



The information disclosed in this document is intended to enhance Enel's transparency on additional ESG KPI in order to meet the **Bloomberg Gender- Equality Index requirements**

Introduction

This document contains **additional qualitative and quantitative KPIs**, which integrate what is already reported in the Enel Group's 2022 Sustainability Report, in order to **increase transparency** with respect to the Bloomberg Gender-Equality Index requirements. All data are representative of the entire company workforce.

The KPIs have been divided into the **macro-categories** *Leadership, Talent pipeline, Pay and Inclusive culture*, in line with the structure of the Bloomberg GEI.

KPI	FY2022	FURTHER INFORMATION
Leadership		
Percentage of women on company board	44%	2022 Sustainability Report, page 392 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf
Chairperson is a woman	NO	
Chief executive officer (CEO) is a woman	NO	
Woman chief financial officer (CFO) or equivalent	NO	
Gender balance in board leadership	50%	https://www.enel.com/investors/governance/committees
Percentage of women executive officers	7%	https://www.enel.com/company/about-us/chairman-management-team
Chief diversity officer (CDO)	YES	The Head of People and Organization, who reports to the CEO directly, is responsible for the development and implementation of the Diversity Policy through the specific unit called "People Care and Diversity Management Holding Unit", merged in 2021 into "P&O – Global Industrial Relations, Welfare and Well-being". 2022 Sustainability Report, page 221 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf

Talent pipeline		
Percentage of women in total management	31,8%	2022 Sustainability Report, page 208 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf
Percentage of women in senior management	24,9%	2022 Sustainability Report, pages 213, 224, 475 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf
Percentage of women in middle management	32,6%	2022 Sustainability Report, pages 224, 476 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf
Percentage of women in non-managerial position	23,0%	
Percentage of women in total workforce	23,4%	2022 Sustainability Report, pages 213,214, 516 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf
Percentage of women total promotions	25,0%	There is a substantial equality between women and men promoted out of total number of women and men, which stands at around 3%.
Percentage of Women IT/Engineering	21,0%	2022 Sustainability Report, page 224 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf
Percentage of new hires are women	32,5%	2022 Sustainability Report, page 479 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf
Percentage of women attrition	23,2%	2022 Sustainability Report, page 479 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf

Time-bound action plan with targets to increase the representation of women in leadership positions	YES	2022 Sustainability Report, page 224 (Taking action to close the gender gap); page 208 (Women managers and middle managers (%)) - 2023-2025 targets) https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf
Time-bound action plan with targets to increase the representation of women in the company	YES	2022 Sustainability Report, page 208 (Women in selection processes (%)) - 2023-2025 targets); page 216 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf

Pay		
Adjusted mean gender pay gap	Ratio of remuneration Women/Men 105.4%	2022 Sustainability Report, page 483 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf
Global mean (average) raw gender pay gap	Ratio of remuneration Women/Men - Manager 80.7% - Middle Manager 91.9% - White collar 89.3% - Blue collar 125.4%	2022 Sustainability Report, page 483 https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf

<p>Time-bound action plan to close its gender pay gap</p>	<p>YES</p>	<p>The 2022 Sustainability Report includes a summary of the gender pay gap action plan.</p> <p>Enel's efforts to close the gender gap and ensure pay equity continue with tangible results through actions and initiatives that influence all phases of women's journey in the organization: from representation at entry level to empowerment and development in positions of responsibility, paying attention to various relevant moments in life, such as becoming parents and personal or family care.</p> <p>The action plan consists of measures that directly and indirectly affect equal pay, given the fact that the gradual increase in female representation at different organizational levels is a prerequisite for natural generational exchange and thus for achieving parity in remuneration over time.</p> <p>Enel guarantees equal pay for equal tasks and seniority for all new managers through internal development.</p> <p>In particular, in order to close gender pay gap with an action plan time-bound, Enel defined in the Long-Term-Incentive Plan 2022 a "performance target ... represented by the 'percentage of women in top management succession plans' at the end of 2024 with the aim of giving continuity to a policy of preparing a suitable audience for managerial appointments in the near future. The processes for managing succession plans and salary reviews are governed by specific policies, and constant monitoring of remuneration for all positions is carried out. A dedicated budget has been allocated beginning 2019 to ensure equal pay for equal work, in cases where a mismatch is found."</p> <p>2022 Sustainability Report , Pages 224-225</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf</p>
<p>Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)</p>	<p>YES</p>	<p>Long-term variable remuneration of the CEO/General Manager and ESR: "Percentage of women in top management succession plans at the end of 2024"</p> <p>2022 Remuneration report, page 222</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/governance/remunerazione/en/remunerati-on-report-2022.pdf</p>

Inclusive culture		
Number of weeks of fully paid primary parental leave offered	27	<p>2022 Sustainability Report, page 231</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf</p>
Number of weeks of fully paid secondary parental leave offered	4	<p>2022 Sustainability Report, page 231</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf</p>
Parental leave retention rate	87%	<p>2022 Sustainability Report, page 483</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf</p>
Back-up family care services or subsidies through the company	YES	<p>The Group provides special agreements for child care services, possibility of childcare in main company premises during holidays, discounted tariffs and subsidies for child care services in countries that represent more than 80% of total Global workforce (without considering governative initiatives).</p> <p>Sustainability Report 2022, page 232</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf</p>
Flexible working policy	YES	<p>2022 Sustainability Report, page 228</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf</p>

Employee resource groups for women	YES	<p>Networks and communities within the Group (Employee Resource Groups – ERG) on various topics related to gender:</p> <ul style="list-style-type: none"> - “Yin Yang” in Mexico, - “Women in Leadership” in Chile, - “Women in Energy” in Peru, - “Her Community” in Greece, - “The Ladies’ Room” for the Enel X European countries, - “Women EmPower” in the United States and Canada, - “Gender community” in Brazil, - “Power Her” in Spain; - “WIL – Women innovation lab” in Chile <p>2022 Sustainability Report, page 221</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf</p>
Unconscious bias training	YES	<p>At Enel, the evolution of the culture of inclusion has been supported over the years by intensive communications and awareness-raising at every level and in every organizational context. Each year, a specific theme has been developed that has inspired both the campaigns and the numerous events held. In 2022, the concept of the uniqueness of the individual in its relational and organizational dimensions was explored with the global event YOUniqueness makes the difference. The dissemination of awareness-raising campaigns on the issues of bias also continued with the delivery of the global course Beyond Bias, an educational initiative that promotes awareness of the main prejudices we may encounter in the working environment, through ironic and surreal sketches that indicate possible avenues of escape to avoid falling into the trap. As of 2022, the course is assigned to the entire Company population and has seen the involvement of more than 33% of assignees and about 26% of managers and top managers.</p> <p>2022 Sustainability Report, page 222</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf</p>

Annual anti-sexual harassment training	<p>YES</p>	<p>At Enel, the evolution of the culture of inclusion has been supported over the years by intensive communications and awareness-raising at every level and in every organizational context. Each year, a specific theme has been developed that has inspired both the campaigns and the numerous events held. In 2022, the concept of the uniqueness of the individual in its relational and organizational dimensions was explored with the global event YOU uniqueness makes the difference. The dissemination of awareness-raising campaigns on the issues of harassment also continued with the delivery of the global course Harassment in the Workplace explores, in fictional form, four realistic cases of harassment related to age, disability, LGBTQ+ and sexual discrimination, in various types of conduct (visual, verbal, disparaging). The course illustrates Enel's Global Harassment Policy by providing hints for recognizing cases of harassment and indicating preventive behavior. As of 2022 it is delivered to the entire corporate population and has seen the involvement of more than 32% of the assignees.</p> <p>2022 Sustainability Report, page 222</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2022/sustainability-report_2022.pdf</p>
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