

# Methodological note

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Since 2003 Enel has been publishing a Sustainability Report each year, at the same time as the Group Consolidated Annual Report.

In compliance with the requirements of Italian Legislative Decree 254 of December 30, 2016, "Implementation of Directive 2014/95/EU of the European Parliament and of the Council of October 22, 2014, amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large companies and groups", Enel has been publishing a Consolidated Non-Financial Statement (NFS) since 2017. The Sustainability Report will constitute Enel's NFS with effect from the 2019 financial year. Accordingly, from that financial year on, the NFS is no longer published as a separate document. This Report of the Enel Group at December 31, 2022 was therefore drawn up in compliance with Italian Legislative Decree 254/16 and the 2019 Budget Act and article 5 of the CONSOB Regulations adopted with Resolution no. 20267 of 18 January 2018 and it is a separate document with respect to the Report on Operations. The document is published in the "Investors" section of the Enel website ([www.enel.com](http://www.enel.com)).

The Sustainability Report 2022 is addressed to the Enel Group's stakeholders and is designed to present the actions taken in pursuit of the Group's sustainability goals and thus to respond to the legitimate expectations of all stakeholders, providing a complete overview of the most significant impacts on the economy, the environment and on the people

of the Enel Group, including on human rights and how they manage these impacts.

With respect to previous years, the structure of this document has been redefined, providing an entire section on the materiality analysis in a specific chapter, "[Materiality analysis process and results for 2022](#)" and attaching a specific table linking the topics and information required by the European Regulation that regulates disclosures in the area of sustainable finance (SFDR, Sustainable Finance Disclosure Regulation) with content provided in this document, indicating the specific chapter of reference in the document. Furthermore, a separate section was prepared for reporting related to the just transition, in line with the main sustainability trains (see chapter "[Our commitment to a just transition: leaving no one behind](#)").

To the extent necessary to ensure an understanding of the Company's activities, performance, results and impact, this document covers environmental, social, labor, human rights and active and passive anti-corruption topics that are material to Enel, in view of the Company's activities and characteristics, according to the process described below (see the chapter "[Materiality analysis process and results for 2022](#)").

The following table shows the areas required by Italian Legislative Decree 254/16, specifying the document chapter in which they are discussed.

Information and in-depth analyses on the issues and indicators presented in this Report can be requested from:

**Enel SpA**  
**Innovability® Function (Innovation and Sustainability)**  
**Sustainability Planning and Performance Management**  
**and Human Rights**

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Web <https://www.enel.com/it/investors1>

<b>Topic of the Report/ Italian Legislative Decree 254/16</b>	<b>Topic of the materiality analysis</b>	<b>Report chapter</b>	<b>Risks</b>	<b>Policies and management models</b>	<b>Activities and results</b>
Environment	Decarbonization of the energy mix	Zero emissions ambition	"Zero emissions ambition" chapter	"Zero emissions ambition" chapter	"Zero emissions ambition" chapter
	Conservation of ecosystems and environmental management	Conservation of natural capital	"Sound governance" chapter	"Conservation of natural capital" chapter	"Conservation of natural capital" chapter
Social	Engaging global and local communities	Engaging communities	"Sound governance" chapter	"Engaging communities" chapter	"Engaging communities" chapter
	Sustainable supply chain	Sustainable supply chain	"Sound governance" chapter	"Sustainable supply chain" chapter	"Sustainable supply chain" chapter
Employment and labor-related	People management, development and motivation	Empowering Enel people	"Sound governance" chapter	"Empowering Enel people" chapter	"Empowering Enel people" chapter
	Occupational health and safety	Occupational health and safety	"Sound governance" chapter	"Occupational health and safety" chapter	"Occupational health and safety" chapter
Human rights	Sound governance and fair corporate conduct	Managing human rights Sound governance	"Sound governance" chapter	"Managing human rights" and "Sound governance" chapters	"Managing human rights" and "Sound governance" chapters
	People management, development and motivation				
	Engaging global and local communities				
	Conservation of the ecosystems and environmental management				
	Sustainable supply chain				
Active and passive fight against corruption	Sound governance and fair corporate conduct	Sound governance	"Sound governance" chapter	"Sound governance" chapter	"Sound governance" chapter

## How this document has been constructed

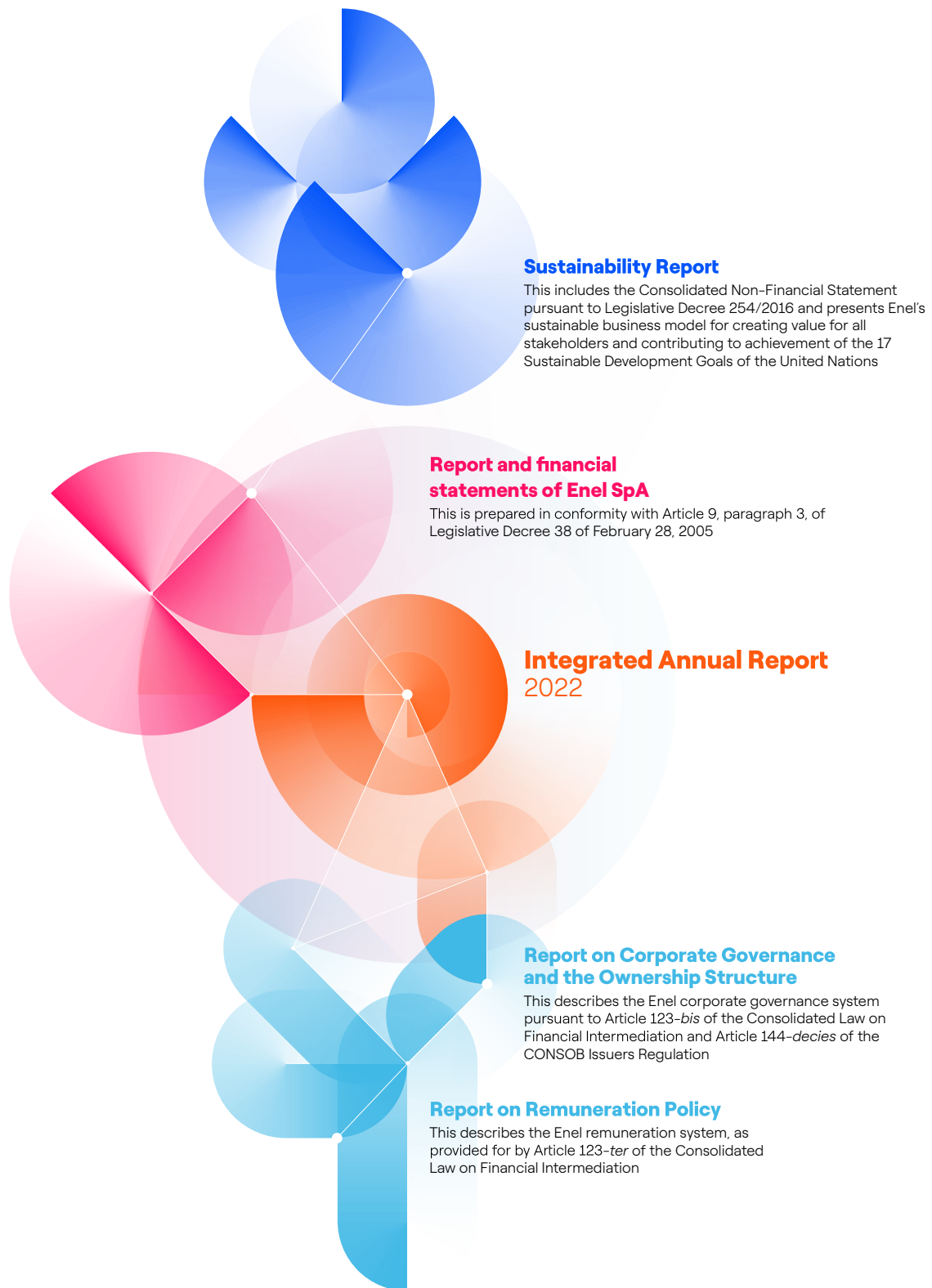
The Sustainability Report 2022 was prepared in compliance with the reporting standards “Consolidated set of GRI Standards” defined by GRI in 2021 with the inclusion of the GRI Universal Standard 2021, and also considering the Electric Utilities Disclosure supplement dedicated to the sector issued in 2013, also by GRI and still applicable today.

Moreover, for comprehensive reporting in relation to the material topics identified following the materiality analysis, the directors deemed it necessary to include several additional disclosures, as more fully specified in this document. This information, in compliance with standard GRI 1: Fundamental Principles 2021, the disclosures in question were subjected to the same technical rigor required by the reporting standard adopted. The reporting standards adopted, as described above, comply with the disclosure obligations pursuant to Italian Legislative Decree 254/16 art. 1 letter “f” and art. 3, par. 3, which the directors decided to adopt organically in order to fully represent the social and environmental topics – in compliance with the mentioned decree – of significance for the Enel Group in consideration of the Group structure, the specific business sectors, and the reference geographical areas.

Furthermore, the Appendix to the Sustainability Report contains specific tables of reconciliation with indicators proposed by the WEF white paper “Toward Common Metrics and Consistent Reporting of Sustainable Value Creation” and with the indicators proposed by the Sustainability Accounting Standards Board (SASB – in relation to Enel’s core business area in the Electric Utilities & Power Generators Sector) as well as a specific table linking the topics and information related to the protection of human rights and the Group’s Human Rights Policy. Starting from 2022, a specific table is attached that links the

topics and information required by the European Regulation that regulates disclosures in the area of sustainable finance (SFDR). The Sustainability Report 2022 also responds to the qualitative indications of the Taskforce on Climate-related Financial Disclosures (TCFD) and the UN Guiding Principles Reporting Framework; the alignment is pointed out in the TCFD Content Index, which includes the section of the financial statements that cover the qualitative disclosure requests of the TCFD and European Community Climate Guidelines.

The Sustainability Report is part of the Enel corporate reporting system, and the information it provides is more detailed than and supplementary to the annexed documents cross referenced in the Report. The non-financial information to be presented within the various corporate reporting system documents is selected based on the materiality analysis results and considering the approach set down in “Reporting on enterprise value”, released in December 2020 by the main reference International organizations (CDP, CDSB, GRI and SASB). In particular, the content formulation process was based on the principles of relevance (or “materiality”), stakeholder inclusivity, sustainability context and completeness of the data and information: Enel provides concise information on its performance in specific sections of the Sustainability Report (see [“Our sustainable progress”](#) and [“Our performance”](#)); these chapters contain descriptions also of the goals and associated progress referred to the Sustainable Development Goals (SDG), in order to provide full disclosure of all relevant information in the reporting period, together with reliable estimates for the future. The quality of information reported is assured by proceeding in compliance with the principles of accuracy, balance, clarity, completeness, sustainability context, timeliness, and verifiability.



This report is also compliant with the AccountAbility AA1000 Stakeholder Engagement Standard (AA1000SES), and took into account the draft of the ESRS 1 standard – General Requirements prepared by EFRAG (European Financial Reporting Advisory Group), as well as the Value Reporting Foundation – SASB standard. Finally, the main UN SDGs are referenced in the various chapters, in accordance with the instructions in “Linking

the SDGs and the GRI standards” published by GRI in January 2021, and SDG Compass, the guide published in November 2015 and developed by GRI, UN Global Compact and the World Business Council for Sustainable Development (WBCSD) to help companies align their strategies with the SDGs and measure and manage their contribution to the goals.

# Reconciliation of the topics of the materiality analysis and GRI Standards

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The materiality analysis carried out in compliance with standard GRI 3: 2021 materiality topics made it possible to identify the material topics for the Company. The table contains the codes for the material topics identified with the GRI Standards or the “Aspects” of the GRI supplement

dedicated to the electric utilities sector (“Electric Utilities Sector Disclosures”) of reference, along with an indication of the context internal and external to the organization and the limitations on the scope, and is provided in the chapter [“Materiality analysis process and results for 2022”](#).

## The reporting process

The structure of the Sustainability Report 2022 was developed in accordance with the materiality analysis, focusing more closely on the material topics covered in detail in the dedicated chapters. Likewise, the materiality level of the topics – divided in turn into dedicated sub-topics – influenced the level of detail with which to treat each subject and report the associated GRI indicators (GRI Standards and Electric Utilities Sector Disclosure) and also the choice of the most appropriate tools to represent them (2022 Integrated Annual Report and appended reports), to which reference was made for the treatment or detailed investigation of more specific topics, respectively, of economic performance and governance. The materiality analysis also

formed the basis for definition of Enel’s sustainability goals for the 2023-2025 period, as illustrated by the Sustainability Plan (see chapter [“We empower sustainable progress”](#)). The GRI Context Index, included in the Appendix, contains references to the 2022 Sustainability Report and the Group’s other reporting instruments. Please also consult the website [www.enel.com](http://www.enel.com) for further information, for example regarding innovation projects or the activities of Enel’s foundations and the 2022 *Informe de Sostenibilidad* by Endesa and Enel Américas for additional details concerning initiatives dedicated to customers and local communities in Spain and South America.

## Drafting and assurance

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The process of reporting and monitoring the Key Performance Indicators (“KPIs”) relevant to sustainability involves the Holding Company, with regard to transversal issues, and all Group Business Lines, Functions and companies for issues and indicators specific to the various sectors of activity.

Those responsible for collecting, verifying and processing the relevant KPIs are identified within the units involved. The Sustainability Planning and Performance Management and Human Rights unit, which forms part of the Innovability® Function, is responsible for consolidating information and coordinating the entire 2022 Sustainability Report drafting process.

On March 28, 2023, the Report was submitted for analysis and evaluation by the Corporate Governance and Sustainability Committee and on April 5 to the Enel Control and Risk Committee. It was approved by the Board of Directors on April 6. The document will then be presented to the General Shareholders’ Meeting together with the Group’s

Consolidated Annual Report.

This Report has been subjected to a limited audit by and independent auditing company, KPMG SpA, engaged also to audit the Enel Group’s Consolidated Annual Report. The limited audit was conducted in accordance with international standard ISAE 3000 (Revised) 1 and, accordingly, the Code of Ethics for Professional Accountants, including professional independence and verification of the absence of conflicts of interest that may affect the ethical principles of integrity, objectivity, professional competence and diligence, confidentiality and professional conduct. As of the 2021 financial year, the audit approach has been extended to include the comprehensive scrutiny (reasonable assurance) of a set relevant indicators, equal to 36 KPI for 2022 (25 KPI in 2021). This activity is aimed at obtaining greater security regarding the selected indicators as compared to indicators and other information subject to limited scrutiny and makes it possible to guarantee to the various stakeholders of the Sustainability Report greater reliability

of the topics and information it contains. The conclusions of the limited reasonable assurance activity are set out in the Mixed Audit Report on the Enel Group non-financial statement and on the selection of 36 indicators, issued in accordance with Art. 3, paragraph 10 of Italian Legislative Decree 254/16 in compliance with ISAE 3000 Revised, and in compliance with the provisions of the Consob Regulations and the guidelines issued by the professional bodies concerned (i.e. ASSIREVI). The said report, which contains a detailed description of the principles adopted, activities performed and conclusions reached, is attached hereto. The 36 indicators subjected to reasonable assurance are indicated below.

**Occupational safety**

1. No of fatalities – Enel
2. No of fatalities – Contractors
3. Fatality frequency rate – Enel
4. Fatality frequency rate – contractors
5. Lost Time Injury Frequency Rate with absence of work greater than 3 days – Enel
6. Lost Time Injury Frequency Rate with absence of work greater than 3 days – Contractor
7. Injury frequency index with absence from work – Enel
8. Injury frequency index with absence from work – Contractors
9. High Potential injury frequency rate – Enel
10. High Potential injury frequency rate – Contractors
11. Frequency rate of total injuries – Enel
12. Frequency rate of total injuries – Contractors
13. “Life changing” injury frequency rate – Enel
14. “Life changing” injury frequency rate – Contractors

**Grid resiliency**

15. SAIDI – System Average Interruption Duration Index
16. SAIFI – System Average Interruption Frequency Index

**Climate**

17. Direct emissions Scope 1
18. Specific CO<sub>2eq</sub> emissions – Scope 1
19. Scope 2 emissions – market based
20. Scope 2 emissions – location based
21. Scope 3 emissions
22. Intensity of GHG Scope 1 emissions related to power generation

23. Intensity of GHG Scope 1 and 3 emissions related to Integrated Power
24. Absolute Scope 3 GHG emissions relating to gas retail
25. Climate governance
26. Climate strategy
27. Climate Risk Management

**Gender diversity**

28. Percentage of female managers and middle managers
29. Percentage of women in the managerial succession and top managerial plans
30. No. of total employees who are women

**Supply chain**

31. Qualified suppliers evaluated in relation to social aspects
32. Qualified suppliers evaluated in relation to environmental aspects

**Tax transparency**

33. Current Income Tax Rate

**Other**

34. Confirmed violations of the Code of Ethics by type, stakeholder, country
35. Commercial complaints on the Group level
36. Number of cyber security incidents managed by CERT, classified with a severity level between 2, 3 and 4

In addition, the report on the green bond, also subjected to limited scrutiny by KPMG SpA according to the criteria indicated in standard ISAE 3000, is annexed to this Report; the related audit report is supplied as an attachment to this Sustainability Report. The Statement of the proportion of activities considered eco-sustainable (Art. 8, Reg. EU 852). The GHG Inventory Statements were audited by DNV GL, with a reasonable level of certainty for Scope 1, Scope 2 and Scope 3 emissions, restricted to natural gas sales activities, and with a limited level of certainty for the other Scope 3 emissions included in the scope of application of the inventory. The audit was conducted according to ISO 4064-3 for compliance of greenhouse gas (GHG) inventories with the WBCSD/WRI Corporate Accounting and Reporting Standard (GHG Protocol).

# Report boundaries

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The information and data presented in the Report refer to Enel SpA and the companies within the scope of line-by-line consolidation at December 31, 2022, in accordance with the Group's financial consolidation scope. In addition to the line-by-line consolidation scope, the document also includes the data and information regarding the company Asociación Nuclear Ascó-Vandellós II AIE (ANA CNVII AIE), to which the two Spanish nuclear plants of Ascó and Vandellós are attributed. The company, considered to be a joint operation in line with the provisions of accounting standard IFRS 11,<sup>(1)</sup> is included in the Group's financial scope of consolidation under the proportional method, and is included in this report using the same method to ensure the impacts are adequately represented, given that it is a significant Group entity. The sole exception to the line-by-line consolidation scope are the companies acquired in 2022, for which, on the basis of prevailing practice, as also represented in the Consob report of January 19, 2018<sup>(2)</sup>, it was decided to begin consolidation, with regard to some of the areas covered in this document, with effect from 2023, in the light of the reduced acquisition period. The areas of exclusion have been indicated directly in the specific chapters.

In particular, the main organizational changes affecting the Enel Group in 2022 were:

- completion of the acquisition of 527 MW of hydroelectric plants by Enel Produzione SpA;
- acquisition by Enel X of 50% of Mooney Group SpA, and the subsequent sale to it of all the activities related to the lending services of Enel X in Italy, marketed with the Enel X Pay brand (Enel X Financial Services, CityPoste Payment, PayTipper and Junia Insurance);
- sale of the entire investment held in PJ C Enel Russia completed on October 12, 2022, which involved the sale of all the electricity generation assets in Russia, which include approximately 5.6 GW of conventional capacity and approximately 300 MW of wind capacity in various stages of development;
- completion of the sale of the electricity transmission business in Chile, through the sale of the company Enel Transmisión Chile SA;
- finalization of the sale of 50% of Gridspertise to CVC;
- completion of the sale of the electricity distributing

company in the State of Goiás in Brazil.

For more detailed information on the changes, refer to the 2022 Consolidated Annual Report in the sections "Main changes in the scope of consolidation" and "Significant events in 2022".

If the associated companies (measured at equity in the Consolidated Annual Report) and other entities over which Enel exercises significant influence (including joint ventures) produce substantial impacts, for the purpose of the content of the present document, they are included in the data calculation in proportion to Enel's holding, and specific disclosure is referenced in the text. We invite you to refer to the 2022 Consolidated Annual Report for details of the companies included the scope of consolidation.

In this Statement, the terms "Corporate", "Holding Company" and "Parent Company" refer to Enel SpA, whereas "Group", "Enel" and "Company" refer to Enel SpA and its subsidiaries.

Various deviations from the KPIs and information included in the 2021 Sustainability Report are the result of changes in the Group's scope of consolidation.

The effects of changes in the scope of consolidation, together with any significant changes or limitations of the scope or methods of calculating individual indicators compared with 2021, are expressly indicated in the text and/or the Appendix, along with the effects on the related data. See the notes in the tables in the Appendix for all further details regarding adjustments with respect to already published data, calculation methods, assumptions or significant limitations of indicators.

The data have been thoroughly calculated on the basis of the results of Enel's accounting, non-accounting and other information systems, and validated by the persons responsible in each case. Data determined through the use of estimates and related calculation method have been expressly indicated. In the comparison of the data over time, it should be noted that differences between 2022 and 2021, in absolute and percent terms, have been calculated considering decimal places in some cases not visible in the printed document. In the tables containing quantitative data, percent changes in excess of |100%| are indicated by "-"

(1) A "joint operation" is a joint-control arrangement in which the parties that hold joint control have rights to the assets and obligations for the liabilities associated with the arrangement.  
(2) Illustrative report on the results of the consultation and the consequences for regulation, the activities of companies and operators and the interests of investors and savers.



# Performance indicators

Key sustainability performance indicators are presented from page 457 to page 499 and form an integral part of this Sustainability Report. In order to facilitate a reading of the performance indicators in conjunction with the quali-

tative information presented in the document, the quantitative indicators will be reported in a separate booklet in the printed copy. This booklet will be contained in the pocket on the inside back cover.

## Units of measure

- .000 / thousands
- .000 d / thousands of days
- .000 h / thousands of hours
- .000 t / thousands of tons
- % / percentage
- years / years
- cent euros / euro cents
- g/kWh / grams per kilowatt hour
- g/kWh<sub>eq</sub> / grams per equivalent kilowatt hour<sup>(3)</sup>
- GBq per unit / gigabecquerels per unit
- gCO<sub>2</sub>/kWh CO<sub>2</sub> grams per kilowatt hour
- gCO<sub>2eq</sub>/kWh CO<sub>2</sub> equivalent grams per kilowatt hour
- dd / days
- GW / gigawatts
- GWh / gigawatt hours
- h / hours
- h/per cap / hours per capita
- r / rate
- kg / kilograms
- km / kilometers
- kWh / kilowatt hours
- kWh<sub>eq</sub> / equivalent kilowatt hours<sup>(3)</sup>
- kWh/t / kilowatt hours per ton
- kWp / peak kilowatts
- l/kWh / liters per kilowatt hour
- l/kWh<sub>eq</sub> / liters per equivalent kilowatt hour<sup>(3)</sup>
- billions of m<sup>3</sup> / billions of cubic meters
- MJ/kWh<sub>eq</sub> / megajoules per equivalent kilowatt hour<sup>(3)</sup>
- ML / megaliters
- mil million
- mil A4<sub>eq</sub> / millions of equivalent A4 sheets
- mil euros / millions of euros
- Mh / mil h / millions of hours
- MI / mil l / millions of liters
- Mm<sup>3</sup>/mil m<sup>3</sup> / millions of cubic meters
- Mt / mil t / millions of tons
- M tCO<sub>2eq</sub> / mil tCO<sub>2eq</sub> / CO<sub>2</sub> equivalent millions of tons
- M t<sub>eq</sub> / mil t<sub>eq</sub> / millions of equivalent tons
- min / minutes
- Mtoe / millions of tons of oil equivalent
- MW / megawatts
- MWh / megawatt hours
- no. / number

- sec / seconds
- t / tons
- TBq per unit / terabecquerels per unit
- TOE / tons of oil equivalent
- TJ / terajoules
- TWh / Terawatt hours

## Acronyms

- HV High Voltage
- EIB European Investment Bank
- BOD Biochemical Oxygen Demand
- LV Low Voltage
- CCGT Combined Cycle Gas Turbine
- BoD Board of Directors
- CERT Cyber Emergency Readiness Team
- CSV Creating Shared Value
- COD Chemical Oxygen Demand
- CSR Corporate Social Responsibility
- EBT Earnings Before Tax
- EBIT Earnings Before Interest and Tax
- EBITDA Earnings Before Interest, Tax, Depreciation and Amortization
- ESG Environmental Social & Governance
- EGP Enel Green Power
- EPS Earnings per Share
- RT Remote Training
- IPO Initial Public Offering
- IRAP Imposta Regionale sulle Attività Produttive (Regional Business Tax)
- IRES Imposta sul Reddito delle Società (Corporate Income Tax)
- LBG London Benchmarking Group
- MV Medium Voltage
- PCBs Polychlorinated Biphenyls
- R&D Research & Development
- S&P Standard & Poor's
- SRI Socially Responsible Investor
- TSR Total Shareholder Return
- SCIGR Internal Control and Risk Management System
- SDG Sustainable Development Goal
- TCFD Task Force on Climate-related Financial Disclosure
- UN United Nations

(3) Corresponding to the sum of electrical energy and heat.