



ADDITIONAL ESG KEY PERFORMANCE INDICATORS

The information disclosed in this document is intended to enhance Enel's transparency on additional ESG KPI in order to meet the S&P Global Corporate Sustainability Assessment requirements.



1. Introduction

This document contains **additional qualitative and quantitative KPIs**, which integrate what is already reported in the Enel Group's 2020 Sustainability Report, in order to **increase transparency** with respect to the S&P Global Corporate Sustainability Assessment (S&P CSA) requirements.

The KPIs have been divided into the **three macro-categories** *Economic dimension*, *Environmental dimension* and *Social dimension*, in line with the structure of the S&P CSA.

2. Economic Dimension

Policy influence

Contribution and other spending: the following chart highlights Enel's annual total monetary contributions¹ to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups.

	Currency	FY 2017	FY 2018	FY 2019	FY 2020
Lobbying, interest representation or similar	—	0	0	0	0 ²
Local, regional or national political campaigns / organizations / candidates	—	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	EUR - Euro	8.991.412	8.287.592	7.882.037	8.356.353
Other (e.g. spending related to ballot measures or referendums)	—	0	0	0	0
Total	EUR - Euro	8.991.412	8.287.592	7.882.037	8.356.353

¹ Annual contributions paid during the last four financial years to the above-mentioned organizations **include the contributions made by Enel Spa and its subsidiaries Endesa, Enel Américas and Enel Chile.**

² **We have included “0” in this field and in the others due to the company did not make any contribution to that items as our code of ethics clearly states the following** (par 3.26): “Enel does not finance political parties in Italy or abroad, not their representatives or candidates, nor does it sponsor meetings or celebrations which have exclusively political propaganda ends. It refrains from applying any kind of direct or indirect pressure on political representatives (for example, by allowing the use of Enel facilities or accepting recommendations for hiring or consultancy contracts).”



contributions and other spending					
Data coverage (as % of revenues)	Percentage of revenues	100	100	100	100



3. Environmental Dimension

Biodiversity

Biodiversity Exposure & Assessment: the following table shows the periodic assessments of sites used for operational activities (e.g. production, extraction, plantation, or development activities) conducted by Enel, and the implementation of biodiversity management plans to protect and restore habitats.

	Number of sites	Hectares
Number of sites and the total area used for operational activities	1258	43958
Assessment	Number of sites	Hectares
Sites in which it has been conducted biodiversity impact assessments in the past five years	1258	43958
Exposure	Number of sites	Hectares
Sites with biodiversity impact assessment in close proximity to critical biodiversity, and total area of these sites	20	336
Management Plans	Number of sites	Hectares
Sites with biodiversity impact assessment and located in close proximity to critical areas that have a biodiversity management plan, and total are of these sites	20	336

All power plants have biodiversity management plans included in the environmental management systems certified by ISO 14.001 and EMAS. These systems include specific actions aimed at fostering biodiversity conservation. An example of this approach can be found on the Environmental Impact Statement of the Thermal Power Plant located in Almeria (click [here](#)).



4. Social Dimension

Labor practice indicators

Workforce Breakdown by Gender: this table specifically indicates the proportion of women in management positions in revenue-generating functions and the share of women in STEM-related positions.

	2020
Females in management positions in revenue-generating functions (e.g. sales) as a % of all such managers ³	22.1%
Share of women in STEM-related positions (as % of total STEM positions) ⁴	16.6%

Talent Attraction & Retention

Voluntary employee Turnover rate: the company's voluntary turnover rates for the last four years as a percentage of total number of employees is illustrated in the figure below.

	2017	2018	2019	2020
Voluntary employee Turnover Rate	1.3%	2.1%	2.6%	1.1%

Stakeholder engagement

Guidance for handling Stakeholder Engagement risks: Stakeholder engagement is an integral part of **Enel's Group Creating Shared Value Policy**, which establishes the principles to involve stakeholder across the entire lifetime of any project carried out by the Group in any of the more than 30 countries in which it operates. Starting from the designing phase, all stakeholders potentially affected by the project are identified and early involved through tailored communication and engagement initiatives, providing also the setting of grievance mechanisms.

During such engagement, potential stakeholder engagement risks may arise, including, but not limited to participation fatigue, conflicts of interest, disruptive stakeholders, and an unwillingness to engage.

³ It considers female in manager and middle manager positions in revenue-generating functions as a % of all managers and middle managers in these functions (excluding Staff and Service functions- such as Administration, Finance & Control, People & Organization, Legal, Procurement, Digital Solution, etc.).

⁴ It considers the overall percentage of women in STEM positions defined as all positions related to technical business lines (Enel X, market and commercial units excluded), to Global Digital Solutions for service functions and to some staff functions (H&S and Innovation) and does not take into account their STEM-related qualifications due to an ongoing standardization process on these data at global level. Data do not consider blue collars.



These risks are managed by different means, such as:

- Ensuring that all stakeholders are properly involved, and their claims listened and understood. Enel seeks to foster an environment in which a proactive dialogue can be built with any kind of stakeholder as embraced in the Group's Open Power vision. An example of this is done is the SEECA CSV tool, which allows a mapping of all stakeholders and their needs. Moreover, the **Stakeholder Management CSV Tool** helps keep track of contacts and engagement actions as well as key issues raised, throughout the whole Project lifetime.
- Analyzing the potential relationship that may exist between stakeholders and the company prior the engagement in order to avoid any potential conflict of interest; Country Sustainability Teams are required to guarantee **Early Community Involvement** through tailored communication and involvement initiatives, and provide the setting of a grievance mechanism, all the activities involving local communities as public hearing and/or formal consultation
- Providing common guidelines to Enel representatives responsible for handling the consultation processes with stakeholders, seeking to prevent any potential situation that might undermine their expectations. The **Stakeholder Engagement Policy aims to set clear guidelines and provide details on steps to achieve and implement a sound engagement process**. Each Country adopts a localization of the Policy in line with its local specificities and business activities.
- **Sharing all the information about the project** that is relevant for the affected stakeholders as a precondition to promote a transparent dialogue and relationship; as such, Country sustainability must also be involved in the activities concerning land negotiations in case of land owned by small owners or local communities that are considered key local stakeholders in the direct area of influence of the project”.
- **Ensuring that the consultation processes meet specific quality conditions**, such as, being significant, inclusive, adapted to the local context, bidirectional, free from coercion and well documented.
- **Providing a complaint management mechanism** that allows people to easily connect with the company using locally available tools and means, such as: a local team or a specific person during all stages of the project, providing communication tools such as a toll-free numbers, internet. In the case of isolated, rural communities, possibility to empower a local leader who collects all complaints periodically.
- **Facilitating and supporting the involvement of the communities** in the monitoring of projects through local training, activating transparent information over the phases of the project, transparency in the delivery of information on the methodology for defining the affected areas and involvement of community representatives in project monitoring.
- **Involving third independent parties** in the negotiation processes as “good faith witness” if relevant.

Further information on Enel's creating shared value approach is available in 2020 Sustainability Report (click [here](#)).