



“Statement of Commitment to Health and Safety” and “Stop Work Policy”

The “**Statement of Commitment to Health and Safety**” and the “**Stop Work Policy**”, both signed by the Chief Executive Officer, are two documents on which the commitment of our Group is based, also as approved by our Policy on human rights.

The Statement of Commitment is based on the following principles:

- compliance with legislation, adoption of the best standards and sharing of experience;
- creation, implementation and continual improvement of the Occupational Health and Safety Management System in compliance with international standard ISO 45001;
- reduction of injuries, occupational diseases and other accidental events through the implementation of suitable preventive measures and checking of their adequacy and effectiveness;
- assessment of all health and safety risks and adoption of a systematic approach to eliminate them at the source if possible, or to minimize them, while guaranteeing maximum protection for anyone working for Enel;
- promotion of informative initiatives to disseminate and consolidate a culture of good health, safety and organizational well-being;
- adoption of working methods inspired by quality and their dissemination by means of incisive and effective training that aims to create a lasting connection between technical aspects and safety aspects;
- direct commitment of the persons in charge aimed at strengthening a robust culture of leadership in relation to safety;
- adoption of safe and responsible conduct throughout all levels of the organization;
- design of workplaces and supply of suitable equipment and tools for the execution of operating activities, guaranteeing optimal and the safest conditions;
- rigorous selection and management of contractors and vendors, promoting their involvement in safety performance continual improvement programs;
- constant attention towards communities and towards all those who work with or come into contact with the Group’s activities by sharing a culture of health and safety protection;
- annual definition of priorities, specific and measurable goals and continual monitoring to check their effective implementation through the involvement of Top Management.

The health and safety system

In line with the Policy on Human Rights, Code of Ethics, Statement of Commitment and Stop Work Policy, we have defined a specific **Health & Safety Policy** that requires every Group Business Line to have its own **Health & Safety Management System** in compliance with international standard ISO 45001.

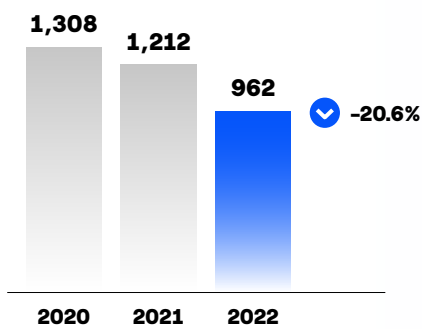
The Management System is based on the identification of hazards, the qualitative and quantitative assessment of the risks, the planning and implementation of the preventive and protective measures, as well as checking their effectiveness, any corrective measures and the preparation of work teams. The Management System involves both Enel people and personnel from contractor companies who work at Enel’s plants and sites, and is based on the following shared principles:

- prior evaluation, elimination and/or reduction of risks through application of the latest technical know-how;
- identification of the necessary preventive measures and the associated implementation program;
- adoption of residual risk mitigation measures, awarding priority to collective rather than personal solutions;
- active, responsible and integrated intervention of all parties concerned with safety, involving workers and/or workers’ representatives, starting from the identification of risk situations up to the choice of solutions to prevent and/or reduce them;
- appointment of a medical officer, when required, and setting up health surveillance for workers responsible for specific high-risk processes;
- preparation of a program of information and training of workers in order to increase awareness when dealing with situations of risk;
- regular upkeep and cleaning of workplaces;
- the adoption of tools, also technological tools, to support the assessment of the risk and its resulting mitigation.

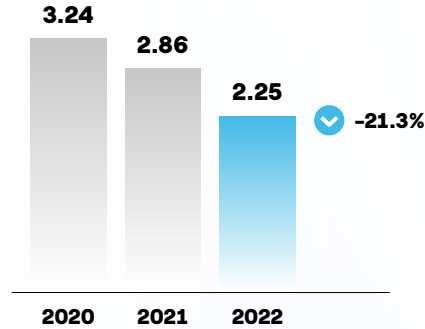
The Holding Health, Safety, Environment and Quality unit (HSEQ) performs the roles of supervision, guidance and coordination, promoting the dissemination and sharing of best practices within the Group and external health and safety benchmarking with top international players in order to identify improvement opportunities and ensure

constant commitment in the area of risk reduction. The Global Business Lines and Country HSEQ structures orient and support the business in relation to health and safety issues, define improvement plans and monitor their execution.

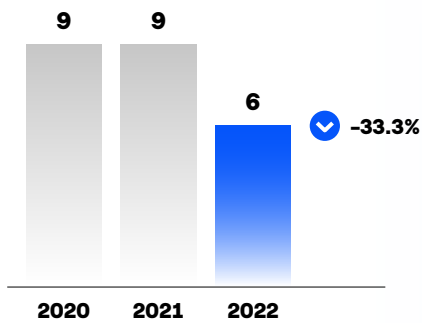
Total Recordable Injuries (TRI) no.



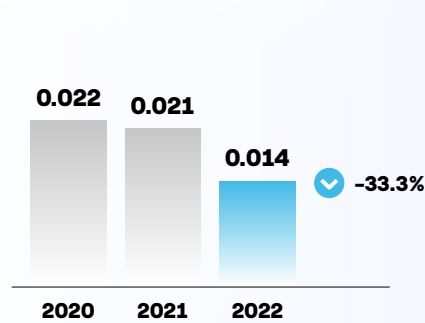
Total Recordable Injury Frequency Rate (TRI FR) i



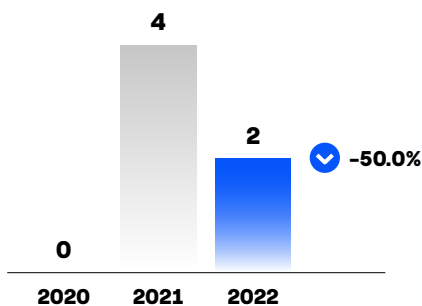
Number of Fatal Accidents (FAT) no.



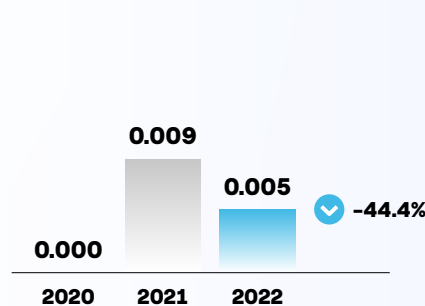
Fatality Frequency Rate (FAT FR) i



Number of Life Changing Accidents (LCA) no.



Life Changing Accidents Frequency Rate (LCA FR) i



Enel's commitment is: zero injuries every day, all days

Combined values, Enel people and contractors

As compared to the previous year, **in 2022 there was a consistent reduction in all injury frequency rates**, in relation to a number of hours worked that has remained more or less constant (+1.1%).

In 2022, the Total Recordable Injury Frequency Rate (TRIFR) decreased 21.3% compared to 2021, with approximately 2.2 injury events for every million hours worked. This decrease involves both Enel people (-2.4%) as well as personnel from contractor companies (-24.4%).

Furthermore, as regards events with the highest impact, there were **6 fatalities** involving 1 employee of the Group (Enel Grids in Romania) and 5 involving contractors (all in Enel Grids, 3 in Brazil, 1 in Italy and 1 in Argentina). The causes of all these injuries are mainly associated with electrical (5) and mechanical (1) related accidents. Furthermore, during the year there was only 1 Life Changing injury that involved a Grids contractor in Brazil.

There were also **2 Life Changing injuries**, that is injuries with consequences that changed the life of the injured person, one from Grids in Brazil and the other Enel X in Chile, both contracting company personnel.

217 Extra Checking on Site (ECoS) assessments were performed in 2022, meaning the internal assessment of safety and environment in order to evaluate the suitability of the

organization and processes in a specific operating area of the Group. These checks are performed by expert HSEQ personnel who come from outside the operating unit under assessment, in addition to technical profiles who are specific to the business. After the check is performed, a report is issued with the evidence found in the field and the proposed corrective measures, whose implementation is monitored until complete conclusion.

As regards the collection, analysis and management of the events, the Group uses Policy 106 "Classification, communication, analysis and reporting of incidents", which defines roles and methods employed to guarantee prompt communication of incidents, ensuring the related cause analysis process, definition of improvement plans, and monitoring of the associated actions depending on the event type. Based on evidence resulting from the monitoring and control system, a data-driven approach was implemented that is based on IT tools and analytical dashboards, which makes it possible to appraise the performance of the organizational units and suppliers, identify areas at greater risk of fatalities and Life Changing injuries and the subsequent management methods. This approach is combined with the collection and sharing of the best practices that support the process of continuous learning and help avoid the same events from repeating.

Safety in contract processes

Safety at Enel is integrated in tender processes and the performance of companies is monitored both on a preliminary level, by means of the qualification system, and during contract execution through a large number of control processes and tools such as the Supplier Performance Management tool (SPM).

During the tender phase, a specific document is prepared ("**HSE Terms**"), and attached to all contracts that must be signed by contractors when work is awarded. The document, which is the same throughout the entire Group, defines the obligations in relation to health, safety and environmental aspects that the contractors must respect, placing the same obligation on their subcontractors. This tool clarifies Enel's requirements and conveys their importance to contractors; it also defines a list of safety and environmental violations that can involve specific penalties, up to the termination of the contract and/or suspension of qualification on the Enel supplier portal.

As regards supplier safety and environmental checks, during 2022 the performance of the **Contractor Assessment (CA)**, continued at the offices of the suppliers and at their job sites, or also remotely when it was not possible to visit them on site. **1,434 CA** were carried out distributed among all the Enel Business Lines and Countries and Regions. The Contractor Assessment is carried out during the qualification phase for each new supplier, in cases in which criticalities emerge (severe injuries or fatalities) or low SPM (Supplier Performance Management) rating scores. In addition, **55 Evaluation Groups (EG)**, which are periodic multidisciplinary meetings, were held in 2022 distributed in all the Business Lines and Countries and Regions, which make it possible to assess the safety performance of suppliers and define targeted actions as well as accompaniment and support plans customized for the companies, in order to reach the desired safety standards and mitigate possible areas of risk in advance.

Infrastructure safety and technological innovation

Enel views technological innovation as a valid tool capable of improving a large number of processes from the Health & Safety perspective. In continuation with what was done in previous years, the development and application of some innovative safety and health projects were continued also in 2022.

“**Personal Voltage Detectors**”, portable devices designed to identify electrical voltage on medium-voltage power lines located at operationally significant distances from the worker but not necessarily involved in the activity in progress, are being used in the Infrastructure and Networks area to reduce the electrical risk.

Within the scope of the “**Intrinsic Safety**” program, which was implemented with synergy and co-design between various Enel Global Business Lines and Holding Functions, many experiments and innovative projects are being developed, such as: “**AI4Lifting**”, which uses Artificial Intelligence to detect any potential situations of danger when handling loads, and “**Hop Safe**”, a system that allows personnel to use a ladder when working at a height only when they are properly connected to the life line.

The experimentation of innovative solutions is being continued in the area of **HMI (Human-Machine Interaction)** to prevent the risk of accidental impacts with moving work equipment or with underground service lines, as in the case of the following projects:

- **Anticollision System**: whose objective is to improve the

functionality of devices that generate alarms through the use of Artificial Intelligence programs;

- **Smart Bucket**: which implements a system that is able to prevent damaging underground utilities during excavation works, which are a significant market problem that can create construction delays and risks for the safety of machine operators;
- **AME**: a project with the purpose of creating a device able to define a safe work area dedicated to operators and vehicles, through the use of proximity and voltage presence sensors.

Finally, innovative solutions are being developed for **monitoring health conditions during work activities** in order to prevent and quickly manage potential situations of danger and/or emergency. An example is **Safety 4 Lone workers** which involves the use of a multifunctional device (smart-watch) that uses specific algorithms to monitor the main biometric parameters in order to prevent possible situations of risk, in particular for Enel workers working alone. In parallel, 2022 marked the end of the test campaign for the **Youcare T-shirt**, an innovative wearable proposed by the “Accyourate” company, which was fitted with electro-medical sensors that detect up to 9 bio-vital parameters, whose positive result opens up further scenarios in the area of injury prevention and in the planning of campaigns for data driven based health.

Health

| 3-3 | 403-3 |

Health is a fundamental value for the care and development of our people. For this reason, the Enel Group has adopted a structured health management system based on preventive and protection measures, and is committed to developing a corporate culture oriented toward the promotion of psychological-physical health, organizational well-being and balance between the professional and personal spheres.

This approach is described in the Policy on Human Rights and the new version of the “**Health and Well-being**” Policy, approved in January 2022, and defines in three main steps – health surveillance, prevention and well-being – the path for promoting good health and well-being.

From this point of view, from a global and local perspective, we are promoting initiatives targeted toward improving the quality of the work day on a physical and psycholog-

ical level, and are implementing awareness campaigns for promoting healthy lifestyles. For example, in 2022, a global campaign on health risks connected to smoking was carried out, and 2 webinars were held, translated into the main languages of the Group Countries and available to all employees that explained the effects of smoking on health and provided advice on how to quit.

As regards work-correlated stress, over the past years we have carried out 3 surveys, starting from a coverage of approximately 20% up to all employees. The last survey was started at the end of 2022. These surveys did not point out true work-correlated stress, but some Company areas emerged with a greater number of “borderline” cases, for which we planned and implemented actions to reduce the average stress level of the unit.

As regards occupational diseases, our analyses did not

find cases related to renewable energies that, due to their nature, decrease the risk caused by the greater speed of building the plants and their more simple management.

In addition, we are providing screening programs targeted toward preventing the onset of diseases and offer **conventions that provide ready access** to medical and healthcare services, assistance actions for persons with disabilities and specific preventive medicine initiatives.

As regards **business travel**, the “Health, safety and emer-

gency aspects for expats or long term travelers” policy is in force, which in addition to providing guidelines to travelers in terms of health, safety and emergency management, also defines in a uniform manner the preliminary steps and authorization flow for the temporary assignment of Enel people abroad. For the latter and their families, insurance coverage was activated since last year, which provides access to health care services in the host country, as well as home care.

Development of safety culture: training and information

| 3-3 | 403-5 | EU18 |

To support the processes of change and guarantee the dissemination of a solid safety culture on all levels, the Enel Group has a structured process for the management and provision of training to all employees.

Overall in 2022, **Enel people received approximately 1,245 thousand training hours regarding health and safety**, with the purpose of protecting the health and psychological-physical well-being of people and increasing the know-how and specific skills of workers throughout the Group.

In particular, in the Holding HSEQ organizational unit, the **SHE Factory** unit is active, which has the specific objective of implementing, integrating and harmonizing training projects throughout the entire Group dedicated to promoting a new mentality for a better way to work that is safer for people and more sustainable for the environment. SHE Factory unit provided more than 65 thousand hours of internal training.

In 2022, this unit provided various specific training courses on health, safety, environment and quality (HSEQ), which involved **approximately 18 thousand employees**, for a total of **more than 65 thousand hours of training supplied**. As regards safety, the main topics that were addressed last year were **Safety Leadership, Stop Work Policy, Buddy Partner** and **Mentor**.

The **Buddy Mentors** can be defined as “safety influencers” and are based on a fundamental assumption: “Working safely means ensuring the safe work also of your buddies”. This is a project characterized by innovation, change (cultural and organizational), transferability and effectiveness of the results. With this initiative targeted toward Enel Grids personnel, Enel won the “AIF Training Excellence Award (Italian Trainer Association)” in Italy, in the category “Health, Safety, Organizational Well-being”, targeted toward all professional structures working in the public or private sector.

Particular attention is also placed on suppliers with the **“Partnership for safety, health and the environment”** project, which focuses on assisting Enel partners in adapting their company standards regarding HSEQ, with assessments and collaboration opportunities in the field. From this point of view, SHE Factory provided all suppliers with a global software platform, ENEL4SHARE Platform, for the sharing of training material which can be downloaded and used by the supplier to hold training for their employees.



HEALTH WEBINAR – The importance of prevention: risks to health deriving from smoking cigarettes

Sergio Martínez González

Health and Safety Manager,
HSEQ Holding



We are committed to developing a corporate culture oriented toward the promotion of psychological-physical health, organizational well-being and balance between the professional and personal spheres

“For Enel, worker good health and well-being have always been a top priority. We are working to protect the psychological and physical well-being of all our colleagues, not only at work, but also at home and during their free time. For this reason, we are committed to promoting healthy life styles and developing a new well-being-oriented corporate culture. We are convinced that our contribution is able to improve the lives of our colleagues and their loved ones, and this motivates us to always do better.”



Cigarette smoking is one of the main causes of disease and death world-wide. Fortunately, many of the negative effects of smoking can be prevented or reduced by quitting smoking. It does not matter how long you have smoked, quitting can still considerably reduce the risk of developing diseases associated with smoking.

The Health and Safety unit of HSEQ Holding, organized a global awareness event on damage caused by smoking on May 31, on occasion of the “World No Tobacco Day”.

With Professor Laura Carrozzi, Full Professor of Respiratory System Diseases at the University of Pisa, and Director of the AOUP Pneumology Unit, and Dr. Francesco Pistelli,

Senior Researcher of Respiratory System Diseases at the University of Pisa and Manager of CEST, “Center for the Study and Treatment of Tobacco Use”, we discussed prevention, the health benefits that result from deciding to stop smoking, products that replace the traditional cigarette, how the pandemic changed smoking habits and the environmental impact of smoking.

The webinar, which is also available in on-demand mode, has been translated into the main languages of the Group and recorded the participation of approximately 3,600 people, equal to approximately 5% of all Group employees.

Safety of communities and third parties

3-3 | 416-1 | EU25 |

Establishing solid and long-lasting relations with local communities in the countries in which Enel operates represents a fundamental pillar of the Group's strategy. This, together with constant attention to social and environmental factors, makes it possible for Enel to implement on the one hand a new fair development model that does not leave anyone behind and on the other hand is able to create shared value over the long term for all stakeholders.

Our installed plants are built in compliance with legislative prescriptions and the rules of best technical practice. Plants, machines and work equipment are subject to systematic and periodic checks and maintenance activities to guarantee correct operation in compliance with regulations and in accordance with the adoption of the best safety standards.

In order to guarantee the health and safety of the community and reduce the impact of the typical activities of the Company's generation process on the external envi-

ronment, the Company carries out monitoring campaigns. These include, for example, measurement of the electromagnetic fields of power networks, the detection of the noise level, vibration and dust created by the electrical machines of power plants and distribution and transformer substations. Also the following environmentally significant factors are monitored: atmospheric emissions and air quality, effluent discharge into surface waters, water quality, production, reuse and disposal of waste, soil quality, biodiversity impacts.

Considerable attention has been devoted to preventing injuries involving members of the public who accidentally come into contact with electricity networks during operations such as job sites near transmission lines or sports and leisure pursuits (fishing, flying kites, etc.). For this reason, awareness campaigns are conducted periodically, addressed both to the general public and to specific categories such as, for example, construction companies and sport's associations.

Emergencies management

DMA EU (former EU21) |

Our Group has defined a common crisis and critical events management system across the various countries where we are present, described by policy 24 "Critical Event Management". This system involves evaluation of the impact caused by critical events by means of a standard reference scale with three levels. High-impact crises are managed centrally, while medium- or low-impact crisis situations are managed within the specific organization in the individual countries.

High-impact crises ("Group Red Code") are also addressed by creating a central crisis committee in the Security Control Room at the Viale Regina Margherita headquarters in

Rome, supplying support 24/7 for communication and coordination of information flows. Moreover, the crisis committee defines strategies and actions to deal with critical events and coordinates all actions designed to restrict damage to the Enel Group's property, profitability and reputation.

In parallel, if the critical event can involve risks to the health and safety of people, the policy 203 "Guideline for Emergency Management" foresees on a global level the immediate activation of emergency measures, in compliance with the locally adopted safety management systems.

Nuclear policy

In the context of its operations in the field of nuclear technologies, Enel has made a public commitment, in the role of shareholder, to guarantee that a clear nuclear safety policy is adopted in its atomic energy plants and that the plants are managed in accordance with criteria capable of assuring the absolute priority of safety and protection of workers, the community and the environment.

Further details are available on the Enel website (<https://www.enel.com/it/investitori/sostenibilita/impegno-quotidiano/salute-sicurezza-lavoro/enel-nucleare>).

Industrial relations on health and safety topics

In order to consolidate the culture of safety and promote the adoption of behaviors that are consistent with Company policies, Enel supports social dialogue and participation of workers' representatives. Joint committees have been set up for this purpose in the main countries in which Enel is present, dedicated to monitoring the issues and projects concerning workers' health and safety on the national level and also in terms of Business Lines. In Italy, in implementation of the matters provided for by the national trade union agreement on the "Italian model of Enel Italia industrial relations", there has been a bilateral commission on workplace safety and protection policies in force since 2012. The commission examines the main projects aimed at improving safety standards, training projects, preventive initiatives. In 2013, the Enel Global Framework Agreement

created an analogous bilateral commission at the Group level, which defined a "joint recommendation" concerning health and safety standards applicable in all Enel countries. Negotiations are in progress to renew the Enel Global Framework Agreement.

On March 29, 2022, Enel and the trade unions signed the "Charter of the Person", which is a document containing important principles also concerning the safety culture and behaviors that are being implemented on a Group level, as the agreement was implemented also in other Countries and Regions.

The following details concern the commissions that operate in the main countries on the national and/or local levels.

COUNTRY	JOINT COMMITTEES FOR HEALTH AND SAFETY
Italy	The Occupational Safety and Environment Policies Committee performs an important role of analysis and planning of projects that concern safety, the processing of prevention policies and organizational solutions; promotion of safety training courses for personnel and employees of contractor companies, with particular attention to the prevention and protection service manager. The Health and Safety Bilateral Bodies per Business Area are responsible, in particular in the Grids area that follows the guidelines dictated by the Bilateral Committee, applying them to the specific context of the Grids, for analyzing the injury trend, suggesting innovative safety projects, analyzing training plans and modify operating instructions. During the last two years, both the Committee as well as the Health and Safety Bilateral Bodies were particularly active, with periodic meetings almost every 15 days, in order to review in particular all the aspects correlated to the pandemic, as well as for the management of safety issues in order to identify and accompany innovative projects targeted towards continuously improving the prevention of injuries, but above all to work on the safety culture also as specified in the Charter of the Person .
Romania	In compliance with legislative provisions, there is an Occupational Health and Safety Committee comprised of representatives appointed by the trade organizations who represent the workers for each company (worker representatives) on the one hand, and on the other, a number of people representing the employer equal to the number of worker representatives. The occupational health physician is required to participate in the CSSM meetings. The Occupational Safety and Health Committee aims to guarantee employee involvement in the development and implementation of decisions regarding occupational health and safety. Committee members meet periodically (every three months and each time it is necessary) to discuss specific problems and propose measures/actions for managing, controlling and improving the level of employee health and safety. Based on the CLA, every Enel company also has joint committees comprised of representatives of the members of the company and union/worker representatives that meet periodically/ every time it is necessary to resolve problems that arrive when applying the valid CLA, as well as to create an organizational framework that permits them to remain in permanent contact in order to prepare the negotiations for the new CLA.
Spain	The <i>Comisión de participación y control</i> has been set up on the national level, while the local level is handled by <i>Comités de seguridad y salud territoriales</i> .
Argentina	The power plants have bilateral committees responsible for health and hygiene issues, which meet once a month or once every two months. The agreement does not specify the frequency with which the meetings are held.
Chile	The mixed health and safety committees are active and have the task of avoiding occupational injuries by implementing measures for the prevention of risks for employers, implementing permanent work and programs on the safety of work places.
Peru	We have bilateral committees (workers and Company representatives) that approve occupational health and safety policies according to law.
Brazil	The <i>Comissão interna de prevenção de acidentes</i> has been established at all sites, which is comprised of Company representatives and worker representatives; the committee focuses on the creation of injury prevention initiatives.
Colombia	Two joint committees have been set up (COPASST), one for networks and one for generation, with the role of promoting occupational medicine legislation.
Mexico	The Health and Safety committee is active: as required by law, there is a Mixed Commission for Safety and Hygiene (MCSH) for each plant, including also the corporate offices. This represents the obligations of the employer according to "NOM-019-STPS-2011" (constitution, integration, organization and operation of the safety and hygiene commissions), being a bipartisan body comprised of an equal number of worker and employer representatives, whose purpose is to identify hazardous and unsafe agents and conditions, investigate the causes of occupational injuries and illnesses; suggest measures for preventing them, and to control observance. The personnel part of the Mixed Commission for Safety and Hygiene (MCSH) perform a safety walk at each plant and site every three months.