

# PERFORMANCE INDICATORS

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The key sustainability performance indicators are presented below and form an integral part of this Sustainability Report.



# Enel's commitment to sustainable development

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>EU1</b>	<b>GENERATION</b>							
	<b>Installed capacity</b>							
	<b>Net efficient generation capacity by primary energy source</b>							
	<b>Thermal net capacity:</b>	(MW)	<b>22,553</b>	<b>27,689</b>	<b>33,664</b>	-5,136	-18.5	Enel
	Carbone	(MW)	4,627	6,590	6,910	-1,963	-29.8	Enel
	CCGT	(MW)	11,983	13,894	15,039	-1,911	-13.8	Enel
	Olio/gas	(MW)	5,942	7,204	11,715	-1,262	-17.5	Enel
	<b>Nuclear net capacity</b>	(MW)	<b>3,328</b>	<b>3,328</b>	<b>3,328</b>	-	-	Enel
	<b>Renewable net capacity:</b>	(MW)	<b>55,536</b>	<b>53,561</b>	<b>50,066</b>	1,975	3.7	Enel
	Hydroelectric	(MW)	28,340	28,355	27,847	-15	-0.1	Enel
	Wind	(MW)	15,853	15,735	14,903	118	0.7	Enel
	Geothermal	(MW)	931	931	915	-	-	Enel
	Biomass and cogeneration	(MW)	6	6	6	-	-	Enel
	Photovoltaic	(MW)	10,407	8,534	6,395	1,873	21.9	Enel
	<b>Total net electrical capacity</b>	(MW)	<b>81,417</b>	<b>84,578</b>	<b>87,058</b>	-3,161	-3.7	Enel
	<b>Net efficient generation capacity by geographic area</b>							
	<b>Italy</b>	(MW)	<b>26,030</b>	<b>26,252</b>	<b>25,609</b>	-222	-0.8	Italy
	<b>Iberia</b>	(MW)	<b>21,247</b>	<b>22,044</b>	<b>21,140</b>	-797	-3.6	Iberia
	<b>Latin America</b>	(MW)	<b>23,073</b>	<b>24,524</b>	<b>23,903</b>	-1,451	-5.9	Latin America
	Chile	(MW)	8,444	8,409	7,973	35	0.4	Chile
	Argentina	(MW)	1,328	4,419	4,419	3,091	69.9	Argentina
	Colombia	(MW)	4,039	3,711	3,589	328	8.8	Colombia
	Peru	(MW)	2,589	2,255	2,294	334	14.8	Peru
	Brazil	(MW)	5,968	5,071	4,981	897	17.7	Brazil
	Costa Rica	(MW)	81	81	81	-	-	Costa Rica
	Guatemala	(MW)	162	164	164	-2	-1.2	Guatemala
	Panama	(MW)	462	415	401	47	11.3	Panama
	<b>North America</b>	(MW)	<b>10,335</b>	<b>9,532</b>	<b>7,941</b>	803	8.4	North America
	<b>Europe</b>	(MW)	<b>4</b>	<b>1,020</b>	<b>6,524</b>	-1,016	-99.6	Europe
	<b>Africa, Asia and Oceania</b>	(MW)	<b>729</b>	<b>1,206</b>	<b>1,941</b>	-477	-39.6	Africa, Asia and Oceania
	<b>Total net electrical capacity</b>	(MW)	<b>81,417</b>	<b>84,578</b>	<b>87,058</b>	-3,161	-3.7	Enel
	<b>Power generation plants</b>							
	Thermoelectric plants <sup>(1)</sup>	(no.)	58	63	69	-5	-7.9	Enel
	Coal plants	(no.)	5	7	8	-2	-28.6	Enel
	CCGT plants	(no.)	17	20	23	-3	-15.0	Enel
	Oil/gas plants	(no.)	36	44	48	-8	-18.2	Enel
	<b>Nuclear plants</b>	(no.)	<b>4</b>	<b>4</b>	<b>4</b>	-	-	Enel
	<b>Renewable energy plants</b>	(no.)	<b>1,272</b>	<b>1,234</b>	<b>1,187</b>	38	3.1	Enel
	Hydroelectric plants	(no.)	766	765	739	1	0.1	Enel
	Wind plants	(no.)	265	266	266	-1	-0.4	Enel
	Photovoltaic plants	(no.)	184	162	141	22	13.6	Enel
	Geothermal plants	(no.)	39	39	39	-	-	Enel
	Biomass plants	(no.)	2	2	2	-	-	Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	BESS plants	(no.)	16	-	-	-	-	Enel
<b>OPERATING RESULTS</b>								
<b>EU2</b>	<b>GENERATION</b>							
	<b>Net production by primary energy source</b>							
	<b>Thermal net production</b>	(GWh)	<b>55,480</b>	<b>88,811</b>	<b>88,285</b>	-33,331	-37.5	Enel
	Coal	(GWh)	10,755	19,722	13,858	-8,967	-45.5	Enel
	CCGT	(GWh)	36,705	54,436	51,718	-17,731	-32.6	Enel
	Oil/natural gas	(GWh)	8,021	14,652	22,709	-6,631	-45.3	Enel
	<b>Nuclear net production</b>	(GWh)	<b>24,865</b>	<b>26,508</b>	<b>25,504</b>	-1,643	-6.2	Enel
	<b>Renewable net production:</b>	(GWh)	<b>126,985</b>	<b>112,448</b>	<b>108,817</b>	14,537	12.9	Enel
	Hydroelectric	(GWh)	60,991	51,728	57,001	9,263	17.9	Enel
	Wind	(GWh)	45,339	43,255	37,791	2,084	4.8	Enel
	Geothermal	(GWh)	6,001	6,117	6,086	-116	-1.9	Enel
	Biomass and cogeneration	(GWh)	42	43	40	-1	-2.3	Enel
	Photovoltaic	(GWh)	14,613	11,306	7,899	3,307	29.2	Enel
	<b>Total net production</b>	(GWh)	<b>207,330</b>	<b>227,767</b>	<b>222,605</b>	-20,437	-9.0	Enel
	<b>Net production by geographic area</b>							
	<b>Italy</b>	(GWh)	<b>42,601</b>	<b>48,460</b>	<b>47,964</b>	-5,859	-12.1	Italy
	<b>Iberia</b>	(GWh)	<b>60,264</b>	<b>64,715</b>	<b>57,592</b>	-4,451	-6.9	Iberia
	<b>Latin America</b>	(GWh)	<b>74,750</b>	<b>75,594</b>	<b>70,376</b>	-844	-1.1	Latin America
	Chile	(GWh)	24,122	22,215	19,034	1,907	8.6	Chile
	Argentina	(GWh)	4,459	11,121	13,099	-6,662	-59.9	Argentina
	Colombia	(GWh)	15,959	13,663	13,241	2,296	16.8	Colombia
	Peru	(GWh)	10,394	9,615	9,585	779	8.1	Peru
	Brazil	(GWh)	17,625	16,608	12,713	1,017	6.1	Brazil
	Costa Rica	(GWh)	233	216	198	17	7.9	Costa Rica
	Guatemala	(GWh)	561	659	548	-98	-14.9	Guatemala
	Panama	(GWh)	1,398	1,498	1,958	-100	-6.7	Panama
	<b>North America</b>	(GWh)	<b>25,611</b>	<b>23,385</b>	<b>20,356</b>	2,226	9.5	North America
	<b>Europe</b>	(GWh)	<b>2,151</b>	<b>12,513</b>	<b>23,736</b>	-10,362	-82.8	Europe
	<b>Africa, Asia and Oceania</b>	(GWh)	<b>1,953</b>	<b>3,099</b>	<b>2,580</b>	-1,146	-37.0	Africa, Asia and Oceania
	<b>Total net production</b>	(GWh)	<b>207,330</b>	<b>227,767</b>	<b>222,605</b>	-20,437	-9.0	Enel
	<b>Development of renewables</b>							
	New renewable power <sup>(2)</sup> :	(MW)	4,032.2	4,958.5	5,175.9	-926.3	-18.7	Enel
	Hydroelectric	(MW)	3.2	556.6	33.0	-553.4	-99.4	Enel
	Wind	(MW)	1,152.5	1,826.6	2,596.3	-674.1	-36.9	Enel
	Geothermal	(MW)	-	16.6	32.7	-16.6	-100.0	Enel
	Biomass and cogeneration	(MW)	-	-	0.5	-	-	Enel
	Photovoltaic	(MW)	2,876.5	2,558.7	2,513.0	317.8	12.4	Enel
	<b>NETWORK</b>							
<b>EU4</b>	<b>Total electricity distribution network</b>	(km)	<b>1,899,419</b>	<b>2,024,038</b>	<b>2,233,368</b>	-124,619	-6.2	Enel
	Total high-voltage network	(km)	34,011	40,566	46,860	-6,555	-16.2	Enel
	- of which underground cable	(km)	1,448	1,748	1,529	-300	-17.2	Enel
	Total medium-voltage network	(km)	687,051	717,992	891,221	-30,941	-4.3	Enel
	- of which underground cable	(km)	218,679	230,216	212,077	-11,537	-5.0	Enel
	Total low-voltage network	(km)	1,178,356	1,265,480	1,295,287	-87,124	-6.9	Enel
	- of which underground cable	(km)	389,853	410,142	387,314	-20,289	-4.9	Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>EU4</b>	<b>Electricity distribution network by geographic area</b>							
	<b>Total electricity distribution network Italy</b>	(km)	<b>1,167,219</b>	<b>1,165,131</b>	<b>1,151,482</b>	2,088	0.2	Italy
	High-voltage network	(km)	20	20	19	-	-	Italy
	- of which underground cable	(km)	3	3	3	-	-	Italy
	Medium-voltage network	(km)	363,719	361,775	348,699	1,944	0.5	Italy
	- of which underground cable	(km)	159,899	157,618	154,983	2,281	1.4	Italy
	Low-voltage network	(km)	803,480	803,336	802,764	144	-	Italy
	- of which underground cable	(km)	279,763	279,646	279,325	117	-	Italy
	<b>Total electricity distribution network Iberia</b>	(km)	<b>319,136</b>	<b>317,829</b>	<b>316,506</b>	1,307	0.4	Iberia
	High-voltage network	(km)	19,711	19,763	19,713	-52	-0.3	Iberia
	- of which underground cable	(km)	813	807	805	6	0.7	Iberia
	Medium-voltage network	(km)	115,070	114,673	114,336	397	0.3	Iberia
	- of which underground cable	(km)	42,130	41,747	41,362	383	0.9	Iberia
	Low-voltage network	(km)	184,356	183,393	182,457	963	0.5	Iberia
	- of which underground cable	(km)	88,277	87,430	86,639	88,277	-	Iberia
	<b>Total electricity distribution network Latin America</b>	(km)	<b>413,064</b>	<b>407,962</b>	<b>633,047</b>	5,102	1.3	Latin America
	High-voltage network	(km)	14,280	14,252	20,600	28	0.2	Latin America
	- of which underground cable	(km)	632	623	721	9	1.4	Latin America
	Medium-voltage network	(km)	208,263	205,450	392,255	2,813	1.4	Latin America
	- of which underground cable	(km)	16,650	16,202	15,732	448	2.8	Latin America
	Low-voltage network	(km)	190,521	188,260	220,192	2,261	1.2	Latin America
	- of which underground cable	(km)	21,813	21,612	21,350	201	0.9	Latin America
	Distributed energy <sup>(3)</sup>	(TWh)	489.2	507.5	510.6	-18.3	-3.6	Enel
	<b>SALES</b>							
	<b>Volumes of electricity sold</b>							
	<b>Italy</b>	(GWh)	<b>87,239</b>	<b>97,195</b>	<b>92,768</b>	-9,956	-10.2	Italy
	- of which free market	(GWh)	75,225	78,334	65,577	-3,109	-4.0	Italy
	- of which regulated market	(GWh)	12,014	18,861	27,191	-6,847	-36.3	Italy
	<b>Iberia</b>	(GWh)	<b>77,688</b>	<b>79,003</b>	<b>79,458</b>	-1,315	-1.7	Iberia
	- of which free market	(GWh)	70,173	70,793	68,753	-620	-0.9	Iberia
	- of which regulated market	(GWh)	7,515	8,210	10,705	-695	-8.5	Iberia
	<b>Romania</b>	(GWh)	<b>6,749</b>	<b>9,816</b>	<b>9,294</b>	-3,067	-31.2	Romania
	- of which free market	(GWh)	6,749	9,809	9,036	-3,060	-31.2	Romania
	- of which regulated market	(GWh)	-	7	258	-7	-100.0	Romania
	<b>Latin America</b>	(GWh)	<b>129,177</b>	<b>135,093</b>	<b>127,906</b>	-5,916	-4.4	Latin America
	- of which free market	(GWh)	42,393	39,317	32,593	3,076	7.8	Latin America
	- of which regulated market	(GWh)	86,784	95,776	95,313	-8,992	-9.4	Latin America
	<b>Total volumes of energy sold</b>	(GWh)	<b>300,853</b>	<b>321,107</b>	<b>309,425</b>	-20,254	-6.3	Enel
	- of which free market	(GWh)	194,540	198,253	175,958	-3,713	-1.9	Enel
	- of which regulated market	(GWh)	106,313	122,854	133,467	-16,541	-13.5	Enel
	<b>Volumes sold gas</b>	(bn m <sup>3</sup> )	<b>8.3</b>	<b>10.2</b>	<b>9.9</b>	-1.9	-18.7	Enel
	<b>Italy</b>	(bn m <sup>3</sup> )	<b>4.1</b>	<b>4.7</b>	<b>4.3</b>	-0.6	-12.2	Italy
	- mass market customers	(bn m <sup>3</sup> )	2.8	3.2	2.9	-0.4	-11.2	Italy
	- business customers	(bn m <sup>3</sup> )	1.3	1.6	1.4	-0.2	-14.1	Italy
	<b>Iberia</b>	(bn m <sup>3</sup> )	<b>3.8</b>	<b>4.9</b>	<b>5.2</b>	-1.1	-22.6	Iberia
	<b>Romania</b>	(bn m <sup>3</sup> )	<b>0.2</b>	<b>0.3</b>	<b>0.2</b>	-0.1	-29.3	Romania
	<b>Latin America</b>	(bn m <sup>3</sup> )	<b>0.2</b>	<b>0.3</b>	<b>0.2</b>	-0.2	-45.9	Latin America

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>ECONOMIC RESULTS</b>								
	<b>Revenues</b>	(mil euros)	<b>95,565</b>	<b>140,517</b>	<b>85,719</b>	-44,952	-32.0	Enel
	<b>Italy</b>	(mil euros)	<b>49,327</b>	<b>83,508</b>	<b>45,417</b>	-34,181	-40.9	Italy
	<b>Iberia</b>	(mil euros)	<b>25,428</b>	<b>32,833</b>	<b>21,052</b>	-7,405	-22.6	Iberia
	<b>Rest of the world<sup>(4)</sup></b>	(mil euros)	<b>21,281</b>	<b>23,874</b>	<b>18,725</b>	-2,593	-10.9	Rest of the world
	Latin America	(mil euros)	18,576	21,334	16,957	-2,758	-12.9	Latin America
	Europe	(mil euros)	239	87	14	152	-	Europe
	North America	(mil euros)	2,142	2,214	1,513	-72	-3.3	North America
	Africa, Asia and Oceania	(mil euros)	338	266	241	72	27.1	Africa, Asia and Oceania
	Eliminations rest of the world <sup>(4)</sup>	(mil euros)	-14	-27	-	13	-48.1	Rest of the world
	Other, eliminations and adjustments	(mil euros)	-471	302	525	-773	-	Other, eliminations and adjustments
	<b>EBITDA</b>	(mil euros)	<b>20,255</b>	<b>19,918</b>	<b>17,233</b>	337	1.7	Enel
	<b>Italy</b>	(mil euros)	<b>10,768</b>	<b>6,307</b>	<b>6,633</b>	4,461	70.7	Italy
	<b>Iberia</b>	(mil euros)	<b>3,679</b>	<b>5,230</b>	<b>4,183</b>	-1,551	-29.7	Iberia
	<b>Rest of the world<sup>(4)</sup></b>	(mil euros)	<b>6,152</b>	<b>7,630</b>	<b>4,932</b>	-1,478	-19.4	Rest of the world
	Latin America	(mil euros)	5,194	6,579	4,143	-1,385	-21.1	Latin America
	Europe	(mil euros)	159	27	-5	132	-	Europe
	North America	(mil euros)	660	940	684	-280	-29.8	North America
	Africa, Asia and Oceania	(mil euros)	139	83	110	56	67.5	Africa, Asia and Oceania
	Eliminations rest of the world <sup>(4)</sup>	(mil euros)	-	1	-	-	-	Rest of the world
	Other, eliminations and adjustments	(mil euros)	-344	751	1,485	-1,095	-	Other, eliminations and adjustments
	<b>Italy</b>	(%)	<b>53.1</b>	<b>31.7</b>	<b>38.5</b>	21.4	-	Italy
	<b>Iberia</b>	(%)	<b>18.2</b>	<b>26.3</b>	<b>24.3</b>	-8.1	-	Iberia
	<b>Rest of the world<sup>(4)</sup></b>	(%)	<b>30.4</b>	<b>38.3</b>	<b>28.6</b>	-7.9	-	Rest of the world
	Latin America	(%)	25.6	33.0	24.0	-7.4	-	Latin America
	Europe	(%)	0.8	0.1	-	0.7	-	Europe
	North America	(%)	3.3	4.7	4.0	-1.4	-	North America
	Africa, Asia and Oceania	(%)	0.7	0.4	0.6	0.3	-	Africa, Asia and Oceania
	Eliminations rest of the world <sup>(4)</sup>	(%)	-	-	-	-	-	Rest of the world
	Other, eliminations and adjustments	(%)	-1.7	3.8	8.6	-5.5	-	Other, eliminations and adjustments
	<b>EBIT<sup>(5)</sup></b>	(mil euros)	<b>7,416</b>	<b>8,677</b>	<b>5,378</b>	-1,261	-14.5	Enel
	<b>Net profit/(loss) for the year (Group and minority interests)<sup>(6)</sup></b>	(mil euros)	<b>4,267</b>	<b>2,920</b>	<b>3,758</b>	1,347	46.1	Enel
<b>Value generated and distributed for stakeholders</b>								
<b>Economic value generated directly:</b>								
	Revenues	(mil euros)	96,159	140,821	85,865	-44,662	-31.7	Enel
	<b>Economic value distributed directly:</b>	(mil euros)	<b>86,868</b>	<b>130,824</b>	<b>78,684</b>	-43,956	-33.6	Enel
	Operating costs	(mil euros)	67,631	114,384	62,063	-46,753	-40.9	Enel
	Personnel and benefit cost	(mil euros)	4,126	3,646	4,296	480	13.2	Enel
	Payment to lenders of capital (shareholders and lenders)	(mil euros)	8,890	7,691	7,409	1,199	15.6	Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	Payments to governments	(mil euros)	6,221	5,103	4,916	1,118	21.9	Enel
	<b>Economic value retained<sup>(7)</sup></b>	(mil euros)	<b>9,291</b>	<b>9,997</b>	<b>7,181</b>	-706	-7.1	Enel
	<b>Investments</b>							
	<b>Total investments<sup>(8)</sup></b>	(mil euros)	<b>12,714</b>	<b>14,347</b>	<b>12,997</b>	-1,633	-11.4	Enel
	<b>Italy</b>	(mil euros)	<b>5,763</b>	<b>4,640</b>	<b>3,842</b>	1,123	24.2	Italy
	<b>Iberia</b>	(mil euros)	<b>2,305</b>	<b>2,316</b>	<b>2,202</b>	-11	-0.5	Iberia
	<b>Rest of the world</b>	(mil euros)	<b>4,419</b>	<b>7,168</b>	<b>6,738</b>	-2,749	-38.4	Rest of the world
	Latin America	(mil euros)	3,302	4,289	3,772	-987	-23.0	Latin America
	Europe	(mil euros)	2	224	456	-222	-99.1	Europe
	North America	(mil euros)	1,096	2,491	2,293	-1,395	-56.0	North America
	Africa, Asia and Oceania	(mil euros)	19	164	217	-145	-88.4	Africa, Asia and Oceania
	Eliminations rest of the world	(mil euros)	-	-	-	-	-	Rest of the world
	Total Abroad	(mil euros)	6,724	9,484	8,890	-2,760	-29.1	Total Abroad
	Adjustments, other, eliminations	(mil euros)	227	223	265	4	1.8	Enel

- (1) In some thermal plants, multiple technology units are present.
- (2) New renewable power, excluding disposals and changes in scope, mainly in North, Central and South America. The figure for new renewable power in 2022 and 2021 includes a more specific determination.
- (3) The distributed electricity figure for 2022 takes into account a more precise determination of the quantities transported.
- (4) With regard to the disclosure by operating segment, it should be noted that, in relation to the presentation of data by secondary segment (country and region), the data relating Latin America, Europe, North America, Africa, Asia and Oceania were included in the "Rest of the world" area.
- (5) The figure for 2022 has been restated to take into account the classification under "discontinued operations" of the "Share of income/(losses) from equity investments accounted for using the equity method" referring to Rusenergosbyt LLC, a Russian company divested in December 2023.
- (6) This year the figure of "Net profit/(loss) for the year (Group and third parties)" was included, while in previous years "Net profit/(loss) from continuing operations (Group and third parties)" was included.
- (7) The amount mainly includes the Total Tax Borne, which represents the total amount paid by the Group (including the Greek and Romanian companies) for taxes that represent a cost for the Group. The 2022 figures include a more specific determination thereof.
- (8) The data does not include investments with reference to the scope classified as "held for sale".

# Business drivers, Customer centricity

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>EU3</b>	<b>RETAIL CUSTOMERS</b>							
	<b>Electricity and gas customers Total</b>	(no.)	<b>61,118,024</b>	<b>66,784,895</b>	<b>69,342,818</b>	-5,666,871	-8.5	Enel
	<b>Electricity market</b>							
	<b>Customers Italy</b>	(no.)	<b>18,559,867</b>	<b>21,382,665</b>	<b>21,824,404</b>	-2,822,798	-13.2	Italy
	Free market	(no.)	11,692,859	11,879,742	10,200,185	-186,883	-1.6	Italy
	Regulated market	(no.)	6,867,008	9,502,923	11,624,219	-2,635,915	-27.7	Italy
	<b>Customers Iberia</b>	(no.)	<b>10,521,874</b>	<b>10,545,281</b>	<b>10,250,657</b>	-23,407	-0.2	Iberia
	Free market	(no.)	6,893,246	6,829,138	5,877,494	64,108	0.9	Iberia
	Regulated market	(no.)	3,628,628	3,716,143	4,373,163	-87,515	-2.4	Iberia
	<b>Customers Latin America<sup>(1)</sup></b>	(no.)	<b>25,867,555</b>	<b>25,392,600</b>	<b>28,253,787</b>	474,955	1.9	Latin America
	Free market	(no.)	7,531	6,871	6,571	660	9.6	Latin America
	Regulated market	(no.)	25,860,024	25,385,729	28,247,216	474,295	1.9	Latin America
	<b>Electricity customers Total</b>	(no.)	<b>54,949,296</b>	<b>60,225,898</b>	<b>63,373,692</b>	-5,276,602	-8.8	Enel
	Free market Total	(no.)	18,593,636	21,618,483	19,103,009	-3,024,847	-14.0	Enel
	Regulated market Total	(no.)	36,355,660	38,607,415	44,270,683	-2,251,755	-5.8	Enel
	<b>Gas market</b>							
	Customers Italy	(no.)	4,339,943	4,581,245	4,165,317	-241,302	-5.3	Italy
	Customers Iberia	(no.)	1,828,762	1,798,737	1,684,369	30,025	1.7	Iberia
	Customers Latin America <sup>(2)</sup>	(no.)	23	22	25	1	4.5	Latin America
	<b>Gas market customers Total</b>	(no.)	<b>6,168,728</b>	<b>6,558,997</b>	<b>5,969,126</b>	-390,269	-6.0	Enel
	<b>PUBLIC LIGHTING</b>							
	<b>Customers public lighting<sup>(3)</sup></b>	(no.)	<b>2,640</b>	<b>2,617</b>	<b>2,792</b>	23	0.9	Italy
	<b>Light sources public lighting</b>	(,000)	<b>3,259</b>	<b>3,023</b>	<b>2,821</b>	236	7.8	Italy
	<b>SERVICE QUALITY</b>							
	<b>ELECTRICITY MARKET ITALY</b>							
<b>2-29</b>	<b>Regulated market</b>							
	Frequency of surveys	(no.)	1	1	1	-	-	Italy
	Written complaints and information requests	(,000)	78.4	104.0	87.4	-25.6	-24.6	Italy
	Response time to written complaints	(dd)	13.0	13.0	11.0	-	-	Italy
	<b>Free market</b>							
	Frequency of surveys	(no.)	1	1	1	-	-	Italy
	Written complaints and information requests	(,000)	193.0	117.0	105.5	76.0	65.0	Italy
	Response time to written complaints	(dd)	18.0	20.0	18.0	-2.0	-10.0	Italy
	<b>ELECTRICITY MARKET IBERIA</b>							
	<b>Free market (formerly no official benchmark rate market)</b>							
	Response time to written complaints	(dd)	43.9	20.1	15.7	23.8	-	Iberia
	<b>Commercial claims</b>	(no./10k customers)	177	212	N/A	-35.0	-16.5	Enel
	<b>ACCESSIBILITY OF ENERGY</b>							
<b>EU27</b>	<b>Customers disconnected for non-payment</b>							
	<b>Market Italy-Electricity</b>							
	<b>by time from disconnection to payment-Regulated market:</b>	(no.)	<b>140,152</b>	<b>208,025</b>	<b>155,390</b>	-67,873	-32.6	Italy

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	<48 h	(no.)	68,907	108,161	86,401	-39,254	-36.3	Italy
	48 h - 1 week	(no.)	37,196	50,281	35,347	-13,085	-26.0	Italy
	1 week - 1 month	(no.)	33,768	49,357	33,534	-15,589	-31.6	Italy
	1 month - 1 year	(no.)	281	225	108	56	24.9	Italy
	>1 year	(no.)	-	1	-	-1	-100.0	Italy
	<b>time from payment to reconnection- Regulated market:</b>	(no.)	<b>140,152</b>	<b>208,025</b>	<b>155,390</b>	-67,873	-32.6	Italy
	<24 h	(no.)	132,225	196,604	144,508	-64,379	-32.7	Italy
	24 h - 1 week	(no.)	7,721	11,104	10,657	-3,383	-30.5	Italy
	>1 week	(no.)	206	317	225	-111	-35.0	Italy
	<b>by time from disconnection to payment- Free market:</b>	(no.)	<b>281,661</b>	<b>285,037</b>	<b>336,381</b>	-3,376	-1.2	Italy
	<48 h	(no.)	141,414	152,857	175,457	-11,443	-7.5	Italy
	48 h - 1 week	(no.)	46,317	47,455	64,659	-1,138	-2.4	Italy
	1 week - 1 month	(no.)	86,154	77,590	89,645	8,564	11.0	Italy
	1 month - 1 year	(no.)	7,776	7,135	6,620	641	9.0	Italy
	>1 year	(no.)	-	-	-	-	-	Italy
	<b>by time from payment to reconnection- Free market:</b>	(no.)	<b>281,661</b>	<b>285,037</b>	<b>336,381</b>	-3,376	-1.2	Italy
	<24 h	(no.)	275,698	279,801	334,081	-4,103	-1.5	Italy
	24 h - 1 week	(no.)	5,935	5,230	2,279	705	13.5	Italy
	>1 week	(no.)	28	6	21	22	-	Italy
	<b>Market Italy-Gas</b>							
	<b>by time from disconnection to payment:</b>	(no.)	<b>42,375</b>	<b>45,004</b>	<b>55,325</b>	-2,629	-5.8	Italy
	<48 h	(no.)	7,503	11,239	13,411	-3,736	-33.2	Italy
	48 h - 1 week	(no.)	11,680	13,954	18,597	-2,274	-16.3	Italy
	1 week - 1 month	(no.)	20,685	17,036	20,541	3,649	21.4	Italy
	1 month - 1 year	(no.)	2,507	2,775	2,776	-268	-9.7	Italy
	>1 year	(no.)	-	-	-	-	-	Italy
	<b>by time from payment to reconnection:</b>	(no.)	<b>42,375</b>	<b>45,004</b>	<b>55,325</b>	-2,629	-5.8	Italy
	<24 h	(no.)	40,066	42,216	51,408	-2,150	-5.1	Italy
	24 h - 1 week	(no.)	2,223	2,763	3,891	-540	-19.5	Italy
	>1 week	(no.)	86	25	26	61	-	Italy
	<b>Market Italy-electricity</b>							
	<b>by time from disconnection to payment- Regulated market:</b>	(no.)	<b>18,078</b>	<b>21,779</b>	<b>54,120</b>	-3,701	-17.0	Iberia
	<48 h	(no.)	14,619	17,564	41,123	-2,945	-16.8	Iberia
	48 h - 1 week	(no.)	1,897	2,326	6,648	-429	-18.4	Iberia
	1 week - 1 month	(no.)	1,099	1,405	4,325	-306	-21.8	Iberia
	1 month - 1 year	(no.)	463	484	2,024	-21	-4.3	Iberia
	>1 year	(no.)	-	-	-	-	-	Iberia
	<b>time from payment to reconnection- Regulated market:</b>	(no.)	<b>19,249</b>	<b>21,793</b>	<b>54,110</b>	-2,544	-11.7	Iberia
	<24 h	(no.)	18,794	21,356	51,759	-2,562	-12.0	Iberia
	24 h - 1 week	(no.)	388	404	2,168	-16	-4.0	Iberia
	>1 week	(no.)	67	33	183	34	-	Iberia
	<b>by time from disconnection to payment- Free market:</b>	(no.)	<b>14,822</b>	<b>14,218</b>	<b>51,980</b>	604	4.2	Iberia
	<48 h	(no.)	12,436	12,232	43,579	204	1.7	Iberia
	48 h - 1 week	(no.)	1,509	1,458	5,919	51	3.5	Iberia
	1 week - 1 month	(no.)	792	525	2,385	267	50.9	Iberia



GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	1 month - 1 year	(no.)	85	3	97	82	-	Iberia
	>1 year	(no.)	-	-	-	-	-	Iberia
	<b>by time from payment to reconnection- Free market:</b>	(no.)	<b>16,173</b>	<b>14,215</b>	<b>51,977</b>	1,958	13.8	Iberia
	<24 h	(no.)	15,705	13,848	49,844	1,857	13.4	Iberia
	24 h - 1 week	(no.)	398	334	1,969	64	19.2	Iberia
	>1 week	(no.)	70	33	164	37	-	Iberia
	<b>Market Iberia-gas</b>							
	<b>by time from disconnection to payment:</b>	(no.)	<b>3,677</b>	<b>1,557</b>	<b>5,453</b>	2,120	-	Iberia
	<48 h	(no.)	1,112	855	3,262	257	30.1	Iberia
	48 h - 1 week	(no.)	816	329	1,217	487	-	Iberia
	1 week - 1 month	(no.)	1,195	322	813	873	-	Iberia
	1 month - 1 year	(no.)	554	51	161	503	-	Iberia
	>1 year	(no.)	-	-	-	-	-	Iberia
	<b>by time from payment to reconnection:</b>	(no.)	<b>3,475</b>	<b>1,524</b>	<b>5,333</b>	1,951	-	Iberia
	<24 h	(no.)	1,572	338	1,023	1,234	-	Iberia
	24 h - 1 week	(no.)	1,380	890	3,331	490	55.1	Iberia
	>1 week	(no.)	523	296	979	227	76.7	Iberia
	<b>Market Latin America<sup>(4)</sup>-electricity</b>							
	<b>by time from disconnection to payment- Regulated market:</b>	(no.)	<b>2,460,407</b>	<b>4,211,428</b>	<b>4,336,099</b>	-1,751,021	-41.6	Latin America
	<48 h	(no.)	1,601,629	2,457,160	2,760,105	-855,531	-34.8	Latin America
	48 h - 1 week	(no.)	454,340	537,479	799,817	-83,139	-15.5	Latin America
	1 week - 1 month	(no.)	324,558	541,326	549,701	-216,768	-40.0	Latin America
	1 month - 1 year	(no.)	79,880	647,637	224,389	-567,757	-87.7	Latin America
	>1 year	(no.)	-	27,826	2,087	-27,826	-100.0	Latin America
	<b>by time from payment to reconnection- Regulated market:</b>	(no.)	<b>2,149,702</b>	<b>3,459,876</b>	<b>5,389,308</b>	-1,310,174	-37.9	Latin America
	<24 h	(no.)	1,939,254	2,797,521	3,931,289	-858,267	-30.7	Latin America
	24 h - 1 week	(no.)	174,727	533,766	1,385,738	-359,039	-67.3	Latin America
	>1 week	(no.)	35,721	128,589	61,281	-92,868	-72.2	Latin America
	<b>RELIABILITY OF THE DISTRIBUTION NETWORK</b>							
<b>EU28</b>	<b>Service interruptions - frequency (SAIFI)</b>							
	Frequency of interruptions per customer- Group	(no.)	2.5	2.6	2.8	-0.1	-4.6	Enel
	Frequency of interruptions per customer Italy <sup>(4)</sup>	(no.)	1.7	1.6	1.8	0.1	3.7	Italy
	Frequency of interruptions per customer Iberia	(no.)	1.2	1.3	1.4	-0.1	-7.7	Iberia
	Frequency of interruptions per customer Peru	(no.)	2.7	2.9	2.3	-0.2	-7.5	Peru
	Frequency of interruptions per customer Chile	(no.)	1.2	1.6	1.5	-0.4	-23.6	Chile
	Frequency of interruptions per customer Argentina	(no.)	7.9	5.3	4.8	2.6	49.6	Argentina
	Frequency of interruptions per customer Brazil (Ampla)	(no.)	4.2	4.5	4.6	-0.3	-6.7	Brazil

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	Frequency of interruptions per customer Brazil (Coelce)	(no.)	3.8	4.2	4.7	-0.4	-9.5	Brazil
	Frequency of interruptions per customer Brazil (CelG) <sup>(4)</sup>	(no.)	-	7.8	8.4	-7.8	-100.0	Brazil
	Frequency of interruptions per customer Brazil (ELPL)	(no.)	3.4	3.4	3.4	-	-	Brazil
	Frequency of interruptions per customer Colombia	(no.)	4.6	3.9	5.2	0.7	17.9	Colombia
<b>EU29</b>	<b>Service interruptions - duration (SAIDI)</b>							
	Service Continuity Index-Group	(min)	218	231	243	-13	-5.8	Enel
	Service Continuity Index Italy	(min)	46	42	43	4	10.1	Italy
	Service Continuity Index Iberia	(min)	63	64	70	-1	-1.6	Iberia
	Service Continuity Index Peru <sup>(4)</sup>	(min)	635	610	414	25	4.1	Peru
	Service Continuity Index Chile	(min)	121	159	152	-38	-23.9	Chile
	Service Continuity Index Argentina	(min)	1,169	892	797	277	31.1	Argentina
	Service Continuity Index Brazil (Ampla) <sup>(4)</sup>	(min)	505	558	556	53	9	Brazil
	Service Continuity Index Brazil (Coelce)	(min)	570	589	681	-19	-3.2	Brazil
	Service Continuity Index Brazil (CelG)	(min)	-	934	1,088	-934	-100.0	Brazil
	Service Continuity Index Brazil (ELPL)	(min)	398	374	396	24	6.4	Brazil
	Service Continuity Index Colombia	(min)	353	320	401	33	10.3	Colombia
<b>EU12</b>	<b>Network losses-distribution<sup>(5)</sup></b>							
	Network losses-Group	(%)	7.5	7.7	7.7	0.3	-	Enel
	Network losses Italy	(%)	4.7	4.7	4.7	-	-	Italy
	Network losses Iberia	(%)	6.8	7.0	7.1	-0.2	-	Iberia
	Network losses Peru	(%)	8.7	8.2	8.5	0.5	-	Peru
	Network losses Chile	(%)	5.3	5.1	5.2	0.2	-	Chile
	Network losses Argentina	(%)	16.8	17.1	18.0	-0.3	-	Argentina
	Network losses Brazil (Ampla)	(%)	19.7	19.7	20.5	-	-	Brazil
	Network losses Brazil (Coelce)	(%)	14.7	15.2	16.1	-0.5	-	Brazil
	Network losses Brazil (CelG)	(%)	-	12.9	11.3	-12.9	-	Brazil
	Network losses Brazil (ELPL)	(%)	10.3	11.0	10.3	-0.7	-	Brazil
	Network losses Colombia	(%)	7.5	7.5	7.5	-	-	Colombia
	<b>AVAILABILITY AND RELIABILITY OF POWER</b>							
<b>EU11</b>	<b>Thermoelectric park efficiency<sup>(6)</sup></b>							
	Average thermoelectric park efficiency without the heat component	(%)	42.0	42.4	41.7	-0.4	-	Enel
	Average thermoelectric park efficiency with heat	(%)	42.0	42.8	42.9	-0.8	-	Enel
	<b>Average efficiency by technology without the heat component</b>							
	Efficiency of coal-fired plants	(%)	32.9	33.2	32.6	-0.3	-	Enel
	Oil/gas plant efficiency	(%)	32.9	34.4	35	-1.5	-	Enel
	Efficiency of CCGT plants	(%)	48.9	50.4	49.7	-1.5	-	Enel
	<b>Average efficiency with heat component by technology</b>							
	Efficiency of coal-fired plants	(%)	32.9	33.2	32.6	-0.3	-	Enel
	Oil/gas plant efficiency	(%)	32.9	36.6	38.6	-3.7	-	Enel
	Efficiency of CCGT plants	(%)	48.9	50.5	49.9	-1.6	-	Enel
<b>EU30</b>	<b>Availability of thermoelectric park</b>	(%)	<b>83.9</b>	<b>82.4</b>	<b>86.4</b>	1.5	-	Enel
	<b>Thermoelectric park availability by source</b>							

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	Availability of coal-fired plants	(%)	76.6	67.7	78.4	8.9	-	Enel
	Availability of oil/gas plants	(%)	87.9	81.5	88.5	6.4	-	Enel
	Availability of CCGT plants	(%)	81.7	88.3	88.8	-6.6	-	Enel
	<b>Availability of thermal power plants by regulatory regime</b>							
	Regulated	(%)	86.3	85.9	86.9	0.4	-	Enel
	Free	(%)	83.2	81.1	86.2	2.1	-	Enel
	<b>End users</b>	(no.)	<b>70,291,727</b>	<b>75,178,777</b>	<b>74,303,931</b>	-4,887,050	-6.5	Enel
	<b>End users with active smart meters</b>	(no.)	<b>45,172,959</b>	<b>45,824,963</b>	<b>44,292,794</b>	-652,004	-	Enel
	<b>End users with active smart meters/end users</b>	(%)	<b>64.3</b>	<b>63.1</b>	<b>60.0</b>	1.2	-	Enel
	<b>Disputes with customers</b>							
	<b>Total proceedings</b>	(no.)	<b>136,077</b>	<b>136,428</b>	<b>126,692</b>	-351	-0.3	Enel
	<b>Incidence of proceedings as defendant</b>	(%)	<b>70.5</b>	<b>69.1</b>	<b>71.3</b>	1.4	-	Enel

(1) Includes: Argentina, Brazil, Chile, Colombia, Peru.

(2) Includes: Chile, Colombia.

(3) The 2022 figure was reparametrized due to Peru's departure from the reporting boundary.

(4) The 2022 figures include a more specific determination thereof.

(5) The KPI refers only to the distribution business (high, medium and low voltage). Conversely, the KPI relating to Enel Cien's transmission activities in Brazil reported in the Sustainability Report 2022 is no longer applicable as the concession for the operation of the transmission network for the interconnection between Brazil and Argentina expired at the start of 2023, and therefore Enel no longer carries out transmission operations.

(6) The park efficiency was calculated assuming the operation of the plants at load level, where there is maximum efficiency for those plants; for these, the load curve is available. This assumption has not been applied to the heat component since it is already high efficiency; the availability was calculated by reducing the causes of internal unavailability.

# Zero emissions ambition and just transition, Roadmap towards natural capital conservation

GRI/ EUSS	KPI		December UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>EMISSIONS</b>									
<b>Total direct and indirect greenhouse gas emissions (Scopes 1, 2, 3)</b>									
	Total Scope 1, 2, 3 emissions – location based	(mil tCO <sub>2eq</sub> )	94.32	127.92	127.09	-33.60	-26.3		Enel
	Total Scope 1, 2, 3 emissions – market based	(mil tCO <sub>2eq</sub> )	95.55	129.20	128.66	-33.65	-26.0		Enel
<b>305-1</b>	<b>Direct greenhouse gas emissions (Scope 1)</b>								
	CO <sub>2</sub> emissions from power generation <sup>(1)</sup>	(mil t)	32.62	51.93	50.56	-19.31	-37.2		Enel
	Other direct GHG emissions (Scope 1) <sup>(2)</sup>	(mil tCO <sub>2eq</sub> )	1.89	1.14	1.01	0.75	65.8		Enel
	<b>Total direct emissions (Scope 1)</b>	(mil tCO <sub>2eq</sub> )	<b>34.51</b>	<b>53.07</b>	<b>51.57</b>	-18.56	-35.0		Enel
	Emissions covered by the EU ETS (Emission Trading System) program.	(%)	74.1	66.8	51.6	7.3	-		Enel
<b>305-2</b>	<b>Indirect greenhouse gas emissions (Scope 2)<sup>(3)</sup></b>								
	<b>Total Scope 2 – location based</b>	(mil tCO <sub>2eq</sub> )	<b>3.28</b>	<b>3.82</b>	<b>4.03</b>	-0.54	-14.1		Enel
	- Purchased energy from the grid for own consumption	(mil tCO <sub>2eq</sub> )	0.60	0.69	0.70	-0.09	-13.3		Enel
	- Power distribution activity: emissions related to technical grid losses	(mil tCO <sub>2eq</sub> )	2.68	3.12	3.33	-0.44	-14.3		Enel
	<b>Total Scope 2 – market based</b>	(mil tCO <sub>2eq</sub> )	<b>4.51</b>	<b>5.10</b>	<b>5.60</b>	-0.59	-11.6		Enel
	- Purchased energy from the grid for own consumption	(mil tCO <sub>2eq</sub> )	0.81	0.89	1.00	-0.08	-9.7		Enel
	- Power distribution activity: emissions related to technical grid losses	(mil tCO <sub>2eq</sub> )	3.70	4.21	4.60	-0.51	-12.1		Enel
<b>305-3</b>	<b>Other indirect greenhouse gas emissions (Scope 3)<sup>(4)</sup></b>								
	Category 1: Purchase of goods and services (Supply chain)	(mil tCO <sub>2eq</sub> )	8.82	14.41	12.99	-5.59	-38.8		Enel
	Category 3: Fuel and energy-related activities not included in Scopes 1 and 2	(mil tCO <sub>2eq</sub> )	30.92	35.98	38.44	-5.06	-14.1		Enel
	- Upstream coal (mining and transport by sea)	(mil tCO <sub>2eq</sub> )	1.02	1.88	1.24	-0.86	-45.8		Enel
	- Upstream gas (extraction and transport by sea)	(mil tCO <sub>2eq</sub> )	5.89	8.42	10.01	-2.53	-30.0		Enel
	- Upstream diesel and biomass (transportation)	(mil tCO <sub>2eq</sub> )	0.01	0.01	0.01	-	-		Enel
	- Purchase of electricity for selling to end customer <sup>(5)</sup>	(mil tCO <sub>2eq</sub> )	24.00	25.67	27.19	-1.67	-6.5		Enel
	Category 4: Upstream transport and distribution (transport of raw materials and waste)	(mil tCO <sub>2eq</sub> )	0.01	0.01	-	-	-		Enel
	Category 11: Use of products sold (Use of gas sold to end customer) <sup>(6)</sup>	(mil tCO <sub>2eq</sub> )	16.79	20.63	20.05	-3.84	-18.6		Enel
	<b>Total indirect emissions (Scope 3)<sup>(5)(6)</sup></b>	(mil tCO <sub>2eq</sub> )	<b>56.53</b>	<b>71.04</b>	<b>71.49</b>	-14.51	-20.4		Enel
<b>305-4</b>	<b>Specific emissions</b>								
	Intensity of total GHG Scope 1 emissions <sup>(7)</sup>	(gCO <sub>2eq</sub> /kWh)	166	230	227	-64	-28.0		Enel
	Intensity of CO <sub>2</sub> emissions related to energy production <sup>(8)</sup>	(gCO <sub>2</sub> /kWh)	157	225	222	-68	-30.2		Enel
	Scope 1 GHG emissions Intensity relating to Power Generation (SBTi) <sup>(9)</sup>	(gCO <sub>2eq</sub> /kWh)	160	229	225	-69	-30.1		Enel
	Scope 1 and 3 GHG emissions Intensity relating to Integrated Power (SBTi) <sup>(5)(10)</sup>	(gCO <sub>2eq</sub> /kWh)	168	210	212	-42	-20.0		Enel
<b>305-5</b>	<b>Avoided emissions<sup>(11)</sup></b>	(mil tCO <sub>2eq</sub> )	<b>86.0</b>	<b>81.6</b>	<b>72.8</b>	4.4	5.4		Enel
<b>305-7</b>	<b>Other atmospheric emissions<sup>(12)</sup></b>								
	SO <sub>2</sub> emissions	(t)	18,701	16,602	15,615	2,099	12.6		Enel
	NO <sub>x</sub> emissions	(t)	53,850	74,225	78,846	-20,375	-27.5		Enel
	Dust emissions	(t)	1,259	1,227	1,099	32	2.6		Enel
	H <sub>2</sub> S emissions	(t)	5,114	5,226	4,772	-112	-2.1		Enel
	Hg emissions (coal-fired thermoelectric)	(t)	0.04	0.08	0.05	-0.04	-50.0		Enel
	<b>Specific emissions</b>								
	SO <sub>2</sub> emissions	(g/kWh)	0.09	0.07	0.07	0.02	28.6		Enel
	NO <sub>x</sub> emissions	(g/kWh)	0.26	0.32	0.35	-0.06	-18.8		Enel
	Dust emissions	(g/kWh)	0.006	0.005	0.005	0.001	20.0		Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>305-6</b>	<b>Ozone Depleting Substances emissions</b>							
	<b>Total</b>	(kgCFC-11 <sub>eq</sub> )	<b>14</b>	<b>43</b>	<b>180</b>	-29	-67.4	Enel
<b>2-27</b>	<b>Compliance with environmental laws and regulations</b>							
	<b>Total non-compliance for which monetary and non-monetary sanctions were incurred</b>	(no.)	<b>39</b>	<b>92</b>	-	-53	-	Enel
	Total non-compliance for which non-monetary sanctions were incurred	(no.)	12	22	-	-10	-45.5	Enel
	Total non-compliance for which monetary sanctions were incurred	(no.)	27	70	-	-43	-61.4	Enel
	Fines for instances of non-compliance with laws and regulations occurred in the current reporting period	(mil euros)	3.98	0.01	-	3.97	-	Enel
	Fines for instances of non-compliance with laws and regulations occurred in the previous reporting periods	(mil euros)	0.14	0.15	-	-0.01	-9.3	Enel
	Environmental liabilities accrued at year-end	(mil euros)	0.11	1.60	-	-1.49	-92.9	Enel
	<b>Environmental proceedings as defendant</b>							
	Total number of environmental proceedings as defendant	(no.)	112	168	243	-56	-33.3	Enel
	Monetary values	(mil euros)	3.98	1.80	5.00	2.18	-	Enel
	<b>ENERGY CONSUMPTION</b>							
<b>302-1</b>	<b>Fuel consumption by primary source in TJ</b>							
	<b>from non-renewable sources</b>	(TJ)	<b>752,814</b>	<b>1,053,083</b>	<b>1,044,714</b>	-300,269	-28.5	Enel
	Coal	(TJ)	117,193	206,450	141,528	-89,257	-43.2	Enel
	Lignite	(TJ)	-	-	-	-	-	Enel
	Fuel oil	(TJ)	32,483	35,848	34,787	-3,365	-9.4	Enel
	Natural gas	(TJ)	276,567	469,425	549,312	-192,858	-41.1	Enel
	Diesel oil	(TJ)	60,797	58,486	48,482	2,311	4.0	Enel
	Uranium	(TJ)	265,773	282,872	270,605	-17,099	-6.0	Enel
	<b>from renewable sources</b>	(TJ)	<b>53,915</b>	<b>54,987</b>	<b>54,588</b>	-1,072	-1.9	Enel
	Biomass, biogas and waste	(TJ)	868	1,044	1,136	-176	-16.9	Enel
	Geothermal fluid	(TJ)	53,047	53,943	53,452	-896	-1.7	Enel
	<b>Total direct consumption</b>	(TJ)	<b>806,729</b>	<b>1,108,069</b>	<b>1,099,302</b>	-301,340	-27.2	Enel
	<b>Fuel consumption by primary source in Mtoe</b>							
	<b>from non-renewable sources</b>	(Mtoe)	<b>18.0</b>	<b>25.2</b>	<b>25.0</b>	-7.2	-28.6	Enel
	Coal	(Mtoe)	2.8	4.9	3.4	-2.1	-42.9	Enel
	Lignite	(Mtoe)	-	-	-	-	-	Enel
	Fuel oil	(Mtoe)	0.8	0.9	0.8	-0.1	-11.1	Enel
	Natural gas	(Mtoe)	6.6	11.2	13.1	-4.6	-41.1	Enel
	Diesel oil	(Mtoe)	1.5	1.4	1.2	0.1	7.1	Enel
	Uranium	(Mtoe)	6.3	6.8	6.5	-0.5	-7.4	Enel
	<b>from renewable sources</b>	(Mtoe)	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	-	-	Enel
	Biomass, biogas and waste	(Mtoe)	0.02	0.02	0.03	-	-	Enel
	Geothermal fluid	(Mtoe)	1.3	1.3	1.3	-	-	Enel
	<b>Total direct consumption</b>	(Mtoe)	<b>19.3</b>	<b>26.5</b>	<b>26.3</b>	-7.2	-27.2	Enel
	<b>Incidence of fuel consumption from non-renewable sources</b>							
	Coal	(%)	15.6	19.6	11.2	-4.0	-	Enel
	Lignite	(%)	-	-	-	-	-	Enel
	Fuel oil	(%)	4.3	3.4	2.8	0.9	-	Enel
	Natural gas	(%)	36.7	44.6	43.5	-7.9	-	Enel
	Diesel oil	(%)	8.1	5.6	3.8	2.5	-	Enel
	Uranium	(%)	35.3	26.9	21.4	8.4	-	Enel
<b>302-1</b>	<b>Indirect energy consumption by destination</b>							
	<b>Total electricity consumption</b>	(TJ)	<b>10,692</b>	<b>11,620</b>	<b>23,878</b>	-928	-8.0	Enel

GRI/ EUSS	KPI		December UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>RAW MATERIALS</b>									
<b>Resources used in the production process</b>									
<b>301-1</b>	<b>Fuel consumption for thermoelectric production</b>								
<b>from non-renewable sources</b>									
	Coal	(,000 t)	4,817	8,522	5,958	-3,705	-43.5		Enel
	Lignite	(,000 t)	-	-	-	-	-		Enel
	Fuel oil	(,000 t)	807	889	863	-82	-9.2		Enel
	Natural gas	(mil m <sup>3</sup> )	7,673	13,214	15,682	-5,541	-41.9		Enel
	Diesel oil	(,000 t)	1,061	1,262	1,033	-201	-15.9		Enel
<b>from renewable sources</b>									
	Biomass and waste for thermoelectric production	(,000 t)	55	65	71	-10	-15.4		Enel
	Biogas	(mil m <sup>3</sup> )	0.3	1.2	0.7	-0.9	-75.0		Enel
	Geothermal steam used for electricity production	(,000 t)	48,943	49,947	350,160	-1,004	-2.0		Enel
<b>301-1</b>	<b>Consumables</b>								
	Lime	(,000 t)	96.2	110.7	61.9	48.8	44.1		Enel
	Ammonia	(,000 t)	170	370	20.4	-20.0	-54.1		Enel
	Caustic soda	(,000 t)	65.3	47.4	65.0	17.9	37.8		Enel
	Slaked lime	(,000 t)	3.3	4.6	3.3	-1.3	-28.3		Enel
	Sulfuric/chloride acid	(,000 t)	4.7	7.3	8.7	-2.6	-35.6		Enel
	Other	(,000 t)	19.0	34.7	26.8	-15.7	-45.2		Enel
	<b>Total</b>	(,000 t)	<b>205.5</b>	<b>241.8</b>	<b>186.2</b>	<b>-36.3</b>	<b>-15.0</b>		Enel
<b>301-2</b>	<b>Percentage of materials used that derive from recycled material</b>								
<b>compared to the total consumption of each resource</b>									
	Lubricant oil	(%)	6.50	3.15	11.85	3.35	-		Enel
	Dielectric oil	(%)	62.57	53.84	67.04	8.73	-		Enel
	Paper for printing	(%)	16.27	3.43	2.16	12.84	-		Enel
<b>Water</b>									
<b>Volumes of water used in the production process</b>									
	For thermal production	(,000 ML)	376	56.5	52.8	-18.9	-33.4		Enel
	For nuclear production	(,000 ML)	16.9	19.0	19.6	-2.0	-10.8		Enel
	For other production and industrial uses	(,000 ML)	0.4	0.5	0.7	-0.1	-17.6		Enel
	<b>Total withdrawals for the production process</b>	(,000 ML)	<b>55.0</b>	<b>76.0</b>	<b>73.1</b>	<b>-27.8</b>	<b>-36.6</b>		Enel
	<b>Specific freshwater withdrawal</b>	(l/kWh <sub>ed</sub> )	<b>0.20</b>	<b>0.23</b>	<b>0.25</b>	<b>-0.03</b>	<b>-13.0</b>		Enel
<b>303-3</b>	<b>Process water withdrawals by source</b>								
<b>Withdrawals from scarce water sources</b>									
	Surface water (wetlands, lakes, rivers) Total	(,000 ML)	28.8	37.9	40.5	-9.1	-24.0		Enel
	- fresh water (<=1,000 mg/l total dissolved solids)	(,000 ML)	28.3	37.3	40.3	-8.9	-24.0		Enel
	- other water (>1,000 mg/l total dissolved solids)	(,000 ML)	0.5	0.6	0.2	-0.1	-23.2		Enel
	Ground water (from wells) Total	(,000 ML)	8.0	9.5	9.9	-1.5	-15.6		Enel
	- fresh water (<=1,000 mg/l total dissolved solids)	(,000 ML)	8.0	9.4	9.9	-1.4	-14.7		Enel
	- other water (>1,000 mg/l total dissolved solids)	(,000 ML)	-	0.1	-	-0.1	-82.5		Enel
	Water from aqueducts Total	(,000 ML)	4.4	6.3	6.0	-1.9	-29.6		Enel
	- fresh water (<=1,000 mg/l total dissolved solids)	(,000 ML)	4.2	6.0	5.3	-1.8	-29.8		Enel
	- other water (>1,000 mg/l total dissolved solids)	(,000 ML)	0.2	0.3	0.7	-0.1	-27.1		Enel
	<b>Withdrawals from non scarce sources</b>	(,000 ML)	<b>13.7</b>	<b>22.3</b>	<b>16.7</b>	<b>-8.6</b>	<b>-38.5</b>		Enel
	Seawater (used as is and desalinated)	(,000 ML)	13.6	22.2	16.6	-8.6	-38.8		Enel
	- fresh water (<=1,000 mg/l total dissolved solids)	(,000 ML)	5.0	5.7	5.0	-0.7	-11.7		Enel
	- other water (>1,000 mg/l total dissolved solids)	(,000 ML)	8.5	16.5	11.6	-7.9	-48.2		Enel
	from wastewater (amount used inside plants)	(,000 ML)	0.1	0.1	0.1	-	-		Enel
	<b>Total</b>	(,000 ML)	<b>55.0</b>	<b>76.0</b>	<b>73.1</b>	<b>-21.0</b>	<b>-27.7</b>		Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	<b>Percentage of recycled and reused water</b>	(%)	<b>8.6</b>	<b>9.4</b>	<b>8.3</b>	-0.8	-	Enel
	<b>Water withdrawal for open-cycle cooling</b>							
	<b>Total</b>	(,000 ML)	<b>10,866.3</b>	<b>13,651.7</b>	<b>14,956.3</b>	-2,785.5	-20.4	Enel
	from surface water	(,000 ML)	2,981.1	4,782.6	6,213.0	-1,801.5	-37.7	Enel
	from sea water	(,000 ML)	7,885.2	8,869.2	8,743.3	-984.0	-11.1	Enel
	<b>Total withdrawals</b>	(,000 ML)	<b>10,914.4</b>	<b>13,727.7</b>	<b>15,011.9</b>	-2,813.3	-20.5	Enel
<b>303-3</b>	<b>Process water withdrawals by source in water stressed areas<sup>(13)</sup></b>							
	<b>Withdrawals from scarce sources</b>	(,000 ML)	<b>10.7</b>	<b>12.7</b>	<b>15.5</b>	-2.0	-16.0	Enel
	Surface water (wetlands, lakes, rivers)	(,000 ML)	5.1	5.8	8.5	-0.7	-11.6	Enel
	- fresh water (<=1,000 mg/l total dissolved solids)	(,000 ML)	5.0	5.7	8.5	-0.7	-12.7	Enel
	- other water (>1,000 mg/l total dissolved solids)	(,000 ML)	0.1	0.1	-	-	-	Enel
	Ground water (from wells)	(,000 ML)	4.7	5.8	6.4	-1.1	-18.7	Enel
	- fresh water (<=1,000 mg/l total dissolved solids)	(,000 ML)	4.7	5.8	6.4	-1.1	-19.1	Enel
	- other water (>1,000 mg/l total dissolved solids)	(,000 ML)	-	-	-	-	-	Enel
	Water from aqueducts (industrial and civil)	(,000 ML)	0.8	1.1	0.6	-0.3	-24.8	Enel
	- fresh water (<=1,000 mg/l total dissolved solids)	(,000 ML)	0.6	0.8	0.4	-0.2	-24.9	Enel
	- other water (>1,000 mg/l total dissolved solids)	(,000 ML)	0.2	0.3	0.3	-0.1	-33.3	Enel
	<b>Withdrawals from non scarce sources</b>	(,000 ML)	<b>2.1</b>	<b>1.9</b>	<b>1.3</b>	0.2	10.5	Enel
	Seawater (used as is and desalinated)	(,000 ML)	2.1	1.9	1.3	0.2	10.5	Enel
	- fresh water (<=1,000 mg/l total dissolved solids)	(,000 ML)	1.1	0.9	0.8	0.2	25.5	Enel
	- other water (>1,000 mg/l total dissolved solids)	(,000 ML)	0.9	1.0	0.5	-	-	Enel
	from wastewater (share used within facilities)	(,000 ML)	-	-	-	-	-	Enel
	<b>Total</b>	(,000 ML)	<b>12.8</b>	<b>14.6</b>	<b>16.8</b>	-1.8	-12.6	Enel
<b>303-4</b>	<b>WATER DISCHARGE</b>							
	<b>Water discharge by destination (total)</b>	(,000 ML)	<b>10,885.8</b>	<b>13,682.4</b>	<b>14,968.0</b>	-2,796.7	-20.4	Enel
	Surface water (wetlands, lakes, rivers)	(,000 ML)	2,987.7	4,785.5	6,189.1	-1,797.8	-37.6	Enel
	Groundwater	(,000 ML)	-	-	-	-	-	Enel
	Water in municipal/industrial treatment plants	(,000 ML)	1.9	3.0	6.4	-1.1	-36.7	Enel
	Third-party water	(,000 ML)	73.3	79.6	89.0	-6.3	-7.9	Enel
	Sea water	(,000 ML)	7,822.9	8,814.5	8,683.5	-991.6	-11.2	Enel
<b>303-5</b>	<b>Water consumptions</b>	(,000 ML)	<b>35.4</b>	<b>45.2</b>	<b>43.8</b>	-9.7	-21.5	Enel
	<b>Consumption in water stressed areas</b>	(,000 ML)	<b>7.9</b>	<b>9.3</b>	<b>10.5</b>	-1.4	-15.4	Enel
<b>306-3</b>	<b>WASTE PRODUCED</b>							
	Non-hazardous waste	(t)	3,182,083	3,300,765	3,008,536	-118,682	-3.6	Enel
	Hazardous waste <sup>(14)</sup>	(t)	68,704	55,940	64,365	12,764	22.8	Enel
	<b>Total waste produced</b>	(t)	<b>3,250,786</b>	<b>3,356,705</b>	<b>3,072,901</b>	-105,919	-3.2	Enel
	<b>of which ash gypsum</b>	(t)	<b>739,883</b>	<b>1,129,818</b>	<b>744</b>	-389,935	-34.5	Enel
	<b>of which oils</b>	(t)	<b>6,598</b>	<b>5,273</b>	<b>5,495</b>	1,325	25.1	Enel
	<b>of which construction and demolition waste</b>	(t)	<b>1,178,442</b>	<b>1,063,564</b>	<b>1,052,701</b>	114,878	10.8	Enel
	<b>Total waste sent for recovery</b>	(%)	<b>85.34</b>	<b>84.39</b>	<b>85.30</b>	0.95	-	Enel
<b>306-4;</b>	<b>Hazardous waste by disposal method</b>							
<b>306-5</b>								
	Recycled or sent for recovery	(t)	32,411	21,960	38,418	10,451	47.6	Enel
	Landfill	(t)	7,155	5,270	7,972	1,885	35.8	Enel
	Incineration with energy recovery	(t)	2,274	853	684	-	-	Enel
	Incineration without energy recovery	(t)	122	451	752	-	-	Enel
	Other disposal methods	(t)	26,742	27,406	16,539	-	-	Enel
	<b>Total</b>	(t)	<b>68,704</b>	<b>55,940</b>	<b>64,365</b>	12,764	22.8	Enel
<b>306-4;</b>	<b>Non-hazardous waste by disposal method</b>							
<b>306-5</b>								
	Recovery (including energy recovery)	(t)	2,741,839	2,810,895	2,622,376	-69,056	-2.5	Enel
	Landfill	(t)	354,004	417,728	386,160	-63,724	-15.3	Enel
	Incineration with energy recovery	(t)	344	572	551	-	-	Enel
	Incineration without energy recovery	(t)	89	16	103	-	-	Enel
	Other disposal methods	(t)	85,935	71,555	39,717	-	-	Enel
	<b>Total</b>	(t)	<b>3,182,083</b>	<b>3,300,765</b>	<b>1,121,054</b>	-118,682	-3.6	Enel

GRI/ EUSS	KPI	December UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>Mitigation of the impact on the landscape/territory<sup>(15)</sup></b>								
	<b>LV/MV cabling ratio</b>	(%)	<b>67.3</b>	<b>60.7</b>	<b>60.5</b>	6.6	-	Enel
	<b>LV cabling ratio</b>	(%)	<b>84.5</b>	<b>82.9</b>	<b>82.9</b>	1.6	-	Enel
	<b>MV cabling ratio</b>	(%)	<b>37.9</b>	<b>30.1</b>	<b>29.3</b>	7.8	-	Enel

<b>2023 assessment of biodiversity project impacts</b>	<b>Number of sites</b>	<b>Hectares</b>
Number of sites and total area used for operational activities	<b>612</b>	<b>61,352</b>
<b>Assessment</b> Sites where biodiversity impact assessments have been carried out in the last five years	<b>612</b>	<b>61,352</b>
<b>Exposure</b> Sites with biodiversity impact assessment in proximity to critical areas and total area of these sites	<b>228</b>	<b>9,024</b>
<b>Management plans</b> Sites with biodiversity impact assessment located in proximity to critical areas that have a biodiversity management plan in place, and total area of these sites	<b>14</b>	<b>1,233</b>

- (1) Figures for 2021 and 2022 also include the contribution of heat from plants in Russia sold in 2022.
- (2) This share includes emissions as a result of:
- the combustion of fossil fuels: for electricity generation (CH<sub>4</sub> and N<sub>2</sub>O); in auxiliary generation and distribution engines (CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O); in building heating systems (CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O); and in the corporate fleet of vehicles (CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O);
  - greenhouse gas leakages related to: NF<sub>3</sub>, in photovoltaic panel generation; SF<sub>6</sub>, in power plants and distribution assets; HFCs, in power plants and buildings; CH<sub>4</sub> in gas-fired power plants; and biogenic CH<sub>4</sub> from hydropower reservoirs.
- (3) This share includes emissions as a result of:
- electricity taken from the grid for consumption in power plants (including pumped storage hydropower plants), port terminals, buildings, and 3Sun. The calculation is made as the product of electricity consumption by the respective coefficients of specific emissions of the electricity systems of the countries in which the Enel Group operates (source National Authority or Enerdata data), following the GHG Protocol indications with respect to the location based and market-based models. In particular, the Scope 2 market-based calculation takes into account cancelled guarantees of origin in Italy and Iberia;
  - emissions from technical losses of energy from the power distribution activity. These are calculated based on the part of energy fed into the grid that exceeds the share produced in the country in question, so as to avoid any double counting of emissions already included in Scope 1. The emissions are calculated according to the dual location and market-based view.
- The 2021 and 2022 values have been restated following an update of the methodology for calculating energy consumption in distribution assets and also the update of emission factors of national power systems.
- (4) "Scope 3"
- Category 1: Procurement of goods and services (Supply Chain): the calculation considers GHG emissions related to supplies, works and services. For supplies, the calculation is based on the average value of EPD (Environmental Product Declaration) or ISO CFP certifications for more than 60% of purchased supplies; the remainder was estimated through international databases (Ecoinvent/Exiobase). Emissions from works have been estimated based on data from sustainable construction sites and emissions of services have been estimated using international databases.
  - Category 3: Fuel and energy-related activities not included in Scope 1 and 2: the calculation considers indirect GHG emissions for fugitive emissions of methane (CH<sub>4</sub>) related to the extraction process of coal imported and used for thermal power generation; transportation of coal and ash by sea; transportation of biomass and fuel-oil by road; the extraction and transportation of natural gas considering both the share related to gas used in thermal power plants and sold in the retail market; emissions related to energy purchased for sale to end customers (calculated as the product of the fraction sold but not generated by Enel and the emission factor of electric systems).
  - Category 4: Upstream transport and distribution (transport of raw materials and waste): this calculation considers indirect GHG emissions for emissions related to transport of consumables and waste by road.
  - Category 11: Use of products sold (Use of gas sold to the end customer): the value for emissions from the combustion of natural gas is calculated based on the energy amount (TWh) of gas sold multiplied by its emission factor (source: IPCC for CO<sub>2</sub>, N<sub>2</sub>O e CH<sub>4</sub>).
- (5) The 2021 and 2022 values were restated following an update of the emission factors of national power systems.
- (6) The 2021 and 2022 values were restated following an update in the calculation methodology based on the calorific value of natural gas volumes sold to end customers.
- (7) The specific emissions were calculated considering total direct emissions (Scope 1) in relation to total renewable, nuclear and thermoelectric generation. Figures for 2021 and 2022 also include the contribution of heat from plants in Russia sold in 2022.
- (8) Specific emissions are calculated by considering the total direct CO<sub>2</sub> emissions related to electricity generation as a ratio of total renewable, nuclear and thermoelectric generation. Figures for 2021 and 2022 also include the contribution of heat from plants in Russia sold in 2022.
- (9) KPI corresponding to the target certified by SBTi in 2022. The specific emissions were calculated considering total direct emissions (Scope 1) related to the generation of electricity (including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O), in relation to total renewable (excluding pumped storage generation), nuclear and thermoelectric. Figures for 2021 and 2022 also include the contribution of heat from plants in Russia sold in 2022.
- (10) KPI corresponding to the target certified by SBTi in 2022. The specific emissions are calculated considering the combination of total direct emissions (Scope 1) related to electricity generation (including CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O) and the Group's direct GHG emissions (Scope 3) deriving from the generation of electricity purchased and sold to end customers, in relation to total renewable (excluding pumped-storage generation), nuclear and thermoelectric generation, and total electricity purchases. Figures for 2021 and 2022 also include the contribution of heat from plants in Russia sold in 2022.
- (11) Avoided Group emissions are calculated as the sum of the avoided emissions in the various countries. The resulting value is calculated as the product of the generation of electricity obtained from a renewable or nuclear source and the specific CO<sub>2</sub> emissions from the thermoelectric generation of the country in which Enel is present (source: Enerdata).
- (12) Mercury emissions in 2023 amounted to 44 kg, associated with thermoelectric generation for Italy and Spain, which account for almost 100% of coal-fired thermoelectric generation throughout the Group. This is in addition to the mercury emissions from the geothermal sector, amounting to 422 kg. In Europe, mercury emissions are declared to the competent authorities for registration in the European Pollutant Release and Transfer Register (E-PRTR) in accordance with EU Regulation no. 166/2006 and are subject to the relevant checks in terms of completeness, consistency and credibility (Article 2 of Regulation no. 166/2006).
- (13) GRI 303 has defined as "water stressed" areas those in which, on the basis of the classification provided by the WRI Aqueduct Water Risk Atlas, the ratio between the total annual withdrawal of surface water or groundwater for different uses (civil, industrial, agricultural and livestock) and the total annual renewable water supply available ("base water stress", understood, therefore, as the level of competition between all users) is high (40-80%) or extremely high (>80%). It is further specified that thermal plants using freshwater are included in this category. By way of greater environmental protection, Enel has also considered as located in water stressed areas those plants falling in zones classified by the WRI as "arid".
- (14) Hazardous waste is reported by countries and regions below:



KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>Hazardous waste by significant geographical areas</b>							
Italy	(t)	44,673	29,061	29,306	15,612	53.7	Italy
Iberia	(t)	16,468	13,857	11,786	2,611	18.8	Iberia
<b>Latin America</b>	(t)	<b>6,878</b>	<b>9,090</b>	<b>13,777</b>	-2,212	-24.3	Latin America
- Chile	(t)	956	1,093	741	-137	-12.5	Chile
- Argentina	(t)	460	1,111	2,106	-651	-58.6	Argentina
- Colombia	(t)	1,101	1,231	1,364	-130	-10.6	Colombia
- Peru	(t)	1,359	1,142	905	217	19.0	Peru
- Brazil	(t)	2,995	4,500	8,658	-1,505	-33.4	Brazil
- others	(t)	9	12	3	-3	-25.0	Other
<b>Europe</b>	(t)	<b>388</b>	<b>3,733</b>	<b>9,254</b>	-3,345	-89.6	Europe
- Russia	(t)	-	1,924	7,368	-1,924	-100.0	Russia
- Romania	(t)	374	1,802	1,859	-1,428	-79.2	Romania
- Greece	(t)	14	7	27	7	100.0	Greece
<b>Other</b>	(t)	<b>296</b>	<b>199</b>	<b>243</b>	97	48.7	Other
<b>Non-hazardous waste by significant countries and regions</b>							
Italy	(t)	2,675,803	2,735,469	667,663	-59,666	-2.2	Italy
Iberia	(t)	146,893	201,380	110,465	-54,487	-27.1	Iberia
<b>Latin America</b>	(t)	<b>356,648</b>	<b>357,387</b>	<b>327,563</b>	-739	-0.2	Latin America
- Chile	(t)	41,122	97,520	120,645	-56,398	-57.8	Chile
- Argentina	(t)	1,579	2,793	2,629	-1,214	-43.5	Argentina
- Colombia	(t)	66,013	100,705	98,182	-34,692	-34.4	Colombia
- Peru	(t)	40,599	30,039	19,397	10,560	35.2	Peru
- Brazil	(t)	207,200	126,165	86,520	81,035	64.2	Brazil
- others	(t)	135	166	189	-31	-18.7	Other
<b>Europe</b>	(t)	<b>2,220</b>	<b>6,140</b>	<b>14,969</b>	-3,920	-63.8	Europe
- Russia	(t)	-	1,365	9,828	-1,365	-100.0	Russia
- Romania	(t)	2,219	4,775	5,134	-2,556	-53.5	Romania
- Greece	(t)	1	-	6	1	-	Greece
<b>Other</b>	(t)	<b>518</b>	<b>389</b>	<b>393</b>	129	33.2	Other

(15) The cabling ratio is calculated by proportioning the km of cabled lines (both underground and aerial insulated cables) to the total km of lines. The increase in the cabling ratio over the years is due to a general increase, in terms of length, of aerial and underground cable sections at the expense of the bare conductor line.

# Enel people

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>SIZE AND COMPOSITION OF WOKFORCE</b>								
<b>2-7</b>	<b>Size of workforce</b>							
	<b>Total workforce</b>	(no.)	<b>61,055</b>	<b>65,124</b>	<b>66,279</b>	-4,069	-6.2	Enel
	- of which men	(no.)	47,202	49,899	51,341	-2,697	-5.4	Enel
	- of whom men (%)	(%)	77.3	76.6	77.5	0.7	-	Enel
	- of which women	(no.)	13,853	15,225	14,938	-1,372	-9.0	Enel
	- of which women (%)	(%)	22.7	23.4	22.5	-0.7	-	Enel
	<b>Average workforce</b>	(no.)	<b>64,396</b>	<b>66,475</b>	<b>65,976</b>	-2,079	-3.1	Enel
<b>Workforce by geographic area and gender</b>								
	<b>Italy<sup>(1)</sup></b>	(no.)	<b>31,470</b>	<b>31,664</b>	<b>30,276</b>	-194	-0.6	Italy
	- of which men	(no.)	24,802	24,943	24,136	-141	-0.6	Italy
	- of which women	(no.)	6,668	6,721	6,140	-53	-0.8	Italy
	<b>Iberia<sup>(2)</sup></b>	(no.)	<b>9,504</b>	<b>9,643</b>	<b>9,518</b>	-139	-1.4	Iberia
	- of which men	(no.)	6,951	7,091	7,084	-140	-2.0	Iberia
	- of which women	(no.)	2,553	2,552	2,434	1	-	Iberia
	<b>Europe<sup>(3)</sup></b>	(no.)	<b>139</b>	<b>3,532</b>	<b>4,994</b>	-3,393	-96.1	Europe
	- of which men	(no.)	102	2,408	3,478	-2,306	-95.8	Europe
	- of which women	(no.)	37	1,124	1,516	-1,087	-96.7	Europe
	<b>North America<sup>(4)</sup></b>	(no.)	<b>1,747</b>	<b>2,100</b>	<b>1,914</b>	-353	-16.8	North America
	- of which men	(no.)	1,240	1,475	1,352	-235	-15.9	North America
	- of which women	(no.)	507	625	562	-118	-18.9	North America
	<b>Latin America<sup>(5)</sup></b>	(no.)	<b>17,471</b>	<b>17,361</b>	<b>18,763</b>	110	0.6	Latin America
	- of which men	(no.)	13,608	13,412	14,712	196	1.5	Latin America
	- of which women	(no.)	3,863	3,949	4,051	-86	-2.2	Latin America
	<b>Africa, Asia and Oceania<sup>(6)</sup></b>	(no.)	<b>724</b>	<b>824</b>	<b>814</b>	-100	-12.1	Africa, Asia and Oceania
	- of which men	(no.)	499	570	579	-71	-12.5	Africa, Asia and Oceania
	- of which women	(no.)	225	254	235	-29	-11.4	Africa, Asia and Oceania
<b>405-1</b>	<b>Workforce by level and gender</b>							
	<b>Manager</b>	(no.)	<b>1,310</b>	<b>1,366</b>	<b>1,377</b>	-56	-4.1	Enel
	Manager	(%)	2.1	2.1	2.1	-	-	Enel
	Manager	(%)	966	1,025	1,052	-59	-5.8	Enel
	- of which men	(no.)	344	341	325	3	0.9	Enel
	<b>Middle Manager</b>	(no.)	<b>12,389</b>	<b>12,645</b>	<b>12,242</b>	-256	-2.0	Enel
	Middle Manager	(%)	20.3	19.4	18.5	0.9	-	Enel
	- of which men	(no.)	8,286	8,523	8,403	-237	-2.8	Enel
	- of which women	(no.)	4,103	4,122	3,839	-19	-0.5	Enel
	<b>White-collar</b>	(no.)	<b>31,308</b>	<b>34,634</b>	<b>35,556</b>	-3,326	-9.6	Enel
	White-collar	(%)	51.3	53.2	53.6	-1.9	-	Enel
	- of which men	(no.)	22,116	24,078	25,138	-1,962	-8.1	Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	- of which women	(no.)	9,192	10,556	10,418	-1,364	-12.9	Enel
	<b>Blue-collar</b>	(no.)	<b>16,048</b>	<b>16,478</b>	<b>17,104</b>	-430	-2.6	Enel
	Blue-collar	(%)	26.3	25.3	25.8	1.0	-	Enel
	- of which men	(no.)	15,833	16,272	16,748	-439	-2.7	Enel
	- of which women	(no.)	215	207	357	8	3.9	Enel
<b>Percentage of Managers by geographical area</b>								
	<b>Italy<sup>(1)</sup></b>	(no.)	<b>31,470</b>	<b>31,664</b>	<b>30,276</b>	-194	-0.6	Italy
	People on total Group people	(%)	51.5	48.6	45.7	2.9	-	Italy
	People on total Group Managers	(%)	64.8	63.3	60.1	1.5	-	Italy
	People on total not Group Managers	(%)	51.3	48.3	45.4	2.9	-	Italy
	<b>Iberia<sup>(2)</sup></b>	(no.)	<b>9,504</b>	<b>9,643</b>	<b>9,518</b>	-139	-1.4	Iberia
	People on total Group people	(%)	15.6	14.8	14.4	0.8	-	Iberia
	People on total Group Managers	(%)	18.2	17.9	20.3	0.3	-	Iberia
	People on total not Group Managers	(%)	15.5	14.7	14.2	0.8	-	Iberia
	<b>Brazil</b>	(no.)	<b>8,149</b>	<b>7,510</b>	<b>8,970</b>	639	8.5	Brazil
	People on total Group people	(%)	13.3	11.5	13.5	1.8	-	Brazil
	People on total Group Managers	(%)	5.2	5.1	4.7	0.1	-	Brazil
	People on total not Group Managers	(%)	8.1	8.0	9.8	0.1	-	Brazil
	<b>Argentina</b>	(no.)	<b>3,622</b>	<b>4,007</b>	<b>4,054</b>	-385	-9.6	Argentina
	People on total Group people	(%)	5.9	6.2	6.1	-0.2	-	Argentina
	People on total Group Managers	(%)	2.0	2.0	1.7	-0.1	-	Argentina
	People on total not Group Managers	(%)	6.0	6.2	6.2	-0.2	-	Argentina
	<b>Chile</b>	(no.)	<b>2,112</b>	<b>2,219</b>	<b>2,271</b>	-107	-4.8	Chile
	People on total Group people	(%)	3.5	3.4	3.4	0.1	-	Chile
	People on total Group Managers	(%)	3.7	3.5	4.0	0.2	-	Chile
	People on total not Group Managers	(%)	3.5	3.4	3.4	0.1	-	Chile
	<b>Peru</b>	(no.)	<b>1,091</b>	<b>1,075</b>	<b>988</b>	16	1.5	Peru
	People on total Group people	(%)	1.8	1.7	1.5	0.1	-	Peru
	People on total Group Managers	(%)	1.4	1.5	1.4	-0.1	-	Peru
	People on total not Group Managers	(%)	1.8	1.7	1.5	0.1	-	Peru
	<b>Colombia</b>	(no.)	<b>2,281</b>	<b>2,327</b>	<b>2,256</b>	-46	-2.0	Colombia
	People on total Group people	(%)	3.7	3.6	3.4	0.1	-	Colombia
	People on total Group Managers	(%)	3.1	2.6	2.7	0.5	-	Colombia
	People on total not Group Managers	(%)	3.7	3.6	3.4	0.1	-	Colombia
	<b>United States</b>	(no.)	<b>1,412</b>	<b>1,737</b>	<b>1,534</b>	-325	-18.7	United States
	People on total Group people	(%)	2.3	2.7	2.3	-0.4	-	United States
	People on total Group Managers	(%)	1.2	1.3	1.1	-0.1	-	United States
	People on total not Group Managers	(%)	2.3	2.7	2.3	-0.4	-	United States
<b>405-1 Workforce by age range and level</b>								
	<b>&lt;30</b>	(no.)	<b>7,661</b>	<b>8,543</b>	<b>7,761</b>	-882	-10.3	Enel
		(%)	<b>12.5</b>	<b>13.1</b>	<b>11.7</b>	-0.6	-	Enel
	- of whom Managers	(%)	-	-	-	-	-	Enel
	- of whom Middle Managers	(%)	2.3	2.9	2.4	-0.6	-	Enel
	- of whom White-collar	(%)	11.5	13.1	10.5	-1.6	-	Enel
	- of whom Blue-collar	(%)	23.6	22.2	20.7	1.4	-	Enel
	<b>30 - 50</b>	(no.)	<b>35,111</b>	<b>36,795</b>	<b>38,024</b>	-1,684	-4.6	Enel
		(%)	<b>57.6</b>	<b>56.5</b>	<b>57.4</b>	1.1	-	Enel
	- of whom Managers	(%)	49.7	51.4	46.8	-1.7	-	Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	- of whom Middle Managers	(%)	64.1	65.0	56.9	-0.9	-	Enel
	- of whom White-collar	(%)	54.0	53.2	52.1	0.8	-	Enel
	- of whom Blue-collar	(%)	59.8	57.4	58.0	2.4	-	Enel
	<b>&gt;50</b>	(no.)	<b>18,283</b>	<b>19,786</b>	<b>20,494</b>	-1,503	-7.6	Enel
		(%)	<b>29.9</b>	<b>30.4</b>	<b>30.9</b>	-0.5	-	Enel
	- of whom Managers	(%)	50.3	48.6	46.2	1.7	-	Enel
	- of whom Middle Managers	(%)	33.6	32.1	27.4	1.5	-	Enel
	- of whom White-collar	(%)	34.5	33.8	33.1	0.7	-	Enel
	- of whom Blue-collar	(%)	16.6	20.4	21.3	-3.8	-	Enel
	<b>Average age</b>	(years)	<b>43.6</b>	<b>43.6</b>	<b>43.8</b>	-	-	Enel
<b>2-7</b>	<b>Workforce by type of contract and gender</b>							
	<b>Permanent contracts</b>	(no.)	<b>60,540</b>	<b>64,377</b>	<b>65,453</b>	-3,837	-6.0	Enel
	- of which men	(no.)	46,840	49,387	50,803	-2,547	-5.2	Enel
	- of which women	(no.)	13,700	14,989	14,650	-1,289	-8.6	Enel
	<b>Fixed-term contracts</b>	(no.)	<b>515</b>	<b>747</b>	<b>826</b>	-232	-31.1	Enel
	- of which men	(no.)	362	511	537	-149	-29.2	Enel
	- of which women	(no.)	153	236	289	-83	-35.2	Enel
	<b>Use of fixed-term contracts and inclusion/ Centre for Labor Training (CFL) of the total</b>	(%)	<b>0.8</b>	<b>1.1</b>	<b>1.2</b>	-0.3	-	Enel
	<b>Internship and traineeships</b>	(no.)	<b>971</b>	<b>799</b>	<b>1,083</b>	172	21.5	Enel
	<b>Temporary workers</b>	(no.)	<b>213</b>	<b>997</b>	<b>842</b>	-784	-78.6	Enel
<b>2-7</b>	<b>Workforce by type of contract and geographic area</b>							
	<b>Italy<sup>(1)</sup></b>	(no.)	<b>31,470</b>	<b>31,664</b>	<b>30,276</b>	-194	-0.6	Italy
	Permanent contracts	(no.)	31,467	31,662	30,263	-195	-0.6	Italy
	Fixed-term contracts	(no.)	3	2	13	1	50.0	Italy
	<b>Iberia<sup>(2)</sup></b>	(no.)	<b>9,504</b>	<b>9,643</b>	<b>9,518</b>	-139	-1.4	Iberia
	Permanent contracts	(no.)	9,384	9,423	9,281	-39	-0.4	Iberia
	Fixed-term contracts	(no.)	120	220	237	-100	-45.5	Iberia
	<b>Latin America<sup>(5)</sup></b>	(no.)	<b>17,471</b>	<b>17,361</b>	<b>18,763</b>	110	0.6	Latin America
	Permanent contracts	(no.)	17,096	16,893	18,304	203	1.2	Latin America
	Fixed-term contracts	(no.)	375	468	459	-93	-19.9	Latin America
	<b>Europe<sup>(3)</sup></b>	(no.)	<b>139</b>	<b>3,532</b>	<b>4,994</b>	-3,393	-96.1	Europe
	Permanent contracts	(no.)	139	3,495	4,883	-3,356	-96.0	Europe
	Fixed-term contracts	(no.)	-	37	111	-37	-100.0	Europe
	<b>North America<sup>(4)</sup></b>	(no.)	<b>1,747</b>	<b>2,100</b>	<b>1,914</b>	-353	-16.8	North America
	Permanent contracts	(no.)	1,733	2,086	1,909	-353	-16.9	North America
	Fixed-term contracts	(no.)	14	14	5	-	-	North America
	<b>Africa, Asia and Oceania<sup>(6)</sup></b>	(no.)	<b>724</b>	<b>824</b>	<b>814</b>	-100	-12.1	Africa, Asia and Oceania
	Permanent contracts	(no.)	721	818	813	-97	-11.9	Africa, Asia and Oceania
	Fixed-term contracts	(no.)	3	6	1	-3	-50.0	Africa, Asia and Oceania
<b>2-7</b>	<b>Workforce by type of contract and gender</b>							

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	<b>Full-time contracts</b>	(no.)	<b>60,590</b>	<b>64,619</b>	<b>65,689</b>	-4,029	-6.2	Enel
	- of which men	(no.)	47,114	49,801	51,209	-2,687	-5.4	Enel
	- of which women	(no.)	13,476	14,818	14,480	-1,342	-9.1	Enel
	<b>Part-time contracts</b>	(no.)	<b>465</b>	<b>505</b>	<b>590</b>	-40	-7.9	Enel
	- of which men	(no.)	88	98	130	-10	-10.2	Enel
	- of which women	(no.)	377	407	460	-30	-7.4	Enel
	<b>Percentage of part-time</b>	(%)	0.8	0.8	0.9	-	-	Enel
	<b>Workforce by nationality</b>							
<b>DJSI 3.1.3</b>	<b>Total workforce</b>							
	Italy	(%)	51.2	48.3	45.4	2.9	-	Italy
	Brazil	(%)	13.3	11.5	13.5	1.8	-	Brazil
	Spain	(%)	15.2	14.4	14.0	0.8	-	Spain
	Argentina	(%)	5.8	6.0	6.0	-0.2	-	Argentina
	Colombia	(%)	3.8	3.6	3.4	0.2	-	Colombia
	Chile	(%)	3.2	3.2	3.2	-	-	Chile
	Other	(%)	7.5	8.0	9.4	-0.5	-	Other
	<b>Workforce in management positions (Manager and Middle Manager)</b>							
	Italy	(%)	50.8	49.0	47.8	1.8	-	Italy
	Brazil	(%)	4.9	4.8	5.1	-	-	Brazil
	Spain	(%)	30.6	29.7	29.0	0.9	-	Spain
	Argentina	(%)	1.8	2.1	2.1	-0.4	-	Argentina
	Colombia	(%)	2.3	2.2	2.1	0.1	-	Colombia
	Chile	(%)	2.8	2.7	2.9	0.1	-	Chile
	Other	(%)	6.8	7.1	8.3	-0.3	-	Other
<b>401-1</b>	<b>CHANGES TO SIZE</b>							
	Change in workforce numbers <sup>(7)</sup>							
	New hires	(no.)	3,837	6,412	5,401	-2,575	-40.2	Enel
	Changes in scope	(no.)	-3,868	-3,153	23	-715	22.7	Enel
	Terminations	(no.)	4,038	4,414	5,862	-376	-8.5	Enel
	<b>Balance</b>	(no.)	<b>-4,069</b>	<b>-1,155</b>	<b>-438</b>	-2,914	-	Enel
	<b>New hires</b>							
	<b>New hires by gender</b>	(no.)	<b>3,837</b>	<b>6,412</b>	<b>5,401</b>	-2,575	-40.2	Enel
	<b>Hiring rate<sup>(8)</sup></b>	(%)	6.3	9.8	8.1	-3.5	-	Enel
	- men	(no.)	3,153	4,356	3,764	-1,203	-27.6	Enel
		(%)	82.2	67.9	69.7	14.3	-	Enel
	- women	(no.)	684	2,056	1,637	-1,372	-66.7	Enel
		(%)	17.8	32.1	30.3	-14.3	-	Enel
	<b>New hires by age range</b>	(no.)	<b>3,837</b>	<b>6,412</b>	<b>5,401</b>	-2,575	-40.2	Enel
	up to 30	(no.)	1,627	3,359	2,579	-1,732	-51.6	Enel
		(%)	42.4	52.4	47.8	-10.0	-	Enel
	30 - 50 years old	(no.)	2,054	2,905	2,653	-851	-29.3	Enel
		(%)	53.5	45.3	49.1	8.2	-	Enel
	over 50	(no.)	156	148	169	8	5.4	Enel
		(%)	4.1	2.3	3.1	1.8	-	Enel
	<b>New hires by geographic area</b>							
	<b>Italy<sup>(1)</sup></b>	(no.)	<b>1,036</b>	<b>2,866</b>	<b>1,697</b>	-1,830	-63.9	Italy
		(%)	27.0	44.7	5.6	-17.7	-39.6	Italy

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	<b>Iberia<sup>(2)</sup></b>	(no.)	<b>395</b>	<b>741</b>	<b>694</b>	-346	-46.7	Iberia
		(%)	10.3	11.6	7.3	-1.3	-	Iberia
	<b>Europe<sup>(3)</sup></b>	(no.)	<b>104</b>	<b>443</b>	<b>439</b>	-339	-76.5	Europe
		(%)	2.7	6.9	8.8	-4.2	-	Europe
	<b>North America<sup>(4)</sup></b>	(no.)	<b>253</b>	<b>614</b>	<b>636</b>	-361	-58.8	North America
		(%)	6.6	9.6	33.2	-3.0	-	North America
	<b>Latin America<sup>(5)</sup></b>	(no.)	<b>1,921</b>	<b>1,542</b>	<b>1,704</b>	379	24.6	Latin America
		(%)	50.1	24.0	9.1	26.1	-	Latin America
	<b>Africa, Asia and Oceania<sup>(6)</sup></b>	(no.)	<b>128</b>	<b>206</b>	<b>232</b>	-78	-37.9	Africa, Asia and Oceania
		(%)	3.3	3.2	28.5	0.1	-	Africa, Asia and Oceania
	<b>Open positions filled by internal candidates</b>	(%)	<b>37.0</b>	<b>9.4</b>	<b>9.3</b>	276	-	Enel
	<b>Terminations</b>							
	<b>Causes</b>	(no.)	<b>4,038</b>	<b>4,414</b>	<b>5,862</b>	-376	-8.5	Enel
	Voluntary terminations	(no.)	1,385	1,477	1,271	-92	-6.2	Enel
	Incentive based terminations	(no.)	1,316	1,853	3,532	-537	-29.0	Enel
	Retirements and other	(no.)	1,337	1,084	1,060	253	23.3	Enel
	<b>Terminations by gender</b>							
	- men	(no.)	3,093	3,391	4,779	-298	-8.8	Enel
		(%)	76.6	76.8	81.5	-0.2	-	Enel
	- women	(no.)	945	1,023	1,083	-78	-7.6	Enel
		(%)	23.4	23.2	18.5	0.2	-	Enel
	<b>Terminations by age range</b>							
	up to 30	(no.)	497	655	702	-158	-24.1	Enel
		(%)	12.3	14.8	12.0	-2.5	-	Enel
	30 - 50 years old	(no.)	1,804	1,759	2,275	45	2.6	Enel
		(%)	44.7	39.9	38.8	4.8	-	Enel
	over 50	(no.)	1,737	2,000	2,885	-263	-13.2	Enel
		(%)	43.0	45.3	49.2	-2.3	-	Enel
	<b>Terminations by country</b>							
	<b>Italy<sup>(1)</sup></b>	(no.)	<b>1,230</b>	<b>1,224</b>	<b>1,249</b>	6	0.5	Italy
		(%)	30.5	27.7	4.1	2.7	-	Italy
	<b>Iberia<sup>(2)</sup></b>	(no.)	<b>534</b>	<b>578</b>	<b>956</b>	-44	-7.6	Iberia
		(%)	13.2	13.1	10.0	0.1	-	Iberia
	<b>Europe<sup>(3)</sup></b>	(no.)	<b>174</b>	<b>454</b>	<b>406</b>	-280	-61.7	Europe
		(%)	4.3	10.3	8.1	-6.0	-	Europe
	<b>North America<sup>(4)</sup></b>	(no.)	<b>606</b>	<b>428</b>	<b>361</b>	178	41.6	North America
		(%)	15.0	9.7	18.9	5.3	-	North America
	<b>Latin America<sup>(5)</sup></b>	(no.)	<b>1,348</b>	<b>1,534</b>	<b>2,779</b>	-186	-12.1	Latin America
		(%)	33.4	34.8	14.8	-1.4	-	Latin America
	<b>Africa, Asia and Oceania<sup>(6)</sup></b>	(no.)	<b>146</b>	<b>196</b>	<b>111</b>	-50	-25.5	Africa, Asia and Oceania

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
		(%)	3.6	4.4	13.6	-0.8	-	Africa, Asia and Oceania
	<b>Turnover rate<sup>(9)</sup></b>	(%)	<b>6.6</b>	<b>6.8</b>	<b>8.8</b>	-0.2	-	Enel
	<b>Turnover rate by gender</b>							
	- men	(%)	6.6	6.8	9.5	-0.2	-	Enel
	- women	(%)	6.8	6.7	7.5	0.1	-	Enel
	<b>Turnover rate by age range</b>							
	up to 30	(%)	6.5	7.7	9.0	-1.2	-	Enel
	30 - 50 years old	(%)	5.1	4.8	6.0	0.4	-	Enel
	over 50	(%)	9.5	10.1	14.1	-0.6	-	Enel
	<b>Voluntary turnover rate</b>	(%)	<b>2.3</b>	<b>2.3</b>	<b>1.9</b>	-	-	Enel
	<b>Voluntary turnover rate by gender</b>							
	- men	(%)	1.6	1.6	1.3	-	-	Enel
	- women	(%)	0.6	0.7	0.6	-0.1	-	Enel
	<b>Voluntary turnover rate by age range</b>							
	up to 30	(%)	0.5	0.6	0.5	0.3	-	Enel
	30 - 50 years old	(%)	1.7	1.5	1.3	0.7	-	Enel
	over 50	(%)	0.1	0.1	0.1	-0.1	-	Enel
<b>ENHANCEMENT</b>								
<b>404-3 Assessment<sup>(10)</sup></b>								
	<b>Dissemination of assessment</b>	(%)	<b>89.3</b>	<b>87.0</b>	<b>89.2</b>	2.3	-	Enel
	- men	(%)	88.5	86.4	88.6	2.1	-	Enel
	- women	(%)	91.7	89.0	91.4	2.7	-	Enel
	<b>People assessed by level</b>							
	Manager	(%)	96.3	97.3	97.2	-1.0	-	Enel
	Middle Manager	(%)	94.4	92.6	93.2	1.8	-	Enel
	White-collar	(%)	91.0	88.2	88.6	2.8	-	Enel
	Blue-collar	(%)	81.2	79.3	79.1	1.9	-	Enel
	<b>Rewarding</b>							
	<b>Dissemination of incentives</b>	(%)	<b>44.2</b>	<b>41.5</b>	<b>43.1</b>	2.7	-	Enel
	Employees with incentive by level	(no.)	26,963	27,050	28,568	-87	-0.3	Enel
	- of whom Managers	(no.)	1,301	1,349	1,351	-48	-3.6	Enel
	- of whom Middle Managers	(no.)	8,286	8,224	7,915	62	0.8	Enel
	- of whom White-collar and Blue-collar	(no.)	17,377	17,477	19,308	-100	-0.6	Enel
	Percentage of sustainability objectives assigned	(%)	31.3	25.3	30.0	6.0	-	Enel
<b>404-1 Training</b>								
	<b>Training hours by employees</b>	(h/per-cap)	<b>48.1</b>	<b>47.4</b>	<b>44.6</b>	0.7	1.5	Enel
	<b>by gender:</b>							
	- men	(h/per-cap)	50.7	48.3	46.5	2.4	5.0	Enel
	- women	(h/per-cap)	39.7	44.3	37.7	-4.6	-10.4	Enel
	<b>by level:</b>							
	Manager	(h/per-cap)	34.0	44.1	29.6	-10.1	-22.9	Enel
	Middle Manager	(h/per-cap)	42.9	47.4	41.9	-4.5	-9.5	Enel
	White-collar	(h/per-cap)	40.3	43.0	38.4	-2.7	-6.3	Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	Blue-collar	(h/per-cap)	69.3	57.1	60.3	12.2	21.4	Enel
<b>Training hours by type</b>								
	<b>Total training hours</b>	(,000 h)	<b>3,099</b>	<b>3,151</b>	<b>2,943</b>	-52	-1.7	Enel
	Online training hours	(,000 h)	1,669	1,943	513	-274	-14.1	Enel
	- for managerial training	(,000 h)	380	344	204	36	10.4	Enel
	- for specialist training	(,000 h)	1,290	1,599	309	-309	-19.4	Enel
	Training hours in the classroom	(,000 h)	1,429	1,208	2,430	221	18.3	Enel
	- for managerial training	(,000 h)	101	57	189	45	78.6	Enel
	- for specialist training	(,000 h)	1,328	1,151	2,241	177	15.4	Enel
	<b>Proportion of online training</b>	(%)	<b>53.9</b>	<b>61.7</b>	<b>17.4</b>	-7.8	-	Enel
	<b>Total training hours by level</b>	(,000 h)	<b>3,099</b>	<b>3,151</b>	<b>2,943</b>	-52	-1.7	Enel
	Manager	(,000 h)	47	61	41	-14	-23.7	Enel
	Middle Manager	(,000 h)	540	593	494	-54	-9.1	Enel
	White-collar	(,000 h)	1,367	1,532	1,362	-166	-10.8	Enel
	Blue-collar	(,000 h)	1,146	964	1,045	182	18.9	Enel
<b>Training on sustainability</b>								
	Training <i>per capita</i> on sustainability	(h/per-cap)	32.2	27.9	26.7	4.3	15.4	Enel
	Total training hours on sustainability issues	(,000 h)	2,075	1,830	1,763	245	13.4	Enel
	Digitalization	(,000 h)	480	431	410	48	11.2	Enel
	Environment	(,000 h)	32	28	58	4	15.0	Enel
	Safety	(,000 h)	1,452	1,244	1,188	208	16.7	Enel
	Human rights	(,000 h)	9	7	7	2	31.3	Enel
	Code of Ethics	(,000 h)	11	15	11	-4	-26.1	Enel
	Other <sup>(1)</sup>	(,000 h)	114	128	88	-14	-10.8	Enel
<b>Training on anti-corruption policies and procedures communication</b>								
<b>205-2</b>	<b>Total training</b>	(no.)	<b>30,304</b>	<b>30,564</b>	<b>20,074</b>	-260	-0.9	Enel
		(%)	49.6	46.9	30.3	2.7	-	Enel
<b>Training by geographic area</b>								
	Italy	(no.)	15,952	17,882	10,443	-1,930	-10.8	Italy
	Italy	(%)	50.7	56.5	34.5	-5.8	-	Italy
	Iberia	(no.)	4,038	4,922	3,564	-884	-18.0	Iberia
	Iberia	(%)	42.5	51.0	37.4	-9	-	Iberia
	Latin America	(no.)	8,662	5,532	3,339	3,130	56.6	Latin America
	Latin America	(%)	49.6	31.9	17.8	17.7	-	Latin America
	Europe	(no.)	131	426	1,050	-295	-69.2	Europe
	Europe	(%)	94.2	12.1	21.0	82.1	-	Europe
	Africa, Asia and Oceania	(no.)	574	122	225	452	-	Africa, Asia and Oceania
	Asia and Oceania	(%)	79.3	14.8	27.7	64.5	-	Asia and Oceania
	North America	(no.)	947	1,682	1,453	-735	-43.7	North America
	North America	54.2	80.1	75.9	-25.9	-	-	North America
<b>Training by level:</b>								
	Manager	(no.)	631	753	487	-122	-16.2	Enel



GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
		(%)	48.2	55.1	35.4	-6.9	-	Enel
	Middle Manager	(no.)	6,545	6,133	4,588	412	6.7	Enel
		(%)	52.8	48.5	375	4.3	-	Enel
	White-collar	(no.)	17,464	16,106	11,251	1,358	8.4	Enel
		(%)	55.8	46.5	31.6	9.3	-	Enel
	Blue-collar	(no.)	5,664	7,652	3,747	-1,988	-26.0	Enel
		(%)	35.3	46.4	21.9	-11.1	-	Enel
<b>201-3</b>	<b>CORPORATE WELFARE</b>							
	Employees covered by Pension Plan (Benefit Plan)	(no.)	53,229	52,497	53,862	732	1.4	Enel
	Employees covered by Pension Plan (Benefit Plan)	(%)	87.2	80.6	81.3	6.6	-	Enel
<b>EU15</b>	<b>Employees entitled to retire in next 5 to 10 years</b>							
	<b>Pension within 5 years-Enel Group</b>							
	Manager	(%)	4.5	4.4	4.5	0.1	-	Enel
	Middle Manager	(%)	6.2	5.4	5.0	0.8	-	Enel
	White-collar	(%)	9.6	7.8	7.1	1.8	-	Enel
	Blue-collar	(%)	6.3	5.1	3.8	1.2	-	Enel
	Media	(%)	7.9	6.5	5.7	1.4	-	Enel
	<b>Pension within 10 years-Enel Group</b>							
	Manager	(%)	21.8	21.8	20.8	-	-	Enel
	Middle Manager	(%)	18.9	18.3	17.3	0.6	-	Enel
	White-collar	(%)	25.3	24.0	22.9	1.3	-	Enel
	Blue-collar	(%)	14.4	14.8	12.6	-0.4	-	Enel
	Media	(%)	21.1	20.5	19.1	0.6	-	Enel
<b>401-3</b>	<b>MATERNITY/PATERNITY-Parental Leave</b>							
	<b>Employees entitled to parental leave</b>	(no.)	<b>2,600</b>	<b>2,756</b>	<b>2,605</b>	-156	-5.7	Enel
	Men	(no.)	1,798	1,845	1,694	-47	-2.5	Enel
	Women	(no.)	802	911	911	-109	-12.0	Enel
	<b>Parental leave by gender</b>	(no.)	<b>2,600</b>	<b>2,604</b>	<b>2,605</b>	-4	-0.2	Enel
	Men	(no.)	1,798	1,725	1,694	73	4.2	Enel
	Women	(no.)	802	879	911	-77	-8.8	Enel
	<b>Return to work rate of employees that took parental leave</b>	(no.)	<b>2,471</b>	<b>2,493</b>	<b>2,840</b>	-22	-0.9	Enel
	Men	(no.)	1,770	1,654	1,633	116	7.0	Enel
	Women	(no.)	701	839	847	-138	-16.4	Enel
	<b>Return-to-work rate of employees who took parental leave</b>	(%)	<b>95.0</b>	<b>95.7</b>	<b>95.0</b>	-0.7	-	Enel
	Men	(%)	98.4	95.9	96.3	2.5	-	Enel
	Women	(%)	87.4	95.4	92.7	-8.0	-	Enel
	<b>Retention rate<sup>(12)</sup></b>	(%)	<b>97.7</b>	<b>89.7</b>	<b>97.0</b>	8.0	-	Enel
	Men	(%)	98.9	91.2	95.3	7.7	-	Enel
	Women	(%)	95.2	87.0	100.0	8.2	-	Enel
	<b>EQUAL OPPORTUNITIES</b>							
	<b>Number of female Managers and Managers</b>	(no.)	<b>4,447</b>	<b>4,463</b>	<b>4,164</b>	-16	-0.4	Enel
	<b>Percentage of female Managers and Middle Managers<sup>(13)</sup></b>	(%)	<b>32.5</b>	<b>31.8</b>	<b>30.6</b>	0.7	-	Enel
	<b>Percentage of women in the managerial succession plans</b>	(%)	<b>47.2</b>	<b>46.1</b>	-	1.1	-	Enel
	<b>Percentage of women in succession plans for Top Managers</b>	(%)	<b>50.4</b>	<b>49.6</b>	-	0.8	-	Enel
<b>405-2</b>	<b>Ratio of gross annual salary women to men</b>							
	<b>Ratio of basic salary women/men<sup>(14)</sup></b>							

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	Manager	(%)	84.5	83.9	84.6	0.6	-	Enel
	Middle Manager	(%)	93.9	92.8	94.2	1.1	-	Enel
	White-collar	(%)	92.1	88.8	88.4	3.3	-	Enel
	Blue-collar	(%)	101.4	125.0	111.2	-23.6	-	Enel
	<b>Pay ratio women/men<sup>(15)</sup></b>							
	Manager	(%)	81.4	80.7	81.1	0.7	-	Enel
	Middle Manager	(%)	92.8	91.9	93.2	0.9	-	Enel
	White-collar	(%)	92.5	89.3	88.4	3.2	-	Enel
	Blue-collar	(%)	102.1	125.4	112.0	-23.3	-	Enel
<b>405-1</b>	<b>Disabled or belonging to protected categories</b>							
	<b>By gender</b>	(no.)	<b>2,046</b>	<b>2,129</b>	<b>2,152</b>	-83	-3.9	Enel
		(%)	<b>3.4</b>	<b>3.3</b>	<b>3.2</b>	0.1	-	Enel
	- of which men	(no.)	1,416	1,471	1,480	-55	-3.7	Enel
		(%)	69.2	69.1	68.8	0.1	-	Enel
	- of which women	(no.)	630	658	672	-28	-4.3	Enel
		(%)	30.8	30.9	31.2	-0.1	-	Enel
	<b>By age range</b>	(no.)	<b>2,046</b>	<b>2,129</b>	<b>2,152</b>	-83	-3.9	Enel
	- up to 30 years of age	(no.)	31	40	44	-9	-22.5	Enel
		(%)	0.4	0.5	0.1	-0.1	-	Enel
	- from 30-50 years of age	(no.)	931	982	985	-51	-5.2	Enel
		(%)	2.7	2.7	1.5	-	-	Enel
	- over 50 years of age	(no.)	1,084	1,107	1,123	-23	-2.1	Enel
		(%)	5.9	5.6	1.7	0.3	-	Enel
	<b>Disabled or belonging to protected categories by level</b>							
	Manager	(no.)	4	4	3	-	-	Enel
		(%)	0.3	0.3	-	-	-	Enel
	Middle Manager	(no.)	213	201	167	12	6.0	Enel
		(%)	1.7	1.6	0.3	0.1	-	Enel
	White-collar	(no.)	1,647	1,766	1,814	-119	-6.7	Enel
		(%)	5.3	5.1	2.7	0.2	-	Enel
	Blue-collar	(no.)	182	158	168	24	15.2	Enel
		(%)	1.1	1.0	0.3	0.1	-	Enel
	<b>Smart working</b>							
	Actual users of smartworking	(no.)	35,668	36,473	38,403	-805	-2.2	Enel
	Potential users of smartworking	(no.)	36,386	36,707	39,115	-321	-0.9	Enel
	Incidence of smartworking	(%)	98.0	99.4	98.2	-1.4	-	Enel
<b>2-30</b>	<b>RELATIONS WITH UNIONS</b>							
	<b>Union membership in the electricity sector<sup>(16)</sup></b>	(%)	<b>46.6</b>	<b>47.3</b>	<b>49.3</b>	-0.7	-	Enel
	<b>Employees covered by collective agreements, by geographic area:</b>							
	<b>Total Enel</b>	(no.)	<b>55,417</b>	<b>59,256</b>	<b>59,582</b>	-3,839	-6.5	Enel
		(%)	90.8	91.0	89.9	-0.2	-	Enel
	<b>Italy</b>	(no.)	<b>31,449</b>	<b>31,643</b>	<b>30,148</b>	-194	-0.6	Italy
		(%)	99.9	99.9	99.6	-	-	Italy
	<b>Iberia</b>	(no.)	<b>8,353</b>	<b>8,213</b>	<b>8,687</b>	140	1.7	Iberia
		(%)	87.9	85.2	91.3	2.7	-	Iberia
	<b>Europe</b>	(no.)	-	<b>3,252</b>	<b>4,391</b>	-3,252	-	Europe
		(%)	-	92.1	87.9	-92.1	-	Europe

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	<b>Latin America</b>	(no.)	<b>15,563</b>	<b>16,089</b>	<b>16,317</b>	-526	-3.3	Latin America
		(%)	89.1	92.7	87.0	-3.6	-	Latin America
	<b>North America</b>	(no.)	<b>52</b>	<b>59</b>	<b>39</b>	-7	-11.9	North America
		(%)	3.0	2.8	2.0	0.2	-	North America
	<b>Africa, Asia and Oceania</b>	(no.)	-	-	-	-	-	Africa, Asia and Oceania
		(%)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Disputes with employees</b>							
	<b>Total proceedings</b>	(no.)	<b>7,700</b>	<b>7,786</b>	<b>9,384</b>	-86	-1.1	Enel
	<b>Incidence of proceedings as defendant</b>	(%)	<b>98.4</b>	<b>98.7</b>	<b>98.9</b>	-0.3	-	Enel

- (1) Include Branch Enel Trading (Singapore) and the Dutch financial companies.
- (2) Includes International Endesa BV (IEBV).
- (3) Beginning 2023 the following countries are considered within this scope: Greece, France, Germany, Turkey, United Kingdom, Ireland, Norway, Poland and Sweden.
- (4) Countries considered within the scope: USA, Canada and Mexico.
- (5) The following countries are considered within the perimeter: Argentina, Brazil, Chile, Colombia, Peru, Costa Rica, Guatemala and Panama.
- (6) The following countries are considered within the scope: India, Kenya, South Africa, Zambia, Australia, Morocco, Singapore, Japan, Taiwan, New Zealand, China, South Korea and Vietnam.
- (7) In 2022, there was a change in scope due to the sale of the companies: Enel Generación Costanera and Central Dock Sud SA in Argentina; USME ZE SAS and FONTIBON ZE SAS in Colombia; Avikiran Solar India Private Limited in India; Enel Green Power Australia in Australia; and the divestment of the Romania and Greece perimeters.
- (8) Hiring rate = Total new recruits/Total workforce.
- (9) Turnover rate = Total terminations/Total workforce.
- (10) It should be noted that for GRI KPI 404-3, the calculation of the assessed percentage considers all head counts and not just those eligible by process for the denominator.
- (11) Includes training relating to privacy, anti-bribery, community relations and diversity.
- (12) Retention rate = loyalty index expressing the percentage of employees who remain in the organization over a given timeframe.
- (13) Job classification index = women Managers + Middle Managers/total Managers + Middle Managers.
- (14) The overall ERR calculation on the theoretical base salary data for 2023 was 109.4%, for 2022 it was 104.7%, while for 2021 it was 104.8%. For 2023, the overall Adjusted ERR, calculated as the average of the ERRs of each category weighted by the weight of each category in the total population, was 94.8%.
- (15) For 2023, the overall ERR calculation on the theoretical total remuneration data was 110.1%, for 2022 it was 105.4%, while for 2021 it was 105.1%. For 2023, the overall Adjusted ERR, calculated as the average of the ERRs of each category weighted by the weight of each category in the total population is 94.9%.
- (16) The figure for 2022 and 2021 takes into account a more precise determination by including Italy-based Executives in the calculation.

# Sustainable supply chain

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>NATURE OF SUPPLIERS</b>								
	<b>Suppliers with an active contract</b>	(no.)	<b>14,001</b>	<b>20,434</b>	<b>22,452</b>	-6,433	-31.5	Enel
	<b>Number of suppliers with which a new contract was signed in the year</b>	(no.)	<b>5,134</b>	<b>6,213</b>	<b>6,066</b>	-1,079	-17.4	Enel
<b>308-1</b>	<b>- of which underwent environmental assessment</b>	(%)	<b>100</b>	<b>100</b>	<b>100</b>	-	-	Enel
<b>414-1</b>	<b>- of which underwent a social assessment</b>	(%)	<b>100</b>	<b>100</b>	<b>100</b>	-	-	Enel
	<b>Number of new contracts signed during the year</b>	(no.)	<b>12,191</b>	<b>13,671</b>	<b>12,272</b>	-1,480	-10.8	Enel
<b>2-8</b>	<b>Workforce of contracting and subcontracting companies<sup>(1)</sup></b>	(no.)	<b>150,820</b>	<b>172,854</b>	<b>170,397</b>	-22,034	-12.7	Enel
<b>EU17</b>	<b>FTE days worked by employees of contracting and subcontracting firms<sup>(2)</sup></b>	(,000 d)	<b>33,169</b>	<b>38,028</b>	<b>37,492</b>	-4,859	-12.8	Enel
	Construction activity	(,000 d)	10,281	11,390	14,499	-1,109	-9.7	Enel
	Operating and maintenance activity	(,000 d)	22,888	26,638	22,993	-3,750	-14.1	Enel
	- of which operating activity	(,000 d)	6,866	7,991	6,898	-1,125	-14.1	Enel
	- of which maintenance activity	(,000 d)	16,022	18,647	16,095	-2,625	-14.1	Enel
<b>204-1</b>	<b>Local suppliers of materials and services<sup>(3)</sup></b>							
	Local suppliers with contracts >1 mil euros	(no.)	1,827	1,684	1,566	143	8.5	Enel
	Foreign suppliers with contracts >1 mil euros	(no.)	220	225	165	-5	-2.2	Enel
	Spending on local suppliers with contracts > 1 mil euros	(mil euros)	14,182	17,411	14,484	-3,229	-18.5	Enel
	Expenditure vs. foreign suppliers with contracts of > 1 mil euro	(mil euros)	2,497	2,837	2,831	-340	-12.0	Enel
	Concentration of spending on local suppliers	(%)	86	86	86	-	-	Enel
	Concentration of spending on foreign suppliers	(%)	14	14	14	-	-	Enel
	<b>Purchases of materials and services</b>	(mil euros)	<b>17,796</b>	<b>22,099</b>	<b>17,030</b>	-4,303	-19.5	Enel
	Supplies	(mil euros)	4,960	7,820	6,510	-2,860	-36.6	Enel
	Works	(mil euros)	6,447	4,492	3,776	1,955	43.5	Enel
	Services	(mil euros)	6,388	9,788	6,744	-3,400	-34.7	Enel
<b>Management instruments</b>								
	<b>Active qualified companies</b>	(no.)	<b>8,277</b>	<b>9,427</b>	<b>6,717</b>	-1,150	-12.2	Enel
	<b>Online tenders as percentage of all tenders</b>	(%)	<b>94.7</b>	<b>95.4</b>	<b>83.5</b>	-0.7	-	Enel
	<b>Online purchases as percentage of all purchases</b>	(%)	<b>94.3</b>	<b>91.8</b>	<b>70.3</b>	2.5	-	Enel
	<b>Use of prescription</b>	(%)	<b>9.4</b>	<b>32.4</b>	<b>16.0</b>	-23.0	-	Enel
<b>Disputes involving suppliers</b>								
	<b>Total proceedings<sup>(4)</sup></b>	(no.)	<b>436</b>	<b>512</b>	<b>785</b>	-76	-14.8	Enel
	<b>Incidence of proceedings as defendant</b>	(%)	<b>56.0</b>	<b>63.9</b>	<b>68.7</b>	-7.9	-	Enel

(1) Calculated in FTE (Full Time Equivalent).

(2) The figures for 2022 and 2021 include a more specific determination.

(3) "Local suppliers" are defined as suppliers with their registered office in the country where the supply contract was issued.

(4) The 2022 values include a more specific determination.

# Engaging communities

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>203-1</b>	<b>INITIATIVES IN FAVOR OF THE COMMUNITY</b>							
	<b>Contributions to communities - LBG method</b>							
	Charitable donations	(mil euros)	16.5	14.5	9.8	2.1	14.2	Enel
	Investments in communities	(mil euros)	74.8	77.2	56.2	-2.4	-3.2	Enel
	Commercial initiatives with a social impact	(mil euros)	26.4	28.3	25.2	-1.9	-6.7	Enel
	<b>Total (expense + investments)</b>	(mil euros)	<b>117.7</b>	<b>120.0</b>	<b>91.1</b>	-2.3	-1.9	Enel
	<b>Initiatives in favor of communities by type of contribution</b>							
	Cash contribution	(mil euros)	98.4	103.4	81.7	-5.0	-4.8	Enel
	Employee volunteerism	(mil euros)	0.7	0.8	0.4	-	-	Enel
	Donations in kind (goods/services/projects)	(mil euros)	8.0	7.5	2.5	0.6	7.7	Enel
	Management overheads	(mil euros)	10.5	8.3	6.6	2.2	26.1	Enel
	<b>Total</b>	(mil euros)	<b>117.7</b>	<b>120.0</b>	<b>91.1</b>	-2.3	-1.9	Enel
<b>EU25</b>	<b>SAFETY FOR COMMUNITIES</b>							
	<b>Third-party injuries<sup>(1)</sup></b>							
	<b>Severe and fatal third-party injuries</b>	(no.)	<b>261</b>	<b>239</b>	<b>286</b>	22	9.2	Enel
	- fatal	(no.)	95	86	86	9	10.5	Enel
	- serious	(no.)	166	153	200	13	8.5	Enel
	<b>Third-party injuries by type</b>							
	Electricity injuries	(%)	95.0	96.7	92.3	-1.7	-	Enel
	Road accidents against Group infrastructure	(%)	3.4	1.3	4.5	2.1	-	Enel
	Accidents for other reasons (slipping, falling from height, crash-crush-cut)	(%)	1.5	2.1	3.1	-0.6	-	Enel
	<b>Causes of electrical accidents</b>							
	Construction activities near power lines	(%)	65.1	60.7	65.7	4.4	-	Enel
	Attempted theft	(%)	18.0	23.8	11.9	-5.8	-	Enel
	Other <sup>(2)</sup>	(%)	11.9	12.1	14.7	-0.2	-	Enel

(1) The 2022 and 2021 values were recalculated following a reclassification of events.

(2) Mainly due to accidental contact with metal wires, agricultural work and plant cutting activities, among other things.

# Health and safety of people

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>SAFETY</b>								
<b>Number of hours worked</b>								
	<b>Total hours worked</b>	(no.)	<b>385,898,158</b>	<b>427,847,104</b>	<b>423,361,542</b>	-41,948,946	-9.8	Enel
	<b>Hours worked Enel</b>	(no.)	<b>120,546,008</b>	<b>123,624,403</b>	<b>123,421,139</b>	-3,078,395	-2.5	Enel
	<b>Hours worked by contractor personnel</b>	(no.)	<b>265,352,150</b>	<b>304,222,701</b>	<b>299,940,403</b>	-38,870,551	-12.7	Enel
<b>403-9</b>	<b>Number of fatal accidents and frequency rate<sup>(1)</sup></b>							
	<b>Total fatalities</b>	(no.)	<b>11</b>	<b>6</b>	<b>9</b>	5	83.3	Enel
	<b>Fatal accidents Enel</b>	(no.)	<b>3</b>	<b>1</b>	<b>3</b>	2	-	Enel
	<b>Fatal accidents involving contractors</b>	(no.)	<b>8</b>	<b>5</b>	<b>6</b>	3	60.0	Enel
	<b>Fatal accidents by geographic area</b>							
	<b>Enel people</b>							
	Italy	(no.)	-	-	2	-	-	Italy
	Iberia	(no.)	-	-	-	-	-	Iberia
	Latin America	(no.)	1	-	1	1	-	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	2	1	-	1	100.0	Europe
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Contractor company personnel</b>							
	Italy	(no.)	2	1	1	1	100.0	Italy
	Iberia	(no.)	1	-	1	1	-	Iberia
	Latin America	(no.)	5	4	4	1	25.0	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	-	-	-	-	-	Europe
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Fatality frequency rate</b>							
	<b>Total accident frequency rate</b>	(i)	<b>0.029</b>	<b>0.014</b>	<b>0.021</b>	0.015	100.0	Enel
	<b>Accident frequency rate Enel</b>	(i)	<b>0.025</b>	<b>0.008</b>	<b>0.024</b>	0.017	-	Enel
	<b>Accident frequency rate of contractor companies</b>	(i)	<b>0.030</b>	<b>0.016</b>	<b>0.020</b>	0.014	87.5	Enel
	<b>Fatal accident frequency rate by geographic area</b>							
	<b>Enel people</b>							
	Italy	(i)	-	-	0.035	-	-	Italy
	Iberia	(i)	-	-	-	-	-	Iberia
	Latin America	(i)	0.030	-	0.028	0.030	-	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	0.365	0.129	-	0.236	-	Europe
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Contractor company personnel</b>							
	Italy	(i)	0.031	0.018	0.019	0.013	72.2	Italy
	Iberia	(i)	0.024	-	0.025	0.024	-	Iberia
	Latin America	(i)	0.034	0.021	0.022	0.013	61.9	Latin America
	North America	(i)	-	-	-	-	-	North America

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	Europe	(i)	-	-	-	-	-	Europe
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Number of Life Changing Accidents (LCA)<sup>(2)</sup></b>							
	<b>Total LCA injuries</b>	(no.)	<b>1</b>	<b>2</b>	<b>4</b>	-1	-50.0	Enel
	<b>LCAs Enel</b>	(no.)	<b>-</b>	<b>-</b>	<b>1</b>	-	-	Enel
	<b>LCAs involving contractors</b>	(no.)	<b>1</b>	<b>2</b>	<b>3</b>	-1	-50.0	Enel
	<b>LCAs by geographic area</b>							
	<b>Enel people</b>							
	Italy	(no.)	-	-	-	-	-	Italy
	Iberia	(no.)	-	-	-	-	-	Iberia
	Latin America	(no.)	-	-	1	-	-	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	-	-	-	-	-	Europe
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Contractors</b>							
	Italy	(no.)	-	-	-	-	-	Italy
	Iberia	(no.)	-	-	1	-	-	Iberia
	Latin America	(no.)	1	2	2	-1	-50.0	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	-	-	-	-	-	Europe
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	<b>LCA frequency rate</b>							
	<b>Total accident frequency rate</b>	(i)	<b>0.003</b>	<b>0.005</b>	<b>0.009</b>	-0.002	-40.0	Enel
	<b>Accident frequency rate Enel</b>	(i)	<b>-</b>	<b>-</b>	<b>0.008</b>	-	-	Enel
	<b>Accident frequency rate of contractor companies</b>	(i)	<b>0.004</b>	<b>0.007</b>	<b>0.010</b>	-0.003	-42.9	Enel
	<b>Frequency rate of LCAs by geographic area</b>							
	<b>Enel people</b>							
	Italy	(i)	-	-	-	-	-	Italy
	Iberia	(i)	-	-	-	-	-	Iberia
	Latin America	(i)	-	-	0.028	-	-	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	-	-	-	-	-	Europe
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Contractor company personnel</b>							
	Italy	(i)	-	-	-	-	-	Italy
	Iberia	(i)	-	-	0.025	-	-	Iberia
	Latin America	(i)	0.007	0.011	0.011	-0.004	-36.4	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	-	-	-	-	-	Europe
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>Number of high potential (HiPo) accidents<sup>(3)</sup></b>								
	<b>Total HiPo accidents</b>	(no.)	<b>27</b>	<b>31</b>	<b>40</b>	-4	-12.9	Enel
	<b>HiPo accidents Enel</b>	(no.)	<b>6</b>	<b>7</b>	<b>8</b>	-1	-14.3	Enel
	<b>HiPos involving contractors</b>	(no.)	<b>21</b>	<b>24</b>	<b>32</b>	-3	-12.5	Enel
<b>Number of High Potential accidents (HiPo) by geographic area</b>								
<b>Enel people</b>								
	Italy	(no.)	1	7	5	-6	-85.7	Italy
	Iberia	(no.)	-	-	1	-	-	Iberia
	Latin America	(no.)	4	-	1	4	-	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	1	-	1	1	-	Europe
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
<b>Contractors</b>								
	Italy	(no.)	7	9	2	-2	-22.2	Italy
	Iberia	(no.)	4	5	9	-1	-20.0	Iberia
	Latin America	(no.)	9	10	19	-1	-10.0	Latin America
	North America	(no.)	-	-	1	-	-	North America
	Europe	(no.)	1	-	-	1	-	Europe
	Africa, Asia and Oceania	(no.)	-	-	1	-	-	Africa, Asia and Oceania
<b>HiPo frequency rate</b>								
	<b>Total accident frequency rate</b>	(i)	<b>0.070</b>	<b>0.072</b>	<b>0.094</b>	-0.002	-2.8	Enel
	<b>Accident frequency rate Enel</b>	(i)	<b>0.050</b>	<b>0.057</b>	<b>0.065</b>	-0.007	-12.3	Enel
	<b>Accident frequency rate of contractor companies</b>	(i)	<b>0.079</b>	<b>0.079</b>	<b>0.107</b>	-	-	Enel
<b>HiPo fatal injury frequency rate by geographic area</b>								
<b>Enel people</b>								
	Italy	(i)	0.017	0.120	0.089	-0.103	-85.8	Italy
	Iberia	(i)	-	-	0.061	-	-	Iberia
	Latin America	(i)	0.121	-	0.028	0.121	-	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	0.182	-	0.106	0.182	-	Europe
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
<b>Contractor company personnel</b>								
	Italy	(i)	0.108	0.160	0.038	-0.052	-32.5	Italy
	Iberia	(i)	0.097	0.116	0.227	-0.019	-16.4	Iberia
	Latin America	(i)	0.061	0.054	0.105	0.007	13.0	Latin America
	North America	(i)	-	-	0.158	-	-	North America
	Europe	(i)	0.225	-	-	0.225	-	Europe
	Africa, Asia and Oceania	(i)	-	-	0.104	-	-	Africa, Asia and Oceania
<b>Number of accidents with absence from work for more than 3 days</b>								



GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	<b>Number of accidents with absence from work of more than 3 days in total</b>	(no.)	<b>194</b>	<b>152</b>	<b>180</b>	42	27.6	Enel
	<b>Number of accidents with absence from work of more than 3 days Enel</b>	(no.)	<b>71</b>	<b>59</b>	<b>61</b>	12	20.3	Enel
	<b>Number of accidents with absence from work of more than 3 days contractor personnel</b>	(no.)	<b>123</b>	<b>93</b>	<b>119</b>	30	32.3	Enel
	<b>Number of accidents with absence from work of more than 3 days by geographic area</b>							
	<b>Enel people</b>							
	Italy	(no.)	46	37	41	9	24.3	Italy
	Iberia	(no.)	4	2	2	2	100.0	Iberia
	Latin America	(no.)	17	18	18	-1	-5.6	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	4	2	-	2	100.0	Europe
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Contractor company personnel</b>							
	Italy	(no.)	67	39	37	28	71.8	Italy
	Iberia	(no.)	18	17	28	1	5.9	Iberia
	Latin America	(no.)	35	35	49	-	-	Latin America
	North America	(no.)	1	1	3	-	-	North America
	Europe	(no.)	2	-	1	2	-	Europe
	Africa, Asia and Oceania	(no.)	-	1	1	-1	-100.0	Africa, Asia and Oceania
	<b>Lost Time Injury Frequency Rate with absence from work of more than 3 days</b>							
	<b>Total accident frequency rate</b>	(i)	<b>0.50</b>	<b>0.36</b>	<b>0.43</b>	0.15	40.8	Enel
	<b>Accident frequency rate Enel</b>	(i)	<b>0.59</b>	<b>0.48</b>	<b>0.49</b>	0.11	22.9	Enel
	<b>Accident frequency rate of contractor companies</b>	(i)	<b>0.46</b>	<b>0.31</b>	<b>0.40</b>	0.15	48.4	Enel
	<b>Lost time injury frequency rate with absence from work of more than 3 days by geographic area</b>							
	<b>Enel people</b>							
	Italy	(i)	0.77	0.63	0.73	0.14	22.2	Italy
	Iberia	(i)	0.24	0.12	0.12	0.12	100.0	Iberia
	Latin America	(i)	0.52	0.51	0.50	0.01	2.0	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	0.73	0.26	-	0.47	-	Europe
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Contractor company personnel</b>							
	Italy	(i)	1.03	0.69	0.71	0.34	49.3	Italy
	Iberia	(i)	0.43	0.39	0.71	0.04	10.3	Iberia
	Latin America	(i)	0.24	0.19	0.27	0.05	26.3	Latin America
	North America	(i)	0.23	0.16	0.47	0.07	43.8	North America
	Europe	(i)	0.45	-	0.09	0.45	-	Europe
	Africa, Asia and Oceania	(i)	-	0.15	0.10	-0.15	-100.0	Africa, Asia and Oceania

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	<b>Number of lost time injuries (LTI)<sup>(4)</sup></b>							
	<b>Total LTIs</b>	(no.)	<b>236</b>	<b>215</b>	<b>275</b>	21	9.8	Enel
	<b>LTIs Enel</b>	(no.)	<b>87</b>	<b>69</b>	<b>84</b>	18	26.1	Enel
	<b>LTIs contractors</b>	(no.)	<b>149</b>	<b>146</b>	<b>191</b>	3	2.1	Enel
	<b>LTIs by geographic area</b>							
	<b>Enel people</b>							
	Italy	(no.)	53	40	53	13	32.5	Italy
	Iberia	(no.)	5	2	2	3	-	Iberia
	Latin America	(no.)	25	25	28	-	-	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	4	2	1	2	100.0	Europe
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Contractor company personnel</b>							
	Italy	(no.)	70	47	38	23	48.9	Italy
	Iberia	(no.)	20	18	29	2	11.1	Iberia
	Latin America	(no.)	56	76	118	-20	-26.3	Latin America
	North America	(no.)	1	4	3	-3	-75.0	North America
	Europe	(no.)	2	-	2	2	-	Europe
	Africa, Asia and Oceania	(no.)	-	1	1	-1	-100.0	Africa, Asia and Oceania
	<b>LTI frequency rate</b>							
	<b>Total accident frequency rate</b>	(i)	<b>0.61</b>	<b>0.50</b>	<b>0.65</b>	0.11	21.3	Enel
	<b>Accident frequency rate Enel</b>	(i)	<b>0.72</b>	<b>0.56</b>	<b>0.68</b>	0.16	28.6	Enel
	<b>Accident frequency rate of contractor companies</b>	(i)	<b>0.56</b>	<b>0.48</b>	<b>0.64</b>	0.08	16.7	Enel
	<b>Percentage of Managers by geographic area</b>							
	<b>Enel people</b>							
	Italy	(i)	0.88	0.68	0.94	0.20	29.4	Italy
	Iberia	(i)	0.30	0.12	0.12	0.18	-	Iberia
	Latin America	(i)	0.76	0.71	0.77	0.05	7.0	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	0.73	0.26	0.11	0.47	-	Europe
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	<b>Contractor company personnel</b>							
	Italy	(i)	1.08	0.83	0.72	0.25	30.1	Italy
	Iberia	(i)	0.48	0.42	0.73	0.06	14.3	Iberia
	Latin America	(i)	0.38	0.41	0.65	-0.03	-7.3	Latin America
	North America	(i)	0.23	0.64	0.47	-0.41	-64.1	North America
	Europe	(i)	0.45	-	0.18	0.45	-	Europe
	Africa, Asia and Oceania	(i)	-	0.15	0.10	-0.15	-100.0	Africa, Asia and Oceania
	<b>Number of Total Recordable Injuries (TRIs)<sup>(5)</sup></b>							
	<b>Total TRIs</b>	(no.)	<b>726</b>	<b>962</b>	<b>1,212</b>	-236	-24.5	Enel
	<b>TRIs Enel</b>	(no.)	<b>176</b>	<b>153</b>	<b>157</b>	23	15.0	Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	<b>TRIs involving contractor companies</b>	(no.)	<b>550</b>	<b>809</b>	<b>1,055</b>	-259	-32.0	Enel
	<b>TRIs by geographic area</b>							
	<b>Enel people</b>							
	Italy	(no.)	59	41	57	18	43.9	Italy
	Iberia	(no.)	22	24	26	-2	-8.3	Iberia
	Latin America	(no.)	52	51	50	1	2.0	Latin America
	North America	(no.)	35	30	20	5	16.7	North America
	Europe	(no.)	8	6	3	2	33.3	Europe
	Africa, Asia and Oceania	(no.)	-	1	1	-1	-100.0	Africa, Asia and Oceania
	<b>Contractor company personnel</b>							
	Italy	(no.)	74	50	38	24	48.0	Italy
	Iberia	(no.)	54	107	109	-53	-49.5	Iberia
	Latin America	(no.)	353	534	711	-181	-33.9	Latin America
	North America	(no.)	60	105	164	-45	-42.9	North America
	Europe	(no.)	2	2	7	-	-	Europe
	Africa, Asia and Oceania	(no.)	7	11	26	-4	-36.4	Africa, Asia and Oceania
	<b>Rate of TRIs</b>							
	<b>Total accident frequency rate</b>	(i)	<b>1.88</b>	<b>2.25</b>	<b>2.86</b>	-0.37	-16.4	Enel
	<b>Accident frequency rate Enel</b>	(i)	<b>1.46</b>	<b>1.24</b>	<b>1.27</b>	0.22	17.7	Enel
	<b>Accident frequency rate of contractor companies</b>	(i)	<b>2.07</b>	<b>2.66</b>	<b>3.52</b>	-0.59	-22.2	Enel
	<b>TRI frequency rate by geographic area</b>							
	<b>Enel people</b>							
	Italy	(i)	0.98	0.70	1.01	0.28	40.0	Italy
	Iberia	(i)	1.32	1.46	1.58	-0.14	-9.6	Iberia
	Latin America	(i)	1.58	1.44	1.38	0.14	9.7	Latin America
	North America	(i)	9.00	7.78	5.85	1.22	15.7	North America
	Europe	(i)	1.46	0.77	0.32	0.69	89.6	Europe
	Africa, Asia and Oceania	(i)	-	0.64	0.67	-0.64	-100.0	Africa, Asia and Oceania
	<b>Contractor company personnel</b>							
	Italy	(i)	1.14	0.89	0.72	0.25	28.1	Italy
	Iberia	(i)	1.30	2.48	2.75	-1.18	-47.6	Iberia
	Latin America	(i)	2.40	2.86	3.93	-0.46	-16.1	Latin America
	North America	(i)	14.03	16.77	25.95	-2.74	-16.3	North America
	Europe	(i)	0.45	0.38	0.64	0.07	18.4	Europe
	Africa, Asia and Oceania	(i)	2.17	1.63	2.71	0.54	33.1	Africa, Asia and Oceania

(1) All frequency rates (FR) are calculated by providing a ratio of the number of events per million hours worked.

(2) Life Changing Accidents (LCAs) are injuries that caused consequences to health that permanently changed a person's life (for example, amputation of limbs, paralysis, neurological damage, etc.).

(3) High Potential Accidents (HiPo) are injuries that, given their dynamics, have the potential to cause a life-changing or fatal event.

(4) Lost Time Injury (LTI) includes accidents that have resulted in at least one day of absence from work excluding the day the event occurred.

(5) Total Recordable Injuries include fatalities, LCAs, LTIs and all other injuries that have required medical treatment.

# Sound governance

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
<b>2-1</b>	<b>SHAREHOLDERS</b>							
	<b>Composition of shareholdings</b>							
	Investors <sup>(1)</sup>							
	Ministry of Economy and Finance	(%)	23.6	23.6	23.6	-	-	Enel SpA
	Institutional investors	(%)	58.6	56.3	59.4	2.3	-	Enel SpA
	Retail shareholders	(%)	17.8	19.7	17.0	-1.9	-	Enel SpA
	<b>Location of institutional investors</b>							
	Italy	(%)	8.5	7.3	6.7	1.2	-	Enel SpA
	UK	(%)	12.7	14.2	12.1	-1.5	-	Enel SpA
	Rest of Europe	(%)	27.7	27.3	29.0	0.4	-	Enel SpA
	North America	(%)	42.7	43.0	44.8	-0.3	-	Enel SpA
	Rest of the world	(%)	8.4	8.2	7.4	0.2	-	Enel SpA
	<b>Concentration index (Top 50)</b>	(%)	<b>36.0</b>	<b>37.2</b>	<b>39.7</b>	-1.2	-	Enel SpA
	<b>Socially responsible investors (SRIs)<sup>(2)</sup></b>							
	<b>Presence of SRIs</b>	(no.)	<b>224</b>	<b>245</b>	<b>252</b>	-21	-8.6	Enel SpA
	<b>Enel shares held by SRI funds</b>	(mil)	<b>1,776</b>	<b>1,510</b>	<b>1,484</b>	266	176	Enel SpA
	<b>Weight of SRI funds in institutional shareholding<sup>(3)</sup></b>	(%)	<b>29.8</b>	<b>26.2</b>	<b>24.6</b>	4	-	Enel SpA
	<b>Location of institutional investors</b>							
	Italy	(%)	18.3	16.4	16.7	1.9	-	Enel SpA
	UK	(%)	13.8	11.9	9.7	1.9	-	Enel SpA
	Rest of Europe	(%)	39.0	41.3	43.6	-2.3	-	Enel SpA
	North America	(%)	26.3	24.4	26.0	1.9	-	Enel SpA
	Rest of the world	(%)	2.6	6.0	4.0	-3.4	-	Enel SpA
	<b>Return for the shareholder</b>							
	<b>DPS - Dividend per Share</b>	(euro cent)	<b>0.43</b>	<b>0.40</b>	<b>0.38</b>	0.03	75	Enel SpA
	<b>Communication to shareholders</b>							
	<b>Information requests from retail shareholders<sup>(5)</sup></b>	(no.)	<b>46</b>	<b>51</b>	<b>56</b>	-5	-9.8	Enel SpA
	<b>LENDERS</b>							
	<b>Debt</b>							
	<b>Total debt<sup>(6)</sup></b>	(mil euros)	<b>60,163</b>	<b>60,663</b>	<b>51,693</b>	-500	-0.8	Enel
	<b>Debt to Equity</b>	(i)	<b>1.3</b>	<b>1.4</b>	<b>1.2</b>	-0.1	-7.0	Enel
<b>405-1</b>	<b>CORPORATE GOVERNANCE</b>							
	<b>Board of Directors</b>							
	<b>BoD members by type</b>	(no.)	<b>9</b>	<b>9</b>	<b>9</b>	-	-	Enel SpA
	Executive members	(no.)	1	1	1	-	-	Enel SpA
	Non-executive members	(no.)	8	8	8	-	-	Enel SpA
	- of whom independent <sup>(7)</sup>	(no.)	7	8	8	-1.0	-12.5	Enel SpA
	<b>Women on BoD of the Group:</b>							
	Women on BoD of the Enel SpA	(no.)	4	4	4	-	-	Enel SpA
	Women on BoD of Group companies	(no.)	107	76	247	31	40.8	Enel
	<b>Members of the BoD by age group</b>							
	Under 30 years old	(%)	-	-	-	-	-	Enel SpA
	30 - 50 years old	(%)	-	11	11	-11	-	Enel SpA
	30 - 50 years old	(%)	100	89	89	11	-	Enel SpA
	<b>BoD meetings<sup>(8)</sup></b>	(no.)	<b>15</b>	<b>16</b>	<b>16</b>	-1	-6.3	Enel SpA
<b>2-26</b>	<b>Implementation of the Code of Ethics</b>							
	<b>Reports received by type of stakeholder<sup>(9)</sup>:</b>	(no.)	<b>207</b>	<b>168</b>	<b>153</b>	39	23.2	Enel
	Internal stakeholders	(no.)	30	22	27	8	36.4	Enel
	External stakeholders	(no.)	33	18	24	15	83.3	Enel
	Anonymous	(no.)	144	128	102	16	12.5	Enel
	<b>Reports received for harmed or potentially harmed stakeholder<sup>(9)</sup>:</b>	(no.)	<b>207</b>	<b>168</b>	<b>153</b>	39	23.2	Enel
	Shareholder	(no.)	66	48	67	18	37.5	Enel

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	Customer	(no.)	12	12	7	-	-	Enel
	Employee	(no.)	78	72	51	6	8.3	Enel
	Communities	(no.)	4	4	5	-	-	Enel
	Suppliers	(no.)	47	32	23	15	46.9	Enel
	<b>Reports received by status<sup>(9)</sup>:</b>	(no.)	<b>207</b>	<b>168</b>	<b>153</b>	39	23.2	Enel
	Reports being assessed	(no.)	25	-	-	25	-	Enel
	Reports for which a violation has not been confirmed	(no.)	141	134	109	7	5.2	Enel
	Reports for which a violation has been confirmed	(no.)	41	34	44	7	20.6	Enel
	<b>Reports related to<sup>(9)</sup>:</b>	(no.)	<b>207</b>	<b>168</b>	<b>153</b>	39	23.2	Enel
	Conflict of interest/corruption	(no.)	35	31	32	4	12.9	Enel
	Misappropriation	(no.)	27	21	31	6	28.6	Enel
	Work practices	(no.)	119	92	71	27	29.3	Enel
	Community and society	(no.)	1	1	3	-	-	Enel
	Other reasons	(no.)	25	23	16	2	8.7	Enel
	<b>Violations confirmed by type of harmed stakeholder<sup>(9)</sup>:</b>	(no.)	<b>41</b>	<b>34</b>	<b>44</b>	7	20.6	Enel
	Shareholder	(no.)	16	15	19	1	6.7	Enel
	Customer	(no.)	5	1	-	4	-	Enel
	Employee	(no.)	11	14	14	-3	-21.4	Enel
	Communities	(no.)	1	-	1	1	-	Enel
	Fornitori	(no.)	8	4	10	4	100.0	Enel
<b>406-1</b>	<b>Violations regarding incidents of<sup>(9)</sup>:</b>	(no.)	<b>41</b>	<b>34</b>	<b>44</b>	7	20.6	Enel
<b>2-26</b>	Conflict of interest/corruption <sup>(10)</sup>	(no.)	7	10	8	-3	-30.0	Enel
	Misappropriation	(no.)	9	5	5	4	80.0	Enel
	Work practices	(no.)	18	14	27	4	28.6	Enel
	Community and society	(no.)	-	-	1	-	-	Enel
	Other reasons	(no.)	7	5	3	2	40.0	Enel
	<b>Violations established for conflict of interest/corruption by country<sup>(9)</sup>:</b>	(no.)	<b>7</b>	<b>10</b>	<b>8</b>	-3	-30.0	Enel
	Argentina	(no.)	-	-	-	-	-	Argentina
	Brazil	(no.)	2	3	-	-1	-33.3	Brazil
	Chile	(no.)	3	2	-	1	50.0	Chile
	Colombia	(no.)	1	1	4	-	-	Colombia
	Italy	(no.)	-	1	1	-1	-100.0	Italy
	Peru	(no.)	1	-	-	1	-	Peru
	Romania	(no.)	-	-	-	-	-	Romania
	Russia	(no.)	-	-	2	-	-	Russia
	Spain	(no.)	-	-	1	-	-	Spain
	India	(no.)	-	1	-	-1	-100.0	India
	United States	(no.)	-	1	-	-1	-100.0	United States
	Panama	(no.)	-	1	-	-1	-100.0	Panama
	<b>Actions taken in response to incidents of conflict of interest/corruption<sup>(10)</sup></b>	(no.)	<b>9</b>	<b>10</b>	<b>10</b>	-1	-10.0	Enel
	of which: actions taken against employees in response to cases of conflict of interest/corruption	(no.)	5	7	7	-2	-28.6	Enel
	of which: actions taken against contractors in response to cases of conflict of interest/corruption.	(no.)	4	3	3	1	33.3	Enel
<b>412-3</b>	<b>Significant investment agreements that include human rights clauses</b>	(no.)	<b>7</b>	<b>4</b>	-	3	75.0	Enel
<b>412-3</b>	<b>Percentage of significant investment agreements that include human rights clauses</b>	(%)	<b>88</b>	<b>100</b>	-	-13	-	Enel
<b>INSTITUTIONAL RELATIONS</b>								
<b>201-4</b>	<b>Grants</b>							
	<b>Grants supplied in the period by geographic area<sup>(11)</sup></b>	(mil euros)	<b>406.9</b>	<b>7.4</b>	<b>43.6</b>	399.5	-	Enel
	Italy	(mil euros)	401.1	5.0	37.1	396.1	-	Italy
	Romania	(mil euros)	-	-	-	-	-	Romania
	Spain	(mil euros)	3.8	2.1	1.7	1.7	83.3	Spain
	Brazil	(mil euros)	-	-	4.1	-	-	Brazil

GRI/ EUSS	KPI	UM	December 2023	December 2022	December 2021	2023-2022	%	Scope
	Colombia	(mil euros)	1.8	0.3	-	1.5	-	Colombia
	Chile	(mil euros)	-	-	0.5	-	-	Chile
	North America	(mil euros)	0.2	0.1	0.1	0.1	99.5	North America
<b>Grants supplied in the period by destination<sup>(11)</sup></b>								
	Energy grids	(%)	89.7	60.3	55.6	29.4	-	Enel
	R&D	(%)	1.8	38.7	172	-36.9	-	Enel
	Renewables	(%)	8.4	-	20.9	8.4	-	Enel
	Training	(%)	-	-	5.8	-	-	Enel
	Other	(%)	0.1	1.0	0.5	-0.9	-	Enel
	<b>Number of projects which received grants<sup>(11)</sup></b>	(no.)	<b>94</b>	<b>38</b>	<b>101</b>	56	-	Enel
<b>Loans granted by the EIB and others</b>								
	<b>Outstanding debt from EIB financing and others by geographic area</b>	(mil euros)	<b>9,532</b>	<b>8,219</b>	<b>6,692</b>	1,313	16.0	Enel
	- Italy	(mil euros)	4,173	3,912	3,761	261	6.7	Italy
	- Iberia	(mil euros)	2,691	2,556	1,889	135	5.3	Iberia
	- Latin America	(mil euros)	1,809	1,209	823	600	49.6	Latin America
	- Europe	(mil euros)	-	-	100	-	-	Europe
	- Africa, Asia and Oceania	(mil euros)	-	-	-	-	-	Africa, Asia and Oceania
	- North America	(mil euros)	860	542	190	318	58.7	North America
	<b>Remaining debt on loans from EIB and others by destination</b>							
	Energy grids	(%)	49.7	52.0	60.4	-2.3	-	Enel
	R&D	(%)	-	-	0.1	-	-	Enel
	Renewables	(%)	39.3	41.0	370	-1.7	-	Enel
	Training	(%)	-	-	-	-	-	Enel
	Other	(%)	11.0	70	2.5	4.0	-	Enel
	<b>Number of projects in progress approved with loans from EIB and others</b>	(no.)	<b>176</b>	<b>212</b>	<b>147</b>	-36	-17.0	Enel
<b>Policy influence</b>								
	Lobbying, interest representation or similar	(euros)	-	-	-	-	-	Enel
	Contributions in favor local, regional or national political campaigns/organizations/candidates	(euros)	-	-	-	-	-	Enel
	Contributions in favor of trade and employer associations	(euros)	11,039,368	9,595,575	8,424,797	1,443,793	15.0	Enel
	Other (e.g., spending related to ballot measures or referendums)	(euros)	-	-	-	-	-	Enel
	<b>Total contributions and other spending</b>	(euros)	<b>11,039,360</b>	<b>9,595,575</b>	<b>8,424,797</b>	1,443,785	15.0	Enel

- (1) The institutional investor is an entity that, under a specific mandate or on their own account, undertakes equity and/or property investment on a continuous and professional basis. The category includes: mutual funds, pension funds, hedge funds, investment and merchant banks, insurance companies.
- (2) SRIs are investors who state that they include environmental, social and governance (ESG) factors in their traditional financial analyses in order to guide their investment decisions (inclusion of at least one ESG criterion and adherence to the main international principles approved by organizations such as UNPRI, UKSIF, EUROSIF are among the key factors in order to classify an investor as an SRI).
- (3) Calculated comparing the number of shares held by identified Socially Responsible Investors (SRIs) with the number of shares held by identified institutional investors.
- (4) Calculated as the difference between the valuation on the last open market day of the year and the valuation of the previous year.
- (5) Only requests received have been considered, not the responses provided.
- (6) For the purpose of better exposure of net financial debt, in its determination the Group decided to exclude the fair value of cash flow hedge and fair value hedge derivatives used to hedge currency risk on loans. Consequently, in order to make the data more comparable, it was necessary to restate the net financial debt at December 31, 2022.
- (7) The number shown for 2023 and 2022 refers to directors qualified as independent pursuant to the Single Financial Act and the Italian Corporate Governance Code (Edition 2020).
- (8) Of these, 7 meetings were held in 2022 on sustainability issues.
- (9) The 2022 figure takes into account a timelier determination following the conclusion of the analysis of reports that were still under assessment at December 31, 2022.
- (10) Corruption consists of the abuse of power with the goal of private gain and can be instigated by individuals in the public or private sector. It is interpreted here as including corrupt practices such as bribery, fraud, extortion, collusion, conflicts of interest and money laundering.
- (11) The 2022 and 2021 figures include a more specific determination thereof.