' evolution on gender representativeness

As a global company, the gender diversity of the EDP Group should be analysed in terms of its workers, as well as the geographical areas and the respective socio-economics systems in which it operates.

It will also be important to comparatively assess EDP's gender representativeness with other listed companies in Portugal, as well as with similar companies and other international utilities.

The strong focus of recent years on gender balance has now translated into a reality in which 25% of the Company's staff are women, a number that is considerable given not only the fact that this is a traditionally male sector, but also and especially considering the development shown in recent decades at EDP.

In addition, at the level of the EDP Group, the representation of the female gender in leadership positions has registered an increase of 4 percentage points in the last 5 years, from 21% in 2014 to 25% in 2020.

This development has resulted from EDP's commitment to promoting and incorporating a culture of diversity and inclusion.

Next, and with reference to 31 December 2019, 31 December 2018, 31 December 2017, 31 December 2016 and 31 December 2015, gender representativeness of the EDP group will be analysed.

2019		UN	Grup	Portugal	Spain	Brasil	USA	Rest of the World
<b>EMPLOYMENT</b>								
<b>EMPLOYEES</b>	<b>#</b>	<b>11 660</b>	<b>5 852</b>	<b>1 720</b>	<b>3 158</b>	<b>663</b>	<b>267</b>	
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	
<b>NUMBER OF EMPLOYEES BY CONTRACT TYPE</b>	<b>#</b>	<b>11 660</b>	<b>5 852</b>	<b>1 720</b>	<b>3 158</b>	<b>663</b>	<b>267</b>	
<b>Executive Statutory Bodies</b>	<b>#</b>	<b>55</b>	<b>33</b>	<b>0</b>	<b>23</b>	<b>0</b>	<b>0</b>	
Male	#	51	29	0	22	0	0	
Female	#	5	4	0	1	0	0	
<b>Permanent Staff</b>	<b>#</b>	<b>11 549</b>	<b>5 783</b>	<b>1 710</b>	<b>3 134</b>	<b>663</b>	<b>259</b>	
Male	#	8 549	4 370	1 205	2 410	484	180	
Female	#	2 900	1 413	505	724	179	79	
<b>Fixed Term Contracts</b>	<b>#</b>	<b>55</b>	<b>36</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>8</b>	
Male	#	24	23	7	1	0	4	
Female	#	22	13	3	0	0	4	
<b>EMPLOYEES BY TYPE OF OCCUPATION</b>	<b>#</b>	<b>11 660</b>	<b>5 852</b>	<b>1 720</b>	<b>3 158</b>	<b>663</b>	<b>267</b>	
<b>Full-Time</b>	<b>#</b>	<b>11 615</b>	<b>5 847</b>	<b>1 684</b>	<b>3 158</b>	<b>663</b>	<b>263</b>	
Male	#	8 730	4 422	1 208	2 433	484	183	
Female	#	2 885	1 425	476	725	179	80	
<b>Part-time</b>	<b>#</b>	<b>45</b>	<b>5</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>4</b>	
Male	#	5	0	4	0	0	1	
Female	#	40	5	32	0	0	3	
<b>EMPLOYEES WITH SPECIAL NEEDS</b>	<b>#</b>	<b>163</b>	<b>88</b>	<b>21</b>	<b>54</b>	<b>0</b>	<b>0</b>	
Male	#	92	50	13	29	0	0	
Female	#	71	38	8	25	0	0	
<b>INCOMING EMPLOYEES</b>	<b>#</b>	<b>1 287</b>	<b>415</b>	<b>150</b>	<b>466</b>	<b>176</b>	<b>80</b>	
Male	#	897	276	81	345	138	57	
Female	#	358	118	58	121	38	23	
F/M ratio of incoming employees	x	0,40	0,43	0,72	0,35	0,28	0,40	
<b>OUTGOING EMPLOYEES</b>	<b>#</b>	<b>1 226</b>	<b>630</b>	<b>92</b>	<b>347</b>	<b>112</b>	<b>45</b>	
Male	#	923	480	74	264	85	20	
Female	#	303	150	18	83	27	25	
<b>TURNOVER INDEX</b>	<b>%</b>	<b>10,51</b>	<b>10,77</b>	<b>5,35</b>	<b>10,99</b>	<b>16,89</b>	<b>16,85</b>	
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	
<b>AVERAGE FIXED MONTHLY PAY</b>								
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 ration by gender (F/M)	x	1,05	1,10	0,86	1,05	0,96	0,83	

<sup>1</sup> Net values of the employees transfer from fixed-term contracts to permanent workforce.

2018	UN	Grup	Portugal	Spain	Brasil	USA	Rest of the World
<b>EMPLOYMENT</b>							
<b>EMPLOYEES</b>	<b>#</b>	<b>11 631</b>	<b>6 085</b>	<b>1 674</b>	<b>3 038</b>	<b>596</b>	<b>238</b>
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
<b>NUMBER OF EMPLOYEES BY CONTRACT TYPE</b>	<b>#</b>	<b>11 631</b>	<b>6 085</b>	<b>1 674</b>	<b>3 038</b>	<b>596</b>	<b>238</b>
<b>Executive Statutory Bodies</b>	<b>#</b>	<b>59</b>	<b>33</b>	<b>0</b>	<b>26</b>	<b>0</b>	<b>0</b>
Male	#	54	29	0	25	0	0
Female	#	5	4	0	1	0	0
<b>Permanent Staff</b>	<b>#</b>	<b>11 521</b>	<b>6 021</b>	<b>1 659</b>	<b>3 012</b>	<b>596</b>	<b>233</b>
Male	#	8 685	4 581	1 200	2 326	431	147
Female	#	2 836	1 440	459	686	165	86
<b>Fixed Term Contracts</b>	<b>#</b>	<b>51</b>	<b>31</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>5</b>
Male	#	26	13	11	0	0	2
Female	#	25	18	4	0	0	3
<b>EMPLOYEES BY TYPE OF OCCUPATION</b>	<b>#</b>	<b>11 631</b>	<b>6 085</b>	<b>1 674</b>	<b>3 038</b>	<b>596</b>	<b>238</b>
<b>Full-Time</b>	<b>#</b>	<b>11 587</b>	<b>6 084</b>	<b>1 636</b>	<b>3 038</b>	<b>595</b>	<b>234</b>
Male	#	8 759	4 623	1 206	2 351	431	148
Female	#	2 828	1 461	430	687	164	86
<b>Part-time</b>	<b>#</b>	<b>44</b>	<b>1</b>	<b>38</b>	<b>0</b>	<b>1</b>	<b>4</b>
Male	#	6	0	5	0	0	1
Female	#	38	1	33	0	1	3
<b>EMPLOYEES WITH SPECIAL NEEDS</b>	<b>#</b>	<b>169</b>	<b>100</b>	<b>18</b>	<b>51</b>	<b>0</b>	<b>0</b>
Male	#	102	63	11	28	0	0
Female	#	67	37	7	23	0	0
<b>INCOMING EMPLOYEES</b>	<b>#</b>	<b>641</b>	<b>185</b>	<b>39</b>	<b>303</b>	<b>85</b>	<b>29</b>
Male	#	865	319	68	284	154	40
Female	#	352	143	39	113	29	28
F/M ratio of incoming employees	x	0,41	0,45	0,57	0,40	0,19	0,70
<b>OUTGOING EMPLOYEES</b>	<b>#</b>	<b>702</b>	<b>415</b>	<b>31</b>	<b>188</b>	<b>53</b>	<b>15</b>
Male	#	935	547	74	220	72	22
Female	#	265	133	19	81	18	14
<b>TURNOVER INDEX</b>	<b>%</b>	<b>6,07</b>	<b>7,09</b>	<b>1,84</b>	<b>5,96</b>	<b>8,41</b>	<b>6,05</b>
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
<b>EMPLOYEES ENTITLED TO PARENTAL LEAVE</b>	<b>#</b>	<b>339</b>	<b>178</b>	<b>73</b>	<b>30</b>	<b>36</b>	<b>22</b>
Male	#	337	140	36	126	27	8
Female	#	134	43	38	30	9	14
<b>EMPLOYEES WHO TOOK PARENTAL LEAVE</b>	<b>#</b>	<b>339</b>	<b>178</b>	<b>73</b>	<b>30</b>	<b>36</b>	<b>22</b>
Male	#	205	135	35	n.d.	27	8
Female	#	134	43	38	30	9	14
<b>RETENTION RATE OF EMPLOYEES WHO TOOK PARENTAL LEAVE</b>	<b>%</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>93</b>	<b>100</b>	<b>99</b>
Male	%	100	100	100	n.d.	100	100
Female	%	98	100	100	93	100	93
<b>AVERAGE FIXED MONTHLY PAY</b>		<b>3 181</b>	<b>3 223</b>	<b>4 357</b>	<b>1 419</b>	<b>7 016</b>	<b>3 181</b>
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 (F/M)	x	1,04	1,08	0,85	1,02	0,96	0,82

2017	UN	Grup	Portugal	Spain	Brasil	USA	Rest of the World
<b>EMPLOYMENT</b>							
<b>EMPLOYEES</b>	<b>#</b>	<b>11 657</b>	<b>6 326</b>	<b>1 680</b>	<b>2 945</b>	<b>502</b>	<b>204</b>
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
<b>NUMBER OF EMPLOYEES BY CONTRACT TYPE</b>	<b>#</b>	<b>11 657</b>	<b>6 326</b>	<b>1 680</b>	<b>2 945</b>	<b>502</b>	<b>204</b>
<b>Executive Statutory Bodies</b>	<b>#</b>	<b>53</b>	<b>30</b>	<b>0</b>	<b>23</b>	<b>0</b>	<b>0</b>
Male	#	50	28	0	22	0	0
Female	#	3	2	0	1	0	0
<b>Permanent Staff</b>	<b>#</b>	<b>11 534</b>	<b>6 252</b>	<b>1 660</b>	<b>2 921</b>	<b>502</b>	<b>199</b>
Male	#	8 762	4 813	1 217	2 259	348	125
Female	#	2 772	1 439	443	662	154	74
<b>Fixed Term Contracts</b>	<b>#</b>	<b>70</b>	<b>44</b>	<b>20</b>	<b>1</b>	<b>0</b>	<b>5</b>
Male	#	38	21	16	0	0	1
Female	#	32	23	4	1	0	4
<b>EMPLOYEES BY TYPE OF OCCUPATION</b>	<b>#</b>	<b>11 657</b>	<b>6 326</b>	<b>1 680</b>	<b>2 945</b>	<b>502</b>	<b>204</b>
<b>Full-Time</b>	<b>#</b>	<b>11 619</b>	<b>6 324</b>	<b>1 650</b>	<b>2 945</b>	<b>502</b>	<b>198</b>
Male	#	8 846	4 862	1 231	2 281	348	124
Female	#	2 773	1 462	419	664	154	74
<b>Part-time</b>	<b>#</b>	<b>38</b>	<b>2</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>6</b>
Male	#	4	0	2	0	0	2
Female	#	34	2	28	0	0	4
<b>EMPLOYEES WITH SPECIAL NEEDS</b>	<b>#</b>	<b>184</b>	<b>111</b>	<b>18</b>	<b>55</b>	<b>0</b>	<b>0</b>
Male	#	116	75	11	30	0	0
Female	#	68	36	7	25	0	0
<b>INCOMING EMPLOYEES</b>	<b>#</b>	<b>939</b>	<b>311</b>	<b>128</b>	<b>318</b>	<b>135</b>	<b>47</b>
Male	#	650	205	84	232	104	25
Female	#	289	106	44	86	31	22
F/M ratio of incoming employees	x	0,44	0,52	0,52	0,37	0,30	0,88
<b>OUTGOING EMPLOYEES</b>	<b>#</b>	<b>1 198</b>	<b>450</b>	<b>339</b>	<b>331</b>	<b>58</b>	<b>20</b>
Male	#	892	373	224	244	42	9
Female	#	306	77	115	87	16	11
<b>TURNOVER INDEX</b>	<b>%</b>	<b>9,04</b>	<b>5,92</b>	<b>13,10</b>	<b>10,99</b>	<b>20,89</b>	<b>17,18</b>
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
<b>EMPLOYEES ENTITLED TO PARENTAL LEAVE</b>	<b>#</b>	<b>440</b>	<b>195</b>	<b>62</b>	<b>132</b>	<b>31</b>	<b>20</b>
Male	#	302	138	31	101	25	7
Female	#	138	57	31	31	6	13
<b>EMPLOYEES WHO TOOK PARENTAL LEAVE</b>	<b>#</b>	<b>334</b>	<b>191</b>	<b>61</b>	<b>31</b>	<b>31</b>	<b>20</b>
Male	#	196	134	30	n.d.	25	7
Female	#	138	57	31	31	6	13
<b>RETENTION RATE OF EMPLOYEES WHO TOOK PARENTAL LEAVE</b>	<b>%</b>	<b>98</b>	<b>99</b>	<b>100</b>	<b>95</b>	<b>100</b>	<b>100</b>
Male	%	100	99	100	100	100	100
Female	%	95	100	100	77	100	100
<b>AVERAGE FIXED MONTHLY PAY</b>	<b>€</b>	<b>3 188</b>	<b>3 216</b>	<b>4 179</b>	<b>1 656</b>	<b>6 925</b>	<b>6 823</b>
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 (F/M)	x	1,03	1,07	0,85	1,01	0,89	0,82



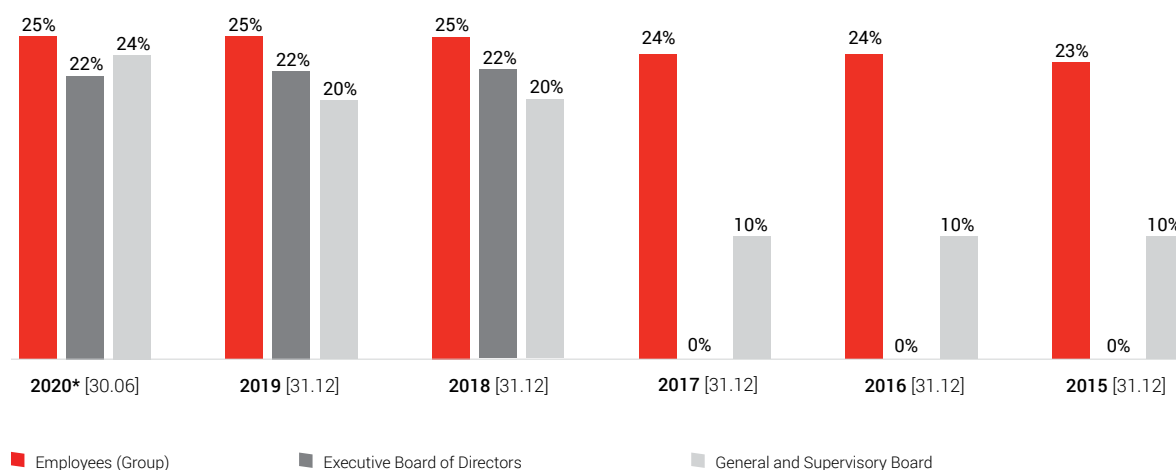
2016		UN	Grup	Portugal	Spain	Brasil	USA	Rest of the World
EMPLOYMENT								
EMPLOYEES	#	11 992	6 537	1 886	2 961	422	186	
Male Employees	%	76	78	73	78	67	62	
Female Employees	%	24	22	27	22	33	38	
Female Employees in Management positions	%	25	24	75	17	28	35	
NUMBER OF EMPLOYEES BY CONTRACT TYPE	#	11 992	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 incoming 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 FIXED 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 (F/M)	x	1,03	1,07	0,85	1,01	0,86	0,76	

2015	UN	Grup	Portugal	Spain	Brasil	USA	Rest of the World
<b>EMPLOYMENT</b>							
<b>EMPLOYEES</b>	<b>#</b>	<b>12 084</b>	<b>6 683</b>	<b>1 863</b>	<b>2 972</b>	<b>383</b>	<b>183</b>
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
<b>NUMBER OF EMPLOYEES BY CONTRACT TYPE</b>	<b>#</b>	<b>12 084</b>	<b>6 683</b>	<b>1 863</b>	<b>2 972</b>	<b>383</b>	<b>183</b>
<b>Executive Statutory Bodies</b>	<b>#</b>	<b>54</b>	<b>33</b>	<b>1</b>	<b>20</b>	<b>0</b>	<b>0</b>
Male	#	51	31	1	19	0	0
Female	#	3	2	0	1	0	0
<b>Permanent Staff</b>	<b>#</b>	<b>11 925</b>	<b>6 560</b>	<b>1 858</b>	<b>2 950</b>	<b>383</b>	<b>174</b>
Male	#	9 177	5 143	1 358	2 303	258	115
Female	#	2 748	1 417	500	647	125	59
<b>Fixed Term Contracts</b>	<b>#</b>	<b>105</b>	<b>90</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>9</b>
Male	#	65	55	4	1	0	5
Female	#	40	35	0	1	0	4
<b>EMPLOYEES BY TYPE OF OCCUPATION</b>	<b>#</b>	<b>12 084</b>	<b>6 683</b>	<b>1 863</b>	<b>2 972</b>	<b>383</b>	<b>183</b>
<b>Full-Time</b>	<b>#</b>	<b>12 055</b>	<b>6 681</b>	<b>1 837</b>	<b>2 972</b>	<b>383</b>	<b>182</b>
Male	#	9 288	5 228	1 360	2 323	258	119
Female	#	2 767	1 453	477	649	125	63
<b>Part-time</b>	<b>#</b>	<b>29</b>	<b>2</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>1</b>
Male	#	5	1	3	0	0	1
Female	#	24	1	23	0	0	0
<b>EMPLOYEES WITH SPECIAL NEEDS</b>	<b>#</b>	<b>199</b>	<b>113</b>	<b>25</b>	<b>56</b>	<b>0</b>	<b>5</b>
Male	#	126	75	18	30	0	3
Female	#	73	38	7	26	0	2
<b>INCOMING EMPLOYEES</b>	<b>#</b>	<b>774</b>	<b>283</b>	<b>80</b>	<b>275</b>	<b>110</b>	<b>26</b>
Male	#	553	201	42	218	78	14
Female	#	221	82	38	57	32	12
F/M ratio of incoming employees	x	0,40	0,41	0,90	0,26	0,41	0,86
<b>OUTGOING EMPLOYEES</b>	<b>#</b>	<b>736</b>	<b>332</b>	<b>82</b>	<b>255</b>	<b>46</b>	<b>21</b>
Male	#	575	279	66	183	36	11
Female	#	161	53	16	72	10	10
<b>TURNOVER INDEX</b>	<b>%</b>	<b>6,32</b>	<b>4,58</b>	<b>4,29</b>	<b>9,39</b>	<b>22,32</b>	<b>13,06</b>
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
<b>EMPLOYEES ENTITLED TO PARENTAL LEAVE</b>	<b>#</b>	<b>409</b>	<b>135</b>	<b>100</b>	<b>128</b>	<b>29</b>	<b>17</b>
Male	#	272	91	48	99	25	9
Female	#	137	44	52	29	4	8
<b>EMPLOYEES WHO TOOK PARENTAL LEAVE</b>	<b>#</b>	<b>309</b>	<b>134</b>	<b>100</b>	<b>29</b>	<b>29</b>	<b>17</b>
Male	#	172	90	48	n.d.	25	9
Female	#	137	44	52	29	4	8
<b>RETENTION RATE OF EMPLOYEES WHO TOOK PARENTAL LEAVE</b>	<b>%</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>98</b>	<b>100</b>	<b>100</b>
Male	%	100	100	100	n.d.	100	100
Female	%	99	100	100	93	100	100
<b>AVERAGE FIXED MONTHLY PAY</b>	<b>€</b>	<b>3 042</b>	<b>3 126</b>	<b>4 284</b>	<b>1 491</b>	<b>7 101</b>	<b>4 022</b>
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 (F/M)	x	1,02	1,06	0,84	0,85	0,79	1,03

Following the entry into force of Law no. 62/2017, of 1 August, and in strict compliance with applicable legislation, on 5 April 2018 EDP shareholders determined to appoint new members to the Company's management and supervisory bodies for the 2018- 2020 three-year mandate, in order to ensure a 20% representation in the proportion of individuals of each sex for the Executive Board of Directors and for the General and Supervisory Board

As such, with reference to 31 December 2019, 31 December 2018, 31 December 2017, 31 December 2016 and 31 December 2015, the gender representativeness of members of EDP's Executive Board of Directors and the General and Supervisory Board, in comparison with the total number of Company employees, were the following:

### Female Gender Representativeness at EDP



It should also be noted that, from the first elective General Meeting after 1 January 2020, the proportion of persons of each sex appointed to the Executive Board of Directors and to the General and Supervisory Board may not, pursuant to Law no. 62/2017, of August 1, be less than 33.3%, with such election subject to the will of EDP shareholders. The mandates of the aforementioned bodies will be assessed at the General Meeting by EDP's shareholders at the end of the current three-year mandate (2018-2020).

\*Dados referentes ao primeiro semestre de 2020.

## 03

## Adopted Measures

To achieve effective equality of treatment and opportunity between genders, promoting the elimination of discrimination based on sex and fostering reconciliation between personal, family and professional life, EDP has approved and implemented rules, policies, procedures and internal mechanisms.

The Corporate Department known as People Experience Unit includes, within its competences, the definition, coordination and implementation of management policies for individuals within the scope of Diversity and Inclusion, in order to ensure the principal of equality of opportunities in the following areas:

- Recruitment and selection: EDP is committed to recruiting and selecting through valuing, in an equal manner, the skills, aspirations, needs and responsibilities of women and men;
- Training and knowledge sharing within EDP: EDP is committed to encouraging women and men, equally, to learn throughout their lives and to make full use of their skills and knowledge;
- Personal and professional development: EDP is committed to developing or facilitating internal tools for skills development, to promote the participation in cross-cutting projects or internal mobility, encouraging women and men, equally, to invest in their personal and professional development;
- Pay and social benefits: In its salary policy, EDP is committed to ensuring compliance with the principle of “equal pay for equal work” among employees of both genders and based on merit;
- Career Management: In promotion and career advancement processes, EDP is committed to equal recognition of the skills of all employees (qualifications, training and professional experience), regardless of gender.

The creation and implementation of the Inclusion Office represents, therefore, a complementary measure of the People Experience Unit within the scope of D&I which aims to leverage inclusion in EDP, either by the continuous monitoring of partnerships and commitments, or by monitoring the main diversity indicators, related either to gender representation, to people with disabilities or special needs but also related to generational and cultural segments in the different geographies in which the EDP Group operates.

The following are the measures for equality between genders, in their respective state of implementation, which are or will come into force, as appropriate, by 31 December 2021.

# 01 Strategy, mission and values

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Publicly state (internally and externally) the commitment to the promotion of equality between genders.</b>	Registration of the EDP Group's commitments to ethical conduct, development of skills, merit, and balance between personal and professional life for its employees.	In force, through the Commitments undertaken by EDP Group.	Executive Board of Directors	www.edp.com
	Implementation of the Diversity Policy which reflects the application of the vision, commitments and strategy of EDP within the scope of Diversity, enabling the communication, throughout the organization, of the Group's positioning and action in this area.	In force since January 2013.	Executive Board of Directors	www.edp.com
	Explicit mention of the commitment to the promotion of equality between genders in EDP's Code of Ethics: <i>"guide labour policies and procedures so as to prevent unjustified discrimination or differential treatment based on ethnic or social origin, gender, sexual orientation, age, creed, marital status, disability, political orientation, opinion, birthplace, or trade union membership"</i> .	Code of Ethics in force since 2005 (updated in 2014).	Executive Board of Directors, Corporate Governance and Sustainability Committee and General and Supervisory Board	www.edp.com
	Implementation of a Selection Policy for the members of the General and Supervisory Board and Executive Board of Directors which ensures diversity in the membership of the respective corporate bodies, bringing together various competences, professional experiences, diversity of knowledge, gender and cultures, focused on the specific aspects of the Company businesses.	In force since May 2017 (updated in December 2018).	Executive Board of Directors, Corporate Governance and Sustainability Committee and General and Supervisory Board	www.edp.com
	Publication of EDP's commitment to equality between genders, internally and externally, on the EDP website, intranet, through electronic mail and internal newsletters.	In force through the EDP Group's formal communication channels.	Executive Board of Directors, Corporate Governance and Sustainability Committee and General and Supervisory Board	
	Signing up to the Equal by 30 campaign commitments, which aims to pool efforts in the public and private sector around a set of common commitments to promote gender equality goals to reach the 3E's by 2030: Equal opportunity, Equal pay, Equal leadership.	In force since 2018.	Executive Board of Directors	
	Within the scope of the United Nations Sustainable Development Goals, the EDP Group has publicly committed itself to contributing towards SDG 5 (Gender Equality), ensuring the promotion of decent, secure work, based on equal opportunities.	In force.	Executive Board of Directors, Corporate Governance and Sustainability Committee and General and Supervisory Board	www.edp.com
	Signing the Membership Agreement for the Forum of Companies for Gender Equality, promoted by the Portuguese Labour and Employment Equality Commission.	In force since 2013.	Executive Board of Directors	
	Adhesion or application to national or international indexes or studies that promote and recognize companies committed to equality of opportunity between men and women or other axes of diversity and inclusion.	In force.	Executive Board of Directors  People Experience Unit	Integration of EDP Renováveis in the Bloomberg Gender Equality Index, which recognizes the companies most committed to gender equality globally. Mercer When Women  Thrive Study 2019 United Nation Global Compact - Target Gender Equality

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Publicly state (internally and externally) the commitment to the promotion of equality between genders.</b>	Associated with the Portuguese Association for Diversity and Inclusion (APPDI), created to manage and guarantee the sustainability and development of the Portuguese Charter for Diversity and Inclusion, with EDP being appointed to the governing bodies of its first term, as Chairperson of its Board and currently coordinating the Education Work Group.	In force since 2016.	People Experience Unit	<a href="http://www.cartadiversidade.pt">www.cartadiversidade.pt</a>
	Participation in forums for sharing best practices on equality between genders (ex: HeForShe; II Encontro Mulher Y Energia AEMENER) or the publishing of articles or relevant content by EDP leaders (Human Resources, ECO, VER (Valores, Ética e Responsabilidade), Executiva.pt)	In force.	People Experience Unit	
	Dissemination of best management practices in the field of equality between genders, internally (intranet, internal magazine, internal television, workplace) and externally (website, forums, magazines, news items).	In force.	People Experience Unit	The EDP Group's internal and external formal communication channels.
<b>Ensure the implementation of the Equality Plan, its monitoring, tracking and sustainability.</b>	Definition of measurable strategic objectives and concrete measures for the promotion of equality between genders expressed in the EDP Group's Diversity Policy and an Action Plan specifically adapted to the reality of the Company.	In force since January 2013.	Executive Board of Directors People Experience Unit	
	Setting up of a Human Resources and Diversity Committee, which continuously strives for matters of gender equality in the daily activities of the Company, with formalization of its respective powers in the EDP Group's Diversity Policy.	In force since January 2014.	Executive Board of Directors People Experience Unit	
	Setting up of an operational team - Inclusion Office - responsible for implementing measures and actions to promote gender equality, with formalization of its respective powers in the EDP Group's Diversity Policy. The responsibilities of this team are: (i) ensuring and monitoring the implementation of initiatives, continuous improvement plans and diversity measures; (ii) setting up of work teams or referring to organizational structures suitable for implementing measures and defining their respective period; (iii) ensuring the dissemination of the various initiatives, continuous improvement plans and measures regarding diversity, as well as their links with other interventions across areas, the relationship between Suppliers, etc.; (iv) monitoring the impact of the Diversity Policy through specific indicators	In force since January 2015.	Executive Board of Directors People Experience Unit	
	Create a working group focused on the communication and involvement of the EDP Group in promoting a culture of reconciliation and equality.	In force since 2019.	People Experience Unit	
	Allocation of annual funds for the implementation of measures and actions in the area of equality between genders.	In force.	Executive Board of Directors People Experience Unit	
	EDP Group People Management Scorecard with disaggregated indicators for male and female employees.	In force, quarterly updated.	People Experience Unit	
	Analysis and breakdown of all data by gender in the Company's disclosed management instruments, namely, in the Report and Accounts and the EDP Group Sustainability Report.	In force.	People Experience Unit	

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Make the Equality Plan known, and its strategic importance for the company and involve all workers in the implementation of the Equality Plan.</b>	Dissemination of the Equality Plan, its respective measures and objectives, through awareness-raising sessions, dissemination on the Company's website, intranet and internal magazine.	In force, through formal communication channels of EDP Group.	People Experience Unit	The EDP Group's internal and external formal communication channels.
	Encourage worker participation in the promotion of equality between women and men.			
	Setting up of a group, within EDP's internal social network, focused on reconciliation and equality. Seeking to be a space for sharing contributions that can help to find this balance, testimonials from those who inspire us to live better, and what the Company already does for an increasingly more conciliatory culture.	In force since 2019.	People Experience Unit  Global Brand, Marketing and Communication Coordination Department	
	Hosting the Diversity Week, an annual initiative, which promotes the sharing of knowledge and the training of employees on the themes of the various axes of diversity at EDP, as well as the importance of promoting an increasingly inclusive company and culture, through sharing forums, workshops, lectures and dissemination of relevant content through internal communication channels.	In force since 2019, on annual basis.	People Experience Unit  Global Brand, Marketing and Communication Coordination Department	The EDP Group's internal and external formal communication channels.
	Creation of multidisciplinary teams - Inclusion Waves – constituted by employees representing different business units, genders, generations and age groups and which aims to encourage reflection and the definition of action plans within the main strategic axes of diversity and inclusion of the Group - Gender, Disabilities, Generations and Culturalities: i) Create a space for reflection on the challenges of each axis; ii) Define the Group's positioning according to the business strategy, internal / external commitments or current activities; iii) Identify ways to address these challenges internally, involving the Group's employees globally; iv) Implement relevant and impactful initiatives during 2020/2021.	Em implementação e rollout 2020-2021	People Experience Unit	The EDP Group's internal and external formal communication channels.
	Support the conceptualization and implementation of the Action Plans proposed by Inclusion Waves in the strategic axes of Diversity & Inclusion - Gender, Disabilities, Generations and Culturalities.	To be implemented in 2020-2021.	People Experience Unit	
	Promotion of awareness raising actions on issues related to reconciliation, diversity and equality.	In force.	People Experience Unit	
<b>Ensure a work environment free from discrimination on the grounds of sex, parenting and/or reconciling work, family and personal life.</b>	Creation of an email account for suggestions and complaints within the scope of reconciliation and personal and professional balance measures.	In force since 2017.	People Experience Unit	
	Formal procedure to submit complaints regarding infringements of the EDP Code of Ethics, communicated to the Ethics Ombudsperson, by letter, or using the dedicated online channel, which ensures the protection of the identity of the complainant and adequate management of the process, both from the perspective of correcting situations identified, and from the prevention of a re-occurrence.	In force.	Ethics Ombudsperson	
	Integration of issues regarding aspects of diversity and equality, ethics and balance and professional, family and personal reconciliation in the organizational climate survey.	In force since 2015 (extended survey performed every two years, including dimensions at stake).	People Experience Unit	
	Development of action plans based on the results of the organizational climate survey, which addresses issues regarding diversity and equality, ethics and balance and reconciliation professional, family and personal life.	In force since 2015.	People Experience Unit	Annual action Plans.
	Carrying out surveys and focus groups to gauge knowledge/satisfaction and usefulness of the reconciliation and equality measures.	In force, annually.	People Experience Unit	

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensure respect for the principle of equality between women and men and non-discrimination in external relations. Promote and consolidate external relations in the scope of the promotion of equality between men and women.</b>	Addition of reconciliation and equality issues to the Supplygo form, under which EDP asks the respective suppliers if they have implemented reconciliation practices, and if so, which ones, as well as if they have any certification in that area	In force since 2019.	People Experience Unit EDP Global Solutions Shared Services	
	Promotion of an event with EDP suppliers, in order to raise awareness and involve them in a culture of reconciliation and equality.	To be implemented in 2020.	People Experience Unit	
	Identification of Best in Class Partners in reconciliation and equality and promoting a meeting to value the best classified suppliers in this area	To be implemented in 2020.	People Experience Unit	
	Partnership with PWN Lisbon (Professional Women's Networks) with the annual participation of EDP employees previously identified with access to online and digital content and initiatives as well as the possibility of participation in development programs.	In force since 2013.	People Experience Unit	<a href="http://pwnlisbon.net/">pwnlisbon.net/</a>
	Partnership with PWIT (Portuguese Women in Tech), to develop projects focused on professional women who, in the area of technologies, can build their network, but above all who are exposed to opportunities and invitations, often directed only at men.	In force since 2018.	People Experience Unit	<a href="http://www.portuguesewomenintech.com/">www.portuguesewomenintech.com/</a>
	Support to the Projecto Promova, developed within the scope of the Pre-Defined Project (PDP) of the Program "Conciliation and Gender Equality", managed by CIG (Comissão para a Cidadania e a Igualdade de Género) and financed by EEA Grants and inspired by the Proyecto Promociona, of the CEOE - Spanish Business Confederation and will be implemented in partnership with Nova SBE, by supporting the participation of EDP employees as participants or mentors in the program.	In force since 2019.	People Experience Unit	<a href="http://www.cip.org.pt/projeto-promova/">www.cip.org.pt/projeto-promova/</a>
	Partner with Executiva.pt in participating in and supporting initiatives that aim to promote tools and role models that inspire women to advance in their careers, particularly at the Annual Feminine Leadership Conference (Grande Conferência Liderança Feminina).	In force.	People Experience Unit	
	Partnership with the GirlMove Association, an organization that seeks to impact the lives of Mozambican girls and women and give them access to quality education; it should be noted that, for the second consecutive year, EDP had the opportunity to receive two female interns for a month.	In force since 2017.	People Experience Unit	<a href="http://www.executiva.pt">www.executiva.pt</a>
	Establishment of new partnerships and cooperative relations with public entities and/ or civil society organizations which pursue the objective of improving equality between genders such as APPDI - Portuguese Association for Diversity and Inclusion (The Portuguese Charter for Diversity), Fórum iGenor the Inclusive Community Forum (ICF), that pursue the goals of promoting equality between women and men, with and without disabilities.	In force since 2018.	People Experience Unit	
<b>Ensure information to all workers on rights and duties in the field of equality and non-discrimination.</b>	Dissemination, in an appropriate and accessible place, of information regarding the rights and duties of employees, with regard to equality and non-discrimination based on sex.	In force.	People Experience Unit  Global Brand, Marketing and Communication Coordination Department	The EDP Group's internal and external formal communication channels.



## 02 Equality in access to employment

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Contribute to a fair and objective selection and recruitment process for men and women.</b>	EDP Group Diversity and Inclusion Policy that guarantees gender equality/justice in the recruitment process.	Under review and publication scheduled for 2020	People Experience Unit	www.edp.com
	Partnerships with universities and student organizations to attract candidates, without gender segregation.	In force.	People Experience Unit	
	Partnerships with entities (Spark Agency, CEMS, INNOenergy) to attract candidates, without gender segregation.	In force.	People Experience Unit	
	Promotion of activities to attract candidates (EDP Digital Open Days, etc.), in which there is no gender segregation.	In force.	People Experience Unit	
	Project to review the EDP Group recruitment process with team monitoring to ensure the proposal for an inclusive process.	Implementation in 2020.	People Experience Unit	
	Carrying out training activities aimed at individuals responsible for selection and recruitment interviews concerning non gender-biased selection and recruitment procedures.	In force.	People Experience Unit EDP University	
	Clear definition of the requirements and qualifications necessary for the job post to be filled, including requirements for carrying out the job and the remuneration to be provided.	In force.	People Experience Unit	Collective Work Agreement; Functional families project that clearly defines all the functional areas in the EDP Group.
<b>Counter structural barriers to equality between women and men and contribute to a better balance between women and men in the company.</b>	Professional empowerment of young women under the Girl Move project, through the support of the Change Program's Life Stage, an annual program.	Em vigor desde 2017.	People Experience Unit	Annual programme that provides for an internship at EDP by a Girl Move intern. www.girlmove.org
	Empowerment of young students interested in pursuing engineering courses or other STEM field (Science, Technology, Engineering and Maths), with a special focus on young female students.	In force since 2018.	People Experience Unit	Project "Engenheiras por um dia" (Engineers for a day) - www.cig.gov.pt Supporting Girls in ICT Day
	Conceptualization and implementation of initiatives to promote the employability of young people, with and without disabilities, through their training and development of skills promoted within the Education Working Group of APPDI - Portuguese Association for Diversity and Inclusion and the Pilot-Project for the Inclusive Community Forum (ICF), together with the network of companies and entities that have signed these commitments.	To be implemented 2020-2021	People Experience Unit	
<b>Promote the internal sexual desegregation and greater balance between women and men in the company.</b>	Development of the School for Women Electricians with the aim of training women by providing a technical course of study in electricity.	In force since 2018.	People Experience Unit Human Resources Department of EDP Brasil	School for women electricians: www.edp.com
	Launch of a campaign to encourage the recruitment of women and men to professions/functions where they are underrepresented, to be published on EDP's website, on its intranet (if any) and by electronic mail, during the selection and recruitment process period.	In force.	People Experience Unit Human Resources Department of EDP Brasil	School for women electricians: www.edp.com
	Holding training actions aimed at employees in order to mitigate the risk of unconscious bias in processes involving performance assessment, analysis of skills, promotions, progressions, among others.	In force.	People Experience Unit EDP University	www.edp.com

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensure the principle of equality between women and men and non-discrimination in access to employment.</b>	Publication of job postings written in inclusive language in designating the profession and the content of the vacancy notice, not directly or indirectly containing any restriction, specification or preference based on gender.	In force, with improvements to be implemented in 2020.	People Experience Unit EDP Global Solutions Shared Services	Job postings published at jobs.edp.com and LinkedIn EDP and EDP Renováveis..
	Checking all job posting announcements and other forms of the publicity connected to preselection in order to ensure that they do not, directly or indirectly, contain any restriction, specification or preference based on gender.	In force, with improvements to be implemented in 2020.	People Experience Unit EDP Global Solutions Shared Services	
	Checking all job posting announcements in order to ensure that they contain the designation of the profession written in a common way for both genders and that the M/F indication is shown very clearly.	In force, with improvements to be implemented in 2020.	People Experience Unit EDP Global Solutions Shared Services	Registration on the about.me platform since 2017 and in EDPessoa in previous years.
	Internal procedure to ensure that the Company keeps a record of the recruitment processes carried out for five years, broken down in terms of gender, in accordance with the elements identified in the Labour Code.	In force.	People Experience Unit EDP Global Solutions Shared Services	
	Disseminate and promote the Trainee Program to diverse audiences, ensuring a communication strategy in more and more diverse channels as well as an inclusive recruitment process for men and women, with different profiles, with and without disabilities, academic backgrounds and diverse nationalities.	In force.	People Experience Unit	
	Procedure to ensure that, during the trial period, the Company respects the period of actual performance of contract so as to assess its interest in maintaining this, through internal audit.	In force.	People Experience Unit and the HR Departments of the Business Units	Procedure (internally audited) for assessment of the trial period in a just manner without gender bias.
<b>Protect the health and safety of the pregnant, postpartum or lactating employee.</b>	Temporary replacement of the pregnant, postpartum or lactating employee who is employed on a permanent basis and absent from work enjoying the rights related to parenthood, ensuring their return after having enjoyed such rights.	In force.	People Experience Unit	In accordance with applicable law and the Collective Work Agreement in force.

## 03 Initial and continuous training

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Promote a culture of equality between men and women in the workplace, by encouraging management and working practices in line with this.</b>	Training Policy implementation across all employees of the EDP Group.	In force since December 2017.	EDP University	
	Explicit mention of the commitment to gender equality within the scope of the training established in the EDP Group Diversity Policy: "EDP is committed to encouraging women and men, equally, to life-long learning and to make full use of their skills and knowledge".	In force since January 2013.	People Experience Unit	
	Development and rollout of training on "Unconscious Bias 2.0", an evolution of training already in place, with the aim of awakening all workers to the notion that, often, unconsciously and automatically, decisions are conditioned based on preconceived ideas or stereotypes. Raising awareness and improving this process leads to a greater understanding of the benefits of diversity, thus having a positive impact on the entire organization. The planned improvements aim to disseminate, promote and create a culture that promotes greater use of measures that promote greater flexibility and conciliation, as management tools that promote equality and inclusion	In force since 2016, with improvements planned for development and rollout in 2020.	People Experience Unit EDP University	Until December 31, 2019, more than 1,800 employees have participated, representing more than 7,500 hours of training, with more than 90% satisfaction. Initiative awarded the Diversity Seal in 2018 by APPDI. <a href="http://www.edp.com">www.edp.com</a>
	Development of specific content related to conciliation, work-life balance and equality for implementation in the EDP Group Onboarding and welcoming sessions in Portugal and in the online training, available to all new EDP Group employees.	To be implemented in 2020.		
	Development of content related to People, in the most diverse areas of Recruitment, Attractiveness, Development, Human Resource Management Processes, Diversity & Inclusion, among others, through the EDP Group's Management and Knowledge Sharing Platform (LINK), accessible to all employees.	To be implemented in 2020-2021.	People Experience Unit EDP University	
	Inclusion of "unconscious bias" modules in the training programs of the School of Management Development, which develops courses aimed at employees with responsibility for team management.	In implementation, already integrated in the Lead Now and Leading Others programs	People Experience Unit EDP University	The Lead Now program is aimed to recent managers and the Leading Others program is reserved for managers with more years of experience.
	Development and implementation of an immersive program for Leadership on Diversity and Inclusion in order to update content and enhance the challenges and opportunities of these themes in leader's role and in the management of their teams, in the most diverse moments of the employee's journey and experience.	To be implemented in 2020.	People Experience Unit EDP University	
	Conducting cross-cutting training actions under the themes of the Family Responsible Company such as: Mindfulness at Work, Stress and Well-Being Management, Emotional Intelligence, Planning for Retirement: Introductory Seminar, EDP Ethics Talks   Technological Challenges, Stress Management in Crisis Situations for Employees as well as actions directed to employees with responsibility for leadership and team management.	In force.	EDP University	

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Promote and ensure equal opportunities for women and men in access to training.</b>	Carrying out compulsory training for the EDP Group during working hours only.	In force.	EDP University	
	Internal procedure to ensure that, when disseminating and issuing invitations for training actions, the description of the profile of the trainee makes reference to both genders and does not, directly or indirectly, contain any restriction, specification or preference based on gender.	In force.	People Experience Unit	Use of inclusive language in invitations for training
	Internal procedure to ensure that women and men have equal opportunity to access the number of certified training hours established by law.	In force.	EDP Brasil	Measurement of employee training hours - EDP has more per capita training hours than is required by the applicable legislation.
<b>Promote internal gender desegregation and a greater balance between women and men in the company.</b>	Global campaign to create Individual Development Plans for all employees, with a view to defining actions for the development of skills, dissemination through formal internal communication channels of the EDP Group.	In force since 2015.	People Experience Unit	Annually through the Amplify programme.
	Internal procedure whereby, in targeted vocational training actions, for professions carried out mainly by employees of one of the sexes, preference, where appropriate, should be granted to employees of the lesser represented sex in that respected profession, as well as, where appropriate, employees with reduced education, who are unqualified or responsible for single parent families or cases of parental leave or adoption.	Procedure under review and due to enter into force by 2020.	People Experience Unit	
	School of Electricians at EDP Brasil: electricians' course dedicated exclusively to women, guaranteeing the necessary skills to exercise the activity of electrician in distribution networks, an area still dominated by men	In force since 2018.	EDP Brasil	School for Women Electricians: <a href="http://www.edp.com">www.edp.com</a>

## 04 Equality in working conditions

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensure a fair and objective evaluation process for women and for men.</b>	Performance assessment model Perform - The KPIs (Key Performance Indicators) design template translated into clusters, weightings and goals applied to all EDP employees, irrespective of gender, age and/or segment.	In force.	People Experience Unit	
	The Amplify skill analysis model: implementation of a meritocratic model for men and women to contribute to the creation of a global culture and endow the Company with the skills that will allow it to achieve results in a highly competitive global environment.	In force.	People Experience Unit	
	<i>People Talks: Counselling and advice sessions to consider how human resource management is carried out in order to deal with issues such as competence and performance assessment. These sessions present themes related to human resources, ensuring fair management aligned with best practices and clarifying potential doubts.</i>	In force.	People Experience Unit	
	Unconscious bias training for all human resource professional employees and managers, contributing to the awareness of potential biases in people management processes, such as performance assessment, hiring, promotions, training/development.	In force.	People Experience Unit	
	Regarding performance assessment for the awarding of productivity and attendance awards, the eligibility criteria communicated to all employees should be met, through holding briefing sessions, ensuring that any leave, absence or exemptions enjoyed under the provisions of paragraph 1 and paragraph 2 of Article 65 of the Labour Code are considered as actual work in the context of performance assessment for the awarding of productivity and attendance bonuses.	In force.	People Experience Unit	
<b>Promoting internal transparency regarding the performance assessment model.</b>	Internal performance assessment process involving knowledge taking: in order to foster transparent communication and follow-up of the stated objectives, the Perform model requires an individual knowledge-taking step, contributing to the transparency of the current model.	In force.	People Experience Unit	
	Internal competence analysis process involving knowledge taking: the Amplify model requires an individual knowledge-taking step, thus contributing to the justice and transparency of the current model.	In force.		
	Promotion of quarterly disclosure of the Company's results to all employees, enabling transparency and internal monitoring of the performance assessment model.	In force.	People Experience Unit	
<b>Encourage equality between men and women in the area of professional progression and development.</b>	Progression of EDP employees based on merit, taking effect after the employee has obtained the number of points established for this purpose.	In force.	People Experience Unit	In accordance with the Collective Work Agreement in force.

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Encourage equality between men and women in the area of professional progression and development.</b>	GROW: Platform representing EDP's internal labour market, allowing Group employees to be aware of the various opportunities available.	In force.	People Experience Unit	
	Individual assessment (appointments): For appointments to leadership positions at EDP, an assessment of the competences of the male or female candidate carried out by an external independent partner is required. This assessment, consisting of a behavioural interview, business case and evidence assessing the candidate's drive and fit with EDP competences, ensures the transparency and non-discrimination of the appointment.	In force.	People Experience Unit Human Resources Departments	
<b>Encourage the balanced participation of women and men in decision-making positions.</b>	Implementing mentoring, counselling and coaching programmes for employees to increase their network, visibility and projection of their work and/or develop leadership skills. The identification of this need may be undertaken by the individual or by human resources, in a proximity approach where the type of accompaniment varies according to the profile of the interested party.	In force.	People Experience Unit	
<b>Promote equality between men and women in the area of career development and promote gender desegregation of professions.</b>	Global and transparent internal mobility programme that responds to the Group's challenges and needs, respecting the specific aspects of different businesses and geographical areas, contributing to the development of employees and their personal and professional satisfaction, by promoting equal access to information and non-discrimination.	In force.	People Experience Unit Human Resources Departments	
	Exclusion of criteria associated with the availability of workers or their family responsibilities for career advancement, promoting a culture of respect, integrity and responsibility.	In force.	People Experience Unit Human Resources Departments	In accordance with the Collective Work Agreement in force.
	Partnership with PWN Lisbon (Professional Women's Network) with the annual participation of EDP employees previously identified with access to online and digital content and initiatives, as well as the possibility of participation in development programs.	In force since 2013.	People Experience Unit	<a href="https://pwnlisbon.net/">https://pwnlisbon.net/</a>
<b>Encourage the participation of all employees in promoting equality between men and women.</b>	Realization of the Recognition Awards that allow employees to identify their peers, leaders or teams that inspire, motivate and make them want to be better, and that are recognized within the scope of the EDP Global Meetings, an event with biannual periodicity.	In force since 2014.	People Experience Unit	As part of the 2020 EDP Global Meetings, this Award received 469 applications.
	Sessions with all employees to address issues related to performance appraisal and career and development policy. These sessions help to publicize and clarify the criteria regarding compensation, recognition, rewards and performance bonuses, attendance, etc., with employees.	In force.	People Experience Unit Human Resources Departments	
<b>Promote balance between women and men in the company's strategic positions.</b>	Minimum representation of each sex on the governing body (33.3% women) in force since the first elective General Meeting after 1 January 2020, pursuant to Law no. 62/2017.	To be implemented at the next elective General Meeting.	Shareholders	Cf. Selection Policy for members of the General and Supervisory Board and the Executive Board of Directors.
	Minimum representation of each sex on the supervisory body (33.3% women) in force since the first elective General Meeting after 1 January 2020, pursuant to Law no. 62/2017.	To be implemented at the next elective General Meeting.	Shareholders	Cf. Selection Policy for members of the General and Supervisory Board and the Executive Board of Directors.
<b>Ensure the principle of equal pay for equal work or work of equal value.</b>	Salary Table determined according to the current professional framework system, with an indication of the amounts to be assigned per job post, by reference to the updated description of the functional contents, thus contributing to the principle of equal pay for equal work or work of equal value.	In force.	Executive Board of Directors	The salary table and the clauses indicating financial values are in force from 1 January to 31 December each year, and are subject to annual negotiation with the trade unions.

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensure the principle of equal pay for equal work or work of equal value.</b>	Project for the development of pay gap reduction plans, including the gender dimension, aiming to create measures that guarantee internal equity.	To be implemented in 2020-2021.	People Experience Unit	
	Internal equity analysis studies to monitor the base and supplementary payments of all employees, minimizing potential salary disparities.	In force.	People Experience Unit	
	Holding of an internal analysis and revision of the system for analysing functions (if necessary), in order to ensure that the criteria of clear, objective and transparent valuation are followed, in order to respect the principle of "equal pay for equal work or work of equal value".	In force.	People Experience Unit	
	Holding of an internal verification and a revision (if necessary) of the job descriptions and their functions, in order to ensure that these are drawn up in accordance with the same parameters, both for job positions which are predominantly female and for those which are predominantly male, with regard to qualifications, responsibility attributed, experience required, psychological and physical effort and the conditions under which the work is carried out.	In force.	People Experience Unit	
	Holding of an internal verification and a revision (if necessary) of the description of job posts/tasks at EDP, in order to ensure that these are written in a clear, rigorous and objective manner, containing common criteria for women and men, excluding any discrimination based on gender.	In force.	People Experience Unit	
	Holding of an internal analysis process and revision (if necessary), in order to ensure that any leave, absence or exemptions enjoyed under the provisions of paragraph 1 and paragraph 2 of Article 65 of the Labour Code are considered as actual work in the context of performance assessment for the awarding of productivity and attendance bonuses.	In force.	People Experience Unit	
	Holding of an internal analysis and revision (if necessary), in order to ensure that the objectives, the carrying out of which determines the awarding of variable remuneration, are equally achievable for posts which are predominantly female and those which are predominantly male.	In force.	People Experience Unit	
<b>Promoting internal transparency regarding salary policy.</b>	Annual communication of the salary scale in force through the Company's internal channels, ensuring its transparency with employees and their respective representative structures.	In force.	People Experience Unit	
<b>Ensure information for all workers concerning rights and responsibilities in the field of equality and non-discrimination. Promoting transparency regarding salary policy.</b>	Annual disclosure on salary scales as well as on the criteria for awarding performance to employees and their respective representative structures.	In force.	People Experience Unit	
	Disclosure of information on salaries as well as on the criteria for awarding performance to employee representative structures, from the Single Report, when this is requested.	In force.	People Experience Unit	Cf. Sustainability Report where data on Annualized Average Fixed Remuneration is disclosed, among other data related to the management of individuals. <a href="http://www.edp.com">www.edp.com</a>

## 05 Protection of parenting

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensuring the right to enjoy parental leave by all employees. Encouraging male employees regarding the shared use of initial parental leave.</b>	New Parents Kit: through the Conciliar Programme, EDP provides a new parents kit where employees can have access to information about the benefits that the Company gives them at this stage of life, as well as their rights to share the initial parental leave.	In force since 2016.	People Experience Unit	
	Ongoing study of measures regarding male employees and their respective parental rights and benefits.	To be implemented in 2020.	People Experience Unit	
	Leave for pregnant women: under the Conciliar Programme, EDP grants its employees the possibility of a license up to a maximum of 15 calendar days in the period immediately prior to the expected date of delivery, without any financial repercussions.	In force.	People Experience Unit	In 2018, 10 employees benefited from this measure.
	Initial parental allowance supplement: EDP grants permanent staff a supplement to the initial parental allowance granted by Social Security. The initial supplementary parental allowance is awarded from the first day on which the employee begins the period of initial parental leave and terminates at its end, lasting for a maximum of 120 days.	In force.	People Experience Unit EDP Global Solutions Shared Services	In accordance with the Collective Work Agreement in force.
	Application of all EDP parenting measures in the case of employees who adopt them.	In force.	People Experience Unit	
	Leave without special remuneration - EDP may grant employees, at their request, leave without special remuneration for a period not greater than 12 months. This may be extended in the case of recognized need, among others, on the grounds of the need for the employee to provide assistance to members of their household in cases of sickness or accident; reduction in working time to assist a child who is a minor with disability or chronic illness; part-time employment of the employee with family responsibilities; flexible working hours for the employee with family responsibilities and authorization for part-time employment or flexible working arrangement.	In force.	People Experience Unit	
	Organizational practice of replacing the employee on leave through a contract of indeterminate or fixed duration, depending on the situation of the employee to be replaced.	In force.	People Experience Unit	
	Internal procedure which insures the dissemination in a suitable manner of all information on legislation referring to the right to parenthood through the New Parents kit and the Collective Work Agreement.	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme
	Annual control of parenting leave to ensure that all employees enjoy the leave provided for in law.	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme
	Internal procedure which ensures that, in situations of clinical risk for the pregnant worker or the unborn child, which prevent them from exercising their duties, employees are entitled to leave in a situation of clinical risk during pregnancy.	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme
	Internal procedure which ensures that, in the event of termination of pregnancy, workers are entitled to leave due to termination of pregnancy.	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme



Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensuring the right to enjoy parental leave by all employees. Encouraging male employees regarding the shared use of initial parental leave.</b>	Internal procedure which ensures that, on the birth of the child, working mums and working fathers are entitled to initial parental leave	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme
	Internal procedure ensuring that male employees who are parents are entitled to parental leave as the father.	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme
	Internal procedure ensuring that employees who are mothers are entitled to exclusive parental leave as the mother.	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme
	Creation and implementation of an internal procedure ensuring that male workers who are parents, in a situation subject to application of the measure, are entitled to initial parental leave to be taken by one parent if the other is unable to do so.	To be implemented in 2020 under the New Parents Kit programme.	People Experience Unit	
	Creation and implementation of an internal procedure ensuring that employees who are mothers, in a situation subject to application of the measure, are entitled to initial parental leave to be taken by one parent if the other is unable to do so.	To be implemented in 2020 under the New Parents Kit programme.	People Experience Unit	
	Internal procedure which ensures that, in the event of the adoption of children under 15 years of age, the applicant or candidate is entitled to adoption leave	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit
	Internal procedure which ensures that EDP respects the right of male or female employees to supplementary parental leave, after communication by the latter under the terms of the law.	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme
	Internal procedure which ensures that the Company respects the right of the male or female employee to childcare leave.	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme
	Internal procedure which ensures that the Company respects the right of the male of female employee to leave to care for children with disability or chronic illness.	In force.	People Experience Unit	Under the Collective Work Agreement in force. Cf. New Parents Kit - Conciliar Programme
<b>Guaranteeing the right to enjoy exemptions and absences regarding parenting for male and female employees. Encourage male employees to use shared exemptions and absences concerning parenting.</b>	EDP Brasil's adhesion to the Programa Empresa Cidadã (Corporate Citizenship Program) (Law 11.770 / 2008) and commitment to extend maternity leave from 120 to 180 days and paternity leave from 5 to 30 days, resulting in 10 days more than provided by the Programa Empresa Cidadã (Program Citizen Company).	In force.	Human Resources Department EDP Brasil	<a href="https://Brasil.edp.com">https://Brasil.edp.com</a>
	Leave for pregnant women - measure incorporated in the Conciliar Programme. Leave for pregnant employees up to 15 calendar days immediately before their delivery date with no loss of pay.	In force since 2008.	People Experience Unit	Cf. New Parents Kit - Conciliar Programme
	Possibility of the employee missing up to 4 hours/month to deal with private matters. The employee may be authorized to justifiably miss work, without loss of income, up to the limit of 4 hours monthly, through the occasional need to deal with private matters, following prior communication to the respective line manager.	In force.	EDP Global Solutions Shared Services	Under the Collective Work Agreement in force.
	Internal procedure ensuring that the Company respects the rights of the male or female worker to be exempt for assessment for adoption.	In force.	People Experience Unit EDP Global Solutions Shared Services	Under the Collective Work Agreement in force.
	Internal procedure which ensures that the Company respects the rights of the male or female worker to be exempt for a prenatal consultation or equivalent exemption.	In force.	People Experience Unit EDP Global Solutions Shared Services	Under the Collective Work Agreement in force. Cf. New Parents Kit. Cf. Leave for pregnant women measure - Conciliar Programme.

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Guaranteeing the right to enjoy exemptions and absences regarding parenting for male and female employees. Encourage male employees to use shared exemptions and absences concerning parenting.</b>	Internal procedure which ensures that the Company respects the rights of the male or female worker to be exempt for a prenatal consultation or equivalent exemption.	In force.	People Experience Unit  EDP Global Solutions Shared Services	Under the Collective Work Agreement in force. Cf. New Parents Kit. Cf. Leave for pregnant women measure - Conciliar Programme.
	Internal procedure which ensures that EDP respects the right of the employee who is a father to be released from work for the giving of milk and the employee who is a mother to be released for breastfeeding or the giving of milk.	In force.	People Experience Unit  EDP Global Solutions Shared Services	Under the Collective Work Agreement in force. Cf. New Parents Kit
	Internal procedure which ensures that EDP respects the rights of male or female employees to miss work for childcare.	In force.	People Experience Unit  EDP Global Solutions Shared Services	Under the Collective Work Agreement in force. Cf. New Parents Kit
	Internal procedure which ensures that EDP respects the rights of male or female employees to miss work to care for a grandchild.	Em vigor.	People Experience Unit  EDP Global Solutions Shared Services	Under the Collective Work Agreement in force. Cf. New Parents Kit
<b>Guaranteeing the entitlement of the right to reduce working time for parenting by all employees.</b>	Internal procedure which ensures that the Company respects the rights of all employees regarding reduction in working time to care for a child with disability or chronic illness.	In force.	People Experience Unit  EDP Global Solutions Shared Services	Under the Collective Work Agreement in force. Cf. New Parents Kit
<b>Guaranteeing the entitlement of the right to training for reintegration into working life as part of parenting for all employees.</b>	Internal procedure which ensures that EDP respects the right of an employee to training for reintegration into working life after leave for childcare or care for an individual with disability or chronic illness.	Under review for 2020.	People Experience Unit  EDP University	
<b>Guarantee the health and safety of the pregnant, postpartum or lactating employee.</b>	Internal procedure which ensures that the Company respects the right of the pregnant, postpartum or lactating employee to be exempted from working in a work schedule organized according to adaptability, bank of hours or concentrated working schedule (a right which applies to either parent with regard to breastfeeding).	In force.	People Experience Unit  EDP Global Solutions Shared Services	Under the Collective Work Agreement in force. Cf. New Parents Kit. EDP also has a Code of Good Conduct for preventing and combating harassment at work.
	Internal procedure which ensures that EDP respects the right of pregnant employees, with a child aged under 12 months or an employee throughout the time for which breastfeeding lasts, to be released from providing supplementary work.	In force.	People Experience Unit	Under the Collective Work Agreement in force. EDP also has a Code of Good Conduct for preventing and combating harassment at work.
	Internal procedure which ensures that the Company respects the right of the pregnant, postpartum or lactating employee to be exempted from working at night.	In force.	People Experience Unit  EDP Global Solutions Shared Services	Cf. New Parents Kit - pregnant, postpartum or lactating employees have information about the exemption from working at night.
	Internal procedure which ensures that the Company respects the right of the pregnant, postpartum or lactating employee to special health and safety conditions at places of work, so as to avoid exposure to risks to their health and safety.	In force.	People Experience Unit  EDP Global Solutions Shared Services	EDP has a set of measures under its Conciliar Programme aimed at ensuring the well-being of the pregnant, postpartum or lactating employee in the workplace, such as through special breastfeeding spaces and the possibility of parking at EDP buildings.
<b>Ensure protection in the dismissal of pregnant, postpartum or lactating workers or workers on parental leave.</b>	Establishment and implementation of internal procedure to ensure that the Company complies with the provisions of Article 63 of the Labour Code, requesting a prior opinion from CITE for the dismissal of pregnant, postpartum or lactating workers or workers on parental leave.	Under review for 2020.	People Experience Unit  EDP Global Solutions Shared Services	EDP has no history of firing employees in these situations.

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensure communication within the scope of the non-renewable of a fixed term contract with pregnant, postpartum or lactating workers or workers on parental leave.</b>	Establishment and implementation of an internal procedure to ensure that EDP complies with the provisions of paragraph 3 of article 144 of the Labour Code, communicating to CITE the nonrenewal of a fixed term contract with pregnant, postpartum or lactating workers or workers on parental leave.	Under review for 2020.	People Experience Unit  EDP Global Solutions Shared Services	EDP has no history of firing employees in these situations.

## 06 Reconciliation of professional working life with family and personal life

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Promote the reconciliation of professional working life with family and personal life for all workers.</b>	EDP certification as a Family Responsible Company (EFR) - rather than merely certification, is a management model based on measuring indicators and promoting measures seeking to respond to an organizational culture increasingly based on flexibility, reconciliation and balance. EDP currently has around 150 measures that facilitate reconciliation and contribute to workplace satisfaction and well-being as well as for sustainable business development	In force since 2013.	People Experience Unit	In 2020, when renewing the certification, EDP maintained the level of excellence. <a href="http://www.edp.com">www.edp.com</a>
	Carrying out two annual audits to manage the entire reconciliation model and implement new measures.	In force since 2013.	People Experience Unit	
	Providing a wide range of benefits for EDP employees to promote their well-being and their family, such as (i) day-care / nursery expenses (monthly amount to be decided by the employee up to the limit of their Flex credits, financed in the form of a voucher, for children of employees aged less than 7 years of age); (ii) education expenses of offspring (monthly amount to be decided by the employee up to the limit of their Flex credits, financed in the form of a voucher, for children of employees aged over 7 years of age.); (iii) Expenses on transport (The employee may use their Flex credits to finance their transport expenses (purchase of transport pass).	In force.	People Experience Unit	
	Creation and dissemination of content and relevant initiatives to promote the reconciliation of professional and family life/work-life balance, literacy in digital areas for parents and children (.Clinic for families) and content to promote family well-being and happiness.	In force.	People Experience Unit Global Brand, Marketing and Communication Coordination Department	The EDP Group's internal and external formal communication channels.
	Implementation of the Conciliar Programme: EDP has implemented a programme which seeks to promote the quality of life of those who form part of EDP, fostering balance and the reconciliation of various life plans - professional, family and social. Some examples of measures: 1. EDP nights; 2. EDP Junior Award; 3 Energy routes; 4. EDP Family; 5. Summer Camps Children and Grandchildren and 6. Conciliar discounts.	In force since 2008.	People Experience Unit	
	Summer holiday camps held at EDP's own infrastructures for the children and grandchildren of employees and retired employees, at a symbolic price.	In force since 1954.	EDP Global Solutions Shared Services	<a href="http://www.edp.com">www.edp.com</a>
	Promotion of awareness-raising workshops aimed at employees on various themes of psychosocial well-being, from the perspective of knowledge and prevention of contemporary issues within the scope of the Person, the Family and Mental Health.	In force.	EDP Global Solutions Shared Services	
	Promotion of relevant initiatives and content for vocational support for employees' children with the aim of helping young people to make a more informed decision about the future of the professions, through initiatives under the Conciliar Program.	In force.	People Experience Unit	The EDP Group's internal and external formal communication channels.
	The EDP Staff Club, with the purpose of promoting cultural, sporting, recreational and social activities, as well as strengthening the bonds of union with EDP Group companies.	In force since 1976.	EDP Staff Club	The EDP Staff Club has various protocols available for its members.

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Promote the reconciliation of professional working life with family and personal life for all workers.</b>	Office at home - Providing employees with four additional Office tool licenses for personal use.	In force since 2018.	Digital Global Unit	Measure reported under EFR certification
	Telecommunications: free mobile communication for the EDP network. A protocol has been established for employees and family, which provides access and special commercial conditions, particularly a communications platform dedicated to communications between employees and their families.	In force since 2008.	EDP Global Solutions Shared Services	
	Offer of a professional mobile phone to employees with line management positions, senior staff and duties where a professional mobile phone is indispensable.	In force since 1995.	EDP Global Solutions Shared Services	A EDP pretende que 100% dos colaboradores sejam abrangidos por esta medida.
	Support and help for disabled employees.	In force since 1990.	EDP Global Solutions Shared Services	
	Implementing a Conciliar Discounts Platform: The Conciliar Programme, through the Conciliar Discounts Platform, allows its employees to enjoy various discounts and opportunities created by external partners.	In force since 2016.	People Experience Unit	
	Availability of an ATM at EDP premises.	In force since 2006.	EDP Global Solutions Real State	
	Availability of some cafeterias at EDP premises and vegetarian menus in the cafeterias.	In force.	EDP Global Solutions Real State	
	Possibility for employees to receive small private packages at their Place of work.	In force since 2016.	People Experience Unit	
	Availability of snack bars at EDP premises.	In force.	EDP Global Solutions Real State	
	Availability of physical spaces/facilities which promote health and well-being at EDP premises such as for example (i) Global Wellness Center (offering appointments, diagnostic tests and therapy or prevention through chiropractic and postural correction specialists and (ii) gymnasium available at EDP's head office building and at Sines.	In force.	EDP Staff Club EDP Global Solutions Real State	
	Availability of occupational gymnastics at EDP's premises.	In force since 2012.	People Experience Unit	
	There are several campaigns promoting healthy lifestyles, such as prevention of cardiovascular diseases and prevention of diabetes.	In force.	Sávida	
	Allocation of 4 hours/month for private matters: employees are about to justifiably miss work, without loss of earnings, up to a limit of 4 hours monthly, through the occasional need to deal with private matters, following prior communication to the line manager.	In force.	EDP Global Solutions Shared Services	
	Working at a distance: possibility of working at a distance if line management and the type of work so permit.	In force since 2010.	People Experience Unit	
	Implementation of a volunteer programme: the EDP Group has a corporate volunteer programme, with measures that include the participation of employees' family members, retired employees, business partners and other stakeholders.	In force since 2011.	People Experience Unit	<a href="http://www.edp.com">www.edp.com</a>
	4-hour grant which allows employees to be able to activate voluntary hours to projects of their choice, including projects in addition to those that EDP promotes. The grant is for use during working hours and is made of the maximum of 44 hours per year, which may be used on a monthly basis up to a maximum of 8 hours.	In force since 2011.	People Experience Unit	
	Leave for pregnant women - leave granted for pregnant employees, up to a maximum limit of 15 calendar days in the period immediately preceding the expected date of childbirth, without any financial repercussions.	In force since 2008.	People Experience Unit	

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Promote the reconciliation of professional working life with family and personal life for all workers.</b>	Flexible working hours - flexible arrival and departures times and flexible lunchtimes, so these can be better matched to the needs of employees provided the required attendance and monthly defined hours are complied with.	In force since 1980.	EDP Global Solutions Shared Services	
	Carnival Tuesday as a rest day.	In force.	EDP Global Solutions Shared Services	
	Extra day off for Easter, Christmas and New Year when this creates an extended weekend.	In force.	People Experience Unit	
	Reduction of normal weekly working time to 38h.	In force.	People Experience Unit	
	Allocation of 24 working days of holidays <i>per year</i> .	In force.	People Experience Unit	
	Unpaid leave of a special nature: Upon such request, EDP may grant employees with special leave without remuneration on the basis of (i) temporary change of residence of the employee's spouse or the person they live with in a de facto union or (ii) need to provide assistance to members of the household in cases of illness or accident.	In force.	People Experience Unit	
	Implementation of EDP's Flexibility Measures through the creation of a working group to implement a flexibility project.	In force.	People Experience Unit	Birthday: in force since May 2020 1st School Day for children and grandchildren: to be launched in July 2020 Remote work: review of corporate policy on remote work in progress Corporate Volunteering License: to be launched in 3Q
<b>Ensure that the organization of working time meets the needs of reconciling professional, family and personal life for male and female employees, in particular those with family responsibilities.</b>	Flexible working hours - flexible arrival and departures times and flexible lunchtimes, so these can be better matched to the needs of employees provided the required attendance and monthly defined hours are complied with.	In force since 1980.	EDP Global Solutions Shared Services	
	Leave for pregnant women - leave granted for pregnant employees, up to a maximum limit of 15 calendar days in the period immediately preceding the expected date of childbirth, without any financial repercussions.	In force since 2008.	People Experience Unit	
	Allocation of 4 hours/month for private matters: employees are about to justifiably miss work, without loss of earnings, up to a limit of 4 hours monthly, through the occasional need to deal with private matters, following prior communication to the line manager.	In force.	EDP Global Solutions Shared Services	
	Setting up and implementing an internal procedure which ensures that the Company respects the right of male or female employees with family responsibilities to a flexible schedule.	In force.	People Experience Unit EDP Global Solutions Shared Services	EDP makes available a large array of benefits to its workers which promote their and their family's wellbeing. The benefits which can be enjoyed are covered by the 2014 ACT (Collective Work Agreement) and in the Conciliar Programme.
	Setting up and implementing an internal procedure which ensures that EDP respects the right of male or female employees with family responsibilities to part-time employment.	In force.	People Experience Unit EDP Global Solutions Shared Services	EDP makes available a large array of benefits to its workers which promote their and their family's wellbeing. The benefits which can be enjoyed are covered by the 2014 ACT (Collective Work Agreement) and in the Conciliar Programme.
	Setting up and implementing an internal procedure which ensures that, if there is an intention to refuse a request for flexible working hours or part-time employment, a prior opinion from CITE is requested.	To be implemented in 2020 under the Flexibility Project which is under development.	People Experience Unit	EDP provides communication channels with its employees which manage all issues related to reconciliation - conciliar@edp.pt as well as the Ethics Ombudsperson channel accessible to all employees.

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensure that the organization of working time meets the needs of reconciling professional, family and personal life for male and female employees, in particular those with family responsibilities.</b>	Setting up and implementing an internal procedure which ensures that, if an unfavourable opinion is issued by CITE concerning the intention to refuse a request for flexible hours or part-time employment, the Company shall respect this opinion, enabling the employee to implement the requested schedule.	To be implemented in 2020 under the Flexibility Project which is under development.	People Experience Unit	EDP provides communication channels with its employees which manage all issues related to reconciliation - conciliar@edp.pt as well as the Ethics Ombudsperson channel accessible to all employees.
	Establishment and implementation of an internal procedure that ensures that, having been accepted, under the precise terms in which it was requested, a request for the provision of services within a flexible timetable or as part-time employment, EDP shall comply with the provisions in paragraph 8 of Article 57 of the Labour Code.	To be implemented in 2020 under the Flexibility Project which is under development.	People Experience Unit	
	Establishment and implementation of an internal procedure that ensures that, in the organization of shift work schedules, EDP shall consider the need to facilitate reconciliation with professional, family and personal life of male and female employees.	In force.	People Experience Unit	
<b>Ensure that the scheme of absences includes the needs to balance professional, family and personal life for all employees, in particular those with family responsibilities.</b>	Allocation of 4 hours/month for private matters: employees are about to justifiably miss work, without loss of earnings, up to a limit of 4 hours monthly, through the occasional need to deal with private matters, following prior communication to the line manager.	In force.	EDP Global Solutions Shared Services	
	Leave for pregnant women: Leave for pregnant employees up to 15 calendar days immediately before their delivery date with no loss of pay.	In force since 2008.	People Experience Unit	
	Carnival Tuesday as a rest day.	In force.	EDP Global Solutions Shared Services	
	Extra day off for Easter, Christmas and New Year when this creates an extended weekend.	In force.	People Experience Unit	
	Pre-retirement and early retirement: employees with more than 40 years of service or who have reached 61 years of age with length of service greater than or equal to 37 years, are entitled to change to a situation of pre-retirement or early retirement based on their age and length of service with the right to a reduction in their timetable.	In force.	EDP Global Solutions Shared Services	
	Unpaid leave of a special nature: Upon such request, EDP may grant employees with special leave without remuneration on the basis of (i) temporary change of residence of the employee's spouse or the person they live with in a de facto union or (ii) need to provide assistance to members of the household in cases of illness or accident.	In force.	People Experience Unit	
	Creation and implementation of an internal procedure to ensure that EDP considers justified absences to be i) absences motivated by the provision of unavoidable and indispensable assistance to a child, grandchild or member of the employee's household and ii) absences motivated by travel to an educational establishment by a guardian for the education of minors due to their educational situation, for the time strictly necessary, up to four hours per quarter, for each member.	In force.	People Experience Unit EDP Global Solutions Shared Services	Under the Collective Work Agreement in force.
	Setting up and implementing an internal procedure which ensures that the Company respects the right of employees to miss work to provide assistance to a member of their household, under the terms laid down in the law.	In force.	People Experience Unit EDP Global Solutions Shared Services	Under the Collective Work Agreement in force.

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensure that the scheme of exemption from certain forms of work organization and overtime includes the needs to balance professional, family and personal life for all employees, in particular those with family responsibilities.</b>	Setting up and implementing an internal procedure which ensures that the Company respects the exception of the application of the regime of group adaptability to male of female employees with a child younger than 3 years of age who does not expressly show their agreement in writing.	Under review for 2020.	People Experience Unit	There are no group banks of hours at EDP.
	Setting up and implementing an internal procedure which ensures that the EDP respects the exception of the application of the regime of group banks of hours to male of female employees with a child younger than 3 years of age who does not expressly show their agreement in writing.	Under review for 2020.	People Experience Unit	There are no group banks of hours at EDP.
<b>Ensure that the home office scheme includes the needs to balance professional, family and personal life for all employees, in particular those with family responsibilities.</b>	Setting up and implementing an internal procedure which ensures that EDP respects the right of male and female employees with a child up to 3 years of age who carry out their activities through a home office regime, when this is incompatible with the activity carried out in the company provides the resources and means for such purpose.	In force.		EDP provides communication channels with its employees which manage all issues related to reconciliation - conciliar@edp.pt as well as the Ethics Ombudsperson channel accessible to all employees.
<b>Ensure that the continuous journey format considers the needs to balance professional, family and personal life for all employees, in particular those with family responsibilities.</b>	Setting up and implementation of an internal procedure to ensure that the company grants the format of continuous working day at the request of a male or female employee responsible for a child under 12 or, regardless of age, with disability or chronic illness.	To be implemented 2020-2021	People Experience Unit EDP Global Solutions Shared Services	Under the Collective Work Agreement in force.
<b>Ensure that the half-day format considers the needs to balance professional, family and personal life for all employees, in particular those with family responsibilities.</b>	Setting up and implementation of an internal procedure to ensure that the Company grants the format of half a continuous working day at the request of a male or female employee – (i) aged 55 or more and who has grandchildren aged less than 12 years of age; or (ii) who has children less than 12 years of age or, irrespective of age, with disability or chronic illness.	In force.	People Experience Unit EDP Global Solutions Shared Services	Under the Collective Work Agreement in force.



## 07 Prevention of the practice of harassment at work

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Preventing and combating harassment in the workplace. Preventing and combating the practice of other offences against the physical or moral integrity, freedom, honour or dignity of its employees.</b>	Training for all employees on the Code of Ethics.	In force since 2013.	Ethics Ombudsperson EDP University	Training in the first year of welcoming and integration and continuous training, in class and online in the Code of Ethics.
	Training for all employees with management responsibilities (Tone at the Top Training) in the Code of Ethics.	In force since 2013.	Ethics Ombudsperson EDP University	
	Drawing up and adoption of the Code of Ethics and Code of Ethics for Senior Management and Senior Financial Officers. Having a global dimension, EDP includes employees from different generations and cultures, which endows the organization with diversity and richness. Therefore, it is necessary that all those who run the EDP Group, regardless of the geographical area in question, are aligned with the current conduct matrix.	In force since 2005 and 2013 respectively	Ethics Ombudsperson	
	Ethics Committee - It meets quarterly, analysing all ethical complaints from the EDP Group.	In force since 2005.	Ethics Ombudsperson	
	Ethicis - EDP's Ethical Performance Corporate Index. The EDP Group uses the Ethicis index as an internal performance monitoring tool. This index provides: an integrated, balanced view of the Group's ethical performance, which enables the consistency of management practices with ethical commitments to be evaluated, and is also an effective support for external reporting.	In force since 2013.	Ethics Ombudsperson	
	Ethical Complaint Process: EDP promotes the development of an open, positive organizational climate, so there are various ways for employees, customers, suppliers and other stakeholders to submit complaints or suggestions. In particular, EDP informs all employees of the procedures to be taken for reporting acts of moral and/or sexual discrimination.	In force since 2005.	Ethics Ombudsperson	
	Ethical Performance Management System: Ethical Management is particularly important, both in fostering trust in relations, as well as in holding each other accountable for the consequences of decisions made and actions taken: at the individual level, through awareness raising and ethical requirements; at the organizational level, minimizing the risk of the occurrence of bad ethical practices and maintaining a culture consistent with the values assumed.	In force since 2005.	Ethics Ombudsperson	
<b>Ensuring the prevention and combat of harassment at work.</b>	Creation and implementation of an internal procedure to ensure that EDP grants the right to compensation to the victim of harassment.	To be implemented in 2020 under the scope of the Revision of the Code of Good Conduct.	Ethics Ombudsperson People Experience Unit	EDP provides communication channels with its employees which manage all issues related to harassment which have been specifically set up for such purpose and also provides, through its Ethics Ombudsperson, a Harassment Line.

Objectives	Measures	Implementation Stage	Responsible	Comments
<b>Ensuring the prevention and combat of harassment at work.</b>	Creation and implementation of an internal procedure to ensure that the Company guarantees that both the complainant and the witnesses appointed by him/her do not receive disciplinary sanctions, unless they have acted intentionally.	To be implemented in 2020 under the scope of the Revision of the Code of Good Conduct.	Ethics Ombudsperson People Experience Unit	EDP provides communication channels with its employees which manage all issues related to harassment which have been specifically set up for such purpose and also provides, through its Ethics Ombudsperson, a Harassment Line.
	Creation and implementation of an internal procedure to ensure that the Company grants the right to compensation for damages arising from occupational diseases resulting from the practice of harassment.	To be implemented in 2020 under the scope of the Revision of the Code of Good Conduct.	Ethics Ombudsperson People Experience Unit	EDP provides communication channels with its employees which manage all issues related to harassment which have been specifically set up for such purpose and also provides, through its Ethics Ombudsperson, a Harassment Line.
	Creation and implementation of an internal procedure to ensure that EDP considers an offence to the physical or moral integrity, freedom, honour or dignity of a male or female worker a just cause for the termination of a male or female employee's contract, punishable by law. Including the practice of harassment reported to the service with inspection or competence in the labour area, practised by the employer or its representative.	To be implemented in 2020 under the scope of the Revision of the Code of Good Conduct.	Ethics Ombudsperson People Experience Unit	EDP provides communication channels with its employees which manage all issues related to harassment which have been specifically set up for such purpose and also provides, through its Ethics Ombudsperson, a Harassment Line.
	Drawing up and adoption of the Code of Good Conduct for preventing and combating harassment at work. EDP has a Code of Good Conduct for preventing and combating harassment at work, which promotes the adoption of codes of good conduct for preventing and combating harassment at work.	In force since 2017.	People Experience Unit	The duties of employees, stipulated in this Code, are, with the necessary adaptations, equally applicable to those holding power-of-attorney, as well as agents and service providers, who are, in some way, qualified to act on behalf of EDP. Other service providers and suppliers are expressly required to uphold or adhere to the principles established in this Code, in accordance with their obligations arising from qualification procedures or current contracts.
	Creation and implementation of an internal procedure to ensure that, if it has become aware of the alleged situations of harassment at work, the Company will initiate disciplinary procedures. EDP has a Code of Good Conduct for preventing and combating harassment at work, which promotes the adoption of codes of good conduct for preventing and combating harassment at work.	In force since 2017.	People Experience Unit	EDP provides a free telephone number and a specific email address for employees to seek clarification or put questions about harassment at work. Employees may report complaints about suspected harassment at work. Having verified the assumptions on legal grounds for such purpose, EDP will institute disciplinary proceedings when it becomes aware of situations of harassment at work.

## 04

## Monitoring and Collaboration

The measures provided for in the Gender Equality Plan are regularly evaluated and monitored by EDP to ensure their full compliance and to identify opportunities for improvement.

This monitoring is provided by a Diversity and Inclusion operational team – Inclusion Office - from the People Experience Unit, whose responsibilities, expressed in EDP's Diversity Policy, are as follows:

- Guarantee and monitor the implementation of initiatives, continuous improvement plans and measures regarding diversity;
- Set up work teams or refer the implementation of the measures to the appropriate organizational structures and establish their respective deadlines;
- Ensure the dissemination of the various initiatives, continuous improvement plans and measures regarding diversity, as well as their link to other cross-cutting intervention work, such as the Ethical Process or the relationship between Suppliers, among others;
- Monitor the impacts of the diversity policy through analysing specific indicators.

The balance of the initiatives developed, and the internal indicators of gender equality are disclosed annually in the EDP's Annual Report and the Sustainability Report. In addition, the fact that EDP is a certified company regarding conciliation, work-life balance and equality, specifically with the EFR-Family Responsible Entity certification promoted by Fundación Másfamilia, which requires half-yearly monitoring of all measures and indicators within the scope of gender equality, considering that this monitoring is the target of annual internal and external audits.

As previously mentioned, the Inclusion Office emerges as an instrument to leverage and disseminate Inclusion at EDP, through a multidisciplinary operational and governance model, allowing, in one hand, to maintain the Group's investment in the implementation of measures to which it is committed, through maintenance and establishing partnerships and collaborations with other entities, integrating work groups and participating in forums and seminars and, on the other hand, opening this topic in the organization, allowing everyone within EDP Group to be actively involved in D&I themes and initiatives.

This joint approach fosters the sharing of best practices between employees, companies and entities from various sectors at a national and international level, thus contributing to promoting equality of opportunities between genders in different organizations and in society at large.

## Conclusion

At EDP, and under the motto “Riding the Waves of Inclusion”, we aim to reinforce not only the clear importance of promoting a diversified company, work environment and culture but also understanding the relevance of a more inclusive environments as critical and differentiating factors that fuels creativity, innovation and excellent results.

More than bringing together different points of view and ways of seeing the world, it is increasingly important to bring together all these dimensions, being consciously inclusive and, thus, gain competitive advantage.

As a socially responsible company, EDP incorporates within its values and practices the principles of Diversity and Inclusion. The Company aims to attract, develop and retain different sources of talent, assuming diversity as a driver of organizational innovation, which has enabled us to acquire a more complete view of society itself, which includes ourselves.

EDP's main objectives are contributing to improving the quality-of-life of the Group's employees, bringing down career barriers, enhancing a better balance between personal and professional life while always promoting gender equality.

In addition to the monitoring and commitment of EDP's Executive Board of Directors and the General and Supervisory Board in its continuous improvement of its labour conditions, the clear focus on merit and efficiency, there is, on the part of these bodies, a focus on diversity and inclusion as this has become an increasingly critical success factor and is truly present in the strategic agenda for the management of individuals at EDP.

As regarding the Plan for Gender Equality 2020-2021, EDP remains determined to follow this path, as well as to reinforce its diversity in other parameters, because it considers that it is through the inclusion of this diversity that it is possible to add new approaches and greater value to its business. As a global company, EDP today has over 44 nationalities and a growing demand for hiring new, more analytical and technological profiles aligned with the Company's digital transformation and generational renewal.

EDP continuously seeks to promote a culture which attracts and enhances talent, which stimulates personal and professional development, which focuses on flexibility, which recognizes and rewards excellence and merit, which values individuality, and which can establish an environment of well-being, respect, equality of opportunities and productivity for all.

Lisbon, 15 September, 2019  
EDP – Energias de Portugal, S.A.



PLAN FOR  
**GENDER  
EQUALITY**

2020-2021

