

Half-year sustainability disclosures at June 30, 2023

Explanatory and methodological notes

This document has been prepared on a voluntary basis for the purposes discussed below. The explanatory and methodological notes support the disclosures in the half-year sustainability report at June 30, 2023 contained in the Enel Group's Half-Year Financial Report at June 30, 2023, published on www.enel.com, and referred to as an attachment to the document itself.

Since 2003 Enel has published an annual Sustainability Report in conjunction with the Group's Consolidated Annual Report. In addition, since 2017, in compliance with Legislative Decree 254 of December 30, 2016 concerning the "Implementation of Directive 2014/95/EU of the European Parliament and of the Council of October 22, 2014 amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups", Enel has also published a Consolidated Non-Financial Statement (DNF). Beginning in 2019, the Sustainability Report represents Enel's DNF. Accordingly, from that year, the DNF has no longer been published as a separate document in its own right.

Enel has developed its own concept for presenting economic, social, environmental and governance information, in line with the regulations, recommendations and international best practices in this field and has redesigned its corporate reporting system on the basis of the "Core & More" reporting approach. In particular, the integrated Consolidated Annual Report represents the "Core Report", which describes the Group's sustainable and integrated business model and the related value creation process. The Integrated Annual Financial Report includes the qualitative and quantitative financial and non-financial information deemed most relevant based on a materiality assessment, which also takes account of the expectations of stakeholders. On the other hand, the "More Reports" include, as also governed by specific regulations, more detailed and supplementary information with respect to the Core Report, the disclosures of which are also connected to it through cross references.

Starting with the 2021 financial year, Enel is also presenting an update of the sustainability disclosures at June 30, focusing on the indicators and information described in the Content Index attached to this document and reported in the Enel Group's Half-Year Financial Report at June 30, 2023. These indicators and disclosures were identified as described below.



Information and in-depth analyses on the issues and indicators presented in this Report can be requested from:

Enel SpA
Innovability® Function (Innovation and Sustainability)
Sustainability Planning and Performance Management and Human Rights
Viale Regina Margherita, 137
00198 Rome - Italy
Tel +39 06 83051
E-mail sustainability@enel.com
Web <https://www.enel.com/it/investors1>

How the document was constructed

The sustainability information reported in the Content Index and contained in the Half-Year Financial Report at June 30, 2023 was prepared in accordance with the “Global Reporting Initiative Sustainability Reporting Standards” developed by the GRI - Global Reporting Initiative (“GRI Standards”), with the inclusion of the GRI Universal Standards 2021 using the option “with reference to the GRI Standards”.

In addition, in order to fully report the material issues identified with the materiality analysis, certain additional information has been included, as better specified in this document. In accordance with the GRI 101 standard, this information was treated with the same technical rigor provided for by the reporting standard. The information and sustainability indicators reported were selected on the basis of the materiality analysis and the indicators proposed by the “Toward Common Metrics and Consistent Reporting of Sustainable Value Creation” of the World Economic Forum (WEF), which allow us to describe the business of the company and Enel’s commitment to creating value for its key stakeholders and their legitimate interests. The appendix to this document contains a reconciliation with the indicators proposed by the WEF.

With regard to the quality of the information reported, we have followed the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

The reporting process

The contents of the sustainability disclosures described in the Content Index and reported in the Enel Group’s Half-Year Financial Report at June 30, 2023 were also defined on the basis of the findings of the materiality analysis described in the section “The materiality analysis and our priorities for action”, and then organized into specific sections. The level of detail and analysis of the issues is linked to their relevance, as is the choice of the related GRI indicators (GRI Standards and Electric Utilities Sector Disclosures) for their reporting, in order to support the “with reference to the GRI Standards” claim.

The “GRI Content Index” in the Appendix to this document contains specific references to the sustainability disclosures included in the Enel Group’s Half-Year Financial Report at June 30, 2023 and in this document.

Preparation and assurance

The process of reporting and monitoring the key performance indicators (KPIs) relevant to sustainability involves the Parent with regards to the issues affecting all the business lines, functions and the Group companies for the specific issues and indicators in their various sectors of activity.

The persons responsible for collecting, verifying and processing the relevant KPIs are identified within the units involved. The Sustainability Planning and Performance Management and Human Rights unit, which is part of the Innovability® department, is responsible for the consolidation of information.

The sustainability disclosures described in the Content Index attached to this document and contained in the Half-Year Financial Report at June 30, 2023 have undergone a limited audit by an independent firm, KPMG SpA, which is also responsible for auditing the Half-Year Financial Report at June 30, 2023 of the Enel Group as well as the mixed review of the NFS at December 31, 2022. The limited audit was conducted in accordance with the provisions of the international ISAE 3000 (Revised) standard¹ and, consequently, the Code of Ethics for Professional Accountants (including professional independence and verification of the absence of conflicts of interest that could undermine the ethical principles of integrity, objectivity,

¹ International Standard on Assurance Engagements (ISAE) 3000 revised, “Assurance Engagements Other than Audits or Reviews of Historical Financial Information”.

professional competence and diligence, confidentiality and professional conduct). The audit report describing the details of the procedures and activities and the related conclusions is attached.

Parameters of the report

The information reported in this document and in the Half-Year Financial Report at June 30, 2023 refer to Enel SpA and the companies included in the consolidation scope for financial purposes at June 30, 2023, in line with the Group's financial consolidation scope. Regarding environmental data, the reported data are the actual data at May 31, while the figures for June are estimates based on projections, in order to guarantee the required timeline for the closing of the data consolidation. The specific references to the actual calculation method adopted are given in the related tables. For more detailed information on the changes that have occurred, see the Half-Year Financial Report at June 30, 2023 in the sections "Main changes in the consolidation scope" and "Significant events in the 1st Half of 2023". For more information on the companies included in the consolidation scope, please see the specific table in the Half-Year Financial Report at June 30, 2023 of the Enel Group.

The data are calculated specifically on the basis of the accounting and non-accounting information and the other information systems of Enel, and validated by the relevant managers. The information determined through the use of estimates and the related calculation method are expressly indicated. The values for the 1st Half of the previous year as well as the related deltas are not reported where they are not considered representative of the circumstances and/or are not available because collection of that information was only begun from this half year.

Performance indicators

Units of measure

% percentage

€/t euros per ton

g/kWh grams per kilowatt hour

gCO₂eq/kWh grams of CO₂ equivalent per kilowatt-hour

hr hours

hr/person hours per person

i index

kWh kilowatt hours

l / kWh liters per kilowatt hour

Megaliters

mm millions

mm t millions of tons

mm teq millions of tons equivalent

MW megawatts

no. number

t tons

TWh terawatt hours

Acronyms

D.Lgs Legislative Decree

ESG Environmental Social & Governance

GRI Global Reporting Initiative

KPI Key Performance Indicators

SDG Sustainable Development Goals

TRI Total Recordable Incidents

UN United Nations

WEF World Economic Forum

GRI Content Index

Statement of use	Enel S.p.A. has reported the information cited in this GRI content index for the period from January 1 st , 2023 to June 30 th , 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Electric Utilities Disclosure 2013

GRI Standards	Disclosure	Account Metric	UM	Reference	Half-Year Financial Report	Sustainability Disclosures
2-1	Organizational details				-	Explanatory and methodological notes
2-2	Entities included in the organization's sustainability reporting					Explanatory and methodological notes
2-3	Reporting period, frequency and contact point					Explanatory and methodological notes
2-4	Restatements of information					Explanatory and methodological notes
2-5	External assurance					Explanatory and methodological notes
2-6	Activities, value chain and other business relationships					Explanatory and methodological notes
2-7	Employees	Workforce	n	65.569	Section "People management and development at Enel"	Section "People management and development at Enel"
		- of which men	n	50.220		
			%	76,6		
		- of which women	n	15.349		
			%	23,4		
2-26	Mechanisms for seeking advice and raising concerns	Total reported violations of the Code of Ethics received	n.	99	Section "Values and pillars of corporate ethics"	Section "Values and pillars of corporate ethics"
		Confirmed violations of the Code of Ethics	n.	12		
		- of which violations involving conflicts of interest/bribery	n.	3		
2-29	Approach to stakeholder engagement				-	Our materiality analysis and priorities for action
3-1	Process to determine material topics				-	Our materiality analysis and priorities for action

GRI Standards	Disclosure	Account Metric	UM	Reference	Half-Year Financial Report	Sustainability Disclosures
3-2	List of material topics				-	Our materiality analysis and priorities for action
Anti-corruption						
3-3	Management of material topics				-	Section "Values and pillars of corporate ethics"
205-2 e	Communication and training about anticorruption policies and procedures	Personnel trained in anticorruption	(%)	20,5	Section "Values and pillars of corporate ethics"	Section "Values and pillars of corporate ethics"
Water						
3-3	Management of material topics				-	Section "Fighting climate change and protection and valorization of natural capital"
303-3	Water withdrawal	Water withdrawals in water-stressed areas	(%)	19,8	Section "Fighting climate change and protection and valorization of natural capital"	Section "Fighting climate change and protection and valorization of natural capital"
		Total withdrawals	(Megaliters)	30.143,4		
		Specific freshwater withdrawal	(l/kWh)	0,19		
Emissions						
3-3	Management of material topics				-	Section "Fighting climate change and protection and valorization of natural capital"
305-1	Direct (Scope 1) GHG emissions	Intensity of GHG Scope 1 emissions related to energy production (SBTi)	(gCO2eq/kWh)	173	Section "Fighting climate change and protection and valorization of natural capital"	Section "Fighting climate change and protection and valorization of natural capital"
		Intensity of GHG Scope 1 and 3 emissions related to Integrated Power (SBTi)	(gCO2eq/kWh)	182		
305-3	Other indirect (Scope 3) GHG emissions	GHG absolute Scope 3 emissions related to gas sales in final market	(mln t _{eq})	11,09	Section "Fighting climate change and protection and valorization of natural capital"	Section "Fighting climate change and protection and valorization of natural capital"
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Specific emissions of SO2	(g/kWh)	0,09	Section "Fighting climate change and protection and valorization of natural capital"	Section "Fighting climate change and protection and valorization of natural capital"
		Specific emissions of NOx	(g/kWh)	0,26		
		Specific	(g/kWh)	0,01		

GRI Standards	Disclosure	Account Metric	UM	Reference	Half-Year Financial Report	Sustainability Disclosures
		emissions of particulate				
Employment						
3-3	Management of material topics				-	Section "People management and development at Enel"
401-1 a	New employee hires and employee turnover	Hiring rate	%	4	Section "People management and development at Enel"	Section "People management and development at Enel"
		<i>New hires by gender:</i>	n.	2,615		
		- of which men	n.	2,075		
			%	4,1		
		- of which women	n.	540		
		%	3,5			
401-1 b	New employee hires and employee turnover	Turnover rate	%	2,6	Section "People management and development at Enel"	Section "People management and development at Enel"
		<i>Terminations by gender:</i>	n.	1.705		
		- of which men	n.	1.324		
		Turnover rate - men	%	2,6		
		- of which women	n.	381		
		%	2,5			
Occupational Health and Safety						
3-3	Management of material topics				-	Section "Occupational health and safety"
403-9	Work-related injuries	Number of hours worked	Million hours	197,613	Section "Occupational health and safety"	Section "Occupational health and safety"
		- Enel	Million hours	60,994		
		- Contractors	Million hours	136,619		
		Total injuries (TRI)	n.	349		
		- Enel	n.	78		
		- Contractors	n.	271		
		Injury frequency rate (TRI FR)	i	1,77		
		- Enel	i	1,28		
		- Contractors	i	1,98		
		Fatal injuries (FAT)	n.	3		
		- Enel	n.	0		
		- Contractors	n.	3		
		Fatal injuries frequency rate (FAT FR)	i	0,015		
- Enel	i	-				

GRI Standards	Disclosure	Account Metric	UM	Reference	Half-Year Financial Report	Sustainability Disclosures
		- Contractors	i	0,022		
		"Life Changing" accidents (LCA)	n.	0		
		- Enel	n.	0		
		- Contractors	n.	0		
		"Life Changing" accidents frequency rate (LCA FR)	i	-		
		- Enel	i	-		
		- Contractors	i	-		
		Injuries with days lost (LTI)	i	103		
		- Enel	i	40		
		- Contractors	i	63		
		Injuries with days lost frequency rate (LTI FR)	i	0,52		
		- Enel	i	0,66		
		- Contractors	i	0,46		
Training and Education						
3-3	Management of material topics				-	Section "People management and development at Enel"
404-1 a	Average hours of training per year per employee	Average number of training hours	hrs/person	18,9	Section "People management and development at Enel"	Section "People management and development at Enel"
Diversity and Equal Opportunity						
3-3	Management of material topics				-	Section "People management and development at Enel"
405-1 b	405-1 Diversity of governance bodies and	Women senior managers as proportion of total senior managers	%	26,1	Section "People management and development at Enel"	Section "People management and development at Enel"
	employees	Women middle managers as a proportion of total middle managers	%	32,9	Section "People management and development at Enel"	Section "People management and development at Enel"
General standard disclosures for the electric utility sector						
EU2		Net renewable production	%	59,3	Section "Fighting climate change and protection and valorization of natural capital"	Section "Fighting climate change and protection and valorization of natural capital"

GRI Standards	Disclosure	Account Metric	UM	Reference	Half-Year Financial Report	Sustainability Disclosures
EU29		SAIDI	n.	203,9	Section "Electricity distribution and access, ecosystems and platforms"	Section "Electricity distribution and access, ecosystems and platforms"

WEF Content Index

WEF			Half-year sustainability disclosures at June 30, 2023					Section/chapter reporting all KPIs and disclosure on the 21 CORE KPIs of the WEF
Pillar	Theme	21 CORE KPI	KPIs representing the 21 CORE KPIs of the WEF		1 st half 2023	1 st half 2022	Change	
Principles of Governance	Governing Purpose	Setting purpose						Half-Year Financial Report: "Enel is Open Power"
	Quality of Governing Body	Governance body composition	No. of women on Board	no.	4	4	-	Half-Year Financial Report: "Corporate Boards" chapter in "Governance" section
	Stakeholder Engagement	Material issues impacting stakeholders						See chapter "The materiality analysis process and results for 2022" of the Sustainability Report 2022
	Ethical behavior	Anti-corruption	Employees with training in anti-corruption policies and procedures	%	20,5	31,6	-11,1	Section "Values and pillars of corporate ethics"
			Confirmed violations for conflict of interest/corruption ⁽¹⁾	no.	3	5	-2	
		Protected ethics advice and reporting mechanisms	Reports received for violations of Code of Ethics ⁽¹⁾	no.	99	99	-	Section "Values and pillars of corporate ethics"
Risk and Opportunity Oversight	Integrating risk and opportunity into business process						Half-Year Financial Report: "Risk management" chapter in "Group Strategy & Risk Management" section	
Planet	Climate Change	Greenhouse Gas (GHG) emissions	Intensity of Scope 1 GHG emissions in relation to power generation (SBTi)	gCO _{2eq} /kWh	173	236	-63	Section "Fighting climate change and protection and valorization of natural capital"
			Intensity of Scope 1 and 3 GHG emissions in relation to Integrated Power (SBTi)	gCO _{2eq} /kWh	182	221	-39	
			Absolute Scope 3 GHG emissions in relation to gas sales on end-user market	million t _{eq}	11,09	13,68	-2,59	
		TCFD implementation						Half-Year Financial Report: "Governance", "Group Strategy & Risk Management", "Group Performance" and "Outlook" sections
	Nature Loss	Land use and ecological sensitivity	Habitat restoration projects ⁽²⁾	hectares	9.452	9.092	360	Section "Fighting climate change and protection and valorization of natural capital"
	Freshwater availability	Water consumption and withdrawal in water-stressed areas	Water withdrawals ⁽³⁾	Megaliters	30.143,40	36.713,90	-6570,5	Section "Fighting climate change and protection and valorization of natural capital"
Water withdrawals in water-stressed areas ⁽³⁾			%	19,8	19,6	0,2		
People	Dignity and Equality	Diversity and inclusion	Women as proportion of total employees	%	23,4	23,4	-	Section "People management and development at Enel"
		Pay equality for equal work	Equal Remuneration Ratio ⁽²⁾	%	80,7	83,3	-2,6	Section "People management and development at Enel"
		Wage level	CEO Pay Ratio ⁽⁴⁾	%	60	146	-86	
		Risk for incidents of child, forces or compulsory labor	Assessment of protection of child labor and compliance with ban on forced labor in the supply chain					Section "Values and pillars of corporate ethics"
	Health and Well Being	Health and safety	Fatal accidents - Enel	no.	0	0	-	Section "Occupational health and safety"
Frequency of fatal accidents - Enel			i.	-	-	-		

WEF			Half-year sustainability disclosures at June 30, 2023					Section/chapter reporting all KPIs and disclosure on the 21 CORE KPIs of the WEF
Pillar	Theme	21 CORE KPI	KPIs representing the 21 CORE KPIs of the WEF		1 st half 2023	1 st half 2022	Change	
			Life changing accidents - Enel	no.	0	0	-	Section "Occupational health and safety"
			Frequency of life changing accidents (LCA FR) - Enel	i.	-	-	-	
	Skills for the Future	Training provided	Average hours of training per employee	hrs/person	18,9	13,9	5	Section "People management and development at Enel"
Prosperity	Employment and wealth generation	Absolute number and rate of employment	People hired (no.)	no.	2.615	2.902	-287	Section "People management and development at Enel"
			Hiring rate (%)	%	4	4,3	-0,3	
			Terminations (no.)	no.	1.705	2.177	-472	
			Turnover ⁽⁵⁾	%	2,6	3,2	-0,6	
		Economic Contribution						See "Value generated and distributed for stakeholders" chapter in "We empower sustainable progress" section of Sustainability Report 022
		Financial investment contribution disclosure	Total investment ⁽⁶⁾	millions of euro	6.042	5.889	153	Half-Year Financial Report: "Analysis of the Group's financial structure" chapter in "Group Performance" section
	Purchase of treasury shares and dividends and interim dividends paid to holders of hybrid bonds		millions of euro	2.393	2.430	-37	Condensed interim consolidated financial statements	
		Innovation in better products and services	Total R&D expenses	Investment in R&D ⁽²⁾	millions of euro	104,5	41	63,5
	Community and social vitality	Total tax paid	Total tax paid ⁽⁷⁾	millions of euro	2.837	1.982	855	Half-Year Financial Report: "Value generated and distributed for stakeholders" chapter in "Group Performance" section

(1) The figure for 2022 reflects a more accurate calculation of the aggregate. For more information, please see the "Values and pillars of corporate ethics" chapter of the "Governance" section.

(2) Figure at December 31, 2022 and December 31, 2021.

(3) The figures for the 1st Half of 2022 have been recalculated to take account of the contribution of cooling water in a number of nuclear power plants in Spain and the water withdrawals of the 3SUN factory.

(4) Ratio between total remuneration of the CEO/General Manager of Enel and the average gross annual remuneration of Group employees in 2022 and 2021.

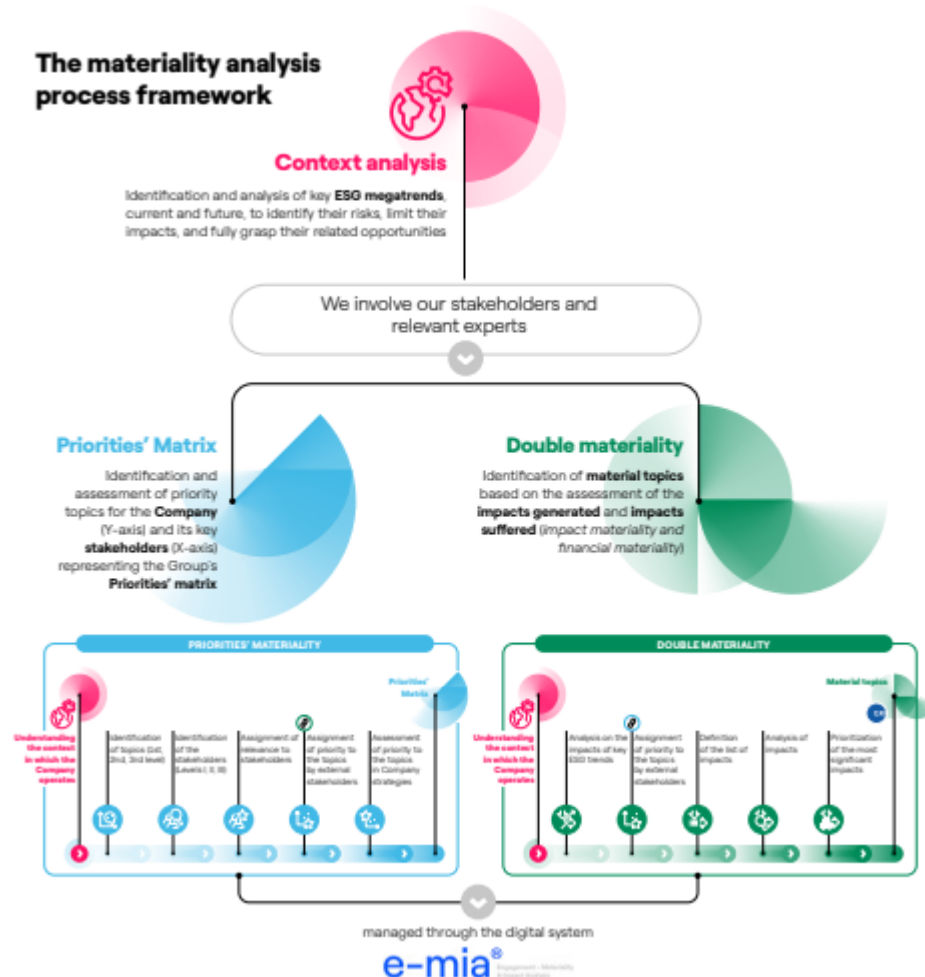
(5) The figure for the 1st Half of 2022 reflects the use of a new calculation method as beginning from the 2023 reporting cycle the termination by gender rate has been replaced by the turnover rate.

(6) The figure does not include €382 million regarding units classified as "held for sale" in the 1st Half of 2023 (€42 million in the 1st Half of 2022).

(7) The figure for 2022 reflects a more accurate calculation of the aggregate. For more information, please see note 2 to the condensed interim consolidated financial statements at June 30, 2023.

Our materiality analysis and priorities for action

Considering the analysis of the ESG context, the materiality analysis process, via the involvement of stakeholders and relevant experts, makes it possible to define the material topics, that is the topics that represent the organization's most significant impacts on the economy, environment and people, including impacts on human rights. The material topics are our action priorities based on which we define the sustainability goals targeted toward creating sustainable short, medium and long-term value and the content to be included in the documents that comprise Corporate Reporting.



Enel performs the materiality analysis based on the most widespread international standards, including the Universal Standard GRI 2021 (Global Reporting Initiative), AA1000 (Accountability 1000) and taking into consideration the new requirements introduced on a European level by the Corporate Sustainability Reporting Directive (CSRD) and the Exposure Drafts of the European Sustainability Reporting Standards (ESRS) made available by EFRAG (European Financial Reporting Advisory Group). The Value Reporting Foundation – SASB and Compass SDG, which supports companies in adapting their strategies to the United Nations Sustainable Development Goals, were also considered.

Over the past two years, the perspective for identifying the priorities attributed by the Company and its stakeholders to ESG topics has been enriched by the view of the most significant generated and incurred impacts for the Company (the so-called **Double materiality** – impact materiality and financial materiality). From the point of view of “double materiality”, the impact model is of fundamental importance, because it

makes it possible for the Company to identify the material topics and therefore concentrate on them in the best way possible, both in terms risks as well as opportunities.

Therefore if **the analysis of the most significant impacts guides the identification of the material topics, the priority topics direct the Company's further efforts for following the strategic choices.**

The materiality analysis process includes a significant activity of **involving the stakeholders**, which makes it possible to always be open to listening to the individuals or interest groups that are influenced or could be influenced by the organization's activities. Every year we start multiple types of initiatives in order to receive information about what is perceived by internal and external stakeholders in terms of priorities, satisfaction and impact of the submitted ESG topics. The list of material topics (level I and II) is provided below.



The detailed information regarding the materiality analysis process and the activities for stakeholder involvement is provided in chapter [“Materiality analysis process and results for 2022” of the 2022 Sustainability Report.](#)

APPENDIX

Values and pillars of corporate ethics

A robust system of ethics underlies all activities of the Enel Group. This system is embodied in a dynamic set of rules constantly oriented towards incorporating national and international best practices that everyone who works for and with Enel must respect and apply in their daily activities. The system is based on specific compliance programs, including: the Code of Ethics, the Compliance Model under Legislative Decree 231/2001, the Enel Global Compliance Program, the Zero-Tolerance-of-Corruption Plan, the Human Rights Policy, and any other national compliance models adopted by Group companies in accordance with local laws and regulations.

Code of Ethics

In 2002, Enel adopted a Code of Ethics,² which expresses the Company's ethical responsibilities and commitments in conducting its business and activities, governing and standardizing corporate conduct on the basis of standards aimed to ensure the maximum transparency and fairness with all stakeholders. The Code of Ethics is valid for the whole Group, taking due account of the cultural, social and economic diversity of the various countries in which Enel operates. Enel also requires that all suppliers and partners adopt conduct that is in line with the general principles set out in the Code. Any violations or suspected violations of Enel Compliance Programs can be reported, including in anonymous form, through a single Group-level platform (the "Ethics Point").

With regard to the Code of Ethics, the following table reports total violations received and violations confirmed.

		1st Half			
		2023 ⁽²⁾	2022 ⁽³⁾	Change	
Total reported violations of the Code of Ethics received⁽¹⁾	no.	99	99	-	-
Confirmed violations of the Code of Ethics	no.	12	18	(6)	-33.3%
- of which violations involving conflicts of interest/bribery	no.	3	5	(2)	-40.0%

- (1) The Ethics channel can also receive reports concerning the Group's commitments on human rights
- (2) At the date indicated analysis of all reports received in the 1st Half of 2023 had not yet been completed. Accordingly, the figures for reports relevant for the purposes of the Code of Ethics and confirmed violation could be adjusted during the year.
- (3) In 2022, following the completion of an analysis of all reports received in the 1st Half of 2022, reclassifications led to the updating of the number of reports received (from 102 to 99). In addition, other violations were also confirmed (going from 13 to 18), including additional violations involving conflicts of interest/bribery (from 4 to 5).

At June 30, 2023, 20.5% of personnel had received anti-bribery training, in line with the provisions of the Group training program.

Compliance Model (Legislative Decree 231/2001)

Legislative Decree 231 of June 8, 2001 introduced into Italian law a system of administrative (and *de facto* criminal) liability for companies for certain types of offenses committed by their directors, managers or employees on behalf of or to the benefit of the company. Enel was the first organization in Italy to adopt, back in 2002, this sort of compliance model that met the requirements of Legislative Decree 231/2001 (also known as "Model 231"). It has been constantly updated to reflect developments in the applicable regulatory framework and current organizational arrangements.

² Most recently updated on February 2021.

Enel Global Compliance Program (EGCP)

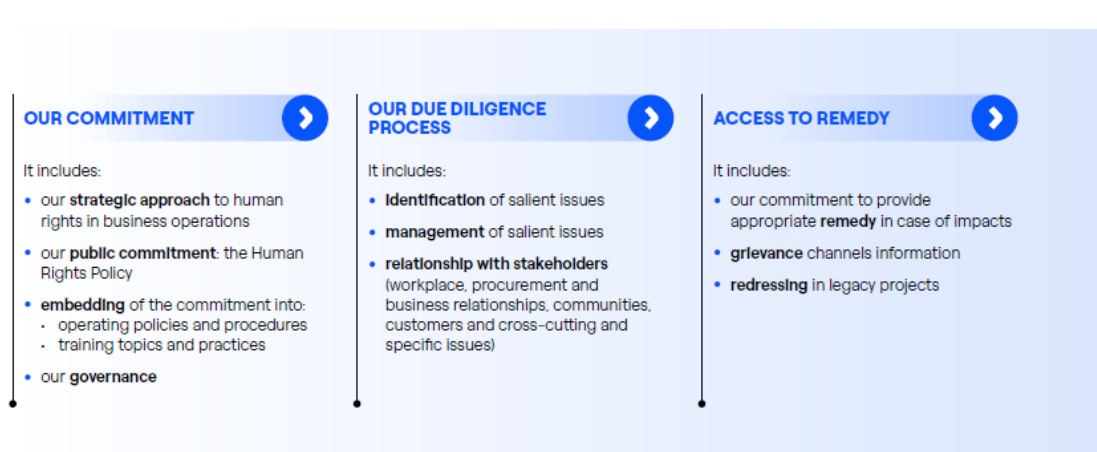
The Enel Global Compliance Program for the Group's foreign companies was approved by Enel in September 2016. It is a governance mechanism aimed at strengthening the Group's ethical and professional commitment to preventing the commission of crimes abroad that could result in criminal liability for the company and do harm to our reputation. Identification of the types of crime covered by the Enel Global Compliance Program – which encompasses standards of conduct and areas to be monitored for preventive purposes – is based on illicit conduct that is generally considered such in most countries, such as corruption, crimes against the government, false accounting, money laundering, violations of regulations governing safety in the workplace, environmental crimes, etc.

Zero-Tolerance-of-Corruption Plan and the anti-bribery management system

In compliance with the tenth principle of the Global Compact, according to which “businesses should work against corruption in all its forms, including extortion and bribery”, Enel is committed to combating corruption. For this reason, in 2006 we adopted the “Zero-Tolerance-of-Corruption Plan” (ZTC Plan), confirming the Group's commitment, as described in both the Code of Ethics and the Model 231, to ensure propriety and transparency in conducting company business and operations and to safeguard our image and positioning, the work of our employees, the expectations of shareholders and all of the Group's stakeholders. Following receipt of the ISO 37001 anti-corruption certification by Enel SpA in 2017, the 37001 certification plan has gradually been extended to the main Italian and international subsidiaries of the Group.

Managing human rights

Our pledge to respect human rights is the guiding principle that permeates all our activities, and it is fully integrated into our corporate purpose and values, since we belong to the territory, and we are an essential element in the lives of people, businesses, and society at large. We have adopted the approach of the UN Guiding Principles on Business and Human Rights, setting up a human rights management system based on three pillars:



Our strategic approach

Protection of the environment and natural resources, climate action, and contribution to a sustainable economic development are strategic factors in the planning and development of our operations, alongside our broader commitment to accelerate the decarbonization and electrification processes, in accordance with the Paris Agreement and the United Nations Sustainable Development Goals.

The mitigation of the effects of the increasing environmental degradation and of climate change cannot take place without taking into account their social impact and that is why we believe that transition to net zero should be fair and inclusive.

We Enel measures its commitment by acting in such a way that those who work with the Group do so in just and favorable conditions, that their health, safety and well-being are pivotal to creating value and that the rights of the communities with which it interacts, as well as those of its customers, are respected.

A strategic approach aimed not only at mitigating risks in a reactive way, but at managing them proactively by identifying the relative opportunities and exploiting the potential for growth and the creation of shared value.

Enel's public commitment: the Human Rights Policy

Since 2013, Enel has adopted a Human Rights Policy, approved by the Board of Directors and updated in 2021 to keep abreast of the evolution of international frameworks and of its operational, organizational and management processes.

The policy leverages the commitments envisaged in several codes of conduct, such as the Code of Ethics (already adopted in 2002), the Zero-Tolerance-of-Corruption Plan and global compliance models, strengthening and expanding their contents. Human rights are those internationally recognized and defined in the International Bill of Human Rights and in the conventions of the International Labor Organization underlying the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and applicable to business practice.

The commitment also takes into account:

- > the 10 principles of the Global Compact, in which Enel participates as an active member since 2004;
- > the UN pledge letter signed in 2019 and through which the United Nations called on companies around the world to commit to a just transition and decent jobs;
- > the United Nations "Protect, Respect and Remedy" framework, set out in the Guiding Principles on Business and Human Rights and in the OECD Guidelines for Multinational Enterprises, two of the main international soft law reference standards.

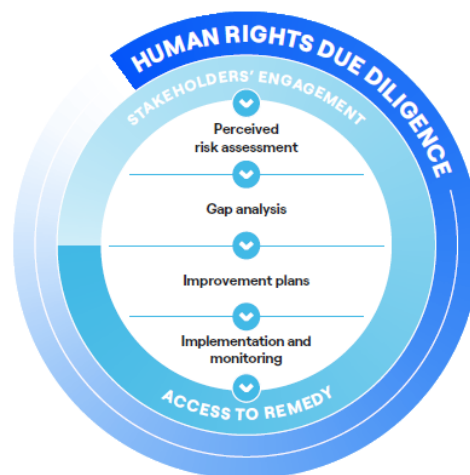
The policy comprises 12 principles divided into two macro-themes: work practices and relations with communities and society. More specifically, they establish Enel's rejection of practices such as modern slavery, forced labor and human trafficking, among others, and the Group's commitment to promoting diversity, inclusion, equal treatment and opportunity, and ensuring that people are treated with dignity and valued for their uniqueness. They also focus on the importance of protecting the environment, because a safe, clean, healthy and sustainable environment is integral to the full enjoyment of other human rights. The principles were identified on the basis of their relevance to the Group's business activities and relationships and on the findings of the consultation of Enel's key stakeholders (people within the organization, as well as suppliers, human rights experts, think tanks, NGOs, other companies), which was carried out on the basis of the criteria listed in the "UN Global Compact Guide for business on how to develop a human rights policy". Constant listening and consideration of the perspectives of interested

stakeholders within the internal decision-making process is an integral part of Enel's commitment to respect human rights.

Respecting the commitment in terms of human rights is an essential part of the Group's key corporate decision-making processes. Enel relies on an organizational and corporate governance model founded on principles of transparency and accountability, that sets out well-defined tasks and responsibilities of the main governance bodies (Board of Directors, Control and Risks Committee, Corporate Governance and Sustainability Committee).

Enel's due diligence process

As required by the United Nations Guiding Principles on Business and Human Rights and the OECD's Due Diligence Guidance for Responsible Business Conduct, Enel has set up a process, codified in an internal procedure applied globally, which – for the entire value chain in the various countries in which it operates – seeks to assess its procedures and operating processes and define, if necessary, an improvement plan to strengthen the systems ensuring the application of the principles contained in the Human Rights Policy. The process runs on three-year cycles and involves both internal stakeholders at function and individual country level and external ones, namely human rights experts and key stakeholders.



In 2022, the 2020-2022 cycle came to an end. The overall improvement plan developed for this cycle included around 170 actions, covering 100% of operations and sites. At the end of the cycle, over 80% of the plan had been achieved.

The new 2023-2025 cycle will be launched during the 2nd Half of 2023. It will entail a perceived risk assessment and a gap analysis with respect to the commitments taken through the Human Rights Policy as updated in 2021.

Fighting climate change and protecting and developing natural capital

Main climate change and environmental sustainability indicators³

		1st Half			
		2023	2022	Change	
Intensity of Scope 1 GHG emissions in relation to power generation (SBTi) ⁽¹⁾	(gCO _{2eq} /kWh)	173	236	(63.0)	-26.7%
Intensity of Scope 1 and 3 GHG emissions in relation Integrated Power (SBTi) ⁽²⁾	(gCO _{2eq} /kWh)	182	221	(39.0)	-17.6%
Absolute Scope 3 GHG emissions in relation to gas sales on end-user market ⁽³⁾	(Million t _{eq})	11.09	13.68	(2.6)	-18.9%
Specific emissions of SO ₂	(g/kWh)	0.09	0.07	-	28.6%
Specific emissions of NO _x	(g/kWh)	0.26	0.37	(0.11)	-29.7%
Specific emissions of particulates	(g/kWh)	0.01	0.01	-	-
Water withdrawals in water-stressed areas ⁽⁴⁾	(%)	19.8	19.6	0.2	1.0%
Total specific freshwater withdrawals ⁽⁴⁾	(l/kWh)	0.19	0.23	(0.04)	-17.4%
Renewables generation as percentage of total	(%)	59.3	47.4	11.9	25.1%
Reference price of CO ₂	(€/ton)	86.8	83.3	3.5	4.2%
Ordinary EBITDA for low-carbon products, services and technologies	(Millions of euro)	8,678	5,867	2,811	47.9%
Capex for low-carbon products, services and technologies	(Millions of euro)	6,109	5,500	609	11.1%
Ratio of capex for low-carbon products, services and technologies to total	(%)	95.1	92.7	2.4	2.6%

(1) KPI corresponding to new target certified by SBTi in 2022. Specific emissions are calculated considering total direct emissions (Scope 1) from power generation (including CO₂, CH₄ and N₂O) as a ratio of total renewable, nuclear and thermal generation (including the contribution of heat and excluding generation for pumping).

(2) KPI corresponding to new target certified by SBTi in 2022. Specific emissions are calculated considering the combination of total direct emissions (Scope 1) from power generation (including CO₂, CH₄ and N₂O) and the Group's indirect GHG emissions (Scope 3) from the generation of electricity purchased and sold to end users as a ratio of total renewable, nuclear and thermal generation (including the contribution of heat and excluding generation for pumping) and total electricity purchases.

(3) KPI corresponding to new target certified by SBTi in 2022 for the use of gas sold to end users. The value of emissions from the combustion of natural gas is calculated on the basis of the energy value (TWh) of gas sold and its emissions factor (source: IPCC for CO₂, N₂O and CH₄).

(4) The figures for the 1st Half of 2022 have been recalculated to reflect the effect of the inclusion of the contribution of cooling water for a number of nuclear plants in Spain and withdrawals of the 3SUN factory.

In the 1st Half of 2023, the intensity of Scope 1 GHG emissions from electricity generation, equal to 173 gCO_{2eq}/kWh, decreased by 26.7% compared with the 1st Half of 2022 following a reduction in thermal generation and sale of electricity from thermal plants in Russia and Argentina. In addition, the intensity of Scope 1 and 3 GHG emissions relating to Integrated Power, equal to 182 gCO_{2eq}/kWh, decreased by 17.6% as a result of the above and a reduction in energy sales volumes. Finally, absolute emissions of Scope 3 GHG in retail gas operations, equal to 11.09 MtCO_{2eq}, decreased by 18.9% following a reduction in the volume of gas sales to end users.

Electricity generated by Enel in the 1st Half of 2023 from renewable sources amounted to 59.3% of total generation, an increase of about 12 percentage points on the same period of the previous year.

³ The values used for emissions and water for the 1st Half of 2023 in this section were calculated on the basis of actual figures for the period from January 1, 2023 to May 31, 2023 and budget projections for the period from June 1, 2023 to June 30, 2023.

The reduction of the environmental impacts associated with the operation of our plants is a strategic objective for Enel, pursued through the application of the best available technologies and best international practices.

As regards the emissions of atmospheric pollutants in connection with thermal generation, specific NO_x values of 0.26 g/kWh were recorded in the 1st Half of 2023, a decrease of 29.7% compared with the 1st Half of 2022, reflecting a decline in generation from gas and CCGT plants. Specific particulates emissions were virtually unchanged at 0.01 g/kWh, while specific emissions of SO₂, equal to 0.09 g/kWh, increased by 28.6% as a result of a rise in generation using coal and liquid fuel.

Protection and development of natural capital

The protection of natural capital and combating climate change are strategic factors that are integrated into planning and in the Group's business management and development, so as to promote the sustainable economic development of the communities in which we operate and are determinant factors in consolidating the Company's leadership in energy markets.

As an energy company, our operations depend on natural resources but, at the same time, have an impact on such resources. This is why we integrate assessments of risks and opportunities into Group governance and into our decision-making processes in line with the leading international frameworks (TCFD and TNFD) by setting measurable targets over specified time periods.

The decarbonization of our energy mix, along with our objectives to reduce our impact on nature, to reclaim habitats, and to share the benefits of ecosystem services with our communities, are cornerstones of our sustainability strategy.

Responsible water resource management

		1st Half			
		2023	2022 ⁽¹⁾	Change	
Total water withdrawals	Megaliters	30,143.4	36,713.9	(6,570.5)	-17.9%
Water withdrawals in water-stressed areas	%	19.8	19.6	0.2	1.0%

(1) The figures for the 1st Half of 2022 have been recalculated to reflect the effect of the inclusion of the contribution of cooling water for a number of nuclear plants in Spain and withdrawals of the 3SUN factory.

Water is an essential part of electricity generation, particularly in the generation of thermal and nuclear power, although the gradual shift to renewables, notably solar and wind, is reducing our overall water needs. The water needed in electricity generation is obtained from "non-scarce" (i.e., seawater) and scarce (i.e., surface and underground freshwater and civil-use water) sources. In the 1st Half of 2023, total water withdrawals amounted to 30,143.4 megaliters, down 17.9% compared with the 1st Half of 2022, reflecting the decrease in conventional thermal generation and the interruption of operations at the 3SUN factory due to production line upgrades. Beginning in 2022, Enel renewed and revitalized its commitment to preserving water resources, adopting a new more challenging target for the reduction of specific freshwater withdrawals. In the 1st Half of 2023, specific freshwater withdrawals totaled 0.19 l/kWh, down 17.4% from the same period of 2022.

Enel constantly monitors all generation sites located in areas at risk of water scarcity (“water-stressed” areas) in order to ensure the most efficient management of the resource. In particular, for production sites that have been identified as “critical”⁴, i.e., in a water-stressed area where freshwater is withdrawn for process needs, water management methods are analyzed in order to minimize consumption and maximize withdrawals from non-scarce sources (i.e., seawater and industrial or waste water).

Water withdrawals in water-stressed areas amounted to 19.8% of the total, virtually unchanged (19.6%) on the same period of 2022.

Enel’s commitment to biodiversity

Enel has extensive experience managing and preserving biodiversity in and around our production sites in an ever-increasing number of countries. In 2019, Enel adopted Group guidelines that establish the principles and procedures for managing our impact on biodiversity throughout the entire life cycle of our plants, from development and operations to decommissioning.

The identification of potential impacts on biodiversity and nature is essential in order to determine the most effective strategies for avoiding, minimizing, correcting, or offsetting associated effects, in line with the mitigation hierarchy. In the same way, identifying all that depends on biodiversity and natural capital enables us to identify the best strategies to reduce any consequent risks for the Company.

We pursue specific projects in the various areas in which the Group operates in order to contribute to preserving ecosystems, species and their related habitats. These projects comprise a vast range of measures: surveys and monitoring, specific protection programs for the conservation of species at risk of extinction, methodological studies and research, restocking and replanting, creation of infrastructure to facilitate the lives and movement of species (for example, artificial nests around distribution lines for birds, ladders at hydroelectric plants for fish), ecological restoration programs and reforestation. Examples of measures to mitigate our impact on biodiversity, in application of related policies, may be found in the Sustainability section of Enel.com.

⁴ Mapped in line with GRI criteria in relation to the “(baseline) water stress” conditions specified in the World Resources Institute Aqueduct Water Risk Atlas.

Electricity distribution and access, ecosystems and platforms

		1st Half		Change	
		2023	2022		
Electricity transported on Enel's distribution grid (TWh) ⁽¹⁾	TWh	239.6	253.4	(13.8)	-5.4%
SAIDI ⁽¹⁾	no.	203.9	230.5 ⁽⁴⁾	(26.6)	-11.5%
End users with active smart meters ^{(1) (2)}	no.	46,273,352	45,450,182	823,170	1.8%
Electricity sold by Enel	TWh	149.5	157.5	(8.0)	-5.1%
Retail customers	no.	65,370,211	69,961,536	(4,591,325)	-6.6%
Public charging points ^{(1) (3)}	no.	24,052	22,112 ⁽⁴⁾	1,940	8.8%
Demand response capacity	MW	9,294	7,932	1,362	17.2%

(1) The figure for 2022 reflects a more accurate calculation of the aggregate.

(2) Of which 27.4 million second-generation meters in the 1st Half of 2023 and 24.4 million in the 1st Half of 2022.

(3) If the figures also included charging points of joint ventures, they would amount to 24,944 at June 30, 2023 and 22,617 at December 31, 2022.

(4) At December 31, 2022.

The electrification of final uses is the key strategic lever for progressively decarbonizing the economy, making transportation more efficient, reducing environmental impacts and digitalizing our homes and cities. Access to sustainable solutions that are cost effective, innovative, flexible and digital cannot be separated from the efficiency and digitalization of infrastructure, notably distribution grids, and participation in change by customers, who can make an active contribution, providing the necessary support, in fostering the spread of electrification and access to cost effective, safe and green energy.

The Enel Group, as a major global player, has taken it upon itself to lead this change to develop the “smart”, modern and flexible grid of the future, committing itself to guaranteeing quality, accessible and reliable service through an efficient and digitalized power grid integrated with local areas and communities. Aware of the strategic role of this infrastructure and its potential to interconnect the multiple players in the energy market, the Group has therefore launched Grid Futurability[®], a global, customer-focused approach that Enel is adopting in order to renew, reinforce and expand our grids in the coming years. Within the scope of the Grid Futurability[®] plan and in line with the Group's strategy, Enel has begun working in concert with a range of actors on the value chain with the goal of defining a path towards zero emissions and the complete decarbonization of the grid by actively engaging with our main stakeholders (e.g., industry associations, universities and research centers, other distribution system operators (DSOs), vendors, contractors, etc.).

Furthermore, work also continues on Gridspertise, a new industrial and commercial company that provides distribution system operators (DSOs) and other energy-industry players with services that are innovative, flexible, sustainable and integrated. The company is positioned as a reliable partner that can help drive the digital transformation of power grids throughout the industry as part of the energy transition.

In 2022, Enel overhauled the value chain by applying the concept of “sustainable by design” and redesigned production processes and asset decommissioning with the goal of reducing the consumption of raw materials and the associated environmental impact while at the same time maximizing the economic value of assets. The grid also represents a “mine of materials” that, when suitably regenerated, can be used as inputs in the production of new assets or new products in other production chains.

The Enel Group is also committed to promoting access to an electrical service that is sustainable, reliable and safe, while ensuring this service reaches as many customers as possible, including those who are the most vulnerable and at greatest risk. Universal access to energy is one of the primary driving forces in

combating poverty and ensuring sustainable economic growth over the long term. In this regard, as of June 30, 2023, some 297,000 people in rural and suburban areas can now benefit from new grid connections.⁵

Electricity transported on Enel's distribution grid in the 1st Half of 2023 totaled 239.6 TWh, down 13.8 TWh (-5.4%; -2.6% net of changes in consolidation scope) compared with the same period of 2022, mainly in Italy (-7.2 TWh), Brazil (-6.7 TWh) and Chile (-1.3 TWh), only partially offset by an increase in electricity transported in Spain (+1 TWh) and Argentina (+0.7 TWh).

Electricity sold by Enel in the 1st Half of 2023 amounted to 149.5 TWh, a decrease of 8.0 TWh (-5.1%; -1.7% excluding changes in the consolidation scope) compared with the same period of the previous year. More specifically, quantities mainly decreased on the regulated market in Italy (-4.0 TWh), in Brazil (-4.0 TWh) due to the sale of Celg Distribuição SA - Celg-D (Enel Goiás) in 2022 and in Spain (-0.8 TWh). This change was only partially offset by the increases recorded in Argentina (+0.6 TWh), Chile (+0.5 TWh) and Peru (+0.2 TWh).

During the 1st Half of 2023, the Group's actions to foster the continuous improvement of customer management processes in terms of efficiency, effectiveness and satisfaction led to an increase in digital customers, i.e., customers registered via online services, web or apps. This is attributable to the six "golden rules" outlined in 2022 and structurally implemented in all countries in order to promote the use of digital services by customers through the implementation of specific initiatives on all available channels: complete coverage of customer touchpoints, a clear and explicit "call to action", simplification of the "customer journey", outbound campaigns promoting the registration and use of mobile applications, involvement of all contact channels (telephone and physical), incentivization of the existing loyalty program. At June 30, 2023, digital customers accounted for 40.7% of the total Enel customer base.

Enel also continues its commitment to encourage the active participation of customers in the energy transition, through the development of new services, providing support in enabling customer understanding of consumption and exercising greater control over that consumption, making the use of clean electricity increasingly accessible and widespread in homes (B2C), businesses (B2B) and in the public sector (B2G) and at the same time accelerating the digitalization of services for greater efficiency in the use of energy itself.

Furthermore, attention to vulnerabilities also represents a source of stimulus and ongoing social innovation, such as our sign language interpreting, subtitling and translation service, developed together with two startups (VEASYT and Pedius), which was launched last April in five stores in Italy.

Finally, in the mobility sector, the Group had 24,052 public charging points at 30 June 2023, of which 1,940 were installed in the 1st Half of 2023 (mainly in Italy and Spain). Enel therefore continues to strengthen its role as an enabler of the energy transition along the entire value chain, promoting sustainable mobility, through the development of advanced charging technologies and flexible solutions to improve the customer experience and at the same time support the electrification of transportation for consumers, businesses and cities.

⁵ The indicator uses actual figures to May 31, while the June value has been estimated on the basis of budget projections.

Innovation and technology

The Group promotes an open innovation approach to address the challenges of the energy transition, also using crowdsourcing platforms to connect all areas of the Company with startups, industrial partners, small and medium-sized enterprises (SMEs), research centers, universities and entrepreneurs. In particular, the Enel innovation strategy leverages the online crowdsourcing platform openinnovability.com and a global network of 10 Innovation Hubs (2 of which are also Labs) and 2 Labs dedicated to collaboration with startups, all driving the consolidated model of collaboration with startups and SMEs. The latter offer innovative solutions and new business models and Enel makes its expertise, testing facilities and a global network of partners available to support its development and possible scale-up. The Hubs are located in the most relevant innovation ecosystems for the Group (Catania, Pisa, Milan, Silicon Valley, Boston, São Paulo, Madrid, Barcelona, Santiago de Chile, Tel Aviv). They manage relationships with all the players involved in innovation activities and constitute the main source of scouting for innovative startups and SMEs, responding to the innovation needs manifested by business lines.

The Company has numerous innovation partnership agreements that, in addition to the traditional fields of action linked to renewable energy and conventional generation, have promoted the development of new solutions for e-mobility, microgrids, energy efficiency and the industrial Internet of Things (IoT).

In the 1st Half of 2023, 92 Proofs of Concept were launched (97 in 1st Half of 2022) to test innovative solutions, while 38 innovative solutions (41 in 1st Half of 2022) are in the scale-up phase.

The 1st Half of 2023 saw the continuation of the activities of the innovation communities, multidisciplinary working groups created to innovatively address the most relevant issues for the business and new technologies in order to create value for the Group. To date, 13 innovation communities are active, focusing on: artificial intelligence, blockchain, 3D printing, generative design, robotics, drones, energy storage, sensors, new materials, quantum computing, metaverse, hydrogen and wearables. The communities continuously monitor potential technological improvements or share useful new business models, value-added services or use cases for types of technology that could be implemented in different areas of the Enel Group.

In 2022, Enel was one of the first companies in the world to voluntarily adopt the ISO 56002 standard for innovation management. The ISO 56002 standard is part of the broader ISO 56000 series of standards and covers all aspects of innovation management, from the birth of an idea to its implementation on a global scale. It enables you to enhance the effectiveness of innovation and business opportunities, creating the conditions for a widespread culture of innovation that stimulates the creativity of employees and stakeholders and fosters the emergence of new value propositions in line with market developments.

Intellectual property: a lever for value creation

In the 1st Half of 2023 Enel consolidated the adoption of organizational procedures for managing and developing intellectual property (IP) generated both internally and in collaboration with partners within the Open Innovability® ecosystem.

At the same time, Enel continued its work on designing the digitalization processes for managing the generation and exploitation of intellectual property rights envisaged by the Intellectual Property Management and Trade Secrets Management procedures. The use of proprietary digital tools, increasingly tailored to Enel's specific needs, makes it possible to constantly map both the status of the IP portfolio of the entire Group and the coding of intellectual property rights that originate from inventions developed exclusively by Enel employees, thus increasing the transparency of procedures and the reliability of internal processes.

Both procedures look at human capital as a central element in the creation of IP and seek to encourage employee participation in the inventive process, emphasizing the strategic importance of all inventions. This form of incentive, together with periodic internal communication, continues to produce the desired

results, as underscored by the continuing upward trend in the number of employee inventions submitted on the corporate IP portal. In the 1st Half of 2023 alone, 48 inventions were proposed, compared with 38 in the 1st Half of 2022.

At June 30, 2023 the Group IP portfolio was represented by 833 patent applications for industrial inventions, belonging to 177 patent families. Of these, 620 had been granted and 213 were pending. The portfolio ensures protection in all the markets in which the Group is present. Enel's IP portfolio also includes 27 utility models and 223 design registrations. Together with patents, utility models and designs, IP rights also include industrial secrets of both a technical and commercial nature which are constantly codified and maintained in line with the provisions of the Trade Secrets Management procedure. The Group also owns 2,008 trademarks, of which 1,624 have already been registered and 384 are pending.

Activities to safeguard and develop the portfolio of brands owned by the Group also continued in the 1st Half of 2023, adopting an overall protection approach to safeguarding our intangible assets. In particular, the application for registration of the Enel brand in the Special Register of Historical Brands of National Interest, filed on February 14, 2023, was examined and granted, with effect from that date. This recognition is granted to trademarks registered for at least 50 years or which can be demonstrated to have been in continuous use for at least 50 years and that are used for the marketing of products or services created in a national manufacturing company of excellence historically linked to Italian territory. Other developments included the filing of the E-MIA Engagement - Materiality & Impact Analysis brand in order to trademark the digital system developed during 2021 by the Sustainability Planning and Performance Management and Human Rights unit of the Innovability® function, which is designed to support all users involved in the materiality analysis process at Group level. Specifically, this process provides guidelines and methodological support for analysis at the country, company and site levels – conducted by local managers with the involvement of internal and external stakeholders and key company-level officers – in order to identify material ESG issues.

Furthermore, the continuous innovation process within the Group to evaluate the impact of climate change on specific assets and production activities led to the filing of a patent application in Italy for our Climate Scenario Adaptation Model, which characterizes the resilience of industrial assets to climate change. The patent concerns a method for generating risk maps of infrastructure located and distributed in areas to be monitored.

In the 1st Half of 2023, the Group continued the activity of coding and protecting intellectual property in all Global Business Lines and Service Functions. More specifically:

- **Enel Green Power and Thermal Generation** filed photovoltaic patents in Italy, including:
 - (i) a patent application concerning the chemical formula for a photovoltaic polymer suitable for manufacturing panels from recycled plastic. The polymer will be made using at least 80% recycled material. The formula will be used for the plastic contained in the PV modules, which will be dismantled at the end of their useful life and the plastic reused as a new raw material available for recycling, creating a virtuous cycle in the name of circular economy and sustainability;
 - (ii) a patent application concerning a system for monitoring the status of a photovoltaic module with the aid of the “cleaner” to identify any faults or degradation without having to shut down the plant;
 - (iii) a patent application concerning a solution for housing intelligent electronics and signal power cables inside the support frames of photovoltaic modules in order to improve the plant safety and efficiency, exploiting the advantages of bifacial systems, and to enable removal of the UV protection coating of cables, thus reducing system costs;

- (iv) a patent application concerning an innovative plastic structure for photovoltaic modules, equipped with special ribs to stiffen the system, thereby ensuring optimal mechanical performance and improving the efficiency of modules.

In addition, two other Italian patent applications have been filed for solutions for fixing modules to the structure of a photovoltaic system.

Finally, 15 trade secrets at the 3SUN Gigafactory were codified in accordance with the procedures set out in the Trade Secrets Management organizational procedure. These trade secrets consist of technical specifications and construction details for the production line of HJT-type photovoltaic modules of the Gigafactory USA project.

- **Enel Grids**, in the context of Grid Blue Sky solutions, filed two patent applications in Italy in June 2023 to protect innovative systems based on algorithms for planning grid interventions. The innovation enables more efficient and accurate management of the electricity grid as it permits timely response, thereby reducing waste, downtime and costs associated with repairs. The solution has the advantage of improving grid reliability and optimizing the use of resources, promoting greater energy efficiency and reducing environmental impact overall.

Enel Grids also filed two patent applications in Italy concerning:

- (i) an innovative system for the identification of the components and any grid anomalies using aerial images and advanced algorithms. This technological solution improves operational efficiency, reduces repair times and helps ensure more reliable electricity supply, thus optimizing the use of resources and reducing environmental impact overall;
- (ii) a device for the detection of faults in the medium-voltage grid even in the absence of voltage and current. The solution has the potential to significantly improve grid restart times, reducing power outages and inconvenience to our customers, especially during extreme weather events.

Furthermore, on March 14, 2023, the first prototype of Enel's new roadside transformer substation was installed at the Pistoia Education and Training Center, the design of which was protected as a Community design by Enel Grids in November 2022. This design is the product of a challenge within the Open Innovability® portal, in which designers, start-ups, professionals and companies participated to create sustainable and innovative solutions. One of the most innovative features of the new substation is its high efficiency and modularity, consistent with the principles of the circular economy and representing a further step towards the decarbonization of electricity grids.

- **Enel X Way** has protected the IP relating to the WayPad and WayPark Mini public charging stations for micromobility, using respectively: (i) an international design registered in the European Union, the United States and Chile and (ii) a utility model registered in Italy. The intellectual property protection for electric vehicle charging stations also included the filing of a patent application in Italy concerning a new type of roadside cabin designed with a view to flexibility, reversibility and sustainability, taking due consideration of modularity in the installation of charging infrastructure in urban spaces and product maintenance. In addition, two trade secrets have been codified for the protection, respectively, of: (i) algorithms for the communications of wireless charging systems and (ii) algorithms for payment systems.
- **Enel Global Services** has protected the IP underlying the Brand Reputation Index. This index makes it possible to: (i) measure Enel's reputational performance on the basis of external opinion of the Enel brand; (ii) identify insights to guide actions to manage the communication plan of Enel's top management, including competitor positioning analysis; and (iii) prevent threats and risks to safeguard

the Group's reputation or deploy immediate corrective action within the communication plan. The Brand Reputation Index is created using a semantic model and algorithms and mathematical expressions that operate with public information. The expressive form of the algorithms and the source code is protected under copyright, while the method associated with the algorithms and mathematical expressions has been protected with a patent application in Italy.

- During the period, **Enel X** took steps to protect the copyright of 6 software applications created in the Innovation Lab of Catania, a laboratory with a high innovative impact that is engaged in performing sustainability tests of solutions close to being launched on the market.

The scoring models of Nature Based Solutions, which are part of Enel X's business strategy for biodiversity, have also received copyright protection.

In June, an Italian patent application was filed for a predictive maintenance solution for lighting poles. Specifically, the application seeks to protect a method for the management and planning of maintenance operations for public street lighting systems. The method involves the use of a predictive model for calculating an index of the probability of failure risk of a lighting system within a specified time interval. The method is useful for reducing on-site maintenance interventions, consequently reducing costs and emissions generated by operator travel to sites.

Finally, a Community design was filed to protect the graphic interfaces of the vivielettrico.it website, the goal of which is to disseminate a sustainable energy transition culture.

People centricity

People management and development at Enel

The sweeping social, economic and cultural transformations that have characterized the current era, from the transition to a decarbonized economy to the processes of digitalization and technological innovation, are also having a profound effect on the world of work. Companies must therefore be able to transform themselves in order to adapt to operating in uncertain, volatile and highly complex scenarios. Acting inclusively, placing the person at the center in his or her social and work dimension, thus becomes indispensable for facing this epochal transformation.

At June 30, 2023, the Enel Group had 65,569 employees (65,124 at December 31, 2022). The tables below breaks down the workforce by gender and business line.

Workforce

		at June 30, 2023	at Dec. 31, 2022	Change	
Employees by gender:	no.	65,569	65,124	445	0.7%
- of which men	no.	50,220	49,899	321	0.6%
	%	76.6	76.6	-	-
- of which women	no.	15,349	15,225	124	0.8%
	%	23.4	23.4	-	-

Workforce by business line

No.		at June 30, 2023	at Dec. 31, 2022	Percentage of total at June 30, 2023	Percentage of total at Dec. 31, 2022	Change
	Thermal Generation and Trading	6,061	6,447	9.7%	10.4%	(386)
	Enel Green Power	9,304	9,397	15.0%	15.2%	(93)
	Enel Grids	30,853	30,262	49.6%	49.0%	591
	End-user Markets	5,447	5,418	8.8%	8.8%	29
	Enel X	2,921	2,875	4.7%	4.7%	46
	Holding, Services and Other	7,639	7,325	12.3%	11.9%	314
	Total continuing operation	62,225	61,724	100.0%	100.0%	501
	Total discontinuing operation	3,344	3,400			
	TOTAL	65,569	65,124			

In the 1st Half of 2023 the Group's workforce increased by 445 employees, mainly reflecting the net balance between hirings and terminations during the year (+910) and the change in the consolidation scope (-465), including the sale of Enel Generación Costanera and Central Dock Sud SA in Argentina, the sale of Usme ZE SAS and Fontibon ZE SAS in Colombia and the sale of Avikiran Solar India Private Limited in India.

Change in workforce

Balance at December 31, 2022	65,124
Hirings	2,615
Terminations	(1,705)
Change in consolidation scope	(465)
Balance at June 30, 2023	65,569

Breakdown of change in workforce

		1st Half		Change	
		2023	2022		
Hiring rate	%	4.0	4.3	-0.3	-
New hires by gender:	no.	2,615	2,902	(287)	-9.9%
- of which men	no.	2,075	1,816	259	14.3%
	%	79.3	62.6	16.7	-
- of which women	no.	540	1,086	(546)	-50.3%
	%	20.7	37.4	-16.7	-
Turnover rate ⁽¹⁾	%	2.6	3.2	-0.6	-
Terminations by gender:	no.	1,705	2,177	(472)	-21.7%
- of which men	no.	1,324	1,710	(386)	-22.6%
Turnover rate – men	%	2.6	3.4	(0.8)	-
- of which women	no.	381	467	(86)	-18.4%
Turnover rate - women	%	2.5	3.1	(0.6)	-

(1) The figure for the 1st Half of 2022 reflects the use of a new calculation method as beginning from the 2023 reporting cycle the termination by gender rate has been replaced by the turnover rate.

Training and development

Enel's strategy is based on its people and on a model – in place since 2015 – of shared values and conduct: the "Open Power Model". The culture inspired by these values is a key factor in creating a favorable environment for investing in significant technological and organizational transformation programs.

Enel undertakes to promote and enhance knowledge, relationships and contamination between different cultures, as well as respect for human rights. Valuing diversity and individual talents is the essential prerequisite for creating an inclusive corporate culture where everyone can identify with each other, without distinction on the basis of race, ethnicity, religion, gender, age, sexual orientation or ability. The Group has strengthened its people empowerment processes to support the cultural evolution of its people, focusing

on their well-being, motivation, sense of responsibility and active participation. These closely related dimensions intertwine and reinforce each other, enabling the full expression of the potential of each, with a positive impact on the sense of belonging to the corporate community, fostering the involvement, attractiveness and loyalty of our people and the achievement of the Group's sustainable results. To ensure that people are ready to support the Group in its transition process, embracing change and adapting to it quickly, Enel is promoting a continuous learning experience that accompanies our people throughout their personal and professional life. It is in this context that a variety of initiatives have been promoted. These include the cultural transformation program based on "courteous leadership", which is continuing in 2023. It seeks to promote and build a leadership model at all corporate levels based on active listening, effective communication, responsibility, trust, transparency and individual inspiration. In the early months of 2023, the Community of Kindness Ambassadors was rolled out globally with an event involving 650 Ambassadors, representatives of the various countries and business lines, and colleagues from all the areas in which Enel operates.

In line with the strategic choices of the evolution towards a new training model, defined as the "New Way of Learning", traditional training solutions are being supplemented by increasingly innovative, experimental, experiential and customized solutions in relation to the specific needs of individuals. Various initiatives have been taken to foster the transversal nature of positions by flattening hierarchies: the proposals have included the launch of experiential courses in "enterprise theater" (an initiative associating the basic dynamics of theater and the corporate world with the support of theatrical coaches); team experiments with "psychological safety" to encourage the expression of individual talents in a group.

To offer more effective and interactive training and enhance individual and community empowerment, the global training platform "ME eDucation" was developed further, offering an increasingly innovative, engaging and personalized experience. In order to promote the updating of existing skills and the learning of new ones (upskilling and reskilling), the platform offers a wide range of content, with videos and new self-learning micro-learning courses accessible to all. The platform also enables social learning through the sharing of materials among colleagues and generating greater involvement. Another strategic pillar for Enel, also present in the Charter of the Person, is "requalification and professional updating, up/reskilling, self-learning and transmission of knowledge". To support the green and digital transition, enhance innovation and economic growth, promote economic and social inclusion and guarantee quality employment, the various Schools and Academies have disseminated existing skills improvement programs to access more advanced professional careers (upskilling) and the learning of new skills (reskilling), while also enhancing multidisciplinary and soft skills. These courses have also been created in collaboration with university and academic partners.

Major training initiatives in the upskilling and reskilling area include, for example, the ongoing Re-Generation program launched previously by Enel together with the online university UNINETTUNO, which from 2023 will expand its course offering, giving the opportunity to over-45s (no longer over-50s) to take certified online university courses to enrich their skillset. The courses cover a diversified range of subjects that embrace multiple areas of technological and digital innovation: from big data to the circular economy, law in digital societies and artificial intelligence. The global Train the Trainers project is also continuing in 2023, with the aim of developing a growing number of internal trainers and enhancing teaching skills. In 2023, an entirely digital version of the program was tested, increasing interaction among the participants and fostering the expansion of the community.

Average training hours per employee

		1st Half			
		2023	2022	Change	
Average number of training hours	hrs/person	18.9	13.9	5.0	36.0%

Remote working, well-being and motivation

In the 1st Half of 2023, over 40,000 people were involved in hybrid forms of work, alternating between remote working and going to the office.

Following the signing of the New Way of Working (NWOW) agreement with Italy's national trade union organizations in March 2022, in the 1st Half of 2023 the use of extensive work flexibility measures was fully operational. They envisage the alternation of on-site work days for so-called "high synergy" activities with remote work days, with remote working allowed for up to a maximum of 60% of total monthly working days. It is also possible to request additional days in certain situations (disabled people, caregivers, parents of young children, etc.), or a maximum of 40% for activities that can be partially done on a remote basis, as well as organizational measures to safeguard the well-being of workers and make it easier to manage the work-life balance, ensure the right to disconnect, provide mobile connectivity for all remote workers and grant meal vouchers for remote working days. Consistent with the principles outlined in the Italian agreement on the new model of working, union and/or individual agreements have also been signed in the other main countries in which the Group operates in order to make hybrid working a global reality in support of the integration of employees' private and working lives.

Enel is dedicated to promoting mental-physical well-being – understood as a set of integrated factors between private life and work – to ensure a safe, stimulating and participatory work environment oriented towards full personal development. Well-being is a lever for preserving physical and mental health and safety, for supporting people's motivation and their sense of belonging, ensuring that they can make an effective, innovative and sustainable contribution to their work.

Enel's framework for global well-being is based on eight pillars (physical, psychological, social, economic, ethical, cultural well-being, work-life harmony, sense of protection) and forms the basis of the metrics that gauge people's level of satisfaction with the different aspects of their well-being and motivation that have been brought together in the Global Well-Being Index, which will be surveyed in the 2nd Half of 2022.

Following the 2021 and 2022 global surveys, programs to foster cultural change are now being implemented (Global Well-Being Program, the Well-Being Newsletter, the Well-Being Ambassador network) and actions are being promoted to protect and improve mental-physical well-being and the sustainability of the working life of individuals and teams. More specifically, in the 1st Half of 2023 the content of the Global Well-Being Program – a set of tools and content associated with a reward system to keep all people informed, aware and engaged with their own well-being – was consolidated and expanded and the first round of rewards was disbursed. In addition, a global project was launched to support team well-being and share well-being leadership best practices. The network of Ambassadors has also been extended to the various countries of the Group.

Inclusion and uniqueness

At Enel, inclusion, well-being, participation and value creation are closely linked, as also indicated in the Charter of the Person. Inclusion means development and expressing the unique mix of talents, skills, aptitudes, and visible and invisible aspects of each of our people, in order to ensure their well-being and motivation and bring out unexpressed potential within the organization, thus contributing to growth. This is possible through actions that disseminate a culture of inclusiveness at all levels of the organization and that act on the valorization of individual specificities and the uniqueness of the person and on ensuring care in life situations that have an impact on work by creating awareness, relationships and participation. The milestones that have brought us to this reality began back in 2013 with publication of our Human Rights Policy. This was followed, in 2015, by Enel's adoption of the seven Women's Empowerment Principles (WEPs) promoted by the UN Global Compact and UN Women and the parallel publication of the policy on Diversity and Inclusion (D&I). This policy defines the principles of non-discrimination, equal opportunities, dignity, work-life balance, and inclusiveness regardless of any form of diversity. In 2019, this was joined by our Workplace Harassment Policy, which introduced the issues of individual respect, integrity and dignity in the workplace into the prevention of all types of harassment. In 2020, these principles for the basis of Enel's Statement Against Harassment in the workplace, which was published on the Enel website. In 2021, we issued our global policy on Digital Accessibility to ensure equal opportunities in access to digital systems and information.

Promoting a culture of inclusiveness at Enel also involves the measurement and definition of specific targets. For this reason, an essential part of our activity is dedicated to transforming phenomena into numbers and guiding change on the basis of their analysis.

In the 1st Half of 2023, the use of the People Care and D&I dashboard continues to play a strategic role, enabling the actors involved to gain visibility of benchmark results and trends to guide strategy.

The evidence-based approach is also expressed with the definition of a specific diversity policy regarding the composition of the Board of Directors and specific objectives and actions published in the Sustainability Plan and Report approved by the corporate bodies.

This includes in particular:

- > conducting an assessment of the general level of inclusion;
- > balancing the percentage of women in hiring processes;
- > increasing the representation of women in senior and middle management and in succession plans;
- > increasing the number of female students involved in STEM-awareness initiatives.

The launch of the first Global Inclusive Survey in the 1st Half of 2023 took on great importance for the purposes of the Group's D&I strategies. This listening initiative sought to gather the points of view and experiences of all those involved, investigating experiences, perceptions and expectations to continue disseminating a culture of fairness and inclusion throughout the Group.

The commitment to gender equality in selection processes was also confirmed in the 1st Half of 2023. The representation of women in senior and middle management came to 32.2%, an increase compared with 31.8% in 2022. As regards STEM initiatives, over 4,000 female students were involved in the 1st Half of 2023, especially in Italy and the United States.

Training initiatives focusing on the issues of bias-free culture and raising awareness of harassment in the workplace were begun in 2020 in the main countries in which the Group operates. As of June 30, 2023 these initiatives had involved over 42,000 employees.

With regard to the issue of workplace harassment, in the 1st Half of 2023 Enel in Italy reactivated its multi-channel communication campaign against harassment, with initiatives ranging from the relaunch of the policy on harassment to the online course and the provision of support from the trusted advisor (a professional external to the Company who provides all the necessary information in absolute confidentiality and ensuring full anonymity to colleagues).

In the area of cultural diversity, awareness-raising initiatives have been carried out in a number of countries (Italy, Chile, Argentina, Brazil, United States, South Africa, Greece and Spain). The initiatives included videos, webinars and newsletters on the occasion of the World Day of Cultural Diversity for Dialogue and Development with the aim of promoting and enhancing engagement between different worlds and cultures. In May Enel also participated in the celebration of the European Diversity Month, organizing a variety of initiatives, mainly in Italy, Spain and Romania.

The Value for Disability project continues. It aims to change the culture of disability by shifting attention from limitation to the enabling role of the context. The project is helping to disseminate initiatives, provide tools and change processes connected with people with disabilities through context and business innovation. In particular, this has involved the ongoing global activation of inclusive travel services, which are designed to ensure that Enel employees with disabilities can enjoy and inclusive travel experience on their business trips.

In the 1st Half of 2023 the MaCro@Work project dedicated to people with chronic diseases was extended to various countries and since February has also been operational in Spain, Romania, Argentina, Brazil, Colombia, Central America and Mexico, as well as in Italy, with 53 Heart Managers globally.

On the intergenerational front, the global People EngAger project was launched in order to promote the onboarding of all new Enel Group recruits and support the internal mobility process by facilitating the transfer of values, skills and experience.

The following table shows Enel's commitment to diversity and inclusion, reporting the number of female senior and middle managers.

Inclusion and uniqueness

		1st Half		
		2023	2022	Change
Percentage of women in management	%	26.1	24.1	2.0
Percentage of women in middle management	%	32.9	31.5	1.4

Occupational health and safety

The mental and physical health and safety of our people are the most important thing to protect at Enel in all areas of life. Within the broader commitment to ensure respect for human rights, Enel is committed to developing and promoting a strong culture of safety that ensures we provide a healthy workplace that is free from hazards for all who work with and for the Group.

The constant commitment of us all, the integration of safety both in our processes and in our training, the reporting and analysis events, rigor in the selection and management of contractors, constant control over quality, the sharing of experience, and benchmarking against the leading international players are all cornerstones to our culture of safety.

Ensuring the health and safety of Enel's people is a responsibility for all who work with and for the Group. This is why, as established in the Group's Stop Work Policy, both employees and contractors are required to stop any work immediately that could put the health and safety of themselves or other as risk or, similarly, that could harm the environment or compromise the quality of any of its component parts.

In line with the Human Rights Policy, the Code of Ethics, the Declaration of Commitment and the Stop Work Policy, Enel has developed a specific Health and Safety Policy which establishes that each of the Group's business lines shall have its own ISO 45001 compliant Health and Safety Management System. This management system centers around the identification of hazards, the qualitative and quantitative assessment of risks, the planning and implementation of preventive and protective measures and the verification of their efficacy, the implementation of any corrective action, and the preparation of the operating teams.

The information generated by the monitoring and control system has been used to drive the implementation of a data-driven approach, employing IT tools and analytical dashboards to conduct performance assessments of organizational units and suppliers, identify areas at greater risk of fatal and life-changing accidents and develop subsequent management methods. This approach goes hand in hand with the collection and sharing of best practices, which make it possible to support the continuous improvement process and avoid the repetition of the same events.

With suppliers,⁶ Enel considers each one to be a partner with whom we share the key principles of safety and the environment. Thus, health and safety issues are integrated into the procurement process and suppliers' performance is monitored both in the preliminary phase, through the qualification system, and in the contract execution phase, through the numerous control arrangements.

To support change processes and ensure the dissemination of a sound culture of safety at all levels, the Group has a structured process for managing and providing training to all its employees.

In particular, the SHE Factory unit is active within the Holding's HSEQ unit. It has the specific objective of implementing, integrating and harmonizing training projects across the entire Group to promote a new approach and a better way of working, safer for people and more sustainable for the environment.

⁶ Supplier: any individual or organization (lead contractor, sub-contractor, consortium, business grouping, or independent contractor), other than employees of the Enel Group, that provides a service or performs work under an agreement signed by a company of the Enel Group.

Performance

The following table reports the main workplace safety indicators.

		1st Half			
		2023	2022 ⁽¹⁾	Change	
Hours worked	millions of hours	197.613	212.711	(15.098)	-7.1%
Enel	millions of hours	60.994	62.059	(1.065)	-1.7%
Contractors	millions of hours	136.619	150.652	(14.033)	-9.3%
Total Recordable Injuries (TRI) ⁽²⁾	no.	349	538	(189)	-35.1%
Enel	no.	78	82	(4)	-4.9%
Contractors	no.	271	456	(185)	-40.6%
Total Recordable Injury Frequency Rate (TRI FR)⁽³⁾	i	1.77	2.53	(0.76)	-30.0%
Enel	i	1.28	1.32	(0.04)	-3.0%
Contractors	i	1.98	3.03	(1.05)	-34.7%
Fatal injuries (FAT)	no.	3	1	2	-
Enel	no.	-	-	-	-
Contractors	no.	3	1	2	-
Fatal Injury Frequency Rate (FAT FR)	i	0.015	0.005	0.010	-
Enel	i	-	-	-	-
Contractors	i	0.022	0.007	0.015	-
Life Changing Accidents (LCA)⁽⁴⁾	no.	-	1	(1)	-
Enel	no.	-	-	-	-
Contractors	no.	-	1	(1)	-
Life Changing Accidents (LCA FR) frequency rate	i	-	0.005	(0.005)	-
Enel	i	-	-	-	-
Contractors	i	-	0.007	(0.007)	-
Lost Time Injuries (LTI)	no.	103	110	(7)	-6.4%
Enel	no.	40	35	5	14.3%
Contractors	no.	63	75	(12)	-16.0%
Lost Time Injury Frequency Rate (LTI FR)⁽⁵⁾	i	0.521	0.517	0.004	0.8%
Enel	i	0.656	0.564	0.092	16.3%
Contractors	i	0.461	0.498	(0.037)	-7.4%

(1) The figures for the 1st Half of 2022 were calculated more accurately during the 2nd Half of 2022.

(2) Total Recordable Injuries (TRI): this includes all incidents that have caused injuries, including lost time injuries, incidents requiring the administration of first aid, or incidents that did not result in lost time.

(3) Total Recordable Injury Frequency Rate (TRI FR): as for all the frequency rates for the various types of incident, this is calculated as the ratio of number of events to total hours worked (in millions).

(4) Life Changing Accidents (LCAs): injuries whose health consequences caused permanent changes in the life of the individual (e.g., amputation of a limb, paralysis, extensive and visible scarring, etc.).

(5) Lost Time Injuries (LTI): all injuries that have resulted in at least one day of absence from work.

In the first six months of 2023, the combined injury frequency rate (LTI) for Enel and contractors stood at 0.52 injuries for every million hours worked, virtually unchanged on 2022.

In the first six months of the year, 3 fatal injuries occurred to employees of contractors in Brazil, one due to a crushing incident while working on a project for Enel Grids and two caused by electrocution respectively while working for the Services and Enel Green Power business lines.

Policy 106 – Classification, communication, analysis and reporting of incidents, establishes the roles and procedures that ensure the timely reporting of accidents and analysis of their causes. In addition, an action plan is drawn up for each event analyzed, setting out improvement initiatives whose execution is monitored in order to avoid the repetition of similar events.

As for safety, health, too, is a fundamental value in our focus on individual growth and wellness. For this reason, the Enel Group has adopted a structured health management system based on preventive and

protective measures and is committed to developing a corporate culture that promotes psycho-physical health, organizational wellbeing and a balance between personal and professional life.

To this end, both globally and locally, Enel promotes initiatives aimed at improving the quality of a typical workday in terms of both physical and emotional wellbeing, designs awareness campaigns to promote a healthy lifestyle, sponsors screening programs aimed at preventing illness and provides facilitated access to medical and other health-care services, assistance for people with disabilities and specific preventive medicine initiatives.

Responsible relations with communities

Establishing solid and lasting relationships with local communities in the countries in which Enel operates is a key pillar of Enel's strategy, underpinning an inclusive model of development and management of the business in which ongoing engagement with the community enables the creation of shared value, in the awareness that the Group's activities may have a direct or indirect influence on the communities in which it operates. This is all conducted in line with international benchmark standards (such as the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Companies) that underpin Enel's commitment respecting human rights in business practice.

The key levers for implementing a sustainable business model in the Group's area of influence are:

- > sustainability by design, activities to identify potential risks, impacts and opportunities before developing the business, thanks to the active involvement of interested stakeholders;
- > ad hoc measures, actions identified in subsequent phases of the life cycle of the business activity, perhaps prompted by the evolution of the context analyzed in the planning phase;
- > crisis management, sustainability actions implemented in response to sudden unforeseen events and serious losses, such as critical events affecting Group assets, projects or products and deriving from natural disasters or social/community unrest.

This approach has led Enel to innovate both its business management approach and how it develops energy products and services. This approach also takes advantage of the awareness that the activation of virtuous ecosystems, such as partnerships, is an indispensable factor in facilitating and promoting the identification of innovative social ideas and solutions, grafting onto a key element such as the transition towards a decarbonized economy.

In the 1st Half of 2023, Enel's contribution to the development and social and economic growth of the territories and communities with which it operates translated into the execution of around 1,300 sustainability projects in those countries, involving over 1.8 million beneficiaries,⁷ in line with the Sustainable Development Goals (SDGs). Over 50% regarded projects and initiatives associated with the three SDGs for which the Group has made a public commitment to the UN (SDG 4, SDG 7 and SDG 8). These projects range from education and vocational training programs to projects supporting cultural and economic activities, promoting access to energy, rural and suburban electrification, promoting social inclusion for the most vulnerable segments of the population (physically, socially and economically).

⁷ Beneficiaries are the people for whom a project is implemented. Enel only considers beneficiaries for the current year. The number of beneficiaries considers the activities and projects carried out in all areas in which the Group operates by adopting an approach focused on assessing the impact of our sustainability projects on specific areas such as the environment, access to energy, support for education, economic development and community support.

Sustainable supply chain

Suppliers are the Group's partners along the path of sustainable growth, working to maximize the economic, productive, social and environmental benefits of the transition. Enel is committed every day to creating sustainable, innovative and circular processes that also make it possible to better quantify, and therefore mitigate, the total impacts that suppliers generate, aware of the need to minimize pressures on critical materials and components through technological innovation and continuous recycling and to support the resilience and retraining of its partners.

Purchasing processes are founded on mutual loyalty, transparency and collaboration in accordance with the highest standards of sustainability. For this reason, the selection of partners and the execution of contracts undergo analysis and monitoring throughout the entire procurement process. This is pursued on the basis of clear guidelines, namely codes of conduct, including the Human Rights Policy, the Code of Ethics, the Zero-Tolerance-of-Corruption Plan and global compliance programs.

More specifically:

- > Enel's global vendor qualification system provides for a close analysis of compliance with technical, financial, legal, environmental, human rights (including health and safety), ethical rights and integrity requirements by the companies that intend to participate in tenders. At June 30, 2023 a total of 18,733 suppliers were qualified (of which 99% assessed on the basis of ESG criteria), of which 9,726 had an active contract during the reporting period;
- > the tendering and bargaining process adopts a structured process for defining "sustainability requirements and rewarding factors (K)" which can be used by the various purchasing and monitoring units throughout the period of execution of the contract. The process uses two "Libraries", which catalog all the sustainability requirements and Ks grouped into social, environmental and circularity certification macro-categories. In the 1st Half of 2023, 65% of supply contracts were covered by carbon footprint certifications.
- > In addition, specific contractual clauses have been drafted that are included in all contracts for works, services and supplies and are periodically updated to align them with international best practices. The general terms of contract refer to the current regulations on pay, contributions, insurance and taxation for all workers employed in any capacity in the execution of the contract by the supplier. Furthermore, the principles referred to in the relevant ILO Conventions and provisions of law are explicitly referred to with regard to child and female labor, equal treatment, prohibition of discrimination, abuse and harassment; trade union freedom, association and representation; refusal of forced labor; safety and environmental protection and sanitation conditions. In the event of a conflict between the legal obligations and ILO Conventions referred to above, the more restrictive rules shall prevail. The clauses also establish that suppliers shall undertake to prevent any form of corruption (Article 29.1.3 and Article 29.1.4 of the General Terms of Contract).
- > At June 30, 2023, the number of FTE workers⁸ operating on Enel work sites was 155,249;
- > Analysis and monitoring is conducted along the entire procurement process, making use of specific systems such as the Supplier Performance Management (SPM), whose objective within our collaboration with vendors is not only to undertake any corrective actions in the contract execution phase, but also to encourage a process of improvement using actions that reward the adoption of best practices. The process is based on an objective and systematic collection of data and information relating to the execution of the service covered by the contract. These data are used to produce specific indicators, also called categories (Quality, Punctuality, Health and Safety, Environment, Human Rights & Correctness, Innovation & Collaboration), which, when combined in a weighted average, represent the Supplier Performance Index (SPI).

⁸ FTE = Full Time Equivalent. This corresponds to the number of workers necessary to perform a certain number of hours worked, assuming they are working full time. One FTE therefore corresponds to one person/day.

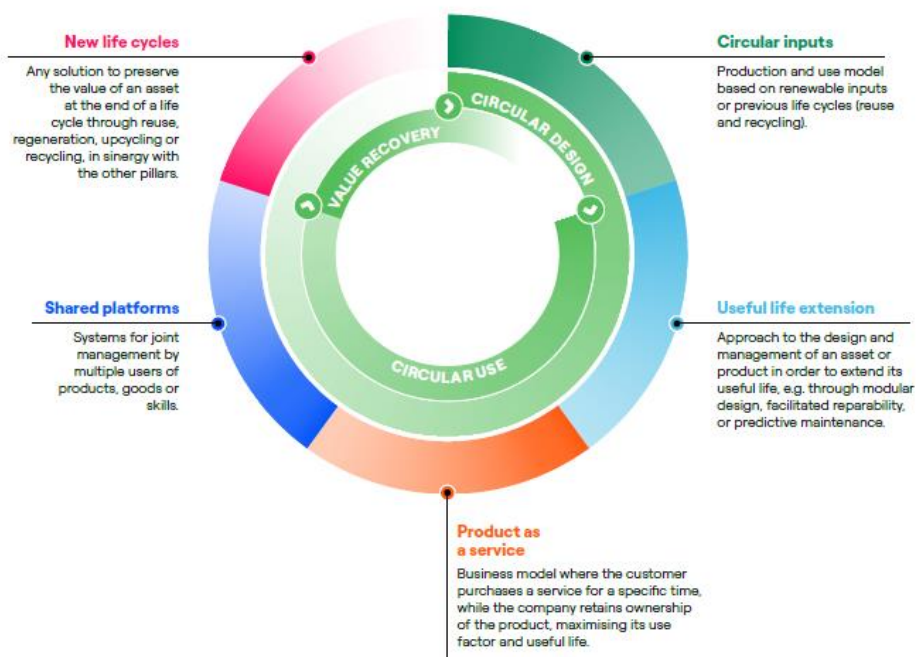
Meetings with suppliers continued in the 1st Half of 2023 with a focus on decarbonization issues, circularity and human rights, with a view to jointly developing practices and common approaches and to accompany suppliers in along the virtuous path of sustainability.

Circular economy

For Enel, the circular economy is a strategic lever to support our decarbonization strategy and the path towards a fair and inclusive transition, all of which require a profound transformation of the energy system and, at the same time, create a different and growing need for raw materials.

Enel's energy transition is unfolding through an integrated approach, one that envisages the ever greater generation of power from renewable sources and the consequent abandonment of fossil fuels, leveraging a circular approach in the management of assets for the production and distribution of electricity, both at the end of their life and during their operation, thus embarking on a path to reduce the associated emissions.

The Group's circular economy model seeks to redesign the value chain in order to reduce the consumption of raw materials and the related environmental, social, economic and geopolitical impacts and risks. It is based on five pillars, which act through three main levers: circular design (starting from the choice of input materials, planning focusing on extending useful life, maximizing the utilization factor of the asset and the value recoverable at the end of its life); the methods of use of the asset (i.e., the extension of the useful life, sharing, product as a service); and closing the loop of the cycles (i.e., reuse, remanufacturing, recycling and reuse of recovered materials as new circular input).



In particular, in 2020 Enel formed a working group involving all company areas to develop and update the strategy for raw materials, with particular regard to so-called critical raw materials,⁹ identify priority areas for action and implement solutions to manage impacts and associated risks. In this regard, Enel's initiatives include promotion of the use of renewable resources or resources deriving from previous life cycles (for example, the use of recycled plastic for smart meters or for charging infrastructure for electric vehicles) and identifying new solutions that use alternative materials and approaches (for example, thermal storage, which uses more sustainable materials, such as stone, than chemical storage systems), extending the useful life of assets (for example, reusing end-of-life batteries from the automotive sector for second-life storage solutions) and maximizing use of the recovered materials (from the reuse of generation plant components to the recycling of assets such as grid materials, PVC, etc.).

As part of the 2023 World Economic Forum in Davos, Enel launched a new KPI for measuring circularity, Economic CirculAbility[®], which considers the Group's overall EBITDA and compares it with the quantity of resources consumed, including both fuel and commodities, along the entire value chain from the various business activities. At the same time, the Group has undertaken to double this indicator by 2030 compared with 2020, which means halving the amount of resources consumed compared with the EBITDA generated. Enel thus becomes the first company in the world to adopt a circularity indicator of this type, and to set itself such an ambitious goal.

⁹ For example, according to the list given in the "European Critical Raw Materials Act" 2023, raw materials such as lithium and silicon.

Value generated and distributed for stakeholders

Millions of euro	1st Half		
	2023	2022	Change
Economic value generated directly	47,433	65,750	(18,317)
Economic value distributed directly			
Operating expenses	33,762	54,282	(20,520)
Personnel expenses and benefits	2,006	1,817	189
Payments to providers of capital (shareholders and lenders)	4,151	3,580	571
Payments to government	2,837	1,982	855
	42,756	61,661	(18,905)
Economic value retained	4,677	4,089	588

The economic value generated¹⁰ and distributed directly by Enel provides a good indication of how the Group has created wealth for all stakeholders. The decrease in value generated directly and in operating expenses reflects the decline in average prices and volumes handled of energy commodities, especially gas and electricity.

Payments to providers of capital essentially increased in reflection of interest expense connected with the rise in interest rates following the restrictive monetary policy stances adopted to counter rising inflationary pressures and the increase in average debt during the period.

¹⁰ Economic value determined in accordance with GRI 201-1.



KPMG S.p.A.
Revisione e organizzazione contabile
Via Curtatone, 3
00185 ROMA RM
Telefono +39 06 80961.1
Email it-fmauditaly@kpmg.it
PEC kpmgspa@pec.kpmg.it

(This independent auditors' report has been translated into English solely for the convenience of international readers. Accordingly, only the original Italian version is authoritative.)

Independent auditors' report on the interim sustainability report

*To the board of directors of
Enel S.p.A.*

We have been engaged to perform a limited assurance engagement on the interim sustainability report of the Enel Group (the "group") for the six months started 1 January 2023 and ended 30 June 2023.

Directors' responsibilities for the interim sustainability information

The directors of Enel S.p.A. (the "parent") are responsible for the preparation of an interim sustainability report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards"), selected as specified in the "Explanatory and methodological note" section of the interim sustainability report (the "GRI Standards – GRI- With reference to option").

The directors are also responsible, within the terms established by the Italian law, for such internal control as they determine is necessary to enable the preparation of an interim sustainability report that is free from material misstatement, whether due to fraud or error.

They are also responsible for defining the group's objectives regarding its sustainability performance and the identification of the stakeholders and the significant aspects to report.

Auditors' independence and quality control

We are independent in compliance with the independence and all other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our company applies International Standard on Quality Management 1 and, accordingly, maintains a system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Enel Group

Independent auditors' report on the interim sustainability report

30 June 2023

Auditors' responsibility

Our responsibility is to express a conclusion, based on the procedures performed, about the compliance of the interim sustainability report with the requirements of the GRI Standards. We carried out our work in accordance with the criteria established by "International Standard on Assurance Engagements 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 applicable to limited assurance engagements. This standard requires that we plan and perform the engagement to obtain limited assurance about whether the interim sustainability report is free from material misstatement.

A limited assurance engagement is less in scope than a reasonable assurance engagement carried out in accordance with ISAE 3000 revised, and consequently does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures we performed on the interim sustainability report are based on our professional judgement and include inquiries, primarily of the parent's personnel responsible for the preparation of the information presented in the interim sustainability report, documental analyses, recalculations and other evidence gathering procedures, as appropriate.

Specifically, we carried out the following procedures:

- 1) analysing the reporting of the qualitative and quantitative indicators in the interim sustainability report;
- 2) comparing the financial disclosures presented in the "Fighting climate change and ensuring environmental sustainability" section of the interim sustainability report with those included in the group's interim financial report;
- 3) understanding the processes underlying the generation, recording and management of the significant qualitative and quantitative information disclosed in the interim sustainability report.

Specifically, we held interviews and discussions with the parent's management personnel. We also performed limited procedures on documentation to gather information on the processes and procedures used to gather, combine, process and transmit non-financial data and information to the office that prepares the interim sustainability report.

Furthermore, with respect to significant information, considering the group's business and characteristics:

- at parent level
 - a) we held interviews and obtained supporting documentation to check the qualitative information presented in the interim sustainability report;
 - b) we carried out analytical and limited procedures to check, on a sample basis, the correct aggregation of data in the quantitative information;
- with reference to Ampla Energia e Serviços S.A. and Enel Brasil S.A., which we have selected on the basis of their business, contribution to certain performance indicators at consolidated level and location, we obtained documentary evidence, on a sample basis, supporting the correct application of the procedures and methods used to calculate such indicators.



Enel Group

Independent auditors' report on the interim sustainability report

30 June 2023

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the interim sustainability report of the Enel Group for the six months ended 30 June 2023 has not been prepared, in all material respects, in accordance with the GRI Standards – GRI With reference to option.

Rome, 2 August 2023

KPMG S.p.A.

(signed on the original)

Marco Maffei
Director of Audit