

A woman with long, light-colored hair is seen from the back, looking out over a landscape of rolling hills and a wind farm. The sun is low on the horizon, creating a warm, golden glow. Overlaid on the right side of the image are several large, concentric, semi-transparent circles in shades of purple, blue, green, and cyan. The letters 'edp' are written in a white, lowercase, sans-serif font across the center of the image, partially overlapping the woman's hair and the circular graphics.

edp

People & Organization Report 2022

We Choose Earth



Our Purpose

Our energy

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

and heart

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

drive a better

Reflects our ambition and leadership in making change happen

tomorrow

The reason why we work every day

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Our purpose

Welcome message

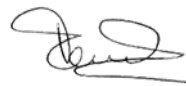
The main events of 2022 reinforce the importance of EDP evolving as a global, agile, and efficient organization. Therefore, we must continue with an approach focused on our people, considering the needs of a population that has grown significantly over the previous year and is now more global and diverse than ever.

Over the past year, we have been focused on delivering a clear and engaging people narrative through a global purpose and skills, which we have been integrating into everything we do, including:

- A new employer branding strategy and global onboarding experience
- A new development model that assesses the employee holistically and is supported by a more flexible learning experience
- Working closely with leaders, from the point of view of their development, succession, and team accountability
- The continued transition to a management model by business platforms, where simplification and efficiency are vital aspects
- Our efforts to continue to promote an equitable, balanced, inclusive, and collaborative work environment, based on our active listening strategy

The global results of the 2022 climate survey show that we have been successful in implementing this strategy and reflect the dedication and commitment of a global People and Organization (P&O) community to changing tomorrow now.

In 2023, I am confident that we will remain committed to providing an unforgettable employee experience that inspires our people to use their energy and heart to drive a better tomorrow.



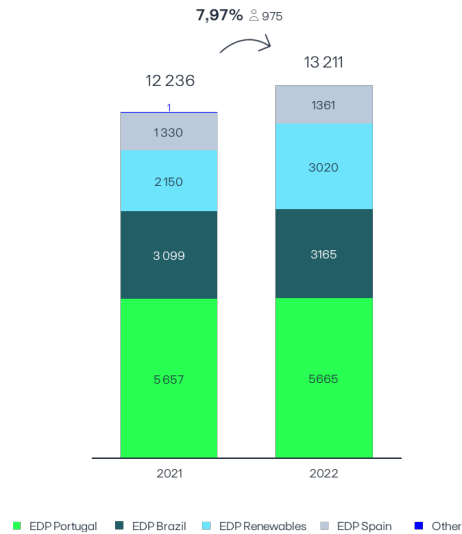
Paula Carneiro

Corporate Head of People and Organization of the EDP Group



Our people

The EDP group grew significantly compared to 2021 (7.97%), considering the inclusion of 6 new markets and 11 new companies, representing 20 new nationalities.



25
Markets with HC
+6 vs 2021

93
Companies with HC
+11 vs 2021

64
Nationalities
+20 vs 2021

This growth translates into a truly global and diverse organization by 2022:

- Increase of 0.8 percentage points in the overall female representation (27.5%) and of 1.9 percentage points in leadership positions (28.4%)
- Generations Y and Z already represent about 61% of the global population, with an increase of 5.5 percentage points of generation Y in leadership positions (42%)

- Increase of 1.5 percentage points of people working outside their country of origin (3.6%), in a reality where 60% of the global population continued to work in a hybrid model
- 1.5% of the global population is composed of people with disabilities.

These numbers reinforce not only the diversity that currently characterizes the EDP group, but also represent a closer approximation to the goals defined until 2025:

<p>30% <small>Goal 2025</small></p> <p>Female representation</p> <p>27.5% global 28.4% in leadership positions</p>	<p>40% <small>Goal 2025</small></p> <p>Generation Y in leadership positions</p> <p>42%</p>
<p>2% <small>Goal 2025</small></p> <p>People with disabilities</p> <p>1.5%</p>	<p>5% <small>Goal 2025</small></p> <p>People working outside their country of origin</p> <p>3.6%</p>

A global purpose and skills

EDP's current strategy establishes ambitious commitments for 2025 and 2030 that will allow it to become a future-proof organization, focused on providing a better tomorrow for current and future generations.

For this to happen, people must be at the center of the strategy, which is why in 2022 a global purpose was defined and launched, leveraging the diversity, characteristics, and collaboration capacity of EDP's people.

Purpose

Through a [common purpose](#), EDP aims to promote the feeling of belonging to a sole company and define clear guidelines for its people management processes and initiatives, providing a clear and engaging experience to all employees.

Our energy and heart drive a better tomorrow

EDP's purpose defines the reason why its people work every day, what unites them, and the goal of providing an increasingly green future for current and future generations, driving a better tomorrow. This purpose is composed of three major axes:

- **Energy:** translates our strength, our legacy, and what motivates us to continuously deliver green energy
- **Heart:** highlights our people and their key role in delivering our commitments to our customers, partners, and communities
- **Drive:** manifests our ambition and leadership to make change a reality.

With this purpose, it is intended to foster a DNA shared by all the people who are part of EDP, in all parts of the world, and that translates who we are, how we perform, and what impact we want to have on the world.

In EDP's current strategic cycle, people are therefore even more important, and, for this reason, a set of skills was defined based on the purpose, aligned with the needs of employees, and that will guide them on a shared path.

Human skills

Twelve global skills allow EDP employees to live the purpose in their daily lives, leveraging the talent of each one and the capacity of the teams.

Through these skills, grouped by the three axes of purpose, we intend to positively influence the experience of all people, from the moments of attraction and recruitment to the way they live and develop at EDP.

Energy



Trustworthiness: We inspire trust, respect, and guide with integrity & ethics our behavior and our interaction with others.



Problem solving: We translate complex information into impactful actions, taking decisions despite uncertainty.



Curious learning: We pursue growth opportunities, acquire different skills, and demonstrate an urge to always learn more.



Efficiency: We produce the expected results with the adequate time & resources, acting quickly and working with agility.

Heart



Self-awareness: We are capable of building on strengths and identifying improvement areas, leveraging feedback.



Collaboration: We proactively seek diverse contributions and work with others to achieve the proposed goals.



Mindfulness: We recognize the importance of safety, practicing sustainability, and social responsibility.



Open-mindedness: We are willing to seek and explore different perspectives, experiences, and diverse opinions.

Drive



Impact-orientation: We define achievable goals and execute them with responsibility and reliability, taking actionable steps to deliver them.



Forward thinking: We capture future trends, innovative solutions and challenges, bringing competitive advantage.



Courage: We step up to address difficult issues and make tough decisions.



Abraçar a Mudança: We promote and embrace change as a positive and necessary movement to evolve.

Our energy

Organization

EDP seeks to respond to new ways of working adapted to the needs of people and the organization, promoting the sharing of best organizational practices, and ensuring the delegation of skills and digital tools suitable for achieving its goals.

EDP's organizational development is materialized through a set of models that evolve continuously and various initiatives that promote global leaps in the management and operation of EDP, ensuring the agility of processes and the mobilization of people for the development of a sustainable organization.

With the launch of its global purpose in 2022, EDP needs to remain attentive to the growing complexity of its organizational structures, considering its different businesses, the markets where it is present, and the integration of new companies, such as Sunseap or Kronos.

To promote recognition of the organizational structure by the EDP population, employees had access in 2022 to a real-time view module of the global organizational structure, through the About Me platform. In 2022, global guidelines were also approved to ensure the simplification of the organizational structure by 2025, through a greater scope of control, and a decrease in hierarchical lines and support functions.

In this sense, simplifying the organizational structure was one of the main priorities in 2022, with the continuation of the transition to a business platform management model, creating synergies between teams from different markets. Based on its five business platforms (Renewables, Generation, Networks, Client Solutions, Energy Management), the work carried out in 2022 translated into:

- Unification of the Generation platform (Portugal and Spain)
- Implementation of Client Solutions, Networks, Shared Services (integrated function), and Energy Management platforms.

In addition to this work, in 2022, platform key performance indicators (KPI) were also added to the EDP group's performance model, with a weight of 20% for all segments.

To guarantee a global alignment, EDP's current organizational performance model is divided into the annual definition of specific KPIs for the EDP group, platforms and business units, and area. These objectives are aligned throughout the company structure in a solidary manner, since the objectives defined for each area contribute to the objectives of the respective business units, which, in turn, will impact the objectives of the platforms and the EDP group, reinforcing the importance of the individual contribution of each employee in achieving the defined goals. The individual contribution of the employee is calculated on a qualitative 4-point scale and weights 25%. In addition to the importance of individual contribution, this performance model also reflects the level of responsibility of each professional segment in the overall results.

Professional Segment	Group	Platform	Business Unit	Area	Individual Contribution
<ul style="list-style-type: none"> • Top Management • Top Consultant 	25%	20%	20%	10%	25%
<ul style="list-style-type: none"> • Senior Management • Senior Consultant • Management • Consultant 	20%	20%	20%	15%	25%
<ul style="list-style-type: none"> • Professionals • Technicians • Operationals 	10%	20%	20%	25%	25%

Efficiency and decision-making

In addition to addressing the simplification of EDP's structure in 2022, EDP also continued to promote the efficiency of the P&O systems and decision-making processes.

In this sense, the improvement efforts made throughout the year for greater efficiency allowed an estimated reduction of around 1,300 hours of work in 2022, through initiatives such as the recruiting booster initiative, where a time saving of over 92% was obtained in the candidate selection process, or the digitalization of the hiring template, which allowed for a significant reduction in bureaucracy and manual work associated with the recruitment of candidates.

To improve the decision-making process, in addition to the inclusion of new companies (e.g. Sunseap, Kronos) and people in About Me, five new attributes were added, allowing for greater refinement of people data at EDP.

For EDP to evolve as a global, agile, and efficient organization, it is necessary to follow the current digital transformation and ensure its digital maturity, including in its P&O systems and processes.

In this sense, in 2022, 68 P&O digital tools were mapped and analyzed, as part of a digital roadmap defined until 2025 that will promote global alignment and simultaneously address local needs. This analysis has identified 46 tools that should be maintained and integrated into the main P&O processes and another 22 tools with optimization potential. In addition to this mapping, the diagnostic phase also included an assessment of the digital maturity of the P&O processes and a survey on employee experience with these tools. As a result of this diagnostic process, 10 strategic priorities were defined to be ensured by 2025:

1. **Strategic Workforce Management**
2. **Employee experience with single sign-on**
3. **Integrated employee database**
4. **Performance management with analytics and reporting**
5. **Onboarding and hiring experience**
6. **Consolidated organizational structure**
7. **Centralized learning experience**
8. **Competency framework**
9. **Recruitment and talent management**
10. **Capitalization on a single source of information.**

In 2022, a new decision-making model was also approved for the EDP group, allowing decision-making to be standardized and adapted to the organizational structure by platforms and also giving more autonomy to the teams, enabling the Executive Board of Directors (EBD) and management teams to effectively focus on more strategic, high-value decisions. The pillars of this new delegation of competencies are empowerment and accountability of the teams, supported by a simpler, transparent, auditable, and digital process.

Collaboration

In this digital ecosystem, EDP has also been discovering new opportunities to bring its people together, through digital collaborative tools, such as virtual global communities.

EDP currently has eight global communities, four of which were launched in 2022:

- **Finance Ahead** (November 2020)
- **ESG** (September 2021)
- **People & Organization** (September 2021)
- **Global Energy Management** (October 2021)
- **Brand & Communication** (January 2022)
- **Innovation** (February 2022)
- **Digital** (March 2022)
- **Generation** (December 2022).

Through these global communities, EDP aims to improve the employee experience and collaboration and sharing between different business units and markets, connecting 36.5% of the global population in 2022 and exceeding the goal set for 2025 (30%).

In these communities, several initiatives are customized to the members of each community, including live events and talks with experts, access to mobility opportunities, and a training path designed for the profiles involved, as well as the delivery of practical and informative content inherent to the topics addressed in each community.

Our heart

Organizational climate

The organizational climate is a key indicator for EDP, reflecting the feedback from its employees, particularly in terms of involvement and commitment (engagement) and their perception of organizational support (empowerment), aspects that directly affect their well-being and productivity. The organizational climate study is carried out by launching an annual survey to the entire organization. The methodology used allows, through a digital platform, analysis of the annual evolution of indicators, internal comparisons, and comparisons with the sector, market, and high-performance companies.

The organizational climate is, therefore, a fundamental active listening tool for monitoring the different dimensions of employee experience. To meet the needs of the organization, in 2022, EDP established a new partnership with the company Perceptyx to simplify this study, which now has 60 questions (40 less than in 2021) and, in addition to the main dimensions of engagement and empowerment, considers 14 other dimensions: safety, quality and client focus, immediate manager, ethics and integrity, social responsibility, diversity and inclusion, clarity of direction, survey action, well-being, collaboration, performance management, resources and support, development opportunities, pay, and benefits.

In 2022, this study had the response of more than 11,700 EDP group employees (93% response rate of eligible employees), according to a scale of 1 (strongly disagree) to 5 (strongly agree). According to the profile of the respondents, in general, women show greater engagement (+3 percentage points), and employees with the highest evaluations in all



93%*

EDP Group employee response rate

*-1pp vs. 2021



60

Questions



12.650

Employees invited

categories have characteristics such as being with the company for less than a year or working in hybrid or remote mode. It should also be noted that, according to the model used by the Perceptyx partner, this response rate is significantly above the average value of the general industry (78%).

In terms of engagement, it was found that 84% of employees feel involved with the company, a very high value, above the general industry and other utilities (+4 percentage points), approaching the reference value of high-performing companies (-1 percentage point). Most employees feel proud to work for EDP (89%) and would recommend EDP as a great place to work (80%).



HP — High Performing Companies

* Dimension reviewed in 2022

** Only these 2 questions can be compared with 2021

In terms of empowerment, it was also concluded that 72% of employees have a high perception of organizational support, where 79% feel they have the opportunity to do challenging work and 75% believe that their skills and abilities are well used.



75%

Think their job makes good use of their skills and abilities

+5pp vs 2021
-8 pp vs HP
-3pp vs Utilities

75%

Feel encouraged to come up with new or better ways of doing things

+1pp vs 2021
-6pp vs HP
+3 pp vs Utilities

79%

Feel they have the opportunity to do challenging work

-2pp vs 2021
-6pp vs HP

60%

Believe that decisions are delegated appropriately at EDP

-3pp vs 2021
-22pp vs HP
-18pp vs Utilities

HP — High Performing Companies
* Dimension reviewed in 2022

Overall, safety (91%), quality and customer focus (84%), and engagement (84%) stand out as the dimensions with the best results in this study, confirming the priority given to safety, the concern with actively listening to customer needs and the promotion of a positive work environment by EDP. The results of the study also indicate some opportunities for

improvement, especially in terms of compensation and benefits (54%), development opportunities (62%), and resources and support for job performance (66%).

Well-being continues to be one of EDP's main priorities and, in this regard, it is important to note that this dimension was also very well evaluated (75%) in this study by the respondents, who consider that EDP provides job security (87%) and flexibility to manage the demands of work and personal life (83%).

Flexibility and well-being

Flexibility

Recent years have led organizations to rethink their work models to promote a more flexible work environment. Therefore, in 2022, in addition to the consolidation of its hybrid working model (adopted by about 60% of employees), which includes up to two days of remote working per week for employees with compatible functions, EDP extended Flex Fridays to all its markets.

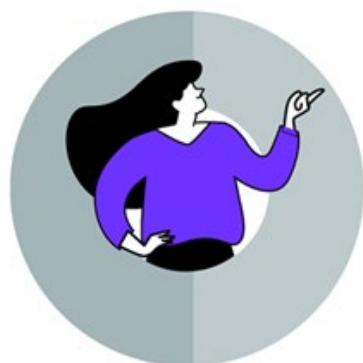
Flex Fridays is a measure to make working hours more flexible, allowing employees with compatible functions to adapt their weekly schedule, allowing them not to work on Friday afternoons. This measure was previously available in some EDP markets, and its implementation is subject to the legal specificities of each country.

With its expansion to the remaining EDP Group markets, Flex Fridays are an important measure for a more uniform and attractive work experience, in line with best market practices.

Additional days off

EDP also presents other initiatives that promote flexibility in the different regions where it is located, such as the days when employees are excused from their activities, for example:

- **Birthday** (initiative implemented in most markets in which EDP is present; at EDP Spain this day is one of the vacations)
- **Festive days at Christmas and/or New Year** (initiative implemented in most EDP markets, according to their culture)
- **Leave of absence for pregnant women 15 days before delivery** (initiative implemented in most EDP markets, reinforced with other parental support measures)



Highlights

91%
Safety

84%
Quality & Customer Focus

84%
Engagement

Improvement opportunities

66%
Resources & Support

62%
Development Opportunities

54%
Pay & Benefits

- **Time off for fertility treatments** (initiative available in most EDP Renewables markets)
- **First day of school for children and/or grandchildren** (initiative implemented for employees in Portugal)
- **Carnival** (in Portugal it is considered an official holiday and in Brazil an optional day off)
- **Energy Day** (celebrated on May 29th and the first Monday in June at EDP Spain and EDP Renewables)
- **Additional days of vacation** (in Portugal employees are entitled to 24 working days of vacation, i.e., two days more than the legal regime; at EDP Spain, employees are entitled to 25 working days of vacation, i.e., three days more than the legal regime)
- **Holidays** (in Portugal, Carnival Day and the Municipal Holiday are considered mandatory holidays; at EDP Renewables North America, employees are entitled to two floating holidays).

Well-being

Throughout 2022, the [global strategy for well-being](#) defined in the previous year was also continued, based on five dimensions (physical, social, professional, financial, and emotional) and based on the following strategic goals:

- Promote an overall well-being experience through a holistic approach, clear responsibilities, and a well-being ecosystem
- Lead by example, generating business results through empathetic, authentic, and well-being-conscious leadership
- Focus on and promote physical and mental well-being, as the key to a healthy and productive workplace (post-pandemic)
- Ensure a useful, balanced, and easily accessible well-being offering tailored to the needs of EDP people across the five pillars of well-being
- Communicate a vivid and engaging story, aligned with the business, brand, and people narratives.

In this sense, by 2025, EDP aims to promote a healthy, energized, and prosperous work environment, fostered by a people-centered experience that allows all employees to give their best.

In 2022, global awareness campaigns were developed (e.g. Global Well-being Week; Mind Your Mind) to encourage the adoption of healthy behaviors, the accountability of the organization's leaders was promoted and the global offer was revised and simplified for better communication and access to the different channels and support lines.

The work developed in these areas in 2022 was recognized externally on different occasions, with EDP having been awarded by different institutions in categories related to healthy workplaces and well-being, namely the Global Healthy Workplace or the Healthy Workplaces Award.

It should also be noted that EDP is currently recognized and certified in Portugal and Spain as a family-responsible company (*efr*) by *Fundación +Familia*, which considers work-life balance a fundamental pillar. This certification arises from the evaluation of the set of measures and programs that the company provides and the respective impact and returns that result from them. EDP is, therefore, a recognized organization in this field, presenting itself as a more competitive and fairer company, basing its vision on flexibility, respect, and equal opportunities. Over the years, it has implemented various measures to reconcile work and private life, promoting an essential balance in employees' lives. EDP Portugal and EDP Renewables Spain have had the *efr* level of excellence through this model, since 2019 and 2020, respectively.

Social support

EDP offers all its employees a psychosocial monitoring service that makes a social diagnosis of critical situations and proposes an individual action plan that may include various EDP and/or community responses. These social responses can be of different scopes (social support, psychological support, financial and/or legal advice) and their purpose is to contribute to the improvement of situations that impact employees' personal, social, and/or professional lives by empowering and promoting autonomy. This support and social accompaniment are developed with total confidentiality and secrecy by specialized professionals.

Compensation and benefits

Global compensation strategy

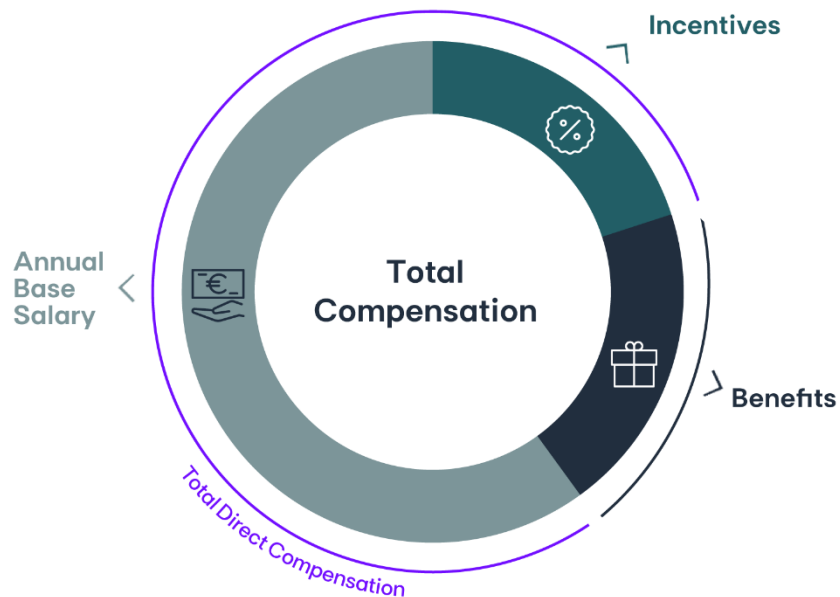
As a global company focused on its people, one of EDP's priorities is to promote fairness, meritocracy, and recognition of its people throughout their careers.

In this sense, the EDP group recently defined a global and transversal compensation strategy, to strengthen transparency, monitor the transformation of the labor market, and ensure alignment with best practices.

Recognition policies play a key role in attracting and retaining talent. Therefore, to meet EDP's needs and in line with market practices, a global compensation structure was reinforced that seeks to respond not only to the fixed remuneration component but also to work consistently and competitively on total compensation, through its own benefit mechanisms and variable remuneration (short and long-term), directly related to the individual performance of employees and EDP's results.

According to EDP's annual results and each employee's individual contribution to achieving organizational goals, every year EDP rewards its employees for their performance through short-term incentives, such as the annual bonus. The value of this bonus varies according to two factors: the results achieved by the company, which will impact the total amount of the budget available; and the individual result of the employee, calculated through the results of KPIs and individual assessment of the employee's contribution through the holistic assessment process.

EDP also globally assigns long-term incentive plans to the Top Management segment and critical positions in the Senior Management segment. The EBD considers the attribution of these incentives as a tool for attracting and retaining talent, focusing on achieving results and complying with the business plan.



This global compensation model makes it possible to clarify and standardize compensation concepts (total compensation, annual base salary, short and long-term incentives, benefits) in all markets where EDP is present, as well as the organizational segments and their relationship with an organizational matrix, a tool that has provided global alignment in 2022 and makes it possible to ensure internal equity and define clear career paths within EDP.

This matrix was built taking into account the evaluation of each function, to clarify the differentiation between functional families, functions, and competencies to become a global reference in people management, as it will allow a broader vision regarding the distribution of short-term incentives.

A global model of functional families was also built and implemented, as of 2022, which made it possible to establish new premises for a compensation model that is also global, and strategically adapted to the reality of each EDP market.

Considering the motivation and expectations of its employees, as well as EDP's needs, the implementation of this global compensation model also made it possible to renew the focus on the career management model, which allows employees to evolve in the company in technical roles and not just team management roles, promoting greater autonomy and recognition and, consequently, a greater match between their profile and the performance of their duties (Y-career).

Also within the scope of the compensation model, and in line with its commitment to promoting diversity and inclusion, EDP continues to work on issues relating to pay equity. This is a global work, whose objective will be to respond not only to the challenges inherent to each legislation but above all, to guarantee the monitoring of performance evaluations, promotions, salary reviews, and voluntary departures, to ensure the correct management of equality and non-discrimination processes.

Benefits

EDP also provides all its employees with a set of benefits in line with their needs and those of their families throughout the employee's life cycle in the company, namely access to protection and health care systems that complement the public health services in each country, complementary retirement plans and personal accident and life insurance.

It should be noted that there are also benefits indexed to collective labor regulations or flexible plans adapted in accordance with the legislation of each country.

MEASURES	EDP PORTUGAL	EDP SPAIN	EDP RENEWABLES*	EDP BRAZIL
Pension plan	✓	✓	✓	✓
Life and work accident insurance	✓	✓	✓	✓
Health care plan	✓	✓	✓	✓
Flexible compensation plan	✓	✓	Only in Portugal and Espanha	

* Excluding the Asia-Pacific region (APAC).

Labor rights

EDP fully complies with the labor legislation and collective regulations in force in each market in which it is present, maintaining a constructive and collaborative relationship with official entities and employee representatives – workers' committees and trade unions – to intensify the transmission of information and cooperation.

This relationship is made operational in each market by local teams that guarantee contact and proximity to these entities, communicating, among other things, organizational changes with an impact on employees, both to the employees themselves and to their representative structures.

Historically, it is important to note that EDP has not received any judicial or administrative sentence for several decades in relation to fundamental principles of a labor nature, such as discrimination based on gender, parenthood, disability, moral harassment, or other aspects related to reconciling personal and professional life, and no collective dismissal or restructuring process has been promoted, with any reduction or limitation of labor rights.

In 2022, despite the social and economic context experienced, it was possible to maintain a climate of agreement and social peace in all EDP markets, and initiatives were promoted to adapt collective regulations to the needs and aspects identified by employees and representative structures as essential to a labor framework aligned with the best market practices.

At the end of 2022, 26.7% of EDP group employees were unionized, as shown in the following table.

UNIONIZED EMPLOYEES	TOTAL	%*
Portugal	1,778	31.1
Spain	416	19.6
South America	1,326	39.8
Rest of Europe	6	0
TOTAL	3,526	26.7

* Percentage of unionized employees of the total number of employees in each market.

Diversity, equity, inclusion, and belonging

By ensuring the equity and inclusion of its people, EDP is also promoting a more diverse work environment, a priority dimension on EDP's agenda for 10 years now, since the launch of the first Diversity Policy in 2013.

To reflect the maturity of the EDP group in these matters, in 2022, the acronym DEIP – Diversity, Equity, Inclusion, and Belonging – was adopted, included in the revision of the Global Policy, which defines a set of responsibilities and mechanisms to promote a more human and innovative company.

To ensure that this Policy is reflected in day-to-day work reality, there are three mechanisms:

GLOBAL DIVERSITY WEEK

Diversity, Equity, Inclusion and Belonging Policy
Responsibilities

EMPLOYEES
Include and respect the diversity of all people, understanding that everyone is living their own experience and taking their development journey.
Reflect and act on yourself, your own unconscious biases, and how that might hinder our ability to be more inclusive and collaborative, contributing to a place that values and protects the uniqueness of our people.
Act proactively as an ally to push yourself and others, taking purposeful actions in everyday work life which build a company free from discrimination or other microaggressions.

PEOPLE MANAGEMENT TEAMS
Build and monitor the DEIB strategy, ensuring a fair and equitable employee experience for all, aligned with the company positioning.
Provide development opportunities and diverse experiences, fostering awareness, reflection, open dialogue, to promote the daily adoption of the inclusive behaviors.
Implement listening, feedback and reporting mechanisms, acting on the employee feedback, to take care of the inclusive culture in the company.

GLOBAL DIVERSITY WEEK

Diversity, Equity, Inclusion and Belonging Policy
Responsibilities

LEADERS
Influence the employee experience and the daily processes, mitigating potential unconscious biases, to guarantee fair and equitable opportunities for all.
Lead by example through behaviors and guidance, being a reference for its employees, which promotes DEIB in its teams.
Create direct channels for open, empathic and inclusive conversations, acting on direct feedback from employees, and share improvement opportunities with PSD.

GLOBAL DIVERSITY WEEK

Diversity, Equity, Inclusion and Belonging Policy
Responsibilities

EXECUTIVE BOARD OF DIRECTORS
Challenge the different spheres of influence, positioning EDP as a beacon of change in a culture of DEIB, which fosters this mindset internally and externally.
Lead by example through active advocacy and decision making, being a reference for the organization, which promotes DEIB within EDP.
Include DEIB in the organization's agenda, positioning it as a fundamental pillar, in pursuit of our goals for the energy transition.

- **Global DEIB Council:** annual meeting with the EBD and Top Managers, responsible for people and organization, to reflect on and discuss the implementation of the DEIB strategy in the EDP group
- **P&O Global Community:** D&I channel comprising the DEIB topic pivots of the corporate center, business units, and markets, which works collaboratively to guarantee global alignment in the implementation of the DEIP strategy throughout the EDP group
- **Inclusion Office:** a global network that brings together all employees who seek to actively contribute to projects, events, and initiatives that promote a more diverse, equitable, and inclusive workplace, where everyone feels part of a single company.

In addition to different awareness-raising initiatives and continued efforts to promote increasingly inclusive recruitment, the first Global DEIB Council was held in 2022 and the [Gender Equality Plan \(2022–2023\)](#) was revised.

The continued efforts to promote gender equality and professional opportunities between men and women led to the fact that, in 2022 and for the second consecutive year, EDP was selected to be part of the [Bloomberg Gender–Equality Index](#), a list comprising 418 companies from 45 countries and 11 activity sectors. The recognition of EDP by this reference index, which selects the listed companies most involved in the development of gender parity in the world, therefore values its good development, representation, and transparency practices. EDP Renewables was also selected for the third consecutive year to be part of the Bloomberg index, reflecting the group's commitment to diversity on a global scale.

Our drive

Talent attraction

Attractiveness strategy

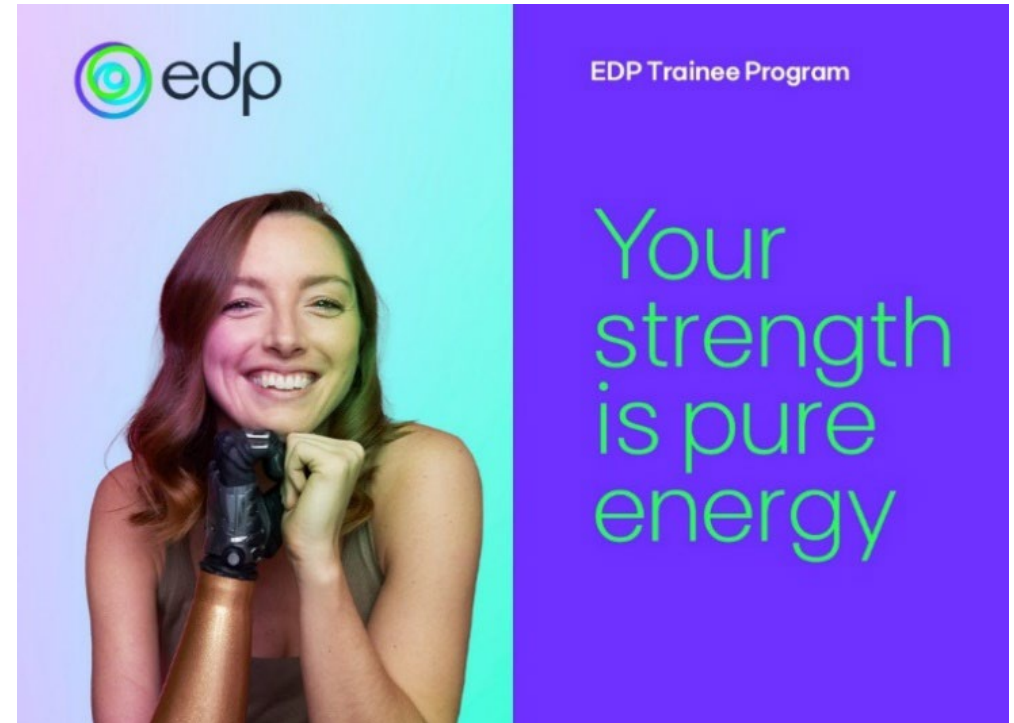
For EDP, it is essential to have a strong employer branding strategy that is increasingly global and attractive, which, in 2022, involved the review of its employee value proposition (EVP), built around the three axes of purpose (Energy, Heart, Drive), reflecting its global positioning and its flexible, inclusive, and development-oriented culture. Therefore, EDP's EVP, aimed at young talents, experienced professionals, and also women, science, technology, engineering, and mathematics (STEM) profiles, technical profiles, and people with disabilities, has as its main foundations:

- Constantly developing and implementing new, often disruptive technologies with an open approach to innovation: individual and collaborative initiatives are the driving force behind EDP
- Creating an inclusive and supportive work environment: EDP's flexible working conditions adapt to the demands of life beyond the workplace, ensuring the well-being of its people
- Empowering employees to shape their own journey: each task is an opportunity that contributes to personal success, elevating the organization's success.

Overall, in 2022, the EDP group impacted more than 55 thousand people, through more than 190 initiatives and strong positioning in its main social networks, which resulted in more than 500 people-related content. In addition to this digital communication, EDP used other digital tools to strengthen its relationship with candidates, such as, for example, a monthly newsletter with 6 editions and around 80 thousand mailings.

In 2022, the attractiveness strategy gave rise to more than 235 thousand applications in EDP's different markets, which resulted in 2,064 admissions and 773 internships, mostly with fully digital recruitment processes.

Despite the current competitiveness of the labor market, this attractiveness strategy has enabled global and impactful campaigns to be implemented to reach specific targets and personas, as was the case with the #RebelsforChange campaign and the new edition of the [EDP Trainee Program](#).



Onboarding

In 2022, the first global onboarding experience was also designed, which will include:

- A set of new communications
- A kit to welcome new employees
- A more agile process for assigning access and necessary equipment
- A global welcome week consisting of live sessions with the participation of different key stakeholders.

This new experience, which will be implemented as of 2023, is designed to ensure that new employees have a unique vision of the company, business, objectives, and work experience at EDP, fostering a feeling of belonging to a single company from day one.

Mobility

Throughout 2022, the EDP group's Mobility Policy was also reviewed to foster the importance of the internal market of available mobility opportunities, which is fundamental to attracting and retaining employees.

The aim of this review is therefore to enhance this experience through a global policy that redefines this process, the stakeholders involved, and their respective responsibilities. To this end, it will be necessary to redefine the types of mobility and collaboration opportunities available, as well as redefine the eligibility criteria and the selection process.

In 2022, there were over 730 mobilities across the EDP group, of which 337 represent intra-company mobilities, 353 inter-company mobilities, and 46 represent international mobilities.

Employer of first choice

The efforts carried out in 2022 resulted in several distinctions, evidencing the EDP Group's strong positioning with candidates and employees and its dedication and commitment to ensuring the implementation of the best people management policies and practices.

As a result, and after a demanding and extensive certification process, EDP was recognized for the second consecutive year by the Top Employers Institute, a global entity in the evaluation and recognition of the best human resource management policies, as one of the best companies to work for. Added to this certification, EDP Renewables was also recognized as Top Employer Europe in six countries (Spain, France, Portugal, Italy, Poland, and Romania) and, for the first time, in Brazil.

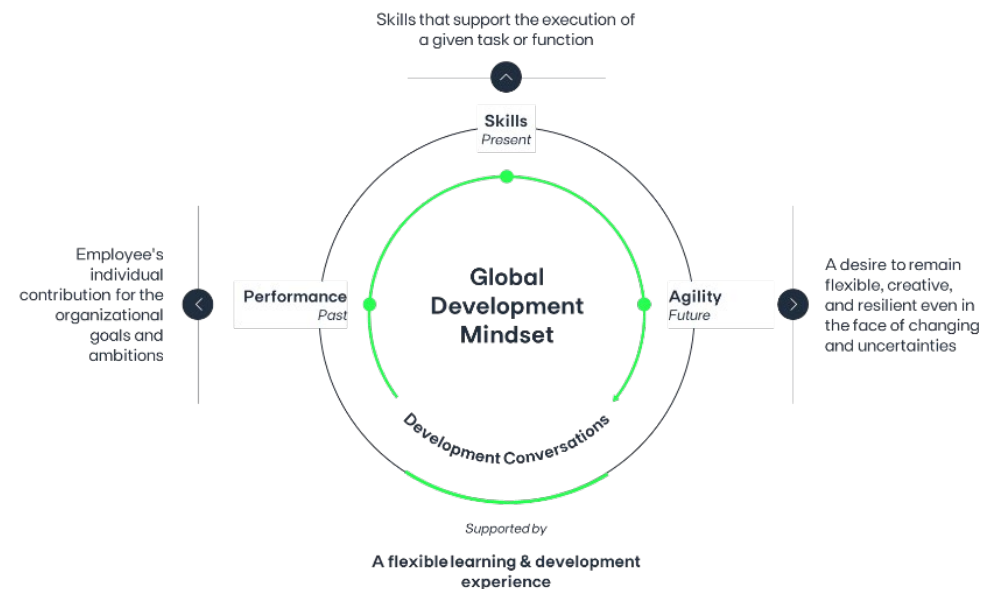
In 2022, EDP Renewables North America was also once again recognized by Top Workplaces, one of the main employer recognition programs in North America.

A set of awards that reinforce the EDP group's global positioning as an employer of first choice and its commitment to the well-being and development of its employees.

Development

Global development mindset

The year 2022 marked a turning point with the implementation of a global development model, which is based on a holistic assessment of the employee, considering their past individual performance, their skills in the present, and their agility to face future challenges.



- Performance:** reflecting on this dimension involves looking back at the past, assessing the level of execution of the objectives (KPI) defined and the individual contribution to achieving them. Each year, the individual performance result is calculated based on the weight of four dimensions, three collaborative (group, platform/business unit, area) and one individual, according to the employee's professional segment. The assessment of the individual contribution begins with a reflection by the hierarchy and the employee, based on objective questions that help put into perspective how much and how the employee has contributed to achieving the objectives. This assessment places the employee on a qualitative performance scale ("you are not there"; "you are on the right track"; "you are going the extra mile"; "you are leading the way"), oriented toward development. To

guarantee a meritocratic culture, it is essential to distinguish different levels of performance and to ensure that all employees know their level of contribution. In this sense, and in accordance with EDP's ambitious strategic objectives, "you are on the right track" is considered good performance, where most employees should position themselves. Employees may deviate from this trend, with those who still have room to improve and respond to what is expected of them and those who have shown levels of contribution above what is expected. This differentiation allows for a more consequent, fair, and transparent performance management, reflected in the employees' path and recognition

- **Skills:** EDP's purpose is embodied in 12 human skills, which reflect who we are, how we deliver, and what impact we want to have on the world. To this end, it is essential that each EDP employee is able to map their most and least developed skills to identify individual and business development opportunities, ensuring that they have the tools necessary to respond to EDP's ambition. This skills assessment is qualitative and is based on the feedback and perception of different people – the employee themselves, line managers, colleagues, and direct reports (where applicable) – allowing each employee to identify up to three strengths and improvements that will guide their development process
- **Agility:** represents a combination of different transversal dimensions that bring value to the company and prepare us to face or adapt to the challenges of the future, such as learning, growth, impact, and influence. The skills we have today may not be the ones we will need in the future. We must ensure agile and continuous learning, which translates into a daily effort of agility that allows us to develop the skills needed for tomorrow.

This mindset is supported by regular **development conversations** between managers and employees, whose completion and usefulness are monitored internally to promote a culture of feedback, proximity, and trust, as well as a **new learning and development experience**, led by each person according to their needs and providing access to thousands of on-demand contents.

The change management process for this mindset included several initiatives throughout the year, involving more than 300 sessions and more than 9,000 employees in more than 20 different markets in which EDP is present.

To have a true culture of development and learning in the organization, it is necessary to have an environment that stimulates curiosity, autonomy, and sharing among employees, through different channels, namely:

- **Experiential**, the most frequent component of learning that occurs on a day-to-day basis and which, in 2022, resulted in, for example, more than 730 mobilities, more than 5,000 participations in volunteering and other initiatives, such as the Your Board program, whose second edition had 18 participants from different EDP Group companies
- **Social interactions**, where collaboration plays a key role and which, in 2022, was verified in the activity developed in the 8 global communities created (each with its own development hub), more than 50 mentoring pairs and more than 45 employees in coaching processes
- **Training**, with its total volume in the EDP group in 2022 corresponding to more than 200 thousand hours of training and more than 4,800 training sessions. In addition to training activities and learning paths customized by functional family and segment, EDP's corporate university also provides employees with global access to thousands of on-demand content provided by different benchmark partners, such as Udemy.

Leadership development

Throughout 2022, a new development approach was also established for EDP's leadership, characterized by a focus on prioritizing topics related to the areas of leadership, digital, innovation, safety, ethics, and compliance:

- **Leadership, People & Culture:** the training activities carried out in this scope resulted in more than 8,500 hours of training, addressing topics such as new ways of working, well-being, team leadership or psychological safety
- **Digital & Innovation:** this training area had, in 2022, a training volume of more than 650 hours and more than 120 participations in training activities related to digital and innovation
- **Business Fundamentals:** safety and ethics and compliance are priority areas for EDP and are also a focus for leadership training in 2022, resulting in more than 3,500 hours of training volume, with more than 1,700 participations in safety-related training through the Playitsafe program and more than 170 participations in training on ethics and compliance.

The year 2022 was also marked by the return to immersive training programs, fundamental to fostering greater proximity and networking between the different leaders in the EDP group, including:

- **Leadership Retreat:** a global initiative that brought together for the first time all the employees from the Top Management segment, allowing them to build relationships, get

inspiration and lead to actionable business plans. This event had as keynote speaker one of the leading experts in technological disruption and exponential leadership, David Roberts

- **Leading Through Others:** an immersive format program aimed at Senior Management employees with the purpose of developing EDP's human skills applied to leadership and which allowed the 33 participants of 2022 to go through a process of social and personal transformation
- **Innovation Immersion Program:** the 2022 edition took the participants to Israel, where they had the opportunity to contact a global innovation ecosystem
- **Leadership Vanguard:** an acceleration and leadership development program that brings together senior EDP leaders from around the world to collaborate on influencing systems and accelerating future-fit business models.

In addition to these programs, we should also mention the continuity of the development program for employees taking on management functions for the first time (**Lead Now Program**), which, in 2022, gathered an average satisfaction score of 4.3 (on a scale of 0 to 5) from the 62 participants in the 10th edition of the program.

Talent management

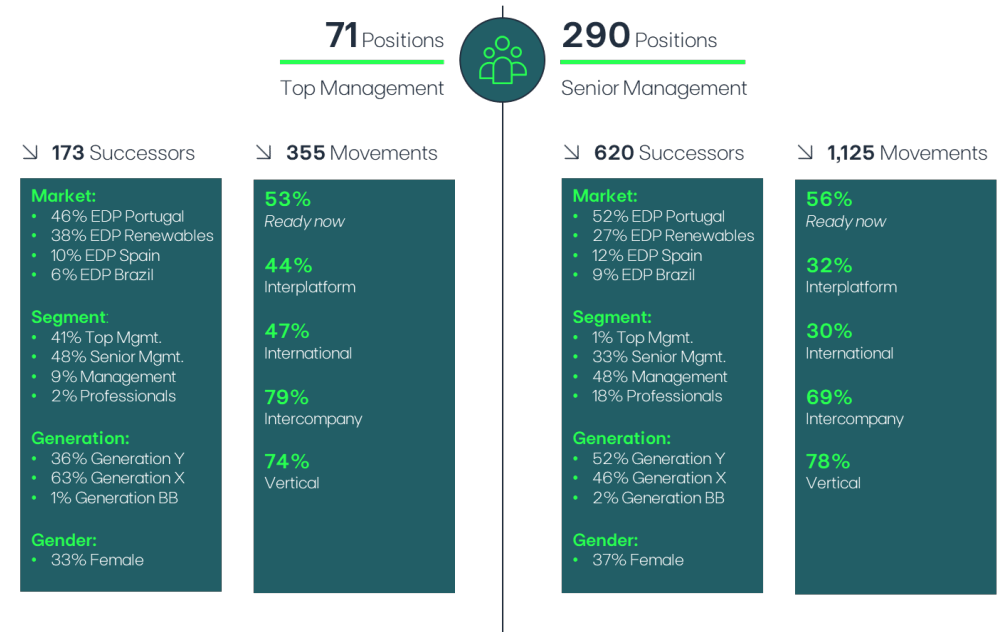
Succession planning

The EDP group's succession plan is also crucial to ensuring the continuity of the business and acts as an important people management tool.

In 2022, objective criteria were defined to continue to build a global and diverse leadership pool, and the succession exercise involved the positions of the Top and Senior Management segments. The execution of this exercise was based on a set of guidelines:

- Involve multiple stakeholders to consider different perspectives
- Consider diverse profiles, taking into account gender, nationality, and individual backgrounds
- Be based on the agility assessment exercise
- Promote greater rotation in the Top and Senior Management segments
- Focus on the future rather than replacing or replicating the current incumbent
- Go beyond the most intuitive moves and consider less obvious paths

As a result of this exercise, 173 successors and 355 potential career moves for 71 Top Management positions and 620 successors and 1,125 potential career moves for 290 Senior Management positions were mapped.



Considering EDP's growth and the competitiveness of the market, various tailored development initiatives were ensured for these segments and their successors in 2022:

- **Top & Senior Management:** with a 60% execution rate, it was ensured that about 150 people were impacted by a development initiative and about 80 people were impacted by two or more development initiatives
- **Top & Senior Management successors:** with a 66.5% execution rate, it was ensured that more than 100 people were impacted by a development initiative and that more than 50 people had access to two or more development initiatives
- **Top priority successors:** with a 79% execution rate, approximately 35 people were impacted by at least one development initiative, and another 15 people had access to two or more development initiatives.

A better tomorrow

A future-proof organization

EDP's current strategy establishes ambitious commitments for the coming years, allowing it to become a future-proof organization focused on providing a better tomorrow for current and future generations.

To this end, EDP's P&O strategy will continue to focus on meeting the challenges of attracting, developing, and retaining the skills needed to meet the challenges of the future, ensuring:

- A global organizational design strategy that supports management by business platforms
- A strong employer branding strategy to attract the best talent
- Greater digital maturity and efficiency of its processes
- Greater collaboration, through the implementation of new global communities
- An inclusive and flexible work environment that promotes well-being
- A learning and development-oriented culture that enhances the accountability of employees and leadership.

With people at the center of its strategy, in 2023 EDP will continue to work towards an increasingly human and meaningful experience for all its employees so that it will be possible to continue to change tomorrow now.

Purpose and human skills activation

To continue promoting and reinforcing a sense of common belonging, throughout 2023 the process of activating EDP's global purpose and skills will continue, to ensure their adoption by all employees and the creation of a one-company mindset.

Organizational design

In 2023, the review of the organizational model of the EDP group will continue, ensuring the transition to a management model by business platforms that will also allow the simplification of processes and the promotion of greater efficiency.

Smart and digital ecosystem

Leveraging the initiatives foreseen in the digital roadmap defined until 2025, new milestones will be reached throughout 2023 to promote greater digital maturity and efficiency of the P&O systems and processes.

Global compensation framework

To ensure that topics such as pay equity or the link between performance and compensation are clear to the EDP people, change management sessions and clear communication of the global compensation model will be promoted throughout 2023. On the other hand, work will be done on standardizing EDP benefits globally and continuity will be given to the pay equity project, diagnosing gaps that may exist and identifying areas of focus.

Talent attraction

Considering a labor market with growing challenges, EDP's employer branding strategy will be another priority for 2023, reinforcing the attractiveness of the EDP group and ensuring the attraction of the skills needed to meet the challenges of the future.

Development

Through its global development model, in 2023 EDP will also continue to promote its holistic assessment process, fostering a true culture of feedback and development, ensuring regular development conversations, and holding its employees accountable for their own development, using the different development tools and opportunities available in the group (e.g., on-demand content, training, mobility, global communities).

Leadership development

Throughout 2023, close work will also be done with the leadership so that they have an active role in attracting, developing, and retaining the skills needed to change tomorrow now, based on the P&O strategy.

Indicators

Operational and ESG Indicators

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
EMPLOYEES	#	13 211	12 236	11 610	11 660
Female	%	27,5	26,7	25,6	25,0
Male	%	72,1	73,3	74,4	75,0
Not declared	%	0,4	n.d.	n.d.	n.d.
EMPLOYEES DISTRIBUTION BY PROFESSIONAL CATEGORY					
EBD	#	5	5	9	9
Female	#	2	2	2	2
Male	#	3	3	7	7
Not declared	#	0	n.d.	n.d.	n.d.
Senior Management	#	386	962	861	827
Female	#	104	265	215	199
Male	#	281	697	646	628
Not declared	#	1	n.d.	n.d.	n.d.
Supervisors	#	1 323	865	777	783
Female	#	380	218	188	199
Male	#	939	647	589	584
Not declared	#	4	n.d.	n.d.	n.d.
Specialists	#	6 469	5 276	4 717	4 528
Female	#	2417	2010	1773	1649
Male	#	4027	3266	2944	2879
Not declared	#	25	n.d.	n.d.	n.d.
Technicians	#	5 028	5 128	5 246	5 513
Female	#	728	767	790	876
Male	#	4277	4361	4456	4637
Not declared	#	23	n.d.	n.d.	n.d.

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
EMPLOYEES DISTRIBUTION BY AGE GROUP					
≥ 50	#	2 910	2 971	3 117	3 445
Female	#	646	649	652	683
Male	#	2 261	2 322	2 465	2 762
Not declared	#	3	n.d.	n.d.	n.d.
[30–50[	#	7 973	7 213	6 556	6 324
Female	#	2 239	1 973	1 750	1 709
Male	#	5 712	5 240	4 806	4 615
Not declared	#	22	n.d.	n.d.	n.d.
< 30	#	2 328	2 052	1 937	1 891
Female	#	746	640	566	533
Male	#	1 554	1 412	1 371	1 358
Not declared	#	28	n.d.	n.d.	n.d.
PERCENTUAL DISTRIBUTION OF EMPLOYEES					
Age Group					
≥50	%	22	24	27	30
[30–50[	%	60	59	56	54
<30	%	18	17	17	16
Geography					
Portugal	%	43	47	50	50
Spain	%	16	17	13	15
South America	%	25	26	28	27
North America	%	8	7	7	6
Rest of Europe	%	4	3	2	2
APAC	%	4	0	0	n.a.
Employees with special needs	%	1,45	1,46	1,20	1,40
FEMALE EMPLOYEES IN MANAGEMENT POSITIONS					
In the total workforce	%	28,4	26,5	24,6	24,7
In EBD and Senior Management positions	%	27,1	27,6	23,5	22,1
In Supervisory positions	%	28,7	25,2	24,2	25,4
In revenue-generating positions	%	16,7	15,8	14,5	16,2

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
In STEM positions ²	%	33,3	31,1	32,7	32,2
ELIGIBLE EMPLOYEES FOR RETIREMENT					
EBD					
Next to 5 years	#	0	0	3	3
Next to 10 years	#	0	0	5	5
Senior Management					
Next to 5 years	#	32	85	88	104
Next to 10 years	#	47	146	162	165
Supervisors					
Next to 5 years	#	84	39	42	53
Next to 10 years	#	114	90	84	91
Specialists					
Next to 5 years	#	298	292	326	322
Next to 10 years	#	478	476	518	526
Technicians					
Next to 5 years	#	812	967	1188	1370
Next to 10 years	#	992	1258	1450	1713
RATIO EDP MINIMUM WAGE/NATIONAL MINIMUM WAGE					
Portugal	x	1,47	1,79	1,84	1,75
Spain	x	1,55	1,17	1,19	1,24
South America	x	1,49	1,09	1,15	1,41
North America	x	1,39	2,21	2,21	2,07
Rest of Europe	x	1,37	0,00	0,00	n.d.
APAC	x	1,01	n.a.	n.a.	n.a.
TYPES OF ENTRIES					
New entries	#	2 064	1599	1282	1255
Gender					
Male	#	1216	1047	885	897
Female	#	642	552	397	358
Not declared	#	206	n.d.	n.d.	n.d.

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
Age Group					
<30	#	854	749	598	636
[30-50[	#	1069	777	633	568
≥50	#	141	73	51	51
Professional category					
Technicians	#	596	443	403	n.d.
Specialists	#	1327	1104	809	n.d.
Supervisors	#	91	18	30	n.d.
Senior Management	#	50	34	40	n.d.
Geography					
Portugal	#	521	471	432	415
Spain	#	272	229	185	150
South America	#	595	434	366	466
North America	#	381	316	229	176
Rest of Europe	#	161	137	84	80
APAC	#	134	12	0	0
Employees with special needs (new entries)	#	18	25	0	3
Vacancies filled by internal candidates	#	809	947	1186	n.d.
Gender					
Male	#	555	690	850	n.d.
Female	#	254	257	336	n.d.
Not declared	#	0	n.d.	n.d.	n.d.
Age Group					
<30	#	286	130	159	n.d.
[30-50[	#	444	564	625	n.d.
≥50	#	79	253	402	n.d.
Professional category					
Technicians	#	123	341	413	n.d.
Specialists	#	566	381	472	n.d.
Supervisors	#	65	115	149	n.d.
Senior Management	#	55	110	152	n.d.

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
Geography					
Portugal	#	382	280	973	n.d.
Spain	#	74	329	77	n.d.
South America	#	281	168	100	n.d.
North America	#	52	168	30	n.d.
Rest of Europe	#	6	2	6	n.d.
APAC	#	14	0	0	0
Employees with special needs	#	9	0	0	n.d.
REASONS FOR LEAVING					
End of fixed-term contracts	%	3	2	2	2
Terminated by mutual agreement	%	1	9	4	4
Terminated by employee	%	48	34	20	26
Dismissals	%	20	24	14	18
Early retirements	%	7	21	21	39
Age/invalidity retirement	%	8	7	5	6
Other reasons for leaving	%	14	4	35	5
SALARY RATIO F/M BY PROFESSIONAL CATEGORY					
Technicians					
Portugal	x	1,29	1,29	1,25	1,23
Spain	x	0,92	0,87	0,83	0,80
South America	x	0,93	0,97	0,96	0,98
North America	x	0,88	1,00	1,04	1,08
Rest of Europe	x	0,98	0,00	1,70	1,11
APAC	x	0,97	0,00	0,00	0,00
Specialists					
Portugal	x	0,89	0,93	0,92	0,94
Spain	x	0,88	0,91	0,92	0,93
South America	x	0,86	0,81	0,82	0,81
North America	x	0,96	0,97	0,93	0,92
Rest of Europe	x	0,85	0,89	0,91	0,90
APAC	x	0,93	0,75	0,00	0,00

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
Supervisors					
Portugal	x	0,95	0,98	0,99	0,97
Spain	x	0,89	0,86	0,87	0,84
South America	x	0,97	1,05	1,05	1,03
North America	x	0,92	0,97	1,06	0,96
Rest of Europe	x	0,92	0,88	1,26	1,03
APAC	x	0,96	0,00	0,00	0,00
Senior Management					
Portugal	x	1,00	0,94	0,92	0,93
Spain	x	0,91	0,82	0,85	0,83
South America	x	1,32	0,89	0,93	0,87
North America	x	1,18	0,99	0,95	1,00
Rest of Europe	x	0,00	0,79	0,75	0,92
APAC	x	1,05	0,00	0,00	0,00
EMPLOYEES SATISFACTION					
Engagement	%	84	76	80	73
Gender					
Female	%	86	78	83	74
Male	%	83	76	79	73
Not declared	%	94	n.d.	n.d.	n.d.
Age Group					
<30	%	82	76	79	72
[30-50[	%	83	76	81	75
≥50	%	87	76	78	71
Professional category					
Technicians	%	82	75	78	75
Specialists	%	84	74	79	69
Supervisors	%	88	81	86	78
Senior Management	%	92	88	90	84
Geography					
Portugal	%	80	73	76	67

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
Spain	%	81	71	78	71
South America	%	91	84	86	86
North America	%	86	79	84	74
Rest of Europe	%	84	73	76	64
APAC	%	81	90	0	0
Employees with special needs	%	n.d.	n.d.	74	71
Empowerment ²	%	72	76	80	71
Gender					
Female	%	73	71	75	69
Male	%	72	71	73	72
Not declared	%	87	n.d.	n.d.	n.d.
TURNOVER	%	12	13	11	11
Gender					
Female	%	11,97	13,15	11,29	10,57
Male	%	11,02	11,13	11,99	10,36
Not declared	%	24,53	n.d.	n.d.	n.d.
Age group					
< 30	%	14,40	12,72	9,86	8,46
[30-50[	%	9,80	7,85	8,76	5,55
≥ 50	%	15,31	24,10	18,19	20,75
Professional category					
Technicians	%	10,72	12,85	11,48	12,62
Specialists	%	12,78	12,24	11,89	9,43
Supervisors	%	7,94	5,78	10,94	6,26
Senior management	%	20,97	6,65	9,66	6,53
Geography					
Portugal	%	8,29	9,97	7,94	10,77
Spain	%	6,37	14,84	24,87	5,35
South America	%	14,63	14,10	8,65	10,99
North America	%	24,11	20,13	15,28	16,89
Rest of Europe	%	10,29	9,94	36,65	16,85

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
APAC	%	29,57	0,00	0,00	n.a.
Employees with special needs	%	9,42	13,97	24,46	15,34
VOLUNTARY EMPLOYEE TURNOVER	%	5,69	4,13	2,27	2,70
Gender					
Male	%	5,57	3,94	2,70	2,40
Female	%	5,76	4,63	2,13	3,59
Not declared	%	22,64	n.d.	n.d.	n.d.
Age group					
< 30	%	9,79	8,58	4,34	6,03
[30-50[	%	6,21	4,34	2,58	2,94
≥ 50	%	1,00	0,54	0,35	0,46
Professional category					
Technicians	%	2,55	2,13	1,30	1,31
Specialists	%	8,10	6,67	3,65	4,59
Supervisors	%	4,84	2,89	1,42	2,68
Senior management	%	9,21	1,87	1,49	1,81
Geography					
Portugal	%	2,97	1,75	0,91	1,09
Spain	%	3,49	1,68	1,44	1,10
South America	%	5,38	5,73	2,92	3,26
North America	%	17,68	18,70	10,75	14,93
Rest of Europe	%	8,82	4,54	4,38	11,79
APAC	%	19,40	n.d.	n.a.	n.a.
Employees with special needs	%	3,14	0,01	0,01	0,00
RATE OF NEW EMPLOYEE HIRES	%	15,6	13,1	11,0	10,8
Gender					
Female	%	17,68	16,92	13,38	12,24
Male	%	12,76	11,67	10,24	10,27
Not declared	%	388,68 *	n.d.	n.d.	n.d.
Age group					
< 30	%	36,68	36,50	30,87	33,63

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
[30-50[	%	13,41	10,77	9,66	8,98
≥ 50	%	4,85	2,46	1,64	1,48
Professional category					
Technicians	%	11,85	8,64	7,68	9,34
Specialists	%	20,51	20,92	17,15	15,22
Supervisors	%	6,88	2,08	3,86	3,19
Senior management	%	12,95	3,43	4,65	3,14
CAE	%	n.d.	20,00	n.d.	
Geography					
Portugal	%	9,11	8,24	7,33	6,73
Spain	%	12,84	11,33	11,75	7,15
South America	%	17,88	13,45	11,27	14,82
North America	%	36,60	34,76	29,66	26,55
Rest of Europe	%	33,82	38,92	32,67	35,34
APAC	%	25,24	100,00	n.d.	n.d.
Employees with special needs	%	9,42	13,97	24,46	15,34
HC ROI	€	6,51	5,92	6,46	6,96
TRAINING VOLUME					
Volume of mandatory training per employee	h	206 310	245 716	176 196	n.d.
Gender					
Male	h	167 019	201 172	133 234	n.d.
Female	h	39 292	44 544	42 962	n.d.
Age group					
< 30	h	44 339	47 126	n.d.	n.d.
[30-50[	h	119 604	152 358	n.d.	n.d.
≥ 50	h	42 367	46 232	n.d.	n.d.
Professional category					
Technicians	h	98 160	124 967	77 486	n.d.
Specialists	h	71 222	78 194	69 560	n.d.
Supervisors	h	27 229	23 556	15 417	n.d.
Senior Management	h	9 700	18 999	13 732	n.d.

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
Geography					
Portugal	h	119 264	120 518	117 444	n.d.
Spain	h	47 979	36 056	20 415	n.d.
South America	h	25 072	79 648	27 981	n.d.
North America	h	9 216	5 401	7 848	n.d.
Rest of Europe	h	3 661	3 998	2 508	n.d.
APAC	h	1 120	95	n.a.	n.a.
Volume of non-mandatory training per employee	h	103 626	91 580	97 677	n.d.
Gender					
Male	h	74 742	64 749	73 782	n.d.
Female	h	28 884	26 831	23 896	n.d.
Age group					
< 30	h	14 934	10 395	n.d.	n.d.
[30-50[	h	70 996	64 642	n.d.	n.d.
≥ 50	h	17 696	16 543	n.d.	n.d.
Professional category					
Technicians	h	23 900	20 110	33 842	n.d.
Specialists	h	46 687	44 496	40 625	n.d.
Supervisors	h	19 318	11 314	11 383	n.d.
Senior Management	h	13 721	15 660	11 828	n.d.
Geography					
Portugal	h	21 645	28 064	27 386	n.d.
Spain	h	38 168	30 994	23 374	n.d.
South America	h	24 119	12 590	31 549	n.d.
North America	h	13 235	15 107	11 434	n.d.
Rest of Europe	h	6 170	4 821	3 935	n.d.
APAC	h	288	4	n.a.	n.a.
DIRECT INVESTMENT WITH TRAINING BY EMPLOYEES	€/p	287	303	280	322
Investment in mandatory training per employee	€/p	1 949 792	1 635 444	1 325 491	n.d.
Gender					
Male	€/p	1 490 993	1 213 787	983 598	n.d.

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
Female	€/p	458 799	421 657	341 892	n.d.
Age group					
< 30	€/p	295 464	174 975	n.d.	n.d.
[30-50[	€/p	1 246 565	1 134 684	n.d.	n.d.
≥ 50	€/p	407 763	325 785	n.d.	n.d.
Professional category					
Technicians	€/p	585 649	308 374	275 175	n.d.
Specialists	€/p	719 732	650 960	493 354	n.d.
Supervisors	€/p	488 517	336 156	214 700	n.d.
Senior Management	€/p	155 894	339 954	342 261	n.d.
Geography					
Portugal	€/p	835 207	737 557	593 235	n.d.
Spain	€/p	699 026	595 895	430 401	n.d.
South America	€/p	81 110	113 752	52 692	n.d.
North America	€/p	258 554	125 667	230 805	n.d.
Rest of Europe	€/p	36 407	62 573	18 357	n.d.
APAC	€/p	39 488	n.d.	n.d.	n.a.
Investment in non-mandatory training per employee	€/p	1 887 386	2 068 303	1 924 421	n.d.
Gender					
Male	€/p	1 289 407	1 383 758	1 340 749	n.d.
Female	€/p	597 978	684 545	583 672	n.d.
Age group					
< 30	€/p	275 834	231 019	n.d.	n.d.
[30-50[	€/p	1 293 843	1 519 167	n.d.	n.d.
≥ 50	€/p	317 709	318 117	n.d.	n.d.
Professional category					
Technicians	€/p	244 982	356 821	292 106	n.d.
Specialists	€/p	886 667	977 110	964 897	n.d.
Supervisors	€/p	453 859	359 099	295 390	n.d.
Senior Management	€/p	301 877	375 273	372 027	n.d.

PEOPLE EXPERIENCE	UN	2022	2021	2020	2019
Geography					
Portugal	€/p	413 999	593 859	709 309	n.d.
Spain	€/p	881 228	862 803	570 044	n.d.
South America	€/p	149 300	184 642	279 986	n.d.
North America	€/p	371 333	351 541	336 283	n.d.
Rest of Europe	€/p	61 371	75 458	28 800	n.d.
APAC	€/p	10 154	n.d.	n.a.	n.a.

¹ STEM Positions (Science, Technology, Engineering e Mathematics).

² As part of the Organizational Climate, the Empowerment dimension was assessed in 2022 to replace the Enablement dimension previously assessed, as part of the evolution of the employee consultation model at EDP.

* High percentage due to employees who decided to declare their gender after being hired.

GRI Indicators

Social indicators

2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
EMPLOYMENT								
Employees	#	13 211	5 716	2 119	3 328	1 041	476	531
Executive Board of Directors	#	5	5	0	0	0	0	0
Senior Management	#	386	182	88	30	52	7	27
Supervisors	#	1 323	520	291	189	192	62	69
Specialists	#	6 469	2 733	1 180	1 475	477	391	213
Technicians	#	5 028	2 276	560	1 634	320	16	222
Male employees	%	72,1	72,3	70,6	75,5	66,0	64,9	73,8
Female employees	%	27,5	27,7	29,4	24,5	28,9	35,1	26,2
Not declared employees	%	0,4	0,0	0,0	0,0	5,1	0,0	0,0
Females in management positions	%	28	32	27	21	23	23	34
Senior management hired from the local community	%	88	99	81	90	75	86	67
Employees by types of contract	#	13 211	5 716	2 119	3 328	1 041	476	531
Executive bodies	#	53	32	0	21	0	0	0
Male	#	37	21	0	16	0	0	0
Female	#	16	11	0	5	0	0	0
Not declared	#	0	0	0	0	0	0	0
Permanent workforce	#	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
Not declared	#	53	0	0	0	53	0	0

2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
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
Not declared	#	0	0	0	0	0	0	0
Employees by occupational contract	#	13 211	5 716	2 119	3 328	1041	476	531
Full-time	#	13 205	5 711	2 119	3 328	1041	475	531
Male	#	9 526	4 131	1497	2 511	687	308	392
Female	#	3 626	1580	622	817	301	167	139
Not declared	#	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
Not declared	#	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
Not declared	#	0	0	0	0	0	0	0
Foreign employees	#	480	91	114	18	56	84	117
New employees ²	#	2 064	521	272	595	381	161	134
Direct admissions to permanent workforce	#	1831	443	271	588	311	102	116
Admissions with fixed-term contracts	#	71	70	1	0	0	0	0
Other admissions	#	162	8	0	7	70	59	18
Male	#	1216	302	175	437	118	113	71
Female	#	642	219	97	158	57	48	63
Not declared	#	206	0	0	0	206	0	0

2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
<30 years	#	854	275	123	186	161	68	41
[30-50 years[	#	1069	236	140	357	170	84	82
≥50 years	#	141	10	9	52	50	9	11
F/M new admissions rate	x	0,53	0,73	0,55	0,36	0,48	0,42	0,89
Employees leaving	#	1553	474	135	487	251	49	157
Male	#	1140	336	102	370	177	31	124
Female	#	400	138	33	117	61	18	33
Not declared	#	13	0	0	0	13	0	0
<30 years	#	333	76	29	90	70	7	61
[30-50 years[	#	779	144	70	290	149	40	86
≥50 years	#	441	254	36	107	32	2	10
Turnover	%	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
Not declared	%	24,53	n.a.	n.a.	n.a.	24,53	n.a.	n.a.
<30 years	%	14,40	8,00	12,83	15,33	25,27	6,14	38,36
[30-50 years[	%	9,80	4,70	5,63	12,09	25,82	12,23	25,22
≥50 years	%	15,31	14,91	5,54	31,20	27,12	5,71	32,26
Average age of workforce	years	41	43	44	38	37	37	35
Average age of new admissions	years	34	31	33	36	35	34	36
Average age of leaving	years	42	49	42	41	37	38	33
Average seniority of employees	years	12	16	14	9	4	3	2
Average seniority of leaving	years	12	23	12	10	3	4	1
Absenteeism rate	%	3,00	3,49	3,87	1,38	3,46	8,14	2,26

2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
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
Not declared	#	0	0	0	0	0	0	0
Employees that took parental leave ³	#	459	165	118	106	37	20	13
Male ³	#	236	84	79	n.a.	24	9	11
Female	#	223	81	39	77	13	11	2
Not declared	#	0	0	0	0	0	0	0
Retention rate of employees who took parental leave	%	98	100	94	99	98	96	100
Male ³	%	98	100	96	n.a.	96	100	100
Female	%	99	100	97	99	100	91	100
Not declared	%	0	0	0	0	0	0	0
Annualized average base salary								
Male	€	3 631	3 227	4 467	1 877	10 623	4 206	3 265
Female	€	3 825	3 542	3 923	2 023	10 162	3 282	4 147
Not declared	€	4 232	0	0	0	4 232	0	0
Pay ratio by gender (F/M)	x	1,05	1,10	0,88	1,08	0,96	0,78	1,27
Ratio of the annual total compensation for the organization's highest-paid individual to the average annual total compensation for all employees (excluding the highest-paid individual)	x	12,99	6,34	7,86	11,80	4,69	5,22	9,76
TRAINING								
Total hours of training	hours	309 935	140 908	86 147	49 191	22 451	9 831	1407
Sustainability								
Environment	hours	1648	886	483	94	19	165	1
Social and Economic	hours	225	194	5	1	0	24	1

2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Ethics	hours	5 714	1 037	582	3 620	349	32	93
Quality	hours	1 721	904	195	17	149	455	0
Languages	hours	20 212	3 356	14 050	1 285	299	1 221	0
Information systems	hours	28 900	6 927	16 888	2 002	1 428	1 467	186
Other	hours	251 515	127 604	53 942	42 172	20 206	6 466	1 126
Average total training	h/p	24	25	41	15	23	21	3
Executive Board of Directors	h/p	5	5	n.a.	n.a.	n.a.	n.a.	n.a.
Male	h/p	5	5	n.a.	n.a.	n.a.	n.a.	n.a.
Female	h/p	5	5	n.a.	n.a.	n.a.	n.a.	n.a.
Senior Management	h/p	60	50	118	20	39	136	7
Male	h/p	61	51	112	21	42	136	6
Female	h/p	58	47	140	15	33	n.a.	9
Supervisors	h/p	36	41	63	23	8	19	4
Male	h/p	36	39	73	21	8	12	4
Female	h/p	34	44	38	29	10	36	5
Specialists	h/p	18	18	33	10	14	19	3
Male	h/p	19	19	35	10	16	20	3
Female	h/p	16	17	29	8	11	19	3
Technicians	h/p	24	26	34	18	43	8	1
Male	h/p	26	29	35	20	50	4	1
Female	h/p	14	11	29	11	14	9	2
Employees with training	%	100	91	100	100	100	87	100
LABOUR RELATIONS								
Collective employment agreements	%	79	99	61	98	0	36	0
Trade union membership	%	27	31	20	40	0	1	0

2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Union Structures	#	29	15	5	9	0	0	0
Hours lost due to strikes	hours	964	964	0	0	0	0	0
Staff engaged in further study	#	83	83	0	0	0	0	0
Professional internships	#	476	280	0	137	47	0	12
Academic internships	#	199	9	190	0	0	0	0
HEALTH AND SAFETY (H&S)								
Certification (installed capacity)	MW	24 754	8 244	5 325	3 115	6 370	1 700	0
Certification (installed capacity)	%	96	98	100	95	96	95	0
Employees								
Covered by certification	#	10 604	6 049	2 092	1 767	380	316	0
Covered by certification	%	81	100	100	49	37	99	0
Work-related injuries⁴								
Recordable work-related injuries ⁵	#	51	12	11	13	7	1	7
High-consequence work-related injuries ⁶	#	0	0	0	0	0	0	0
Fatal work-related injuries	#	0	0	0	0	0	0	0
Work-related ill health								
Recordable ill health	#	2	2	0	0	0	0	0
Fatalities as a result of ill health	#	0	0	0	0	0	0	0
Accidents with lost workdays⁷								
Male	#	25	9	2	6	0	1	7
Female	#	3	1	0	2	0	0	0
Total lost days due to accidents ⁸	#	1594	971	188	155	210	1	69
Hours worked	hours	24 673 057	9 966 930	3 667 344	7 262 008	1 744 415	576 374	14 559 86

2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Rates								
Frequency rate⁹	Fr	1,13	1,00	0,55	1,10	0,00	1,73	4,81
Male	Fr	1,34	1,24	0,76	1,11	0,00	2,66	5,57
Female	Fr	0,50	0,37	0,00	1,07	0,00	0,00	0,00
Severity rate¹⁰	Sr	65	97	51	21	120	2	47
Male	Sr	84	132	71	27	120	3	55
Female	Sr	4	5	0	5	0	0	0
Overall severity rate¹¹	oSr	69	109	51	21	120	2	47
Male	oSr	90	146	71	27	120	3	55
Female	oSr	6	9	0	5	0	0	0
Work-related injuries⁴								
Recordable frequency rate	RFr	2,07	1,20	3,00	1,79	4,01	1,73	4,81
High consequence frequency rate (excluding fatalities)	HFr	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Fatal frequency rate	FFr	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Contractors								
Covered by certification	#	20 689	7 699	2 839	6 215	549	517	0
Covered by certification	%	81	100	100	49	37	99	0
Work-related injuries⁴								
Recordable work-related injuries	#	161	55	33	64	9	0	0
High-consequence work-related injuries (excluding fatalities)	#	10	5	3	2	0	0	0
Fatal work-related injuries	#	5	3	0	2	0	0	0
Work-related ill health								
Recordable ill health	#	0	0	0	0	0	0	0
Fatalities as a result of ill health	#	0	0	0	0	0	0	0
Accidents with lost workdays ⁷	#	105	50	23	32	0	0	0

2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Hours worked	hours	50 470 660	15 213 865	5 609 617	25 063 733	2 933 039	1 030 850	619 556
Rates								
Frequency rate ⁹	Fr	2,18	3,48	4,10	1,36	0,00	0,00	0,00
Severity rate ¹⁰	Sr	144	208	361	79	0	91	0
Overall severity rate ¹¹	oSr	749	1 412	361	566	0	91	0
2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Work-related injuries⁵								
Recordable Frequency Rate	RFr	3,19	3,62	5,88	2,55	3,07	0,00	0,00
High consequence Frequency Rate	HFr	0,20	0,33	0,53	0,08	0,00	0,00	0,00
Fatal Frequency Rate	FFr	0,10	0,20	0,00	0,06	0,00	0,00	0,00
EDP employees and contractors								
Rates								
Frequency rate ⁹	Fr	1,84	2,50	2,69	1,30	0,00	0,62	3,37
Severity rate ¹⁰	Sr	118	164	239	66	45	59	33
Overall severity rate ¹¹	oSr	526	896	239	443	45	59	33
Near accidents	#	471	135	85	107	125	19	0
People outside the activity								
Electrical accidents involving third parties ¹²	#	41	12	0	29	0	0	0
Fatal electrical accidents involving third parties ¹³	#	14	2	0	12	0	0	0
Representatives elected in H&S Commissions								
EDP employees represented ¹⁴	%	75	87	56	77	44	66	16
Employees representative	#	9 782	5 183	1 162	2 772	455	210	6
H&S TRAINING								
Employees								
Awareness actions	#	5 398	405	724	3 328	784	145	12

2022	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Employees	#	36 152	8 423	6 335	13 101	7 549	673	71
Training hours	hours	176 500	28 112	21 239	115 553	8 888	2 457	251
Contractors								
Awareness actions	#	9 388	5 880	109	3 194	0	198	7
Employees	#	35 432	24 817	1171	8 674	0	610	160
Training hours	hours	173 241	50 903	153	120 377	0	180	1628

¹Data including employees of Viesgo companies acquired in December by the EDP Group.

²Net values of the employees transfer from fixed-term contracts to the permanent workforce.

³These values do not include information about male employees that took parental leave in South America.

⁴Accidents at the workplace in worktime and accidents on the way to or from work, with an absence of one more calendar day and fatal accidents.

⁵Includes accidents: fatal, absence from work (TTI - Temporary Total Incapacity), with TPI (Temporary Partial Incapacity) or PPI (Permanent Partial Incapacity); Without absence, with use of non-prescription medication at prescription strength; without absence, with use of wound closing treatment, such as suture, staples; without absence, administering immunization vaccines; without absence, with use of devices with rigid stays/others designed to immobilization; without absence, with physical therapy treatment; without absence, with loss of consciousness.

⁶An accident at work in which a serious injury has resulted and from which the worker does not recover, or may not fully recover, or from which it is not expected to recover in less than 6 months. Excludes fatal accidents.

⁷Accidents occurred at the place and working time or on a journey, with 1 or more days of absence and fatal accidents.

⁸Sum of the number of absence calendar days resulting from work accidents that occurred in the reference period, plus the number of days lost by accidents in the previous period, which lasted until the reference period without interruption. The lost time is measured from the day following the accident to the day right before the return to work.

⁹Number of accidents at work in service with absence/fatalities, per million hours worked.

¹⁰Number of calendar days lost due to work accident per million hours worked, in the reference period.

¹¹Number of calendar days lost due to work accidents per million hours worked, in the reference period, including days for permanent disability and a portion of 6,000 days for each fatal accident.

¹²Accidents involving persons outside EDP's activity, including fatal accidents.

¹³Accidents involving persons outside EDP's activity. It should be noted that in 2021, there were 14 fatal accidents, two of which had two victims.

¹⁴Numbers of EDP employees represented by the total number of EDP employees.

2021	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
EMPLOYMENT								
Employees	#	12 236	5 716	2 021	3 226	909	352	12
Executive Board of Directors	#	5	5	0	0	0	0	0
Senior Management	#	962	519	208	89	117	29	0
Supervisors	#	865	332	285	127	85	36	0
Specialists	#	5 276	2 414	961	1144	463	282	12
Technicians	#	5 128	2 446	567	1866	244	5	0
Male employees	%	73,3	73,4	72,4	75,7	71,1	61,7	75,0
Female employees	%	26,7	26,6	27,6	24,3	28,9	38,4	25,0
Not declared employees	%	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Females in management positions	%	26	29	27	20	24	22	0
Senior management hired from the local community	%	92	100	76	89	64	67	0
Employees by types of contract	#	12 236	5 716	2 021	3 226	909	352	12
Executive bodies	#	58	33	0	25	0	0	0
Male	#	42	22	0	20	0	0	0
Female	#	16	11	0	5	0	0	0
Not declared	#	0	0	0	0	0	0	0
Permanent workforce	#	12 126	5 650	2 010	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
Not declared	#	0	0	0	0	0	0	0
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
Not declared	#	0	0	0	0	0	0	0

2021	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Employees by occupational contract	#	12 236	5 716	2 021	3 226	909	352	12
Full-Time	#	12 189	5 710	1 990	3 226	909	342	12
Male	#	8 967	4 193	1 460	2 443	646	216	9
Female	#	3 222	1 517	530	783	263	126	3
Not declared	#	0	0	0	0	0	0	0
Part-time	#	47	6	31	0	0	10	0
Male	#	7	2	4	0	0	1	0
Female	#	40	4	27	0	0	9	0
Not declared	#	0	0	0	0	0	0	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
Not declared	#	0	0	0	0	0	0	0
Foreign employees	#	263	70	104	22	42	24	1
New employees ²	#	1 599	471	229	434	316	137	12
Direct admissions to permanent workforce	#	1 497	405	215	418	316	131	12
Admissions with fixed-term contracts	#	60	44	11	0	0	5	0
Other admissions	#	42	22	3	16	0	1	0
Male	#	1 047	306	153	291	213	75	9
Female	#	552	165	76	143	103	62	3
Not declared	#	0	0	0	0	0	0	0
<30 years	#	749	302	86	186	123	51	1
[30-50 years]	#	777	157	129	236	168	76	11
≥50 years	#	73	12	14	12	25	10	0
F/M new admissions rate	x	0,53	0,54	0,50	0,49	0,48	0,83	0,33

2021	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Employees leaving	#	1543	570	300	455	183	35	0
Male	#	1180	430	256	333	136	25	0
Female	#	363	140	44	122	47	10	0
Not declared	#	0	0	0	0	0	0	0
<30 years	#	261	90	20	89	54	8	0
[30–50 years[	#	566	80	56	293	113	24	0
≥50 years	#	716	400	224	73	16	3	0
Turnover	%	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
Not declared	%	0,00	0,00	0,00	0,00	0,00	0,00	0,00
<30 years	%	12,72	9,35	11,90	14,64	23,08	10,26	0,00
[30–50 years[	%	7,85	2,75	4,61	12,92	20,29	9,60	0,00
≥50 years	%	24,10	21,73	35,16	20,80	13,56	12,50	0,00
Average age of workforce	years	42	43	45	38	37	37	36
Average age of new admissions	years	33	30	35	33	34	35	36
Average age of leaving	years	47	53	55	39	36	37	0
Average seniority of employees	years	13	17	14	9	4	3	1
Average seniority of leaving	years	19	27	28	8	4	3	0
Absenteeism rate	%	2,66	3,02	2,95	2,00	2,50	n.d.	n.d.
Employees entitled to parental leave	#	504	218	60	165	48	13	0
Male	#	350	152	36	115	37	10	0
Female	#	154	66	24	50	11	3	0
Not declared	#	0	0	0	0	0	0	0

2021	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Employees that took parental leave ³	#	320	149	60	50	48	13	0
Male ³	#	167	84	36	n.d.	37	10	0
Female	#	153	65	24	50	11	3	0
Not declared	#	0	0	0	0	0	0	0
Retention rate of employees who took parental leave	%	94	100	100	82	100	100	0
Male ³	%	100	100	100	n.d.	100	100	0
Female	%	94	100	100	82	100	100	0
Not declared	%	0	0	0	0	0	0	0
Annualized average base salary		0	0	0	0	0	0	0
Male	€	3 133	3 154	4 513	1 139	7 025	4 202	5 191
Female	€	3 316	3 527	3 963	1 232	6 905	3 359	3 893
Not declared	€	0	0	0	0	0	0	0
Pay ratio by gender (F/M)	x	1,06	1,12	0,88	1,08	0,98	0,80	0,75
Ratio of the annual total compensation for the organization's highest-paid individual to the average annual total compensation for all employees (excluding the highest-paid individual)	x	11,13	6,12	5,55	20,05	5,09	3,66	2,23
TRAINING								
Total hours of training	hours	337 051	148 582	67 050	91 993	20 508	8 819	99
Sustainability		0	0	0	0	0	0	0
Environment	hours	3 513	1 160	1 457	448	75	372	1
Social and Economic	hours	414	363	31	0	0	20	0
Ethics	hours	6 892	2 749	1 402	1 699	871	162	8
Quality	hours	3 049	1 021	683	645	504	193	3
Languages	hours	15 937	3 220	10 358	1 486	0	874	0
Information systems	hours	37 687	22 078	10 296	3 273	941	1 078	20
Other	hours	269 560	117 990	42 824	84 442	18 117	6 120	67

2021	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Average total training	h/p	28	26	33	29	23	25	8
Executive Board of Directors	h/p	0	0	n.a.	n.a.	n.a.	n.a.	n.a.
Male	h/p	0	0	n.a.	n.a.	n.a.	n.a.	n.a.
Female	h/p	0	0	n.a.	n.a.	n.a.	n.a.	n.a.
Senior Management	h/p	23	20	39	14	9	34	0
Male	h/p	24	22	41	14	10	36	0
Female	h/p	18	14	34	15	5	28	0
Supervisors	h/p	55	89	38	41	18	25	0
Male	h/p	53	84	37	41	20	23	0
Female	h/p	7	104	40	42	10	30	0
Specialists	h/p	23	25	33	15	11	24	8
Male	h/p	25	26	35	18	13	29	10
Female	h/p	20	24	30	12	7	17	4
Technicians	h/p	28	19	28	37	53	16	0
Male	h/p	30	20	29	40	63	0	0
Female	h/p	17	17	24	13	20	16	0
Employees with training	%	100	97	100	100	100	85	100
LABOUR RELATIONS								
Collective employment agreements	%	83	99	56	98	1	46	0
Trade union membership	%	30	34	21	42	0	0	0
Union Structures	#	29	15	5	8	0	1	0
Hours lost due to strikes	hours	734	734	0	0	0	0	0
Staff engaged in further study	#	70	70	0	0	0	0	0
Professional internships	#	382	253	0	129	0	0	0
Academic internships	#	171	59	112	0	0	0	0

2021	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
HEALTH AND SAFETY (H&S)								
Certification (installed capacity)	MW	26 041	9 603	4 716	2 755	7 564	1 403	0
Certification (installed capacity)	%	100	100	100	100	100	100	0
Employees		0	0	0	0	0	0	0
Covered by certification	#	10 441	5 921	1 644	1 738	874	257	7
Covered by certification	%	82	100	80	29	100	98	100
Work-related injuries⁴		0	0	0	0	0	0	0
Recordable work-related injuries ⁵	#	32	18	4	2	6	2	0
High-consequence work-related injuries ⁶	#	2	2	0	0	0	0	0
Fatal work-related injuries	#	0	0	0	0	0	0	0
Work-related ill health		0	0	0	0	0	0	0
Recordable ill health	#	1	1	0	0	0	0	0
Fatalities as a result of ill health	#	0	0	0	0	0	0	0
Accidents with lost workdays⁷		0	0	0	0	0	0	0
Male	#	20	12	3	0	3	2	0
Female	#	1	1	0	0	0	0	0
Total lost days due to accidents ⁸	#	1 567	1 095	110	0	356	6	0
Hours worked	hours	22 832 738	9 995 959	3 545 053	7 073 065	1 732 120	477 317	9 224
Rates		0,00	0,00	0,00	0,00	0,00	0,00	0,00
Frequency rate⁹	Fr	0,92	1,30	0,85	0,00	1,73	4,19	0,00
Male	Fr	1,16	1,64	1,13	0,00	1,73	6,40	0,00
Female	Fr	0,18	0,37	0,00	0,00	0,00	0,00	0,00
Severity rate¹⁰	Sr	69	110	31	0	206	13	0
Male	Sr	90	148	42	0	206	19	0
Female	Sr	3	5	0	0	0	0	0

2021	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
Overall severity rate¹¹	oSr	73	121	31	0	206	13	0
Male	oSr	96	163	42	0	206	19	0
Female	oSr	3	5	0	0	0	0	0
Work-related injuries⁴		0	0	0	0	0	0	0
Recordable frequency rate	RFr	1,40	1,80	1,13	0,28	3,46	4,19	0,00
High consequence frequency rate (excluding fatalities)	HFr	0,09	0,20	0,00	0,00	0,00	0,00	0,00
Fatal frequency rate	FFr	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Contractors		0	0	0	0	0	0	0
Covered by certification	#	27 529	7 504	2 002	5 966	2 065	887	50
Covered by certification	%	82	100	80	29	100	100	100
Work-related injuries⁴		0	0	0	0	0	0	0
Recordable work-related injuries	#	187	49	32	86	14	6	0
High-consequence work-related injuries (excluding fatalities)	#	9	6	0	2	0	1	0
Fatal work-related injuries	#	7	1	1	5	0	0	0
Work-related ill health		0	0	0	0	0	0	0
Recordable ill health	#	0	0	0	0	0	0	0
Fatalities as a result of ill health	#	0	0	0	0	0	0	0
Accidents with lost workdays ⁷	#	132	45	18	57	6	6	0
Hours worked	hours	66 388 297	14 830 005	4 945 024	40 648 122	4 128 270	1787 334	49 542
Rates		0	0	0	0	0	0	0
Frequency rate ⁹	Fr	2,09	3,10	3,84	1,53	1,45	3,36	0,00
Severity rate ¹⁰	Sr	109	225	221	41	147	316	0
Overall severity rate ¹¹	oSr	753	680	1435	779	143	316	0
Work-related injuries⁵		0	0	0	0	0	0	0
Recordable Frequency Rate	RFr	2,82	3,30	6,47	2,12	3,39	3,36	0,00

2021	UN	GROUP	PORTUGAL	SPAIN	SOUTH AMERICA	NORTH AMERICA	REST OF THE EUROPE	APAC
High consequence Frequency Rate	HFr	0,14	0,40	0,00	0,05	0,00	0,56	0,00
Fatal Frequency Rate	FFr	0,11	0,07	0,20	0,12	0,00	0,00	0,00
EDP employees and contractors		0	0	0	0	0	0	0
Rates		0	0	0	0	0	0	0
Frequency rate ⁹	Fr	1,79	2,38	2,59	1,30	1,54	3,53	0,00
Severity rate ¹⁰	Sr	99	178	142	35	164	252	0
Overall severity rate ¹¹	oSr	579	455	849	663	165	252	0
Near accidents	#	565	105	88	183	169	19	1
People outside the activity		0	0	0	0	0	0	0
Electrical accidents involving third parties ¹²	#	39	19	0	20	0	0	0
Fatal electrical accidents involving third parties ¹³	#	18	6	0	12	0	0	0
Representatives elected in H&S Commissions		0	0	0	0	0	0	0
EDP employees represented ¹⁴	%	81	86	41	61	51	75	22
Employees representative	#	310	70	11	147	71	11	1
H&S TRAINING								
Employees		0	0	0	0	0	0	0
Awareness actions	#	1501	186	484	154	594	81	2
Employees	#	33 622	11 493	4 399	5 243	12 136	341	10
Training hours	hours	92 357	9 534	15 126	55 201	10 581	1 905	9
Contractors		0	0	0	0	0	0	0
Awareness actions	#	5 845	4 510	58	1 132	0	144	1
Employees	#	24 684	9 283	1 871	12 965	0	558	7
Training hours	hours	58 870	2 218	116	56 334	0	146	56

¹ Data including employees of Viesgo companies acquired in December by the EDP Group.

² Net values of the employees transfer from fixed-term contracts to the permanent workforce.

³ These values do not include information about male employees that took parental leave in South America.

⁴ Accidents at the workplace in worktime and accidents on the way to or from work, with an absence of one more calendar day and fatal accidents.

⁵ Includes accidents: fatal, absence from work (TTI – Temporary Total Incapacity), with TPI (Temporary Partial Incapacity) or PPI (Permanent Partial Incapacity); Without absence, with use of non-prescription medication at prescription strength; without absence, with use of wound closing treatment, such as suture, staples; without absence, administering immunization vaccines; without absence, with use of devices with rigid stays/others designed to immobilization; without absence, with physical therapy treatment; without absence, with loss of consciousness.

⁶ An accident at work in which a serious injury has resulted and from which the worker does not recover, or may not fully recover, or from which it is not expected to recover in less than 6 months. Excludes fatal accidents.

⁷ Accidents occurred at the place and working time or on a journey, with 1 or more days of absence and fatal accidents.

⁸ Sum of the number of absence calendar days resulting of work accidents occurred in the reference period, plus the number of days lost by accidents in the previous period, which lasted until the reference period without interruption. The lost time is measured from the day following the accident to the day right before the return to work.

⁹ Number of accidents at work in service with absence/fatalities, per million hours worked.

¹⁰ Number of calendar days lost due to work accident per million hours worked, in the reference period.

¹¹ Number of calendar days lost due to work accidents per million hours worked, in the reference period, including days for permanent disability and a portion of 6,000 days for each fatal accident.

¹² Accidents involving persons outside EDP's activity, including fatal accidents.

¹³ Accidents involving persons outside EDP's activity. It should be noted that in 2021, there were 14 fatal accidents, two of which had two victims.

¹⁴ Numbers of EDP employees represented by the total number of EDP employees.

