

## The level of coverage of non-salary benefits<sup>(11)</sup>

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The analysis concerned the entire Group workforce, showing a high percentage in terms of access to the main benefits.

The main support initiatives and the extent of their coverage of the Enel workforce are set out below.

Non-salary benefits 100% Enel countries	2022	2021	2022 vs 2021
Covid-19 insurance	99%	100%	-1%
Life insurance	89%	88%	1%
Medical insurance	94%	93%	1%
Pension Fund Membership	81%	81%	-
Additional parental measures (maternity, paternity and parental leave)	94%	94%	-
Meal allowances	89%	86%	3%
Child support initiatives	84%	84%	-
Loans	90%	90%	-
Leisure and cultural initiatives	87%	91%	-4%

(11) Non-salary benefits are the series of goods and services provided by the Company in addition to monetary pay.