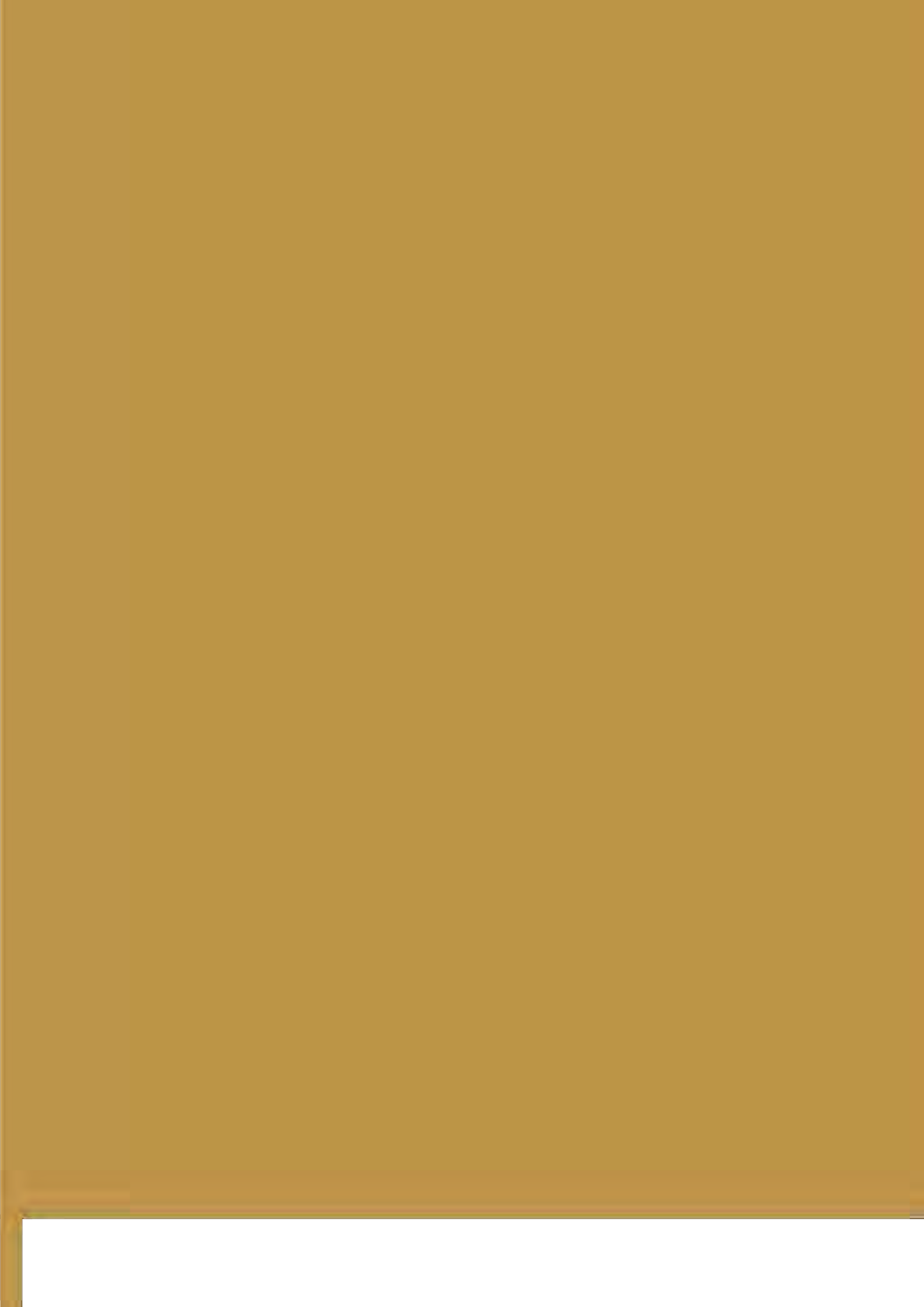


edp renováveis

CHANGING TOMORROW NOW

REMUNERATION
REPORT
2021





— REMUNERATION REPORT

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6.0. Remuneration Report

In compliance with both the Portuguese Securities Code, and the Spanish Companies Act, EDP Renováveis S.A. ("EDPR" or "Company") issues this Remuneration Report with the aim to provide a comprehensive view of the remuneration received by the members of its Governing Bodies, including all benefits, regardless of their form, attributed or due during the 2021 financial year.

The Remuneration Policy of EDPR is defined by its Appointments, Remunerations and Corporate Governance Committee, and presented to its Board of Director for its final approval at the Shareholders' Meeting level. As a result, at the General Meeting held on April 12th, 2021, the proposal submitted for the Remuneration Policy applicable in 2021 was approved by EDPR Shareholders' Meeting.

Approval procedure of the Remunerations Policy of the Board of Directors

The definition of the proposal of the remuneration policy for the members of the Board of Directors of EDPR is incumbent on the Appointments, Remunerations and Corporate Governance Committee which is a delegated body of the Board of Directors, that in order to avoid any conflict of interest, is entirely composed by non-executive and independent members. Under such competences this Committee takes the responsibility for proposing to the Board of Directors the determination of the remuneration of the Executive Directors of the Company; the Remuneration Policy, the evaluation and compliance of the KPI's (Key Performance Indicators); the annual and multi annual variable remuneration, and also proposes the remuneration of the Non-Executive Directors and members of the Board Committees.

As such, this Committee prepares a proposal that defines the remuneration to be attributed to Directors, with the purpose that it reflects the performance of each of them, establishing for the Executive Directors a variable component which is consistent with the maximization of the Company's long term performance (variable annual and multi-annual remuneration for a three-year period), for the achievement of the most challenging objectives of the business plan, thereby guaranteeing the alignment of the performance of the governing bodies with the interests of the shareholders.

The Board of Directors is responsible for the approval of the above-mentioned proposals except to the extent it concerns the Remuneration Policy which was approved by the General Shareholders' Meeting as an independent item of the agenda.

As a Company integrated in a multinational business group, EDPR aims to maintain a solid culture that ensures the management, monitoring, control and supervision of the risks that the Group, its shareholders, employees, customers and, in general, all its stakeholders face, including those arising from the remuneration systems it adopts. EDPR adopts the transversal remuneration practices applied in the EDP group, consistent and based on common principles that comply with the regulations applicable in the jurisdictions where it operates.

As such, the remuneration systems applied, including those applicable to the Executive Directors, are defined to promote a culture of merit and high performance that ensures that people and teams are recognized, encouraged and awarded on the basis of responsibility, availability, loyalty and competence placed at Group's service, ensuring action aligned with the long-term interests of shareholders and promoting sustainable actions.

The proposal for remuneration policy of the members of the Executive Directors also aimed at simplify, and provide transparency and clarity, favoring a complete understanding of the framework of principles and rules that constitute it, and which will be applied and evaluated by the Appointments, Remunerations and Corporate Governance Committee.

Definition, revision and renewal of the Policy

The definition of the Remuneration Policy of EDPR is submitted for approval by the General Meeting, on a proposal from the Board of Directors, based on the proposal presented by the Appointments, Remunerations and Corporate Governance Committee. Likewise, as in line with EDP Group corporate governance practices, EDPR has signed an Executive Management Services Agreement with EDP under which the Company bears the cost for such services to some of the members of the Board of Directors (Executive and Non-Executive) to the extent their services are devoted to EDPR, the Audit, Control and Related Party Transactions Committee (which is also entirely composed by non-executive and independent members) is involved in any revision and/or amendment of this agreement.

The definition and possible proposals for revision of the Remuneration Policy by the Appointments, Remunerations and Corporate Governance Committee are based on the articulation of EDPR long-term objectives, measured according to its strategic plan at all times, in the conclusions of comparative remuneration studies with national listed companies and with foreign sectoral peers and on an articulation of principles with the remuneration plan of other employees of the Group.

The Appointments, Remunerations and Corporate Governance Committee may hire the external consultants and support necessary for the performance of comparative remuneration studies and corporate governance best practices within the framework of directors' remuneration policies, assessing their conditions of independence for the provision of the services that may be requested.

Regulatory Framework and principles of the Remuneration Policy applied in 2021

EDPR is a Spanish Company listed in a regulated stock exchange in Portugal. The corporate organization of EDPR is subject to its personal law and to the extent possible, to the recommendations contained in the Corporate Governance Code of the Instituto Português de Corporate Governance ("IPCG"). As such, the Company intends to comply with both legal systems but always taking into account that its personal law is the Spanish one, and that in case of discrepancy, the aim is to adopt the law that entails more protectionism for its shareholders.

As in 2021 the amendment of the Spanish Companies Act that transposes the Directive No 2017/828 of the European Parliament was still not approved, EDPR applied a Remuneration Policy that was issued in line with the applicable Portuguese law (that at that moment already had amended its Securities Code to transpose the such directive). As such, the Remuneration Policy applied in 2021 (duly approved by its Shareholders' Meeting) complies with Article 26 - C of the Securities Code (as amended by Law No. 50/2020 of 5 August), the IPCG Corporate Governance Code adopted by EDPR and international good practices, being aligned and consistent with the remuneration policy and remuneration practices applied to all employees of the Group.

Total remuneration and the remuneration model in general should be competitive, aligned with the practices of the international electricity sector and the renewables market, facilitating the attraction and retention of talent, and the commitment to the challenges and ambitions of the company.

A. Remuneration structure and disclosure

Pursuant to Article 26 of the Company's Articles of Association the Directors shall be entitled to a remuneration which consists of a fixed amount to be determined annually by the General Shareholders' Meeting for the whole Board of Directors. This article also establishes the possibility of the Directors of receiving attendance fees or being remunerated with Company shares, share options, or other securities granting the right to obtain shares or by means of share-indexed remuneration systems. In any case, the system chosen must be approved by the General Shareholders' Meeting and comply with current legal provisions.

The remuneration policy applicable for 2021 defines a structure with a fixed remuneration for all members of the Board of Directors, whereas for the members of the Executive Directors defines a fixed and a variable remuneration, with an annual component, and a multi-annual component.

The Non-Executive Directors only receive a fixed remuneration, which is calculated on the basis of their work exclusively as Directors or, if such is the case, considering their membership/chairmanship of the Appointments, Remunerations and Corporate Governance Committee, and to the Audit, Control and Related Party Transactions Committee. Except in the case of the Chairperson of the Board of Directors, the directors that are also members/chairperson of the Delegated Committees receive for these functions a complement to their fixed remuneration as members of the Board.

As already indicated, EDPR has signed an Executive Management Services Agreement with EDP, under which the Company bears the cost for such services to some of the members of the Board of Directors to the extent their services are devoted to EDPR. In 2021 these Directors were Miguel Stilwell d'Andrade and Rui Teixeira (Executive Directors), and Vera Pinto, Ana Paula Marques and Miguel Setas. Likewise Antonio Mexía and Joao Manso Neto services were considered under the scope of the Management Services Agreement but no amounts were paid to them for their positions held in EDPR in 2021.

The total amount of the remunerations that the Company will pay to its Directors shall not exceed the amount determined by the General Shareholders' Meeting. The maximum remuneration approved by the General Shareholders' Meeting for all the members of the Board of Directors for fixed remuneration is EUR 2,500,000 per year and the maximum annual amount approved by the General Shareholders' Meeting for the variable remuneration for all the executive members of the Board of Directors is EUR 1,000,000 per year.

i) Remuneration of EDPR Directors for their functions as Members of the Board

This section includes the information regarding the remuneration received by EDPR Board members in 2021 provided that:

- Given the public notice of the lack of availability of António Mexia and João Manso Neto to be members of EDP, they were dismissed by the Ordinary Shareholders' Meeting Held on April 12th 2021 from their positions as Board Members, and no amounts were paid to them for their positions held in EDPR in 2021.
- Duarte Bello and Spyridon Martinis presented the resignation to their positions as Board Members with effects January 19th, 2021; Miguel Angel Prado presented the resignation to his position as Board Members with effects January 22nd, 2021; and António Nogueira Leite, Conceição Lucas, Francisco Seixas da Costa and Alejandro Fernández de Araoz presented the resignation to their positions as members of the Board of Directors with effects April 12th, 2021, thus the amounts shown in the tables for them reflect the remuneration received for the functions performed until such date.
- Miguel Stilwell d' Andrade, Ana Paula Marques and Joan Avalyn Dempsey were appointed by co-option on January 19th, 2021, and António Gomes Mota, Miguel Nuno Simões Nunes Ferreira Setas, Rosa García García, and José Manuel Félix Morgado were appointed by the Shareholders' meeting held on April 12th, 2021, thus the amounts shown in the tables for them reflect the remuneration received for the functions performed since such dates.

Fixed component – base remuneration

Conditions

The fixed remuneration of the members of the Board of Directors is aligned with the basic remuneration practiced by a number of companies comparable to EDPR, the national market and the international electricity sector, in terms of size, market capitalization, risk profile, relevance and geographical implementation, while also considering, at all times, the complexity of the functions performed, the remuneration conditions of its employees and the non-increase of the average market pay gap between workers and administrators.

The Non-Executive Directors only receive a fixed remuneration, which is calculated on the basis of their work as Directors and if such is the case, a complement as Member or Chairperson of the Appointments, Remunerations and Corporate Governance Committee and/or to the Audit, Control and Related Party Transactions Committee. Such amounts are cumulative, except for the Chairman of the Board of Directors who does not receive any complement derived from his role at any Committee.

Figures 2021

Below the list of EDPR Directors as of December 31st 2021, and the amounts paid by EDPR either (i) as remuneration to them or (ii) as fee to EDP under the Management Services Agreement for their services (not remuneration), marked in green, for their functions performed at the Board of Directors level:

DIRECTOR	REMUNERATION	FEES MANAGEMENT SERVICES AGREEMENT EDP-EDPR
EXECUTIVE DIRECTORS		
Miguel Stilwell d'Andrade	-	384,000€*
Rui Teixeira	-	290,000*€
NON-EXECUTIVE DIRECTORS		
António Gomes Mota	172,500€	-
Vera Pinto	-	45,000€*
Ana Paula Marques	-	45,000€*
Miguel Setas	-	33,750€*
Manuel Menéndez Menéndez	60,000€	-
Acácio Jaime Liberado Mota Piloto**	60,000€	-
Allan J.Katz	60,000€	-
Joan Avalyn Dempsey	56,250€	-
Rosa García**	48,750€	-
José Félix Morgado**	48,750€	-
Sub- Total	506,250€	797,750€*
Total	1,304,000€	

*These amounts correspond to the service fee paid by EDPR to EDP under the Management Services Agreement for the services rendered in 2021 by such director. In addition, EDPR pays to EDP a 5% of such service fee which is applied to the retirement savings plan of these Directors.

**These Directors also received remuneration for their Chairmanship/membership in the Delegated Committees.

The amounts paid by EDPR for the Directors that presented their resignation during 2021 for their functions as Members of the Board were as follows:

DIRECTOR	TOTAL FIXED (€)
EXECUTIVE DIRECTORS	
João Manso Neto	0
Duarte Bello*	5,150€
Spyridon Martinis*	5,150€
Miguel Ángel Prado*	0
NON-EXECUTIVE DIRECTORS	
Antonio Mexia	0
António Nogueira Leite**	22,500€
Francisco Seixas da Costa**	22.500€
Conceição Lucas**	22.500€
Alejandro Fernández de Araoz Gómez-Acebo	22.500€
TOTAL	100,300€

**Duarte Bello, Spyridon Martinis and Miguel Angel Prado for the relevant period of 2021 corresponding to each of them, received their remuneration as Directors as described on the table above and as Executive Directors and detailed in Section D.*

***These Directors also received remuneration for their Chairmanship/membership in the Delegated Committees.*

The total amount paid by EDPR in 2021 either (i) as remuneration and (ii) as fee to EDP under the Management Services Agreement, for the services performed by its Directors as members of its Board was of 1.404.300€, which is below the maximum amount agreed by the Shareholders' Meeting (2,500,000€).

Variable remuneration

Conditions

The annual variable remuneration has the nature of incentive/performance premium linked to financial and non-financial objectives (linked to the Business Plan and budget) of short-term, evaluated annually, reflecting in the year under analysis and possible repercussion in the following years, being paid in cash. The amount of the annual performance premium shall be determined within three months of the approval of EDPR's accounts at the ordinary General Meeting in each year, by reference to the previous year/annual performance period.

Variable annual and variable multi-annual remuneration apply to the Executive Directors. The variable and multiannual remuneration may range from 0 to 102% over the annual fixed remuneration.

- If performance reaches less than 90% of the targets set, there is no place for the allocation of an annual variable component;
- If the performance recorded is between 90% and 95% of the targets set, an amount corresponding to a 10% of the fixed reference remuneration shall be due;
- If the performance recorded is between 95% and 100% of the targets set, an amount corresponding to a 30% of the fixed reference remuneration shall be due;
- If the performance recorded is between 100% and 105% of the targets set, an amount corresponding to a 50% of the fixed reference remuneration shall be due;
- If the performance recorded is between 105% and 110% of the targets set, an amount corresponding to a 70% of the fixed reference remuneration shall be due;
- If the recorded performance reaches more than 110% of the targets set, an amount corresponding to a 85% of the fixed reference remuneration shall be due.

According to the Remuneration Policy in place, the maximum variable remuneration (annual and multi-annual) is applicable if all the above mentioned KPI's were achieved and the performance evaluation is equal or above 110%.

The key performance indicators (KPIs) used to determine the amounts of the annual and multi -annual variable remuneration for each year of the term are proposed by the Appointments, Remunerations and Corporate Governance Committee with the aim of aligning them with the strategic grounds of the Company: growth, risk control and efficiency. For the year 2021 the KPIs were:

	CEO / CFO				
	WEIGHT		KEY PERFORMANCE INDICATOR	WEIGHT	EDPR RESULTS
Total Shareholder return	15%	100%	TSR vs. Wind peers & Psi 20	100%	100%
Shareholders	60%		Operating Cash Flow (€ million)	10%	100%
			AR/Sell-down + TaxEquity (€ million)	10%	100%
			EBITDA+ sell downgains (€ million)	10%	100%
			Net Profit (€ million)	10%	100%
			Core Opex Adjusted (€ thousand/MW)	10%	100%
			Projects with FID (% of total '19-'22 additions in BP)	10%	100%
Clients	10%		Renewable Capacity Built (in MW)	10%	100%
Assets & Operations	10%		Technical Energy Availability (%)	5%	100%
			Capex per MW (€ thousand)	5%	100%
Environment & Communities	80%	5%	Certified MW %	5%	100%
Innovation & partners		5%	H&S frequency rate (employees + contractors)	5%	100%
People Management		10%	People Management	10%	100%
Remuneration Committee	5%	100%	Appreciation Remuneration Committee	100%	100%

In line with corporate governance practices, the Remuneration Policy incorporates the deferral for a period of three years of the multi-annual variable remuneration, being the relevant payment conditioned to the lack of any willful illicit action, known after the appraisal and which endangers the sustainable performance of the company.

Figures 2021

The variable remuneration only applies to Executive Directors, that as of December 31st 2021 are Miguel Stilwell d'Andrade and Rui Teixeira. As these Directors were appointment in 2021 no variable remuneration was still paid to them for their functions performed at EDPR.

Notwithstanding the above, the Executive Board Members that resigned during 2021, received the amounts related to variable remuneration that are referred in Section D, for their services provided in previous years, that were due before their resignation.

Non-Monetary Benefits

No non-monetary benefits are paid by EDPR to its Board Members, except for a company car for the Chairman of the Board of Directors, that in 2021 corresponded to an amount of €93 488,74 and the retirement savings plan for Executive Directors referred in the following section.

Retirement Savings Plan

The retirement savings plan applicable to 2021, which is included within the Remuneration Policy applicable for 2021 was defined and proposed by the Appointments, Remunerations and Corporate Governance Committee to the Board of Directors for its submission to the General Shareholder's Meeting, which approved it on its meeting held on April 12th, 2021. For the Executive Directors of EDPR (Miguel Stilwell d' Andrade and Rui Teixeira) it was established in a 5% of the fixed fee under the Management Services Agreement. For the year 2021, EDPR paid a fee to EDP under the Management Services agreement of 19,200€ corresponding to the retirement saving plan of Miguel Stilwell d' Andrade, and of 14,500€ corresponding to the retirement saving plan Rui Teixeira.

ii) Remuneration of EDPR Directors for their functions as Members of the Delegated Committees

Conditions

In line with Spanish Law and as specifically foreseen in Article 10 of the Company's Articles of Association, the Board of Directors of EDPR is entitled to create delegated bodies. The Board of Directors of EDPR has set up two committees that are composed exclusively by non-executive and independent members:

- Audit, Control and Related-Party Transactions Committee
- Appointments, Remunerations and Corporate Governance Committee

Except in the case of the Chairperson of the Board of Directors, the directors that are also members/chairperson of the Delegated Committees receive for these functions a complement to their fixed remuneration as members of the Board.

Figures 2021 – Audit, Control and Related Party Transactions Committee

Below the list of members of the Audit, Control and Related Party Transactions Committee as of December 31st 2021, and the amounts paid by EDPR as remuneration to them for the functions performed at this body.

The figures below reflect the period of 2021 in which each relevant Director was member of the Committee, provided that Rosa García García, and José Manuel Félix Morgado were appointed on April 12th, 2021.

COMMITTEE MEMBER	POSITION	REMUNERATION
Acacio Piloto	Chairman	50,000€
Rosa García García	Vocal	18,750€
José Félix Morgado	Vocal	18,750€

Regarding the members of the Audit, Control and Related Party Transactions Committee that resigned during 2021: Antonio Nogueira Leite received 7,500€ and Francisco Seixas received 7,083€.

Figures 2021 – Appointments, Remunerations and Corporate Governance Committee

Below the list of members of the Appointments, Remunerations and Corporate Governance Committee as of December 31st 2021, and the amounts paid by EDPR as remuneration to them for the functions performed at this body.

These figures reflect the period of 2021 in which each relevant Director was member of the Committee, provided that Rosa García García, and José Manuel Félix Morgado were appointed on April 12th, 2021, and that as indicated at the beginning of this section, the Chairman of this Committee, António Gomes Mota, does not receive a complement to its remuneration as Chairperson of the Board for the functions performed at this Committee:

COMMITTEE MEMBER	POSITION	REMUNERATION
António Gomes Mota	Chairperson	0
Rosa García García	Vocal	7,500€
José Félix Morgado	Vocal	7,500€

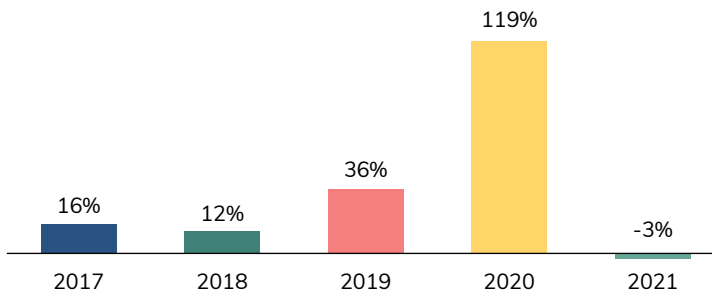
Regarding the members of the Appointments, Remunerations and Corporate Governance Committee that resigned during 2021: Conceição Lucas received 5,000€, and Antonio Nogueira Leite and Francisco Seixas received the remuneration for the services to this committee together with the remuneration paid for the services rendered at the Audit, Control and related Party Transactions Committee.

B. Alignment of the application of the remuneration with the Remuneration Policy adopted. Contribution of the Remuneration Policy to the long-term performance of the Company and criteria taken into account.

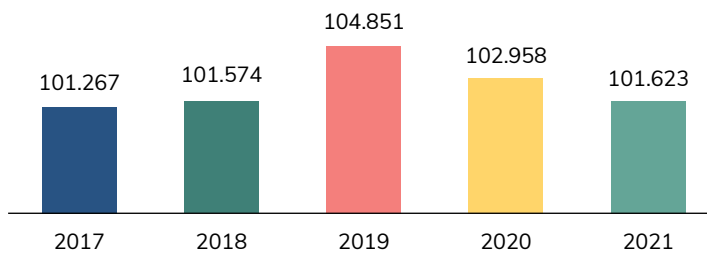
The remuneration policy adopted by EDPR for 2021 included key elements to enhance a Company's management performance not only focused on short-term objectives, but also incorporate as part of its results the interests of the Company and of shareholders in the medium and long term. These elements are: (i) the definition of the indicators in accordance with the 6 clusters, (ii) the relative weight assigned to each KPIs to calculate annual, multiannual variable remuneration (iii) the relevance associated with the achievement of such KPIs (iv) the three-year term considered for determining the value of variable multi-annual component of the remuneration (v) the deferral in three years for the payment of the variable multi-annual as recommended by CMVM as a good corporate governance practices, as well as conditioning its payment to the fact of there has not been unlawful actions known after the performance evaluated that may jeopardize the sustainability of the company's performance, (vi) the use of the qualitative criteria focused on a strategic and medium term perspective of the development of the Company, and (vii) the existence of a maximum limit for the variable remuneration.

C. Performance of the company and remuneration average of the employees

TOTAL SHAREHOLDER RETURN



EMPLOYEE AVERAGE REMUNERATION (€)



D. Remuneration from other Group Companies

The members of the Board of Directors as of end of December 2021 do not receive any payment from any company under EDPR control or subject to EDPR common control.

Notwithstanding the above, the following Executive Board Members that resigned during 2021, received the amounts below paid by other Group Companies of EDPR corresponding to the period of 2021 before their resignation: Duarte Bello and Spyridon Martinis up to January 19th, 2021; and Miguel Angel Prado up to February 22nd, 2021.

DIRECTOR	PAYER	FIXED	VARIABLE ANNUAL	VARIABLE MULTI- ANNUAL	VARIABLE PLURI- ANNUAL	TOTAL
Duarte Bello	EDP Energías de Portugal, S.A. Sucursal en España	11,878€	154,534€	128,975€	154,425€	449,812€
Miguel Ángel Prado	EDPR North America LLC	67,810\$	191,522\$	263,428\$	217,748\$	740,508\$
Spyridon Martinis	EDP Energías de Portugal S.A. Sucursal en España	11,878€	137,791€	-	154,425€	304,094€

E. Share-allocation and/or Stock Option Plans

EDPR does not have any Share-Allocation and/or Stock Option Plans.

F. Refund of a variable remuneration

In line with corporate governance practices, the Remuneration Policy of EDPR incorporates the deferral for a period of three years of the multi-annual variable remuneration, being the relevant payment conditioned to the lack of any willful illicit action, known after the appraisal and which endangers the sustainable performance of the company.

G. Compliance with the applicable Policy during 2021

The remuneration policy for 2021 was applied without exceptions since its approval.

Other remunerations

i) Remuneration of the Chairman of the General Shareholders' Meeting

In 2021, José António de Melo Pinto Ribeiro chaired one meeting (Extraordinary Shareholders' Meeting held on February 22nd) before the definitive expiration of his mandate, and the remuneration paid for the provision of this services as Chairman of the General Shareholders' Meeting of EDPR was EUR 15,000.

Based on the proposal submitted by the Appointments, Remunerations and Corporate Governance Committee, and given the referred expiration of the mandate of the former Chairman of the Shareholders' Meeting, in 2021 it was decided to adopt the general practice followed under the personal law of the Company (Spanish one) that allows the Shareholders Meeting to be chaired by the Board of Directors Chairman, approving at the Extraordinary Shareholders' Meeting held in February 22nd the related amendment to the bylaws. Therefore, the Ordinary Shareholders' Meeting held on April 12th, 2021, was chaired by the Chairperson of the Board of Directors (who in that moment was Miguel Stilwell de Andrade).

ii) External Auditor remuneration in 2021 for EDP Renováveis S.A. and subsidiaries

According to the Spanish law, the External Auditor ("Auditor de Cuentas") is appointed by the General Shareholders' Meeting and corresponds to the statutory auditor body ("Revisor Oficial de Contas") described on the Portuguese Law.

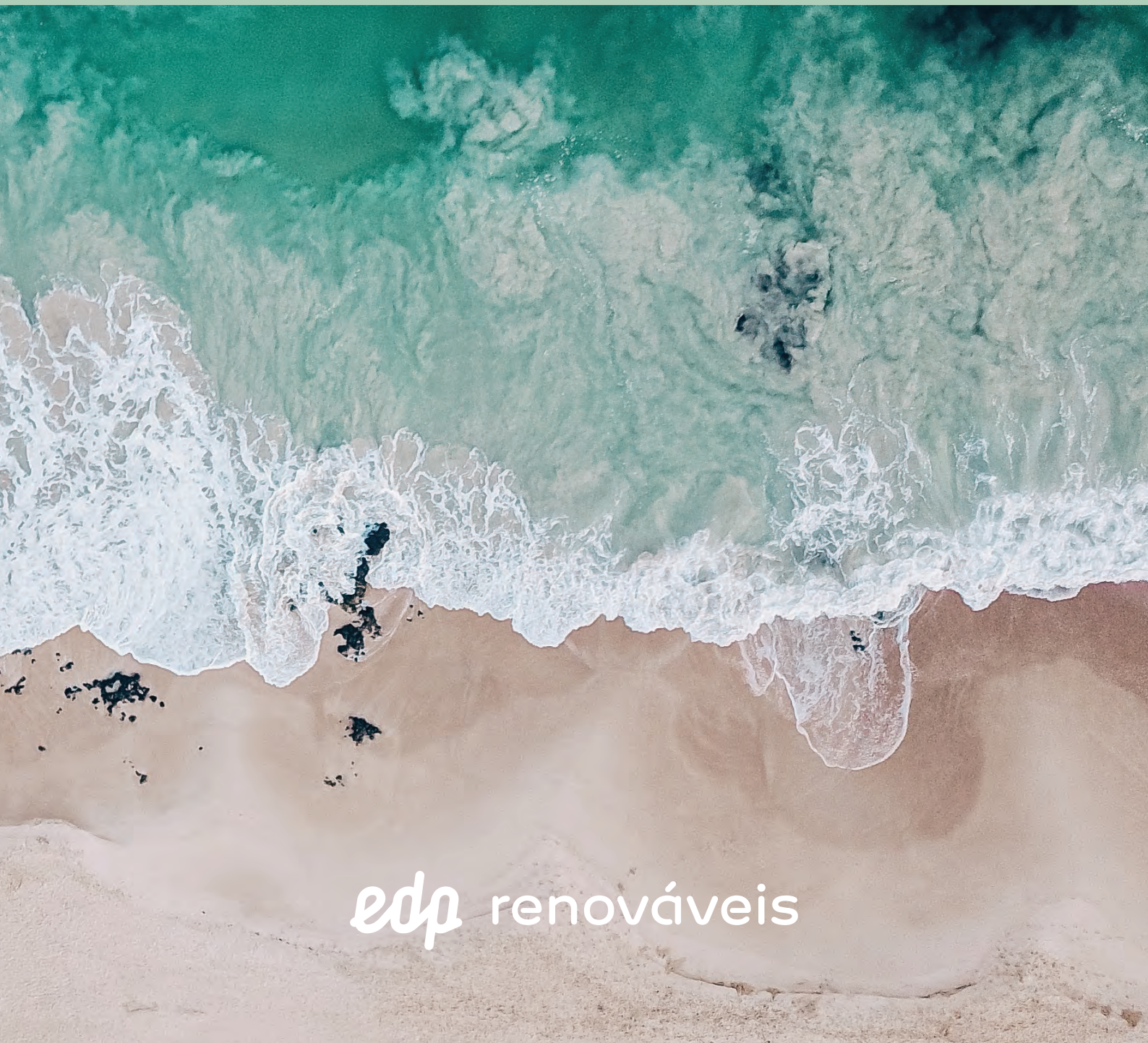
As a result of a competitive process launched in 2017, and following the proposal of the Audit, Control and Related Party Transactions Committee to the Board of Directors, PricewaterhouseCoopers Auditores, S.L. was appointed as EDPR SA External Auditor by the Shareholder's Meeting held on April 3rd, 2018. PricewaterhouseCoopers Auditores, S.L., is a Spanish Company registered at the Spanish Official Register of Auditors under number S0242 with Tax Identification Number B-79031290. The renewal of PricewaterhouseCoopers Auditores, S.L. as External Auditor of EDPR SA for years 2021, 2022 and 2023 was approved by EDPR's Shareholders Meeting on April 12th, 2021, and the audit partner in charge of EDPR is Iñaki Goirienea.

Figures 2021

TYPE OF SERVICE	PORTUGAL	SPAIN	BRAZIL	US	OTHER	TOTAL	%
Audit and statutory audit of accounts	170,201€	623,896€	188,719€	1,290,216€	919,016€	3,192,048€	94.6%
Total audit related services	170,201€	623,896€	188,719€	1,290,216€	919,016€	3,192,048€	94.6%
Other non-audit services	-	162,307€	6,000€	-	14,865€	183,172€	5.4%
Total non-audit related services	-	162,307€	6,000€	-	14,865€	183,172€	5.4%
Total	170,201€	786,203€	194,719€	1,290,216€	933,881€	3,375,220€	100%

The amount of Other non-audit services in Spain includes, among others, services that refer to the entire Group such as the review of the internal control system on financial reporting and review of the non-financial information related to sustainability included in the EDPR Group's annual report, which are invoiced to a Spanish companies. This amount also includes the limited review as of March 31st, 2021, June 30th, 2021 and September 30th, 2021 of the EDPR Consolidated Financial Statements and other reviews for Group consolidation purposes which are considered non-audit services according to the respective local regulation.

Total amount for Spain refers to services provided by PricewaterhouseCoopers Auditores S.L.



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