

# Commitment to Diversity, Equity, Inclusion and Belonging at EDP

Advancing Gender Equality



At EDP we stand for gender equality in every step of the way, ensuring equal access to opportunities and working conditions, parenthood protection and flexibility measures, training, and reporting channels to overcome stereotypes and promote a safe workplace for everyone. Every year we reaffirm this commitment by reviewing our Gender Equality Plan, essential to continue building a diverse, balanced and inclusive workplace where everyone belongs.

To ensure that we are on the right track, we monitor several indicators in various dimensions. We would like to highlight some gender-related indicators which can also be found in the respective reports such as: 2022 Annual Integrated Report, Ethics Ombudsperson Report 2022, People & Organization Report 2022, ESG Report 2022 or the Plan for Gender Equality 2023/2024.

Category	KPI	Unit	FY 2022	Additional Information
Leadership	Percentage of women on company board	%	40% Executive Board of Directors	For more details, see: Integrated Annual Report 2022, p. 178
	Chairperson is a woman	#	No	
	Gender balance in board leadership	%	40% Executive Board of Directors 38% General and Supervisory Board	For more details, see: Integrated Annual Report 2022, p. 20, 192
	Chief executive officer (CEO) is a woman	-	No	
	Woman chief financial officer (CFO) or equivalent	-	No	
	Percentage of women executive officers	%	20%	EBoD positions and its direct reports with executive management and/or equivalent functions were considered.  For more details, see: Integrated Annual Report 2022, p. 20, 21, 177, 178, 192
	Chief diversity officer (CDO)	-	No	Although there is no CDO figure or position, Diversity, Equity, Inclusion and Belonging (DEIB) strategy and action plan are managed in the People & Organizational Development Global Unit of the Corporate Centre, at two reporting levels of the EBoD, and are managed locally in the geographies where EDP operates by focal points dedicated to the development and implementation of DEIB initiatives and programmes. Also, DEIB at EDP is sponsored by the CEO Miguel Stilwell d'Andrade.
Talent Pipeline	Percentage of women in total management	%	28%	For more details, see: Integrated Annual Report 2022, p. 178
	Percentage of women in senior management	%	27%	For more details, see: Integrated Annual Report 2022, p. 178
	Percentage of women in middle management	%	29%	For more details, see: Integrated Annual Report 2022, p. 178
	Percentage of women in non-managerial positions	%	24%	For more details, see: People & Organization Report 2022, p. 21
	Percentage of women in total workforce	%	28%	For more details, see: Integrated Annual Report 2022, p. 177
	Percentage of women total promotions	%	28%	
	Percentage of Women IT/Engineering	%	31%	For more details, see: People & Organization Report 2022, p. 23
	Percentage of new hires are women	%	31% women new hires 0,53 F/M new admissions rate	For more details, see: People & Organization Report 2022, p. 34-35
	Percentage of women attrition	%	26% women turnover Total turnover 1553 Women turnover 400	For more details, see: People & Organization Report 2022, p. 34-35
	Time-bound action plan with targets to increase the representation of women in leadership positions	-	Yes	For more details, see: Plan for Gender Equality 2023/2024, p. 25 (targets), p. 42-67 (action plan)
	Time-bound action plan with targets to increase the representation of women in the company	-	Yes	For more details, see: Plan for Gender Equality 2023/2024, p. 25 (targets), p. 42-67 (action plan)
Pay	Adjusted mean gender pay gap	-	Pay gap and pay equity data are publicly disclosed by professional category and geography in the annual reports.	For more details, see: People & Organization Report 2022, p. 25-26, 36
	Global mean (average) raw gender pay gap	-	Pay gap and pay equity data are publicly disclosed by professional category and geography in the annual reports.	For more details, see: People & Organization Report 2022, p. 36

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Pay	Time-bound action plan to close its gender pay gap	-	Yes	<p>At EDP we have developed several initiatives aimed at managing, monitoring and correcting, where applicable, situations that may constitute pay inequality. To this end, we have developed initiatives such as:</p> <ul style="list-style-type: none"> <li>&gt; definition of a common concept for assessing the existence or not of pay inequality between similar functions on the grounds of gender</li> <li>&gt; defining specific budget lines</li> <li>&gt; definition of a global compensation model (Global Compensation Framework) consisting of clear guidelines on EDP's compensation strategy</li> <li>&gt; dissemination of the Gender Equality Plan, which consolidates EDP's strategy and action to promote diversity, equity and gender inclusion in the company, the labor market and society.</li> </ul> <p>For more details, see: Plan for Gender Equality, p. 24, 45, 58-60; People &amp; Organization Report 2022, p. 12-13, 20; Annual Report 2022 General and Supervisory Board, p. 12</p>
	Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	-	Yes	<p>EDP has made public commitments to various dimensions of Diversity, Equity, Inclusion and Belonging and ensures that these commitments are delivered and recognized in a consistent and holistic manner, also at the level of incentives to the Board and to all employees.</p> <ul style="list-style-type: none"> <li>&gt; the calculation for the EBoD's remuneration is based on the company's performance in several dimensions and indexes, such as ESG indicators, specifically the Bloomberg Gender Equality Index</li> <li>&gt; public commitments to gender representation - 31% of women globally and in leadership positions until 2026</li> </ul> <p>For more details, see: Annual Report 2022 General and Supervisory Board, p. 45; Plan for Gender Equality, p. 13, 35</p>
Inclusive Culture	Number of weeks of fully paid primary parental leave offered	#	The number of weeks of fully paid primary parental leave depends on the employee's country of employment. EDP is recognized as a Family Responsible Company and offers several measures and benefits on protection in parenthood.	<p>Parental leave time by geography/business unit:</p> <ul style="list-style-type: none"> <li>&gt; EDP Brasil's adherence to Empresa Cidadã programme, associated with Law No. 11,770/2008, which provides for the expansion of primary caregiver/maternal leave from 120 to 180 days, and of secondary caregiver/paternal leave from 5 to 30 days - 10 days more than provided by law</li> <li>&gt; in Portugal, the leave provided by the government varies from 120-150 days - 2 weeks more than provided by law</li> <li>&gt; all benefits offered by EDP are accessible and communicated through internal communication channels such as intranet and flexible benefits platform (Benefits4all)</li> </ul> <p>For more details, see: Plan for Gender Equality, p. 75-76, 120-121</p>
	Number of weeks of fully paid secondary parental leave offered	#	The number of weeks of fully paid primary parental leave depends on the employee's country of employment. EDP is recognized as a Family Responsible Company and offers several measures and benefits on protection in parenthood.	60 to 25 days more than provided by law, respectively
	Parental leave retention rate	%	94%	For more details, see: People & Organization Report 2022, p. 45
	Back-up family care services or subsidies through the company	-	Yes	<p>The company benefits granted in this area depend on geography and the employment labour relationship, for example, if provided for in the Collective Bargaining Agreement. This type of social protection is covered either by public services in each country, by health insurance cover or by flexible benefits granted by the company to the employee which provide for their use in care and health services of the employee's choice.</p> <p>EDP is recognized as a Family Responsible Company and offers several measures and benefits on protection in parenthood, health, education and others.</p>

\*Alternatively, absolute values used to derive this percentage will be accepted

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Inclusive Culture	Flexible working policy	–	Yes	<p>EDP offers a working model with both temporal and spatial flexibility:</p> <ul style="list-style-type: none"> <li>&gt; flexible start and end times foreseen in the collective bargaining agreements in the different geographies such as Portugal, Spain and Brasil, for compatible jobs</li> <li>&gt; hybrid working model, adopted by about 60% of employees, which includes up to 2 days of remote working per week for employees with compatible functions</li> <li>&gt; Flex Fridays, 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.</li> </ul> <p>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.</p> <p>For more details, see: People &amp; Organization Report 2022, p. 11-12</p>
	Employee resource groups for women	–	Yes	<p>The EDP Group has various initiatives and channels aimed at supporting and/or contributing to greater awareness of diversity and gender equality:</p> <ul style="list-style-type: none"> <li>&gt; EmpowHER Viva Engage Global Community created for women to have a place where they can share their ideas, thoughts, and experiences and to connect with other powerful females, learn, and create strong support relations. This community does not exclude the participation of any person based on their biological sex or gender identity.</li> <li>&gt; Being a Parent Viva Engage Global Community created for everyone who is preparing to become a parent, already is or for those who are interested in a topic. At this community any employee can find and share parenthood-related content, ask a question, or set a discussion about everything that is connected to a topic of being a parent in general and in EDP specifically.</li> <li>&gt; Local partnerships (e.g. PWN, Women Rising, Promova/Promociona) which facilitates networking and development initiatives for a group of female employees, such as mentoring programs.</li> </ul>
	Unconscious bias training	–	Yes	<p>This training exists at EDP since 2016 and has been developed in various formats, in-person, online and with on-demand content, for various professional segments. This training is offered annually in the Lead Now program, dedicated to new leaders, with a 2-hour module in online and synchronous format and in on-demand format on Campus Online (EDP's learning platform), included in the Onboarding experience and to all employees, in an interactive content of about 20 minutes.</p> <p>In 2022, 858 employees took part in this training. Of all the employees who have taken the training, 21% were leaders. Between 2021 and 2023 this training has already been completed by more than 6,400 employees.</p>
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Inclusive Culture	Annual anti-sexual harassment training	-	No	<p>EDP's ethical building is based on fundamental pillars such as, in addition to the Code of Ethics, the companies' Ethics Commissions, the various Ethics channels made available to all interested parties, the Ethics Ombudsperson.</p> <p>The Ethics Office carries out the following training initiatives, which include the topic of harassment, among many other subjects:</p> <ul style="list-style-type: none"> <li>&gt; Ethics is Value training: Say no to harassment, launched in 2021 and available on-demand on the Online Campus (EDP's learning platform) accessible to all employees worldwide. This training has an overall completion rate of 76% by August 2023.</li> <li>&gt; Approaching Ethics training, launched in 2022 and aimed at Middle Managers, which includes one case study on the subject of harassment. This training has already covered 450 managers, in a total of 26 sessions, with a further 10 sessions planned by the end of 2023.</li> <li>&gt; All the activity carried out in matters of Ethics at EDP in 2022 can be consulted in detail in the Report at Ethics Ombudsperson Report 2022 - <a href="https://www.edp.com/en/about-us/ethics-at-edp">https://www.edp.com/en/about-us/ethics-at-edp</a></li> <li>&gt; The Code of Ethics contains a complete module on harassment, how to prevent it and act in situations where it occurs, as well as channels for requesting support and reporting it - <a href="https://www.edp.com/en/edp-code-of-ethics">https://www.edp.com/en/edp-code-of-ethics</a></li> </ul> <p>For more details, see: Ethics Ombudsperson Report 2022, p. 12-1</p>

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KPI

Glossary

Percentage of women on company board	<p>Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end. *</p> <p>This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.</p>
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.
Percentage of women executive officers	<p>Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end.</p> <p>Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent. *</p>
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.
Percentage of women in total management	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management. *
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management. *
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management. *
Percentage of women in non-managerial positions	<p>Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end.</p> <p>Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others. *</p>
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees. *
Percentage of women total promotions	<p>Percentage of women promoted of total promotions during fiscal year-end.</p> <p>Refers to women that were promoted or underwent career advancement out of total employees promoted. *</p>
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles. *
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires. *
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company. *
Time-bound action plan with targets to increase the representation of women in leadership positions	<p>Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions.</p> <p>Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.</p>
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.



<b>Global mean (average) raw gender pay gap</b>	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.
<b>Time-bound action plan to close its gender pay gap</b>	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.
<b>Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)</b>	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.
<b>Number of weeks of fully paid primary parental leave offered</b>	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government).  Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.
<b>Number of weeks of fully paid secondary parental leave offered</b>	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government).  Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.
<b>Parental leave retention rate</b>	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.
<b>Back-up family care services or subsidies through the company</b>	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees.  Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.
<b>Flexible working policy</b>	The company offers an option to control the start or end times of the workday or workweek (e.g., flextime) or offers an option to control the location where employees work (e.g., telecommuting, work from home).  This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.
<b>Employee resource groups for women</b>	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.
<b>Unconscious bias training</b>	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors.  Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.
<b>Annual anti-sexual harassment training</b>	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.

\*Alternatively, absolute values used to derive this percentage will be accepted

