



# **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 2021 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 **macro-categories** *Environmental dimension* and *Social dimension*, in line with the structure of the S&P CSA.

## 2. Environmental Dimension

### Environmental violations

	FY 2019	FY 2020	FY 2021
Number of violations of legal obligations/regulations	177	255	243
Amount of fines/penalties related to the above Currency: Euro	70,040,000	84,710,000	4,998,647
Environmental liability accrued at year end Currency: Euro	4,523,139	1,235,169	3,033,755

## 3. Social Dimension

### Hiring - Job posting

In 2021, the 9.35% of open positions in Enel Group were filled by internal candidates.

### Privacy Protection - Audit of privacy policy compliance

Audit Department includes specific steps in the Audit work programs aimed at evaluating the internal control system over Data Protection risk management and compliance with the GDPR: activities are planned to analyze security measures on systems that contain data relevant for GDPR, commercially sensitive data and employees data managed in HR processes, in different geographical areas, also not subject to GDPR.