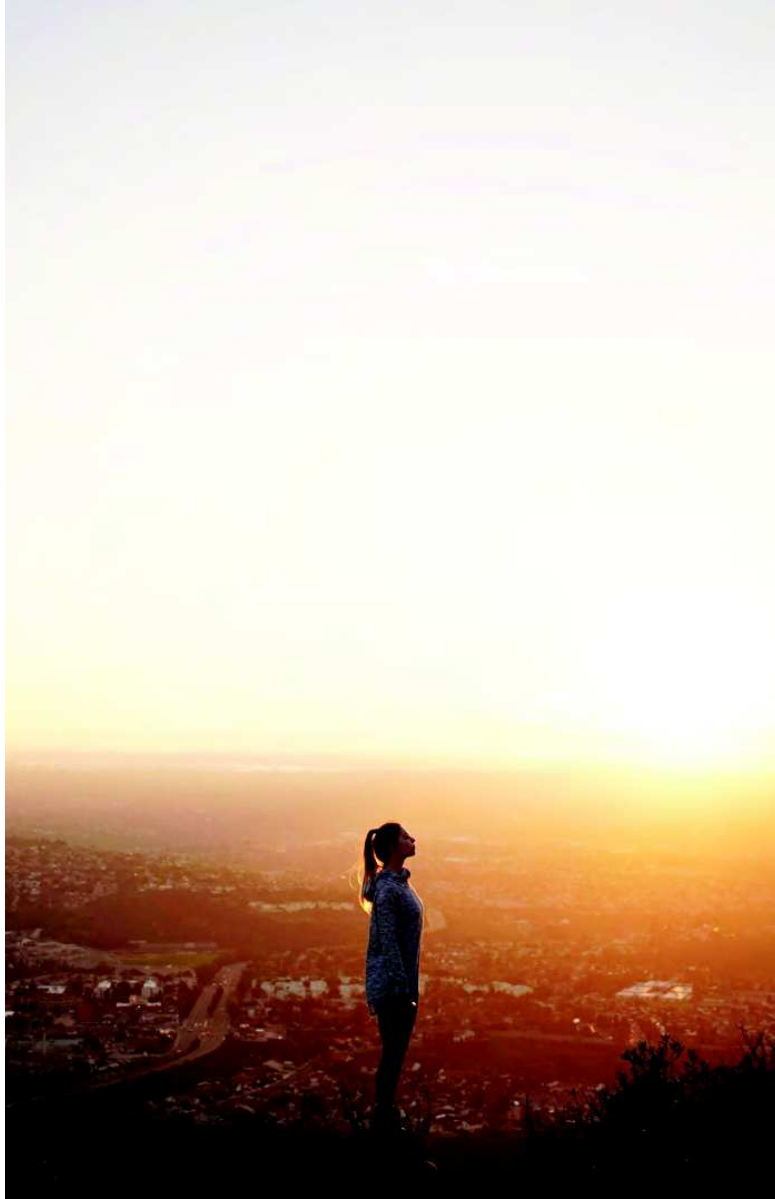


PEOPLE

PEOPLE

FROM STRIVE  
TO THRIVE

*edp* renováveis



**Changing  
tomorrow now.**

*edp* renováveis

Changing  
the world is  
a team effort

**Changing tomorrow now.**

# 04

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## SUSTAINABILITY

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# 04

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## 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. Climate change

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

### GRI EU1 – Installed capacity, broken down by primary energy source and by regulatory regime

INSTALLED CAPACITY (MW)	2020	2019	Δ YoY
<b>EUROPE</b>			
Spain	2,304	2,126	+178
Portugal	1,258	1,164	+94
Rest of Europe	1,403	1,263	+140
<b>Total</b>	<b>4,966</b>	<b>4,553</b>	<b>+413</b>
<b>BRAZIL</b>			
<b>Total</b>	<b>436</b>	<b>467</b>	<b>(31)</b>
<b>NORTH AMERICA</b>			
US	6,299	6,112	+187
Canada	68	30	+38
Mexico	400	200	+200
<b>Total</b>	<b>6,766</b>	<b>6,342</b>	<b>+424</b>
<b>GRAND TOTAL</b>	<b>12,168</b>	<b>11,362</b>	<b>+806</b>

Note: The reported data includes EBITDA and Equity MWs.

By December 2020, EDPR operational portfolio totalled 12.2 GW, of which 5 GW in Europe, including 2.3 GW in Spain, 1.3 GW in Portugal, 1.4 GW in Rest of Europe, 6.8 GW in North America and the remaining 0.4 GW in Brazil. From the 12.2 GW, 484 MW are related to solar PV and 11,674 MW to wind onshore technology and 10 MW to offshore wind technology (equity stake).

Pursuing its Sell-down strategy, in 2020, EDPR concluded the sale of its entire ownership in the 137 MW Babilonia wind farms in Brazil, 237 MW in a Spanish portfolio, 80% sell-down of a 563 MW portfolio in the US (of which 200 MW will become operational in 2021) and a 102 MW Build and Transfer wind farm in the US. All in all, YTD portfolio net variation was +806 MW.

In 2020, EDPR built 1,370 MW of wind onshore, corresponding to 640 MW in Europe, 625 MW in North America and 105 MW in Brazil, 200 MW of solar PV in Mexico, and 10 MW of wind offshore corresponding to Windplus floating in Portugal (equity stake), totalling 1,580 MW built in the year.

## GRI EU2 – Net energy output broken down by primary energy source and by regulatory regime

ELECTRICITY GENERATED (GWh)	2020	2019	Δ% YoY
<b>EUROPE</b>			
Spain	4,346	5,298	(18%)
Portugal	2,624	3,160	(17%)
Rest of Europe	3,054	3,333	(8%)
<b>Total</b>	<b>10,024</b>	<b>11,791</b>	<b>(15%)</b>
<b>BRAZIL</b>			
<b>Total</b>	<b>1,093</b>	<b>1,757</b>	<b>(38%)</b>
<b>NORTH AMERICA</b>			
US	16,633	15,696	+6%
Canada	78	70	+12%
Mexico	710	726	(2%)
<b>Total</b>	<b>17,421</b>	<b>16,492</b>	<b>+6%</b>
<b>GRAND TOTAL</b>	<b>28,537</b>	<b>30,041</b>	<b>(5%)</b>

EDPR produced 29 TWh of clean energy in 2020, -5% YoY. The YoY evolution comes in line with a lower average installed capacity YoY following the execution of EDPR's Sell-down strategy: 3Q19 – 997 MW of European Assets (-1.2 TWh YoY); 1Q20 – 137 MW in Brazil (-671 GWh YoY); and 4Q20 – 237 MW in Spain (-64 GWh YoY).

In 2020, operations in Europe, North America and Brazil generated 35%, 61% and 4% of the total output, respectively. In Europe, generation decreased 15% YoY, mainly impacted by the deconsolidation of 997 MW in Jul-19 from a Sell-down transaction and by a lower wind resource. In North America, output increased +6% YoY to 17.4 TWh, reflecting the new capacity in operation partially impacted by a lower wind resource. In Brazil, production decreased to 1,093 GWh, driven by the deconsolidation in the 1Q20 of 137 MW from the Sell-down of Babilonia wind farms.

## 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"<sup>1</sup> – 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 (CO<sub>2</sub>).

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 greenhouse gas emissions, contributing to the world's fight against climate change and its impacts.

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 2020, 87% is already secured, investing more than 8 billion euros financed

<sup>1</sup> IPCC Fifth assessment report, summary for policymakers.



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 2020, EDPR built 1,580 MW and finished the year managing a global portfolio of 12.2 GW. Benefiting from a diversified portfolio, the Company generated 28.5 TWh of renewable energy, avoiding the emissions of 18.5 million tons of CO<sub>2</sub>. Capital expenditures and financial investments with capacity additions, ongoing construction and development works during the year totalled €3,193 million.

However, EDPR faces climate change not only as a business opportunity, but also as an opportunity to innovate. EDPR's commitment to innovation and new technologies has made it a leader in the renewable energy sector. Currently, the Company continues to take advantage of all expertise obtained since the start of its inception to ensure more efficient solutions, more attractive returns and a more sustainable future. As a result, EDPR engages in projects that englobe wind energy, solar energy, energy storage plants, floating offshore wind farms, green hydrogen and hybrid power plants.

Nevertheless, 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 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 location of assets. At EDPR, all plants are insured from the physical damage during construction and operation. During operation, any natural disaster, weather hazard or accident will also be partially insured to revenue losses due to the event. Thus, no material impacts are identified in the EDPR's consolidated financial statements as a consequence of climate-related matters.

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.

## 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 (G.J)	2020	2019	Δ% YoY
<b>WIND FARMS</b>			
Electricity consumption	296,457	269,758	+10%
<b>OFFICES</b>			
Electricity consumption	8,920	16,658	(46%)
Gas	3,947	6,478	(39%)
<b>FLEET</b>			
Petrol consumption	25,109	23,541	+7%
Diesel consumption	5,144	6,698	(23%)
<b>Total</b>	<b>339,578</b>	<b>323,133</b>	<b>+5%</b>

Note 1: Gas conversion factor according to Agência Portuguesa de Ambiente.

Note 2: EDPR reports EBITDA wind farms' energy consumption the year after the COD (commercial operating date), when the trial period is over and the consumption is significant. Thus, the energy consumption of wind farms that have entered into operation in 2020 will be included in the 2021 report.

Note 3: Fleet energy consumption refers to O&M fleet.

Note 4: Energy consumption from offices refers to 1Q20 data (due to the home office implemented the rest of the year), except for O&M offices in NA.

Note 5: Data regarding gas consumption from offices in 2019 was restated.

## GRI 302-4 - Reduction of energy consumption

EDPR's activity is based on clean energy generation, and it produces about 298 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, EDPR has included the objective to promote the transition of its fleet to electric vehicles in its Sustainability Roadmap 2019-2022.

## GRI 305-1 - Direct (scope 1) GHG emissions

EDPR's Scope 1 emissions represent 2,405 tons of CO<sub>2</sub> equivalent, -6% vs 2019. 1,928 tons are emitted by transportation related to the windfarms operation, 207 tons by gas consumption in the Company's offices and the rest of it is related to SF<sub>6</sub>.

Part of the equipment used for electricity generation purposes contains SF<sub>6</sub> gasses and during 2020, EDPR registered emissions of 11 kg of this gas, which is equivalent to 270 tons of CO<sub>2</sub> 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 from offices refers to 1Q20 data (due to the home office implemented the rest of the year), except for O&M offices in NA.

Note 3: Data regarding gas consumption from offices in 2019 was restated.

## GRI 305-2 - Energy indirect (scope 2) greenhouse gas (GHG) emissions

EDPR's CO<sub>2</sub> indirect emissions represent 28,425 tons, +8% vs 2019. Of the 2020 scope 2 emissions, 27,595 tons are driven by electricity consumption by the wind farms and solar plants and 829 tons by electricity consumption in the offices.

In 2020, 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: 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 from offices refers to 1Q20 data (due to the home office implemented the rest of the year), except for O&M offices in NA.

## 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 1,289 tons of CO<sub>2</sub> emissions, -77% vs 2019 mainly due to the travel restrictions and home office regime implemented after the outbreak of the COVID-19 pandemic.

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, and corresponds to 1Q20 data (due to the home office implemented the rest of the year).

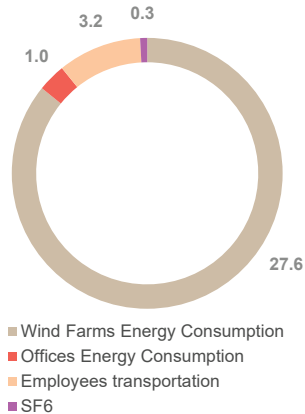
Note 3: Employees transportation by air and train in Portugal is not included.

Note 4: When calculating employees transportation by air, the radioactive factor is not considered.

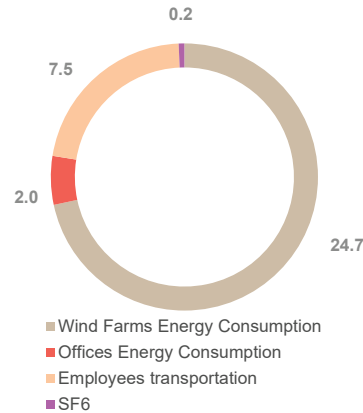
Note 5: Fleet energy consumption refers to O&M fleet.

## Total CO<sub>2</sub> emissions

CO<sub>2</sub> Eq. Emitted in 2020  
(k tons)



CO<sub>2</sub> Eq. Emitted in 2019  
(k tons)



## 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's 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<sub>x</sub>, NO<sub>x</sub>, or mercury emissions, protecting valuable air and water resources. In 2020, it was estimated that the Company's activities avoided the emission of 18.5 million tons of CO<sub>2</sub>.

The Company's emissions represent 0.2% of the total amount of emissions avoided and 86% 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 and therefore the Company has included in its Sustainability Roadmap 2019-2022 the objective to promote the transition of its fleet to electric vehicles.

In 2020, 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: To calculate the emissions avoidance, the energy generation has been multiplied by the CO<sub>2</sub> 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.

### 4.3. Economic 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 (€M)	2020	2019
<b>ECONOMIC VALUE GENERATED</b>		
Revenues	1,529	1,642
Other Income	700	581
Share of Profit in Associates	6	3
Financial Income	77	38
<b>Total</b>	<b>2,312</b>	<b>2,264</b>
<b>ECONOMIC VALUE DISTRIBUTED</b>		
Supplies and Services	304	309
Other Costs	123	136
Personnel Costs	141	131
Financial Expenses	362	387
Current Tax	32	55
Dividends	107	99
<b>Total</b>	<b>1,069</b>	<b>1,117</b>
<b>ECONOMIC VALUE ACCUMULATED</b>	<b>1,243</b>	<b>1,147</b>

PROFIT BEFORE INCOME TAX (€M)	2020	2019
Spain	306	52
Portugal	104	300
France & Belgium	-3	31
Poland	21	13
Romania	30	28
Italy	14	14
UK	0	-1
Brazil	15	102
US	276	157
Canada	-1	2
Mexico	13	13
Others	-5	-2
<b>GRAND TOTAL</b>	<b>769</b>	<b>709</b>

## 4.4. Health & Safety

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

### **GRI 403-1 – Occupational health and safety management system**

The management of all issues related to health and safety is collected and described in the integrated Health & Safety and Environment Management System (HSEMS), which covers all employees and operation of the Company. The processes and procedures regulated in the management system are developed to comply with the legal requirements of each country, the ISO 45001 standard, and the requirements that have been considered appropriate by EDPR to carry out a correct management of the related issues with the H&S of all workers.

### **GRI 403-2 – Hazard identification, risk assessment and incident investigation**

The process to identify hazards and assess the H&S risks arising from the Company's activity and facilities is developed according to the Hazards Identification and Risks Assessment procedure of the HSEMS, in which responsibilities and methodologies are defined to ensure risks are reduced and, if possible, avoided. The Risk Assessment of each job position is reviewed and updated as applicable, pursuant to the Company's commitment to continuous improvement. The preparation of these risk assessments is carried out by senior H&S technicians. The risk assessments, as well as the risk assessment procedure itself, are audited every year with an internal audit and the external audit of ISO 45001 certification. All the topics that emerge from the audits are managed according to the Findings Management procedure of the HSEMS, and an action plan is drawn. The results of this action plan are reviewed in subsequent audits.

In addition, the Communication, Consultation & Participation procedure of the HSEMS includes information on hazards communication management. The process of risks communication is an effective tool to establish an active information channel, fast and effective among employees, managers and the top management, to act in the fastest way possible and avoid risks that may arise. To promote the participation and commitment of the entire Company, any employee may report anomalies or detected risks on H&S and environmental issues. When an unsafe act or condition is detected, the employee may report it in an internal tool, specifying whether an immediate action is required. EDPR's commitment not to retaliate against any worker who expresses a concern about safety issues or who has intervened in any incident is included in the Company's H&S policy, which was updated in 2020. The Policy also indicates that workers should remove themselves from work situations that they believe could cause injury or ill health, as no situation can justify endangering someone's life.

To know how to report, investigate and follow-up on an incident, there is an Incidents Management procedure available in the HSEMS. The purpose of this procedure is to define the process to identify, respond, report, analyse and investigate incidents and respond to emergency situations, as well as to take the necessary actions to prevent and/or mitigate them.

### **GRI 403-3 – Occupational health services**

EDPR ensures that medical examinations are provided to the employees according to the legal requirements of each country, to determine whether a potential or current employee is medically fit to carry out their specific duties. EDPR has external medical services for all employees<sup>2</sup> for the medical follow-up, whose management is carried out directly by the medical service of the joint prevention service of the EDP Spain company. The detailed results of the medical examinations are confidential but shared with the employee, as EDPR receives only the conclusion of the examination: apt, not apt or apt with restrictions, indicating the restrictions.

### **GRI 403-4 – Worker participation, consultation, and communication on occupational health and safety**

A significant part of the organisation plays a fundamental role in the implementation of its health and safety policy. The Company created health and safety committees that collect information from different operational levels.

<sup>2</sup> Except for employees working from the Oviedo office.

## GRI 403-5 – Worker training on occupational health and safety

The Company's commitment to ensure high safety standards for employees and contractors make EDPR an increasingly safe place to work, prioritizing the safety and wellbeing of all stakeholders with the objective of zero accidents overall. In order to achieve this goal, EDPR provides training to both its employees and its contractors regarding both generic occupational health & safety aspects as well as training on specific work-related hazards.

## GRI 403-6 – Promotion of worker health

2020 was a year of uncertainty, change and adaptation in which both physical and mental health were a priority. As a result, the Company created a wellness platform to further development a wellness culture and promote healthy habits. EDPR also shared several health, wellbeing and home office tips in its intranet throughout the year. To raise awareness regarding mental health specifically, EDPR launched the *Mind Your Mind* campaign, which promoted educational talks with specialists, employees and other key speakers on how to approach the topic especially during the current social context.

## GRI 403-7 – Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

In order to guarantee that the suppliers comply with EDPR's requirements regarding sustainability in the supply chain, EDPR monitors strategic suppliers during their services delivery. EDPR performs internal inspections during the construction and operation phases to monitor the suppliers performance regarding environmental and H&S aspects and to identify potential risks. In 2020, EDPR performed 1,262 inspections to 156 suppliers regarding EHS procedures. As a result, the Company identifies corrective actions needed and establishes an action plan for continuous improvement.

Moreover, to prevent possible H&S risks to workers from other companies, EDPR provides a risk guide for the facility to all contractors before starting their work on the facility. In addition, the Company requires that the contractors participate in drills that are carried out at the facilities, so that everyone knows how to act in the event of an emergency. EDPR also has established, through the HSEMS's Safety Alerts Management technical instruction, the communication to contractors of any safety alert that may be applicable to the facility or the contractor.

## GRI 403-9 – Work-related injuries

Note: The information reported in the tables below does not include data related to EDPR UK from July 2019 to March 2020.

WORKED HOURS (#)	2020			2019		
	EMPLOYEES	CONTRACTORS	TOTAL	EMPLOYEES	CONTRACTORS	TOTAL
<b>WORKED HOURS</b>						
Europe	1,495,066	1,789,806	3,284,872	1,359,030	2,165,326	3,524,356
South America	178,608	2,559,350	2,737,958	128,552	244,225	372,777
North America	1,494,544	5,164,448	6,658,992	1,285,576	2,884,550	4,170,126
Total	3,168,218	9,513,604	12,681,822	2,773,158	5,294,101	8,067,259

LOST WORKDAYS DUE TO WORK-RELATED INJURIES (#)	2020			2019		
	EMPLOYEES	CONTRACTORS	TOTAL	EMPLOYEES	CONTRACTORS	TOTAL
<b>LOST WORKDAYS DUE TO WORK-RELATED INJURIES</b>						
Europe	0	199	199	0	152	152
South America	0	287	287	0	2	2
North America	84	297	381	146	71	217
Total	84	783	867	146	225	371

WORK-RELATED INJURIES (#)	2020			2019		
	EMPLOYEES	CONTRACTORS	TOTAL	EMPLOYEES	CONTRACTORS	TOTAL
Fatal work-related injuries	0	0	0	0	0	0
Europe	0	0	0	0	0	0
South America	0	0	0	0	0	0
North America	0	0	0	0	0	0
High-consequence work-related injuries <sup>1</sup>	0	0	0	0	0	0
Europe	0	0	0	0	0	0
South America	0	0	0	0	0	0
North America	0	0	0	0	0	0
Work-related injuries with lost workdays <sup>2</sup>	1	23	24	1	9	10
Europe	0	6	6	0	4	4
South America	0	10	10	0	1	1
North America	1	7	8	1	4	5
<b>Total work-related injuries that result in fatalities and lost workdays</b>	<b>1</b>	<b>23</b>	<b>24</b>	<b>1</b>	<b>9</b>	<b>10</b>
Europe	0	6	6	0	4	4
South America	0	10	10	0	1	1
North America	1	7	8	1	4	5
<b>Recordable work-related injuries without lost workdays <sup>3</sup></b>	<b>5</b>	<b>22</b>	<b>27</b>	<b>9</b>	<b>19</b>	<b>28</b>
Europe	0	8	8	0	5	5
South America	0	3	3	0	0	0
North America	5	11	16	9	14	23
<b>TOTAL RECORDABLE WORK-RELATED INJURIES <sup>4</sup></b>	<b>6</b>	<b>45</b>	<b>51</b>	<b>10</b>	<b>28</b>	<b>38</b>
Europe	0	14	14	0	9	9
South America	0	13	13	0	1	1
North America	6	18	24	10	18	28

<sup>1</sup> Excludes fatalities. According to GRI, refers to work-related injuries that result in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. Currently, EDPR's best approach to determine the recovery time of an injury is to assume it is the same as the lost workdays.

<sup>2</sup> Excludes high-consequence injuries.

<sup>3</sup> Includes injuries that result in restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional.

<sup>4</sup> Includes work-related injuries that arise from exposure to hazards at work and that occur at the workplace, travelling for work and working from home. Corresponds to the sum of work-related injuries without absence, with absence and fatal. Commuting incidents are not included (there was 1 commuting accident in 2020 related to an EDPR employee that did not result in lost days).

Note 1: Recordable work-related injuries without lost workdays includes minor first aid injuries. The number of lost days is calculated as the number of calendar days starting the day after the accident.

Note 2: 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.

FREQUENCY RATE OF WORK-RELATED INJURIES (x)	2020			2019		
	EMPLOYEES	CONTRACTORS	TOTAL	EMPLOYEES	CONTRACTORS	TOTAL
Rate of fatal work-related injuries	0.0	0.0	0.0	0.0	0.0	0.0
Europe	0.0	0.0	0.0	0.0	0.0	0.0
South America	0.0	0.0	0.0	0.0	0.0	0.0
North America	0.0	0.0	0.0	0.0	0.0	0.0
Rate of high-consequence work-related injuries <sup>1</sup>	0.0	0.0	0.0	0.0	0.0	0.0
Europe	0.0	0.0	0.0	0.0	0.0	0.0
South America	0.0	0.0	0.0	0.0	0.0	0.0
North America	0.0	0.0	0.0	0.0	0.0	0.0
Rate of work-related injuries with lost workdays <sup>2</sup>	0.3	2.4	1.9	0.4	1.7	1.2
Europe	0.0	3.4	1.8	0.0	1.8	1.1
South America	0.0	3.9	3.7	0.0	4.1	2.7
North America	0.7	1.4	1.2	0.8	1.4	1.2
<b>Rate of work-related injuries that result in fatalities and lost workdays</b>	<b>0.3</b>	<b>2.4</b>	<b>1.9</b>	<b>0.4</b>	<b>1.7</b>	<b>1.2</b>
Europe	0.0	3.4	1.8	0.0	1.8	1.1
South America	0.0	3.9	3.7	0.0	4.1	2.7
North America	0.7	1.4	1.2	0.8	1.4	1.2
Rate of recordable work-related injuries without lost workdays <sup>3</sup>	1.6	2.3	2.1	3.2	3.6	3.5
Europe	0.0	4.5	2.4	0.0	2.3	1.4
South America	0.0	1.2	1.1	0.0	0.0	0.0
North America	3.3	2.1	2.4	7.0	4.9	5.5
<b>RATE OF TOTAL RECORDABLE WORK-RELATED INJURIES <sup>4</sup></b>	<b>1.9</b>	<b>4.7</b>	<b>4.0</b>	<b>3.6</b>	<b>5.3</b>	<b>4.7</b>
Europe	0.0	7.8	4.3	0.0	4.2	2.6
South America	0.0	5.1	4.7	0.0	4.1	2.7
North America	4.0	3.5	3.6	7.8	6.2	6.7

SEVERITY RATE OF WORK-RELATED INJURIES (x)	2020			2019		
	EMPLOYEES	CONTRACTORS	TOTAL	EMPLOYEES	CONTRACTORS	TOTAL
<b>RATE OF LOST WORKDAYS DUE TO WORK-RELATED INJURIES</b>						
Europe	0	111	61	0	70	43
South America	0	112	105	0	8	5
North America	56	58	57	114	25	52
Total	27	82	68	53	43	46

In 2020, EDPR registered 24 work-related accidents of employees and contractors that resulted in lost workdays, comparing to 10 accidents in 2019. This difference is mainly due to the 57% increase in worked hours, following the Company's Business Plan and ambitious goals of growth in renewable energy installed capacity. EDPR built 1,580 MW during 2020,



comparing to 888 MW in the previous year. The injury and the lost work day rate were 1.9 work accidents per million hours worked and 68 workdays lost due to occupational accidents per million hours worked, respectively.

Following the reference provided by the international standards ISO 14001:2015 and ISO 45001:2018, EDPR merged the Environmental Management System with the H&S Management Systems for a more global and efficient approach, simplifying processes and managing the potential risks of its activity. In 2020, the new Health, Safety and Environment Management System (HSEMS), where synergies play a fundamental role, was implemented and jointly certified by an independent certifying organisation. The implementation of this integrated system allows for better management and prevention of future accidents, with the objective of zero accidents overall. The commitment to H&S is further supported through the ISO 45001 certification. By the end of 2020, this certification covers 100%<sup>2</sup> of EDPR's installed capacity.

## GRI 403-10 – Work-related ill-health

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.

## Absenteeism

In the table below, the hours and rate of absenteeism in 2020 and 2019 are disclosed by country.

ABSENTEEISM BY COUNTRY	2020		2019	
	HOURS (#)	RATE (%)	HOURS (#)	RATE (%)
<b>EUROPE</b>				
Spain	8,566	0.8%	7,050	0.8%
Portugal	3,681	2.3%	1,675	1.2%
France & Belgium	933	0.7%	768	0.5%
Italy	290	0.4%	1,502	2.4%
Poland	1,591	1.9%	1,089	1.7%
Romania	808	1.2%	1,496	2.5%
<b>SOUTH AMERICA</b>				
Brazil	247	0.2%	119	0.1%
Colombia	168	0.7%	-	-
<b>NORTH AMERICA</b>				
North America	672	0.04%	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.

## 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 an average of 1,189,201 days during 2020, which represents an increase of 80% when compared to the previous year.

Note: Does not include information related to EDPR UK from January to March.

## 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 2020, neither in 2019.

Note: for the information reported in this indicator, EDPR considers passive contingencies associated with litigation qualified as probable in 2020 recorded in the contingencies reporting system.

<sup>2</sup> Calculation based on 2019YE installed capacity. EDPR certifies the facilities the year after the COD (commercial operating date). Thus, the facilities that have entered into operation in 2020 will be certified in 2021.

## 4.5. 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.

Note: The consolidation perimeter available in Annex I of the Consolidated Financial Statements includes the companies of the acquisition transaction reported at the end of December 2020. The tables presented do not include 45 employees of the companies whose shares were acquired, since their integration is currently under analysis.

### GRI 102-8 – Information on employees and other workers

In the table below, the number of full-time / part-time employees in 2020 is disclosed by age group, gender and professional category.

FULL-TIME/PART TIME EMPLOYEES (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
<b>FULL-TIME</b>							
Directors	0	2	45	123	7	54	231
Managers	3	5	37	105	5	14	169
Specialists	115	166	199	486	29	72	1,067
Technicians	6	78	34	90	17	10	235
<b>Total</b>	<b>124</b>	<b>251</b>	<b>315</b>	<b>804</b>	<b>58</b>	<b>150</b>	<b>1,702</b>
<b>PART-TIME</b>							
Directors	0	0	1	0	2	0	3
Managers	0	0	2	0	0	0	2
Specialists	0	0	21	1	3	0	25
Technicians	0	0	3	0	0	0	3
<b>Total</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>33</b>
<b>GRAND TOTAL</b>	<b>124</b>	<b>251</b>	<b>342</b>	<b>805</b>	<b>63</b>	<b>150</b>	<b>1,735</b>

Note: The number of part-time employees includes employees with reduced working day due to maternity/paternity (91% of the part-time employees).

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 (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
<b>FULL-TIME</b>							
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
<b>Total</b>	<b>105</b>	<b>218</b>	<b>285</b>	<b>740</b>	<b>53</b>	<b>130</b>	<b>1,531</b>
<b>PART-TIME</b>							
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
<b>Total</b>	<b>0</b>	<b>0</b>	<b>28</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>35</b>
<b>GRAND TOTAL</b>	<b>105</b>	<b>218</b>	<b>313</b>	<b>742</b>	<b>58</b>	<b>130</b>	<b>1,566</b>

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, and therefore EDPR does not report the average contracts.

In the table below, the number of permanent / temporary employees in 2020 is disclosed by age group, gender and professional category.

PERMANENT/ TEMPORARY EMPLOYEES (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
<b>PERMANENT</b>							
Directors	0	2	46	123	9	54	234
Managers	3	5	39	105	5	14	171
Specialists	113	164	220	484	32	71	1,084
Technicians	6	77	36	90	17	10	236
<b>Total</b>	<b>122</b>	<b>248</b>	<b>341</b>	<b>802</b>	<b>63</b>	<b>149</b>	<b>1,725</b>
<b>TEMPORARY</b>							
Directors	0	0	0	0	0	0	0
Managers	0	0	0	0	0	0	0
Specialists	2	2	0	3	0	1	8
Technicians	0	1	1	0	0	0	2
<b>Total</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>10</b>
<b>GRAND TOTAL</b>	<b>124</b>	<b>251</b>	<b>342</b>	<b>805</b>	<b>63</b>	<b>150</b>	<b>1,735</b>

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 (6%).

Note 2: All temporary employees are located in Europe.

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

PERMANENT/ TEMPORARY EMPLOYEES (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
<b>PERMANENT</b>							
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
<b>Total</b>	<b>101</b>	<b>211</b>	<b>313</b>	<b>738</b>	<b>58</b>	<b>129</b>	<b>1,550</b>
<b>TEMPORARY</b>							
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
<b>Total</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>16</b>
<b>GRAND TOTAL</b>	<b>105</b>	<b>218</b>	<b>313</b>	<b>742</b>	<b>58</b>	<b>130</b>	<b>1,566</b>

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: 15 temporary employees are located in Europe and 1 in Brazil.

The average number of contractors during 2020 was 919 in Europe, 822 in South America and 2,614 in North America.

In the table below, the number of employees in 2020 is disclosed by age group, gender, country and professional category.

EMPLOYEES BY COUNTRY (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
<b>SPAIN</b>							
Directors	0	0	23	37	4	23	87
Managers	2	2	15	36	0	4	59
Specialists	40	59	87	155	14	23	378
Technicians	2	0	7	1	2	1	13
<b>Total</b>	<b>44</b>	<b>61</b>	<b>132</b>	<b>229</b>	<b>20</b>	<b>51</b>	<b>537</b>
<b>PORTUGAL</b>							
Directors	0	0	1	5	0	6	12
Managers	0	0	0	5	0	2	7
Specialists	4	4	10	46	1	12	77
Technicians	0	0	1	0	0	0	1
<b>Total</b>	<b>4</b>	<b>4</b>	<b>12</b>	<b>56</b>	<b>1</b>	<b>20</b>	<b>97</b>
<b>REST OF EUROPE</b>							
Directors	0	1	4	21	0	4	30
Managers	0	0	5	11	2	1	19
Specialists	20	23	41	86	0	9	179
Technicians	1	1	2	0	0	0	4
<b>Total</b>	<b>21</b>	<b>25</b>	<b>52</b>	<b>118</b>	<b>2</b>	<b>14</b>	<b>232</b>
<b>SOUTH AMERICA</b>							
Directors	0	0	1	7	0	0	8
Managers	0	0	3	7	1	0	11
Specialists	8	12	18	37	1	2	78
Technicians	0	0	0	0	0	0	0
<b>Total</b>	<b>8</b>	<b>12</b>	<b>22</b>	<b>51</b>	<b>2</b>	<b>2</b>	<b>97</b>
<b>USA</b>							
Directors	0	1	17	51	5	21	95
Managers	1	3	16	44	2	7	73
Specialists	43	67	64	156	16	26	372
Technicians	3	77	25	89	15	9	218
<b>Total</b>	<b>47</b>	<b>148</b>	<b>122</b>	<b>340</b>	<b>38</b>	<b>63</b>	<b>758</b>
<b>REST OF NORTH AMERICA</b>							
Directors	0	0	0	2	0	0	2
Managers	0	0	0	2	0	0	2
Specialists	0	1	0	7	0	0	8
Technicians	0	0	2	0	0	0	2
<b>Total</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>14</b>
<b>GRAND TOTAL</b>	<b>124</b>	<b>251</b>	<b>342</b>	<b>805</b>	<b>63</b>	<b>150</b>	<b>1,735</b>

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

EMPLOYEES BY COUNTRY (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
<b>SPAIN</b>							
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
<b>Total</b>	<b>39</b>	<b>52</b>	<b>127</b>	<b>209</b>	<b>18</b>	<b>48</b>	<b>493</b>
<b>PORTUGAL</b>							
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
<b>Total</b>	<b>1</b>	<b>2</b>	<b>9</b>	<b>53</b>	<b>1</b>	<b>19</b>	<b>85</b>
<b>REST OF EUROPE</b>							
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
<b>Total</b>	<b>19</b>	<b>33</b>	<b>61</b>	<b>130</b>	<b>2</b>	<b>14</b>	<b>259</b>
<b>SOUTH AMERICA</b>							
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
<b>Total</b>	<b>5</b>	<b>11</b>	<b>15</b>	<b>31</b>	<b>0</b>	<b>1</b>	<b>63</b>
<b>USA</b>							
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
<b>Total</b>	<b>41</b>	<b>118</b>	<b>98</b>	<b>307</b>	<b>37</b>	<b>48</b>	<b>649</b>
<b>REST OF NORTH AMERICA</b>							
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
<b>Total</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>14</b>
<b>REST OF THE WORLD</b>							
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
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>GRAND TOTAL</b>	<b>105</b>	<b>218</b>	<b>313</b>	<b>742</b>	<b>58</b>	<b>130</b>	<b>1,566</b>

## 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 1,735 employees, 20% were covered by collective bargaining agreements in 2020. 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	2020	2019	UN	2020	2019
<b>EUROPE</b>						
Spain	#	49	45	%	9%	9%
Portugal	#	93	85	%	96%	100%
Rest of Europe	#	124	112	%	53%	43%
<b>Total</b>	<b>#</b>	<b>266</b>	<b>242</b>	<b>%</b>	<b>31%</b>	<b>29%</b>
<b>SOUTH AMERICA</b>						
Brazil	#	82	63	%	99%	100%
Colombia	#	0	-	%	0%	-
<b>Total</b>	<b>#</b>	<b>82</b>	<b>63</b>	<b>%</b>	<b>85%</b>	<b>100%</b>
<b>NORTH AMERICA</b>						
US	#	0	0	%	0%	0%
Rest of North America	#	0	0	%	0%	0%
<b>Total</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>%</b>	<b>0%</b>	<b>0%</b>
<b>GRAND TOTAL</b>	<b>#</b>	<b>348</b>	<b>305</b>	<b>%</b>	<b>20%</b>	<b>19%</b>

## GRI 401-1 - New employee hires and employee turnover

Throughout the year, EDPR hired 441 employees.

NEW HIRES (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
Europe	32	47	31	74	0	7	191
South America	4	3	7	20	2	1	37
North America	19	75	29	73	2	15	213
Rest of the world	0	0	0	0	0	0	0
<b>Total</b>	<b>55</b>	<b>125</b>	<b>67</b>	<b>167</b>	<b>4</b>	<b>23</b>	<b>441</b>

In 2019, EDPR hired 368 employees.

NEW HIRES (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
Europe	33	44	30	63	1	3	174
South America	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
<b>Total</b>	<b>55</b>	<b>99</b>	<b>49</b>	<b>144</b>	<b>7</b>	<b>14</b>	<b>368</b>

During 2020, 149 employees left the Company, resulting in a turnover ratio of 9%.

TURNOVER (%)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
Europe	7%	8%	7%	4%	4%	0%	5%
South America	0%	8%	9%	4%	0%	0%	5%
North America	13%	17%	9%	14%	5%	11%	13%
<b>Total</b>	<b>9%</b>	<b>14%</b>	<b>8%</b>	<b>8%</b>	<b>5%</b>	<b>5%</b>	<b>9%</b>

Note 1: 2020 departures exclude transfers to OW, the offshore JV with ENGIE.

Note 2: Turnover calculated as departures / 2020YE headcount.

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

TURNOVER (%)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
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%
<b>Total</b>	<b>21%</b>	<b>15%</b>	<b>12%</b>	<b>11%</b>	<b>9%</b>	<b>9%</b>	<b>12%</b>

Note: Turnover calculated as departures / 2019YE headcount.

Of the 149 departures registered in 2020, 15% were dismissals.

DISMISSALS (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
Directors	0	1	0	2	0	0	3
Managers	0	0	0	1	0	0	1
Specialists	0	1	5	4	0	1	11
Technicians	1	2	1	3	0	0	7
<b>Total</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>0</b>	<b>1</b>	<b>22</b>

Note: 2020 departures exclude transfers to OW, the offshore JV with ENGIE.

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

DISMISSALS (#)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
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
<b>Total</b>	<b>1</b>	<b>7</b>	<b>8</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>29</b>

## 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 402-1- 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 404-1 – Average & total hours of training per year per employee

In 2020, EDPR invested €1.4 million in training. The number of training hours decreased -6% vs 2019, -23% for women employees and +0.4% for male employees.

AVERAGE TRAINING HOURS (#)	2020		TOTAL	2019		TOTAL
	FEMALE	MALE		FEMALE	MALE	
Directors	27	19	21	29	26	27
Managers	24	35	32	49	48	48
Specialists	25	29	27	35	33	34
Technicians	15	67	53	27	56	47
<b>Total</b>	<b>24</b>	<b>33</b>	<b>30</b>	<b>34</b>	<b>37</b>	<b>36</b>

Note: Average training hours are calculated as total training hours / YE average headcount.

TOTAL TRAINING HOURS (#)	2020		TOTAL	2019		TOTAL
	FEMALE	MALE		FEMALE	MALE	
<b>EUROPE</b>						
Directors	1,290	2,603	3,893	1,315	3,271	4,586
Managers	520	2,508	3,027	1,285	3,510	4,794
Specialists	6,127	13,775	19,903	7,115	14,082	21,198
Technicians	272	27	299	946	392	1,337
<b>Total</b>	<b>8,209</b>	<b>18,913</b>	<b>27,122</b>	<b>10,661</b>	<b>21,255</b>	<b>31,915</b>
<b>SOUTH AMERICA</b>						
Directors	23	176	200	0	162	162
Managers	94	291	385	90	224	314
Specialists	871	1,647	2,517	526	1,227	1,753
Technicians	-	-	-	-	-	-
<b>Total</b>	<b>988</b>	<b>2,115</b>	<b>3,102</b>	<b>616</b>	<b>1,613</b>	<b>2,229</b>
<b>NORTH AMERICA</b>						
Directors	174	515	689	189	631	819
Managers	375	1,237	1,612	391	1,250	1,641
Specialists	1,645	4,091	5,736	2,974	5,000	7,974
Technicians	612	10,633	11,245	737	7,593	8,330
<b>Total</b>	<b>2,806</b>	<b>16,476</b>	<b>19,282</b>	<b>4,291</b>	<b>14,474</b>	<b>18,765</b>
<b>GRAND TOTAL</b>	<b>12,003</b>	<b>37,503</b>	<b>49,505</b>	<b>15,567</b>	<b>37,342</b>	<b>52,909</b>

## GRI 404-2 - Programs for upgrading employee skills and transition assistance programs

People are EDPR's most important asset, and that is why the Company invests in intergenerational knowledge sharing and in the ongoing training of its team. In this sense, 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 leads EDPR to invest in the employees by discovering, improving and emphasising the potential of each mainly through internal mobility, training and development actions.

## Mobility

EDPR considers both functional and geographical mobility as a tool that contributes to the organisational development by stimulating employees' motivation, skills, productivity, personal fulfilment and fostering the share of best practices. 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 2020, despite the global pandemic, there were 85 mobility processes (2 more than in 2019), 62 of which functional, 12 geographical and 11 both functional and geographical mobility processes.

## Training

EDPR offers 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. The key aspect about the courses offered 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 foster innovation and improve performance

During 2020, EDPR delivered a total of 49,505 training hours throughout 2,627 sessions that included 28,588 participants. This translates into an average of 30 hours of training per employee and results in 96% of EDPR's team receiving training. The challenges that the COVID-19 pandemic brought to the training activities were successfully overcome by redesigning and adapting training contents and sessions to virtual, e-learning or remote formats. This effort allowed to maintain the main training ratios aligned with previous years, increasing the training courses delivered in e-learning, live webinars or other non-synchronous including game-based training (a total of 76% of training hours or 93% of the attendances were delivered in online methodology). Therefore, EDPR highlights Digitalisation as one of the main training drivers that accelerated during 2020 as a result of the methodologies and by contents increasingly delivered on Collaborative Tools (Microsoft 365 suite), Agile methodologies, Data Analyse tools, Cybersecurity, use of Drones, SMART business or Artificial Intelligence.

## 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 as well as to adapt to the new challenges leading teams remotely. In 2020, one of the most important development programs was the Lead Now Program, which 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. Through short online sessions, 3 editions took place in 2020 and reached 42 employees. Despite the pandemic, EDPR worked to adapt the development sessions to a new online format and maintained the internal promotions.

## Knowledge management

EDPR is aware of the importance of Knowledge as a valuable asset within the business and in employees' development. Thus, EDPR is boosting LINK as a knowledge platform increasing the number of areas, domains and curated 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. During 2020, EDPR launched *40fiveminutes*, an online initiative to easily share main business insights in a friendly and informal way to those employees who sign up to the sessions. Becoming a Learning Organisation implies a strong knowledge sharing mind-set, so EDPR strives to improve the use of knowledge by regularly distributing customised relevant documents or events, working to overcome additional challenges brought by COVID-19.

### 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 degree evaluation model which considers feedback from oneself, peers, subordinates and the manager.

### GRI 405-1 - Diversity of governance bodies and employees

In the table below, the proportion of members of the Board of Directors in 2020 is disclosed by age group and gender.

BOARD OF DIRECTORS (%)	UNDER 30 YEARS OLD	BETWEEN 30 AND 50 YEARS OLD	OVER 50 YEARS OLD	TOTAL
Female	0%	7%	7%	14%
Male	0%	29%	57%	86%
Total	0%	36%	64%	100%

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 (%)	UNDER 30 YEARS OLD	BETWEEN 30 AND 50 YEARS OLD	OVER 50 YEARS OLD	TOTAL
Female	0%	13%	7%	20%
Male	0%	27%	53%	80%
Total	0%	40%	60%	100%

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 2<sup>nd</sup>, 2016, and December 14<sup>th</sup>, 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. Likewise, on the Shareholder's Meeting held on March 20<sup>th</sup>, 2020, the Board of Directors made public its particular interest in supporting the gender diversity in accordance with the *Lei n° 62/2017 of August 1<sup>st</sup>*, and specifically committed at the seventh resolution of the agenda, to promote that at the first Elective Shareholders' Meeting to be held after termination of the current term of office of the Board Members, the percentage of Board Members corresponding to the less represented gender is increased to a 33.3%.

Based on the above criteria, 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 2020 is disclosed by age group, gender and professional category.

EMPLOYEES (%)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
Directors	0%	0%	3%	7%	1%	3%	13%
Managers	0%	0%	2%	6%	0%	1%	10%
Specialists	7%	10%	13%	28%	2%	4%	63%
Technicians	0%	4%	2%	5%	1%	1%	14%
<b>Total</b>	<b>7%</b>	<b>14%</b>	<b>20%</b>	<b>46%</b>	<b>4%</b>	<b>9%</b>	<b>100%</b>

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

EMPLOYEES (%)	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
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%
<b>Total</b>	<b>7%</b>	<b>14%</b>	<b>20%</b>	<b>47%</b>	<b>4%</b>	<b>8%</b>	<b>100%</b>

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: 2020 figures do not include expats, 2020 mobilities, long term absences, new hires from December and Executive Committee members, totalling 34 employees. 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. For 2019 figures, the base salary for the employees promoted during that year are annualised based on the new salary.

Note 3: The wage gap is calculated female/male remuneration based on GRI methodology. The calculation considers the employee's working hours.

REMUNERATION (€)	2020		2019		Δ% YoY	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
<b>UNDER 30 YEARS OLD</b>						
Directors	-	108,598	-	169,193	-	(36%)
Managers	76,782	85,282	59,563	77,790	+29%	+10%
Specialists	51,842	56,754	54,037	53,435	(4%)	+6%
Technicians	39,956	64,702	45,556	63,772	(12%)	+1%
<b>BETWEEN 30 AND 50 YEARS OLD</b>						
Directors	169,553	182,250	164,806	177,395	+3%	+3%
Managers	91,152	92,833	93,922	93,202	(3%)	(0.4%)
Specialists	65,743	73,118	64,869	74,695	+1%	(2%)
Technicians	56,744	72,482	53,101	65,719	+7%	+10%
<b>OVER 50 YEARS OLD</b>						
Directors	172,520	191,570	205,682	195,296	(16%)	(2%)
Managers	103,016	109,042	94,820	110,040	+9%	(1%)
Specialists	87,004	96,545	94,429	96,597	(8%)	(0%)
Technicians	71,538	77,410	68,640	70,515	+4%	+10%

WAGE GAP - AVERAGE REMUNERATION (€)	2020		F/M	2019		F/M
	FEMALE	MALE		FEMALE	MALE	
<b>EUROPE</b>						
Directors	120,462	133,936	90%	123,810	138,167	90%
Managers	68,215	72,104	95%	68,123	70,330	97%
Specialists	48,720	52,813	92%	50,744	52,809	96%
Technicians	32,439	39,667	82%	35,214	34,620	102%
<b>SOUTH AMERICA</b>						
Directors	131,173	100,229	131%	-	117,008	-
Managers	45,894	46,112	100%	56,023	59,214	95%
Specialists	31,403	34,846	90%	40,084	40,305	99%
Technicians	-	-	-	-	-	-
<b>NORTH AMERICA</b>						
Directors	245,121	256,996	95%	262,674	257,669	102%
Managers	129,728	126,619	102%	122,487	133,687	92%
Specialists	96,219	110,500	87%	94,628	107,951	88%
Technicians	67,116	69,712	96%	65,362	67,029	98%

WAGE GAP - AVERAGE BASE SALARY (€)	2020		F/M	2019		F/M
	FEMALE	MALE		FEMALE	MALE	
<b>EUROPE</b>						
Directors	83,698	94,836	88%	88,592	99,047	89%
Managers	51,530	55,581	93%	54,335	55,876	97%
Specialists	40,383	43,206	93%	42,727	42,929	100%
Technicians	27,087	31,956	85%	29,040	28,480	102%
<b>SOUTH AMERICA</b>						
Directors	110,160	71,179	155%	-	90,571	-
Managers	36,577	34,830	105%	42,872	43,038	100%
Specialists	23,492	25,638	92%	30,149	28,347	106%
Technicians	-	-	-	-	-	-
<b>NORTH AMERICA</b>						
Directors	168,591	173,662	97%	179,670	176,772	102%
Managers	91,993	88,426	104%	90,904	94,550	96%
Specialists	76,523	81,263	94%	75,655	81,931	92%
Technicians	48,806	46,549	105%	48,528	44,940	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 (x)	2020	2019	Δ% YoY
Spain	5.6	5.3	6%
Portugal	4.2	4.9	-13%
US	6.1	6.3	-4%

Note 1: João Manso Neto and Rui Teixeira did not receive any remuneration from EDPR. EDPR and EDP signed an executive management services agreement according to which EDPR paid to EDP a fee for the services rendered by these officers.

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 (%)	2020		2019	
	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS
<b>BY EMPLOYMENT CATEGORY</b>				
Directors	10%	6%	10%	7%
Managers	2%	1%	0%	0%
Specialists	5%	3%	4%	2%
Technicians	6%	5%	7%	4%
<b>BY COUNTRY</b>				
<b>Europe</b>				
Spain	4%	2%	4%	2%
Portugal	20%	16%	20%	15%
Rest of Europe	3%	2%	2%	1%
<b>Total</b>	<b>6%</b>	<b>4%</b>	<b>5%</b>	<b>3%</b>
<b>South America</b>				
Brazil	0%	0%	0%	0%
Colombia	0%	0%	0%	0%
<b>Total</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<b>North America</b>				
US	6%	4%	6%	3%
Rest of North America	0%	0%	0%	0%
<b>Total</b>	<b>6%</b>	<b>4%</b>	<b>6%</b>	<b>3%</b>
<b>GRAND TOTAL</b>	<b>5%</b>	<b>4%</b>	<b>5%</b>	<b>3%</b>

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 2020, remote working during the COVID-19 pandemic resulted in internal communications to play a critical role. As many organisations across the world, EDPR had to introduce new practices to ensure effective cross-departmental collaboration, fluid communications and employee engagement. EDPR implemented several initiatives in this regard, such as the continuous communication with employees regarding updates of the pandemic through multiple channels, a several Home Office campaigns encouraging employees to follow a series of tips to help them successfully work from home.

EDPR has an Internal Communication Committee (ICC), which seeks to improve the way EDPR's different channels are used and perceived across the organization, while enhancing intra-platform and bidirectional communication and alignment with the Company's vision and objectives. It also facilitates 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.
- **Workplace:** EDPR introduced this new internal communication tool in 2020. The social network aims to revolutionize internal communication by customizing content according to the audience, by bringing it closer to the company hierarchy, by fostering top-down and bidirectional communication and improving teamwork. With this initiative, EDPR reinforced its commitment with digitalization.
- **EDP On 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.
- **EDP On 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. Recently, as part of EDPR's global strategy, a Diversity and Equality Committee has been set up with the participation of the Executive Committee, whose objective is to integrate the commitment to this issue within the company. One of the objectives of this Committee is focused on the group of people with disabilities as one of the most important topics to be developed.

### 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 messages of disconnection and good practice will continue to be conveyed. In 2020, due to the COVID-19 and subsequent home office regime implemented, EDPR shared several tips in its intranet on how to better work from home, which included the separation between professional and personal life, setting a work schedule and taking breaks.

## Work life balance

2020 was a year of uncertainty, change and adaptation in which both physical and mental health were a priority. Now more than ever, promoting a balance between work and personal life is crucial to be a more competitive company and to build a fairer society based on flexibility, respect and equal opportunities. EDPR thus implements various initiatives focused mainly on family, time and health, offering its team a wide range of benefits that strengthen the Company's position as flexible and family-friendly, and fostering time efficiency of employees' daily tasks to balance their professional and personal life while still delivering excellent results. Accordingly, EDPR's Work Life Balance (WLB) practices have been awarded for nine years through the Responsible Family Employer Certification (EFR – Empresa Familiarmente Responsable) by Spain's Fundación MásFamilia. In 2020, EDPR was awarded with the level of excellence in this certification, recognising the Company's efforts to balance professional and personal life, excellence and flexibility. To achieve this continuously, EDPR is dedicated to constant improve the initiatives implemented in order to provide the most suitable and updated benefits to its employees.

During the year, EDPR launched the "Flex-Movement", an initiative to streamline flexibility measures and to improve the conditions necessary to make EDPR a dynamic, innovative and growth-based company. The movement included actions such as facilitating the approval workflow of requests to work from home in exceptional circumstances, and the opportunity to work in any EDPR office in the world up to 15 days a year. In addition, among the novelties announced, EDPR started in February two pilot projects in Spain and Poland to implement home office a day per week. The pilot then worked as a foundation for implementing remote work in a global scale due to the COVID-19 crisis. Later in the year, as a result of the successful implementation of home office globally, EDPR approved a remote work strategy, which will be fully implemented post-pandemic. The Company believes remote work is key to improve flexibility, work life balance and overall wellbeing of its team, whilst still being productive. Therefore, employees will be able to work remotely 2 days per week, where feasible.

In addition, the Company created a wellness platform to further development a wellness culture and promote healthy habits. The programs promoted by the platform aim to generate a culture in which employees choose to adopt healthy habits voluntarily, sharing their experiences, forming support networks to facilitate the process and motivating each other. EDPR also shared several health, wellbeing and home office tips in its intranet throughout the year. To raise awareness regarding mental health specifically, EDPR launched the *Mind Your Mind* campaign in October, which promoted educational talks with specialists, employees and other key speakers on how to approach the topic especially during the current social context.

Furthermore, EDPR has a volunteer program addressed to its employees in order to promote social responsibility, giving them the opportunity to grow not only at work but also personally while also contributing to the society. As a result, EDPR employees are given 4 hours a month to dedicate to volunteering initiatives. During the COVID-19 pandemic, EDPR reinforced the volunteering activities proposed, adding initiatives that run on an online model and adding the possibility to make donations to support the health and wellbeing of the society during this global crisis.

## Equality plans

EDP Renováveis S.A. has an Equality Plan for the period 2020-2022 in accordance with the Spanish Organic Law 3/2007 which has already achieved 41% compliance at a global level and has taken the appropriate steps to comply with local legislation on equality as required.

## Adopted measures to promote employment related to equality

EDPR incorporates the principles of Diversity and Inclusion in its values and practices as it is aware that a diverse team helps bring together different perspectives and know-how, and represent different sources of talent. Specifically, EDPR aims to contribute to improving the quality of life of its employees, eliminate career barriers and promote gender equality, seeking to ensure an environment of openness in a workplace where mutual respect and equal opportunity prevail.

In 2020, EDPR created a Diversity & Inclusion Committee to promote its commitment to these crucial principles. The main goals of the Committee are to reflect the Company's strategy on D&I, which integrates the definition and development of initiatives that contribute to a global action plan and local action plans, and to foster sharing knowledge and best practices. Even so, as a responsible company, EDPR aims to actively promote these values among its team. Thus, during 2020, EDPR launched *SHE*, an interactive game-based learning to mitigate unconscious biases, and launched a Diversity, Equity, and Inclusion online training session. As a recognition of its great commitment to gender equality, the Company entered the



Bloomberg Gender Equality Index for the first time in 2020. EDPR is therefore included in the list of 325 companies making the largest strides in the transparency of gender-related information and in promoting women's equality around the world.

EDPR is dedicated to continuously fostering a culture founded on human equality and the strength in diversity, and will continue to lead by example. The Company upholds its commitment to Diversity & Inclusion not only through words, but through actions that truly make a positive impact on people.

### 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.

## 4.6. 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 2020, the average salary for EDPR Board male members has been €56,701 (+9% vs. 2019) and €57,500 (no variation vs. 2019) for female members.

Note 1: António Mexia, João Manso Neto, Vera Pinto and Rui Teixeira did not receive any remuneration from EDPR. EDPR and EDP signed an Executive Management Services Agreement according to which EDPR paid 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 LPP and is not considered in this average.

Note 3: The calculations include all board members that belonged to EDPR BoD in 2020.

#### Officers remuneration

In 2020, the average salary for EDPR executive officers, all male, has been €527,724 (+23% vs. 2019 impacted by multi-annual remuneration), including fixed salary, variable salary, retirement savings plan, company car and health insurance. EDPR's executive officers are the members of the Executive Committee.

Likewise, in application of the deferral policy, in 2020 an amount of 84.443€ was paid to Miguel Amaro (former Executive CFO of the company), for the services rendered in 2016-2017.

Note 1: João Manso Neto and Rui Teixeira did not receive any remuneration from EDPR. EDPR and EDP signed an executive management services agreement according to which EDPR paid to EDP a fee for the services rendered by these officers.

Note 2: The calculations include officers that belonged to EDPR Executive Committee in 2020 except for João Manso Neto and Rui Teixeira.

## 4.7. 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, 97% of vendor spending in 2020 was sourced from local suppliers at a country 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 2020.

### GRI 308-2 - Negative environmental impacts in the supply chain and actions taken

EDPR's procurement process is developed within the framework of the Procurement Policy, which extends to EDPR's both direct and indirect suppliers, and from which the most relevant aspects for EDPR regarding the supply chain's high quality and sustainability are established. Accordingly, EDPR has in place requirements related to Sustainability, Quality and Risk management that have to be met by its suppliers throughout the main procurement phases: registration process, contracting and, lastly, the monitoring and evaluation of the suppliers.

EDPR has a Corporate System of Supplier Registration in place 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 2020, EDPR implemented a 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 Europe & Brazil, EDPR has a Suppliers Sustainability Guide in place 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 has implemented a process that classifies suppliers according to their H&S and environmental risks. 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, which are mainly during the construction and operation phases of EDPR's projects.

EDPR requires that suppliers adopt all necessary measures to ensure strict compliance with all applicable environmental regulations as well as EDPR's Environmental Policy and internal norms, procedures and systems in place as regards to environmental management. In order to guarantee that the suppliers comply with the environmental requirements during constructions, EDPR has established an environmental monitoring plan in coordination with the Construction Manager and the suppliers, which is implemented by an external party. In addition, EDPR performs internal inspections during the construction and operation phases to monitor the suppliers performance regarding environmental and H&S aspects and to identify potential risks. In 2020, EDPR performed 996 inspections to 131 suppliers regarding EHS procedures in EU&BR, and 72 inspections to 10 suppliers in NA regarding their environmental performance. As a result, the Company identifies corrective actions needed and establishes an action plan for continuous improvement. Furthermore, EDPR hires an external party for additional supervision in these areas. These processes are reinforced by the integrated Health and Safety and Environmental Management System, which was developed and externally certified in 2020 according to international standards ISO 45001 and ISO 14001.

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**

EDPR's procurement process is developed within the framework of the Procurement Policy, which extends to EDPR's both direct and indirect suppliers, and from which the most relevant aspects for EDPR regarding the supply chain's high quality and sustainability are established. Accordingly, EDPR has in place requirements related to Sustainability, Quality and Risk management that have to be met by its suppliers throughout the main procurement phases: registration process, contracting and, lastly, the monitoring and evaluation of the suppliers.

EDPR has a Corporate System of Supplier Registration in place 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 2020, EDPR implemented a 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 Europe & Brazil, EDPR has a Suppliers Sustainability Guide in place 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 has implemented a process that classifies suppliers according to their H&S and environmental risks. 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, which are mainly during the construction and operation phases of EDPR's projects. To prevent possible H&S risks to workers from other companies, EDPR provides a risk guide for the facility to all contractors before starting their work on the facility. In addition, the Company requires that the contractors participate in drills that are carried out at the facilities, so that everyone knows how to act in the event of an emergency. In addition, EDPR performs internal inspections during the construction and operation phases to monitor the suppliers performance regarding environmental and H&S aspects and to identify potential risks. In 2020, EDPR performed 996 inspections to 131 suppliers regarding EHS procedures in EU&BR, and 194 inspections to 20 suppliers in NA regarding their H&S performance. As a result, the Company identifies corrective actions needed and establishes an action plan for continuous improvement. Furthermore, EDPR hires an external party for additional supervision in these areas. These processes are reinforced by the integrated Health and Safety and Environmental Management System, which was developed and externally certified in 2020 according to international standards ISO 45001 and ISO 14001.

Moreover, EDPR has Compliance questionnaires related to the anti-corruption practices of the suppliers to ensure that they are all aligned with EDPR's Anti-Corruption Policy. In addition, EDPR approved of a Third Party Integrity Due Diligence procedure in 2020, reinforcing the mechanisms for identifying and preventing possible integrity risks for EDPR in the relationship with third parties. In 2020, 157 Compliance analysis to third parties were performed, of which just 2 presented a special risk of corruption. They were complemented with a deep external investigation, recommending the inclusion of robust clauses related to corruption in the corresponding agreements.

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.

## 4.8. Community engagement

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 processes. 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 (%)	2020	2019
<b>DIRECTORS</b>		
Europe	84%	83%
South America	50%	43%
North America	79%	78%
Rest of the world	-	100%

### 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 2020, EDPR invested €18 million in the development of community roads surrounding its projects.

### 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 2020, 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 2020, neither in 2019.

Note: For the information reported in this indicator, EDPR considers passive contingencies associated with litigation qualified as probable in 2020 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 relationship with communities near its facilities is to preserve a close and long-term connection 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 is developed within the framework of its Social Investment Policy, which establishes the corporate objectives and strategies related to this area. As a result, EDPR invests in activities that will positively impact the promotion and development of the following four main priorities:

- **Lift Up Our Heritage:** Protect and promote cultural heritage, local traditions and access to culture and art, contributing to a more vibrant and creative society;
- **Build Up Community:** Build thriving and inclusive communities by improving the living conditions of those in need and supporting the wellbeing of people near our operations, also focusing on enhancing energy inclusion and access to energy;
- **Enhance Our Environment:** Promote and protect biodiversity and natural heritage for the benefit of the members of the society;
- **Brighten Up Our Future:** Promote energy efficiency, renewable energy and decarbonization through increased awareness, supporting education on renewable energy for all.

Moreover, EDPR has implemented a catalogue of activities focused on the previous four priorities, which is dynamic and updated according to the expectations and needs 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 €2.5 million in the development of society. This investment includes over €1 million distributed among the 15 countries where the Company is present as a solidarity campaign in response to the COVID-19 pandemic to help local communities overcome the pandemic and recover from the socioeconomic crisis. EDPR helped people in need mostly through donations to food banks, purchases of healthcare equipment, medical devices and rapid testing kits, and the facilitation of online learning and digital educational materials. EDPR's response to the global crisis is aligned with its commitment to preserve a relationship of proximity with the local communities and support its development.

## **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 2020, EDPR registered 45 complaints regarding impact on the local communities -61% comparing to 2019. There were 41 complaints in the US, of which 30 are already solved. 14 claims were related to noise, 18 related to road drainage, 5 related to impact on the view or creation of shadows, and 4 related to possible interferences with the TV signal. In addition, there were 4 complaints in France, 1 related to noise, 1 related to impact on the view or creation of shadows and 2 related to possible interferences with the TV signal.

## **4.9. Innovation**

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

## 4.10. 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:** During the development phase of any project of the Company, the potential environmental impacts are analysed in detail in the environmental impact studies of the projects and other specific environmental studies, always performed by professional external experts. These studies evaluate the possible impacts of the projects in factors such as fauna, flora, soil, air and water bodies, among others.
- **Monitoring of biodiversity indicators:** EDPR has established an environmental monitoring which is implemented by an external party. Even so, 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.

Even though EDPR works to minimise any impact on the land surrounding its facilities, the construction and dismantlement processes of wind farms and solar plants are closely followed by EDPR teams, who work to reduce potential impacts or disturbances and to ensure proper restoration of the land once the works finish, cleaning up and rehabilitating the sites to return the area to its initial state.

In 2020, EDPR finished the morphological (22 hectares) and vegetal (28 hectares) restoration of the Zas wind farm in Spain which was dismantled the previous year, restoring 100% of the hectares affected by the project. In addition, EDPR strongly participated in the protection of biodiversity mainly through collaborations with several organisations to further protect wildlife surrounding its facilities.



## GRI 304-1 - 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	Iza	Wind farm	Partially Within	6.6	81%	Terrestrial	Regional Park
	Tomaszow	Wind farm	Adjacent	0.0	0%	Terrestrial-Fresh water	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-Recházinha	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
	Safra-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 National protected area
	Tocha	Wind farm	Inside	6.8	100%	Terrestrial	Natura 2000
	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	
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	
Serra do Mú	Wind farm	Adjacent	0.0	0%	Terrestrial	Natura 2000	
Romania	Albesti	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-Fresh water	Natura 2000	
Spain	Sierra de Boquerón	Wind farm	Inside	10.4	100%	Terrestrial	Natura 2000
	La Cabaña	Wind farm	Partially Within	8.2	53%	Terrestrial	Natura 2000
	Corme	Wind farm	Partially Within	6.0	40%	Terrestrial-Marine	Natura 2000
	Tahivilla	Wind farm	Adjacent	0.0	0%	Terrestrial	Natura 2000 National protected area
	Coll de la Garganta	Wind farm	Partially Within	0.06	1%	Terrestrial-Fresh water	Natura 2000
	Ávila	Wind farm	Adjacent	0.0	0%	Terrestrial-Fresh water	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	2.1	43%	Terrestrial-Fresh water	Natura 2000
	Villamiel	Wind farm	Partially Within	1.9	29%	Terrestrial-Fresh water	Natura 2000
	La Mallada	Wind farm	Partially Within	1.4	8%	Terrestrial-Fresh water	Natura 2000
	Las Monjas	Wind farm	Partially Within	0.01	0%	Terrestrial-Fresh water	Natura 2000
	Coll de la Garganta	Wind farm	Partially Within	0.06	1%	Terrestrial-Fresh water	Natura 2000
	Tejonero	Wind farm	Partially Within	0.2	1%	Terrestrial	Natura 2000
	Ávila	Wind farm	Adjacent	0.0	0%	Terrestrial-Fresh water	Natura 2000
	Sierra de los Lagos	Wind farm	Adjacent	0.0	0%	Terrestrial	Natura 2000
	Mostaza	Wind farm	Adjacent	0.0	0%	Terrestrial	Natura 2000
	Los Almeriques	Wind farm	Adjacent	0.0	0%	Terrestrial-Fresh water	Natura 2000
	Suyal	Wind farm	Adjacent	0.01	0.1%	Terrestrial	Natura 2000
	Serra Voltorera	Wind farm	Adjacent	0.0	0%	Terrestrial	Natura 2000
Monseivane	Wind farm	Partially Within	17.2	97%	Terrestrial-Fresh water	Natura 2000	
La Celaya	Wind farm	Partially Within	9.0	70%	Terrestrial-Fresh water	Natura 2000	
La Peña	Wind farm	Inside	12.4	100%	Terrestrial	IBA	
Cerro del Conilete	Wind farm	Partially Within	0.01	0.3%	Terrestrial	Natura 2000	
		Adjacent	0.0	0%	Terrestrial	Natura 2000	

Note 1: EDPR reports EBITDA wind farms' energy consumption the year after the COD (commercial operating date), when the trial period is over and the consumption is significant. Thus, the energy consumption of wind farms that have entered into operation in 2020 will be included in the 2021 report.

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.

## 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 2020, the recovery rate of hazardous waste was 94%, 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 their recovery:

WASTE GENERATED	UN	2020	2019	Δ% YoY
<b>HAZARDOUS WASTE</b>				
Total hazardous waste disposed	t	30	44	(32%)
Total hazardous waste recovered	t	436	527	(17%)
<b>Total</b>	<b>t</b>	<b>466</b>	<b>571</b>	<b>(18%)</b>
<b>NON-HAZARDOUS WASTE</b>				
Total non-hazardous waste disposed	t	224	312	(28%)
Total non-hazardous waste recovered	t	364	508	(28%)
<b>Total</b>	<b>t</b>	<b>588</b>	<b>820</b>	<b>(28%)</b>
<b>GRAND TOTAL</b>	<b>t</b>	<b>1,055</b>	<b>1,391</b>	<b>(24%)</b>
<b>RATIOS</b>				
Total waste	kg/GWh	37	47	(20%)
Total waste recovered	%	76%	74%	+2%
Hazardous waste recovered	%	94%	92%	+1.4%

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 wind farms' energy consumption the year after the COD (commercial operating date), when the trial period is over and the consumption is significant. Thus, the energy consumption of wind farms that have entered into operation in 2020 will be included in the 2021 report.

Note 3: Includes waste both from operational facilities and offices. Waste from offices refers to 1Q20 data (due to the home office implemented the rest of the year).

Note 4: Data from 2020 excludes 84 tons of waste caused by non-recurrent events. 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 cautious, the system covers the identification and management of these, including the near miss situations.

As of 2019, EDPR defines 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 2020, there were no significant spills and 83 near miss situations were registered, -26% vs 2019.

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 wind farms' energy consumption the year after the COD (commercial operating date), when the trial period is over and the consumption is significant. Thus, the energy consumption of wind farms that have entered into operation in 2020 will be included in the 2021 report.

### **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 € 305,628 thousands as at 31 December 2020 (+13% vs. 2019).

## 4.11. Ethics and Compliance

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 and environment. This study also evaluates the corruption risk. In addition, EDPR has Compliance questionnaires in place related to the anti-corruption practices of the suppliers and 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.

This year, a new procedure regarding Third Party Integrity Due Diligence was approved, reinforcing the mechanisms for identifying and preventing possible integrity risks for EDPR in the relationship with third parties. In this sense, during 2020, 157 Compliance analysis to third parties were performed. Of these 157, just two of them presented a special risk of corruption and were completed with a deeply external investigation. In these cases, it was recommended the inclusion of robust clauses related to corruption in the corresponding agreements.

### **GRI 205-2 - Communication and training on anti-corruption policies and procedures**

EDPR 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. Company Personnel and Transaction Partners are encouraged to raise concerns about any issue or suspicion of bribery or corruption at the earliest possible stage through the Compliance Channel. 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.

### **GRI 205-3 - Confirmed incidents of corruption and actions taken**

EDPR has no knowledge of any confirmed incident of corruption in 2020, neither in 2019.

Note: For the information reported in this indicator, EDPR considers passive contingencies associated with litigation qualified as probable in 2020 recorded in the contingencies reporting system and claims/doubts reported in the Compliance Channel.

### **GRI 406-1 - Incidents of discrimination and corrective actions taken**

In 2020, EDPR had knowledge of a complaint for discrimination at the Equal Employment Opportunity Commission (EEOC). The issue was analysed by the responsible area and finally, resolved and withdrawn by the complainant.

In 2019, EDPR also had knowledge of a complaint for discrimination at the Equal Employment Opportunity Commission (EEOC). Likewise, 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 2020 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 2020, neither in 2019, EDPR did not register 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 408-1 - 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 2020, neither in 2019, EDPR did not register 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 409-1 - 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 2020, neither in 2019, EDPR did not register 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.

## 4.12. Communication and transparency

### Contributions to foundations and non-profit entities

EDPR contributed with more than 682 thousand euros to Foundations (97% related to Fundación EDP España and Instituto EDP in Brazil), -9% vs 2019. In addition, EDPR contributed more than 534 thousand euros to non-profit organisations and NGOs, +76% YoY mostly due to EDPR's solidarity campaign in response to the COVID-19 pandemic.

### 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:

ACTIVITIES OF REPRESENTATION OF INTEREST (€k)	2020	2019
Trade associations or tax-exempt groups	1,874	1,414
Lobbying, interest representation or similar	586	771
Other	22	29
Local, regional or national political campaigns / organizations / candidates	0	0
Total	2,482	2,214

The table below contains the most relevant contributions for associations in 2020:

MOST RELEVANT CONTRIBUTIONS (€k)	2020
American Energy Action	350
American Wind Energy Association	333
American Wind Wildlife Institute	79
Wind Europe	73
FUNSEAM (Fundación para la Sostenibilidad Energética y Ambiental)	60

### GRI 201-4 - Financial assistance received from government

EDPR has not received any financial assistance from the government in 2020, neither in 2019.

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 2020, neither in 2019.

Note: for the information reported in this indicator, EDPR considers passive contingencies associated with litigation qualified as probable in 2020 recorded in the contingencies reporting system.

## **GRI 307-1 - Non-compliance with environmental laws and regulations**

EDPR has no knowledge of any non-compliance with environmental laws and regulations in 2020, neither in 2019. In addition, during 2020 and 2019, 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 2020 recorded in the contingencies reporting system and that have obtained an unappealable judgement.

Note 2: EDPR defines as significant penalty the ones above €10k.

## **GRI 415-1 - Political contributions**

The Anti-Corruption Policy, in line with the principles defined in the Code of Ethics, prohibits any contribution or association of the EDPR brand to political parties, candidates, campaign structures / political candidacy or to related persons or entities, namely through the delivery of goods or the provision of services, directly or indirectly, on behalf or representation of EDP, since it may jeopardize the integrity of the EDPR Group entities, unless otherwise required by law. Still under these principles, EDPR should make available the necessary arrangements for employees to take part, in their strictly personal capacity, in political processes, under applicable law.

In North America, EDPR retains political consultants for lobbying activities. However, these political consultants are prohibited from making contributions to political candidates, campaigns or parties on behalf of or in the name of EDPR. Additionally, EDPR has provided financial support for the activities of America Energy Action, a welfare organization organized under Section 501(c)(4) of the US Internal Revenue Code. Such social welfare organizations may participate legally in some political activity on behalf of or in opposition to candidates for public office. However, any such political activity must be completely independent of any political candidate or political campaign.

Finally, in accordance with U.S. law, and at the request of US employees, EDPR provides properly regulated mechanisms for employees participation in political processes and has enabled the establishment of a political action committee (PAC) called the EDPR NA PAC. The EDPR PAC is funded entirely by voluntary personal monetary contributions made by members of the PAC, who are eligible employees in accordance with US law, and decisions on which political campaigns to support are made with the approval of the PAC governing board, which is made up of elected members of the PAC, also in accordance with US law.

These activities are then aligned with the above mentioned principles of the Integrity Policy and the Code of Ethics.

## **GRI 419-1 - 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 2020, neither in 2019.

During 2020, the company received a significant penalty of €21.8k tax related. During 2019, 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 2020 recorded in the contingencies reporting system and that have obtained an unappealable judgement.

Note 2: EDPR defines as significant penalty the ones above €10k.

## GRI 207-1 – Approach to tax

EDPR's fiscal strategy is based on five main pillars:

1) EDPR has an ethical and civic duty to contribute to the financing of the general functions of the States in which it operates, by paying the taxes, levies and other contributions that are due, contributing to the well-being of citizens and to the development of the Group's local business. In this context, it carries out its fiscal function with rigor and professionalism, in line with the "EDPR Fiscal Mission", in accordance with the following principles:

- Implements the options which are most appropriate to the business and to the shareholders, in faithful compliance with the spirit and letter of the Law;
- Pays the taxes that are due in all the geographical areas where it carries out its activity;
- Adopts the arm's length principle in intra-group transactions, in the context of the applicable international transfer pricing rules, guidelines and best practices, by transversally implementing an internal transfer pricing policy based on three main principles:
  - All intra-group transactions of a commercial or financial nature have a pre-defined pricing, with terms and conditions that are in line with what would normally have been practised between independent entities, in comparable operations;
  - The definition of the transfer price is based on the economic rationale of the intra-group transaction and, in accordance with the internal rules of the EDPR, not constituting an instrument for tax planning and / or tax evasion;
  - The documentation of intra-group transactions is fully compliant with the Guidelines of the Organisation for Economic Co-operation and Development (OECD), without prejudice to the specific aspects of the internal legislation of each geographical area.
- Adopts tax practices based on principles of economic relevance and commonly accepted business practices;
- Discloses true and complete information concerning relevant transactions; and,
- Seeks to defend its legitimate interests by administrative means and, when appropriate, judicially, when the payment of any taxes, contributions and levies reasonably raises doubts regarding its legality.

2) EDPR reconciles the responsible compliance with tax obligations, with the commitment to create value for its shareholders, efficiently managing its tax burden and using the available tax benefits and incentives applicable in each region, taking into account the Group's global interest and foreseeing significant tax risks.

3) EDPR is committed to maintain a relationship with the Tax Authorities of the countries where it operates based on principles of trust, good faith, transparency, cooperation and reciprocity, aiming to facilitate the application of the Law and to minimize litigation.

4) EDPR applies responsible policies, striving to maintain a low-risk tax profile in order to avoid conducts that could generate significant tax risks. To this end, EDPR implemented a global risk management policy with the objective of identifying, quantifying, managing, monitoring and minimizing the tax risks, in close connection with the highest levels of control and decision.

5) EDPR considers transparency a core principle of its fiscal function, particularly through:

- Not resorting to opaque structures or operating in jurisdictions for reasons that do not have a close connection with the economic activity developed within them. EDPR does not have subsidiaries in territories considered to be noncooperating in accordance with Spanish and Portuguese legislations and / or with the OECD benchmarks; and,



- Disclosure of tax information in accordance with the best international practices and recommendations, to facilitate the understanding of the global contribution for the economies and the principles governing its fiscal policies and practices.

## GRI 207-2 – Tax governance, control and risk management

The process of management and control of the tax risk begins with the identification and mapping of the risks to which the EDPR is subject. In this sense, EDPR continuously assesses the tax risks and uncertainties, conducting regular exercises in order to identify, quantify and monitor risks that arise from external events with potential material impact.

Accordingly, the Group implemented a risk management policy for identifying, quantifying, managing, monitoring and mitigating, among others, the tax risks, particularly the risk of materialization of the tax contingencies. Indeed, EDPR, through a specialised team, continuously monitors the processes associated with tax risks and contingencies (related and not related to ongoing litigation), in close cooperation with the respective Business Units, corporate legal services and external lawyers and consultants. In addition, the EDPR's Executive Committee is involved in the decision-making process of the relevant operations, being its tax impact, if any, analysed, documented and included in the documentation submitted for approval, in particular when it may constitute an important element for the final decision, in order to ensure long-term value creation for shareholders. EDPR also has an Audit, Control and Related-Party Transactions Committee, whose main mission, upon delegation of the BoD, includes the permanent monitoring and supervision of any matters related to the internal control system over financial information and the risk management process, particularly in its fiscal aspects.

## 207-4 – Country-by-country reporting

CORPORATE INCOME TAX PAID (€M)	2020	2019
Spain	18	9
Portugal	34	34
France / Belgium	1	8
Poland	4	4
Romania	0	0
Italy	3	4
Greece	0	-
UK	0	0
Brazil	15	5
Colombia	0	-
US	0	0
Canada	0	0
Mexico	0	0
Others	0	0
<b>Total</b>	<b>76</b>	<b>65</b>

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 minimization of CIT cash-out in this geography.

Note 2: As a general rule, the corporate income tax cash-out detailed above considers both the down payments corresponding to the fiscal year in course (where applicable) and the balance of the corporate income tax corresponding to the previous year.

Note 3: For information regarding Profit before income tax, please refer to 4.3 Economic Business Sustainability, page 100. For the number of employees by country, please refer to 4.5 People Management, pages 108-109.

## 4.13. Digital transformation

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

## 4.14. Reporting principles

This is the twelfth 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](http://www.edpr.com)

### 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.

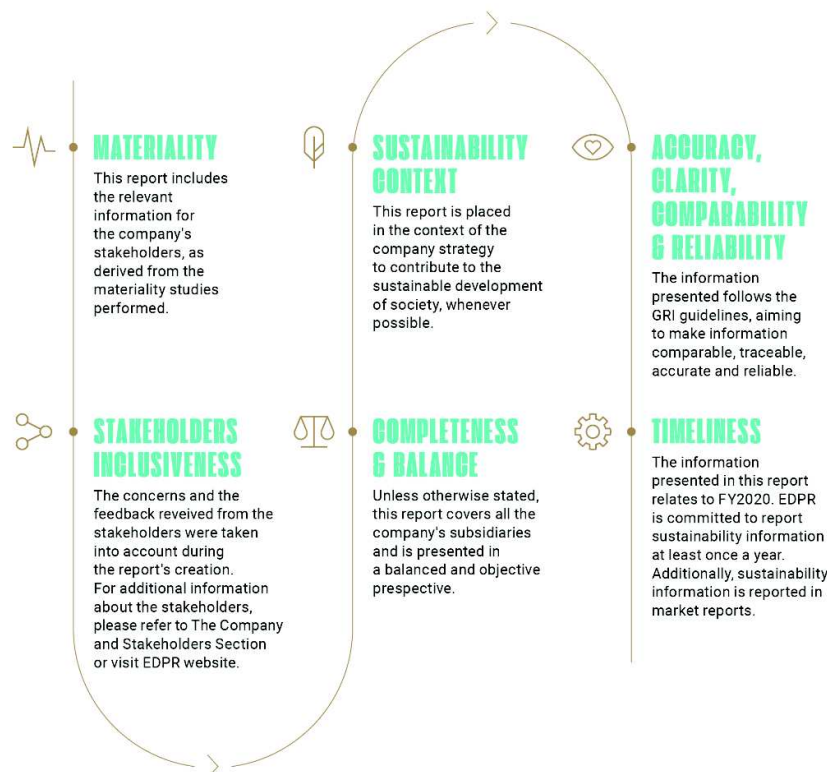
Additionally, in 2015, in the United Nations General Assembly, the world leaders decided to assume a set of global goals to change the world until 2030. The agenda that must guide the joint work of governments, citizens, companies and organisations, consists of 17 Sustainable Development Goals (SDGs) 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](http://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](http://WWW.GLOBALREPORTING.ORG)



## Annex I: Non-financial information statement

NON-FINANCIAL INFORMATION STATEMENT (SPANISH LAW 11/2018)				
AREA	CONTENT	SCOPE/ PERIMETER	RELATED GRI STANDARDS	PAGE/CHAPTER
<b>BUSINESS MODEL</b>	<p>Brief description of the Group's business model, which includes:</p> <ul style="list-style-type: none"> <li>• Its business environment;</li> <li>• Its organisation and structure;</li> <li>• The markets in which it operates;</li> <li>• Its goals and strategies;</li> <li>• The main factors and trends that may affect its future evolution.</li> </ul>	Global	EU1; EU2; 102-2; 102-4; 102-6; 102-7; 102-18; 103	1.1.2 EDPR in the world <sup>3</sup> , pages 11-12; 1.1.3 Business description, page 13; 1.1.6 Sustainability Roadmap, pages 18-19; 1.3 Organisation, pages 24-32; 2.1 Business Environment, pages 37-43; 2.2 Strategy, pages 44-47; 3.1.2 Financial Performance pages 60-68; 4.2 Climate Change, pages 95-97.
<b>POLICIES</b>	<p>A description of the policies that the Group applies regarding these issues, which includes:</p> <ul style="list-style-type: none"> <li>• Due diligence procedures implemented for the identification, evaluation, prevention and mitigation of significant risks and impacts;</li> <li>• verification and control procedures, including adopted measures.</li> </ul>	Global	103; 102-16	1.1.1 Vision, Values & Commitments, page 10; 1.3.4 Integrity and Ethics, pages 31-32; 3.2 Human Capital, pages 69-73; 3.3 Supply Chain Capital, pages 74-75; 3.4 Social Capital, pages 76-79; 3.5 Natural Capital, pages 80-81.
<b>SHORT, MEDIUM AND LONG-TERM RISKS</b>	<p>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</p> <ul style="list-style-type: none"> <li>• how the group manages these risks,</li> <li>• explaining the procedures used to detect and evaluate them according to national, European or international reference frameworks for each subject.</li> <li>• 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.</li> </ul>	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 48-53; 4.3 Climate Change, pages 96-97; 4.7 Suppliers Management, pages 122-124; 4.8 Community Engagement, page 127; 4.10 Environmental Management, pages 128 and 131; 4.11 Ethics and Compliance, pages 132-133.
<b>KPIs</b>	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
<b>ENVIRONMENTAL TOPICS</b>	<p><b>Global Environment:</b></p> <ul style="list-style-type: none"> <li>• Detailed information on current and foreseeable effects of company's activities on the environment and where applicable, H&amp;S, environmental assessment or certification procedures;</li> <li>• Resources dedicated to the prevention of environmental risks;</li> <li>• The application of the Precautionary Principle, the amount of provisions and guarantees for environmental risks (e.g. derived from the law of environmental responsibility).</li> </ul> <p><b>Pollution</b></p> <p>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:</p> <p>Noise</p> <p>Light pollution</p> <p><b>Circular economy and waste prevention and management</b></p> <p>Circular economy.</p> <p>Waste prevention, recycling, reuse, other forms of recovery and disposal.</p> <p>Actions to combat food waste.</p>	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 80-81; 4.2 Climate Change, pages 96 and 98-99; 4.7 Suppliers Management, page 122; 4.10 Environmental Management, pages 128 and 131; 4.12 Communication and Transparency, page 135.
		Global	302-4; 305-5	4.2 Climate Change, pages 98 and 99.
		Global	413-2	4.8 Community Engagement, page 127.
		-	-	4.1 Materiality Assessment, page 94.
		Global	306-2	3.5 Natural Capital, pages 80-81; 4.10 Environmental Management, page 130.
		Global	306-2; 306-3	4.10 Environmental Management, pages 130-131.
		-	-	4.1 Materiality Assessment, page 94.

<sup>3</sup> Secured MWs are not verified by PwC.

NON-FINANCIAL INFORMATION STATEMENT (SPANISH LAW 11/2018)				
AREA	CONTENT	SCOPE/ PERIMETER	RELATED GRI STANDARDS	PAGE/CHAPTER
ENVIRONMENTAL TOPICS	<b>Sustainable use of resources</b>			
	Water consumption and water supply according to local constraints.	Global	-	4.1 Materiality Assessment, page 94.
	Consumption of raw materials and the measures adopted to improve the efficiency of their use.	Global	-	4.1 Materiality Assessment, page 94.
	Direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energies.	Global	302-1; 302-4	4.2 Climate Change, pages 97-98; 3.5 Natural Capital, page 81.
	<b>Climate Change</b>		103	2.1.1 Renewables are the backbone of decarbonization, pages 37-39; 2.1.2 The evolution of Renewables around the world in 2020, pages 39-40; 3.5 Natural Capital, pages 80-81.
	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	4.2 Climate Change, pages 98-99.
	The measures adopted to adapt to the consequences of climate change.	Global	201-2; 302-4; 305-5	4.2 Climate Change, pages 96-97, 98 and 99.
	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	4.2 Climate Change, page 99.
	<b>Protection of biodiversity</b>			
	Measures taken to preserve or restore biodiversity.	Global	304-2; 304-3	4.10 Environmental Management, page 128.
Impacts caused by activities or operations in protected areas.	Global	304-1	4.10 Environmental Management, page 129.	
SOCIAL AND EMPLOYEES TOPICS	<b>Employment</b>	Global	103	3.2 Human Capital, pages 69-73.
	Total number and distribution of employees by gender, age, country and professional category.	Global	102-8; 405-1	4.5 People Management, pages 106-109 and 115-116.
	Total number and distribution of work contract modalities.	Global	102-8	4.5 People Management, pages 106-109.
	Annual average of permanent contracts, temporary contracts and part-time contracts by gender, age and professional category.	Global	102-8; 405-1	4.5 People Management, pages 106-109 and 115-116.
	Number of dismissals by gender, age and professional category.	Global	401-1	4.5 People Management, page 112.
	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	4.5 People Management, pages 116-117.
	Avg. remuneration of directors and executives, incl. variable remuneration, allowances, compensation, payment to /It savings forecast systems and any other perception disaggregated by gender.	Global	-	4.6 Corporate Governance, page 121.
	Implementation of labour disconnection policies.	Global	-	4.5 People Management, page 119.
	Employees with disabilities.	Global	-	4.5 People Management, page 119.
	<b>Work organisation</b>			
	Working hours organisation.	Global	EU17	4.4 Health & Safety, page 105; 4.5 People Management pages 119-120
	Number of hours of absenteeism.	Global	-	4.4 Health & Safety, page 105.
	Measures designed to facilitate the enjoyment of conciliation and encourage joint responsibility of these by both parents.	Global	-	4.5 People Management, page 120.
	<b>Health &amp; Safety</b>	Global		
	Conditions of health and safety at work.	Global	103; 403-1; 403-2; 403-3; 403-5; 403-6; 403-7	3.4.1 Guarantee the highest health & safety standards, pages 76-77; 4.4 Health & Safety, pages 101-102.

NON-FINANCIAL INFORMATION STATEMENT (SPANISH LAW 11/2018)				
AREA	CONTENT	SCOPE/ PERIMETER	RELATED GRI STANDARDS	PAGE/CHAPTER
<b>SOCIAL AND EMPLOYEES TOPICS</b>	Work-related accidents, in particular their frequency and severity, occupational diseases, disaggregated by gender.	Global	403-9; 403-10	4.4 Health & Safety, pages 102-105.
	<b>Social Relations</b>			
	Organisation of social dialogue, including procedures for informing and consulting employees and negotiating with them.	Global	402-1	4.5 People Management, page 112 and 118-119.
	Percentage of employees covered by collective bargaining agreements by country.	Global	102-41	4.5 People Management, page 110.
	The result of collective bargaining agreements, particularly in the health & safety at work area.	Global	102-41	4.5 People Management, page 110.
	<b>Training</b>			
	Policies implemented in the training area.	Global	404-2; 404-3	4.5 People Management, pages 113-115.
	Total amount of training hours by professional categories.	Global	404-1	4.5 People Management, page 113.
	<b>Universal accessibility for people with disabilities</b>			
			-	4.5 People Management, page 121.
<b>Equality</b>				
Measures taken to promote equal treatment and opportunities between women and men.	Global	405-1	4.5 People Management, pages 115-116 and 120-121.	
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	-	4.5 People Management, page 120.	
Policy against all types of discrimination and, where appropriate, management of diversity.	Global	-	1.3.4 Integrity and Ethics, pages 31-32; 3.4.2 Respect human and labour rights, page 77; 4.5 People Management, pages 120-121.	
<b>HUMAN RIGHTS</b>	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 31-32; 3.4.2 Respect human and labour rights, page 77.
	Complaints regarding cases of violation of human rights.	Global	411-1	1.3.4 Integrity and Ethics, page 31; 4.8 Community Engagement, page 125.
	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; 407-1	4.5 People Management, 110; 4.11 Ethics and Compliance, pages 132-133.
	The elimination of discrimination in employment and occupation.	Global	406-1	3.4.2 Respect human and labour rights, page 77; 4.11 Ethics and Compliance, page 132.
	The elimination of forced or compulsory labour.	Global	409-1	3.4.2 Respect human and labour rights, page 77; 4.11 Ethics and Compliance, page 133.
	The effective abolition of child labour.	Global	408-1	3.4.2 Respect human and labour rights, page 77; 4.11 Ethics and Compliance, page 133.
<b>CORRUPTION AND BRIBERY</b>	Adopted measures to prevent corruption and bribery.	Global	205-1; 205-2; 205-3; 415-1	4.11 Ethics and Compliance, page 132; 4.12 Communication and Transparency, page 135.
	Measures to combat money laundering.	Global	-	4.11 Ethics and Compliance, page 133.
	Contributions to foundations and non-profit entities.	Global	413-1	4.8 Community Engagement, page 126; 4.12 Communication and Transparency, page 134.
<b>SOCIETY</b>	<b>Company's commitments to the sustainable development</b>			
	The impact of the society's activity on employment and local development.	Global	202-2; 203-1; 203-2; 413-1	4.8 Community Engagement, pages 125 and 126.
	The impact of society's activity on local populations and in the territory.	Global	103; 413-1; 413-2	3.4.3 Contribute to the society, pages 78-79; 4.8 Community Engagement, pages 125-126.

NON-FINANCIAL INFORMATION STATEMENT (SPANISH LAW 11/2018)				
AREA	CONTENT	SCOPE/ PERIMETER	RELATED GRI STANDARDS	PAGE/CHAPTER
SOCIETY	The relationships maintained with the local communities and the modalities of dialogue with them.	Global	413-1; 413-2	4.8 Community Engagement, pages 126-127.
	The association or sponsorship actions.	Global	102-13; 413-1	4.12 Communication and Transparency, page 134; 4.8 Community Engagement, page 126.
	<b>Subcontracting and suppliers</b>			
	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; 204-1; 308-2; 414-2	3.3 Supply Chain Capital, pages 74-75. 4.7 Suppliers Management, pages 122-124.
	Supervision systems and audits and their results.	Global	308-2; 414-2	3.3 Supply Chain Capital, page 75; 4.7 Suppliers Management, pages 122-124.
	<b>Customers</b>			
	Measures for the health and safety of consumers.	Global	EU25; 413-2	4.4 Health & Safety, page 105; 4.8 Community Engagement, page 127.
	Complaining system, complaints received and their resolution.	Global	205-3; 406-1; 407-1; 408-1; 409-1; 413-2;	1.3.4 Integrity and Ethics, pages 31-32; 4.8 Community Engagement, page 127; 4.11 Ethics and Compliance, pages 132-133.
	<b>Tax information</b>			
	Profit before income tax, by country. Corporate income tax paid.	Global	201-1; 207-4	4.3 Economic Business Sustainability, page 100; 4.12 Communication and Transparency, page 137.
Financial assistance received from the government.	Global	201-4	4.12 Communication and Transparency, page 134.	
OTHERS	Annual total compensation ratio.	Global	102-38	4.5 People Management, page 117.
	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices.	Global	206-1	4.12 Communication and Transparency, page 135.
	Non-compliance with environmental laws and regulations.	Global	307-1	4.12 Communication and Transparency, page 135.
	Non-compliance with laws and regulations in the social and economic area.	Global	419-1	4.12 Communication and Transparency, page 135.
	Statement from senior decision-maker.	Global	102-14	Message from the CEO, pages 3-5.
	Identifying and selecting stakeholders; Approach to stakeholder engagement.	Global	102-40; 102-42; 103	1.1.5 Stakeholder focus, pages 16-17.
	Key topics and concerns raised; List of material topics.	Global	102-44; 102-47	4.1 Materiality Assessment, page 94.
	Innovation	Global	103	3.7 Innovation Capital, page 86-87.

Note: In addition to the indicators included in this table, non-financial information can be found in the following indicators: 102-1, 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 147-149. Additionally, some GRI indicators refer to Notes in EDPR's 2020 Consolidated 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	PAGE/CHAPTER
<b>GENERAL DISCLOSURES</b>		
GRI 102: General Disclosures 2016		
102-1	Name of the organisation	5. Corporate Governance (A. Shareholder Structure), page 154.
102-2	Activities, brands, products and services	1.1.3 Business Description, page 13.
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 11-12.
102-5	Ownership and legal form	5. Corporate Governance (A. Shareholders Structure), pages 154-158; 2020 Consolidated Annual Accounts - Note 1, pages 12-28.
102-6	Markets served	1.1.2 EDPR in the world, pages 11-12.
102-7	Scale of the organisation	1.1.2 EDPR in the world, pages 11-12; 3.1.2 Financial Performance: pages 61-68.
102-8	Information on employees and other workers	4.5 People Management, pages 106-109;
102-9	Supply chain	3.3 Supply Chain Capital, pages 74-75.
102-10	Significant changes to the organisation and its supply chain	5. Corporate Governance (A. Shareholders Structure), pages 154-158; 2020 Consolidated Annual Accounts - Note 6 & 41, pages 54-60 and pages 114-116.
102-11	Precautionary Principle or approach	2.3 Risk Management, pages 48-53; 4.10 Environmental Management, page 131; 5. Corporate Governance (C. Internal Organization), pages 180-201.
102-12	External Initiatives	4.14 Reporting Principles, page 138.
102-13	Membership of associations	4.12 Communication and Transparency, page 134.
102-14	Statement from senior decision-maker	Message from the CEO, pages 3-5.
102-16	Values, principles, standards, and norms of behaviour	1.3.4 Integrity and Ethics, pages 31-32; 5. Corporate Governance (C. Internal Organization), pages 180-201.
102-18	Governance structure	1.3 Organisation, pages 24-32; 5. Corporate Governance, pages 154-244.
102-38	Annual total compensation ratio	4.5 People Management, page 117.
102-40	List of stakeholder groups	1.1.5 Stakeholders Focus, page 17.
102-41	Collective bargaining agreements	4.5 People Management, page 110.
102-42	Identifying and selecting stakeholders	1.1.5 Stakeholders Focus, pages 16-17; 4.14 Reporting Principles, page 138.
102-43	Approach to stakeholder engagement	1.1.5 Stakeholders Focus, pages 16-17; 4.1 Materiality Assessment, pages 93-94; 4.14 Reporting Principles, page 138; Please visit our stakeholders' information on the sustainability section in our website, <a href="http://www.EDPR.com">www.EDPR.com</a>
102-44	Key topics and concerns raised	4.1 Materiality Assessment, pages 93-94; 4.14 Reporting Principles, page 138.
102-45	Entities included in the consolidated financial statements	2020 Consolidated Annual Accounts - Note 6, pages 54-60.
102-46	Defining report content and topic boundaries	4.1 Materiality Assessment, pages 93-94; 4.14 Reporting Principles, page 138.
102-47	List of material topics	4.1 Materiality Assessment, pages 93-94.
102-48	Restatements of information	2020 Consolidated Annual Accounts - Note 6, pages 54-60; 4.2 Climate Change, pages 97-99.
102-49	Changes in reporting	2020 Consolidated Annual Accounts - Note 6, pages 54-60.
102-50	Reporting period	4.14 Reporting Principles, page 138.
102-51	Date of most recent report	4.14 Reporting Principles, page 138.
102-52	Reporting cycle	4.14 Reporting Principles, page 138.
102-53	Contact point for questions regarding the report	"Contact us" at <a href="http://www.EDPR.com">www.EDPR.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	4.14 Reporting Principles, page 138.
102-55	GRI content index	Annex II - GRI Content Index, pages 143-146.
102-56	External assurance	4.14 Reporting Principles, page 138.

GRI STANDARD	DISCLOSURES	PAGE/CHAPTER	
<b>MATERIAL TOPICS</b>			
<b>Climate Change</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2.1 Business Environment, pages 37-43.
	103-2	The management approach and its components	3.1.1 Operational Performance, pages 58-60; 3.5 Natural Capital, 80-81.
	103-3	Evaluation of the management approach	3.5 Natural Capital, pages 80-81.
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	4.2 Climate Change, pages 96-97.
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	4.2 Climate Change, page 97.
	302-4	Reduction of energy consumption	4.2 Climate Change, page 98.
	302-5	Other indirect (Scope 3) GHG emissions	4.2 Climate Change, page 98.
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.2 Climate Change, page 98.
	305-2	Energy indirect (Scope 2) GHG emissions	4.2 Climate Change, page 98.
	305-3	Other indirect (Scope 3) GHG emissions	4.2 Climate Change, page 98.
	305-5	Reduction of GHG emissions	4.2 Climate Change, page 99.
GRI EU	EU1	Installed capacity, broken down by primary energy source and by regulatory regime	4.2 Climate Change, page 95.
	EU2	Net energy output broken down by primary energy source and by regulatory regime	4.2 Climate Change, page 96.
<b>Economic Business Sustainability</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2.2 Strategy, page 44.
	103-2	The management approach and its components	2.2.2 Self-funding business, page 47; 2.2.3 Operational excellence, page 47.
	103-3	Evaluation of the management approach	3.1.2 Financial Performance, pages 60-68.
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	4.3 Economic Business Sustainability, page 100.
<b>Health &amp; Safety</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	3.4.1 Health & Safety, pages 76-77.
	103-2	The management approach and its components	3.4.1 Health & Safety, pages 76-77.
	103-3	Evaluation of the management approach	3.4.1 Health & Safety, pages 76-77.
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	4.4 Health & Safety, page 101.
	403-2	Hazard identification, risk assessment, and incident investigation	4.4 Health & Safety, page 101.
	403-3	Occupational health services	4.4 Health & Safety, page 101.
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.4 Health & Safety, page 101.
	403-5	Worker training on occupational health and safety	4.4 Health & Safety, page 102.
	403-6	Promotion of worker health	4.4 Health & Safety, page 102.
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.4 Health & Safety, page 102.
	403-9	Work-related injuries	4.4 Health & Safety, pages 102-105.
	403-10	Work-related ill health	4.4 Health & Safety, page 105.
	GRI EU	EU17	Days worked by contractor and subcontractor employees involved in construction and O&M activities
EU25		Number of injuries and fatalities to the public involving company assets, including legal judgements, settlements and pending legal cases of diseases	4.4 Health & Safety, page 105.
<b>People Management</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	3.2 Human Capital, pages 69-73.
	103-2	The management approach and its components	3.2 Human Capital, pages 69-73.
	103-3	Evaluation of the management approach	3.2 Human Capital, pages 69-73.
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	4.5 People Management, pages 111-112.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.5 People Management, page 112.
GRI 402: Labour / Management Relations 2016	402-1	Minimum notice periods regarding operational changes	4.5 People Management, page 112.
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	4.5 People Management, page 113.
	404-2	Programs for upgrading employee skills and transition assistance programs	4.5 People Management, pages 113-114.
	404-3	Percentage of employees receiving regular performance and career development reviews	4.5 People Management, page 115.
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4.5 People Management, pages 115-116.
	405-2	Ratio of basic salary and remuneration of women to men	4.5 People Management, pages 116-117.
GRI EU	EU15	Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region	4.5 People Management, page 118.



GRI STANDARD		DISCLOSURES	PAGE/CHAPTER
<b>Corporate Governance</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.3 Organisation, pages 24-32.
	103-2	The management approach and its components	1.3 Organisation, pages 24-32.
	103-3	Evaluation of the management approach	1.3 Organisation, pages 24-32.
<b>Suppliers Management</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	3.3 Supply Chain Capital, pages 74-75.
	103-2	The management approach and its components	3.3 Supply Chain Capital, pages 74-75.
	103-3	Evaluation of the management approach	3.3 Supply Chain Capital, pages 74-75.
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	4.7 Suppliers Management, page 122.
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	4.7 Suppliers Management, pages 122-123.
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	4.7 Suppliers Management, pages 123-124.
<b>Community Engagement</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	3.4.3 Contribute to the society, pages 78-79.
	103-2	The management approach and its components	3.4.3 Contribute to the society, pages 78-79.
	103-3	Evaluation of the management approach	3.4.3 Contribute to the society, pages 78-79.
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	4.8 Community Engagement, page 125.
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	4.8 Community Engagement, page 125.
	203-2	Significant indirect economic impacts	4.8 Community Engagement, page 125.
GRI 411: Rights of Indigenous People 2016	411-1	Incidents of violations involving rights of indigenous peoples	4.8 Community Engagement, page 125.
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	4.8 Community Engagement, page 126.
	413-2	Operations with significant actual and potential negative impacts on local communities	4.8 Community Engagement, page 127.
<b>Innovation</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	3.7 Innovation Capital, pages 86-87.
	103-2	The management approach and its components	3.7 Innovation Capital, pages 86-87.
	103-3	Evaluation of the management approach	3.7 Innovation Capital, pages 86-87.
<b>Environmental Management</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	3.5 Natural Capital, pages 80-81.
	103-2	The management approach and its components	3.5 Natural Capital, pages 80-81.
	103-3	Evaluation of the management approach	3.5 Natural Capital, pages 80-81.
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	4.10 Environmental Management, page 129.
	304-2	Significant impacts of activities, products, and services on biodiversity	4.10 Environmental Management, page 128.
	304-3	Habitats protected or restored	4.10 Environmental Management, page 128.
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	4.10 Environmental Management, page 130.
	306-3	Significant spills	4.10 Environmental Management, page 131.
<b>Ethics and Compliance</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.3.4 Integrity and Ethics, pages 31-32.
	103-2	The management approach and its components	1.3.4 Integrity and Ethics, pages 31-32.
	103-3	Evaluation of the management approach	1.3.4 Integrity and Ethics, pages 31-32.
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	4.11 Ethics and Compliance, page 132.
	205-2	Communication and training on anti-corruption policies and procedures	4.11 Ethics and Compliance, page 132.
	205-3	Confirmed incidents of corruption and actions taken	4.11 Ethics and Compliance, page 132.
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	4.11 Ethics and Compliance, page 132.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.11 Ethics and Compliance, pages 132-133.
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	4.11 Ethics and Compliance, page 133.
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	4.11 Ethics and Compliance, page 133.

GRI STANDARD	DISCLOSURES	PAGE/CHAPTER	
Communication and transparency			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	1.1.5 Stakeholders Focus, pages 16-17.
	103-2	The management approach and its components	1.1.5 Stakeholders Focus, pages 16-17.
	103-3	Evaluation of the management approach	1.1.5 Stakeholders Focus, pages 16-17.
GRI 201: Economic Performance 2016	201-4	Financial assistance received from government	4.12 Communication and Transparency, page 134.
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	4.12 Communication and Transparency, page 135.
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	4.12 Communication and Transparency, page 135.
GRI 415: Public Policy 2016	415-1	Political contributions	4.12 Communication and Transparency, page 135.
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	4.12 Communication and Transparency, page 135.
GRI 207: Tax 2019	207-1	Approach to tax	4.12 Communication and Transparency, pages 136-137.
	207-2	Tax governance, control, and risk management	4.12 Communication and Transparency, page 137.
	207-3	Stakeholder engagement and management of concerns related to tax	Omitted as it is not available. EDPR will work on including tax related topics in the approach and management of stakeholders in 2021's report.
	207-4	Country-by-country reporting	4.3 Economic Business Sustainability, page 100; 4.5 People Management, pages 108-109; 4.12 Communication and Transparency, page 137; 2020 Consolidated Annual Accounts - Note 1, pages 12-28; 2020 Consolidated Annual Accounts - Annex I, pages 121-139; Reporting requirements iv, v, vii, ix and x of GRI 207-4 are omitted as the information is not available with the requested detail by tax jurisdiction. EDPR will work on obtaining the required details in a near future.
Digital Transformation			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	3.6 Digital Capital, pages 82-85.
	103-2	The management approach and its components	3.6 Digital Capital, pages 82-85.
	103-3	Evaluation of the management approach	3.6 Digital Capital, pages 82-85.



## Independent verification report

To the shareholders of EDP Renováveis, S.A.:

Pursuant to Article 49 of the Code of Commerce, we have verified, under a limited assurance scope, the accompanying Non-financial information statement (“NFS”) for the year ended 31 December 2020 of EDP Renováveis, S.A. and subsidiaries (hereinafter “EDPR”) which forms part of EDPR’s consolidated management report.

The content of the consolidated management report includes additional information to that required by the current mercantile legislation related to non-financial information reporting which has not been covered by our verification work. In this respect, our work has been restricted solely to verifying the information identified in the tables: Annex I: “Non-financial information statement” and Annex II: “GRI content index” included in the consolidated management report.

### Responsibility of the Board of Directors

The preparation of the NFS included in EDPR’s consolidated management report and the content thereof are the responsibility of the Board of Directors of EDP Renováveis, S.A. The NFS has been drawn up in accordance with the provisions of current mercantile legislation and with the Sustainability Reporting Standards of the Global Reporting Initiative (“GRI Standards”) described in accordance with the Essential Option and the Sectorial Supplement *Electric Utilities*, in line with the details provided for each matter in the tables: Annex I: “Non-financial information statement” and Annex II: “GRI content index” included in the consolidated management report.

This responsibility also includes the design, implementation and maintenance of the internal control considered necessary to allow the NFS to be free of any immaterial misstatement due to fraud or error.

The directors of EDP Renováveis, S.A. are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the NFS is obtained.

### Our independence and quality control

We have complied with the independence requirements and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (“IESBA”) which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.



Our firm applies the International Standard on Quality Control 1 (ISQC 1) and therefore has in place a global quality control system, which includes documented policies and procedures related to compliance with ethical requirements, professional standards and applicable legal and regulatory provisions.

The engagement team has been formed by professionals specialising in non-financial information reviews and specifically in information on economic, social and environmental performance.

### Our responsibility

Our responsibility is to express our conclusions in an independent limited verification report based on the work carried out. Our work has been carried out in accordance with the requirements laid down in the current International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and with the Guidelines for verification engagements on non-financial statements issued by the Spanish Institute of Auditors (“Instituto de Censores Jurados de Cuentas de España”).

In a limited assurance engagement, the procedures performed vary in terms of their nature and timing of execution, and are less extensive than those carried out in a reasonable assurance engagement. Accordingly, the assurance obtained is substantially lower.

Our work has consisted of posing questions to Management and several EDPR units that were involved in the preparation of the NFS, in the review of the processes for compiling and validating the information presented in the NFS, and in the application of certain analytical procedures and review sampling tests, as described below:

- Meetings with EDPR personnel to ascertain the business model, policies and management approaches applied, the main risks related to these matters and to obtain the information required for the external review.
- Analysis of the scope, relevance and integrity of the contents included in the NFS for 2020, based on the materiality analysis carried by EDPR and described in section 4.1. “Materiality assessment” of the consolidated management report, considering the content required under current mercantile legislation.
- Analysis of the procedures used to compile and validate the information presented in NFS for 2020.
- Review of information concerning risks, policies and management approaches applied in relation to material issues presented in the NFS for 2020.
- Verification, through sample testing, of the information relating to the content of the NFS for 2020 and its adequate compilation using data supplied by the EDPR’s sources of information.
- Obtainment of a management representation letter from the Directors and Management of EDP Renováveis, S.A.



### Conclusions

Based on the procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that EDPR's NFS, for the year ended 31 December 2020 has not been prepared, in all its significant aspects, in accordance with the provisions of current mercantile legislation and the Sustainability Reporting Standards of the Global Reporting Initiative ("GRI Standards") following the Essential Option and the Sectorial Supplement "Electric Utilities", in accordance with the details provided for each matter in tables: Annex I: "Non-financial information statement" and Annex II: "GRI content index" included in the consolidated management report.

### Use and distribution

This report has been drawn up in response to the requirement laid down in current Spanish mercantile legislation and therefore might not be suitable for other purposes or jurisdictions.

PricewaterhouseCoopers Auditores, S.L.

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Pablo Bascones Ilundain

24 February 2021