



ESG presentation

May 2026





Recent highlights

EDP is delivering measurable ESG progress in 2025 through lower emissions and continued focus on people, safety and suppliers...

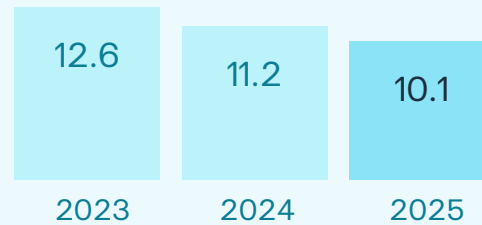


ESG 2025 key metrics

Total CO₂e emissions (scope 1, 2 & 3)

10.1 MtCO₂e

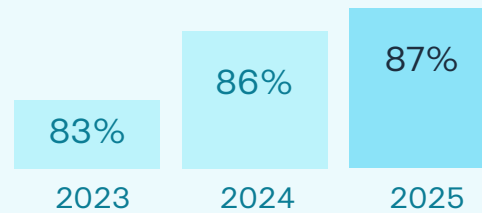
-10% YoY, with Scope 3 emissions -28% due to lower MW additions and less emissions per MW added.



Renewable installed capacity

87%

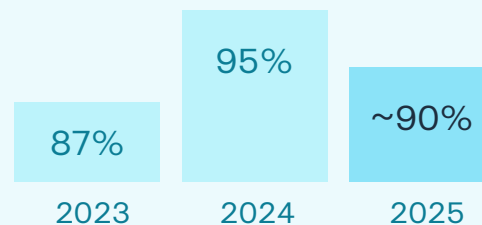
In 2025, gross capacity additions totalled 2.1 GW, 100% renewables and BESS.



Renewable generation

~90%

Gas powered generation (10% in 2025) increased +149% in 2025 following high demand for Flex Gen services in Iberia.



12

Serious injuries & fatalities

of which 3 fatalities in 2025 vs 6 in 2024

-56% vs 2024

78%

Employee engagement

Stable vs 2024

70%

Suppliers compliant with ESG Due Diligence

+4 p.p. vs 2024

86%

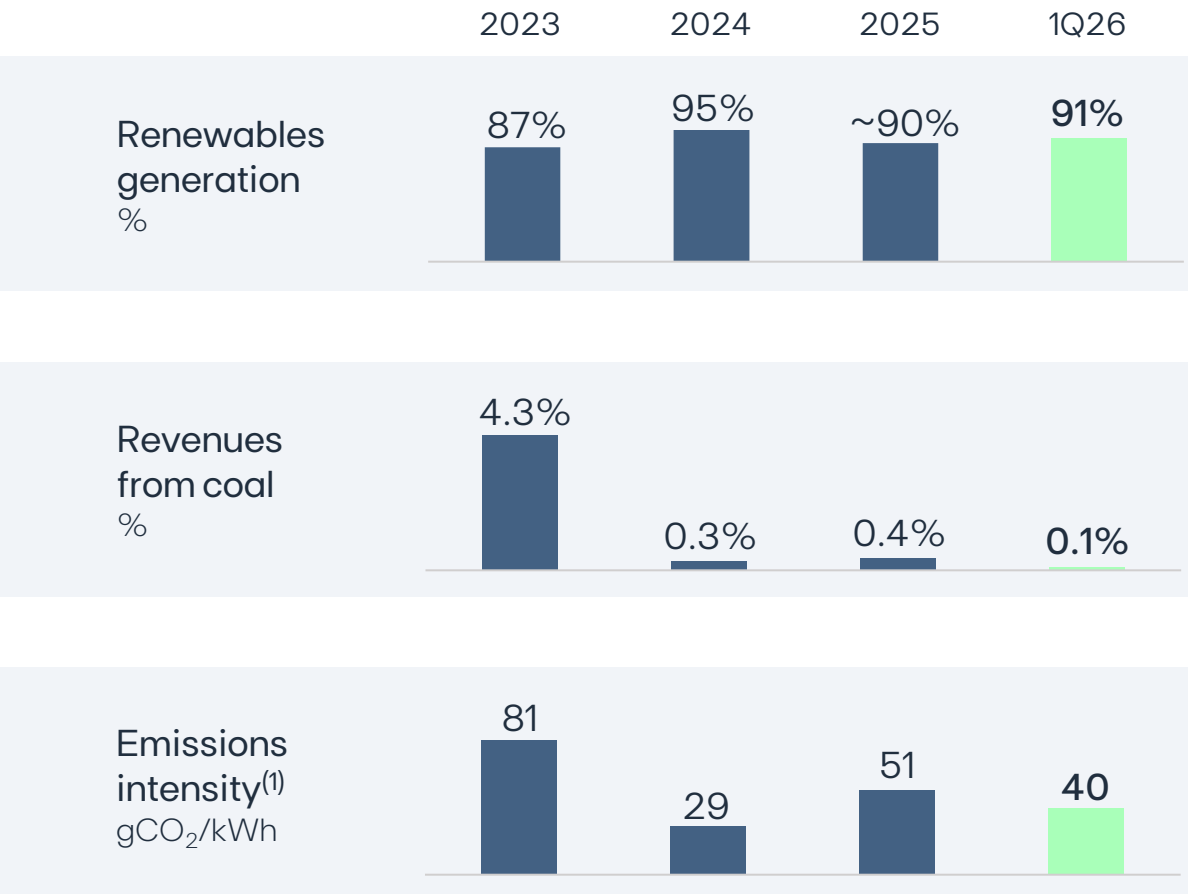
Total recovered waste

-1 p.p. vs 2024

... while powering the energy transition with our people, high standards of integrity, and external recognitions



Strong track record in the energy transition



1) Scope 1 and 2 emissions intensity.

EDP reinforces global leadership in Cybersecurity, People and Ethics through external recognitions



We are among **1% top rating** (with score 800 or higher) of the >15k companies rated by BitSight, a leading **cybersecurity** rating.



Top Employer certification for the **9th consecutive year** across 12 markets, including Germany for the first time.



One of the **World's Most Ethical Companies** by Ethisphere, the **only Portuguese company** on the list, marking its **15th** distinction.

EDPR is continuously working to decrease its GHG emissions...



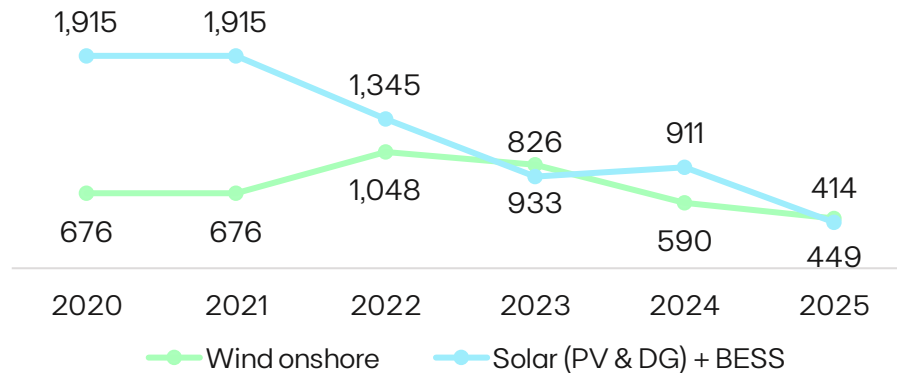
EDPR presented its Climate Transition Plan for the first time...

- > In 2025, EDPR defined quantified decarbonisation targets, contributing to EDP Group's SBTi-approved targets
- > EDPR is decreasing emissions intensity per MW built through data quality and progressive selection of less emitting equipment

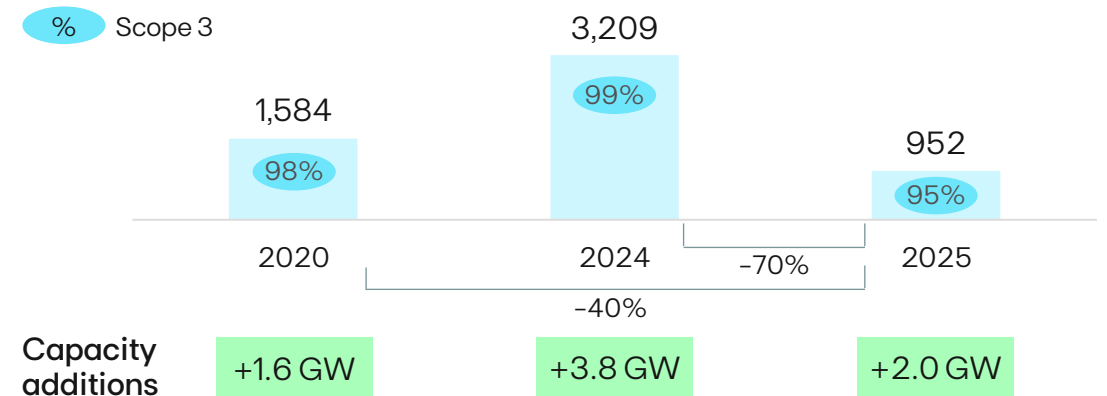
... focusing on reducing emissions from Scope 3

- > Over 90% of EDPR's emissions originate from the supply chain in Scope 3, mostly linked to project gross additions
- > EDPR had -70% GHG emissions in 2025 vs 2024, led by a 72% reduction in Scope 3 (less additions & less emissions per MW)

Emissions intensity per MW built [tCO₂e/MW]



GHG emissions [ktCO₂e]



EDPR's 2025 ESG performance highlights

99% local procurement
sourcing in North America

94% engagement plan definition
in new projects¹ with material impact on communities

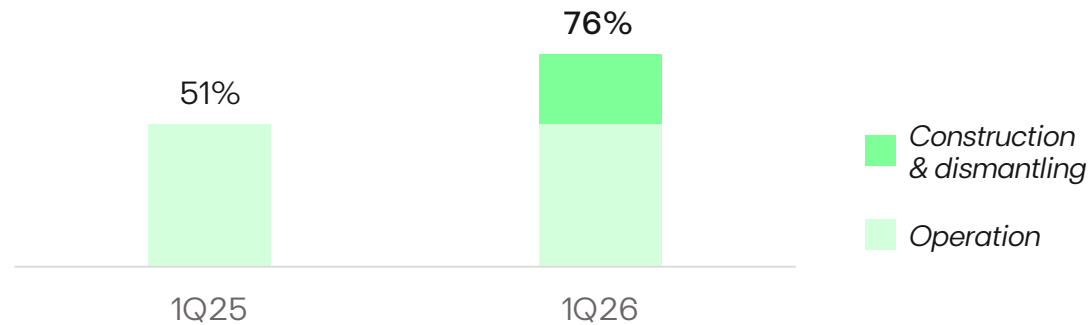
Zero fatal accidents
for the second consecutive year

1) Projects subject to the Investment Committee's approval.

... while addressing other environmental and social challenges

Expanded waste reporting scope to include construction & dismantling phases, improving waste recovery rate

Total waste recovered (%)



➤ EDPR now reports waste generated from **the full asset life cycle**, resulting in a +25pp YoY increase in total waste recovered

Continued improvement in safety performance supported by the ongoing PlayitSafe program

- No fatal accidents in 2024, 2025 and 1Q26
- No Serious Injuries and Fatalities (SIF) accidents recorded in 1Q26 (210 days elapsed since the last SIF accident)
- Days lost due to accidents decreased **-32% YoY**
- Launched the second wave of our global safety program, which will focus on reinforcing leadership routines around work planning & contractors' supervision, and the application of Life Saving Rules

External recognition of global leadership in Cybersecurity and People topics

BITSIGHT

A leading cybersecurity rating positions EDPR among the **leading companies** in the energy sector (score: 780)



Top Employer certification for the **9th** consecutive year across 12 markets, including Germany for the first time



Strategy

Our 2026–28 commitments focused on value creation



Focused growth

Visibility with improved returns and flexibility to accelerate

~€12 Bn
Gross investments

~€7 Bn
Net investments

12–14% | ~10.5%
Renewables and Electricity Networks Equity IRR

Business optimization

Focus on value and cash-flow generation from existing portfolio

~€1 Bn
Disposals, focusing on key businesses and markets

~26%
OPEX/Gross Profit

~€1.9 Bn
Flat OPEX across BP horizon

Distinctive and resilient portfolio

High quality portfolio with sound Balance Sheet

~80%
EBITDA in A-rated markets and regulated + long term contracted/hedged

~€1 Bn
Net Debt reduction

>20%
FFO/ND, committed to BBB rating

Value creation

Increasing earnings, while lowering debt

~€5.2 Bn
EBITDA by 2028

~€1.3 Bn
Net Income by 2028

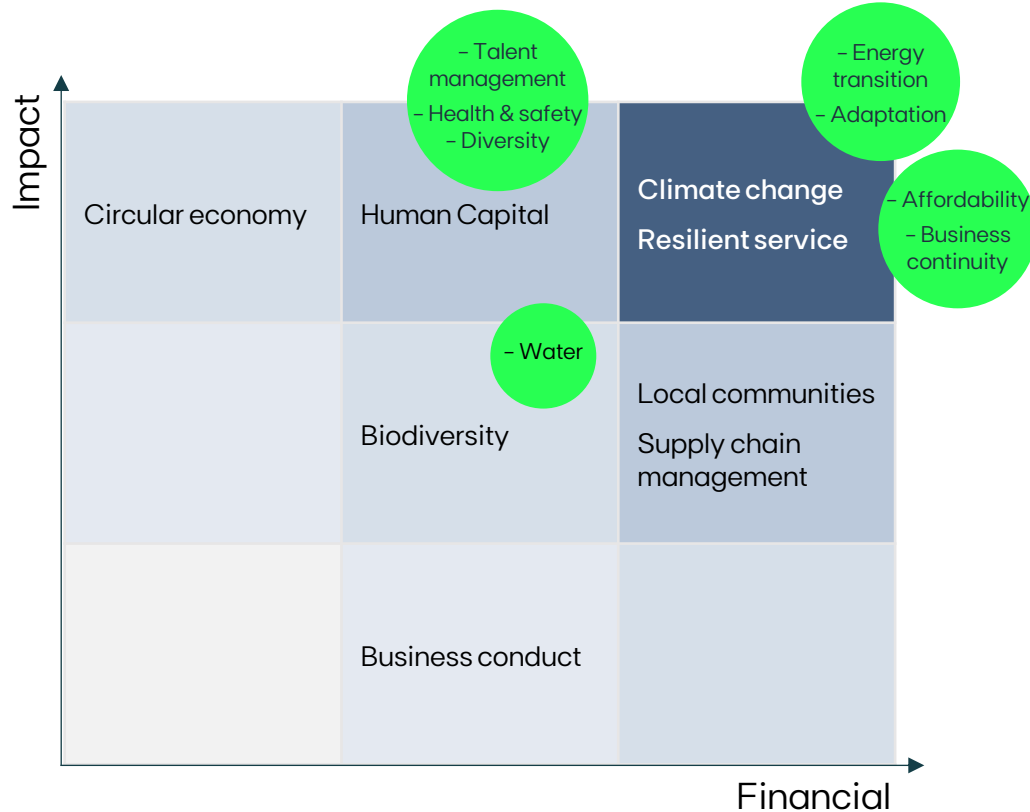
~€0.21
DPS floor by 2028

Powered by our talented and experienced organization, leveraging Digital and AI capabilities

ESG factors continue incorporated in our strategy, with Energy Transition and energy critical needs as key business drivers



Double materiality matrix



Business enablers

- > **Energy transition:** Deliver clean energy through investments in renewables, electricity networks and flexible electricity generation
- > **Affordability:** deliver competitive energy to our clients and offtakers
- > **Resilience:** deliver more endogenous energies within reasonable timeframes, keeping high availability standards of our generation assets and networks

Key success factors

- > **Address the electrification and energy transition mega-trend opportunity**
- > **Adapt to climate risks** protecting critical infrastructure aiming electricity supply continuity
- > **Engage with communities & protect biodiversity** integrating win-win solutions with excel management of permitting processes
- > **Strengthen supply chain** keeping high quality, traceability and circularity standards, contributing to on-time and on-cost projects' delivery
- > **Develop and retain talent** Boosting engagement, health & safety and performance

Sustainable development & operation of elect. networks & renewable assets to deliver secure, affordable and clean energy to our clients

2028 commitments

<p>>90%</p> <p>renewable generation in 2026–2028</p>	<p>100%</p> <p>Growth CAPEX in Renewables & Electricity Networks</p>	<p>Net Zero</p> <p>by 2040</p>
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Focus on resilience

Climate adaptation plans for infrastructure exposed to material climate risk

Strengthen local community engagement and promote biodiversity

<p>All new projects¹ with material impact on communities include an engagement plan</p>	<p>All new projects¹ include a biodiversity risk analysis & action plan</p>
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Partner with our suppliers

100% purchases with ESG risks covered by **ESG Due Diligence**

Foster circularity

>85% total **waste recovered** along the assets' life cycle

Protect and uplift our people	Zero serious injuries and fatalities	Empowered ecosystem	Human-centered experience	Highest standards of integrity
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1. Projects subject to the Investment Committee's approval

ESG commitments



Ambition	Commitment	2025	2028 goal
Accelerate the energy transition	SBTi: Scope 1 + Scope 2, gCO ₂ e/kWh (% vs. 2020)	51 (-67%)	8 (-95%) ¹
	SBTi: Scope 3, MtCO ₂ e (% vs. 2020)	6.8 (-29%)	6 (-45%) ¹
	Renewable generation, %	~90%	>90%
Focus on resilience	Climate adaptation plans for infrastructure exposed to material climate risk		✓
Strengthen local community engagement and promote biodiversity	All new projects ² with material impact on communities include an engagement plan		✓
	All new projects ² include a biodiversity risk analysis & action plan		✓
Partner with our suppliers	Purchases with ESG risks covered by ESG Due Diligence, %	70%	100%
	Purchase volume of enablement equipment with carbon footprint, %		>80%
Foster circularity	Total waste recovered along the assets' life cycle, %	86% ³	>85%
Protect and uplift our people	Serious injuries and fatalities, #	12	0
	Employees' digital upskilling completion, %		90%
	Leadership Diversity Index, %	73%	>75%
	Favourability on Safety, Wellbeing and Belonging, %		+75%
	Employee engagement ⁴		✓
	Highest standards of integrity	✓	✓

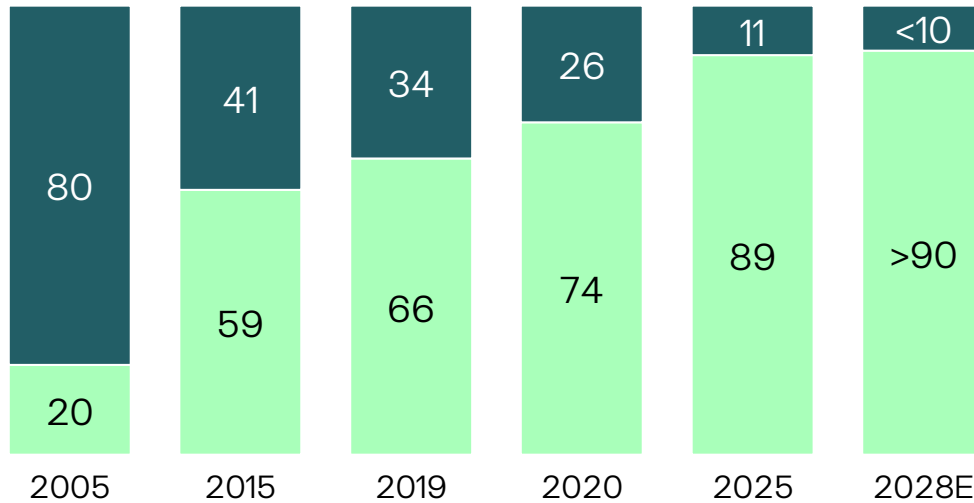
1. 2030 goal | 2. Projects subject to the Investment Committee's approval | 3. In the operational phase | 4. Climate Survey; ↑ than high-performing companies.

20-year track record in decarbonization, demonstrating firm commitment to accelerate the energy transition

From 80% thermal to >90% renewables in 20 years

EDP's electricity generation, %

Thermal Renewables



5.3
GW

16.9
GW

19.6
GW

18.6
GW

28.3
GW

~30
GW

% of coal in total revenues

8%

6%

0.4%

<0.1%

Significant recent progress



Pecém
0.7 GW

- Sale of 80% stake closed in December 2023
- Sale of the remaining 20% stake closed in July 2025



Aboño
0.9 GW

- 50/50 Partnership with Masaveu in February 2024
- Aboño I: has ceased operations and is pending the authorization for the plant's dismantlement
- Aboño II: Converted to gas in July 2025



Los Barrios
0.6 GW

- Plant authorization for closure was requested by EDP, with positive feedback expected but pending response from Spanish Government



Soto III
0.4 GW

- Authorization for closure requested but the Asturian network required its operation as back up to the system, with limited hours of operation per year
- EDP is currently assessing alternatives to the conversion of the plant

Decarbonization path towards Net Zero by 2040, building on past progress and driving further change

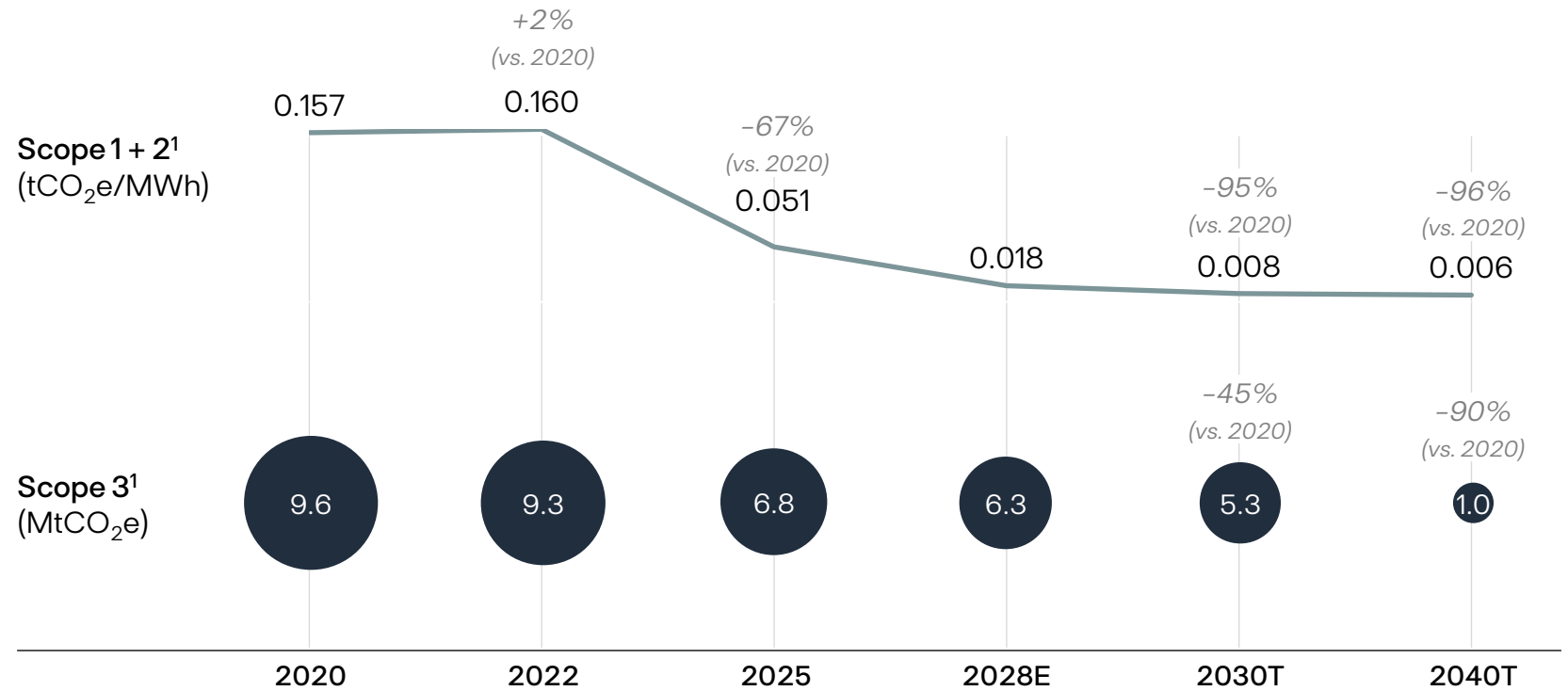


Net Zero by 2040

Reinforce EDP's path for a more decarbonized portfolio towards Net Zero, by investing in renewables & Networks and aligning objectives with suppliers, while processing the learning curve on offsetting for mitigation beyond the value chain



EDPR published its Climate Transition Plan for the first time



1. 2020 as base year. 2020 and 2022 values as originally published, without rebaselining after sale of Aboño and Pecém.

Commitment to decarbonization resulted in major emission reductions, mainly achieved by targeting key emission sources

			Total 2020 emissions		Total 2025 emissions		Main decarbonization levers by 2028
			MtCO ₂ e	% of total	MtCO ₂ e	% of total	
	Thermal generation	Upstream and fuel combustion from power generation (coal & natural gas)	11.1	57% 84% ⊕ 16%	4.0	39% 74% ⊕ 26%	Authorisation requested to close Los Barrios and Soto 3
	Electricity retail	Emissions from the electricity purchased to sell to clients	2.4	12%	3.6	35%	Increasing renewable electricity sourcing for clients
	Supply chain	Procurement, including materials, assembly, services, etc. (including wind turbines and solar modules)	3.0	15%	1.5	15%	Decreasing carbon footprint per MW installed
	Gas retail	Emissions from the combustion of natural gas sold to clients	2.4	12%	0.6	6%	Reducing the natural gas sold to clients
	Networks power losses	Emissions from power losses in distribution networks	0.6	3%	0.3	3%	Limiting network losses
	Others	Fleet, SF ₆ , electricity and gas consumption in buildings, business travel, commuting, waste & transport	0.1	1% 47% ⊕ 53%	0.1	1% 63% ⊕ 37%	Using EACs and travel policy & mobility fostering sustainability
			19.5		10.1		

Embedding climate adaptation measures into business model to manage climate risks and ensure a safe, resilient and reliable service

Commitment
2028


Climate adaptation plans
for infrastructure exposed to material climate risk¹

Extreme events that impacted EDP

Examples (non-exhaustive)

 **Wildfires in Portugal**
2017

 **Winter Storm Uri in Texas, US**
2021

 **Extreme drought in Iberia**
2022

 **Floods in Brazil & DANA in Spain**
2024




 **Martinho Storm in Portugal & Spain**
2025

 **Severe Storms in Portugal**
2026

EDP's diversified portfolio helps mitigate the exposure to climate risks, but climate adaptation plans are increasingly relevant to minimise impacts




- ✓ Solid **portfolio management** with technological & geographical diversification
- ✓ Robust **energy management** strategy, aiming for pay-as-produce contracts
- ✓ **Assets resilience** through broad insurance plans & climate adaptation plans

Examples of adaptation measures implemented by EDP:

-  Used low-flammability vegetation near Electricity Networks to reduce fire risk
-  Installed thermal insulation & heater blankets in wind turbines to prevent freezing
-  Planted native trees on degraded land to stabilize soil, reduce erosion & avoid landslides

Severe storms in Portugal (Jan–Feb 2026): Rapid response and community support

Immediate operational response supported by preventive measures and real-time monitoring...

- > Electricity Networks' teams fully mobilized to reestablish power supply
-  **6,000km** Grid affected and 5,800 damaged towers (HV, MV, LV)
-  **+2,400** On-site workers
-  **96.5%** of affected customers reconnected in one week



- > Exceptional rainfall continuously monitored with advanced hydrological models
- > Coordinated Dam management with environmental authorities to mitigate flood impact



...together with an impactful support to the communities and our clients



- Client support
- Payments & invoicing
- Support to solar DG reinstallations



- Emergency support delivered to affected communities
- >90 tones of materials** (sand, roofing tiles, tarpaulins) to protect homes and support recovery

Starlink devices, power banks and electricity generators distributed to restore communication and ensure power access in isolated areas



- Ongoing coordination with municipal and regional partners for volunteer action

~€80m expected investment to rebuild damaged infrastructure, partially supported by insurance, implying higher replacement CAPEX and 2026 OPEX costs

We are building long-term value in Brazil, leveraging on positive regulatory developments and superior quality of service



Concession extension contract signed for EDP ES and ongoing for EDP SP



30-year concession extension for EDP ES, the first to renew under the new contract model (extended until July 2055)

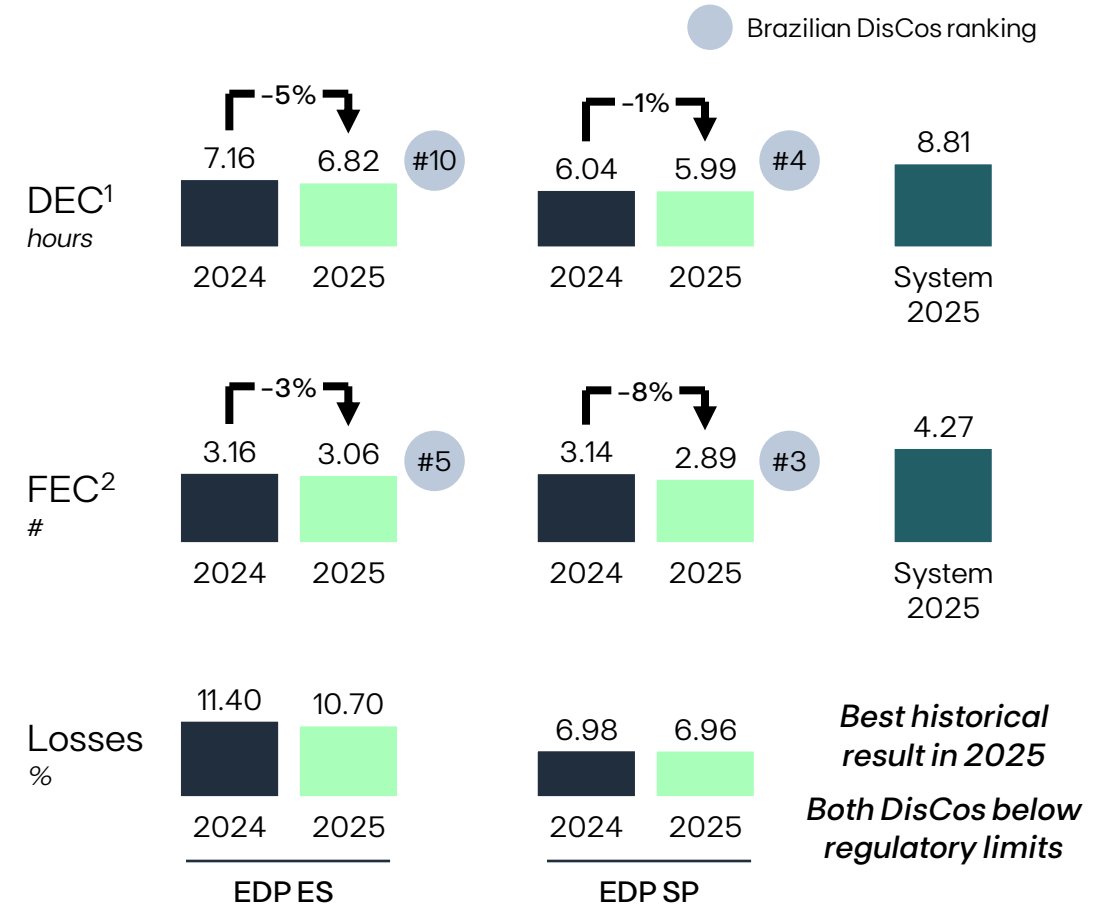


No upfront financial burden and contract including quality, efficiency and financial metrics standards: EDP concessions' complying with regulator's criteria



EDP São Paulo concession **expected to be extended soon** from 2028 to 2058 under the same terms

Track record of improving quality of service and customer satisfaction



1. Equivalent Interruption Duration per Consumer Unit - Average time in hours that a consumer is without power in a given period. Moving average for the January - November periods in 2024 and 2025 | 2. Equivalent Interruption Frequency per Consumer Unit. Average number of times consumers experience power outages in a given period. Moving average for the January - November periods in 2024 and 2025

Strengthening local collaboration for shared progress in the energy transition



Commitment 2028

All new projects¹ with material impact² on communities include an engagement plan

Key data 2025

€27m total social investment
>7m beneficiaries

Creating partnerships with communities is essential for the energy business

- ✓ Builds trust and long-term relationships, strengthening project acceptance
- ✓ Anticipates and addresses local concerns, reducing risks and promoting community benefits
- ✓ Co-creates solutions with communities, leveraging local insight and shared ownership

EDP's local engagement plans include both business-related community engagement actions and social investment programs

Examples of social investment programs (non-exhaustive)

Skills – Energy Professionals

Professional training within the energy sector to meet future labour demands & foster employment



Green Home

Improve homes of families in need and community spaces through renewable energy & efficiency



Solidarity Solar

Develop Solar Energy Projects providing the benefits of self-consumption or solar communities



Future Farmers

Support local farming through agricultural education and renewables awareness



1. Projects subject to the Investment Committee's approval | 2. Material impact – Defined by a risk analysis carried out in the Investment Committee's scope to determine the project's risk level for affected communities:
a) Direct local opposition, or b) Nearby or in indigenous areas, or c) Involves the displacement of people or goods.

Integrating biodiversity commitments across our operations enables successful permitting and project delivery

Commitment 2028

All new projects¹ include a biodiversity **risk analysis & action plan**




Pilot projects to test and align with **Biodiversity No Net Loss & Net Gain**

Reported in alignment with **TNFD for the first time**

Applying the Mitigation Hierarchy is crucial to manage biodiversity risks aiming for a net positive impact

- Integrate biodiversity aspects early in **project development**, selecting locations considering ecological sensitivity
- Implement measures throughout the project lifecycle to **effectively address the effects on ecosystems and species**
- Embed a **No Net Loss and Net Gain** mindset across our activities, using pilot initiatives to define standardized methodologies

Integrating biodiversity conservation measures into operations

-  **Mitigate impacts on fauna & flora** by adopting the best available technologies and through specific projects in collaboration with recognized institutions
-  Maintain key ecosystem services by promoting biodiversity protection, through **restoration actions** once construction and dismantling is completed
-  **Develop transformative solutions** that promote renewable energy, enhance ecosystem services, and ensure land-use compatibility



First solar plant integrating livestock farming in Europe:

- Panels provide shade that **reduces water needs** for animals and improves grass resilience
- Integrates **250 sheep grazing** under panels, reducing mowing needs & improving soil health

Joining efforts to support a nature positive impact



1. Projects subject to the Investment Committee's approval.

Proactively engaging with suppliers to ensure business continuity, traceability, and sustainable supply chain practices



Commitment
2028

100%
ESG risk purchases with ESG Due Diligence

>80%
purchase volume of enablement equipment¹ with carbon footprint

Key Data
2025

70% (+4 p.p. YoY)
ESG risk purchases with ESG Due Diligence

A sustainable and resilient supply chain is key for EDP's decarbonization path, risk management and business continuity

> Boosting decarbonization

15% of EDP's emissions come from the supply chain, making supplier engagement critical to reduce our carbon footprint

> Ensuring traceability

Customs controls, supply disruptions and human right concerns in the solar sector led EDP to adapt its solar procurement strategy

Strong engagement process in place to assess and mitigate ESG risks

- ✓ EDP **evaluates ESG risks** and **performs ESG due diligence** to suppliers
- ✓ **Introducing ESG requirements**, such as carbon footprint, supply chain mapping and environmental certification, to influence procurement decisions
- ✓ **Active monitoring mechanisms** such as factory audits and site inspections



EDP's agreement with First Solar helps foster sustainable procurement:

- 1.8 GW of modules secured for solar projects in the US for 2026–28
- Thin film PV technology with minimal carbon and water footprint
- US-based manufacturing with no polysilicon needed

1. Enablement equipment: modules, turbines, inverters, batteries, racking, transformers, cables, poles, electric mobility

Life-cycle approach based on reduction, optimization and recovery to promote and increase the circularity in the business



Commitment
2028

>85%

total waste recovered along the assets' life cycle¹

Key data
2025

86%

total waste recovered along the assets' life cycle

EDP's path in the energy transition drives circularity demands



Construction (~25% weight²)

- ~1.5 GW / year of renewable capacity additions in 2026–28



Operation (~25% weight²)

- >34 GW installed capacity by 2028
- >400,000 km of Networks by 2028



Dismantling/Repowering (~50% weight²)

- >2 GW dismantled in 2026–28
- ~0.2 GW repowered in 2026–28

EDP ensures that circular economy principles are embedded in the sourcing, production, and end-of-life management of materials

- > Strengthening internal & external guidelines to enhance circularity practices
- > Working with partners to increase circularity in enablement equipment & service providers
- > Exploring circularity innovative solutions for enablement equipment

EDP's Close the Loop program promotes waste recovery in dismantling & repowering

>20 partners specialised in **recycling and reusing** products, with initiatives mainly focused on **wind turbines and solar panels**, such as:

- Working with multiple blade recycling partners such as Vestas and Wind Power Solution
- SOLARCYCLE partnership in the US, recovering >23k solar panels & >700 tons of waste in 3 years

1. 2026–2028E average. | 2. Weight of each phase in the estimated waste generation in 2026–28.

Safety is a core pillar to our operations and therefore we embed prevention, responsibility, and care into every aspect of our work



Ambition
2028

Zero
serious injuries and fatalities (SIF)¹

Key Data
2025

12 (-56% YoY)
SIF¹

3 (-50% YoY)
fatal accidents

1.3 (-22% YoY)
frequency rate

We are committed to achieving zero SIFs by focusing on:

- Shared responsibility
- Leadership and engagement
- Continuous learning

Global safety program



PlayItSafe

Drives consistent behaviours, leadership involvement, and practical actions to **eliminate serious incidents and fatalities**

PlayItSafe, launched in 2021 to improve safety culture, is now complete

Key focus wave 1:

- **Eliminating** fatal accidents
- Driving **consistency in field** safety performance
- Strengthening the **operational excellence** of EDP's activities

Overall, the SIF rate has reduced by 77% since the launch of PlayItSafe in 2021

Wave 2 of the program will be launched with a focus on driving SIFs to zero

Key focus wave 2:

- **Contractors' safety management**
- **Leadership engagement** in field operations
- **Site works planning and preparation** leveraging digital tools

Reduction in SIFs and risks through stronger contractor control, improved leadership engagement and proactive preventions

1. Employees and contractors.

Shaping our identity through organizational excellence, human experience, and accountable leadership to deliver sustainable results



Our strategic pillars

Empowered ecosystem

Drive **simplification and agility** with **empowered structures**, and **scale digital/AI** for smarter decisions

Human-centred experience

Empower people to grow with agility, moving from process to talent management, guided by **future-ready leadership** & an **identity of belonging** and performance

Main 2028 commitments

90% Employees' Digital Upskill Plan **Completion**, building a future-ready workforce through continuous learning and capability growth

≥75% Leadership Diversity Index¹, building balanced leadership as a key driver of competitiveness and innovation

Employee empowerment & engagement², fostering a culture of trust and accountability that drives strong results

2025 highlights

EDP launched the “Think With AI” Program, with **>7,800** employees using GenAI tools regularly and **>6,400** employees upskilled across the Group, embedding AI as a default way of working

73% Leadership Diversity Index¹

Empowerment increased to **76%**, supported by greater decision-making autonomy, while **Engagement** remains high at **78%**, alongside a strong performance in **Collaboration** – a category where we exceed high-performing benchmarks

Market recognition



1. Composite indicator combining gender, nationality, and age diversity within leadership positions. Business Plan target updated following a revision to the calculation methodology.

2. Climate Survey I ↑ in high-performing companies.

Business conduct upholds the highest standards of integrity, ensuring responsible conduct and trust across all operations

Commitment
2028

Highest
standards of integrity



Prevention

- Specific risk assessments
- Policies/ procedures and control mechanisms
- Training and awareness



Detection

- Ethics & Compliance monitoring
- Internal and external audits
- Whistleblowing channels & incident management
- Communication channels



Response

- Implementation of improvement opportunities
- Continuous risk reassessment

Recognitions and Certifications

Certifications of our Compliance Management System: ISO 37301, ISO 37001 and UNE 19601



EDP is One of the World's Most Ethical Companies for the 15th consecutive year














Consolidated & autonomous independent reports ICFR's external auditor



ESG achievements recognised by top-tier institutions, aiming to maintain a strong position in ESG ratings performance



Entity	Rating	Entity	Rating	Other Recognitions
 S&P Global EDP, S.A. Electric Utilities  Corporate Sustainability Assessment (CSA) 2025 Score 	87/100 Top 5% (Feb-26)		79/100 (Nov-25)	 800/900 Top 1% (Mar-26)
	17.2/100 Low risk (Mar-26)		B+ Industry Leader (Nov-25)	
	AAA Industry Leader among 406 utilities (Mar-26)		A List on climate change (Jan-26)	

Note: All indexes are performance based, except for Sustainalytics which is risk based.

Corporate Governance

Diversified shareholder base with reference investors representing >35% of the company's share capital

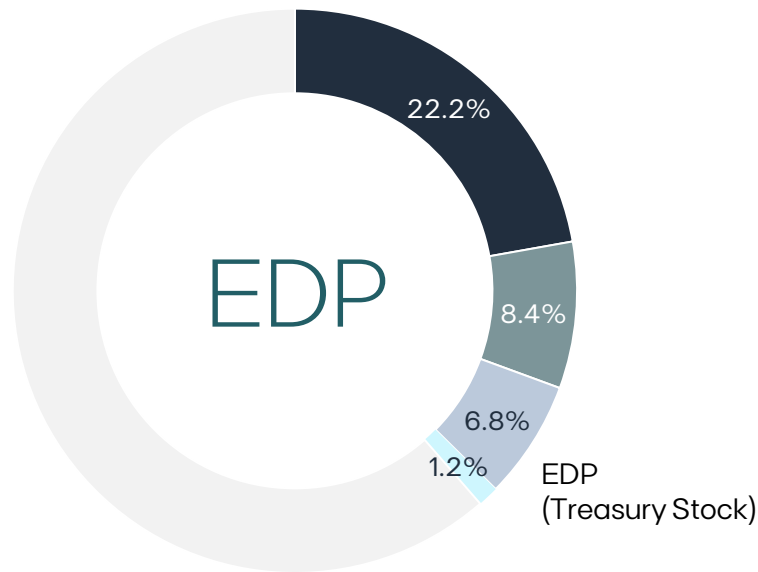


Shareholder Structure¹

Reference Investor

Capital (%)

Votes (%)



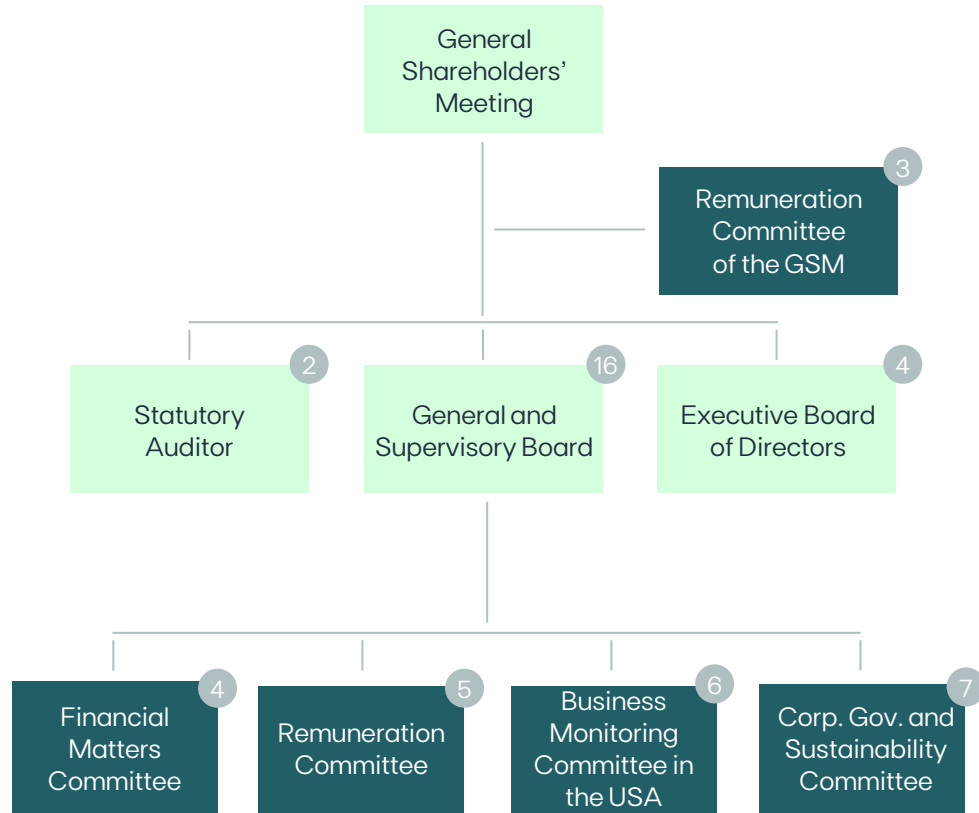
Reference Investor	Capital (%)	Votes (%)
1 CTG	22.2%	22.2%
2 BlackRock	8.4%	8.8%
3 Oppidum Capital	6.8%	6.8%

Remaining shareholders

Within EDP's share capital, 83% are institutional investors, 9% are private investors and 8% are trading or other

1. Shareholder structure as December 2025.

Dual Model of Corporate Governance ensures separation of functions, achieving trust and transparency for proper functioning



- Number of members
- Corporate Entities
- Other Corporate Structures

Key highlights

- **General and Supervisory Board** monitors and evaluates the management of the company and the subsidiaries
 - ✓ 16 members, all non-executive
 - ✓ 56% independent and 38% women
- **Executive Board of Directors** manages the Company's business affairs, setting objectives and policies
 - ✓ 5 members elected by shareholders, including CEO
 - ✓ 40% women
- **Remuneration Policy** designed to promote merit and high performance, fostering long-term value creation
 - ✓ Approved by the General Shareholders' Meeting
 - ✓ KPIs, including ESG, aligned with shareholder interests

General and Supervisory Board



António Lobo Xavier
Chair
Independent

Key role linking GSB and EBD



Shengliang Wu

China Three Gorges Corporation



Guobin Qin

China Three Gorges International Corp



Zhang Hui

China Three Gorges Brasil Energia, S.A.



Ignacio Herrero Ruiz

China Three Gorges (Europe), S.A.



Miguel Pereira Leite

China Three Gorges (Portugal), Sociedade Unipessoal, Lda.



Fernando Masaveu Herrero

Member



Victor Roza Fresno

Draursa, S.A.



Sofia Salgado Pinto

Independent Member



Zili Shao

Independent Member



Alicia Reyes Revuelta

Independent Member



Gonçalo Moura Martins

Independent Member



Maria José García Beato

Independent Member



Sandra Maria Santos

Independent Member



Stephen Vaughan

Independent Member

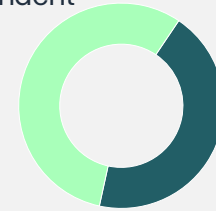


Lisa Frantzis

Independent Member

Status

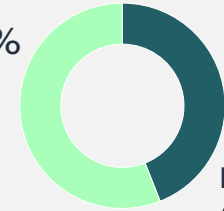
Independent
56%



Non-independent
44%

Gender

Male
62.5%



Female
37.5%

- > 16 members all non-executive
- > 3-years mandate (2024-2026)
- > Average 3-years tenure at GSB
- > The remuneration is fixed and takes into account the tasks performed

Executive Board of Directors



Miguel Stilwell d'Andrade
Chair of the EBD (CEO)



Rui Teixeira
Member of the EBD (CFO)



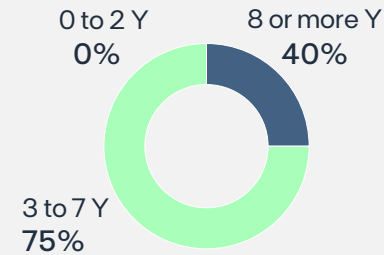
Vera Pinto Pereira
Member of the EBD



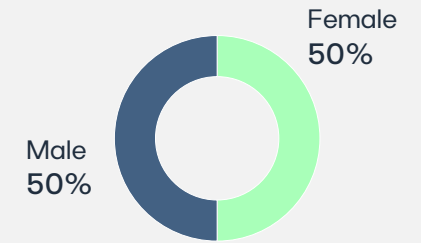
Ana Paula Marques
Member of the EBD



Board Tenure



Gender Diversity



- > 4 members
- > 3-years mandate (2024-2026)
- > Elected by shareholders, including CEO
- > Fixed and Variable Remuneration (including ESG performance), approved by the GSM

Management targets are fully aligned with shareholder interests and ESG performance



EBD Remuneration Policy (2024-2026)

Variable remuneration KPIs

General characteristics

Disclosure of quantifiable targets: Yes (in annual remuneration report)

Disclosure of achievement: Yes (in annual remuneration report)

Disclosure of results: Yes (in annual remuneration report)

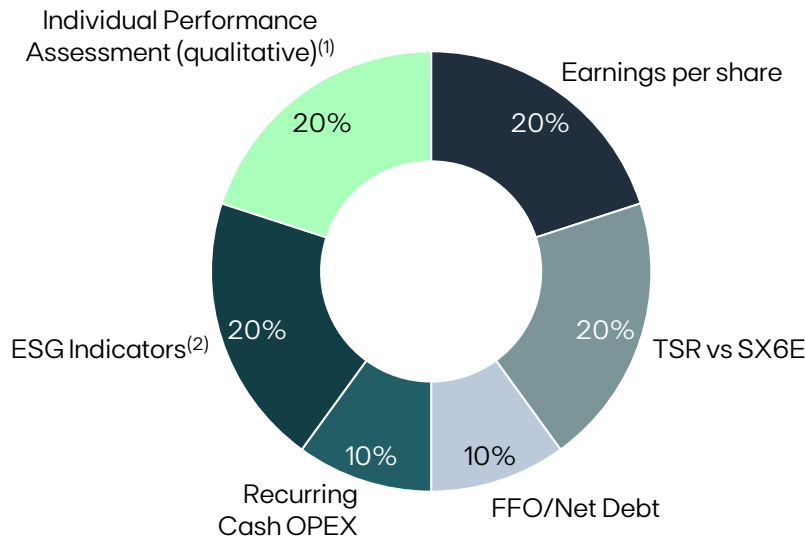
Malus / Clawback: Yes / Yes

Share-Based remuneration: Yes (multiannual component)

STI: potential conversion of a portion of the multiannual variable remuneration into cash

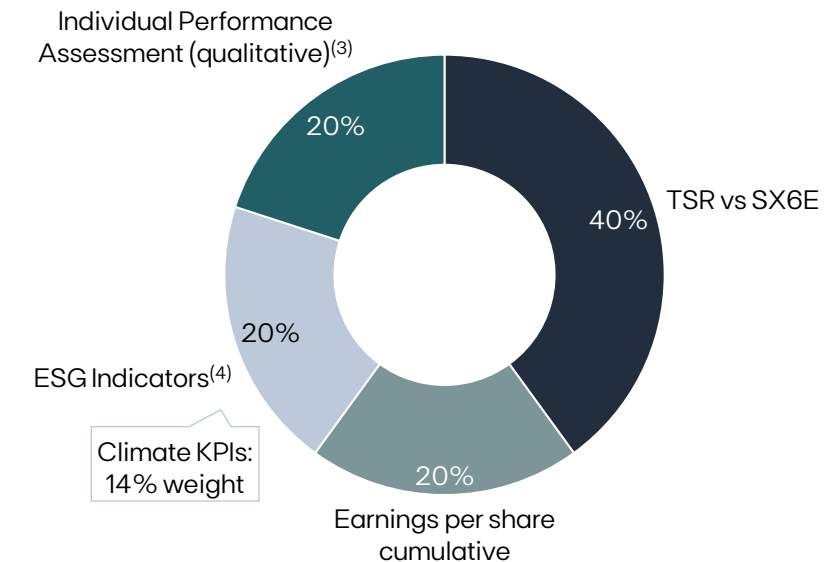
Short-term KPIs:

- > Comparison with **Business Plan & Budget**
- > Max. limit of fixed remuneration: CEO: 110%; other members: 80%
- > >85% of the targets and each one individually need to be accomplished



Long-term KPIs:

- > Comparison with **Business Plan**
- > Max. limit of fixed remuneration: CEO: 185%; other members: 145%
- > >85% of the targets need to be accomplished



1) Implementation of the BP in the year (5%); Team management (5%); Teamwork (5%); Stakeholder management (5%). 2) DJSI Results; Performance in the employees' yearly climate study; Performance in the customer satisfaction index. 3) Strategy & execution (5%); Employee development (5%); Teamwork & new forms of working (5%); Stakeholder management (5%). 4) Increase of share of renewable energy production; Emissions reduction; Bloomberg GEI performance.



Appendix

Integrated Electric Utility in Iberia & Brazil, renewables developer & operator with strong presence in US and EU



Europe	12,613 MW 4,798 290,675 Kms
South America	3,681 MW 4,028 100,686 Kms
North America	10,809 MW
APAC	1.152 MW

- Solar Capacity (MW)
- Wind Capacity (MW)
- Hydro Capacity (MW)
- BESS Capacity (MW)
- Clients B2C ('000#)
- Networks ('Kms)

EDP main hubs

Note: Data as of December 2025

33 GW
Installed Capacity

~90%
Renewables generation

64 TWh
Electricity Generation

391,360
Electricity Networks (KM)

9 million
Clients

11,865
Employees

Overview of EDP's Integrated Electricity Value Chain from Renewable Generation to End-User Supply and Energy Solutions

1 Electricity generation

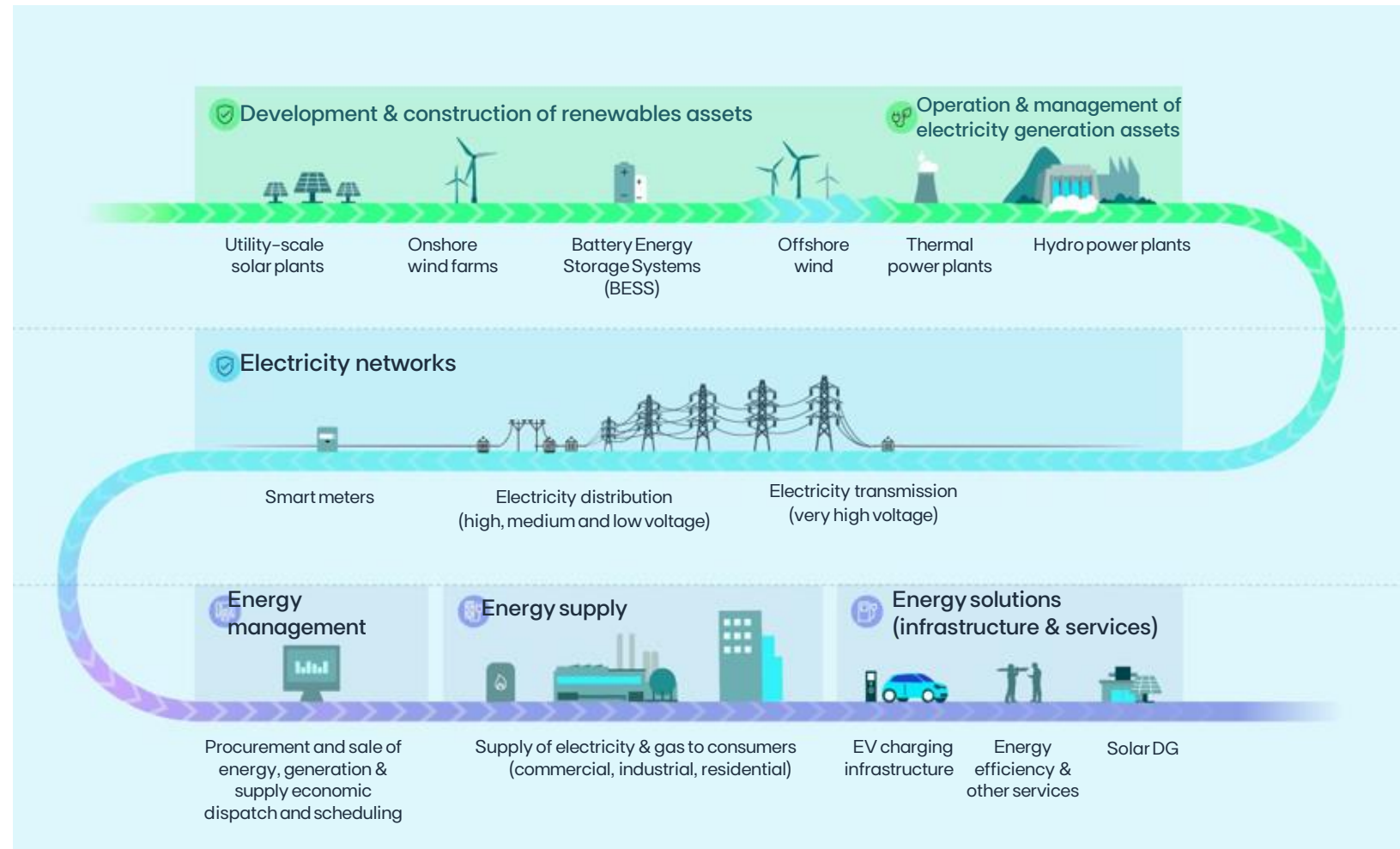
Generation is the first activity in the value chain of the electricity sector. Power plants transform the various energy sources into electricity.

2 Electricity networks

Transmission carries the generated energy through very high-voltage lines, while distribution channels that energy to the distribution grid. The distribution network allows the flow of energy to the supply points, supported by smart meters for accurate monitoring.

3 Energy management & supply

Energy supply contracts with end users, managing clients' energy needs and optimizing the dispatch of generation assets and energy procurement contracts. Includes other related services (Solar DG, EV charging, energy efficiency, etc.).

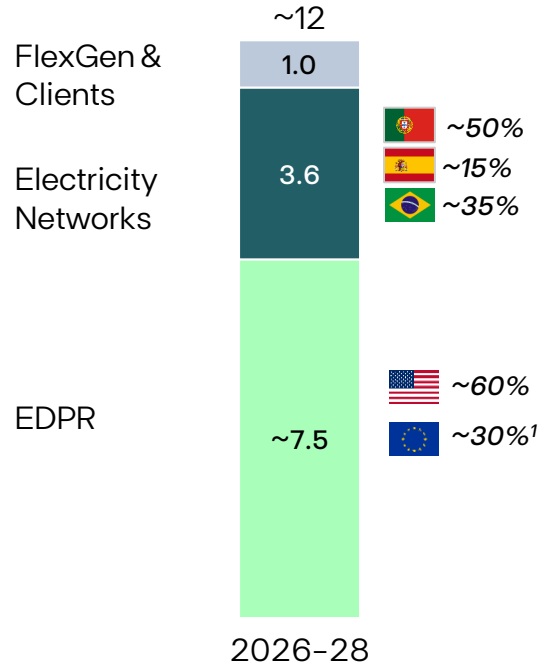


A resilient, low-risk portfolio delivering predictable growth



Gross Investment, € Bn

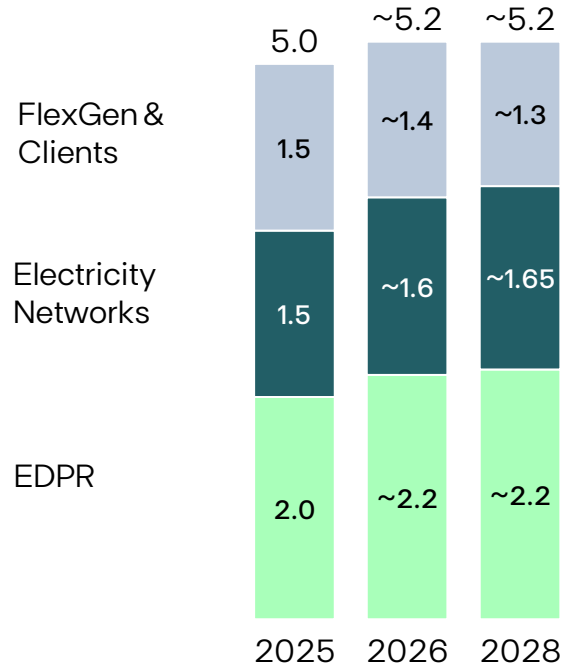
By business



~90%
in A-rated
markets

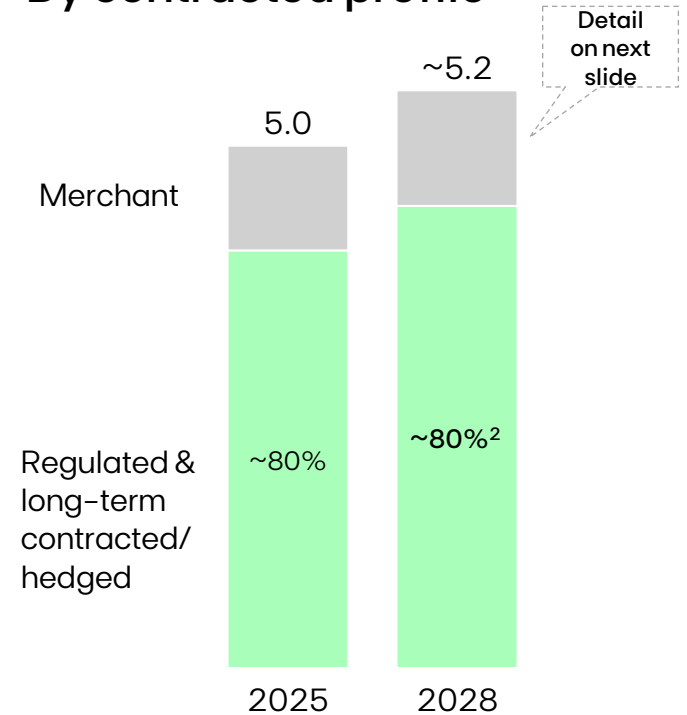
EBITDA, € Bn

By business



~30%
from Electricity
Networks

By contracted profile



~80%
regulated + long-term
contracted / hedged

1. Includes investment OW and others.

The image features a central logo consisting of the lowercase letters 'edp' in a white, sans-serif font. This text is centered within a dark blue circular area. Surrounding this central circle are three overlapping, semi-transparent rings of different colors: a bright cyan ring, a vibrant green ring, and a purple ring. The background is a dark, almost black, color. The overall design is modern and abstract, with a focus on geometric shapes and a color palette of blues, greens, and purples.

edp