





## INTRODUCTION

The EDP Group Social Report aims to provide a brief description of its human resources profile. A series of tables present statistical and qualitative data that offer a broad overview of the workforce by country.

Certain differences between countries and business units are largely a consequence of local legal, cultural and social conditions.



**NO. EMPLOYEES**

1. The number of EDP Group employees has gone down slightly over the last three years. This decrease is a result of the efforts made by the Group towards achieving greater efficiency in internal resource management (see point 6).

No. Employees			
	2006	2007	2008
Portugal	8.599	7.945	7.652
Brazil	3.010	3.013	2.322
Spain	1.754	1.864	1.922
USA	n/a*	191	270
<b>Total</b>	<b>13.363</b>	<b>13.013</b>	<b>12.166</b>

\* not applicable

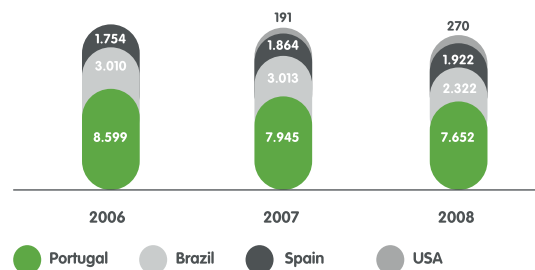
Portugal saw the largest drop in employees between 2006 and 2007 (minus 654). This reduction was mainly due to the implementation of the Staff Adjustment Plan (PAE - see point 6), an initiative aimed at rejuvenating the workforce and increasing efficiency.

Between 2007 and 2008, Brazil saw the largest drop in employees (minus 691). This resulted from a similar staff reduction programme to that implemented in Portugal.

Going against this trend, Group companies in Spain have recorded a slight increase in their number of employees, adding 168 members of staff to their workforce.

EDP operations in the USA, which started in 2007, also saw a rise in employee numbers (an increase of 79 in 2008 compared to 2007).

**Number of Employees**



**AVERAGE AGE OF EMPLOYEES**

2. The average age of EDP employees is 45. An analysis of the figures by country reveals that Portugal registers the highest average age, at 48, and the USA the lowest, at 39.

Average Age of Employees - 2008	
	Average Age
Portugal	48
Brazil	40
Spain	43
USA	39
<b>Overall Average Age</b>	<b>45</b>

Given this high average age, EDP has made efforts to take on new employees in order to rejuvenate its workforce (see point 5).

## NO. DISABLED EMPLOYEES

3. The number of employees with some degree of disability went down overall, from 230 in 2007 to 197 in 2008. This decrease was due to the Group's Brazilian operations, which recorded a drop in these figures from 133 to 84. In Portugal and Spain, the number of disabled employees increased slightly.

No. Disable Employees		
	2007	2008
Portugal	87	100
Brazil	133	84
Spain	9	12
USA	1	1
<b>Total</b>	<b>230</b>	<b>197</b>

## NO. EMPLOYEES BY AGE GROUP

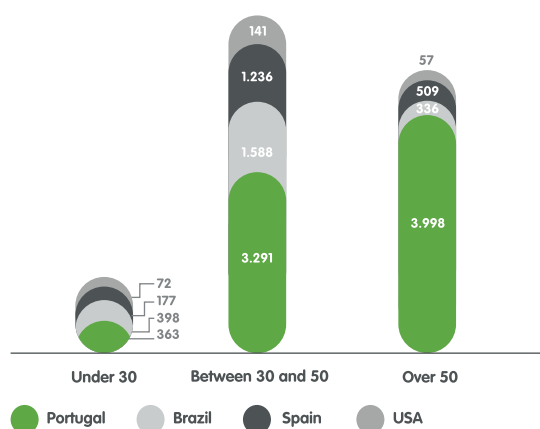
4. The majority of Group employees are in the 30-50 year-old age group (6.256 employees), corresponding to 51,4% of the total workforce. The next largest age group is the over-50s (4.900 employees), 40,3% of staff numbers. The smallest age group is the under-30s (1.010 employees), 8,3% of the total.

No. Employees by Age Group - 2008					
	Portugal	Brazil	Spain	USA	Total
Under 30	363	398	177	72	1.010
Between 30 and 50	3.291	1.588	1.236	141	6.256
Over 50	3.998	336	509	57	4.900
<b>Total</b>	<b>7.652</b>	<b>2.322</b>	<b>1.922</b>	<b>270</b>	<b>12.166</b>

Portugal is the only country where most employees fall into the over-50s age group (3.998 employees).

In Brazil, Spain and the USA, a greater number of employees are in the under-30s range than the over-50s.

### Distribution of Employees by Age Group - 2008



## NO. NEW EMPLOYEES

### (STAFF ADMISSIONS) - REJUVENATION

5. The number of employees taken on as permanent staff has been increasing over the last three years. If we compare the figures for 2008 against the previous year, we can observe an increase of approximately 17 percentage points.

No. New Employees (Staff Admissions) - Rejuvenation			
	2006	2007	2008
Portugal	118	87	100
Brazil	82	207	184
Spain	139	133	156
USA	n/a*	73	116
<b>Total</b>	<b>339</b>	<b>500</b>	<b>556</b>

\* not applicable

This growth has taken place as part of the efforts to rejuvenate the Group. To this end, the Group has adopted a recruitment policy that aims to attract and retain young staff with high potential. This effort to position EDP as a 'top employer' has seen the recent launch of the "ON TOP - EDP Recruitment Program", an international initiative which seeks to forge permanent links with students and major professional training institutes and universities.



## NO. EMPLOYEES LEAVING

6. Looking at the last three years, it can be seen that 2006 saw the largest number of employees leaving Group companies. The figures for 2007 and 2008 were roughly the same.

No. Employees Leaving			
	2006	2007	2008
Portugal	447	442	496
Brazil	533	296	161
Spain	155	69	117
USA	n/a*	n/k*	37
<b>Total</b>	<b>1.135</b>	<b>807</b>	<b>811</b>

\* n/a - not applicable n/k - not known

These figures include employees who died, left voluntarily, pre-retirees, retirees and those taking early retirement.



As a proportion of total staff numbers, Portugal recorded the highest figures under this rubric. The Staff Adjustment Plan (PAE - see point 1) implemented here focused on streamlining operations by identifying employees working in areas requiring fewer human resources and whose functional or geographical redeployment proved unviable. These employees were referred to a specialised company that offers assistance in implementing individually-tailored socio-professional reorientation programmes - to help them find alternative employment, start their own business or participate in active retirement programmes.

In Spain, a staff rejuvenation policy has also been implemented at HC Energia. Under the terms of the HC Collective Employment Agreement, incentives were offered for staff seeking voluntary redundancy and pre-retirement. Also in Spain, Naturgás Energia provides a similar voluntary redundancy incentives programme.

**NO. WORK PLACEMENTS AND INTERNS**

**7. As part of its social responsibility and citizenship policy, EDP encourages work placements in Group companies. In addition to work experience for schoolchildren, EDP also offers professional internships, placements in partnership with educational institutions and summer work placements. The variation evidenced in the table stems from the different opportunities available in the different business units, as certain levels of quality are demanded of the interns taken on in particular areas.**

No. Work Placement and Interns			
	2006	2007	2008
Portugal	78	230	178
Brazil	225	300	114
Spain	n/d*	77	183
USA	n/a*	n/d*	18
<b>Total</b>	<b>303</b>	<b>607</b>	<b>493</b>

\* n/a - not applicable n/k - not known

EDP hopes that students will gain knowledge in the fields they are studying, experience of the work environment, and form excellent interpersonal relationships with their placement manager and the rest of the team. The aim is to contribute to their personal and professional development, while "winning them over" for potential future employment.

**NO. EMPLOYEES STUDYING**

**8. There are plans for the relative number of Group company employees undertaking external courses of study to become a compulsory indicator and for EDP to publish this information.**

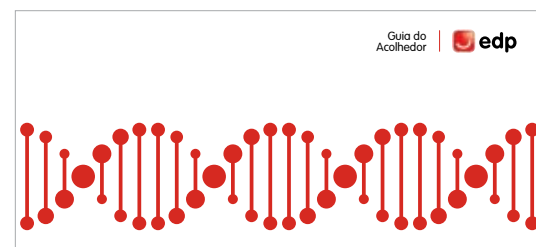
No. Employees Studying			
	2006	2007	2008
Portugal	n/k*	45	21
Brazil	n/k*	n/k*	0
Spain	n/k*	n/k*	1
USA	n/k*	n/k*	0
<b>Total</b>	<b>0</b>	<b>45</b>	<b>22</b>

\* not known

Currently, the company only becomes aware that employees are studying if the employee informs them directly and/or, in the case of certain countries, the employee lodges a formal request for the allowances granted them by law (a certain number of hours for study and no penalty for time off to sit exams).

At the same time, Group companies aim to encourage their employees to continue developing their skills through education. The Group believes strongly in staff development and would like to increase the number of EDP employees engaged in further study.

**STAFF BREAKDOWN BY ROLE**



**9. In Portugal and the USA, most of the workforce falls into the category of 'skilled employees'. In Spain, there are roughly equal numbers of 'skilled employees' and 'intermediate managers', while in Brazil over half the workforce is made up of 'semi-skilled employees'.**

Staff Breakdown - 2008					
	Portugal	Brazil	Spain	USA	Total
Directors	324	5	75	28	432
Senior Managers	1.644	44	309	16	2.013
Middle Managers	248	85	344	81	758
Intermediate Managers	123	118	586	9	836
Skilled Employees	5.071	506	541	102	6.220
Semi-Skilled Employees	242	1.564	67	34	1.907
<b>Total</b>	<b>7.652</b>	<b>2.322</b>	<b>1.922</b>	<b>270</b>	<b>12.166</b>

The fact that the EDP Group Corporate Centre is located in Portugal explains the relatively larger number of managers in this country.

**STAFF BREAKDOWN BY GENDER**

**10. With regard to gender, male employees make up 80% of the total workforce. This difference can be explained by the fact that the energy sector is, historically and traditionally, largely a male domain.**



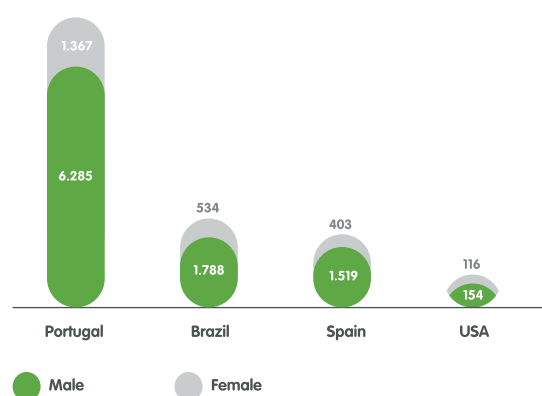
Until only a few years ago, women tended not to seek employment in this area.

#### Employees by Gender - 2008

	Male	Female
Portugal	6.285	1.367
Brazil	1.788	534
Spain	1.519	403
USA	154	116
<b>Total</b>	<b>9.746</b>	<b>2.420</b>

As at 31 December 2008, women represented 19,82% of employees working in EDP Group companies across the various countries in which it operates. This figure corresponds to an increase of approximately 1% (0,8%) compared to the previous year (19,02%). The proportion of women in management/senior management roles at this date was 15,18%, corresponding to an increase in this segment in the order of 2,21% (in 2007 this figure stood at 12,97%).

#### Distribution of Employees by Gender - 2008



These figures reflect the Group's tendency towards gender equality, as evidenced by the gradual increase in the presence of female employees in its workforce.

#### EXPENDITURE ON INSURANCE POLICIES FOR EMPLOYEES

**11. The EDP Group invests significantly in protecting its employees, by providing health, life and pension fund insurance policies. The largest outlay is on health protection.**

#### Expenditure on Insurance Policies for Employees (€ thousands)

	Health	Life	Retirement
Portugal	406	97	1.510
Brazil	9.374	490	826
Spain	348	268	4.826
USA	1.339	189	1.003
<b>Total</b>	<b>11.467</b>	<b>1.044</b>	<b>8.165</b>

It should be noted that in Portugal, only employees not forming part of the Collective Employment Agreement (10%) are covered by health insurance. The remaining 90% have access to a separate healthcare scheme – Sávda – which

is provided by a Group company. The Group's expenditure on healthcare services provided by Sávda is not reported in this table, but in the following one.

#### EXPENDITURE ON STAFF BENEFITS

**12. EDP has the welfare of its employees and their families in mind, offering a range of complementary benefits to help improve their quality of life. The amounts spent (around € 196 million in 2008) on health services, pension funds, meals and child support, among other items, play testament to the support that the Group affords its staff.**

#### Expenditure of Staff Benefits - 2008<sup>(a)</sup> (€ thousands)

	Portugal	Brazil	Spain	USA	Total
Medical Assistance	41.110	5.361	0	0	46.471
Pension Fund	99.695	4.970	9.135	929	114.729
Meals	14.960	6.902	0	0	21.862
Training and Prof. Development	5.227	1.600	289	117	7.232
Nursery school and Schooling	3.270	116	31	0	3.417
Holiday Camps	829	37	205	0	1.071
Others		1.140	443	0	1.583
<b>Total</b>	<b>165.091</b>	<b>20.126</b>	<b>10.103</b>	<b>1.045</b>	<b>196.365</b>

(a) The figures listed for Medical Assistance and Pension Fund (€161.2 millions) correspond to those listed in the 2008 Annual Report

The differences in expenditure by country, as presented in the table, merely reflect the different sizes of their respective workforces.

EDP Group companies offer a complementary benefits package that includes medical assistance or health insurance for employees and their families; pension plan; maternity and paternity leave; and subsidised transport, education and meals.

In Portugal, around 90% of employees are covered by a Collective Employment Agreement, with the remaining 10% (the more recent admissions) covered by the "Flex plan", of which - among other benefits - makes part the health insurance, i.e., medical assistance provided by a company or group.

The Staff Club, based in Portugal, offers a range of discounts on products and services including credit, sports and social and cultural activities.

Employees in Portugal are also given Carnival, Christmas Eve or New Year's Eve off, as well as a half-day on Easter Thursday.

In Spain, HC Energía provides its employees with the necessary equipment enable them to work from home, as well as special terms for home and car purchase, school subsidies and holiday house rental opportunities.

Also in Spain, Naturgas Energía gives four days off over Holy Week and three days off at Christmas and New Year.



These hours are later recouped over the course of the year. Employees can also opt to work an intensive day from 8am to 2pm during the months of June, July, August and September. The company also provides one or two more days leave than required by law in the case of death of a family member. In addition, opportunities exist for financial support for staff training during working hours.

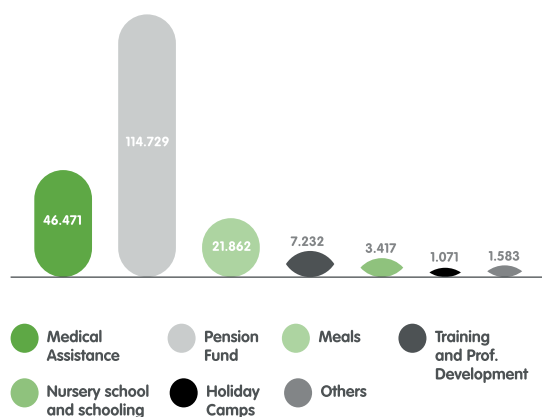
At EDP Renováveis (Europe), all employees are given the option to work flexitime, and those not in management positions can choose to work an intensive day in the months of July and August. They also have access to benefits such as life insurance, maternity and paternity protection and meal tickets.

In Brazil, employees have access to a healthcare scheme that includes dental treatment, meal and/or canteen subsidy, and personal loan assistance.

EDP Group companies pay 14 monthly salaries to employees in Portugal and Spain, 13,33 to employees in Brazil and 12 in the USA.

In 2008, staff benefits (medical assistance, pension funds, curtailments and retirement schemes) came to a total of € 161,2 million, sum of the two first values of the last column: Total Medical Assistance + Total Pension Funds. The drop in this figure compared to 2007 is due to the restructuring projects undertaken in 2007 in the area of human resources, in particular the redundancy plans for staff over the age of 55 in Portugal, Brazil and Spain (the costs for the total amount of benefits paid to these employees until

**Total Investment in Staff Benefits - 2008**



reaching the legal retirement age were reported in the year in which they were negotiated).

**'CONCIAR' PROGRAMME**



**13. EDP believes that whole, fulfilled people are more creative, energetic and positive. EDP knows that successful organisations are made up of such people.**

It was for this reason that the 'Conciliar' programme was launched, implementing a series of initiatives in the areas of health and well-being, family and education, personal and professional life and citizenship. The initiative has been implemented as part of a growing trend to introduce more work/life balance measures and policies.

2008 saw the design of a corporate-wide project to promote reconciliation between employees' professional and family/personal life. It was launched this same year in Group companies in Portugal, Spain and Brazil.

CONCIAR ('reconcile') aims to make employees' daily and family life easier and more enjoyable, by making agreements which secure them discounts at places such as gyms, hotels and cultural institutions.

In Portugal, EDP made bank deposits of €500 each for a total of 37 babies born to Group company employees. Nine female employees took advantage of special pregnancy leave beyond the period stipulated by law, corresponding to a total of 70 days. During 2008, several dozen children under the age of 12 visited the company premises where their parents work.

The good performance of a son is always a reason of pride for the family and a factor of success deserving distinction. Therefore, EDP decided to award an annual prize for the best school results, as well as the participation of the younger ones in civic activities. In Portugal, in the launching year of this contest, a total of 169 young students

**"Conciliar" Programme 2008 - Measures to Reconcile Employees Professional, Personal and Family Life**

Country/Measures	Celebrating Birth or Adoption	Maternity Support	Children's Visits to Parent's Workplace	Monetary Assistance for Pensioners	No. Children/Youth Participating in Holiday Camps
Portugal	37	9	100	128.040	846
Brazil	26	22	52	n/k*	194
Spain	42	24	12	n/k*	n/k*

NB. This programme is yet to be launched in the USA.

\* not known



who accomplished secondary school or the first years of highschool, applied to the prize.

In Spain, HC Energía also gave €500 to each baby born to an employee in 2008, a total of 42 children. In addition, the company provided assistance with nursery/school fees for 39 children. At HC, 31 fathers and 19 mothers took paternity and maternity leave, respectively, and nine mothers opted to work a compressed timetable to help them during breastfeeding. Also in 2008, 25 HC employees went onto reduced schedules for family reasons. This company also sponsors the Junior Citizenship Prize and has several agreements with companies with a view to obtaining discounts for employees.

At Naturgas Energia, two employees enjoyed paternity leave and five maternity leave. Three members of staff went onto reduced schedules, and 2008 saw the company launch its Junior Citizenship Prize, an initiative aimed at the children of employees. Various agreements are also in place for staff to obtain discounts on a range of products and services, and visits by children to their parents' workplace are also encouraged.

EDP Group companies in Brazil have negotiated agreements with 35 academies in order to promote physical exercise as means to improve the health and well-being of staff. In a similar vein, 40 employees were sponsored to take part in athletics events and 385 in various other sporting competitions. Agreements were also signed with three travel agents to provide discounted fares for Group employees.

In terms of family support, a gift basket worth €60 was presented to the parents of 26 babies born to employees. Also in 2008, five pregnant mothers enjoyed 15 days special leave, while 17 took advantage of the legal maternity leave period. 52 children aged between 5 and 14 visited their parents' workplace. 194 children participated in company-sponsored holiday camps.

Also as part of the CONCILIAR programme, 246 employees took a day off, confirming the company's interest in helping staff effectively reconcile their personal and professional lives.

Five 'open talks' were also held during the course of the year, at which subjects of interest to staff were discussed. 1.391 employees participated in these sessions. 580 employees enrolled in the 'Living art' events, and the 'Enlightened literature at work' sessions attracted 381 employees in 14 different locations. Another four cultural events saw the participation of 444 members of staff. A 'Book collection' initiative was run by 25 volunteers, who

managed to collect 10.000 books for distribution to 12 schools. EDP Group companies in Brazil also launched the 'Solidarity at Christmas' initiative. Apart from forming seven choirs, 800 employees collected almost a thousand toys for children at five different institutions.

There are plans to expand the CONCILIAR programme to the USA. Given that the American company was acquired by the EDP Group in 2007, this process should commence in 2009.



## UNION REPRESENTATION

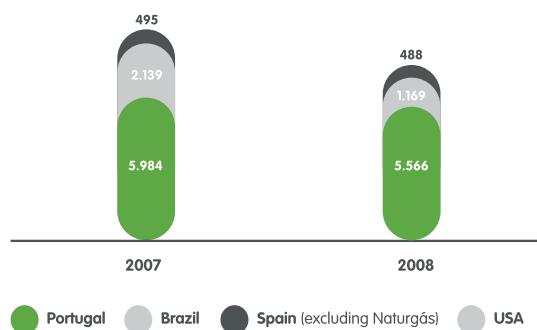
**14. Union representation saw a drop of seven percentage points between 2007 and 2008. The main reason for this is related to the decrease in the overall number of employees.**

Union Representation - No. Unionised Employees		
Country/Year	2007	2008
Portugal	5.984	5.566
Brazil	2.139	1.169
Spain	495	488
USA	0	0
<b>Total</b>	<b>8.618</b>	<b>7.223</b>

According to the figures for 2008, 84% of Group company employees are represented by workers' associations or unions and/or covered by collective employment agreements.



**Number of Unionised Workers**



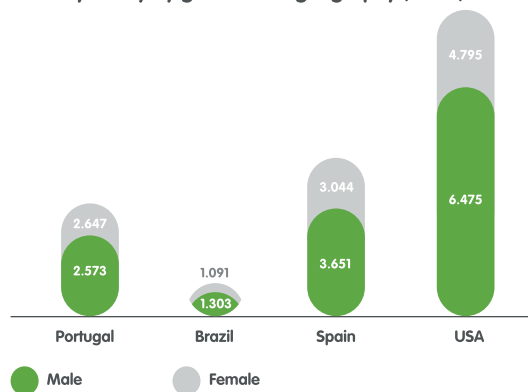
**MONTHLY SALARIES BY GENDER**

15. There are no great differences in salaries by gender. EDP makes absolutely no discrimination based on gender, with male and female employees working in identical roles. The small variations are mainly due to a greater degree of specialisation in areas that are male-dominated, such as engineering roles, electricians, and other such technical fields.

Monthly Salary by Gender (euros) - 2008		
	Female	Male
Portugal	2.647	2.573
Brazil	1.091	1.303
Spain	3.044	3.651
USA	4.795	6.475
<b>Total</b>	<b>2.495</b>	<b>2.580</b>

Curiously, female employees in Portugal recorded a slightly higher average salary. This may be due to sociological factors, as in Portugal women tend to study for longer.

**Monthly salary by gender and geography (euros)**



**SALARIES BY ROLE**

16. Differences in salary by country are due mainly to local market conditions.

**Salary by Role (euros) - 2008**

	Senior Directors	Directors	Others
Portugal	19.567	8.920	2.415
Brazil	10.453	4.605	956
Spain	6.319	7.976	3.231
USA	17.094	11.013	4.911
<b>Total</b>	<b>13.793</b>	<b>7.386</b>	<b>2.333</b>

Salaries are higher in Portugal in the 'Senior directors' segment by virtue of the fact that the Group's Executive Board of Directors is based here.

In the 'Other' segment, apart from variations in local wage levels, the differences can be explained by the fact that certain groups of employees have more experience and a higher degree of seniority.

**GROSS ADDED VALUE PER EMPLOYEE**

17. Training of human capital is one of EDP's priorities. The GAV (Gross Added Value) per employee is calculated quarterly and the value for 2008 was reported at € 332.000 (€ 278.000 in 2007).

Gross added value per employee (€ thousands)			
	2006	2007	2008
VAB per employee	238	278	332

**INVESTMENT IN TRAINING**

18. In 2008, over € 7.2 million was invested in training Group company employees, evidence of EDP's commitment to staff development and the alignment of skills with business objectives.

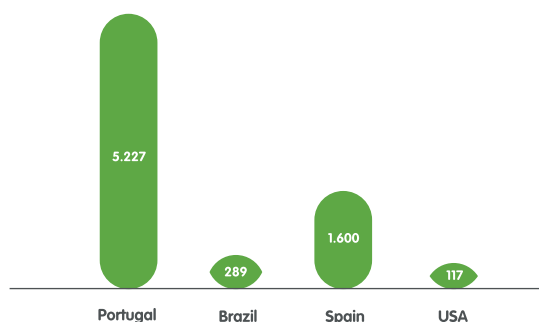
Investment by Gender (€ thousands)			
Country/Year	2006	2007	2008
Portugal	5.999	5.015	5.227
Brazil	1.443	1.511	289
Spain	926	1.461	1.600
USA	n/a*	n/k*	117
<b>Total</b>	<b>6.925</b>	<b>7.988</b>	<b>7.232</b>

\* n/a - not applicable n/k - not known

The average direct cost per trainee for the year was €722 (an investment of around €48 more per trainee compared to the previous year).

EDP has been keen to train its human capital. Developing professional and motivational skills is to the advantage of both the company and the employee. The return on this investment is assessed qualitatively using indicators for rises in the motivation, job satisfaction, efficiency and productivity of human resources.

### 2008 - Investment in training



### NO. TRAINING HOURS AND OVERALL TRAINING RATE

19/20. The training of human resources and continuous support for personal and professional development are a top priority for EDP. This is reflected in the gradual increase in the total number of training hours and overall training rate between 2006 and 2008.

Total no. of Training Hours			
	2006	2007	2008
Portugal	296.511	215.503	204.428
Brazil	n/k*	186.118	209.295
Spain	36.260	63.185	68.836
USA	n/a*	n/k*	4.552
<b>Total</b>	<b>332.771</b>	<b>464.806</b>	<b>487.111</b>

\* n/a - not applicable n/k - not known

The drop of the volume of training in the EDP group companies in Brazil, verified in 2008 compared to the previous year, is due mainly to the depreciation of the average annual rate of the Real against the Euro, the number of employees reduction and the sale of Enersul. In 2008, a total of 487.111 training hours were delivered in the EDP Group (23.111 more hours than 2007), to a total of 41.318 trainees (3.819 more trainees than the previous year) through 4.907 courses (528 fewer).

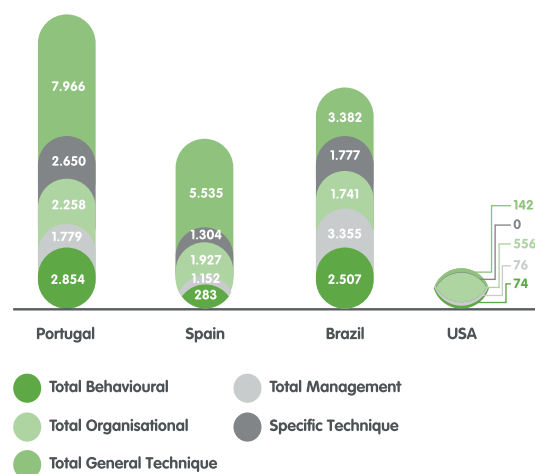
The average amount of training per employee was 38,7 hours, and 10.016 employees received training, 81,4% of the Group's total workforce. This figure corresponds to an increase of 3,4 hours of training per employee (35,3 hours in 2007).

### TRAINING AND DEVELOPMENT

21. 2.592 training courses were run in Portugal, for a total of 204.429 hours and 17.507 trainees. The areas seeing most of this activity were Information Systems (42.678 hours), Accident Prevention and Safety (26.643 hours), Electricity Distribution Grids (20.170 hours), Interpersonal Relations and Communication (19.140 hours) and Generation (14.557 hours).

In Spain, the training delivered involved 10.201 trainees for a total of 68.836 hours, with most of this focused on Languages (14.096 hours), Accident Prevention and Safety (11.658 hours), Generation (7.692 hours) and Corporate Culture (6.000 hours).

### No. Trainees by Type of Training - 2008



In Brazil, a total of 209.295 training hours were delivered to 12.762 trainees. Most of this took place in the areas of Electricity Distribution Grids, Marketing, Personnel Management and Accident Prevention and Safety, which together accounted for 98.269 hours.

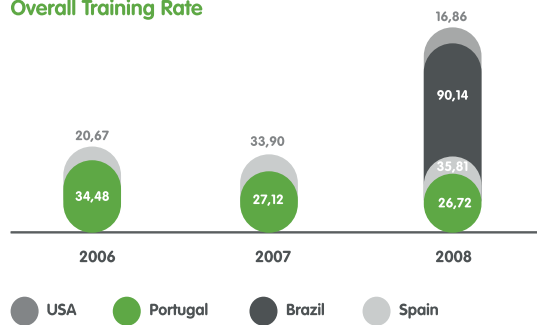
Following the expansion of EDP into the US market, 2008 also saw the integration of these new operations into the Training Management Information System (SIGF). EDP Renováveis in the USA delivered 4.552 hours of training to 848 trainees, concentrated mainly on Corporate Culture, the Environment and Information Systems.

In overall terms, Technical Training retained its dominant position, accounting for 57% of the total volume of training delivered. This was followed by Management (25%), Behavioural (11%) and Organizational (7%).





Overall Training Rate



Overall Training Rate			
	2006	2007	2008
Portugal	34,48	27,12	26,72
Brazil	n/k*	n/k*	90,14
Spain	20,67	33,90	35,81
USA	n/a*	n/k*	16,86
<b>Total</b>	<b>24,90</b>	<b>35,72</b>	<b>40,04</b>

\* n/a - not applicable n/k - not known

This year also saw the delivery of several corporate programmes geared towards developing communication skills, interpersonal relationships and leadership, as well as others aimed at developing high-potential employees. The development programmes for High-Potential Young Staff (JEP), in place since 2007, and for High-Potential Managerial Staff, designed in 2008 to commence implementation in 2009, seek to identify, enable and accelerate the development of these employees, as well as increase their level of commitment to the EDP Group.



Training and Development - No. of Trainees by Type and Field of Training

Type of Training	Field of Training	Country			
		Portugal	Spain	Brazil	USA
<b>Behavioural</b>	Costumer Service	555	41	0	0
	Lidership	499	177	1	16
	Other - Behavior	0	0	1.757	26
	International Relationship	1.800	65	749	32
<b>Behavioural Total</b>		<b>2.854</b>	<b>283</b>	<b>2.507</b>	<b>74</b>
<b>Management</b>	Supply/Sales	164	127	481	0
	Finance	224	130	92	22
	Advanced Training	39	10	0	4
	Personal Management	828	693	937	0
	Project Management	136	47	26	28
	Risk Management	60	0	0	0
	Logistics and Products	105	5	1	0
	Marketing	52	6	514	0
	Other - Management	72	97	1.225	22
	Systems - Planning	99	37	79	0
<b>Management Total</b>		<b>1.779</b>	<b>1.152</b>	<b>3.355</b>	<b>76</b>
<b>Organisational</b>	Environment	726	279	0	37
	Sustainable Device	2	0	2	1
	Ethical Management	677	0	0	0
	Other - Organisation	6	30	910	36
	Corporate Project	0	1.516	829	482
	Quality	847	102	0	0
<b>Organisational Total</b>		<b>2.258</b>	<b>1.927</b>	<b>1.741</b>	<b>556</b>
<b>Specific Technical</b>	Other - Especific	171	188	153	0
	Generation	1.019	581	1	0
	Electricity Distribution	1.212	343	1.621	0
	Gas Distribution	5	122	0	0
	Energy Trading	243	70	2	0
<b>Specific Technical Total</b>		<b>2.650</b>	<b>1.304</b>	<b>1.777</b>	<b>0</b>
<b>General Technical</b>	Civil	65	0	0	0
	Technical Draw	28	0	0	0
	ElectroTechnical	250	101	364	0
	Languages	127	2.235	1	4
	Systems/Equipment	52	35	285	0
	Mechanics	53	11	0	0
	Metrology	1	0	0	4
	Others - General	39	95	1.904	0
	Accident Prevention	4.172	2.366	385	72
	Chemestry	0	24	0	0
	Secretarial Skill	61	2	0	0
	Information Systems	2.973	656	433	62
	Inspection and Technology	145	10	10	0
	<b>General Technical Total</b>		<b>7.966</b>	<b>5.535</b>	<b>3.382</b>
<b>Total Training</b>		<b>17.507</b>	<b>10.201</b>	<b>12.762</b>	<b>848</b>

In 2008, a total of 315 employees in Group companies in Portugal enrolled in the Centre for New Opportunities (CNO). By the end of the year, 234 adults were going through the skills recognition process.

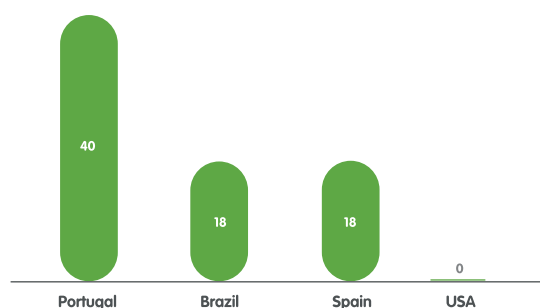
As part of its Strategic Intervention Plan, work started on the launch of the Recognition, Validation and Certification of Professional Skills (RVCC) programme ([www.iefp.pt/formacao/RVCC/Paginas/RVCC.aspx](http://www.iefp.pt/formacao/RVCC/Paginas/RVCC.aspx)). This got under way at the beginning of 2009 with the professional qualification entitled "Electricity Facilities", which is listed in the National Qualifications Catalogue.

The EDP Group has also been implementing a new human resource management system, a project which started in 2007 and is due to be completed in 2010. This system is supported by a new computer information management platform, which seeks to collate information for use in personnel management, including skills levels, career development, mobility, training and development and salaries. Work has also been done to develop strategic and/or technical competencies, allowing employees to improve their skills and operational proficiencies in line with business requirements.

## WORK ACCIDENTS

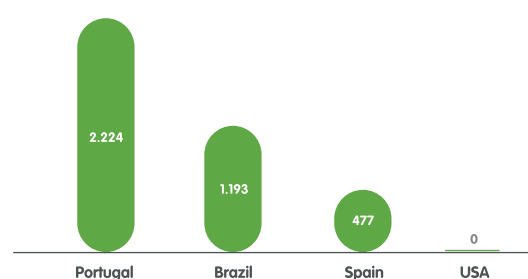
**22. Occupational health and safety is hugely important to EDP. Over and above its legal obligations, the Group's occupational health and safety policy is geared towards the following objective: "zero accidents, no personal injury".**

### No. accidents resulting in sick leave - 2008



EDP has implemented an Occupational Health and Safety Management System in order to achieve this aim. It is based on the OHSAS 18.001 standard and the International Labour Organisation guidelines published in ILO-OSH 2001 and Convention 155.

### No. days lost - 2008 (work accidents)



The control of risks in the workplace is the responsibility of business unit managers, and an Accident Prevention and Safety Committee has been formed, bringing together representatives from the various Group companies.

Statistically, in 2008 the Group as a whole recorded 76 accidents that led to employee absences of one day or more, and no deaths were reported in 2007 nor 2008. Regrettably, six deaths occurred among employees of service providers.





Work Accidents - 2008				
Accident Prevention and Safety	Portugal	Brazil	Spain	USA
<b>Grupo EDP</b>				
No. Employees	7.764	2.666	1.868	258
No. Hours worked	12.877.394	5.453.412	3.272.365	545.600
Work accidents resulting in sick leave	40	18	18	0
Fatal work accidents	0	0	0	0
Work accidents not resulting in sick leave	43	n/k*	n/k*	n/k*
No. days lost (work accidents)	2.224	1.193	477	0
Frequency index	3,11	3,30	5,50	0
Severity index	173	219	146	0
Incidence index	5,15	6,75	9,64	0
Commuting accidents resulting in sick leave	22	11	5	0
Fatal commuting accidents	0	0	0	0
Commuting accidents not resulting in sick leave	5	n/k*	n/k*	n/k*
No. days lost (commuting accidents)	1.251	30	139	0
<b>Services Providers</b>				
Fatal accidents	2	3	1	0
Frequency index	6,96	10,59	24,57	8,28

\* not known

**NO. VOLUNTARY WORK HOURS**

**23. EDP has been encouraging its employees to engage in voluntary work for non-profit charitable organisations. To this end, Group companies allow each employee 44 working hours a year for such activities.**

No. Voluntary Work hours - 2008	
	No. Voluntary work hours
Portugal	3.880
Brazil	2.011
Spain	n/k*
USA	n/k*
<b>Total</b>	<b>5.891</b>

\* not known

The company aims to increase the number of volunteer hours, as well as the number of employees volunteering. In 2009, there are plans to allow each employee to use 83 work hours for voluntary work over the course of the year.

EDP became a member of the "London Benchmarking Group" (LBG) in May 2007. LBG is a group of companies that has been working since 1994 to develop the "LBG Model". This provides a methodology for reporting the

value of voluntary contributions to both the community and the company, and for preparing benchmarking reports by company and by sector. After obtaining validation by 'Corporate Citizenship', in 2008 EDP reported the value to the community of its voluntary contributions (monetary, time and in-kind) according to this international standard methodology, in order to answer the 2009 Dow Jones Sustainability Questionnaire.





