

Caring for all

3-3 | 401-2 |

We promote the value of care in all situations, including contingencies, in which a person may find themselves during their working life, and we have defined benefits and services that support work-life integration. A few examples of initiatives in the different countries where the Group maintains a presence are provided below.

Caring for people

“MaCro@Work Caring Program”. The MaCro@Work Caring Program is a global initiative launched in Italy and aimed at Enel people suffering from a chronic disease. The first step was the training and creation of the network of Heart Managers, People & Business Partners who voluntarily volunteered to support “vulnerable” colleagues by providing active listening and help in seeking the most appropriate solution to create an inclusive environment for the colleague and the entire work context of reference. During 2022, the project was extended to Spain, Argentina, Brazil, Mexico and Central America, and Romania, and in early 2023 it will be made operational with the creation of about 50 more Heart Managers globally. The project received the DNA – Difference iN Addition Award in Italy, which recognizes concrete good practices of inclusion in corporate contexts.

HeLP Me: a solidarity project that has made it possible to create the first corporate network in Italy based on volunteering that connects colleagues in a situation of need, momentary or permanent, with those willing to offer their time and lend a hand.

On the subject of **psychological well-being**, support services were reinforced during the Covid-19 pandemic and thereafter. In particular, assistance is provided in Brazil, Italy, Spain, Peru, Romania, the USA and Canada, Colombia, Costa Rica, Guatemala, Panama, India, South Africa and Argentina, covering more than 95% of Enel’s people.

There are also several initiatives implemented on the topic of **vulnerability**.

In Greece, in November 2022, Enel Green Power won the Gold Award on the “Break the Stigma” dimension for its initiatives to promote an open and inclusive culture of psychological well-being free of prejudice and stereotypes. Supporting took the form of workshops, specific training such as mindfulness, and *ad hoc* sessions to promote a holistic approach to well-being.

Caring for families

In most countries active services and support are provided, including financially, for childcare and focused on motherhood, such as breast-feeding rooms at our major sites.

In **Italy**, the “Master Care” plan dedicated to caregivers in the Company is active, and there is an online family counseling service at subsidized costs, “New Parents New Energy” parenting training sessions, and the MAAM-CHILD Platform that stimulates active reflection on the life parenting experience in order to capitalize on it in the work context. There were also workshops for employees’ children on coding and STEM subjects. Family services such as financial support (school book bonus, contributions for kindergarten, school and university, scholarships and conventions with schools) and “time-saving” services are also available, such as babysitting, care for the elderly and home support. Since 2022, a care manager service has also been active in Italy, which consists of a specialized operator who accompanies the employee caregiver in dealing with a situation of need, offering support in the choice of assistance and care services best suited to his/her requirements. Numerous initiatives have been introduced, in collaboration with the mobility manager network, to encourage sustainable travel, including bike sharing, by Enel people, including specific agreements for public transport subscriptions. Finally, all mothers and fathers of children attending primary school are granted entry permits for their children’s first day of school.

Also available is the MyWelfare platform, where it is possible to convert the performance bonus into specific welfare goods and services by taking advantage of a tax and economic benefits with a 15% premium offered entirely by Enel. In 2022, to support households in coping with increasing economic hardship, utility costs could also be reimbursed through MyWelfare.

Spain has a dedicated channel on the Company intranet, offering a wide variety of products and services at competitive prices, offers for leisure, training, but also the opportunity to make donations for the improvement of the living conditions of those most in need. An app can also be downloaded to access various services such as private car sharing, car cleaning and repairs, a dietician and a travel agency. Plus, at the Madrid site, a “To-Do room” is available, offering services to save time that are open all day long (for example, laundry, dyeing, computer repairs, etc.), to improve work-life balance.

In **Colombia**, an à la carte platform is available that offers numerous types of benefits that can be redeemed in real time according to work-life balance needs, interests or

current moment in life. During 2022, the organization's benefit model saw the "My emotional care" section for psychological and physical well-being growth.

In **Greece**, we won the Bronz Award in 2022 for the Parents' school program, which aims to improve the work-life balance of parents with measures including psychological support and specialized training.

Caring in the organization

In 2021, an analysis was carried out to harmonize the minimum duration of maternity leave within the Group. From 2022, Japan, Taiwan, Germany and Panama will therefore add to the leave required by law to reach a minimum threshold of 80 working days, as is already the case under European legislation, as required by European regulations.⁽¹⁰⁾ As in 2021 in terms of maternity leave, a similar analysis will be carried out in 2023 regarding paternity leave.

In line with the care approach and to support the parental experience, Enel offers measures in addition to the provisions of local legislation in terms of additional days of leave as well as pay, with potential benefits in the areas of work-life balance and caring for families.

With regard to **maternity leave**, in more than half of the Group's major countries (Argentina, Spain, Mexico, Colombia, Guatemala, Costa Rica, New Zealand, Australia, Brazil, Germany, Japan, Panama and Taiwan), Enel guarantees an increase in the number of days of leave compared to what is provided by local legislation. Specifically, for Japan, Taiwan, Germany and Panama, Enel has supplemented the statutory leave duration to reach the minimum threshold of 80 working days, as required under European regulations. In addition, in Peru Enel offers one year of remote work in addition to that provided for under local legislation, while Argentina, Australia, Brazil and Colombia offer a substantial number of additional days. In terms of salary, where the total remuneration is not guaranteed by local laws, Enel intervenes by bridging the gap to reach 100% coverage. In particular, this occurs in Italy, Romania, North America, Panama, Guatemala, South Korea, and Greece, while in all other Group countries, remuneration is already 100% guaranteed according to legal requirements.

Specifically, in Italy Enel guarantees 100% coverage compared to the 80% required by law for the five months of

compulsory leave. The average number of days of fully paid maternity leave in total for countries that account for over 80% of the global total workforce (Italy, Brazil, Spain, Argentina and Romania) is 26.8 weeks, with the minimum offered in Spain (17 weeks).

Also with regard to **paternity leave**, in some countries Enel intervenes with additional measures both in terms of the number of additional days of leave (Argentina, Spain, Mexico, Colombia, Guatemala, Costa Rica, Panama, United Kingdom, Ireland, Chile, Peru, New Zealand, India, Australia, Greece) and in terms of wages (in Mexico and Greece, Enel covers any pay gaps guaranteeing 100% pay, and in all other Group countries, remuneration is already 100% guaranteed according to legislative requirements). In particular, in Italy since 2021, the law requires 10 days of paternity leave to be paid at 100% of wages, even in the event of adoption. The average number of days of fully paid paternity leave in countries that account for over 80% of the global total workforce (Italy, Brazil, Spain, Argentina and Romania) is 3.7 weeks, with the minimum offered in Brazil (1 week).

In terms of **parental leave**, the measures on offer vary greatly from one country to another. Italy provides parental leave of 10 months, shared between the mother and father, in a child's first 12 years. If the father takes at least 3 months, the total leave rises to 11 months. The collective agreement pays a salary of 45% for the first month and 40% for the second and third months, compared to the 30% required by law for the first 6 months.

In 2021 in Italy, parental leave was extended to same-sex couples in civil partnerships who care for children, and in Peru health insurance coverage was extended to same-sex couples living together for a minimum of two years.

In Italy, it is also possible to **take leave for very serious family circumstances**, and to offer holidays or rest periods from a solidarity point of view (solidarity holidays) to colleagues in the same company, to help children or adolescents, parents, spouses, civil partners or common-law spouses who need constant care or in the event of very serious family or personal circumstances. As well as holidays donated by colleagues, Enel provides the same number of days of paid leave. In Spain, it is also possible to take advantage of daily flexibility adapted to the temporary needs of the worker, in the form of a temporary change in working arrangements, reductions in working hours and leave for family care.

(10) See Council Directive 2010/18/EU of March 8, 2010: <https://eur-lex.europa.eu/legal-content/IT/TXT/?qid=1414661428912&uri=CELEX:32010L0018>.