

Part IV Remunerations Report



Solar Panels Installed on the Roof
of Singapore's Public Housings



Part IV

Remunerations Report

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This document incorporates the Integrated Annual Report of the EDP Group and is part of an unofficial and unaudited version of the EDP Group's official accountability document, submitted at the CMVM website on March 11th, 2024. Notwithstanding, it corresponds to a faithful [interactive] copy of the aforementioned financial and non-financial information, which can also be found at EDP Group's website under name "Integrated Annual Report 2023 - Unofficial Version - Unaudited". In case of discrepancy, the official financial and non-financial information submitted to CMVM on March 11th, 2024 prevails.

This Remuneration Report aims to provide a comprehensive and integrated description of the remuneration earned by the members of the governing bodies and bodies of EDP – Energias de Portugal, SA (“EDP” or “Company”), including all benefits, regardless of the respective form, attributed or due during the 2023 financial year.

As provided for in the EDP Articles of Association, the remuneration of the members of the governing bodies is fixed by a Remuneration Committee appointed by the General Meeting, with the exception of the remuneration of the members of the Board of Directors Executive Board, which is set by a Remuneration Committee appointed by the General and Supervisory Board. Until the changes resulting from the General Meeting held on 14 April 2021, these Committees submitted annually to the General Shareholders’ Meeting a declaration on the remuneration policy of the members of the governing bodies, pursuant to the provisions of paragraph 1 of article 2 of Law no. 28/2009, of 19 June.

With the entry into force of Law no. 50/2020, of 25 August, which transposed Directive (EU) no. 2017/828 of the European Parliament and of the Council of 17 May 2017, the Remuneration Committee is responsible to submit to the Company's General Shareholders’ Meeting a proposal for a Remuneration Policy for the Members of the Governing Bodies.

Following the General Meeting held on 14 April 2021, the proposal for the conformation of EDP's Articles of Association was approved the proposal of the Remuneration Policy for the members of the governing bodies submitted by the Remuneration Committee appointed by the General Meeting, the proposed Remuneration Policy of the members of the Executive Board of Directors, which was submitted by the Remuneration Committee appointed by the General and Supervisory Board, by respectively 98.69% and 98.58% of the votes cast.

On 12 April 2023, EDP’s General Meeting considered the Remuneration Report under the item on the approval of the Integrated Annual Report, which was approved by the majority of votes cast (98.35% in favour).

¹For more information, see previous Remuneration Reports of EDP as well as the Remuneration Policy Statement submitted to the General Shareholders’ Meeting from April 16th 2020

A. Remuneration policy applicable to members of the Executive Board of Directors approved by the Remuneration Committee appointed by the General and Supervisory Board

Procedures for adopting the policy

Until the General Shareholders’ Meeting held on 14 April 2021, the definition of the remuneration policy for the members of the management body was defined by the Remuneration Committee appointed by the General and Supervisory Board, which established a fixed component and a variable component. Regarding the variable component, this Committee established the remuneration to be awarded to the directors, seeking to ensure that it reflected the performance of each of the members of the Executive Board of Directors in each year of the mandate (annual variable remuneration), as well as their performance for the entire term of office, by setting a variable component consistent with maximizing EDP's long-term performance (multi-annual variable remuneration). The remuneration policy was revised annually¹ and, with the same periodicity, was subject to the General Shareholders’ Meeting appreciation.

At the General Shareholders’ Meeting held on 14 April 2021 approved the proposed Remuneration² Policy for the members of the Executive Board of Directors, drawn up and submitted by the Remuneration Committee appointed by the General and Supervisory Board.

As stated in the Remuneration Policy for the members of the Executive Board of Directors, drawn up under the terms of Law no. 50/2020, of 25 August and considering the Corporate Governance Code of the Portuguese Institute of Corporate Governance (IPCG) adopted by EDP, the Remuneration Committee of the General and Supervisory Board considered that it was appropriate to review the Remuneration Policy of the Executive Board of Directors in view of the start of the mandate of a new Executive Board of Directors, the approval of a new business plan and the feedback received from analysts and investors on the remuneration system of the Executive Board of Directors. The proposal for the Remuneration Policy of EDP's Executive Board of Directors resulting from this review was submitted and approved at EDP's General Shareholders’ Meeting of 14 April 2021.

The policy review work that gave rise to the proposal presented to the General Shareholders’ Meeting was also based on the conclusions of a study requested by the

²For more information, see: [Remuneration Policy approved at the General Shareholders Meeting of April 14th 2021](#)

Remuneration Committee of the General and Supervisory Board and carried out by an independent consultant, as well as on the advice obtained by the aforementioned Committee in relation to corporate governance matters, good international practices and, in general, the matter of remuneration policy as an instrument to promote the business strategy and the long-term and sustainability interests of EDP, provided by a law firm, based on a benchmark analysis of the remuneration model, both qualitative and quantitative, of companies in the PSI 20 Index and comparable companies in the international electricity sector.

In the proposed Executive Board of Directors' Remuneration Policy, the evolution of the remuneration system for directors and other EDP employees, the reduction in the number of members of the Executive Board of Directors, with the functional reorganization of that Board and consequent increase in responsibilities resulting therefrom, in particular for the global lower remuneration level of the Executive Board of Directors, also taking into account the reasonable expectations of its members, elected in January 2021, regarding the remuneration model and its adequacy and competitiveness. The consideration of employment conditions and the remuneration model for EDP's workers and the economic and financial situation in the country and worldwide also contributed to this end. In fact, the consideration of these elements advised that, on that occasion, and without prejudice to the reduction in the number of levels of fixed remuneration of the members of the Executive Board of Directors, as described below, no further review of the fixed component of the remuneration should be carried out. of the members of the Executive Board of Directors, with the impact that such an option has on the other components of the remuneration, although from the point of view of analysing the functions of the current five members of the Executive Board of Directors and the sector benchmark, such a review could prove to be appropriate.

EDP, as the apex of a responsible multinational business group ("Group") has a solid governing culture that ensures the management, monitoring, control, and supervision of the risks that the Group, its shareholders, employees, customers and, in general, all its stakeholders face, including those arising from the remuneration systems it adopts. EDP adopts remuneration practices transversal to the Group, consistent and based on common principles, which comply with the regulations applicable in the jurisdictions where it carries out its activity.

EDP's remuneration systems, including those of the Executive Board of Directors, are defined to promote a culture of merit and high performance that ensures that people and teams are recognized, encouraged and rewarded according to their responsibility, availability, loyalty and competence placed at the service of EDP, guaranteeing action in line with the long-term interests of shareholders and its stakeholders and the promotion of

sustainable performance by EDP aligned with ESG (Environment, Social and Governance) objectives.

The proposal for the Remuneration Policy for the members of the Executive Board of Directors was also aimed at simplification, transparency, and clarity, favouring a complete understanding of the framework of principles and rules that constitute it, which are applied by the Remuneration Committee of the General Board and Supervision.

Definition, review, and renewal of the Policy

The definition of the remuneration policy of the Executive Board of Directors is submitted for approval by the General Meeting of EDP, at the proposal of the Remuneration Committee of the General and Supervisory Board.

Changes to the Internal Regulations of the Remuneration Committee of the General and Supervisory Board include the process of reviewing and applying the Remuneration Policy of the Executive Board of Directors, in accordance with the following principles:

- the Remuneration Committee of the General and Supervisory Board meets at least once a semester in order to monitor the situation of EDP in relevant matters for the purposes of determining and fixing the variable remuneration of the Chairman of the Executive Board of Directors and the other Directors and for the analysis of relevant information that may justify the consideration of adjustments to the application of the Remuneration Policy, proceeding as necessary and convenient to the hearing of the Financial Matters Committee/Audit Committee and the Corporate Governance and Sustainability Committee of the General and Supervisory Board, of the Executive Board of Directors or any of EDP's corporate body in terms of compliance, risk management and Human Resources;
- the definition and possible proposals for reviewing the Remuneration Policy are based on the articulation of EDP's long-term objectives, measured according to its strategic plan at any given moment, on the conclusions of comparative remuneration studies with national listed companies and with peers' foreign sectors and in an articulation of principles with the remuneration plan of other workers and employees of EDP;
- on an annual basis, the Remuneration Committee of the General and Supervisory Board will assess the opinions expressed by shareholders and analysts on EDP's Remuneration Policy or on the Remunerations Report;
- the Remuneration Committee of the General and Supervisory Board may hire the consultants and external support necessary to carry out studies on comparative remuneration and best corporate governance practices within the scope of

remuneration policies for directors, assessing their independence conditions to the provision of services that may be requested.

Without prejudice to (extraordinary) revision proposals, the Remuneration Committee of the General and Supervisory Board should, at least at the end of each term of office, when assessing compliance with the objectives set for the term in question, specifically analyse and decide on a reasoned basis, on the opportunity to propose the revision/update (ordinary) of the Remuneration Policy in any of its components, in order to ensure, at all times and with adequate agility, the fulfilment of the objective of the remuneration policy of retention and attraction of talent.

The review of the base remuneration must also imply the weighting, according to benchmark criteria, of the total remuneration model practiced by comparable companies, in order to always ensure that the remuneration model of the members of the Executive Board of Directors of EDP remains balanced, fair, and competitive.

Whenever a remuneration policy is proposed for reviewed, all relevant changes introduced will be described and how these changes reflect the votes and opinions expressed by shareholders on the remuneration policy, as well as the remuneration reports issued based on the aforementioned policy.

Principles and General Characteristics

The Remuneration Policy of the Executive Board of Directors of EDP aims to comply with the applicable legislation, also in terms of its content, under the terms of Article 26-C of the Securities Code, the IPCG Corporate Governance Code adopted by EDP and good international practices, being *mutatis mutandis* coherent and consistent with the remuneration policy and remuneration practices applied to Group employees.

Regardless of the functions performed in companies of the Group, namely at EDP Renováveis, in accordance with the Remuneration policy of the members of the Executive Board of Directors, the members of this Board do not receive any remuneration or benefit from any other company of the Group, being exclusively remunerated through EDP.

The remuneration of the members of the Executive Board of Directors must be aligned with the interests of shareholders, be focused on the creation of long-term value and be compatible with adequate and rigorous risk management, thus contributing to the Company's strategy, to its long-term values and interests and for its sustainability.

Total remuneration and the remuneration model, in general, must be competitive, aligned with the practices of the international electricity sector and the market, facilitating the attraction and retention of talent, and the commitment to the company's challenges and ambitions.

The competitiveness of the remuneration model/system of the Executive Board of Directors must be regularly and periodically assessed, namely through the analysis of the functions performed and benchmark exercises to be carried out with the support of independent entities, which is assumed to be done with a minimum triennial frequency, corresponding to the duration of the term-of-office of the Executive Board of Directors.

The Executive Board of Directors' Remuneration Policy ensures a (fixed) base remuneration, the payment of which is not dependent on performance evaluation, which must be fair, competitive, and sufficiently relevant in relation to the total remuneration, in order to allow greater flexibility in the conformation of the variable component of the remuneration.

The Remuneration Policy of the Executive Board of Directors comprises a variable remuneration, with an annual component, and a multi-annual component, with the nature of reward/incentive appropriate to the individual and collective performance of the members of the Executive Board of Directors and the promotion of good conduct, considering EDP's short- and long-term, financial, and non-financial objectives that are achieved, and the way in which they were achieved (pay for performance).

The annual variable component is linked to financial and non-financial objectives established in accordance with EDP's Annual Budget, measured annually, with an impact on the year and subject to evaluation and consequent repercussion in the following years, being paid in cash. The annual variable remuneration must be determined after the approval of EDP's accounts at the Annual General Meeting each year, by reference to the previous year/period of annual performance. The payment of the annual variable remuneration is partially deferred.

The multi-annual variable component is linked to the quantitative and qualitative objectives of EDP's Business Plan, the fulfilment of which will be evaluated at the end of a period of three years, with the respective payment subject to partial deferral. The multi-annual variable remuneration is paid exclusively in shares representing the share capital of EDP ("EDP Shares").



The determination of the variable annual and multi-annual remuneration of the members of the Executive Board of Directors in accordance with the Remuneration Policy is the responsibility of the Remuneration Committee of the General and Supervisory Board.

The payment of the variable remuneration is subject to the permanence of the member of the Executive Board of Directors at EDP until the end of the annual or three-year period of relevant performance, without prejudice to the provisions of the Remuneration Policy.

In the event that EDP or members of the Executive Board of Directors are responsible, by shareholders or third parties, for intentional unlawful acts of management, the annual and multiannual variable remuneration of the directors in question may, by decision of the Remuneration Committee of the General and Supervisory Board, be suspended or not awarded, until such claims are determined and, in case they are considered valid, the variable remuneration paid during the period of practice of the facts, overdue, or to be awarded, will be reimbursed, retained or not awarded for compensation for damages caused up to the full amount thereof (malus and clawback clauses).

In assessing the annual and multi-annual performance of the members of the Executive Board of Directors and determining the amount of the variable remuneration due to them, the Remuneration Committee of the General and Supervisory Board may take into account exceptional circumstances affecting EDP, caused by decisions of a political or administrative nature beyond the control of the members of the Executive Board of Directors, which have an impact on EDP's performance and level of achievement of objectives, neutralizing their impacts on annual and multi-annual performance metrics, provided that it ensures that, in case of reversal of the decisions of a political or administrative nature in question, by means of an arbitration, judicial or arbitration procedure, the members of the Executive Board of Directors will also not benefit from the effects of such reversal decision. Likewise, the Remuneration Committee of the General and Supervisory Board may consider other exceptional conjunctural and exogenous circumstances that EDP is faced with, which have an impact on the Company's performance and the level of achievement of objectives set for its members. of the Executive Board of Directors, adjusting or justifiably adopting appropriate solutions to neutralize, for the benefit of EDP or the members of the Executive Board of Directors, as the case may be, in whole or in part, the impact of said consequences on annual and multi-annual performance metrics.

In addition to some of the benefits provided to EDP employees, which the members of the Executive Board of Directors also benefit from, the members of this Board must also benefit, by virtue of the duties performed and in accordance with market practices and EDP's culture from a set of additional benefits, of a non-financial nature.

As with EDP employees and in accordance with the legislation and Article 27(1) of EDP's Articles of Association, the Company must provide directors with a supplementary retirement pension due to old age or disability or, in its place, and in accordance with the practice consistently followed by the company, a retirement savings plan or equivalent instrument, namely a unit linked capitalization insurance.

The Financial Matters Committee/Audit Committee and the Corporate Governance and Sustainability Committee of the General and Supervisory Board shall, together with the Remuneration Committee of the General and Supervisory Board and at its request, monitor the adequacy and application of the Policy of Remuneration of the Executive Board of Directors and other documents, namely of a regulatory nature that develop it, with a view to ensuring its compliance with the legislation and internal policies and risk culture of EDP, as well as evaluating its effects on the appetite for risk and how such effects are managed.

The Remuneration Committee of the General and Supervisory Board ensures certification, by an independent entity, of the application of performance metrics in accordance with the approved Remuneration Policy.

Without prejudice to a proposal for an extraordinary review during the term of office according to benchmark criteria, the Remuneration Policy will be valid for a period of three years (2021-2023) and will be the subject of a proposal for renewal or revision to be submitted to the General Meeting of EDP to be held in 2024.

EDP's Executive Board of Directors Members do not enter into contracts, either with the Company or with third parties, the effect of which is to mitigate the risk associated with the variability of the remuneration determined for them by the Company.

Apart from the situations described in this Remuneration Report, there are no contracts in force at EDP that foreseeing payments in the event of dismissal or termination by agreement of the directors' duties.

Components of the remuneration of the members of the Executive Board of Directors

Fixed Component – Base Remuneration

The base remuneration of the members of the Executive Board of Directors must be aligned with the base remuneration practiced by a group of companies comparable with Executive Board of Directors, of the national market (PSI 20 Index) and of the international electricity

sector, in terms of size, market capitalization, risk profile, relevance and geographic implantation, also considering, at all times, the complexity of the functions performed, the remuneration conditions of EDP workers and the non-increase of the average remuneration gap of the market between workers and managers.

Considering the reduction in the number of members of the Executive Board of Directors and the organizational / functional review of this structure with the consequent increase in responsibilities resulting therefrom, in particular the lower remuneration level of the Executive Board of Directors, the current Remuneration Policy has eliminated a remuneration level in the EBD, reducing, compared to the previous Remuneration Policy , from three to two, the levels of remuneration of the members of this Board, under the following terms:

- a. Annual base remuneration of the CEO: 800,000.00 Euros; and
- b. Annual base remuneration of the other members of the Executive Board of Directors: 560,000.00 Euros.

The base remuneration of the members of the Executive Board of Directors is paid in 14 monthly instalments.

Variable remuneration

The variable remuneration of the members of the Executive Board of Directors is based on the success of the short and long-term performance of EDP, pursuant to the budget and business plan in effect, considering the performance of that Board and the individual performance of each member of the Executive Board of Directors, determined based on parameters of a financial and non-financial nature, individual and collective, absolute, and relative, in the terms indicated below.

Annual Component

The maximum annual variable remuneration may not be higher than 80% of the base remuneration in force in the year to which the referred annual variable remuneration refers, being determined, and falling due, after the approval of accounts for the year to which it relates.

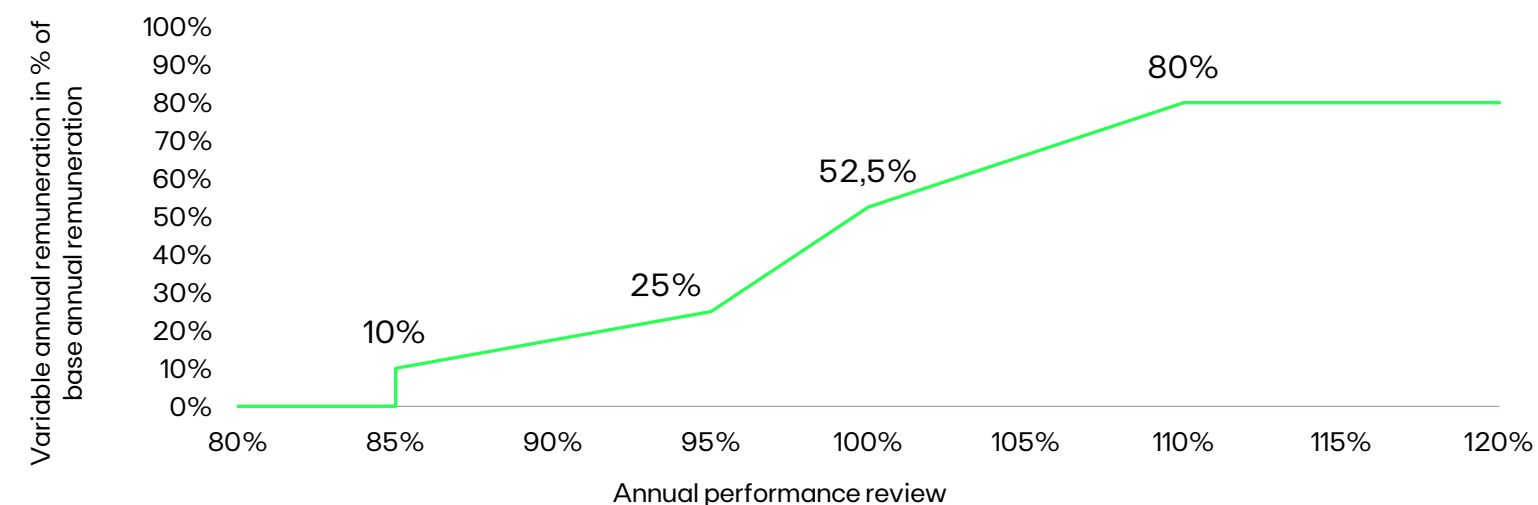
The annual variable remuneration has the nature of an incentive / performance bonus linked to short-term financial and non-financial objectives (linked to the business plan and budget), analysed annually, with a reflection on the year under evaluation and possible repercussions in the following years, being paid in cash. The amount of the annual

performance bonus will be determined within three months after the approval of EDP's accounts at the Annual General Shareholders Meeting each year, by reference to the previous annual performance financial year/period.

The annual variable component is limited to 80% of the base remuneration in force in the year to which the referred annual variable remuneration refers, being attributed according to the following parameters, calculated linearly:

- If the performance reaches less than 85% of the defined objectives, there is no place for the attribution of an annual variable component;
- If the performance achieved is between 85% and 95% of the defined objectives, an amount within the range of 10% and 25% of the fixed reference remuneration of each EBD member is due;
- If the performance achieved is between 95% and 100% of the defined objectives, an amount within the range of 25% and 52.5% of the fixed reference remuneration of each EBD member is due;
- If the performance achieved is between 100% and 110% of the defined objectives, an amount within the range of 52.5% and 80% of the fixed reference remuneration of each EBD member is due;
- If the performance achieved reaches more than 110% of the objectives set, the amount corresponding to 80% of the reference fixed remuneration of each EBD member is due.

Graphically:





The payment of annual performance bonus is partially deferred in 30% of its value throughout a 2-year period, with the payment to be carried out in 50% each year, with EDP reserving through the Remuneration Committee the possibility of not applying such deferral when the annual amount of the bonus is not higher than 20% of the relevant base remuneration.

Key annual performance indicators (and weights) against budget the year of reference.

Quantitative component:

- Growth – Earnings per share recurring (20%)
- Shareholder remuneration – Total Shareholder return vs Eurostoxx utilities (20%)
- Balance sheet solidity – Funds from Operations/Net Debit (10%)
- Operational efficiency – Recurring Cash OPEX (10%)
- ESG indicators (20%)
 - Dow Jones Sustainability Index Results
 - Performance in the employees’ yearly climate study
 - Performance in the customer satisfaction index

The 80% resulting from the weighted sum of these indicators reflects a performance that is common to all members of the EBD.

The performance level of a given quantitative objective must be greater than or equal to 85% for that same objective to be considered in the calculation of the total performance, and each quantitative objective will have a maximum performance limit of 120%.

Qualitative component:

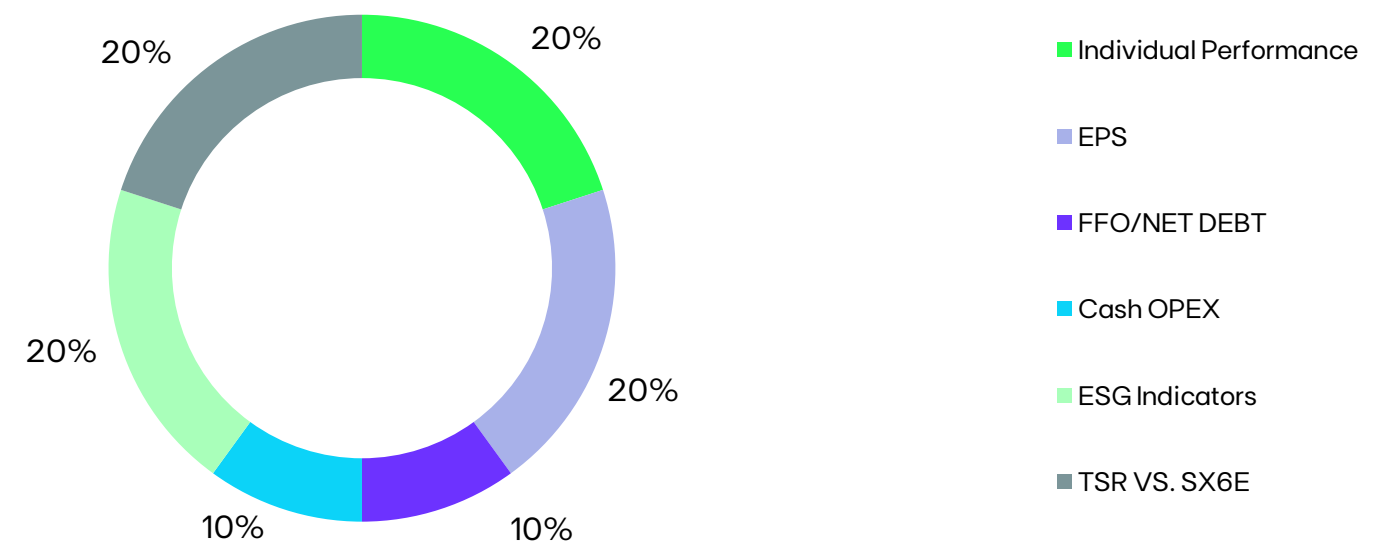
The remaining 20% result from an individualized qualitative assessment carried out by Remuneration Committee, based on the individual performance of each of the members of the Executive Board of Directors, and after consulting the EBD, based on the following indicators:

- Implementation of the Business Plan in the year (25%)
- Team management (25%)
- Teamwork (25%)
- Stakeholder management (25%)

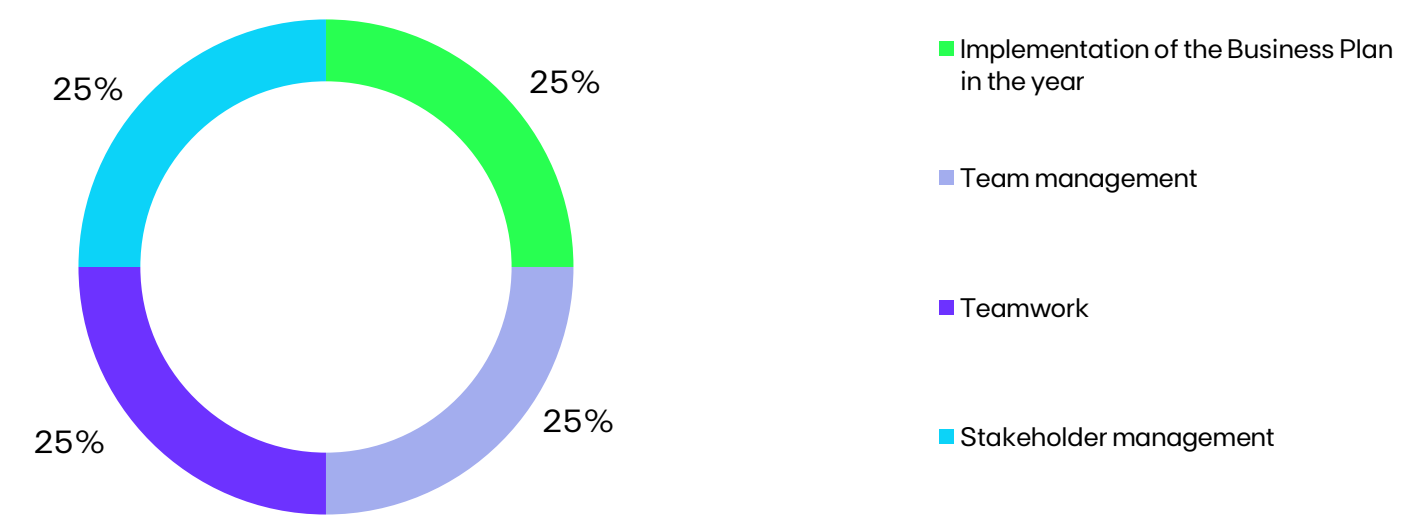


| KPI | Description | Weight | Comparative | Objective [Min – Max] | Performance [85%-120%] | |
|---------------------------------|--|---|-------------|---|---------------------------|--------|
| Quantitative component (80%) | Growth – Earnings per share recurring | 20% | Budget 2022 | (0,22) [85% - 120%] | (102%) | |
| | Shareholder remuneration – Total Shareholder return vs Eurostoxx utilities | 20% | SX6E | (100%) [85% - 120%] | (108%) | |
| | Balance sheet solidity – Funds from Operations/Net Debit | 10% | Budget 2022 | (20.9%) [85% - 120%] | (97%) | |
| | Operational efficiency – Recurring Cash OPEX | 10% | Budget 2022 | (€1,917m) [85% - 120%] | (97%) | |
| | ESG indicators | Results of the Dow Jones Sustainability Index | 8% | Annual evolution of indices and studies | (100%) [85% - 120%] | (119%) |
| | | Performance in the annual employee climate survey | 6% | | (100%) [85% - 120%] | (100%) |
| | | Performance in the customer satisfaction index. | 6% | | (100%) [85% - 120%] | (110%) |
| | Total | | 80% | | | |

Annual Performance Indicators (%)



Qualitative component (%)



| | KPI | Description | Weight | Comparative |
|-----------------------------|-----------------------------------|---|--------|-------------|
| Qualitative Component (20%) | Individual Performance Assessment | Individual qualitative assessment carried out by the Remuneration Committee of the General Supervisory Board, based on the individual performance of each of the members of the Executive Board of Directors and after consulting this body, based on the following indicators: <ul style="list-style-type: none"> • Implementation of the Business Plan in the year (25%); • Team Management (25%); • Teamwork (25%); • Stakeholders' management (25%) | 20% | - |

The payment of annual variable remuneration is subject to the permanence of the members of the Executive Board of Directors in office until the end of the relevant annual period of performance, without prejudice to the provisions of the Remuneration Policy.

Multiannual Component

The multiannual variable remuneration will be calculated and will be due within three months after the approval of accounts for the last financial year of the three-year period to which it relates and will be paid in EDP Shares.

The number of EDP Shares to be awarded to each member of the Executive Board of Directors will be the one resulting from the quotient between the value of the remuneration

calculated as to be paid in EDP shares after performance evaluation, and the price attribution of EDP Shares corresponding to the average price of EDP shares in the last month prior to the General Shareholders' Meeting on 14 April 2021: EUR. 4.95.

The multi-annual variable remuneration will be measured according to the fulfilment of long-term financial and non-financial objectives in accordance with the Business Plan approved by EDP, including the Company's sustainability metrics within the scope of ESG (Environment, Social and Governance) policies and objectives.

The payment of two thirds of the multi-annual variable remuneration payable in EDP Shares will be deferred and must be paid in two equal and successive annual instalments, ensuring that the payment of the multi-annual variable remuneration is made in the third

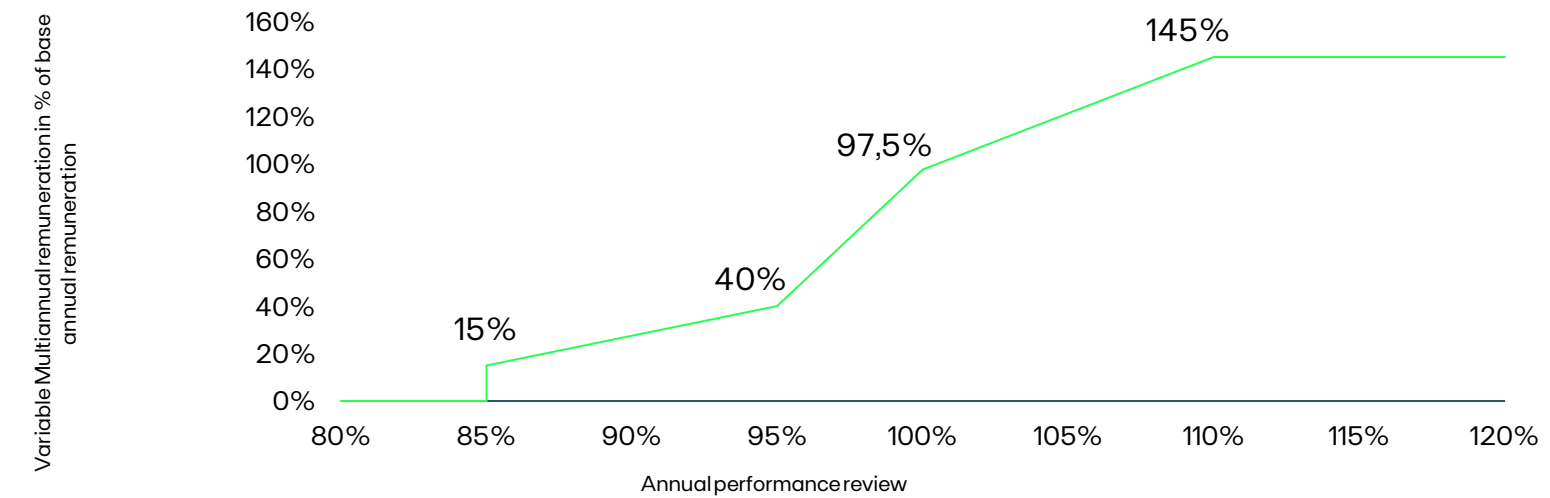
year after each year of performance of the plan. multiannual year in reference, the first one due, respectively, and the second two years after the annual General Meeting at which the EDP accounts corresponding to the last year of the term in question are approved.

The payment of a significant part of the component of the multiannual variable remuneration in EDP Shares reinforces the focus on the capital market and the alignment of interests of the members of the Executive Board of Directors with those of shareholders.

The maximum multiannual variable remuneration cannot be higher than 145% of the base remuneration earned during the three-year benchmark period, being attributed according to the following parameters, calculated on a linear basis:

- If the performance achieved is less than 85% of the defined objectives, there will be no multiannual variable remuneration attribution;
- If the performance achieved is between 85% and 95% of the defined objectives, it is due an amount within the range of 15% and 40% of the base total remuneration of each EBD member;
- If the performance achieved is between 95% and 100% of the defined objectives, it is due an amount within the range of 40% and 97.5% of the base total remuneration of each EBD member;
- If the performance achieved is between 100% and 110% of the defined objectives, it is due an amount within the range of 97.5% and 145% of the base total remuneration of each EBD member;
- If the performance achieved meets the defined objectives in more than 110%, it is due an amount equal to 145% of the fixed remuneration of each EBD member.

Graphically:



Key multi-annual performance indicators for the three-year term of office (and weightings) against the 2021-2025 Business Plan subject to a prior favourable opinion of the General and Supervisory Board issued at the meeting held on 24 February 2021, after approval by the Executive Board of Directors

Quantitative component:

- Shareholder remuneration – Total shareholder return vs Eurostoxx utilities (40%)
- Growth – Earnings per share recurring cumulative (20%)
- ESG indicators (20%)
 - Increase of share of renewable energy production
 - Emissions reduction
 - Bloomberg Gender Equality Index Performance

The 80% resulting from the weighted sum of these indicators reflects a performance that is common to all members of the EBD.

The performance level of a given quantitative objective must be greater than or equal to 85% for that same objective to be considered in the calculation of the total performance and each quantitative objective will have a maximum performance limit of 120%.

Qualitative component:

The remaining 20% result from an individualized qualitative assessment carried out by the Remuneration Committee, based on the individual performance of each of the members of the EBD, and after consulting the EBD, based on the following indicators:

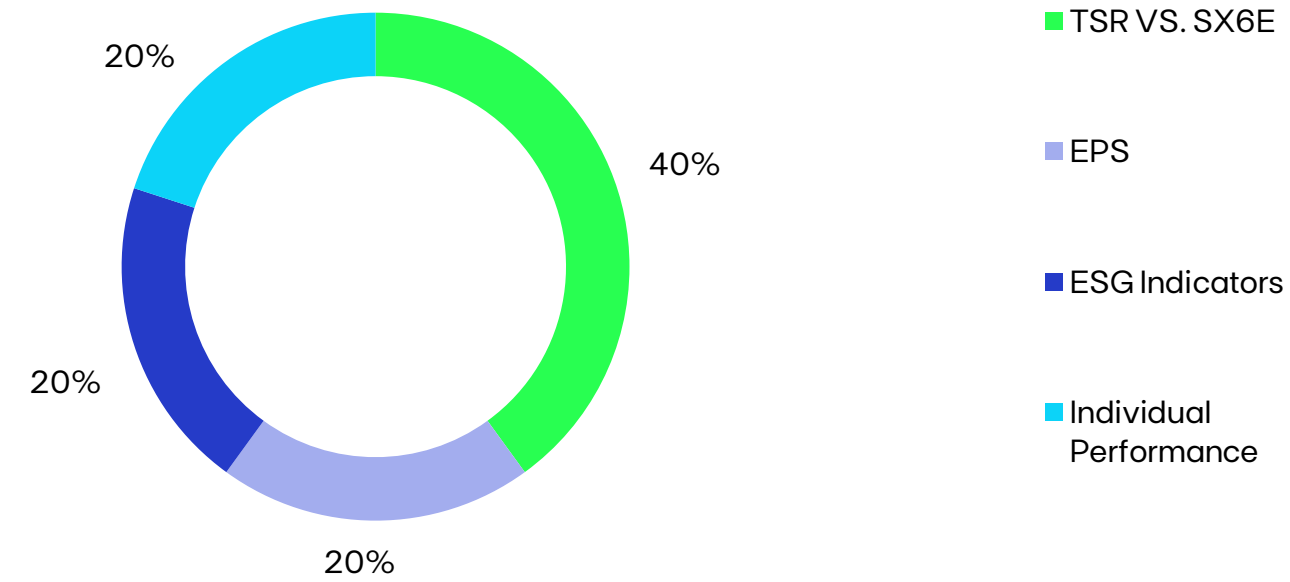
- Strategy and execution (25%)
- Employee development (25%)
- Teamwork and new forms of working (25%)
- Stakeholders Management (25%)

The multiannual variable remuneration will only be due if, at the end of the mandate and considering the entire term of the mandate, an average of 85% of the objectives set has been reached.

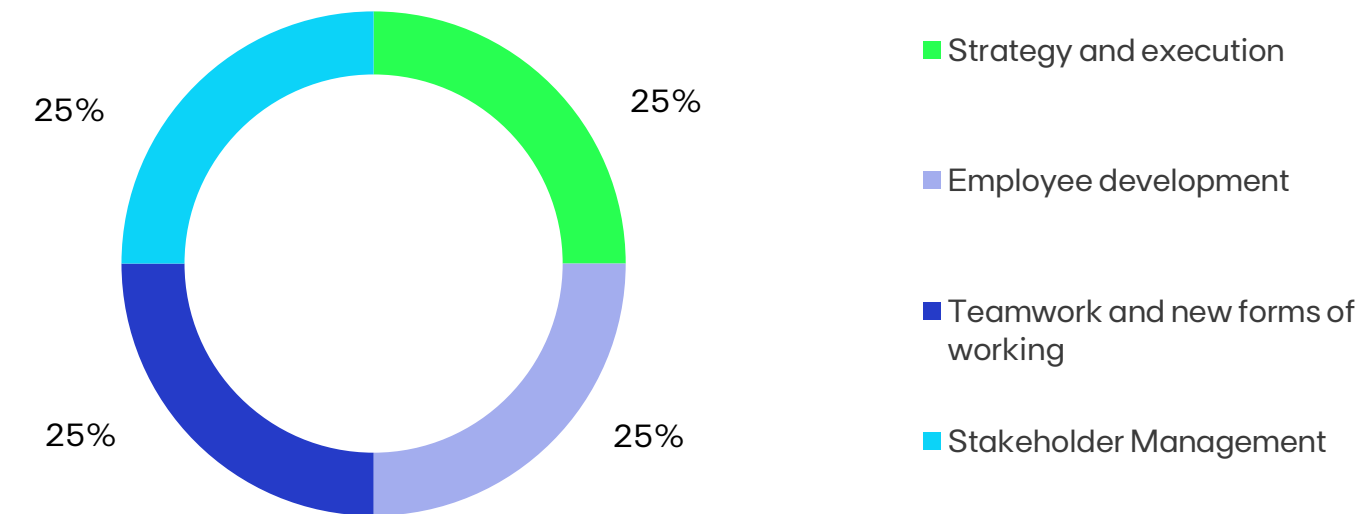
The payment of the multi-annual variable remuneration is subject to the permanence of the members of the Executive Board of Directors in office until the end of the three-year period of relevant performance, without prejudice to the provisions of the Remuneration Policy.

The members of the Executive Board of Directors are prohibited from entering into contracts, either with EDP or with third parties, which have the effect of mitigating the risk inherent to the variability of the remuneration set for them by EDP.

Multiannual Performance Indicators (%)



Qualitative component (%)





| | KPI | Weight | Comparative | Description |
|---------------------------------|---|--------|--|--|
| Quantitative Component (80%) | Total shareholder return (TSR) vs Eurostoxx utilities | 40% | SX6E | Comparison of the return generated for EDP shareholders on the market (TSR) with that of the Eurostoxx utilities benchmark index (SX6E, which includes the main companies in the utilities sector in the Euro zone). This comparison is made between quotations at the end of the three-year period and considers the reinvestment of dividends received in the period. |
| | Earnings per Share recurring cumulative | 20% | Business Plan | Comparison of net earnings per share with the target previously defined for that year in the multi-annual Business Plan object of prior favourable opinion by the General and Supervisory Board. |
| | ESG indicators | 20% | Multi-annual evolution of renewables penetration, emission reduction and index | This indicator assesses the increase in penetration of renewables, reduction of emissions, Bloomberg Gender Diversity Index. |
| Qualitative Component (20%) | Individual Performance Assessment | 20% | - | Individual assessment of the performance in the period considered of each of the members of the Executive Board of Directors carried out by the Remuneration Committee of the General and Supervisory Board, and after consulting the Executive Board of Directors, based on the following indicators: <ul style="list-style-type: none"> • Strategy and execution (25%) • Employees' development (25%) • Teamwork and new forms of working (25%) • Stakeholders' management (25%) |
| | Total | 100% | | |



Below is a summary table of the remuneration framework applicable to members of the Executive Board of Directors:

| | Element | Approved at GSM 2021 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|--------------------------|--|---|--------------------|------------------|----------------------|----------------------|----------------------|
| Fixed component | Fixed Remuneration | Defined by REMC | | | | | | |
| | Retirement Savings Plan | Net amount corresponding to 10% of the base remuneration | | | | | | |
| | Other benefits | Insurance, use of car | | | | | | |
| Variable remuneration – annual component | Variable Remuneration | Maximum of 80% of fixed remuneration | | 70% - award 2021 | 15% - award 2021 | 15% - award 2021 | | |
| | | | | | 70% - award 2022 | 15% - award 2022 | 15% - award 2022 | |
| | | | | | | 70% - award 2023 | 15% - award 2023 | 15% - award 2023 |
| Variable remuneration – multiannual component | Variable Remuneration | Maximum of 145% of fixed remuneration | | Performance period | | 1/3 of award 2021-23 | 1/3 of award 2021-23 | 1/3 of award 2021-23 |
| Other corporate governance topics | Clawback and Malus rules | Remuneration paid during the period in which the facts were committed, overdue, or to be awarded, will be refunded, retained, or not awarded | Clawback and Malus: the right to variable remuneration and its effective payment is conditioned to the non-performance, by the members of the Executive Board of Directors, of any wilful unlawful acts known after the evaluation has been carried out and that cause damage to EDP or jeopardize the sustainability of performance of EDP and are the subject of a claim for damages against EDP, presented by shareholders or third parties. | | | | | |



Performance evaluation of the General and Supervisory Board and qualitative assessment of the Executive Board of Directors to be carried out by the Remuneration Committee of the General and Supervisory Board

Under the terms of the remuneration policy in force, the remuneration of directors comprises a qualitative component, reflected in the annual variable remuneration (weighted by the individual performance evaluation of each of the members of the Executive Board of Directors, representing 20% and taking into account performance during one year) and the multi-annual variable remuneration (weighted by the individual performance evaluation of each of the members of the Executive Board of Directors, representing 20%, and taking into account the performance during the three-year period).

For this purpose, the General and Supervisory Board carries out a self-assessment of its activity and performance, as well as of the respective Committees, whose conclusions are presented in the annual activity report of the General and Supervisory Board (Article 12 of the Internal Regulations of the General and Supervisory Board). This corporate body also carries out an independent assessment of the activity and performance of the Executive Board of Directors, conclusions of which are presented to the General Shareholders' Meeting and annexed to above referred report.

EDP, on the initiative of the General and Supervisory Board, voluntarily instituted a formal and objective process to assess both the activity of this body and the activity of the Executive Board of Directors. The experience of recent years has allowed the General and Supervisory Board to introduce some changes to the process with a view to making it more effective and efficient. During 2023, the methodology adopted comprised the following steps:

- conduction of the process of collective evaluation of the General and Supervisory Board, its Specialized Committees, and the Executive Board of Directors by an external entity, with a view to carrying out interviews based on individual questionnaires to the members of the supervisory body and to support in completing and validation of the treatment of information supporting the evaluation process;
- at the beginning of 2023, each member of the General and Supervisory Board was interviewed by specialized consultants, answering questions of a quantitative and qualitative nature; namely, issues related to the composition, organization and functioning, performance of the General and Supervisory Board's activity and the relationship of this Board with its Specialized Committees and with other EDP governing

bodies were analysed; Likewise, issues related to the composition and organization of the Executive Board of Directors, performance of the respective activity and the relationship between the Executive Board of Directors and the General and Supervisory Board were analysed;

- assessment reports were produced by the General and Supervisory Board, its Specialized Committees, and the Executive Board of Directors, which were made available for consideration at a meeting of the General and Supervisory Board;
- at a meeting, the General and Supervisory Board issued the respective assessment opinions, which are included in this body's annual activity report;
- at the General Meeting, in the point concerning the assessment of the Executive Board of Directors, the Chairman of the General and Supervisory Board presents the respective opinion.

In January 2024, the General and Supervisory Board also contracted Mercer (Portugal), Lda. to provide services within the scope of certification of the evaluation process of the afore mentioned body, its Specialized Committees, and the Executive Board of Directors. These certifications can be consulted in the 2023 Annual Report of the General and Supervisory Board.

Maximum potential amount in case of full compliance with the defined objectives

By reference to each year of term-of-office, the maximum potential amount to be attributed to the members of the Executive Board of Directors under the Remuneration Policy in force, in the event of full compliance with the defined objectives, which implies the payment of the maximum amounts fixed for the annual and multi-annual variable remuneration, under the terms described above, is the following:

- Chairman of the Executive Board of Directors: 2,600,000 Euros
- Remaining members of the Executive Board of Directors: 7,280,000 Euros
- Total amount: 9,880,000 Euros

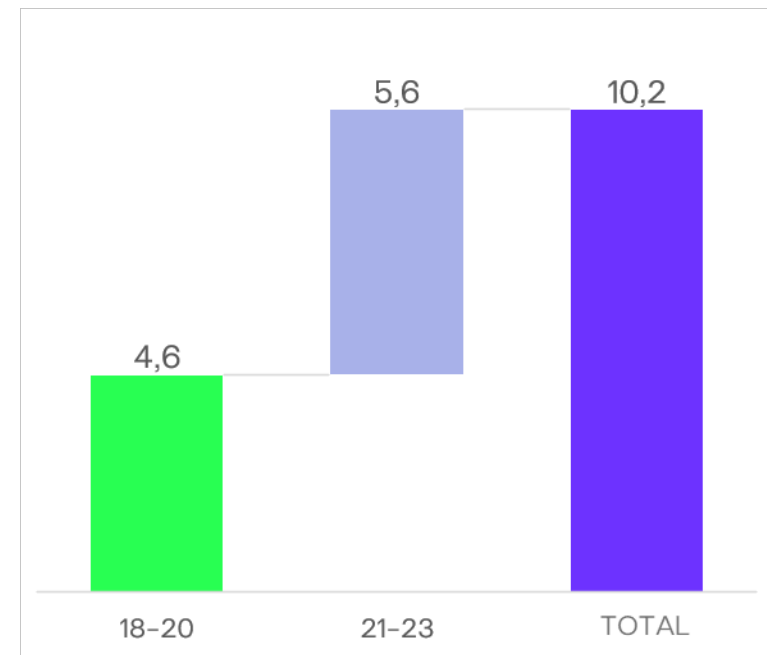
Itemized Remuneration

The gross global amount paid by EDP to the members of the Executive Board of Directors in 2023 was 10,250,666 Euros, of which 5,622,803 Euros refer to the 2021-2023 term of office starting on 19th January 2021 and 4,627,863 Euros regarding the 2018-2020 term.

The following chart illustrates the breakdown between the rounded amounts paid, in millions of Euros, during 2023 for each of the mandates:

Remuneration of the Executive Board of Directors*

(millions of EUR.)



* Includes remuneration of the Executive Board of Directors currently in function and the Multiannual Remuneration of the previous Executive Board of Directors.

The table below shows, in Euros, the gross remuneration amounts paid in 2023, individually, to the members of the Executive Board of Directors for the 2018–2020 term:

| | GROSS REMUNERATION PAID BY EDP (*) | |
|---|------------------------------------|---------|
| | MULTIANNUAL COMPONENT (2020) | TOTAL |
| António Luís Guerra Nunes Mexia | 865,959 | 865,959 |
| João Manuel Manso Neto | 606,171 | 606,171 |
| António Fernando Melo Martins Costa | 495,383 | 495,383 |
| João Manuel Veríssimo Marques da Cruz | 321,441 | 321,441 |
| Miguel Stilwell de Andrade | 641,451 | 641,451 |
| Miguel Nuno Simões Nunes Ferreira Setas | 344,180 | 344,180 |
| Rui Manuel Rodrigues Lopes Teixeira | 326,224 | 326,224 |
| Maria Teresa Isabel Pereira | 507,479 | 507,479 |
| Vera de Moraes Pinto Pereira Carneiro | 519,575 | 519,575 |

⁽¹⁾The remuneration of the members of the Executive Board of Directors includes the amounts related to the Retirement Savings Plan.

The table below shows, in Euros, the gross remuneration amounts paid in 2023, individually, to the members of the Executive Board of Directors in office, for the 2021–2023 term of office, as well as the total gross remuneration amounts paid to each of these members in 2023:

| | GROSS REMUNERATION PAID BY EDP ⁽¹⁾ | | | | TOTAL 2023 (TERMS 2018–2020 AND 2021–2023) ⁽²⁾ |
|--|---|---------------------------|------------------------------------|------------------------------|--|
| | FIXED | ANNUAL VARIABLE (2022) | ANNUAL VARIABLE DEFERRAL (2021) | TOTAL (TERM 2021–2023) | |
| Miguel Stilwell de Andrade | 970,213 | 411,040 | 77,520 | 1,458,773 | 2,100,224 |
| Miguel Nuno Simões Nunes Ferreira Setas ⁽³⁾ | 178,189 | 276,948 | 52,647 | 507,784 | 851,964 |
| Rui Manuel Rodrigues Lopes Teixeira | 679,149 | 285,572 | 53,802 | 1,018,523 | 1,344,747 |
| Vera de Moraes Pinto Pereira Carneiro | 679,149 | 276,948 | 51,492 | 1,007,589 | 1,527,164 |
| Ana Paula Garrido de Pina Marques | 679,149 | 276,948 | 52,647 | 1,008,744 | 1,008,744 |
| Pedro Collares Pereira de Vasconcelos ⁽⁴⁾ | 621,390 ⁽⁵⁾ | - | - | 621,390 | 621,390 |

⁽¹⁾ The remuneration of the members of the Executive Board of Directors includes the amounts related to the Retirement Savings Plan.

⁽²⁾ Includes the amounts relating to the 2019 multi-annual variable remuneration identified in the previous table.

⁽³⁾ On 13 March 2023, Miguel Nuno Simões Nunes Ferreira Setas resigned as a member of the Executive Board of Directors, with effect from the appointment of a replacement member at EDP's Annual General Meeting, held on 12 April 2023, and this table includes the remuneration earned up to that date.

⁽⁴⁾ Pedro Collares Pereira de Vasconcelos was elected a member of EDP's Executive Board of Directors at the General Meeting held on 12 April 2023.

⁽⁵⁾ Includes the amount of 153,247 Euros relating to an international mobility allowance.

In 2023, no amounts earned by members of the Executive Board of Directors were paid by other companies in a control or group³ relationship or that are subject to a common control, in Portugal or abroad.

In 2023, the Remuneration Committee of the General and Supervisory Board hired an external consultant, Mercer (Portugal), Lda., to provide support in the validation and certification of the calculation of the annual and multi-annual variable remuneration of the members. of the Executive Board of Directors.

³ Definition of group within the meaning of paragraph g) of no. 1 of article 2 of Decree-Law no. 158/2009, of 13 July, in accordance with paragraph d) of no. 2 of article 26-G of the Portuguese Securities Code.

Additional benefits

The members of the Executive Board of Directors also benefit from the following additional benefits:

- Payment of an annual Life Insurance and Personal Accident Insurance premium (along with the other associated costs);
- Payment of an annual premium for / co-payment of / access to Health Insurance, extendable to spouse and children (along with other associated costs);

- Use of a vehicle, in terms of the culture and practice consistently followed at EDP for service vehicles, which includes, for the members of the Executive Board of Directors, the assignment of a driver, payment of costs and expenses related to the vehicle and its use.

The benefits and rights granted to the members of the Executive Board of Directors under the employment contracts they have entered into with EDP will be suspended during the exercise of their duties as members of the Executive Board of Directors, thus not adding to the benefits and rights above indicated.

The benefits and rights attributed to the members of the Executive Board of Directors under the terms of the Remuneration Policy may, by decision of the Remuneration Committee of the General and Supervisory Board, with a favourable opinion from the Corporate Governance and Sustainability Committee, be adjusted according to the practices market and continued alignment with EDP's general Human Resources policy applicable at any given time, and must be justifiably reported in the first remuneration report that is presented after the aforementioned adjustment.

Pursuant to Article 402 of the Portuguese Companies Code and Article 27(1) of EDP's Articles of Association, the Company may create old-age or disability retirement pension supplements in favour of the members of the Executive Board of Directors. EDP has not created a supplementary retirement pension fund or plan for directors, instead making annual contributions / or co-contributions with the director to a Retirement Savings Plan (PPR) in a net amount corresponding to 10% of the respective remuneration base.

Malus and clawback rules

The right to variable remuneration and its effective payment is conditioned to the non-performance, by the members of the Executive Board of Directors, of any malicious illegal acts known after the evaluation has been carried out, and which cause damage to EDP or jeopardize the sustainability of performance of EDP and are the subject of a claim for compensation to EDP, by shareholders or third parties.

If the provisions of the previous paragraph are verified, the variable remuneration paid during the period of practice of the facts, overdue, or to be awarded, will be reimbursed, withheld, or not awarded to compensate for the damages caused up to the competition of the full amount thereof.

Exceptional payments arising from termination of service and non-compete agreements

Following the suspension of duties in 2020, of António Luís Guerra Nunes Mexia, Chairman of the Executive Board of Directors for the three-year period 2018-2020 and João Manuel Manso Neto, Board Member during the same mandate, by court order issued within the scope of the process concerning the termination of Energy Acquisition Contracts and transition to the Contractual Balance Maintenance Costs regime and the extension of the use of the Public Hydric Domain, and the conclusion with EDP, on 20 November 2020. In these agreements, it was emphasised that EDP's obligation to pay the aforementioned Directors the monetary amounts due as remuneration in relation to the mandate elapsed between 2018 and 2020 would not be affected, including the respective fixed and variable, annual and multiannual, whose evaluation is the responsibility of the Remuneration Committee of the General and Supervisory Board, under the terms in force in the respective the remuneration policy statement approved by this Committee and submitted to the appreciation of the General Meeting. In this context, the amounts paid in 2023 are those provided for in the itemized remuneration section of this Remuneration Report.

A non-compete agreement was also entered into with reference to the period after termination of duties. According to the analysis that preceded the conclusion of the termination of functions and non-compete agreements, the interests of the signatory parties were duly safeguarded, with the respective final terms being based on the best market practices.

As consideration for the non-compete obligation, EDP undertook to pay to António Luís Guerra Nunes Mexia, for a period of three years, the amount of 800,000 Euros and the maintenance, during the same period, of the payment of insurance premiums and life insurance, as well as the PPR Life Insurance whose net amount represents 10% of the fixed annual remuneration.

The termination and non-compete agreement entered into was subject to approval by the Remuneration Committee of the General and Supervisory Board, under the terms of article 429 of the Commercial Companies Code, article 27 of the EDP Articles of Association and article 12, paragraph h) of the Internal Regulations of the Remuneration Committee of the General and Supervisory Board at a meeting held on 13 November 2020.

In this context, in 2023, 400,000 Euros were paid to António Mexia as consideration for the non-compete obligation, in January and July, totalling 800,000 Euros, as well as the

aggregate amount of 145,896.72 Euros relating to insurance premiums health and life insurance and PPR Life Insurance.

In addition, following the resignation submitted with effect from 12 April 2023, a termination, non-competition and non-solicitation agreement was signed with Eng. Miguel Nuno Simões Nunes Ferreira Setas, a termination, non-competition and non-solicitation agreement was signed under which EDP (i) would maintain the obligation to pay the aforementioned Director the pecuniary amounts due as remuneration in respect of the annual variable component for the year 2022 and the multi-annual variable component for the year 2020, the determination of which is the responsibility of the Remuneration Committee of the General and Supervisory Board, under the terms of the Remuneration Policy for Members of the Executive Board of Directors approved by the General Meeting on 14 April 2021, (ii) pay a total amount of 560,000 Euros as compensation for non-competition and non-solicitation during 2024.

The termination, non-competition and non-solicitation agreement entered into was approved by the Remuneration Committee of the General and Supervisory Board, under the terms of article 429 of the Companies Code, article 27 of EDP's Articles of Association and article 12(h) of the Internal Regulations of the Remuneration Committee of the General and Supervisory Board at a meeting held on 25 April 2023.

B. Remuneration policy applicable to members of the Governing Bodies approved by the Remuneration Committee elected by the General Meeting

The Remuneration Committee elected by the General Meeting takes into account, for the purposes of the proposed remuneration policy for the members of the General and Supervisory Board, the Board of the General Meeting and the Statutory Auditor, the duties performed, the fixed nature of the remuneration, as well as the mandatory rules on their determination, in particular the provisions of number 2 of article 440 of the Commercial Companies Code, which explains the criteria for determining the remuneration of the General and Supervisory Board, in article 374-A of the Commercial Companies Code, in article 60 of Decree-Law no. 224/2008, of 20 November, on the remuneration of the Statutory Auditor.

It is therefore incumbent upon the Remuneration Committee elected at the General Meeting to set the remuneration of the members of the following governing bodies: Board of the General Meeting, Chairman and members of the General and Supervisory Board, Statutory Auditor and the Environment and Sustainability Board. The Financial Matters

Committee/Audit Committee is treated together with the other Specialized Committees of the General and Supervisory Board.

Considering the competence of the Remuneration Committee elected at the General Meeting it only promotes the definition of fixed remunerations, so the legal determinations and others relating to variable remuneration, with their various dimensions, are not applicable here, without prejudice to the necessary alignment with the principles that shape EDP's remuneration policies and, in particular, reflected in the EDP Business Plan for the period 2021-2025.

Procedures for adopting the policy

In the definition of the Remuneration Policy, proposals are made to ensure that remuneration is adequate, contribute to the business strategy and sustainability of EDP and reflect the risk profile and the long-term objectives and interests of EDP, showing still complying with legal norms, principles, and relevant national and international recommendations.

The Remuneration Committee elected by the General Shareholders' Meeting is also attentive to market references, following benchmark studies carried out in due course.

Also in defining this policy, the Remuneration Committee elected by the General Meeting maintains interactions both with members of the relevant governing bodies and with the Company's stakeholders.

As is the case of the Executive Board of Directors, the General and Supervisory Board and its Specialized Committees, the Remuneration Committee elected by the General Shareholders' Meeting develops mechanisms for the prevention and management of conflicts of interest, under the terms set out in article 10 of the EDP Articles of Association, observing the following essential rules:

- i. When a member of the Remuneration Committee is in a situation of actual or apparent conflict of interest in a decision to be taken by this body, he must previously inform the Committee of the facts that may constitute or give rise to a conflict between his interests and the Social.
- ii. In the situation referred to in the previous number, the member of the Remuneration Committee must abstain from participating and voting at the meeting in which the topic is discussed and voted on, without prejudice to the duty to provide information and clarifications that the Committee or the respective members ask you.



It should also be noted that, under the statutory terms, the Remuneration Committee elected by the General Meeting is composed of a majority of independent members.

General Definition and Characterization

When defining the remuneration policy presented by the Remuneration Committee and approved at the General Meeting, held on 14 April 2021, the following factors were considered:

- i. There is a renewal of the governing bodies with some depth, with the decrease in the number of members of the General Supervisory Board being highlighted;
- ii. Experience has shown that the functions are increasingly demanding and complex, which requires greater availability of this body, and it should be noted that, in 2020, instead of the eleven annual meetings that were usually held, there were nineteen;
- iii. The remuneration of the governing bodies, with the exception of the remuneration of the Chairman of the General Supervisory Board, has not changed since 2009, and in that year there was a reduction in relation to the 2006/2008 term of office;
- iv. Remuneration must also consider market comparables and be sufficiently attractive and adjusted to the responsibilities of the functions;
- v. The current remuneration of the members of the General Supervisory Board is, for the reasons mentioned above, well below market comparables, namely in the sector in which EDP operates.

The proposed Remuneration Policy for the Members of the Governing Bodies aims to comply with the applicable legal provisions, and incorporate the corporate governance guidelines set out in the IPCG Corporate Governance Code adopted by the Company, framing within the guidelines that have been defined by the Company's reference shareholders, which are formulated in accordance with the aforementioned applicable rules and recommendations and with the best practices existing in the sector.

It should be noted, as already mentioned, that the proposal for the Remuneration Policy for the Members of the Governing Bodies has a necessarily limited and reduced scope, since the definition of the remuneration policy for the members of the Executive Board of Directors is in charge of the Remuneration of the General and Supervisory Board.

Therefore, are not within scope of the proposed Remuneration Policy does not include any variable remuneration to directors, remuneration based on shares or any other remuneration complement, a matter that is the responsibility of the Remuneration

Committee of the General and Supervisory Board. For this reason, several legal provisions, concerning the referred matters, notably, those set forth in Article 26-C (3) (4) of the Portuguese Securities Code.

Principles underlying the remuneration policy of the members of the Governing Bodies (excluding that of the Executive Board of Directors)

The Remuneration Committee elected by the General Shareholder's Meeting defined the remuneration policy for the members of the General and Supervisory Board, having as a guiding principles that it should be simple, transparent, moderate, and take into account the complexity and responsibility of the duties and the Company's economic situation, as well as being competitive and equitable, in order to guarantee the purpose of creating value for shareholders and other stakeholders.

The Remuneration Committee elected by the General Shareholders' Meeting based its decisions on remuneration policy on the following main guiding principles:

- i. Definition of a simple, clear, understandable, transparent policy in line with EDP's culture, so that the remuneration practice can be based on uniform, consistent, fair, and balanced criteria.
- ii. Definition of a policy consistent with effective risk management and control, to avoid excessive exposure to risk and conflicts of interest and seeking consistency with the Company's long-term objectives and values.
- iii. Evaluation and encouragement of a judicious action in which merit must be duly rewarded, ensuring levels of homogeneity compatible with the necessary cohesion of the General Supervisory Board, while also considering the economic and financial situation of the company and the country, even though EDP operates on a global scale.
- iv. Alignment of the remuneration of the various members of the governing bodies by companies with the highest market capitalization and European counterparts, naturally adapted to the Portuguese market.
- v. The most recent recommendations issued by the European Union and the Securities Market Commission.
- vi. Alignment of remuneration with the specific responsibilities inherent to the position in question.
- vii. Alignment of remuneration with the time required to spend in each position.

viii. Simplification of the remuneration policy.

Structure of the remuneration policy for the members of the Governing Bodies (excluding that of the Executive Board of Directors)

Based on these criteria and considering the challenges that the Company intends to pursue during the term of office 2021–2023, the Remuneration Committee elected by the General Meeting decided that the following guidelines should apply:

- A distinction must be maintained between the remuneration attributed to the members of the General Supervisory Board and those fixed to the members of the Executive Board of Directors, with the former not being allocated a variable remuneration component or any other remuneration supplement.
- The performance with merit and the complexity of the functions performed by the members of each body must be considered, so that the cohesion, stability, and development of the Society are not jeopardized.
- Regarding the Chairman of the General Supervisory Board, it must be considered that the functions require great availability and include a strong component of institutional representation. He may also chair the Financial Matters Committee/Audit Committee, without additional remuneration.
- If the chairmanship of the Financial Matters Committee/ Audit Committee is assigned to another member of the General Supervisory Board, other than its Chairman, he/she must have a compatible remuneration, depending on the responsibility of the position and the requirement of availability.
- In any case, the Chairman of the General Supervisory Board, or the Chairman of the Financial Matters Committee/Audit Committee, if they are separate persons, may not accumulate any other remuneration in relation to the basis assigned to them.
- It is also important to differentiate the performance of other specific functions, within the scope of the General Supervisory Board, namely the participation of members of the General Supervisory Board in other committees, as well as the functions performed in these committees.

- Finally, it should be considered that, historically, the remuneration of the Chairman of the Board of the General Meeting is similar to the remuneration attributed to the Chairman of a Committee. For this reason, the remuneration of the Chairman of the Board is aligned accordingly, and his inherent membership of the position of Member of the General Supervisory Board is also considered.

C. Specifics applicable to the remuneration of the members of the General and Supervisory Board

In compliance with the provisions of article 440 of the Commercial Companies Code, the remuneration of the members of the General and Supervisory Board is of a fixed nature, considering the duties performed.

The remuneration policy currently in force was approved at the General Shareholders’ Meeting held on 14 April 2021.

The remuneration of the Chairman of the General and Supervisory Board was set considering, namely, the necessary availability for the performance of his duties as well as the important component of institutional representation required. The remuneration of the Chairman of the General and Supervisory Board also includes the costs associated with the use of the vehicle and its driver.

Remuneration limits

Accordingly, and considering the aforementioned, the Remuneration Committee elected by the General Shareholders’ Meeting submitted to the shareholders the proposal for the gross remuneration of the members of the governing bodies identified below, for the financial year that began on 14 April 2021 and until the term of office, under the terms that follow:

| GENERAL AND SUPERVISORY BOARD | ANNUAL REMUNERATION |
|--|---------------------|
| CHAIRMAN OF THE GENERAL AND SUPERVISORY BOARD: | EUR. 515,000.00 |
| Member of the General and Supervisory Board: | EUR. 70,000.00 |

Financial Matters Commission/Audit committee: the following values add to the base remuneration

| ANNUAL REMUNERATION | |
|---------------------|--|
| PRESIDENT: | + EUR. 73,000.00 (*) (TOTAL DE EUR. 143,000.00) |
| Member: | + EUR. 25,000.00 |

(*) Applicable in this term of office, since the function is not performed by the Chairman of the General Supervisory Board.

| ANNUAL REMUNERATION | |
|--|------------------|
| For each Commission in which he participates as President: | + EUR. 25,000.00 |
| For each Committee in which you participate as a Member: | + EUR. 20,000.00 |

Regarding the establishment of the remunerations listed above, the following rules are also added:

- The Chairman of the General and Supervisory Board and the Chairman of the Financial Matters Committee/Audit Committee (if not the Chairman of the General Supervisory Board), even if they form part of other committees, will not have any additional remuneration.
- No other Member of the General and Supervisory Board may, in addition to the basic remuneration, accumulate remuneration in more than two committees, in accordance with the rules referred to above, even if they participate in a greater number.

Amounts earned broken down

The gross global amount paid by EDP to the members of the General and Supervisory Board in 2023 was 2,037,999.64 Euros.

The following table presents the amounts of remuneration paid during the 2023 financial year to the members of the General and Supervisory Board in office for the 2021–2023 term of office:

| MEMBERS OF THE GENERAL AND SUPERVISORY BOARD | FIXED EUROS GROSS |
|--|-------------------|
| João Luís Ramalho de Carvalho Talone | 515,000 |
| China Three Gorges Corporation | 70,000 |
| China Three Gorges International Limited | 70,000 |
| China Three Gorges (Europe), S.A. | 90,000 |

| MEMBERS OF THE GENERAL AND SUPERVISORY BOARD | FIXED EUROS GROSS |
|---|-------------------|
| China Three Gorges Brasil Energia, S.A. | 90,000 |
| China Three Gorges (Portugal), Sociedade Unipessoal, Lda. (*) | 95,000 |
| DRAURSA, S. A. | 110,000 |
| Fernando Maria Masaveu Herrero | 90,000 |
| João Carvalho das Neves | 143,000 |
| María del Carmen Fernández Rozado | 115,000 |
| Laurie Lee Fitch | 110,000 |
| Esmeralda da Silva Santos Dourado | 110,000 |
| Helena Sofia da Silva Borges Salgado Fonseca | 115,000 |
| Zili Stephen Shao | 90,000 |
| Sandrine Dixon-Declève | 90,000 |
| Luís Maria Viana Palha da Silva | 95,000 |

(*) Remuneration paid to the representative Miguel Espregueira Mendes Pereira Leite

D. Specifics applicable to the remuneration of the Statutory Auditor

Contractual nature

At the General Shareholders' Meeting held on 14 April 2021, PricewaterhouseCoopers & Associados – Sociedade de Revisores de Contas, Lda., Sociedade Revisor Oficial de Contas number 183, represented by João Rui Fernandes Ramos (ROC n.º 1333), was re-elected to Statutory Auditor for the three-year period 2021–2023, having, on the same date, been re-elected Aurélio Adriano Rangel Amado (ROC n.º 1074), as Substitute of the Statutory Auditor, to perform duties during the aforementioned three-year period.

The Remuneration Committee elected by the General Shareholders' Meeting decided that the remuneration of the Statutory Auditor will correspond to the amounts contained in the “Agreement for the Provision of Legal Audit Services” entered into between EDP and PricewaterhouseCoopers & Associados – Sociedade de Revisores de Contas, Lda.

Scope of activity and services provided

PricewaterhouseCoopers & Associados – Sociedade de Revisores Oficiais de Contas, Lda. and its network (PWC) are responsible for carrying out the independent audit of all the companies that make up the EDP Group, namely in Portugal, Spain, Brazil and the United States of America, as well as in other countries in which the Group is located.

All services provided by the Statutory Auditor during the 2023 financial year are detailed in Part IV, Item 46, of this Integrated Annual Report.

Fees earned

PWC

| EUROS | PORTUGAL | | SPAIN | | BRAZIL | | USA | | OTHER COUNTRIES | | TOTAL | |
|--|------------------|------------|------------------|------------|------------------|-----------|------------------|------------|------------------|------------|-------------------|-------------|
| Audit and statutory audit of accounts | 2,839,403 | | 1,390,516 | | 771,318 | | 2,086,669 | | 2,375,635 | | 9,463,541 82% | |
| Other assurance of reliability services (*) | 1,354,719 | | 455,273 | | 281,985 | | - | | 23,327 | | 2,115,304 18% | |
| Total of audit and assurance of reliability services | 4,194,122 | | 1,845,789 | | 1,053,303 | | 2,086,669 | | 2,398,962 | | 11,578,845 | |
| Tax consultancy services | - | | - | | - | | - | | - | | - | |
| Other services | 9,975 | | 1,576 | | - | | - | | - | | 11,551 -% | |
| Total of other services | 9,975 | | 1,576 | | - | | - | | - | | 11,551 | |
| Total | 4,204,097 | 36% | 1,847,365 | 16% | 1,053,303 | 9% | 2,086,669 | 18% | 2,398,962 | 21% | 11,590,396 | 100% |

(*) Includes assurance of reliability services of the exclusive competence and responsibility of the Statutory Auditor in accordance with the Regulations on Provision of Services by Statutory Auditor or Statutory Auditing Company approved by the General and Supervisory Board.

The amount of fees for “Audit and statutory auditing” in Portugal includes 1,947,668 Euros corresponding to the fees for statutory audit of the annual, individuals and consolidated accounts of EDP – Energias de Portugal, S.A.

Services other than Audit and Legal Review of Accounts requested by Group companies from the External Auditor and other entities belonging to the same network, amounted to 2,126,855 Euros.

E. Particulars applicable to the remuneration of the Environment and Sustainability Board

Under the terms of the current remuneration policy, approved by the General Shareholders' Meeting on 14 April 2021, the members of the Environment and Sustainability Board are entitled to receive an attendance fee per meeting in the amount of 1,750 Euros.

In the 2023 financial year, the members of the Environment and Sustainability Board earned the remuneration indicated in the following table:

| ENVIRONMENT AND SUSTAINABILITY BOARD ⁽¹⁾ | FIXED EUROS |
|---|-------------|
| José Manuel Caré Baptista Viegas | 5.250 |
| Joana Pinto Balsemão ⁽²⁾ | - |
| Joaquim Manuel Veloso Poças Martins | 5.250 |
| Maria Mendiluce | 5.250 |
| Pedro Manuel Sousa Mendes Oliveira | 5.250 |

⁽¹⁾ As a result of the activity carried out during 2022, each of the members José Manuel Caré Baptista Viegas, Joaquim Manuel Veloso Poças Martins, Maria Mendiluce and Pedro Manuel Sousa Mendes Oliveira have earned 1,750 Euros in January 2023.

⁽²⁾ Waived the respective remuneration.

F. Particulars applicable to the remuneration of the Remuneration Committee of the General Meeting

Together with the re-election of the members of the Remuneration Committee of the General Meeting, the Meeting approved the respective remuneration, for the 2021-2023 term, in the following terms:

| REMUNERATION COMMITTEE | ANNUAL REMUNERATION |
|------------------------|---------------------|
| PRESIDENT | EUR. 20,000.00 |
| Members: | EUR.15,000.00 |

The members of the Remuneration Committee of the General Meeting received, in 2023, the following remunerations:

| REMUNERATION COMMITTEE OF THE GENERAL SHAREHOLDER'S MEETING ^(*) | FIX EUROS |
|--|-----------|
| Luís Miguel Nogueira Freire Cortes Martins | 20,000 |
| José Gonçalo Ferreira Maury | 15,000 |
| Jaime Amaral Anahory | 15,000 |

G. Particulars applicable to the remuneration of the Board of the General Shareholders' Meeting

The remuneration policy submitted by the Remuneration Committee elected by the General Meeting, approved at the General Meeting held on April 14, 2021, provides, as regards the members of the Board of the General Meeting, as follows:

| BOARD OF THE GENERAL SHAREHOLDERS' MEETING: | ANNUAL REMUNERATION ^(*) |
|---|--|
| PRESIDENT | EUR. 70,000.00, PLUS EUR. 25,000.00 |
| Vice-President: | EUR. 5,000.00 |

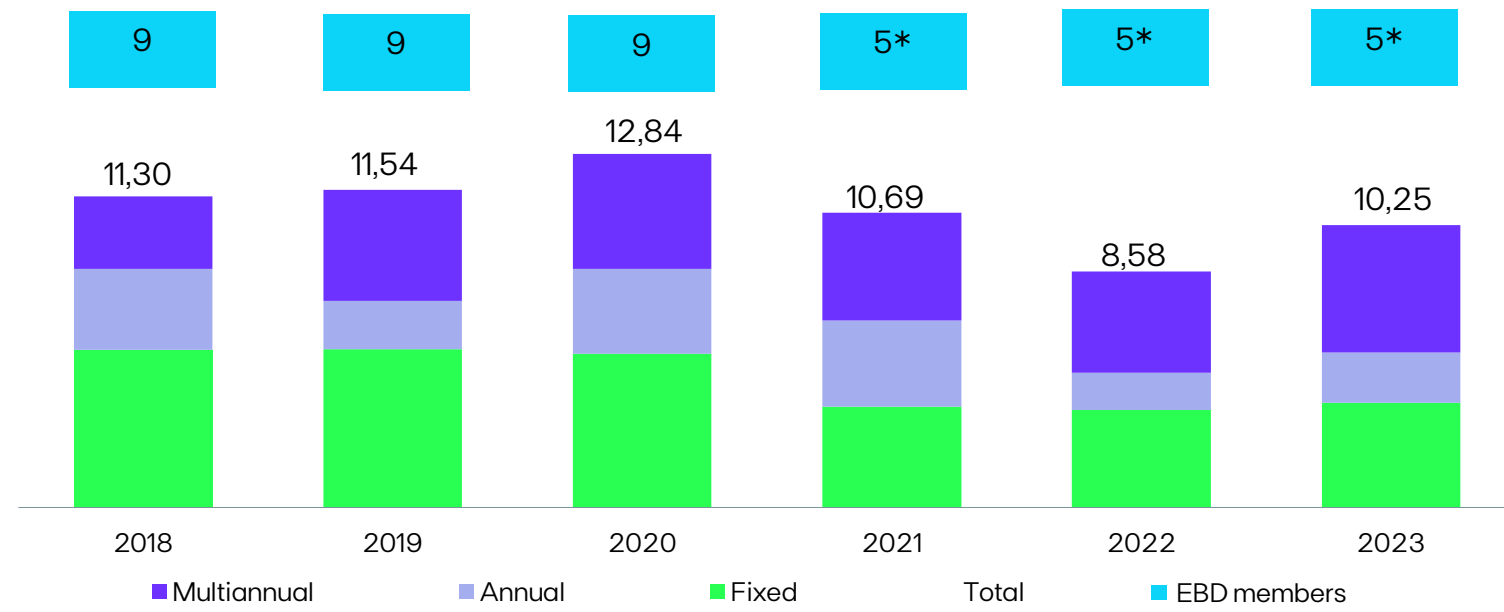
^(*)Gross amounts

The Chairman and Secretary of the Board of the General Shareholders' Meeting do not receive remuneration in this capacity, given that they are remunerated as a member of the General and Supervisory Board and as Company Secretary, respectively.

The Vice-Chairman of the General Meeting, elected on 6 April 2022, waived the respective remuneration.

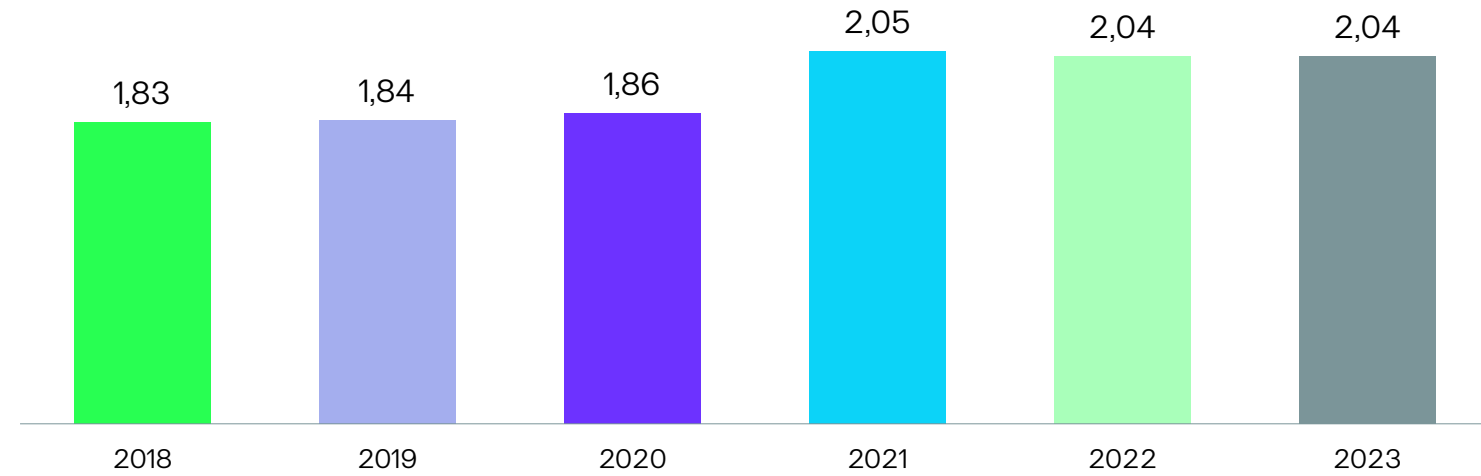
H. Evolution of the remuneration and performance

Remuneration of the Executive Board of Directors
(€ million)

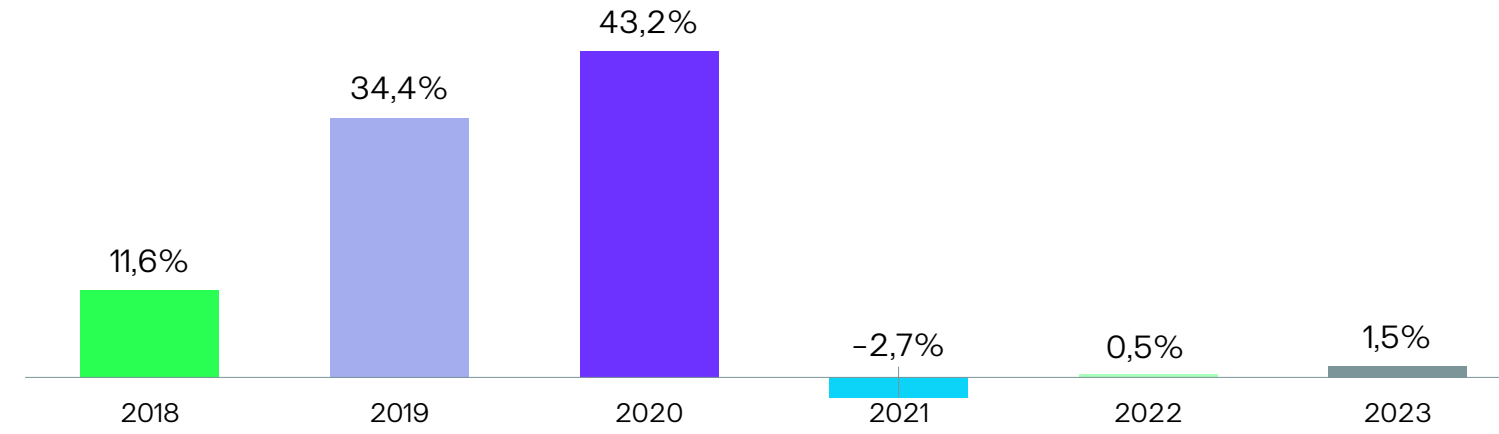


* As a result of the Extraordinary General Meeting of 19 January 2021, the Executive Board of Directors elected for the 2021-2023 term is composed of 5 members. The amount of EUR 10.25 million refers to the amounts of remuneration paid in 2023, relating to the terms of office of 2018-2020 (9 members) and 2021-2023 (5 members).

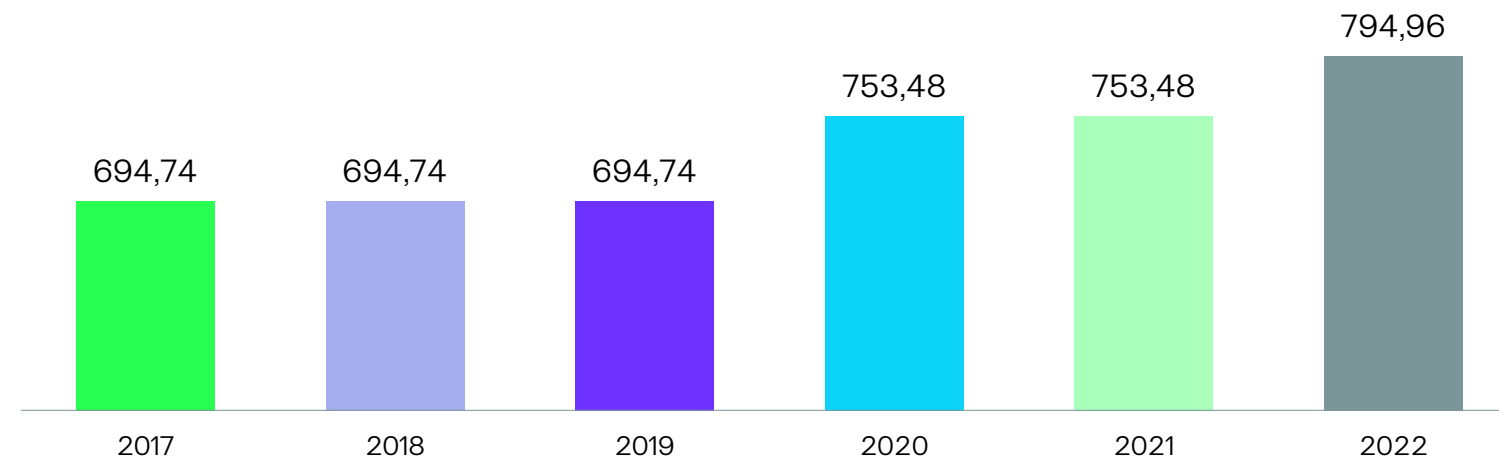
Remuneration of the General and Supervisory Board
(€ million)



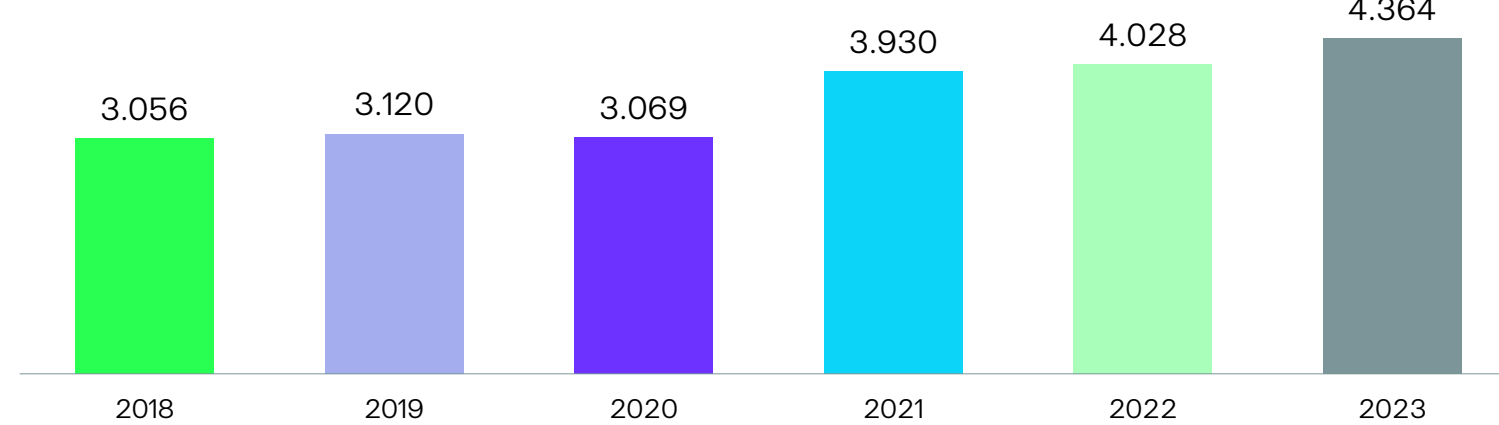
Total Shareholder Return
(%)



Dividends
(€ million)



Average Employees' Remuneration
(€)



Note: Exchange rate at constant values (average from 2015 to 2017) 3.72 EUR/BRL, applied to the period from 2016 to 2023.



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