



Investors & Analysts' Briefing

Reuters: EDP.LS
Bloomberg: EDP PL

EDP PROPOSES NEW COLLECTIVE LABOUR AGREEMENT

Lisbon, July 30th 2012: Pursuant to the terms and for the purposes of article 248 of the Portuguese Securities code, EDP - Energias de Portugal SA (“EDP”) is providing the following information to the market:

Today, EDP informs the trade unions that integrate employees of its group companies, that are parties of the Collective Labour Agreement (CLA), that these companies will terminate the CLA in force since year 2000 and present a proposal for a new collective labour agreement.

The new proposal aims to assure the sustainability of the existing social protection system, namely regarding healthcare and pensions, and reinforce the instruments for employees professional development, considering the current context of the Portuguese Electricity Sector.

The main goals of the proposal are as follows:

- to adequate the CLA to the new labour legal framework;
- to create of a unique system applicable to all employees of the Portuguese Electricity Sector companies 100% owned by EDP, enabling more equity and efficiency regarding people management;
- to adjust the practices to EDP Group’s current reality regarding labour organization, remunerations, social and insurance benefits and healthcare;

It is intended that the new collective agreement instrument ensures a solid and sustainable relationship between the companies and all of its employees.

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