

We empower sustainable progress

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
EU1	GENERATION							
	Installed capacity							
	Net efficient generation capacity by primary energy source							
	Thermal net capacity:	(MW)	27,689	33,664	35,623	-5,975	-17.7	Enel
	Coal	(MW)	6,590	6,910	8,903	-320	-4.6	Enel
	CCGT	(MW)	13,894	15,039	15,009	-1,145	-7.6	Enel
	Oil/Gas	(MW)	7,204	11,715	11,711	-4,511	-38.5	Enel
	Nuclear net capacity	(MW)	3,328	3,328	3,328	-	-	Enel
	Renewable net capacity:	(MW)	53,561	50,066	45,016	3,495	7.0	Enel
	Hydroelectric	(MW)	28,355	27,847	27,820	508	1.8	Enel
	Wind	(MW)	15,735	14,903	12,412	832	5.6	Enel
	Geothermal	(MW)	931	915	882	16	1.8	Enel
	Biomass and cogeneration	(MW)	6	6	5	-	-	Enel
	Photovoltaic	(MW)	8,534	6,395	3,897	2,139	33.5	Enel
	Total net electrical capacity	(MW)	84,578	87,058	83,967	-2,480	-2.8	Enel
	Net efficient generation capacity by geographic area							
	Italy	(MW)	26,252	25,609	26,400	643	2.5	Italy
	Iberia	(MW)	22,044	21,140	21,652	904	4.3	Iberia
	Latin America	(MW)	24,524	23,903	21,960	621	2.6	Latin America
	Chile	(MW)	8,409	7,973	7,118	436	5.5	Chile
	Argentina	(MW)	4,419	4,419	4,419	-	-	Argentina
	Colombia	(MW)	3,711	3,589	3,592	122	3.4	Colombia
	Peru	(MW)	2,255	2,294	2,301	-39	-1.7	Peru
	Brazil	(MW)	5,071	4,981	3,922	90	1.8	Brazil
	Uruguay	(MW)	-	-	-	-	-	Uruguay
	Costa Rica	(MW)	81	81	81	-	-	Costa Rica
	Guatemala	(MW)	164	164	164	-	-	Guatemala
	Panama	(MW)	415	401	362	14	3.5	Panama
	North America	(MW)	9,532	7,941	6,643	1,591	20.0	North America
	Europe	(MW)	1,020	6,524	6,402	-5,504	-84.4	Europe
	Africa, Asia and Oceania	(MW)	1,206	1,941	911	-735	-37.9	Africa, Asia and Oceania
	Total net electrical capacity	(MW)	84,578	87,058	83,967	-2,480	-2.8	Enel
	Power generation plants							
	Thermoelectric plants⁽¹⁾	(no.)	63	69	71	-6	-8.7	Enel
	Coal plants	(no.)	7	8	10	-1	-12.5	Enel
	CCGT plants	(no.)	20	23	23	-3	-13.0	Enel
	Oil/Gas plants	(no.)	44	48	48	-4	-8.3	Enel
	Nuclear plants	(no.)	4	4	4	-	-	Enel
	Renewable energy plants	(no.)	1,233	1,187	1,173	46	3.9	Enel
	Hydroelectric plants	(no.)	765	739	748	26	3.5	Enel
	Wind plants	(no.)	266	266	262	-	-	Enel
	Photovoltaic plants	(no.)	161	141	122	20	14.2	Enel
	Geothermal plants	(no.)	39	39	39	-	-	Enel

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	Biomass plants	(no.)	2	2	2	-	-	Enel
OPERATING RESULTS								
EU2	GENERATION							
	Net production by primary energy source							
	Thermal net production	(GWh)	88,811	88,285	75,909	526	0.6	Enel
	Coal	(GWh)	19,722	13,858	13,155	5,864	42.3	Enel
	CCGT	(GWh)	54,436	51,718	43,353	2,718	5.3	Enel
	Oil/Gas	(GWh)	14,652	22,709	19,401	-8,057	-35.5	Enel
	Nuclear net production	(GWh)	26,508	25,504	25,839	1,004	3.9	Enel
	Renewable net production	(GWh)	112,448	108,817	105,360	3,631	3.3	Enel
	Hydroelectric	(GWh)	51,728	57,001	62,437	-5,273	-9.3	Enel
	Wind	(GWh)	43,255	37,791	30,992	5,464	14.5	Enel
	Geothermal	(GWh)	6,117	6,086	6,167	31	0.5	Enel
	Biomass and cogeneration	(GWh)	43	40	1	3	6.5	Enel
	Photovoltaic	(GWh)	11,306	7,899	5,763	3,407	43.1	Enel
	Total net production	(GWh)	227,767	222,605	207,108	5,162	2.3	Enel
	Net production by geographic area							
	Italy	(GWh)	48,460	47,964	42,495	496	1.0	Italy
	Iberia	(GWh)	64,715	57,592	56,269	7,123	12.4	Iberia
	Latin America	(GWh)	75,594	70,376	69,165	5,218	7.4	Latin America
	Chile	(GWh)	22,215	19,034	19,331	3,181	16.7	Chile
	Argentina	(GWh)	11,121	13,099	13,901	-1,978	-15.1	Argentina
	Colombia	(GWh)	13,663	13,241	14,146	422	3.2	Colombia
	Peru	(GWh)	9,615	9,585	8,774	30	0.3	Peru
	Brazil	(GWh)	16,608	12,713	10,713	3,895	30.6	Brazil
	Uruguay	(GWh)	-	-	-	-	-	Uruguay
	Costa Rica	(GWh)	216	198	213	18	9.3	Costa Rica
	Guatemala	(GWh)	659	548	518	111	20.2	Guatemala
	Panama	(GWh)	1,498	1,958	1,569	-460	-23.5	Panama
	North America	(GWh)	23,385	20,356	17,182	3,029	14.9	North America
	Europe	(GWh)	12,513	23,736	20,461	-11,223	-47.3	Europe
	Africa, Asia and Oceania	(GWh)	3,099	2,580	1,537	519	20.1	Africa, Asia and Oceania
	Total net production	(GWh)	227,767	222,605	207,108	5,162	2.3	Enel
	Development of renewables							
	New renewable power⁽²⁾:	(MW)	4,966	5,176	2,908	-210	-4.1	Enel
	Hydroelectric	(MW)	557	33	15	524	-	Enel
	Wind	(MW)	1,827	2,596	2,086	-769	-29.6	Enel
	Geothermal	(MW)	17	33	4	-16	-48.0	Enel
	Biomass and cogeneration	(MW)	-	1	-	-1	-100.0	Enel
	Photovoltaic	(MW)	2,559	2,513	803	46	1.8	Enel
	NETWORK							
EU4	Total electricity distribution network	(km)	2,024,038	2,233,368	2,232,022	-209,330	-9.4	Enel
	Total high-voltage network	(km)	40,566	46,860	46,661	-6,294	-13.4	Enel
	- of which underground cable	(km)	1,748	1,529	1,992	-1,289	-84.3	Enel
	Total medium-voltage network	(km)	717,992	891,221	894,343	-173,229	-19.4	Enel
	- of which underground cable	(km)	230,216	212,077	223,507	-204,925	-96.6	Enel
	Total low-voltage network	(km)	1,265,480	1,295,287	1,291,018	-29,807	-2.3	Enel
	- of which underground cable	(km)	410,142	387,314	413,636	-379,105	-97.9	Enel
EU4	Electricity distribution network by geographic area							
	Total electricity distribution network Italy	(km)	1,165,131	1,151,482	1,159,921	13,649	1.2	Italy
	High-voltage network	(km)	20	19	20	1	3.0	Italy

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	- of which underground cable	(km)	3	3	11	-3	-100.0	Italy
	Medium-voltage network	(km)	361,775	348,699	357,860	13,076	3.7	Italy
	- of which underground cable	(km)	157,618	154,983	153,073	-154,983	-100.0	Italy
	Low-voltage network	(km)	803,336	802,764	802,041	572	0.1	Italy
	- of which underground cable	(km)	279,646	279,325	278,936	-279,325	-100.0	Italy
	Total electricity distribution network Romania	(km)	133,116	132,334	131,322	782	0.6	Romania
	High-voltage network	(km)	6,531	6,528	6,528	3	0.0	Romania
	- of which underground cable	(km)	315	311	312	-311	-100.0	Romania
	Medium-voltage network	(km)	36,094	35,931	35,630	163	0.5	Romania
	- of which underground cable	(km)	14,648	14,368	13,981	-14,368	-100.0	Romania
	Low-voltage network	(km)	90,491	89,874	89,164	617	0.7	Romania
	- of which underground cable	(km)	21,454	27,586	27,586	-27,586	-100.0	Romania
	Total electricity distribution network Iberia	(km)	317,829	316,506	315,365	1,323	0.4	Iberia
	High-voltage network	(km)	19,763	19,713	19,642	50	0.3	Iberia
	- of which underground cable	(km)	807	805	793	-805	-100.0	Iberia
	Medium-voltage network	(km)	114,673	114,336	114,003	337	0.3	Iberia
	- of which underground cable	(km)	41,747	41,362	41,033	-41,362	-100.0	Iberia
	Low-voltage network	(km)	183,393	182,457	181,720	936	0.5	Iberia
	- of which underground cable	(km)	87,430	86,639	86,024	-86,639	-100.0	Iberia
	Total electricity distribution network Latin America	(km)	407,962	633,047	625,415	-225,085	-35.6	Latin America
	High-voltage network	(km)	14,252	20,600	20,472	-6,348	-30.8	Latin America
	- of which underground cable	(km)	623	721	885	-481	-66.7	Latin America
	Medium-voltage network	(km)	205,450	392,255	386,850	-186,805	-47.6	Latin America
	- of which underground cable	(km)	16,202	15,732	15,420	-8,580	-54.5	Latin America
	Low-voltage network	(km)	188,260	220,192	218,093	-31,932	-14.5	Latin America
	- of which underground cable	(km)	21,612	21,350	21,090	-13,141	-61.6	Latin America
	Lenght of transmission lines by geographic area							
	Brazil (Enel CIEN SA)	(km)	742	742	742	-	-	Brazil
	Energy transported⁽³⁾	(TWh)	507.7	510.6	485.2	-2.9	-0.6	Enel
	SALES							
	Electricity volumes sold by market							
	Italy	(GWh)	97,195	92,768	90,205	4,427	4.8	Italy
	- of which free market	(GWh)	78,334	65,577	59,900	12,757	19.5	Italy
	- of which regulated market	(GWh)	18,861	27,191	30,305	-8,330	-30.6	Italy
	Iberia	(GWh)	79,003	79,458	80,772	-455	-0.6	Iberia
	- of which free market	(GWh)	70,793	68,753	69,430	2,040	3.0	Iberia
	- of which regulated market	(GWh)	8,210	10,705	11,342	-2,495	-23.3	Iberia
	Romania	(GWh)	9,816.0	9,294	8,821	522	5.6	Romania
	- of which free market	(GWh)	9,809	9,036	7,178	773	8.6	Romania
	- of which regulated market	(GWh)	7	258	1,643	-251	-97.3	Romania
	Latin America	(GWh)	135,093.0	127,906	118,388	7,187	5.6	Latin America
	- of which free market	(GWh)	39,317	32,593	23,694	6,724	20.6	Latin America
	- of which regulated market	(GWh)	95,776	95,313	94,694	463	0.5	Latin America
	Total volumes of energy sold	(GWh)	321,107	309,425	298,186	11,682	3.8	Enel
	- of which free market	(GWh)	198,253	175,958	160,202	22,295	12.7	Enel
	- of which regulated market	(GWh)	122,854	133,467	137,984	-10,613	-8.0	Enel
	Volumes sold gas	(bn m ³)	10.2	9.9	9.7	0.3	3.5	Enel
	Italy	(bn m ³)	4.7	4.3	4.4	0.4	9.9	Italy
	- mass market customers	(bn m ³)	3.2	2.9	2.9	0.3	8.9	Italy
	- business customers	(bn m ³)	1.6	1.4	1.5	0.2	12.1	Italy
	Iberia	(bn m ³)	4.9	5.2	5.0	-0.3	-5.6	Iberia

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	Romania	(bn m³)	0.3	0.2	0.1	0.1	33.0	Romania
	Latin America	(bn m³)	0.3	0.2	0.2	0.1	71.0	Latin America
2-6	ECONOMIC RESULTS⁽⁴⁾							
	Revenues	(mil euros)	140,517	85,719	66,004	54,798	63.9	Enel
	Italy	(mil euros)	83,508	45,417	32,203	38,091	83.9	Italy
	Iberia	(mil euros)	32,833	21,052	17,170	11,781	56.0	Iberia
	Latin America	(mil euros)	21,334	16,957	13,903	4,377	25.8	Latin America
	Europe	(mil euros)	87	14	2,085	73	-	Europe
	North America	(mil euros)	2,214	1,513	1,367	701	46.3	North America
	Africa, Asia and Oceania	(mil euros)	266	241	153	25	10.4	Africa, Asia and Oceania
	Other, eliminations and adjustments	(mil euros)	275	525	-877	-250	-47.6	Other, eliminations and adjustments
	EBITDA	(mil euros)	19,918	17,567	16,903	2,351	13.4	Enel
	Italy	(mil euros)	6,307	6,633	7,824	-326	-4.9	Italy
	Iberia	(mil euros)	5,230	4,183	3,775	1,047	25.0	Iberia
	Latin America	(mil euros)	6,579	4,143	4,150	2,436	58.8	Latin America
	Europe	(mil euros)	27	-5	509	32	-	Europe
	North America	(mil euros)	940	684	778	256	37.4	North America
	Africa, Asia and Oceania	(mil euros)	83	110	55	-27	-24.5	Africa, Asia and Oceania
	Other, eliminations and adjustments	(mil euros)	752	1,485	-188	-733	-49.4	Other, eliminations and adjustments
	Italy	(%)	31.7	38.5	46.3	-6.8	-	Italy
	Iberia	(%)	26.3	24.3	22.3	2.0	-	Iberia
	Latin America	(%)	33.0	24.0	24.6	9.0	-	Latin America
	Europe	(%)	0.1	0.0	3.0	0.1	-	Europe
	North America	(%)	4.7	4.0	4.6	0.7	-	North America
	Africa, Asia and Oceania	(%)	0.4	0.6	0.3	-0.2	-	Africa, Asia and Oceania
	Other, eliminations and adjustments	(%)	3.8	8.6	-1.1	-4.8	-	Other, eliminations and adjustments
	EBIT	(mil euros)	8,741	5,378	5,463	3,363	62.5	Enel
	Group net income	(mil euros)	5,218	3,758	3,622	1,460	38.9	Enel
	Value generated and distributed for stakeholders⁽⁴⁾							
	Economic value generated directly:							
	Revenues	(mil euros)	140,821	85,865	66,100	54,956	64.0	Enel
	Economic value distributed:	(mil euros)	131,748	78,684	57,932	53,064	67.4	Enel
	Operating costs	(mil euros)	114,384	62,063	42,634	52,321	84.3	Enel
	Personnel and benefit cost	(mil euros)	3,646	4,296	3,956	-650	-15.1	Enel
	Payment to lenders of capital (shareholders and lenders) ⁽⁵⁾	(mil euros)	7,691	7,409	7,082	282	3.8	Enel
	Payments to governments	(mil euros)	6,027	4,916	4,260	1,111	22.6	Enel
	Economic value generated	(mil euros)	9,073	7,181	8,168	1,892	26.3	Enel
	Investments							
	Investments⁽⁶⁾	(mil euros)	14,347	12,997	10,197	1,350	10.4	Enel
	Italy	(mil euros)	4,640	3,842	2,842	798	20.8	Italy
	Iberia	(mil euros)	2,316	2,202	1,638	114	5.2	Iberia
	Latin America	(mil euros)	4,289	3,772	2,859	517	13.7	Latin America
	Europe	(mil euros)	224	456	411	-232	-50.9	Europe
	North America	(mil euros)	2,491	2,293	1,816	198	8.6	North America

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	Africa, Asia and Oceania	(mil euros)	164	217	417	-53	-24.4	Africa, Asia and Oceania
	Total Abroad	(mil euros)	9,484	8,890	7,142	594	6.7	Total Abroad
	Adjustments	(mil euros)	223	265	213	-42	-15.8	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.
- (3) The distributed electricity figure for 2021 takes into account a more precise determination of the quantities transported.
- (4) The figures for 2021 have been restated, for comparative purposes only, to take into account the classification under "Net income from discontinued operations" of the results pertaining to the assets held in Russia (sold in Q4 2022), Romania and Greece, as the requirements of IFRS 5 for their classification as "discontinued operations" have been met.
- (5) The amount includes the "Total Tax Borne", which represents the costs for the taxes paid by the Group. The 2021 figures include a more specific determination.
- (6) The data refers only to continuing operations and therefore do not include the figures for 'assets held for sale'.

Zero emissions ambition, Conservation of natural capital

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
EMISSIONS								
305-1 Direct greenhouse gas emissions (Scope 1)								
	CO ₂ emissions from the electricity production and heat	(mil t)	51.93	50.56	44.67	1.37	2.7	Enel
	Other CO _{2eq} emissions due to electricity production and other activities ⁽¹⁾	(mil tCO _{2eq})	1.14	1.01	0.90	0.13	12.9	Enel
	Total direct emissions (Scope 1)	(mil tCO _{2eq})	53.07	51.57	45.57	1.50	2.9	Enel
305-2 Indirect greenhouse gas emissions (Scope 2)								
Purchased electricity from the grid⁽²⁾								
	- location based	(mil tCO _{2eq})	0.76	0.81	0.79	-0.05	-6.2	Enel
	- market based	(mil tCO _{2eq})	1.20	1.35	1.30	-0.15	-11.1	Enel
Distribution and transmission system: energy losses⁽³⁾								
	- location based	(mil tCO _{2eq})	3.26	2.97	2.77	0.29	9.8	Enel
	- market based	(mil tCO _{2eq})	4.86	4.76	4.68	0.10	2.1	Enel
	Total Scope 2							
	- location based	(mil tCO _{2eq})	4.02	3.77	3.56	0.25	6.6	Enel
	- market based	(mil tCO _{2eq})	6.06	6.11	5.98	-0.05	-0.8	Enel
305-3 Other indirect greenhouse emissions (Scope 3)⁽⁴⁾								
	Supply chain (category 1) ⁽⁵⁾	(mil tCO _{2eq})	14.18	12.99	11.00	1.19	9.2	Enel
	Coal mining (category 3)	(mil tCO _{2eq})	1.53	1.07	1.06	0.46	43.0	Enel
	Transport of coal by sea (category 3)	(mil tCO _{2eq})	0.35	0.17	0.10	0.18	-	Enel
	Extraction and transport of gas (category 3)	(mil tCO _{2eq})	8.42	10.01	9.13	-1.59	-15.9	Enel
	Transport of other fuels (gas oil, biomass, WDF) (category 3)	(mil tCO _{2eq})	0.01	0.01	0.01	-	-	Enel
	Purchase of electricity for selling to end client (category 3)	(mil tCO _{2eq})	28.40	23.96	23.19	4.44	18.5	Enel
	Transport of raw materials and waste (category 4)	(mil tCO _{2eq})	0.01	0.00	0.00	0.01	-	Enel
	Use of gas sold to end client (category 11)	(mil tCO _{2eq})	22.90	22.25	21.95	0.65	2.9	Enel
	Total indirect emissions (Scope 3)	(mil tCO _{2eq})	75.80	70.46	66.45	5.34	7.6	Enel
305-4 Specific emissions								
	Intensity of GHG Scope 1 emissions ⁽⁶⁾	(gCO _{2eq} /kWh)	233	229	218	4	1.7	Enel
	Intensity of CO ₂ emissions related to energy production ⁽⁷⁾	(gCO ₂ /kWh)	225	222	211	3	1.4	Enel
	Intensity of GHG Scope 1 emissions related to energy production (SBTi) ⁽⁸⁾	(gCO _{2eq} /kWh)	229	225	214	4	1.8	Enel
	Intensity of GHG Scope 1 and 3 emissions related to Integrated Power (SBTi) ⁽⁹⁾	(gCO _{2eq} /kWh)	218	203	194	15	7.4	Enel
305-5 Avoided emissions⁽¹⁰⁾								
		(mil t)	81.6	72.8	74.8	8.80	12.1	Enel
305-7 Other atmospheric emissions⁽¹¹⁾								
	SO ₂ emissions	(t)	16,602	15,615	20,547	987	6.3	Enel
	NO _x emissions	(t)	74,225	78,846	76,256	-4,621	-5.9	Enel
	Dust emissions	(t)	1,227	1,099	1,243	128	11.6	Enel
	H ₂ S emissions	(t)	5,226	4,772	4,972	454	9.5	Enel
	Hg emissions (thermal and coal)	(t)	0.08	0.05	0.05	0.03	60.0	Enel
Specific emissions								
	SO ₂ emissions	(g/kWh)	0.07	0.07	0.10	-	-	Enel
	NO _x emissions	(g/kWh)	0.32	0.35	0.36	-0.03	-8.6	Enel

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	Dust emissions	(g/kWh)	0.005	0.005	0.010	-	-	Enel
305-6	Ozone Depleting Substances emissions							
	Total	(kgCFC-11 _{eq})	43	180	22	-137	-76.1	Enel
2-27	Compliance with environmental laws and regulations⁽¹²⁾							
	Instances of non-compliance for which monetary and non-monetary sanctions were incurred	(no.)	92	n.d.	n.d.	-	-	Enel
	Instances of non-compliance for which non-monetary sanctions were incurred	(no.)	22	n.d.	n.d.	-	-	Enel
	Instances of non-compliance for which monetary sanctions were incurred	(no.)	70	n.d.	n.d.	-	-	Enel
	Fines for instances of non-compliance with laws and regulations occurred in the current reporting period	(mil euros)	0.01	n.d.	n.d.	-	-	Enel
	Fines for instances of non-compliance with laws and regulations occurred in the previous reporting periods	(mil euros)	0.15	n.d.	n.d.	-	-	Enel
	Environmental disputes							
	Environmental proceedings as defendant	(no.)	168	243	255	-75	-30.9	Enel
	Monetary value	(mil euros)	1.80	5.00	84.71	-3.20	-64.0	Enel
	ENERGY CONSUMPTION							
302-1	Fuel consumption by primary source in TJ							
	from non-renewable sources	(TJ)	1,053,083	1,044,714	949,152	8,369	0.8	Enel
	Coal	(TJ)	206,450	141,528	138,380	64,922	45.9	Enel
	Lignite	(TJ)	-	-	1,353	-	-	Enel
	Fuel oil	(TJ)	35,848	34,787	39,320	1,061	3.0	Enel
	Natural gas	(TJ)	469,425	549,312	457,020	-79,887	-14.5	Enel
	Gas oil	(TJ)	58,486	48,482	39,234	10,004	20.6	Enel
	Uranium	(TJ)	282,872	270,605	273,845	12,267	4.5	Enel
	from renewable resources	(TJ)	54,987	54,588	55,440	399	0.7	Enel
	Biomass, biogas and waste	(TJ)	1,044	1,136	1,936	-92	-8.1	Enel
	Geothermal fluid	(TJ)	53,943	53,452	53,504	491	0.9	Enel
	Total direct consumption	(TJ)	1,108,069	1,099,302	1,004,592	8,767	0.8	Enel
	Fuel consumption by in Mtoe							
	from non-renewable sources	(Mtep)	25.2	25.0	22.5	0.2	0.8	Enel
	Coal	(Mtep)	4.9	3.4	3.3	1.5	44.1	Enel
	Lignite	(Mtep)	-	-	0.03	-	-	Enel
	Fuel oil	(Mtep)	0.9	0.8	0.9	0.1	12.5	Enel
	Natural gas	(Mtep)	11.2	13.1	10.9	-1.9	-14.5	Enel
	Gas oil	(Mtep)	1.4	1.2	0.9	0.2	16.7	Enel
	Uranium	(Mtep)	6.8	6.5	6.5	0.3	4.6	Enel
	from renewable resources	(Mtep)	1.3	1.3	1.4	-	-	Enel
	Biomass, biogas and waste	(Mtep)	0.02	0.03	0.05	-0.01	-33.3	Enel
	Geothermal fluid	(Mtep)	1.3	1.3	1.3	-	-	Enel
	Total direct consumption	(Mtep)	26.5	26.3	23.9	0.2	0.8	Enel
	Incidence of fuel consumption from non-renewable sources							
	Coal	(%)	19.6	11.2	14.6	8.4	-	Enel
	Lignite	(%)	-	-	0.1	-	-	Enel
	Fuel oil	(%)	3.4	2.8	4.1	0.6	-	Enel
	Natural gas	(%)	44.6	43.5	48.2	1.1	-	Enel
	Gas oil	(%)	5.6	3.8	4.1	1.8	-	Enel
	Uranium	(%)	26.9	21.4	28.9	5.5	-	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
302-1	Indirect energy consumption by destination							
	Total energy consumption	(TJ)	11,620	23,878	23,145	-12,258	-51.3	Enel
	RAW MATERIALS							
	Resources used in the production process							
301-1	Consumables							
	Lime	(,000 t)	110.7	61.9	83.9	-22.0	-35.5	Enel
	Ammonia	(,000 t)	37.0	20.4	16.1	16.6	81.4	Enel
	Caustic soda	(,000 t)	47.4	65.0	76.9	-17.6	-27.1	Enel
	Slaked lime	(,000 t)	4.6	3.3	3.8	1.3	39.4	Enel
	Sulfuric/chloride acid	(,000 t)	7.3	8.7	7.5	-1.4	-16.1	Enel
	Other	(,000 t)	34.7	26.8	17.6	7.9	29.5	Enel
	Total	(,000 t)	241.8	186.2	205.8	55.6	29.9	Enel
301-2	Percentage of materials used that derive from recycled material							
	compared to total consumption of each resource							
	Lubricant oil	(%)	3.2	11.9	3.8	-8.7	-	Enel
	Dielectric oil	(%)	53.8	67.0	28.6	-13.2	-	Enel
	Paper for printing	(%)	3.4	2.2	76.0	1.2	-	Enel
	WATER							
	Water withdrawal used by production process							
	By thermoelectric production	(,000 ML)	56.5	52.8	49.1	3.7	7.1	Enel
	By nuclear production	(,000 ML)	19.0	19.6	19.2	-0.6	-3.3	Enel
	By other industrial uses	(,000 ML)	0.5	0.7	0.7	-0.2	-31.7	Enel
	Total water withdrawal	(,000 ML)	76.0	73.1	69.1	2.9	3.9	Enel
	Water requirements by production process⁽¹³⁾	(l/kWh _{eq})	0.27	0.29	0.29	-0.02	-6.9	Enel
303-3	Water withdrawal by source							
	Withdrawal from scarce source⁽¹⁴⁾	(,000 ML)	53.7	56.4	54.4	-2.7	-4.8	Enel
	Surface water (wetlands, lakes, rivers) total	(,000 ML)	37.9	40.5	39.8	-2.6	-6.5	Enel
	- freshwater (≤ 1,000 mg/l Total Dissolved Solids)	(,000 ML)	37.3	40.3	39.5	-3.0	-7.5	Enel
	- other water (> 1,000 mg/l Total Dissolved Solids)	(,000 ML)	0.6	0.2	0.3	0.4	-	Enel
	Ground water (from wells) total	(,000 ML)	9.5	9.9	9.0	-0.4	-3.8	Enel
	- freshwater (≤ 1,000 mg/l Total Dissolved Solids)	(,000 ML)	9.4	9.9	9.0	-0.5	-5.1	Enel
	- other water (> 1,000 mg/l Total Dissolved Solids)	(,000 ML)	0.1	0.0	-	0.1	-	Enel
	Water from aqueduct total	(,000 ML)	6.3	6.0	5.7	0.3	4.2	Enel
	- freshwater (≤ 1,000 mg/l Total Dissolved Solids)	(,000 ML)	6.0	5.3	4.8	0.7	12.7	Enel
	- other water (> 1,000 mg/l Total Dissolved Solids)	(,000 ML)	0.3	0.7	0.9	-0.4	-58.1	Enel
	Withdrawal from non scarce source:	(,000 ML)	22.3	16.7	14.6	5.6	33.4	Enel
	Sea water (used as is and dissalated)	(,000 ML)	22.2	16.6	14.5	5.5	33.2	Enel
	- freshwater (≤ 1,000 mg/l Total Dissolved Solids)	(,000 ML)	5.7	5.0	0.0	0.7	13.6	Enel
	- other water (> 1,000 mg/l Total Dissolved Solids)	(,000 ML)	16.5	11.6	14.5	4.8	41.6	Enel
	from produced water (amount used inside plants)	(,000 ML)	0.1	0.1	0.1	-	-	Enel
	Total withdrawal⁽¹⁴⁾	(,000 ML)	76.0	73.1	69.1	2.9	3.9	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Percentage of recycled and reused water	(%)	9.4	8.3	8.2	1.1	13.3	Enel
	Water used for once through cooling system							
	Total	(,000 ML)	13,651.7	14,956.3	14,403.8	-1,304.6	-8.7	Enel
	from surface water	(,000 ML)	4,782.6	6,213.0	5,281.3	-1,430.4	-23.0	Enel
	from sea water	(,000 ML)	8,869.2	8,743.3	9,122.5	125.9	1.4	Enel
	Total withdrawals	(,000 ML)	13,727.7	15,011.9	14,455.3	-1,284.2	-8.6	Enel
303-3	Water withdrawal by source in "water stressed" areas⁽¹⁵⁾							
	Withdrawal from scarce source	(,000 ML)	12.7	15.5	12.7	-2.8	-17.8	Enel
	Surface water (wetlands, lakes, rivers) total	(,000 ML)	5.8	8.5	7.0	-2.7	-31.6	Enel
	- freshwater (≤ 1,000 mg/l Total Dissolved Solids)	(,000 ML)	5.7	8.5	7.0	-2.8	-32.5	Enel
	- other water (> 1,000 mg/l Total Dissolved Solids)	(,000 ML)	0.1	-	-	-	-	Enel
	Ground water (from wells) total	(,000 ML)	5.8	6.4	4.9	-0.6	-9.7	Enel
	- freshwater (≤ 1,000 mg/l Total Dissolved Solids)	(,000 ML)	5.8	6.4	4.9	-0.6	-9.7	Enel
	- other water (> 1,000 mg/l Total Dissolved Solids)	(,000 ML)	-	-	-	-	-	Enel
	Water from aqueduct total	(,000 ML)	1.1	0.6	0.8	0.5	77.3	Enel
	- freshwater (≤ 1,000 mg/l Total Dissolved Solids)	(,000 ML)	0.8	0.4	0.5	0.4	-	Enel
	- other water (> 1,000 mg/l Total Dissolved Solids)	(,000 ML)	0.3	0.3	0.3	-	-	Enel
	Withdrawal from non scarce source:	(,000 ML)	1.9	1.3	0.8	0.6	43.6	Enel
	Sea water (used as is and dissalated)	(,000 ML)	1.9	1.3	0.8	0.6	43.6	Enel
	- freshwater (≤ 1,000 mg/l Total Dissolved Solids)	(,000 ML)	0.9	0.8	-	0.1	-	Enel
	- other water (> 1,000 mg/l Total Dissolved Solids)	(,000 ML)	1.0	0.5	0.8	0.5	-	Enel
	from produced water (amount used inside plants)	(,000 ML)	-	-	-	-	-	Enel
	Total	(,000 ML)	14.6	16.8	13.5	-2.2	-12.9	Enel
303-4	WATER DISCHARGE							
	Water discharge by destination	(,000 ML)	13,682.4	14,968.0	14,433.7	-1,285.6	-8.6	Enel
	Surface water (wetlands, lakes, rivers)	(,000 ML)	4,785.5	6,189.1	5,275.1	-1,403.7	-22.7	Enel
	Groundwater	(,000 ML)	-	-	1.1	-	-	Enel
	Water in municipal/industrial treatment plants	(,000 ML)	3.0	6.4	8.6	-3.4	-53.5	Enel
	Third party water	(,000 ML)	79.6	89.0	89.0	-9.5	-10.6	Enel
	Seawater	(,000 ML)	8,814.5	8,683.5	9,059.9	131.0	1.5	Enel
303-5	Water consumptions	(,000 ML)	45.2	43.8	37.9	1.4	3.2	Enel
	Consumption in water stressed areas⁽¹⁵⁾	(,000 ML)	9.3	10.5	8.3	-1.2	-11.8	Enel
306-3	WASTE PRODUCED							
	Non-hazardous waste ⁽¹⁶⁾	(t)	3,300,765	3,008,536	2,268,859	292,229	9.7	Enel
	Hazardous waste	(t)	55,940	64,365	51,816	-8,425	-13.1	Enel
	Total waste produced⁽¹⁶⁾	(t)	3,356,705	3,072,901	2,320,675	283,804	9.2	Enel
	of which: ash and gypsum	(t)	1,129,818	744,203	801,726	385,615	51.8	Enel
	of which: oils	(t)	5,273	5,495	8,904	-222	-4.0	Enel
	of which: construction and demolition waste ⁽¹⁶⁾	(t)	1,063,564	1,052,701	627,192	10,863	1.0	Enel
	Total waste sent for recovery⁽¹⁶⁾	(%)	84.39	85.30	82.50	-0.9	-	Enel
306-3	Hazardous waste by disposal method⁽¹⁶⁾							
	Recycled or sent for recovery	(t)	21,960	38,418	25,183	-16,458	-42.8	Enel
	Landfill	(t)	5,270	7,972	9,348	-2,702	-33.9	Enel
	Incineration with energy recovery	(t)	853	684	1,632	169	24.7	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Incineration without energy recovery	(t)	451	752	462	-301	-40.0	Enel
	Other disposal methods	(t)	27,406	16,539	15,191	10,867	65.7	Enel
	Total	(t)	55,940	64,365	51,816	-8,425	-13.1	Enel
	Non-hazardous waste by disposal method⁽¹⁶⁾							
	Recovery (including energy recovery)	(t)	2,810,895	2,622,376	1,932,360	188,519	7.2	Enel
	Landfill	(t)	417,728	386,160	336,499	31,568	8.2	Enel
	Incineration with energy recovery	(t)	572	551	459	21	3.8	Enel
	Incineration without energy recovery	(t)	16	103	108	-87	-84.5	Enel
	Other disposal methods	(t)	71,555	39,717	41,532	31,838	80.2	Enel
	Total	(t)	3,300,765	3,008,536	2,268,859	292,229	9.7	Enel
	Mitigation of the impact on the landscape/territory⁽¹⁷⁾							
	LV/MV cabling ratio	(%)	60.7	60.5	60.4	0.2	-	Enel
	LV cabling ratio	(%)	82.9	82.9	82.4	-	-	Enel
	MV cabling ratio	(%)	30.1	29.3	29.4	0.8	-	Enel
	Assessment of the biodiversity projects impacts							
	Number of sites used for operational activities	(no.)	1,324	1,283	1,258	41	3.2	Enel
	Total area used for operational activities	(ha)	47,872	34,935	43,958	12,937	37.0	Enel
	Assessment: sites in which it has been conducted biodiversity impact assessments in the past five years							
	Number of sites	(no.)	1,324	1,283	1,258	41	3.2	Enel
	Hectares	(ha)	47,872	34,935	43,958	12,937	37.0	Enel
	Exposure: sites with biodiversity impact assessment in close proximity to critical biodiversity, and total area of these sites							
	Number of sites	(no.)	33	29	20	4	13.8	Enel
	Hectares	(ha)	808	466	336	342	73.4	Enel
	Management Plans: sites with biodiversity impact assessment and located in close proximity to critical areas that have a biodiversity management plan, and total area of these sites							
	Number of sites	(no.)	33	29	20	4	13.8	Enel
	Hectares	(ha)	808	466	336	342	73.4	Enel

- (1) This share includes: CO₂ emissions from the use of diesel in auxiliary engines; CH₄ leak emissions from gas-fired power plants; N₂O and CH₄ as a result of the combustion of fossil fuels; NF₃, SF₆ and refrigerant gases expressed as CO₂ equivalent. This share also includes biogenic emissions from hydroelectric basins. The 2020 data has been redetermined following a refinement of the methodology.
- (2) "Scope 2" – Emissions from energy taken from the grid: indirect CO₂ emissions due to the consumption of electricity for moving fuel, electricity distribution, property management and electricity purchased from the grid by energy generation plants are calculated as the product of the electricity consumption multiplied by the respective weighted specific CO₂ emission coefficients of the whole generation mix of the countries where the Enel Group operates (source: Enerdata – <https://www.enerdata.net/> for location-based calculation and <https://www.aib-net.org/facts/european-residual-mix> for market-based calculation). Scope 2 is calculated according to the "location based" method (based on the company's location). It is the result of the calculation of greenhouse gas emissions resulting from electricity generation in the area where the consumption takes place. Scope 2 is calculated according to the "market based" method (based on the market where the company operates). For companies operating in European countries, the reference market is the European one (EU). In the event of supply of energy from renewable sources, the electricity's origin must be certified by "contractual instruments that meet the minimum quality criteria". In Europe, the only way to prove the electricity's origin is the Guarantees of Origin. Companies that use electricity whose origin is not certified by these Guarantees must perform the calculation by referring to the emissions associated with the residual mix (source: Greenhouse Gas Protocol Scope 2 Guidance, 2015). The 2021 and 2020 values were redetermined following a methodological change to the calculation of the indirect emissions (Scope 2) related to the pumping of water for energy generation, in line with the new SBTi certification.
- (3) "Scope 2" – Emissions from energy losses from the network grid: with its business, the Group covers the entire generation and sales chain in Europe (Italy and Spain) and in five South American countries (Argentina, Brazil, Colombia, Chile and Peru). To calculate emissions, it has been assumed that the vertical chain of activities takes place within the country. The emissions caused by the losses were 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.
- (4) "Scope 3":
 - Indirect CO₂ emissions for the freighting of coal by sea is estimated on the basis of the actual routes taken by the ships. Since 2020, the estimate of the share of emissions for rail freight has no longer been reported as this form of transport is no longer used.
 - Indirect CO₂ emissions from the transportation of consumable materials, fuel oil, diesel, solid biomass, WDF and waste are estimated based on the quantities of raw materials transported, taking into consideration trucks with a capacity of 28 tons, which cover average (round trip) distances of 75 km with a consumption of 1 liter of diesel for every 3 km travelled and an emission coefficient of 3 kg of CO₂ for each liter of diesel consumed.
 - The figure for emissions from coal mining is a rough estimate of the fugitive methane emissions (CH₄) from coal imported and used by the Enel Group for thermoelectric generation.
 - In terms of the use of the gas sold by end customers, the figure 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 CO₂, N₂O e CH₄).
 - To calculate emissions related to electricity purchased for sale to end customers, it has been assumed that the vertical chain of activities takes place within the country. The emissions of the share sold and produced by the company have not been included in the calculation since they already fall under Scope 1. The share for the fraction sold but not produced by country was calculated according to a new calculation methodology by multiplying the energy amount by the specific country-level emission (source: Enerdata). Emissions from network losses are not included in the calculation since they are reported under Scope 2.
 - The emissions from the extraction and transport of natural gas consider the share of gas both used in thermal power plants and sold in the retail market.
 - The emissions from the supply chain consider an intensive value equal to: 889, 968, 969 tCO₂₂₀₁₉/M€ spent in 2022, 2021, 2020 respectively. The estimate of emissions for the 3 years is based on the average value of the Environmental Product Declaration (EPD) or ISO CFP 14067 certifications received in the three-year period 20–21–22 for more than 60% of the supplies purchased. The remainder was estimated using 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.
- (5) The 2021 and 2020 values have been redetermined following a change in the methodology.
- (6) The specific emissions were calculated considering total direct emissions (Scope 1) in relation to total renewable, nuclear and thermoelectric generation, including the contribution of heat and excluding pumped storage generation. The 2021 figures include a more specific determination thereof.
- (7) The specific emissions were calculated considering total direct emissions of CO₂ in relation to total renewable, nuclear and thermoelectric generation, including the contribution of heat and the pumped storage energy generation.
- (8) KPI corresponding to the new target certified by SBTi in 2022. The specific emissions were calculated considering total direct emissions (Scope 1) related to the generation of electricity (including CO₂, CH₄, N₂O), in relation to total renewable, nuclear and thermoelectric generation, including the contribution of heat and excluding pumped storage generation.
- (9) KPI corresponding to the new 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 CO₂, CH₄, N₂O) 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, nuclear and thermoelectric generation, including the contribution of heat and excluding pumped storage generation, and to total purchased electricity.
- (10) Avoided Group emissions are calculated as the sum of the avoided emissions in the various countries. The value is calculated as the product of the generation of electricity obtained from a renewable or nuclear source and the specific CO₂ emissions from the thermoelectric generation of the country in which Enel is present (source: Enerdata, <http://enerdata.net>).
- (11) Mercury emissions in 2021 amounted to 75 kg, associated with thermoelectric generation for Italy, Spain, Russia and Chile, 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 394 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).
- (12) After implementing the new reporting criteria, the value of the indicator is available starting with 2022 reporting.
- (13) Specific water needs are constituted by all the water withdrawal quotas from surface (including recovered rain water) and groundwater sources, by third parties, from the sea and from wastewater (quota for third party procurements) used for processes and for closed-cycle cooling, except the quota of seawater discharged back into sea after the desalination process (brine). This latter item (brine) contributes to the quota of total withdrawals.
- (14) The total value of process and closed-loop cooling water withdrawals for years 2020 and 2021 was recalculated following the refinement conducted in 2022 of the way in which water withdrawn for cooling purposes at certain nuclear power plants in Spain was calculated.
- (15) 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%). This category also includes the thermal plants that use "fresh water". 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". The value for years 2020 and 2021 was recalculated following the refinement conducted in 2022 of the way in which water withdrawn for cooling purposes at certain nuclear power plants in Spain was calculated.

(16) The quantity of waste produced by the O&M activities during 2021 and 2020 was recalculated in line with the new 2022 reporting objective, extending it also to the O&M waste produced by contractors who, working on behalf of Enel, generate waste that they manage under the own responsibility as a producer. Waste by significant geographical area is reported below:

	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
Hazardous waste by significant geographical areas								
Italy		(t)	29,061	29,306	28,116	-245	-0.8	Italy
Iberia		(t)	13,857	11,786	11,116	2,071	176	Iberia
South America		(t)	9,089	13,777	7,218	-4,688	-34.0	South America
- Chile		(t)	1,093	741	408	352	475	Chile
- Argentina		(t)	1,111	2,106	1,307	-995	-472	Argentina
- Colombia		(t)	1,231	1,364	878	-133	-9.8	Colombia
- Peru		(t)	1,142	905	741	237	26.2	Peru
- Brazil		(t)	4,500	8,658	3,884	-4,158	-48.0	Brazil
- other		(t)	12	3	-	-	-	Other
Europe		(t)	3,733	9,254	5,225	-5,521	-59.7	Europe
Russia		(t)	1,924	7,368	2,660	-5,444	-73.9	Russia
Romania		(t)	1,802	1,859	2,550	-57	-3.1	Romania
Greece		(t)	7	27	14	-20	-74.1	Greece
Bulgaria		(t)	-	-	1	-	-	Bulgaria
Other		(t)	199	243	-	-	-	Other
Non-hazardous waste by significant geographical areas								
Italy⁽¹⁵⁾		(t)	2,735,469	2,445,104	1,657,160	290,365	11.9	Italy
Iberia⁽¹⁵⁾		(t)	201,380	220,506	315,963	-19,126	-8.7	Iberia
South America		(t)	357,387	327,563	279,854	29,824	9.1	South America
- Chile		(t)	97,520	120,645	138,464	-23,125	-19.2	Chile
- Argentina		(t)	2,793	2,629	11,119	164	6.2	Argentina
- Colombia		(t)	100,705	98,182	6,668	2,523	2.6	Colombia
- Peru		(t)	30,039	19,397	33,016	10,642	54.9	Peru
- Brazil		(t)	126,165	86,520	90,588	39,645	45.8	Brazil
- other		(t)	165	189	-	-24	-12.7	Other
Europe		(t)	6,140	14,969	15,567	-8,829	-59.0	Europe
Russia		(t)	1,365	9,828	11,121	-8,463	-86.1	Russia
Romania		(t)	4,775	5,134	4,440	-359	-7.0	Romania
Greece		(t)	-	6	2	-6	-100.0	Greece
Bulgaria		(t)	-	-	3	-	-	Bulgaria
Other		(t)	389	393	-	-	-	Other

(17) 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. The number of sites does not include nuclear plants. The hectares reported do not include hydroelectric basins. The impact assessment considered the active basins in terms of biodiversity. Compared with last year, KPI mapping and calculation tools were refined, which led to a slight change in the figure compared to 2021.

(18) The number of sites does not include nuclear plants. Hectares reported do not include hydroelectric reservoirs. For the assessment of the impact, the active projects on biodiversity have been considered. Compared to last year, the KPI mapping and calculation tools have been refined, which led to a slight change in the figure compared to 2021.

Clean electrification

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
EU3	CUSTOMERS							
	Electricity market (Final number of customers)							
	Customers Italy	(no.)	21,382,665	21,824,404	22,612,004	-441,739	-2.0	Italy
	Free market	(no.)	11,879,742	10,200,185	9,478,660	1,679,557	16.5	Italy
	Regulated market	(no.)	9,502,923	11,624,219	13,133,344	-2,121,296	-18.2	Italy
	Customers Iberia	(no.)	10,545,281	10,250,657	10,420,495	294,624	2.9	Iberia
	Free market	(no.)	6,829,138	5,877,494	5,654,659	951,644	16.2	Iberia
	Regulated market	(no.)	3,716,143	4,373,163	4,765,836	-657,020	-15.0	Iberia
	Customers Latin America	(no.)	25,392,600	28,253,787	27,642,485	-2,861,187	-10.1	Latin America
	Free market	(no.)	6,871	6,571	5,047	300	4.6	Latin America
	Regulated market	(no.)	25,385,729	28,247,216	27,637,438	-2,861,487	-10.1	Latin America
	Customers Latin America - Argentina	(no.)	2,600,926	2,548,983	2,507,652	51,943	2.0	Argentina
	Free market	(no.)	-	-	-	-	-	Argentina
	Regulated market	(no.)	2,600,926	2,548,983	2,507,652	51,943	2.0	Argentina
	Customers Latin America - Brazil	(no.)	15,389,166	18,472,098	18,063,146	-3,082,932	-16.7	Brazil
	Free market	(no.)	3,173	2,586	1,488	-	-	Brazil
	Regulated market	(no.)	15,385,993	18,469,512	18,061,658	-3,083,519	-16.7	Brazil
	Customers Latin America - Chile	(no.)	2,081,420	2,039,783	2,008,812	41,637	2.0	Chile
	Free market	(no.)	1,782	1,969	1,567	-	-	Chile
	Regulated market	(no.)	2,079,638	2,037,814	2,007,245	41,824	2.1	Chile
	Customers Latin America - Colombia	(no.)	3,790,236	3,704,919	3,611,245	85,317	2.3	Colombia
	Free market	(no.)	1,221	1,325	1,295	-	-	Colombia
	Regulated market	(no.)	3,789,015	3,703,594	3,609,950	85,421	2.3	Colombia
	Customers Latin America - Peru	(no.)	1,530,852	1,488,004	1,451,630	42,848	2.9	Peru
	Free market	(no.)	695	691	697	4	0.6	Peru
	Regulated market	(no.)	1,530,157	1,487,313	1,450,933	42,844	2.9	Peru
	Customers Romania	(no.)	2,905,352	3,044,844	3,049,476	-139,492	-4.6	Romania
	Free market	(no.)	2,902,732	3,018,759	2,233,037	-116,027	-3.8	Romania
	Regulated market	(no.)	2,620	26,085	816,439	-23,465	-90.0	Romania
	Total Customers Enel	(no.)	60,225,898	63,373,692	63,724,460	-3,147,794	-5.0	Enel
	Total Free market	(no.)	21,618,483	19,103,009	17,371,403	2,515,474	13.2	Enel
	Regulated market	(no.)	38,607,415	44,270,683	46,353,057	-5,663,268	-12.8	Enel
	Gas market (Final number of customers)							
	Customers Italy	(no.)	4,581,245	4,165,317	4,060,646	415,928	10.0	Italy
	Customers Spain	(no.)	1,798,737	1,684,369	1,673,424	114,368	6.8	Iberia
	Customers Romania	(no.)	178,993	119,415	59,379	59,578	49.9	Romania
	Customers Chile	(no.)	9	8	8	-	-	Chile
	Customers Colombia	(no.)	13	17	15	-4	-23.5	Colombia
	Total customers gas market	(no.)	6,558,997	5,969,126	5,793,472	589,871	9.9	Enel
	Total customers Enel electricity and gas	(no.)	66,784,895	69,342,818	69,517,932	-2,557,923	-3.7	Enel
	PUBLIC LIGHTING							
	Customers public lighting	(no.)	2,619	2,792	3,006	-173	-6.2	Italy
	Light sources public lighting	(,000)	3,023	2,821	2,724	202	7.2	Italy

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
ENERGY AVAILABILITY AND RELIABILITY								
EU11	Efficiency thermoelectric generation⁽¹⁾							
	Average thermoelectric generation yield without heat component	(%)	42.4	41.7	41.2	0.7	-	Enel
	Average thermoelectric generation yield with heat	(%)	42.8	42.9	42.4	-0.1	-	Enel
	Average yield by technology without heat component							
	Yield coal plants	(%)	33.2	32.6	32.1	0.6	-	Enel
	Yield oil/gas plants	(%)	34.4	35.0	34.3	-0.6	-	Enel
	Yield CCGT plants	(%)	50.4	49.7	49.9	0.7	-	Enel
	Average yield with heat component by technology							
	Yield coal plants	(%)	33.2	32.6	32.1	0.6	-	Enel
	Yield oil/gas plants	(%)	36.6	38.6	38.3	-2.0	-	Enel
	Yield CCGT plants	(%)	50.5	49.9	50.1	0.6	-	Enel
EU30	Availability of thermoelectric generation⁽¹⁾	(%)	82.4	86.4	88.4	-4.0	-	Enel
	Availability of thermoelectric generation by source							
	Availability coal plants	(%)	67.7	78.4	84.9	-10.7	-	Enel
	Availability oil/gas plants	(%)	81.5	88.5	90.4	-7.0	-	Enel
	Availability CCGT plants	(%)	88.3	88.8	89.2	-0.5	-	Enel
	Availability of thermoelectric generation by regulatory regime							
	Regulated	(%)	85.9	86.9	89.8	-1.0	-	Enel
	Unregulated	(%)	81.1	86.2	87.7	-5.1	-	Enel
EU28	Service interruptions - frequency (SAIFI)							
	Frequency of interruptions by customer	(no.)	2.6	2.8	n.d.	-0.2	-7.1	Enel
	Frequency of interruptions by customer Italy	(no.)	1.7	1.8	1.7	-0.1	-3.4	Italy
	Frequency of interruptions by customer Romania (Dobrogea)	(no.)	2.9	3.2	3.8	-0.3	-9.4	Romania
	Frequency of interruptions by customer Romania (Muntenia)	(no.)	2.3	2.5	2.9	-0.2	-8.7	Romania
	Frequency of interruptions by customer Romania (Banat)	(no.)	3.0	3.2	3.9	-0.2	-6.3	Romania
	Frequency of interruptions by customer Iberia	(no.)	1.3	1.4	1.4	-0.1	-5.8	Iberia
	Frequency of interruptions by customer Peru	(no.)	2.9	2.3	2.6	0.6	24.5	Peru
	Frequency of interruptions by customer Chile	(no.)	1.6	1.5	1.5	0.1	6.7	Chile
	Frequency of interruptions by customer Argentina	(no.)	5.3	4.8	4.5	0.5	10.4	Argentina
	Frequency of interruptions by customer Brazil (Ampla)	(no.)	4.5	4.6	6.1	-0.1	-3.0	Brazil
	Frequency of interruptions by customer Brazil (Coelce)	(no.)	4.2	4.7	6.0	-0.5	-10.6	Brazil
	Frequency of interruptions by customer Brazil (CELG)	(no.)	7.7	8.4	8.5	-0.7	-8.3	Brazil

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Frequency of interruptions by customer Brazil (ELPL)	(no.)	3.4	3.4	3.6	-	-	Brazil
	Frequency of interruptions by customer Colombia	(no.)	3.9	5.2	5.6	-1.3	-25.3	Colombia
EU29	Service interruptions - duration (SAIDI)							
	Service continuity index	(min.)	231	243	n.d.	-12.6	-5.2	Enel
	Service continuity index Italy	(min.)	42	43	42	-1	-2.3	Italy
	Service continuity index Romania (Dobrogea)	(min.)	90	111	133	-21	-18.9	Romania
	Service continuity index Romania (Muntenia)	(min.)	77	95	117	-18	-18.9	Romania
	Service continuity index Romania (Banat)	(min.)	117	132	162	-15	-11.4	Romania
	Service continuity index Iberia	(min.)	64	70	75	-6	-8.6	Iberia
	Service continuity index Peru	(min.)	608	414	419	194	46.9	Peru
	Service continuity index Chile	(min.)	159	152	171	7	4.6	Chile
	Service continuity index Argentina	(min.)	892	797	839	95	11.9	Argentina
	Service continuity index Brazil (Ampla)	(min.)	556	556	632	-	-	Brazil
	Service continuity index Brazil (Coelce)	(min.)	589	681	953	-92	-13.5	Brazil
	Service continuity index Brazil (CELG)	(min.)	915	1,088	953	-173	-15.9	Brazil
	Service continuity index Brazil (ELPL)	(min.)	374	396	443	-22	-5.6	Brazil
	Service continuity index Brazil Colombia	(min.)	320	401	467	-81	-20.2	Colombia
EU12	Distribution grid losses							
	Grid losses Italy	(%)	4.7	4.7	4.9	-	-	Italy
	Grid losses Romania (Dobrogea)	(%)	7.6	8.5	8.6	-0.9	-	Romania
	Grid losses Romania (Muntenia)	(%)	8.9	8.9	9.7	-	-	Romania
	Grid losses Romania (Banat)	(%)	9.0	8.7	9.0	0.3	-	Romania
	Grid losses Iberia	(%)	7.0	7.1	7.1	-0.1	-	Iberia
	Grid losses Peru	(%)	8.2	8.5	8.8	-0.3	-	Peru
	Grid losses Chile	(%)	5.1	5.2	5.2	-0.1	-	Chile
	Grid losses Argentina	(%)	17.1	18.0	18.9	-0.9	-	Argentina
	Grid losses Brazil (Ampla)	(%)	19.7	20.5	22.1	-0.8	-	Brazil
	Grid losses Brazil (Coelce)	(%)	15.2	16.1	15.8	-0.9	-	Brazil
	Grid losses Brazil (CELG)	(%)	12.9	11.3	11.4	1.6	-	Brazil
	Grid losses Brazil (ELPL)	(%)	11.0	10.3	10.6	0.7	-	Brazil
	Grid losses Colombia	(%)	7.5	7.5	7.6	-	-	Colombia
	Transmission grid losses							
	Transmission grid losses Brazil (Enel CIEN SA)	(%)	0.09	0.08	0.11	0.01	-	Brazil
2-29	SERVICE QUALITY							
	ELECTRICITY MARKET ITALY							
	Regulated market							
	Frequency of surveys	(no.)	1	1	1	-	-	Italy
	Written complaints and information requests	(,000)	104.0	87.4	88.3	16.6	19.0	Italy
	Response time to written complaints	(gg)	13.0	11.0	25.0	2.0	18.2	Italy
	Free market							

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Frequency of surveys	(no.)	1	1	1	-	-	Italy
	Written complaints and information requests	(,000)	1170	105.5	113.0	11.5	10.9	Italy
	Response time to written complaints	(gg)	20	18	14.0	2.0	11.1	Italy
ELECTRICITY MARKET ROMANIA								
Regulated market								
	Written complaints and information requests	(,000)	n.d.	108	-	-	-	Romania
	Response time to written complaints	(gg)	n.d.	25	30.0	-	-	Romania
Free market								
	Written complaints and information requests	(,000)	n.d.	563	355.0	-	-	Romania
	Response time to written complaints	(gg)	n.d.	26	30.0	-	-	Romania
ELECTRICITY MARKET IBERIA								
Regulated market (ex TUR market)								
	Written complaints and information requests	(,000)	387.9	416	315.0	-28.1	-6.8	Iberia
	Response time to written complaints	(gg)	20.10	15.7	7.2	4.4	28.0	Iberia
	Commercial complaints	(n./10.000 customers)	212	n.d.	n.d.	-	-	Enel
EU27 ACCESSIBILITY OF ENERGY								
Customers disconnected for non-payment MARKET ITALY								
by time from disconnection to payment - Italy (Regulated market)		(no.)	208,025	155,390	201,288	52,635	33.9	Italy
	< 48 h	(no.)	108,161	86,401	109,170	21,760	25.2	Italy
	48 h - 1 week	(no.)	50,281	35,347	46,652	14,934	42.2	Italy
	1 week - 1 month	(no.)	49,357	33,534	45,123	15,823	47.2	Italy
	1 month - 1 year	(no.)	225	108	343	117	-	Italy
	> 1 year	(no.)	1	-	-	1	-	Italy
by time from payment to reconnection - Italy (Regulated market)		(no.)	208,025	155,390	201,288	52,635	33.9	Italy
	< 24 h	(no.)	196,604	144,508	185,090	52,096	36.1	Italy
	24 h - 1 week	(no.)	11,104	10,657	15,799	447	4.2	Italy
	> 1 week	(no.)	317	225	399	92	40.9	Italy
by time from disconnection to payment - Italy (Free market)		(no.)	285,037	336,381	381,435	-51,344	-15.3	Italy
	< 48 h	(no.)	152,857	175,457	203,228	-22,600	-12.9	Italy
	48 h - 1 week	(no.)	47,455	64,659	74,688	-17,204	-26.6	Italy
	1 week - 1 month	(no.)	77,590	89,645	95,630	-12,055	-13.4	Italy
	1 month - 1 year	(no.)	7,135	6,620	7,889	515	7.8	Italy
	> 1 year	(no.)	-	-	-	-	-	Italy
by time from payment to reconnection - Italy (Free market)		(no.)	285,037	336,381	381,435	-51,344	-15.3	Italy
	< 24 h	(no.)	279,801	334,081	379,565	-54,280	-16.2	Italy
	24 h - 1 week	(no.)	5,230	2,279	1,855	2,951	-	Italy
	> 1 week	(no.)	6	21	15	-15	-71.4	Italy

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	by time from disconnection to payment - Italy (Gas market)	(no.)	45,004	55,325	59,923	-10,321	-18.7	Italy
	< 48 h	(no.)	11,239	13,411	14,140	-2,172	-16.2	Italy
	48 h - 1 week	(no.)	13,954	18,597	20,840	-4,643	-25.0	Italy
	1 week - 1 month	(no.)	17,036	20,541	21,579	-3,505	-17.1	Italy
	1 month - 1 year	(no.)	2,775	2,776	3,364	-1	-	Italy
	> 1 year	(no.)	-	-	-	-	-	Italy
	by time from payment to reconnection - Italy (Gas market)	(no.)	45,004	55,325	59,923	-10,321	-18.7	Italy
	< 24 h	(no.)	42,216	51,408	56,425	-9,192	-17.9	Italy
	24 h - 1 week	(no.)	2,763	3,891	3,471	-1,128	-29.0	Italy
	> 1 week	(no.)	25	26	27	-1	-3.8	Italy
	Regulated market - Romania							
	by time from disconnection to payment - Romania (Regulated market)	(no.)	1,746	1,053	4,280	693	65.8	Romania
	< 48 h	(no.)	875	394	1,338	481	-	Romania
	48 h - 1 week	(no.)	341	198	321	143	72.2	Romania
	1 week - 1 month	(no.)	389	318	345	71	22.3	Romania
	1 month - 1 year	(no.)	141	143	1,032	-2	-1.4	Romania
	> 1 year	(no.)	-	-	1,244	-	-	Romania
	by time from payment to reconnection - Romania (Regulated market)	(no.)	874	1,053	3,036	-179	-17.0	Romania
	< 24 h	(no.)	674	1,053	2,286	-379	-36.0	Romania
	24 h - 1 week	(no.)	200	-	685	200	-	Romania
	> 1 week	(no.)	-	-	65	-	-	Romania
	Free market - Romania							
	by time from disconnection to payment - Romania (Free market)	(no.)	16,271	3,285	4,218	12,986	-	Romania
	< 48 h	(no.)	9,327	1,582	2,337	7,745	-	Romania
	48 h - 1 week	(no.)	2,755	625	373	2,130	-	Romania
	1 week - 1 month	(no.)	2,767	818	379	1,949	-	Romania
	1 month - 1 year	(no.)	1,422	260	645	1,162	-	Romania
	> 1 year	(no.)	-	-	484	-	-	Romania
	by time from payment to reconnection - Romania (Free market)	(no.)	15,745	3,285	3,734	12,460	-	Romania
	< 24 h	(no.)	11,446	3,285	3,058	8,161	-	Romania
	24 h - 1 week	(no.)	4,299	-	636	4,299	-	Romania
	> 1 week	(no.)	-	-	40	-	-	Romania
	Regulated market - Iberia							
	by time from disconnection to payment - Iberia (Regulated market)	(no.)	21,779	54,120	10,635	-32,341	-59.8	Iberia
	< 48 h	(no.)	17,564	41,123	8,231	-23,559	-57.3	Iberia
	48 h - 1 week	(no.)	2,326	6,648	1,294	-4,322	-65.0	Iberia
	1 week - 1 month	(no.)	1,405	4,325	814	-2,920	-67.5	Iberia
	1 month - 1 year	(no.)	484	2,024	296	-1,540	-76.1	Iberia
	> 1 year	(no.)	-	-	-	-	-	Iberia
	by time from payment to reconnection - Iberia (Regulated market)	(no.)	21,793	54,110	10,633	-32,317	-59.7	Iberia
	< 24 h	(no.)	21,356	51,759	10,304	-30,403	-58.7	Iberia

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	24 h - 1 week	(no.)	404	2,168	307	-1,764	-81.4	Iberia
	> 1 week	(no.)	33	183	22	-150	-82.0	Iberia
Free market - Iberia								
	by time from disconnection to payment - Iberia (Free market)	(no.)	14,218	51,980	12,346	-37,762	-72.6	Iberia
	< 48 h	(no.)	12,232	43,579	10,090	-31,347	-71.9	Iberia
	48 h - 1 week	(no.)	1,458	5,919	1,443	-4,461	-75.4	Iberia
	1 week - 1 month	(no.)	525	2,385	731	-1,860	-78.0	Iberia
	1 month - 1 year	(no.)	3	97	82	-94	-96.9	Iberia
	> 1 year	(no.)	-	-	-	-	-	Iberia
	by time from payment to reconnection - Iberia (Free market)	(no.)	14,215	51,977	12,345	-37,762	-72.7	Iberia
	< 24 h	(no.)	13,848	49,844	12,000	-35,996	-72.2	Iberia
	24 h - 1 week	(no.)	334	1,969	318	-1,635	-83.0	Iberia
	> 1 week	(no.)	33	164	27	-131	-79.9	Iberia
	by time from disconnection to payment - Iberia (Gas market)	(no.)	1,557	5,453	1,290	-3,896	-71.4	Iberia
	< 48 h	(no.)	855	3,262	762	-2,407	-73.8	Iberia
	48 h - 1 week	(no.)	329	1,217	267	-888	-73.0	Iberia
	1 week - 1 month	(no.)	322	813	134	-491	-60.4	Iberia
	1 month - 1 year	(no.)	51	161	127	-110	-68.3	Iberia
	> 1 year	(no.)	-	-	-	-	-	Iberia
	by time from payment to reconnection - Iberia (Gas market)	(no.)	1,524	5,333	1,273	-3,809	-71.4	Iberia
	< 24 h	(no.)	338	1,023	236	-685	-67.0	Iberia
	24 h - 1 week	(no.)	890	3,331	767	-2,441	-73.3	Iberia
	> 1 week	(no.)	296	979	270	-683	-69.8	Iberia
Regulated market - Latin America								
	by time from disconnection to payment - Latin America (Regulated market)	(no.)	4,211,428	4,336,099	716,328	-124,671	-2.9	Latin America
	< 48 h	(no.)	2,457,160	2,760,105	332,424	-302,945	-11.0	Latin America
	48 h - 1 week	(no.)	537,479	799,817	80,888	-262,338	-32.8	Latin America
	1 week - 1 month	(no.)	541,326	549,701	118,244	-8,375	-1.5	Latin America
	1 month - 1 year	(no.)	647,637	224,389	184,769	423,248	-	Latin America
	> 1 year	(no.)	27,826	2,087	3	25,739	-	Latin America
	by time from payment to reconnection - Latin America (Regulated market)	(no.)	3,459,876	5,389,308	811,756	-1,929,432	-35.8	Latin America
	< 24 h	(no.)	2,797,521	3,931,289	788,338	-1,133,768	-28.8	Latin America
	24 h - 1 week	(no.)	533,766	1,385,738	19,607	-851,972	-61.5	Latin America
	> 1 week	(no.)	128,589	61,281	3,811	67,308	-	Latin America
Disputes with customers								
	Total proceedings	(no.)	136,428	126,692	112,938	9,736	7.7	Enel
	Incidence of proceedings as defendant	(%)	69.1	71.3	62.7	-2.2	-	Enel

(1) Availability was calculated by reducing the causes of internal unavailability. Some 2021 and 2020 figures include a more specific determination of the amounts.

Empowering Enel people

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
SIZE AND COMPOSITION OF WORKFORCE								
2-7	Size of workforce							
	Total workforce of which men	(no.)	65,124	66,279	66,717	-1,155	-1.7	Enel
	- of which men	(no.)	49,899	51,341	52,346	-1,442	-2.8	Enel
	- of which men (%)	(%)	77	77	78	-	-	
	- of which women	(no.)	15,225	14,938	14,371	287	1.9	Enel
	- of which women (%)	(%)	23	23	22	-	-	
	Average workforce	(no.)	66,475	65,976	67,078	499	0.8	Enel
401-1	Change to size⁽¹⁾							
	New recruits	(no.)	6,412	5,401	3,131	1,011	18.7	Enel
	Changes in scope	(no.)	-3,153	23	-971	-3,176	-	Enel
	Terminations	(no.)	4,414	5,862	3,696	-1,448	-24.7	Enel
	Balance	(no.)	-1,155	-438	-1,536	-717	-	Enel
Workforce by geographic area and gender								
	Italy⁽²⁾	(no.)	31,664	30,276	29,800	1,388	4.6	Italy
	- of which men	(no.)	24,943	24,136	23,971	807	3.3	Italy
	- of which women	(no.)	6,721	6,140	5,829	581	9.5	Italy
	Iberia⁽³⁾	(no.)	9,643	9,518	9,781	125	1.3	Iberia
	- of which men	(no.)	7,091	7,084	7,381	7	0.1	Iberia
	- of which women	(no.)	2,552	2,434	2,400	118	4.8	Iberia
	Europe⁽⁴⁾	(no.)	3,532	4,994	4,966	-1,462	-29.3	Europe
	- of which men	(no.)	2,408	3,478	3,473	-1,070	-30.8	Europe
	- of which women	(no.)	1,124	1,516	1,493	-392	-25.9	Europe
	North America⁽⁵⁾	(no.)	2,100	1,914	1,639	186	9.7	North America
	- of which men	(no.)	1,475	1,352	1,179	123	9.1	North America
	- of which women	(no.)	625	562	460	63	11.2	North America
	Latin America	(no.)	17,361	18,763	19,838	-1,402	-7.5	Latin America
	- of which men	(no.)	13,412	14,712	15,852	-1,300	-8.8	Latin America
	- of which women	(no.)	3,949	4,051	3,986	-102	-2.5	Latin America
	Africa Sub-Saharan e Asia⁽⁶⁾	(no.)	824	814	693	10	1.2	Africa, Asia and Oceania
	- of which men	(no.)	570	579	490	-9	-1.6	Africa, Asia and Oceania
	- of which women	(no.)	254	235	203	19	8.1	Africa, Asia and Oceania
405-1	Workforce by level and gender							
	Manager	(no.)	1,366	1,377	1,397	-11	-0.8	Enel
	- of which men	(no.)	1,025	1,052	1,095	-27	-2.6	Enel
		(%)	75.0	76.4	78.4	-1.4	-	Enel
	- of which women	(no.)	341	325	302	16	4.9	Enel
		(%)	25.0	23.6	21.6	1.4	-	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Middle Manager	(no.)	12,645	12,242	11,592	403	3.3	Enel
	- of which men	(no.)	8,523	8,403	8,069	120	1.4	Enel
		(%)	67.4	68.6	69.6	-1.4	-	Enel
	- of which women	(no.)	4,122	3,839	3,523	283	7.4	Enel
		(%)	32.6	31.4	30.4	1.2	-	Enel
	White-collar	(no.)	34,634	35,556	35,883	-922	-2.6	Enel
	- of which men	(no.)	24,078	25,138	25,706	-1,060	-4.2	Enel
		(%)	69.5	70.7	71.6	-1.2	-	Enel
	- of which women	(no.)	10,556	10,418	10,177	138	1.3	Enel
		(%)	30.5	29.3	28.4	1.2	-	Enel
	Blue-collar	(no.)	16,478	17,104	17,845	-626	-3.7	Enel
	- of which men	(no.)	16,272	16,748	17,476	-476	-2.8	Enel
		(%)	98.7	97.9	97.9	0.8	-	Enel
	- of which women	(no.)	207	357	369	-150	-42.0	Enel
		(%)	1.3	2.1	2.1	-0.8	-	Enel
	Index of professional qualification							
	Managers	(%)	2.1	2.1	2.1	-	-	Enel
	Middle Managers	(%)	19.4	18.5	17.4	0.9	-	Enel
	White-collar	(%)	53.2	53.6	53.8	-0.4	-	Enel
	Blue-collar	(%)	25.3	25.8	26.7	-0.5	-	Enel
	Percentage of managers by geographical area							
	Italy⁽²⁾	(no.)	31,664	30,276	29,800	1,388	4.6	Italy
	(%) people of total Group people	(%)	48.6	45.7	44.7	2.9	-	Italy
	(%) people of total Group managers	(%)	63.3	60.1	58.3	3.2	-	Italy
	(%) people of total not Group managers	(%)	48.3	45.4	44.4	2.9	-	Italy
	Iberia⁽³⁾	(no.)	9,643	9,518	9,781	125	1.3	Iberia
	(%) people of total Group people	(%)	14.8	14.4	14.7	0.4	-	Iberia
	(%) people of total Group managers	(%)	17.9	20.3	21.3	-2.4	-	Iberia
	(%) people of total not Group managers	(%)	14.7	14.2	14.5	0.5	-	Iberia
	Romania	(no.)	3,265	3,291	3,248	-26	-0.8	Romania
	(%) people of total Group people	(%)	5.0	5.0	4.9	-	-	Romania
	(%) people of total Group managers	(%)	1.8	1.4	1.4	0.4	-	Romania
	(%) people of total not Group managers	(%)	5.1	5.0	4.9	0.1	-	Romania
	Brazil	(no.)	7,510	8,970	10,040	-1,460	-16.3	Brazil
	(%) people of total Group people	(%)	11.5	13.5	15.0	-2.0	-	Brazil
	(%) people of total Group managers	(%)	5.1	4.7	4.2	0.4	-	Brazil
	(%) people of total not Group managers	(%)	8.0	9.8	15.3	-1.8	-	Brazil
	Argentina	(no.)	4,007	4,054	4,048	-47	-1.2	Argentina
	(%) people of total Group people	(%)	6.2	6.1	6.1	0.1	-	Argentina
	(%) people of total Group managers	(%)	2.0	1.7	1.7	0.3	-	Argentina
	(%) people of total not Group managers	(%)	6.2	6.2	6.2	-	-	Argentina
	Chile	(no.)	2,219	2,271	2,281	-52	-2.3	Chile
	(%) people of total Group people	(%)	3.4	3.4	3.4	-	-	Chile
	(%) people of total Group managers	(%)	3.5	4.0	4.4	-0.5	-	Chile
	(%) people of total not Group managers	(%)	3.4	3.4	3.4	-	-	Chile

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Peru	(no.)	1,075	988	954	87	8.8	Peru
	(%) people of total Group people	(%)	1.7	1.5	1.4	0.2	-	Peru
	(%) people of total Group managers	(%)	1.5	1.4	1.9	0.1	-	Peru
	(%) people of total not Group managers	(%)	1.7	1.5	1.4	0.2	-	Peru
	Colombia	(no.)	2,327	2,256	2,191	71	3.1	Colombia
	(%) people of total Group people	(%)	3.6	3.4	3.3	0.2	-	Colombia
	(%) people of total Group managers	(%)	2.6	2.7	2.6	-0.1	-	Colombia
	(%) people of total not Group managers	(%)	3.6	3.4	3.3	0.2	-	Colombia
	United States	(no.)	1,737	1,534	1,287	203	13.2	United States
	(%) people of total Group people	(%)	2.7	2.3	1.9	0.4	-	United States
	(%) people of total Group managers	(%)	1.3	1.1	1.2	0.2	-	United States
	(%) people of total not Group managers	(%)	2.7	2.3	1.9	0.4	-	United States
405-1	Workforce by age range and level⁽⁷⁾							
	< 30	(%)	13.1	11.5	10.9	1.6	13.9	Enel
	- of whom Managers	(%)	-	-	-	-	-	Enel
	- of whom Middle Managers	(%)	2.9	2.4	2.2	0.5	-	Enel
	- of whom White-collar	(%)	13.1	10.5	9.7	2.6	-	Enel
	- of whom Blue-collar	(%)	22.2	20.7	19.9	1.5	-	Enel
	30 - 50	(%)	56.5	57.3	54.5	-0.8	-	Enel
	- of whom Managers	(%)	51.4	46.8	46.9	4.6	-	Enel
	- of whom Middle Managers	(%)	65.0	56.9	61.8	8.1	-	Enel
	- of whom White-collar	(%)	53.2	52.1	51.5	1.1	-	Enel
	- of whom Blue-collar	(%)	57.4	58.0	56.4	-0.6	-	Enel
	> 50	(%)	30.4	31.2	34.6	-0.8	-	Enel
	- of whom Managers	(%)	48.6	46.2	53.1	2.4	-	Enel
	- of whom Middle Managers	(%)	32.1	27.4	36.0	4.7	-	Enel
	- of whom White-collar	(%)	33.8	33.1	38.8	0.7	-	Enel
	- of whom Blue-collar	(%)	20.4	21.3	23.7	-0.9	-	Enel
	Average age	(anni)	43.6	43.8	44.1	-0.2	-0.5	Enel
2-7	Workforce by type of contract and gender							
	Permanent contract	(no.)	64,377	65,453	65,822	-1,076	-1.6	Enel
	- of which men	(no.)	49,387	50,803	51,783	-1,416	-2.8	Enel
	- of which women	(no.)	14,989	14,650	14,039	339	2.3	Enel
	Fixed-term contracts	(no.)	747	826	895	-79	-9.6	Enel
	- of which men	(no.)	511	537	563	-26	-4.8	Enel
	- of which women	(no.)	236	289	332	-53	-18.3	Enel
	Total contracts	(no.)	65,124	66,279	66,717	-1,155	-1.7	Enel
	- of which men	(no.)	49,899	51,341	52,346	-1,442	-2.8	Enel
	- of which women	(no.)	15,225	14,938	14,371	287	1.9	Enel
2-8	Use of fixed-term contracts and inclusion/ Centre for Labor Training (CFL) of the total	(%)	1.1	1.2	1.3	-0.1	-	Enel
	Internship and traineeships	(no.)	799	1,083	883	-284	-26.2	Enel
2-7	Workforce by type of contract and geographic area⁽³⁾							
	Italy⁽²⁾	(no.)	31,664	30,276	29,800	1,388	4.6	Italy
	Permanent contract	(no.)	31,662	30,263	29,783	1,399	4.6	Italy
	Fixed-term contracts	(no.)	2	13	17	-11	-84.6	Italy
	Iberia	(no.)	9,643	9,518	9,781	125	1.3	Iberia
	Permanent contract	(no.)	9,423	9,281	9,531	142	1.5	Iberia
	Fixed-term contracts	(no.)	220	237	250	-17	-7.2	Iberia

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Latin America	(no.)	17,361	18,763	19,838	-1,402	-7.5	Latin America
	Permanent contract	(no.)	16,893	18,304	19,374	-1,411	-7.7	Latin America
	Fixed-term contracts	(no.)	468	459	464	9	2.0	Latin America
	Europe⁽⁴⁾	(no.)	3,532	4,994	4,966	-1,462	-29.3	Europe
	Permanent contract	(no.)	3,495	4,883	4,817	-1,388	-28.4	Europe
	Fixed-term contracts	(no.)	37	111	149	-74	-66.7	Europe
	North America	(no.)	2,100	1,914	1,639	186	9.7	North America
	Permanent contract	(no.)	2,086	1,909	1,627	177	9.3	North America
	Fixed-term contracts	(no.)	14	5	12	9	-	North America
	Sub-Saharan Africa and Asia	(no.)	824	814	693	10	1.2	Sub-Saharan Africa and Asia
	Permanent contract	(no.)	818	813	690	5	0.6	Africa, Asia and Oceania
	Fixed-term contracts	(no.)	6	1	3	5	-	Africa, Asia and Oceania
2-7	Workforce by type of contract and gender							
	Full-time contracts	(no.)	64,619	65,689	66,074	-1,070	-1.6	Enel
	- of which men	(no.)	49,801	51,209	52,208	-1,408	-2.7	Enel
	- of which women	(no.)	14,818	14,480	13,866	338	2.3	Enel
	Part-time contracts	(no.)	505	590	643	-85	-14.4	Enel
	- of which men	(no.)	98	130	138	-32	-24.6	Enel
	- of which women	(no.)	407	460	505	-53	-11.5	Enel
	Part Time + Full Time	(no.)	65,124	66,279	66,717	-1,155	-1.7	Enel
	Percentage of part-time	(%)	0.8	0.9	1.0	-0.1	-	Enel
	Workforce by nationality							
DJSI 3.2.3	Total workforce							
	Italy	(%)	48.3	45.4	44.4	2.9	-	Enel
	Brazil	(%)	11.5	13.5	15.0	-2.0	-	Enel
	Spain	(%)	14.4	14.0	14.4	0.4	-	Enel
	Argentina	(%)	6.0	6.0	5.9	-	-	Enel
	Romania	(%)	5.0	4.9	4.8	0.1	-	Enel
	Colombia	(%)	3.6	3.4	3.3	0.2	-	Enel
	Chile	(%)	3.2	3.2	3.3	-	-	Enel
	Other	(%)	8.0	9.4	8.8	-1.4	-	Enel
DJSI 3.2.3	Workforce in management positions (manager and middle manager)							
	Italy	(%)	49	47.8	47.7	0.8	-	Enel
	Brazil	(%)	4.8	5.1	4.8	-0.2	-	Enel
	Spain	(%)	29.7	29.0	29.3	0.6	-	Enel
	Argentina	(%)	2.1	2.1	2.2	-	-	Enel
	Romania	(%)	2.7	2.7	2.7	-	-	Enel
	Colombia	(%)	2.2	2.1	2.1	0.1	-	Enel
	Chile	(%)	2.7	2.9	2.9	-0.2	-	Enel
	Other	(%)	7.1	8.3	8.3	-1.2	-	Enel
401-1	CHANGES TO SIZE							

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
New hires								
	New hires by gender	(no.)	6,412	5,401	3,131	1,011	18.7	Enel
	Hiring rate⁽⁸⁾	(%)	9.8	8.1	4.7	1.7	-	Enel
	- men	(no.)	4,356	3,764	2,203	592	15.7	Enel
		(%)	62.4	69.7	70.4	-7.3	-	Enel
	- women	(no.)	2,056	1,637	928	419	25.6	Enel
		(%)	32.5	30.3	29.6	2.2	-	Enel
	New hires by age range	(no.)	6,412	5,401	3,131	1,011	18.7	Enel
	up to 30	(no.)	3,359	2,579	1,363	780	30.2	Enel
		(%)	54.2	47.8	43.5	6.4	-	Enel
	from 30 to 50	(no.)	2,905	2,653	1,700	252	9.5	Enel
		(%)	42.5	49.1	54.3	-6.6	-	Enel
	over 50	(no.)	148	169	68	-21	-12.4	Enel
		(%)	2.4	3.1	2.2	-0.7	-	Enel
New hires by geographic area								
	Italy⁽²⁾	(no.)	2,866	1,697	1,044	1,169	68.9	Italy
		(%)	9.1	5.6	33.3	3.5	-	Italy
	Iberia	(no.)	741	694	257	47	6.8	Iberia
		(%)	7.7	7.3	8.2	0.4	-	Iberia
	Europe⁽⁴⁾	(no.)	443	439	280	4	0.9	Europe
		(%)	12.5	8.8	8.9	3.7	-	Europe
	North America	(no.)	614	636	362	-22	-3.5	North America
		(%)	29.2	33.2	11.6	-4.0	-	North America
	Latin America	(no.)	1,542	1,704	991	-162	-9.5	Latin America
		(%)	8.9	9.1	31.7	-0.2	-	Latin America
	Sub-Saharan Africa and Asia	(no.)	206	232	197	-26	-11.2	Sub-Saharan Africa and Asia
		(%)	25.0	28.5	6.3	-3.5	-	Sub-Saharan Africa and Asia
	Open positions filled by internal candidates	(%)	9.4	9.3	14.0	0.1	-	Enel
	Effect of the changes in scope	(no.)	-3,153	23	-971	-3,176	-	Enel
Terminations								
	Total terminations	(no.)	4,414	5,862	3,696	-1,448	-24.7	Enel
Causes								
	Voluntary terminations	(no.)	1,477	1,271	717	206	16.2	Enel
	Incentive based terminations	(no.)	1,853	3,532	817	-1,679	-47.5	Enel
	Retirements and other	(no.)	1,084	1,060	2,162	24	2.3	Enel
Terminations by gender								
	- men	(no.)	3,391	4,779	3,002	-1,388	-29.0	Enel
		(%)	76.8	81.5	81.2	-4.7	-	Enel
	- women	(no.)	1,023	1,083	694	-60	-5.5	Enel
		(%)	23.2	18.5	18.8	4.7	-	Enel
	Terminations by age range	(no.)	4,414	5,862	3,696	-1,448	-24.7	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	up to 30	(no.)	655	702	547	-47	-6.7	Enel
		(%)	14.9	12.0	14.8	2.9	-	Enel
	from 30 to 50	(no.)	1,759	2,275	1,273	-516	-22.7	Enel
		(%)	39.8	38.8	34.4	1.0	-	Enel
	over 50	(no.)	2,001	2,885	1,876	-884	-30.6	Enel
		(%)	46.0	49.2	50.8	-3.2	-	Enel
Terminations by Country								
	Italy⁽²⁾	(no.)	1,224	1,249	1,011	-25	-2.0	Italy
		(%)	27.7	4.1	27.4	23.6	-	Italy
	Iberia	(no.)	578	956	599	-378	-39.5	Iberia
		(%)	13.1	10.0	16.2	3.1	-	Iberia
	Europe⁽³⁾	(no.)	454	406	299	48	11.8	Europe
		(%)	10.3	8.1	8.1	2.2	-	Europe
	North America	(no.)	428	361	313	67	18.6	North America
		(%)	9.7	18.9	8.5	-9.2	-	North America
	Latin America	(no.)	1,534	2,779	1,393	-1,245	-44.8	Latin America
		(%)	34.8	14.8	37.7	20.0	-	Latin America
	Sub-Saharan Africa and Asia	(no.)	196	111	81	85	76.6	Sub-Saharan Africa and Asia
		(%)	4.4	13.6	2.2	-9.2	-	Africa, Asia and Oceania
	Turnover rate⁽⁹⁾	(%)	6.8	8.8	5.6	-2.0	-	Enel
Turnover rate by gender								
	- men	(%)	6.8	9.5	5.7	-2.7	-	Enel
	- women	(%)	6.7	7.5	4.8	-0.8	-	Enel
Turnover rate by age range								
	up to 30	(%)	1.0	9.0	7.5	-8.0	-	Enel
	from 30 to 50	(%)	2.7	6.0	3.5	-3.3	-	Enel
	over 50	(%)	3.1	14.1	8.1	-11.0	-	Enel
	Voluntary turnover rate	(%)	2.3	1.9	1.1	0.8	-	Enel
Voluntary turnover rate by gender								
	- men	(%)	1.6	1.3	0.8	0.3	-	Enel
	- women	(%)	0.7	0.6	0.3	0.3	-	Enel
Voluntary turnover rate by age range								
	up to 30	(%)	0.6	0.5	0.2	0.1	-	Enel
	from 30 to 50	(%)	1.5	1.3	0.7	0.2	-	Enel
	over 50	(%)	0.1	0.1	0.2	-	-	Enel

VALORIZATION

404-3 Assessment⁽¹⁰⁾

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Dissemination of assessment	(%)	87.0	89.2	93.8	-2.2	-	Enel
	- men	(%)	86.4	88.6	94.0	-2.2	-	Enel
	- women	(%)	89.0	91.4	93.0	-2.4	-	Enel
	Dissemination of assessment							
	Manager	(%)	97.3	97.2	97.8	0.1	-	Enel
	Middle Manager	(%)	92.6	93.2	93.7	-0.6	-	Enel
	White collar	(%)	88.2	88.6	93.4	-0.4	-	Enel
	Blue collar	(%)	79.3	79.1	94.4	0.2	-	Enel
	Rewarding							
	Dissemination of incentives	(%)	41.5	43.1	43.6	-1.6	-	Enel
	Employees with individual incentives	(no.)	27,050	28,568	22,546	-1,518	-5.3	Enel
	- of whom Managers	(no.)	1,349	1,351	1,006	-2	-0.1	Enel
	- of whom Middle Managers	(no.)	8,224	7,915	3,750	309	3.9	Enel
	- of whom White-collar e Blue collar	(no.)	17,477	19,308	17,790	1,831	-9.5	Enel
	Percentage of sustainability objectives assigned	(%)	25.3	30.0	n.d.	-0.7	-	Enel
404-1	Percentage of sustainability objectives assigned							
	Training hours by employees	(h/per capita)	47.4	44.6	40.9	2.8	6.3	Enel
	by gender:							
	- men	(h/per capita)	48.3	46.5	40.4	1.8	3.9	Enel
	- women	(h/per capita)	44.3	37.7	42.7	6.6	17.5	Enel
	by level:							
	Manager	(h/per capita)	44.1	29.6	31.9	14.5	49.0	Enel
	Middle Manager	(h/per capita)	47.4	41.9	41.4	5.5	13.1	Enel
	White collar	(h/per capita)	43.0	38.4	35.7	4.6	12.0	Enel
	Blue collar	(h/per capita)	57.1	60.3	51.4	-3.2	-5.3	Enel
	Total training hours (distance learning + classroom)	(,000 h)	3,151	2,943	2,744	208	7.1	Enel
	Training hours distance learning	(,000 h)	1,943	513	448	1,430	-	Enel
	- Training hours distance learning	(,000 h)	344	204	94	139	68.2	Enel
	- for specialist training	(,000 h)	1,599	309	354	1,290	-	Enel
	Training hours in the classroom	(,000 h)	1,208	2,430	2,296	-1,222	-50.3	Enel
	- for managerial training	(,000 h)	57	189	170	-132	-69.9	Enel
	- for specialist training	(,000 h)	1,151	2,241	2,126	-1,090	-48.6	Enel
	Incidence of distance learning training	(%)	61.7	17.4	16.3	44.3	-	Enel
	Total training hours by level	(,000 h)	3,151	2,943	2,744	208	7.1	Enel
	Manager	(,000 h)	61	41	45	20	49.1	Enel
	Middle Manager	(,000 h)	593	494	466	99	20.0	Enel
	White collar	(,000 h)	1,532	1,362	1,287	170	12.5	Enel
	Blue collar	(,000 h)	964	1,045	946	-81	-7.8	Enel
	Dissemination of sustainability							
	Training per capita on sustainability	(h/pro-capite)	27.9	26.7	21.7	-13.3	-49.8	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Training per capita on sustainability	(,000 h)	1,853	1,763	1,457	67	3.8	Enel
	Digitalization	(,000 h)	431	410	342	21	5.2	Enel
	Environment	(,000 h)	28	58	48	-30	-51.8	Enel
	Safety	(,000 h)	1,244	1,188	979	56	4.7	Enel
	Human rights	(,000 h)	7	7	5	-	-	Enel
	Other ⁽¹⁾	(,000 h)	128	88	61	40	44.8	Enel
	Code of Ethics	(,000 h)	15	11	22	4	34.8	Enel
205-2	Training on anti-corruption policies and procedures communication	(no.)	30,566	20,074	26,660	10,490	52.3	Enel
		(%)	46.9	30.3	40.0	16.6	-	Enel
	Training on anti-corruption policies and procedures communication by geographic area							
	Italy	(no.)	17,882	10,443	14,224	7,439	71.2	Italy
	Italy	(%)	56.5	34.5	47.7	22.0	-	Italy
	Iberia	(no.)	4,922	3,564	1,977	1,358	38.1	Iberia
	Iberia	(%)	51.0	37.4	20.2	13.6	-	Iberia
	Latin America	(no.)	5,532	3,339	5,326	2,193	65.7	Latin America
	Latin America	(%)	31.9	17.8	26.8	14.1	-	Latin America
	Europe	(no.)	426	1,050	4,006	-624	-59.4	Europe
	Europe	(%)	12.1	21.0	80.7	-8.9	-	Europe
	Asia e Oceania	(no.)	122	225	197	-103	-45.8	Asia e Oceania
	Asia e Oceania	(%)	14.8	27.7	28.4	-12.9	-	Asia e Oceania
	North America	(no.)	1,682	1,453	930	229	15.8	North America
	North America	(%)	80.1	75.9	56.7	4.2	-	North America
	Training on anti-corruption policies and procedures communication by level							
	Manager	(no.)	753	487	407	266	54.6	Enel
		(%)	55.1	35.4	29.1	19.7	-	Enel
	Middle Manager	(no.)	6,133	4,588	3,967	1,545	33.7	Enel
		(%)	48.5	37.5	34.2	11.0	-	Enel
	White collar	(no.)	16,106	11,251	14,856	4,855	43.2	Enel
		(%)	46.5	31.6	41.4	14.9	-	Enel
	Blue collar	(no.)	7,652	3,747	7,430	3,905	-	Enel
		(%)	46.4	21.9	41.6	24.5	-	Enel
201-3	CORPORATE WELFARE							
	Employees covered by pension plan benefit plan)	(no.)	52,497	53,862	53,715	-1,365	-2.5	Enel
	Employees covered by pension plan benefit plan)	(%)	80.6	81.3	80.5	-0.7	-	Enel
EU15	Employees entitled to retire in next 5 to 10 years							
	Pension within 5 years - Enel							
	Manager	(%)	4.4	4.5	3.6	-0.1	-	Enel
	Middle Manager	(%)	5.4	5.0	4.9	0.4	-	Enel
	White collar	(%)	7.8	7.1	6.6	0.7	-	Enel
	Blue collar	(%)	5.1	3.8	4.4	1.3	-	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Average	(%)	6.5	5.7	5.6	0.8	-	Enel
	Pension within 10 years - Enel							
	Manager	(%)	21.8	20.8	17.7	1.0	-	Enel
	Middle Manager	(%)	18.3	17.3	17.0	1.0	-	Enel
	White collar	(%)	24.0	22.9	21.7	1.1	-	Enel
	Blue collar	(%)	14.8	12.6	11.0	2.2	-	Enel
	Average	(%)	20.5	19.1	17.9	1.4	-	Enel
401-3	MATERNITY/PATERNITY-PARENTAL LEAVE							
	Employees entitled to parental leave by gender	(no.)	2,756	2,605	2,734	151	5.8	Enel
	Men	(no.)	1,845	1,694	1,741	151	8.9	Enel
	Women	(no.)	911	911	993	-	-	Enel
	Parental leave by gender	(no.)	2,604	2,605	2,734	-1	-	Enel
	Men	(no.)	1,725	1,694	1,741	31	1.8	Enel
	Women	(no.)	879	911	993	-32	-3.5	Enel
	Return to work rate of employees that took parental leave by gender	(%)	95.7	95.0	95.6	0.7	-	Enel
	Men	(%)	95.9	96.3	96.1	-0.4	-	Enel
	Women	(%)	95.4	92.7	94.7	2.7	-	Enel
	Retention rate by gender⁽¹²⁾	(%)	89.7	97.0	96.3	-7.3	-	Enel
	Men	(%)	91.2	95.3	97.2	-4.1	-	Enel
	Women	(%)	87.0	100	97.7	-13.2	-	Enel
	EQUAL OPPORTUNITIES							
	Level of female staff⁽¹³⁾	(%)	39.3	30.6	29.4	8.7	-	Enel
405-2	Ratio of basic salary/remuneration Women/Men							
	Ratio of basic salary Women/Men	(%)	104.7	104.8	108.1	-0.1	-	Enel
	Manager	(%)	83.9	84.6	86.7	-0.7	-	Enel
	Middle Manager	(%)	92.8	94.2	96.5	-1.4	-	Enel
	White collar	(%)	88.8	88.4	90.2	0.4	-	Enel
	Blue collar	(%)	125.0	111.2	77.0	13.8	-	Enel
	Ratio of remuneration Women/Men	(%)	105.4	105.1	108.3	0.3	-	Enel
	Manager	(%)	80.7	81.1	83.3	-0.4	-	Enel
	Middle Manager	(%)	91.9	93.2	95.7	-1.3	-	Enel
	White collar	(%)	89.3	88.4	90.3	0.9	-	Enel
	Blue collar	(%)	125.4	112.0	77.8	13.4	-	Enel
405-1	Disability							
	Disabled or belonging to protected categories by gender	(no.)	2,129	2,152	2,199	-23	-1.1	Enel
	- of which men	(no.)	1,471	1,480	1,532	-9	-0.6	Enel
	- of which women	(no.)	658	672	667	-14	-2.1	Enel
	Incidence of disabled or belonging to protected categories by gender	(%)	3.3	3.2	3.3	0.1	-	Enel
	- of which men	(%)	69.1	68.8	2.3	0.3	-	Enel
	- of which women	(%)	30.9	31.2	1.0	-0.3	-	Enel
	Disabled or belonging to protected categories by age range	(no.)	2,129	2,152	2,199	-23	-1.1	Enel
	- up to 30	(no.)	40	44	49	-4	-9.1	Enel
	- from 30 to 50	(no.)	982	985	933	-3	-0.3	Enel
	- over 50	(no.)	1,107	1,123	1,217	-16	-1.4	Enel
	Incidence of disabled or belonging to protected categories by age range	(%)	3.3	3.2	3.3	0.1	-	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	- up to 30	(%)	0.5	0.1	0.1	0.4	-	Enel
	- from 30 to 50	(%)	2.7	1.5	1.4	1.2	-	Enel
	- over 50	(%)	5.6	1.7	1.8	3.9	-	Enel
	Disabled or belonging to protected categories by level							
	Manager	(no.)	4	3	3	1	33.3	Enel
	Middle Manager	(no.)	201	167	157	34	20.4	Enel
	White collar	(no.)	1,766	1,814	1,880	-48	-2.6	Enel
	Blue collar	(no.)	158	168	159	-10	-6.0	Enel
	Incidence of disabled or belonging to protected categories by level							
	Manager	(%)	0.3	-	-	-	-	Enel
	Middle Manager	(%)	1.6	0.3	0.2	1	-	Enel
	White collar	(%)	5.1	2.7	2.8	2	-	Enel
	Blue collar	(%)	1.0	0.3	0.2	1	-	Enel
	Smartworking							
	Actual users of smartworking	(no.)	36,473	38,403	36,334	-1,930	-5.0	Enel
	Potential users of smartworking	(no.)	36,707	39,115	37,305	-2,408	-6.2	Enel
	Incidence of Smartworking	(%)	99.4	98.2	97.4	1.2	-	Enel
2-30	RELATIONS WITH UNIONS							
	Union membership in the electricity sector	(%)	46.9	48.9	50.7	-2.0	-	Enel
	Employees covered by collective agreements, by geographic area							
	Total Enel	(no.)	59,256	59,582	60,571	-326	-0.5	Enel
		(%)	91.0	89.9	90.8	1.1	-	Enel
	Italy	(no.)	31,643	30,148	29,710	1,495	5.0	Italy
		(%)	99.9	99.6	99.7	0.3	-	Italy
	Iberia	(no.)	8,213	8,687	8,685	-474	-5.5	Iberia
		(%)	85.2	91.3	88.8	-2.4	-	Iberia
	Europe	(no.)	3,252	4,391	4,380	-1,139	-25.9	Europe
		(%)	92.1	87.9	88.2	4.2	-	Europe
	Latin America	(no.)	16,089	16,317	17,771	-228	-1.4	Latin America
		(%)	92.7	87.0	89.6	5.7	-	Latin America
	North America	(no.)	59	39	25	20	51.3	North America
		(%)	2.8	2.0	-	0.8	-	North America
	Sub-Saharan Africa and Asia	(no.)	-	-	-	-	-	Sub-Saharan Africa and Asia
		(%)	-	-	-	-	-	Sub-Saharan Africa and Asia
	Dispute with employees							
	Total proceedings⁽¹⁴⁾	(no.)	7,786	9,384	9,028.0	-1,598	-17.0	Enel
	Incidence of proceedings as defendant	(%)	98.7	98.9	98.9	-0.2	-	Enel

(1) In 2022, there was a change in scope due to the sale of the companies: Teploprogress, LLC Enel Rus Wind Azov, LLC Enel Rus Wind Kola and Enel Russia in Russia; Enel Geração Fortaleza SA, CELG Distribuição SA CE and Gridspertise Latam SA in Brazil; Enel Transmisión SA in Chile; Gridspertise Iberia SL in Spain; Paytipper SpA, CityPoste Payment SpA, PayTipper Network Srl, FlagPay Srl and Gridspertise Srl in Italy. There was also the purchase of the companies Melita

Italy Srl and Enel Hydro Appennino Centrale Srl in Italy.

- (2) Include Branch Enel Trading (Singapore) and the Dutch financial companies.
- (3) Includes International Endesa BV (IEBV).
- (4) The following Countries are considered within this scope: Romania, Russia, Greece, France, Germany, Turkey, United Kingdom, Ireland, Norway, Poland and Switzerland.
- (5) Countries considered within the scope: USA, Canada and Mexico.
- (6) The following countries are considered within the scope: India, Kenya, South Africa, Zambia, Australia, Morocco, Singapore, Japan, Taiwan, New Zealand, China and South Korea, Vietnam.
- (7) The 2021 and 2020 figures include a more specific determination.
- (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 Headcounts 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) Classification index = female managers + middle managers/total managers + middle managers.
- (14) The 2022, 2021 and 2020 figures only includes the procedures relating to Enel and retired staff, and not the procedures relating to third parties.

Sustainable supply chain

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
NATURE OF SUPPLIERS								
	Number of new contracts signed during the year	(no.)	13,671	12,272	13,051	1,399	11.4	Enel
	Number of suppliers with which a new contract was signed in the year	(no.)	6,213	6,066	6,051	147	2.4	Enel
	Workforce of contracting and subcontracting companies⁽¹⁾	(no.)	172,854	170,397	157,940	2,433	1.4	Enel
	Days worked by employees of contractors and subcontractors	(,000 g)	36,118	37,493	34,747	-1,375	-3.7	Enel
	Construction activity	(,000 g)	10,217	14,499	10,519	-4,282	-29.5	Enel
	Operating and maintenance activity	(,000 g)	26,662	22,993	24,228	3,669	16	Enel
	- of which operating activity	(,000 g)	6,340	6,898	7,268	-558	-8.1	Enel
	- of which maintenance activity	(,000 g)	12,836	16,095	16,959	-3,259	-20.2	Enel
204-1	Local suppliers of materials and services⁽²⁾							
	Local suppliers with contracts > 1 mil euros	(no.)	1,684	1,566	1,326	118	7.5	Enel
	Foreign suppliers with contracts > 1 mil euros	(no.)	225	165	182	21	12.7	Enel
	Spending on local suppliers with contracts > 1 mil euros	(mil euros)	17,411	14,484	10,130	2,927	20.2	Enel
	Spending on foreign suppliers with contracts > 1 mil euros	(mil euros)	2,837	2,381	1,657	456	19.2	Enel
	Concentration of spending on local suppliers ⁽³⁾	(%)	86%	86%	86%	-	-	Enel
	Concentration of spending on foreign suppliers ⁽³⁾	(%)	14%	14%	14%	-	-	Enel
Purchases and fuel								
	Purchases of materials and services	(mil euros)	22,099	17,030	14,070	5,069	29.8	Enel
	Supplies	(mil euros)	7,820	6,510	5,480	1,310	20.1	Enel
	Works	(mil euros)	4,492	3,776	3,625	716	18.9	Enel
	Services	(mil euros)	9,788	6,744	4,965	3,044	45.1	Enel
Management instruments								
	Active qualified companies⁽⁴⁾	(no.)	9,427	6,717	4,821	2,710	40.3	Enel
	Online tenders as percentage of all tenders	(%)	95.4	83.5	74.8	11.9	-	Enel
	Online purchases as percentage of all purchases	(%)	91.8	70.3	67.5	21.5	-	Enel
	Use of prescription	(%)	32.4	16.0	19.1	16.4	-	Enel
Disputes involving suppliers								
	Total proceedings	(no.)	508	785	703	-277	-35.3	Enel
	Incidence of proceedings as defendant	(%)	63.9	68.7	69.3	-4.8	-	Enel
301-1	Fuel consumption for thermoelectric production							
from non-renewable sources								
	Coal	(,000 t)	8,522	5,958	5,893	2,564	43.0	Enel
	Lignite	(,000 t)	-	-	105	-	-	Enel
	Fuel oil	(,000 t)	889	863	975	26	3.0	Enel
	Natural gas	(Mm ³)	13,214	15,682	13,075	-2,468	-15.7	Enel
	Gas oil	(,000 t)	1,262	1,033	906	229	22.2	Enel
from renewable resources								
	Biomass and waste for thermoelectric production	(,000 t)	65	71	89	-6	-8.5	Enel
	Biogas	(Mm ³)	1.2	0.7	0.1	0.5	71.4	Enel
	Geothermal steam used for electricity production	(,000 t)	49,947	350,160	350,090	-300,213	-85.7	Enel

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

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

(3) The figure for 2021 reflects a more accurate calculation.

(4) The 2021 and 2020 figures changed due to a more specific reclassification between global qualifications and local qualifications.

Engaging communities

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022- 2021	%	Scope
203-1	INITIATIVES IN FAVOR OF THE COMMUNITY							
	Contributions to communities - LBG method							
	Charitable donations ⁽¹⁾	(mil euros)	14.5	9.8	56.1	4.7	47.8	Enel
	Investments in communities ⁽²⁾	(mil euros)	77.2	56.2	56.1	21.0	37.4	Enel
	Commercial initiatives with a social impact	(mil euros)	28.3	25.2	17.5	3.1	12.4	Enel
	Total (expense + investments)	(mil euros)	120.0	91.1	129.7	28.8	31.6	Enel
	Initiatives in favor of communities by type of contribution							
	Cash contribution	(mil euros)	103.4	81.7	119.4	21.7	26.6	Enel
	Employee volunteerism	(mil euros)	0.8	0.4	0.1	0.4	91.0	Enel
	Donations in kind (goods/services/projects)	(mil euros)	7.5	2.5	4.9	5.0	-	Enel
	Management overheads	(mil euros)	8.3	6.6	5.3	1.7	20.5	Enel
	Total	(mil euros)	120.0	91.1	129.7	28.8	31.6	Enel
EU25	SAFETY FOR COMMUNITIES							
	Third-party injuries							
	Severe and fatal third-party injuries	(no.)	168	250	221	-82	-32.8	Enel
	- fatal	(no.)	67	77	89	-10	-13.0	Enel
	- severe	(no.)	101	173	132	-72	-41.6	Enel
	Third-party injuries by type							
	Electricity injuries	(%)	93.6	92.0	89.6	1.6	-	Enel
	Road accidents against Group infrastructure	(%)	3.5	5.2	6.3	-1.7	-	Enel
	Accidents for other reasons (slipping, falling from height, crash-crush-cut)	(%)	2.9	2.8	4.1	0.1	-	Enel
	Causes of electricity accident							
	Construction activities near power lines	(%)	52.0	64.8	55.6	-12.8	-	Enel
	Attempted theft	(%)	25.4	12.8	9.6	12.6	-	Enel
	Other ⁽³⁾	(%)	28.9	14.4	34.8	14.5	-	Enel

(1) The increase in donations with respect to 2021 is due mainly to the activities carried out in Brazil and Chile.

(2) The increase in community investments with respect to 2021 is due mainly to the activities carried out in Brazil, Chile and Colombia.

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

Innovation

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
DMA EU	Research and innovation							
	Technological innovation⁽¹⁾	(mil euros)	104.5	130.4	110.5	-25.9	-19.9	Enel
	Research personnel	(no.)	576.0	558.0	520.0	18.0	3.2	Enel
	End users (final)	(no.)	72,655,170	75,178,777	74,303,931	-2,523,607	-3.4	Enel
	Active clients with smart meters⁽²⁾	(no.)	45,824,963	45,169,318	44,292,794	655,645	1.5	Enel
	Active clients with smart meters/End users (final)	%	63.1	59.8	60.0	3.3	-	Enel

(1) Around 40% of investment in Innovation concerned the Global Power Generation Line, while 26% was for the Infrastructure and Networks Line. The rest concerned the other Group Business Lines.

(2) 2022 share for smart meter 2.0, amounting to 5.4 million.

Occupational health and safety

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	SAFETY							
	Enel people							
403-9	Number of fatal accidents and frequency rate⁽¹⁾							
	Number of fatal accidents	(no.)	1	3	1	-2	-66.7	Enel
	Fatal accidents by geographical area							
	Italy	(no.)	-	2	-	-2	-100.0	Italy
	Iberia	(no.)	-	-	-	-	-	Iberia
	Latin America	(no.)	-	1	1	-1	-100.0	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	1	-	-	1	100.0	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	Fatal accidents frequency rate	(i)	0.008	0.024	0.008	-0.016	-66.7	Enel
	Fatal accidents frequency rate by geographical area							
	Italy	(i)	-	0.035	-	-0.035	-100.0	Italy
	Iberia	(i)	-	-	-	-	-	Iberia
	Latin America	(i)	-	0.028	0.026	-0.028	-100.0	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	0.129	-	-	0.129	100.0	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	Number of Life Changing Accidents (LCA and frequency rate)⁽²⁾							
	Number of Life Changing Accidents (LCA)	(no.)	-	1	-	-1	-100.0	Enel
	Number of Life Changing Accidents by geographical area							
	Italy	(no.)	-	-	-	-	-	Italy
	Iberia	(no.)	-	-	-	-	-	Iberia
	Latin America	(no.)	-	1	-	-1	-100.0	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	-	-	-	-	-	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	Life Changing Accidents frequency rate (LCA FR)	(i)	-	0.008	-	-0.008	-100.0	Enel
	Life Changing Accidents frequency rate by geographical area							
	Italy	(i)	-	-	-	-	-	Italy
	Iberia	(i)	-	-	-	-	-	Iberia

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Latin America	(i)	-	0.028	-	-0.028	-100.0	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	-	-	-	-	-	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	High Potential Accident (HPO) and frequency rate⁽³⁾							
	High Potential Accident (HPO)	(no.)	7	8	10	-1	-12.5	Enel
	Number of High Potential accidents (HPO) by geographical area							
	Italy	(no.)	7	5	4	2	40.0	Italy
	Iberia	(no.)	-	1	1	-1	-100.0	Iberia
	Latin America	(no.)	-	1	3	-1	-100.0	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	-	1	2	-1	-100.0	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	High Potential accidents frequency rate (HPO FR)	(i)	0.057	0.065	0.080	-0.008	-12.3	Enel
	High Potential accidents frequency rate by geographical area							
	Italy	(i)	0.120	0.089	0.072	0.031	34.8	Italy
	Iberia	(i)	-	0.061	0.059	-0.061	-100.0	Iberia
	Latin America	(i)	-	0.028	0.079	-0.028	-100.0	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	-	0.106	0.196	-0.106	-100.0	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	Number of accidents with absence of work greater than 3 days and frequency rate							
	Number of accidents with absence from work for more than 3 days	(no.)	59	61	72	-2	-3.3	Enel
	Number of accidents with absence from work for more than 3 days by geographical area							
	Italy	(no.)	37	41	41	-4	-9.8	Italy
	Iberia	(no.)	2	2	2	-	-	Iberia
	Latin America	(no.)	18	18	25	-	-	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	2	-	4	2	-	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	Accidents with absence from work for more than 3 days frequency rate	(i)	0.477	0.494	0.575	-0.017	-3.4	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Accidents with absence from work for more than 3 days frequency rate by geographical area							
	Italy	(i)	0.632	0.726	0.734	-0.094	-12.9	Italy
	Iberia	(i)	0.121	0.122	0.117	-0.001	-0.8	Iberia
	Latin America	(i)	0.508	0.498	0.662	0.010	2.0	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	0.258	-	0.393	0.258	-	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	Number of Lost Time Injury (LTI) and frequency rate⁽⁴⁾							
	Number of LTI	(no.)	69	83	75	-14	-16.9	Enel
	Accidents with absence from work by geographical area							
	Italy	(no.)	40	53	42	-13	-24.5	Italy
	Iberia	(no.)	2	2	2	-	-	Iberia
	Latin America	(no.)	25	28	26	-3	-10.7	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	2	1	5	1	100.0	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	Accidents with absence from work frequency rate (LTI FR)	(i)	0.56	0.68	0.60	-0.121	-17.8	Enel
	Accidents with absence from work frequency rate by geographical area							
	Italy	(i)	0.68	0.94	0.75	-0.259	-27.6	Italy
	Iberia	(i)	0.12	0.12	0.12	-0.002	-1.6	Iberia
	Latin America	(i)	0.71	0.78	0.69	-0.065	-8.4	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	0.26	0.11	0.49	0.154	145.3	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	Worked hours	(no.)	123,624,403	123,421,139	125,263,914	203,264	0.2	Enel
	Number of Total Recordable Injury (TRI) and frequency rate⁽⁵⁾							
	Number of TRI by geographical area	(no.)	153	157	196	-4	-2.5	Enel
	Italy	(no.)	41	57	51	-16	-28.1	Italy
	Iberia	(no.)	24	26	24	-2	-7.7	Iberia
	Latin America	(no.)	51	50	97	1	2.0	Latin America
	North America	(no.)	30	20	9	10	50.0	North America
	Europe	(no.)	6	3	9	3	100.0	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	1	1	6	-	-	Africa, Asia and Oceania

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	TRI frequency rate by geographical area	(i)	1.24	1.27	1.56	-0.032	-2.5	Enel
	Italy	(i)	0.70	1.01	0.91	-0.309	-30.6	Italy
	Iberia	(i)	1.46	1.58	1.40	-0.120	-7.6	Iberia
	Latin America	(i)	1.44	1.38	2.57	0.057	4.1	Latin America
	North America	(i)	7.78	5.85	2.87	1.928	32.9	North America
	Europe	(i)	0.77	0.32	0.88	0.453	142.9	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	0.64	0.67	4.93	-0.031	-4.6	Africa, Asia and Oceania
403-9	Contractors							
	Number of fatal accidents and frequency rate⁽¹⁾							
	Number of fatal accidents	(no.)	5	6	8	-1	-16.7	Enel
	Fatal accidents by geographical area							
	Italy	(no.)	1	1	1	-	-	Italy
	Iberia	(no.)	-	1	1	-1	-100.0	Iberia
	Latin America	(no.)	4	4	6	-	-	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	-	-	-	-	-	Europe
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania
	Fatal accidents frequency rate	(i)	0.016	0.020	0.029	-0.004	-20.0	Enel
	Fatal accidents frequency rate by geographical area							
	Italy	(i)	0.018	0.019	0.022	-0.001	-5.3	Italy
	Iberia	(i)	-	0.025	0.027	-0.025	-100.0	Iberia
	Latin America	(i)	0.021	0.022	0.036	-0.001	-4.5	Latin America
	North America	(i)	-	-	-	-	-	Nord America
	Europe	(i)	-	-	-	-	-	Europe
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	Number of Life Changing Accidents (LCA) and frequency rate⁽²⁾							
	Number of Life Changing Accidents (LCA)	(no.)	2	3	-	-1	-33.3	Enel
	Number of Life Changing Accidents by geographical area							
	Italy	(no.)	-	-	-	-	-	Italy
	Iberia	(no.)	-	1	-	-1	-100.0	Iberia
	Latin America	(no.)	2	2	-	-	-	Latin America
	North America	(no.)	-	-	-	-	-	North America
	Europe	(no.)	-	-	-	-	-	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	-	-	-	-	-	Africa, Asia and Oceania

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Life Changing Accidents frequency rate (LCA FR)	(i)	0.007	0.010	-	-0.003	-30.0	Enel
	Life Changing Accidents frequency rate by geographical area	(i)						
	Italy	(i)	-	-	-	-	-	Italy
	Iberia	(i)	-	0.025	-	-0.025	-100.0	Iberia
	Latin America	(i)	0.011	0.011	-	-	-	Latin America
	North America	(i)	-	-	-	-	-	North America
	Europe	(i)	-	-	-	-	-	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	-	-	-	-	-	Africa, Asia and Oceania
	Number of High Potential accidents (HPO) and frequency rate⁽³⁾							
	Number of High Potential accidents (HPO)	(no.)	24	32	40	-8	-25.0	Enel
	Number of High Potential accidents (HPO) by geographical area							
	Italy	(no.)	9	2	9	7	350.0	Italy
	Iberia	(no.)	5	9	4	-4	-44.4	Iberia
	Latin America	(no.)	10	19	27	-9	-47.4	Latin America
	North America	(no.)	-	1	-	-1	-100.0	North America
	Europe	(no.)	-	-	-	-	-	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	-	1	-	-1	-100.0	Africa, Asia and Oceania
	High Potential accidents frequency rate (HPO FR)	(i)	0.079	0.107	0.144	-0.028	-26.2	Enel
	High Potential accidents frequency rate by geographical area							
	Italy	(i)	0.160	0.038	0.194	0.122	321.1	Italy
	Iberia	(i)	0.116	0.227	0.108	-0.111	-48.9	Iberia
	Latin America	(i)	0.054	0.105	0.160	-0.051	-48.6	Latin America
	North America	(i)	-	0.158	-	-0.158	-100.0	North America
	Europe	(i)	-	-	-	-	-	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	-	0.104	-	-0.104	-100.0	Africa, Asia and Oceania
	Number of accidents with absence of work greater than 3 days and frequency rate							
	Number of accidents with absence from work for more than 3 days	(no.)	93	119	115	-26	-21.8	Enel
	Number of accidents with absence from work for more than 3 days by geographical area							
	Italy	(no.)	39	37	38	2	5.4	Italy
	Iberia	(no.)	17	28	17	-11	-39.3	Iberia
	Latin America	(no.)	35	49	59	-14	-28.6	Latin America
	North America	(no.)	1	3	1	-2	-66.7	North America

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Europe	(no.)	-	1	-	-1	-100.0	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	1	1	-	-	-	Africa, Asia and Oceania
	Accidents with absence from work for more than 3 days frequency rate	(i)	0.31	0.40	0.41	-0.087	-21.9	Enel
	Accidents with absence from work for more than 3 days frequency rate by geographical area							
	Italy	(i)	0.69	0.71	0.82	-0.015	-2.1	Italy
	Iberia	(i)	0.39	0.71	0.46	-0.315	-44.7	Iberia
	Latin America	(i)	0.19	0.27	0.35	-0.081	-29.9	Latin America
	North America	(i)	0.16	0.48	0.16	-0.315	-66.3	North America
	Europe	(i)	-	0.09	-	-0.092	-100.0	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	0.15	0.10	-	0.046	44.2	Africa, Asia and Oceania
	Number of Lost Time Injury (LTI) and frequency rate⁽⁴⁾							
	Number of LTI⁽⁵⁾	(no.)	146	191	135	-45	-23.6	Enel
	Accidents with absence from work by geographical area							
	Italy	(no.)	47	38	39	9	23.7	Italy
	Iberia	(no.)	18	29	18	-11	-37.9	Iberia
	Latin America ⁽⁵⁾	(no.)	76	118	77	-42	-35.6	Latin America
	North America	(no.)	4	3	1	1	33.3	North America
	Europe	(no.)	-	2	-	-2	-100.0	Europe
	Africa, Asia and Oceania	(no.)	1	1	-	-	-	Africa, Asia and Oceania
	Accidents with absence from work frequency rate (LTI FR)	(i)	0.48	0.64	0.49	-0.157	-24.6	Enel
	Accidents with absence from work frequency rate by geographical area							
	Italy	(i)	0.84	0.72	0.84	0.116	16.0	Italy
	Iberia	(i)	0.42	0.73	0.49	-0.310	-42.5	Iberia
	Latin America	(i)	0.41	0.65	0.46	-0.242	-37.1	Latin America
	North America	(i)	0.64	0.48	0.16	0.165	34.7	North America
	Europe	(i)	-	0.18	-	-0.184	-100.0	Europe
	Africa, Asia and Oceania	(i)	0.15	0.10	-	0.046	44.2	Africa, Asia and Oceania
	Worked hours	(no.)	304,222,701	299,940,403	278,069,115	4,282,298	1.4	Enel
	Number of Total Recordable Injury (TRI) and frequency rate⁽⁶⁾							
	Numero di Total Recordable Injury⁽⁶⁾	(no.)	809	1,055	1,112	-246	-23.3	Enel
	Number of TRI by geographical area							
	Italy	(no.)	50	38	45	12	31.6	Italy
	Iberia	(no.)	107	109	75	-2	-1.8	Iberia

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Latin America ⁽⁵⁾	(no.)	534	711	861	-177	-24.9	Latin America
	North America	(no.)	105	164	112	-59	-36.0	North America
	Europe	(no.)	2	7	6	-5	-71.4	Europe e Nord Africa
	Africa, Asia and Oceania	(no.)	11	26	13	-15	-57.7	Africa, Asia and Oceania
	TRI frequency rate	(i)	2.66	3.52	4.00	-0.857	-24.4	Enel
	TRI frequency rate							
	Italy	(i)	0.89	0.72	0.97	0.166	22.9	Italy
	Iberia	(i)	2.48	2.75	2.02	-0.265	-9.7	Iberia
	Latin America ⁽⁵⁾	(i)	2.86	3.93	5.11	-1.068	-27.2	Latin America
	North America	(i)	16.77	25.95	18.15	-9.181	-35.4	North America
	Europe	(i)	0.38	0.64	0.42	-0.264	-41.0	Europe e Nord Africa
	Africa, Asia and Oceania	(i)	1.63	2.71	2.24	-1.083	-39.9	Africa, Asia and Oceania

- (1) All Frequency Rates (FRs) 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 (HPOs) are injuries that, given their dynamics, have the potential to cause a Life-Changing or fatal event.
- (4) Lost Time Injury (LTI) includes all the accident events that have resulted in at least one day of absence from work excluding the day the event occurred.
- (5) The 2021 figures changed due to a reclassification of an event from the contractor to Enel.
- (6) Total Recordable Injuries include fatalities, LCAs, LTIs and all other injuries that have required medical treatment.

Sound governance

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
2-1	SHAREHOLDERS							
	Composition of shareholdings							
	Investors⁽¹⁾							
	Ministry of Economy and Finance	(%)	23.6	23.6	23.6	-	-	Enel SpA
	Institutional investors	(%)	56.7	59.4	62.3	-2.7	-	Enel SpA
	Retail shareholders	(%)	19.7	17.0	14.1	2.7	-	Enel SpA
	Location of institutional investors							
	Italy	(%)	7.3	6.7	6.7	0.6	-	Enel SpA
	UK	(%)	14.2	12.1	13.3	2.1	-	Enel SpA
	Rest of Europe	(%)	27.3	29.0	27.2	-1.7	-	Enel SpA
	North America	(%)	43.0	44.8	46.4	-1.8	-	Enel SpA
	Rest of the world	(%)	8.2	7.4	6.4	0.8	-	Enel SpA
	Concentration index (Top 50)	(%)	37.2	39.7	42.3	-2.5	-	Enel SpA
	Investment style of institutional investors							
	Long Only	(%)	69.6	70.1	71.2	-0.5	-	Enel SpA
	Index	(%)	13.3	13.5	12.7	-0.2	-	Enel SpA
	Hedge	(%)	0.2	0.4	0.3	-0.2	-	Enel SpA
	Other	(%)	16.2	16.0	15.8	0.2	-	Enel SpA
	Socially Responsible Investors (SRI)							
	Presence of SRI	(no.)	245	252	244	-7	-2.8	Enel SpA
	Enel shares held by SRI funds	(mil)	1,510	1,484	1,482	26	1.8	Enel SpA
	Weight of SRI funds in institutional shareholdings⁽²⁾	(%)	26.2	24.6	23.4	1.6	-	Enel SpA
	Location of SRI investors⁽³⁾							
	Italy	(%)	16.4	16.7	14.5	-0.3	-	Enel SpA
	UK	(%)	11.9	9.7	11.7	2.2	-	Enel SpA
	Rest of Europe	(%)	41.3	43.6	40.9	-2.3	-	Enel SpA
	North America	(%)	24.4	26.0	26.6	-1.6	-	Enel SpA
	Rest of the world	(%)	6.0	4.0	6.2	2.0	-	Enel SpA
	Share price performance							
	Financial performance of the share⁽⁴⁾							
	Enel	(%)	-28.6	-14.9	17.0	-13.7	-	Enel SpA
	FTSEMib	(%)	-13.3	23.0	-5.4	-36.3	-	Enel SpA
	Endesa	(%)	-12.7	-9.6	-6.1	-3.1	-	Endesa
	Enel Américas (ex Enersis)	(%)	22.0	-19.8	-30.5	41.8	-	Enel Américas
	Enel Chile	(%)	30.8	-46.0	-21.7	76.8	-	Enel Chile
	Ibex 35	(%)	-5.6	7.9	-15.5	-13.5	-	Enel SpA
	MICEX	(%)	-	15.1	8.0	-15.1	-	Enel SpA
	IPSA	(%)	22.1	3.1	-10.5	19.0	-	Enel SpA
	Return for the shareholder							
	DPS	(cent euro)	0.40	0.38	0.36	0.02	5.3	Enel SpA
	TSR (Total Shareholder Return) from IPO (accumulated)	(%)	158.6	239.1	281.2	-80.5	-	Enel SpA
	TSR from IPO (annualized)	(%)	4.2	5.7	6.5	-1.5	-	Enel SpA
	TSR last 2 years (accumulated)	(%)	-32.2	8.4	79.4	-40.6	-	Enel SpA

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	TSR last 2 years (annualized)	(%)	-176	4.1	33.9	-21.7	-	Enel SpA
Communication to shareholders								
	Information requests from retail shareholders⁽⁶⁾	(no.)	51.0	56.0	40.0	-5.0	-8.9	Enel SpA
LENDERS								
Debt								
	Total debt	(mil euros)	60,068	51,693	45,415	8,375	16.2	Enel
	Debt to Equity	(i)	1.4	1.2	1.1	0.2	17.2	Enel
	Rating							
	S&P	(i)	BBB+	BBB+	BBB+	-	-	Enel
	Outlook	(i)	Negative	Stable Outlook	Stable Outlook	-	-	Enel
	Moody's	(i)	Baa1	Baa1	Baa2	-	-	Enel
	Outlook	(i)	Negative	Positive	Positive	-	-	Enel
	Fitch	(i)	BBB+	A-	A-	-	-	Enel
	Outlook	(i)	Stable Outlook	Stable Outlook	Stable Outlook	-	-	Enel
405-1 CORPORATE GOVERNANCE								
Board of Directors (BoD)								
	Members of BoD by type	(no.)	9	9	9	-	-	Enel SpA
	Executive members	(no.)	1	1	1	-	-	Enel SpA
	Non-executive members	(no.)	8	8	8	-	-	Enel SpA
	- of whom independent ⁽⁶⁾	(no.)	8	8	7	-	-	Enel SpA
Women on BoD of the Group:								
	Women on the BoD of Enel SpA	(no.)	4	4	4	-	-	Enel SpA
	Women on the BoD of Group companies	(no.)	76	247	208	-171	-69.2	Enel
Members of the BoD by age group								
	Under 30 years old	(%)	-	-	-	-	-	Enel SpA
	30 - 50 years old	(%)	11	11	22	-	-	Enel SpA
	Over 50 years old	(%)	89	89	78	-	-	Enel SpA
	BoD meetings⁽⁷⁾	(no.)	16	16	16	-	-	Enel SpA
2-26 Implementation of the Code of Ethics⁽⁸⁾								
	Reports received by type of stakeholder:	(no.)	172	153	151	19	12.4	Enel
	Internal stakeholders	(no.)	22	27	25	-5	-18.5	Enel
	External stakeholders	(no.)	19	24	22	-5	-20.8	Enel
	Anonymous	(no.)	131	102	104	29	28.4	Enel
	Reports received for harmed or potentially harmed stakeholder:	(no.)	172	153	151	19	12.4	Enel
	Shareholder	(no.)	48	67	55	-19	-28.4	Enel
	Customer	(no.)	12	7	3	5	71.4	Enel
	Employee	(no.)	74	51	64	23	45.1	Enel
	General public	(no.)	4	5	5	-1	-20.0	Enel
	Suppliers	(no.)	34	23	24	11	47.8	Enel
	Reports received by status:	(no.)	172	153	151	19	12.4	Enel
	Reports being assessed	(no.)	15	-	-	15	-	Enel
	Reports for which a violation has not been confirmed	(no.)	128	109	125	19	17.4	Enel
	Reports for which a violation has been confirmed	(no.)	29	44	26	-15	-34.1	Enel
	Reports related to:	(no.)	172	153	151	19	12.4	Enel
	Conflict of interests/Bribery/Corruption	(no.)	30	32	25	-2	-6.3	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Misappropriation	(no.)	20	31	29	-11	-35.5	Enel
	Work practices	(no.)	96	71	79	25	35.2	Enel
	Community and society	(no.)	1	3	4	-2	-66.7	Enel
	Other reasons	(no.)	25	16	14	9	56.3	Enel
	Violations confirmed by type of harmed stakeholder:	(no.)	29	44	26	-15	-34.1	Enel
	Shareholder	(no.)	14	19	17	-5	-26.3	Enel
	Customer	(no.)	1	-	-	1	-	Enel
	Employee	(no.)	11	14	5	-3	-21.4	Enel
	General public	(no.)	-	1	1	-1	-100.0	Enel
	Suppliers	(no.)	3	10	3	-7	-70.0	Enel
406-1	Violations related to incidents of:	(no.)	29	44	26	-15	-34.1	Enel
	Conflict of interests/Bribery/Corruption ⁽⁹⁾	(no.)	9	8	2	1	12.5	Enel
	Misappropriation	(no.)	4	5	14	-1	-20.0	Enel
	Work practices	(no.)	11	27	9	-16	-59.3	Enel
	Community and society	(no.)	-	1	-	-1	-100.0	Enel
	Other reasons	(no.)	5	3	1	2	66.7	Enel
	Violations regarding incidents of conflict of interest/corruption, by country:	(no.)	9	8	2	1	12.5	Enel
	Argentina	(no.)	-	-	-	-	-	Argentina
	Brazil	(no.)	2	-	2	2	-	Brazil
	Chile	(no.)	2	-	-	2	-	Chile
	Colombia	(no.)	1	4	-	-3	-75.0	Colombia
	Italy	(no.)	1	1	-	-	-	Italy
	Peru	(no.)	-	-	-	-	-	Peru
	Romania	(no.)	-	-	-	-	-	Romania
	Russia	(no.)	-	2	-	-2	-100.0	Russia
	Spain	(no.)	-	1	-	-1	-100.0	Spain
	India	(no.)	1	-	-	1	100.0	India
	United States	(no.)	1	-	-	1	100.0	United States
	Panama	(no.)	1	-	-	1	100.0	Panama
	Actions taken in response to incidents of conflict of interest/corruption	(no.)	9	10	2	-1	-10.0	Enel
	of which: actions taken against employees in response to cases of conflict of interest/corruption	(no.)	6	7	2	-1	-14.3	Enel
	of which: actions taken against contractors in response to cases of conflict of interest/corruption	(no.)	3	3	-	-	-	Enel
INSTITUTIONAL RELATIONS								
201-4	Grants							
	Grants supplied in the period by geographic area	(mil euros)	7.4	43.5	7.8	-36.1	-83.0	Enel
	Italy	(mil euros)	5.0	37.1	4.9	-32.1	-86.6	Italy
	Romania	(mil euros)	-	-	-	-	-	Romania
	Spain	(mil euros)	2.1	1.7	1.4	0.4	23.1	Spain
	Brazil	(mil euros)	-	4.1	-	-	-	Brazil
	Colombia	(mil euros)	0.37	-	1.0	0.4	-	Colombia
	Chile	(mil euros)	-	0.5	0.5	-	-	Chile
	Energy networks	(%)	60.9	55.7	49.7	5.2	9.5	Enel
	R&D	(%)	38.6	17.2	35.8	21.4	-	Enel

GRI/ EUSS	KPI	UM	December 2022	December 2021	December 2020	2022-2021	%	Scope
	Renewable	(%)	-	20.9	12.3	-20.9	-	Enel
	Training	(%)	-	5.8	-	-	-	Enel
	Other	(%)	0.5	0.3	2.3	0.2	40.2	Enel
	Number of projects which received grants	(no.)	37	100	48	-63.0	-63.0	Enel
Loans granted by the EIB and others								
	Remaining debt on loans from EIB and others by geographic area	(mil euros)	8,219	6,692	6,314	1,527	22.8	Enel
	- Italy	(mil euros)	3,912	3,761	3,735	150.9	4.0	Italy
	- Iberia	(mil euros)	2,556	1,889	-	667.2	35.3	Iberia
	- Latin America	(mil euros)	1,209	823	-	386.0	46.9	Latin America
	- Europe and North Africa	(mil euros)	-	100	-	-100.3	-100.0	Europe and North Africa
	- Africa, Asia and Oceania	(mil euros)	-	-	-	-	-	Africa Sub-Saharan and Asia
	- North America	(mil euros)	542	132	-	410.0	-	North America
	Remaining debt on loans from EIB and others by destination⁽⁹⁾							
	Energy networks	(%)	52.0	60.4	62.9	-8.4	-13.9	Enel
	R&D	(%)	0.0	0.1	0.1	-0.1	-	Enel
	Renewable	(%)	41.0	37.0	34.5	4.0	10.8	Enel
	Training	(%)	-	-	-	-	-	Enel
	Other	(%)	7.0	2.5	2.6	4.5	-	Enel
	Number of projects in progress approved with loans from EIB and others	(no.)	212	147	138	65.0	44.2	Enel
Policy influence								
	Lobbying, interest representation or similar	(euro)	-	-	-	-	-	Enel
	Local, regional or national political campaigns / organizations / candidates	(euro)	-	-	-	-	-	Enel
	Trade associations or tax-exempt groups (e.g. think tanks)	(euro)	9,595,575.0	8,424,797	8,356,353	1,170,778.0	13.9	Enel
	Other (e.g. spending related to ballot measures or referendums)	(euro)	-	-	-	-	-	Enel
	Total contributions and other spending	(euro)	9,595,575.0	8,424,797	8,356,353	1,170,778.0	13.9	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) Calculated comparing the number of shares held by identified Socially Responsible Investors (SRIs) with the number of shares held by identified institutional investors.

(3) 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, EUROSIIF are among the key factors in order to classify an investor as an SRI).

(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) Directors qualified as independent pursuant to the Single Financial Act and the Italian Corporate Governance Code (Edition 2020)

(7) Of these, 12 meetings were held in 2022 on sustainability issues.

(8) During the year, the verification of all the reports received in 2021 was completed: the number of confirmed violations for 2021 was therefore revised from 41 to 44. The three additional violations are to be ascribed to a case of conflict of interest and two cases of inappropriate behavior related to labor practices.

(9) 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.