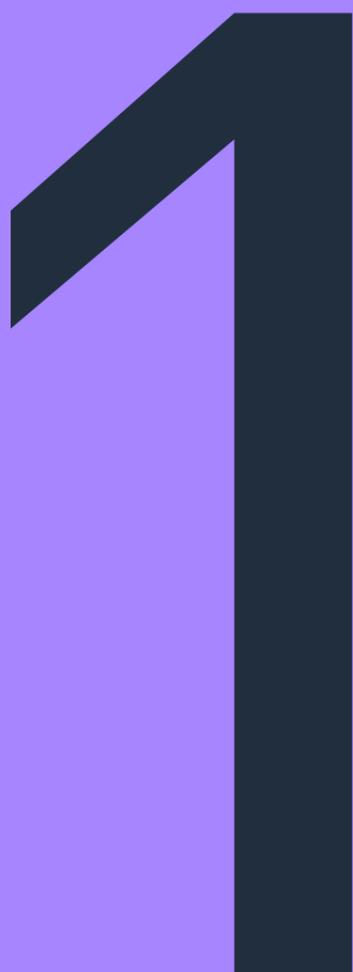


PLAN
FOR
GENDER
EQUALITY
ΕΘΝΑΓΓΙΛΥ
2023-2024

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Our Purpose



Miguel Stilwell d'Andrade,
Conselho de Administração
Executivo



Our energy and heart drive a better tomorrow

EDP currently develops its business activities in Europe, the Americas, and in the Asia-Pacific, with employees of 64 different nationalities, thus being an organization with an increasing diversity in terms of experience and cultures. As a global company, aligned with a common purpose, we are committed in empowering and respecting our people, while providing a better tomorrow for current and future generations.

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

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

In recent years we have made significant progress, currently reaching 27% of female representation in our workforce and 28% in leadership positions, towards achieving the objective of 31% by 2026, which is foreseen in our Strategic Plan 2023–2026. We also remain focused on attracting and retaining talent through inclusive processes, promoting an equitable, people-centred experience, as reflected by EDP's inclusion in the international Bloomberg Gender–Equality index.

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

Thus, our Gender Equality Plan 2023–2024 maintains the main strategic axes, reinforcing the global alignment of the initiatives to be implemented. In total, it includes 35 initiatives that must be continuously applied, reflecting the active, transforming, decisive role that we intend to play in the development of a fairer, more egalitarian society.

Our energy and heart keep driving a better tomorrow

Miguel Stilwell d'Andrade
Executive Board of Directors

A better tomorrow

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

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

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

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

Our vision

Leading the energy transition to create superior value

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

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



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

Our energy

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

and heart drive

Reflects our ambition and leadership in making change happen

a better tomorrow

The reason why we work every day

Our people

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

At EDP...

Our energy and heart drive a better tomorrow

We bring...

Our energy

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

Our Heart

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

Drive

Reflects our ambition and leadership in making change happen

We do this through...

Trustworthiness

Problem solving

Curious learning

Efficiency

Self-awareness

Collaboration

Mindfulness

Open-mindedness

Impact orientation

Forward thinking

Courage

Embracing change

Our principles

We equip
people to do

We walk our talk
to make positive
change happen

A diverse community
behind our common
purpose drives
us further

Together we solve
problems creatively
and effectively

How we live diversity

A diverse community behind our common purpose drives us further

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

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

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

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

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

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

EDP is thus committed to ensuring the promotion and development of a culture of diversity and inclusion, based on respect for all human beings and on equal opportunities, which is reflected in the EDP Group's identity and in the management of its employees, and works as a reference for the organization's internal and external performance.

From what we say
to what we do





“By prioritizing a truly inclusive culture, we can actually value diverse perspectives, foster an attractive company, and unleash its full potential for creativity and innovation.”

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

Our indicators and initiatives

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

Currently present in 29 markets, with more than 13,000 employees of 64 different nationalities, and with more than 9 million electricity and natural gas customers, diversity — by nature, and in all its forms and shapes — is present in our daily lives. Not only in the commitments we make, but also in what we demonstrate.

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

Numbers and goals

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

The strong investment in recent years in greater gender balance and representativeness is currently reflected in the fact that 27% of EDP staff are women, which is a quite significant figure given the fact that the energy sector is traditionally made up of professions predominantly taken up by men, but especially considering the evolution seen in recent decades in EDP in particular:

Women at EDP in 2022



Female representation	2022	2026 Target
Globally	27.5%	31%
Globally in leadership positions	28.4%	31%
Executive Board of Directors	40%	–
General and Supervisory Board	38%	–
Top management positions	30.4%	31%
Junior management positions	28.7%	31%
STEM positions	13%	16%

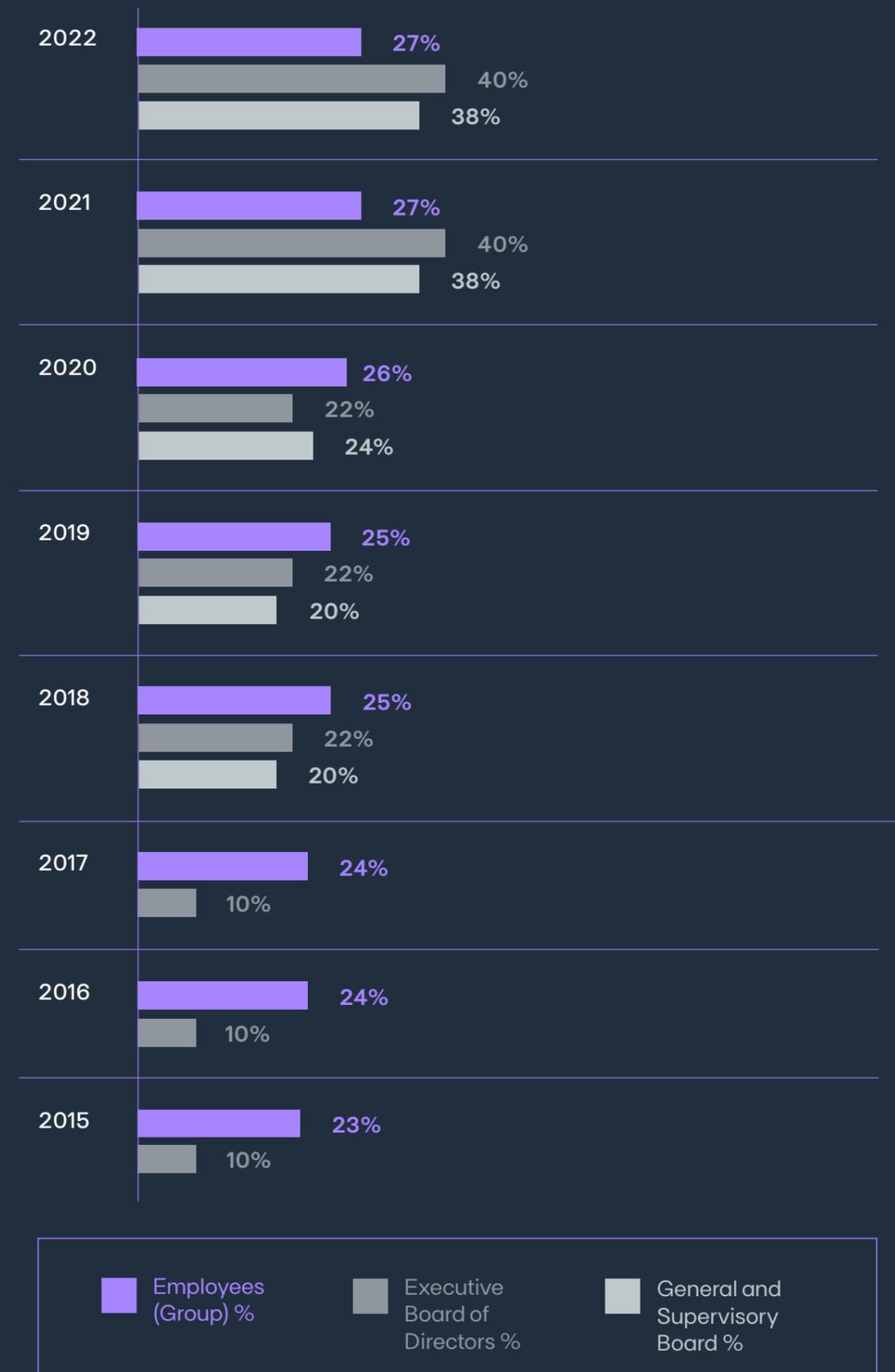
Attractiveness and recruiting capacity

New admissions	31.1%	–
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Ensuring gender representation in organizations is absolutely critical, since it allows us to mirror the real diversity found in the world, and thus break stereotypes that can be harmful to individuals and limiting for society, while defining more new role models.

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

Evolution of gender representation at EDP



*data as of the annual closing, between 2015 and 2022



Organizational Climate Survey

93% response rate

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

84% Engagement

Involvement and commitment level

89% I feel proud to work for EDP	84% I intend to stay with EDP for at least the next 12 months	82% My work gives me a sense of personal accomplishment	80% I would recommend EDP as a great place to work
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80% Diversity and Inclusion

83% I am comfortable expressing opinions that differ from my team	80% I feel like I really belong to our company	79% All employees, regardless of their differences, are treated fairly
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75% Well-being

87%	83%	75%	66%	63%
EDP gives me job stability	I am given flexibility to manage the demands of work and personal life	I am able to balance my work and personal life	The stress levels at work are manageable	My workload is reasonable

72% Empowerment

Perception of organizational support

79%	75%	75%	60%
I have the opportunity to do challenging work	My job makes good use of my skills and abilities	I am encouraged to come up with new or better ways of doing things	I believe that decisions are delegated appropriately at EDP

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

82%
Immediate Manager

81%
Social Responsibility

81%
Ethics and Integrity

69%
Performance Management

62%
Development Opportunities

Additionally, the EDP Group's gender representativeness as well as other social indicators are presented in the Appendix, as reported within the 2022 Integrated Annual Report and in similar reports between 2015 and 2021, also available on EDP's website.

What we are already doing

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

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

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

Of these initiatives, about 38% have a global reach within the EDP Group, 32% will take place in Portugal, 12% in Spain, 8% in Brazil, and 10% in the other countries where EDP operates. The amount of financial investment in initiatives that contribute directly or indirectly to greater equality in EDP's internal processes, in raising awareness and training employees or in social innovation projects that contribute to improving access to professional opportunities or towards improving the quality of life of girls and women, through the various areas of expertise (e.g., People & Organization, Sustainability, Ethics, Social Innovation, etc.) comes to 800,000 euros globally.



01. Strategy, Mission Statement and Values

EDP's Purpose

Our energy and heart drive a better tomorrow

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

Global Policies*

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

DEIB Policy

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

Code of Good Conduct

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

Speak Up Channels

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

Harassment Prevention Protocol

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

Code of Ethics

It is a reference document that translates how we work at EDP and how we like to be recognized by our stakeholders — employees, shareholders, customers, suppliers, and the community. To this end, the Sustainable Development Principles, the Human and Labour Rights Policy translating the application of the Universal Declaration of Human Rights, the Conventions of the International Labour Organization, the United Nations Global Compact, and the Guiding Principles for Companies — the Ruggie Framework — work as a basis for compliance with minimum social safeguards. Additional details on the specific commitments taken up by EDP can be found in the Ethics and Compliance chapter of the 2022 Integrated Report.

* For this purpose, to the policies described herein, we add the Principles of Sustainable Development, the Human and Labour Rights Policy translating the application of the Universal Declaration of Human Rights, the Conventions of the International Labour Organization, the United Nations Global Compact and the Guiding Principles for Companies — the Ruggie Framework — which work as a basis for compliance with minimum social safeguards. More details on the specific commitments undertaken can be found in the Ethics and Compliance chapter of the 2021 Sustainability Report.



“As up to now in EDP’s history, the road to building a strong ethical culture involves everyone’s dedicated commitment. May it continue to be so, with the mandatory respect for our Code of Ethics.”

Manuela Silva
Ethics Office

DEIB Strategy and Action Plan — Roadmap to an Inclusive Workplace

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

Gender Equality Plans

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

Brand Positioning

Rebels for a Change

Is a global campaign aimed at raising awareness and promoting the involvement of more women in Science, Technology, Engineering and Mathematics (STEM) fields. The campaign, disseminated through a video, shows several children, both boys and girls, plus objects related to various occupations, including a white helmet, which they have to assign to a man or to a woman. In the case of the white helmet, for example, most children put it on the male manikin, thus showing the gender association with certain occupations, in this case, with a professional field where women are still a minority. The campaign also featured several interventions on the EDP Group's social networks, including testimonials from EDP women in STEM fields and other internal awareness-raising initiatives.

Y.E.S. You Empower Society

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

ENTAMA

Is the main programme of EDP Spain's Action Plan for Local Communities. It has been developed within the framework of the EDP Group's sustainability strategy, centred on ESG (Environmental, Social and Good Governance) excellence. Supporting projects of local entrepreneurs has gained greater relevance, not only as a lever for recovering from the post-covid-19 crisis, but also as a generator of value in the rural world, helping to settle populations and to ensure equal opportunities, employment, and access to services in an inclusive manner. Some of the supported projects are led by women or have high potential for female employability. Eight projects were implemented, which resulted in 2 female jobs.

Access To Energy Fund (A2E)

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

Project	Installed capacity	Beneficiaries
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A2E Girl Move Academy In Mozambique, investing in girls' education and in leadership training	 30 kWp	1,230 direct 6,000 indirect
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Installation of a photovoltaic solar system with batteries intended to serve the entire infrastructure that includes the construction of the "Turn on the Talent" room, equipped with 20 laptops, capable of operating day and night, in order to meet the training needs of female talent within the communities.

A2E Koolboks In Nigeria, a sustainable model to finance off-grid solar coolers for female fish traders.	 15 kWp	120 direct 150 indirect
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Financing of Koolhome refrigerators, expansion of the Ijora Market pilot programme, providing affordable refrigeration solutions to female traders of fish and of other frozen products.

In 2022, this project created 22 new jobs, and trained, empowered, certified and partnered with more than 60 direct sales agents and installers, attracting 144 customers, and selling 150 freezers.

Project	Installed capacity	Beneficiaries
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A2E UNICEF In Malawi, to improve the provision of clean water to schools, in order to reduce disease.	 1.8 kWp	6,000 direct
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Installation of a solar-powered water provision system: a reliable, sustainable, easy-to-use, eco-friendly technological solution for rural communities.

In 2022, this project had reached 6,585 people (57% women and school-aged children) in communities with access to safe drinking water.

A2E ColdHubs In Nigeria, preventing food spoilage and increasing yield with cold rooms.	 18 kWp	300 direct 1,200 indirect
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Installation, commissioning, operation, and maintenance of 3 ColdHubs — walk-in cold rooms, 100% solar powered (measuring 3 meters long, 3 meters wide and 2 meters high), each capable of holding, storing and preserving 3 tonnes of food per day, in 3 high potential food consumption groups in Asaba.

Project	Installed capacity	Beneficiaries
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A2E Salesians of Don Bosco	10 kWp	2,700 direct 7,000 indirect
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In Nigeria, improving the lives of poor and vulnerable youth, women and children by providing access to solar energy to improve economic development.

The goal of the project is to provide solar energy to combat energy failures, and to create a solar workshop that will promote the training of young technicians in solar energy.

A2E Educafrica Association	10.38 kWp	500 direct 800 indirect
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In Mozambique, to supply solar energy to a new school and to the teachers' house on the island of Mbenguelene, and to also improve the connection to the island through electric mobility solutions.

A project aimed at providing integrated support to the island community through the construction of a school and a house for teachers; plus support the purchase of an electric-powered boat that will make the transportation of people and goods much quicker and easier by decreasing the amount of time currently needed by the community for those purposes; plus a water pump to complement an irrigation system and support agricultural development.

Project	Installed capacity	Beneficiaries
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A2E We Care Solar	6 kWp	324,000 direct 900,000 indirect
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In Nigeria, clean energy solutions for energy-deficient maternal healthcare facilities, providing life-saving energy.

This programme offers access to clean, renewable energy, and will create an enabling environment for healthcare facilities with scarce resources, facilitating emergency care and improving delivery outcomes for mothers and new-borns.

A2E Optimal Greening Foundation	13 kWp	1,100 direct 3,000 indirect
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In Nigeria, providing environmental sustainability services to a disadvantaged island community (AGALA) in Lagos.

The project aims to empower community members through job creation, while selected youth leaders, including women, will be trained and employed to operate, manage and protect the facilities after the project is implemented. A nominal fee, which has been approved by the community, will be charged per household to cover facility maintenance and operation costs.



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

José Miguel Vaz

Organization, Rewards & Analytics Team,
People & Organizational Development Global Unit

02. Equal Opportunities

Equal Access to Employment and Working Conditions

Equal Pay

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

Inclusive Recruitment

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

Women Connection Programme

Is a training programme created to develop and strengthen the women's network of EDP Brazil. The initiative bolsters the commitment to expand female representation through a journey of self-knowledge, and experience and learning sharing regarding gender equality. The programme had an impact on 31 EDP female employees and includes a training package that includes:

- 1) the leadership academy, aimed at women in leadership roles, which included topics such as "strategic leadership," "overcoming the imposter syndrome," "how to reach the top," and "unconscious bias, power and influence;
- 2) a development day, aimed at all people participating in the programme;
- 3) a mentoring stage, in which those participating in training are guided by company mentors.

This is the 1st actual programme dedicated to the development of female leadership, which counted on a total of 102 people, including participants and mentors, in a total of 26 hours of training and 176 hours of mentoring. Also in 2022, 25% of participants had opportunities for internal mobility or were promoted.

Electricians School

Is a pioneering programme in the electricity sector in Brazil, which is part of EDP's commitment to developing initiatives that promote equal opportunities, especially for underrepresented groups. The programme assures that these professionals are prepared for the job market and is carried out in partnership with the National Service for Industrial Learning (SENAI), registration is free of charge and aims to train women and transgender people to work as electricians in power distribution networks. The objective is to know the specific, expected procedures for planning, evaluating and inspecting power grids. Especially tailored for women, it includes a more extensive and adequate training package of 550 hours, it also offers a scholarship, certification, and the opportunity to be included in the EDP candidate bank.

Female Electricians School

In 2022 the programme received more than 6,000 applications, 90 women were selected and trained through 7 classes, with a hiring rate of 70% for EDP or partner companies.

Electricians School for Trans People

A programme aimed at providing underrepresented groups — in this programme, specifically trans people — an opportunity to be included in the job market. The programme includes technical content, a module on entrepreneurship skills taught by Maite Schneider, co-founder of TransEMPLOYMENTS [Transjobs] and consultant for Integra Diversidade. In 2022, more than 110 people signed up, 19 were selected and trained through 2 classes in Guarulhos (SP) and Serra (ES), with a hiring rate of 74% for EDP or partner companies.



Fernanda Pires

Environmental, Social and Governance (ESG) Board, EDP Brazil

“Fostering education based on intentional, purposeful initiatives is absolutely critical for us to generate opportunities for the most vulnerable populations. By promoting a professional development and training journey, the school will be an important step towards citizenship, employability, and acceptance of the trans population.”

Maite Schneider TRANSJOBS project

“I’ve been working with the transgender population since 1990, and I can count on the fingers of one hand how many projects are truly revolutionary and actually change the reality of such an excluded and forgotten group of people. Undoubtedly, the creation of this School is one of such moments.

A project that goes beyond employability, and that thinks about equity and actual inclusion; that bridges such huge gaps of multiple inequalities. I feel proud of being a part of this beautiful seed that was created and that now will not stop bearing good fruits.”



E-REDES Top Women Scholarship

Is a merit scholarships programme for women, which includes a monetary contribution in the amount of 2,000 euros, plus participation in a company mentoring programme. This programme includes a set of initiatives aimed at arousing the interest of young students in technology and attracting young women who are finishing their master's degrees in Electrical and Computer Engineering, by awarding 10 scholarships and participation in recruitment processes for Professional Internships at E-REDES. The first edition of this programme covers six leading universities in Portugal.

MentoringON Programme for Women of the Generation Platform

A programme aimed at encouraging the development of women's personal skills through the monitoring of professionals with recognized experience. In each edition, mentees deepen their self-knowledge, build their network of contacts, and reflect on their professional paths. In 2022, under this programme, a mentoring path was created for 11 mentored women who will take part in 4 to 6 individual mentoring sessions focused on their personal and professional development.

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

Is an initiative promoted by APPDI, in partnership with the European Anti-Poverty Network (EAPN-Portugal), the European Intercultural Club, and the Likestillingssenteret KUN – Centre for Equality and Diversity, which comes under the Active Citizens Programme, created by a consortium formed by the Calouste Gulbenkian Foundation and the Bissaya Barreto Foundation,

within the framework of the Active Citizens Fund. For 24 months, this project, which counts on 100 organizations and 180 professionals from various sectors of activity and from different regions in Portugal, aims to develop a set of transformative tools and instruments for the promotion of diversity and tolerance, and for combating discrimination in the workplace, with the support of HR professionals and labour inclusion professionals. One of the tools produced within the scope of this project is a free E-learning course aimed at training HR and employability professionals to help them develop their own skills in Diversity and Inclusion, Unconscious Biases, Inclusive Recruitment and an Inclusive Itinerary, and includes theoretical content, boosting activities, and summative knowledge assessments, with an estimated duration of 4 hours.

03. Awareness and Training

Awareness

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

Global Diversity Week

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

Affinity Groups or Employee Resource Groups

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

Global Well-Being Week

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

WOMeng EDP Renewables

A programme created by EDP R employees with the aim of breaking stereotypes and providing references for young girls to help them overcome the barriers that prevent them from choosing STEM careers for their future, which means that we have fewer female engineers or technicians every year, among other occupations. Between 2022 and 2023, this initiative reached more than 770 students from different schools in Spain.

Workshop on Gender Equality

An initiative carried out by a psychology professional with 14 years of experience in family psychotherapy, from the Touched Romania Association, to support women and children victims of domestic violence, who gave a workshop on the topic of equal opportunities, gender equality and elimination/reduction of stereotypes. This initiative was dedicated to workers in Romania.

Mind Your Mind Campaign

Taking as reference the World Mental Health Day, during that month, over the years, EDP has promoted a set of initiatives that place the topic of Mental Health as a priority for all people. In line with the EDP Group's global well-being strategy, this initiative focuses on mental health and stresses the importance of approaching the topic in a transparent manner, calling for preventive behaviours, through different global and local initiatives that seek to promote an increasingly healthy work environment and ensure support services globally. In 2022, this campaign reached more than 3,000 people, seeking to raise awareness on the importance of adopting preventive behaviours and informing about the multiple support responses available to all employees, regardless of their geographical location.

Round Table — Women in Leadership

As part of the International Women's Day (IWD) campaign, the Brazil team organized a conversation with Mariane Marmo, Project Management Director, and Maira Zanduzzo, Environmental and Social Director, two Brazilian leaders, during which both shared their main achievements and challenges during their professional experience as women.

Women's Empowerment Conversation

As part of the IWD campaign, the Greek team hosted a webinar on empowerment. This initiative counted on the participation of Stella Kasdagli (co-founder of Women On Top), who shared ideas about resilience and adaptability in times of crisis — how we can manage uncertainty, stress, and obstacles we encounter in times of turmoil, without losing our ability to make decisions, to come back again, to adapt to unpredictability, solve problems, and become agents of positive change — with the aim of offering self-awareness, effective communication, and self-leadership tools.

“Women and Sustainability in Energy Transition” Day

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

Supporting gender equality through social impact

Collaboration with NGOs focused on empowering, training and guiding women at risk of exclusion so that they can face the job market with the necessary tools and training: **1) La Trastienda:** For one morning, 4 EDP R volunteers supported and encouraged the development of 30 women in a situation of social integration, through workshops, such as preparing a CV, job search, risk prevention, etc.; **2) Skills volunteering:** a partnership with the institution APAV, the Portuguese Victims Support Association – Vila Real Shelter, consisting of a 2-hour workshop for 6 participants that included recommendations on job search techniques, LinkedIn, preparing and using a CV, and employability promotion strategies; **3) Women who make history:** organized by the Municipality of Riohacha plus various organizations involved in gender equality issues in the region. EDP R was part of this event as a partner company.

AEMENER Trade Fair of STEM CAREERS

Sponsorship of and participation in the AEMENER Trade Fair of STEM CAREERS with the goal of promoting Science, Technology, Engineering and Mathematics (STEM) careers, in order to encourage the incorporation of young girls in these professional fields.

MASSTEAM – STEAM Asturian Women

This EDP initiative in Spain includes sponsoring the vocational development programme in the STEAM areas promoted by FADE and CTIC Centro Tecnológico, and involves the participation of EDP female employees as mentors and speakers in the masterclass.

Empowerment

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

EDP University

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

Ethics Training

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

Training in Unconscious Bias

An essential training that explores the mechanisms of cognitive processing of information we receive, the construction of stereotypes and preconceived ideas that influence our decision-making and that sometimes lead us to make judgment and perception mistakes, in the form of prejudice and discrimination and which, through real examples from our day-to-day work, can help us to deconstruct some of these stereotypes. This training is available in e-learning format on the Online Campus for all EDP people, with special stress for team management segments within the scope of Lead Now, a programme for developing new EDP leaders. Since 2021, this training has already been completed by 6,411 people, of which 705 are in management positions.

04. Work-Life Balance

New Ways of Working

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



In 2021, about 60% of EDP's staff worked in a hybrid model.

Temporal and Spatial Flexibility

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

Support to Parenthood

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

Conciliar Discounts

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

Parking for Pregnant Women

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

Additional leave for Pregnant Women

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

Celebrating Birth and Adoption

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

New Parents Kit

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

1st Day of School

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

EDP Summer Camps

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

Family Day

EDP Global Solutions annually organizes an initiative in Portugal in which it invites employees' children to spend half a day at the company to take part in an organised activity and get to better know the place where their father or mother works. Since 2018, this business unit has already organized 6 editions of this initiative, involving about 162 participants.

EDP + Youth

Technological camps aimed at children from municipalities close to EDP facilities, in Spain, on aspects of digitization and new technologies. This initiative focuses on the participation of girls and takes place during the summer to facilitate the reconciliation between the personal and professional lives of parents and caregivers.

05. Partnerships for Progress

Girl Move

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

Meet our Girl Movers



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



“One of the main professional advantages I acquired with the Exchange Lab at EDP was the ability to work in environments and projects with much cultural and economic diversity. Getting to know vulnerable places in Portugal, where people also have basic poverty challenges — although they still don’t resemble Mozambique’s concept of poverty at all — and thus getting to understand poverty from different points of view. On the other hand, interacting with EDP colleagues in other countries in Europe gave me a much broader view of EDP’s value chain and purpose, and how to be a professional with good technical skills, but that is aware of and acts on social and environmental issues.

On a personal level, the fact of being a role model, firstly for girls aged 12 to 15 in Nampula, and as an inspiration for younger Mozambicans trained in engineering, is a great honour and makes me seek to improve myself and never forget my ambitions and dreams, which allowed me to have an experience with Girl Move and with EDP. Not forgetting that I undid many limiting beliefs, discovered and explored many talents, and clarified how I can be an agent of change for my country, and how I can live my impact cause on a daily basis.”

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

Meet our Girl Movers

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

“Boosting the education of young girls, and being an active part of a systemic movement for change that activates talent for the common good. The young changemakers participating in the ExchangeLAB and ChangemakerLAB programmes, which count on the participation — as impact partners — of 40+ companies of reference in Portugal, have different academic backgrounds, but have in common the experience of a year of Mentorship Circles and Impact Activation. The methodology that Girl MOVE has been implementing for 10 years, recognized by UNESCO, enhances new models of reference and representativeness in leadership,

connects different generations and realities of young girls, and activates their talent, their place for speaking, and their participation in decision making as positive transformation agents.

The methodology has practical applicability in companies that experience dynamic sessions facilitated by Girl MOVERS / the Girl MOVE team, aimed at leveraging the company’s internal talent and a culture of diversity, equality and sustainability, which is common to all teams, projects and people.”



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



Professional Women's Network (PWN)

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

PROMOVA Project

A programme aimed at identifying and developing female talent with leadership potential, fostering their promotion to top management positions in companies, thus contributing to reducing the discrepancy of gender representation in this functional segment. EDP bolsters its commitment as main sponsor for the 4th consecutive edition, having already supported the enrolment of 11 employees and involved eight mentors. In total, this programme has already reached 129 participants from 72 companies with a promotion or professional progression rate of 47%.



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

Hália Oliveira

EDP Innovation Board of Directors,

Participant in the 2nd Edition of the PROMOVA Project





E-REDES – Future PWiT

An initiative between E-REDES (energy distributor in Portugal) and Portuguese Women in Tech, with the aim of attracting more young girls aged between 10 and 18 to engineering and IT jobs, and to offer examples of women in the technological world. This project involves professionals from partner companies, while also involving the community, namely schools, youngsters, teachers, and families. This initiative provided **1)** a set of pedagogical contents to schools, teachers in the 2nd and 3rd cycles of basic education, as well as in secondary education, which can be used in the classroom, including communication materials and practical exercises; **2)** the publication of 25 interviews with women in technology, with the most diverse profiles.



This initiative is part of the commitment to promoting measures that encourage gender diversity, and reflects E-REDES' constant concern to include equality principles into its management strategy. Integrating more women into teams and leadership will contribute to the development of an inclusive, diverse, socially responsible culture.

José Ferrari Careto

E-REDES Board of Directors

Staying on the Right Track

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

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

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

Commitments

1. Commitments to diversity and gender Equality

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

Portugal Target Gender Equality, UN Global Compact – EDP participated in the 1st edition of this programme in Portugal. It is a gender equality accelerator for companies participating in the UN Global Compact that supports companies in defining ambitious goals on the representation and leadership of women in top management, which includes a performance review, learning workshops, peer-to-peer dialogues and with stakeholders, through both national and international initiatives.

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

Alliance for Equality in ICT – This alliance strengthens and builds up on the partnership network of the “Engineers for a Day” Programme, by sharing best practices and reflecting on the participation of girls and women in ICT. The “Engineers for a Day” Programme, coordinated by the Commission for Citizenship and Gender Equality and by the INCoDe.2030 Programme, in conjunction with the Portuguese Association for Diversity and Inclusion (APPDI), the Higher Technical Institute (IST) and the Engineers Society, currently counts on 93 partner entities, 60 primary and secondary schools, and 19 higher education institutions. Since its creation in 2017, it has already reached out to 12,455 young people from primary and secondary schools, through practical laboratory activities, and role model and mentoring sessions.

iGen Forum – EDP signed up to this commitment in 2013, when this forum was created, comprising 69 national and multinational organizations operating in Portugal, from the public, private and social economy sectors, which together represent about 2% of Portuguese GDP.

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

A | Other commitments

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

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

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

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

Acknowledgements

1. Diversity and Gender Equality Acknowledgements

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

Equileap's Top 100 Gender Equality Global Ranking 2023 – Equileap, the world's leading provider of gender equality data and information, has published its 6th annual Gender Equality Report. The report provides an update on the state of gender equality in business companies globally, featuring the 100 companies with the highest scores, as well as key information by country and by activity sector across multiple dimensions of analysis. The study reviewed 3,787 companies, representing 102 million employees worldwide, that are listed on one of the main indexes or on one of the 23 markets with the highest development. EDP was acknowledged in the TOP 100 worldwide, being the 1st Portuguese company acknowledged in this ranking.

Portugal Equal Pay Badge – SU Eletricidade, a Last Resort Supplier owned by the EDP Group in Portugal, with 55% of female representation, was awarded the Equality Badge 2022, by the Commission for Equality in Labour and Employment (CITE), for its good practices in promoting equal pay for women and men doing equal work or work with a similar value.

Brazil Women On Board Certification — EDP Brazil was acknowledged with the Women On Board (WOB) certification, an initiative supported by UN Women to encourage gender diversity and equity on company Boards. In 2021, EDPBR's Board of Directors had a female representation of 33%, three times the country average, being ranked in the TOP 5 of companies listed on B3 with the highest female representation in this functional segment.

A | Other acknowledgements

Global World Most Ethical Companies 2023 — For the 12th consecutive year EDP has been acknowledged by the Ethisphere Institute as one of the world's most ethical companies, and is the only Portuguese company on this list of 135 companies from 46 sectors of activity in 19 countries. In the list of the World's Most Ethical Companies 2023, EDP is part of the group of nine companies from the Energy and Utilities sector deserving such distinction.

Global Healthy Workplace Award — The 10th edition of the Global Healthy Workplace Award reviewed how companies are approaching the future, namely with regards to what strategic models are they implementing, and how are they raising awareness and creating internal mechanisms to address the most pressing issues, especially in the field of mental health. EDP was the 2022 winner in the "Multinational Employer" category.

Top Employer Institute — Best Companies to Work For Certification — The Top Employer Institute has once again certified the EDP Group as one of the best companies to work for in Portugal. EDP Renewables has also achieved Top Employer Europe certification in several countries such as Spain, France, Italy, Poland, Romania, Brazil, and, for the first time, Greece and Colombia. Having been evaluated in

20 different areas, EDP stood out in areas such as Talent Acquisition, Performance, Engagement and Digital HR, achieving the highest score in the areas of Business Strategy, Ethics, and Integrity.

Portugal Well-being Awards 2022 — An event promoted by Workwell with the aim of rewarding best welfare practices in companies in six different categories. EDP was acknowledged in the Best Well-being Programme category in companies with over 1,000 employees, and in the Best Leadership and Wellbeing Culture category.

Healthy Workplaces Badge 2022 & Healthy Workplaces Award 2022 — the Healthy Workplaces Badge and Awards are promoted by the Portuguese Psychologists' Association to acknowledge Portuguese organizations with management practices that promote safety, well-being and health in the workplace. EDP was distinguished with the Healthy Workplaces Badge, along with 62 other organizations.

LinkedIn Top Companies 2022 — LinkedIn Top Companies is an annual ranking of the 25 companies in Portugal that are grooming talent for long-term success. EDP was acknowledged in this ranking for the 2nd consecutive year.

Brazil Chambers Brazil Awards 2022 — EDP Brazil was awarded in the "Diversity & Inclusion: In-House Team of the Year" category for its strong commitment to Diversity and Inclusion, through the definition of ambitious goals for recruiting under-represented groups, for its training programmes in this field, and for promoting an inclusive organizational culture.



We are a Family Responsible Company

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

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

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

In recent years, EDP has been renewing its efr certification in Spain and Portugal, and this year, this local certification process was extended to the global level by auditing the policies and measures implemented within the EDP Group as a way of stressing its commitment to the well-being of its employees globally in a more efficient, standard manner.

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

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

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

Carla Barros
Project Management, Family Responsible
Company Global Certification



Gender Equality Plan

3



“For EDP, gender equality is more than a goal in and of itself. It is a necessary precondition for the sustainable development of society and the Planet, which we are committed to promoting through our actions as a company.

Preparing and publishing a Gender Equality Plan is a practical, concrete translation of this commitment: internally, at all stages of the life cycle of male and female employees; and externally, with our value chain, community(ies) and society.”

João Estanqueiro
Life@EDP Team,
People & Organizational Development Global Unit

Gender Equality Plan 2022/2023

This Gender Equality Plan (the “Plan”) is part of a broader set of initiatives developed by EDP, both globally and locally in all geographies where it operates, matching the commitments and principles it has already taken up in terms of diversity, namely by:

- **Promoting mutual respect and ensuring equal opportunities in the face of diversity for all people at the company;**
- **Acknowledging and appreciating diversity of identity, of life experiences or of cognitive and neurological functioning, as a source for strengthening human potential, creativity, and innovation in management and business strategy;**
- **Adopting positive actions and awareness-raising measures internally and within the community, with a view to the actual implementation and effectiveness of the DEIB Policy.**

Our aim is to keep pursuing an increasingly inclusive culture, and to develop and deliver measures that meet everyone’s needs at EDP, at partner entities, and in the community. We believe that only through their close involvement in the definition and implementation of these measures, and in the development of partnerships, is it possible to accelerate global commitments on equality issues, and thus better serve the organization and the community.

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



Review of the Gender Equality Plan 2022/2023

The Gender Equality Plan for 2022/2023 included 35 initiatives in various dimensions with a global and local scope, namely in Portugal, with a total or partial execution rate of 74% of the proposed measures.

Of these initiatives:

21

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

Of these measures, 20 will continue in the next cycle's Plan, given their relevance in the current strategic plan on DEIB matters.

10

Were not implemented due to: **1)** the measures no longer matching the company's priorities; **2)** were included in other projects; **3)** were postponed, to be included in other projects already underway.

5 of the 10 initiatives will be updated/included in current projects and in the 23/24 Plan.

4

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

This period of 2022/2023 is a landmark year in the review and implementation of internal projects within the scope of the HR management and organizational development strategy, as well as in consolidating the investment strategy in several DEIB areas, in particular in the promotion of diversity and gender equality measures. Of the 21 initiatives implemented in this cycle, we highlight a few:

Awareness-based or assertive action initiatives...

- That strengthen capacity building through training in Ethics and Unconscious Bias as part of the internal component, and that support the executive training programme for women in leadership positions as part of the external component,
- That consolidate investment in measures that create a more flexible work time and space,
- That demonstrate EDP's commitment to promoting equal access to opportunities, breaking stereotypes, and other barriers, namely by promoting the scholarship programme for students in STEM fields.

Initiatives associated with a strategy, and with defining institutional documents and policies, and internal equity

- That strengthen top leadership's active involvement and participation in DEIB matters.
- That make of the EDP Group an increasingly global corporate group, making its local internal processes more horizontal and applicable to the entire Group.

Initiatives associated with data management, information production and monitoring...

- That strengthen top leadership's active involvement and participation in DEIB matters.
- That make of the EDP Group an increasingly global corporate group, making its local internal processes more horizontal and applicable to the entire Group.

Diagnosis and measures to be taken in 2023/2024

In order to actually achieve equal treatment and equal opportunities between women and men, promoting the end of gender discrimination, and fostering work-life balance, EDP has been approving and implementing internal regulations, policies, procedures, and mechanisms. This whole process involves various internal stakeholders for the diagnosis and subsequent definition of measures.

The Corporate Global Centre team '*People & Organizational Development Global Unit (P&OD)*' includes, among its duties, the definition, coordination, and implementation of people management policies in the scope of Diversity, Equity, Inclusion and Belonging, to ensure the principle of equal opportunities in the various moments of our employee's experience:

1

Recruitment, Selection and Onboarding

EDP undertakes to recruit and select candidates by equally valuing skills, aspirations, needs, and responsibilities.

2

Training and knowledge sharing

EDP undertakes to encourage all people, women and men alike, to learn throughout their lives, and make full use of their skills and knowledge.

3

Personal and professional development

EDP undertakes to develop or facilitate internal tools for skills development, cross-cutting participation in projects or internal mobility, encouraging women and men alike to invest in their personal and professional development.

4

Remuneration and social benefits

As part of its remuneration policy, EDP undertakes to ensure compliance with the principle of "equal pay for equal work" between women and men, and according to the assessment of merit.

5

Professional career management

In promotion and progression processes, EDP undertakes to recognize the skills of its employees on the basis of their academic qualifications, training and professional experience, regardless of their gender.

The Inclusion Office is therefore a complementary measure to the P&OD regarding Diversity, Equity, Inclusion and Belonging. Its aim is to leverage inclusion at EDP, either through the continuous monitoring of partnerships and commitments, or by monitoring the main diversity indicators, whether regarding gender representativeness or people with disabilities or with specific needs, but also regarding generational and cultural segments in the various countries where the EDP Group operates. This action relies on a set of resources, of which we highlight the following: **1)** professionals dedicated to the topic, from a global and corporate perspective, both of which in business units with greater geographical distribution; **2)** earmarked funds to support DEIB projects and partnerships; **3)** hiring of consulting services for projects of a special nature; **4)** establishment of partnerships with specialized entities; **5)** submission of applications for awards or certifications that validate progress in these matters.

Diagnosis

In addition to the duties assigned to the P&OD and to the Inclusion Office, as well as to other stakeholders directly or indirectly linked to the promotion of life-work balance and equality measures, we believe that we can only have a more inclusive culture if we are attentive and promote employee surveys that help us continuously improve our measures.

Internal insights and data collection tools

[DEIB Strategy & Business Case](#) — The Roadmap to an Inclusive Workplace Project, is a strategic document related to the 2020–2022 action plan for DEIB. It includes a diagnosis component in several diversity dimensions, which provided a better understanding of the challenges and the initiatives required to solve, mitigate or leverage such dimensions. Thus, and specifically on the topic of gender equality, the following challenges were identified:

Female representativeness and participation

The analysis of attractiveness for female employees in new admissions and overall female representativeness, as well as of female representativeness in leadership positions indicate that there has been quite some progress in recent years, but it needs continuous monitoring and action through the improvement of internal processes (e.g., recruitment and succession management), and/or the definition of internal or external programmes that act on this challenge;

Sense of belonging and development

The analysis of voluntary turnover and the perception of organizational support by male and female employees shows that there are slightly different characteristics between women and men, also requiring continuous monitoring;

Pay equity and pay gap

The review of indicators relating to fixed and variable pay, and the respective differences between women and men may not be enough to provide the necessary clarity on this issue, which will require the definition of a solid model of analysis and of a consequent pay gap mitigation plan.

A strategic action update for DEIB matters is being prepared at the end of this project's term, which is already in its final stage of development, and which includes a review of the strategic objectives for the diversity, equity, inclusion, and belonging axes, which will include initiatives aligned with the 2023–2026 business plan.

People & Organization Scorecard — All social and performance indicators are regularly reviewed and monitored, including DEIB indicators, which help measure the progress made and degree of achievement of the defined goals. Strategic and operational planning projects in the 2020–2022 cycle, such as the “Roadmap to an Inclusive Workplace,” have identified about 15 challenges in terms of gender equality, inclusion of people with disabilities, generational representativeness and dynamics, and cultural representativeness through nationalities and geographical mobility. In this analysis and reporting, whenever possible and applicable, EDP provides information broken down by gender, as in the Integrated Report or similar reports.

Organizational Climate Survey — Is the main annual global consultation tool, with the aim of finding out the perception of people at EDP in various dimensions with an impact on their work and on their day-to-day well-being, such as Engagement, Empowerment, Trust and Clarity, Collaboration, Trust in Leaders, Life-Work Balance, Social Responsibility, Diversity and Inclusion, among others. Whenever necessary, EDP develops Focus Groups or crosscutting, multidisciplinary work groups as ways of generating greater proximity and involvement, and as spaces for reflection and sharing of ideas with the aim of coming up with concrete measures and strategies that meet the actual needs of its people and of the organization. The Organizational Climate Survey is just one part of a listening strategy that EDP has been maturing, intended to be increasingly continuous, close, and strategic.

Psychosocial Risk Assessment and Well-Being — It is a biannual questionnaire aimed at ensuring the assessment of psychosocial risks within the universe of EDP Group employees, contributing to the improvement of working conditions and the promotion of mental health. In 2021, this survey had the participation of over 7,400 employees.

Global Ethics Survey — It is a biannual questionnaire, or whenever applicable, aimed at reviewing and assessing, in a more targeted way, the evolution of the ethical environment at EDP, namely: how ethical values are incorporated into the organization; to what extent is the ethical building known (e.g. the Code of Ethics, complaint channels, mechanisms for reflection on ethics, among others); how is the decisive role of ethical leadership revealed in EDP; or the ethical concerns raised by the future. In 2021, this survey was completed by more than 5,000 employees.

It is also important to acknowledge other tools, already developed within previous projects, that worked as a basis for the definition and implementation of later initiatives, such as:

— **The Global Well-being Offer and Well-being Survey**

Is a global, anonymous, voluntary questionnaire that in 2022 sought to assess the well-being initiatives and measures available, namely in terms of satisfaction, usefulness, value, and to what extent are they known. This survey counted on the participation of 800 employees.

— **The 2021 Global Diversity Census**

Is a global, anonymous, voluntary questionnaire that, in 2021, sought to find out about EDP people from a demographic point of view, and their perceptions of diversity and inclusion in the company, enabling a more focused approach to the component of experience and sense of belonging, namely regarding the characteristics and conditions with which the respondents identified themselves. More than 2,200 employees took part in this Census.

External self-diagnosis tools related to positioning and progress

WEPs Gender Gap Analysis Tool — Is a joint project of the UN Global Compact, UN Women, the IDB Multilateral Investment Fund, and the Inter-American Investment Corporation, and is supported by the governments of Japan and Germany, and by BSR, The Coca-Cola Company, Itaipu, and KPMG, with translation support from the Nordic Dialogues project. This is a voluntary, optional tool, available for any company that wishes to conduct a diagnosis on its alignment and fulfilment of the commitments it subscribed to under the Women's Empowerment Principles (WEP). EDP scores 65% as an Achiever, an indicator that demonstrates the development and implementation of various policies and practices in the company's operations, which identified improvements in implementation capacity and transparency.

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

Measures to be taken

A set of measures for the promotion of gender equality at EDP will be presented here below, with reference to their state of implementation, which are in force or will come into force, depending on the respective case, between 2023 and 2024. These measures have an incremental improvement nature, which strengthen EDP's current commitment in these matters, and are complementary to the initiatives previously mentioned in this document.

Due to the size and scope of many strategic projects related to, for instance, work-life balance, well-being issues, and DEIB, some measures may be biannual or triennial, in order to be aligned with and support the business plan.

It should be noted that most of the measures proposed in this Plan are a continuation of the Plan proposed in 2022/2023, since it was a critical year in the review and implementation of important internal projects for the people management and organizational development strategy (e.g., global model for performance management, functional family model, or global compensation model).

01. Strategy, Mission Statement and Values

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments	
i.	DEIB Council – Creation and maintenance of a biannual internal advisory body as a space for creating greater internal involvement in DEIB issues, giving visibility to the company’s best practices and defining guiding axes for future action.	Ensure the implementation of the Equality Plan and of other internal tools, as well as their monitoring, follow-up, and sustainability.	CAE and EGT; P&OD – CCG; Business unit P&O teams.	If applicable, specific costs for hiring professionals specialized in different subjects.	At least 1 Committee session per year, with clear progress on the visibility of DEIB topics at EDP, as well as the implementation of specific measures.	Number of Committee sessions. Number of measures implemented as a result of Committee sessions.	Global	EDP is already currently promoting a People and Diversity Committee, and more targeted committees in several business units (EDP Renewables and EDP Brazil). Until the publication of this Plan, 2 sessions of this Committee had already been held.
ii.	Equality Plan – Disclosure of the Equality Plan, of the respective measures and objectives, namely through awareness-raising sessions, dissemination on the company’s website, on the Intranet, by email, and by posting in indoor locations with known visibility.	Make the plan/policy known, as well as its strategic importance for the company. Involve all employees in the implementation of the plan/policy.	P&OD – CCG; BRAND & COMMS – CCG; Several internal stakeholders.	N/A	At least 1 awareness-raising session with internal stakeholders responsible for managing the plan’s measures, in order to create ever greater involvement in DEIB-related measures. Creation of internal news in order to disseminate the measures contained in the 2023/2024 plan, and get everyone involved.	Number of awareness sessions held. Number of internal communication pieces.	Global	The Plan is already being communicated externally at: https://www.edp.com > People > Diversity, Equity and Inclusion > Gender Equality.
iii.	Disclosure of best management practices in the field of equality between women and men, internally and externally, on the company’s website, on the Intranet, by email, and by posting in indoor locations with known visibility. Bolster internal/external communication of the measures currently underway at EDP, in addition to those included in this plan.	Publicly take up the commitment – both internally and externally – of promoting equality between women and men.	P&OD – CCG; BRAND & COMMS, CCG.	Update the website with the measures contained in this Plan and others, if applicable.	Update level of internal/external means (%).	Número de sessões do Comité. Número de medidas implementadas como consequência das sessões do Comité.	Global	Some measures are already being communicated at: https://www.edp.com > People > Diversity, Equity and Inclusion > Gender Equality.

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

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
iv. Supplier Management –With a view to implementing the DEIB as a strategic sustainability objective for the supply chain, the following initiatives are planned: i) implementation of a supplier registration questionnaire aimed at identifying aspects related to DEIB to be considered by the entities/ partner companies, subcontractors or suppliers that may have an established relationship (or to be established) with EDP, ii) hold a global event with all suppliers of the EDP Group to raise awareness to EDP’s strategic objectives for its supply chain, iii) hold conversations with suppliers to learn about the good practices they have in place and, at the same time, share EDP’s ambition in these areas.	Establish cooperation relationships with public entities and/or civil society organizations that pursue the goal of promoting equality between women and men.	P&OD – CCG; UPG, EDP GS; BRAND & COMMS, CCG.	N/A	Inclusion of aspects related to diversity, assurance of non-discrimination or recognition of partners with inclusive management practices during the supplier registration stage. Hold events with suppliers that award visibility to the importance of collaborating with partners with inclusive practices. Sharing sessions with suppliers on DEIB practices.	Update level of supplier management tools (registration platform) (%). Number of sessions held with suppliers. Level of participation of suppliers in the event (%).	Portugal	Information on Supplier Management at EDP available at: https://www.edp.com > About Us > Suppliers.
v. Partnerships – Maintain or establish new relationships of cooperation with public entities and/or with civil society organizations that pursue the goal of promoting equality between women and men.	Establish cooperative relationships with public entities and/or civil society organizations that pursue the goal of promoting equality between women and men.	P&OD – CCG.	€ 25,000	Maintain the current partnerships with entities that directly promote gender equality.	Number of supported entities and projects.	Portugal	Information on some partnerships available at: https://www.edp.com > People > Diversity, Equity and Inclusion > Gender Equality.

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

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
vi. Skills Volunteering – Maintenance or establishment of new relationships of cooperation with public entities and/or civil society organizations that pursue the goal of promoting equality between women and men.	Establish cooperation relationships with public entities and/or civil society organizations that pursue the goal of promoting equality between women and men.	P&OD – CCG; SICO – CCG.	N/A	Completion of the 1st Stage of the Worldplaces Project (ID 101038328) as part of the AMIF programme – Asylum, Migration and Integration Fund (2021–2027). Maintain or join at least 1 more volunteering initiative associated with the promotion of diversity and gender equality.	Number of sessions held. Level of impact and satisfaction of the beneficiaries of the measure. Number of project participants and volunteers.	Portugal	Information about Volunteering at EDP available at: https://www.edp.com > Sustainability > YES You Empower Society, and at voluntariado.edp.com In 2022/2023, the Worldplaces Project, in partnership with SPEAK, which connects EDP Volunteers and migrant women in Portugal in learning Portuguese and in culture sharing, involved about 6 participants, 4 EDP volunteers, and more than 50 hours of volunteer service during working and non-working hours.
vii. DEIB Policy – Disclosure of the Diversity, Equity, Inclusion and Belonging Policy (DEIB), and of the respective measures and objectives, through awareness-raising sessions, disclosure on the company's website, on the Intranet, by email, and by posting in indoor locations with known visibility..	Make the plan/policy known, as well as its strategic importance for the company. Involve all employees in the implementation of the plan/policy.	P&OD – CCG; Several internal stakeholders.	N/A	At least 1 awareness-raising session with the internal stakeholders responsible for applying or managing the practices set out in the Policy. Creation of a learning piece (e-learning) on the aspects set forth in the Policy in order to inform everyone and get them involved.	Number of awareness sessions Number of internal communication and/or learning pieces about the Policy.	Global	Information on the DEIB Policy available at: https://www.edp.com > People > Diversity, Equity and Inclusion.
viii. Well-being strategy – Implementation of the defined well-being strategy by 2025. Its vision is to promote a healthy, energetic, prosperous work environment, made possible by an experience centred on our people, that allows everyone to give out their best.	Ensure an inclusive, healthy work environment, free of discrimination, that promotes or supports parenthood and/or work-life balance.	P&OD – CCG; Business unit P&O teams; Several internal stakeholders; BRAND & COMMS, SICO, SS&BC, ETH – CCG; Health and Wellness – EDP GS.	€ 81,000	Achieve global EFR certification and integrate wellness initiatives into EDP's structural programmes.	Complete and achieve global certification Number of wellness initiatives integrated into internal processes/ structural programmes.	Global	

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

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
ix. People & Organization Scorecard — Breakdown of all data by gender in all the company's management tools, namely in diagnoses and reports. Monitoring and review of practices taking into account the business case for diversity, which is monitored through the management information of the People & Organization Scorecard.	Ensure the implementation of the DEIB strategy and of the respective policies, equality plan and action plan, as well as their monitoring, follow-up, and sustainability.	P&OD – CCG.	N/A	Ensure the availability of quantitative and qualitative indicators in order to facilitate the implementation of the DEIB strategy and of the respective policies, equality plan and action plan, as well as their monitoring, follow-up, and sustainability.	Time saved in surveying and consolidating management information Number of sessions and/or workshops using the Scorecard as a tool in order to promote its autonomous use.	Global	The P&O Scorecard is not restricted to DEIB data but rather to monitoring indicators in various dimensions of the employee's journey.
x. efr certification — Transition from local certifications (in Portugal, Spain and EDP R Spain) to global certification — Family Responsible Company (efr) — Transition from the current local EFR reporting format to global reporting, involving all geographies and business units where EDP is currently operating. The EDP measures covered in EFR certification already include aspects related to equality between men and women, work-life balance, and parental leave and pay, in the instruments for assessing employee satisfaction and the organizational climate.	Ensure a work environment free from discrimination based on gender, parenthood and/or work-life balance.	P&OD – CCG; Business unit P&O teams; Several internal stakeholders; BRAND & COMMS; ETH – CCG; UPG – EDP GS.	€ 11,000	Complete and maintain global certification for the EDP Group in all countries.	Number of audit sessions. Quality of initiatives assessed within the audit scope.	Global	

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

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments	
xi.	Integration of aspects related to equality between women and men, work-life balance, and parental leave and pay , in the instruments for assessing employee satisfaction and the organizational climate or at any other time when assessing satisfaction. Promotion of self-identification mechanisms, on a voluntary, anonymous basis, in order to increase internal visibility of underrepresented characteristics, and support the development of initiatives, if applicable.	Ensure a work environment free from discrimination based on gender, parenthood and/or work-life balance.	P&OD – CCG; Several internal stakeholders.	Included in the expected partnership management costs and in the platform for managing the Organizational Climate Study project.	Maintenance or improvement of current tools and consultation moments to include, for example, questions aimed at aspects related to equity, inclusion and belonging.	Participation rate in moments of consultation aimed at assessing the degree of perception of these topics. Favourability level (%) (or similar) regarding questions associated with Diversity and Inclusion. Number of self-identification fields/ channels available in people management systems.	Global	The 1st Global Diversity Census was launched in 2022, fully dedicated to relating demographic dimensions and the perception of people at EDP.
xii.	Celebration of events — Promotion of milestone initiatives or celebration of events throughout the year related to Gender Equality and other dimensions of diversity — inclusion of people with disabilities, of different generations and cultural backgrounds —, as well as other dimensions of well-being, promotion of physical, emotional and mental health, promotion of work-life balance or protection of parenthood.	Ensure a work environment free from discrimination based on gender, parenthood and/or work-life balance.	P&OD – CCG; Several internal stakeholders.	€ 20,000	Carry out at least 2 global campaigns associated with diversity and well-being. Celebrate at least 5 events, whether as an awareness-raising or as an action initiative.	Number of sessions held. Number of participants. Level of impact and of participant satisfaction.	Global	Examples of global campaigns are the Global Diversity and Wellbeing Week or Mind Your Mind, an initiative aimed at promoting mental health at EDP.

02. Equal Access to Employment

A | Ads, Selection, and Recruitment

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
<p>i. Merit/Study Scholarships — Implementation of the Top Women Scholarship, a merit scholarship programme for women that includes a monetary contribution in the amount of 2,000 euros and participation in a company mentoring programme. This programme includes a set of initiatives aimed at arousing interest in technology by young students and at attracting young women who are finishing their master's degrees in Electrical and Computer Engineering. The aim of this initiative is to contribute to a minimum gender representation of 40% in the applications submitted to the company.</p>	<p>Counter structural barriers to equality between women and men.</p> <p>Contribute to a better balance between women and men in the company.</p>	<p>Communication Division and Stakeholders —</p> <p>E-REDES;</p> <p>P&O — E-REDES.</p>	€ 60,000	<p>Thirty Merit Scholarships were awarded to students from leading universities in STEM/ICT fields in Portugal.</p> <p>Promotion of students from STEM/ICT fields in recruitment processes for internships at E-REDES or in other positions at EDP.</p> <p>Development and implementation of the Mentoring Programme.</p>	<p>Number of Merit Scholarships awarded or number of students receiving scholarships.</p> <p>Number of applications, broken down by gender, for positions for Professional Internships at E-REDES.</p> <p>Number of Mentoring sessions held.</p>	Portugal	
<p>ii. Trainees Programme — Implement the programme, while ensuring that the selection and recruitment criteria and procedures bear in mind the principle of equality and non-discrimination based on gender, which shall be prepared by the company in an objective, transparent manner.</p>	<p>Contribute to a fair, objective selection and recruitment process for both women and men.</p>	<p>P&OD – CCG;</p> <p>Business unit P&O teams.</p>	€ 80,000	<p>Recruitment of 25 trainees.</p>	<p>Number of applications;</p> <p>Number of nationalities;</p> <p>Gender representation (%).</p>	Global	

02. Equal Access to Employment (cont.)

A | Ads, Selection, and Recruitment

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
<p>iii. Inclusive Recruitment — To guide external entities specialized in recruitment and selection, in order to ensure representation and diversity in the applications made, including gender representation, whenever possible of at least 40%.</p>	<p>Counter structural barriers to equality between women and men.</p> <p>Contribute to a better balance between women and men in the company.</p>	<p>P&OD - CCG. Business unit P&O teams; H2R, EDP GS.</p>	N/A	<p>At least one awareness-raising session with each external recruitment partner on the importance of mitigating the effect of unconscious bias, and possible situations of discrimination, during the candidate screening and pre-selection stages.</p> <p>Create a communication piece with best practices for inclusive recruitment, and share it with recruitment partners.</p>	<p>Number of awareness sessions held.</p> <p>Number of internal and external communication pieces.</p>	Global	
<p>iv. An initiative in partnership with EPIS in Portugal that gives young students the opportunity to make study visits to EDP power plants, learn about the company's business and asset management, meet employees and carry out challenging activities to explore skills such as critical thinking, creativity, and development of spatial skills. The aim of this measure is to act as a model to change perceptions and influence girls to pursue a career in the STEM field.</p>	<p>Counter structural barriers to equality between women and men.</p> <p>Contribute to a better balance between women and men in the company.</p>	P&O, EDPP.	To be defined according to project needs.	Make this experience possible for at least 15 girls in the 3 rd cycle of basic education or in secondary school levels.	<p>Number of participating girls vs. guest girls.</p> <p>Assessment of the quality and impact level of the initiative.</p>	Portugal	

02. Equal Access to Employment (cont.)

A | Ads, Selection, and Recruitment

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
v. Partnership with the Engineers For A Day Programme , with the aim of attracting more women to STEM fields, involving professionals in the field and the school community in raising awareness that the world of engineering and technology is accessible to all people, especially young girls.	<p>Promote, among non-higher education students, the option for engineering and technology, deconstructing the idea that they are male domains.</p> <p>Counter structural barriers to equality between women and men. Contribute to a better balance between women and men in the company.</p>	<p>Communication Division and Stakeholders — E-REDES;</p> <p>P&O — E-REDES.</p>	N/A	Arouse interest for STEM fields and, in particular, for the world of engineering, in young female students (3 rd cycle of basic education and secondary education).	<p>Number of professionals involved.</p> <p>Number of impacted students (male students, female students, school community and family).</p> <p>Number of participation in initiatives.</p>	Portugal	<p>Project available at: https://engenheirasporumdia.pt/.</p>
vi. Inclusive Recruitment — Carry out training initiatives aimed at people responsible for selection and recruitment interviews on selection and recruitment processes without gender bias, in order to disseminate the Inclusive Recruitment Guidelines as a practical tool to be used by recruitment teams, professionals from HR areas, and leaders.	Contribute to a fair, objective selection and recruitment process for both women and men.	<p>P&OD – CCG;</p> <p>Business unit P&O teams;</p> <p>H2R, EDP GS.</p>	N/A	<p>Conduct at least 3 training sessions, 1 for each target audience of the Guidelines, namely recruitment teams, professionals in HR areas, and leaders.</p> <p>Disseminate, by email, to all people with an active or promoting role in the recruitment and selection process at EDP.</p>	<p>Number of training sessions held.</p> <p>Number of participants in the training sessions.</p> <p>Number of issues or situations reported by the various parties through the tool made available.</p> <p>Level of satisfaction or feedback related to the usefulness of the tool.</p>	Global	
vii. Partnerships — Maintain or establish new relationships of cooperation with public entities and/or with civil society organizations that pursue the goal of promoting equality between women and men.	Establish cooperation relationships with public entities and/or civil society organizations that pursue the goal of promoting equality between women and men.	P&O – EDPE.	€ 25,000	Maintain the current partnerships with entities that directly promote gender equality.	Number of supported entities and projects.	Spain	

03. Initial and Lifelong Training

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
<p>Unconscious Bias — Integration of an Unconscious Bias training module, as well as a complementary training offer in inclusive language, parental leave and pay, work-life balance, moral and sexual harassment at work throughout the journey of people's experience at EDP: onboarding, appointment to leadership positions, celebration of events, personal development plan, among others.</p>	<p>Promote a culture of equality between women and men in the workplace, encouraging management and work practices that are consistent with such culture.</p>	<p>P&OD – CCG; Business unit P&O teams.</p>	<p>N/A</p>	<p>Cover at least 80% of newly hired employees at EDP and new leaders.</p> <p>Promote training on these topics at least three times throughout the year.</p>	<p>Number of trainees who completed the training.</p> <p>Number and type of events celebrated.</p>	<p>Global</p>	

04. Equal Working Conditions

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
i. Mentoring Programme — Include mentoring, counselling, coaching, support to people of the underrepresented gender, from various functional segments, in the current corporate mentoring programme, with the aim of increasing the network of contacts, visibility and projection of their work and develop leadership skills.	Encourage balanced participation of women and men in decision-making positions.	P&OD – CCG; Business unit P&O teams.	To be defined — According to the needs of the project (e.g., external partner, mentoring management platform, etc.).	Provide a type of mentoring in the current corporate mentoring programme aimed at developing female leadership.	Number of collaborators involved in the programme, such as mentees or mentors. Level of satisfaction (%) of mentees/mentors with the programme.	Global	
ii. Equitable succession plans — Create and implement a procedure for identifying people of the underrepresented gender in top, management and leadership positions so that they may, in the future, have the opportunity to be promoted or recruited to these positions.	Encourage the balanced participation of women and men in decision-making positions.	CAE and EGT; P&OD – CCG; Business unit P&O teams.	N/A	Ensure at least 35% representation of the underrepresented gender in the succession pool.	Total number of identified successors in the pool, with information broken down by gender.	Global	
iii. Implementation of a new Individual Performance Model (Holistic Assessment) , ensuring a more meritocratic performance process and fostering a culture where “how” is it delivered is as important/valued as “how much” is delivered.	Ensure a fair, objective assessment process for both women and men.	P&OD – CCG; Business unit P&O teams.	N/A	Participation level (%) in the <i>Holistic Assessment</i> and consequent number of people assessed greater than the participation in 2022.	Number of employees evaluated. Participation rate in the evaluation process.	Global	

04. Equal Working Conditions (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
<p>iv. Women in Leadership Programme — Organize and provide a mentoring, counselling, coaching, sponsorship programme for people of the underrepresented gender in top, management and leadership positions, with the aim of increasing the network of contacts, visibility and projection of their work and develop leadership skills.</p>	Encourage balanced participation of women and men in decision-making positions.	P&OD – CCG; Business unit P&O teams.	€ 57,000	Maintain the programmes already supported by EDP for top leadership segments (e.g., Promova/Promote), and extend the support to programmes for intermediate leadership segments and, when applicable, ensure greater geographic coverage of supported programmes.	<p>Number of employees involved in training programmes.</p> <p>Number and type of supported programmes.</p> <p>Geographic scope of supported programmes.</p> <p>Level of satisfaction and impact of development programmes.</p>	Portugal Spain	EDP already promotes a set of initiatives, both globally and locally, to encourage greater gender balance in the company and in the community. Some initiatives and partnerships are already mentioned in this Plan, namely under the chapter ‘What we are already doing.’
<p>v. Global Compensation Policy — Review and update the current policy to include transparent objectives and criteria for awarding productivity/performance, attendance, profit distribution, among others, in order to ensure and comply with the principle of “equal pay for equal work or work with the same value.”</p> <p>Disseminate the policy to all HR professionals in the Organization, and review and monitor the main points raised by the policy.</p>	Promote internal transparency on the remuneration policy.	P&OD – CCG; Business unit P&O teams.	N/A	Make the Global Compensation Model the reference for the Group’s remuneration strategy.	Level of Compliance (%) or number of geographies and business units with the new Global Compensation Model.	Global	

04. Equal Working Conditions (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
vi. Equal Pay Project — An ongoing project that seeks to consolidate all legal and regulatory aspects, international standards and practices, and all internal measures to ensure equal pay at EDP, which will result in a set of crosscutting actions in the short, medium and long term, in order to maintain these practices or mitigate situations that lead to wage inequalities.	Ensure the principle of equal pay for equal work or work with the same value.	P&OD – CCG; Business unit P&O teams Legal & Governance.	To be defined according to project needs.	Deliver the project with clear results on the review of internal salary equity, and define an action plan to reduce the pay gap, if applicable.	Level of definition and approval of the project and action plan. Number of measures defined in the project Ratio between women’s and men’s pay. Ratio between women’s and men’s basic salary. Ratio between men’s and women’s remuneration by career segments.	Global	
vii. EDP Global Benefits Framework — Carry out an internal verification, and review (if required), of the calculation of benefits for the entire EDP Group and the way in which they are communicated, in order to ensure that they are based on the quantity, nature, and quality of work, equally for men and women, in order to respect the principle of “equal pay for equal work or work with the same value.”	Ensure the principle of equal pay for equal work or work with the same value.	P&OD – CCG; Business unit P&O teams; BRAND & COMMS – CCG.	N/A	Consolidate and approve the global benefits framework; launch and communicate the global benefits package to employees and candidates.	Project approval level (%). Number of benefits aligned globally. Number of communication pieces made and implemented.	Global	

04. Equal Working Conditions (cont.)

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
viii. Functional Families Model — A project that included an internal analysis of the existing model and its review, seeking to ensure that it facilitates the understanding of clear, objective, transparent valuation criteria, in order to respect the principle of “equal pay for equal work or work with the same value.” It is a Functional Matrix model that fits all the functions in a given positioning, across the entire group. The new model will be implemented in 2022/2023.	Promote internal transparency about the Group’s functional structure.	P&OD – CCG; Business unit P&O teams.	N/A	Make the functional families’ model into a reference for the entire Group and for HR management processes.	Number of actions per Functional Family Number of reports built with Functional Families.	Global	

05. Parental Leave and Pay

A | Parental leave/Shared parental leave

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
i. New Parents Kit — Update the current kit in order to integrate all legal requirements regarding the right to parenthood, company benefits, duties, and general offer of support to parenting, in its various stages in Portugal, as well as to integrate the legal specificities of each geography where EDP operates.	Ensure the right of male and female employees to enjoy parental leave — Encourage male employees to share parental leave.	P&OD – CCG; Health & Wellness – EDP GS.	N/A	Update the New Parents Kit in Portugal, and disseminate and prepare new local Parents Kits in the various geographies, plus the respective dissemination.	Updatedness level (%) of the New Parents Kit PT, and number of internal communication pieces with its disclosure. Level of preparation (%) of the New Parents Kit in the various regions, and number of internal communication pieces with its disclosure.	Portugal Global	The current New Parents Kit is an updated document whenever there are new updates to legislation and new parenthood support measures.
ii. Parenting Study — A project to diagnose the needs of female and male employees with parenting duties in the last 3 years, and how such needs impact their return to work, in order to review the current offer in matters of work-life balance and protection of parenthood and/or define new mechanisms in order to contribute to a future shared use of initial parental leave, in accordance with the law.	Ensure the right of male and female employees to enjoy parental leave — Encourage male employees to share parental leave.	P&OD – CCG; Health & Wellness – EDP GS.	N/A	Complete the parenting study and evaluate its results, define action plans, and inform the respondents. Implement at least 1 improvement initiative — communication, awareness-raising or action — in view of the results of the study.	Completion level (%) of the study. Number of initiatives implemented. Number of communications made to respondents.	Global	

06. Work-Life Balance

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
<p>i. New ways of working and flexibility measures — Encourage male and female employees to take advantage of the available measures to promote work flexibility and work-life balance, as well as greater well-being.</p>	<p>Ensure that the way working hours are organized takes into account work-life balance needs of both male and female employees, in particular of those with family responsibilities.</p>	<p>P&OD – CCG; Several internal stakeholders.</p>	<p>N/A</p>	<p>Maintain the flexibility measures under a hybrid regime and the Flex Fridays.</p> <p>Impact assessment of both measures and implement at least one continuous improvement action.</p>	<p>Level of implementation of current flexibility measures.</p> <p>Level of impact of current flexibility measures.</p>	<p>Global</p>	<p>In 2022, EDP approved the “Flex-Fridays” a flexibility measure that allows employees with a compatible function to adjust their weekly working hours in order to enjoy a free Friday afternoon.</p> <p>The measure was launched in November and is currently in force within the entire EDP Group.</p>

07. Prevention of Harassment in the Workplace

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
<p>i. Speak Up Channel — To ensure the prevention and fight against harassment at work through the communication channel 'Speak Up,' giving voice to all those who intend to report unethical conduct in the company.</p> <p>The dissemination of this channel provides for training on reporting channels.</p>	Prevent and combat harassment at work — Prevent and combat any other offences to the physical or moral integrity, freedom, honour or dignity of male or female employees.	ETH, L&G – CCG.	N/A	Availability of training to all employees.	Completion rate (%) of training, with information broken down by gender.	Global	
<p>ii. Approaching Ethics — Training in Ethics for male and female employees with middle leadership roles which, in addition to other topics, addresses the importance of preventing harassment.</p>	Raise awareness and offer training on harassment at work and on other offences to the physical or moral integrity, freedom, honour or dignity of male and female employees.	ETH, L&G – CCG.	To be defined according to project needs.	Hold 5 training sessions.	Number of training sessions. Participation rate (%) of people invited to participate.	Global	This training was carried out in Portugal and Spain (EDPR and EDPE), it addresses the topic of ethics in general, and then the case study method is used, one of the case studies is on harassment issues.
<p>iii. Create and implement an internal procedure — Complaint Management Standards, Procedures and Regulations, which include defining the training programme and supporting documentation for EDP's new Complaint Management System.</p>	Ensure prevention and combat of harassment at work.	ETH, L&G – CCG	N/A	Promote a culture of transparency in which everyone feels free to speak up by providing supporting documentation for EDP's new Complaint Management System.	Level of development (%) of training on the new whistleblowing management system.	Global	

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

Measure	Objective	Responsible and involved departments	Budget	Goal	Indicators	Region	Comments
iv. New protocol for preventing and acting in cases of moral and/or sexual harassment in the workplace, through which zero-tolerance behaviour is shown in the event of any situation that may constitute sexual or gender-based harassment, in any area of the organization.	Improve the prevention and combat of harassment at work.	ETH – CCG.	€ 11,000	<p>Assess all harassment cases submitted through the ethics channel, ensuring confidentiality and the reporting person's security.</p> <p>Create an action plan involving the entire organization whenever a case of harassment is confirmed as substantiated.</p>	<p>Number of harassment cases submitted through the ethics channel.</p> <p>Number of harassment cases submitted through the ethics channel that are considered as substantiated by the compliance team.</p> <p>Level of resolution (%) and quality of treatment of harassment cases considered as substantiated.</p>	Various regions/countries.	

Monitoring and collaboration

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

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

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

Main responsibilities

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

Executive Board of Directors

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

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

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

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

General and Supervisory Board (CGS)

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

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

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

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

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

People and Organization Committee

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

Ethics Committee

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

DEIB Council

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

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

People & Organizational Development Unit (P&OD)

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

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

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

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

Conclusion

4

We Choose Earth

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

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

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

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

For the 2023–2024 Plan, EDP remains determined to follow this path, as well as to strengthen its diversity in other parameters, as it considers that it is through the inclusion of such diversity that it is possible to bring new approaches and more value to the business. The 35 measures in this plan, representing a global investment of about € 370k, and the involvement of more than 20 internal stakeholders, demonstrate the role we want to keep playing in terms of gender equality.

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

Lisbon, September 15, 2023

EDP – Energias de Portugal, S. A.

Appendix

5

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

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

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

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

2021	BU	Group	Portugal	Spain	South America	North America	Rest of the World	APAC
EMPLOYMENT								
Employees	#	12 223	5 716	2021	3 226	909	352	12
Male Employees	%	73.34	73.39	72.44	75.73	71.07	61.65	75
Female Employees	%	26.66	26.61	27.56	24.27	28.93	38.35	25
Female Employees in Management positions	%	26.47	29.09	26.57	19.91	23.76	21.54	0
Number of Employees by Contract Type	#	12 236	5 716	2021	3 226	909	352	12
Executive Statutory Bodies	#	58	33	0	25	0	0	0
Male	#	42	22	0	20	0	0	0
Female	#	16	11	0	5	0	0	0
Permanent Staff	#	12 126	5 650	2010	3 201	909	344	12
Male	#	8 898	4 153	1454	2 423	646	213	9
Female	#	3 228	1497	556	778	263	131	3
Fixed Term Contracts	#	52	33	11	0	0	8	0
Male	#	34	20	10	0	0	4	0
Female	#	18	13	1	0	0	4	0
Employees by Type of Occupation	#	12 236	5 716	2021	3 226	909	352	12
Full-Time	#	12 189	5 710	1990	3 226	909	342	12
Male	#	8 967	4 193	1460	2 443	646	216	9
Female	#	3 222	1517	530	783	263	126	3
Part-time	#	46	6	31	0	0	9	0
Male	#	7	2	4	0	0	1	0
Female	#	40	4	27	0	0	9	0
Employees with special needs	#	179	71	17	67	21	3	0
Male	#	98	40	10	34	12	2	0
Female	#	81	31	7	33	9	1	0
Incoming Employees**	#	1 599	471	229	434	316	137	12
Male	#	1047	306	153	291	213	75	9
Female	#	552	165	76	143	103	62	3
F/M Ratio of new Employees	x	0.53	0.54	0.5	0.49	0.48	0.83	0.33
Outgoing Employees	#	1 543	570	300	455	183	35	0
Male	#	1180	430	256	333	136	25	0
Female	#	363	140	44	122	47	10	0
Turnover Index	%	12.61	9.97	14.84	14.10	20.13	9.94	0.00
Male	%	13.15	10.25	17.49	13.63	21.05	11.52	0.00
Female	%	11.13	9.20	7.90	15.58	17.87	7.41	0.00
Average Fixes Monthly Pay		3181	3253	4362	1162	6990	3891	4867
Male	€	3 133	3 154	4 513	1139	7 025	4 202	5191
Female	€	3 316	3 527	3 963	1232	6 905	3 359	3893
Salary ratio by gender	x	1.06	1.12	0.88	1.08	0.98	0.80	0.75

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

2020	UN	Group	Portugal	Spain	South America	North America	Rest of the World
EMPLOYMENT							
Employees	#	11 610	5 815	1 524	3 248	772	251
Male Employees	%	74	74	72	77	73	68
Female Employees	%	26	26	28	23	27	32
Female Employees in Management positions	%	25	27	24	15	23	24
Number of Employees by Contract Type	#	11 610	5 815	1 524	3 248	772	251
Executive Statutory Bodies	#	59	33	0	26	0	0
Male	#	53	29	0	24	0	0
Female	#	6	4	0	2	0	0
Permanent Staff	#	11 500	5 741	1 521	3 222	772	244
Male	#	8 556	4 262	1101	2 463	563	167
Female	#	2 944	1479	420	759	209	77
Fixed Term Contracts	#	51	41	3	0	0	7
Male	#	33	26	3	0	0	4
Female	#	18	15	0	0	0	3
Employees by Type of Occupation	#	11 610	5 815	1 524	3 248	772	251
Full-Time	#	11 568	5 811	1 491	3 248	772	246
Male	#	8 638	4 317	1101	2 487	563	170
Female	#	2 930	1494	390	761	209	76
Part-time	#	42	4	33	0	0	5
Male	#	4	0	3	0	0	1
Female	#	38	4	30	0	0	4
Employees with special needs	#	139	69	17	53	0	0
Male	#	75	36	11	28	0	0
Female	#	64	33	6	25	0	0
Incoming Employees**	#	1 282	426	179	366	229	82
Male	#	885	273	115	265	174	58
Female	#	397	153	64	101	55	24
F/M Ratio of new Employees	x	0.45	0.56	0.56	0.38	0.32	0.41
Outgoing Employees	#	1 332	462	379	281	118	92
Male	#	976	374	229	215	92	66
Female	#	356	88	150	66	26	26
Turnover Index	%	11.47	7.94	24.87	8.65	15.28	36.65
Male	%	11.29	8.66	20.74	8.64	16.34	38.60
Female	%	11.99	5.87	35.71	8.67	12.44	32.50
Average Fixes Monthly Pay							
Male	€	3 029	3 162	4 583	1123	7 038	4 134
Female	€	3 185	3 481	3 930	1174	6 817	3 394
Salary ratio by gender	x	1.05	1.10	0.86	1.05	0.97	0.82

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

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

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

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

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

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

2015	BU	Group	Portugal	Spain	Brazil	North America	Rest of the World
EMPLOYMENT							
Employees	#	12 084	6 683	1863	2 972	383	183
Male Employees	%	77	78	73	78	67	66
Female Employees	%	23	22	27	22	33	34
Female Employees in Management positions	%	23	22	26	18	23	32
Number of Employees by Contract Type	#	12 084	6 683	1863	2 972	383	183
Executive Statutory Bodies	#	54	33	1	20	0	0
Male	#	51	31	1	19	0	0
Female	#	3	2	0	1	0	0
Permanent Staff	#	11925	6 560	1858	2 950	383	174
Male	#	9177	5143	1358	2 303	258	115
Female	#	2 748	1417	500	647	125	59
Fixed Term Contracts	#	105	90	4	2	0	9
Male	#	65	55	4	1	0	5
Female	#	40	35	0	1	0	4
Employees by Type of Occupation	#	12 084	6 683	1863	2 972	383	183
Full-time	#	12 055	6 681	1837	2 972	383	182
Male	#	9 288	5 228	1360	2 323	258	119
Female	#	2 767	1453	477	649	125	63
Part-time	#	29	2	26	0	0	1
Male	#	5	1	3	0	0	1
Female	#	24	1	23	0	0	0
Employees with Special Needs	#	199	113	25	56	0	5
Male	#	126	75	18	30	0	3
Female	#	73	38	7	26	0	2
Incoming Employees*	#	774	283	80	275	110	26
Male	#	553	201	42	218	78	14
Female	#	221	82	38	57	32	12
F/M Ratio of new Employees	x	0.40	0.41	0.90	0.26	0.41	0.86
Outgoing Employees	#	736	332	82	255	46	21
Male	#	575	279	66	183	36	11
Female	#	161	53	16	72	10	10
Turnover Index	%	6.32	4.58	4.29	9.39	22.32	13.06
Male	%	6.13	4.55	3.87	9.18	24.15	10.59
Female	%	6.96	4.69	5.49	10.10	18.50	17.74
Employees Entitled to Parental Leave	#	409	135	100	128	29	17
Male	#	272	91	48	99	25	9
Female	#	137	44	52	29	4	8
Employees Who Took Parental Leave	#	309	134	100	29	29	17
Male	#	172	90	48	N/A	25	9
Female	#	137	44	52	29	4	8
Retention Rate of Employees Who Took Parental Leave	%	100	100	100	98	100	100
Male	%	100	100	100	N/A	100	100
Female	%	99	100	100	93	100	100
Average Fixes Monthly Pay	€	3 042	3 126	4 284	1 491	7 101	4 022
Male	€	3 026	3 085	4 471	1480	7 465	4 331
Female	€	3 098	3 271	3 773	1529	6 351	3 433
Salary ratio by gender	x	1.02	1.06	0.84	0.85	0.79	1.03

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

BRAND Brand

COM Communication

C&IC Compliance & Internal Control

EBD Executive Board of Directors

EDPE EDP Spain (Generation)

EDPP EDP Production (Generation)

EDPSG EDP Global Solutions

ETH Ethics Office

GCC Global Corporate Centre

GPU Global Procurement Unit

Health & Well-Being Unit

L&G Legal & Governance

P&OD People & Organizational Development

SICO Social Impact Coordination Office

SS&BC Safety, Security & Business Continuity

SUST Sustainability

TMT Top Management Team

