



Enel Statement against Violence and Harassment

GENERAL PRINCIPLES

Respect represents the foundation for creating environments based on trust, growth, and opportunity. It is through respect that bridges are built, a true sense of belonging is cultivated, and enduring relationships are strengthened.

Aligned with Enel's core values, the Group actively promotes the principles of diversity, equity, inclusion, and belonging and is committed to fostering a work environment where every individual is empowered to fully realize its potential, contribute to meaningful value, and enhance its overall well-being and quality of life. These interconnected elements collectively drive the continuous improvement of the Group's performance.

Enel rigorously safeguards employees' physical and psychological integrity, dignity and individuality by adopting a zero-tolerance approach toward all forms of violence and harassment, including those based on gender and other multiple, intersecting expressions of individual uniqueness.

In addition, and in accordance with applicable national regulations, each country will assess the opportunity to implement support measures, including various forms of assistance, for individuals who are victims of harassment and violence, including gender-based violence.

This commitment is not confined to acts of violence and harassment occurring at Enel's physical locations but is applied to all forms of work-related violence and harassment, including those occurring, but not limited to, during travel, training or other work-related social activities, in the context of professional communications, and during commuting to and from work.

Furthermore, and in accordance with the local legislations and measures established by relevant collective bargaining agreements, initiatives may also be considered to support women who are victims of gender-based violence outside the workplace, to provide possible assistance and facilitate the fulfillment of their professional duties.

All employees must contribute to creating and maintaining a respectful and harmonious work environment and eliminating intimidating, hostile, degrading, humiliating or offensive words and behaviors. The prevention and elimination of violence and harassment is a shared responsibility across all levels of the organization. All employees, regardless of role or seniority, play a vital part in fostering a safe and respectful work environment, free from any form of discrimination or violation. In line with this commitment, Enel adopts a preventive approach through the implementation of targeted training activities and the promotion of awareness-raising initiatives, aimed at fostering the necessary knowledge and a consolidated culture of safety, responsibility, and compliance.

DEFINITION AND TYPES OF VIOLENCE AND HARASSMENT

Violence and harassment refer to a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and include gender-based violence and harassment.

Violence and harassment can be physical (e.g., physical attacks, beating, pushing, biting, etc.), psychological (e.g., verbal abuse, bullying and cyberbullying, manipulation of personal or professional reputation, slandering and ridiculing, etc.), and/or sexual (e.g., sexual assaults, sexual blackmail, unwanted



sexual advances, sex-based comments, disparaging remarks about the sex of the target, innuendos, the display of sexually suggestive or explicit material, etc.).

Working tools and devices provided by Enel shall not be employed to transmit any content that may constitute harassment or violence. At the same time, content published on blogs, wikis, social networks, and any other form of social media must align with all the current Enel policies on the subject.

Transformative technologies, particularly artificial intelligence, which have become an integral part of Enel's value chain, should respect and protect the rights of every individual, while fully avoiding any form of harassment.

Moral violence and harassment

Moral violence and harassment cover, inter alia, any unwelcome behavior or conduct, whether physical, verbal or psychological having a negative effect on conditions at the workplace or aimed at humiliating, demeaning, offending, intimidating an individual or a group of individuals and potentially seriously affecting their health, career or dignity.

Moral violence and harassment may refer to discriminations related to affective orientation and gender identity, generations, people with different abilities, neurodivergent conditions, vulnerabilities, national origin, ethnicity, color, political views, religious views, language, marital status, and personal features such as personal beliefs, trade union membership and activity and any other form of social discrimination.

Acts that constitute moral violence and harassment include but are not limited to the following:

- Persistent, unjustified and unnecessary negative attacks related to personal or professional sphere intended to offend another person
- Manipulation of an employee's personal or professional reputation by rumors, gossip or ridicule
- Offensive comments or behavior related to the above discriminations
- Improper use of a position of influence, power or authority against another person.

Sexual violence and harassment

Sexual violence and harassment can be defined as a form of discrimination based on sex. It includes any unwelcome or unwanted physical, verbal, visual or other conduct against an individual such as sexual innuendo, explicit comments or advances, or a coerced sexual act. It can occur when a job benefit (including but not limited to a pay increase, promotion, or continuing employment) is made dependent on participating in or satisfying some sort of sexual demand or unwanted social interaction (e.g.: dates or non-business private meetings) or via actual or threatened retaliation for turning down sexual advance(s).

Sexual violence and harassment may be perpetrated by anyone, regardless of their gender identity or sexual preference, and may include actions or statements made verbally, in writing, electronically or in any other means, such as:

- Unwanted sexual flirtation(s), advance(s) or proposition(s)
- Sexually explicit or sexually oriented kidding, teasing, innuendo or jokes
- A condescending or paternalistic attitude with sexual implications undermining dignity
- Any lascivious look or other gesture associated with sexuality
- Unnecessary close physical proximity including persistently following a person
- Persistent unwelcome invitations
- Remarks about sexual activities or suggestive or obscene letters, notes or invitations
- Displays of sexual activity or affection, including the inappropriate use of terms of endearment
- Gender or sex-based pranks or horseplay
- Unwelcome gifts



- Obscene gestures
- Sending sexually explicit e-mails or voicemails
- Displaying or circulating sexually suggestive phrases, objects, pictures or cartoons, including on T-shirts, on posters, as screensavers or in magazine or web-based form
- Unwanted physical contact such as touching, patting, pinching, massaging, brushing against another's body or any other physical contact not expressly described or invasion of another's personal space
- Whistling, leering, improper gestures or noises
- Conducting business in inappropriate settings

REPORTS AND INVESTIGATION PROCEDURES

Any person who feels they have been harassed, or has been subject to violence, or who has observed such conducts or is otherwise aware of harassing/violent behavior directed toward another covered by this policy should report the incident by web or by toll-free number as described in the web page of the Enel's Ethical Channel (<https://secure.ethicspoint.eu/domain/media/en/gui/102504/index.html>) and/ or, where applicable, to other relevant bodies in accordance with local law and regulation.

Report investigations will be carried out in accordance with the values and principles included within the Enel Code of Ethics and the Whistleblowing Policy.

In line with Enel's commitment to transparency, integrity and according to the international reporting standards on the topic, Audit function periodically provides information on the violations ascertained within the investigations.

CONFIDENTIALITY AND PROTECTION PERSONAL DATA

Enel Group is committed to keeping all complaints confidential to ensure fairness to all parties involved and to protect their privacy in accordance with the rules of the relevant data protection regulations. Enel Group is also committed to protecting employees' personal data in accordance with the Data Protection principles established by the applicable regulations and by the current policy on the subject by adopting appropriate technical and organizational security measures.

All the people involved in or aware of a report are expected to protect the confidentiality, sensitivity, and privacy of all concerned parties to the maximum possible extent. Information will be used to investigate and, in case of confirmed violation, to support prompt action to stop harassment and to comply with applicable legal obligations.

DISCIPLINARY MEASURES

Appropriate disciplinary actions and sanctions will be taken against Enel employees who retaliate, victimize or harass, including verbal or written warning, up to termination of employment in compliance with local laws in force and with the applicable contractual regulation.

PREVENTIVE PROGRAMS

Violence and harassment in the workplace adversely affect an individual's psychological, physical, and sexual health, as well as their dignity and familial and social environment. Consequently, it is imperative that, among other measures, the hazards and risks associated with workplace violence and harassment are thoroughly identified, and appropriate preventive and remedial actions are implemented. Such actions must encompass clearly defined and measurable objectives.



Enel is committed to adopting programs aimed at preventing violence and harassment in the workplace, including through the systematic identification and assessment of hazards, risks, measures, and objectives. These efforts are aligned with our management systems and comply with the applicable regulatory framework, both national and international.

Promotion of a culture based on respect: training and awareness-raising

Creating a respectable and healthy work environment, where everyone feels comfortable and free from any form of discomfort or undue embarrassment, requires a comprehensive approach that includes both training and awareness-raising initiatives. Enel Group is committed to offering up-to-date, mandatory, accessible training on these specific topics to all employees. Enel's global training programs are designed to help employees recognize all forms of unacceptable behavior, understand the potential consequences of misconduct, and become familiar with the procedures to follow in such instances. Equally important is the implementation of awareness-raising initiatives through communication campaigns tied to specific events/anniversaries (e.g.: international day for the elimination of violence against women, local workshops on issues concerning values). Initiatives that underscore the value of respect, the importance of effective communication and appropriate language usage, and robust interpersonal competencies as fundamental elements in the prevention of prohibited conduct. By promoting these skills, Enel can foster a workplace culture where everyone feels empowered to act respectfully and supportively toward each other, helping to ensure a positive, inclusive, and harassment-free environment for all.