

04

04 SUSTAINABILITY

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ENERGY



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04

SUSTAINABILITY

4.1 MATERIALITY ASSESSMENT

The macro-economic context, where the challenges of sustainability are increasing, summing up with the diversity of EDPR's stakeholders, results in a large and complex list of important issues, which must be prioritised according to its relevance and significance. An issue is considered material when it influences the decision, the action and the performance of an organisation and its stakeholders.

4.1.1 BACKGROUND AND OBJECTIVES

EDPR's material issues were identified and the results achieved supported the preparation of this Annual Report, as reflected in the Company's management strategy and, in particular, in its agenda for sustainability.

4.1.2 METHODOLOGY

The methodology adopted is based on the Accountability Standards and the information is collected corporately and within each business units as well.

Materiality is acquired by the interception of the issues identified by stakeholders with the importance given internally by the business. The topics identified by the Company are prioritised according to the frequency with which they appear in the different categories analysed.

RELEVANCE FOR SOCIETY

The relevance for society is determined by the importance/impact of a specific theme from an external perspective to the Company, designated as society perspective. Therefore, the society vision reflects the vision idea/concept of the several stakeholder groups that have influence on or are influenced by EDPR's activities. This vision must be achieved through sources that ensure independence from the Company to collect, on most cases, external data.

In parallel, the establishment of a society perspective is also supported by documents, analysis and international/national specific studies that allow a broad outlook on the emerging trends in the sustainability area. Consequently, the Company considers that the vision of the several stakeholders reflects the vision of society, thus allowing the assessment of the expectations outside EDPR.

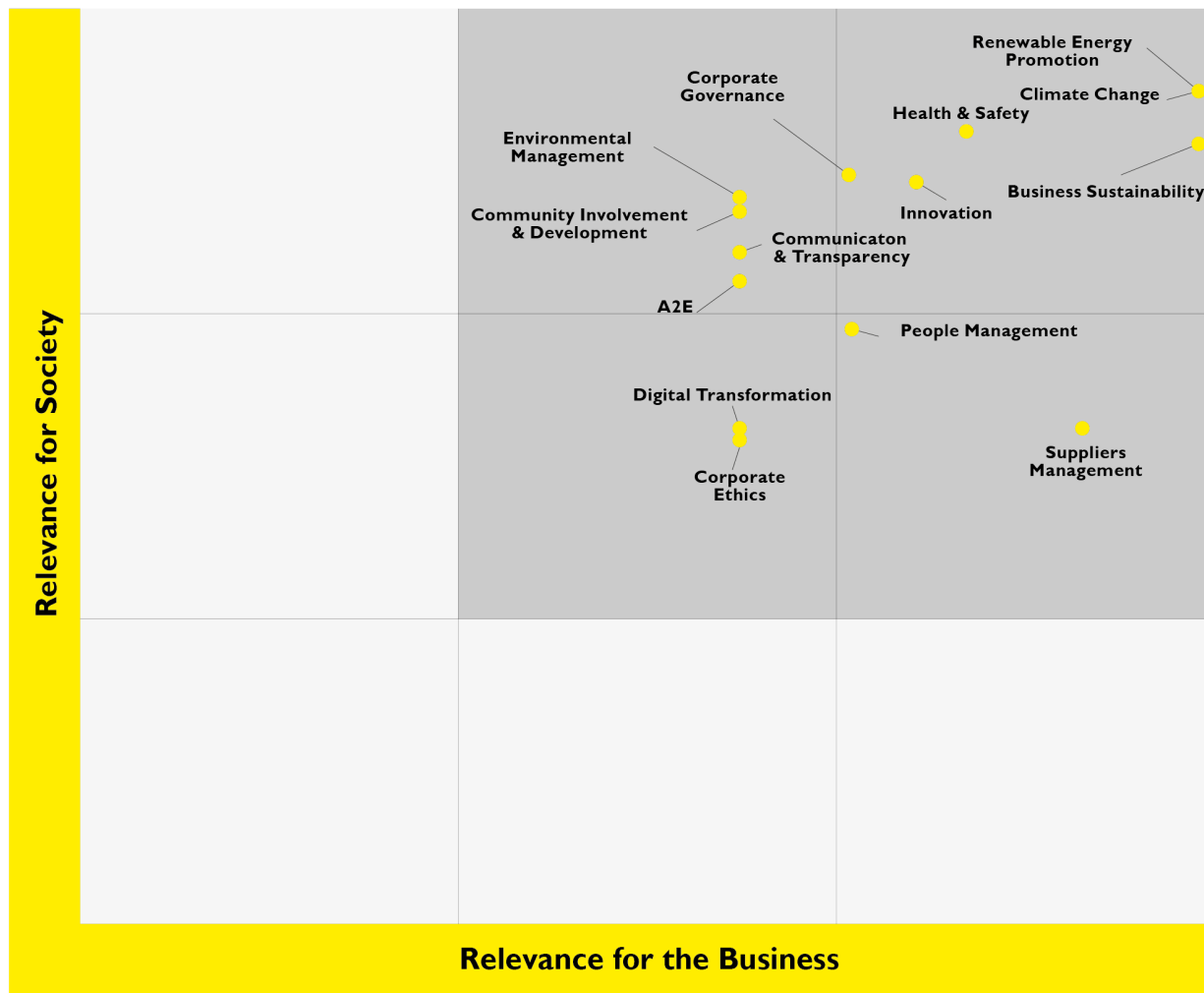
RELEVANCE FOR BUSINESS

The vision of the business is obtained through the evaluation of the importance/impact of a specific theme from an internal perspective to the Company. This vision is originated from the analysis of the defined business strategic goals as these depict the current positioning and concerns of EDPR and reflect the future vision of the business. In 2019, EDPR defined a new strategic plan until 2022 and, thus, the material issues for the Company in which this assessment was based were updated accordingly.

RESULTS

The materiality matrix describes visually and promptly the most sensitive and impacting themes by comparing the relevance to society with the relevance to the business. The critical and sensitive themes for EDPR, obtained from the analysis of the materiality matrix, allows the Company to drive the strategy and support the decision-making process as well as to focus the report of information based on shared interests between EDPR and stakeholders, facilitating the relationship between them.

MATERIALITY MATRIX



NOTE: ENVIRONMENTAL MANAGEMENT INCLUDES BIODIVERSITY, WASTE MANAGEMENT AND SPILLS.

EDPR DID NOT IDENTIFY THE FOLLOWING TOPICS AS MATERIAL:

- WATER: GENERATION FROM WIND ENERGY DOES NOT CONSUME WATER IN ITS OPERATIONAL PROCESSES. THE WATER IS CONSUMED MAINLY FOR HUMAN USE.
- LIGHT POLLUTION: EDPR ACTIVITIES DO NOT HAVE A MATERIAL IMPACT IN LIGHT POLLUTION.
- RAW MATERIALS: EDPR CORE BUSINESS DOES NOT CONSUME RAW MATERIALS.
- FOOD WASTE: EDPR ACTIVITIES DO NOT HAVE A MATERIAL IMPACT IN FOOD WASTE.

4.2 RENEWABLE ENERGY PROMOTION

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Selective Growth of the chapter Strategy and to section Operational Performance of the chapter Execution.

GRI EU1 – INSTALLED CAPACITY, BROKEN DOWN BY PRIMARY ENERGY SOURCE AND BY REGULATORY REGIME

| INSTALLED CAPACITY | UN | 2019 | 2018 | Δ YoY |
|----------------------|-----------|---------------|---------------|--------------|
| TOTAL | MW | 11,362 | 11,672 | (310) |
| Europe | MW | 4,553 | 5,424 | (871) |
| Spain | MW | 2,126 | 2,463 | (337) |
| Portugal | MW | 1,164 | 1,309 | (145) |
| Rest of Europe | MW | 1,263 | 1,652 | (389) |
| Brazil | MW | 467 | 467 | +0 |
| North America | MW | 6,342 | 5,781 | +561 |
| US | MW | 6,112 | 5,551 | +561 |
| Canada | MW | 30 | 30 | - |
| Mexico | MW | 200 | 200 | - |

NOTE: THE REPORTED DATA INCLUDES EBITDA AND EQUITY MWS.

By December 2019, EDPR operational portfolio totalled 11.4 GW, of which 4.6 GW in Europe, including 2.1 GW in Spain, 1.2 GW in Portugal, 1.3 GW in Rest of Europe, 6.3 GW in North America and the remaining 0.5 GW in Brazil. From the 11.4 GW, 284 MW are related to solar PV and 11,078 MW to wind onshore technology. Pursuing its Sell-down strategy, in 2019, EDPR concluded the sale of its entire ownership in a 997 MW portfolio in Europe (348 MW in Spain, 191 MW in Portugal, 388 MW in France and 71 MW in Belgium; 491 MW net for EDPR). In 2019, EDPR built 888 MW of wind and solar technology, of which 169 MW in Europe, namely 53 MW in Spain, 47 MW in Portugal, 19 MW in France and 50 MW in Italy. In the United States 720 MW were built, of which 581 MW related to wind onshore projects and 139 MW from a solar PV portfolio.

GRI EU2 – NET ENERGY OUTPUT BROKEN DOWN BY PRIMARY ENERGY SOURCE AND BY REGULATORY REGIME

| ELECTRICITY GENERATED | UN | 2019 | 2018 | Δ% YoY |
|-----------------------|------------|---------------|---------------|-------------|
| TOTAL | GWh | 30,041 | 28,359 | +6% |
| Europe | GWh | 11,791 | 11,480 | +3% |
| Spain | GWh | 5,298 | 5,164 | +3% |
| Portugal | GWh | 3,160 | 2,995 | +5% |
| Rest of Europe | GWh | 3,333 | 3,321 | +0% |
| Brazil | GWh | 1,757 | 1,235 | +42% |
| North America | GWh | 16,492 | 15,644 | +5% |
| US | GWh | 15,696 | 14,873 | +6% |
| Canada | GWh | 70 | 71 | (2%) |
| Mexico | GWh | 726 | 700 | +4% |

EDPR produced 30 TWh of clean energy in 2019, +6% YoY.

4.3 CLIMATE CHANGE

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Natural Capital of the chapter Execution.

GRI 201-2 – FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANISATION'S ACTIVITIES DUE TO CLIMATE CHANGE

The Earth's climate has changed throughout history. Scientists attribute the current global warming trend observed since the mid-20th century to the human expansion of the "greenhouse effect"¹ – warming that results when the atmosphere traps heat radiating from Earth toward space. Over the last century, the burning of fossil fuels like coal and oil has increased the concentration of atmospheric carbon dioxide (CO₂). There is no question that increased levels of greenhouse gases (GHG) must cause the Earth to warm in response.

EDPR is a clear example of how fighting against climate change creates business opportunities. The Company's core business, to deliver clean energy by developing, building and operating top quality wind farms and solar plants, inherently implies the reduction of GHG emissions, contributing to the world's fight against climate change and its impacts. Wind and solar energy have zero carbon emissions and do not produce harmful SO_x, NO_x or mercury emissions, protecting valuable air and water resources. Besides, generation from wind and solar energy does not consume water in its operational processes.

Since its inception, EDPR has been performing a strategy focused on selective growth, by investing in quality projects with predictable future cash-flows, and seamless execution, supported by core competences that yield superior profitability, all embedded within a distinctive and self-funding model designed to accelerate value creation. As a result of undertaking such strategy, at the same time flexible enough to accommodate changing business and economic environments, EDPR remains today a leading company in the renewable energy industry. As presented in the Strategic Update, EDPR plans to add c.7.0 GW in 2019-2022 period, of which, in December 2019, 74% was already secured to be installed until 2022, investing more than 8 billion euros financed by sell-down and assets' cash flows. EDPR will diversify geographically and technologically growing on wind onshore, offshore and solar along with the entrance in new markets.

During 2019, EDPR built 888 MW and finished the year managing a global portfolio of 11.4 GW. Benefiting from a diversified portfolio, the Company generated 30 TWh (+6% YoY) of renewable energy, avoiding the emissions of 19 mt of CO₂. Capital expenditures and financial investments with capacity additions, ongoing construction and development works during the year totalled €1,401 million.

However, EDPR faces climate change not only as a business opportunity, but also as an opportunity to innovate. Innovation not only in disruptive technologies, but innovative solutions can be implemented in the entire value chain: in business development, construction, operations, origination and financing. For example, besides developing offshore, offshore floating and hybrid (wind and solar) facilities and battery storage, EDPR has implemented innovative ideas in construction, with new technical solutions to increase assets quality, in operations, by internalising O&M activities or using big data on predictive maintenance & power improvement, in origination, with PPA structures to help clients to meet their sustainability goals, in finance, with the implementation of a self-funding strategy based on the sale of stakes which allows us accelerate growth by crystalizing future value.

On the risk side, meteorological changes may pose a risk for EDPR's activities and results since they are carried out in areas of the planet that are being affected by climate change. In addition, future estimations of wind and solar production are based on analysis of historical measurements for more than 20 years and they are considered to be representative of the future. However, relevant unexpected meteorological changes could lead to a lower production than the one expected from historical data. Thus, when evaluating a new investment, EDPR considers potential changes in the production forecasted but, even so, the size of the potential deviation in the case of relevant meteorological changes is uncertain. Moreover, renewable plants in construction and in operation are exposed to weather hazards, natural disasters, etc. These risks depend on the all plants are insured the physical damage during construction and operation. During operation, any natural disaster, weather hazard or accident will be partially insured to revenue losses due to the event location.

As a sector leader, EDPR is aware of the urgency to fight climate change and even though its business inherently implies a positive impact on the environment, the Company continues to work on a daily basis to hold itself to a higher standard and to incorporate innovation in its value chain in order to further contribute to the protection of the climate.

¹ IPCC FIFTH ASSESSMENT REPORT, SUMMARY FOR POLICYMAKERS

GRI 302-1 – ENERGY CONSUMPTION WITHIN THE ORGANISATION

Wind turbines and solar panels require a small amount of electricity to operate. This energy consumption is generally self-consumed. Given the intermittency of wind generation, sometimes it is needed to consume electricity from the grid.

| ENERGY CONSUMPTION | UN | 2019 | 2018 | Δ% YoY |
|-------------------------|-----------|----------------|----------------|--------------|
| TOTAL | GJ | 319,694 | 319,028 | +0.2% |
| Wind farms | | | | |
| Electricity consumption | GJ | 269,758 | 267,762 | +1% |
| Offices | | | | |
| Electricity consumption | GJ | 16,658 | 18,139 | (8%) |
| Gas | GJ | 3,039 | 3,048 | (0.3%) |
| Fleet | | | | |
| Petrol consumption | GJ | 23,541 | 23,122 | +2% |
| Diesel consumption | GJ | 6,698 | 6,936 | (3%) |
| Biodiesel consumption | GJ | 0 | 19 | (100%) |

NOTE 1: GAS CONVERSION FACTOR ACCORDING TO AGÊNCIA PORTUGUESA DE AMBIENTE.

NOTE 2: EDPR REPORTS EBITDA WINDFARMS ENERGY CONSUMPTION THE YEAR AFTER THE COD (COMMERCIAL OPERATING DATE), WHEN THE TRIAL PERIOD IS OVER AND THE CONSUMPTION IS ALREADY SIGNIFICANT. THUS, THE WIND FARMS THAT HAVE ENTERED INTO OPERATION IN 2019 WILL BE INCLUDED IN THE ENERGY CONSUMPTION OF 2020.

NOTE 3: FLEET ENERGY CONSUMPTION REFERS TO O&M FLEET.

NOTE 4: ENERGY CONSUMPTION IN THE OFFICES IS ESTIMATED, EXCEPT FOR THE MADRID OFFICE AND THE O&M OFFICES IN NORTH AMERICA.

GRI 302-4 - REDUCTION OF ENERGY CONSUMPTION

EDPR's activity is based on clean energy generation, and it produces about 336 times the energy consumed by itself. Nonetheless, the Company is conscious about promoting a culture of rational use of resources and promotes many internal campaigns to encourage sustainable behaviours. For example, this year, EDPR has included in its Sustainability Roadmap 2019-2022 the objective to promote the transition of its fleet to electric vehicles.

GRI 305-1 - DIRECT (SCOPE 1) GHG EMISSIONS

EDPR's Scope 1 emissions represent 2,368 tons of CO₂ equivalent, -14% vs 2018. 1,971 tons are emitted by transportation related to the windfarms operation, 160 tons by gas consumption in the Company's offices and the rest of it is related to SF₆.

Part of the equipment used for electricity generation purposes contains SF₆ gasses and during 2019, EDPR registered emissions of 10 kg of this gas, which is equivalent to 237 tons of CO₂ eq.

NOTE 1: EMISSIONS WERE ESTIMATED ACCORDING TO GHG PROTOCOL (INCLUDING OFFICIAL SOURCES SUCH AS IPCC OR THE U.S DEPARTMENT OF ENERGY).

NOTE 2: GAS CONSUMPTION IN THE OFFICES IS ESTIMATED, EXCEPT FOR THE MADRID OFFICE AND THE O&M OFFICES IN NORTH AMERICA.

GRI 305-2 - ENERGY INDIRECT (SCOPE 2) GREENHOUSE GAS (GHG) EMISSIONS

EDPR's CO₂ indirect emissions represent 26,439 tons, -12% vs 2018. Of the 2019 scope 2 emissions, 24,748 tons are driven by electricity consumption by the wind farms and solar plants and 1,691 tons by electricity consumption in the offices.

In 2019, 100% of the emissions related to electricity consumption in windfarms and offices in all EDPR countries have been compensated by Certifications of Origin in Spain and Renewable Energy Certifications (RECs) in US, obtained from the renewable energy generation.

NOTE 1: THE EMISSION FACTORS USED ARE BASED ON THE FOLLOWING SOURCES: PORTUGAL - EDP, TURBOGÁS, TEJO ENERGIA, REDE ELÉCTRICA NACIONAL (REN), AND ENTIDADE REGULADORA DOS SERVIÇOS ENERGÉTICOS (ERSE); SPAIN - RED ELÉCTRICA DE ESPAÑA (REE); BRAZIL - MINISTRY OF SCIENCE AND TECHNOLOGY - SIN (NATIONAL INTERCONNECTED SYSTEM); OTHER EUROPEAN COUNTRIES AND CANADA - IHS CERA.

NOTE 2: ELECTRICITY CONSUMPTION EMISSIONS WERE CALCULATED WITH THE GLOBAL EMISSION FACTORS OF EACH COUNTRY.

NOTE 3: ELECTRICITY CONSUMPTION IN THE OFFICES IS ESTIMATED, EXCEPT FOR THE MADRID OFFICE AND THE O&M OFFICES IN NORTH AMERICA.

GRI 305-3 – OTHER INDIRECT (SCOPE 3) GREENHOUSE GAS (GHG) EMISSIONS

EDPR's work requires employees to travel and commute. Based on the estimates, the transportation used by employees accounted for a total of 5,552 tons of CO₂ emissions, +12% vs 2018.

NOTE 1: EMISSIONS WERE ESTIMATED ACCORDING TO GHG PROTOCOL, BY FOLLOWING THE DEFRA STANDARD.

NOTE 2: EMPLOYEE COMMUTING EMISSIONS WERE CALCULATED FROM DATA COLLECTED IN A SURVEY TO ALL EMPLOYEES.

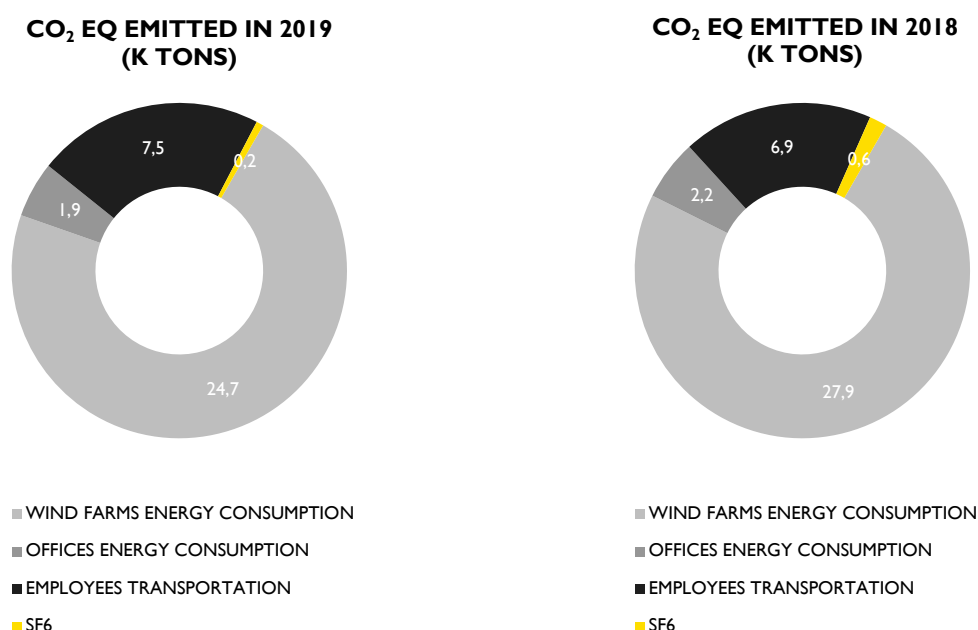
NOTE 3: EMPLOYEES TRANSPORTATION BY AIR AND TRAIN IN PORTUGAL IS NOT INCLUDED.

NOTE 4: WHEN CALCULATING EMPLOYEES TRANSPORTATION BY AIR, THE RADIOACTIVE FACTOR IS NOT CONSIDERED.

NOTE 5: FLEET ENERGY CONSUMPTION REFERS TO O&M FLEET.

NOTE 6: EMPLOYEES TRANSPORTATION DATA FROM 2018 WAS RESTATED.

TOTAL CO₂ EMISSIONS



GRI 305-5 – REDUCTION OF GREENHOUSE GAS (GHG EMISSIONS)

Even though EDPR activity inherently implies the reduction GHG emissions, the Company goes one-step forward by compensating 100% of the scope 2 emissions.

EDPR core business activity inherently implies the reduction GHG emissions. Wind and solar energy has zero carbon emissions, contributing to the world's fight against climate change and does not produce harmful SO_x, NO_x, or mercury emissions, protecting valuable air and water resources. In 2019, it was estimated that the Company's activities avoided the emission of 19 million tons of CO₂.

The Company's emissions represent 0.2% of the total amount of emissions avoided and 72% of the total emissions are from the necessary electricity consumption by the wind farms. Even though EDPR's activity is based on the clean energy generation, it is conscious about promoting a culture of rational use of resources. During 2019, EDPR continued promoting initiatives that foster environmental best practices in its offices and, in addition, has included in its Sustainability Roadmap 2019-2022 the objective to promote the transition of its fleet to electric vehicles.

In 2019, 100% of the emissions related to electricity consumption in windfarms and offices in all EDPR countries have been compensated by Certifications of Origin in Spain and Renewable Energy Certifications (RECs) in the US, obtained from the renewable energy generation.

NOTE 1: TO CALCULATE THE EMISSIONS AVOIDANCE, THE ENERGY GENERATION HAS BEEN MULTIPLIED BY THE CO₂ EQ. EMISSION FACTORS OF EACH COUNTRY AND STATE WITHIN THE US. EDPR CONSIDERS THE EMISSION FACTOR OF JUST FOSSIL FUEL ENERGY, AS IT IS CONSIDERED THAT BY INCREASING THE GENERATION OF RENEWABLE ENERGY, THERE IS A DISPLACING OF THESE TECHNOLOGIES, WHILE OTHER RENEWABLE TECHNOLOGIES AND NUCLEAR PLANTS WILL CONTINUE WITH ITS QUOTA OF GENERATION.

NOTE 2: THE EMISSION FACTORS USED ARE BASED ON THE FOLLOWING SOURCES: PORTUGAL - EDP, TURBOGÁS, TEJO ENERGIA, REDE ELÉCTRICA NACIONAL (REN), AND ENTIDADE REGULADORA DOS SERVIÇOS ENERGÉTICOS (ERSE); SPAIN - RED ELÉCTRICA DE ESPAÑA (REE); BRAZIL - MINISTRY OF SCIENCE AND

TECHNOLOGY – SIN (NATIONAL INTERCONNECTED SYSTEM); USA - EMISSIONS & GENERATION RESOURCE INTEGRATED DATABASE (EGRID) FOR EACH STATE EMISSION FACTOR; OTHER EUROPEAN COUNTRIES, MEXICO AND CANADA - IHS CERA.

4.4 BUSINESS SUSTAINABILITY

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Financial Performance of the chapter Execution.

GRI 201-1 – DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

| ECONOMIC VALUE GENERATED AND DISTRIBUTED | UN | 2019 | 2018 |
|--|-----------|--------------|--------------|
| Economic Value Generated | €m | 2,265 | 2,006 |
| Revenues | €m | 1,642 | 1,496 |
| Other Income | €m | 581 | 377 |
| Share of Profit in Associates | €m | 3 | 2 |
| Financial Income | €m | 38 | 131 |
| Economic Value Distributed | €m | 1,117 | 1,130 |
| Supplies and Services | €m | 309 | 345 |
| Other Costs | €m | 136 | 128 |
| Personnel Costs | €m | 131 | 115 |
| Financial Expenses | €m | 387 | 351 |
| Current Tax | €m | 55 | 77 |
| Dividends | €m | 99 | 113 |
| Economic Value Accumulated | €m | 1,148 | 876 |

| PROFIT BEFORE INCOME TAX | UN | 2019 | 2018 |
|--------------------------|-----------|------------|------------|
| TOTAL | €m | 709 | 536 |
| Spain | €m | 52 | 71 |
| Portugal | €m | 300 | 138 |
| France & Belgium | €m | 31 | 22 |
| Poland | €m | 13 | -7 |
| Romania | €m | 28 | -1 |
| Italy | €m | 14 | 12 |
| UK | €m | -1 | 24 |
| Brazil | €m | 102 | 12 |
| US | €m | 157 | 254 |
| Canada | €m | 2 | 0 |
| Mexico | €m | 13 | 10 |
| Others | €m | -2 | - |

| CORPORATE INCOME TAX PAID | UN | 2019 | 2018 |
|---------------------------|-----------|-----------|-----------|
| TOTAL | €m | 65 | 77 |
| Spain | €m | 9 | 14 |
| Portugal | €m | 34 | 41 |
| France / Belgium | €m | 8 | 12 |
| Poland | €m | 4 | 1 |
| Romania | €m | 0 | 0 |
| Italy | €m | 4 | 4 |
| UK | €m | 0 | 0 |
| Brazil | €m | 5 | 4 |
| US | €m | 0 | 2 |
| Canada | €m | 0 | 0 |
| Mexico | €m | 0 | 0 |
| Others | €m | 0 | - |

NOTE 1: THE AMERICAN LEGISLATION FORESEES - AND HAS FORESEEN IN THE PAST - SEVERAL TAX INCENTIVES FOR THE PRODUCTION OF RENEWABLE ENERGY IN THE UNITED STATES. SOME EXAMPLES ARE THE PRODUCTION TAX CREDITS, THE RESEARCH AND DEVELOPMENT TAX CREDITS, THE FORMER CASH GRANT, THE SO-CALLED MACRS (A WAY OF ACCELERATED DEPRECIATION), ETC. THESE TAX CREDITS, THAT IN MOST CASES ARE PART OF THE RENEWABLE ENERGY REMUNERATION SCHEME, HAVE ACCUMULATED DURING THE LAST YEARS, ALLOWING THE MINIMISATION OF CIT CASH-OUT IN THIS GEOGRAPHY.

NOTE 2: AS A GENERAL RULE, THE CORPORATE INCOME TAX CASH-OUT DETAILED ABOVE CONSIDERS BOTH THE DOWNPAYMENTS CORRESPONDING TO THE FISCAL YEAR IN COURSE (WHERE APPLICABLE) AND THE BALANCE OF THE CORPORATE INCOME TAX CORRESPONDING TO THE PREVIOUS YEAR.

4.5 HEALTH & SAFETY

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Respect Human and Labour Rights of the chapter Execution.

GRI 403-2 – TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES

| H&S INDICATORS | UN | 2019 | | | 2018 | | |
|--|----------|------------|-------------|------------|-----------|-------------|------------|
| | | EMPLOYEES | CONTRACTORS | TOTAL | EMPLOYEES | CONTRACTORS | TOTAL |
| Work-related fatalities | # | 0 | 0 | 0 | 0 | 2 | 2 |
| Europe | # | 0 | 0 | 0 | 0 | 1 | 1 |
| Brazil | # | 0 | 0 | 0 | 0 | 0 | 0 |
| North America | # | 0 | 0 | 0 | 0 | 1 | 1 |
| Work-related accidents with absence | # | 1 | 9 | 10 | 2 | 16 | 18 |
| Europe | # | 0 | 4 | 4 | 0 | 13 | 13 |
| Brazil | # | 0 | 1 | 1 | 0 | 2 | 2 |
| North America | # | 1 | 4 | 5 | 2 | 1 | 3 |
| Lost days due to work-related accidents | # | 146 | 225 | 371 | 10 | 808 | 818 |
| Europe | # | 0 | 152 | 152 | 0 | 754 | 754 |
| Brazil | # | 0 | 2 | 2 | 0 | 20 | 20 |
| North America | # | 146 | 71 | 217 | 10 | 34 | 44 |
| Injury Rate¹ | x | 0 | 2 | 1 | 1 | 3 | 2 |
| Europe | x | 0 | 2 | 1 | 0 | 6 | 4 |
| Brazil | x | 0 | 4 | 3 | 0 | 2 | 2 |
| North America | x | 1 | 1 | 1 | 2 | 1 | 1 |
| Lost day rate² | x | 53 | 43 | 46 | 4 | 142 | 100 |
| Europe | x | 0 | 70 | 43 | 0 | 304 | 200 |
| Brazil | x | 0 | 8 | 5 | 0 | 22 | 19 |
| North America | x | 114 | 25 | 52 | 9 | 15 | 13 |

NOTE 1: THE REPORTED DATA DOES NOT INCLUDE THE 3 EMPLOYEES FROM THE REST OF THE WORLD.

NOTE 2: THE REPORTED DATA DOES NOT INCLUDE COMMUTING ACCIDENTS. IN 2019, THERE WERE 2 COMMUTING ACCIDENTS WITH ABSENCE RELATED TO EDPR EMPLOYEES THAT RESULTED IN 44 LOST DAYS.

NOTE 3: MINOR FIRST AID INJURIES ARE NOT INCLUDED IN THE REPORTED DATA, AND THE NUMBER OF LOST DAYS IS CALCULATED AS THE NUMBER OF CALENDAR DAYS MINORING THE DAY AFTER THE ACCIDENT.

NOTE 4: DOES NOT INCLUDE INFORMATION RELATED TO EDPR UK FROM JULY 2019 TO DECEMBER 2019.

NOTE 5: THE EMPLOYEE IMPACTED BY THE ACCIDENT WITH ABSENCE IS MALE. EDPR DOES NOT REGISTER H&S INDICATORS BY GENDER FOR CONTRACTORS. NOTWITHSTANDING THIS, BASED ON EDPR EXPERIENCE, THE MAJORITY OF THE CONTRACTORS WORKING ON EDPR SITES ARE MEN.

NOTE 6: X AS UNIT MEANS TIMES.

In 2019, EDPR registered 10 work-related accidents for employees and contractors, -50% vs 2018. The injury and the lost work day rate were 1.2 work accidents per million hours worked and 46 days lost due to work accidents per million hours worked, respectively, registering a significant improvement in its H&S ratios when comparing to the previous year. Moreover, EDPR has no knowledge of any cases of occupational diseases in the company. EDPR is working to systematise the registration of this type of diseases, if detected.

EDPR has implemented Health & Safety Management Systems based on the OHSAS 18001:2007 specifications. The standards and procedures of these systems are adapted to the specific geography of the sites where they are used and are developed based on each country's regulations

¹ INJURY RATE CALCULATED AS [# OF ACCIDENTS WITH ABSENCE/HOURS WORKED * 1,000,000]

² LOST WORK DAY RATE CALCULATED AS [# OF WORKING DAYS LOST/HOURS WORKED * 1,000,000]

and industry best practices. EDPR takes a data-driven approach to identify and react to leading causes of injury. The implementation of these systems allows for better management and prevention of future accidents, with the objective of zero accidents overall.

The commitment to health & safety is further supported through the OHSAS 18001 certification. By the end of 2019, this certification covers 100%¹ of EDPR's installed capacity.

The OHSAS 18001:2007 standard was replaced with ISO 45001:2018, which will help organisations develop and provide a safe and healthy workplace for everyone within the company and across its supply chain. EDPR has been working on the integrated Health & Safety and Environment Management System in order to implement it and carry out its certification in 2020.

Additionally, please find information regarding absenteeism below:

| ABSENTEEISM BY COUNTRY | UN | HOURS | UN | RATE |
|----------------------------|----------|---------------|----------|-------------|
| EUROPE & BRAZIL | # | 13,698 | % | 0.9% |
| Spain | # | 7,050 | % | 0.8% |
| Portugal | # | 1,675 | % | 1.2% |
| France & Belgium | # | 768 | % | 0.5% |
| Italy | # | 1,502 | % | 2.4% |
| Poland | # | 1,089 | % | 1.7% |
| Romania | # | 1,496 | % | 2.5% |
| Brazil | # | 119 | % | 0.1% |
| NORTH AMERICA | # | 1,168 | % | 0.1% |

NOTE 1: EDPR DEFINES ABSENTEEISM AS TOTAL OF NON-WORKED HOURS IN WORKABLE PERIODS. INCLUDING ABSENCE HOURS DUE TO ACCIDENTS, ABSENCE HOURS DUE TO DISEASES AND ABSENCE HOURS DUE TO OTHER NOT JUSTIFIED MOTIVES.

NOTE 2: ABSENTEEISM FOR NORTH AMERICA CONSIDERS ONLY LOST WORKED HOURS CAUSED BY ACCIDENTS.

NOTE 3: ABSENTEEISM HOURS FROM UK AND FRANCE OFFSHORE ARE NOT INCLUDED. UK AND FRANCE OFFSHORE EMPLOYEES REPRESENT 5% OF THE TOTAL WORKFORCE.

NOTE 4: IN 2019, EDPR CHANGED THE ABSENTEEISM DEFINITION TO BE ALIGNED WITH MARKET PRACTICES. DUE TO THIS METHODOLOGY CHANGE, THE 2018 DATA IS NOT COMPARABLE TO 2019 DATA.

GRI EU17 – DAYS WORKED BY CONTRACTOR AND SUBCONTRACTOR EMPLOYEES INVOLVED IN CONSTRUCTION, OPERATION AND MAINTENANCE ACTIVITIES

Contractors involved in construction, operation and maintenance activities worked 661,763 days during 2019 (-7% vs. 2018).

NOTE: DOES NOT INCLUDE INFORMATION RELATED TO EDPR UK FROM JULY 2019 TO DECEMBER 2019.

GRI EU25 – NUMBER OF INJURIES AND FATALITIES TO THE PUBLIC INVOLVING COMPANY ASSETS, INCLUDING LEGAL JUDGMENTS, SETTLEMENTS AND PENDING LEGAL CASES OF DISEASES

EDPR has no knowledge of any legal judgments, settlements and pending legal cases of diseases in 2019, neither in 2018.

NOTE: FOR THE INFORMATION REPORTED IN THIS INDICATOR EDPR CONSIDERS PASSIVE CONTINGENCIES ASSOCIATED WITH LITIGATION QUALIFIED AS PROBABLE IN 2019 RECORDED IN THE CONTINGENCIES REPORTING SYSTEM.

4.6 INNOVATION

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Innovation Capital of the chapter Execution.

¹ CALCULATION BASED ON 2018YE INSTALLED CAPACITY. EDPR CERTIFIES THE FACILITIES THE YEAR AFTER THE COD (COMMERCIAL OPERATING DATE). THUS, THE FACILITIES THAT HAVE ENTERED INTO OPERATION IN 2019 WILL BE CERTIFIED IN 2020.

4.7 CORPORATE GOVERNANCE

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Organisation of the chapter The Company. For further information on the topic please see chapter Corporate Governance.

AVERAGE REMUNERATION OF EDPR BOARD MEMBERS AND OFFICERS

BOARD MEMBERS REMUNERATION

In 2019, the average salary for EDPR Board male members has been €52,068 (-9% vs. 2018) and €57,500 (no variation vs. 2018) for female members.

NOTE 1: ANTÓNIO MEXIA, JOÃO MANSO NETO, VERA PINTO PEREIRA AND RUI TEIXEIRA DO NOT RECEIVE ANY REMUNERATION FROM EDPR. EDPR AND EDP SIGNED AN EXECUTIVE MANAGEMENT SERVICES AGREEMENT ACCORDING TO WHICH EDPR PAYS TO EDP A FEE FOR THE SERVICES RENDERED BY THESE BOARD MEMBERS.

NOTE 2: MIGUEL ÁNGEL PRADO RECEIVES BOTH THE REMUNERATION AS OFFICER AND BOARD MEMBER FROM EDPR NORTH AMERICA LLC AND IS NOT CONSIDERED IN THIS AVERAGE.

NOTE 3: THE CALCULATIONS INCLUDE ALL BOARD MEMBERS THAT BELONGED TO EDPR BOD IN 2019.

OFFICERS REMUNERATION

In 2019, the average salary for EDPR executive officers, all male, has been €427,861 (-1% vs. 2018) including fixed salary, variable salary, retirement savings plan, company car and health insurance. EDPR's executive officers are the members of the Executive Committee.

NOTE 1: JOÃO MANSO NETO DOES NOT RECEIVE ANY REMUNERATION FROM EDPR. EDPR AND EDP SIGNED AN EXECUTIVE MANAGEMENT SERVICES AGREEMENT ACCORDING TO WHICH EDPR PAYS TO EDP A FEE FOR THE SERVICES RENDERED BY THIS OFFICER.

NOTE 2: THE CALCULATIONS INCLUDE OFFICERS THAT BELONGED TO EDPR EXECUTIVE COMMITTEE IN 2019 EXCEPT FOR JOÃO MANSO NETO.

4.8 SUPPLIERS MANAGEMENT

GRI 204-1 – PROPORTION OF SPENDING ON LOCAL SUPPLIERS

At EDPR, there is no specific policy or in-house procedure for preferring locally based suppliers. Nevertheless, under equal commercial terms, EDPR chooses local suppliers in order to enhance the socio-economic sustainability of the 14 countries across Europe and the Americas where it is present.

In this way, 94% of vendor spending in 2019 was sourced from local suppliers at a country level. In addition, 36% of the purchases sourced in countries where EDPR has operations were sourced from local suppliers at a regional level.

Moreover, during the construction of the Company's projects, the local community can see an influx of temporary local construction workers and suppliers that provide a positive impact on the local economy.

NOTE 1: EDPR DEFINES SPENDING IN LOCAL SUPPLIERS AT A COUNTRY LEVEL AS PURCHASES TO SUPPLIERS IN COUNTRIES WHERE EDPR IS PRESENT DIVIDED BY THE TOTAL INVOICED VOLUME IN 2019.

NOTE 2: EDPR DEFINES SPENDING IN LOCAL SUPPLIERS AT A REGIONAL LEVEL AS PURCHASES TO SUPPLIERS IN REGIONS WHERE EDPR IS PRESENT DIVIDED BY THE LOCAL PURCHASES AT A COUNTRY LEVEL (EXCLUDING PURCHASES FROM COUNTRIES WHERE EDPR IS NOT PRESENT).

NOTE 3: IN 2019, EDPR REPORTED SPENDING IN LOCAL SUPPLIERS AT COUNTRY LEVEL FOR EUROPE AND BRAZIL DUE TO THIS THE 2018 DATA VS. 2019 DATA IS NOT COMPARABLE.

GRI 308-2 – NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

In 2019, EDPR implemented a new Corporate System of Supplier Registration which works as the support to search and select suppliers by providing detailed information, validated and updated by credible sources in order to guarantee their accreditation through financial, technical quality and sustainability criteria. This includes environmental topics such as the existence of an environmental management system and its certification, the existence of environmental requirements in the suppliers procurement conditions or the availability of procedures and resources to assure the prevention/minimisation of environmental impacts.

In addition to implementing the new registry system, this year EDPR also worked on the design and implementation of a specific Supplier Qualification Process. The main goal of this process is to provide a more thorough analysis on critical topics such as technical capabilities, health and safety, environment and ethics, and to establish highly standardised minimum requirements to ensure that the suppliers with whom EDPR conducts business are qualified. The qualified suppliers are included in a Suppliers Qualification List and are able to participate in the EDPR bidding and contracting processes.

The incorporation of adequate criteria in the bidding and contracting processes of the company is essential to ensure the management and mitigation of operational risks in the supply chain. In 2019, EDPR implemented the Suppliers Sustainability Guide in Europe and Brazil for both construction and O&M operations, providing an overview of the sustainability requirements EDPR expects its suppliers to meet. The guide includes H&S, environmental and ethical requirements such as compliance with applicable regulations, policies, internal norms, procedures and systems in place.

In addition, EDPR implemented a process that classifies suppliers according to their H&S and environmental risks. This process is applicable to all suppliers providing a service at EDPR EU&BR facilities and the classification serves as an input in the selection of suppliers during the bidding phase. Based on the individual values obtained in this classification, suppliers may be excluded from the bidding process. If the supplier wants to be re-considered or participate in new processes, an action plan to solve the identified issues has to be presented and EDPR shall approve the action plan proposal. Adequate compliance by all EDPR suppliers with applicable H&S and environmental requirement is essential to guarantee the correct performance of the contracted services and works. Aiming to ensure that suppliers comply with these requirements, the Company has established a disciplinary and sanctioning regime, which is included in all requests for proposal, contracts and purchase orders so any provider will be always informed about the consequences of not complying with EDPR H&S and environmental requirements.

In order to guarantee that the suppliers comply with the previously mentioned requirements, EDPR monitors strategic suppliers during their services delivery. During the construction phase, the construction manager works closely with health & safety and environmental supervisors, and holds weekly meetings with suppliers. Contractors receive feedback for continuous improvement in the areas of H&S and environment. EDPR also has external supervision in these areas. During the operation phase, the manager of the facility is responsible for compliance with H&S and environmental procedures. These processes are reinforced by the management systems according to OHSAS 18001:2007 and to ISO 14001:2015. All parameters of the Qualification system are periodically reviewed and reassessed by EDPR to guarantee that supply chain performance remains on the high quality level required.

In a previous study to characterise EDPR's supply chain, performed in 2015, including the analysis of the exposure to economic, social and environmental risks, performed using the ESCHER (Efficient Supply Chain Economic and Environmental Reporting) methodology developed by PwC, it was determined that 300 thousand-ton GHG emissions were associated to EDPR's direct and indirect purchases, only 5% of which related to direct purchases. Through this study, EDPR aims to identify areas where should focus its improvement activities in order to significantly reduce its exposure to risk and optimise impacts.

GRI 414-2 – NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

In 2019, EDPR implemented a new Corporate System of Supplier Registration which works as the support to search and select suppliers by providing detailed information, validated and updated by credible sources in order to guarantee their accreditation through financial, technical quality and sustainability criteria. This includes social topics such as the existence of an occupational health & safety management system and its certification, the existence of social requirements in the suppliers procurement conditions or previous condemnations of forced, compulsory or child labour.

In addition to implementing the new registry system, this year EDPR also worked on the design and implementation of a specific Supplier Qualification Process. The main goal of this process is to provide a more thorough analysis on critical topics such as technical capabilities, health and safety, environment and ethics, and to establish highly standardised minimum requirements to ensure that the suppliers with whom EDPR conducts business are qualified. The qualified suppliers are included in a Suppliers Qualification List and are able to participate in the EDPR bidding and contracting processes.

The incorporation of adequate criteria in the bidding and contracting processes of the company is essential to ensure the management and mitigation of operational risks in the supply chain. In 2019, EDPR implemented the Suppliers Sustainability Guide in Europe and Brazil for both construction and O&M operations, providing an overview of the sustainability requirements EDPR expects its suppliers to meet. The guide includes H&S, environmental and ethical requirements such as compliance with applicable regulations, policies, internal norms, procedures and systems in place.

In addition, EDPR implemented a process that classifies suppliers according to their H&S and environmental risks. This process is applicable to all suppliers providing a service at EDPR EU&BR facilities and the classification serves as an input in the selection of suppliers during the bidding phase. Based on the individual values obtained in this classification, suppliers may be excluded from the bidding process. If the supplier wants to be re-considered or participate in new processes, an action plan to solve the identified issues has to be presented and EDPR shall approve

the action plan proposal. Adequate compliance by all EDPR suppliers with applicable H&S and environmental requirement is essential to guarantee the correct performance of the contracted services and works. Aiming to ensure that suppliers comply with these requirements, the Company has established a disciplinary and sanctioning regime, which is included in all requests for proposal, contracts and purchase orders so any provider will be always informed about the consequences of not complying with EDPR H&S and environmental requirements.

In order to guarantee that the suppliers comply with the previously mentioned requirements, EDPR monitors strategic suppliers during their services delivery. During the construction phase, the construction manager works closely with health & safety and environmental supervisors, and holds weekly meetings with suppliers. Contractors receive feedback for continuous improvement in the areas of H&S and environment. EDPR also has external supervision in these areas. During the operation phase, the manager of the facility is responsible for compliance with H&S and environmental procedures. These processes are reinforced by the management systems according to OHSAS 18001:2007 and to ISO 14001:2015. All parameters of the Qualification system are periodically reviewed and reassessed by EDPR to guarantee that supply chain performance remains on the high quality level required.

In a previous study to characterise EDPR's supply chain, performed in 2015, including the analysis of the exposure to economic, social and environmental risks, performed using the ESCHER (Efficient Supply Chain Economic and Environmental Reporting) methodology developed by PwC, it was determined that more than 20,000 jobs related to EDPR's direct purchases were created, more than €735 million gross value added was associated to EDPR's purchases, and that ~0% of EDPR's direct purchases were identified as having significant risk for incidents of child labour, forced or compulsory labour or freedom of association. Through this study, EDPR aims to identify areas where should focus its improvement activities in order to significantly reduce its exposure to risk and optimise impacts.

Additionally, in 2019, EDPR performed 1,763 audits to 118 contractors (+10% vs. 2018) companies regarding OH&S issues. As a result of these audits, among other actions, EDPR carries out training actions for suppliers.

4.9 ENVIRONMENTAL MANAGEMENT

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Natural Capital of the chapter Execution.

GRI 304-2 – SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY

As a responsible company, EDPR is aware of the sensitivity of natural ecosystems and the pressures affecting biodiversity. Thus, EDPR assumes its commitment to contribute to the prevention or reduction of loss in biodiversity, as stated in its Environmental Policy. EDPR's commitment towards biodiversity protection is focused on the main impacts of its activities: migrating birds, bats and habitat fragmentation. As a result, the Company particularly commits to protect the wildlife surrounding its wind farms.

The Company has implemented relevant measures to identify the impacts of its operations on biodiversity, including:

- **Environmental impact assessments and/or risk mapping:** potential environmental impacts are analysed in detail in the environmental impact studies of the projects.
- **Monitoring of biodiversity indicators:** efforts are intensified with specific monitoring procedures in the small number of sites located inside or close to protected areas.

In addition, the Company has defined general procedures in its Environmental Management System to prevent, correct or compensate impacts in the environment. The environmental strategy of the Company complements this approach, with the ambition for a globally positive balance through projects focused on the conservation of wildlife.

Moreover, as a sustainable company, it is EDPR's duty to contribute to the development of research and conservation programs, as well as to broaden scientific knowledge on biodiversity matters by supporting institutions and strengthening dialogue and partnerships.

GRI 304-3 – HABITATS PROTECTED OR RESTORED

EDPR's business is its best contribution to reduce biodiversity loss. Nevertheless, the Company's commitment to contribute to the protection of biodiversity leads to an active role in the conservation of wildlife surrounding its facilities. In 2019, EDPR strongly participated in the protection of biodiversity mainly through collaborations with several organisations to further protect wildlife surrounding its facilities, focusing on birds and bats.

FUNDACIÓN PATRIMONIO NATURAL DE CASTILLA Y LEÓN – CONSERVATION OF THE RED KITE

Fundación Patrimonio Natural aims to promote, maintain and manage the natural heritage of the Community of Castilla y León. EDPR and the Fundación Patrimonio Natural have collaborated since 2014 to carry out a series of environmental actions aimed at conserving the red kite. In 2019, EDPR collaborated with the Fundación Patrimonio Natural in the following actions: repairing one red kite transmitters, repositioning recovered old transmitters and receiving data from the several transmitters during 2019; monitoring actions of breeding population in the province of Salamanca and acquisition of photos and contracting authors for the redaction of different chapters of a monograph on red kites, to be presented in 2020.

FUNDACIÓN MIGRES – CONSERVATION OF THE OSPREY AND OF THE SHORT-TOED EAGLE AND ENVIRONMENTAL INVESTIGATION

Fundación Migres promotes research on bird migration and promotes activities aimed at sustainable development. Since its establishment, EDPR has an agreement with Fundación Migres to prepare the Compensatory Measures project for wind farms in La Janda. In 2019, the following actions have been carried out: coordination and monitoring of the environmental monitoring plan; environmental measures for the conservation of the Egyptian vulture; measures for the conservation of the Montagu's Harrier; and the scientific monitoring of migration in the Strait of Gibraltar.

GRUPO DE REHABILITACIÓN DE LA FAUNA AUTÓCTONA Y SU HÁBITAT (GREFA) – RECOVERY OF EXTINCT POPULATIONS OF CINEREOUS VULTURE

GREFA is an association for the study and conservation of nature, which is currently developing the Monachus Project for the recovery of extinct populations of cinereous vulture (*Aegypius Monachus*) in the Sierra de la Demanda in Spain. The Project began in 2016, and EDPR collaborates with GREFA since 2018. In 2019, EDPR sponsored a cinereous vulture found in one of its facilities in Asturias which was then included as part of the Monachus Project. It was taken care of in a recovery centre until its transfer to Burgos, from where he was released in October with the aim of establishing a colony in the area. In addition, EDPR and GREFA have already agreed to collaborate on other two other initiatives in 2020.

BAT CONSERVATION INTERNATIONAL – CONSERVATION OF BATS AND THEIR ECOSYSTEMS

Bat Conservation International is dedicated to the enduring protection of the world's 1300+ species of bats and their habitats. EDPR signed an agreement with the organisation to conduct a robust monitoring study at one of its wind farms in Texas, US.

DEFENDERS OF WILDLIFE – RESEARCH AND COLLABORATION ON THE PROTECTION OF BATS

Defenders of Wildlife aims to protect all native animals and plants throughout North America in their natural communities. The organisation is leading an informal collaboration of different stakeholders, including ENGOs, academia, wind industry and wildlife management agencies to create a strategy for advancing collaboration, research, and minimisation techniques to reduce fatalities of non-listed bat species at wind energy facilities, at the pace and scale needed to achieve co-existence. EDPR is participating in this ongoing collaboration.

AMERICAN WIND WILDLIFE INSTITUTE (AWWI) – DEVELOPMENT OF WIND ENERGY FOCUSED ON PROTECTION OF WILDLIFE

AWWI is a partnership of leaders in the wind industry, wildlife management agencies, and conservation organisations. AWWI's members collaborate on the mission to facilitate timely and responsible development of wind energy while protecting wildlife and wildlife habitat. For the past 11 years, EDPR has been a founding member of the American Wind Wildlife Institute, currently also being a Board member.

WIND AND WILDLIFE RESEARCH FUND (WWRF) – RESEARCH ON WIND WILDLIFE CHALLENGES/SOLUTIONS

The WWRF is an industry-led initiative that provides funding to advance the research necessary for solutions to wind-wildlife impacts. WWRF supports independent, peer reviewed research to leverage investment and reduce costs for expanding responsibly sited and operating wind energy. EDPR is a member of the WWRF's Advisory Council.

GRI 306-2 – WASTE BY TYPE AND DISPOSAL METHOD

The main contribution to the hazardous waste produced by wind farms is related to oil and oil-related wastes such as oil filters or oil containers, used mainly for lubrication of the turbines. The consumption of this oil is based on certain pre-defined replacement time frequencies (between 2 and 5 years, based on the component, oil type and manufacturer).

Annual fluctuations in hazardous waste generated are heavily dependent on the multiannual oil replacement programs above mentioned. During 2019, the recovery rate of hazardous waste was 92%, which is above EDPR's 90% recovery target. Non-hazardous wastes generated by the Company include metals, plastics, paper or domestic garbage which are recycled in their vast majority.

The following table summarises the amount of wastes generated in EDPR's facilities and the rate of recycling:

| WASTE GENERATED | UN | 2019 | 2018 | Δ% YoY |
|-------------------------------------|----------|--------------|--------------|-------------|
| TOTAL | t | 1,391 | 1,502 | (7%) |
| Total hazardous waste | t | 571 | 618 | (8%) |
| Total hazardous waste disposed | t | 44 | 45 | (2%) |
| Total hazardous waste recovered | t | 527 | 573 | (8%) |
| Total non-hazardous waste | t | 820 | 884 | (7%) |
| Total non-hazardous waste disposed | t | 312 | 315 | (1%) |
| Total non-hazardous waste recovered | t | 508 | 569 | (11%) |
| RATIOS | | | | |
| Total waste | kg/GWh | 46.7 | 53.7 | (13%) |
| Total waste recovered | % | 74% | 76% | (2%) |
| Hazardous waste recovered | % | 92% | 93% | (1%) |

NOTE 1: FOR THE PURPOSES OF THIS REPORT, ALL WASTES HAVE BEEN CLASSIFIED AS HAZARDOUS OR NON-HAZARDOUS ACCORDING TO EUROPEAN WASTE CATALOGUE; HOWEVER, IN EACH COUNTRY WHERE EDPR HAS A GEOGRAPHIC PRESENCE, EACH WIND FARM IS REQUIRED TO ADHERE TO NATIONAL LAW BY FOLLOWING COMPANY PROCEDURES FOR HANDLING, LABELLING, AND STORAGE OF WASTES TO ENSURE COMPLIANCE. IN CASES LIKE IN THE UNITED STATES, WHEN THE COMPANY'S OPERATIONS GENERATE SMALL QUANTITIES OF SUBSTANCES WHICH FALL INTO ADDITIONALLY-REGULATED CATEGORIES SUCH AS USED OILS AND UNIVERSAL WASTES, EDPR FOLLOWS STRICT STANDARDS FOR HANDLING AND DISPOSAL OF THESE WASTE TYPES TO ENSURE AND REMAIN COMPLIANT WITH ALL APPLICABLE LAWS.

NOTE 2: EDPR REPORTS EBITDA WINDFARMS ENVIRONMENTAL INDICATORS THE YEAR AFTER THE COD (COMMERCIAL OPERATING DATE), WHEN THE TRIAL PERIOD IS OVER AND THE INDICATORS ARE ALREADY SIGNIFICANT. THUS, THE WIND FARMS THAT HAVE ENTERED INTO OPERATION IN 2019 WILL BE INCLUDED IN THE ENVIRONMENTAL INDICATORS OF 2020.

NOTE 3: INCLUDES WASTE BOTH FROM OPERATIONAL FACILITIES AND OFFICES.

NOTE 4: DATA FROM 2019 EXCLUDES 948 TONS OF WASTE CAUSED BY NON-RECURRENT EVENTS, OF WHICH 922 CORRESPOND TO NON-HAZARDOUS WASTE CAUSED BY A WIND TURBINE THAT FELL IN FRANCE.

GRI 306-3 – SIGNIFICANT SPILLS

Given EDPR's activity and its locations, oil spills and fires are the major environmental risks the Company faces. The Environmental Management System is designed and implemented to prevent emergency situations from happening. But, just to be cautionary, the system covers the identification and management of these, including the near miss situations.

Until now, EDPR defined as significant spill the ones above 0.16 m³ that reached the ground, and near miss situations when a registered incident did not reach the category of significant spill. In 2019, in order to focus on the significance of the spills, EDPR defined significant spills and fires as any spill affecting water bodies/courses, protected soils or soils of interest because of its natural value, or fire affecting protected areas and/or species (according to local protection laws), derived from the O&M activities in the facilities. EDPR continues to register near miss situations, when a registered incident does not reach the category of significant spill. In 2019, there were no significant spills and 112 near miss were registered, +20% vs 2018 (considering this year's criteria).

EDPR performs regular environmental drills to guarantee that all employees and suppliers are familiar with the risks and have received the appropriate training to prevent and act, if necessary.

NOTE: EDPR REPORTS EBITDA WINDFARMS ENVIRONMENTAL INDICATORS THE YEAR AFTER THE COD (COMMERCIAL OPERATING DATE), WHEN THE TRIAL PERIOD IS OVER AND THE INDICATORS ARE ALREADY SIGNIFICANT. THEREFORE, THE WINDFARMS THAT HAVE ENTERED INTO OPERATION IN 2018 WILL BE INCLUDED IN THE ENVIRONMENTAL INDICATORS OF 2019.

OTHER ENVIRONMENTAL MANAGEMENT RELATED TOPICS:

Despite EDPR's core activities do not pose any threats of serious or irreversible damage to the environment, the Company, in compliance with the Precautionary Principle, applies cost-effective measures to prevent environmental degradation such as provisions for dismantling and decommissioning of property, plant and equipment to dismantle and decommission those assets at the end of their useful lives. Consequently, EDPR has booked provisions for property, plant and equipment related to electricity wind and solar generation for the responsibilities of restoring sites and land to its original condition, in the amount of €270,353 thousands as at 31 December 2019 (-6% vs 2018).

GRI 304-I – OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

| COUNTRY | FACILITY NAME | TYPE OF OPERATION | POSITION IN RELATION WITH PROTECTED AREA | FACILITY AREA IN PROTECTED NATURAL AREA (ha) | % FACILITY AREA IN PROTECTED NATURAL AREA (%) | ATTRIBUTE OF THE PROTECTED AREA | STATUS OF THE PROTECTED AREA |
|----------|---------------------|-------------------|--|--|---|---------------------------------|------------------------------|
| Poland | Ilza | Wind farm | Partially Within | 5.6 | 17% | Terrestrial | Regional park |
| | Tomaszow | Wind farm | Adjacent | 0.0 | 0% | Terrestrial-Freshwater | Natura 2000 |
| Portugal | Pena Suar | Wind farm | Inside | 6.3 | 100% | Terrestrial | Natura 2000 |
| | Açor | Wind farm | Partially Within | 0.1 | 1% | Terrestrial | Natura 2000 |
| | Açor II | Wind farm | Partially Within | 6.0 | 88% | Terrestrial | Natura 2000 |
| | Cinfaes | Wind farm | Inside | 4.9 | 100% | Terrestrial | Natura 2000 |
| | Bustelo | Wind farm | Inside | 8.9 | 100% | Terrestrial | Natura 2000 |
| | Falperra-Rechãzinha | Wind farm | Partially Within | 29.2 | 88% | Terrestrial | Natura 2000 |
| | Fonte da Quelha | Wind farm | Inside | 8.1 | 100% | Terrestrial | Natura 2000 |
| | Alto do Talefe | Wind farm | Inside | 9.2 | 100% | Terrestrial | Natura 2000 |
| | Fonte da Mesa | Wind farm | Partially Within | 8.2 | 83% | Terrestrial | Natura 2000 |
| | Madrinha | Wind farm | Inside | 4.1 | 100% | Terrestrial | Natura 2000 |
| | Saíra-Coentral | Wind farm | Inside | 19.7 | 100% | Terrestrial | Natura 2000 |
| | Negrelo e Guilhado | Wind farm | Partially Within | 9.6 | 98% | Terrestrial | Natura 2000 |
| | Testos | Wind farm | Partially Within | 2.9 | 22% | Terrestrial | Natura 2000 |
| | Serra Alvoaça | Wind farm | Partially Within | 7.8 | 61% | Terrestrial | Natura 2000 |
| | Tocha | Wind farm | Inside | 6.8 | 100% | Terrestrial | National protected area |
| | Padrela/Soutelo | Wind farm | Partially Within | 1.0 | 41% | Terrestrial | Natura 2000 |
| | Guerreiros | Wind farm | Partially Within | 0.1 | 0.2% | Terrestrial | Natura 2000 |
| | Vila Nova | Wind farm | Partially Within | 7.1 | 42% | Terrestrial | Natura 2000 |
| | Vila Nova II | Wind farm | Partially Within | 9.1 | 34% | Terrestrial | Natura 2000 |
| | Balocas | Wind farm | Partially Within | 0.4 | 1% | Terrestrial | Natura 2000 |
| Romania | Ortiga | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| | S. João | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| | Alto Arganil | Wind farm | Partially Within | 0.8 | 5% | Terrestrial | Natura 2000 |
| | Salgueiros-Guilhado | Wind farm | Partially Within | 0.3 | 3% | Terrestrial | Natura 2000 |
| Spain | Serra do Mú | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| | Pestera | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| | Sarichioi | Wind farm | Partially Within | 0.1 | 0.1% | Terrestrial | Natura 2000 |
| | Burila Mica | Solar plant | Inside | 22.7 | 100% | Terrestrial-Freshwater | Natura 2000 |
| | Sierra de Boqueron | Wind farm | Inside | 10.4 | 100% | Terrestrial | Natura 2000 |
| | La Cabaña | Wind farm | Partially Within | 8.2 | 53% | Terrestrial | Natura 2000 |
| | Corne | Wind farm | Partially Within | 2.6 | 17% | Terrestrial-Marine | Natura 2000 |
| | Tahivilla | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| | Coll de la Garganta | Wind farm | Partially Within | 0.1 | 1% | Terrestrial-Freshwater | National protected area |
| | Avila | Wind farm | Adjacent | 0.0 | 0% | Terrestrial-Freshwater | Natura 2000 |
| | Buenavista | Wind farm | Adjacent | 0.0 | 0% | Terrestrial-Marine | Natura 2000 |
| | Serra Voltorera | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| | Villoruebo | Wind farm | Partially Within | 2.0 | 41% | Terrestrial-Freshwater | Natura 2000 |
| | Villamiel | Wind farm | Partially Within | 4.9 | 75% | Terrestrial-Freshwater | Natura 2000 |
| | La Mallada | Wind farm | Partially Within | 1.4 | 8% | Terrestrial-Freshwater | Natura 2000 |
| | Las Monjas | Wind farm | Partially Within | 0.01 | 0.03% | Terrestrial-Freshwater | Natura 2000 |
| | Coll de la Garganta | Wind farm | Partially Within | 0.06 | 1% | Terrestrial-Freshwater | Natura 2000 |
| | Tejonero | Wind farm | Partially Within | 0.19 | 1% | Terrestrial | Natura 2000 |
| | Ávila | Wind farm | Adjacent | 0.0 | 0% | Terrestrial-Freshwater | Natura 2000 |
| | Sierra de los Lagos | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| Spain | Mostaza | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| | Los Almeriques | Wind farm | Adjacent | 0.0 | 0% | Terrestrial-Freshwater | Natura 2000 |
| | Suyal | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| | Serra Voltorera | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |
| | Monseivane | Wind farm | Partially Within | 17.3 | 98% | Terrestrial-Freshwater | Natura 2000 |
| | La Celaya | Wind farm | Partially Within | 9.1 | 70% | Terrestrial-Freshwater | Natura 2000 |
| | Cerro del Conilete | Wind farm | Partially Within | 0.01 | 0.3% | Terrestrial | Natura 2000 |
| | | Wind farm | Adjacent | 0.0 | 0% | Terrestrial | Natura 2000 |

NOTE 1: EDPR REPORTS EBITDA WINDFARMS ENVIRONMENTAL INDICATORS THE YEAR AFTER THE COD (COMMERCIAL OPERATING DATE), WHEN THE TRIAL PERIOD IS OVER AND THE INDICATORS ARE ALREADY SIGNIFICANT. THEREFORE, THE WINDFARMS THAT HAVE ENTERED INTO OPERATION IN 2018 WILL BE INCLUDED IN THE ENVIRONMENTAL INDICATORS OF 2019.

NOTE 2: THIS TABLE CONTAINS INFORMATION REGARDING EVERY EDPR OPERATIONAL SITES IN OR ADJACENT TO PROTECTED AREAS. EDPR DOES NOT OWN SITES IN OR ADJACENT TO PROTECTED AREAS IN FRANCE, ITALY, BRAZIL, THE UNITED STATES, CANADA OR MEXICO.

4.10 PEOPLE MANAGEMENT

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Human Capital of the chapter Execution. Moreover, please find other people management related topics at the end of this section.

GRI 102-8 – INFORMATION ON EMPLOYEES AND OTHER WORKERS

In the table below, the number of full-time / part-time employees in 2019 is disclosed by age group, gender and professional category.

| FULL-TIME / PART-TIME EMPLOYEES | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|---------------------------------|----------|--------------------|------------|-----------------------------|------------|-------------------|------------|--------------|
| FULL-TIME | | Female | Male | Female | Male | Female | Male | |
| Total | # | 105 | 218 | 285 | 740 | 53 | 130 | 1,531 |
| Directors | # | 0 | 1 | 43 | 118 | 8 | 42 | 212 |
| Managers | # | 4 | 5 | 30 | 95 | 3 | 14 | 151 |
| Specialists | # | 96 | 152 | 178 | 443 | 24 | 65 | 958 |
| Technicians | # | 5 | 60 | 34 | 84 | 18 | 9 | 210 |
| PART-TIME | | Female | Male | Female | Male | Female | Male | |
| Total | # | 0 | 0 | 28 | 2 | 5 | 0 | 35 |
| Directors | # | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Managers | # | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Specialists | # | 0 | 0 | 23 | 2 | 3 | 0 | 28 |
| Technicians | # | 0 | 0 | 4 | 0 | 0 | 0 | 4 |
| GRAND TOTAL | # | 105 | 218 | 313 | 742 | 58 | 130 | 1,566 |

NOTE: THE NUMBER OF PART-TIME EMPLOYEES INCLUDES EMPLOYEES WITH REDUCED WORKING DAY DUE TO MATERNITY/PATERNITY, REPRESENTING 94% OF THE PART-TIME EMPLOYEES.

In the table below, the number of permanent / temporary employees in 2019 is disclosed by age group, gender and professional category.

| PERMANENT / TEMPORARY EMPLOYEES | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|---------------------------------|----------|--------------------|------------|-----------------------------|------------|-------------------|------------|--------------|
| PERMANENT | | Female | Male | Female | Male | Female | Male | |
| Total | # | 101 | 211 | 313 | 738 | 58 | 129 | 1,550 |
| Directors | # | 0 | 1 | 43 | 118 | 10 | 42 | 214 |
| Managers | # | 4 | 5 | 31 | 95 | 3 | 14 | 152 |
| Specialists | # | 92 | 145 | 201 | 441 | 27 | 64 | 970 |
| Technicians | # | 5 | 60 | 38 | 84 | 18 | 9 | 214 |
| TEMPORARY | | Female | Male | Female | Male | Female | Male | |
| Total | # | 4 | 7 | 0 | 4 | 0 | 1 | 16 |
| Directors | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Managers | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Specialists | # | 4 | 7 | 0 | 4 | 0 | 1 | 16 |
| Technicians | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | # | 105 | 218 | 313 | 742 | 58 | 130 | 1,566 |

NOTE 1: EDPR FOSTERS QUALITY EMPLOYMENT WITH C.99% OF PERMANENT CONTRACTS THROUGHOUT THE YEAR (BASED ON THE PROPORTION OF PERMANENT AND TEMPORARY CONTRACTS AT THE END OF EACH MONTH), TEMPORARY EMPLOYEES DO NOT REPRESENT MORE THAN 1% ALONG THE YEAR, DUE TO THIS, EDPR DOES NOT REPORT THE AVERAGE CONTRACTS.

NOTE 2: 15 TEMPORARY EMPLOYEES ARE LOCATED IN EUROPE AND 1 IN BRAZIL.

The average number of contractors' workers during 2019 was 1,333 in Europe, 124 in Brazil and 1,460 in North America.

In the table below, the number of full-time / part-time employees in 2018 is disclosed by age group, gender and professional category.

| FULL-TIME / PART-TIME EMPLOYEES | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|--|-----------|---------------------------|-------------|------------------------------------|-------------|--------------------------|-------------|--------------|
| FULL-TIME | | Female | Male | Female | Male | Female | Male | |
| Total | # | 90 | 193 | 261 | 667 | 42 | 96 | 1,349 |
| Directors | # | 0 | 1 | 40 | 117 | 6 | 30 | 194 |
| Managers | # | 1 | 3 | 31 | 78 | 4 | 9 | 126 |
| Specialists | # | 81 | 121 | 155 | 406 | 17 | 49 | 829 |
| Technicians | # | 8 | 68 | 35 | 66 | 15 | 8 | 200 |
| PART-TIME | | Female | Male | Female | Male | Female | Male | |
| Total | # | 0 | 1 | 34 | 2 | 2 | 0 | 39 |
| Directors | # | 0 | 0 | 1 | 0 | 1 | 0 | 2 |
| Managers | # | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Specialists | # | 0 | 1 | 26 | 2 | 1 | 0 | 30 |
| Technicians | # | 0 | 0 | 5 | 0 | 0 | 0 | 5 |
| GRAND TOTAL | # | 90 | 194 | 295 | 669 | 44 | 96 | 1,388 |

In the table below the number of permanent / temporary employees in 2018 is disclosed by age group, gender and professional category.

| PERMANENT / TEMPORARY EMPLOYEES | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|--|-----------|---------------------------|-------------|------------------------------------|-------------|--------------------------|-------------|--------------|
| PERMANENT | | Female | Male | Female | Male | Female | Male | |
| Total | # | 86 | 189 | 293 | 666 | 44 | 96 | 1,374 |
| Directors | # | 0 | 1 | 41 | 117 | 7 | 30 | 196 |
| Managers | # | 1 | 3 | 33 | 78 | 4 | 9 | 128 |
| Specialists | # | 77 | 117 | 179 | 405 | 18 | 49 | 845 |
| Technicians | # | 8 | 68 | 40 | 66 | 15 | 8 | 205 |
| TEMPORARY | | Female | Male | Female | Male | Female | Male | |
| Total | # | 4 | 5 | 2 | 3 | 0 | 0 | 14 |
| Directors | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Managers | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Specialists | # | 4 | 5 | 2 | 3 | 0 | 0 | 14 |
| Technicians | # | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | # | 90 | 194 | 295 | 669 | 44 | 96 | 1,388 |

NOTE 1: EDPR KEEPS A CONSTANT NUMBER OF EMPLOYEES THROUGHOUT THE YEAR THAT MAKES THE DIFFERENCE BETWEEN THE FINAL NUMBER OF EMPLOYEES AND THE AVERAGE NOT SIGNIFICANT (5%).

NOTE 2: IN 2018, ALL TEMPORARY EMPLOYEES WERE LOCATED IN EUROPE.

In the table below, the number of employees in 2019 is disclosed by age group, gender, country and professional category.

| EMPLOYEES BY COUNTRY | | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|-----------------------|----------|----|--------------------|------------|-----------------------------|------------|-------------------|------------|--------------|
| SPAIN | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 39 | 52 | 127 | 209 | 18 | 48 | 493 |
| Directors | # | | 0 | 0 | 25 | 34 | 4 | 22 | 85 |
| Managers | # | | 3 | 2 | 6 | 38 | 0 | 3 | 52 |
| Specialists | # | | 35 | 50 | 87 | 133 | 11 | 22 | 338 |
| Technicians | # | | 1 | 0 | 9 | 4 | 3 | 1 | 18 |
| PORTUGAL | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 1 | 2 | 9 | 53 | 1 | 19 | 85 |
| Directors | # | | 0 | 0 | 1 | 5 | 0 | 5 | 11 |
| Managers | # | | 0 | 0 | 0 | 4 | 0 | 2 | 6 |
| Specialists | # | | 1 | 2 | 7 | 43 | 1 | 11 | 65 |
| Technicians | # | | 0 | 0 | 1 | 1 | 0 | 1 | 3 |
| REST OF EUROPE | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 19 | 33 | 61 | 130 | 2 | 14 | 259 |
| Directors | # | | 0 | 0 | 4 | 23 | 0 | 4 | 31 |
| Managers | # | | 0 | 1 | 9 | 13 | 2 | 2 | 27 |
| Specialists | # | | 19 | 32 | 44 | 93 | 0 | 8 | 196 |
| Technicians | # | | 0 | 0 | 4 | 1 | 0 | 0 | 5 |
| BRAZIL | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 5 | 11 | 15 | 31 | 0 | 1 | 63 |
| Directors | # | | 0 | 0 | 0 | 7 | 0 | 0 | 7 |
| Managers | # | | 0 | 0 | 2 | 4 | 0 | 0 | 6 |
| Specialists | # | | 5 | 11 | 13 | 20 | 0 | 1 | 50 |
| Technicians | # | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| USA | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 41 | 118 | 98 | 307 | 37 | 48 | 649 |
| Directors | # | | 0 | 1 | 12 | 47 | 6 | 11 | 77 |
| Managers | # | | 1 | 2 | 14 | 33 | 1 | 7 | 58 |
| Specialists | # | | 36 | 55 | 50 | 149 | 15 | 23 | 328 |
| Technicians | # | | 4 | 60 | 22 | 78 | 15 | 7 | 186 |
| REST OF NORTH AMERICA | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 0 | 2 | 2 | 10 | 0 | 0 | 14 |
| Directors | # | | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| Managers | # | | 0 | 0 | 0 | 3 | 0 | 0 | 3 |
| Specialists | # | | 0 | 2 | 0 | 5 | 0 | 0 | 7 |
| Technicians | # | | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| REST OF THE WORLD | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 0 | 0 | 1 | 2 | 0 | 0 | 3 |
| Directors | # | | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Managers | # | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Specialists | # | | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| Technicians | # | | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | # | | 105 | 218 | 313 | 742 | 58 | 130 | 1,566 |

In the table below, the number of employees in 2018 is disclosed by age group, gender, country and professional category.

| EMPLOYEES BY COUNTRY | | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|-----------------------|---|----|--------------------|------|-----------------------------|------|-------------------|------|-------|
| SPAIN | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 23 | 34 | 114 | 211 | 10 | 35 | 427 |
| Directors | # | | 0 | 0 | 24 | 40 | 3 | 14 | 81 |
| Managers | # | | 0 | 1 | 5 | 27 | 0 | 1 | 34 |
| Specialists | # | | 23 | 33 | 74 | 141 | 5 | 19 | 295 |
| Technicians | # | | 0 | 0 | 11 | 3 | 2 | 1 | 17 |
| PORTUGAL | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 2 | 5 | 8 | 45 | 1 | 19 | 80 |
| Directors | # | | 0 | 0 | 1 | 4 | 0 | 6 | 11 |
| Managers | # | | 0 | 0 | 0 | 6 | 0 | 3 | 9 |
| Specialists | # | | 2 | 5 | 5 | 34 | 1 | 9 | 56 |
| Technicians | # | | 0 | 0 | 2 | 1 | 0 | 1 | 4 |
| REST OF EUROPE | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 24 | 21 | 64 | 115 | 1 | 8 | 233 |
| Directors | # | | 0 | 0 | 7 | 21 | 0 | 2 | 30 |
| Managers | # | | 0 | 0 | 9 | 8 | 1 | 0 | 18 |
| Specialists | # | | 22 | 21 | 45 | 85 | 0 | 6 | 179 |
| Technicians | # | | 2 | 0 | 3 | 1 | 0 | 0 | 6 |
| BRAZIL | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 5 | 8 | 12 | 26 | 0 | 1 | 52 |
| Directors | # | | 0 | 0 | 0 | 4 | 0 | 1 | 5 |
| Managers | # | | 0 | 0 | 3 | 2 | 0 | 0 | 5 |
| Specialists | # | | 5 | 8 | 9 | 19 | 0 | 0 | 41 |
| Technicians | # | | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| USA | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 36 | 124 | 95 | 263 | 32 | 33 | 583 |
| Directors | # | | 0 | 1 | 9 | 46 | 4 | 7 | 67 |
| Managers | # | | 1 | 2 | 16 | 32 | 3 | 5 | 59 |
| Specialists | # | | 29 | 53 | 48 | 125 | 12 | 15 | 282 |
| Technicians | # | | 6 | 68 | 22 | 60 | 13 | 6 | 175 |
| REST OF NORTH AMERICA | | | Female | Male | Female | Male | Female | Male | |
| Total | # | | 0 | 2 | 2 | 9 | 0 | 0 | 13 |
| Directors | # | | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| Managers | # | | 0 | 0 | 0 | 3 | 0 | 0 | 3 |
| Specialists | # | | 0 | 2 | 0 | 4 | 0 | 0 | 6 |
| Technicians | # | | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| GRAND TOTAL | | # | 90 | 194 | 295 | 669 | 44 | 96 | 1,388 |

GRI 102-41 – COLLECTIVE BARGAINING AGREEMENTS

According to its Code of Ethics, EDPR undertakes to respect freedom of trade union association and recognise the right to collective bargaining.

At EDPR, from 1,566 employees, 19% were covered by collective bargaining agreements in 2019. Collective bargaining agreements include different topics such as career development, mobility, salaries, health & safety etc. and apply to all employees working under an employment relationship with some companies of EDPR group, regardless of the type of contract, the professional group into which they are classified, their occupation or job. However, matters relating to the corporate organisation itself, the laws of each country or even usage and custom in each country result in certain groups being expressly excluded from the scope of collective bargaining agreements.

The collective bargaining agreements that are applied at EDPR are usually negotiated at state level or regional level, and EDPR may be just one of the players among other leading sectorial companies in the negotiation with employees' representatives, and in some cases, governmental representatives. In Portugal and Brazil, EDP negotiates its own agreements with employees, and those apply to all employee working for companies of the group, including EDPR.

During the last years, EDPR has performed different benchmark analysis of the benefits stated at the different collective bargaining agreements that apply to our employees, comparing them against the benefits offered by the Company and, in general terms, the Company offers a more competitive benefits package compared to what is stated in the collective bargaining agreement.

| EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS | | | UN | 2019 | 2018 | UN | 2019 | 2018 |
|---|--|--|----|------|------|----|------|------|
| TOTAL | | | # | 305 | 288 | % | 19% | 21% |
| Europe | | | # | 242 | 236 | % | 29% | 32% |
| Spain | | | # | 45 | 53 | % | 9% | 12% |
| Portugal | | | # | 85 | 80 | % | 100% | 100% |
| Rest of Europe | | | # | 112 | 103 | % | 43% | 44% |
| Brazil | | | # | 63 | 52 | % | 100% | 100% |
| North America | | | # | 0 | 0 | % | 0% | 0% |
| US | | | # | 0 | 0 | % | 0% | 0% |
| Rest of North America | | | # | 0 | 0 | % | 0% | 0% |
| Rest of the world | | | # | 0 | 0 | % | 0 | 0% |

GRI 401-I - NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

Throughout the year, EDPR hired 368 employees.

| NEW HIRES | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|-------------------|----|--------------------|------|-----------------------------|------|-------------------|------|-------|
| | | Female | Male | Female | Male | Female | Male | |
| Total | # | 55 | 99 | 49 | 144 | 7 | 14 | 368 |
| Europe | # | 33 | 44 | 30 | 63 | 1 | 3 | 174 |
| Brazil | # | 3 | 4 | 3 | 5 | 0 | 0 | 15 |
| North America | # | 19 | 51 | 15 | 74 | 6 | 11 | 176 |
| Rest of the world | # | 0 | 0 | 1 | 2 | 0 | 0 | 3 |

In 2018, EDPR hired 321 employees.

| NEW HIRES | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|---------------|----|--------------------|------|-----------------------------|------|-------------------|------|-------|
| | | Female | Male | Female | Male | Female | Male | |
| Total | # | 35 | 106 | 41 | 129 | 1 | 9 | 321 |
| Europe | # | 19 | 31 | 22 | 47 | 0 | 4 | 123 |
| Brazil | # | 4 | 3 | 2 | 5 | 0 | 0 | 14 |
| North America | # | 12 | 72 | 17 | 77 | 1 | 5 | 184 |

During 2019, 190 employees left the Company, resulting in a turnover ratio of 12%.

| TURNOVER | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|---------------|----|--------------------|------|-----------------------------|------|-------------------|------|-------|
| | | Female | Male | Female | Male | Female | Male | |
| Total | % | 21% | 15% | 12% | 11% | 9% | 9% | 12% |
| Europe | % | 22% | 5% | 11% | 8% | 0% | 4% | 9% |
| Brazil | % | 20% | 0% | 7% | 3% | 0% | 100% | 6% |
| North America | % | 20% | 23% | 15% | 15% | 14% | 17% | 17% |

NOTE: TURNOVER CALCULATED AS: DEPARTURES / HEADCOUNT.

In 2018, 153 employees left the Company, resulting in a turnover ratio of 11%.

| TURNOVER | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|---------------|----|--------------------|------|-----------------------------|------|-------------------|------|-------|
| | | Female | Male | Female | Male | Female | Male | |
| Total | % | 10% | 19% | 9% | 10% | 7% | 13% | 11% |
| Europe | % | 8% | 20% | 9% | 7% | 0% | 8% | 9% |
| Brazil | % | 0% | 0% | 0% | 4% | - | 0% | 2% |
| North America | % | 14% | 19% | 10% | 15% | 9% | 21% | 15% |

NOTE: TURNOVER FIGURES FOR 2018 RESTATED AS CALCULATION METHOD CHANGED. TURNOVER CALCULATED AS: DEPARTURES / HEADCOUNT.

Of the 190 departures registered in 2019, 11% were dismissals.

| DISMISSALS | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|--------------|----|--------------------|------|-----------------------------|------|-------------------|------|-------|
| | | Female | Male | Female | Male | Female | Male | |
| Total | # | 0 | 2 | 3 | 14 | 1 | 1 | 21 |
| Directors | # | 0 | 0 | 0 | 2 | 0 | 1 | 3 |
| Managers | # | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| Specialists | # | 0 | 0 | 3 | 6 | 0 | 0 | 9 |
| Technicians | # | 0 | 2 | 0 | 4 | 1 | 0 | 7 |

Of the 153 departures registered in 2018, 19% were dismissals.

| DISMISSALS | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|--------------|----|--------------------|------|-----------------------------|------|-------------------|------|-------|
| | | Female | Male | Female | Male | Female | Male | |
| Total | # | 1 | 7 | 8 | 10 | 1 | 2 | 29 |
| Directors | # | 0 | 0 | 0 | 2 | 0 | 0 | 2 |
| Managers | # | 0 | 0 | 1 | 1 | 0 | 0 | 2 |
| Specialists | # | 1 | 0 | 6 | 7 | 0 | 0 | 14 |
| Technicians | # | 0 | 7 | 1 | 0 | 1 | 2 | 11 |

GRI 401-2 – BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES

As a responsible employer, a quality employment that can be balanced with personal life is a priority for the Company. The package of benefits provided to full-time employees does not differ from that offered to part-time employees. This benefits package, depending on the country, includes medical insurance, life insurance, pension plan and conciliation measures.

GRI 402-I – MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES

Per country case law, EDPR may have a minimum period which it must comply with for giving formal notice of organisational changes at the companies in the Group with an impact on employees. However, it is customary to communicate significant events to the affected groups in advance.

As an employer in the United States, EDPR complies with the Worker Adjustment and Retraining Notification (WARN) Act Guide to Advance Notice of Closings and Layoffs.

GRI 404-I – AVERAGE & TOTAL HOURS OF TRAINING PER YEAR PER EMPLOYEE

In 2019, EDPR invested € 1.7 million in training. The number of training hours increased +13% vs. 2018, 20% for women employees and 11% for male employees.

| AVERAGE TRAINING HOURS | UN | 2019 | | TOTAL | 2018 | | TOTAL |
|------------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | | Female | Male | | Female | Male | |
| Total | # | 33 | 34 | 34 | 30 | 35 | 34 |
| Directors | # | 28 | 25 | 26 | 34 | 32 | 32 |
| Managers | # | 46 | 44 | 44 | 27 | 42 | 38 |
| Specialists | # | 33 | 31 | 31 | 32 | 34 | 33 |
| Technicians | # | 28 | 52 | 45 | 22 | 40 | 34 |

| TOTAL TRAINING HOURS | UN | 2019 | | TOTAL | 2018 | | TOTAL |
|----------------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | Female | Male | | Female | Male | |
| Total | # | 15,567 | 37,342 | 52,909 | 12,959 | 33,742 | 46,701 |
| Directors | # | 1,504 | 4,063 | 5,567 | 1,638 | 4,685 | 6,323 |
| Managers | # | 1,765 | 4,984 | 6,749 | 1,044 | 3,794 | 4,838 |
| Specialists | # | 10,616 | 20,310 | 30,926 | 8,913 | 19,627 | 28,540 |
| Technicians | # | 1,682 | 7,985 | 9,667 | 1,364 | 5,636 | 7,000 |

NOTE: AVERAGE TRAINING HOURS ARE CALCULATED AS TOTAL TRAINING HOURS / HEADCOUNT.

GRI 404-2 – PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

EDPR is committed to the development of its employees, offering them an attractive professional career and aligning their capabilities and skills with the current and future needs of the Company. The growth and development of the Company's business has led EDPR to invest in the employees by discovering, improving and emphasising the potential of each, through internal mobility and development actions.

EDPR strives to offer to the total workforce opportunities to develop professionally and assume new roles to reach the goals of the Company. Employees are encouraged to take advantage of the functional and geographic mobility opportunities.

MOBILITY

EDPR considers both functional and geographical mobility as a tool that contributes to the organisational development by stimulating employees' motivation, skills, productivity and personal fulfilment. The mobility processes within EDPR aim to respond to the different challenges and needs of the Company, considering the characteristics of the different geographies. In 2019, there were 106 mobility processes (23 more than in 2018), 77 functional, 15 geographical and 14 both functional and geographical mobility processes.

TRAINING

EDPR sees employees development as a strategic target, offering from the Renewable Energy School - EDP University job-specific ongoing training opportunities to contribute to the improvement of knowledge and skills, as well as specific development programs aligned with the company's strategy.

The 360 potential appraisal process is created for all employees with the goal of defining each person's training needs along with their manager, which is then used to define a customised Training Plan. The annual Training Plan is based on a catalogue of programs that is constantly evolving and is aligned with the company's challenges and new markets. It consists of up to two courses from the EDPR Value Chain, one Technical, Management or Behavioural training course, optional languages courses and others from free selection seen as important for the development of the employee.

The key aspect about EDP University's courses is that they usually contain subjects to promote the development of skills needed to ensure the sustainability of EDPR's business. Moreover, the networking and the share of best practices are unreplaceable experiences. This year, EDPR boosted the Inspiring Seminar concept, a new format of short-focused sessions addressed to employees interested in the topics covered.

During 2019, a new training area has emerged as part of the current trends of our business: digitalisation. EDPR has reinforced not only the training courses delivered in subjects related to digitalisation, but also in terms of methodologies has increased significantly the number of sessions delivered by live Webinars allowing employees access digital training platforms from wherever they are without having to commit to attending a face to face course taking advantage from these cost effective initiative.

DEVELOPMENT

In order to support the company's growth, aligning current and future organisational demands with employees' capabilities, as well as to enhance their professional development, EDPR has designed development programs for middle management, providing them with proper tools to take on new responsibilities. In 2019, one of the most important development programs was the Lead Now Program: aims to support middle managers in the role they are assuming as team leaders. Participants have the possibility to self-assess their management style, go deeper into the skills needed and get to know the role they are performing in the different HR processes of EDPR. In 2019, 30 employees participated.

KNOWLEDGE MANAGEMENT

EDPR is aware of the importance of Knowledge as a valuable asset not only within the business, but also in the employees' development. In 2019, EDPR strengthened LINK as a knowledge platform increasing the number of areas, domains and documents with valuable content captured and shared across the organisation to help its employees learn from the past to face future challenges and move the company forward. Becoming a Learning Organisation implies a strong knowledge sharing mindset and that is why EDPR strives to improve the use of knowledge by regularly distributing customised interesting documents or relevant events.

GRI 404-3 – PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

EDPR defines two assessment processes for its employees. The annual performance assessment, which covers all employees entitled to variable remuneration, and the potential assessment.

All EDPR's employees, regardless of their professional category, are evaluated every two years to determine their development potential by providing the most suitable training. EDPR creates tailored development plan to address specific needs.

Moreover, EDPR offers the possibility to all employees to define an Individual Development Plan. This plan is a very effective tool that enable the Company to structure training actions for the employee aimed at widening their abilities and expertise since it requires a reflection upon the results of their skills assessment and identify the individual's strong points and improvement areas, taking into consideration the employee's development level, as well as the teamwork and organisational strategy.

The potential assessment process is independent from performance appraisal and is based on a 360 degrees evaluation model which considers feedback from oneself, peers, subordinates and the manager.

GRI 405-I – DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

In the table below, the proportion of members of the Board of Directors in 2019 is disclosed by age group and gender.

| BOARD OF DIRECTORS | UN | Under 30 years old | Between 30 and 50 years old | Over 50 years old | TOTAL |
|--------------------|----|--------------------|-----------------------------|-------------------|-------------|
| TOTAL | % | 0% | 40% | 60% | 100% |
| Female | % | 0% | 13% | 7% | 20% |
| Male | % | 0% | 27% | 53% | 80% |

In the table below, the proportion of members of the Board of Directors in 2018 is disclosed by age group and gender.

| BOARD OF DIRECTORS | UN | Under 30 years old | Between 30 and 50 years old | Over 50 years old | TOTAL |
|--------------------|----|--------------------|-----------------------------|-------------------|-------------|
| TOTAL | % | 0% | 21% | 79% | 100% |
| Female | % | 0% | 7% | 7% | 14% |
| Male | % | 0% | 14% | 71% | 86% |

Following the best Corporate Governance practices, EDPR has analysed and discussed about the possible criteria applicable in the selection of the new members of its Governing Bodies. As a conclusion, the Nominations and Remunerations Committee and the Board of Directors resolved at their meetings held on November 2nd, 2016, and December 14th, 2016 respectively, to take into account among others the following: the education, experience in the energy sector, integrity and independence, having a proven expertise and the diversity that such candidate may provide to the related body. Based on this, after the previous advice of the Nominations and Remunerations Committee, the Board of Directors would submit a proposal to the General Shareholders' Meeting (including for sake of clarity, the *curriculum vitae* of the candidates, which will be publicly disclosed with the other supporting documents of the meeting). The appointment proposals should be approved by majority.

In the table below, the proportion of employees in 2019 is disclosed by age group, gender and professional category.

| EMPLOYEES | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|--------------|----|--------------------|------------|-----------------------------|------------|-------------------|-----------|-------------|
| | | Female | Male | Female | Male | Female | Male | |
| Total | % | 7% | 14% | 20% | 47% | 4% | 8% | 100% |
| Directors | % | 0% | 0% | 3% | 8% | 1% | 3% | 14% |
| Managers | % | 0% | 0% | 2% | 6% | 0% | 1% | 10% |
| Specialists | % | 6% | 10% | 13% | 28% | 2% | 4% | 63% |
| Technicians | % | 0% | 4% | 2% | 5% | 1% | 1% | 14% |

In the table below, the proportion of employees in 2018 is disclosed by age group, gender and professional category.

| EMPLOYEES | UN | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | | TOTAL |
|--------------|----|--------------------|------------|-----------------------------|------------|-------------------|-----------|-------------|
| | | Female | Male | Female | Male | Female | Male | |
| Total | % | 6% | 14% | 21% | 48% | 3% | 7% | 100% |
| Directors | % | 0% | 0% | 3% | 8% | 1% | 2% | 14% |
| Managers | % | 0% | 0% | 2% | 6% | 0% | 1% | 9% |
| Specialists | % | 6% | 9% | 13% | 29% | 1% | 4% | 62% |
| Technicians | % | 1% | 5% | 3% | 5% | 1% | 1% | 15% |

NOTE: EDPR DOES NOT REGISTER THE NUMBER OF EMPLOYEES WITH DISABILITIES.

GRI 405-2 – RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

NOTE 1: 2019 FIGURES DO NOT INCLUDE EXPATS, EMPLOYEES FROM NEW GEOGRAPHIES, NEW HIRES FROM DECEMBER AND NOVEMBER EXCEPT FOR SPAIN AND EXECUTIVE COMMITTEE MEMBERS, TOTALLING 62 EMPLOYEES.

NOTE 2: THE CALCULATIONS ARE BASED ON THE DECEMBER HEADCOUNT. THE BASE SALARIES OF THE NEW HIRES ARE ANNUALISED BUT THE REST OF THE MONETARY AND NON-MONETARY BENEFITS ARE NOT ANNUALISED, WHICH MAY CAUSE DEVIATIONS. THE BASE SALARY FOR THE EMPLOYEES PROMOTED DURING 2019 IS ANNUALISED BASED ON THE NEW SALARY.

NOTE 3: THE WAGE GAP IS CALCULATED FEMALE/MALE REMUNERATION BASED ON GRI METHODOLOGY. THE CALCULATION CONSIDERS THE EMPLOYEES' WORKING HOURS.

Please note that the variations YoY are explained by the new segmentation criteria implemented in 2019, the impact of the number of new hires during 2019 and the inclusion of Mexico and Canada data. Additionally, the information for male Technicians under 30 years old is impacted by the fact that all the employees in this category are based in the US.

| REMUNERATION | UN | 2019 | | 2018 | | Δ% YoY | |
|-----------------------------|----|---------|---------|---------|---------|--------|-------|
| UNDER 30 YEARS OLD | | Female | Male | Female | Male | Female | Male |
| Directors | € | - | 169,193 | - | 206,503 | - | (18%) |
| Managers | € | 59,563 | 77,790 | 83,042 | 98,407 | (28%) | (21%) |
| Specialists | € | 54,037 | 53,435 | 50,515 | 54,231 | +7% | (1%) |
| Technicians | € | 45,556 | 63,772 | 47,080 | 47,715 | (3%) | +34% |
| BETWEEN 30 AND 50 YEARS OLD | | Female | Male | Female | Male | Female | Male |
| Directors | € | 164,806 | 177,395 | 152,657 | 182,123 | +8% | (3%) |
| Managers | € | 93,922 | 93,202 | 98,058 | 104,504 | (4%) | (11%) |
| Specialists | € | 64,869 | 74,695 | 66,684 | 71,980 | (3%) | +4% |
| Technicians | € | 53,101 | 65,719 | 50,394 | 53,120 | +5% | +24% |
| OVER 50 YEARS OLD | | Female | Male | Female | Male | Female | Male |
| Directors | € | 205,682 | 195,296 | 212,826 | 190,916 | (3%) | +2% |
| Managers | € | 94,820 | 110,040 | 131,804 | 129,475 | (28%) | (15%) |
| Specialists | € | 94,429 | 96,597 | 87,711 | 95,044 | +8% | +2% |
| Technicians | € | 68,640 | 70,515 | 75,978 | 67,980 | (10%) | +4% |

| WAGE GAP - AVERAGE REMUNERATION | UN | 2019 | | F/M | 2018 | | F/M |
|---------------------------------|----|---------|---------|------|---------|---------|------|
| EUROPE & BRAZIL | | Female | Male | | Female | Male | |
| Directors | € | 123,810 | 136,655 | 91% | 121,082 | 140,925 | 86% |
| Managers | € | 67,023 | 69,685 | 96% | 67,133 | 74,938 | 90% |
| Specialists | € | 49,797 | 51,852 | 96% | 50,107 | 53,239 | 94% |
| Technicians | € | 35,214 | 34,620 | 102% | 34,098 | 34,449 | 99% |
| NORTH AMERICA | | Female | Male | | Female | Male | |
| Directors | € | 262,674 | 257,669 | 102% | 265,208 | 254,411 | 104% |
| Managers | € | 122,487 | 133,687 | 92% | 130,344 | 145,429 | 90% |
| Specialists | € | 94,628 | 107,951 | 88% | 90,132 | 104,100 | 87% |
| Technicians | € | 65,362 | 67,029 | 98% | 66,739 | 52,414 | 127% |

| WAGE GAP - AVERAGE BASE SALARY | UN | 2019 | | F/M | 2018 | | F/M |
|--------------------------------|----|---------|---------|------|---------|---------|------|
| EUROPE & BRAZIL | | Female | Male | | Female | Male | |
| Directors | € | 88,592 | 98,442 | 90% | 86,179 | 100,236 | 86% |
| Managers | € | 53,293 | 55,131 | 97% | 52,519 | 58,461 | 90% |
| Specialists | € | 41,610 | 41,812 | 100% | 40,897 | 42,783 | 96% |
| Technicians | € | 29,040 | 28,480 | 102% | 28,084 | 26,153 | 107% |
| NORTH AMERICA | | Female | Male | | Female | Male | |
| Directors | € | 179,670 | 176,772 | 102% | 173,677 | 161,187 | 108% |
| Managers | € | 90,904 | 94,550 | 96% | 87,992 | 94,640 | 93% |
| Specialists | € | 75,655 | 81,931 | 92% | 71,933 | 76,778 | 94% |
| Technicians | € | 48,528 | 44,940 | 108% | 45,975 | 42,416 | 108% |

GRI 102-38 – ANNUAL TOTAL COMPENSATION RATIO

The ratio presented below represents of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees.

| ANNUAL TOTAL COMPENSATION RATIO | UN | 2019 | 2018 | Δ% YoY |
|---------------------------------|----|------|------|--------|
| Spain | x | 5.3 | 5.1 | +5% |
| Portugal | x | 4.9 | 4.3 | +13% |
| US | x | 6.3 | 6.2 | +2% |

NOTE 1: JOÃO MANSO NETO, EDPR CEO, DOES NOT RECEIVE ANY REMUNERATION FROM EDPR. EDPR AND EDP SIGNED AN EXECUTIVE MANAGEMENT SERVICES AGREEMENT ACCORDING TO WHICH EDPR PAYS TO EDP A FEE FOR THE SERVICES RENDERED BY THIS BOARD MEMBER. THEREFORE, HIS REMUNERATION IS NOT INCLUDED IN THIS RATIOS.

NOTE 2: X AS UNIT MEANS TIMES.

GRI EU15 – PERCENTAGE OF EMPLOYEES ELIGIBLE TO RETIRE IN THE NEXT 5 AND 10 YEARS BROKEN DOWN BY JOB CATEGORY AND BY REGION

| EMPLOYEES ELIGIBLE TO RETIRE | 2019 | | | 2018 | |
|------------------------------|------|-------------|------------|-------------|------------|
| | UN | IN 10 YEARS | IN 5 YEARS | IN 10 YEARS | IN 5 YEARS |
| By employment category | | | | | |
| Directors | % | 10% | 7% | 13% | 6% |
| Managers | % | 0% | 0% | 5% | 2% |
| Specialists | % | 4% | 2% | 5% | 2% |
| Technicians | % | 7% | 4% | 7% | 1% |
| By country | | | | | |
| Europe | % | 5% | 3% | 7% | 2% |
| Spain | % | 4% | 2% | 6% | 2% |
| Portugal | % | 20% | 15% | 23% | 10% |
| Rest of Europe | % | 2% | 1% | 3% | 1% |
| Brazil | % | 0% | 0% | 2% | 2% |
| North America | % | 6% | 3% | 7% | 2% |
| USA | % | 6% | 3% | 7% | 2% |
| Rest of North America | % | 0% | 0% | 0% | 0% |
| Rest of the world | % | 0% | 0% | 0% | 0% |
| TOTAL | % | 5% | 3% | 7% | 2% |

NOTE: THE EMPLOYEES ELIGIBLE TO RETIRE IN THE NEXT 5 YEARS IS WITH 60 YEARS REFERENCE AND IN THE NEXT 10 YEARS WITH 57 YEARS REFERENCE.

OTHER PEOPLE MANAGEMENT RELATED TOPICS:

COMMUNICATION WITH EMPLOYEES

EDPR's global presence with employees from different nationalities and generations requires the Company to listen and provide feedback on the different ambitions and expectations. Thus, EDPR launches a Climate Survey every two years, which allows the Company to better understand and act in accordance with the employees' opinion. In addition, EDPR works to keep its employees well informed and therefore continues to improve the internal communications channels, which also helps to keep employees motivated and committed to the Company's strategy. In 2019, EDPR completed a series of internal communication focus groups and employee surveys across company platforms and then, based on the feedback received, developed an action plan that will allow the Company to improve its internal communications. As a result, an Internal Communication Committee (ICC) has been created to ensure that this action plan is carried out. The ICC seeks to improve the way EDPR's different channels are used and perceived across the organisation, while enhancing intra-platform and bidirectional communication and alignment with the Company's vision and objectives. It will also facilitate top-down communication of the company's strategy.

EDPR and EDP Group have strategically invested in this area with innovative communication channels that have consistently been recognised internationally for their mix of dynamism and creativity. These are EDPR's internal communication channels that keep employees informed and connected every day:

- **Intranet:** The platform takes online interaction among employees to a new level, by including social media-style features and advanced customisation options. It's a place to share information, work together, and learn about the projects and news from EDPR and EDP.
- **EDPOn Renew magazine:** The print magazine has been a mainstay of EDP Group's internal communications since 1988. The OnRenew edition, specific to EDPR, shows the Company and its people through stories, opinion articles and editorials.
- **EDPOn TV:** The TV Channel has been broadcasting on EDPR and EDP offices and online. Includes dynamic news reports and interviews on news and events. It is the medium that truly puts a face on projects and initiatives.
- **HR phone app:** EDPR has in place a phone app to provide employees with news, access to selection processes or measures in a practical and simple way. This tool proves to be particularly useful to keep connected to often-travelling and geographically dispersed employees.
- **Internal newsletters:** Monthly newsletters give a broader reach to news and information regarding the Company's projects, teams, successes, and strategies.

In addition to these communication channels, EDPR holds Companywide Annual Meetings that allow employees to streamline their long-distance communication to improve their day-to-day work, share their concerns, and get to know the business goals set by EDPR's top management. The Company also holds meetings and team building events; conference calls regarding results, and a robust website that informs both internal and external stakeholders. All of these communication efforts work to motivate employees, promote knowledge sharing and bring people together.

EMPLOYEES WITH DISABILITIES

In the companies in Spain where there is a legal obligation to have people with disabilities in the workforce to comply with the LISMI due to the number of employees, EDPR has opted for the exceptionality measures provided by the Law. The Company is able to comply with the quota that legally applies to it through contracts of goods or services with companies that promote the hiring of disabled people and also through donations. EDPR's companies under this obligation are covered with the exceptionality measures since February 2018 and for a period of three years. For the rest of EDPR countries, the approach is the same.

WORK ORGANISATION & IMPLEMENTATION OF "RIGHT TO DISCONNECT" POLICIES

With the aim of delivering excellent results and meeting deadlines, EDPR employees need to be flexible and highly responsible on their daily routine. Keeping that in mind, in 2017 EDPR designed Work Smarter, a Code that includes a set of guidelines to work efficiently by maximising the time efficiency of each daily task, mainly regarding work organisation, email & phone and meetings. Additionally, different initiatives took place during 2017 in order to involve employees around this different way of working. Some of the initiatives were placing inspiring sentences and clocks in the meeting rooms to remind the employees that their time is gold. Within Work Smarter, some of the initiatives were focused on the right to disconnect. For the moment, EDPR does not have policies regarding the right of people to disconnect from work during non-work hours but, in 2020, a protocol regarding this matter will be implemented.

WORK LIFE BALANCE

EDPR believes that Work Life Balance (WLB) must be a shared responsibility and its practices have been awarded for ten years through the Responsible Family Employer Certification (EFR – Empresa Familiarmente Responsable) by Spain's Fundación MásFamilia. To achieve this continuously, it is important to have a constant improvement on the practices in place, in order to provide the most suitable and updated benefits to employees. EDPR provides several benefits regarding work life balance such as flexible work schedules, an intensive working schedule every Friday and during summer, telecommuting and giving employees the option of requesting their birthdays or their family members birthday off from work. The initiative Count for Us states that employees with incapacitated family members may request a leave of absence from work and receive financial support. Moreover, EDPR celebrates the Energy Day every year on the first Monday of June by giving the day off to all employees.

Specifically, all work life balance measures focused on employees with children are designed for both parents, excluding the ones regarding pregnancy. Some examples of these measures are the monetary contribution EDPR provides when an employee has or adopts a child, the financial support when employees enrol their children in kindergarten and offering employees' children opportunity of participating in activities of their choice during summer.

EQUALITY PLANS

EDP Renováveis S.A. reached 250 employees at the year end, thus, the company is working in the corresponding Gender Equality Plan to be published until March in accordance with the Spanish Organic Law 3/2007. Moreover, in 2019, EDPR published on its website and on the CMVM a Gender Equality Plan for Portugal in accordance with the Script for the Preparation of Annual Equality Plans drawn up in the light of Regulatory Order No.18/2019 of 21 June by the Commission on Equality in Work and Employment from Portugal. Moreover, EDPR is defining a Global Equality Plan.

ADOPTED MEASURES TO PROMOTE EMPLOYMENT RELATED TO EQUALITY

As in previous years, EDPR participated in *Mujer e Ingeniería*, a project launched by the *Real Academia de Ingeniería de España* that aims to overcome the gender gap in technical degrees by increasing awareness and knowledge of those degrees from the early stages of education. The Mentoring Program is focused on engineers from different universities. EDPR volunteers tutor engineering students in the last phase of their university education in order to advise them about the corporate world and the labour market.

SEXUAL HARASSMENT PROTOCOL

As stated in its Code of Ethics, EDPR commits to respect and foster due respect for employees and fulfil their right to dignified working conditions. In particular, EDPR seeks to protect its employees and will not tolerate acts of psychological aggression or moral coercion, such as insults, threats, isolation, invasion of privacy or professional limitation aimed at constraining the person, affecting their dignity or creating an intimidating, hostile, degrading, humiliating or disruptive environment. The Code of Ethics has its own regulation that defines a process and channel, open to all stakeholders, to report any potential claim or doubt on the application of the Code. For the moment, EDPR does not have a specific sexual harassment protocol.

UNIVERSAL ACCESSIBILITY

Most of the offices in which EDPR has its operations are not owned by the company. Therefore, EDPR is limited in the implementation of accessibility measures in its offices. However, in other topics in which EDPR has decision-making power, such as the creation of its website, the company took measures to comply with the accessibility specifications that help blind people to use it.

4.1 | COMMUNITY INVOLVEMENT & DEVELOPMENT

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Contribute to the Society of the chapter Execution.

GRI 202-2 – PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY

The Code of Ethics contains specific clauses of non-discrimination and equal opportunities in line with the Company's culture of diversity. This is reflected in the procedures for hiring people via a non-discriminatory selection process. A potential employee's race, gender, sexual orientation, religion, marital status, disability, political orientation or opinions of any other nature, ethnic or social origin, place of birth or trade union membership are not considered.

There are no specific procedures explicitly requiring local recruitment. However, a high percentage of EDPR employees are hired from the same country in which the Company operates.

| LOCAL RECRUITMENT | UN | 2019 | 2018 |
|-------------------|----|------|------|
| DIRECTORS | | | |
| Europe | % | 83% | 77% |
| Brazil | % | 43% | 40% |
| North America | % | 78% | 79% |
| Rest of the world | % | 100% | 0% |

GRI 203-1 - INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

Wind and solar energy require infrastructure investments which benefit surrounding communities. This includes the reinforcement of existing electricity networks and the rehabilitation of existing roads or the construction of new roads.

The investment in roads is necessary in order to transport heavy equipment (wind turbine components, power transformers, etc.) to the site during construction. The improved road system facilitates future maintenance activities after construction works, as well as improves access to remote locations for the surrounding communities. During the operation of the wind farms, these roads are maintained. The integration of the generation capacity may also require upgrades in the distribution and transmission grids that belong to the system operators. Those upgrades indirectly benefit the quality of service offered in the surrounding areas by minimising electricity supply interruptions. In 2019, EDPR invested €24 million in develop community roads.

GRI 203-2 – SIGNIFICANT INDIRECT ECONOMIC IMPACTS

Renewable energy technologies are viewed not only as tools for mitigating climate change, but are also increasingly recognised as investments that can provide direct and indirect economic advantages by reducing dependence on imported fuels (and hence, improving trade balances), enhancing local air quality and safety, advancing energy access and security, propelling economic development and creating jobs. In 2019, EDPR implemented several economic development projects, which foster job creation and profit generation.

GRI 411-1 – INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLES

EDPR has no knowledge of any incident of violations involving rights of indigenous people in 2019, neither in 2018.

NOTE: FOR THE INFORMATION REPORTED IN THIS INDICATOR EDPR CONSIDERS PASSIVE CONTINGENCIES ASSOCIATED WITH LITIGATION QUALIFIED AS PROBABLE IN 2019 RECORDED IN THE CONTINGENCIES REPORTING SYSTEM AND CLAIMS/DOUBTS REPORTED IN THE ETHICS CHANNEL AND CONSIDERED A VIOLATION OF THE CODE OF ETHICS BY THE ETHICS OMBUDSPERSON AND THE ETHICS COMMITTEE.

GRI 413-1 – OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

EDPR's main goal regarding their relation with communities near its facilities is to preserve a close and long term relationship with them in order to guarantee a good coexistence. This concern presents itself as a valuable instrument in the entire life cycle of EDPR's operations that goes from the development, construction and operation of wind farms and solar plants to their dismantlement.

During the development phase, EDPR performs an environmental impact assessment for all the projects. This assessment includes the most significant issues for the affected areas both from an environmental and social perspective.

During the entire life cycle of its operations, EDPR promotes the well-being and development of the communities throughout the countries where it operates. EDPR considers that in order to make a positive impact on local communities, it is vital to work for the common good by promoting and supporting social and environmental activities.

EDPR's Social Investment programs are strategic and structured actions, established through multiple activities focused on goals integrated in one or in several of the following priorities:

- Promote access to culture and art and protect cultural heritage;
- Promote social inclusion and the adoption of sustainable ways of living, enhancing energy inclusion and access to energy;
- Protect natural heritage and biodiversity;
- Promote energy efficiency, renewable energy and decarbonisation.

Moreover, in 2019, EDPR implemented a catalogue of activities focused on the previous four priorities and taking into consideration the expectations of the communities surrounding the facilities. The catalogue includes key performance indicators that should be used to monitor each activity.

As a result, EDPR invested €2.2 million in the development of local communities throughout the countries where it is present.

GRI 413-2 – OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES

EDPR does not have individual consumers, according to the concept this term has associated in the Spanish regulation (Law 11/2018). Regarding the complaint systems, given the core business of the Company, EDPR does not deal directly with individual consumers. However, EDPR considers the local communities near its operations as its clients and makes different complaint channels available to them, among which is the Ethics Channel.

Noise, visual impact, TV interferences and ice thrown from wind turbines are identified as EDPR's business environmental impacts within the category of disturbance to the local communities. EDPR implements the necessary measures to make these impacts as minor as possible. Moreover, during the operation phase, EDPR has grievance mechanisms in place available to the local communities to ensure that suggestions or complaints are properly recorded and addressed. This allows EDPR not only to solve the complaints but also to introduce improvements in all processes.

In 2019, EDPR registered 114 complaints regarding impact on the local communities (47 in 2018). There were 83 complaints in the US, 12 of which related to noise, 5 already solved claims related to possible interferences with the TV signal and 64 related to road drainage. There were 2 complaints in Spain, one related to noise and other related to possible interferences with the TV signal. The other 29 complaints were in France. 3 of them were related to noise and the people who reported the complaints are being contacted in order to check if the situation is solved, 23 related to possible interferences with the TV or radio signal, of which 17 were solved during 2019, 2 related to impacts on road conditions, which will be restored to its initial state and 1 related to an emergency light being on during night time, which will be replaced.

4.12 COMMUNICATION & TRANSPARENCY

GRI 102-13 – MEMBERSHIP OF ASSOCIATIONS

The EDP Group raises awareness to policy makers and legislators about the interests of the business sector and/or its own. Globally, EDP Group's activities include participation in industry associations ("Industry Institutions") comprising multiple industry participants that work to advance shared policy objectives.

EDPR's approach and involvement with Industry Institutions is in accordance with EDP Group's internal regulations, policies and procedures, including the principles of integrity and transparency expressed in the Code of Ethics.

In Europe, activities are monitored by means of voluntary registration on a platform created for that purpose by the European Commission – "Transparency Register". EDP has been registered since the creation of this platform in 2011. In North America, relevant Industry Institutions are required to disclose and/or register campaign finance and lobbying activities in accordance with applicable local, state, or federal law.

In the following table are presented the contributions concerning the activities of representation of interests of EDPR:

| MEMBERSHIP OF ASSOCIATIONS | UN | 2019 | 2018 |
|--|-----------|--------------|--------------|
| TOTAL | €k | 2,214 | 1,879 |
| Trade associations or tax-exempt groups | €k | 1,414 | 1,334 |
| Lobbying, interest representation or similar | €k | 771 | 503 |
| Other | €k | 29 | 42 |
| Local, regional or national political campaigns/organisations/candidates | €k | 0 | 0 |

The table below contains the most relevant contributions for associations in 2019:

| MOST RELEVANT CONTRIBUTIONS | UN | 2019 |
|----------------------------------|----|---------|
| American Wind Energy Association | €k | 326,017 |
| Wind Europe | €k | 71,512 |
| American Wind Wildlife Institute | €k | 66,990 |
| Polish Wind Energy Association | €k | 52,843 |
| FEE (France Energie Eolienne) | €k | 47,500 |

GRI 201-4 – FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

EDPR has not received any financial assistance from the government in 2019, neither in 2018.

NOTE: THE AMERICAN LEGISLATION FORESEES - AND HAS FORESEEN IN THE PAST - SEVERAL TAX INCENTIVES FOR THE PRODUCTION OF RENEWABLE ENERGY IN THE UNITED STATES. SOME EXAMPLES ARE THE PRODUCTION TAX CREDITS, THE RESEARCH AND DEVELOPMENT TAX CREDITS, THE FORMER CASH GRANT, THE SO-CALLED MACRS (A WAY OF ACCELERATED DEPRECIATION), ETC. THESE TAX CREDITS ARE IN MOST CASES ARE PART OF THE RENEWABLE ENERGY REMUNERATION SCHEME.

GRI 206-1 – LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOUR, ANTI-TRUST, AND MONOPOLY PRACTICES

EDPR has no knowledge of any legal actions for anti-competitive behaviour, anti-trust or monopoly practices in 2019, neither in 2018.

NOTE: FOR THE INFORMATION REPORTED IN THIS INDICATOR EDPR CONSIDERS PASSIVE CONTINGENCIES ASSOCIATED WITH LITIGATION QUALIFIED AS PROBABLE IN 2019 RECORDED IN THE CONTINGENCIES REPORTING SYSTEM.

GRI 307-I – NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

EDPR has no knowledge of any non-compliance with environmental laws and regulations in 2019, neither in 2018.

During 2019 and 2018, the company did not receive any significant penalty for non-compliance with environmental laws and regulations.

NOTE 1: FOR THE INFORMATION REPORTED IN THIS INDICATOR EDPR CONSIDERS PASSIVE CONTINGENCIES ASSOCIATED WITH LITIGATION QUALIFIED AS PROBABLE IN 2019 RECORDED IN THE CONTINGENCIES REPORTING SYSTEM AND THAT HAVE OBTAINED AN UNAPPELABLE JUDGEMENT.

NOTE 2: EDPR DEFINES AS SIGNIFICANT PENALTY THE ONES ABOVE €10K.

GRI 415-I – POLITICAL CONTRIBUTIONS

EDPR made no contributions to political parties in 2019, neither in 2018.

GRI 419-I – NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREA

EDPR has no knowledge of any non-compliance with social and economic laws and regulations in 2019, neither in 2018.

During 2019 and 2018, the company did not receive any significant penalty for non-compliance with social and economic laws and regulations.

NOTE 1: FOR THE INFORMATION REPORTED IN THIS INDICATOR EDPR CONSIDERS PASSIVE CONTINGENCIES ASSOCIATED WITH LITIGATION QUALIFIED AS PROBABLE IN 2019 RECORDED IN THE CONTINGENCIES REPORTING SYSTEM AND THAT HAVE OBTAINED AN UNAPPELABLE JUDGEMENT.

NOTE 2: EDPR DEFINES AS SIGNIFICANT PENALTY THE ONES ABOVE €10K.

CONTRIBUTIONS TO FOUNDATIONS AND NON-PROFIT ENTITIES

EDPR contributed to Foundations with 749 thousand euros (92% related to Fundación EDP España and Instituto EDP in Brazil), -23% vs 2018 since some activities are now implemented directly by EDPR, not through Fundación EDP España. In addition, EDPR contributed 303 thousand euros to non-profit organisations and NGOs.

4.13 A2E

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Social Capital of the chapter Execution.

4.14 DIGITAL TRANSFORMATION

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Digital Capital of the chapter Execution.

4.15 CORPORATE ETHICS

For information regarding GRI 103 – Management Approach for this material topic, please refer to section Integrity and Ethics of the chapter The Company.

GRI 205-1 - OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

EDPR analyses all the new markets where it operates through a Market overview including Sustainability topics such as human rights, labour, environment and corruption. This study also evaluates the corruption risk. In addition, EDPR defined a questionnaire related to the anti-corruption practices of the counterparts in the M&A processes, in order to ensure that they are all aligned with EDPR's Anti-Corruption Policy and Code of Ethics.

GRI 205-2 – COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

The Anti-Corruption Policy implies a series of procedures regarding the relationships of EDPR employees with external parties, namely the approval of certain actions regarding hospitality to and from external parties, donations, and sponsorships. The Anti-Corruption Policy is available at the Company's website and intranet, and it is also attached to the labour agreements of the new hires to their written acknowledgement when they join the Company. Likewise, in the Welcome Day Presentation, the main contents of these documents and its functioning are also explained.

The Anti-Corruption Policy was revised in July of 2019, and the new revised version was distributed to all EDPR Employees. Several meetings were held with EDPR Country Managers to discuss the new revised version of the Anticorruption Policy.

GRI 205-3 – CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

EDPR has no knowledge of any confirmed incident of corruption in 2019, neither in 2018.

NOTE: FOR THE INFORMATION REPORTED IN THIS INDICATOR EDPR CONSIDERS PASSIVE CONTINGENCIES ASSOCIATED WITH LITIGATION QUALIFIED AS PROBABLE IN 2019 RECORDED IN THE CONTINGENCIES REPORTING SYSTEM AND CLAIMS/DOUBTS REPORTED IN THE COMPLIANCE CHANNEL.

GRI 406-1 – INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

EDPR had knowledge of a complaint for discrimination at the Equal Employment Opportunity Commission (EEOC). In 2019, the issue was analysed by the responsible area and finally, resolved and withdrawn by the complainant.

NOTE: FOR THE INFORMATION REPORTED IN THIS INDICATOR EDPR CONSIDERS PASSIVE CONTINGENCIES ASSOCIATED WITH LITIGATION QUALIFIED AS PROBABLE IN 2019 RECORDED IN THE CONTINGENCIES REPORTING SYSTEM AND CLAIMS/DOUBTS REPORTED IN THE ETHICS CHANNEL AND CONSIDERED A VIOLATION OF THE CODE OF ETHICS BY THE ETHICS OMBUDSPERSON AND THE ETHICS COMMITTEE.

GRI 407-1 – OPERATIONS AND SUPPLIERS IN WHICH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK

Throughout EDPR's operations, both employees and suppliers must comply with the EDPR's Code of Ethics, which has specific clauses to respect freedom of trade union association and recognise the right to collective bargaining. During 2019, EDPR has not registered any claims/doubts in the Ethics Channel regarding operations with significant risk where the right to freedom of association and collective bargaining may be at risk.

In a previous study to characterise EDPR's supply chain, performed in 2015, including the analysis of the exposure to economic, social and environmental risks, performed using the ESCHER (Efficient Supply Chain Economic and Environmental Reporting) methodology developed by PwC, it was determined that ~0% of EDPR's direct purchases were identified in which the right to exercise freedom of association and collective bargaining may be at significant risk. Through this study, EDPR aims to identify areas where should focus its improvement activities in order to significantly reduce its exposure to risk and optimise impacts.

GRI 408-I – OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOUR

Throughout EDPR's operations, both employees and suppliers must comply with the EDPR's Code of Ethics, which has specific clauses against child labour. During 2019, EDPR has not registered any claims/doubts in the Ethics Channel regarding operations with significant risk for incidents of child labour.

In a previous study to characterise EDPR's supply chain, performed in 2015, including the analysis of the exposure to economic, social and environmental risks, performed using the ESCHER (Efficient Supply Chain Economic and Environmental Reporting) methodology developed by PwC, it was determined that ~0% of EDPR's direct purchases were as having significant risk for incidents of child labour. Through this study, EDPR aims to identify areas where should focus its improvement activities in order to significantly reduce its exposure to risk and optimise impacts.

GRI 409-I – OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOUR

Throughout EDPR's operations, both employees and suppliers must comply with the EDPR's Code of Ethics, which has specific clauses against forced labour. During 2019, EDPR has not registered any claims/doubts in the Ethics Channel regarding operations with significant risk for incidents of forced and compulsory labour.

In a previous study to characterise EDPR's supply chain, performed in 2015, including the analysis of the exposure to economic, social and environmental risks, performed using the ESCHER (Efficient Supply Chain Economic and Environmental Reporting) methodology developed by PwC, it was determined that ~0% of EDPR's direct purchases were as having significant risk for incidents of forced or compulsory labour. Through this study, EDPR aims to identify areas where should focus its improvement activities in order to significantly reduce its exposure to risk and optimise impacts.

OTHER CORPORATE ETHICS TOPICS:

MONEY LAUNDERING

The money laundering risk involves to acquire, possess, use, convert or transmit goods knowing that they have their origin in a criminal activity, or perform any other act that seeks to cover their illicit origin. EDPR has identified in its Compliance Model the money laundering risk and has, developed several controls and measures to minimize the probability of occurrence. Currently, the money laundering risk is categorized as low.

4.16 REPORTING PRINCIPLES

This is the eleventh year EDPR publishes an integrated report describing the Company's performance, with respect to the three pillars of sustainability: economic, environmental and social.

Information is presented according Global Reporting Initiative (GRI) *Standard 101 Foundation* guidelines for Sustainability Reporting and also provides information on the additional electricity sector supplement indicators directly related to the Company business, which is the power generation from renewable sources, basically wind.

A FULL GRI STANDARDS CONTENT INDEX FOR THE REPORT CAN BE FOUND IN THE WEBSITE WWW.EDPR.COM.

SPANISH LAW 11/2018 ON NON-FINANCIAL INFORMATION AND DIVERSITY

In 2014, the Directive 2014/95/EU on the disclosure of non-financial information and diversity for certain large companies and groups entered into force. Spain transposed this regulation through the Royal Decree-Law 18/2017 on non-financial information and diversity in 2017. However, by the end of December 2018, the new Law on non-financial information and diversity was processed. The non-financial information statement requires companies to include the necessary information to comprehend the evolution, the results, the situation of the company or group of companies and the impact of its activity on environmental and social issues, respect for human rights and the fight against corruption and bribery, as well as on employees. Within these main issues, the Law thoroughly details the information that the report must contain.

UNITED NATIONS GLOBAL COMPACT

Global Compact is an initiative of the United Nations launched in 2000 that defines guideline directives for businesses that opt to contribute to sustainable development. EDPR has become signatory of this initiative and is committed to put these principles into practice, informing society of the progress it has achieved.

Additionally, in 2015, in the United Nations General Assembly, the world leaders decided to assume a set of global goals to change the world until 2030. The agenda that must guide the joint work of governments, citizens, companies and organisations, consists of 17 Sustainable Development Goals (SDGs) with the ambition of ending poverty, fighting against inequality and stopping climate change. EDPR will direct its contributions to eight of the 17 Sustainable Development Goals.

TO LEARN MORE ABOUT THE UN GLOBAL COMPACT, PLEASE VISIT WWW.UNGLOBALCOMPACT.ORG.

GLOBAL REPORTING INITIATIVE

The GRI Standards are the first global standards for sustainability reporting, representing the global best practice for reporting on a range of economic, environmental and social impacts. A Company's adherence to this initiative means that it concurs with the concept and practices of sustainability. This Annual Report has been prepared in accordance with the GRI Standards in its Core option, and these Standards have been independently assured according to ISAE 3000 by PwC.

TO LEARN MORE ABOUT THE GRI GUIDELINES, PLEASE VISIT WWW.GLOBALREPORTING.ORG.

| | | |
|--|--|--|
| <p>Materiality</p>  <p>This report includes the relevant information for the company's stakeholders, as derived from the materiality studies performed.</p> | <p>Sustainability Context</p>  <p>This report is placed in the context of the company strategy to contribute to the sustainable development of society, whenever possible.</p> | <p>Accuracy, Clarity, Comparability & Reliability</p>  <p>The information presented follows the GRI guidelines, aiming to make information comparable, traceable, accurate and reliable.</p> |
| <p>Stakeholder Inclusiveness</p>  <p>The concerns and the feedback received from the stakeholders were taken into account during the report's creation. For additional information about the stakeholders, please refer to The Company and Stakeholders Section or visit EDPR website.</p> | <p>Completeness & Balance</p>  <p>Unless otherwise stated, this report covers all the company's subsidiaries and is presented in a balanced and objective perspective.</p> | <p>Timeliness</p>  <p>The information presented in this report relates to FY2019. EDPR is committed to report sustainability information at least once a year. Additionally, sustainability information is reported in market reports.</p> |

ANNEX I: NON-FINANCIAL INFORMATION STATEMENT

| NON-FINANCIAL INFORMATION STATEMENT (SPANISH LAW 11/2018) | | | | |
|---|---|---------------------|---|--|
| AREA | CONTENT | SCOPE/ PERIMETER | RELATED GRI STANDARDS | PAGE/CHAPTER |
| Business Model | Brief description of the Group's business model, which includes: 1) its business environment; 2) its organisation and structure; 3) the markets in which it operates; 4) its goals and strategies; 5) the main factors and trends that may affect its future evolution. | Global | EU1; EU2; 102-2; 102-4; 102-6; 102-7; 102-18; 103 | 2.1 Business Environment, pages 42-44; 1.3 Organisation, pages 29-37; 4.2 Renewable Energy Promotion, page 97; 1.1.2 EDPR in the world(1), pages 18-19; 2.2 Strategy, pages 52-55; 1.1.3 Business description, page 20; 1.1.6 Sustainability Roadmap, pages 24-25; 3.1.2 Financial Performance pages 67-71. |
| Policies | A description of the policies that the Group applies regarding these issues, which includes: 1) due diligence procedures implemented for the identification, evaluation, prevention and mitigation of significant risks and impacts; 2) verification and control procedures, including adopted measures. | Global | 103; 102-16 | 1.1.1 Vision, Values & Commitments, page 17; 1.3.4 Integrity and Ethics, pages 36-37; 3.3 Supply Chain Capital, pages 76-77; 3.4 Social Capital, pages 78-80; 3.5 Natural Capital, pages 81-82. |
| Short, medium and long-term risks | The main risks regarding these issues related to the activities of the Group, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in these areas, and 1) how the group manages these risks, 2) explaining the procedures used to detect and evaluate them according to national, European or international reference frameworks for each subject. 3) Information on the impacts that have been detected must be included, offering a breakdown of them, in particular on the main risks in the short, medium and long term. | Global | 201-2; 205-1; 304-2; 306-3; 308-2; 407-1; 408-1; 409-1; 413-2; 414-2 | 2.3 Risk Management, pages 56-60; 4.3 Climate Change, page 98; 4.15 Corporate Ethics, pages 128-129; 4.9 Environmental Management, page 107 and 109; 4.8 Suppliers Management, pages 105-107; 4.1.1 Community Involvement & Development, page 125. |
| KPIs | Key indicators of non-financial results that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability. | Global | | Please refer to Annex II: GRI Content Index |
| Environmental topics | Global Environment 1) Detailed information on the current and foreseeable effects of the company's activities on the environment and, where applicable, health and safety, environmental assessment or certification procedures; 2) Resources dedicated to the prevention of environmental risks; 3) The application of the Precautionary Principle, the amount of provisions and guarantees for environmental risks (e.g. derived from the law of environmental responsibility). | Global | 103 102-11; 201-2; 304-2; 305-1; 305-2; 305-3; 305-5; 307-1; 308-2 | 3.5 Natural Capital, pages 81-82; 4.3 Climate Change, pages 98-101; 4.8 Suppliers Management, page 105-106; 4.9 Environmental Management, pages 107 and 110; 4.1.2 Communication & Transparency, page 127. |
| | Pollution Measures to prevent, reduce or repair carbon emissions that seriously affect the environment, taking into account any form of air pollution specific to an activity, including: | Global | 302-4; 305-5 | 4.3 Climate Change, pages 99 and 100. |
| | Noise | Global | 413-2 | 4.1.1 Community Involvement & Development, page 125. |
| | Light pollution | - | - | 4.1 Materiality Assessment, page 96. |
| | Circular economy and waste prevention and management | | | |
| | Circular economy. | Limited | - | 3.5 Natural Capital, pages 81-82. |
| | Waste prevention, recycling, reuse, other forms of recovery and disposal. | Global | 306-2; 306-3 | 4.9 Environmental Management, page 109. |
| | Actions to combat food waste. | - | - | 4.1 Materiality Assessment, page 96. |
| | Sustainable use of resources | | | |
| | Water consumption and water supply according to local constraints. | Global | - | 4.1 Materiality Assessment, page 96. |
| | Consumption of raw materials and the measures adopted to improve the efficiency of their use. | Global | - | 4.1 Materiality Assessment, page 96. |
| | Direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energies. | Global | 302-1; 302-4 | 4.3 Climate Change, page 99; 3.5 Natural Capital, page 82. |
| | Climate Change | | 103 | 2.1.1 Renewable energy is a cost-effective way to fight climate change, pages 42-43; 2.1.2 The evolution of Renewables around the world in 2019, page 44; 3.6 Natural Capital, pages 81-82. |
| | The important elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces. | Global | 305-1; 305-2; 305-3 | 4.3 Climate Change, pages 99-100. |
| | The measures adopted to adapt to the consequences of climate change. | Global | 201-2; 302-4; 305-5 | 4.3 Climate Change, pages 98-100. |
| | The reduction goals established voluntarily in the medium and long-term to reduce greenhouse gas emissions and the means implemented for that purpose. | Global | 305-5 | 4.3 Climate Change, page 100. |
| | Protection of biodiversity | | | |
| | Measures taken to preserve or restore biodiversity. | Global | 304-2; 304-3 | 4.9 Environmental Management, pages 107-108. |
| | Impacts caused by activities or operations in protected areas. | Global | 304-1 | 4.9 Environmental Management, page 110. |
| Social and employees topics | Employment | Global | 103 | 3.2 Human Capital, pages 72-75. |
| | Total number and distribution of employees by gender, age, country and professional category. | Global | 102-8; 405-1 | 4.10 People Management, pages 113-114 and 119. |
| | Total number and distribution of work contract modalities. | Global | 102-8 | 4.10 People Management, pages 111-112. |
| | Annual average of permanent contracts, temporary contracts and part-time contracts by gender, age and professional category. | Global | 102-8; 405-1 | 4.10 People Management, pages 111-112. |
| | Number of dismissals by gender, age and professional category. | Global | 401-1 | 4.10 People Management, page 116. |
| | Average remunerations and their evolution disaggregated by gender, age and professional category or equal value. Wage gap, the remuneration of equal or average positions in the company. | Global | 405-2 | 4.10 People Management, pages 120-121. |
| | Avg. remuneration of directors and executives, incl. variable remuneration, allowances, compensation, payment to 1st savings forecast systems and any other perception disaggregated by gender. | Global | - | 4.7 Corporate Governance, page 105. |
| | Implementation of labour disconnection policies. | Global | - | 4.10 People Management, page 122. |
| | Employees with disabilities. | Global | - | 4.10 People Management, page 122. |
| | Work organisation | | | |
| | Working hours organisation. | Global | EU17 | 4.5 Health & Safety, page 104; 4.10 People Management pages 122-123 |
| | Number of hours of absenteeism. | Global | 403-2 | 4.5 Health & Safety, page 104. |
| | Measures designed to facilitate the enjoyment of conciliation and encourage joint responsibility of these by both parents. | Global | - | 4.10 People Management, page 123. |
| | Health & Safety | Global | | |
| | Conditions of health and safety at work. | Global | 103; 403-2 | 3.4.1 Respect human and labour rights, page 78; 4.5 Health & Safety, pages 103-104. |
| | Work-related accidents, in particular their frequency and severity, occupational diseases, disaggregated by gender. | Global | 403-2 | 4.5 Health & Safety, page 103. |

(1) Secured MWs are not verified by PwC.

| NON-FINANCIAL INFORMATION STATEMENT (SPANISH LAW 11/2018) | | | | |
|---|---|---------------------|------------------------------------|--|
| AREA | CONTENT | SCOPE/ PERIMETER | RELATED GRI STANDARDS | PAGE/CHAPTER |
| | Social Relations | | | |
| | Organisation of social dialogue, including procedures for informing and consulting employees and negotiating with them. | Global | 402-I | 4.10 People Management, pages 117 and 122. |
| | Percentage of employees covered by collective bargaining agreements by country. | Global | 102-41 | 4.10 People Management, page 115. |
| | The result of collective bargaining agreements, particularly in the health & safety at work area. | Global | 102-41 | 4.10 People Management, page 115. |
| | Training | | | |
| | Policies implemented in the training area. | Global | 404-2; 404-3 | 4.10 People Management, pages 117-118. |
| | Total amount of training hours by professional categories. | Global | 404-I | 4.10 People Management, page 117. |
| | Universal accessibility for people with disabilities | | - | 4.10 People Management, page 123. |
| | Equality | | | |
| | Measures taken to promote equal treatment and opportunities between women and men. | Global | 405-I | 4.10 People Management, pages 119 and 123. |
| | Equality plans (Chapter III of Organic Law 3/2007, of the 22nd of March, for effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and the universal accessibility of people with disabilities. | Global | - | 4.10 People Management, page 123. |
| | Policy against all types of discrimination and, where appropriate, management of diversity. | Global | - | 1.3.4 Integrity and Ethics, pages 36-37. |
| | | | | |
| | Human Rights | | | |
| | Application of due diligence procedures in the field of human rights; Prevention of the risks of violation of human rights and, where appropriate, measures to mitigate, manage and repair possible abuses. | Global | - | 1.3.4 Integrity and Ethics, pages 36-37; 3.4 Social Capital, pages 78-79. |
| | Complaints regarding cases of violation of human rights. | Global | 411-I | 1.3.4 Integrity and Ethics, page 36; 4.11 Community Involvement & Development, page 124. |
| | Promotion and compliance with the provisions of the fundamental Conventions of the International Labour Organization related to respect for freedom of association and the right to collective bargaining. | Global | 102-41; 407-I | 4.10 People Management, 115; 4.15 Corporate Ethics, page 128. |
| | The elimination of discrimination in employment and occupation. | Global | 406-I | 3.4 Social Capital, pages 78-79; 4.15 Corporate Ethics, page 128. |
| | The elimination of forced or compulsory labour. | Global | 409-I | 3.4 Social Capital, pages 78-79; 4.15 Corporate Ethics, page 129. |
| | The effective abolition of child labour. | Global | 408-I | 3.4 Social Capital, pages 78-79; 4.15 Corporate Ethics, page 129. |
| | Corruption and bribery | | | |
| | Adopted measures to prevent corruption and bribery. | Global | 205-I; 205-2; 205-3; 415-I | 4.12 Communication & Transparency, page 127; 4.15 Corporate Ethics, page 128. |
| | Measures to combat money laundering. | Global | - | 4.15 Corporate Ethics, page 129. |
| | Contributions to foundations and non-profit entities. | Global | 413-I | 4.11 Community Involvement & Development, page 125 and 127. |
| | | | | |
| | Company's commitments to the sustainable development | | | |
| | The impact of the society's activity on employment and local development. | Global | 202-2; 203-1; 203-2; 413-I | 4.11 Community Involvement & Development, pages 124-125. |
| | The impact of society's activity on local populations and in the territory. | Global | 103; 413-I; 413-2 | 4.11 Community Involvement & Development, page 125. |
| | The relationships maintained with the local communities and the modalities of dialogue with them. | Global | 413-I | 4.11 Community Involvement & Development, page 125. |
| | The association or sponsorship actions. | Global | 102-13 | 4.12 Communication & Transparency, page 126. |
| | Subcontracting and suppliers | | | |
| | The inclusion of social issues, gender equality and environmental issues in the Procurement Policy. Consideration of the suppliers and subcontractors' social and environmental responsibility when interacting with them. | Global | 102-9; 103; 204-I; 308-2; 414-2 | 3.3 Supply Chain Capital, pages 76-77; 4.8 Suppliers Management, pages 105-107. |
| | Supervision systems and audits and their results. | Global | 414-2 | 3.3 Supply Chain Capital, page 77; 4.8 Suppliers Management, pages 106-107. |
| | Customers | | | |
| | Measures for the health and safety of consumers. | Global | EU25; 413-2 | 4.5 Health & Safety, page 104; 4.11 Community Involvement & Development, page 125. |
| | Complaining system, complaints received and their resolution. | Global | 413-2 | 1.3.4 Integrity and Ethics, pages 36-37; 4.11 Community Involvement & Development, page 125; 4.15 Corporate Ethics, pages 128-129. |
| | Tax information | | | |
| | Profit before income tax, by country. Corporate income tax paid. | Global | 201-I | 4.4 Business Sustainability, pages 101-102. |
| | Financial assistance received from the government. | Global | 201-4 | 4.12 Communication & Transparency, page 126. |
| | | | | |
| | Annual total compensation ratio. | Global | 102-38 | 4.10 People Management, page 121. |
| | Legal Actions for anti-competitive behaviour, anti-trust and monopoly practices. | Global | 206-I | 4.12 Communication & Transparency, page 126. |
| | Non-compliance with environmental laws and regulations. | Global | 307-I | 4.12 Communication & Transparency, page 127. |
| | Non-compliance with laws and regulations in the social and economic area. | Global | 419-I | 4.12 Communication & Transparency, page 127. |
| | Statement from senior decision-maker. | Global | 102-14 | 1.1.6 Sustainability Roadmap, page 25. |
| | Identifying and selecting stakeholders; Approach to stakeholder engagement. | Global | 102-40; 102-42; 103 | 1.1.5 Stakeholder focus, pages 22-23. |
| | Key topics and concerns raised; List of material topics. | Global | 102-44; 102-47 | 4.1 Materiality Assessment, page 96. |
| | Innovation | Global | 103 | 3.7 Innovation Capital, page 87-89. |
| | | | | |

Note: In addition to the indicators included in this table, non-financial information can be found in the following indicators: 102-I, 102-3, 102-5, 102-10, 102-12, 102-43, 102-45, 102-46, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54, 102-55, 102-56.

ANNEX II: GRI CONTENT INDEX

External assurance: The GRI indicators included in the following table have been verified by PwC. See the correspondent Independent verification report in pages 135-137. Additionally, some GRI indicators refer to Notes in EDPR's 2019 Annual Accounts, which have been audited by PwC. See the correspondent Independent auditor's report on the consolidated annual accounts at the beginning of the document.

| GRI STANDARD | | DISCLOSURES |
|---|---|---|
| GENERAL DISCLOSURES | | |
| GRI 102: General Disclosures 2016 | | |
| 102-1 | Name of the organisation | 5. Corporate Governance (A. Shareholder Structure), page 142 |
| 102-2 | Activities, brands, products and services | 1.1.3 Business Description, page 20 |
| 102-3 | Location of headquarters | EDPR head offices are located in Madrid (Spain) |
| 102-4 | Location of operations | 1.1.2 EDPR in the world, pages 18-19 |
| 102-5 | Ownership and legal form | 5. Corporate Governance (A. Shareholders Structure), pages 142-145; 2019 Consolidated Annual Accounts - Note 1, pages 9-18 |
| 102-6 | Markets served | 1.1.2 EDPR in the world, pages 18-19 |
| 102-7 | Scale of the organisation | 1.1.2 EDPR in the world, pages 18-19; 3.1.2 Financial Performance, pages 67-71 |
| 102-8 | Information on employees and other workers | 4.10 People Management, pages 111-114; 3.2 Human Capital, pages 72-75 |
| 102-9 | Supply chain | 3.3 Supply Chain Capital, pages 76-77 |
| 102-10 | Significant changes to the organisation and its supply chain | 5. Corporate Governance (A. Shareholders Structure), pages 142-145; 2019 Consolidated Annual Accounts - Note 6 & 41, pages 39-44 and page 82 |
| 102-11 | Precautionary Principle or approach | 2.3 Risk Management, pages 56-60; 4.9 Environmental Management, page 110; 5. Corporate Governance (C. Internal Organization), pages 170-182 |
| 102-12 | External Initiatives | 4.16 Reporting Principles, page 130 |
| 102-13 | Membership of associations | 4.12 Communication & Transparency, page 126 |
| 102-14 | Statement from senior decision-maker | 1.1.6 Sustainability Roadmap, page 25 |
| 102-16 | Values, principles, standards, and norms of behaviour | 1.3.4 Integrity and Ethics, pages 36-37; 5. Corporate Governance (C. Internal Organization), pages 167-184 |
| 102-18 | Governance structure | 1.3 Organisation, pages 29-37; 5. Corporate Governance, pages 142-216 |
| 102-38 | Annual total compensation ratio | 4.10 People Management, page 121 |
| 102-40 | List of stakeholder groups | 1.1.5 Stakeholders Focus, page 22 |
| 102-41 | Collective bargaining agreements | 4.10 People Management, page 115 |
| 102-42 | Identifying and selecting stakeholders | 1.1.5 Stakeholders Focus, pages 22-23; 4.16 Reporting Principles, page 130 |
| 102-43 | Approach to stakeholder engagement | 1.1.5 Stakeholders Focus, pages 22-23; 4.1 Materiality Assessment, pages 95-96; 4.16 Reporting Principles, page 130; Please visit our stakeholders' information on the sustainability section in our website, www.edpr.com |
| 102-44 | Key topics and concerns raised | 4.1 Materiality Assessment, pages 95-96; 4.16 Reporting Principles, page 130 |
| 102-45 | Entities included in the consolidated financial statements | 2019 Consolidated Annual Accounts - Note 6, pages 39-44 |
| 102-46 | Defining report content and topic boundaries | 4.1 Materiality Assessment, pages 95-96; 4.16 Reporting Principles, page 130 |
| 102-47 | List of material topics | 4.1 Materiality Assessment, pages 95-96 |
| 102-48 | Restatements of information | 2019 Consolidated Annual Accounts - Note 6, pages 39-44; 4.3 Climate Change, pages 99 and 100; 4.5 Health & Safety, page 104; 4.9 Environmental Management, page 109; 4.10 People Management, page 116 |
| 102-49 | Changes in reporting | 2019 Consolidated Annual Accounts - Note 6, pages 39-44 |
| 102-50 | Reporting period | 4.16 Reporting Principles, page 130 |
| 102-51 | Date of most recent report | 4.16 Reporting Principles, page 130 |
| 102-52 | Reporting cycle | 4.16 Reporting Principles, page 130 |
| 102-53 | Contact point for questions regarding the report | "Contact us" at www.edpr.com |
| 102-54 | Claims of reporting in accordance with the GRI Standards | 4.16 Reporting Principles, page 130 |
| 102-55 | GRI content index | Annex II - GRI Content Index, pages 133-134 |
| 102-56 | External assurance | 4.16 Reporting Principles, page 130 |
| MATERIAL TOPICS | | |
| Renewable Energy Promotion | | |
| GRI 103: Management Approach 2016 | | |
| 103-1 | Explanation of the material topic and its boundary | 2.1.1 Renewable energy is a cost-effective way to fight climate change, pages 42-43; 2.1.2 The Evolution of Renewables around the world in 2019, page 44 |
| 103-2 | The management approach and its components | 2.2.1 Selective growth, page 53 |
| 103-3 | Evaluation of the management approach | 3.1.1 Operational Performance, pages 65-66 |
| GRI EU | | |
| EU1 | Installed capacity, broken down by primary energy source and by regulatory regime | 4.2 Renewable Energy Promotion, page 97 |
| EU2 | Net energy output broken down by primary energy source and by regulatory regime | 4.2 Renewable Energy Promotion, page 97 |
| Climate Change | | |
| GRI 103: Management Approach 2016 | | |
| 103-1 | Explanation of the material topic and its boundary | 2.1.1 Renewable energy is a cost-effective way to fight climate change, pages 42-43; |
| 103-2 | The management approach and its components | 3.5 Natural Capital, pages 81-82 |
| 103-3 | Evaluation of the management approach | 3.5 Natural Capital, pages 81-82 |
| GRI 201: Economic Performance 2016 | | |
| 201-2 | Financial implications and other risks and opportunities due to climate change | 4.3 Climate Change, page 98 |
| GRI 302: Energy 2016 | | |
| 302-1 | Energy consumption within the organisation | 4.3 Climate Change, page 99 |
| 302-4 | Reduction of energy consumption | 4.3 Climate Change, page 99 |
| GRI 305: Emissions 2016 | | |
| 305-1 | Direct (Scope 1) GHG emissions | 4.3 Climate Change, page 99 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 4.3 Climate Change, page 99 |
| 305-3 | Other indirect (Scope 3) GHG emissions | 4.3 Climate Change, page 100 |
| 305-5 | Reduction of GHG emissions | 4.3 Climate Change, pages 100-101 |
| Business Sustainability | | |
| GRI 103: Management Approach 2016 | | |
| 103-1 | Explanation of the material topic and its boundary | 2.2 Strategy, page 52 |
| 103-2 | The management approach and its components | 2.2.2 Self funding business, page 54; 2.2.3 Operational excellence, page 55 |
| 103-3 | Evaluation of the management approach | 3.1.2 Financial Performance, pages 67-71 |
| GRI 201: Economic Performance 2016 | | |
| 201-1 | Direct economic value generated and distributed | 4.4 Business Sustainability, page 101 |
| Corporate Governance | | |
| GRI 103: Management Approach 2016 | | |
| 103-1 | Explanation of the material topic and its boundary | 1.3 Organisation, pages 29-37 |
| 103-2 | The management approach and its components | 1.3 Organisation, pages 29-37 |
| 103-3 | Evaluation of the management approach | 1.3 Organisation, pages 29-37 |
| Health & Safety | | |
| GRI 103: Management Approach 2016 | | |
| 103-1 | Explanation of the material topic and its boundary | 3.4.1 Respect Human and Labour Rights, page 78 |
| 103-2 | The management approach and its components | 3.4.1 Respect Human and Labour Rights, page 78 |
| 103-3 | Evaluation of the management approach | 3.4.1 Respect Human and Labour Rights, page 78 |
| GRI 403: Occupational Health and Safety 2016 | | |
| 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | 4.5 Health & Safety, pages 103-104 |
| GRI EU | | |
| EU17 | Days worked by contractor and subcontractor employees involved in construction and O&M activities | 4.5 Health & Safety, page 104 |
| EU25 | Number of injuries and fatalities to the public involving company assets, including legal judgements, settlements and pending legal cases of diseases | 4.5 Health & Safety, page 104 |

| GRI STANDARD | | DISCLOSURES | |
|--|-------|---|--|
| GENERAL DISCLOSURES | | | |
| Innovation | | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its boundary | 3.7 Innovation Capital, pages 87-89 |
| | 103-2 | The management approach and its components | 3.7 Innovation Capital, pages 87-89 |
| | 103-3 | Evaluation of the management approach | 3.7 Innovation Capital, pages 87-89 |
| Suppliers Management | | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its boundary | 3.3 Supply Chain Capital, pages 76-77 |
| | 103-2 | The management approach and its components | 3.3 Supply Chain Capital, pages 76-77 |
| | 103-3 | Evaluation of the management approach | 3.3 Supply Chain Capital, pages 76-77 |
| GRI 204: Procurement Practices 2016 | 204-1 | Proportion of spending on local suppliers | 4.8 Suppliers Management, page 105 |
| GRI 308: Supplier Environmental Assessment 2016 | 308-2 | Negative environmental impacts in the supply chain and actions taken | 4.8 Suppliers Management, page 105-106 |
| GRI 414: Supplier Social Assessment 2016 | 414-2 | Negative social impacts in the supply chain and actions taken | 4.8 Suppliers Management, pages 106-107 |
| Environmental Management | | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its boundary | 3.5 Natural Capital, pages 81-82 |
| | 103-2 | The management approach and its components | 3.5 Natural Capital, pages 81-82 |
| | 103-3 | Evaluation of the management approach | 3.5 Natural Capital, pages 81-82 |
| GRI 304: Biodiversity 2016 | 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 4.9 Environmental Management, page 110 |
| | 304-2 | Significant impacts of activities, products, and services on biodiversity | 4.9 Environmental Management, page 107 |
| | 304-3 | Habitats protected or restored | 4.9 Environmental Management, page 108 |
| GRI 306: Effluents and Waste 2016 | 306-2 | Waste by type and disposal method | 4.9 Environmental Management, page 109 |
| | 306-3 | Significant spills | 4.9 Environmental Management, page 109 |
| People Management | | | |
| GRI 103: Management Approach 2016 | 103-1 | Explanation of the material topic and its boundary | 3.2 Human Capital, pages 72-75 |
| | 103-2 | The management approach and its components | 3.2 Human Capital, pages 72-75 |
| | 103-3 | Evaluation of the management approach | 3.2 Human Capital, pages 72-75 |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | 4.10 People Management, pages 115-116 |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 4.10 People Management, page 116 |
| GRI 402: Labour / Management Relations 2016 | 402-1 | Minimum notice periods regarding operational changes | 4.10 People Management, page 117 |
| GRI 404: Training and Education 2016 | 404-1 | Average hours of training per year per employee | 4.10 People Management, page 117 |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs | 4.10 People Management, pages 117-118 |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | 4.10 People Management, page 118 |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | 4.10 People Management, page 119 |
| | 405-2 | Ratio of basic salary and remuneration of women to men | 4.10 People Management, pages 120-121 |
| GRI EU | EU15 | Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region | 4.10 People Management, page 121 |
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| GRI 203: Indirect Economic Impacts 2016 | 203-1 | Infrastructure investments and services supported | 4.11 Community Involvement & Development, page 124 |
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| GRI 307: Environmental Compliance 2016 | 307-1 | Non-compliance with environmental laws and regulations | 4.12 Communication & Transparency, page 127 |
| GRI 415: Public Policy 2016 | 415-1 | Political contributions | 4.12 Communication & Transparency, page 127 |
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