OPEN POWER FOR A BRIGHTER FUTURE.

WE EMPOWER SUSTAINABLE PROGRESS

Enel Americas Sustainability Report

2022

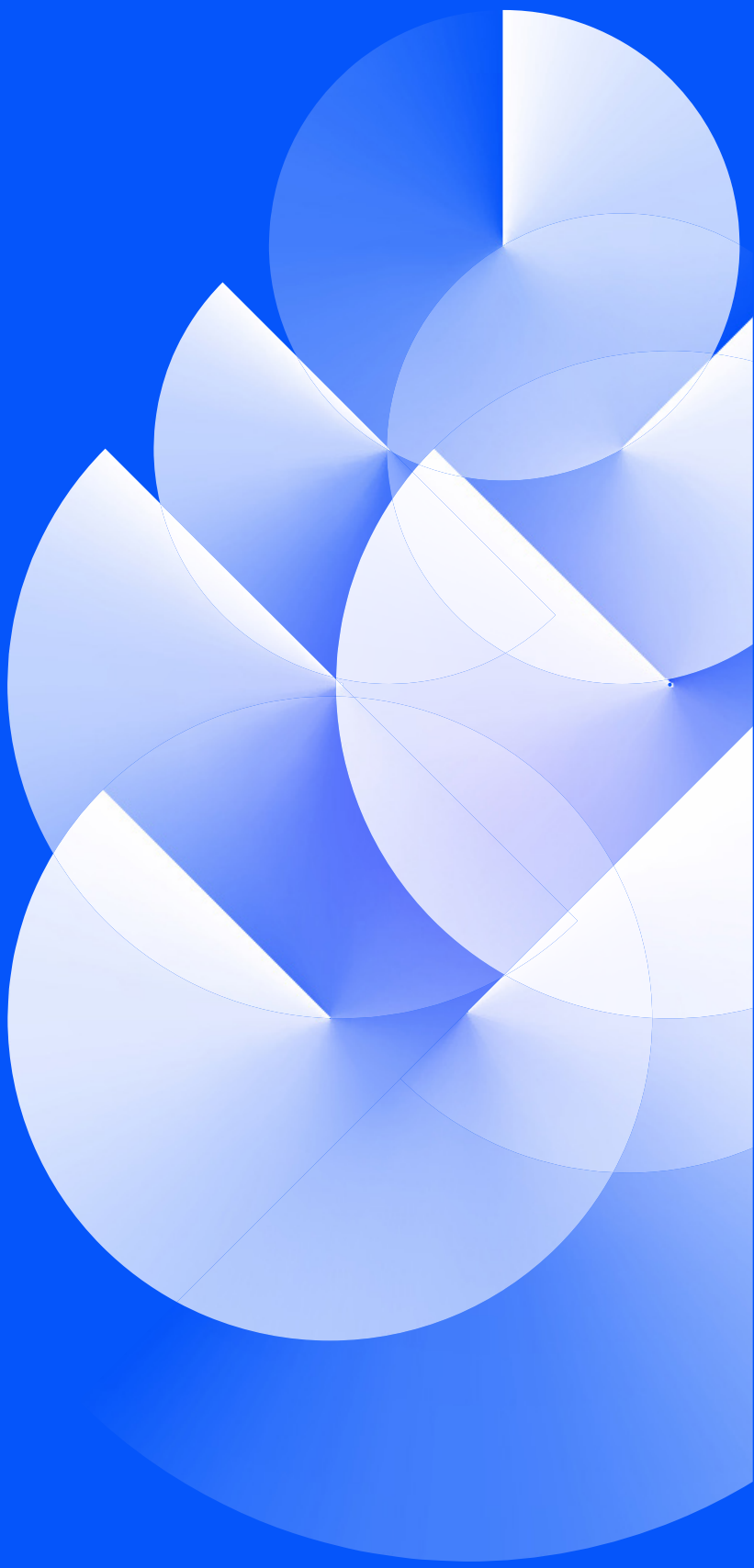
enel

WE SUPPORT

UN GLOBAL COMPACT

We live in an increasingly interconnected world in which the businesses that will continue to prosper in the long term will be capable of acting collectively, creating and sharing value with all stakeholders.

This is reflected in the graphic design of Enel's reports as we develop nature-inspired, connected and balanced shapes and patterns whose flow tells a story of harmony, growth and evolution.



OPEN POWER FOR A BRIGHTER FUTURE.

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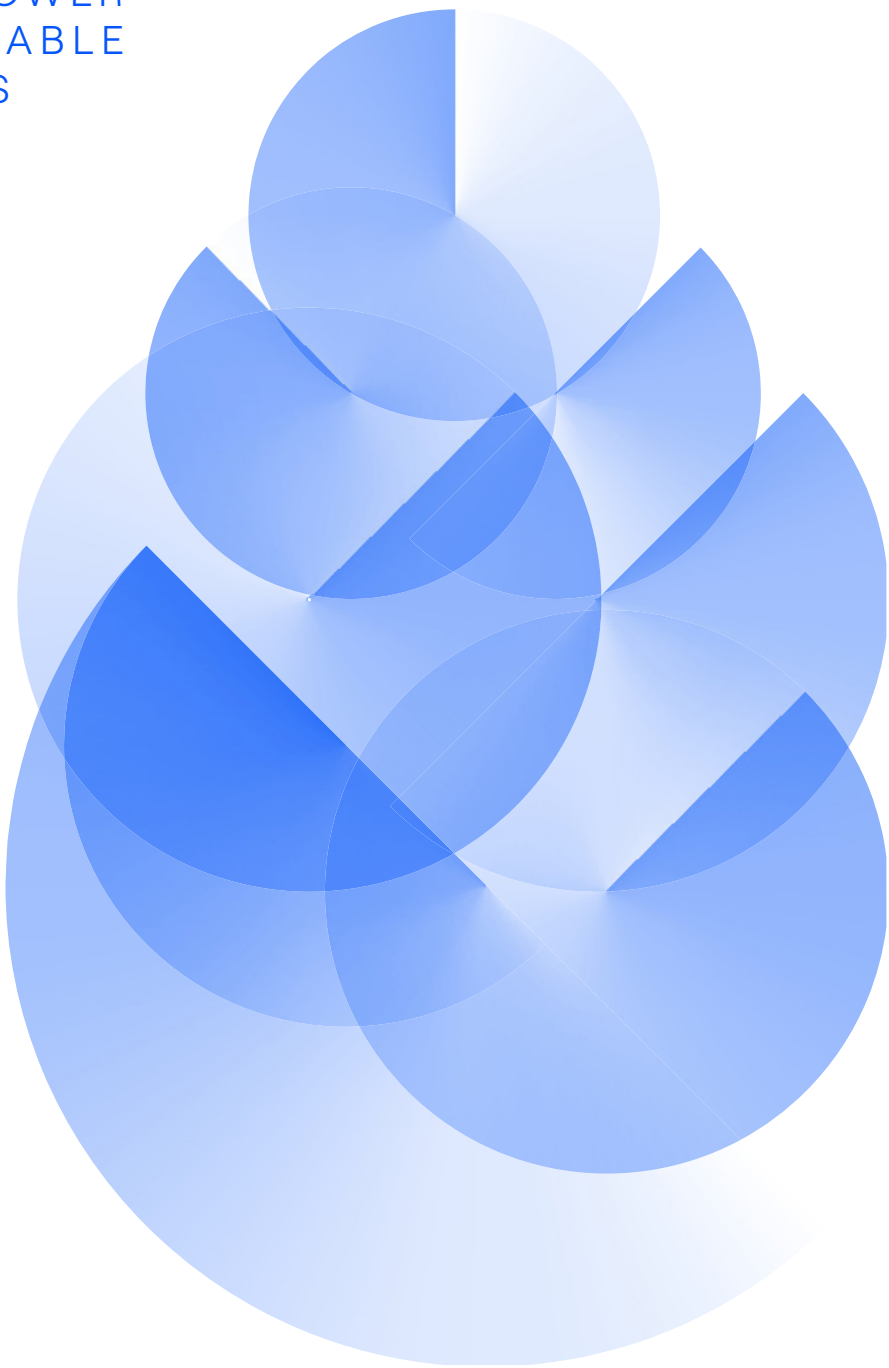

Enel Americas Sustainability Report

2022

Enel is Open Power

Open Power embodies our commitment to address some of the biggest challenges the planet is facing.

PURPOSE

OPEN POWER FOR A BRIGHTER FUTURE.

WE EMPOWER SUSTAINABLE PROGRESS

VISION

Open Power to tackle some of our world's biggest challenges.

POSITIONING

Open Power

PRINCIPLES OF CONDUCT

- Make decisions in daily activities and take responsibility for them.
- Share information, being willing to collaborate and open to the contribution of others.
- Follow through with commitments, pursuing activities with determination and passion.
- Change priorities rapidly if the situation evolves.
- Get results by aiming for excellence.
- Adopt and promote safe behavior and move proactively to improve conditions for health, safety and wellbeing.
- Work for the integration of all, recognizing and leveraging individual diversity (cultural, gender, age, disability, personality, etc.).
- Work focusing on satisfying customer and/or co-workers, acting effectively and rapidly.
- Propose new solutions and do not give up when faced with obstacles or failure.
- Recognize merit in co-workers and give feedback that can improve their contribution

MISION

- Open access to electricity for more people.
- Open the world of energy to new technology.
- Open up to new uses of energy.
- Open up to new ways of managing energy for people.
- Open up to new partnerships.

VALUES

- Trust
- Proactivity
- Responsibility
- Innovation

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Our Sustainability Report provides an account of our environmental, social and governance (ESG) commitments and results achieved, taking into account stakeholder expectations.

We begin with a brief message to stakeholders from our Chairman of the Board and Chief Executive Officer, followed by a section on our sustainable commitment outlining our Company as a whole, our business model and **sustainability governance**, the ESG context in which we operate, our priorities (called "materiality analysis") and the main objectives of our Sustainability Plan, and our positioning in ESG ratings and indexes.

Our Performance section describes the results and objectives of our Sustainability Plan, with an overview of topics as per our sustainable strategy pillars, growth drivers, and sustainable fundamentals. Each theme is introduced by a so-called "sustainability dashboard," which summarizes the main commitments, their progress, and contribution to the United Nations Sustainable Development Goals (SDGs).

The **annex** contains a description of the sustainability reporting criteria, the main sustainability performance quantitative indicators, and the table of contents that provide simplified interpretations for GRI, SASB, TCFD, FEM and human rights.

• Enel Americas Sustainability Report 2022 ›

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For ease of reference, the contents of the document and the hypertext links are equipped with interactive browsing features.

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Our strategy for sustainable progress

Letter to stakeholders

2-22

The considerable rise in global concern over the climate crisis, coupled with an environment marked by significant social and geopolitical upheaval during the year 2022, compel us to be a key player in tackling the environmental and social challenges Latin America will be facing as a society over the course of the next decade.

Phenomena such as the Covid-19 pandemic, social tensions, uncertainties in the energy market, and economic volatility invite us to be agile and creative in order to become stronger and steer the course of our business with the utmost care for the environment and society.

In Latin America, we have addressed these challenges through our Zero Emissions Ambition strategy, acting as leaders in the just energy transition and replacing polluting energies with renewable energies in the most wide-ranging areas, resulting in gains in terms of costs, efficiency and emissions reduction, for the benefit of our customers and stakeholders.

In this context, we are pleased to share our Sustainability Report outlining our Company's strategy, in which we are dedicated to promoting social and economic development wherever we are present, while protecting the environment, the richness of the ecosystems, and acting responsibly in this regard.

In 2022 we unveiled our 2023-2025 Strategic Plan, by means of which we continue to pursue our operational and financial development, facilitating our consolidation in markets that offer the greatest opportunities for sustainable growth, in order to achieve a 98% renewable energy capacity by 2025, while focusing over the coming years on moving decisively and firmly towards the achievement of Zero Emissions by the year 2040.

Francisco de Borja Acha
Chairman of the Board

Maurizio Bezzeccheri
General Manager

Over the course of 2022, we made progress on developing 545 MW of new renewable capacity for the region and continued building more than 2.5 GW from new wind and solar projects. We began construction on the second phase expansion of Enel Green Power Brazil's Lagoa dos Ventos complex, the largest wind farm in operation in South America, while we also began construction on the Enel Green Power Colombia Guayepo I & II solar farm, with an installed capacity of 486.7 MW, which is set to become the largest photovoltaic project in Colombia.

We also entered into agreements with private institutions for clean energy generation, such as the contract between Enel Brazil and Itaú Unibanco, for the supply of clean energy to 80% of its branches, bringing the total installed capacity to 54.7 MWp.

In Colombia, we closed an agreement with the Bavaria brewery, under which we will ensure a 15-year supply of our clean energy, enabling the operations of a labeling plant, seven breweries, and two malting plants. In addition, our subsidiary Enel Colombia began operating the new San José Electric Substation in Bogotá, facilitating the urban renewal of the city and the adaptation of its electrical infrastructure to accommodate construction of the first line of the Bogotá Metro.

In Peru, guided by our subsidiary Enel Generación Perú, we commenced operations of more than 900 solar panels at the SIDERPERÚ industrial complex, the country's largest steel mill, with a capacity of 500 kW. We also began construction on the new 60kV José Granda substation, which will distribute electricity to the country's largest steel mill, SIDERPERÚ, with a capacity of 500 kW. We also started the construction of the new 60kV Jose Granda Substation, which will distribute electricity to more than 80 thousand customers, and whose works will be executed under the principles of circular economy and energy efficiency.

Across the board, our Grid Blue Sky project allows us to carry out a strategic and technological redesign of the power grid to digitize and strengthen it, conferring it the highest levels of performance and resilience, while also training our employees and implementing a roadmap to identify and prioritize grid upgrades, improvements and expansion in our Latin American operations through 2030.

Looking to the future, beginning in 2023, the just energy transition is the centerpiece of our regional strategy, with all our efforts focused on operating clean, safe and accessible energy generation, transmission and distribution for all our customers, favoring renewable energy generation, modernizing and digitalizing distribution systems, and promoting the electrification of consumption as the driving force behind the sustainability of the cities, regions and countries we serve.

Over the coming years, we will continue adding renewable generation capacity through our project portfolio, with a partnership model targeting the markets that offer the greatest growth opportunities. In distribution, we will continue investing in grid digitalization and modernization which, through our customer-centric approach, enhances and facilitates better quality of life for people through the electrification of new services and products.

To achieve this, we will continue striving for a stronger integration of our entire value chain in key markets, concentrating our efforts on Brazil and Colombia, as these are among the quickest countries moving towards a just energy transition.

Throughout this journey, our Company has embedded in its global vision both a social perspective and the promotion of collaborative work with communities and their territories, and paying due respect to their cultures, which has made it possible for us to generate synergies that foster the growth of people for a common purpose, and to enable adequate and equitable distribution of our created and shared value.

We value the knowledge and understanding of the multiple stakeholders with whom we interact, through constant listening and dialogue, with the aim of achieving a mutual understanding that allows us to jointly create proposals that address the primary socioeconomic and environmental considerations. We achieve this through our materiality approach, including respect for human rights and appropriate treatment of the gender perspective, both directly and throughout our value chain.

Our suppliers and contractors nurture this relationship by steadily growing their levels of competitiveness and productivity. This enables us to preserve and expand our valuable partnership, on the basis of trust, proactivity, responsibility and innovation—the fundamental values of our company.

Our people are crucial to the achievement of our purpose. That is why we seek to solidify a balanced workplace environment, in which diversity and inclusion are not negotiable, so that we can showcase employee's strengths, skills and talents and thus provide the right balance between work and family life.

Similarly, we consider it essential to prevent accidents through our culture of self-care, in which responsible behavior not only contributes to personal wellbeing, but also to our professional development. This include training for professional development or tools with which our employees can be better qualified to work in the new clean and decarbonized economy that we promote, either through their job conversion or by participating in the just transition processes led by our Company.

We know the commitment and dedication of our employees and strategic partners make for a better planet. We are also aware that their daily efforts are an invaluable contribution to the consolidation of our value chain. We would like to thank them for their work, and we are proud that they have contributed to positioning our company as one of the world's best prepared to face the next ten years of economic decarbonization and energy transition.

Our longstanding relationships with our employees, strategic partners and the communities around us have earned us several awards. For example, in 2022 we achieved historic ratings from the Dow Jones Sustainability Index: Emerging Markets, Mercado Integrado de la Alianza del Pacifico (MILA) and Chile; we were once again confirmed in the FTSE4Good Latin America Markets Index and the FTSE4Good Emerging Index; and we obtained an A- rating from the Carbon Disclosure Project (CDP). In addition, for the fifth consecutive year, we were named in The Sustainability Yearbook 2023 and this year we were distinguished for the first time within the Top 5% S&P Global ESG Score category, placing us among the most sustainable companies in the electricity industry worldwide.

Before concluding these remarks, we would like to stress that our vision to overcome some of the greatest challenges facing our world regards sustainability as a mandatory and indispensable approach, one that is pursued on a daily basis with the support of each and every one of our directors, employees, shareholders, communities, investors, and customers.

We thank you for your support of everything we have achieved, and we welcome you to a brighter present and future through Enel Americas' Open Power.

COMPANY VIEW

1.

We empower sustainable progress

We empower sustainable progress to bring energy to the territories and communities, the same mission we have today but expanded by innovation, sustainability, and a reliable business model.

We aim to contribute to an affordable, secure and sustainable energy system by accelerating the decarbonization of our generation matrix, reinforcing the role of distribution networks, and creating products and services that effectively and simply enable our customers to move forward with their daily choices in the energy transition.

We have outlined a sustainability strategy supporting the United Nations' 17 Sustainable Development Goals with four of the 17 goals guiding our value creation: SDG 13 Climate Action, SDG 7 Affordable and Clean Energy; SDG 9 Industry, Innovation and Infrastructure; and SDG 11 Sustainable Cities and Communities.

We commit to a daily continuous improvement, individually and collectively: people and communities, businesses, industries and institutions, driven by growth accelerators (innovation, digitization, circular economy and sustainability linked finance).

Our sustainable business model and value creation

Our resources → **Our business mode**

Planet

53,379 GWh Net energy generated
0.09 litros/kWh Fresh water withdrawal intensity
0.028 million m³ Water withdrawal in water-stressed areas
74 Species protection projects
2.6 Mtoe Total fuel consumption

People

Enel people
15,072 no. People in Enel Américas
34% Women out of total headcount
29% Women among Top and Middle Managers

Prosperity

Financial community
US$ 6,878 Net Financial Debt
US$3,380 million CAPEX Low Carbon

Customers
255 thousand customers with smart meters
14% Customers with automatic payments
7.3 thousand Charging points

Suppliers
2,182 Suppliers Tier 1
10,007 US$ millions Total supplier payments

Comunidades
179 Applications of the shared value creation model

EXTERNAL ENVIRONMENT

RISKS AND OPPORTUNITIES

PERFORMANCE

enel

PURPOSE

OPEN POWER FOR A BRIGHTER FUTURE

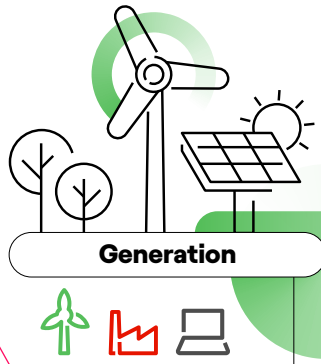
EMPOWERING SUSTAINABLE PROGRESS

Values — **TRUST** — **PROACTIVITY**

ENEL'S VALUES

Strategic pillars

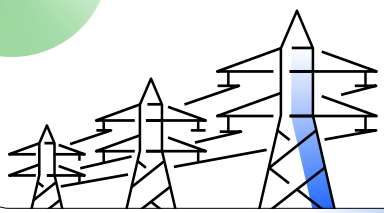
Value Chain



Generation

TOTAL NET INSTALLED CAPACITY
16.1 GW

NET INSTALLED RENEWABLE CAPACITY
71 %



END USERS
23, 311 thousands (no.)

POWER DISTRIBU GRID1 (1)
390,296 kn

(1) Incluye líneas de media y baja tensión

Governance Principles

29% Women on the Board of Directors
39 Complaints to the Code of Ethics (of which 4 were breaches of the Code of Ethics)

Value created for Enel Américas and for our stakeholders

GOVERNANCE

IS OPEN POWER

VISION
Open Power to tackle some of the world's biggest challenges.

MISSION
- Open access to electricity for more people.
- Open the world of energy to new technology.
- Open up to new uses of energy.
- Open up to new ways of managing energy for people.
- Open up to new partnerships.

RESPONSIBILITY > **INNOVATION** >

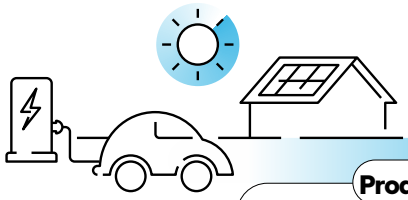
STRATEGY AND RISK MANAGEMENT

1. Invest capital for decarbonised electricity

2. Enabling electrification of customers' energy demand

3. Create value through the value chain

4. Advance the goal of Zero Emissions to 2040



Products and services

PUBLIC CHARGING POINTS
7.3 thousand (no.)

Distribution

TION

n
alta
n.

FUTURE PROSPECTIVE

RESULTS

Planet

123 gCO_2eq/kWh Scope 1 emissions intensity
3.83 thousand m³ Total water consumption
0.019 millons m³ consumption in water stress areas
8,414 ha Area covered with restoration projects
17,074 x tCO_2eq Total emissions 1,2,3

People

People
8.70% Staff turnover
0.42[2] LITFR Total accident rate
49 hours per capita training per employee

Prosperity

Financial community
US$ 665 millions Dividends paid
US$840 millions Total taxes
US$ 4,101 millions EBITDA Low carbon

Customers
122.615 (GWh) Energy sold
486 SAIDI minutes
113,828 Number of new rural and suburban connections

Suppliers
100% Suppliers qualified in ESG aspects
0.34 LTIFR Contractor accident rate

Communites
7,939 thousand Beneficiaries - Access to clean energy
1,789 thousand Beneficiaries - Decent work and economic growth
979 thousand Beneficiaries - Quality education

(2) The value reported refers to the verified data. After the verification process the LITFR Total Accident Rate was updated to 0.41

Every day our commitment is to develop a just and inclusive transition that creates shared value wherever we operate. We do this together with our stakeholders, mindful of the fact that we are part of the territory and an essential part of the lives of people, businesses and society as a whole. Our aim is to marry our industrial objectives with the socio-economic development of our areas of operation, maintaining solid and positive relationships to achieve sustainable and long-lasting outcomes.

Our stakeholder relations are based on our Open Power vision, laid out in our Code of Ethics and Human Rights Policy, and translated into a number of concrete initiatives. We are in constant dialogue with individual stakeholders and the organizations representing them, which is also summarized in the results of the materiality analysis process that allows us to identify priority actions and our contribution to the United Nations Sustainable Development Goals (SDGs).

With the planet: we are committed to defining measures and actions for mitigating the impacts arising from climate change, including the loss of biodiversity and the disappearance of ecosystems, to guarantee a safe, healthy, clean and sustainable environment for the protection of human beings today and in the future. (see "Zero Emissions Ambition" and "Conservation of natural capital" chapter).

With customers: we examine their needs to deliver reliable solutions and build long-lasting relationships, as part of our commitment to providing affordable, innovative, flexible and sustainable solutions and services that are responsive to the needs of the most vulnerable groups to ensure equal access to energy (see "Clean Electrification"chapter).

With people in the Company: we are committed to staying in close contact with them, particularly by paying greater attention to caring activities and active listening, while internally promoting a culture of inclusion, enhanced diversity, innovation and corporate entrepreneurship to help tackle the challenges posed by an ever-changing context (see "Empowering Enel people"chapter).

With suppliers: we tackle the challenges posed by transition and support their journey of change and growth, whilst sharing ideas and innovations (see "Sustainable supply chain"chapter).

With communities: we work together to draw up specific action plans and projects intended to promote access to energy, fighting energy poverty, supporting quality education and socioeconomic development, starting from a proactive needs assessment through a shared value creation model (see "Engaging communities "chapter).

With the financial community: we have an ongoing, open relationship, based on principles of integrity and transparency, in compliance with rules and best practices, in order to increase the level of understanding of the activities carried out by the Enel Group (see "Sound governance" chapter).

With our partners: through openinnovability.com, a crowdsourcing platform, the Group's different areas can engage in dialogue with startups, industrial partners, small and medium-sized enterprises ("SMEs"), think tanks, universities and entrepreneurs to rise together to the future challenges and ensure sustainable progress for all (see "Innovation"chapter).

Enel Americas, electrifying with cleaner energy

Our company is a leader in the regional electricity market, operating in seven countries where we serve more than 23 million customers with 16.1 GW of installed capacity. Incorporated as an open stock company listed on the Santiago Stock Exchange, we have operations in generation and distribution, and also provide products and services for electrification.

We are part of Enel SpA, a multinational electricity company and a leading integrated player in the global power, gas and renewable energy markets. Our Group is located in more than 30 countries worldwide where we produce energy with more than 90 GW of installed capacity and distribute electricity on a grid spanning over more than 2.2 million kilometers. This makes us the world's leading private electricity grid operator, with close to 75 million end users globally and the largest customer base among our European peers.

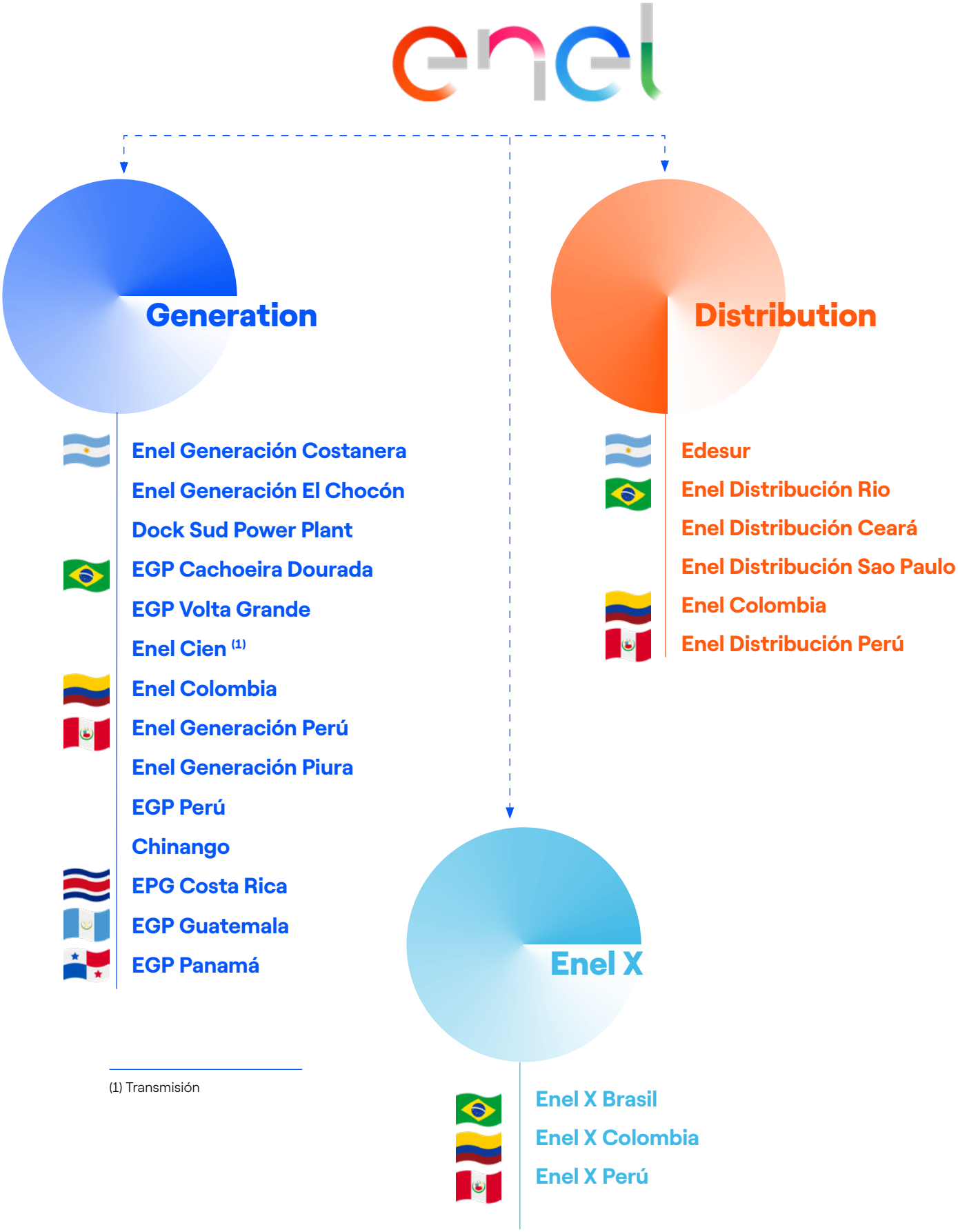
With the merger of Enel Green Power (EGP) we acquired additional capacity and a portfolio of projects, mainly in solar, wind and mini-hydro technologies in Brazil, Colombia, Peru and Central America, including operations in Costa Rica, Guatemala and Panama. Additionally, through the agreement with Grupo Energía de Bogotá SAESP, we seek to enhance our growth in Colombia and Central America.

This is how we have preserved our leadership position in Latin America, looking to accelerate the energy transition and take advantage of clean electrification options, through integrated generation and distribution and the services offered through Enel X, which seek to promote electrification, with advances especially in electric mobility.

Through these concrete actions, the Company continues to improve the quality of life of its customers in the region, while making progress towards our Zero Emissions Ambition and a more sustainable world.

Business Structure

2-2



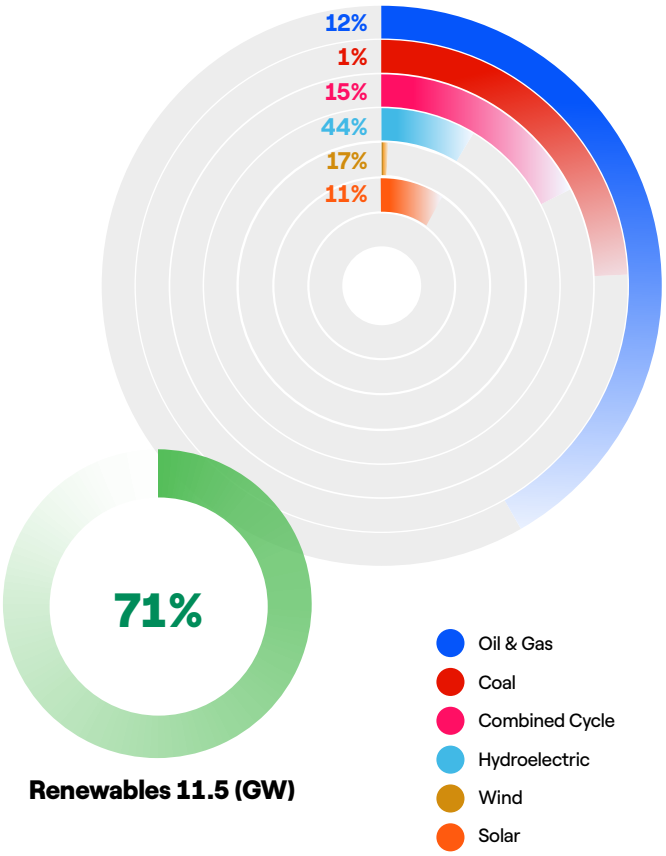
(1) Transmisión

Enel Americas Operations

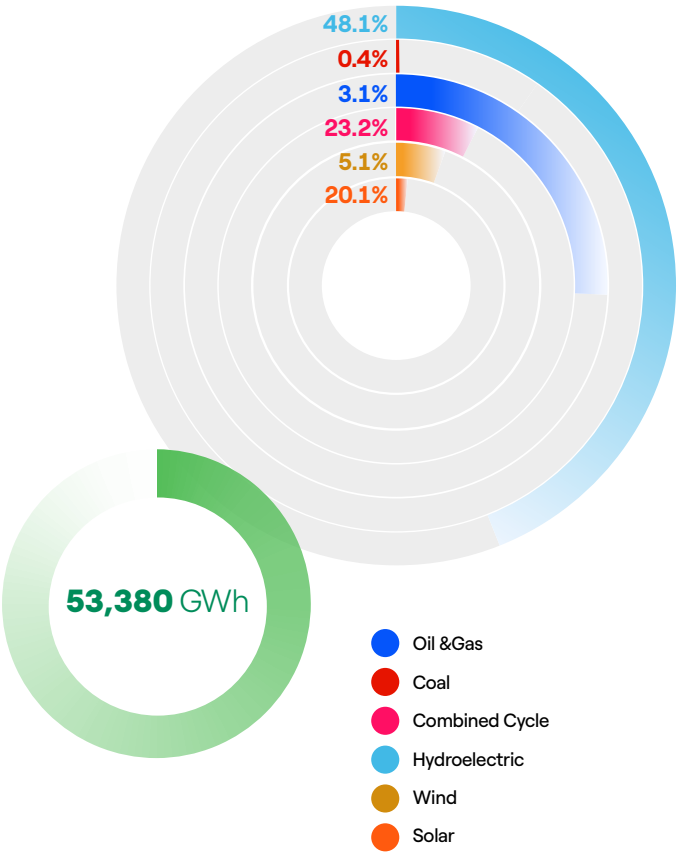
Generation

The Company's 2022 net installed capacity was 16.1 GW with 71% renewable, its consolidated electricity production totaled 53.4 TWh with 73% renewable, while its energy sales amounted to 88 TWh

Installed Capacity (MW)Net



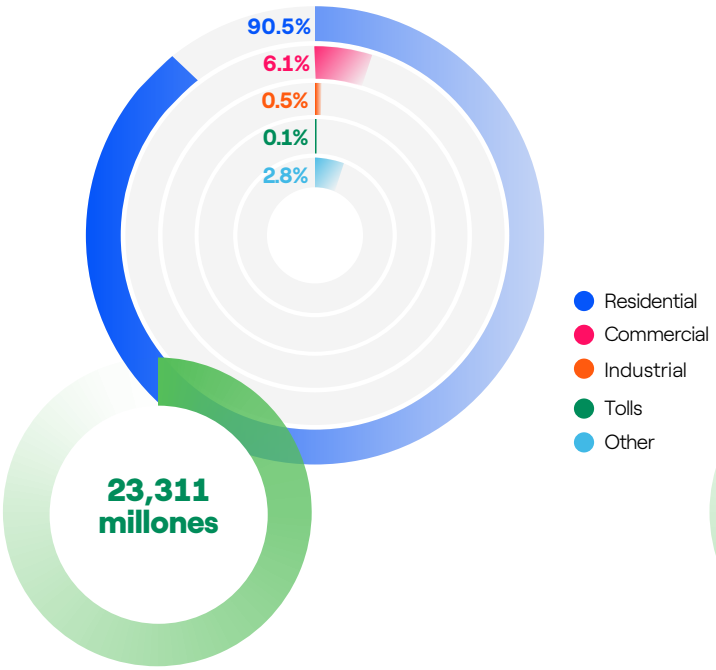
Net Production by Technology (GWh)



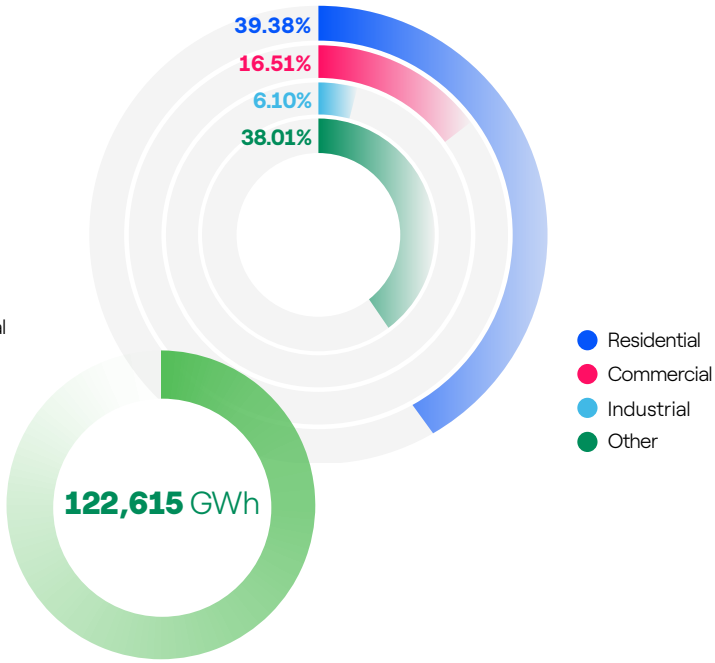
Distribution

Through the distribution business, our Company sold 122.6 TWh, delivering energy to more than 23.3 million customers.

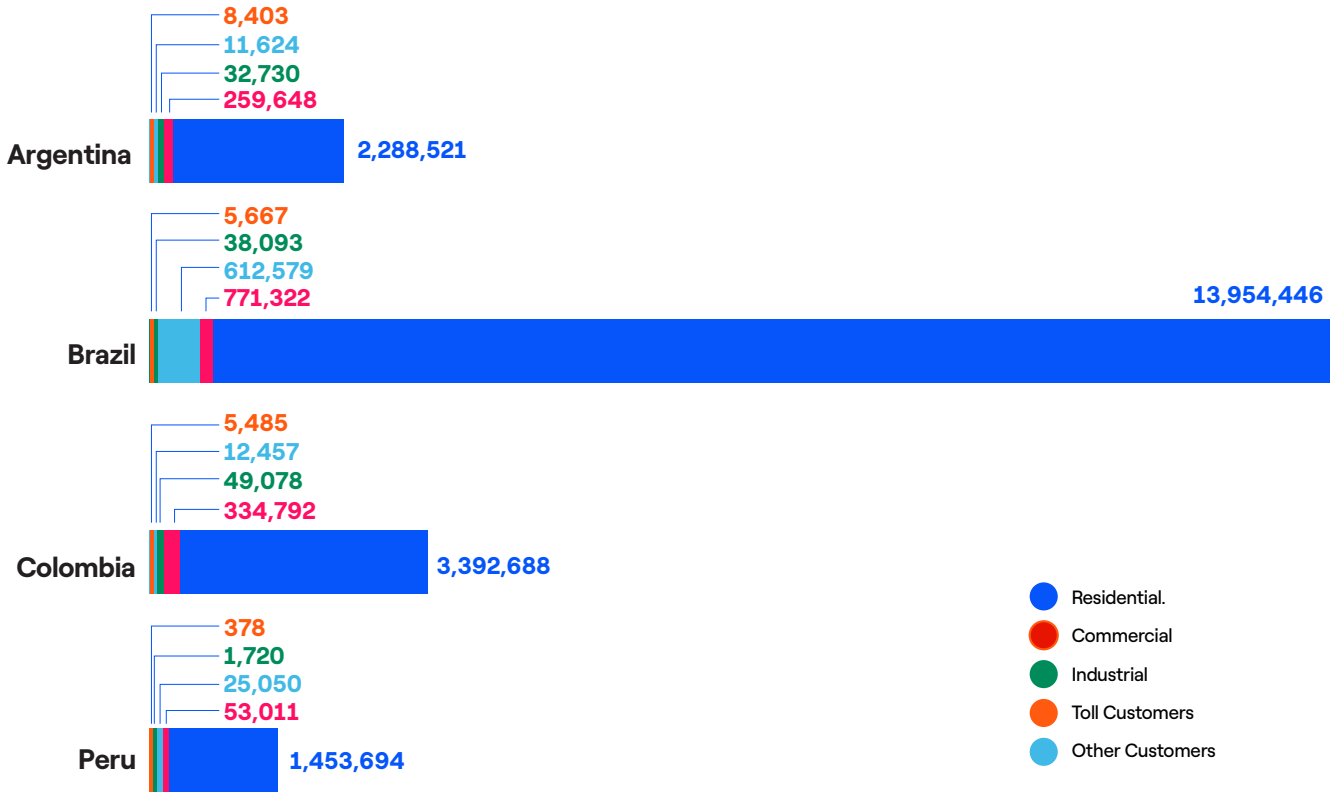
Number of customers by segment



Physical sales by customer segment



Customers by distribution segment



Transmission

The company conducted the electric power transmission business predominantly through an interconnection line between Argentina and Brazil. This concession was awarded to another operator for the year 2023. Enel Cien, a subsidiary of Enel Brazil, handled the transmission business until the end of 2022 with 2,200MW of transmission capacity.

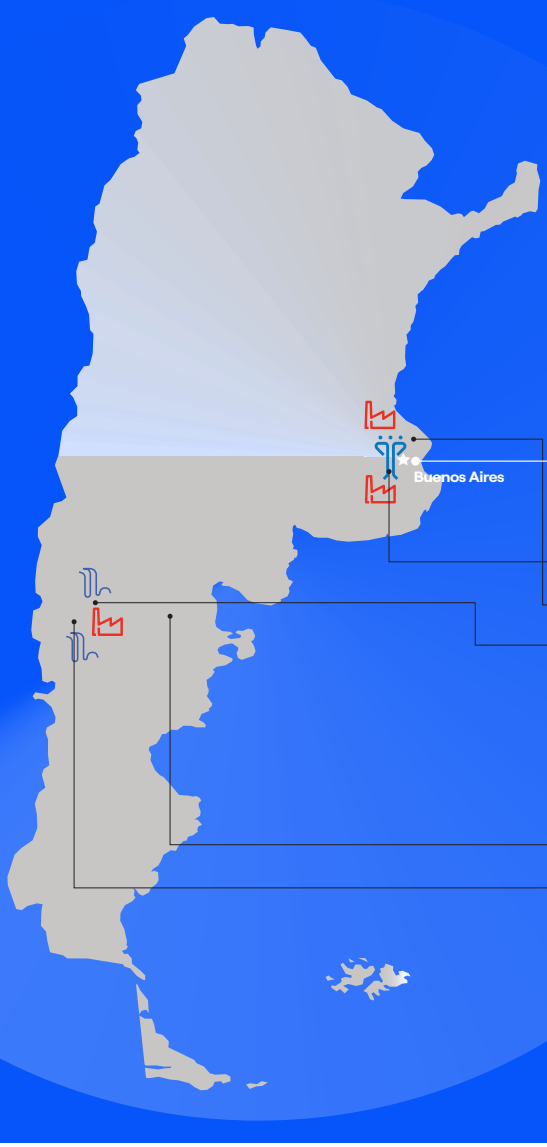
Electrification Products and Services

We strive to be a regional leader and enabler of electricity for new uses. This means staying ahead of our customer needs by rolling out technological advances based on carbon-free solutions and adopting novel ways to use electricity, such as electric mobility, which is a perfect example of how we have partnered with other strategic organizations to promote sundry initiatives aimed at electrifying and cleaning up cities.

We work through our subsidiary Enel X to drive electrification for new energy uses. This entails offering innovation- and sustainability-based energy products and solutions designed to meet customer needs, especially those who are increasingly aware of sustainability and efficient energy use. These innovative uses of energy inspired us to embark upon a considerable digital transformation process through which we were able to boost our results and laid the groundwork for future high-impact events, such as the global Covid-19 pandemic.

Regional Presence by Segment (generation, distribution, and electrification products and services

Argentina



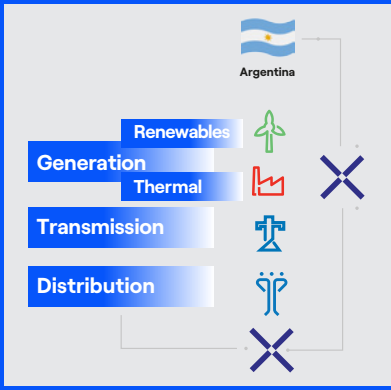
Edesur
2.6 million customers

Concession Area:
Southern area of Greater Buenos Aires, comprising two thirds of the Autonomous City of Buenos Aires (CABA) and 12 municipalities of the province of Buenos Aires, covering 3,309km².

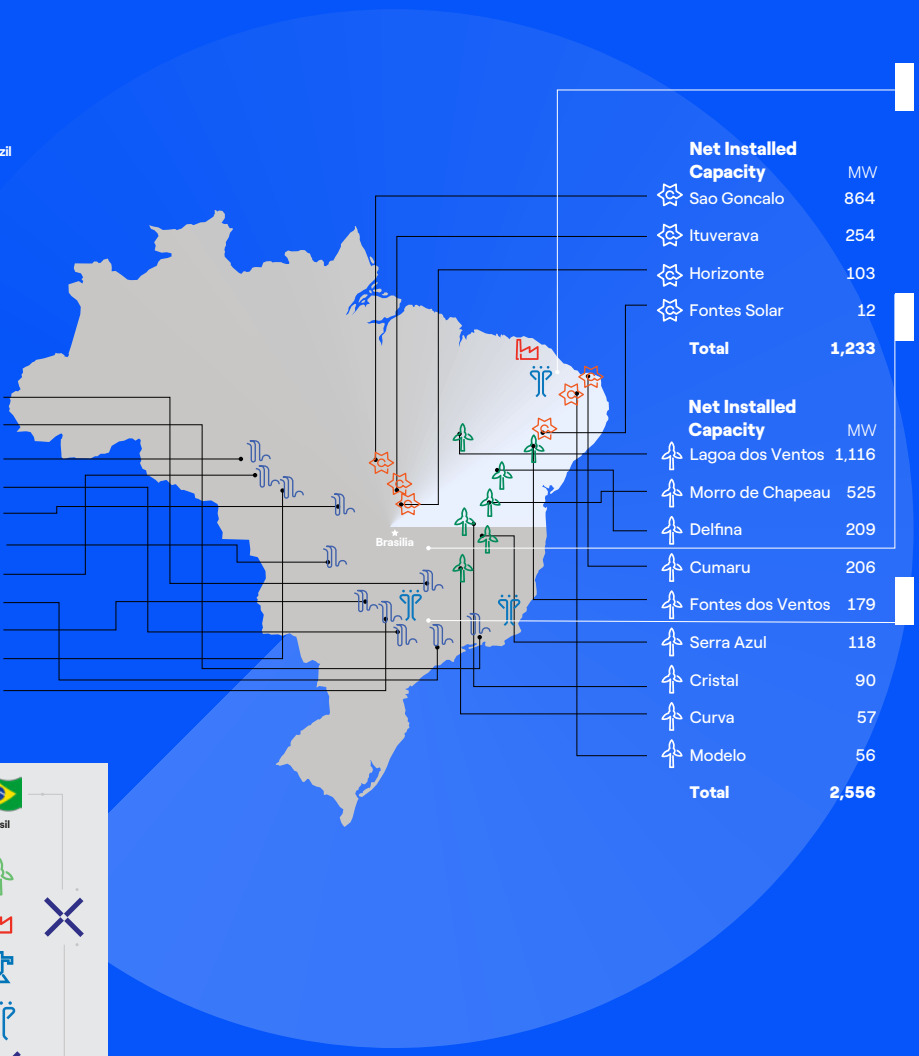
Duration of the Concession:
95 years, commencing on September 1, 1992. This period consists of an initial 15-year period and eight additional ten-year periods.

Net Installed Capacity	MW
Costanera	2,210
Docksud	847
Motogeneradores	34
Total	**3,091**

Net Installed Capacity	MW
El Chocón	1,200
Arroyito	128
Total	**1,328**



Brazil



Net Installed Capacity

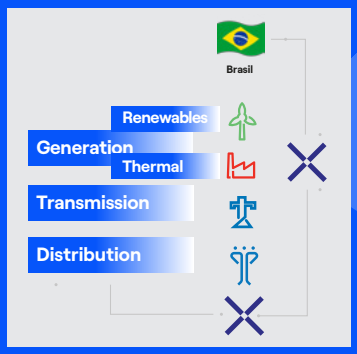
	MW
Cachoeira Dourada	655
Volta Grande	380
Salto Apiacas	103
Paranapanema	31
Isamu Ikeda	29
Primavera	22
Apiacás	16
Socibe	14
Mourao	8
Alvorada	7
Quatiara	5
Total	**1,270**

Net Installed Capacity

	MW
Sao Goncalo	864
Ituverava	254
Horizonte	103
Fontes Solar	12
Total	**1,233**

Net Installed Capacity

	MW
Lagoa dos Ventos	1,116
Morro de Chapeau	525
Delfina	209
Cumaru	206
Fontes dos Ventos	179
Serra Azul	118
Cristal	90
Curva	57
Modelo	56
Total	**2,556**



Enel Distribución Ceará
4.1 million customers

Concession Area:
It covers a concession area of 148,921 km² in the northwest of Brazil where the Company serves a population of more than 9 million inhabitants.
Duration of the Concession:
30 years starting 1996.

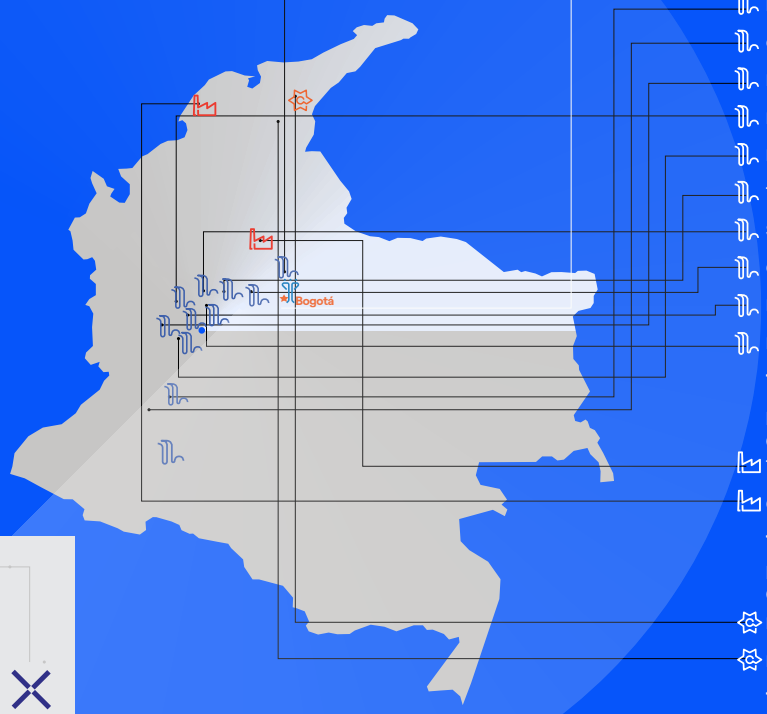
Enel Distribución Sao Paulo
8.2 million customers

Concession Area:
Enel Distribución Sao Paulo is present in 24 cities in the Metropolitan Region of Sao Paulo, including the capital, the main economic and financial center of Brazil. Its concession area totals 4,526 km².
Duration of the Concession:
30 years starting 1998.

Enel Distribución Rio de Janeiro
3.1 million customers

Concession Area: 73% of the State of Rio de Janeiro, which has 7 million inhabitants spread over 66 municipalities, including Niteroi, Sao Goncalo, Petropolis, Campos and Cabo Frio, covering an area of 32,615 km².
Duration of the Concession:
30 years starting 1997.

Colombia



Enel Distribución Colombia
3.7 million customers

Concession Area:
Supplies energy to more than 110 municipalities, mainly Cundimarca, covering a concession area of 26,093 km².

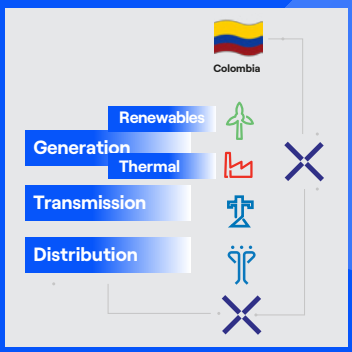
Duration of the Concession:
Indefinite

Leading distributor in the country with a 20.8% market share.

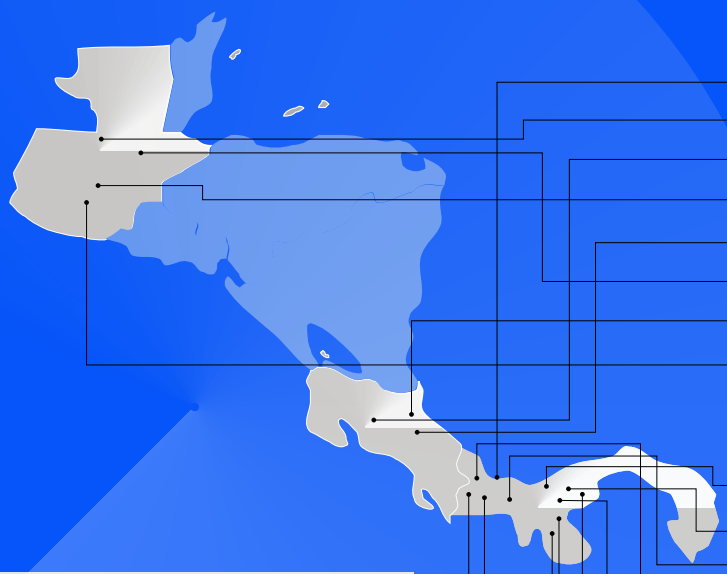
Net Installed Capacity	MW
El Guavio	1,260
Betania	540
Quimbo	400
La Guaca	324
Paraiso	276
Dario Valencia	150
Tequendama	57
Salto II	35
Charquito	19
Limonar	18
Laguneta	18
Total	**3,097**

Net Installed Capacity	MW
Termozipa	226
Cartagena	180
Total	**406**

Net Installed Capacity	MW
El Paso	86
La Loma	40
Total	**126**

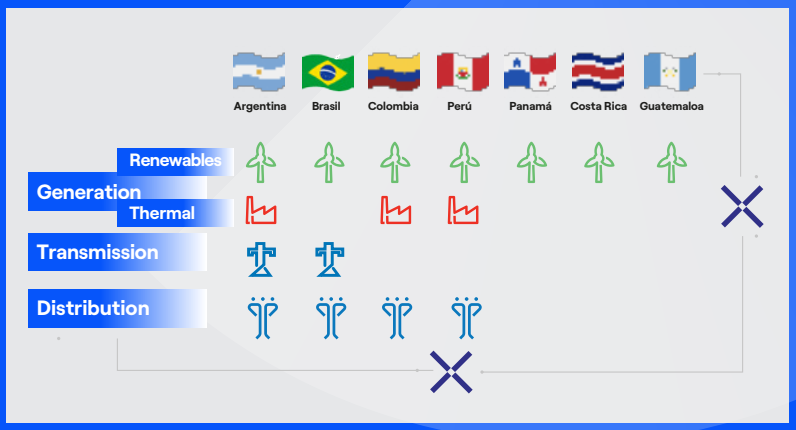


Central America



Net Installed Capacity	MW
Fortuna	300
Palo viejo	87
Chucas	50
Occidente	47
Rio volcán	17
Matanzas/San Isidro	17
Don Pedro	14
Montecristo	13
Total	**545**

Net Installed Capacity	MW
Progreso Solar	26
Jaguito Solar	13
PV Chiriqui	12
Llano Sanchez Solar Power 3	11
Llano Sanchez Solar Power 1	10
Llano Sanchez Solar Power 4	8
Sol Real Itsmo	8
Generadora Estrella Solar	8
Generadora Solar Caldera	5
Madre Vieja	31
Total	**132**



Peru

Net Installed Capacity	MW
Malacas	333
Ventanillas	459
Santa Rosa	397
Total	**1,189**

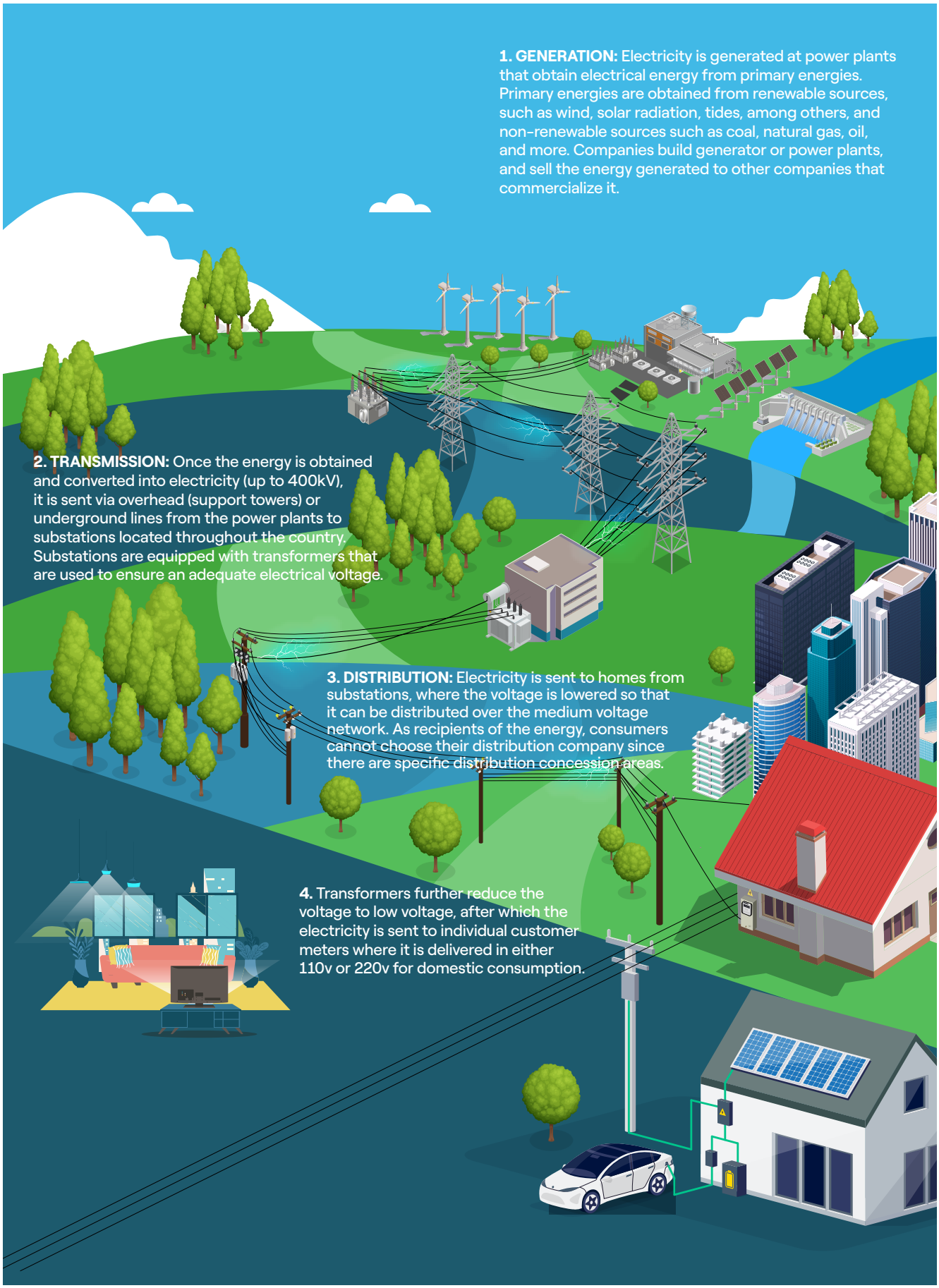
Net Installed Capacity	MW
Huinco	276
Chimay	157
Matucana	133
Callahuanca	84
Moyopampa	69
Yanango	42
Huanpani	31
Her 1	1
Total	**793**

Net Installed Capacity	MW
Rubi	179
Waira I	132
Total	**311**

Enel Dx Perú
1.5 million customers

Concession Area:
The concession area covers some 1,602 km², extending over the northern area of Metropolitan Lima, the Constitutional Province of Callao and the provinces of Huara, Huaral, Barranca and Oyón, covering 52 districts in the aforementioned provinces exclusively and another five districts shared with the distribution company in the southern area. In 2020, Enel was able to increase its concession area in Norte Chico by 52.12 km², electrifying the Caral community, benefiting small farmers, agro-industrial and mining companies.

Duration of the Concession: Indefinite


1. GENERATION: Electricity is generated at power plants that obtain electrical energy from primary energies. Primary energies are obtained from renewable sources, such as wind, solar radiation, tides, among others, and non-renewable sources such as coal, natural gas, oil, and more. Companies build generator or power plants, and sell the energy generated to other companies that commercialize it.
2. TRANSMISSION: Once the energy is obtained and converted into electricity (up to 400kV), it is sent via overhead (support towers) or underground lines from the power plants to substations located throughout the country. Substations are equipped with transformers that are used to ensure an adequate electrical voltage.
3. DISTRIBUTION: Electricity is sent to homes from substations, where the voltage is lowered so that it can be distributed over the medium voltage network. As recipients of the energy, consumers cannot choose their distribution company since there are specific distribution concession areas.
4. Transformers further reduce the voltage to low voltage, after which the electricity is sent to individual customer meters where it is delivered in either 110v or 220v for domestic consumption.

Monitoring the evolution of Covid – 19

The Company continues to roll out a preventive strategy designed to curb contagion among employees and stakeholders, while also readying the Company to react timely in the event of an outbreak. As such, we continue to facilitate a safe and accessible setting for remote work without neglecting our commitment to not changing our service levels. As we did in 2022, in 2023 we will continuously monitor the Covid-19 related guidelines issued by the World Health Organization (WHO), each country where we operate, and the Enel Group.

Our governance of sustainability

2-14

Sustainability governance at Enel Americas

Our governance structure is based on demanding international practices that underpin our decision-making processes and operations. Our entire value chain is involved in implementing and managing this structure, thereby ensuring that our sustainable business model takes into account the primary environmental, social and corporate governance aspects and factors.

Board of Directors approves strategic, industrial and financial plans, including the Company's annual budget and the Industrial Plan, which support key guidelines for fostering a sustainable business model and laying the foundations for long-term value creation. The Board is also responsible for endorsing our Sustainability Report and all of our company's activities, addressing environmental issues such as biodiversity, water management, emissions, etc.; social issues such as human rights, diversity and inclusion, talent retention, health and safety, etc.; and governance matters such as anti-corruption practices, responsible lobbying, transactions between related parties; and approving risk maps that take into consideration cybersecurity and climate change related risks.

Board of Directors Committee: beginning in June 2020, this Committee is comprised of independent directors who work alongside the Sustainability Department in jointly overseeing and monitoring key sustainability-related issues. As part of its activities, the Committee deals with the Sustainability Plan and its guidelines, the general structure of this Sustainability Report, specific matters related to environmental, including climate change, water and biodiversity management, labor practices, ESG aspects in the supply chain; and those issues related to governance, and governance-related matters such as transparency, business relations and human rights, among other areas. This Committee also discusses and assesses the evolution of best practices related to corporate sustainability and our company position relative to the main Environmental, Social and Governance (ESG) indexes. The Investor Relations Department, in conjunction with the Sustainability Department, keeps this Committee informed of trends among Socially Responsible Investors and the status of our company's relations with them.

Chief Executive Officer and the Chairman of the Board of Directors: Both the Chief Executive Officer and the Chairman of the Board of Directors of the Company are responsible for defining and implementing the sustainable business model, determining the guidelines for managing the energy transition, promoting carbon-free energy production, as well as the business practices that consider the expectations of the various stakeholders involved in our business. The Chairman of the Board of Directors does not serve as an executive of the Company.

Sustainability Department

Our Sustainability Department reports directly to the Enel Americas Chief Executive Officer on all matters relative to sustainability and innovation activities, in accordance with Enel Group guidelines. On a quarterly basis, we present to the Board of Directors the results of the business indicators used to gauge the Company's sustainability performance. These indicators are defined in accordance with the three-year Sustainability Plan, updated annually, considering business objectives and goals focused on the energy transition required to achieve zero emissions by 2040 and to manage the challenges related to electrification. With a view to assessing the real usefulness and acceptance of our Sustainability Reports as disseminated to relevant stakeholders and society as a whole, Company Management also presents the following to the Board of Directors on a quarterly basis:

- A breakdown of the number of visits to the specific section on the Company website where our Sustainability Report resides, in accordance with milestones of public interest relevant to Enel Americas.

- An assessment of the Company's publicly available information, as a function of how Enel Americas has been rated by various ESG indexes and rating agencies, such as DJSI (Dow Jones Sustainability Index), MSCI (Morgan Stanley Capital International), FTSE4 Good, Morningstar Sustainalytics, CDP, and Moody's ESG Solutions, among others.

Integrating sustainability into business processes and strategy

We consider sustainability to be an integral part of our business processes and at the heart of our strategy to address the global challenges inherent in the transition to a decarbonized economy. Such integration is made possible by structured processes across the Company, based on context analysis and macro-trends, which enable us to assess economic, social and environmental challenges, analyze associated risks and seize opportunities, to understand the context in which we operate, and to support our growth and our path to sustainable progress. Context analysis therefore provides crucial information for identifying the actual and potential impacts associated with our activities, as well as a guiding element in defining and planning our short-, medium- and long-term objectives, which take the form of specific actions and project development and initiatives in support of our sustainability strategy.

Feedback from stakeholders who analyze or evaluate our Company's ESG performance constitutes key input for improvements in the ESG areas covered during the Sustainability Plan review and revision process. This continuous improvement process aims to make our Company ever more competitive in terms of its ability to mitigate environmental, social and economic risks; to be a leader in identifying and capturing value from ESG opportunities; and at the same time, to be able to generate a positive impact by driving the creation of long-term sustainable value for our shareholders and for all stakeholders with whom we interact.

All the steps in this process are based on respect for human rights as a fundamental ingredient in achieving sustainable success.

Context and Trends and Main ESG Risks

| 201-2 |

Global Situation

Achieving a thorough understanding of the global context and trends is essential to the development of our business model and, in particular, for our Sustainability and Community Engagement Department to coordinate and promote the sustainable business strategy. This is crucial to the Company's ability to identify how certain global phenomena are manifested at the local level in Latin America. A good example of this "global" approach—a global perspective adapted to local needs—is our strategy to address the Covid-19 global pandemic which, even after three years in its aftermath, still has an impact in the form of an ongoing but slow recovery, which is also unequal and inequitable.

In this context, global actions taken to achieve the commitments of the 2030 Agenda are still far off, considering that a considerable number of countries have not yet managed to make progress towards attaining these goals, jeopardizing decades of progress in various areas of sustainable development. Despite this, although the end of this crisis is still quite far off, the world's attention is focused on how to accelerate reconstruction and consolidate new ways of producing, consuming, socializing, collaborating and interacting.

It is precisely these reinvented forms of clean production, responsible consumption, social respect and care, and the proliferation of collaborative and interactive models that provide the Company with significant opportunities to contribute to society through our technological advances that encourage the adoption of new uses of electricity, such as electromobility.

2022 and 2023 Global Trends

In order to effectively act on the roll-out of our sustainable business strategy at the local level, we began by conducting a global-level review of new and emerging challenges that influence and will continue to influence the economic, social and environmental dimensions of sustainable development.

On the global stage, both climate change and digitization are broadly considered top trends while other emerging trends appear to be increasingly influential, such as the new geopolitical order resulting from changes in international relations, and the need to redefine political and economic balances due to geopolitical tensions. In addition, there are demographic changes driven by an aging society, growing inequalities brought on by mounting migratory flows, unequal access to technology, and the limited availability of basic goods. We have also observed an ongoing evolution of technological innovation from which global markets derive new solutions, as well as the constant search for new energy production and consumption models that, in line with energy transition trends, aim for using alternative energy sources while also containing their prices.

In addition, the 2022 Global Risks Report published by the World Economic Forum notes that a diverging economic recovery from Covid-19 could deepen divisions, even when collaboration was urgently required; however, despite lessons learned about the interdependence of global risks, the extent of instability that would subsequently develop—this time driven by a new war in Europe, started in early 2022—was not adequately anticipated.

In its 2023 version, this Report highlights the risk of rising costs of living as the dominant factor globally over the next two years and anticipates the failure of climate action as a dominant factor over the next decade. Climate mitigation and adaptation efforts will continue; however, it notes that we will witness increasing collapses of nature. According to this report, we will end the era marked by economic growth and move into the next decade which will be marked by greater risk of stagnation. The 2023 Report also warns of geopolitical fragmentation, which will drive geo-economic warfare and increase the risk of multi-domain conflicts, i.e. asymmetric wars with selective deployment of new technology weaponry on a potentially more destructive scale than seen in recent decades.

It also notes that technology will continue to advance and exacerbate inequalities, while cybersecurity risks will remain a constant concern, compounded by food, fuel and cost crises, which exacerbate social vulnerabilities, with the risk of declining investments in human development, the effect of which is eroding resilience in the future.

The Report further notes that as a consequence of the multiple risk factors forecast, volatility in multiple domains will also grow in parallel, giving rise to the risk of a polycrisis driven by simultaneous shocks, marked by deeply interconnected risks, and the risk of eroding resilience of governments, companies, and institutions, where different types of crises will interact and have a global impact that could far exceed the sum of each crisis.

By 2023 and beyond, an erosion in geopolitical cooperation is expected. This will have a ripple effect across the global risk landscape in the mid-term, and will contribute to a potential polycrisis involving environmental, geopolitical and socioeconomic risks interlinked with natural resource supply and demand.

Climate Change

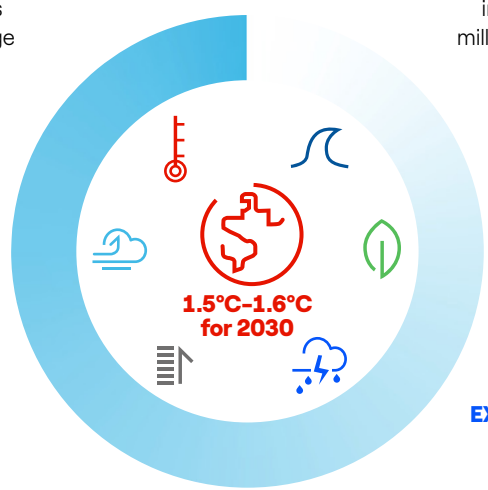
One of the central issues affecting our work are the risks and impacts of climate change. We therefore take into account as relevant information the data generated by the Working Group of the Intergovernmental Panel on Climate Change (IPCC), which evaluates the scientific aspects of the phenomenon. This working group predicted that climate change would be widespread, rapid and intensifying. In its Sixth Assessment Report, Climate Change 2021: The Physical Science Basis, the group of more than 234 scientists pointed out that the changes observed in the climate are unprecedented in thousands, if not hundreds of thousands of years, and some of the changes that are already occurring, such as the continuous rise in sea levels, will not be reversed for several centuries or millennia. Among the key points of the report, it is specified that all the warming taken place over the last 170 years is attributable to human action and that in all the scenarios considered it is expected that, by 2030, the average temperature of the planet will be 1.5°C or 1.6°C higher than pre-industrial era levels, a decade earlier than expected.

By 2030 the Earth's average temperature will be 1.5°C or 1.6°C higher.

ARCTIC TEMPERATURE
The average temperature increase on the coldest days is expected to be three times higher than the global average for the planet.

CARBON SINKS BECOME SATURATED
The capacity of forests, soil and oceans to absorb CO2 will weaken.

THE DANGER OF METHANE
CH_4 levels in the atmosphere (the second most important GHG after CO_2) are at their highest recorded level in the last 800,000 years.



SEA LEVEL RISE AND "IRREVERSIBLE" ICE MELTING
Changes that would be irreversible for "centuries and millennia." The sea could rise up to one meter by 2100.

TURNING POINTS
Glaciers breaking up, melting permafrost, profound changes in the Amazon, are some of the unknown dangers that "cannot be ruled out."

EXTREME WEATHER EVENTS
More heat waves, storms, hurricanes, tornadoes, etc.

Projected Impacts on the Region

In February 2022, the IPCC Working Group II published the Sixth Assessment Report on the impacts of climate change from the point of view of adaptation and vulnerability of socioeconomic and natural systems, sharing evidence of the effects experienced in relation to access to water and food, impacts on the oceans, vegetation, ecosystems and the human species in general. This report adds to the 2021 report, which warns about the overstepping of boundaries and shifting actions on climate change. The most recent document details the devastating effects that this would have in the short, medium and long term, serving as a guide for making decisions that allow for adapting to and mitigating these impacts. Among the main actions required to achieve adaptation, the 2022 report highlights actions that are carried out in cities and urban areas, and that involve the private sector, civil society and other stakeholders. Such an opportunity to promote resilient development in cities includes the implementation of integrated and inclusive planning and the integration of climate change concerns into urban infrastructure investments. The report points out that safeguarding biodiversity and ecosystems translates into multiple benefits for the health and wellbeing of people living in these environments, including the most vulnerable communities

Nationally Determined Contributions

Nationally Determined Contributions (NDCs) consist of a set of voluntary commitments to reduce greenhouse gas (GHG) emissions by 2030 and address the impacts of climate change. NDCs also meet the major requirements of the scientific community and cover five areas: social pillar of just transition and sustainable development, mitigation, adaptation, integration, and means of implementation.

NDCs are generally known for being universal, national, comprehensive, public and with minimum requirements. The following table contains the targets set by the countries belonging to Enel Americas, which remained unchanged during 2022:

GOALS				
ARGENTINA	**BRASIL**	**COLOMBIA**	**CENTROAMÉRICA**	**PERÚ**
Do not exceed 349 MtCO2 in net emissions in 2030. (only amendment made to the 2020 document). Reduce emissions limitation by 27.7% by 2030. compared to the first NDC submitted in 2016	37% reduction in GHG emissions by 2025. 43% reduction in emissions, compared to 2005 levels, by 2030	148 mitigation measures. Emit a maximum of 169.44 $MtCO_2$ in 2030 (51%). Design a carbon budget by no later than 2023. Reduce the deforestation rate to 50,000 ha/year. by 2030. Reduce carbon emissions by 40% by 2030, compared to 2014.	**Costa Rica** Achieve net emissions of 106.53 million tons CO_2eq for the period 2021 to 2030. **Guatemala** Achieve an 11.2% reduction of its total greenhouse gas (GHG) emissions from the base year 2005 projected to 2030. **Panamá** 29 commitments presented around ten strategic areas and sectors.	20% reduction in the year 2030 with respect to the Business as usual (BaU) scenario. Sixty-two greenhouse gas mitigation measures were defined.

Regional Context: 2022 Milestones

POLITICAL REALM

ARGENTINA

In 2022, the Executive Branch made a series of changes to the makeup of its cabinet of ministers, given economic developments throughout the country, which is facing an inflationary context and a shortage of dollars. As a result, the Ministry of Economy was given more political clout and took control over Production and Agriculture. These changes had a political impact on the energy sector, resulting in the Energy Secretariat (a division of the Ministry of Economy) taking on a new leadership role. Moreover, the Administration announced the appointment of a new controller at the national electricity regulator (Ente Nacional Regulador de la Electricidad or ENRE), which launched a tariff segmentation process.

BRAZIL

Luis Ignacio Lula da Silva was elected president of Brazil for the third time. However, Lula da Silva is going to encounter considerable regional opposition. Conservative governors, although not necessarily pro-Bolsonaro, will govern the majority of the country's 27 states. The State of São Paulo, the country's economic powerhouse and home to more than 46 million Brazilians, will be governed by Bolsonaro's former Infrastructure Minister Tarcísio de Freitas.

COLOMBIA

Presidential elections were held and left-wing Gustavo Petro Urrego from the leftist coalition Pacto Histórico was elected president. The pillars of his government are social, environmental and economic justice for total peace.

During the early months of his administration, there was progress in terms of reforms related to tax and environmental issues due to the ratification of the Escazú agreement and peace as a state policy.

Finally, the first version of the Terms of Reference of the National Development Plan (PND) "Colombia, world power of life" was presented, and underwent continuous changes based on input from binding regional dialogues, until the articles of the bill were finally submitted to the Congress of the Republic on February 7, 2023. According to the document, public investment over the next four years is estimated at $1,048.2 trillion pesos.

CENTRAL AMERICA

In **Costa Rica**, presidential elections were held in 2022, resulting in a second round where voters elected Rodrigo Chaves of the Social Democratic Progress party. He took office in May and will govern for a four-year term until 2026.

In **Guatemala**, an electric mobility incentives act was issued followed by related regulations. This law established the procedures for the application, analysis, validation, classification and approval of tax incentives for electric vehicles, electric vehicle spare parts, motors and batteries, as well as incentives for chargers, equipment and materials for charging centers during pre-investment and execution periods.

In **Panama**, protests and demonstrations took place in July due to the high cost of living, especially the cost of fuel, the basic family food basket, medicine, electricity rates and social security. These strikes and ongoing road closures have jeopardized the population and the supply of food and medicines, forcing the government to establish a single dialogue mediated by the Catholic Church. A second phase of these talks is pending, and will likely be one of the major challenges of 2023.

PERU

President Castillo was removed from office after an attempted coup d'état on December 7, 2022. In accordance with the provisions of the constitution, his vice-president, Dina Boluarte, took office. Elections are slated to be moved up to 2023/2024.

ECONOMIC REALM

ARGENTINA

-57
GDP growth in 2021

94.8%
CPI

94.8%
Annual inflation

BRAZIL

3.1%
GDP growth in 2022

14%
Interest rate

7.3%
CPI

5.8%
Annual inflation

COLOMBIA

9.4%
2022 GDP was up 9.4%, compared to the same period the previous year.

CENTRAL AMERICA

GDP growth in 2022: **Costa Rica 9% Guatemala 8% Panama 13%**

Real interest rate in 2021 (World Bank): **Costa Rica 3.4% Guatemala 9,2% Panama 4.7%**

Consumer Prices – Inflation (World Bank) 2021: **Costa Rica 1.7% Guatemala 4.3% Panama 1.6%**

SOCIAL REALM

ARGENTINA

43.1%
Poverty:

0.4
Gini Index: (second quarter 2022)

7.1%
Unemployment Rate

BRAZIL

Gini Index: **0.519** for family income from work and **0.494** for individual income.

Poverty: **62.5** million people live below the poverty line, amounting to **29.4%** of the total population; **17.9** million of them live in extreme poverty (8.4% of citizens).

CENTRAL AMERICA

COSTA RICA

Gini Index
Last measurement 2020: **0.504** (PEN)
Poverty incidence rate, based on the national poverty line (% of the population) : **30%** (last WB Measurement 2020).

GUATEMALA

Gini Index

Last measurement 2014: **0.483** (World Bank)
Poverty incidence rate, based on the national poverty line (% of the population): **59.3%** (last WB Measurement 2014).

PANAMA

Gini Index
Last measurement 2019: **0.49**
Poverty incidence rate, based on the national poverty line (% of the population): **21.5%**. (last WB Measurement 2019).

Regional Context: 2022

ENERGY REALM

ARGENTINA

Argentina faces considerable challenges in all the electric subsystems, from generation and high- and medium-voltage transmission to distribution on networks serving end users. The subsector must overcome economic barriers related to rearrangements of the sector's income and less dependence on contributions from the National Treasury.

In the short term, it is expected that the sector will improve the quality of services delivered to users, boost the real income of distribution companies, and enhance the efficiency of payment circuits to generators.

The additional gas volume resulting from gas pipeline expansions will lessen the need to import gas from Bolivia and LNG and other liquid fuels during the months of higher energy demand. This will bring down the system's costs, both in terms of costs per se and subsidies to generation, as well as GHG emissions.

BRAZIL

Renewable energy sources dominate the country's power grid, representing 86.8% of the domestic energy supply in 2022 (Source: BME, out/2022). Large-scale hydroelectric power is the main source of generation, but other renewable energies such as solar and wind have grown in share in recent years, with budding opportunities for more distributed solar generation.

COLOMBIA

With the arrival of the new President Gustavo Petro, there have been signs (especially from the Ministry of Mines and Energy) of actions aimed at accelerating the Energy Transition, a process that began during the previous government. To this end, the Ministry published a document entitled "Social Dialogue to define the roadmap for a just energy transition in Colombia," which outlines a 24-week methodology, starting in December 2022, to carry out a broad sectoral discussion that the Ministry will use as the basis for drawing up a roadmap for this transition.

Additionally, the sector has been shaken by signs issued by national government institutions, starting with the Presidency of the Republic, related to measures aimed at mitigating the 2022 hikes in electricity service tariffs.

2022 Regulatory Context

The following are some of the most relevant regulations enacted and amended in 2022:

Argentina

DECARBONIZATION AND ELECTRIFICATION

Resolution 330/2022 presents expressions of interest with the purpose of developing renewable generation and storage projects to reduce grid traffic and costly forced generation with high CO2 emissions for the areas of influence of thermal generation plants that can offer concrete improvements on the distribution networks.

Resolution 370/2022 paved the way for a mechanism to sell electricity generated from renewable sources to wholesale electricity market (MEM) distributors through the renewable energy term market (MATER). Distributors and public distribution service providers may enter into renewable supply contracts with wholesale electricity market generators, self-generators or marketers to supply large users of the distributor (GUDI) whose consumption is greater than or equal to 300 KW.

SCOPE OF TARIFFS

Resolution SE 238/2022 updated the generation remuneration established under Resolution SE 440/2021 with an adjustment of 30% retroactive to the month of February and 10% in the month of June.

Resolution 555/2022 approved new tariff charts to be applied starting on November 1, 2022, which reflect increases in the seasonal price of energy, highlighting that on this occasion no adjustment was applied to the remuneration received by EDESUR.

Decree 815/2022 extends by one year the expiration date established under Article 2 of DNU 1020/20 for the tariff transition regime and the renegotiation of the comprehensive tariff review.

A public hearing was held in connection with the tariff review. On December 22, 2022, a new agreement called the Framework Agreement was signed between the National Government, the Province of Buenos Aires and distribution companies Edenor and Edesur for the recognition of energy consumed in 2021 by the most vulnerable neighborhoods. The National Government is committed to reimbursing these distributors through a credit applied to their energy invoices purchased from CAMMESA to be paid during the first days of 2023

.OTHER RELEVANT AREAS

Resolution 130/2022 "Task Force on Hydroelectric Plant Concessions:" the main objective of this multidisciplinary working group is to conduct a comprehensive survey of the technical, economic, legal and environmental status of the hydroelectric power concessions under national jurisdiction.

Brazil

ELECTRICITY MARKET

Federal Law 14,300/2022 provides the legal framework for distributed micro and mini generation.

Decree 10,946/2022, which governs the assignment of physical spaces and natural water resources used for generating electricity.

Decree 11,042/2022 regulates part of Law 14,182, for establishing the conditions for contracting of electric energy from thermoelectric projects based on natural gas and hydroelectric projects of up to fifty megawatts.

Regulatory Resolution 1,042, dated September 20, 2022, was issued as a result of public consultation No. 029/2022, the purpose of which was to propose an improvement to the rules for the provision of the public electric power distribution service.

DECARBONIZATION AND ELECTRIFICATION

Decree 11,075 dated May 19, 2022, sets out the procedures for sectoral climate change mitigation plans and creates the national system for the reduction of greenhouse gas emissions (SINARE), in order to establish emission reduction targets to meet Brazil's targets under the Paris agreement.

Resolution 6 dated June 23, 2022, issued by the National Energy Policy Council (CNPE), establishes the National Hydrogen Program (PNH2) and the creation of the National Hydrogen Program Management Committee to coordinate and oversee PNH2 planning and implementation.

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Brazil (continuation)

TARIFFS

Law 14,385/2022 provides the rules governing the refund of taxes collected by the public electric power distribution service providers. Distributors collect taxes through the electricity bill and transfer them to the government, and this law governs refunds of taxes collected by the distribution companies.

Decree 11,034/2022 governs Law 8,078, the consumer defense code, which establishes guidelines and rules concerning customer service. It directly affects electricity distributors' customer service.

Import and export of electric power, Regulation 60/2022 was published as a result of the public consultation held on December 30, providing the guidelines applicable to the import of no-return, interruptible electric power from Argentina or Uruguay.

Colombia

ENERGY MARKET

In order to establish the new framework mandated by the Constitution, the Public Utilities Law (Law 142 of 1994) and the Electricity Law (Law 143 of 1994) were enacted. They lay out the general criteria and policies that must govern the provision of public utilities in Colombia as well as the procedures and mechanisms for public utility regulation, control and oversight.

ELECTRICITY MARKET

In August 2022, the Ministry of Mines and Energy issued Resolution 40283. It establishes the public policy aimed at encouraging and enhancing the efficient incorporation of distributed energy resources (DERs) on the Colombian electricity system in order to provide a more active role to users, whilst also promoting grid modernization and market decentralization. This resolution is an important milestone for the sector's modernization and greater inclusion of mechanisms such as demand response, energy storage systems, aggregation of distributed energy resources, among others.

Published in August 2022, although at the end of the year it was a regulatory mechanism, Resolution 143 is important because it allows the commission to lay the groundwork for the upcoming modernization of the wholesale energy market, introducing key features such as the introduction of intermediary markets, complementary services markets, ex-ante market power mitigation mechanisms, and amendments to contract settlement schemes

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DECARBONIZATION AND ELECTRIFICATION

Resolution 19 of 2022 sets the national rates for gasoline and motor fuel oil taxes, and the carbon tax.

Resolution 172 of 2022 creates the Presidential Intersectoral Commission for Climate Action.

TARIFFS

In August 2022, the Energy and Gas Regulatory Commission published Resolution 101-020 of 2022, establishing a new contracting mechanism for the wholesale energy market to meet the demand of the regulated and unregulated markets, where generators and traders can participate through brokerage firms.

Through multiple resolutions, the energy regulation commission proposed applying transitory adjustment measures to some of the links on the chain (Generation, Transmission and Distribution). Enel Colombia negotiated with different energy suppliers, securing a reduction in the price of energy earmarked for the regulated market under some 20 contracts for the October 2022 to September 2023 period. From a distribution point of view, through our distribution company in Colombia we took advantage of CREG resolution 101 031 of 2022, which allows for adjusting the indexation factors to calculate the distribution fee, without affecting the 2022-2024 investment plan, estimated at $3 billion Colombian pesos.

OTHER RELEVANT AREAS

By way of Law 2273/2022, the regional agreement on access to information, public participation and access to justice in environmental matters in Latin America and the Caribbean is adopted in Escazú, Costa Rica.

Decree 1302/2022 regulates electricity sector transfers to indigenous communities.

Decree 1475/2022 regulates electricity sector transfers to Black, Afro-Colombian, Raizal, and Palenquero Communities.

2022 Regulatory Context

Costa Rica

ELECTRICITY MARKET

On March 29, 2022, the National Assembly's Government and Administration Committee passed Bill 22561, which corresponds to the law governing authorization of electricity generators to sell surplus energy on the regional electricity market. The purpose of this bill is to allow electricity generators to be agents on the regional electricity market so that they can sell their energy, since the Costa Rican Electricity Institute is currently the only agent authorized to sell energy in Costa Rica. The bill currently awaits passage through the approval process and subsequent adoption by the Legislative Plenary in two debates.

In October 2022, a bill intended to harmonize the national electricity system was presented to the Council of Government. The following aspects are noteworthy:

- It takes full advantage of the strengths of the Costa Rican electricity system.
- It prioritizes the use of surplus supply at the domestic level, before releasing it for use on the REM.
- It adopts an integrated approach that is designed to optimize the national system and that could lower the mean cost of electricity.
- It is aligned with the economy's decarbonization targets and will boost electrification of transportation.
- It encourages access to the REM and its benefits.

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DECARBONIZATION AND ELECTRIFICATION

On September 29, 2022, the Ministry of Environment and Energy (MINAE) published the regulations of Law 9518, the Electric Transportation Incentives and Promotion Law. These MINAE regulations govern the application of temporary tax incentives for electric vehicles and their production inputs, as well as a temporary e-vehicle property tax exemption.

Panamá

ELECTRICITY MARKET

In January 2022, the Cabinet Council approved Resolution 5 with the National Strategy for Distributed Generation (ENGED). In order to take into account the various development paths of distributed generation (DG), three possible development scenarios were projected to 2030: trend (250mW, 2%), conservative (950mW, 7%), and optimistic (1700mW, 14%). The strategy contains six areas of action, to wit: the simplification and digitization of procedures for DG facilities, raising installed capacity limits, implementing the possibility of selling or commercializing surplus energy, regulations for communications and remote facilities, changes to self-consumption and limits extensions, and the evaluation, adaptation and implementation of technical standards.

In March 2022, the Cabinet Council approved Resolution 28 with the National Strategy for Universal Energy Access (ENACU), which establishes 25 areas of action whilst identifying priorities, the parties responsible for said priorities and corresponding sub-activities, as well as action milestones.

OTHER RELEVANT AREAS

Bill 258 for the Use of Renewable Energy in the public sector was passed during the third debate on April 6, 2022, by the National Assembly of Deputies for the implementation of the renewable energy system in the public sector which aims to produce at least 15% in existing structures and 25% in new structures of the total annual average consumption. However, this bill was rejected by the Executive in May, on the grounds that it does not develop the necessary conditions for its implementation (impact on the State budget, limitations on owned and leased real estate).

Guatemala

ELECTRICITY MARKET

In 2022 the Ministry of Energy and Mines published Ministerial Agreement 180-2022, by way of which green hydrogen is classified as a renewable energy resource, and therefore deeming it covered under the law of incentives for developing renewable energy projects. This will set the stage for new green hydrogen project imports to qualify for duty-free benefits.

On August 29, 2022, the Electric Mobility Incentives Law was published under Decree 40-2022. The main objective of this law is to facilitate and promote the import, purchase, sale and use of electric, hybrid and hydrogen vehicles and electric transportation systems in Guatemala, with a view to diversifying the energy grid and mitigating greenhouse gas emissions. The law also states that promoting and using e-vehicles, hydrogen vehicles and electric transportation systems is of public interest.

In November 2022, the Ministry of Energy and Mines published Governmental Agreement 295-2022 regulating the Electric Mobility

Guatemala (continuation)

Incentives Law, which aims to regulate the procedures required for enforcing the law in terms of the application, analysis, validation, classification and approval of tax incentives for electric vehicles, electric vehicle parts, engines and batteries.

In April 2022, Law 295 was passed, establishing the regulatory framework for the development and operation of electric mobility, thereby fostering the energy transition from internal combustion ground transportation to electric ground transportation through the application of public, private and academic sector measures and incentives. Minimum fleet migration targets for 2030 are set at 40% of the state fleet and 33% for mass transit. The law also includes an import tax exemption, a license plate fee exemption for five years (green license plate), preferential parking lots, as well as allowing citizens to resell energy to charge electric vehicles.

In June 2022, the Cabinet Council approved Cabinet Resolution 66 providing the National Strategy for Rational and Efficient Energy Use (ENUREE), which sets out to reduce end-user electricity consumption by 15% and end-user fuel consumption by 3% by 2030.

In June 2022, the Cabinet Council approved Decree Law 10 adopting the National Climate Action Plan (PNAC) for the Republic of Panama, as a key instrument to promote the country's short- and long-term national and sectoral climate change ambitions, with the aim of facilitating and guaranteeing implementation of Panama's Nationally Determined Contribution and its periodic updates

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TARIFFS

On March 29, 2022, the Congress of the Republic passed a law to strengthen the social contribution of the electricity tariff to broaden the range of the social tariff. This law broadened the range to parties consuming up to 100 kW.

Peru

ELECTRICITY MARKET

Board of Directors Resolution 171-202 amends Technical Procedure 31 "Calculating variable costs of generation units," approved by Resolution 156 and amendments.

Board of Directors Resolution 209-2022 defines the 2023 spinning reserve for the national interconnected electric system's (SEIN) primary frequency regulation.

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DECARBONIZATION AND ELECTRIFICATION

Supreme Decree 003 declares the climate emergency a matter of national interest, and provides emission reduction actions for the various ministries, in order for the county to meet its climate change commitments under the Paris agreement.

TARIFFS

Resolution 224-2022-OS/CD amends Resolution 189-2022-OS/CD, thereby setting the aggregate distribution values (ADV) of several companies. This resolution defines the ADV that will be in force until October 31, 2026..

OTHER RELEVANT AREAS

Law 31,429 amends Articles 1, 2 and 3 and adds Article 3-A under Law 27,510 Law that creates the electricity social compensation fund and amends the law that created the electricity social compensation fund (FOSE) in order to expand the range of beneficiaries to include users who consume up to 140 kWh/month.

Law 31,595, which promotes measures to de-pollute the environment and provides for the removal of overhead power lines in disuse or in poor condition in urban areas across the country, establishes provisions for the removal of overhead power lines in disuse by telecommunications and electricity companies within 24 months.

Board Resolution 053-2022 adopts the procedure for monitoring compliance with the technical standard for real-time exchange of information for the national interconnected electricity system operations.

Main Risks Faced by Enel Americas

201-2 | 207-2

Taking into account the current global scenario and its trends, we have identified and examined the most noteworthy current and future ESG megatrends in order to identify risks, curb their impacts, and completely leverage opportunities locally.

Accordingly, the Company believes it is important to understand the environmental, social and governance (ESG) contexts in order to identify either internal or external factors that have the potential to become ESG risks in the future, as we consider this inherent to the management of any business, its strategy and its day-to-day operations, and, as such, they must be managed, controlled and mitigated.

Given the impact and opportunities that sustainability or ESG risks may have for the Company, we consider them an integral part of our risk management policy, which is described in detail under Enel Americas 2022 Annual Report.

For more information visit here

The following sections contain a summary of the Company's main ESG risks:

Main Environmental Risks

Environmental risks can arise during the Company's operations as a result of how it relates to the environment and ecosystems, and from the exploitation of scarce natural resources (including raw materials and water). In some cases, the joint occurrence of these risks can trigger environmental emergencies in the planet's most sensitive areas, with the ensuing risk of generating competition among various stakeholders for the different uses of water resources. In order to mitigate these risks, the Company requires that every project contain effective preventive and mitigation measures of environmental impacts and risks, as fundamental and decisive features, throughout the entire life cycle. This involves adopting technological and nature-based solutions to optimize the use of resources, as well as signing collaboration agreements with other users of water resources.

The Company is aware of and committed to mitigating climate change related risks, associated with the impact of extreme events, on the availability of assets and infrastructure due to the occurrence of extreme weather conditions or with gradual—but structural—changes (physical risks), and due to the requirements imposed by the energy transition towards a more sustainable business model (transition risks).

Regarding physical risks, the Company could be exposed to either more or less sustained unavailability of assets and infrastructure, to recovery costs, and even to inconveniences for some of our customers.

Regarding transition risks, our Company has opted for a low-carbon economy pathway which may involve regulatory, political, legal, technological, market risks and other changes that could have a short-, medium- or long-term effect.

The Zero Emissions Ambition chapter herein provides a detailed explanation of these risks.

Main Social Risks

Social risks can arise during social conflicts, the intensity of which can jeopardize the Company's operational continuity. We have adopted a strategy based on continuous dialogue at the territorial level to address the potential impact of social risks. The strategy involves working with community relations and stakeholder engagement teams. We also have social investment capital, which facilitates local socioeconomic development, supported by structured grievance and complaint management systems—key tools for monitoring and mitigating operational conflicts. In addition, we have contingency management plans and procedures that prioritize the continuous delivery of generated energy to the system, electricity to our customers, and the safety of people, as we are aware of the strategic role that electricity plays in the region.

Main Social Risks (continuation)

The Company is also exposed to the risk that ineffectively engaging key stakeholders poses to its strategic positioning on sustainability and financial objectives, whether the result of not understanding, anticipating or managing their expectations, as this could lead to an incomplete incorporation of these expectations into the business strategy and sustainability planning processes. We use materiality analysis, our dialogue-based engagement strategy, and shared value creation to actively incorporate and manage our stakeholder expectations and relations across the entire value chain, with a specific focus on business development, engineering and construction, procurement, asset management, and maintenance.

Regarding health and safety risks, such as those arising from employee and/or contractor accidents, we are responsible for promoting a culture of prevention and safety, highlighting the definition of policies and the integration of safety in processes and training, among others. Likewise, employees may be exposed to health risks related to emerging infectious diseases during possible epidemics and pandemics. These may affect their health and wellbeing. Accordingly, the Company created a special unit to manage these risks and roll out necessary preventive and protective actions.

Regarding risks related to diversity and inclusion and talent attraction and retention in the context of the energy transition, we have diversity and talent management and promotion policies. We carry out various initiatives designed to foster a better work-life balance and promote educational and growth opportunities through scholarships and courses, with the wellbeing of our employees and their families in mind.

Main Governance Risks

Governance risks can arise as part of the overall running of the Company, through illegal acts, including corruption, lobbying, anti-competitive practices, and unfair management, among others, committed by our own personnel or contractors. We have an Internal Control and Risk Management System based on business rules and procedures to mitigate these risks.

In addition, risks concerning human rights violations are addressed through our annual due diligence process that is applied across the board to all functions on the Company's and subsidiaries' value chain. Through this process we are able to draw up action plans to address any vulnerabilities or impacts that we detect.

Emerging Risks

The ongoing digital transformation and our growing reliance on it leads to emerging digitization, business continuity, and cybersecurity risks, in addition to personal data protection and security risks.

Digitalization, information technology (IT) efficiency and service continuity have all been identified as emerging risks as we undertake the digital transformation of our entire value chain management system that entails developing new business models, digitizing our processes, integrating systems and adopting new technologies.

The speed of technological development always leads to new challenges. The frequency and intensity of cyber-attacks continue to rise, as well as the upward trend of them affecting critical infrastructure and strategic industrial sectors, such as ours. This brings to light the potential risk of this impacting normal business operations, as an extreme example.

We serve more than two million customers and directly employ close to 2,160 people, making it necessary for us to have a business model that can manage a significant volume of personal data, and the corresponding exposure to the risks involved in processing personal data, as well as increasingly stringent privacy legislation worldwide. Accordingly, protecting personal data is a key concern and considered an emerging risk for the Company.

For more details on risk impact and management, please refer to the Enel Americas 2022 Annual Report.

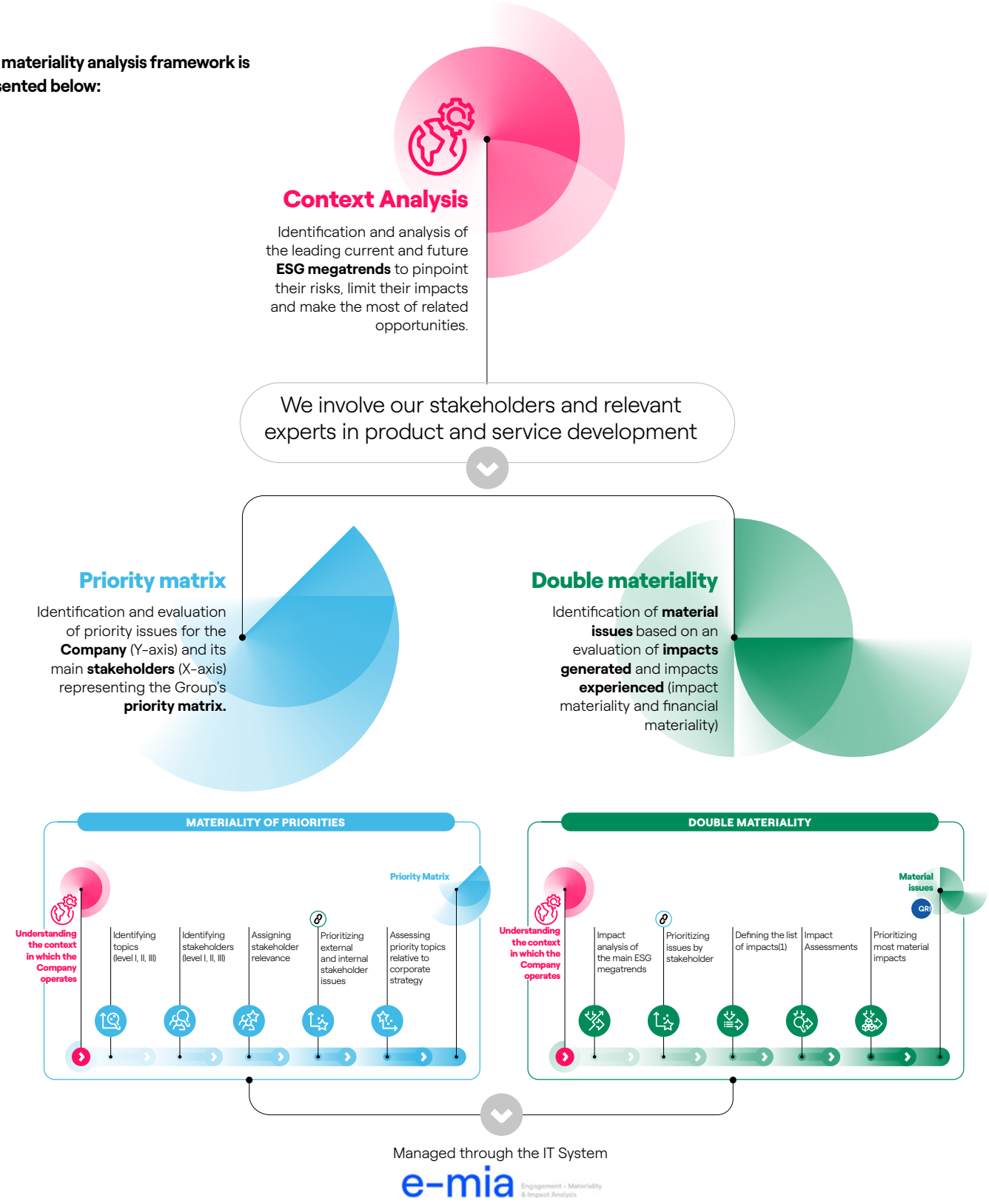
For more information visit here

Our Priorities

The Company considers the analysis of the ESG context and related trends as well as the materiality analysis process, and through the participation of stakeholders and relevant experts, company leaders are able to determine which organization issues would have the most considerable impact on the economy, the environment and society, including human rights impacts.

Material issues determine our priority actions, which in turn are the basis for setting the Company's ESG objectives that are aimed at creating long-term sustainable value, while prioritizing the content contained in our corporate reporting documents.

Our materiality analysis framework is presented below:



We conducted the materiality analysis according to the guidelines of the most widely recognized international standards, including the 2021 GRI Universal Standard (Global Reporting Initiative), AA1000 (Accountability 1000), as well as new requirements introduced at the European level by the Corporate Sustainability Reporting Directive (CSRD) and the work currently underway by the European Financial Reporting Advisory Group (EFRAG). The Value Reporting Foundation (SASB) and SDG Compass standards—which provide support to companies when adapting their strategies to the UN SDGs—were also considered as references for our analysis.

In line with the aforementioned regulatory developments, the concept of materiality has evolved: the perspective according to which the Company and its stakeholders define priority material issues is identified and enriched with the vision of the most significant impacts generated and received by the company, allowing us to identify the material issues that guide our future efforts in the search for strategic options for developing our sustainable business.

This means that the information we publish in our Sustainability Report is focused on financial materiality or inward impacts—usually what investors are most interested in—as defined by the IFRS Foundation, and its Sustainability Accounting Standards Board (SASB), which allows us to identify and evaluate which sustainability issues influence the financial value of the company in the short, medium and long term.

In addition to adopting this financial materiality approach, we also take an environmental and social materiality or outward impacts approach, which allows us to harmonize our view of a broader set of stakeholders, such as consumers, civil society organizations, and local communities, among others. This approach is attributable to the definition proposed by the Global Reporting Initiative (GRI), which allows us to identify and evaluate impacts on the economy, the environment and people.

Both the concept of dual materiality, introduced by the Company during the 2022 materiality analysis process, as well as our compliance with the latest GRI 2021 standards, have been reflected in this Sustainability Report, under the chapter entitled *Materiality Analysis*

Material issues ((level I-II)

BUSINESS AND GOVERNANCE

Decarbonization of the energy mix
- Climate change
- Energy use

Infrastructure and networks
- Enhancement and development of the grid
- Operational management of networks.

Innovation, circular economy and digital transformation
- Innovation and sustainability ecosystem
- Digitalization and cybersecurity
- Circular economy

Sound governance and fair corporate conduct
- Fairness in managerial conduct
- Board and senior management structure
- Fairness and transparency in communications

Products and services for electrification and digitalization
- New technologies and solutions for homes and condominiums, cities, industries and financial services

Economic and financial value creation
- Attracting investments
- Long-term value creation strategy

Customer centricity
- Ability to meet customer needs
- Quality customer relations

SOCIAL

Occupational health and safety
- Safety of contractors operating at Enel sites
- Employee safety

People management, development and motivation
- Quality of life at the company
- People development

Sustainable supply chain
- Responsible procurement management for goods, services and works

Engaging local and global communities
- Social and economic development of communities
- Consulting communities during new project development

ENVIRONMENT

Conservation of ecosystems and environmental management
- Water management
- Biodiversity and natural capital protection
- Governance
- Air emissions (CO_2 excluded)

Sustainable Business Strategy

2-22

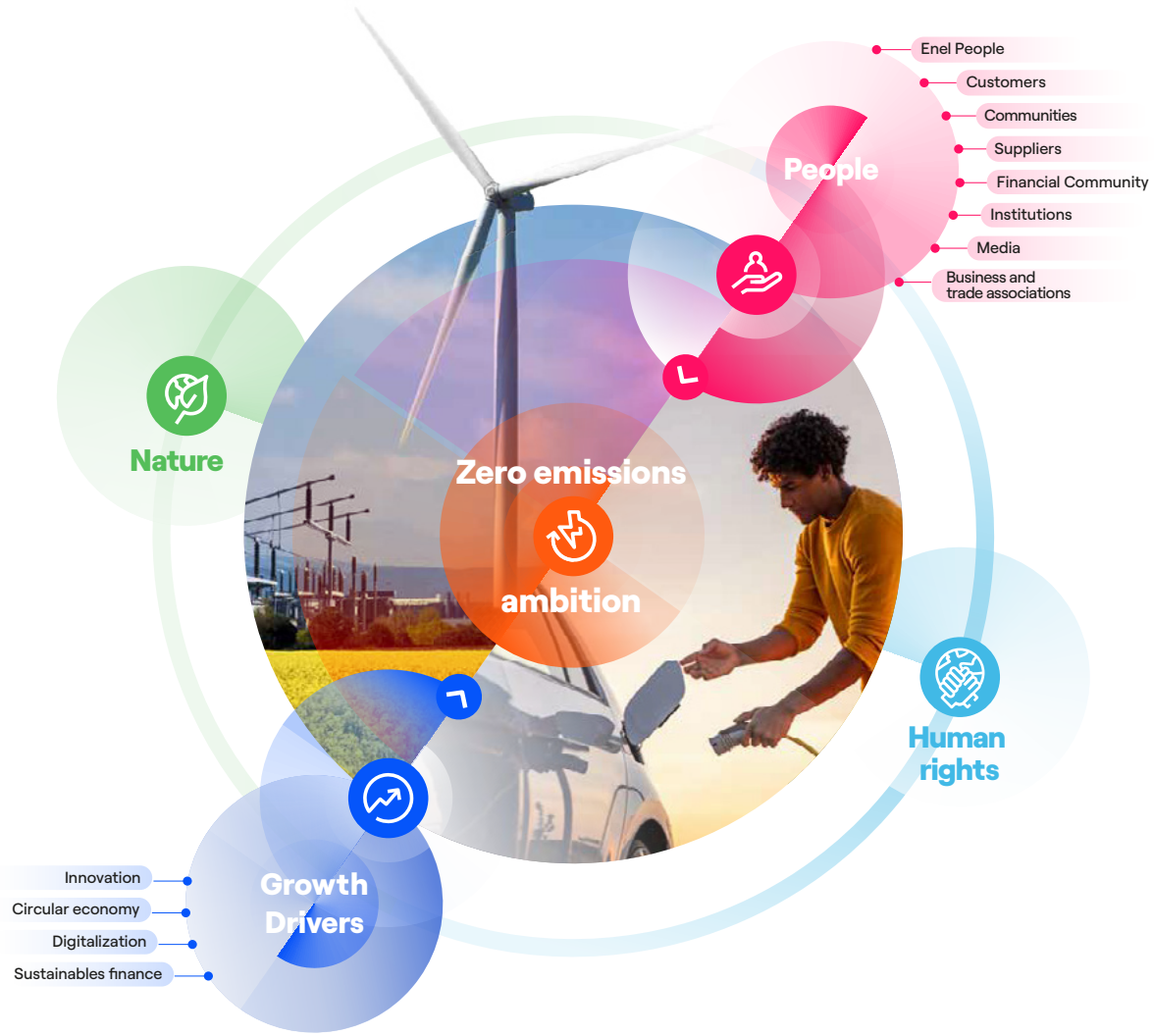
We used our analysis on megatrends and the national context, coupled with the suite of material issues prioritized by stakeholders, to define how each business and staff area contribute to our strategy, which we can subsequently implement through our Sustainability Plan.

Accordingly, the Company's sustainable business strategy provides us with a future horizon that integrates sustainability management into the Company's business across the entire value chain, while we use our Sustainability Plan to carry out a series of activities and actions that are presented annually to the Board of Directors. These constitute the Company's roadmap for addressing our stakeholder and market expectations.

Sustainability Plan 2023-2025

The Sustainability Plan outlines the Company's strategic areas of action and is divided into six interconnected macro themes.

1. Zero Emissions Ambition: moving zero emissions targets to 2040.
2. Clean Electrification: enabling the electrification of our customers' energy demand, offering them a reliable and sustainable service.
3. People: creating long-term value with and for all our stakeholders, helping them to grow and tackle their challenges.
4. Nature: promoting the protection of natural capital, with a special focus on biodiversity.
5. Growth Drivers: empowering and accelerating sustainable progress, through innovation, digitization and the circular economy.
6. ESG Fundamentals: support governance, respect and promotion of human rights, and continuous improvement of health and safety objectives.



Zero Emissions Ambition. This includes actions from our business model that are aligned with the goal of not exceeding a temperature increase of **1.5 degrees Celsius** compared to pre-industrial levels. In our efforts to tackle this ambitious goal, we will not offset emissions, in keeping with the generation grid **decarbonization** process, thanks to our gradual replacement of our thermoelectric portfolio with **new renewable capacity**, and **the hybridization of renewables with storage solutions.**

Clean Electrification. We are committed to the **electrification of energy uses preferred by people in their daily lives**, making them active participants in the adoption of cleaner energies. We support our strategic actions through our digitized platform that has the capacity to manage a large customer base, so that we can create value by reducing our customers' energy costs and carbon footprint, considerably and tangibly improving the quality of life for all.

People. Stakeholder relations are at the heart of our commitment, whether they are employees, suppliers, community members or customers. Meeting their needs also entails turning our attention to the most at-risk groups during the transition to a decarbonized economy, paying special attention to their **re-rating and reconversion** as a way to support them in the creation of a more resilient ecosystem. Regarding our employees, we are also committed to promoting a **diverse and inclusive environment**, encouraging development and capacity building. We establish responsible relations with the communities where we operate as an integral part of our strategy, promoting social and economic development. We have also boosted our commitment to sustainability on the **supply chain** by incorporating environmental, social and governance requirements.

Nature The challenge arising from climate change is the greatest hurdle humanity faces. Protecting the environment and natural resources, combating climate change and contributing to sustainable economic development are strategic factors in the planning, operation and development of our activities. Along with our actions towards decarbonization, we translate **environmental sustainability** into our daily commitment to the **conservation and preservation of nature and biodiversity through** the reduction and mitigation of potential negative effects on the planet that may result from our various activities.

Growth Drivers. These are essential tools for increasing and expanding the range of action to achieve our objectives, encompassing and strengthening all the themes included in our sustainability strategy. **Innovation** facilitates the integration of sustainability in all aspects of our business, playing a pivotal role that allows us to meet the needs of our stakeholders, amplifying the scope of our strategy's impacts. In addition to innovation, the **circular economy** is a driver aimed at reducing our consumption of materials across the entire value chain while developing circular business models and new solutions such as exchange platforms. We also integrate **cybersecurity** as a key element to strengthen our strategy. It is the basis of the digital transformation, and necessary to increase resilience and **digital supports**, i.e. platforms and tools that make the daily activities of our employees more sustainable.

ESG Fundamentals. At the core of our strategy to contribute to sustainable progress is our commitment to respecting **human rights across** the value chain, including the **wellbeing, health and safety** of people. **Strong governance** is the foundation for sustainable success and is intrinsically linked to our corporate governance structure, which incorporates ESG aspects into key corporate decision-making processes.

Commitment to the SDGs

As a member of the Enel Group, Enel Americas is committed to specifically contributing to four of the 17 Sustainable Development Goals (SDGs) set by the United Nations in 2015, under the Group's business model, without discounting a contribution to the other goals.

Our commitment to the SDGs took shape when we defined a sustainable business model focused on the just energy transition. It is also reflected in the various investments undertaken by our business units.

We are committed to SDGs listed below:

SDG		ENEL AMERICAS COMMITMENTS
	Ensure access to affordable, reliable, sustainable and modern energy for all	Several years ago, the Enel Group decided to invest in power plants with 100% renewable technology, aiming for affordable, reliable, sustainable and modern energy (SDG 7). Through this process Enel Americas continues to roll out its growth plan by adding 3.5 GW of renewable energy by 2025, compared to 2021.
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	In order to deliver this renewable electricity to customers' homes, Enel Americas needs a solid, digitized and resilient infrastructure. In accordance with this principle, and in line with SDG 9, the Company's investments have targeted grid digitization and service quality.
	Make cities and human settlements inclusive, safe, resilient and sustainable	Urbanization presents the electric power industry with challenges in terms of how to best contribute to the sustainability of cities, by allowing citizens to opt for different services that generate less pollution, in addition to being inclusive and affordable. In this sense, and in line with SDG 11, Enel Americas has invested in new services aimed at electrification and digitization.
	Take urgent action to combat climate change and its impacts	In order to comply with SDGs 7, 9 and 11, the Company has adopted a business model in line with the SDG 13 targets, "Climate Action," highlighting investments aimed at reducing direct emissions and our customers' carbon footprint. Decarbonization and the energy transition are two of the Enel Group strategic pillars. Accordingly, Enel Americas has plans to reduce CO2 emissions, to have Zero emissions by 2040

Creating Value

201-1

The ultimate goal of our Sustainability Plan is to create value for all of our Company stakeholders in the long term. The following table shows the value generated by Enel Americas for suppliers, employees, capital providers (investors, shareholders and financiers) and government, considering the consolidated results of its business units.

AMOUNTS EXPRESSED IN MILLIONS OF US DOLLARS		2022	2021	2020
Economic Value Generated (EVG)	**Revenues**	**16,265**	**16,521**	**12,656**
	Operational	15,729	16,192	12,292
	Non-operational	536	329	364
Economic Value Distributed (EVD)	Operating Costs	13,012	13,009	9,722
	Employee Salaries and Benefits	557	519	418
	Payments to Capital Providers	2,219	2,015	1,826
	Interest Expense	1,554	1,052	768
	Dividend Payments	665	963	1,058
	Payments to Government	840	806	567
Economic Value Retained (EVR)	**EVR = EVG - EVD**	**(362)**	**172**	**123**

Economic Value Generated and Distributed to Stakeholders

In 2022, Enel Americas distributed among its stakeholders all the value generated through payments for goods and services acquired from suppliers, collaborating contractors and owners of capital through interest and dividend payments, resulting in a negative tax payment with no economic value withheld.

Our operating income fell by 2% compared to 2021, totaling a value of US$16.265 billion during 2022. Our operating costs amounted to US$13,012 billion in 2022, reflecting an increase of 0.02% with respect to 2021.

For more details, please refer to the Enel Americas 2022 Annual Report.

Creating Long-term Economic Value

INDICATORS	2022	2021	2020
Low carbon products and services EBITDA (MM$)	4,101	3,640	2,836
Low carbon products and services CAPEX (in Ch$ million)	3,380	2,852	1,318
Low carbon products and services CAPEX as a percentage of total CAPEX (%)	95%	96%	93%

Company performance in the different areas covered by sustainability—which are an integral part of the Company's business model—is reflected in the Company's participation in various globally recognized indexes that include environmental, social and governance (ESG) variables. This allows for traceability of the work performed whilst representing an opportunity to see how our management compares to others, and make us both credible and transparent to investors, consumers and stakeholders.

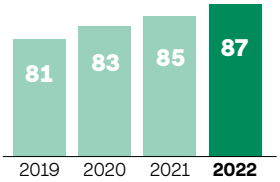
There is a clear link between sustainability and value creation. By investing in environmentally and socially sustainable projects, companies can maximize profits and minimize risks, while contributing to the attainment of the United Nation Sustainable Development Goals (SDGs).

Accordingly, sustainability indexes and rankings are used to measure the performance of a given company in ESG areas. Therefore, the ratings and analyses carried out by organizations specialized in these matters are considered a strategic tool for supporting investors and identifying risks and opportunities related to sustainability in their investment portfolio, thereby contributing to the development of sustainable investment strategies

ESG Ratings and Indexes

Financial analysts and ESG rating agencies employ different methodologies to assess the Company's performance in environmental, social and governance issues. As such, investors consider these assessments to be a strategic tool for identifying risks and opportunities related to our Company's sustainability, thereby contributing to the development of active and passive sustainable investment strategies. In 2022, we consolidated our performance in ESG ratings and indices, and in turn advanced our leadership position.

S&P Dow Jones Indices
A division of
S&P Global



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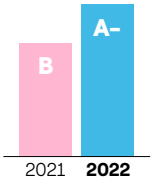

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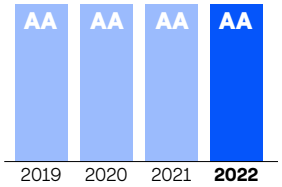

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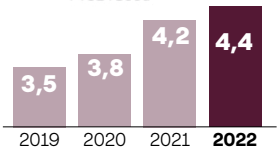

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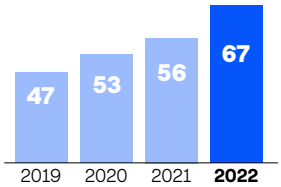
MOODY'S | ESG Solutions



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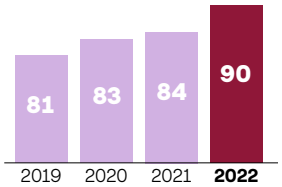


Scale of 0 to 100

S&P Dow Jones Index (DJSI)

In 2022, we were included in the three categories where this index participates (emerging markets, integrated market of the Pacific Alliance (MILA), and Chile) where we scored 87 points, ranking us among the best companies worldwide. In more than 59% of the items we scored over 90 points out of a 100, with outstanding performance in areas such as materiality, political influence, innovation management, environmental reporting, water risk, social reporting, human rights, human capital development, and corporate citizenship and philanthropy

Sustainability Yearbook 2023

For the fifth consecutive year, we were selected for S&P Global's Sustainability Yearbook 2023 and for the first time honored in the top 5% category, placing us among the most sustainable companies in our industry worldwide.

CDP

We were also honored by the CDP (Carbon Disclosure Project) with a score of A-, on our second time participating in this voluntary initiative where companies report the actions they take to address climate change. CDP is a recognized not-for-profit organization that using its disclosure framework to assess companies performance in the fight against climate change on a scale of A to D.

MSCI ESG Indexes

Since 2019, we have received an AA rating (with AAA being the highest) as part of the various sustainability stock market indexes offered by this entity. MSCI's ESG assessments aim to measure the long-term financial resilience of companies to material ESG risks.

FTSE4Good

The London Stock Exchange Sustainability index ranks the best companies according to their performance in areas such as the fight against climate change, governance, respect for human rights and anti-corruption measures. Once again, we were again included in this ranking in the Emerging Markets and Latin America categories, scoring 4.4 out of 5.

Moody's ESG Solution

This year we improved our standing by 11 points for a total of 67 points (out of 100) in a comprehensive ESG performance evaluation based on public information, aimed at identifying risks and opportunities.

Refinitiv

Refinitiv's ESG score measures company ESG performance based on verifiable, publicly available data. It captures and calculates over 630 company-level ESG measures, of which a subset of 186 of the most comparable and material by sector drives the overall company assessment and scoring process. This year we scored 90 out of 100

First Diagnosis on Business and Human Rights in Chile

Conducted by the Corporate Sustainability Program of the Universidad Católica Law School in collaboration with the World Benchmarking Alliance (WBA), the study included the 29 companies listed on the IPSA. The highest attainable score was 24 points, and we obtained 21.5, putting us in first place alongside Enel Chile.

Major 2022 Awards and Recognitions

Argentina

Recognition for good performance in development, innovation and work methodology, we received this recognition at the IX International Congress on voltage work and safety in electrical transmission and distribution.

Brazil

Innovation Value Brazil 2022: we entered the "Valor Innovación Brazil 2022" ranking as one of the three most innovative companies in the electricity sector in Brazil. At our company, innovation means building solutions, inspiring people, opening new paths and possibilities.

Firjan Sustainability Award 2022: Enel Distribución Rio received the new Firjan Sustainability Award, in the "Strategies to engage and promote the 2030 Agenda of the Sustainable Development Goals" category with the Enel Shares program.

WELL Certification: our company was the first firm in the global energy sector to receive Platinum certification and is now part of a select group of seven Brazilian organizations to achieve recognition in Latin America. We are also the second company in Brazil and Latin America to receive WELL Platinum, and the AQWA building project has received the highest rating in the world.

Colombia

National Association of Industrialists (ANDI): We are ranked as the sixth most innovative company in the country, holding the #1 position in the electricity sector and #2 in the energy sector, out of a total of 347 companies nominated from 25 Colombian departments.

100 Open Startups Ranking: we were ranked #7 in the country (86 points) among the 100 companies selected for their leadership in open innovation and engagement with startups.

Andesco Award: We received this award in the work environment category for our project entitled "Involving women in the operations of the operational transportation service" as a valuable example of the implementation of policies and practices that promote gender equity in a traditionally male-dominated sector.

Friendly Biz Seal: in order to create discrimination-free spaces for sexually diverse people, in 2022 we continued with the friendly biz seal, in partnership with the LGBT Chamber of Commerce, and developed spaces within the framework of this strategy.

Equipares Gold Seal Recertification: we have been an Equipares gold seal certified company since 2015 and were recertified in 2021 thanks to the effective implementation of a gender equity management model..

Organization of American States (OAS) : recognized the Company's #YoLoHagoBien ethical campaign as an example of good anti-corruption practices in the "Innovating in Business Integrity in Colombia" category. The objective of this recognition is to publicize actions effectively taken by states and companies to implement the provisions of the Inter-American Convention against Corruption. This campaign was also nominated as a finalist for the Premios Corresponsabes award for excellent practices in responsible communication with employees, in which 800 nominations from 16 Ibero-American states were presented.

Colombia

Climate Action Awards: regarding the environment, we were the winner of the circular economy category for the ecological poles project, that involved reusing recovered concrete and other materials to prevent the extraction of 1,360 tons of sand and gravel (10 thousand poles).

***Pacto por el aire*:** The Bogota district environmental secretariat recognized and highlighted our contribution to improving air quality in Bogota.

Private Social Investment Index: We participated in the VI edition of this index, which aims to measure private sector efforts to improve the living conditions of communities and/or population groups based on their voluntary decision to invest in social and environmental projects. We ranked 19th out of 151 participating companies and received special recognition in the targeting category.

Central America

CECACIER Regional Phase: We won first place in the decarbonization category with the mobile smart connectivity box project developed in Panama. We also won third place in the digitization category with the pip spector project developed at one of the generation plants in Guatem.

Chamber of Industry 2022 Award: We received the award in the environmental category granted by the Chamber of Industry of Guatemala for developing the Zunil strategic environmental plan.

Peru

Safe company and violence against women free seal: as part of our commitment to having a more equitable and violence-free society, we obtained the seal of recognition granted by the Ministry of Women and Vulnerable Populations in the highest category, gold seal.

***Global reporting initiative (GRI)*:** is an independent international organization that assists companies and other organizations in taking responsibility for their impacts by providing them with a common global language to communicate said impacts. For the fourth consecutive year the GRI recognized us for having involved 27 suppliers, training them to issue their sustainability reports, thus contributing to the sustainability of their supply chain.

Socially Responsible Company: We obtained the socially responsible company award developed jointly by Peru and the Mexican Center for Philanthropy (CEMEFI). We received this award for having aligned our industrial strategy with the Sustainable Development Goals (SDGs), with outstanding performance in the Impact and Value Chain category.

MATERIALITY ANALYSIS

2.

Materiality Analysis

We analyze the context to identify and analyze the main current and future ESG megatrends, to limit risk and impact, and take full advantage of their opportunities.

We involve the different categories of internal and external stakeholders to always be open to listening to the individuals or interest groups that are influenced or could be influenced by the organization's activities.

We define the Priority Matrix by identifying and evaluating the Company's priority issues for the Company and our main stakeholders.

We evaluate the impacts generated and suffered (Double materiality) we identify the material issues, i.e. the issues that represent the most significant aspects of our Company, impacts on the economy, the environment and people, including impacts on human rights.

Materiality Analysis Process and Results 2022

Understanding the Sustainability Context

In order to assess economic, social and environmental challenges and define the scope of our sustainability management, we first conducted an analysis of the main current and future ESG megatrends, identifying risks, impacts and opportunities.

Within the current complex global scenario, new production and consumption models are emerging, dictated by technological and demographic changes underway, as well as new economic and geopolitical balances. In the analysis of the sustainability context we have identified the main ESG megatrends among which the digital revolution, the definition of new governance models, climate and demographic change, resource protection are the main ones influencing current and future economic, social and environmental dimensions of sustainable development. Such phenomena often influence each other and act in combination, reinforcing their individual impact.

Moreover, the technological revolution and digitization have in many cases accentuated income inequality and an ensuing increase in inequalities globally and in Latin America. Climate change, for its part, contributes to the conversion of rural areas into urban areas and, therefore, to demographic changes in countries. All this makes resource conservation and the need to use and adopt technologies with a lower environmental impact one of our priorities as a company.

We have associated these ESG megatrends detected by the context analysis to the topics of the materiality analysis, thus representing the guide for the definition of the impacts related to them: therefore, the context analysis constitutes crucial information for the identification of current and potential impacts.

Materiality Analysis Framework

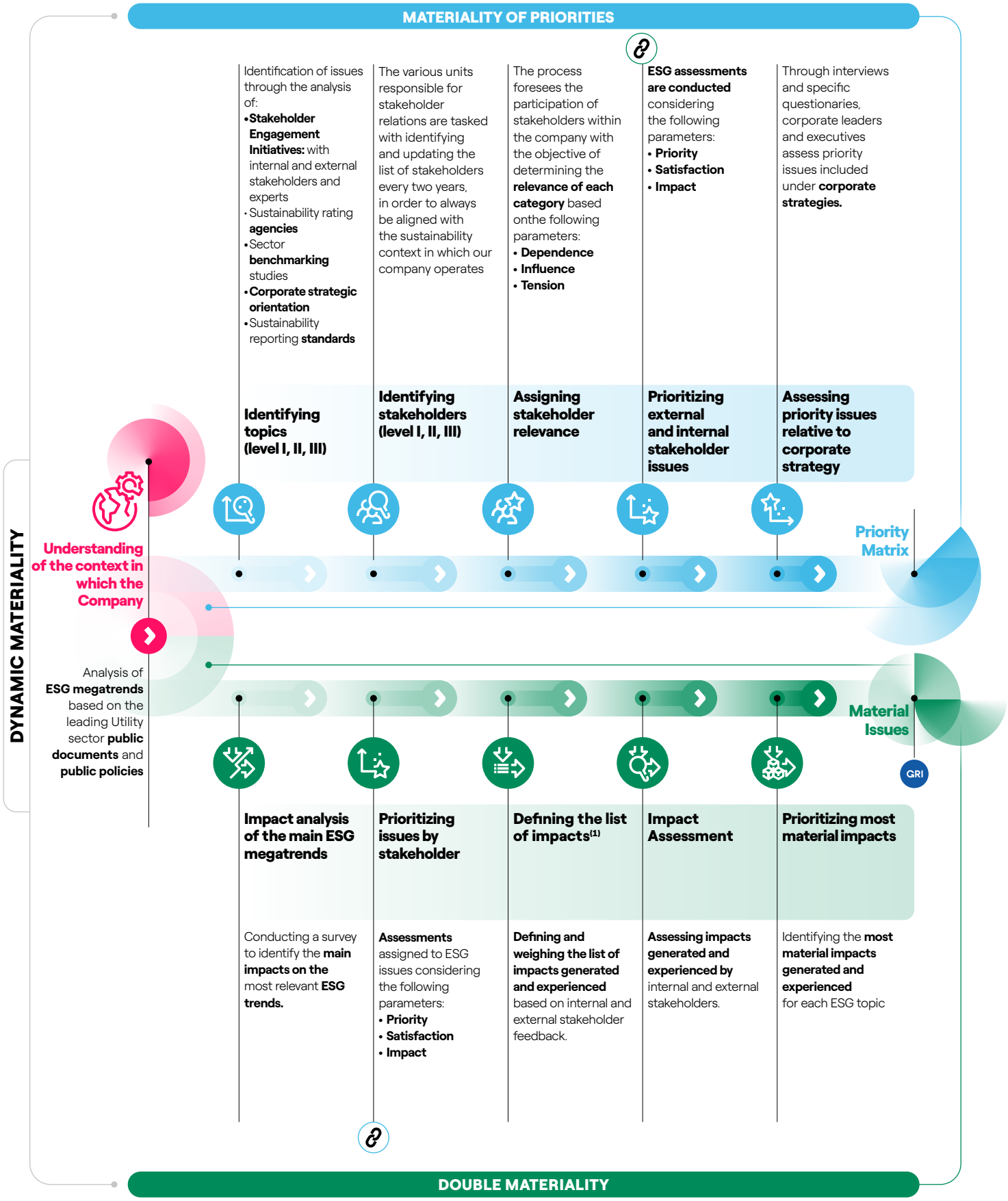
We define material issues as aspects that represent the most significant impacts of our Company on the economy, the environment and people, and human rights. With this as a starting point and considering materiality to be an evolving concept over time, in 2022 we expanded this perspective to include the relevance of impacts generated and impacts received (impact materiality and financial materiality), using the concept of dual materiality.

Impact Materiality: developed by the GRI 2021 standard, this concept analyzes and identifies material issues from the point of view of the impacts generated by the Company, i.e. the effects that the organization has or could have on the environment and in relation to all its stakeholders, which in turn may indicate its contribution (negative or positive) to sustainable development.

Financial Materiality: in line with the leading publications currently available (EFRAG, SASB, ISSB), this concept analyzes and identifies material issues from a financial point of view, i.e. issues that affect or could affect the Company's operating results and, therefore, are more relevant to investors.

As such, an analysis of the most significant impacts governs our material issue identification process, and these priority issues drive our company's future efforts, aligned with our business strategy.

Materiality Analysis



(1) Impacts identified are linked to the main ESG megatrends and level I, II and III priority issues.

Activity performed in both processes

Identifying Material Issues

We consider multiple sources in the process of identifying our material Issues, such as:

- Main ESG megatrends identified by the sustainability context analysis
- Initiatives with stakeholders
- Major topics of interest to sustainability rating agencies
- Sector benchmarking studies
- Sustainability reporting standards
- Our strategic orientation, as well as input from experts inside and outside the organization

We then group the issues into three categories for analysis, to wit: business and governance, social, and environmental. These in turn are further broken down into three levels, from general to specific.

Identifying Stakeholders

The stakeholders involved in the 2022 materiality analysis process represent individuals or interest groups that are or could be influenced by our organization's activities.

We continuously engage with our stakeholders through numerous listening initiatives to better understand their expectations and identify potential and future impacts. The various units responsible for stakeholder relations are tasked with identifying and updating the list of stakeholders every two years, in order to always be aligned with the sustainability context in which our company operates.

We believe that stakeholder management and dialogue contribute to:

- **Better** risk and opportunity management
- Early **identification of** relevant trends and issues
- **Enhancing** credibility and trust, enabling the creation of synergies
- **Better decision-making** processes
- **Finding** improvement and business opportunities

Assigning Relevance to Stakeholders

Every year we conduct a Company-wide exercise (involving all units) where we prioritize our stakeholders according to influence, dependence and tension, so that we can evaluate the relevance of each group in order to better advise our sustainability strategy.

Notably, according to the Enel Americas consolidated analysis, the relevance of the stakeholder group comprised of civil society, local and global communities and customers has grown the most in the last year, thereby enjoying greater integration into mainstream SDG compliance, in line with the Company's priorities. Moreover, our people and customers constitute the most relevant values. According to these results, if we strive for continuous improvement, we must make headway in our stakeholder relations with a view to bringing about greater synergies in the future to meet international standards.

For more information on stakeholder relevance visit the "Influence and Dependency Matrix" section.

Priority

PARAMETERS

Influence
Relevance of relations to the company

Dependence
Relevance of relations to the stakeholder

Tension
Status of stakeholder relations

Prioritizing External Stakeholder Issues

2-16 | 2-29

Once we have identified material issues and stakeholder categories, we proceed with an assessment of the priorities assigned by our stakeholders while taking into account their relative impact on the economy, the environment and people, including human rights-related impacts.

The results of the assessment of our relevant stakeholder priorities is used to determine the priority issues that will be the basis for defining the potential and current impacts targeted by our strategy.

We conduct direct surveys with our stakeholders to understand what their priorities are. Surveys are supplemented with secondary sources of information.

The following table summarizes the relevance of each stakeholder group, stakeholder engagement channels, priority issues, and the Company's response methods:

Relevance

PARAMETERS:
Dependence: relevance of relations to stakeholders. **Influence:** relevance of relations to the company. **Tension:** status of stakeholder relations

	Enel Américas 2022 communication channels, types and engagement	Average frequency of participation by channel / type	Main high or very high priority topics as assigned by stakeholders	How we respond to stakeholder expectations throughout the chapters in the report
Business Community	Direct contacts	Daily	• Infrastructure and networks • Decarbonizing the energy mix • Sound governance and fair corporate conduct	• Network digitalization • Power generation • Sound governance
	Forums	Monthly		
	Working groups	Monthly		
	Dedicated meetings	Weekly		
Customers	Agents	Daily	• Infrastructure and networks • Customer centricity • Decarbonizing the energy mix	• Network digitalization • Electrifying customer energy uses • Power generation
	Mobile applications	Ongoing		
	Complaints channel	Ongoing		
	Web channel	Ongoing		
	Forums	Monthly		
	Working groups	Monthly		
	Enel stores and commercial offices	Daily		
	Social media	Ongoing		
	Surveys	Twice a year		
Financial Community	Mobile application	Ongoing	• Sound governance and fair corporate conduct • Sustainable supply chain • Customer centricity	• Sound governance • Sustainable supply chain • Electrifying customer energy uses
	Enel Investor Application	Ongoing		
	Web channel	Ongoing		
	Direct contacts	Daily		
	Dedicated meetings	Weekly		
	Investor Day	Once a year		
	Roadshow	Quarterly		

Relevance

	Enel Americas 2022 communication channels, types and engagement	Average frequency of participation by channel / type	Main high or very high priority topics as assigned by stakefolders	How we respond to stakeholder expectations throughout the chapters in the report
Institutions	Complaints channel Web channel Press releases Direct contacts Social networks	Ongoing Ongoing Weekly Daily Ongoing	• Infrastructure and networks • Occupational Health and Safety • Conservation of ecosystems and environmental management	• Network digitalization • Occupational health and safety • Conservation of natural capital
Civil society and local and global communities	Complaints channel Web channel Press releases Direct contacts Social networks	Ongoing Ongoing Weekly Daily Ongoing	• Decarbonizing the energy mix • Infrastructure and networks • Occupational Health and Safety	• Power generation • Network digitalization • Occupational health and safety
Media and communications	Enel Investor Application Press releases Direct contacts Dedicated meetings Roadshow Surveys	Ongoing Weekly Daily Weekly Quarterly Twice a year	• Infrastructure and networks • Conservation of ecosystems and environmental management • Engaging local and global communities	• Network digitalization • Conservation of natural capital • Engaging communities
Our People	Complaints channel Forums Working groups Cognitive interviews Intranet Newsletter Business magazine Surveys	Ongoing Monthly Monthly Weekly Ongoing Each 2 weeks Each 2-3 months Twice a year	• Customer centricity • Sound governance and fair corporate conduct • Infrastructure and networks	• Electrifying customer energy uses • Sound governance • Network digitalization
Suppliers and Contractors	Complaints channel Web channel Forums Direct contacts Working groups Dedicated meetings	Ongoing Ongoing Monthly Daily Daily Monthly	• Sound governance and fair corporate conduct • Occupational Health and Safety • Sustainable supply chain	• Sound governance • Occupational Health and Safety • Sustainable supply chain

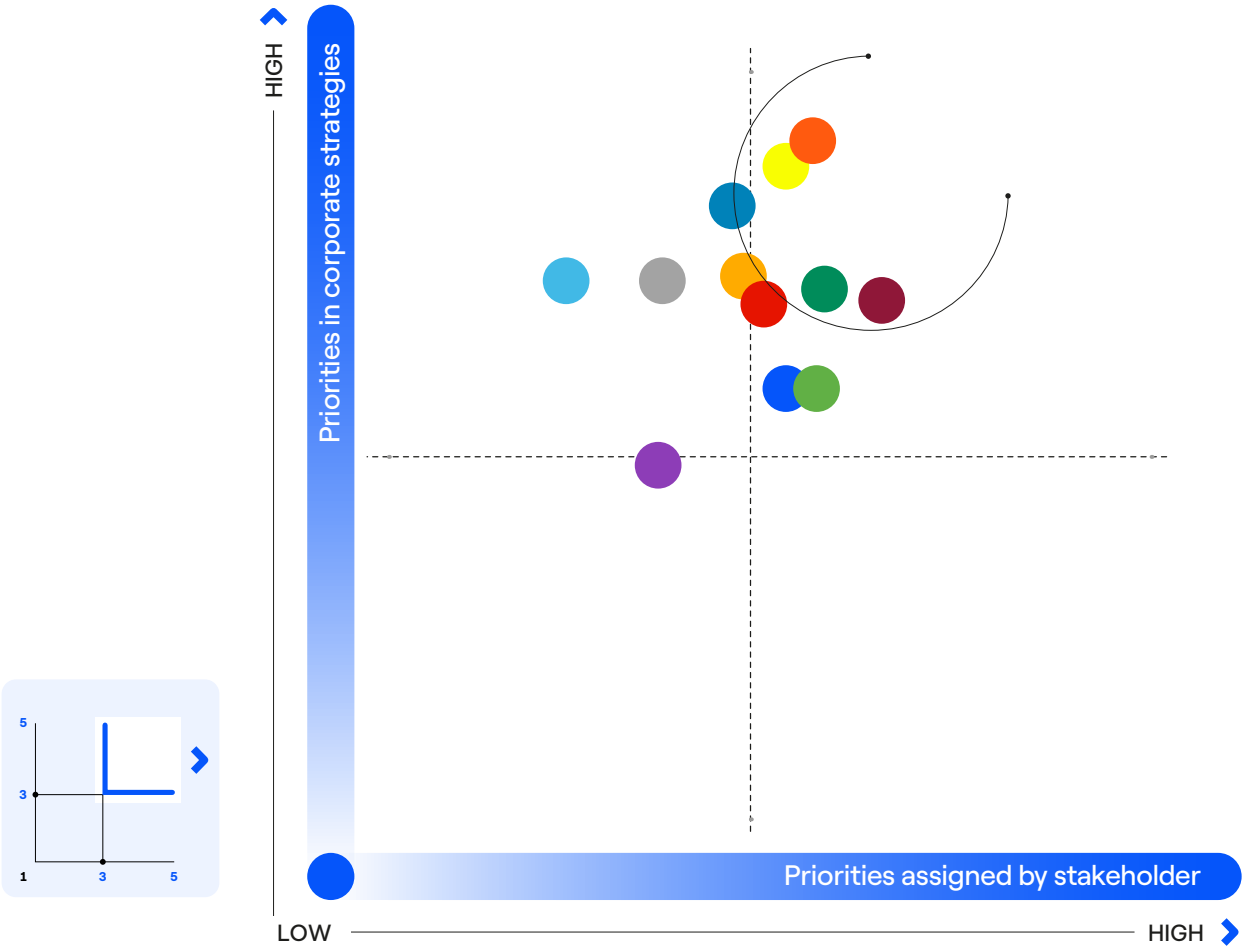
In addition, we further enhance this assessment with an analysis of stakeholder satisfaction with the material issues identified. The 2022 results of the expectations analysis show an alignment between stakeholder priorities and their level of satisfaction. It should be noted that when compared to 2021, in 2022 stakeholders expressed greater satisfaction concerning topics related to management, employee motivation and development, and economic and financial value. This motivates us to continue working with our people and boost our commitment to generating value for all our stakeholders.

For more information on stakeholder satisfaction visit the "Stakeholder expectations matrix".

Assessing Business Strategy Priority Issues

When assessing material matters, we relied on guidelines outlined in our strategic plan, the objectives of the various business units, and our policy-related commitments to prepare the 2022 priority matrix.

Materiality Matrix



Business and Government Issues

- Infrastructure and Networks
- Customer centricity
- Products and services for electrification and digitalization
- Sound governance and fair corporate conduct
- Economic and financial value creation
- Innovation, circular economy and digital transformation

Social Issues

- Engaging local and global communities
- People management, development and motivation
- Occupational health and safety
- Sustainable supply chain

Environmental Issues

- Decarbonizing the energy mix
- Conservation of ecosystems and environmental management

The following priority issues stand out for our stakeholders and us:

Health and Safety: protecting people's health and lives is a pillar of our sustainability plan's people component that we approach from a risk prevention and reduction perspective related to occupational health and safety. We are aware that operational continuity is crucial to business success and depends on safety risks. Preventing and mitigating risks allows us to achieve business sustainability, beyond statutory requirements.

Sound governance and fair corporate conduct: we have a solid corporate governance structure that is based on the principles of transparency, ethics and integrity. We combine international practices and standards with local regulations in order to manage potential risks. The governance structure is designed to allow us to monitor and control the potential impacts on Company operations. The Board of Directors is one of the main governance bodies. Integrity in operations is supported by the implementation of our global compliance model. For more details, see the Governance chapter.

Infrastructure and Networks: In line with our just energy transition, having a solid infrastructure capable of guaranteeing quality supply to inhabitants in the concession areas is of the utmost importance, and enables us to address the global trend of energy consumption electrification. Strengthening this infrastructure calls for adopting new technologies, robust processes and digitization operations company-wide, thus improving electrification and, with it, supporting the energy transition and new energy uses. That is why we continuously roll out improvement plans involving grid maintenance and modernization to reduce the number and duration of service outages.

Decarbonizing the Energy Mix: Climate change is currently one of the main challenges facing humanity. That is why we are continuously finetuning our strategy to contribute to the fight against climate change. As part of our efforts to grow and develop new renewable capacity, we took another step towards decarbonizing our energy mix and meeting the Enel Group's target under its direct CO2 emission reduction plan.

Identifying, Assessing and Prioritizing Significant Impacts

In order to identify the impacts, risks and opportunities related to our activities and ensure they are comprehensively addressed, in 2022 we conducted an analysis that took into account the most recent publications issued by the leading international standards, including GRI 2021, SASB, ISSB and EFRAG.

Specifically, we conducted the following activities to identify impacts:

Analyzing the impacts of the main ESG trends: we conducted an Enel Group-wide survey of our stakeholders, enhanced at the local level, to assess the impacts of the main ESG megatrends identified under the above-mentioned context analysis.

Prioritizing issues raised by external stakeholders: we launched nearly 179 listening initiatives (surveys, focus groups, document analysis, etc.) with our main stakeholders at the local level to assess priorities, satisfaction and impact of ESG issues.

Defining the list of impacts: relying on an internal analysis, we drew up a list of both positive and negative impacts generated and experienced by the Company and that influence or may influence our stakeholder relations.

we launched nearly
179
listening initiatives

Double Materiality Concept

In our work we consider both impact materiality and financial materiality to ensure we adopt the double materiality concept.

The sections below describe the methodology employed and the main outcome of both approaches:

We improved our methodology for identifying the impacts we generate, in line with the new GRI Standard 2021 guidelines. In 2022, we conducted the impact materiality analysis with the participation of relevant stakeholders and experts and based on the best practices dictated by our due diligence process.

We analyze negative impacts according to their significance in terms of severity and likelihood, in the case of potential impacts. We evaluate positive impacts according to their significance, their scope, and their direct and indirect contribution to the SDGs, in line with our commitments and with respect to the management tools put in place to monitor targets .

Based on this impact materiality assessment, and for reporting purposes, we selected **the most significant positive and negative impacts generated** (current and/or potential) according to their highest degree of significance for each material issue. The tables below show:

- **The stated impacts,** which result from activities within the Company to our environment and vice versa.
- **Type of impact:** current or potential
- Time horizon in which they occurred: short, medium, long-term
- **Impact management:** linked to the chapter showing the strategies and performance we have adopted, taking into account the main types of risk management in our Company.
- **Other information:** whether the reported impact targets or could target the SDGs, human rights and the corresponding GRI.

(1) The severity (severity) of an actual or potential negative impact is determined by the following characteristics: Scale(s): how severe the impact is
Scope: how widespread the impact is
Irremediability: how difficult it is to counteract or repair the resulting damage.

(2) The significance of a positive impact is determined by the scale(s) and extent of the impact, as well as the likelihood of the impact, if the impact is potentially positive.

Double Materiality - Most Significant Impacts Table

POSITIVE IMPACTS GENERATED

Material Issues	Impact Description	Current [1] / Potential [2]	Impact Management	ODS	GRI	Human Right [3]
Occupational Health and Safety	Drop in the number of accidents experienced by employees and contractors within the company, due to a better safety culture	Current ●●●›	Occupational health and safety	8	GRI 403 GRI 410	
Sound governance and fair corporate conduct	Contribution to internal awareness and dissemination to ex-ternal stakeholders (contrac-tors, business partners) of the principles of integrity and ethics in business conduct	Potential ●●●›	Sound governance	17	GRI 2-23 GRI 415	
Infrastructure and Networks	Ensure grid extension and mi-crogrid solutions in rural and suburban areas through the creation of new grid connec-tions.	Current ●●●›	Network digitalization	7 9 11 13	EU 23	
Decarbonizing the Energy Mix	Contribution to meeting inter-national and national targets for achieving a net zero global economy and society and limit-ing the increase in global aver-age temperature (1.5C - 2C).	Current ●●●›	Power generation	7 12 13	GRI 305	
Customer centricity	Better quality services provided to customers (i.e. promotion of accessible products and services, promotion of slow shopping and inclusive offers, etc.).	Current ●●●›	Electrifying customer energy uses	9 11	GRI 417 EU23 EU24	

(1) Type: current or potential

(2) Duration: ●○○› Short term (up to 1 year) ●●○› Medium term (2 to 5 years) ●●●› Long term (> 5 years)

(3) Impact relevant on human rights

To see all the material Issues of positive impacts generated, review the section "Double materiality".

Double Materiality - Most Significant Impacts Table

NEGATIVE IMPACTS GENERATED

Material Issues	Impact Description	Current [1] / Potential [2]	Impact Management	ODS	GRI	Human Right [3]
Occupational Health and Safety	Increase in the number of occupa-tional accidents suffered by em-ployees and contractors, due to lack of safety management and follow-up.	Potential ●○○›	Occupational health and safety	8	GRI 403 GRI 410	
Sound governance and fair corporate conduct	Deteriorating external stakeholder perception concerning inclusion practices due to lack of diversity on management bodies	Potential ●●○›	Sound governance	16	GRI 2-9 GRI 406	
Infrastructure and Networks	Decrease in the reliability of the national distribution network due to late maintenance	Potential ●○○›	Network digitalization	7 9 11 13	EU12 EU23	
Decarbonizing the Energy Mix	Slowing down of the energy transi-tion to zero emissions due to bu-reaucracy and required authoriza-tions (both for the closure of fossil fuel plants and development of renewable energies).	Potential ●○○›	Power generation	8	GRI 302 GRI 303 GRI 304 GRI 305 EU12 EU23	
Customer centricity	Increase in the number of vulnera-ble customers and fuel poverty due to rising electricity prices.	Potential ●●○›	Electrifying customer energy uses	9 11	GRI 417 EU23 EU24	

(1) Type: current or potential

(2) Duration: ●○○› Short term (up to 1 year) ●●○› Medium term (2 to 5 years) ●●●› Long term (> 5 years)

(3) Impact relevant on human rights

To see all the material issues of negative impacts generated, review the section "Double materiality".

Regarding financial materiality: we analyze financial materiality in line with the main standards' most recent publications (EFRAG, SASB, ISBB). Through this analysis we seek to integrate a comprehensive view of sustainability aspects related to risks and opportunities that influence or may materially influence our company's cash flows, development, performance, positioning, cost of capital or access to financing in the short, medium or long term.

Specifically, we also consider the relevance of ESG issues according to the SASB standard for the segment in which the prevalence of electric utilities and the gas utilities, solar technology and wind technology sectors are concerned.

Based on this impact materiality assessment, and for reporting purposes, we selected the most significant positive and negative impacts generated , (current and/or potential) according to their highest degree of significance for each material issue. The tables below show:
:

- **The stated impacts,** which result from activities within the Company to our environment and vice versa.
- **Type of impact:** current or potential
- **Time horizon in which they occurred:** short, medium, long-term
- **Impact management:** linked to the chapter showing the strategies and performance we have adopted, taking into account the main types of risk management in our Company.
- **Alignment with the SASB Standard** for the main Electric Utilities sector and the Solar Technology and Wind Technology sectors and the material issue (level I) related to impact.
- **Other information:** whether the reported impact targets or could target the SDGs, human rights and the corresponding GRI.

Double Materiality - Most Significant Impacts Table

POSITIVE IMPACTS SUFFERED

Material issues	Impact Description	Current (1) / Potential (2)	Impact Management	ODS	GRI	Human Right(3)	SASB
Occupational Health and Safety	Decrease in the number of occupational accidents occurring to employees and con-tractors, due to an adequate social and cul-tural context concerning health and safety issues.	Potential ●●○›	Occupational health and safety	8	GRI 403 GRI 410	✓	✓
Sound governance and fair corporate conduct	Positive financial results as a result of the application of good corporate governance practices, relevant to the main ESG indexes and investors.	Potential ●●○›	Sound governance	16	GRI 2-23 GRI 2-24 GRI 2-25 GRI 206 GRI 415		✓
Infrastructure and Networks	Climate risk reduction benefits generated through increased investments in infrastruc-ture resilience	Potential ●●●›	Network digitalization	7 9 11 13	EU12	✓	✓
Decarbonizing the Energy Mix	Promote the timely establishment and im-plementation of adaptation plans to improve the resilience of power plants to natural disasters and respond promptly to regulato-ry changes, helping to reduce potential costs and losses due to damage and/or operation-al failures.	Potential ●●●›	Zero emissions ambition	7 13 16	GRI 302 GRI 303 GRI 304 GRI 305 EU12 EU23	✓	✓
Customer centricity	Better customer retention and satisfaction due to high quality service	Potential ●●○›	Electrifying customer energy uses	9 11	GRI 417		✓

(1) Type: current or potential

(2) Duration: ●○○› Short term (up to 1 year) ●●○› Medium term (2 to 5 years) ●●●› Long term (> 5 years)

(3) Impact relevant on human rights

To see all the material issues of positive impacts suffered, review the section "Double materiality".

(3) Financial materiality in order to provide an input for financial reporting the actual and potential impacts suffered by the company were analyzed from a financial point of view; however, in view of the screening of the most significant impacts for reporting, the focus was on potential impacts with the aim of assessing potential economic effects on the company.

Double Materiality - Most Significant Impacts Table

NEGATIVE IMPACTS SUFFERED

Material Issues	Impact Description	Current [1] / Potential [2]	Impact Management	ODS	GRI	Human Right [3]	SASB
Occupational Health and Safety	Increase in the number of occupational accidents occurring to employees and con-tractors, due to an inadequate social and cultural context concerning health and safety issues.	Potential ●●○›	Occupational health and safety	8	GRI 403 GRI 410		
Sound governance and fair corporate conduct	Lack of accountability to the market, which impacts ESG ratings that affects the perfor-mance of securities.	Potential ●●○›	Sound governance	16	GRI 2-23 GRI 2-24 GRI 2-25 GRI 206 GRI 415		
Infrastructure and Networks	Pipe ruptures/damage caused by third parties may cause plant malfunctions, af-fecting the continuity of the service provid-ed, in addition to possible penalties for not restoring them within the set deadlines.	Potential ●●●›	Network digitalization	7 9 11 13	EU12		
Decarbonizing the Energy Mix	Increased extreme weather events (e.g., cyclones, droughts, floods, storms, heat waves and wildfires) due to climate change, resulting in damage to or reduced efficiency of energy and distribution assets and sup-porting infrastructure, leading to a reduc-tion in their capacity, temporary malfunc-tions or complete shutdowns	Potential ●●●›	Zero emissions ambition	7 13 16 15	GRI 302 GRI 303 GRI 304 GRI 305 EU12 EU23		
Customer centricity	Low customer retention and satisfaction rate due to poor quality service.	Potential ●●○›	Electrifying customer energy uses	9 11	GRI 417		

(1) Type: current or potential

(2) Duration: ●○○› Short term (up to 1 year) ●●○› Medium term (2 to 5 years) ●●●› Long term (> 5 years)

(3) Impact relevant on human rights

To see all the material issues of negative impacts suffered, review the section "Double materiality".

Material issues

The impact model is essential in that it allows us to identify material issues and thus focus on how to best manage them, both in terms of risk management and in terms of enhancing opportunities. Likewise, we recognize our strategic priorities, whilst considering stakeholder points of view. Accordingly, identifying the priority ESG issues in which we plan on getting involved makes us our impact management vision stronger.

The assessment of the impacts generated and experienced and their relative significance guides our material issue identification process. The result of this analysis serves as a basis for the identification and definition of the objectives to be included in the Strategic Plan and in the Sustainability Plan - to the achievement of which our different business lines contribute - and of the issues used for the preparation of the Sustainability Report.

The following link contains a list of material tissues, as well as the respective "GRI Materiality", as a monitoring and management indicator, and the reference to the chapter of the Report.

OUR PERFORMANCE

3.

Our Performance

- **Zero emissions and clean electrification** are at the heart of the Company's sustainable and innovative strategy for a just transition.
- **People are the drivers of sustainable progress**, and not just the people who work with us, but also customers, suppliers, communities, institutions, the financial community, the media, businesses and trade associations.
- **Protecting nature and respecting human rights** are at the core of our daily commitment to current and future generations.
- **Innovation, circular economy, digitalization and sustainable finance** drive our growth and will enhance all strategic themes across the board.

Zero Emissions Ambition

201-2

Climate change constitutes the greatest global challenge of this century and in this context, Enel, as a major player in the energy market, is at the forefront, playing an active role in the fight against climate change, leading the energy transition towards zero emissions and taking advantage of all the opportunities that a sustainable approach allows us to foresee.

As part of the Enel Group, Enel Americas has set Zero emission ambition for 2024, opting for a business model aligned with the goal of not exceeding a temperature increase of more than 1.5°C compared to pre-industrial levels.

These targets are part of the Enel Group commitment to the "Business Ambition for 1.5ºC" campaign, promoted by the United Nations and other institutions, of which it is a member, and consistent with the Science Based Targets initiative (SBTi) criteria and recommendations.

The Group aims to achieve a 100% reduction in all emissions by 2040, 10 years earlier than previously announced, in order to overcome, in the short and medium term, exogenous factors, such as the development of new technological solutions in the large-scale supply chain or the implementation of certain market strategies and policies.

-80%

Enel Group direct CO2 emissions reduction target per kWheq (Scope 1) by 2030 compared to 2017 (SBTi certified target)

123 $gCO_2/kWheq$

Enel Americas specific CO_2 emissions (Scope 1)

71%

Renewable generation capacity

85%

EBITDA from low-carbon products, services and technologies

123
gCO_2eq/kWh Scope 1 Emissions Intensity

54%
increase in electrification consumption rate by 2050

The Enel Group roadmap currently envisages reducing all direct and indirect greenhouse gas (GHG) emissions by around 99% by 2040 compared to 2017 across its entire value chain, well beyond the overall threshold set by SBTi (90%). The Group aims to achieve a 100% reduction in all emissions, in order to overcome, in the short and medium term, exogenous factors, such as the development of new technological solutions in the supply chain on a large scale or the implementation of certain market strategies and policies.

Attaining these goals requires adopting a multidimensional approach to the business involving our entire value chain in the decarbonization process, even beyond the generation sector. According to studies by IAE, IRENA and Bloomberg, in order to achieve carbon neutrality goals, the world will need to surpass a level of 50% electrification globally. In this context, our investment strategy, which is aimed at digitizing the grid and other infrastructure required for the electrification of consumption in industries, cities and communities, is especially relevant.

As we are precisely fully immersed in the era of electrification, the services we offer through Enel X provide the final touch to our Americas region energy transition approach, moving us towards the goals outlined by the COP26 to achieve carbon neutrality by 2050. These are furthered by other electromobility and circular economy initiatives and incentives.

Our strategy, in its own right, is climate action. By adopting this strategy and through the energy transition we are paving the way towards attaining the 17 Sustainable Development Goals (SDGs) and their respective targets, in particular SDG 7 (affordable and clean energy), by increasing renewable energy generation; SDG 9 (industry, innovation and infrastructure), by investing in a digitized and functional grid for the electrification of consumption; and with SDG 11 (sustainable cities and communities), by involving citizens, institutions and industries in replacing fossil fuels with electricity for their consumption.

Regarding the electricity sector, energy transition and electrification are the climate actions targeted by SDG 13, an effort that we are leading in all its dimensions across the region

Engaging Stakeholders in Climate Actions

The impacts of climate change affect business and society, altering biodiversity and ecosystem functions. The global race that took off a few years to remedy this situation entailed a wide-spread, all-encompassing appeal to institutions, companies, citizens and communities, as essential parts of an organic transformation meant to counteract the effects of climate change. Our response to this call involved putting into motion a robust transformation aimed at adopting a clean energy mix, modernizing the electricity grid and electrifying consumption.

We put climate action at the core of our strategic objectives, working with all of our stakeholders to ensure greater transparency in communications and relations. We report on our performance according to international standards such as the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) indicators, and the recommendations of the Task force on Climate-Related Financial Disclosures (TCFD) for the impact of climate risks.
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- **Materiality analysis:** we confer with our stakeholders concerning their priorities, directly addressing climate change and the Company's performance and take this into consideration for our sustainability planning and strategy development.

- **Due diligence on human rights:** we use the due diligence processes to identify potential risks or impacts on the right to live in an unpolluted environment and access to timely environmental information. Potential breaches are addressed under remediation or mitigation plans.

- **Risk matrix:** our enterprise risk matrix includes qualitatively and quantitatively assessed climate risks.

- **Community engagement:** we invest in initiatives that engage communities in the just energy transition through the use of renewable energy models and nature-based or circular economy solutions.
- **Supply chain sustainability indicators:** we have included sustainability factors in our bidding processes, through incentives for suppliers who are recognized for taking actions to abate environmental impacts and who engage in our de-pollution and consumption electrification objectives.

- **Internal communication:** we promote internal events, albeit mostly virtual, that address the energy transition, sustainable business, circular economy and climate change.

- **Presentations and meetings with investors:** at Investor Day we present our concrete actions to move towards low-carbon economies, coupled with quarterly progress reports on said actions.

- **Directors' Committee:** we address sustainability initiatives, including climate change.

- **Report to the Board of Directors:** we present a quarterly sustainability plan and progress report including climate action indicators.

- **Social media communications:** we reinforce our commitment to the digital society by using social media to raise public awareness of climate change issues, including decarbonization, renewable energy development, water management, circular economy, electrification and electric mobility.

Climate Actions

We uphold Enel SpA principles, commitments and guidelines regarding policies, regulations and participation in partnerships in order to promote issues related to energy transition and climate change both nationally and globally. To this end, the Enel Group develops and aligns the Group's global perspectives through position papers on climate policies. These serve as a guide for the Company's local-level interactions along with regulatory discussions and engagement with institutions and stakeholders concerning the debate on climate action

For more information visit here

Company position on climate-related frameworks, policies and partnerships

As the climate challenge becomes growingly evident and it is increasingly clear that all players need to work together to find solutions and opportunities, the regulatory frameworks governing global, regional and national policies are expanding and evolving. In view of this, we adhere to the following guidelines:

The 2030 Agenda for Sustainable Development	We have committed to contributing specifically to SDGs 4, 7, 8, 9, 11 and 13 of the 17 Sustainable Development Goals, which does not preclude us from contributing to the rest of the Goals. Moreover, our commitment to the SDGs arose from the Company's sustainable business model and is therefore a part of the Company's Strategic Plan.
The Corporate Leaders Group for Climate Change (CLG) Americas	By participating in the climate discussion and actions we are able to make a concrete contribution to collective actions designed to foster a low-carbon economy and a society with low climate risk. Being part of this organization provides us with the opportunity to promote climate action policies whilst ensuring that they take into account the business sector perspectives.
Global Compact	We are committed to making the Ten Principles of the Global Compact, grouped into Human Rights, Labor Rela-tions, Environment and Anti-Corruption, part of the Company's strategy, culture and daily activities, while also getting involved in collaborative projects that contribute to the Sustainable Development Goals in the countries where we operate.
Regional Private Sector Support Center for Latin America and the Caribbean	We have ongoing participation in activities aimed at strengthening the sustainable development agenda in all the countries where we operate. That is why our participation in the Regional Private Sector Center in support of the United Nations Sustainable Development Goals is strategic, since our work is aligned with the main objectives of this office, which are working in coordination with partner companies and in partnership with the United Nations system for the practical implementation of various international sustainability initiatives, and to address first-hand the global trends affecting business practices globally.

Membership in Associations and Organizations

Country		Organization Name	Initiatives
ARGENTINA		Business Council for Sustainable Development	Climate Action Program. Sustainable Commitments and Goals, and Circular Economy Workshops. Sharing good practices and due diligence in Human Rights: External consultancy María José Alzari, Analysis of the new Human Rights policy.
		FRD (Delta Regional School) UTN (National Technological University) Secretariat of University Outreach	2nd Edition of the Circular Economy Certificate Program, in partnership with CEADS and Enel Argentina.
BRAZIL		Brazilian Committee of the Global Compact	Working Group on: "Action for Human Rights," "Action for Climate Action," "Action for the SDGs," "Action against Corruption" and "Action to Communicate and Engage." Ambition for the SDGs aims to support companies in setting aspirational SDG targets in their business strategies.
		ABRADEE-Association of Electricity Distributors	Environmental Working Group.
		Firjan-Social System, responsibility, council	The Council brings together major companies headquartered in the state of Rio de Janeiro and promotes the discussion on sustainability issues, including the 2030 agenda, which can boost the companies' business and the state's economy.
COLOMBIA		Global Compact Colombia Network	Environmental Working Group
		ANDI- National Association of Colombian Businessmen	Environmental issues (Sustainability)
		World Energy Council (WEC), Colombian Committee	Working towards a globally accepted framework for climate change.
		Bogotá Region Connect	Innovation and sustainability issues
		Ser Colombia-Renewable Energy Association	Renewable energy issues

Country		Organization Name	Initiatives
PERU	Pacto Global Red Perú	Global Compact Peru Network	Environment Working Group
	aquafondo INVERSIÓN EN AGUA PARA LIMA	Aquafondo.	Executive Committee. Collaborative effort to define the Water Footprint
	UNIVERSIDAD CIENTÍFICA DEL SUR	Unviersidad Científica del Sur (Scientific University of the South)	Position Paper on the City of Lima's circularity potential
	PERÚ SOSTENIBLE	Peru Sostenible-represents the global business council for sustainable development in Peru	Working Group
	nexos+1	Nexus+1-Corporate climate action	Board (application) Working group on different SDGs
	AEDiVE PERÚ	AEDIVE- Asociación Empresarial para el Desarrollo e Impulso de la Movilidad Eléctrica (Business Association for the Development and Promotion of Electric Mobility)	Executive Committee. Association in charge of promoting the adoption of electric mobility solutions, representing the interests of the entire value chain. Vice Presidency
GUATEMALA	CGP+L CENTRO GUATEMALTECO DE PRODUCCIÓN MÁS LIMPIA	Guatemalan Center for Cleaner Production	Seeks to contribute to the improvement of environmental performance and competitiveness of companies, public and academic organizations across the country. Award: green seal offices and hydroelectric power plants - 2016, 2017, 2018, 2019, 2020
PANAMA	Pacto Global Red Panamá	Global Compact Network Panama	GT Capacitación en temas ambientales y buenas prácticas sustentables para el desarrollo de proyectos comunitarios.
COSTA RICA	Pacto Global Red Costa Rica	Global Compact Network Costa Rica WE SUPPORT	SDG Ambition Program
	AED United Way	Business Alliance for Development	Partnership working on a local model for gender and sustainability

Our Climate Change Governance

Our corporate governance provides for specific tasks and responsibilities within our organizational structure to ensure that climate change-related risks and opportunities are considered in all relevant business decision-making processes.

Corporate Governance

The following comprise some of the main responsibilities of our different corporate governance bodies:

Board of Directors

- Reviews and approves the company's strategy, including the annual budget and business plan, with a view to directing investments towards low-emission economies, thereby promoting a sustainable business model that generates long-term value.
- Guides and evaluate the adequacy of the Internal Control and Risk Management System (SCIGR), by defining a nature and level of risk compatible with both the Company's and Group's strategic objectives, including those related to climate change.
- Addresses climate-related issues as reflected in the Company's strategies and operations.

Directors' Committee

- Advises the Board of Directors concerning assessments and decision making related to sustainability, the performance of the sustainability plan, and any other issues related to climate change, biodiversity and circular economy, as well as Company interaction with stakeholders.
- Reviews and examines climate objectives and how there are linked to content published in the Sustainability Report, issuing a special prior opinion to the Board of Directors.

General Manager

- Defines a sustainable business model, by identifying a strategy aimed at guiding the energy transition towards a low-carbon model.
- Manages business activities related to Enel's commitment to climate action.
- Reports to the Board of Directors on actions taken while exercising the powers vested in the position, including business activities aligned with the Company's commitment to addressing climate change.
- Manages enterprise risk management, including climate change-related risks.

Our Board of Directors includes climate change issues on its agenda at least annually.

Structure

We have a management team specifically tasked with managing climate change risks and opportunities that fall within their area of expertise. Their main responsibilities are:

- Consolidating the scenario analysis and management of the strategic and financial planning process, aimed at promoting a sustainable business model that places climate action at the core of the Company's strategy.
- Conducting activities to prevent or curtail the environmental risks and impacts of operations, thereby adapting the business to the effects of climate change whilst promoting renewable energy generation.
- Adopting sustainability criteria applicable to supply chain management and the development of digital solutions, to promote the advancement of technologies that facilitate the energy transition and aim at better climate change adaptation actions.
- Promoting decarbonization and guiding the energy transition towards a low-carbon business model within its areas of responsibility

Regarding investment approvals, all committees operate on a business area basis and at the Enel Group level. The latter is chaired by the CEO, who is responsible for ensuring all investments are aligned with the corporate commitment to promoting a low-carbon business model and achieving decarbonization by 2040.

Climate Change Incentive System

The Enel Group Remuneration Policy includes several mechanisms with the objective of moving towards the energy transition, in particular: short-term variable remuneration that may include targets related to the specific business function of each manager. For example, they may include renewable energy development targets for managers within the generation business area, or related to energy transition solutions within Enel X.

Our 2022 Impact on Climate Change

We promote the decarbonization of the energy system and the electrification of energy demand, thereby reducing our greenhouse gas emissions along the entire value chain. In addition, by reducing thermal capacity in line with our 2022-2024 strategic plan and moving away from gas over a longer timeframe, we reduce our absolute carbon footprint.

POSITIVE IMPACTS	CO_2	Digitization of the Electric Power Grid	Electrification of Energy Demand and Promotion of Energy Efficiency
	24 million t CO_2 eq emissions avoided through renewable generation	**255** thousand users with active csmart meters	**7,291** charging points for electric mobility
	Contributing to reducing CO_2 emissions in other sectors through a zero-emission energy mix.	By providing near real-time data, smart meters enable efficient management of energy supply and demand, promoting informed and sustainable energy consumption.	Contributes to reducing CO2 emissions in other sectors through the electrification of consumption, while promoting electric mobility. Energy efficient solutions to reduce consumption (residential, urban and industrial).

VALUE CHAIN	GENERATION	DISTRIBUTION	RETAIL
NEGATIVE IMPACTS	Thermoelectric Generation	Losses on the Electric Power Network	Electricity and Gas Retailing
	6.24 million t CO_2 eq emissions per year from thermoelectric generation **0.20** million t CO_2 eq indirect emissions from the extraction and transportation of fuel, recycled materials and waste	**0.018** million t CO_2 eq indirect emissions associated with network losses	**9.27** million t CO_2 eq indirect emissions associated with electricity end users **0.21** million t CO_2 eq indirect emissions associated with gas end users

(1) "In addition to 255 thousand users with smart meters in Brazil and Colombia, we have 32 thousand users with smart meters in Argentina and Peru. Additionally, for Enel Américas we have 1,033 thousand telemetric and remote reading meters installed."

Energy Transition and Climate Change Scenarios

With respect to scenario analysis, we are member of a working group set up to develop specific recommendations and support the implementation of TCFD guidelines in this area. The TCFD Advisory Board has been working on scenarios since 2020 and, since then, we have integrated several initiatives regarding scenario analysis, sharing our expertise to support increasingly widespread and transparent implementation of these practices in a growing number of companies.

Scenario Analysis

At Enel, we use scenarios in our planning, capital allocation, strategic positioning and risk assessment, and strategic resilience processes. This enables us to model alternative future scenarios, by determining some key uncertainty variables such as meeting the Paris Agreement targets. Contrary to the forecasting approach where projections are based on past behavior and thus it does allow for foreseeing changes or incorporating risk or uncertainty assessments, using scenarios provides for greater flexibility and allow us to prepare for risks and opportunities.

Trend Analysis

As part of our scenario definition process, we have identified and analyzed in depth the medium- and long-term trends, including an overview of key drivers and their expected impacts on our industry. This analysis serves as a benchmark for determining what actions we should take and how best we can anticipate and adapt to change and evolving trends, while enabling our business units to leverage opportunities

1. External Context

- Geopolitics
- Macroeconomy
- Commodity and Energy Prices
- Strategic Raw Materials and Supply Chain
- IPCC 6th Assessment Report, Climate Change Science

2. Context Drivers

- The conflict between Russia and Ukraine
- COVID-19 Pandemic
- Climate Action

3. Future Prospects

- Energy Transition
  - Climate Ambition
  - Orderly vs. Disorderly Transition
  - Clean Electrification
  - Decentralization
  - Circularity
- Technological Innovation
- The future of work
- Stakeholder Capitalism

Comparative Scenario Assessment

We analyzed the different scenarios published by external agencies and organizations with a view to comparing the results concerning energy mix, emissions trends and technology alternatives, and identifying each of the main drivers of the energy transition.

Our assessment involves the following steps:

1 Context analysis of global and national scenarios

We analyze reports, data and scenarios, supported by ongoing dialogue with analysts from the main scenario providers, through meetings organized specifically for the Group and peer reviews of the main reports.

The global energy scenarios are categorized by families according to the level of climate ambition:

- **Business as Usual Scenarios:** provide a conservative benchmark for the future, representing the evolution of the energy system in the absence of additional climate and energy policies. These scenarios currently fail to achieve the objectives of the Paris agreement.
- **Paris Aligned Scenarios:** include a target to limit the global average temperature increase to well below 2°C compared to pre-industrial levels. To achieve this goal, the scenarios consider novel and more ambitious policies for end-use electrification and renewable energy development.
- **Paris Ambitious Scenarios:** these outline a path towards zero emissions by 2050, in line with the most ambitious objective of the Paris Agreement, i.e. stabilization of the global average temperature increase within 1.5°C, albeit with different probability ranges.

The Enel Group was part of the working team led by the World Business Council for Sustainable Development (WBCSD) that sought to develop a common and transparent approach for the use of public scenarios by energy system companies and support them in their use for the assessment of climate-related risks and opportunities, in a manner consistent with the TCFD extension. The team completed its work in August 2022 when it delivered a report contextualizing the energy scenarios and describing the shared definition of the scenario families, and an online platform collecting variables from a variety of scenarios.

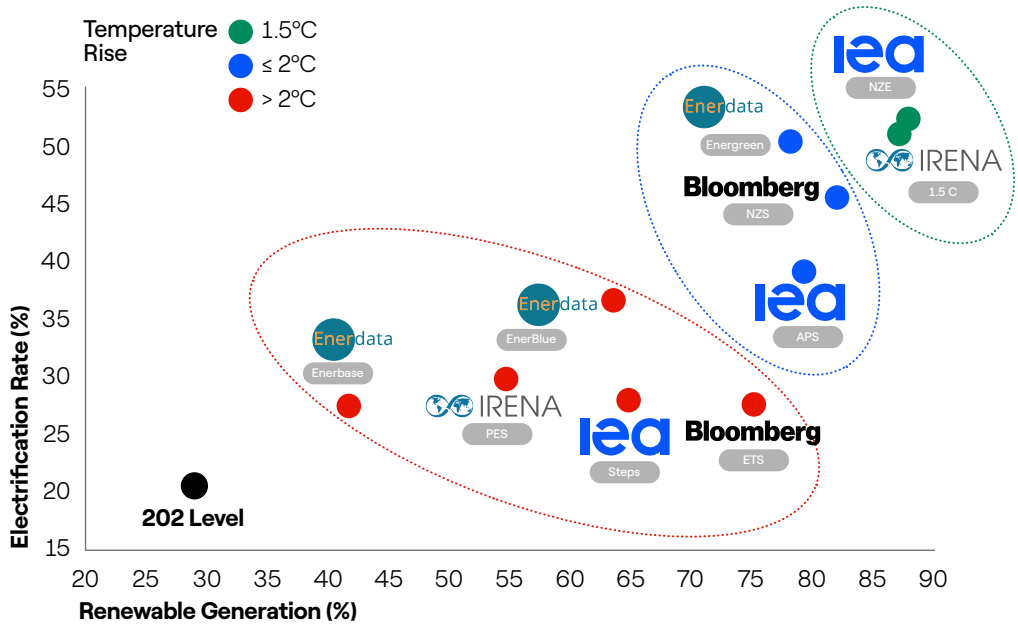
2 Data collection and analysis and identifying scenarios and energy transition drivers

We collected and analyzed key metrics of the energy system, such as: primary energy, total and sectoral final energy, total and by technology electricity capacity, total and by technology electricity generation, hydrogen production, electric vehicle fleet, etc. The results of this analysis allow us to understand the key elements of the current Business as Usual policy scenario and to identify the drivers leading to an acceleration of the energy transition under the Paris Aligned and Paris Ambitious scenarios. By way of example, when comparing the electrification rate and the share of renewables in the different scenarios, it is clear that there is complete consensus among energy analysts that the main drivers for reaching more ambitious climate targets are the process of end-use electrification and the increase in electricity generation from renewable sources, both in the medium and long term. In particular, in scenarios that tend to contain the global average temperature increase at 1.5°C, the rate of electrification of consumption rises above 50% in 2050, up from 20% in 2021[(4)] moreover, the share of renewable generation should reach at least 88% of the global electricity mix, up from 28% in 2021[(5)].

(4) *IEA, 2022, WEO: 52%; IRENA, 2022, World Energy Transition Outlook: 51%.*

(5) *IEA, 2022, WEO, Net Zero Scenario: 52%; IRENA, 2022, World Energy Transition Outlook: 51%.*

Global Transition Scenario @2050



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Preparation of a summary document summarizing the data analysis and digital representation of the main metrics of the external scenarios

One climate scenario, several energy transition scenarios

An energy transition scenario represents a possible evolution of the contribution of the various energy sources in a specific economic, social, regulatory and political context, based on the technological options available. Macroeconomic and social assumptions determine the demand for the service, while regulatory, political and cost constraints define the optimal mix of technologies to meet this demand.

For its part, a given long-term outcome in terms of global average temperature increase can be associated with different trends in greenhouse gas emissions and, therefore, with more than one transition scenario. In fact, each energy scenario represents, approximately, a specific climate trajectory defined by the Intergovernmental Panel on Climate Change (IPCC) and, consequently, a range of global average temperature increase, estimated with a certain degree of probability over a defined period of time[6].

In turn, various increases in global temperatures by the year 2100 (and thus various future global warming scenarios) also modify the trends of other climate variables (e.g., precipitation, wind, etc.), leading to changes in the intensity and frequency of physical manifestations (e.g., heat waves, extreme precipitation, etc.). It should be noted that these changes affect the entire planet, but the physical manifestations vary regionally and locally.

A global energy scenario is in line with the Paris agreement when the overall outcome, in terms of greenhouse gas emission trends, can be associated with an increase in global average temperature, in line with the objective of keeping "the increase in global average temperature well below 2°C compared to pre-industrial levels" and continuing "action aimed at limiting this increase to 1.5°C."[7].

[6] For example, the SSP1-2.6 scenario (which includes assumptions from the SSP1 scenario and the RCP 2.6 climate projections) considers a slower reduction in emissions, reaching net-zero emissions in the second half of the century, and is associated with an estimated average global temperature increase of 1.8 °C until 2081-2100 (best estimate), most likely in the range of 1.3 °C-2.4 °C (very likely range.

[7] https://eur-lex.europa.eu/legal-content/ES/TXT/PDF/?uri=CELEX:22016A1019(01)&from=EN

Long-Term Scenarios

Enel's scenarios are constructed with a view to having an overall framework that ensures consistency between the energy transition scenarios and the physical scenario:

- **Energy transition scenario** describes how energy production and consumption in the various sectors evolve in a specific economic, social, political and regulatory context.
- **Physical scenario** includes future trends of climate variables in terms of frequency and intensity of acute and chronic events.

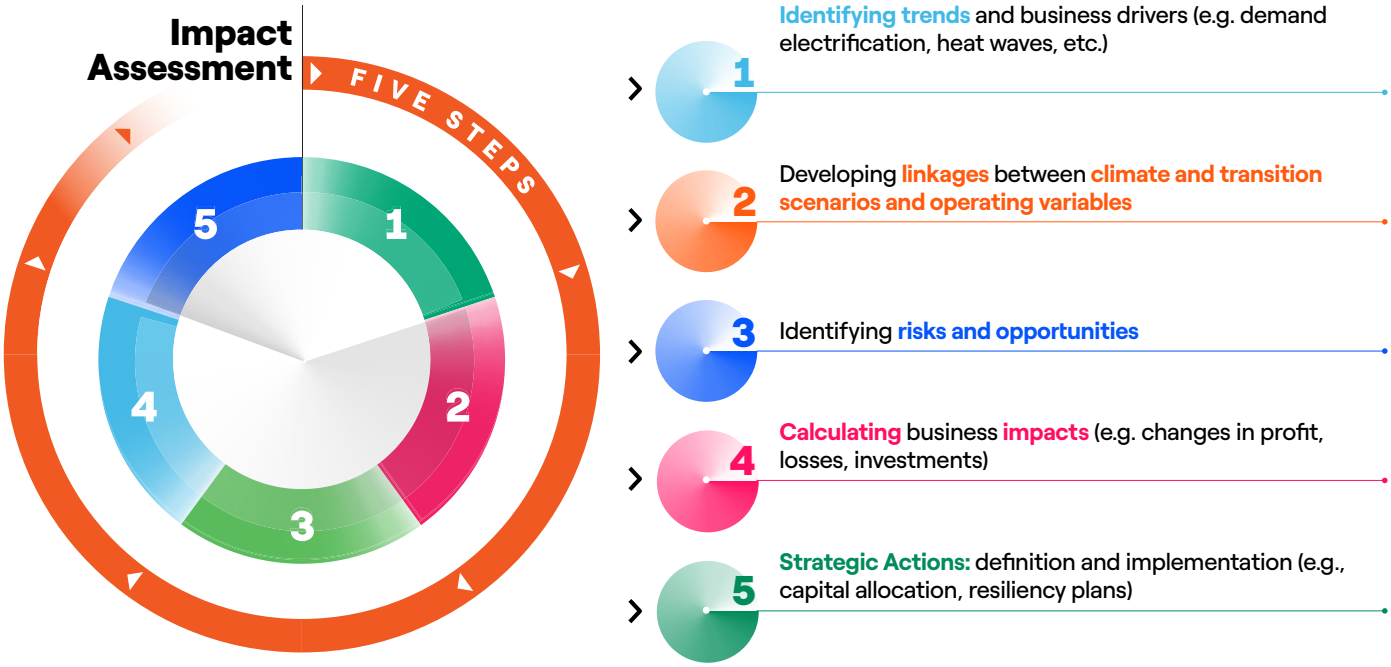
The issues of industrial and economic transition towards solutions that can reduce CO2 concentrations in the atmosphere are the featured elements of the energy transition scenario, while issues related to future trends of climate variables (in terms of acute and chronic phenomena) define the so-called physical scenario, which takes into account:

- **Acute events:** short-lived but particularly intense events such as floods, hurricanes, etc., with potential impact on assets (e.g. damage and business interruption
- **Chronic events:** related to structural changes in the climate, such as rising temperatures or sea level rise. This can lead, for example, to a change in the construction of plants and a change in the types of electricity consumption in residential and commercial areas..

The scenarios are constructed with a view to having a general framework that ensures consistency between transition assumptions and climate projections.

The adoption of the described scenarios and their integration into business processes take into account TCFD guidelines and is an enabler for climate change risk and opportunity assessments. For this reason, the Group has set up a channel for continuous open dialogue and collaboration with climate change experts. In addition, it has reorganized its structure to manage high-resolution post downscaling climate scenarios and has launched projects designed to build the necessary capacity to translate the complexity of climate modeling into useful information to understand its local level effects on business and support strategic decisions.

Acquiring and processing the large amount of information and data necessary for defining scenarios and identifying the methodologies and metrics needed to interpret phenomena that are both complex and at very high resolution—in the case of climate scenarios—, calls for continuous dialogue with both external and internal experts. To this end, we work under a platform approach, employing tools that guarantee reliable and accessible information. The process that translates scenario phenomena into useful information for industrial and strategic decisions can be summarized in five steps:



Energy Transition Scenarios

The energy transition represents a possible evolution concerning the contribution of the various energy sources in a specific geopolitical, macroeconomic, regulatory and competitive context, and depending on the technological options available. In addition to reflecting changes in emissions, it is also a climate scenario and, as such, it reflects a certain increase in temperature at the end of the century compared to pre-industrial levels.

The main assumptions we took into account when defining our energy transition scenarios concern:

- Local policies and regulatory measures to combat climate change, enhance energy security and promote sustainable development.
- The global macroeconomic and energy context, considering the following standards: International Energy Agency (IEA), Bloomberg New Energy Finance (BNEF), International Institute for Applied Systems Analysis (IIASA).
- Changes in energy production, conversion and consumption technologies.

In 2022, we reviewed the medium- to long-term energy transition assumption framework and defined a scenario based on the main uncertainties regarding macroeconomic and energy developments; attainment of the Paris objectives; changes in geopolitical tensions with reference to the Russia-Ukraine conflict; and handling of the Covid-19 pandemic.

Our baseline scenario for long-term planning considers:

- Paris Aligned, i.e., holding the increase in the global average temperature to well below 2°C above pre-industrial levels, which provides for a higher level of climate ambition than the BAU scenario, but without necessarily assuming global achievement of the zero emission target by 2050.
- Assumes that geopolitical tensions exacerbated by the Russia-Ukraine conflict will have lasting effects, resulting in an acceleration of electrification and renewables, an increase in the of use of LNG, and an increased level of security of supplies in the new context, especially in Europe.
- Characterized by low or endemic Covid-19 expectations, a high vaccination rate and no need for large-scale blockades.

As for the climate ambition under the baseline scenario, we assume an increase in electrification of consumption, further development of renewables, and alignment with pro energy security policies (e.g. REPowerEU, Inflation Reduction Act). In this scenario, governments, companies, organizations and citizens worldwide participate effectively in the common effort to mitigate greenhouse gas emissions.

As far as possibly assuming that the most challenging Paris Agreement objective would be met, i.e., stabilizing the global average temperature within +1.5°C, as a baseline scenario for long-term planning, it remains uncertain whether some countries would be able to stay on unchanged trajectories, delaying the decarbonization process towards zero emissions by 2050.

Considering the external context, the Enel Group, including Enel Americas, operates a business model with strategic guidelines that are in line with the most ambitious Paris Agreement targets, i.e. consistent with a global average temperature increase of 1.5°C by 2100, as certified by the Science-Based Targets (SBTi) initiative. We have therefore set a 2040 target of achieving zero direct emissions (Scope 1), with fully renewable electricity generation, and zero emissions associated with retail energy sales (Scope 3).

The commodity price trend assumptions used in this baseline scenario are consistent with external scenarios under which the Paris Agreement goals are met. Specifically, it assumes constant increasingly CO2 price in 2030, due to a progressive reduction in permit supply in the face of growing demand, and a sharp decline in coal prices, due to declining demand. As for gas, it assumes that price tensions will decrease in the coming years in light of a global realignment between supply and demand. Finally, it expects a progressive stabilization of oil prices, for which we estimate higher demand around 2030.

[8] For IIASA, for example, commodity demand and demographic fundamentals underlie the "Shared Socioeconomic Pathways (SSPs)," which project different scenarios that describe socioeconomic and political developments in line with climate scenarios. Information from the "SSPs" is used with internal modeling to support long-term forecasts such as electricity demand and commodity price forecasts

Brent ($/bl)	2022[2]	2030
ENEL scenario	98,8	~68
Average benchmark[1]		~80
Max benchmark		~100
Min benchmark		~44

API2 ($/ton)	2022[2]	2030
ENEL BP	289,9	~75
Average benchmark[1]		~75
Max benchmark		~80
Min benchmark		~65

CO_2 EU-ETS (€/ton)	2022[2]	2030
ENEL scenario	80,8	~110
Average benchmark[1]		~125
Max benchmark		~166
Min benchmark		~100

TTF (€/MWh)	2022[2]	2030
ENEL BP	120,5	~25
Average benchmark[1]		~44
Max benchmark		~55
Min benchmark		~31

Note: the benchmark scenarios have been published at different times of the year, so they may not be updated according to the latest market dynamics.
1. Source: IEA-Sustainable Development scenario and Net Zero scenario, BNEF, IHS green case scenario, Enerdata green scenario.
2. Balance sheet data.

As a point of comparison to the baseline scenario, we defined the following alternative scenarios depending on the degree of climate ambition assumed at the global and local level: a slower transition scenario, characterized by a slower transition rate, and an accelerated transition scenario, characterized by an increase in ambition compared to the baseline scenario, in particular with regard to certain characteristic variables of the energy transition, such as the rate of electrification of final consumption, the penetration of green hydrogen or end-customer attitudes towards more sustainable consumption patterns (e.g. modal shift with respect to public/private transport modes, etc.). These scenarios are used for strategic stress testing, risk assessment and identifying business opportunities.

In addition, we have defined the following two alternative scenarios for strategic stress analysis, risk assessment and identification of business opportunities:

- ***Slower Transition:*** marked by a slower energy transition, particularly concerning policies that seek to enable greater penetration of renewables and electrification of demand, such as electric mobility.
- ***Accelerated Transition:*** marked by increased ambition compared to the baseline scenario, particularly concerning some characteristic variables of the energy transition, such as the rate of electrification of final consumption, the penetration of green hydrogen or the attitudes of final customers towards more sustainable consumption patterns.

Local Transition Scenario

Enel's baseline scenario—the Paris scenario—covers all the geographic regions where the Group is present and therefore envisages a climate ambition consistent with achieving the Paris Agreement goals, supported by growing electrification of final energy consumption and the development of renewable capacity

The decline of scenarios at the local level is based on two complementary approaches:

A bottom-up approach was used in countries where we have a more marked presence, using fundamental models to simulate the long-term equilibrium of the entire energy system, explicitly constraining the country system concerning the evolution of CO2 emissions. Accordingly, specific models with a time horizon up to 2050 were used to conduct an assessment of the scenario variables relevant to the Group's activities (including electricity demand, electrification rate, renewable and distributed generation capacity, number of electric vehicles and green hydrogen production), with a view to minimizing system costs by imposing a constraint on CO2.

For the rest of the countries of interest, the variables of interest were defined using statistical analysis of internal, agreed-upon data against external scenarios aligned with the Paris agreement goals, made available by accredited national and international agencies and suppliers

Latin America, focus on Brazil

In Brazil, the Paris scenario which is more ambitious than the current national plan in terms of emissions reductions, foresees an increase in electrification of up to 25% by 2030 (compared to 22% in 2021), with a high enough level of renewable generation to meet more than 88% of electricity demand (compared to nearly 82% under the national plan).

The slower transition scenario is constructed on the assumption that the rising emissions trend (as defined under the current national plan) will continue with less expansion of hydropower plants in favor of new thermal (gas) capacity and a less optimistic macroeconomic scenario than the Paris scenario, especially in the early years.

The accelerated transition scenario raises the ambition of the Paris scenario in terms of decarbonization, assuming an acceleration in the definition of the regulatory framework for the construction of offshore wind power plants, which translates into greater exploitation of the potential of this technology, more significant penetration of distributed solar generation and greater development of green hydrogen production technologies.

we foresee an increase in electrification of up to

25%

by 2030

with renewable generation meeting more than

88%

of electricity demand

Physical Climate Scenario

Three climate scenarios consistent with those published in the Sixth Report of the Intergovernmental Panel on Climate Change (IPCC)[9] were selected for the physical risk assessment.

These scenarios are characterized by a level of emissions based on the Representative Concentration Pathway (RCP), and each one is related to one of the five Shared Socioeconomic Pathway (SSP) scenarios defined by the scientific community. SSP scenarios adopt general hypotheses about population, urbanization, etc. The three physical scenarios considered are:

Scenario	A rise in average temperature above pre-industrial levels (1850-1900)
RCP 2.6	**+1.8°C by 2100.** The IPCC uses this scenario to evaluate physical phenomena and analyze an energy transition consistent with ambitious mitigation targets. In analyses that consider both physical variables and transition variables, the Panel associates the SSP1-RCP 2.6 scenario with the following scenarios: Paris and Accelerated Transition.
RCP 4.5	**+2.7°C by 2100.** Enel has identified this scenario as the most appropriate one to represent the current global climate and policy context; it is also consistent with surrounding temperature estimates that consider current and announced policies at the global level. In analyses that consider both physical and transition variables, the Group associates the SSP2-RCP 4.5 scenario with the slower transition scenario[10].
RCP 8.5	**+4.4°C by 2100.** Compatible with the worst-case scenario in which no particular measures are taken to combat climate change ("Business as usual"). This scenario delivers a global temperature increase of about 4.4°C by 2100, relative to pre-industrial temperatures.

Since climate scenarios are global, we launched a collaborative initiative with the Department of Earth Sciences of the International Center for Theoretical Physics (ICTP) in Trieste to determine their effect on the Group's areas of interest. As part of this collaboration, ICTP provides projections for the main climate variables with a resolution ranging from ~12 km grid2 to ~100 km2 and a 2020-2050 time horizon. These main variables are temperature, snow and rain precipitation, and solar radiation. Unlike earlier analyses, the studies currently conducted are based on several regional climate models, i.e. the one developed by the ICTP combined with five other simulations, which were selected as representative of the set of climate models currently found in the literature. This technique is often used in the scientific community to for a more robust and unbiased analysis.

For some specific climatic variables, such as wind gusts, we also rely on other suppliers specialized in the field.

In this phase of the study we analyzed future projections for every country of interest the Group has in South America and obtained a more definitive representation of the physical scenario as a result of having used the set of models.

The physical scenario analysis considered both chronic and acute phenomena. Some of these entailed an additional level of complexity as they are not solely dependent on climate trends but also on specific territorial features and as such, they require further modeling to obtain a high-resolution representation. That is why we use natural hazard maps, in addition to ICTP climate scenarios.

With this tool we are able obtain the return times of a series of events, such as storms, hurricanes and floods, with high spatial resolution. As described in the climate change strategic risks and opportunities section, these maps and data are customarily used across the Group to determine the historical horizon for optimizing insurance strategies. In addition, work is underway to leverage this processed information in climate scenario projections.

[9] *IPCC Sixth Assessment Report, Working Group 1, "The Physical Science Basis" (2021)*
[10] *Climate Action Thermometer Tracker, estimates of global warming to 2100 considering current "Policies and Actions" and "Only 2030 targets" (update November 2021)*

Latin America

Acute Phenomena:

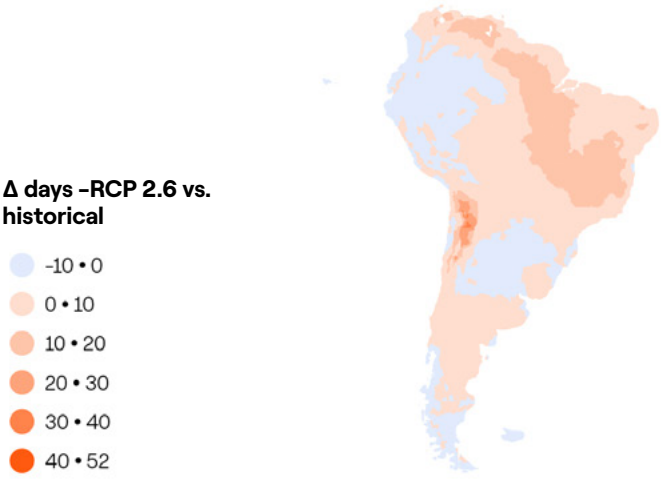
The Warm Spell Duration Index (WSDI) was used to study extreme temperatures, which are defined as heat waves lasting at least six consecutive days with a daily high temperature above the 90th percentile. When comparing the 2030-2050 period with the 1990-2020 period, the RCP 2.6 scenario already shows a significant increase in the number of days characterized by heat waves, especially in some areas of Brazil, Colombia and Peru. This increase in extreme temperatures will be even more pronounced in the other scenarios, especially RCP 8.5.

As for extreme precipitation, it was defined as being daily precipitation above the ninety-fifth percentile. Future changes for this phenomenon are less uniform. The RCP 2.6 scenario shows projected reductions in some areas, such as northern Brazil and northern Argentina, while in other areas, such as western Colombia and some areas of Brazil and Peru, increases in extreme precipitation are expected.

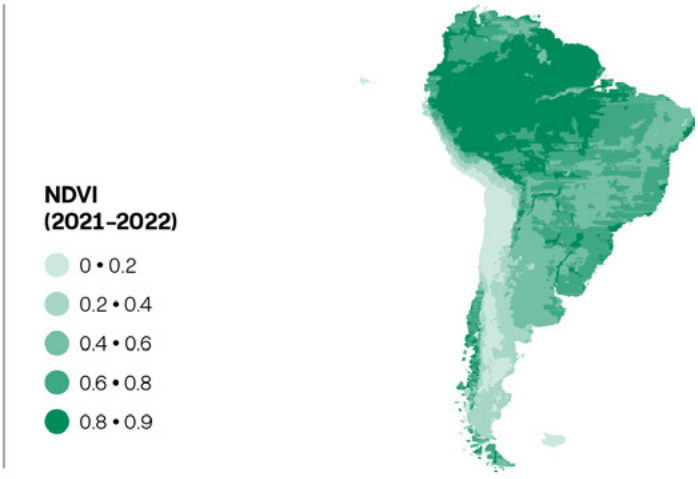
Fire risk, measured as the number of days per year when the FWI >45 (extreme risk), varies from area to area. As shown in the figure on the left, when comparing the RCP 2.6 scenario (2030-2050) to the historical period (1990-2020), the number of days with high fire risk increases in most of Brazil and in the Atacama Desert. Throughout the rest of South America it remains unchanged or drops slightly. Interestingly, fire risk increases mainly in areas with lower Normalized Difference Vegetation Index (NDVI) values (as shown in Figure 3 on the right), i.e. in areas with little vegetation, with the exception of some areas of the Amazon in central Brazil where both a large increase in the number of days with extreme fire risk and high vegetation cover are observed. It is important to consider the fire risk index and vegetation together because the latter can serve as fuel and increase the probability of fire spreading.

Fire Weather Index

RPC 2.6



Normalized Difference Vegetation Index



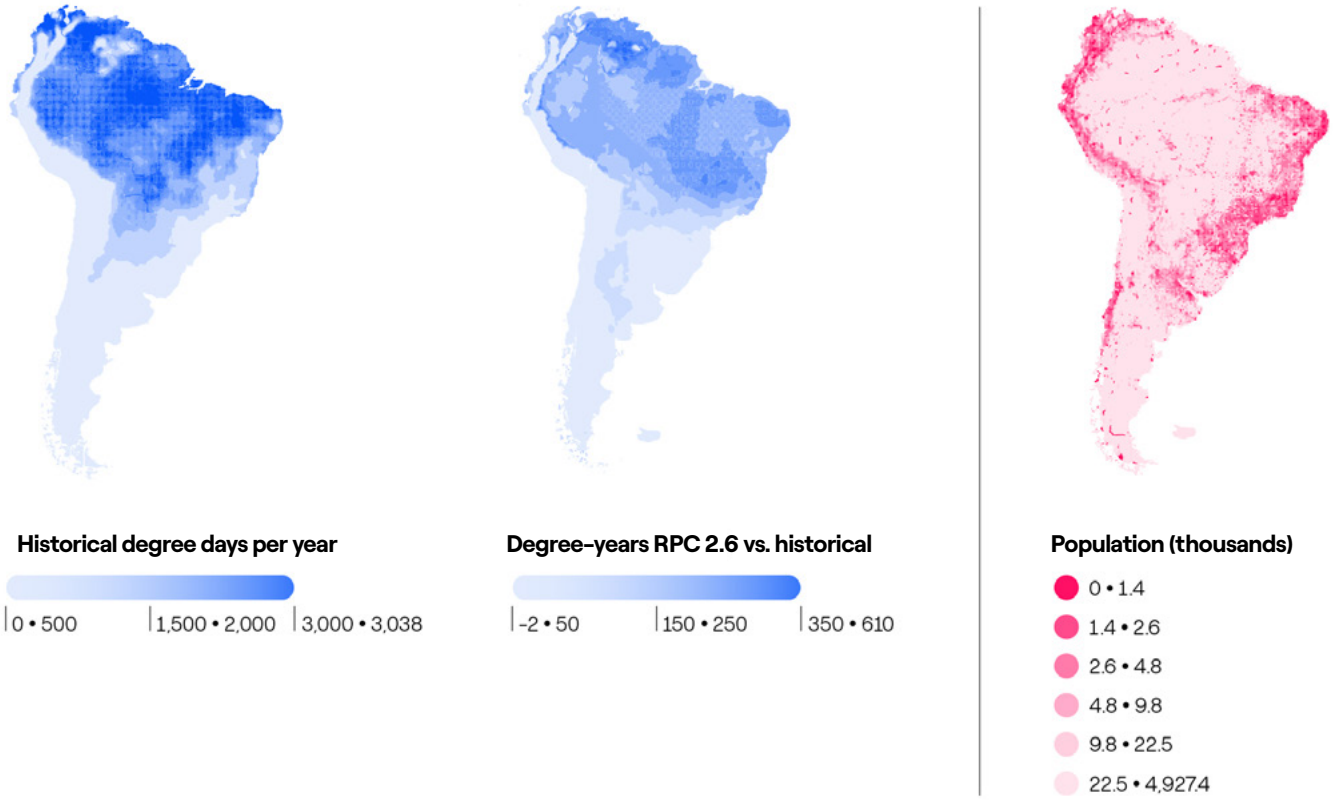
Chronic Phenomena:

A study was conducted for Enel Americas main operating countries to assess possible variations in heating and cooling demand related to chronic temperatures changes. The study also calculated changes in heating degree days (HDD) and cooling degree days (CDD) for the 2030-2050 period, with respect to the period 1990-2020, using data from six models with 25 km x 25 km resolution. Average data per country were calculated as a national average, weighting each geographical node for the population with the Shared Socioeconomic Pathways (SSP) associated with each RCP scenario.

DCFs increase progressively in every country studied. For instance, under the RCP 2.6 scenario they increase 13% to 18% in the countries analyzed yet under the RCP 4.5 scenario they increase just over 25% in Argentina, Brazil and Peru and 18% in Colombia. The increase observed in CDD compared to the historical period is even more pronounced under the RCP 8.5 scenario. As for CDD in the RCP 2.6 scenario, a considerable decrease is estimated in Colombia (-52%), Brazil (-21%) and Peru (-14%). This trend deepens under the RCP 4.5 scenario, as follows: ~-62% in Colombia, ~-27% in Brazil, and ~-20% in Peru..

Cooling Degree Days (CDD)

Population distribution



Cooling degree days (CDD) during the historical period (1990-2020) and predicted change in the RCP 2.6 scenario. The map on the right shows the population distribution (1990-2020) in the same grid as the climate models, where the most populated areas are evident and weigh most heavily in the calculation of the country-level metric.

Regarding total precipitation, changes in the basin groups of interest for the Group's hydroelectric production were analyzed. The analyses, which compare 2030-2050 projections with the 1990-2020 historical period, show a downward trend in precipitation in Argentina and Colombia, for some basin groups. In Brazil, a slight increase or decrease in total precipitation is projected for RCP 2.6, depending on which basin group is under study. In Peru, however, precipitation will remain essentially unchanged in RCP 2.6. Finally, in Argentina and Colombia, total precipitation is projected to decrease under the lower emissions scenario

(11) According to the map, the population density changes in the different PEE, while the population distribution throughout the territory remains practically the same.
(12) *Heating Degree Days* (HDD) is the annual sum of the difference between the indoor temperature (estimated at 18°C) and the outdoor temperature, considering all the days of the year that have an outdoor temperature lower than or equal to 15°C.
(13) *Cooling Degree Days* (CDD) is the annual sum of the difference between the indoor temperature (estimated at 21°C) and the outdoor temperature, considering all the days of the year that have an outdoor temperature greater than or equal to 24°C.

Strategy to Address Climate Change

We have set a long-term goal of achieving zero CO_2 emissions by 2040. To this end we are working on the following two fronts: 1) decarbonization of our energy mix with the construction of new renewable power plants and the disconnection of thermal capacity from the system; and 2) expanding electrification of end-user consumption as a key driver to meet our goal.

In keeping with this ambition, we have improved our commercial services by adopting an integrated approach to selling renewable electricity and services to support our customers' climate ambitions, efficiency needs and reliable supply.

We have also developed a wide range of products for end consumers, households and cities as part of our efforts to move towards circular cities to facilitate and improve the quality of life of city residents.

Consistent with the objective of growing in renewable energies and electrification, we have decided to focus our 2023-2025 strategic plan on the countries and regions that allow us to move faster towards the energy transition, such as the businesses in Brazil and Colombia that consolidate Central America, closing all our operations in Argentina and Peru, as well as the distribution company Enel Ceará, located in the state of Ceará in Brazil. These sales processes should take place in 2023 and are included in our strategic plan.

Strategic Actions for 2023

Strategic rational

1. Focus on the most advanced countries in the energy transition and electrification.
2. Promote renewables, achieving a 100% renewable mix.
3. Advance towards the goal of net zero emissions.
4. Focus management efforts on urban areas with high potential in infrastructure and digitization.

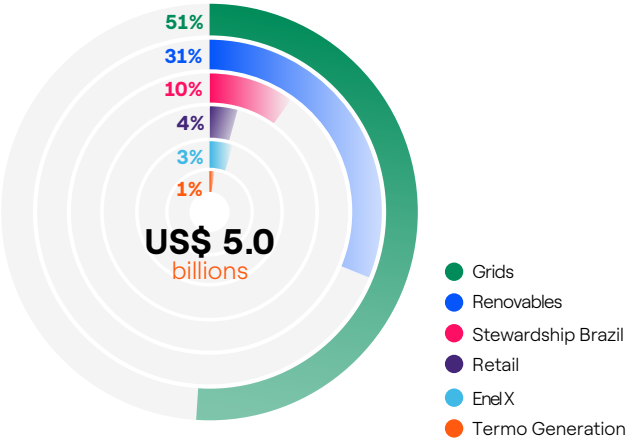
Note: Exit of Argentina and Peru, and sale of Enel Ceará are ongoing processes. Sale of Fortaleza and Enel Distribución Goiás completed during 2022.

In November 2022, we presented our corporate strategy under our 2023-2025 Strategic Plan which is centered on accelerating the energy transition hand in hand with sustainable growth with a view to creating tangible value for shareholders, customers, the company, people and the environment.

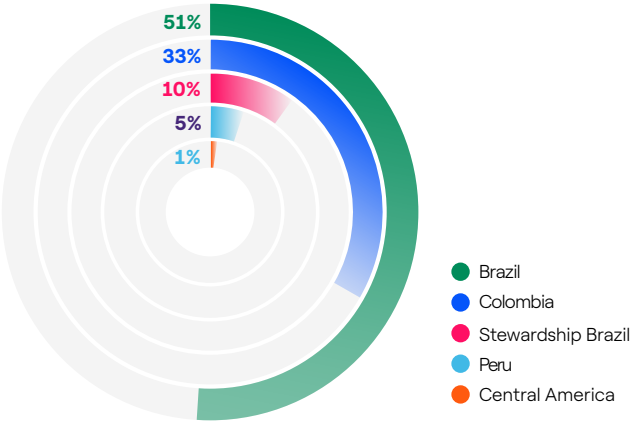
This involves US$ 5 billion in investments, with approximately 100% earmarked for attaining the SDGs.

Total CAPEX 2023-25

By business line



By country



SDGS CAPEX alignment

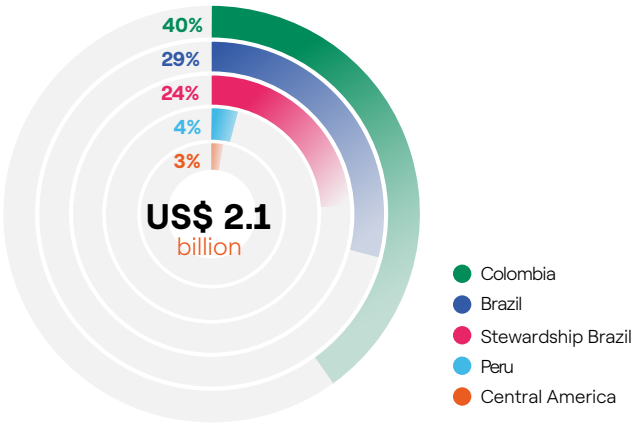
~ 100

Generation

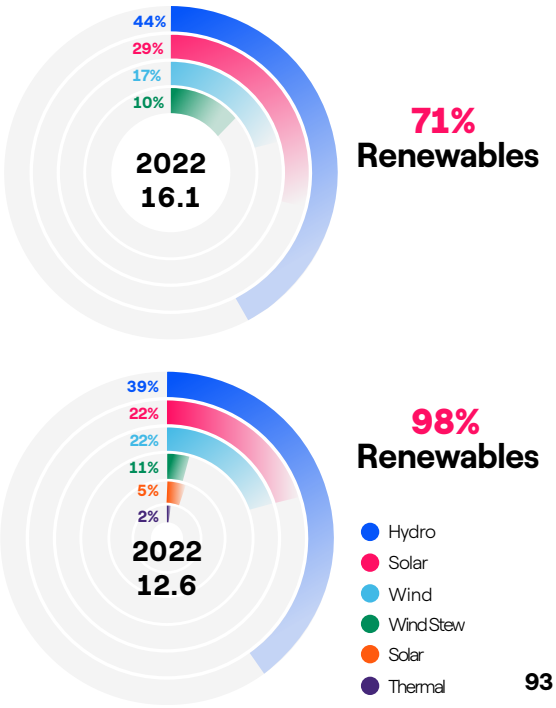
We will be investing US$ 2.1 billion, equivalent to 42% of the total investment plan in generation projects either directly or through the implementation of the stewardship model in Brazil.

We will increase our renewable capacity by 3.5 GW compared to 2021 as a result of these investments, for a total of 12.6 GW by 2025 and a 98% emission-free mix. This is equivalent to 45% of EBITDA from renewable generation.

CAPEX Generation 2023 -25



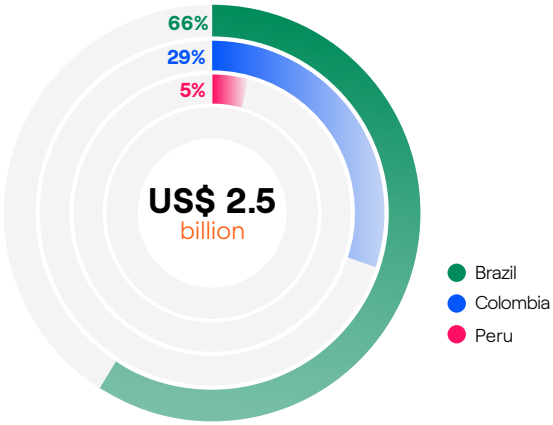
Installed Capacity (GW)



Grids

Knowing that the distribution and transmission grid infrastructure plays a pivotal role in the energy transition as an enabler of electrification, 51% of the 2023-2025 CAPEX will be allocated to new connections and grid digitization. This will increase access to clean energy whilst boosting the reliability of the grid, both of which are essential for customers' ability to manage their own consumption and be active consumers and participants in the dynamics of the electricity market.

Networks CAPEX 2023 -25[1]

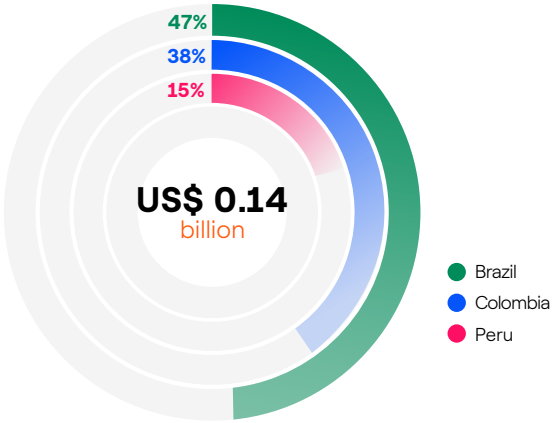


(1) Considers 9 months of 2023 for Peru and Caerá and excludes Argentina

Services for the electrification of energy consumption

The Enel X business also contributes to the energy transition as its strategy involves offering a portfolio of integrated services marked by a vision aimed at providing value beyond what the commodity offers. That said, in the 2023-25 period we expect to invest close to US$ 0.14 billion through this business area that has a strong presence in Brazil and Colombia.

Enel X &Enel X Way CAPEX 2023 -25[1]



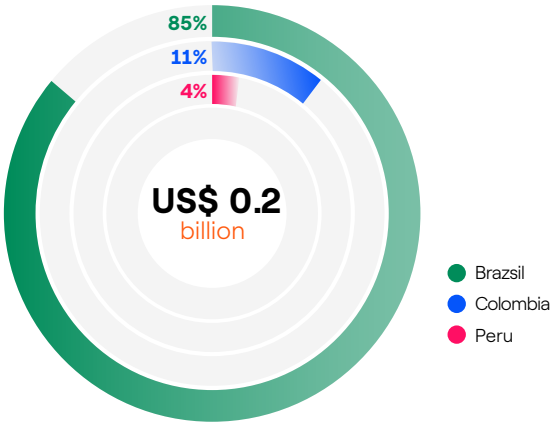
(1) Considers 9 months of 2023 for Peru and excludes Argentina

Retail

Finally, the remaining 4% will be allocated to the free market, in a context marked by rising openness of the markets where we operate, with a view to encouraging the consumption of renewable energy through new energy services and solutions.

In the following sections we will address the targets, metrics and the specific actions associated with the Company's strategic plan and that constitute the core of the zero emissions and electrification branches of the sustainability plan.

Retail CAPEX 2023 -25[1]



(1) Considers 9 months of 2023 for Peru and excludes Argentina

Main Risks and Opportunities Related to Climate Change

201-2

We have adopted an analysis framework consistent with the TCFD recommendations that explicitly refer to the primary linkages between types of risk and opportunities and scenario variability, and describe methods, strategic and operational management, and appropriate mitigation and adaptation measures.

With this analysis the Company identified two categories of risks/opportunities ranked according to three time horizons (short, medium and long term). The first category consists of risks/opportunities arising from the evolution of physical variables whilst the second entails those arising from the evolution of transition scenarios and their possible effects on the business. The next step involved conducting a sensitivity analysis in line with the Strategic Plan presented in 2022.

Event	Time horizon	Physical acute	Description
Acute physical	From the short term (1-3 years)	Extreme Event	**Risk:** Particularly extreme weather events in terms of intensity that can have an impact in terms of property damage and business interruption (downtime)..
Acute physical	From the long term (2030-2050)	Market	**Risk/Opportunity:** Increased or decreased demand for electricity, influenced by temperature fluctuations, which can have an impact on the business. More or less renewable generation, which can be affected by structural changes in resource availability.
Transition	From the short term (1-3 years)	Policy & Regulation	**Risk/Opportunity:** CO_2 pricing and emissions policies, financial policies and instruments to support energy transition, review of market design and permitting procedures, resilience regulation.
Transition	From the medium term (2025-2029)	Market	**Risk/Opportunity:** Changes in commodity, raw material and energy prices, evolution of energy mix, changes in retail consumption, changes in competitive structure..
Transition	From the medium term (2025-2029)	Products & Services	**Opportunities:** higher margins and greater investment scope as a result of the transition in terms of penetration of e-mobility, distributed generation and new technologies for direct and indirect electrification of end use.
	From the medium term (2025-2029)	Technology	

Enel Group has a climate change risk and opportunity policy that it uses to identify actions that will boost our business resilience and long-term sustainable value creation, in line with our adaptation and mitigation strategy.

The policy provides for the following steps:

- **Prioritization of phenomena and scenario analysis.** These activities involve identifying the physical and transitional phenomena relevant to the Group and the subsequent development of scenarios that will be subject to consideration and internally and externally sourced data analysis and processing. Then, for all phenomena identified, functions can be developed to link the scenarios (e.g., data concerning changes in renewable resources) with Company operations (e.g., changes in expected manufacturing capacity).

Management approach

We apply best practices to manage the operational turnaround in the shortest possible time. We are also working to implement resilience investment plans. In terms of insurance risk assessment activities, the Group manages a property loss prevention program, which also aims to assess the main exposures related to natural events, supported by maintenance prevention activities and internal risk management policies. In the future, potential impacts derived from long-term trends in key climatic variables will also be included in the assessments.

Our geographic and technological diversification ensures that the impact arising from changes (positive or negative) in any single variable is mitigated globally. To accurately manage weather events, we employ a range of practices including weather forecasting, real-time asset monitoring, and long-term climate scenarios to assess chronic variations in the availability of renewable resources.

We minimize risk exposure through progressive decarbonization and commercial focus on renewables, grids, and customers. We adopt a business model designed to maximize the benefits of our integrated position and leverage our management activities to capitalize on the opportunities associated with the energy transition. We actively contribute to the definition of public policy through advocacy activities. These activities are embedded in stakeholder dialog platforms to explore ambitious national decarbonization scenarios.

We maximize opportunities through an energy transition-oriented strategy focused on electrification of energy consumption and development of renewables, as well as geographic positioning. We consider alternative transition scenarios to assess the impact of different commodity price trends, changes in the weight of renewables in the power generation mix, and electrification of end use.

We maximize opportunities through a solid strategic positioning in new businesses and beyond basic services. In addition, the Group assesses the impact of different consumer electrification trends by considering alternative transition scenarios.

We maximize opportunities through strong strategic positioning in new businesses and global networks. Taking into account the penetration trend of direct and indirect electrification technologies and considering alternative transition scenarios, the Group evaluates potential opportunities for scaling current and potential businesses and for developing new solutions related to the digitazation and resilience of power grids.

- **Impact assessments.**
  These include all the analyses and activities necessary to quantify operational, economic and financial impacts, depending on the processes in which they are integrated such as new building design, operational performance assessments, etc

- **Operational and strategic actions.**
  Information gleaned from previous activities is integrated into processes that inform Group business decisions and activities. Some examples of activities and processes that benefit from these actions are capital allocation, for example, for evaluating investments in existing assets or new projects, designing resilience plans, risk management and financing activities, among others.

Identifying, assessing and managing our risks related to physical events

The main impacts of chronic physical changes can affect the following variables:

- **Electricity demand:** changes in mean temperature level may increase and/or reduce electricity demand.
- **Thermoelectric production:** changes in mean sea and river levels and temperatures have an effect on thermoelectric production.
- **Hydropower production:** changes in average rainfall and snowfall and temperatures may increase and/or decrease hydropower production
- **Solar production:** changes in mean level of solar radiation, temperature and rainfall may increase and/or decrease solar production.
- **Wind production:** changes in mean wind level may increase and/or decrease wind production.

With respect to the impact of chronic physical changes, we have been working on doing a better job at estimating how changes in physical variables relate to changes in the manufacturing capacity of individual plants for different technologies.

So far, our assessment of the effects of long-term climate change has uncovered chronic events that are relevant to the entire Group. This analysis has been applied to each technology and early on in the analysis of the relative impacts in terms of productivity.

Importance

High priority · Low priority · Not relevant

Event	Rain/Snow	Wind	Solar Radiation	Sea Level	Air Temperature	Sea/River Temperature
Thermal	Not relevant	Not relevant	Not relevant	Low priority	Low priority	Low priority
Solar	Low priority	Not relevant	High priority	Not relevant	Low priority	Not relevant
Wind	Not relevant	High priority	Not relevant	Not relevant	Not relevant	Not relevant
Hydroelectric	High priority	Not relevant	Not relevant	Not relevant	High priority	Not relevant
Storage	Low priority	Not relevant	Not relevant	Not relevant	High priority	Not relevant
Distribution Network	Under validation					
Enel X	Low priority	Not relevant	Low priority	Not relevant	Low priority	Not relevant

Evidence shows that chronic structural changes in recent trends concerning physical variables will subtly become apparent in 2030 onwards. However, in order to have an indicative estimate of the potential impacts, and be able to anticipate chronic effects, it is feasible to stress test the industrial plan on the factors potentially influenced by the physical scenario, without taking into account a direct relationship with climate variables.

Effect of temperature changes on electricity demand in Enel Americas' main countries

The impact of temperature changes in Latin American countries, quantified with Heating Degree Days (HDD) and Cooling Degree Days (CDD) metrics, was estimated using econometric forecasting models based on historical elasticity for Argentina and Colombia, and integrated energy system models for Brazil and Chile.

In Argentina, the studies point to temperature increases potential resulting in a 0.4% to 0.8% estimated rise in projected demand (calculated as mean demand forecasts for the 2030-2050 period). This estimate is highly dependent on the country's macroeconomic component in terms of electricity demand and is therefore subject to a significant degree of uncertainty due to its volatility.

The same concept can be applied to Colombia, where, although a positive elasticity of electricity demand to temperatures is observed, the expected increase in temperatures would still have less of an impact than the dynamics related to economic growth, between 0.1 and 0.9%. In Colombia, in fact, historical evidence continues to show a strong coupling between electricity demand growth and GDP growth, with demand from the industrial sector accounting for about 50% of electricity consumption. In addition, macroeconomic changes could have an impact on the electrification of residential and tertiary sectors, which are the most immediate drivers of electricity demand growth in the event of rising temperatures.

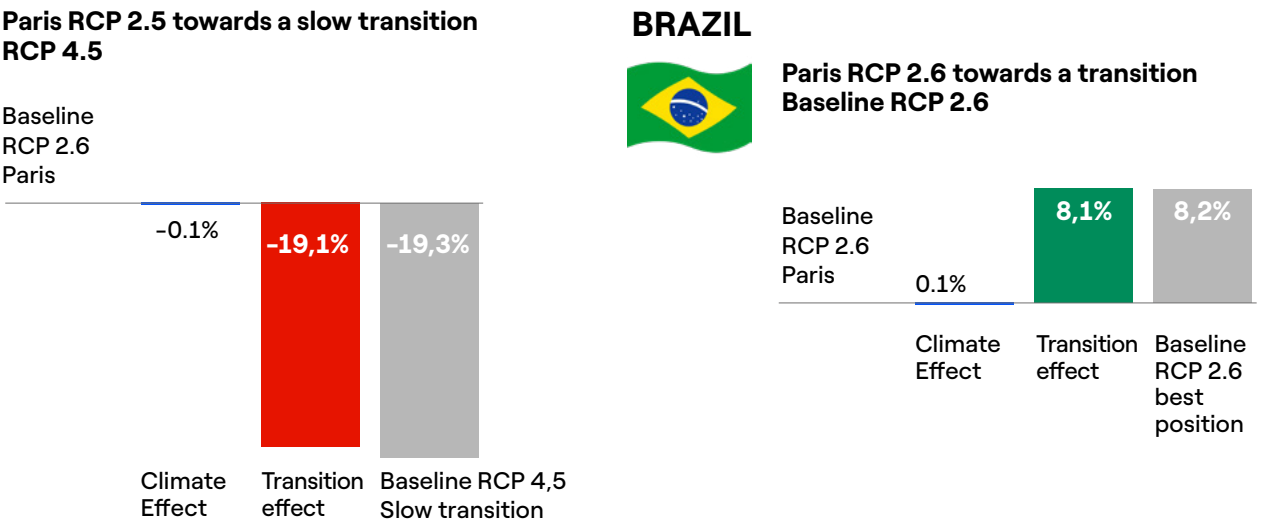
In the case of Brazil, the alternative transition scenarios (Paris, slower transition and accelerated transition) were defined using an integrated energy system model and expanded to include the effect of temperature increase on cooling energy demand in the residential and commercial sectors. The HDD and CDD consistent with RCP 2.6 were associated with the Paris and accelerated transition scenarios, while those consistent with RCP 4.5 were associated with the slower transition scenario, which, to compound matters further, was also associated with RCP 8.5.

When considering the effect of the transition individually, given the different levels of ambition between Paris and the slower transition, electricity demand is close to 19% lower on average over the 2031-2050 period. If we disregard the effect of electricity demand for hydrogen production, for which the two scenarios have different levels of ambition according to the different decarbonization trajectories, the delta drops to 15%. Under the accelerated transition scenario, the slightly higher ambition level of the Paris energy transition is achieved through faster paced electrification. Accordingly, the mean electricity demand delta for the period 2031-50 is positive, at around 8%.

The speed of the energy transition has a much greater impact on the level of electricity demand than the impact of rising temperatures due to climate change. The analysis shows that a climate-change induced rise in temperature has little effect on electricity demand in Brazil.

From an integrated standpoint, the potential effect of the more ambitious transition scenarios has a more significant impact on electricity demand than the temperature increase due to climate change.

Brazil: mean impact on electricity demand (2031-50) under all three transition scenarios together with RCP 2.6 and RCP 4.



Brazil - Average effect on electricity demand (2031-50) of the three transition scenarios together with their RCPs 2.6 and 4.5

We conducted a sensitivity analysis to further investigate the effect of temperature on the transition scenarios, relating the slower transition scenario to RCP 8.5 in addition to RCP 4.5, while concurrently expanding the range of climate change assumptions. In the case of Brazil there is a similar but positive change in demand when you assume this additional temperature increase, with the same energy transition

	Paris to Slower Transition RCP 4.5			Paris to Slower Transition RCP 8.5			Paris to Accelerated Transition		
	Transition effect	**RCP 2.6 to RCP 4.5 temp. effect**	**Total impact**	**Transition effect**	**RCP 2.6 to RCP 4.5 temp. effect**	**Total impact**	**Transition effect**	**RCP 2.6 to RCP 4.5 temp. effect**	**Total impact**
Brazil 2023-2030	-1.8%	0.0%	-1.7%	-1.8%	0.1%	-1.7%	0.6%	0.1%	0.7%
2031-2050	-19.1%	-0.1%	-19.3%	-19.1%	0.1%	-19.0%	8.1%	0.1%	8.2%
Brazil (w/o H_2) 2023-2030	-1.4%	0.0%	-1.4%	-1.4%	0.2%	-1.3%	0.6%	0.1%	0.7%
2031-2050	-14.6%	-0.1%	-14.8%	-14.6%	0.1%	-14.5%	8.1%	0.1%	8.3%

Table. Impact of temperature and transition on electricity demand, averaged over the specified period of temperature and transition contributions for different combinations of transition scenarios and climate trajectories.

Acute Physical Hazards

With respect to acute physical phenomena, extreme events can cause significant and unexpected physical damage to assets and potential consequences resulting from service interruptions.

In the context of climate change scenarios, the acute physical component is relevant to defining the risks to which the Enel Group, and Enel Americas as its subsidiary, is exposed, both because of the geographic diversification of its asset portfolio and the importance of renewable natural resources in electricity production.

Acute physical phenomena, such as windstorms, floods, heat waves, frost waves, etc., are characterized by high intensity and moderate frequency of occurrence in the short term, but with an upward trend in long-term scenarios.

As it stands today, the risk associated with the occurrence of extreme events is already managed in the short term, and the Company is expanding the methodology to longer-term horizons (up to 2050) depending on the selected climate scenarios (RCP 8.5, RCP 4.5 and RCP 2.6), considering the probability of the event, vulnerability and exposure, as described in the Enel SpA Sustainability Report.

For more information visit here

Time Horizon	Event Probability	Vulnerability	Exposure
Short-term (1-3 years)	Probability maps based on historical data and meteorological models	Vulnerability, tied to the type of extreme event, details concerning type of damage and the technical requirements of the technology in question are essentially unrelated to time horizons.	Short-term Group securities
Long-term (up to 2050 and/or 2100)	Probability maps and specific studies for the different IPCC RCP climate scenarios		Group securities over the long term

Importance

High priority | Low priority | Not important

Event	Heatwaves	Flood / Powerful rainfall	Powerful snowfall / Frost	Hail	Wind Storm	Forest Fires	Lightning
Thermal	High priority	High priority	Not important	Not important	Low priority	Low priority	Under evaluation
Solar	High priority	High priority	High priority	High priority	High priority	Low priority	Under evaluation
Windy	High priority	Low priority	High priority	Low priority	High priority	Low priority	Under evaluation
Hydroelectric	Low priority	High priority	Low priority	Not important	Low priority	Not important	Not important
Storage	High priority	High priority	Low priority	Low priority	High priority	High priority	Under evaluation
Geothermal	Not important	Not important	Not important	Not important	Not important	Low priority	Under evaluation
Distribution network	High priority	High priority	High priority	Low priority	High priority	High priority	High priority
Enel X	High priority	Low priority	Low priority	Low priority	Low priority	Low priority	Under evaluation

Short-term Extreme Event Risk Management

In addition to what has already been discussed concerning risk assessment and quantification, as a member of the Enel Group, Enel Americas is taking short-term actions (over 1-3 years) aimed at reducing the potential impacts of extreme catastrophic events on our businesses. To this end, we have provided for two types of actions. The first entails taking out effective, global insurance policies, while the second involves carrying out activities intended to prevent potential damages resulting from extreme events.

The two main insurance programs are:

The **global property program** which covers the costs of rebuilding affected facilities, and the economic loss resulting from an operational shutdown of the facility, pursuant to policy terms.

The **global liability program** covers damages to third parties for which Enel is civilly liable as the activity developer, including damage that may result from the impact of extreme events on Company facilities, pursuant to policy terms.

Policy terms and conditions are defined pursuant to an adequate risk assessment, including extreme events associated with climate change. All the same, preventive generation and distribution facility maintenance conducted by individual subsidiaries are also important and necessary, as they allow for mitigating the impact of extreme events whilst optimizing the costs of the global insurance programs.

Climate Change Adaptation Activities in the Enel Group

We adopt weather and climate adaptation solutions to effectively manage chronic and acute events of interest for each activity and area of business.

Adaptation solutions can encompass both short-term actions and conceivable long-term decisions, such as investment planning in response to climate events. Adaptation activities also include procedures, policies and best practices.

Regarding greenfield investments, measures can also be taken during the design and construction phases to lessen the impact of climate risks and to take into account any chronic effects such as, for instance, the inclusion of climate scenarios in long-term renewable resource estimates.

Once weather and climate events of interest have been identified, the activities carried out to maximize adaptive capacity can be classified as follows:

- **Adverse event management: :** this entails procedures designed to anticipate extreme events, such as the acquisition of meteorological data for short-term forecasting and training, and others earmarked for restoring operations to normal in the shortest period of time. For instance, implementing operational and organizational procedures during critical events.

- **Risk prevention:** this entails boosting asset resilience through activities and interventions, such as quantitative assessment of potential acute and chronic risks to better define what is required during the design stage as well as what actions would have to be taken for existing assets.

The following table contains a summary of the type of correct adverse event management actions taken by the Company:

Business Unit	A. Adverse Event Management	B. Risk Prevention: boosting asset resilience
ENEL GREEN POWER & THERMAL GENERATION	**Existing Assets** 1- Incident and critical event management 2- Site-specific emergency management plans and procedures 3- Specific tools for forecasting imminent extreme events	**Existing Assets** 1- Guidelines for risk assessment and design of hydrotechnology 2- "Lessons learned feedback" processes from operation & maintenance (O&M) to engineering & construction (E&C) and business development (BD).
		New Assets In addition to actions taken for existing assets: 1-Climate Change Risk Assessment (CCRA) included in Environmental Impact Documents (pilot)
ENEL GRIDS	**Existing Assets** 1- Strategies and guidelines for risk prevention, disposal, response, recovery actions on the distribution network. 2- Global guidelines for emergency and critical event management. 3- Risk prevention and preparedness measures in case of fire in electrical installations (lines, transformers, etc.).	**Existing Assets and New Facilities** 1- Guidelines for defining plans to increase network resilience (e.g., "Network Resilience Enhancement Plan").
ENEL X GLOBAL RETAIL	**Existing Assets** 1- Enel X critical event management	**Existing Assets** 1- Preliminary analysis of the medium- to long-term impacts of climate change

Identifying, Assessing and Managing the Risks and Opportunities Related to Transition Events

POLICIES AND REGULATIONS	
Emission Caps and Carbon Pricing	Laws and regulations with stricter emission limits both administrative, i.e. not market-driven, and market-based. **Opportunities:** both regulatory tools and market mechanisms that strengthen CO2 price signals, encouraging investments in carbon-free technologies. **Risks:** lack of a coordinated approach by stakeholders and regulators with unfavorably effective policy instruments, delaying the electrification and decarbonization of the different sectors, as opposed to our strategy aimed at energy transition
Policies and Regulations that Accelerate the Energy Transition and Security	Introduction of policies, regulatory frameworks and market rules that favor the energy transition, with more generation from renewable sources in the energy mix, greater electrification of consumption, energy efficiency, making the electricity system more flexible while strengthening infrastructure. **Opportunities:** creation of a more favorable framework for investments in renewable energies, electricity technologies and distribution networks in line with our strategy **Risks:** slow administrative authorization and market design with regulatory frameworks that may hinder growth opportunities.
Regulating Resilience and Adaptation	Improving standards or introducing mechanisms to regulate investments in resilience, in the changing context of climate change. **Opportunities:** benefits from the implementation of investments that reduce the risks of impact on service quality, damage to company assets and continuity of supply to customers and communities. **Risks:** in the event of extreme events of special importance whose impact is greater than expected, there is a risk of not recovering in a timely manner and consequently a reputational risk.
Financial Measures for the Energy Transition	Developing policies and financial instruments that incentivize the energy transition and that are capable of supporting a long-term, credible and stable investment framework and positioning of regulators. Introducing rules and/or public and private financial instruments such as: funds, mechanisms, taxonomies, benchmarks, aimed at integrating sustainability into financial markets and public finance instruments. **Opportunities:** creating new markets and sustainable financial products in line with the investment framework, activating the possibility of increased public resources for decarbonization and access to financial resources in line with the energy transition goals and related cost impacts and financing charges; introducing subsidized support instruments (funds and tenders) for the transition. **Risks:** insufficient actions and tools to support an acceleration of the energy transition, uncertainty or slowdown in the introduction of new tools and rules due to worsening conditions of public finances

MARKET	
Commodity Price Dynamics	Changes in market dynamics, such as those related to commodity price volatility, can influence the behavior of traders, policy makers and customers. **Opportunities:**An acceleration of clean electrification as a solution to reduce energy costs and exposure to resource volatility. Increased propensity of customers to switch from conventional fossil fuel technologies to efficient electric technologies. **Risks:** "Disorderly" energy transition due to the introduction of potentially distorting measures
Market Dynamics	End-customer propensity towards more sustainable technologies, due to more awareness of climate change risks and greater regulatory pressure. **Opportunities:** positive effects derived from the increase in electricity demand, greater space for renewables, thanks also to the increased demand for long-term contracts (PPAs).

TECHNOLOGY	
Incorporation of Technology in Support of the Transition	Progressive penetration of new technologies such as electric vehicles, storage, demand response and electrolyzers for green hydrogen production; large-scale adoption of digital technologies to transform operating models and "platform" business models. **Opportunities:** investments in the development of technological solutions to support a more flexible electricity system. Further promotion of renewable energies for the production of green hydrogen. **Risks:** slowdowns and disruptions in the supply chain of raw materials and semiconductors could lead to delays in purchases and/or cost increases, that would in turn slow down the penetration of renewable energies, storage and electric vehicles. .

PRODUCTS AND SERVICES	
Electrification of Consumption Residential and Industrial Processes	With the progressive electrification of end uses, there will be greater penetration of products capable of lowering costs, reducing the impact in terms of local emissions and increasing efficiency in the residential and industrial sectors (e.g. the diffusion of heat pumps). **Opportunities:** increased opportunities to offer services beyond the basics and an opportunity to reduce customers' energy expenditure and carbon footprint; more investment in networks to support electrification of consumption. **Risk:** Greater competition in this market segment. The phenomenon relies on the adequate development of electric power grids, which are essential to guarantee higher load levels and service continuity.
Electric Mobility	Using more climate-efficient and -effective modes of transport with special emphasis on the development of electric mobility and recharging infrastructures; electrification of industrial consumption. **Opportunities:** positive effects derived from higher electricity demand and margins linked to the penetration of electric transportation and related services beyond raw materials. **Risks:** More competition in this market segment.

Contrary to chronic climate impacts, evidence concerning the transition scenario may already suggest the presence of short-, medium- and long-term impacts (by 2030).

With a view to quantifying the risks and opportunities arising from the long-term energy transition, the transition scenarios described in the previous "Climate scenarios" section were taken into account all along the value chain, considering upstream and downstream activities & clients.

Accordingly, the Company identified what effects the Slower Transition and Accelerated Transition scenarios would have on the variables that could have the greatest impact on the business, particularly electricity demand which is influenced by the dynamics of consumption electrification as well as the penetration of electric technologies, and the electricity generation mix.

Enel's baseline scenario (the Paris scenario) foresees a growing ambition in terms of decarbonization and energy efficiency, supported by further electrification of final energy consumption and the development of renewable capacity. The dynamics related to the energy transition will bring about growth opportunities for the Group. In particular, the progressive electrification of final consumption—specifically the transport and residential sectors—will lead to a significant increase in electricity consumption. Similarly, the progressive increase of renewable energies in the energy mix should prompt a drop in the wholesale electricity price in the medium and long term; however, this impact is narrow, considering that the market design based on the marginal pricing system has not changed in the medium term. Any alternative market structure could yield different outcomes.

Concerning the economic impacts that could ensue from changing transition scenarios, the Group has studied the impact concerning EBITDA that the slow and accelerated transition scenarios would have on the 2030 results, compared to the Paris baseline scenario.

Regarding the electrification of consumption, the slow transition scenario foresees lower penetration rates of the most efficient electricity technologies, predominantly e-cars and heat pumps, thereby leading to a decline in electricity demand when compared to the Paris scenario, which is estimated to have narrow impacts. At the same time, lower electricity demand translates into less room for renewable capacity development, affecting the generation business.

In connection with the accelerated transition scenario, large volumes of green hydrogen exports are assumed along with a rapid reduction in the costs of production technologies. This translates into greater penetration of this energy carrier, thereby increasing domestic electricity demand and renewable capacity facilities, when compared to the Paris scenario.

All scenarios, albeit to a greater extent the Paris and accelerated transition scenarios, will entail a considerable increase in the complexities that grids across the globe will have to manage. Indeed, we can expect a significant increase in distributed generation and other resources, such as storage systems, a higher penetration of electric mobility with related charging infrastructures, a rising rate of electrification of consumption, and the emergence of new players with new consumption modes. This context will lead to the decentralization of withdrawal/entry points, an increase in electricity demand and average power required, and significant unpredictability concerning energy flows, all of which will call for dynamic and flexible grid management. The Group therefore expects that this scenario will require incremental investments to ensure connections and adequate levels of quality and resilience, whilst encouraging the adoption of innovative operating models. These investments must be backed by consistent policy and regulatory scenarios to ensure sufficient economic returns for the Infrastructure and Grids Business.

Emissions

| 305-5 | EU-110a.3 | 305-1 | 305-2 | 305-3 | 305-4 |

Enel Americas' 2022 carbon footprint was 17,047,000 tCO2eq (22% more than in 2021 mainly due to Scope 3 emissions) and consisted of:

Scope 1[1] direct emissions	**6,560,000 tCO_2eq** (10% less than in 2021), representing 38% of total GHG emissions. The drop is mainly explained by greater renewable generation equivalent to 73% of total generated.
Scope 2 [2] indirect emissions	**1,010,000 tCO_2eq** (41% more than in 2021), representing 6% of total GHG emissions. Ninety-four percent of these emissions are related to energy losses.
Scope 3 [2] indirect emissions	**9,504,000 tCO_2eq** (58% more than in 2021), representing 56% of total GHG emissions. Ninety-eight percent of these emissions are related to the sale of energy to end customers, which increased mainly due to the higher emission factor in Brazil.

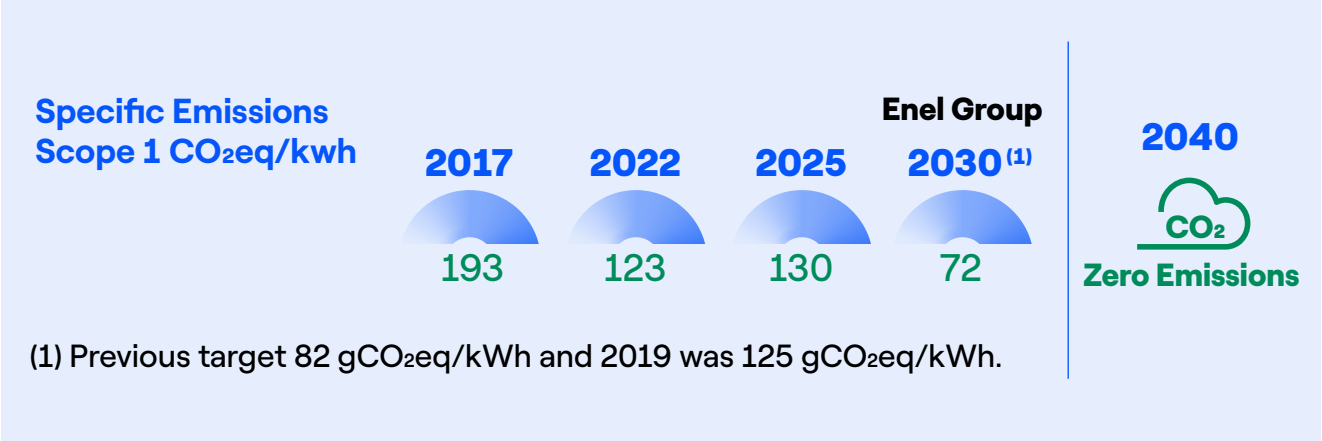
(1) For the Scope 1 Total Emissions Inventory, according to the GHG Protocol standard and in line with the Science Based Target initiative, 95% of the emissions from thermal plants and 5% of other emissions are considered, which include the inventories associated with the auxiliary services of production and distribution plants, vehicles under Company control, as well as emissions from fossil fuel combustion in boilers and office cafeterias.

(2). Emissions per location are equal to those per market, due to the factors considered.

Our Emission Reduction Targets

We aspire to achieving zero emissions by 2040 in keeping with Enel Group strategy, thereby demonstrating our determination to contribute to the countries' environmental and social goals, whilst honoring our shareholders' and stakeholders' commitment. We contributed to the specific CO_2 emissions targets certified by the SBTi (Science Based Target initiative) of 72 gCO_2eq/kWh by 2030 of the Enel Group, which represents a reduction of 80% compared to 2017 and increased its ambition compared to the previous target of reaching 80 gCO_2eq/kWh.

The addition of new renewable capacity through the merger with Enel Green Power Americas in 2021 and electrification will be the main drivers supporting the ambitious target.



Enel Group announced progress made towards meeting its zero emissions and Scope 3 indirect emissions target. To this end, it updated its target to a 78% (vs. the previous 80%) reduction in Scope 1 and Scope 3 emissions, with respect to 2017, where Scope 1 includes 100% of Enel Americas generation emissions. This target is in line with the 1.5°C business model and certified by the SBTi.

As far as Scope 2 emissions are concerned, these are very minor, and we are constantly looking for new ways to reduce them.

Metrics and Targets

The primary financial, operational and environmental metrics and objectives related to climate change risks and opportunities are available throughout this report, with the most relevant ones summarized below:

FINANCIAL METRICS	2022	2025 Target[1]
EBIDTA % of low carbon products and services	85%	96%
CAPEX of low carbon products and services (billion US$)	3.4	4.7
Ratio of CAPEX of low carbon products and services to total (%)	95%	91%

VALUE CHAIN SEGMENT	OPERATIONAL AND ENTERPRISE METRICS	2022	2025 Target[1]
Generation	% renewable capacity	71%	98%
	% renewable generation	73%	100%
Distribution	Smart Meters (millions)	0.255[2][4]	1.85
	SAIDI (hours)	8.1[2]	7.5
	Total Losses	12.8%[2]	11%
Market	Charging Stations (thousands)	7.3[3]	30.4
	Electric Buses (thousands)	2.43[4]	3.86
	Smart Lighting (millions of points)	0.5 [4]	0.9
	Demand Response Capacity (MW)	41[4]	198

ENVIRONMENTAL METRICS	2022	2030 Target [5]
Direct Emissions Intensity (CO_2 grs eq/MWh)	123	72 [6]
Water Extraction Intensity (lts/MWh)	0.09	0.15

(1) 2023-2025 strategic plan excludes operations in Argentina, Peru, Goiás, Ceará.
(2). 2022 year-end excludes Goias.
(3). 2022 pro forma year-end excludes Argentina and Peru.
(4). Includes charging points operated by Enel X Way and Enel X.
(5). Corresponds to Enel Group targets.
(6). Previous target was 80 gCO2eq/kWh and was 125gCO2eq/kWh in 2019.

Clean Electrification

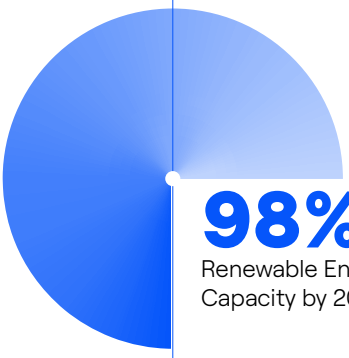
Power generation

Management approach

3 - 3

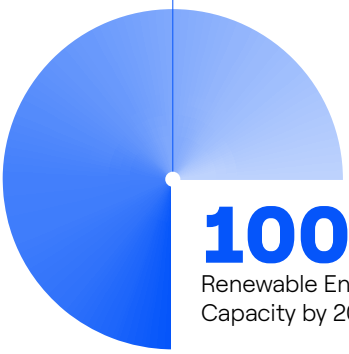
Tackling climate change calls for concrete, short-term actions. To this end, Enel Americas encourages the development of renewable energies in accordance with our 2023-2025 Strategic Plan, concentrating on countries where the electricity business is more integrated and where there are greater possibilities for growth in renewable energy sources, focusing on Brazil, Colombia and Central America, accelerating an energy mix that will approach 100% renewable energy by the end of 2023.

At the same time, the Company continues to digitize its plants to enable automated operations, which make for more efficient and safer generation when coupled with other technologies.



98%
Renewable Energy Capacity by 2025

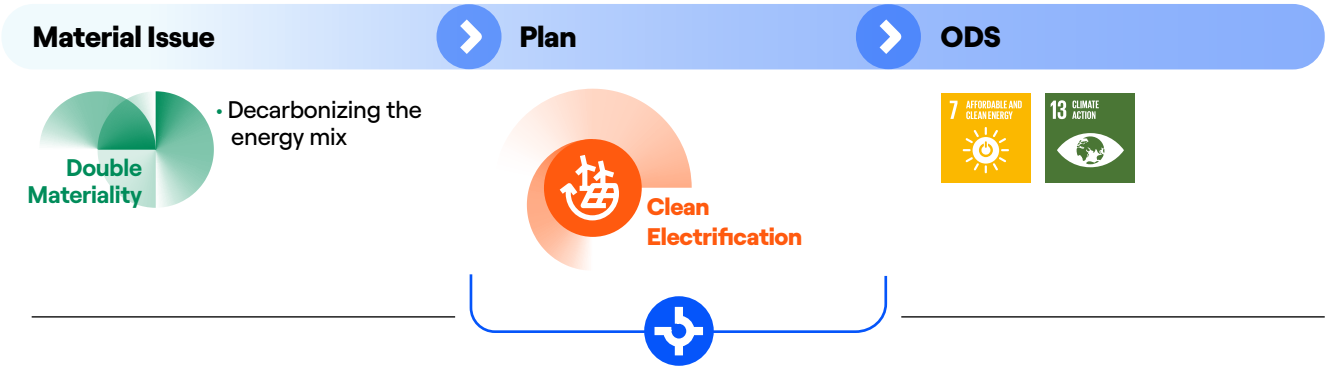
1.3 GW
Renewable Energy Capacity by 2027



100%
Renewable Energy Capacity by 2027

62 GW
Pipeline by 2025

Material Issue	Plan	ODS
Double Materiality • Decarbonizing the energy mix	Clean Electrification	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION



TARGETS

ACTIVITY / TARGET	TARGET PLAN 2022-2024	2022 RESULTS	PLAN-TARGET 2023-2025	ODS
Increasing renewable capacity	+ 3.5 GW	+0.5 GW final 2.5 GW under construction	+3,5 GW	7 13
Reducing thermal capacity	-0.5 GW	-0.3 GW Fortaleza sold	Sale of operations in Argentina and Peru	13

HOW THE PRINCIPLES OF THE HUMAN RIGHTS POLICY ARE APPLIED

Environment	We adopt and fulfill voluntary commitments by promoting ambitious environmental management practices, such as the development of clean energy projects and the management of commodities as a transitory alternative in a context of water scarcity
Respect for the rights of local communities	Regarding project and infrastructure design, construction and operations, we are committed to respecting human rights and to sustainable construction and operations based on dialogue with all stakeholders, respecting their points of view and impact on the project.

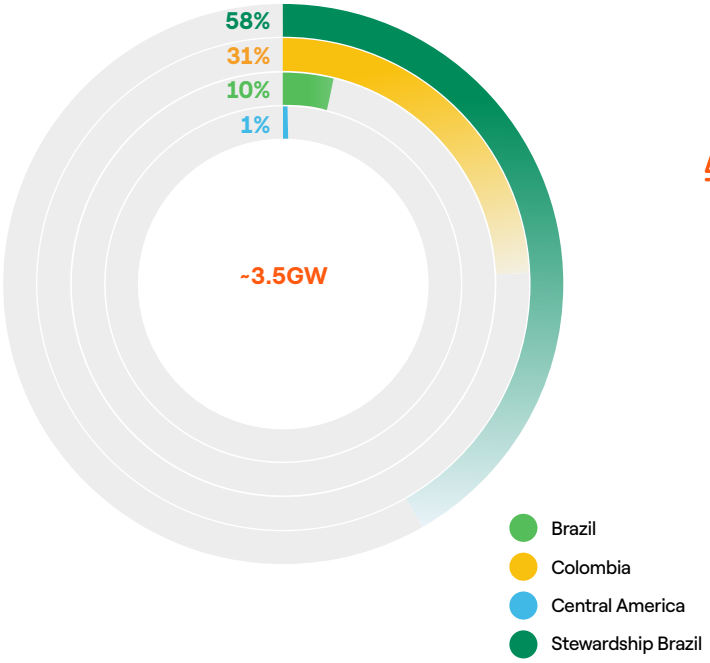
Renewable Energies for an Emission-Free Energy Mix

Expanding our electricity generation capacity through the development of new renewable energy projects is a driver of customer-centric electrification for progress towards zero emissions.

We continue to invest in renewable energy following our merger with Enel Green Power Americas in April 2021.

Projects in the Portfolio Driving the Energy Transition

Our portfolio of projects is comprised of initiatives in sundry stages of development, allowing for operating and commissioning new renewable plants as scheduled under our renewable energy capacity growth strategy and in operating countries. Our goal is to reach 12.4 GW of renewable energy by 2025. Already in 2022, we have 9.0 GW of direct emission-free generation capacity in Brazil, Colombia and Central America.



Capacity(GW)

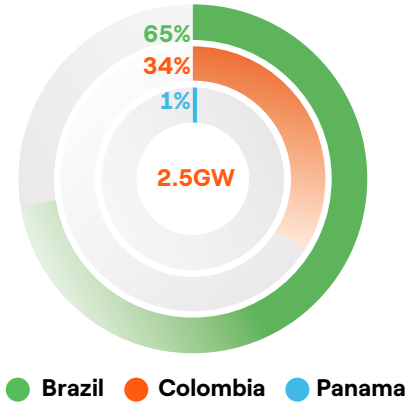
	2022	2025
	1.6	3.3
	2.6	4.1
	4.9	4.9

New Projects under Execution

In 2023, we completed the construction of 0.5 GW, and we are developing projects for 2.5 GW that will be added to our portfolio in the next few years.

Capacity under Execution

By country



By technology

52%

48%

By COD[15]

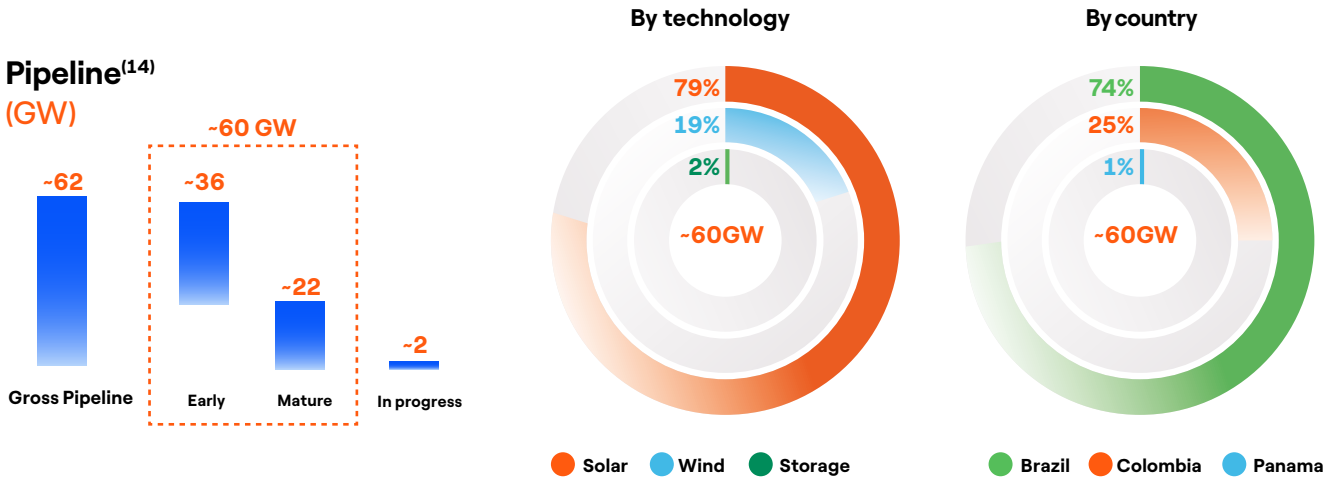
2023 59%

2024 41%

Project	Country	Technology MW to be added		
		2023	2024	Total
Arinos		-	607	607
Aroeira		348	-	348
Lagoa dos Ventos V		399	-	399
Fundación		132	-	132
Guayepo		296	190	486
La Loma		65	-	65
Windspeshi		-	205	205
Pedra Pintada		-	194	194
Baco Solar		30	-	30
Madre Vieja		17	-	17
Total		**1,287**	**1,196**	**2,483**

Gross Pipeline (GW)

In addition to the 3.5 GW, there is a long-term pipeline project with close to 61 GW, in various stages of development.

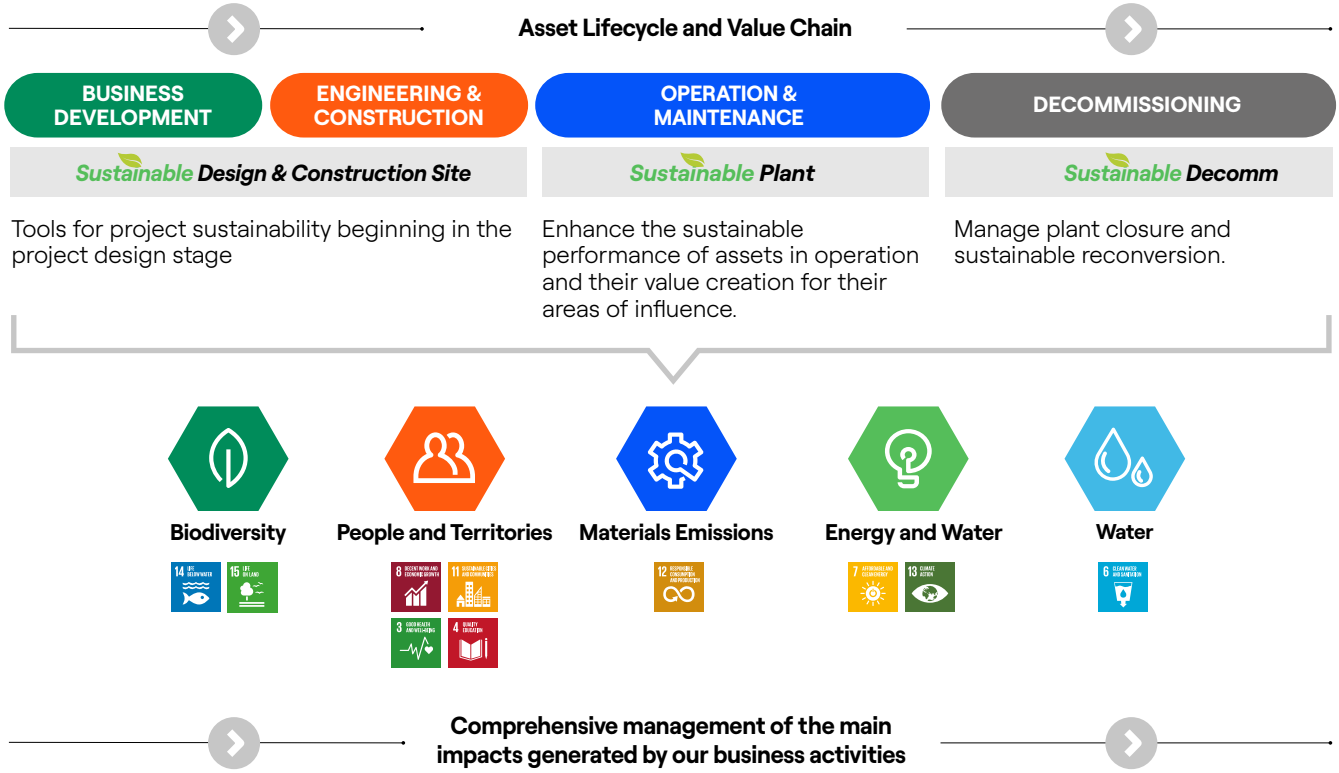


(14) Early stage and mature projects are classified according to their development in terms of land secured, environmental permits and grid connection, while mature projects are further along in this process.

(15) Capacity under implementation includes Stewardship projects.

Sustainable Plant Model

We adopt sustainable practices throughout the entire life cycle of our plants, meaning that work with environmental and social management variables beginning with project development, and throughout the engineering and construction, operation and maintenance stages.



For its implementation, we have defined a catalog of best practices that is updated annually and that includes all the actions implemented by Enel Group projects and plants around the world and other sustainable energy benchmarks.

Role of Operating Plants in the Energy Transition Process

In addition to expanding renewable capacity, we also need to manage existing capacity to meet the demand for electricity with the least possible environmental impact.

To this end, during the period, we implemented several initiatives related to automation, operation, maintenance and digitalization, the most significant of which are briefly described below.

Operational Efficiency in Generation

The reliability and availability of our power generation plants is essential to our ability to maximize the Company's available resources and economic margin. This is even more relevant when considering the current scenario of water scarcity and the consequences and opportunities concerning climate change.

We focus on having efficient water management practices coupled with flowing relations with the communities and relevant authorities in the watersheds that are associated with operational plants.

Operational Projects Focused on Water Resources

The following are some of the initiatives developed by the countries:

COUNTRY	PROJECT	DESCRIPTION
ARGENTINA	El Chocón Monitoring	Water quality and fish fauna monitoring program, pursuant to the methodological guidelines established by the Interjurisdictional Basin Authority (AIC). Drinking water consumption is continually monitored at the Chocón power plant to detect possible losses, with monthly records and KPIs. Regular monitoring of the quality of water for human consumption and discharge was carried out. The plan includes semiannual and annual monitoring at different sites, in compliance with statutory environmental and worker health and safety requirements.
BRAZIL	Rainwater Harvesting	The project seeks to optimize the use of different technologies at the plants, with a special focus on wind and solar plants located in semi-arid regions in northeastern Brazil, which historically suffer from water shortages most of the year. To this end, a rainwater harvesting system and an air conditioning water reuse system were implemented. These supply a considerable portion of the plants' water needs, preventing overload in areas marked by water stress and atmospheric emissions derived from the transportation of water in tanker trucks.
	Monitoring Water Courses	Using territory-wide mapping for reference, technical visits are made to all the hydroelectric plants and the springs feeding the reservoirs and rivers, and from there, to outline projects aimed at environmental recovery and water replenishment. An environmental technician accompanies each visit and action, and the mapped projects are added to the plants' sustainability actions. In addition, the company has representatives on fund committees for active engagement in both reservoir- and river-related territories.
COLOMBIA	Wave Project	This project aims to optimize and reduce the consumption of industrial water used in the Termozipa Plant processes, making progress towards 100% implementation of the "Recovery of wastewater from the water treatment plant," project for recirculating water used to wash the reverse osmosis plant's filters.
	Water Reuse	In order to ensure proper resource management, in 2022, 222,496 m3 of industrial wastewater from the Termozipa power plant operations were reused to control the ash yard irrigation processes. Cartagena is in the process of renewing the permit for discharging into maritime waters in accordance with the most recent regulations, Resolution 883 of 2018.
PERU	Recovering Reject Water from the Santa Rosa power plant	We are able to recover 15 to 18 gpm of reject water from the demineralized water production process, by installing piping for returning reject water to the sewage water tank, for operational savings of US$86.4 daily at the Osmonic plant.
	Ventanilla Thermal Power Plant Smart Water Management Project	We have developed the smart chemical control 2.0 pilot project, which consists of the implementation of a learning algorithm to reduce water consumption by 39,000 m3/year and sulfuric acid water consumption by 39,000 m3/year and sulfuric acid consumption by 38 tons/year.year. The project has a budget of US$ 40 thousand.
GUATEMALA	Civil Recovery of Canals	We carried out civil recovery works in the channels, slopes, riverbed protection works and roads at the Palo Viejo power plant after the impact of hurricane Lota and Eta. In addition, we updated the Scada system for monitoring the operation of the units at the Montecristo and Palo Viejo power plants in order to increase the reliability of the information.

The Company has rolled out a suite of operational process improvements aimed at operations control, automation, scheduled maintenance, and information reliability. The section below provides a country-by-country description of the projects developed.

Argentina

Pi Vision Developments: we developed a tool that boost the visibility of sensitive generator parameters. We constantly use this mobile and web-based tool to monitor equipment operations and variables using specifically designed screens, in real-time or using historical data for trend management.

Backup Architecture: virtualized architecture aimed at improving the availability of business critical software. In the first stage we will be backing up all equipment connected to the network that was developed exclusively for specific business operations such as SOTR, plant information, emissions, etc. With this we expect to support all of our generators' Scada systems.

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Brazil

Kaplan Phase II: this project is the continuation of studies launched and completed between 2016 and 2019, for the creation and development of dedicated hardware that encompasses an end-to-end solution to optimize the Kaplan model turbines, creating an identity for the product and adding value to the solution. With this we expect a cost reduction, relative to the prototype, in relation to changes in the speed limiter and the need for a vibration monitoring system. To date, the project has made progress on the optimization algorithm, the creation of a pilot prototype, and field validation of the proposal. Test results from the Isamu Ikeda plant showed a 3.4% gain in efficiency while the other generating units are still being mapped. In addition, the project is in the global handover phase with implementation in other countries (Italy and Spain) planned for the end of 2023.

ArcGIS: a global program launched in 2021 for capturing, storing, handling, analyzing, managing and presenting geographic data. With this tool we have been able to digitize hydroelectric assets, reducing the amount of time required to execute activities at power plants. In 2022, the following two applications were added to this program: 1) meteoGis, for weather prediction and generation with the objective of anticipating changes in temperature, winds, generation, etc.; and 2) close call Civil, used to identify and map occurrences at hydroelectric power plants, with the objective of monitoring and solving civil anomalies.

Smart Repowering: Designed to integrate HIGRA's amphibious turbogenerators for electric power generation, the project entails engineering studies, implementation projects, operations validation with mapping of solution-wide improvement opportunities, for application in compact and sustainable hydroelectric developments. The project already conducted its first positive test in 2022 to measure the hydraulic performance of each turbine.

Colombia

Automation and Remote Control: this activity entails an automation and remote control project at the Bogotá River power plants, with the final stage rolled out at the Muña pumping station involving interventions of the four pumps feeding the reservoir to ensure the generation of the Paraíso and Guaca power plants. This project was submitted to the Ministry of Science, obtaining tax and fiscal benefits. This stage, involving the Betania, Quimbo and Guavio power plants, is scheduled for execution between 2022 and 2024.

Consolidating the Digitization Strategy: the electronic logbook technology was implemented at all plants in Colombia through the InGen and GOS platforms along with a normative document that standardizes the plant operational information management process.

E-catalog: we launched the E-catalog project to develop models for optimizing material and spare parts inventory for critical systems and equipment. The organization levered E-catalog to channel 46.1% of all its purchases, optimizing the process and generating multi-country synergies.

Power G Award Program: this program is aimed at recognizing the contribution of innovative ideas and best practices implemented under the 2022 edition. A total of 512 initiatives were registered in the idea bank that is part of the ¡Innovación al 100! program, which successfully implemented 82 projects at our Colombia and Central America plants.

Odor Control: implemented on the Bogotá River, this initiative entailed boosting the efficiency of the gas extraction system and construction of an eco-filter that will improve the wellbeing of surrounding communities.

Central America

Costa Rica

Don Pedro and Río Volcán Power Plants: we began negotiations with the Costa Rican electricity institute for the operation of the Don Pedro and Río Volcán Power Plants, with equipment start-up work. Work also began at the Chucas Power Plant to recover reinforcements on the left bank downstream of the dam, together with the design work for guaranteeing infrastructure reliability.

Peru

On-line Monitoring with EtaPRO, Predix, PrisM: a suite of on-line digital tools for monitoring operational conditions and performance of the combined cycle (CCGT) and open cycle (OCGT) units, and analysis and diagnostic software for

monitoring the main critical operational variables of the three thermal power plants as a predictive maintenance strategy.

Using ROMAP in Rubí: we developed this platform to examine thermographic images of photovoltaic panels using artificial intelligence. These tools process 100% of the drone-captured park images and provide the coordinates of every defective panel. This information is used to replace the panels and thus restore the plant's availability to 0.002%.

Predictive Monitoring in Power Transformers: implementation of an oil gas analysis system and monitoring of high voltage bushing and partial discharges of power transformers at different power plants. Installation of these transformers in the TG3 and TG4 units of the Ventanilla power plant was completed in the second half of 2022. The system includes a digital platform that used the transformers' measured conditions to perform an automatic diagnosis for predictive interventions, preventing high impact production failures.

Solar Panels at the Rubí Power Plant: this project entailed reusing 25 solar panels from the Rubí solar power plant, and an inverter connected to Wayra's auxiliary services network, which were installed on top of contractor office cubicles to harness solar energy to power four offices.

Energy Storage System: we implemented the energy storage system at the Ventanillas power plant to optimize plant performance and improve service stability. This entailed the use of lithium-ion batteries for 14 MW of power. Likewise, the plant underwent maintenance after 150,000 hours of operation. The maintenance involved an investment of US$ 4.6 million which will extend the unit's useful life, while increasing power (+3.55 MW) and efficiency (+0.94%), all within the scheduled timeframe and duly communicated to the Peruvian electricity system operator COES (45 days). Finally, the Cooling Tower No. 2 Refurbishment Project was carried out. This entailed replacing the wood used in the original tower design with Fiberglass Reinforced Polyester, boosting cooling capacity by 4° and recovering 1MW.

Wind Turbine Access Security: we installed intrusion sensors on the doors of 42 wind turbines. The sensors send an alarm to SCADA warning us that an unauthorized person has attempted to enter the wind turbines. We also made improvements to the Rubí irradiance measurements, which involved the acquisition of class A pyranometers in 2022 for three meteorological stations in accordance with our new standards. Although these have been physically installed, integration with SCADA remains underway.

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Digital Solutions and Robotization

We have a robotization strategy that provides for common actions concerning the planning, management and improvement of robot-performed activities (i.e. unmanned aerial vehicles, drones, underwater or land rovers, climbers, smart glasses, etc.) as part of our global power generation program (i.e., construction sites, power plants, facilities, etc.). The strategy covers asset inspections, supervision and monitoring for enhanced data security, efficiency and availability, while reducing hazards and operating expenses..

Brazil

RoBoost: aimed at integrating and distributing innovative robotic solutions related to Operation and Maintenance activities on a global scale. Some of the devices adopted under these guidelines were: solar panel cleaning robots, lawn mower robots, submarines for underwater inspection, drones and smart lenses. We conducted a total of 542 activities using robots in 2022. All generation technologies were considered for some type of RoBoost technology, from drone inspections powered by artificial intelligence to robots for underwater inspections.

Colombia

Robotization: in 2022 we carried out 303 drone flight missions and remote inspections and support using smart glasses, for nearly US$ 370,000 in savings, 1,657 hours of robotized activities and 5.7 tCO2 avoided.

Peru

PWAY: Dduring 2022 we will enhance the platform we use to graphically and interactively visualize data taken by field operators but that does not reach the unit control system, to diagnose and prevent plant equipment failures.

Drones for Inspecting Power Plant and Wind Power Technology: in 2022, we continued using drones for reconnaissance of our facilities and surroundings, and inspections of power plant equipment and structures, to identify operational or physical anomalies and subsequently prepare an action plan. Drones have been instrumental in our ability to shorten diagnostic times and be more cost-efficient, while providing us with relevant and timely information in the event of a contingency.

Our fleet of six drones at the hydroelectric plants and three at the thermal plants are operated by pilots under their own

licenses. We scheduled a total of 191 inspections at the thermal power plants in 2022, and our pilots have performed more than 120 flight hours with Mavic drones (outdoor) at Ventanilla (23), Santa Rosa (35) & Malacas (67).

Digitizing Technical Information: this initiative consists of printing and placing QR codes on equipment at thermal power plants, as well as digitization of their technical information, which allows the operations and maintenance team to gain real-time cell phone access to the equipment database for better information management. So far, we have covered 30% of the thermal power plants.

Using ROMAP at Rubí: we jointly developed this platform with SAS for analyzing thermographic images of photovoltaic panels using artificial intelligence. We use drones to capture images of the entire park. These are then processed to obtain the coordinates of all non-operational panels which are subsequently replaced, and then plant availability is restored to 0.002%.

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Headway in Maintenance

As a means to boost the efficiency of our operating processes and secure continuous operations across the board at our power plants, we encourage the use of innovative tools with state-of-the-art technology in all maintenance activities carried out at our subsidiaries, under the following projects:

Colombia

Magdalena River Power Plants: we are conducting Magdalena River power plant maintenance according to plan. Specifically, major maintenance was completed on the El Quimbo hydroelectric plant oxygenation system for discharge water, to comply with dissolved oxygen conditions in the Magdalena River downstream of the dam.

Cartagena Power Plant: we carried out scheduled maintenance on unit 1, which involved changing damaged piping on the main boiler bank and changing the generator voltage regulator. As part of the circular economy strategy, the main transformer was recovered.

Termozipa Power Plant: we performed biannual maintenance on generation units 3, 4 and 5, involving a series of works, including maintenance of coal pulverizers, the electrostatic precipitator, replacement of the battery bank, and chemical washing of the boiler, which will significantly reduce the failures caused by deposits inside the piping.

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Central America

e-maintenance: we use the e-maintenance program to perform modeling for reporting and monitoring of the entire infrastructure of renewable power plants in all Central American countries under our predictive maintenance framework.

Peru

Malacas Thermal Power Plant: we performed major maintenance on turbine C6 (the sixth maintenance) at close to 200 thousand hours of operation. We received uninterrupted virtual and in-person support from the local and global generation area technical team, involving co-workers from Italy, Colombia and Chile.

e-Maintenance 2.0 and PRESAGHO: these digital predictive maintenance platforms use artificial intelligence (AI) and machine learning algorithms to monitor, manage and analyze data from the facilities to predict plant behavior and anticipate critical problems or increase performance. They are currently being used to monitor critical components of hydroelectric power plants, and in 2002 they were instrumental in the early detection of a runner failure event at Chimay Group 2 and Huampaní Groups 1 and 2.

SAP: the annual physical inventory process has been standardized between Central America and Colombia using the SAP E4E system, providing us with an automatic, real-time inventory management feature.

Network digitalization

Management approach

3-3

We have enhanced grid resilience and flexibility through the digitization and automation of both operations and maintenance at our facilities. We aim to turn our grid into an inclusive, participatory platform, by taking advantage of new opportunities based on innovative and circular business models to provide value-added services for customers.

The just energy transition calls for rolling out new and different energy uses, in which infrastructure enables us to provide customers with a reliable, safe and secure grid marked by service continuity.

Our businesses also aim to go beyond compliance with regulatory standards by addressing critical grid issues arising from the effects of climate change, while placing special emphasis on the efficient use of resources, monitoring network performance and analyzing events and failures for timely improvements and solutions.

More than
255 thousand
smart meters instalados

8.1 hours
SAIDI

More than
390 thousand Km
low, medium and high voltage lines

3.9 times
SAIFI

Material Issue	Plan	ODS
Double Materiality • Infrastructure and Networks	Clean Electrification	7 Affordable and Clean Energy 9 Industry, Innovation and Infrastructure 13 Climate Action

TARGETS

ACTIVITY/TARGET	TARGET PLAN 2022-2024	RESULTS 2022[1]	TARGET PLAN 2023-2025[2]	ODS
Total energy losses	10.8%	12.8%	11%	7 9
Total SAIDI (minutes)	517	486	450	7 9
SAIFI (frequency of interruptions)	4.5	3.9	4.5	7 9
Number of users with smart meters installed (thousands)	1.492	255[4]	1.853	7 9
Number of new rural connections	58,605[3]	86,439[4]	243,397	7 13
Number of new suburban connections	82,040[3]	27,389[4]	40,500	7 13

(1) Excludes Enel Distribución Goias.
(2) Strategic Plan 2023 - 2025, excludes operations in Argentina, Peru. For the Distribution segment it excludes Enel Distribución Goias and Enel Distribución Ceará.
(3) Target year 2024.
(4) Excludes Argentina and Peru.

HOW THE PRINCIPLES OF THE HUMAN RIGHTS POLICY ARE APPLIED

Environment	We adopt and fulfill voluntary commitments, promoting ambitious environmental management practices to adapt to climate change impacts and project management such as a grid digitization project that made it possible to promote responsible residential energy consumption.
Respect for the rights of local communities	We are committed to ensuring that our products and services are accessible to all, and do not compromise, to the extent possible, customer safety and physical integrity. To this end, a loss prevention plan was implemented to prevent illegal connections that can compromise safety.
Communications	We require that all contracts and communications addressed to our customers be clear and simple, and not omit any relevant element that may affect their decision. With this objective in mind, the Company has various projects such as Distributed Generation, making consumption and communication transparent.

Grid Improvements and Upgrades

Grid Development and Upgrades

- Digitizing the electrical network
- Developing intelligent and remotely controlled grids
- Better quality and continuity of supply.
- Expanding, upgrading and developing the electric power grid.
- Grid remote control and automation.

Operational Network Management

- Operating and maintaining the power grid.
- Operational management of grids and associated energy losses.
- Digitizing processes.
- Contingency prevention and planning.
- Ensuring quality and continuity of services.

Climate Change Adaptation

- Asset resilience.
- Impact mitigation.
- Adaptation to new climate scenarios.

Digital Solutions for the Grid

Our mission is to guarantee quality, affordable, reliable services through an efficient and digitized electricity system. As such, we have embraced the challenges of the energy transition to develop a smart, modern, flexible and digital grid for the future. Grid Futurability® comprises our long-term strategy with which we aim to go beyond simply implementing technology and consider our customers' various needs.

Accordingly, we have implemented ongoing improvement plans that have made it possible for us to reduce the number and duration of service interruptions. We have also adopted new technologies to reinforce our processes through the digitization of operations, so that we can monitor the infrastructure online, for quick and timely interventions in the event of failures, thus ensuring the continuity of electric power services.

Grid Futurability

Grid Futurability is a global project spearheaded by the Group, and adopted by us, that endeavors to turn the distribution grid into a smart grid, by combining the use of traditional equipment with advanced digital solutions that promote a more resilient, participatory and sustainable grid, through system-wide technological innovation and efficiency tools.

One of Grid Futurability's priority objectives is to ensure the environmental sustainability of our grids by leveraging circular economy models, starting in the construction phase, and pledging to secure complete sustainability of our sites by 2030.

In **Argentina**, we implemented seven minimum viable products that represent digital developments of applications whose data compilation and analysis features provide the business with greater processes efficiencies. An example of this is Grid Plus, a global platform designed for grid monitoring through data analysis using the Way to SAIDI methodology. In addition, we added a novel, free, alternative service in the form of a virtual visit that consists of a remote inspection of customer facilities to corroborate their condition, through simple observations, and determine what work needs done. This tool has the following benefits:

- More secure for customers
- Improved accuracy in the effectiveness of site visits
- Expands coverage of remote visits to other situations, such as quality inspections or addressing errors in meter reading.

In **Colombia** we designed a new innovation project called EnelfleX. With this project we will foster grid automation and digitization using the existing telecontrol system coupled with a new platform for recording interactions between users and

the energy distributor for the provision of complementary services, commercial transactions and an automated response mechanism. We are currently rolling out the first stage of implementation in the Sabana Norte area of Bogotá. Through this initiative we seek to decongest the distribution network under a disconnectable demand mechanism. Additionally, we reinforced the existing remote control system to guarantee integral management with the grid's remote control and monitoring systems. The initiative secured a 3.6-million Euro investment, 1.8 million of which were raised from the demand-driven electricity networks (3DEN) digital call for proposals. Enel provided the remaining funds.

Also in **Colombia** we continue working on the adoption of the digital twin network through the to go project, a revolutionary technological innovation that started off the process with capturing information from the physical power grid (poles, cables, transformers, among others). In 2022, mobile mapping system technology was implemented. It contains capture hardware for vehicle-accessible or -inaccessible settings together with platform-type digital solutions already in operation in the energy distribution business. With this we have been able to consolidate savings associated with network inspection processes in search of deficiencies or failures that place either people or the infrastructure at risk, with a view to expediting the development of new engineering works under the ambitious investment plan we have laid out for the coming years.

Grid Blue Sky

We have adopted the ***Grid Blue Sky*** concept for integrated network management. Supported on a digital platform, Grid Blue Sky focuses on managing customer needs with technological solutions designed to enhance network performance, through real-time exploring and simulation.

In **Argentina**, in order to assist the process of change and facilitate a quick and effective transition to the new context, we have stepped up our cultural awareness efforts, involving the entire organization across the board, as agents of change and active ambassadors of the new way of doing business and finding solutions through retraining and skill-building initiatives, so that the Company can reach its full potential in the new context.

As part of this knowledge transfer endeavor, we underscore the role of our ***Grid Blue Sky*** influencers, whose job is to share the values and behaviors of this transformation with coworkers and accompany them on this journey—in the technical areas where influencers provide services.

In **Colombia**, we are implementing 31 systems to support network planning and operations such as, asset inventory, E&C Tool BIM, Aurora, GR&3DM, SWIM, e-cho, among others, as well as customer interface processes in the distribution business. The systems are based on agile methodology, i.e., partial deliveries corresponding to the minimum viable product (MVP) until reaching a complete solution or a more functional version. So far, five systems are currently operating in the complete solution mode.

In addition, we launched the PROMO (process modeling) project, which seeks to document all processes under the new ***Grid Blue Sky*** Operating Model and update the technical documentation affected by the addition of the digitization solutions/systems supporting the ***Grid Blue Sky*** model.

Smart Grid

Having a smart grid allows us to manage energy demand in a sustainable, reliable and economical fashion, based on an advanced infrastructure adapted to facilitate the integration of all its components and stakeholders. Smart grid management is organized around two instruments, i.e. remote control centers and smart meters.

Smart Meters

In line with grid digitization programs, the installation of smart meters paves the way for remote operations, which benefit customers, the regulator and the Company. Specifically, smart meters make it possible for us to perform remote and automated readings which in turn ensures our customers are billed monthly bills for their energy consumption. It also does away with face-to-face interaction between our readers/employees and enables the control center to quickly restore services to customers in the event of a power outage. In 2022, we registered 300,000 customers

	2022	2021	2020	2019
Smart Meters (thousands) (*)	255	137	87	65

(*) Active meters; does not include remote reading technology.

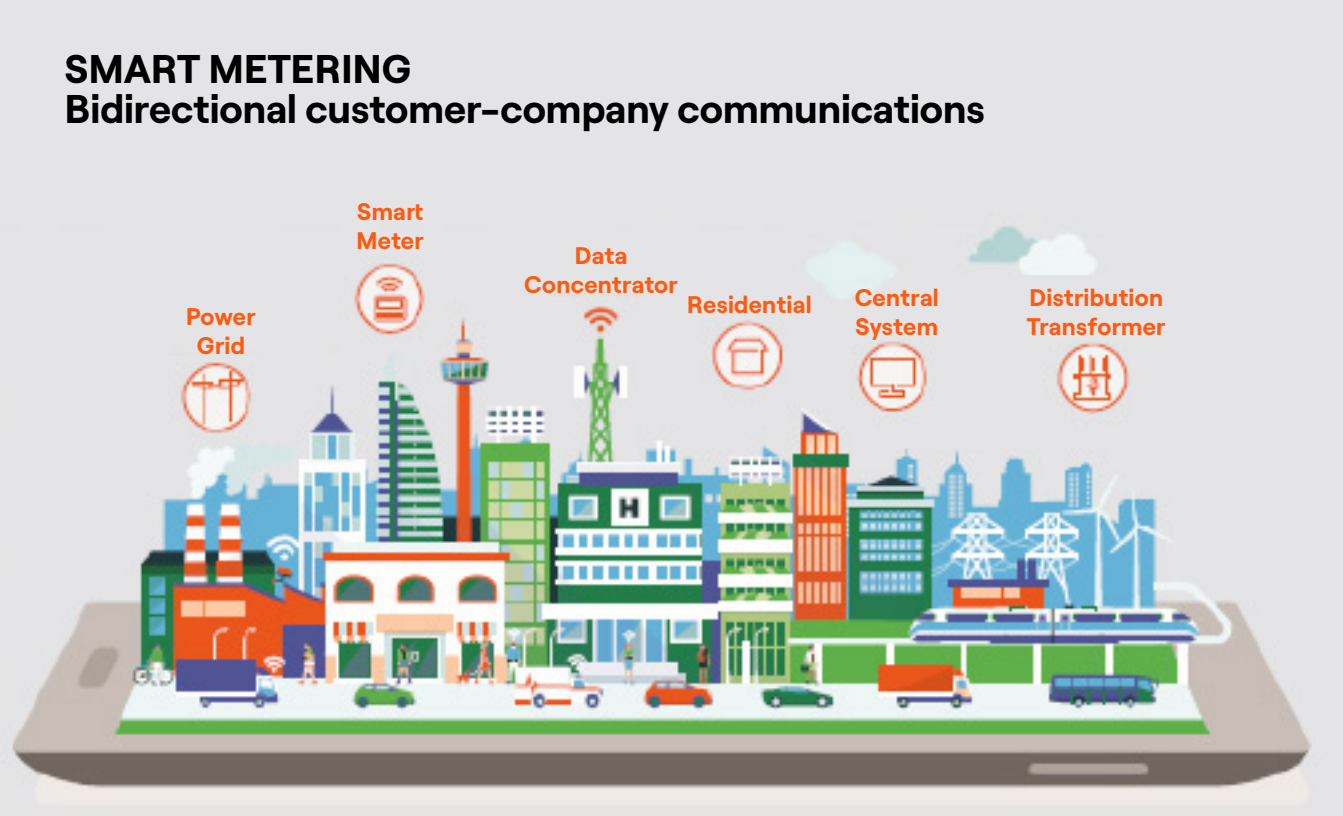
with a smart metering system. According to our planning, by 2025 we will reach 1,853 million customers.

We began a major project to install smart meters at our largest distribution company in Sao Paulo, **Brazil**, with the goal of increasing the number of customers with smart meters from 205,000 to more than 1.76 million by 2025, as part of our aspirations to become the leading company in Brazil in terms of service quality, customer satisfaction and operational efficiency, involving improvements in service quality and services and process automation indexes.

All meters installed in **Brazil** are manufactured locally with recycled plastic, which is a first in the Brazilian electricity sector and contributes to the sustainability of both the production chain and the business. This initiative is part of a joint innovation project with the National Electric Energy Agency.

Given how relevant advanced metering is to the energy transition, since 2016 we have been developing a pilot in **Colombia** which to date has more than 74 thousand meters in operation. Last year was a decisive year for the deployment of advanced metering in Colombia, given that the regulator issued a resolution providing the conditions for implementation of this advanced metering infrastructure on the national interconnected system.

In **Peru**, 2022 figures reveal a total of 17 thousand smart meters installed for our residential customers in different districts across the concession area. We plan on installing 20 thousand more smart meters by 2026 as part of the second smart metering pilot project..



Remote Control and Process Automation

Remote control allows us to boost the operational efficiency of the electric power distribution grid, through preventive actions and better direct solutions.

In **Argentina**, we implemented the by-pass cable solution on the medium voltage grid, so that our technicians are able to temporarily lay the cables while carrying out definitive repairs of the network, maintaining continuity of the power supply and reducing customer response times.

In order to improve the quality and continuity indicators required by the regulatory body and boost the performance of electrical assemblies, in Brazil we developed a robust investment plan that focused on installing 1,500 new telecontrol points, in addition to 1,340 new remote monitoring points using fuse saver and trip saver technology; single pole reclosers used in feeder branches to reduce the number of incidents, increasing grid reliability and reducing operating costs. In addition, we added 294 kilometers of new medium-voltage grid and recovered 232 kilometers of medium-voltage grid.

In **Colombia**, we installed 117 remote operation devices under the telecontrol quality plan, which allows us to optimize equipment, substation and control center operations. We connected 1,080 telecontrol devices and 39 substations, both in Bogotá and Cundinamarca municipalities, with fiber optics to for more reliable communications.

In **Peru**, we installed 58 additional medium-voltage telecontrol devices (for a total of 781 terminals installed). These allow us to remotely open and close the grid in the event of failures along a certain section, thus minimizing the need for employees to travel to the site of the event. This lessens the impact on remote areas that affect the continuity of service to customers.

It should be noted that in 2022, three new medium voltage feeders were automated (for a cumulative total of 28 automated feeders). With this technology the Company can restore service to groups of customers without the need for human intervention but instead go through an expert computer system, which minimizes service restoration times for users.

Preventive Grid Improvements

Inspired by utility company best practices worldwide and based on the experiences of recent weather events, we have developed a strategy we call innovative resilience, which combines boosting the resilience of electric distribution facilities to weather events, with resilience in all phases of business management. In other words, since preventing potential weather events from occurring is impossible, the strategy is aimed at earmarking system resources to mitigate overall impacts and restore service to the majority of customers in the shortest time possible

In line with supply improvements and continuity initiatives, in 2022 we implemented several measures at our subsidiaries, to wit:

Argentina

2,324
operating equipment at various points on the medium voltage network

- We invested in adding technology through the installation of 293 additional remote control devices. This equipment enables us to open and close the network remotely from the control center, in order to quickly isolate the sections affected by a failure. These actions have benefited more than 546,000 customers and contributed to a significant improvement in the SAIDI (average interruption frequency indicator per user).
- In 2022, we installed 2,324 operational devices at various points of the medium-voltage network, achieving greater operational efficiency and improving the quality of electricity service.
- We continued to modernize the medium-voltage network by installing equipment to remotely detect outages, including 2,161 remote telemonitoring units (RTU); 473 branch supervisors; 558 water intake detectors in chambers.
- In 2022, we submitted the Emergency Operating Plan (EOP) for IRAM certification. The audit focused on the EOP effectiveness report of the simulation carried out in October, where the outage of cables 581 and 582, which affected the Burzaco and Calzada substations and affected the service of the corresponding customers, was recreated. At the end of the process, we received the auditor's recommendation for the recertification of the "Emergency Operating Plan".

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Brazil

236,000
anomaly correction activities

- Implementation of the high-voltage modernization plan, consisting of replacing equipment that is obsolete, depreciated in accounting terms and showing considerable failure rates. It also entails the digitization of substation and transmission line protection systems.
- Implementation of mechanized pruning, using remotely controlled equipment that is connected to the aerial basket type vehicle so that technicians can perform the activity from outside the high-risk area, making the process safer and more efficient. We are currently testing the solution through pilots in São Paulo and Ceará and, in the future, we aim to increase the number of mechanized pruning machines used for our maintenance activities.
- We performed predictive maintenance activities on our grids, which included pruning and inspections:
- Pruning: 1,400,000 activities
- Inspections of 118,000 km
- Anomaly corrections: 236,000 activities

Colombia

313
preventive maintenance activities

- Wind and kite plan, focused on controlling and mitigating the impact of kites on electric power grids between August and September, in addition to raising community awareness about the importance of flying kites in safe areas. In 2022, 517 (kite) parts were removed from the grids, down 16% from 2021.
- We pruned more than 250 thousand and 18 thousand trees that were either in close proximity or in contact with medium-voltage and high-voltage power lines, respectively.
- To guarantee greater availability of high-voltage assets, we increased maintenance of power transformers, intervening up to 35 pieces of equipment during 2022.
- There has been progress on the high voltage lines useful life model through the Smart Asset Management System (SAMS) platform.
- Activation of the Road Plan, consisting of changing or adapting 533 covers of grid clappers.
- Implementation of a targeted plan in the municipalities of Cundinamarca with the greatest impact on service quality indicators. A total of 313 preventive maintenance activities were executed at substations. and 365 interventions on medium- and low-voltage lines.

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Peru

1,124
distribution substations

- DWe developed several projects under the transmission investment plan to improve and maintain the reliability of the electric power system. Noteworthy is the 15 MVA increase in the total installed power from changing the Maranga substation transformers.
- We carried out preventive maintenance activities on transmission substations and high-voltage lines, achieving a 95% plan compliance rate.
- We performed preventive maintenance on 146 medium-voltage feeders and 1,124 conventional distribution substations without interrupting the electricity supply..

Substation Quality Improvement Plan

We rolled out some considerable initiatives in 2002 to improve the quality of our supply. These included replacing obsolete equipment with more modern versions equipped with monitoring and digitization technology, in addition to the implementation of a plan to refurbish existing substations and energize new ones, all of which is necessary to provide constant levels of quality supply in the face of growing demand.

Argentina

- **Bosques Substation:** we completed another section of the substation expansion process, whose first stage included the installation of a new 300 MVA power transformer for a safer and more reliable 220 kV transmission system. This is the third transformer of this type installed by our technical teams at the substation located in the Florencio Varela district. The first stage of the works was completed in May 2022, and will continue with the commissioning of a new 132 kV busbar, for more operational flexibility of the high-voltage system. These tasks have a positive impact on the service we provide to some 400 thousand customers located within our concession area in the southern part of Greater Buenos Aires.
- **Calzada substation:** we carried out a special night operation with a dedicated team of 50 workers and two mobile laboratories for the assembly of two lighting towers. These works benefited the neighbors of Calzada, Claypole, Solano, Don Orione and Florencio Varela.
- **San Vicente:** we carried out an improvement project that will provide more power and predictability to the network in the southern area of Conurbano Bonaerense, covering the towns of San Vicente, Perón and Glew, benefiting 50 thousand neighbors with more and better energy.

Brazil

- **Refurbishment of the Claudia and Oratório (São Paulo)** substations: we updated the equipment with hybrid module technology, providing greater reliability and flexibility to the system.
- **Replacement of power transformer** to meet higher demand at the Osasco substation.
- **Energization of new substations** relevant to the primary distribution system

Colombia

- **Control system digitization at two substations:** Noroeste and Balsillas.
- Through substation replacement and standardization projects, we increased the capacity of the system by 80 MVA, thereby increasing the reliability of supply for Company customers.
- Two high-voltage substations were refurbished (Sauces and Flandes) and three new medium-voltage substations were built (Mangos, Cacicazgo and Carulla).
- **Four new high- and medium-voltage power substations were built, involving:**
  - Terminal project: supports growing demand in Bogotá's Fontibón district and the Fontibón electric bus recharging yard.
  - Rio Project: supplies loads to the plants that will support Bogotá River de-pollution activities.
  - Barzalosa project: improves service quality in the Alto Magdalena province of Cundinamarca and provides connection to two solar photovoltaic plants.
  - Av. Primera Project: required to make Bogota's subway feasible

.Peru

In 2022, we carried out a 95% preventive maintenance plan for transmission substations and high-voltage lines to maintain the reliability of the energy service. This consisted of the following:

- Comprehensive maintenance on two power transformers 60/10kV 25 MVA.
- Comprehensive maintenance on seven switchgears under load in 60/10 KV 25 MVA transformers.
- Oil treatment on nine power transformers (03 in 220/60kV and 05 in 60/10kV).
- Replacement of 23 60 KV and 10 KV circuit breakers.
- Major maintenance on five 60 kV circuit breakers and 24 60 kV disconnectors.
- Replacement of one hundred (100) protection relays and 03 voltage regulators.
- Replacement of five metal poles on the 2005/2006 220 kV lines.
- Energized lines: this program makes it possible for us to carry out work without having to interrupt customer service, by following procedures that guarantee people's safety and contribute to preventing scheduled outages due to new works and network maintenance. In 2022, we prevented temporary service interruptions for approximately 700 thousand customers.

Energy Loss Recovery Plan

We prepared and implemented energy loss plans that involved inspection activities, standardization of splices, changes to power lines in areas known for energy losses, and customer energization.

In order to mitigate the risk of electrical safety in **Argentina**, we continue to proactively install the Standardization Kit at no cost to the customer, thus promoting the obtaining of the correct Electrical Installation Certificate (CIE).

Standardization involves several processes:

- Elimination of unsafe and non-standardized clandestine connections
- Installation of a standardized meter
- Installation of a primary protection board consisting of a thermomagnetic key to protect the new customer's installation and a differential protection key (circuit breaker) to protect people against electric shocks.

For high- and medium-complexity vulnerable neighborhoods, in addition to the standardization kit, we adopted other strategies in households served by a community meter and precarious networks installed by residents themselves or as an alternative to the public lighting distribution network. We have maintained a constant dialogue with government authorities to address the challenges of standardization and the importance of joint and coordinated work to achieve the proposed objectives.

In 2022, 27,000 connections of this type have been made and next year we intend to continue this normalization plan in the neighborhoods with the installation of 38,000 kits. In addition, in 2022, in homes without installed meters in new settlements and/or unfinished urban developments, we made progress in providing a more stable electrical connection to 8,000 homes in 58 neighborhoods in the concession area through the installation of 92 macro-measurements. This allows the authorities to assess needs and then facilitate solutions for both the neighbors and the company

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In **Brazil**, we performed more than 1.3 million inspections, bringing over 500 thousand strategy consumer units up to standards using analytical tools (python and modeler) and rolling out new inspection teams. During the inspection process, we also normalized services for customers experiencing energy theft, for more than 60 thousand units that now have regular billing.

As far as the commercial area is concerned, we recorded more than one million activities aimed at mitigating and/or eliminating internal process losses, including field operations and back office activities.

In **Colombia**, we reinforced actions aimed at improving the targeting, detection and recovery of energy losses attributed to anomalies or theft, thereby recovering 53GWh of unrecorded consumption whilst bringing the energy loss rate down by 0.02%.

Regarding the normalization, management and identification of customers with energy theft, in 2022 we incorporated 2,187 accounts, far surpassing our goal of 1,248, for a 175% plan compliance rate.

Moreover, we installed low-voltage macro meters on 2,295 transformers, which has made it possible to recover 3.3 GWh from NRC (non-registered consumption) through improvements in targeting, for an operations recovery efficiency of > 25%.

In Peru, the number of families living in human settlements actually rose, and as such provided the conditions for customer electrification. Accordingly, the "energy to grow" project has become even more relevant and was approached from different areas in a comprehensive and coordinated fashion. This initiative successfully electrified more than 20 thousand households, benefiting more than 12 thousand customers with contracted and installed electricity connections. Having this basic service has meant improvement in the welfare, safety and quality of life of families living in human settlements. In addition, this measure has led to a better energy loss management, whilst having a positive impact on how the Company manages claims for service interruptions in areas near these settlements.

Impacts on the efficiency of the network

Energy theft is a crime punishable by law that affects the safety of the people who perpetrate it, the community where it occurs, and the quality and efficiency of the electric service.
In order to minimize these impacts, we carry out actions to prevent, detect and terminate any of these situations, among them:

- Awareness raising in vulnerable neighborhoods
- Anti-theft solutions
- Standardization of customers and meters
- On-site inspections
- Measurement plan for medium voltage and high voltage customers.
- Analysis of information by data mining, follow-up of relapses and reviews of agreed consumption.
- Dissemination of information to the community through campaigns in social media and the press.

Distributed Generation

Distributed Generation or Netbilling is a system that allows customers to generate their own energy using non-conventional renewable energies (NCRE) and efficient cogeneration. Under this system residential and industrial customers are both energy consumers and producers at the same time, as they sell their surplus generation to the distribution network at a regulated price after submitting the documentation that fits their connection contract model.

In 2022 in **Colombia**, we connected 227 solar photovoltaic generation projects—a 14% increase when compared to the 199 projects connected in 2021.

By the end of 2022, we had connected a total of 530 self-generation projects, for a total installed capacity of more than 22,000 kW.

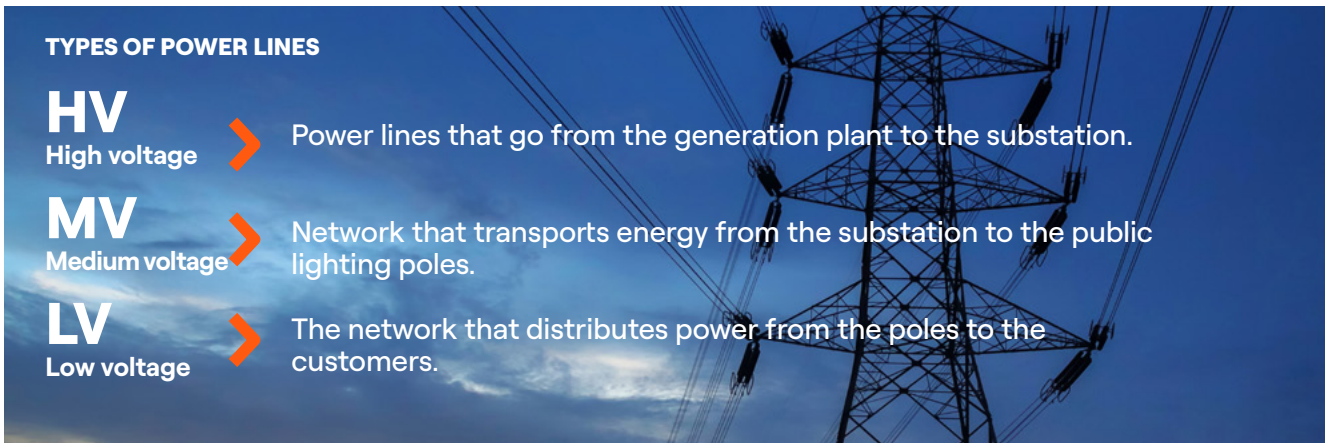
Contingency Planning and Prevention

EU 28 | EU29

Contingency Plans

The Company's crisis and incident management policy outlines its contingency management strategy for a timely response to unintentional supply disruptions. The strategy consists of three action plans as follows:

Likewise, our crisis and incident management policy provides the procedures for handling events that jeopardize electric power operations and outlines a protocol for effective and timely decision making and people care.



In **Argentina** we continue with the preventive maintenance plan of high, medium and low voltage networks, with the objective of detecting situations that may lead to failures and affect the quality of our service. This covers programed activities such as visual and thermographic inspections of the air network, and inspections on substations and transformation centers, allowing us to detect and normalize the existing anomalies and prevent their occurrence, as well as developing programs to accompany the preventive maintenance work.

In this line we highlight the installation of 68 alternative energy sources (FAE) to electrically dependent users, and the maintenance of 151 equipment operating systems that correspond to both those installed in the address of these users as well as in the authorized vaccination centers to provide services related with covid-19.

As part of the winter-summer plan, we inspect and adapt medium and low tension transformation centers, 395 of them related with outlets that provides energy to low income neighborhoods and 79 with low quality of service indices.

For the Summer Plan we carry out inspections in facilities with forest risk, we adapted 75 centers with low quality of service indices and complaints due to lack of supply and we provide comprehensive maintenance to high voltage critical facilities.

In order to achieve a greater stability and resistance in our network, we executed a plan to replace wooden posts with concrete structures. The works involve the installation of 250 concrete columns and 60 km of network in different sectors of San Vicente, Florencio Varela and Berazategui.

Accompanying the preventive work we have developed the Cable By Pass, which allows the technical team to perform a provisional laying, while repairs, which can take several hours of work, are carried out maintaining the continuity of the electrical supply of the customers and reducing response times.

In **Brazil**, we have a summer plan designed to ensure continuity of energy supply in the event of abnormal weather events. Effective from October to April, the plan involves all key business areas, and contains provisions for the activation of extra resources, if necessary, through the different notification levels.

In 2022, we carried out the following contingency-response actions as part of our best possible response to situations affecting supply:

Enel Ceará
- 566 light crews (emergency and commercial)
- 783 crews (construction, maintenance, outages, new connections and energy loss inspections)

Enel Goiás
- 857 light crews (emergency and commercial)
- 459 crews (construction, maintenance, outages, new connections and energy loss inspections)

Enel Rio
- 667 light crews (emergency and commercial
- 321 crews (construction, maintenance, outages, new connections and energy loss inspections)

Enel São Paulo
- 793 light crews (emergency and commercial)
- 338 crews (construction, maintenance, outages, new connections and energy loss inspections)

In **Colombia**, atypical weather patterns in 2022 prompted the authorities to declare a natural disaster on account of a cold spell affecting two seasons (April and November). This posed challenges for operations and dictated an assessment concerning the outcome of investments made in recent years.

In the event of a contingency, we activated a multifunctional operating model so that technicians in the in the field will have all the skills necessary to resolve any problem on the grid. This boosts their response time to a matter of hours. It is customary for Enel **Colombia** to have approximately 150 mobile teams available to attend to failures within the electricity distribution area of operations; however, we have tripled these resources on account of the cold spells.

Seasonal demand

EIn Argentina, periods of extreme temperatures are intense and critical, as demand increases due to the need for air conditioning. During the 2021-2022 summer period, the La Niña event resulted in a season with very little rainfall and a heat wave that, according to the National Meteorological Service, exceeded historical records. To respond appropriately, we implemented the Summer Plan, which included a special contingency plan, predictive, preventive and corrective maintenance of high, medium and low voltage facilities and networks, and the availability of more contractors. We also ensured that communication channels with our customers remained available at all times to initiate outage claims and increased the availability of agents. We further increased the availability of technical operating personnel and introduced a more convenient weekly support schedule for the summer period.

Both the General Manager and his management team were in constant contact with the municipal, provincial and national authorities to keep them informed of the company's investment plan, the special contingency plan and the 2021/22 summer plan.

For the 2022 winter period, the monitoring of weather and electrical system variables was intensified to ensure that they remained within compatible values that would guarantee the stability of the system and the continuity of supply. System disruptions were dealt with at normal times.

In order to continuing coping well with adverse weather conditions, we created the network strength project to reinforce power lines and grids in our areas of operation that are most exposed to adverse weather conditions. The project is slated for implementation between 2023 and 2024.

In terms of results and despite the severity of the cold spell, our 2022 service quality indicators reached a high of 92 minutes per month, in line with the 2018 and 2019 figures (two years that were not affected by cold snaps). Concerning the energy loss rate, it dropped two basis points from 7.53% at the end of 2021 to 7.51% at the end of 2022, owing to 257 thousand inspection visits and technical operations, which yielded the following figures:

- 13.4% of all visits were settled through energy recovery.
- 55% of energy losses resulted in higher billing after the date of the visit.
- In 26% of the operations, there were findings of either energy theft or meter-less direct service.

These visits translated into the recovery of 53 GWh of non-registered consumption (NRC), normalizing and incorporating 2,187 users.

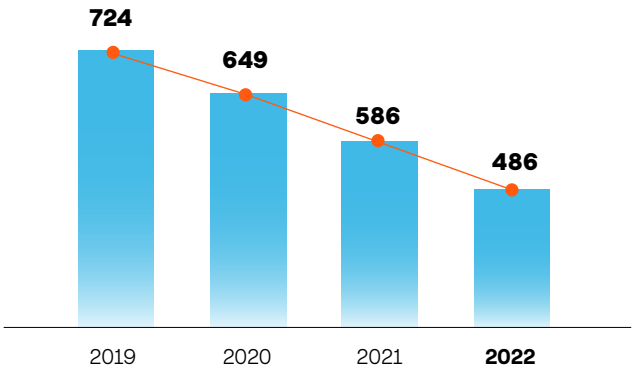
In **Peru**, in addition to the customary activities outlined under quality, maintenance and contingency plans, the Company launched programs designed to reinforce preventive and predictive work to prevent electricity supply interruptions during certain complex periods.

In fact, at all Enel Americas subsidiaries, in addition to customary activities outlined under quality, maintenance and contingency plans, we rolled out programs related to grids serving hospitals and clinics to reinforce preventive and predictive work with a view to preventing electricity supply interruptions during the challenging health crisis period.

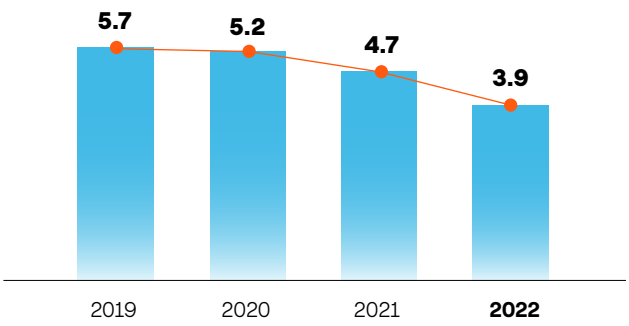
Power Supply Quality and Continuity Results

The year 2022 was no exception in that we continued spearheading initiatives with a direct impact on operational excellence, safeguarding network efficiency and ensuring continuity of supply. This is reflected in the graph below showing the evolution of the System Average Interruption Duration Index (SAIDI) and the System Average Interruption Frequency Index (SAIFI) which represent service interruption time per customer over a 12-month period.

SAIDI (minutes)



SAIFI (times)



Electrifying customer energy uses

Management approach

3-3

The Company encourages adopting consumption behaviors aimed at advancing electrification and thus achieving more sustainable and less polluted cities. To this end, we undergirded our capacity to respond to new scenarios and designed more tailored solutions to meet customer needs. As such, we appeal to our customers to be protagonists in the energy transition and decarbonization process, as actors driving new consumption habits, choosing and enjoying the benefits of sustainable, flexible and digital solutions.

Our customers are at the heart of our strategy, which is constantly fed with new relationship models encouraging the art of listening and our commitment to ensuring we continuously improve our services.

We are stepping up our efforts to deliver high quality services in keeping with our aim to establish lasting relations with our stakeholders, especially our customers.

402 thousand
Customer Service Executives

15 thousand
WhatsApp Interactions

7.3 thousand
Charging points in 2022

0.5 thousand
Luminous points

Material Issue	Plan	ODS
Double Materiality • Products and services for electrification and digitalization • Customer centricity	Clean Electrification	7 Affordable and Clean Energy; 9 Industry, Innovation and Infrastructure; 11 Sustainable Cities and Communities; 13 Climate Action

TARGETS

ACTIVITY/TARGET	TARGET PLAN 2022-2024	RESULTS 2022	TARGET PLAN 2023-2025 [4]	ODS
Total electric charging points (thousands)	10.3	7.3 [1]	30.4	9 11 13
Electric buses (thousands)	3.2	2.4 [4]	3.9	9 11 13
Installed lighting points (thousands)	1.2	0.5 [3]	0.9	7 9 11 13
Demand Response (MW)	309	41 [4]	198	7 9 13
Number of customers with e-billing [1]	33%	21% [4]	34%	9 11
Automatic payments	16%	14% [4]	16%	9 11

(1) Number of customers with e-billing: For the 2022 Results and 2022-2024 Plan this is calculated as the number of digital invoices/numbers of total invoices.

(2) Pro forma figure, does not include operations in Argentina, Peru or Enel Distribución Ceará.

(3) Does not include operations in Argentina or Peru.

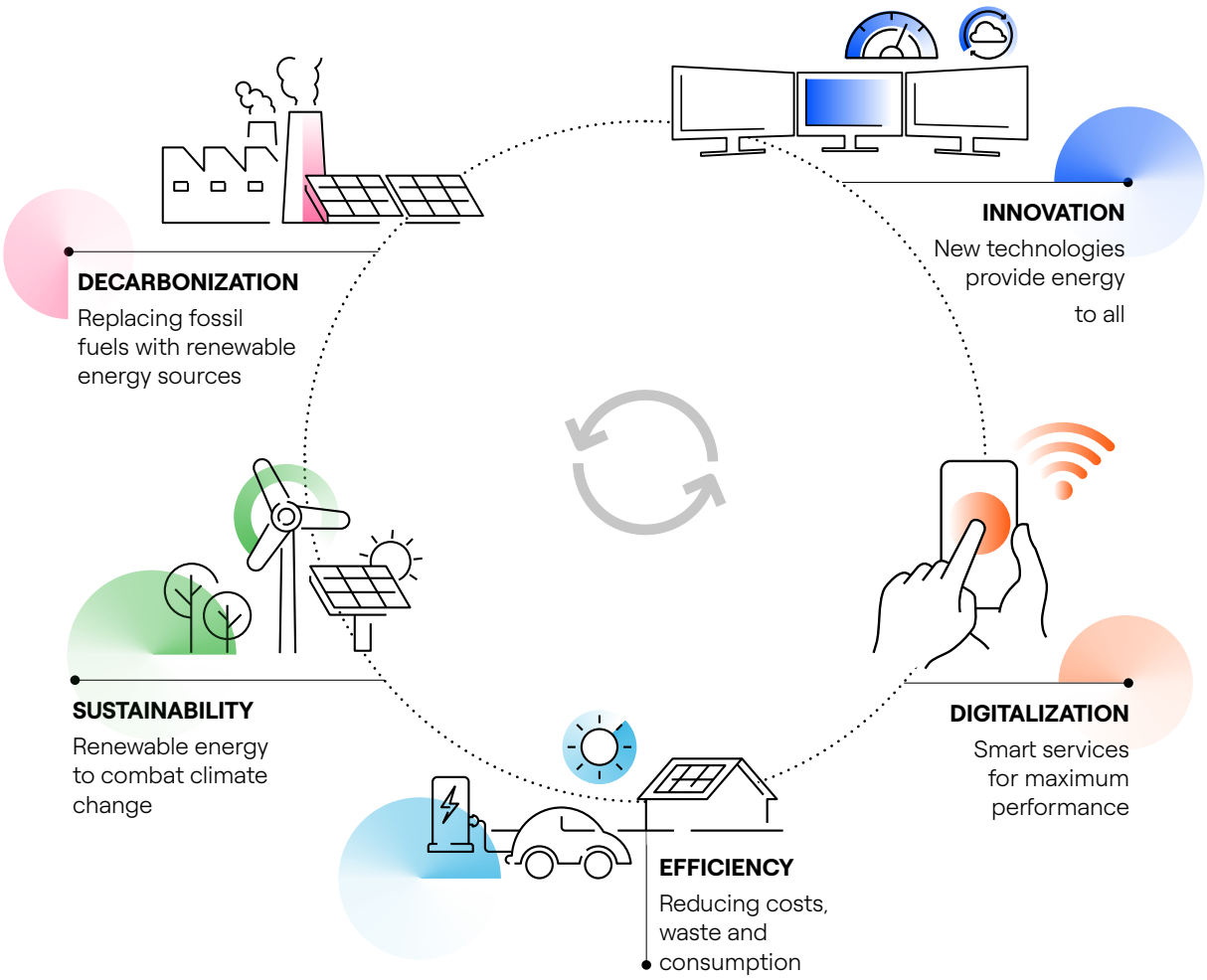
HOW THE PRINCIPLES OF THE HUMAN RIGHTS POLICY ARE APPLIED

Respect for diversity and non-discrimination	We are committed to always responding to customer and customer association suggestions and complaints. To this end, we resort to appropriate, timely communication systems covering all our customer needs, whilst paying special attention to people with disabilities. For instance, the Company has a zero complaints plan and constantly monitors complaints or observations through complaint management.
Respect for the rights of communities	We are committed to ensuring Company products and services are designed to be accessible to all and do not compromise the safety or physical integrity of our customers, as far as reasonably foreseeable, always fostering a culture of customer centricity.
Privacy	We respect the confidentiality and the right to privacy of stakeholders whilst being committed to the correct use of customer information and data through contact data management.
Communications	We maintain clear and simple communications with our customers, using language that is best suited to the target audience for mainstreamed and effective communication. We maintain clear, transparent and simple communications with our customers, using language that is best suited to the target audience.
Environment	We promote living in pollution-free environments, whilst striving for the decarbonization of cities, industries and homes through the electrification of energy consumption.

Electrification of Costumer Energy Consumption

The energy transition is changing how we use energy. As such, we are focusing our efforts on the displacement of polluting energy sources through the intensive use of clean electric energy in the public and private sector where we offer various solutions to electrify homes, industrial processes, corporate fleets and public transit systems.

Virtuous circle of electrification



We strive to create value through integrated commercial products and services for making progress on end-user energy electrification, aligned with the following priorities:

- Being a benchmark and enabling the energy transition across the territory, contributing to focusing on CO2 reduction.
- Being a benchmark in energy efficiency solutions.
- Enabling and driving the smart city transformation process.
- Continuing regional expansion

Along these lines, empowering our customers as protagonists is key, so that their daily decisions will promote and lean towards more sustainable and efficient energy consumption alternatives, such as emission-free electricity. We are working in the following three areas to make this happen:

- **Communicating with our customers:** ito inform customers and reinforce their understanding of electrification and its economic and environmental benefits.
- **Commercial Proposition:** to develop new business models through an integral commercial proposition that includes energy and value-added products/services that enable us to reach more people, business and cities.
- **Innovation:** to implement pilots for monitoring new business models and technical solutions, especially concerning electric vehicles.

Business Units

Our energy efficiency solutions are organized under four units—eHome, eIndustries, eCity and eMobility—where we develop innovative, digital and specific products for individuals, companies and cities.

E-Home

Electrification Projects by Business Unit

A wide range of clean, efficient energy-based product and service solutions designed to simplify and improve people's quality of life, while reducing residential carbon footprints.

For more information visit here

Argentina

The Homix project in Argentina consists of a novel strategy for implementing smart technology in homes. The Company launched the project in conjunction with leaders in the residential and corporate telecommunications and IT service sector, such as Iplan and Claro. We plan on opening our Hub 2 in near future.

For more information visit here

In addition, we added the public lighting tax billing, charging and collecting operations for 1.2 million customers in 13 municipalities in EDESUR's concession area..

Brazil

We have expanded the Homix Hub 1 project and commercialization of smart accessories—a gateway to managing home electronic devices. This European device was nationalized and adapted to the Brazilian market through a partnership with the distributor and ANEEL's R&D department.

In addition, we completed implementation of the payment agreement program, with the inclusion of Rio de Janeiro in February 2022. This program allows customers to voluntarily opt for differentiated conditions for paying unpaid bills with all Enel Distribución (lower interest, higher number of installments and lower negotiation).

We launched the Coenergia energy community pilot that consists of offering distributed photovoltaic generation to end customers through association fees. This will lead to discounts on the customers' total cost of energy.

By mobilizing new sales force suppliers, we expanded our sales staff and now reach new stores and regions with our suite of assistance products (home, health and funeral). We also implemented the X-Customer system, pivotal for integrating the customer management system for the best possible service provision.

For more information visit here

Finally, we negotiated a five-year extension to the contract with our insurance partner, leveraging our 320,000 client base with microinsurance products.

Colombia

We signed agreements with the municipalities of Villeta, Alban, Guasca and Tenjo, for an additional 14,800 customers, thereby increasing the scope of the joint sanitation billing service in neighborhoods located within the coverage area. We reconciled 7,700 customer agreements in the new municipalities monthly on average as of November 2022. In addition to the above, we managed to keep operations stable and claims under 1%, so that the entry of new operators did not have a negative impact. Customers benefit from these new charges because they will be billed at the same time for both energy and sanitation services.

We continue to manage micro insurance as an alternative for customers and energy users, thereby providing them access to a product that affords them economic support in the event of unexpected events such as accidents, illnesses, death or natural disasters, all for a monthly fee added to the energy bill. Our customers can rest assured that Enel Colombia and insurance companies such as Zurich de Colombia can offer them support based on their extensive, well-known trajectory.

Moreover, we consolidated the business model for assistance products, through direct contracts between customer and Enel X, in addition to controlling 100% of the value chain for pre-sales, sales and after-sales processes. We migrated close to 300,000 assistance contracts and held a bidding process for the provision of the Home 360 assistance service. Enel X's assistance service provider is AXA Assistance Colombia.

Our fee-based service provides customers with a user-friendly alternative for paying product and service subscriptions through the energy utility bill. These services correspond to commercial partnerships entered into by the Company and its business partners such as Casa Editorial El Tiempo, McAfee, IPS Todos Emprendimientos and Unicef.

For more information visit here

Concerning smart homes, we offered customers home appliance automation, energy consumption management and home security services through automation kits available in the beta users' community. These are designed to identify the best suppliers and structure the business model.

Peru

In 2022, our assistance program provided benefits to more than 54,000 new customers. The program is designed to respond to home and medical emergencies or provide comfort when there is a death in the family. Launched in 2018, to date it has provided support to a total of 160,000 customers. In addition, we delivered more than 3,000 energy-efficient products, such as express showers (rapiduchas), refrigerators, and personal care products.

Regarding the third-party billing project, we signed an agreement with the municipality of Hualmay for charging and collecting neighborhood security service fees (Decree 1253) and solid waste (Decree 1273) taxes, through an attachment to our energy bill, with a view to having better public safety and integrated solid waste management.

For more information visit here

We digitized the sale of home appliances through a local e-commerce solution brought to market through partner agreements for the digital sale of more than 170 leads per month of operations and more than 90 products in the sales catalog.

E-Industries

We offer a wide range of innovation and technology solutions to our industrial and commercial customers such as electric power infrastructure, energy efficiency and consumption optimization in buildings and industrial facilities, using demand management, ultra-efficient LED lighting, photovoltaic generation, and solar parking lots and air conditioning systems powered by clean energy. This is how we contribute to reducing primary energy consumption, with the aim of making our client operations more efficient and sustainable. In addition, we develop comprehensive projects involving specialized consulting services that we implement and monitor, providing companies with a differentiating value proposition.

For more information visit here

Argentina

We have an alliance with Banco Santander to provide and finance the purchase of energy efficiency equipment for Argentine SMEs and companies, including solar panels and lithium batteries. Through this alliance companies across the country can speed up their pace towards the use of clean energy. To this end, we design tailor-made turnkey solutions for each of our clients, coupled with bank financing under four-to-five-year terms, so that clients can secure substantial savings in tariffs and efficiency in consumption.

As part of this agreement, at 12 Santander branches we replaced liquid fuel backup generators with lithium batteries consisting of 18, 2 kWh battery modules with 15 kW inverters, three hours of autonomy, and 56 kWh in storage capacity. The batteries are charged through the electricity grid and photovoltaic panels.

In addition, we implemented an energy efficiency project at 12 penitentiary units in the province of Buenos Aires. The facilities were first adapted to LED technology followed by the installation of new LED lighting. The program included replacing more than 8,000 recessed and wall LED lights in the penitentiary units and San Martin City Hall

Finally, we completed several photovoltaic panels installation projects, among which the following stand out:

- **Burzaco AD Barbieri SA industrial plant:** 1,728 panels, 942 kWp installed power, annual generation approximately of 1,413 MWh and reduction of carbon dioxide emissions of 408 tCO2e/year.
- **SurFrigo, Ezeiza site:** 648 panels, 305 kWp installed power, estimated annual generation of 470 MWh, which represents 32% of the company's current consumption.
- **Barracas offices (CABA):** 79 panels, 36 kWp installed power, annual generation of 60 MWh and reduction of carbon dioxide emissions of 17 tCO2e/year. We also installed two electric vehicle charging stations.
- **Vivero ANJU Burmac SA Industrial Plant:** 72 panels, 39 kWp installed power, annual generation 53.72 MWh and reduction of carbon dioxide emissions of 18 tCO2e/year.
- **Garay Banco Santander Building:** 50 panels, 27 kWp installed power, annual generation of 43 MWh and reduction of carbon dioxide emissions of 12 tCO2e/year. We also installed three electric vehicle charging stations.
- **Pugliese SA:** 64 panels, 28 kWp installed power, annual generation of 45 MWh and a reduction of carbon dioxide emissions of 13 t/CO_2.

For more information visit here

Brazil

Enel X and Enel Trading signed a contract with Itaú Unibanco to supply 80% of the bank's units with renewable energy. This entails developing and building 46 photovoltaic generation plants, with a total installed capacity of 54.7 MWp, to serve 1,557 branches in 14 Brazilian states. The agreement also includes the purchase of energy for another 554 agencies in the free market, with a total of 1 terawatt hour (TWh) of energy sold. That is more than 2,000 units served with clean energy.

The distributed solar generation contract with Itaú is Enel X's largest in the world and reinforces the Company's strategy to act as a facilitator of the energy transition process in our countries of operation, thereby promoting the use of green, efficient and safe energy among our customers and business partners. This project will save close to 10 thousand tons of CO_2 in annual emissions.

We have also digitized Itau's payment management system with a utility bill management system (UBM), consolidating all service provider account information on a single platform. We also provide Itaú with energy and water consumption and sustainability indicator monitoring services at the company's units nationwide.

Managing monthly invoices can be challenging for companies of all sizes and types, but this becomes even more laborious for companies whose operations are spread across an entire country, as in the case of Itaú. Enel X's UBM will monitor the monthly utility bills of nearly 3,100 bank units, i.e., more than six thousand bills per month.

The UBM platform also provides Itaú with a feature to monitor the outcomes of the bank's energy efficiency initiatives, such as lighting refurbishing, installation of distributed generation systems, and purchasing energy on the free market. This feature provides Itaú with an overview of energy offsets, energy injected and cost savings.

UBM is also used for sustainability indicator monitoring, for improving and streamlining target, consumption and emissions management.

In addition to housing all water and energy expenditure information, the platform aggregates the emissions and resource data used to calculate and report the carbon footprint.

We also provide consulting services and infrastructure works at more than 450 Itaú branches under this contract, with a view to adapting to the free market as mandated under regulatory deadlines, with a focus on cost reduction and smart energy management.

For more information visit here

Colombia

We signed a Power Purchase Agreement (PPA) with Bavaria Brewery for 15 years of electricity supply starting in 2024. Non-conventional renewable energy will be distributed to 10 breweries, two malting plants and a label plant located in different cities across Colombia. The energy will be generated in the first stage of the Guayepo I & II solar park, located in Ponedera, Atlántico.

In terms of energy projects, we executed more than 520 projects nationwide, for a 56% jump in sales. Construcciones Imperio, Granos y Alimentos, Cencosud, Papeles y Corrugados, Vanti, and BCEI are some of the most noteworthy projects.

Likewise, the share of electrical works and projects continues to grow in the northern part of Colombia. We made several sales to data centers, which are potential clients for the segment. This product continues to have the largest share of EBITDA in 2022.

The photovoltaic panel business also experienced considerable growth, owing to the incorporation of Frontera Energy, who approved the development and implementation of a photovoltaic system under the spot sale scheme for a total of 7 MWp. With this project we added a low-voltage storage system to our assets.

For more information visit here

Our demand response program also grew from trading 194 GWh/year in 2021 to 361 GWh/year in 2022. It is worth noting that 87% of all backups in 2022 were provided to the group's generator, thus consolidating the comprehensive strategy to drive our growth through voluntary disconnectable demand (VDD).

Peru

We are in the process of implementing a 60 kV electrical infrastructure project for our client APM terminal, with which we will engage in a new area and contribute to brand expansion inside and outside of our concession area. Through large scope projects such as this one, the Company is well positioned as the leading safe energy supply partner of the largest companies in Peru.

In addition, we signed a 12-year energy supply contract with Siderperu, a Gerdau company, for supplying energy from our renewable power plants to the steel mill's operation. This ten year+ alliance involves using part of the energy to be produced by our future non-conventional renewable energy plants: Wayra Extensión wind power plant and Clemesí solar plant.

Regarding the development of new clusters in Peru, we would like to point out our demand response initiative that consists of sending a daily notification to customers letting them know when they will have to disconnect for 1.5 hours to reduce their power consumption during peak hours. This reduction will be reflected in their monthly bill.

We installed the first large-scale energy storage system behind the meter in Peru and provided a 10-year peak shaving service to the company Pamolsa, for the installation of smart batteries that store energy during off-peak hours and discharge energy during peak hours using an artificial intelligence system.
In 2022, we also commissioned several photovoltaic projects that reduce CO2 emissions and the carbon footprint.

For more information visit here

E-City

We strive to make a contribution to the sustainable urban development of cities and their inhabitants, under strategic public-private partnerships for the financing, development and execution of projects and solutions in different areas, such as infrastructure, lighting, transportation, security and welfare.

The goal is to become a key player in smart city development, through innovative services provided throughout the entire urban ecosystem, such as electrification of public transit, and efficient public lighting with remote management combining energy savings, performance and aesthetics. We provide new forms of autonomy and energy efficiency in buildings; advertising infrastructure lighting along with digital services, public telemonitoring with video analytics, for municipalities under a single interface, simplifying interconnected process and service management.

Argentina

We implemented the first photovoltaic project in Argentina called the Smart & Efficient Building at the Ministry of Justice in the Province of Buenos Aires. The project comprised a 53kWp park, 100 photovoltaic panels, a 545 W inverter and a management software at the Departmental Mayor's Office of Florencio Varela. We also trained civil servants on how to use the consumption monitoring system and solar panel maintenance.

Moreover, we installed the photovoltaic generation system on the terrace of the vocational training center building.

For more information visit here

We set up smart lighting projects at the Lanús and Ezeiza municipalities consisting of 2,600 and 2,000 public LED lighting units, respectively. Both locations were equipped with high efficiency technology with the capacity to be remotely managed in the future.

Brazil

In Brazil, we would like to underscore the smart city plan we implemented in Angra dos Reis municipality, involving various technologies such as smart parking, monitoring cameras, Wi-Fi, weather sensors, advertising totems, among others. We also continued rolling out the public lighting project in the same district. This involved updating more than 5,000 light points and installed services such as remote management, control center, application and web portal, as a contribution to lowering the number of hours without light, as a benefit to public safety and the quality of life in the neighborhood, and updating the energy-saving architectural lighting. In 2022, for the second consecutive year, we installed more than 1,000 Christmas lights throughout the city.

We were awarded three public lighting and smart city contracts in Caruaru (PE), Jaboatão dos Guararapes (PE) and Cataguases (MG), where we are already providing operational, maintenance and modernization services. In fact, we have already enabled more than 110,000 light points under the management of Enel X in Brazil.

Under the urban futurability project, we worked alongside Enel Distribución São Paulo to set up the Rio Pinheiros bike path, solar trees, 5G, monitoring cameras, and Wi-Fi.

As part of our efforts to develop the electric bus market, we implemented the e-bus as a service business model mainly for the city of São Paulo. In December, we formalized 18 binding offers with customers, for 1,366 e-buses with 416 electric chargers.

For more information visit here

In addition, in partnership with the main electric vehicle manufacturers, for this market we launched pilot projects to provide vehicles and charging infrastructure for testing purposes by two governments and operators in Curitiba, Angra dos Reis, Goiânia and São Paulo.

Colombia

We began operations of the new San José electrical substation and its two associated connection lines, located in downtown Bogota (Los Mártires district). The project entailed a $61 million investment for a total capacity of 80 MVA, equivalent to the energy consumption of a municipality the size of Zipaquirá. It also marks a milestone in that it provides the market with capacity to meet the growing energy demand required for current and future infrastructure, urban development and housing projects planned in the sector.

Regarding public transit electrification, in 2022 we delivered two new electro-terminals to the integrated public transportation system (SITP) of Bogotá, Transmilenio S.A., in Fontibón and Usme, to supply energy to a new fleet of 401 electric buses. The Fontibón electro terminal, called Patio Escritorio, has 81 chargers and 172 electric buses, with an installed capacity of 13.6 MVA; in Usme, Patio El Prado is the largest electro terminal in Latin America, with an installed capacity of 19 MVA, 229 electric buses and 108 smart chargers. With the addition of these two electroterminals (for a total of six), we supply energy for 878 electric buses though 412, 150 kVA charging point in Bogota.

These projects have a 360° impact, since their implementation contributes to better quality of life by reducing noise pollution and CO2 and particulate matter emissions; additionally, the electric terminals have LED technology, solar panels for self-supply, wastewater treatment plants and water recirculation, making the yards a self-efficient ecosystem. It bears mentioning that these terminals have had a positive social and economic impact on the city in form of job creation for construction and operations leading to the economic reactivation of the city.

Along these lines, and in coordination with the Bogotá subway company, we continued working on adapting power lines for the construction of Bogota's first subway line. This project consists of building new structures, putting in poles and pylons, and laying new grids and transmission lines, which will clear six points (crossings).

Moreover, in 2022 we did the leg work concerning commercial relations with local and public transportation administrations and operators in several cities such as Cartagena, Barranquilla, Medellin, Bucaramanga, Manizales, Pereira and Pasto, to foster nationwide growth of electric mobility for mass transit.

In terms of lighting, we spearheaded a Christmas lighting project in 44 areas throughout Bogota, starting with the design phase, including assembly and execution. This included more than 1,000 2D figures distributed throughout the city, some 41 km of LED hose and approximately 10,300 mini-led extensions. We also led the Christmas lighting project for the Presidency of the Republic, as well as 13 stations and nine Transmilenio portals, the road connection between the Nuestro Bogotá shopping center, and the Connecta 26 business center; and lighting in the municipalities of Mesitas del Colegio and Fosca.

As part of the project we have been implementing in coordination with the Special Administrative Unit of Public Services (UAESP) for designing and updating public lighting fixtures to LED technology at the Bogotá Town Hall, in 2022 we installed more than 29,000 luminaires across the city of Bogotá. The goal was to do away with sodium technology in these spaces. Furthermore, we installed more than 7,300 luminaires along main avenues in Bogota, with a view to having better lighting for pedestrians and vehicles in high pedestrian/vehicle traffic areas. As a result, neighborhoods and avenues now have better-lit spaces for greater visual comfort and safer roads.

During the year, we installed more than 2,400 expansions in 20 Bogota-area communities. We also installed more than 229 luminaires in more than 11 Cundinamarca municipalities, leading to greater coverage of the public lighting system for better quality of life for the suite of regional users.

For more information visit here

Peru

We installed more than 8,558 LED technology luminaires on roads, streets and parks in various districts across Lima, providing above regulatory-standard lighting. In historic downtown Lima, we installed 633 LED luminaires, lamp posts and arms and architectural poles on 14 streets and two squares, respecting the local architecture tone. In addition, we completed the renovation of public lighting in Lima's Norte Chico district, where 38k LED luminaires were installed.

Concerning electromobility, we piloted the first electric bus for public transportation in the city of Arequipa, through a strategic partnership with the Integra Arequipa consortium, Motores Diesel Andinos S.A. (Modasa) and the energy distributor Sociedad Eléctrica del Sur Oeste S.A. (SEAL). This 85-passenger electric bus will circulate along a section connecting northern and downtown Arequipa, and, according to Modasa's calculations, this model will account for an annual 80-ton reduction of CO2 emissions. The unit has an integrated passenger counting system, a Wi-Fi network, and USB charger-equipped seats; it also has an air conditioning and air filter system with UV light for air purification; and it promises savings of 50% to 60% in maintenance costs and the equivalent in fuel.

In order for this to be viable we will install a 60kW electric charger as part of our electromobility solutions and services portfolio. This charger has the capacity to serve two electric vehicles at the same time, for a full charge in approximately 40 minutes.

Likewise, in partnership with the electric bus manufacturer BYD, we showcased the first electric bus pilot at the Perumin mining fair in Arequipa, where we shuttled people around the city. Another mining sector initiative involved completing the pilot of an electric personnel shuttle bus at Gold Fields' Cerro Corona mine in the city of Cajamarca.

We began construction on the José Granda substation project and associated lines, which will meet the electricity supply demand of more than 80 thousand customers in the districts of San Martin de Porres and Los Olivos. The project includes the use of electric vehicles for supervision, management of demolition waste for the manufacturing of new construction materials, energy efficiency using LED lamps, and reduces the use of wood in the construction stage.

For more information visit here

E-mobility

For more information visit here

Our goal is to transform the transportation market with a product and service offering to promote electric mobility development, coupled with private and urban charging infrastructure and new technologies as support services. We also promote electric public transportation by offering comprehensive solutions for operating companies.

This is how we contribute to cleaning up megacities and offering alternatives that boost the quality of life of city dwellers today and in the future.
In 2022 we launched Enel X Way globally to accelerate the electrification of transportation and further drive the development of electric mobility, as a key business for the energy transition
.

Argentina

In 2022, and owing to agreements with automotive companies, we opened the first 100% electric corridor in Argentina, running from Ushuaia to Salta. Under this initiative, every individual who purchases an electric car can opt for acquiring different types of Enel X recharging stations and even request home adaptation.

Furthermore, we hit record sales with 139 electric car chargers (two JuicePoles and 137 JuiceBoxes), the latter of which was sold primarily to Volvo and PSA. In addition, we inaugurated the first electric charging station at the Granero restaurant, providing restaurant customers with free e-vehicle charges.

We participated in several dissemination and socialization activities concerning this topic for the purpose of rooting the concept of electric mobility. Some examples include: the Enel X Global Electric Vehicle Day, a mobility event organized by La Nación newspaper, with participation by the general manager of ENEL X Argentina, sponsors of the CEARE intensive course on electric mobility (University of Buenos Aires), and C40 Mayors Summit where world leaders and country representatives were shuttled around in electric buses and cars.

Brazil

We sold 65 fast charges to customers such as Audi, Vibra and Volvo and delivered approximately 2,900 juiceboxes to vehicle manufacturers, intermediaries, commercial and industry representatives under the Enel X Way proposal, launched May 2022.

We also formally set up the first recharge hub in the State of São Paulo and participated in other hub initiatives in southern and southeastern Brazil.

We signed a strategic agreement with Estapar, the country's largest parking network, to create Brazil's first semi-public electric vehicle charging network. The aim of the project is to boost the development of electric mobility in the country and expand vehicle charging infrastructure.

Colombia

We installed eight additional charging points at Colombia's largest charging station in the Bogotá Unicentro shopping mall, expanding citywide coverage. The service station now has 16 juicebox smart chargers, one 50 kW and one 150 kW charging points where citizens can recharge their electric vehicles quickly and efficiently.

We continue to roll out the electric cab pilot that is designed to supply charges to 37 electric cabs through fifteen 43Kw recharging points located at three recharging stations throughout the city. After more than nine years of operation, more than 18 million kilometers have been traveled and 5,000 tons of CO2 emissions prevented.

In addition, we sold 1,158 units of recharging equipment and juicebox and juicepump assemblies nationwide, and entered into agreements with local Mercedes, General Motors, Mazda, Auteco Mobility, BMW and other dealers for the supply and installation of recharging equipment.

We also sold more than 1,071,512 URVs (vehicle charging units) under the Charging As A Service (CAAS) program, for charging more than 200 e- vehicles in Bogotá. In 2022 we offered CAAS services to various companies such as OPL, Coltabaco, Servientrega, Colturex, Viral Code, Navitrans, Mercado Libre, Pasar Express, and others.

Peru

We signed the first Charging As A Service agreement with Autopistas del Norte (AUNOR under the Enel X Way proposal. This will connect Lima and Trujillo through an electric charging network with a total of 19 chargers, including five 60 Kw juicepump chargers and 14 JuiceBoxes at toll stations on Highway 4 and at the concessionaire's Nuevo Chimbote headquarters.

Additionally, we are developing the first 100% electric truck charging yard in the Port of Callao in conjunction with DP World Callao. This yard will be equipped with eleven (11) 200 Kw juicepump chargers for charging 80% of the batteries of 36-ton trucks in one hour.

We developed a 100% electric truck charging infrastructure for Backus (AB InBev), equipped with a 60 KW GBT startcharge charger that serves as a pilot for Backus to scale up the project to a fleet level in the near future.

Financial Services

Brazil

We continue working on the e-wallet project that we plan on launching in 2023 to meet customer payment needs.

Colombia

Together with our strategic partner ScotiaBank, we continue working on the open book easy credit project, while also managing the project to incorporate the financing company with the Colombian financial superintendency. A new financial services company obtained the incorporation license, as it was considered viable by the regulator. In 2022, we worked on meeting the requirements for the technological infrastructure that will support the new company's operations.

By the end of 2022, Codensa's easy credit benefits were transferred to more than 937 thousand customers for a total portfolio of 1.7 trillion pesos.

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Peru

We have been working on restructuring our products to provide financing services to customers and companies. We are engaged in negotiations with strategic partners to promote our new company-wide business model for all emerging needs. The end-client credit pilot will be launched in the first quarter 2023.

On the business side, we are creating a new business model for financing projects in B2B services. We have just begun identifying processes prior to defining the business structure.

Enel X Latam Circular Economy Program

For more information visit here

This program is aimed at enhancing the circular economy of a given product offered by Enel X, based on the integration of the five pillars involved in the value chain transformation.

The main activities carried out by country are described below:

Brazil | e-industries:	we turned the ideas coming out of the e-industries circular economy promotion program into project propositions and expect to develop the selected projects in 2023. We also launched the e-bus promotion program following a considerable change in the methodology which now includes a substantial social inclusion component.
Colombia | e-city	we continue putting i to action the circular economy initiative under the end-of-life pillar of public lighting assets, supporting customers in the logistics of recycling their public lighting waste taken out of commission due to deterioration or obsolescence. In 2022, we recycled 720 tons of material. As part of the electric bus initiative in cities, the electric recharging infrastructure yards we installed in Bogota now have 100% LED lighting, solar panels, a rainwater waste collection and reuse system, and a total of 412 electric recharging systems
Peru | e-city	as part of our contribution to making cities more circular, in coordination with the San Isidro municipality, we devised the nest box conservation initiative targeting three bird species in the San Isidro district. A set of bird nest boxes designed to provide natural reproduction spaces were set up in three parks that were previously intervened by Enel X's LED technology

Customer Centricity

Our customer centric philosophy entails a strategy and defines priorities for becoming a company of excellence, through the following:

- **We want to be the energy company ranked as having the best customer satisfaction, exceeding their expectations through quality experiences.**
- **Reinforcing operational excellence in everything we do to guarantee the best possible customer experience.**
- **We aim to be recognized as the leading company improving people's quality of life, by being a key player in the fight against climate change.**
- **Becoming a benchmark among utility companies by promoting a customer-centric culture.**
- **Promoting customer digitization.**
- **Reinforcing our commercial systems to provide better experiences to our clients**

ébitos
Parcelamento
Comunicação de pagamento
Alteração de dados cadastrais
enel
OIA, DELIZA PIZZOTTI DA PAZ
2ª Via de Conta
Informar Conta Paga
Parcelamento
Alteração de Dados Cadastrais
Religação
Alteração de Endereço de Entrega
Informações Gerais
enel

We strive to maintain and continually improve our customer ties by listening to what they need, anticipating their needs and correctly meeting their expectations.

Our Services in Figures

Platform and Digitization

43,537 thousand
Phone Calls/Year

403 thousand
Customer Service Executives

15,382 thousand
WhatsApp Interactions/ Year

Country	Phone Calls per Year	Customer Service Representatives	WhatsApp Communications per year
Argentina	6,847,114	404	100,000
Brazil	28,606,537	400,952	6,898,951
Colombia	5,893,058	1,075	7,699,853
Peru	2,190,142	183	683,475
Total	**43,536,851**	**402,614**	**15,382,279**

In **Argentina**, as we do every year, we continue disseminating important information to customers through various channels (web, virtual office, app, etc.). We have carried out several awareness campaigns on social media with energy efficiency tips, spoken through the voice of influencers with the aim of sharing consumption tips on the daily use of electricity, such as the safe use of electricity in homes, data to save energy and pay less on the electricity bill, energy efficiency, dangerous connections, information on how much appliances consume, and more.

Customer experience management is relevant in tackling our challenges, and that is what we have done in **Brazil**, where we trained our customer service in the Enel way of customer service by promoting customer listening practices based on the customer manifesto: actively listening, we make your life easier and build the future. We also used simple language with the aim of simplifying communication with the customer, making it easier for them to understand and making them more empathetic to our processes. In terms of metrics, we improved our Net Promoter Score (NPS) by 17 points compared to the previous year; and we launched eight targeted journey surveys to identify opportunities through MoT (Moments of Truth) with an understanding of key customer pain points.

In **Colombia**, we implemented the digital customer experience and digital transformation program for our mass customer segment, Business to Consumer (B2C).

We tackle this on two fronts: by positioning the portfolio of value-added products and services (Enel X) and providing all customer services related to responding to inquiries, requirements and complaints. Both areas of action are aimed at residential customers in Bogota and Cundinamarca.

In 2022 we conducted close to 536,000 customer experience surveys through digital media, whose feedback has shed light on customer satisfaction and recommendations, Net Promoter Score (NPS), based on the customer experience with the different customer service channels such as WhatsApp, the mobile app, social media, website, service chat, face-to-face service, telephone service and written communications, among other Company processes and products. The average score for 2022 face-to-face and digital channels was NPS 19%.

In **Peru**, we sponsored the Energía sin Dudas (Energy without Doubts) program, arising from the need to inform customers about educational content. After pouring over customer queries and complaints, we compiled a list of the most pressing issues defined by customers such as billing, consumption, technical problems and public lighting. We then launched an audiovisual campaign to address these issues using short clips, with simple language, graphics and animations.

In addition, Enel X improved its product/service positioning in 2022 with the definition of a strategic commercial communication

plan, focused on customer relations, highlighting: participation in 17 industry events; 13 content-based publications focused on boosting the visibility of B2G and B2B segment products and services; six technical visits to customer facilities; and new opportunities for customer relations such as brunch and business spaces.

Enel X also measures customer satisfaction on a monthly basis using NPS (net promoter score), CSAT (customer satisfaction index) and CES (customer effort indicator). Our leading customer satisfaction indicator is the NPS which was 47% for 2022 year-end). The December 2022 score was 60%, far better than our target of 35%.

Differentiated Attention for Customers with Special Needs

203-2 | **EU 23**

Power-Dependent Residential Customers

Our priority is to maintain the quality and continuity of electricity supply for our medically-dependent consumers of electricity. For this purpose and to meet our customers' most pressing needs, we have developed initiatives designed to provide access and inclusion. Some of these consist of joint endeavors with governments and civil society organizations.

The most outstanding 2022 initiatives are:

In **Argentina**, we continued moving forward with the certification of alternative energy source facilities that provide secure supply and autonomy to power-dependent customers in the event of service interruptions. Moreover, the sustainability department continues to work with associations for power-dependent customers (AAdED and Luz Para Ellos), on our open communications channel used to process urgent claims in the event of power outages. This same channel also provides support for commercial and administrative procedures. In 2022, 797 claims were received and processed through this channel.

In São Paulo, **Brazil**, we guarantee prompt power restoration for limited-autonomy customers who use/depend on devices that are vital for the preservation of human life and need continuous power for their full operation. Some examples of this type of equipment are: vital sign monitors, manual and automated dialysis equipment (APD and CAPD), mechanical ventilators, CPAP (continuous positive airway pressure), BIPAP (bi-level positive air pressure), oxygen concentrators, portable oximeters, among others.

Starting in 2022, all customers who submit a survival request will be immediately provisionally registered as a priority for energy restoration. Once the documentation submitted by the customer is approved and our medical area signs off, the registration ceases to be provisional and becomes definitive. In addition, the request review and granting period used to be 10 days but has since been shortened to five days from the date of entry.

In **Colombia**, for the purpose of improving our services and making them more accessible for power-dependent customers, either the patient or guardian can send the requisite information and documents via email, WhatsApp or office to put a protective hold on the customer's account and thus prevent service from being suspended. The number of protected accounts due to restrictions on the suspension of vital rights due to power-dependence decreased from 3,451 customers in 2021 to 1,909 customers in 2022.

We also provide free access to vital energy (a 24-hour service) by supplying batteries in approximately one hour. This service includes transportation, both for delivery and pick-up, at the user's place of residence.

In **Peru** we have taken measures to provide priority services to customers requiring an electric power connection when contacted by the customer requesting such a service at home. By 2022, we had provided a total of 2,684 services to power-dependent customers..

Customers with Special Needs

We support customers requiring special assistance, either in terms of accessibility, payment facilities or specific products and services to improve their quality of life.

In **Argentina**, we continue providing preferential service to customers with disabilities, the elderly, pregnant women and power-dependent customers, as well as residents in vulnerable neighborhoods.

With a view to providing better services for visually impaired customers in both Brazil and Colombia, in 2022 we will deliver the power bill in Braille for all customers who request it free of charge. They will also receive a second document in Braille attached to their bill containing relevant information concerning their service (account data, dates, consumption, values, among others). This means that visually impaired customers can see the information on their bill firsthand. In Brazil, a total of 29 and 42 customers benefited from this service in Brazil and Colombia, respectively.

In **Peru**, we continued rolling out the pedius project through our call center where we registered 78 beneficiaries. We also updated the protocol for serving people with disabilities at service centers, an action that was reinforced with training for the supplier in charge of customer service.

Across the board, Effective Communication

EU24

We have adapted our communication channels to operate remotely, given the challenges of providing face-to-face services during the pandemic coupled with the digitization process initiated in 2020.

Consistent with our efforts to mitigate the effects of climate change, we have stepped up our commitment to the energy transition, focusing on the digitization of customer relations, ensuring fluidity and effectiveness, with a view to improving the customer experience and the Company's response times.

Advances in Channel Digitization

Argentina

Concerning the virtual office 2.0 platform, we beefed up its functionality and brand aesthetics. The most outstanding new features are::

- Customers can make payments, select digital invoices, and download invoices, much easier (with fewer clicks).
- Redistribution of procedures and description of each case
- Provides more information to the customer by adding the history of the last 12 invoices, consumption and payments.
- Customer search engine with room for an additional 300 supplies per user
- Fewer step required to carry out the 'change of ownership' procedure.
- Architecture update with the implementation of virtual office 2.0.
- Increased level of security of sensitive data brand restyling.
- Emergency report procedure was added through the virtual office 2.0.

In addition, we updated the Edesur mobile app for a new look and feel, a new section for supply management, and improvements to the payment experience.

Regarding channels and bots for automatically issued emergency procedures, we made a series of changes in the systems area, which led to the addition of a new WhatsApp channel. As a result, starting in 2022 customers were able to submit no-power claims automatically using WhatsApp or Facebook (previously existing channel).

Brazil

We launched a new application for Enel Rio de Janeiro and Enel Ceará, resulting in a better user experience for customers accessing our home page, which is better equipped with updated information on debit, invoice and other matters. In addition, we made changes to the login method so that customers can access the site using their Google and Facebook accounts, without having to memorize a new password. In this context, the number of Enel app users jumped from 79 million in 2021 to 97 million in 2022, a 23% increase, aided by changes to the app and publicity aiming to make our services more user friendly and accessible.

Additionally, in 2022 we will continue expanding the customer experience via WhatsApp, which is used daily by more than 165 million Brazilians. In keeping with our plan, we migrated our technology to a benchmark Brazilian provider with a view to optimizing our processes and adding new features to facilitate the customer experience. Accordingly, we increased the number of contacts by 56% from 4.3 million in 2021 to 6.8 million in 2022. We used WhatsApp to conduct Elena's post-service satisfaction which was answered by more than 550,000 customers who rank the service with a CSAT score of 3.82 out of 5, for an overall customer satisfaction rate of 76%. During this period, we interacted with more than 2.9 million individual phones, for a better customer experience.

Colombia

In 2022 our digital channels framework strategy involved both the digitization and promotion of new services, targeting more operational efficiencies and closer and speedier relations.

We wrapped up 2022 with more than 420,000 registered users on the website and the mobile app, accounting for 11% of the total base of active supplies. The most widely used channels continue to be the app and the website, and in 2022 we recorded a monthly average of 1,260,712 and 478,179 website- and App-based transactions, respectively.

In 2022, an average of 46,428 automatic transactions and more than 50,000 queries were made using our virtual assistant chatbot Elena on WhatsApp, chat and Facebook messenger.

The following are among the most relevant transactions we made available to customers in 2022:

- **New connection status:** transaction available to customers to check the status of their connection request online. Available on the web.
- **Billing calendar:** transaction available to customers to know the important dates concerning their energy service billing cycle, including when the meter is read, the date of bill distribution, payment deadline and suspension date. Available on the app.
- **Self-generators:** allows self-generator and distributed generator customers to apply to connect to the public grid and sell their surpluses, in accordance with CREG Resolution 174 of 2021. Available on the web.
- **B2B Customer Registration:** tailored registration process available on the mobile app for the business customer segment.
- **B2B Customer Web Chatbot:** a customer service channel added to our commercial system where customers can manage their own transactions and requests and work with an online consultant for customized service.

Peru

In 2022, we continue driving our digital strategy through the projects listed below through which we are able to adapt to our customers' changing needs.

- **Enel benefits plan:** we launched this program to provide a series of benefits/discounts in different businesses of interest to our customers. Customers access these discounts by meeting certain electric bill payment conditions and by having a digital presence, i.e., by signing up for on-line billing and downloading the Enel app they receive a higher rating. This program encourages timely payment and the digitization of our customers.
- **Global Cloud Contact Center:** the company launched this platform in October 2022, internalizing technology (hardware and software) and diversifying call center operators. We also implemented real-time call management through a central operations control tower for call traffic and routing between service operators.
- **New Servifácil equipment at commercial offices:** all of our customer service channels are being progressively integrated into the digital world and the new phygital trend. For this purpose, we have equipped all of our commercial offices with new servifácil technology to encourage the use of self-service kiosks by all customers, prioritizing the generation of value through simple, transactional and attractive features such as: inquiries concerning present and past bill, payment and use history, digital billing and service sign up, and paying with debit and with credit cards.

In providing continuity to the digital culture strategy that we have been promoting at Enel X, in 2022 we have opened new communication channels to facilitate opportunities for customers to interact with our products and services:

- **Website:** we launched a new more user-friendly, organized, easy to navigate and intuitive website for a better customer experience and better access to Enel X products and services.
- **Client Newsletter:** we began publishing a newsletter with interesting B2G and B2B content to better stay in touch with our clients while leverage the database created by the commercial areas.
- **Mailings:** we devised a strategy to send out relevant product and service information according to customer segments, in order to keep customers aware of with the various opportunities available at Enel X.
- **Social Media:** we reinforced content on our social media account with publications of interest to our customers. For instance, our annual engagement growth on LinkedIn and Facebook was 12.44% and 11.94%, respectively.

Affordable Rates and Flexible Payments

203-2 | **EU 23**

Electric power distribution companies operate under a concession regime and must provide service to all customers. Different types of tariffs are applied according to the type of connected power. For instance, a regulated tariff is applied to all customers with a minimum connected capacity of 50 kW in Argentina, 30 kW in Brazil, 100 kW in Colombia, and 200 kW in Peru. Additionally, our free-tariff customers can negotiate their supply with any supplier but must pay a regulated tariff for the use of the distribution network.

Residential customers with an average consumption of 200kWh per month are charged a tax-free tariff for their electricity supply. This consists of:

- **Generation and transmission fees:** correspond to the purchase of energy from generation companies and the cost of electricity transmission.
- **Distribution and marketing fees:** correspond to the added value of distribution, which covers administration, operation, maintenance and investment costs, based on the operation of a model company in the case of Peru and an accounting model based on remunerated assets (RAB) for Argentina, Brazil and Colombia.
- **Orders and misc. fees:** correspond to orders, grants, subsidies, etc

The table below provides a percentage breakdown of the fees by country.

%	Argentina	Rio	Ceará	São Paulo	Colombia	Peru	Enel Americas
Generation and Transmission	68%	48%	48%	54%	54%	63%	54%
Distribution and Marketing	28%	29%	39%	28%	43%	31%	33%
Orders or Misc.	5%	23%	13%	18%	4%	6%	13%
Total	100%	100%	100%	100%	100%	100%	100%

Our goal is to adopt an efficient approach concerning quality and safe supply in each country, as permitted under national regulations and according to the framework of tariff recognition, which contributes to greater affordability for customers.

We engage with regulators to achieve affordable tariffs not only relative to distribution, but also by accelerating the use of renewable and alternative technologies for more affordable continuity of supply compared to fossil fuels, whilst progressing towards zero emissions.

Payment Alternatives

203-2 | **EU 23**

In line with our internal policies, we carry out different actions aimed at offering customers different payment alternatives, preventing over-indebtedness and illegal connections that are detrimental to the quality and safety of service and people.

Argentina

We continue to offer the previously instituted payment plans, so that customers have the option of reaching an agreement to settle their electricity bill debts. This type of service can be requested through remote service channels, virtual offices, App, social networks, and by telephone.

Brazil

The Company offers various forms of negotiation and conditions to assist customers who fall behind on their payments. Currently, customers can access customer support services at the offices, through the call service and directly on our website (commercial portal) and mobile application. Through these channels we provide customer with details concerning the bill payment alternatives that best suit their needs. The Company also points out that it accepts credit card payments, and provides alternatives for negotiating unpaid bills.

Colombia

In order to encourage access to payment agreements by customers, we made the requirements more flexible by eliminating the documentation required for debts under $1,177 in all segments and, together with this, the requirement to sign a promissory note, allowing our customers to access through the telephone channel to finance their debts without difficulty.

We reinforced out digital channels, which grew 87% over the previous year, closing with more than 5,000 transactions in 2022, with WhatsApp and Chat being the most widely used channels.

Peru

We opened a virtual financing channel where customers can self-service and manage their agreements online. In addition, we continue to offer payment options to customers experienced difficulties paying their energy bills

Customer Satisfaction

We have a customer satisfaction plan comprised of a series of actions and processes aimed at the ongoing establishment of a customer-centric culture. The main actions of our plan are:

Brazil

We measure the Brazilian Association of Electricity Distributors' (ABRADEE) perceived quality satisfaction index (ISQP) through a survey aimed at different customer segments. Its coverage considers a statistically representative sample, with a confidence level of 95% and uses the same CER methodology.

Ceará and São Paulo distributors dropped in their rating, within the margin of error, whilst Enel Distribución Rio's rate grew.

%	2022	2021	2020	Meta 2022
Enel Distribución Ceará	58.6	59.8	70.9	80.1
Enel Distribución Rio	65.6	63.6	68.6	73.2
Enel Distribución São Paulo	55.5	56.4	66.5	77.2

Our 2022 satisfaction targets were ambitious at 73.2%, 80.1% and 77.2% for Enel Distribución Rio, Enel Distribución Ceará and Enel Distribución São Paulo, respectively.

Colombia

In Colombia we worked with Target Insights market research agency to measure the perceived quality satisfaction index (ISCAL), which measures satisfaction in the following dimensions: service quality, billing, customer service, information and communication, and image.

The 2022 survey was conducted using a face-to-face methodology in the Bogotá and Cundinamarca. Th survey statistically represents the total residential customer base. The results have a confidence level of 95% and an overall 4% margin of error.

ISCAL	2022	2021	2020	Meta 2022
Cundinamarca Residential Power	59.50%	64.30%	74.60%	68.6%
Bogotá Residential Power	73.60%	79.20%	79.40%	79.2%

In 2022, the residential sector satisfaction rate dropped 5.1 points compared to 2021, given that customers were more demanding when rating the customer service factor, resulting in one of the most significant drops in the rating. Moreover, media attention given to the tariff issue also affected the rating, since customers were expecting to see a drop in their energy bill as a result of the ongoing nationwide discussion concerning this matter.

Regarding the customer experience survey, in 2022 we conducted some 536,000 surveys through digital media. This feedback was pivotal to understanding where our customers stand and recommendation, NPS, based on the customer experience in the different customer service channels such as: WhatsApp, the mobile app, social media, website, service chat, face-to-face services, telephone services and written correspondence, among other Company processes and products.

Claim Requirements and Management

We offer our customers sundry channels to lodge complaints or request information. To this end, we constantly monitor all complaints or observations received through these channels, which are readily accessible via e-mail, a toll-free number, the website, etc.

Zero Claims Plan

Starting in 2021 we have a Zero Claims plan consisting of initiatives focused on improving the customer service experience on all our contact channels. The following are examples of some of these initiatives:

- Protocols for channel and back office services such as reading, collection, incorrectly charged bills cases, among others.
- Increasing the amount of immediate re-invoicing, the number of times it can be done in a year and the amount, and the number of services resolved during the first contact.
- Improvement projects, among which the following stand out: incorporation of self-reading entries on the website and mobile app, systemic improvements in the collection process to avoid improperly amortized payments, system crashes, among others.

Argentina	A series of systems area initiatives were adopted in **Argentina** in 2022. These paved the way for launching WhatsApp as a new customer service channel where customers can lodge automatic claims related to supply outages using a salesforce-based bot. In just a few simple steps, active customers can use both WhatsApp and Facebook to submit a no-service claim. At the end of the year, we reported 149 commercial claims for every 10 thousand customers.
Brazil	A total of 459,870 commercial complaints were reported in **Brazil** (300 per 10 thousand customers), which is 42% less than the 2021 figure (778,813 claims or 519 per 10 thousand customers). Based on an analysis of operating indicators and satisfaction indexes, and after having conducted the surveys, we followed up on the main customer complaints to gain a broad view of what is required by the Company to improve the customer experience.
Colombia	In **Colombia**, we set a 2022 goal of a maximum of 114 commercial claims per 10 thousand customers, applicable to both the commodity and the Enel X area, for an overall 23% improvement in 2022 compared to 2021. We closed the year with a total of 88 commercial claims per 10 thousand customers. To achieve this, we continued implementing a Company project comprising nearly 30 initiatives aimed exclusively at complaints management.
Peru	In **Peru**, we worked on a campaign designed to reduce the number of customer complaints by way of payment solutions and alternatives, new meter reading manager technologies and operational improvements in the Salesforce system. We also implemented better financing conditions, such as extending payment terms up to 36 months.

Transparent Customer Relations

418-1

Providing customers with transparent and quality interactions is essential to their degree of service satisfaction. Therefore, in accordance with our code of ethics, we require that all contracts, communications and announcements from the Company's subsidiaries:

- Be clear and simple, written in a language as close as possible to that normally used by them.
- Comply with applicable regulations, without resorting to illegal or unethical practices
- Do not omit any data relevant to customer decisions.
- Be customer-accessible.

We respect national personal data privacy protection regulations in each of our operating countries. Accordingly, the Company has assigned each country with a personal data protection officer (DPO), in addition to the Enel Group officer, to ensure full respect for the privacy of all persons with whom the Company interacts. In addition to the above, we are committed to supervisory actions to ensure that all suppliers and contractors who could potentially use customers' private information comply with the applicable regulations. To this end, the Company includes specific provisions in their contracts, requiring them to use personal data securely and respectfully.

Customer data is used only for business purposes. If customer data is required for another purpose, customer consent will be requested beforehand.

With a view to ensuring that communication with customers is truly transparent and high quality, we are committed to ensuring that no cultural, language, illiteracy or disability barrier affects equal access to information. We respect national personal data privacy protection regulations in each of our operating countries.

In 2022, Enel Americas in Colombia, the Local Control Authority was notified of four data breaches, three of which involved the unauthorized dissemination of personal data while one involved a ransomware attack (RansomHouse type) that affected a supplier's websites and activities. In addition, it received 125 formal complaints from customers and 22 from regulators, although during 2022 there were no substantiated complaints received about breaches of customer privacy.

At Enel Américas and its subsidiaries, we strongly condemn criminal acts related to information security, for which we always identify the corresponding causes in order to permanently improve our internal controls. We also maintain a global privacy policy and internal policies on information security and data processing. As a preventative measure, we have a Cyber Emergency Readiness Team responsible for preventing and managing cybersecurity incidents; we provide training conducted by our Information Security and Data Protection Office; we discuss the topic in general communications to employees; and we include privacy clauses in contracts with partners/suppliers, among other measures. We use our customers' information only for business purposes. If we decide to use the information for any other purpose, we will obtain the customer's prior consent.

People

Empowering Enel people

Management Approach

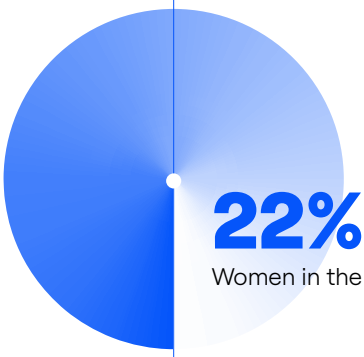
3-3

Our people are at the core of our strategy and its visible face. Our strategy is founded upon collaboration, passion, involvement and active listening as the pillars of our relations, safeguarded by a common purpose, which contributes to the development of our activities as well as to their wellbeing and motivation.

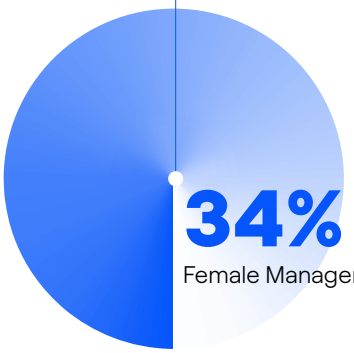
We promote the qualities of each individual as a driver of our teams, based on diversity and inclusion, in a participatory environment where everyone may unleash their potential.

We provide ongoing professional growth opportunities and leverage our professional development tools such as training methods and a standardized performance evaluation system.

Our people, values, skills and qualities are the fuel we rely on to meet new challenges, for a better future for all, under a shared vision.



22%
Women in the workforce



34%
Female Managers

1,264
New Employees

50%
Women in the recruitment process

49
Hours of training per employee per capita

Material Issue	Plan	ODS
Double Materiality • Occupational health and safety • People management, development and motivation	People	5 Gender Equality 8 Decent Work and Economic Growth 10 Reduce Inequalities

Below are the targets of the previous Sustainability Plan 2022-2024, the results for 2022, and the goals of the Sustainability Plan 2023-2025, which may change in comparison to the previous plan.

TARGETS

ACTIVITY/TARGET	TARGET PLAN 2022-2024	2022 RESULTS	TARGET PLAN 2022-2025	ODS
% of participants in work climate survey	80	72	80	8
% of involvement in performance evaluations	99	99	99	8
% of women in selection processes	50	50	50	5
% of female Managers and Middle Managers	29	29	30	5
% of female Managers (including Senior Managers)	27	34	35	5
% of female Middle Managers	29	28	30	5
Adopting a systemic approach to disability inclusion.	Adopting a systemic approach to disability inclusion	Adopted	Adopting a systemic approach to disability inclusion	8

HOW THE PRINCIPLES OF THE HUMAN RIGHTS POLICY ARE APPLIED

Rejecting forced or compulsory labor and child labor	Enel Americas rejects the use of any form of forced or compulsory labor, any form of slavery and human trafficking, and has adopted and promoted "gentle leadership" as part of its people management strategy.
Respect for diversity and non-discrimination	Enel Americas promotes the principles of diversity, inclusion and equal treatment and opportunities, and is committed to guaranteeing the right to working conditions that respect personal dignity. In this context, the Company strives to foster a work environment where people are treated fairly and valued for their individuality, considering the value of diversity in people.
Freedom of association and collective bargaining	Enel Americas protects the right of Company workers to form or participate in organizations aimed at defending and advocating their interests; and respect for the rights of people and union relations.
Health, safety and wellbeing	Enel Americas is committed to developing and encouraging a robust culture of health, safety and wellbeing, ensuring that workplaces are health and safety hazard-free and promoting pro work/life balance behaviors.
Fair working conditions	Enel Americas employee remuneration is based on principles of just reward and respect for equal pay for men and women. Enel Americas believes in the importance of professional development, orientation and training for its employees; as such, it has a job training program.

Empowering Enel people

We have witnessed area-wide changes that have an impact on the labor market and make it increasingly more important to put people at the core of our activities by adopting a new concept of work that is both participatory and inclusive.

In order to reflect this cultural evolution, in 2022 we launched the Charter of the Person which contains guidelines for valuing employees and lays the foundations for the future of work.

The Charter of the Person defines a new business model based on three main principles:

Promoting the people-centric concept entails exploring the multidimensional complexity of people's uniqueness, to enable individuals to reach their full potential concerning work relationships. We focus on the individual strengths of each individual, defined by their talents and uniqueness. People are part of a harmonious and virtuous ecosystem, in which wellbeing and motivation encourage individuals to reach their potential so that they can give their best to achieving Company objectives and results.

People-Centered Wellbeing

We launched our global Wellbeing program which is designed for psychological, physical and social wellbeing, and for striking a better work/life balance, as an invitation to spend time on self-care and with others.

On an annual basis we conduct a wellbeing and motivation survey to measure how well positioned our people are concerning these matters and to identify what initiatives they value the most. Survey results are used to determine priority actions that take in account assorted and multicultural criteria.

Wellbeing Survey by Country

Main Results 2022

Argentina

63%
work/life balance

46%
high level of wellbeing and motivation

Brasil

59%
participation

The perception of wellbeing rose to
52%

Decrease of 1p.p in the group of people with high perceived stress level.

Peru

Welfare Index
74%
Strong increase in the overall indicator and in each individual pillar indicator.

Motivation at work
82%
Motivation driven by high purpose, high quality of relationships and mastery.

About
67%
of the respondents say they have a high level of wellbeing and are highly motivated.

Perceived stress:
The percentage of people with high perceived stress remained stable and decreased by 1pp for people with a medium level of stress.

Work Climate and Commitment Survey

Within the Company's open dialogue framework—a pillar for creating a corporate culture and encouraging growth among our people and the Company—we conduct an annual work climate and commitment survey called Open Listening.

According to the most recent version (2022), 72% of Company employees took the survey, showing a 91% work commitment and satisfaction rate.

In tracking employee metrics, the following aspects are addressed in surveys:

- Job satisfaction (external motivation, for example, I am satisfied with my job)
- Purpose (internal motivation, eg my work has a clear sense of purpose)
- Happiness (for example, I feel happy at work most of the time)
- Stress (for example, I feel stressed at work most of the time)

Open Listening Survey by Country, 2022

	% Participation	% Commitment	Main results
Argentina	63	87	93.9% level of wellbeing 72.7% level of positive mood
Brazil	71	90	90% level of wellbeing 78% good mood level
Colombia	84	97	Aspects to improve are time management and the possibility of learning new things
Central America	86	99	Overall wellbeing increased by 9%; perception of care rose by 22%; and motivation by 5%; while critical cases of stress dropped by 2%.
Costa Rica	81	100	In terms of morale, 66.7% report having a positive attitude, while the remaining 33.3% are mostly focused on irritability, stress and/or annoyance.
Guatemala	92	99	19.1% indicated that they were under stress. Overall, 73.5% reported having a positive and/or favorable attitude.
Panama	86	97	In terms of morale, 75% report having a positive attitude, while the remaining 25% are focusing mostly on stress.
Peru	84	97	98.3% level of wellbeing 85% level of motivation

Based on these results and in order to continuously detect needs, we conduct this survey through our various digital channels, and its results are translated into specific action plans to collectively shape the future for all.

Benefits

401-2

We offer employees a series of activities and benefits aimed at supporting them and fostering an adequate work/life balance throughout their time at the Company.

Main Benefits

- **Supplemental health insurance**
- **Extended legal leave**
- **Annual medical check-ups,** immunization campaigns and mobile applications that promote physical activity at sports centers and/or gyms, as well as access to healthy habits associated with nutrition and meditation, among others.
- Confidential 24/7 **counseling services**
- **Financial support** for child care
- **Specially equipped lactation centers** to promote breastfeeding
- **Scholarships for academic excellence,** activities aimed at employees' children
- **Celebrations and special days** for birthdays, career recognition, year-end activities.
- **Flexible schedule,** shorter workday on Fridays (depending on work area), assistance for sick family members, balance day, office social events, and others

Our care strategy also includes initiatives designed to promote physical, mental and emotional wellbeing.

2022 Physical Wellness Initiatives

In **Brazil**, we implemented a corporate wellness platform called Gympass. A total of 25% of company employees signed up and used close to 145 thousand sessions used during the year.

In **Colombia and Central America** we have sundry virtual and on-site fitness classes, ongoing mindfulness courses, healthy eating classes, chess tournaments, rumba classes, running club, tennis tournament, and more.

In **Peru** our focus in on health. As such, we offer various activities such as *experiencia activate* (focusing on cardio and relaxation) and *experiencia vida sana* (a three-pronged approach to nutrition, psychology and physical training) to supporting individuals with a high BMI.

Mental and Emotional Health Initiatives 2022

In **Argentina**, we held several courses and meetings to tackle stress management, promoting actions and activities that help provide tools. We had approximately 600 participants.

stress management

Canal Você do **Brazil** is a program that offers psychological, legal, social, financial, funeral, social security and other support services. There were more than 58 thousand visits by employees and family members.

support services

Some of the initiatives carried out in **Colombia and Central America** included conferences to promote the recognition and management of challenging situations with an impact on people's mental and emotional health, and psychological counseling.

support services

In **Peru**, we provide counseling services and psychological advice. We also carried out the mente sana (healthy mind) experience, which included 24-hour care for employees and their direct family members every day of the year. We conducted workshops with a coach to develop skills for better emotional health, in addition to emotional management workshops such as craft therapy (therapeutic craft workshops).

healthy mind

Parenting Benefits

We have embraced the concept of parental co-responsibility, which encourages equal and constant participation of mothers and fathers in the upbringing and education of their children. The parenting program accompanies parents of all types of families (single-parent, same-sex, adopted children, multicultural families, to mention a few) during the child's developmental cycle.

Below are some of the benefits of the parental program that make Enel the best place to work today:

1. **Guidance on various parenting issues** such as managing emotions, new family dynamics, and breastfeeding, among others.

2. **Access to nutritional guidance** during pregnancy and breastfeeding, with information on the main benefits during this period of maternity, as well as the procedures to access them.

3. **Special gift** for newborns

4. **Special leave** for parents to participate in school activities with their children

We offer additional benefits such as gradual return to work for new mothers in the form of shorter workdays, and special leave for fathers and mothers for pediatric well visits for children up to six months of age, starting at birth.

New Ways of Working

The new ways of working and workplace adaptability have posed a considerable challenge in recent years. As such we have strived to provide work environments where our people feel comfortable and supported by the digital and technological transformation.

At Enel, we decided to turn this situation into an opportunity. Once the pandemic emergency was over, we set our sights on conducting an in-depth assessment of which temporary pandemic measures we should preserve and which ones we should change, according to the value they generated for people and operational excellence.

In this context and once the health restrictions were lifted, we adopted a results-driven and trust-based hybrid work model (combining remote and face-to-face) under which employees subscribe to a minimum of eight face-to-face days per month, selected according to their individual and team needs.

EMPLOYEES IN HYBRID MODE, BY COUNTRY

	Total % of Employees	% Women	% Men
Argentina	17.5%	53%	11%
Brazil	51%	41%	59%
Colombia	72%	88%	64%
Central America	-	-	-
Costa Rica	63%	52%	48%
Guatemala	38%	43%	57%
Panama	39%	68%	25%

As of December 2022,

39%

of Company employees had opted for this system.

Flexible Schedule

All employees subject to time controls and in eligible positions may opt for either starting or finishing their workday on a deferred schedule, with an early or late start or finish.

The Company's Short Friday initiative in **Brazil** stands out this year for being a pilot program offering employees the chance to leave work early on Fridays and make up for the time throughout the week. While planning for this action, we identified more than three thousand employees who are eligible for this benefit.

Work-life Balance

Given the ongoing pandemic context, in 2022 we will reinforce existing online activities, while gradually adding face-to-face meeting opportunities, with all the necessary Covid-19 preventive measures, to promote coexistence and interactions among people.

The Company also carried out the following initiatives with a view to fostering a better work-life balance and meeting employee families:

Argentina

We hosted three talks to provide parents with tools on current issues, e.g. trans children, grooming and parental guidance.

Colombia and Central America

Virtual and face-to-face meetings to commemorate family day, end-of-year celebrations and recreational vacations.

Brazil

Pre-Natal Health:
This Pre-natal Health and Baby Care Counseling program is available to Enel's parents-to-be and their partners. The talks are given by subject matter specialists and are held twice throughout the year, four meetings each time. In 2022, we had four meetings in the 1st cycle and three meetings in the 2nd cycle, for a total of 149 participants (employees and partners).

Children's Week:
We held a drawing contest for the 2022 Children's Week. Employees could submit a drawing made by their child, stepchild, nephew or godchild related to the proposed theme, and the 10 winning drawings won a shopping voucher.

Birth Kit and Wedding Kit:
We send our new parents and newlyweds a special gift kit to celebrate the moment, for a total of 67 wedding kits and 139 birth kits delivered in 2022.

Peru

- **Skill building coaching workshops** for better emotional health.
- **Our *Vida Sana* three-pronged program** (nutrition, psychology and physical training) provides support to people with a high BMI.
- **Physical activities** such as the *Actívate* experience focus on cardio and relaxation activities.
- **The *Mente Sana* program,** staffed by professionals, is designed to provide an unlimited number of ongoing psychological counseling and advice sessions to employees and direct family members.
- A total of 135 children enjoyed our **recreational vacation program** consisting of eight virtual sessions.

Empowering Enel People

2-7

Our ongoing people management strategy is based on four fundamental objectives that are reviewed annually in accordance with strategic planning.

Currently, they are:

- Promoting the quality of life and wellbeing of our people
- Strengthening leadership style
- Promoting cultural change and building people's capacities
- Understanding people as strategic partners who challenge and support the business.

By pursuing these fundamental objectives we have been able to provide employees a workplace with talent development opportunities. In 2022, we had a total headcount of 15,072 employees, 96.9% of whom have permanent contracts.

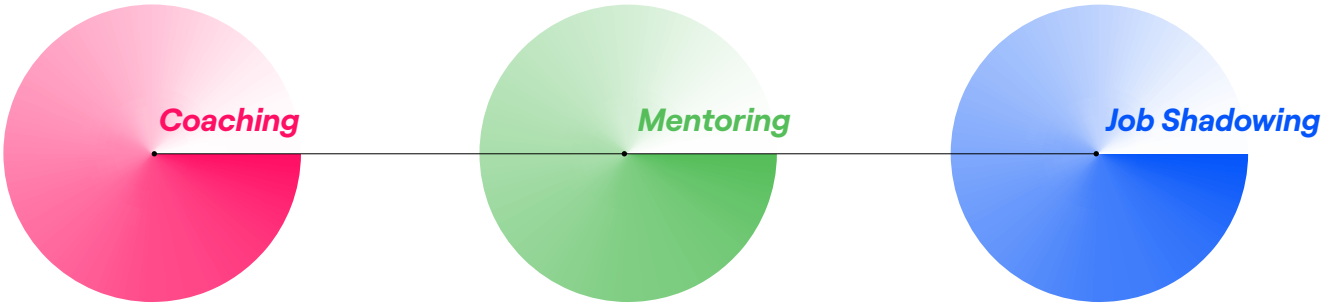
15,072
employees is our total workforce in 2022

96.9%
of whom have permanent contracts.

People Development and Motivation

We are committed to engaging, motivating and empowering our people to reach their full potential and develop personally and professionally.

To this end, we offer three skill and capacity building development tracks under our *total rewarding* and succession programs.



a process of transformative actions where coaches accompany coachees (internal client) on their path of discovering and developing their potential and skills.

a type of learning involving a *mentor* (a collaborator with a wide variety of competencies and experience) and a *mentee* (a collaborator with less experience) where the former accompanies and guides the latter through a process to help strengthen and develop aptitudes or skills.

a process whereby two people work together, and host employees are responsible for sharing with guest employees what their job entails (functions, organization, team relations, activities, technical or mainstream skills), there creating an opportunity for reciprocal learning.

Additionally, in 2022 we carried out the following programs:

LATAM 2022 Development Pathways. We sponsored several promotional talks with the participation of Argentina, Colombia, Peru and Mexico, including:

Growing with coaching: eight sessions with a 750-people turnout from LATAM

Growing with mentoring: four sessions with a 118-people turnout from LATAM

Growing with job shadowing: six sessions with a 1,006-people turnout from LATAM

Job shadowing for all: the sessions sought to promote shadowing as a way of integrating the different work teams, shared learning and networking.

Team building. After having managed to preserve this interesting space in previous years, in 2022 we resumed the face-to-face modality, so that teams can meet again and/or get to know each other, with a view to building a stronger team, improving communication and favoring productivity and motivation.

Soft leadership

In line with Enel's Charter of the Person principles, we have adopted the soft leadership model through a novel cultural approach based on emotional evolution. This model is based on the empowerment of people by combining their emotional skills with technical skills.

We haven't just adopted this leadership style at the management level but instead we are rolling it out company-wide with everyone, through more than 400 kindness ambassadors worldwide who have been hand selected by our associates as examples of kind leadership, as they are willing to listen and share the meaning of what we do, basing their behavior on transparency, authenticity and valuing diversity, trust and responsibility. Their role is to promote this cultural transformation, amongst their team members and throughout the Company, by disseminating actions and behavioral modeling initiatives for a gentle leadership style.

The following outstanding activities were carried out in support of establishing this model:

Argentina: we held the first Agile Ambassadors meeting to address the expectations and responsibilities of the role, immersing ourselves in the program. We worked on leadership from the point of view of agility and the 15 Enel competencies.

Colombia: we held focus groups to listen and discuss the challenges faced by leaders in becoming a gentle leader. In total there were 13 meetings, with the participation of 197 leaders and 18 facilitators, mostly certified coaches, for a total of 26 hours. A program called The Road to Gentle Leadership was designed on the basis of the results obtained and is scheduled for deployment in 2023.

Central America: we implemented the Lead Up program, which included a gentle leadership module, in which 91% of the region's leaders participated. In total, the program impacted 80 leaders in the region, providing 2,480 hours of training (between 2020 and 2022), with refreshers and personalized and digital support.

In addition, the Growing with Coaching program helped us promote team management through coaching and gentle leadership. Eighty Central American leaders were invited to participate and 90% of them did. The total duration was two hours.

Peru: we conducted workshops to disseminate the new leadership model, in which more than 50% of our employees participated. We also selected 10 soft leadership ambassadors (out of 400 globally), whose main task consists of conveying the principles of the new model.

Other leadership-related activities we carry out:

Argentina: Program for leaders "energizing teams" with two editions of the webinar "the challenge of leading ourselves in contexts of permanent change". Together, both meetings counted with the participation of more than 160 leaders. The program will be complemented by six e-learning videos of 30 minutes each.

Argentina: Two webinar editions of the Energizing Teams Leadership Program entitled "The challenge of leading in contexts of constant change," convening more than 160 leaders. The program will be expanded with six 30-minute e-learning videos.

Brazil: The Energies in Latam project comprises an initiative aimed at developing and monitoring managers as part of their preparation to lead the Company through the challenges posed by the energy transition. Project objectives include facilitating the internal rotation of managers between business areas and in the Latam region countries. A total of 172 participants took part in the project.

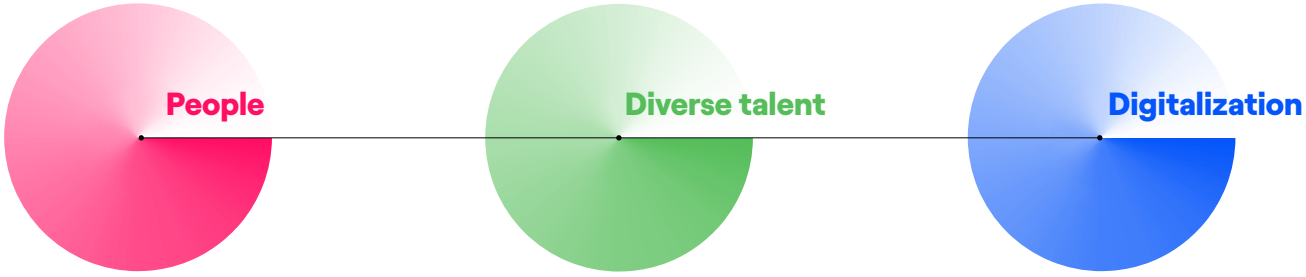
Colombia: The DOIT effectiveness program for leaders aims is to provide leaders with tools to boost their productivity and improve time management. A total of 70 were divided into three groups that met in five sessions for a total of 1,400 hours.

Central America: Together with Colombia, we held the Exceptional Leadership Workshop entitled *Me cuido para cuidar* (I take care of myself to take care of others) with the objective of disseminating the psychological safety methodology so that leaders can apply it to themselves and their teammates. A total of 47 and 32 leaders participated in a 12-hour workshop in Colombia and Central America, respectively, for a total of 1,128 hours.

Attracting and Retaining Talent

401 - 1

Our objective is to recruit and retain the best possible technicians and professionals skilled in addressing the cultural change we are undertaking as a company in view of our commitment to and performance in society. To this end, we have an employer brand strategy, organized under three pillars:



our recruitment and selection processes are based on various evaluation methodologies and a personalized approach.

we promote a bias-free, gender-based selection process free that contributes to the sustainability strategy. At the corporate level, we have outlined our commitment to ensuring at least 50% of all finalists engaged in the country-level selection processes are women.

we have a data-based management approach involving metrics that measure impact and drive improvements. In 2022 we implemented a new talent management platform called Avature.

Milestones of Talent Attraction Activities

The Energy of your Talent lecture series was given at the National University of La Plata, School of Engineering, and attended by 100 future engineers.

Participation of
100 students

The Pontificia Universidad Católica Argentina (UCA) Job Fair was held in conjunction with our companies Edesur, Enel X, Enel Trading, Enel Generación Costanera and Enel Generación El Chocón where a total of 550 students visited Enel Argentina's stand.

Participation of
550 students

Innovation session with companies provided us with an opportunity to tease out solutions to the challenges we face concerning talent attraction and retention. We were assisted by four companies ranked among the most innovative companies in Colombia.

Through new forms of engagement with educational and governmental institutions we had a positive impact at 27 universities and two governmental institutions in 2022.

Our Talent Coach campaign was pivotal to our ability to reach out to more than 350,000 young people for the purpose of interesting them in the selection processes for interns while also giving them career tips.

Noteworthy Talent Retention Activities

In **Colombia** and **Central America**, we adopted a new methodology called *About People*, with a view to enhancing talent development, recognition and retention. We held more than 85 meetings with leaders, managers, assistant managers and business partners to identify employee potential and individuals eligible for participation in *total rewarding* actions.

85 leadership meetings

In **Central America**, we mapped and gathered information on high-performing employees whom we want to retain. A total of 39 critical people were identified for the Central American region.

39 high-performing employees

In **Peru**, the talent loyalty project identified a strategic group of more than 135 individuals, for whom specific development and retention plans have been developed.

135 persons

Succession Plan

We implemented a succession plan to ensure we continuously foster talent development among our employees. With this plan we are able to identify potential replacements for senior management positions and map out a development path for each one. This way should there be changes in the current roles, we will be able to pull from a pool of competent employees to fill the position, thereby driving our evolution as a company in tune with present and future challenges.

We annually review the successor selection procedure and agree on selection criteria.

In 2022 we took the following steps:

Identification: individuals currently holding senior management positions select two candidates as eligible successors to their post, differentiating between those who are *ready* (ready to assume the position) and *pipelines* (those who require preparation).

Sharing: a candidate validation meeting is held with management, peers or *People Business Partners*, to gather different points of view and consider other eligible candidates.

Cheking and confirmation: this consists of a compliance review pursuant to Company guidelines and criteria applicable to eligible candidates.

Communication: information about successor status and development plan for *pipelines*.

CRITERIA CONSIDERED:	
Gender	the gender variable is the only mandatory one in the entire process; it helps us fulfill our commitment to being an organization with greater participation of women, providing diversity in our management positions.
Performance evaluation	when considering performance evaluation information, we seek to ensure the quality and fitness of the candidates put forward as potential successors.
Age	the age factor seeks to broaden the spectrum of prospective successors by reducing the natural tendency to propose successors belonging to the same age group, thus avoiding the perpetuation of cultures and contributing to generational cultural diversity.
Current position category	by requesting a wider range of prospective candidates, including different levels of positions, we seek to promote opportunities for the company's talents so that they can develop and continue contributing to the company's development.
Cross-cutting	approach to promote successors from different areas: this variable seeks to broaden the spectrum of perspectives and promote synergy between candidates' different fields of expertise. It has been observed that having a wide range of views and experiences can significantly enhance team performance.
Archetypes	promoting stylistic diversity: consistent with promoting a diversified perspective, consideration should be given to the archetype of candidates in order to promote diversity of choice and contribute to the organization's continued synergistic development.

Year 2022 implementation of this plan in Brazil yielded the inclusion of 295 women in the process, 59% more than in 2021.

In **Colombia**, 154 ready successors and 97 pipeline successors were identified. The Company worked with them to develop frameworks and define development actions, to be deployed until March 2023. In addition, we held a neuromanagement workshop, attended by 18 successors, aimed at providing knowledge concerning how neuroscience applies to leadership and decision making, as well as how it is advantageous to building successful teams.

In **Central America**, we registered a total of five successors for management positions: three for **Guatemala** and two for **Panama**. Of the successors identified, four are *ready* and one is a *pipeline*.

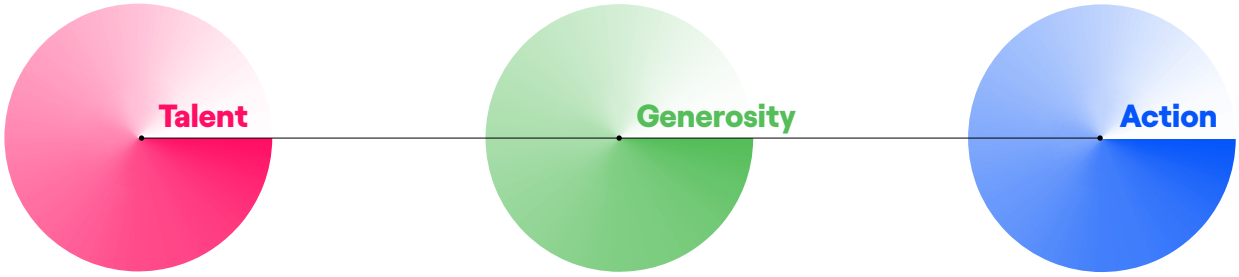
In **Peru**, there were more than 100 local nominations under management succession plans.

Performance Evaluation and Internal Mobility

404 - 3

Our performance management is based on the open *feedback evaluation* model, which is aligned with our Open Power philosophy and in which individual, employee and organizational aspects converge systemically, thereby improving the continuous *feedback* loop, expanding evaluators' basis, and making it possible to request and offer *feedback* spontaneously, all of which significantly enriches the responsiveness of each professional to future changes.

Pillars of the open feedback evaluation model



Identifying one's own strengths to be considered under personal development plans.

Using feedback to identify the degree of employees' generosity by measuring their contribution to the grid, thus enhancing collaboration, mutual recognition and personal and job skills development.

Each employee identifies a goal to be achieved within the period, agreeing on certain challenges with the evaluators and thus enhancing achievement of the Company's collective objectives.

In 2022 we made some changes to this model, largely in terms of how employees engage with the process and the information obtained. These included:

- Three evaluation opportunities during the year, for a single evaluation of the entire period. This represents a significant improvement in employee capacity to adapt and respond to changes.
- A participatory and multidimensional format that gives employees the opportunity to contribute to individual and collective growth on an ongoing basis.
- An evaluation scale that includes skills, recognitions and actions outlined for each period. The global evaluation model is the Open Feedback Evaluation (OFE), which encourages constant listening and exchange of feedback on skills acted upon and results achieved, all aimed at enhancing everyone's talent to build a constructive, transparent and no-stone-unturned exchange between people, networks and managers, in full compliance with the Code of Ethics.
- Evaluation based on the achievement of individual goals as well as the collective objectives of the team and the Company.

In 2022, two of the three performance evaluation periods were completed (the third finalizes in January 2023).

In the first and second cycle we had:

- in **Argentina,** over 18,300 pieces of feedback and 100% of the objectives (goals) were entered and verified in the system.
- in **Brazil**, more than 108,000 pieces of feedback and 99% of objectives (goals) were entered and verified in the system.
- in **Colombia**, more than 100,054 pieces of feedback and 99.96% of the objectives (goals) were entered and verified in the system.
- in **CAM**, over 5,931 pieces of feedback and 97.07% of the objectives (goals) were entered and verified in the system.
- in ***Peru***, more than 20,000 pieces of feedback and 98% of objectives (goals) were entered and verified in the system.

With this process, we evaluated 99% of eligible employees, that is, employees with a permanent open-ended contract who have been active for at least three months during the year. They account for 98% of the total workforce.

Internal Mobility

We promote mobility in the workplace by allowing employees to take on new professional challenges. In 2022, 24% of the positions were filled by internal candidates. In this sense, at the end of the period, the Company engaged in 401 internal processes (126 filled by direct selection and 275 by an internal competitive application process).

	Total number of vacancies filled 2022 (1)	No. of vacancies filled by internal competitive process (1)	No. of vacancies filled by direct selection (1)	No. of vacancies filled by new entries
Argentina	160	11	0	149
Brazil	881	124	35	722
Chile	5	0	0	5
Colombia	423	128	53	243
Central America	19	2	2	15
Peru	176	10	36	130
Total Enel Americas	**1,665**	**275**	**126**	**1,264**

(1) Correspond to internal KPIs that are not part of the verification process..

In addition, we work with total rewarding, a proactive retention process, through which we identify compensation, training, development and mobility initiatives, which are part of a comprehensive package we provide our people. These initiatives have helped us leverage the experience, diversity and richness of our people to fill vacant positions.

Job Training

404 - 1 | 404 - 2

We embrace the philosophy of lifelong learning, as it favors personal empowerment and the cultural wellbeing of all, through a strategy that largely strives for:

- **Self-management of learning and development**
- **Alignment with the company's strategy**

Our training policy define the activities and courses we carry out. These must be aimed at consolidating and achieving Company values and objectives, and also at the personal and professional development of our people, thereby boosting their performance, updating their skills and knowledge, and preparing them to take on new professional challenges.

In 2022, we developed the following programs based on five strategic pillars:

Pillar 1 Fostering an Open Power Culture	**The Company aims to leverage the following activities to strengthen our corporate culture.**
	In **Argentina**, we implemented the "learning community" initiative, a collaborative space to encourage the transformation of the learning experience through agility, exchange and knowledge management with the aim of achieving the best version of each person. The learning community is comprised of five academies (leadership, technical, digital, agility and innovation) that provides our teams with a wide range of content in different formats.
	In **Brazil** we focus on continuous and organic learning, with an emphasis on experiences, the pursuit of self-development, the acquisition of new skills, and knowledge and exchange networks.
	In both **Colombia** and **Central America** we conducted training courses on sundry topics such as soft skills, digital training, training for leaders and technical training, all of which contribute to the strategy and the needs of the Company's various different business areas. In 2022, the Company held the following course: Growing Leaders, New Enel Talents, Growth Promoters, Pipeline Successors, Women Leaders, Students in Progress, Potential Futures.
	In **Peru**, we highlight the Women Open Power Program, which seeks to continue developing our high potential employees and training new leaders, by providing newcomers in management roles the tools required for the optimal management of their teams.
Pillar 2 Promoting sustainability and HSEQ (Health, Safety, Environment and Quality)	**The Company aims to leverage the following activities to strengthen our sustainability and HSEQ strategy.**
	Regarding diversity promotion in **Brazil**, programs such as Beyond Preconceptions and Looking at Gender with an Emphasis on Women's Empowerment stand out as noteworthy.
	In **Colombia**, we provide training on various topics such as working at heights, confined spaces, use of personal protective equipment (PPE) and others related to health, safety, environment and quality.
	In **Central America**, training was aimed at reinforcing technical skills in safety, health, environment and quality issues in compliance with national regulations and legislation. We addressed issues such as confined spaces, working at heights, electrical risk, first aid, crane handling, emergency management, fire prevention and use of fire extinguishers, road safety, and ergonomic risks. In addition, we offer training focused on raising employee awareness of disease and accident prevention while reinforcing our safety policy. We also conducted several training workshops in **Central America** on the general fundamentals of the circular economy.
	Peru's training plan revolved around this pillar. We provided all employees with different webinars related to awareness and prevention in health issues such as COVID-19, monkeypox, stress management for mental health, as well as technical courses related to working at heights, defensive driving and confined spaces. In addition, as part of our employee continuous development program, we provided specialized training in electricity sector regulations to 70 participants, plus training for lead auditors and internal auditors in the five ISO standards (90001, 14001, 450001, 37001, 50001) to 64 participants, certifying 46.

Pillar 3 Preparing for the future

Skill-building Programs

In **Brazil** we conducted various training webinars to disseminate knowledge among the business and support areas. Specific topics were covered such as digital transformation of customer service, clean and sustainable energy, close to business gridspertise and the digital transformation of networks, the new direction of data management, risk management, sustainability projects in distribution, electric mobility, among others, for a total of 145,550 thousand hours of training.

In keeping with the changes arising from the energy transition process and the digital transformation, in **Colombia** we updated the training needs defined in 2021 and contained on different process sheets. We drew up an upskilling and/or reskilling training plan and conducted external, national and international courses on technical and digital topics as a contribution to upskilling.

In order to contribute to the training, development and personal and professional growth of our employees in **Central America**, we promoted the scholarship program, benefiting nine employees for technical and/or university training with financing ranging from 60% to 100% of the total cost of their tuition.

Pillar 4 Digital transformation and data-driven decision making

Actions aimed at promoting the digital transformation and data-driven decision making

In **Brazil**, we continued working on our global and local integration through the use of corporate people management process platforms. In this area, we worked on digital learning through the e-Ducation platform and sponsored a digital week where we addressed the impact of digitization on people, assets and clients.

In order to contribute to the digital transformation strategy, in **Colombia** we spearheaded different actions designed to build our employees' digital skills, such as a

- **digital transformation training plan covering sundry topics**, such as IOT (internet of things), introduction to virtual and augmented reality, artificial intelligence, machine learning and deep learning, and robotic process automation (RPA).
- **Information governance offices:** five training courses on data analytics and three on tools were held, training a total of approximately 215 employees through the Business Analytics Center (CEAN).

In **Central America** we carry out training focused on reinforcing the use of digital tools such as Power Bi (module II - Costa Rica), MS Teams, Sharepoint Online, Planner, among others, as well as refresher campaigns on cybersecurity and data protection. In addition, we conducted the following technical trainings:

- **Hydrothermal dispatch model**, representing the transmission grid and used in short-, medium- and long-term operational studies (SDDDP); and computational tool that determines the minimum cost degeneration expansion and regional interconnections, Optgen: regional training for 12 employees from the trading line (Colombia and Central America), covering conceptual issues and practical aspects concerning the use of these computational models. This course consisted of eight, 3.5-hour sessions, for a total of 336 training hours.
- **RPA-Drone Handling (Panama):** training for 12 employees from the generation area, for a total of 144 hours.

In **Peru**, worth noting was the course on certification in handling, operation and safety of drones by the generation maintenance team for 31 people. In addition, in 2022 we continued promoting the use of the Power BI tool for digital skills development. On the agile side, we promoted the agile culture through six sessions of agile talks for an average participation of 35% of employees. In addition, 20 people were certified as scrum masters and product owners, and all employees were able to participate in training in agile frameworks, given by the scrum masters.

The following programs were implemented to improve customer services and the customer experience.

In **Brazil**, pursuant to the General Data Protection Law (LGPD), we provide refresher courses to ensure data privacy for both clients and employees, including mandatory training in information security, such as the privacy governance program, among others. Our efforts are aimed at the continuous improvement of this program, as well as initiatives focused on privacy, controls and organizational and technical security measures, and our data protection monitoring and compliance platform.

Table with investments in training by employment category

Average investment in training per FTE by labor category [1]	Unit	Mandatory training	Mandatory no-training
Manager	US$	806	4,219
Middle Managers	US$	853	4,042
White Collar	US$	1,111	5,135
Blue Collar	US$	682	682
Total Cost of training	US$	1,917,357	

(1) Cifra calculada con el tipo de cambio a diciembre.

In 2022, 802 thousand total training hours were delivered, equivalent to 49 hours of training approximately per person. Of these, 49 hours per person were for men and 51 hours per person for women.

Of the total training hours we delivered in Enel Americas during 2022, 10% of these were for people under 30 years old, 75% for people between 30 and 50 years old, and 14% for people over 50 years old.

These actions enable the Company to foster ongoing continuous training of our workforce and sharpen our ability to better serve our customers.

Onboarding: Welcome to Enel

New people joining the Company are relevant; as such we have proposed that the Onboarding process be a memorable experience, welcoming them from day zero and, providing them with various opportunities to learn about our strategy, values and business.

70
hours of training per employee during the onboarding program

1,264
new hires participated

Onboarding includes sundry training courses such as:

3
Cross-cutting Talks:
Our Strategy, Open Power Culture and Sustainability at Enel

5
Business Talks:
Close to business

2
Workshops:
My first steps at Enel and the Innovation Workshop

17
Online Courses:
five global courses, four local mandatory courses, two NERC CIP SEN courses, one introduction to the electricity market, and five culture and personal development courses.

Diversity and Inclusion

The Charter of the Person declares how valuing diversity and individual talent is fundamental to creating an inclusive corporate culture in which everyone can be recognized, regardless of race, ethnicity, nationality, religion, gender, age, sexual orientation or any other form of diversity.

Our commitment to diversity and inclusion is enshrined under the Human Rights Policy, in the Diversity and Inclusion Policy, in parallel to the adoption of the seven Women's Empowerment Principles (WEPs) promoted by the United Nations Global Compact and UN Women, and in compliance with the SDGs.

Our Diversity and Inclusion Policy contains four pillars:

1. Gender and sexual diversity (incorporating LGBTIQ+)
2. People with disabilities
3. Interculturality
4. Generational diversity

Its principles are non-discrimination, equal treatment and dignity for all forms of diversity, inclusion and the work/life balance.

We take part in various activities for collaboration aimed at generating good practices and promoting inclusive environments.

In **Brazil**, we underscore our participation as signatories of the UN in defense of women's inclusion, in addition to participating alongside TIM in the Positive Women initiative, which aims to promote greater participation of women in the labor market.

In 2022 we created new opportunities for the integration of diversity and inclusion, with the implementation of the Affinity Groups, that are focused on thinking about actions and strategies to help us create an inclusive work environment that adds value and growth opportunities for our employees; and Diversity Governance, a project involving more than 30 hours of work and 21 meetings with more than 220 employees involved in the following gender, people with disabilities, race/ethnicity, LGBT and age. We already have more than 300 employees involved in this initiative from different areas across the company.

In **Colombia**, we continue promoting initiatives focused on diversity, as well as strategies with key allies to enhance and raise awareness of the topic within our organizational culture. As an example, we highlight the diversity, equity and inclusion webinar, launched as part of diversity and inclusion week, which was attended by approximately 300 people from Colombia and Central America.

In **Peru**, we participated in the evaluation of the digital tool ELSA (*Espacios Laborales Sin Acoso*), obtaining a diagnosis on violence and deploying awareness-raising actions on training issues, as well as a campaign on violence-free spaces and reinforcement of internal reporting channels, training a total of 70% of Company employees. We also sponsor the guide against violence against women, translated into Quechua and Aymara.

We conducted the *diversely challenge* campaign, where our executives expressed how they approach diversity and inclusion in their areas and in their lives, leaving the challenge to other people to do the same. And an eight-part podcast series called Coffee for Diversity, where we interview specialists to address the various focuses of diversity. This is disseminated through various social media outlets and at our clients' customer service centers.

Partnerships

Among the activities carried out with other stakeholders to scale up the impact, knowledge and culture of diversity, the following are worth noting:

Argentina

- **Consejo empresario Argentino de Desarrollo Sostenible (CEADS):** work alliance orientated at verifying the Human Rights Policy. In addition, it involved an accompaniment consisting on diversity and inclusion workshops (ILO Convention 190).
- **R.E.D.:** pioneer organization in Argentina that developed and promoted diversity and inclusion within business organizations and supports them with policy implementation. This a collective initiative formed by business, academic and civil society organizations of the Business School of the Universidad Torcuato Di Tella. Through its experts, it has contributed to joint activities in training and assistance with diversity and gender issues.
- **Asociación Empresaria Argentina (AEA):** working together to promote the role of mentors, in this case, colleagues who work as mentors on technical high school projects.
- **ELA (Equipo Latinoamericano de Justicia y Género):** NGO that carries out advocacy actions, networking and capacity building of political and social actors, to improve the social, political and economic situation of women. Experts from the organization work in partnership with the company to train leaders to address workplace violence and harassment in accordance with ILO Convention 190.

Brazil

- **Brazil Global Compact Network:** partner since 2007, participates on human rights, energy and climate, SDGs, engagement and communication, and anti-corruption working groups.
- **Ethos Institute:** associate since 2006, participates on gender equality, human rights and integrity working groups.
- **Firjan-Federation of Industries of the State of Rio de Janeiro:** members since 2007, participates on the Board of Directors and on the SDG working group.
- **WEPS Brazil-Empowering Women Businesses:** signatories since 2011 and recognized in the silver category by the WEPS Brazil award in 2019.

Colombia

- **Equipares:** strategic alliance between the National Government and the United Nations Development Program, which seeks the cultural and emotional transformation of work environments. Equipares Gold Seal recertification was achieved, thanks to having reduced the gender gaps within the companies.
- **Cámara de Comerciantes LGBT de Colombia:** private institution that, since 2012, seeks to strengthen and economically and socially empower the LGBTI community in Colombia.
- **Gender parity in Colombia:** Enel Colombia has been participating in this initiative since 2019, as a member of the leadership group of this national-level public-private partnership, which brings together companies with significant progress in gender equity.

CENTRAL AMERICA

Costa Rica

- **National Women's Institute (INAMU):** an institution that promotes the effective exercise of women's rights in all their diversity through the signing of a public-business agreement on gender equality. The company is also seeking to obtain the Gender Equality Seal (ISO certification with Inteco).
- **Business Alliance for Development (AED):** the purpose of this alliance in Costa Rica is to contribute to a prosperous, inclusive, dignified society in harmony with the environment, through a conscious, articulated and committed business sector. It works with more than 110 companies.
- **WEPS (UN Women-United Nations Global Compact):** Enel Green Power Costa Rica subscribed to the Women's Empowerment Principles (WEPs), as part of the company's commitment to promoting gender equality and women's empowerment in the workplace, market, and community.
- **WEM:** partnership with the *Instituto Costarricense de Masculinidad, Pareja y Sexualidad* (WEM Institute), an association that works on gender, masculinities, sexualities and couple issues.

Guatemala

- **Inclusive Company:** the Company stood out in the third edition of the Inclusive Company recognition for its innovative practices.

Peru

- **ELSA Program:** participation in the program for measuring sexual harassment in the workplace carried out by the Inter-American Development Bank and a local consulting firm.

People with Disabilities

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We carry out a series of initiatives that seek to promote inclusion and foster equal opportunities for people with disabilities, in the recruitment stage and during training and career development processes.

The objective is for all our employees to have equal opportunities and conditions to grow professionally.

2022 Initiatives:

Brazil

- Mentoring program for people with disabilities aimed at improving their skills and raising their level of participation, thereby ensuring an inclusive and accessible environment, supporting their work performance, identifying their needs in terms of tools, skills, communication, emotional and psychological wellbeing.
- Hiring people with disabilities (33 people in 2022).
- Accessibility for events and trainings, with the presence of a LIBRAS (Brazilian Sign Language) interpreter.
- Affinity group for people with disabilities
- Related webinars and announcements

Colombia

- Inclusive online corporate induction course, taking into account the digital accessibility policy and the first online course with sign language.
- Selection of two suppliers to conduct the Company's online courses, ensuring that each will comply with the digital accessibility policy.
- Partnerships with employment exchanges to connect people with disabilities to Enel's talent pool by 2023.

Peru

- Participating in fairs for people with disabilities, through our membership in the Business and Disability NETWORK.

PEOPLE WITH DISABILITIES

	Men	Women	Total	% Employees with Disabilities
Argentina	39	13	52	1.3
Brazil	228	62	290	3.9
Colombia	4	1	5	0.2
Costa rica	0	0	0	0.0
Guatemala	1	0	1	1.1
Panama	0	0	0	0.0
Peru	2	2	4	0.4%
TOTAL	**274**	**78**	**352**	**2.3**

Gender Diversity

We follow the guidelines below regarding gender equity recognition, respect and management:

- Strike a balance in recruitment and selection processes.
- Boost the presence of women in leadership positions.
- Promote a safe and unbiased environment.
- Have long-term incentives for women in STEM (science, technology, engineering and mathematics) fields.

2022 Featured Initiatives:

Back to School. Strategic project designed to encourage young female high school students to consider technical-scientific training as an interesting and valuable alternative, thereby doing away with gender stereotypes in STEM fields.

This program follows an innovative format under which our employees with STEM degrees return to their alma mater to share their experiences with students and in turn encourage them to pursue technical-scientific careers. In 2022, our employees shared their professional experiences and described opportunities related to STEM training, along with demystifying some of the clichés that make it difficult for young women to choose this type of career.

Program Impact

Program Scope by Country	
Argentina	547 participating students (285 females)
Brazil	3 events with the participation of 155 youngsters, 82 girls and 73 boys
Colombia	2 events with the participation of 170 girls
Central America	1 event (webinar)
Peru	343 participating students

Other 2022 Initiatives:

Argentina

- **She Can Program**, the audacity to grow: experiential workshop that provided spaces for self-inquiry and introspection, encouraging our women to go further. We held five meetings for our female employees.
- **Women Power:** program designed to continue reinforcing the role of the leader in times of change, redefining the leadership style, promoting networks as an enabler of change and strengthening cross-cutting integration sustained over time. As a result of these meetings, the participants drew up a manifesto with concrete proposals to be addressed jointly.
- **International Day for the Elimination of Violence against Women:** on November 25, we held an event to generate greater opportunities for participation and to raise awareness where we showed how different forms of violence are naturalized in our daily lives.
- **Violence and Harassment in the Framework of the ILO Convention 190:** we conducted webinars together with the sustainability team, highlighting the responsibility of companies to enforce the convention, adopt prevention-centered perspectives and makes changes in labor relations based on respect and equity.

Brazil

- ***Students Job Shadowing:*** this program provides STEM students with the opportunity to get to know our business alongside a STEM employee. In 2022, three young women, accompanied by the vice-principal of their schools, participated in a series of activities planned with the Sustainability Department, COD and the Innovation area.
- **Gender Awareness:** designed to empower our employees in gender culture and on how to positively influence the issue. In 2022, we established a follow-up routine with the BPs in the process of filling middle management and managerial leadership positions, in order to ensure the female hiring target for these positions was met.
- **Coffee with Female Executives:** a series of coffee klatches that bring together young talent (middle managers) with female managers and top 200. This event surpassed its target of 80 meetings for a total of 81 actions and 88 middle managers.
- **Women Electricians:** training program for women working with low voltage, offered in the countries where Enel operates. More than 80 women have been trained and are now ready to work in this area.
- **TODAS Platform:** digital training space available to 2,052 Enel women, with access to highly inspirational leaders for learning experiences aimed at professional women. A total of 460 female users are registered on the platform.
- **Affinity Group:** channel for cause enthusiasts to promote women's empowerment, gender equality and diversity at all of our sites and ensure dialogue with the operating committee.
- **Successor Mapping:** the mapping process showed that 57% of individuals mapped as successors in different positions were women (295 women mapped for 517 positions).
- **Women in Energy:** Campaign of our employer branding program. In 2022 we had a sequence of episodes in which STEM women told their stories at Enel to engage the community.
- **Positive Women:** program to empower and hire women in the market. In partnership with Tim and other companies, women are tracked for succession. There are five mentors and five mentors in the 2022 version.

Colombia

- **Women without Borders:** we held the "women without borders" panel to share the experience, trajectory, achievements and opportunities of three women in strategic positions within the company.
- ***¿Esto es de niño o niña? Book:*** we supported the dissemination of this book (for children aged 3 to 8) written to highlight the importance of valuing the essence of each individual person and what makes us unique.
- **Recertification of the Equipares** equity seal included two training sessions for raising more awareness of the importance of gender equity in various company processes. It also involved a workshop on inclusive communication and another on unconscious bias.
- **STEM Women's Congresses:** we held two congresses to attract women in STEM careers, for a total of 1,400 participants.
- **Technical training program for women in core areas:** we held the second version of this program that provides development opportunities for women in the Company interested in being part of the core areas. This program provides personal and professional training, and a talent pool of women so that the business can come closer to closing gender gaps.
- **#MujeresSTEMEnel:** in order to create community, we came up with this hashtag to promote a collaborative network of women where they can share information of interest and empower women in STEM careers.

Colombia and Central America

- **Gender Indicators:** through quarterly monitoring of more than 15 indicators, we identify specific opportunities in processes or areas where we can implement concrete actions that contribute to gender equality.
- **Women without Borders:** panel to share the experience, trajectory, achievements and opportunities of three women in strategic positions within the company.
- **Start of the WIL community:** we began the process of understanding and recognizing the WIL community, with the objective of starting a process to map out the needs and focus areas of this community that has been developing in Chile.

Central America

- **Talks and Webinars:** in Guatemala we held "a story of talent, without barriers," webinar focused on highlighting women in technical roles, with STEM degrees; and in Costa Rica we launched the "women in STEM careers: myths and realities" webinar to position the role of women in the clean energy industry and sustainable development.

Peru

- **STEM Talent Program:** seeks to spark more and more interest among young women in science, technology and mathematics careers. We engage with various women's groups by promoting virtual tours, receiving visits from young people in engineering careers at the Wayra Wind Power Plant, and coordinating vocational programs for various groups. In total, we have reached 922 young people.
- **Women Open Power:** a two-part women's leadership program, i.e., The Mentor's Path and the Blossom Program.
- **WOP Community:** a space where a series of interactive educational content is shared to empower participants, such as trivia, infographics, stickers, newsletters, video clips, among other resources.

Female Workforce

The Company's 2022 female workforce (including its subsidiaries) accounted 22.2% of all employees. With respect to the total number of managers, 29.45% of these positions were held by women at the end of 2022. Women hold 28% of *junior management positions*, 34% of *top management positions*, and finally, women represent 29.04% of the managers who generate income. Of the total number of collaborators who work in STEM positions, that is, in those related to technical lines of business, 22% are women.

	Argentina	Brazil	Chile	Colombia	Peru	Costa Rica	Guatemala	Panama	Totals
Total	**4020**	**7399**	**44**	**2326**	**1060**	**35**	**92**	**96**	**15072**
Men	**3481**	**5777**	**30**	**1533**	**736**	**25**	**74**	**65**	**11721**
Women	**539**	**1622**	**14**	**793**	**324**	**10**	**18**	**31**	**3351**

Sexual Diversity

Regarding sexual diversity, we strive to promote workplace inclusion of people from the LGBTIQ+ community. To this end, we have carried out actions that promote an exchange of experiences on the subject, shed more light on the community and create initiatives that accelerate cultural change.

2022 Initiatives:

Argentina

- Webinar on trans childhood, where we share experiences and lessons learned from this process.
- Webinar on LGBTIQ+ day where a well-known artist uses his life experience to assists us in reflecting on the need to work on gender prejudice.

Brazil

- Affinity groups aimed at proposing, promoting and building a prejudice-free work environment that is welcoming to people of any gender identity or sexual orientation, whilst promoting the recognition of the needs and rights as individuals, and the possible adaptation of processes and policies. Communication campaigns and webinars are also carried out throughout the year to raise awareness.
- Webinars to commemorate the International Day against LGBTIphobia, and diversity and inclusion at Enel.
- LGBTQIA+-themed commercials: National Gay Pride Day, International Transgender Awareness Day, International LGBTI+ Pride Day and National Lesbian Awareness Day.

Colombia and Central America

- As part of the Company's diversity week activities, we broadcast a podcast addressing the relationship between human rights and sexual diversity, highlighting the importance of valuing talent over any bias. This initiative was carried out with Vic Castro, communications coordinator of the Business Alliance for Development and Pride Connection.

Costa Rica

- Diversity and Inclusion Talk: Who are LGBTIQ+ people? Aimed at addressing basic concepts of integral sexuality.
- Basic Awareness Workshop: positive masculinities to introduce and take the first steps for creating awareness of gender-masculinities.
- Signing of the Declaration of San José, which is an instrument with principles against discrimination based on sexual orientation and gender identity and in favor of the Human Rights of LGBTIQ+ people in the workplace. This is a Business Alliance for Development (AED) initiative that was first held in 2016 through Pride Connection (formerly LGBTI Business Block). The objective of the declaration is to create a process of continuous improvement in LGBTIQ+ issues at signatory companies and those interested in renewing their endorsement annually, and publicly show progress and commitments.

Peru

- Diversely equal programs that seek to raise awareness and get to know people from the LGBTIQ+ community. A total of 64% of all employees participated.
- Theater play entitled "When to come out of the closet," aimed at raising awareness of the importance of respect and empathy towards people in the LGBTIQ+ community.

Cultural Diversity

We understand that promoting diversity and inclusion also implies integrating the contribution of different cultures. In this regard, we believe that an organization where individuals from different parts of the world, with diverse training, education and cultural backgrounds converge, benefits from a greater richness of perspective.

We have a mentoring program for expatriate employees who wish to contribute to the cultural inclusion of individuals coming from other countries.

In addition, we carry out integration activities. For instance, we extend a special greeting to our employees who come from abroad on their countries' national day. We also commemorate important dates, such as the International Day of Zero Discrimination, the International Day for the Elimination of Ethnic Discrimination, and the International Day of Indigenous Peoples, among others.

In **Colombia** we continue to promote the online course entitled "understanding multicultural differences," to develop intercultural intelligence and encourage affirmative interaction with people of different nationalities, cultures and customs.

We launched the Samán project within the framework of the **Colombia and Central America** merger. This project establishes an assortment of actions designed to drive an appropriate change management process during this transition. Worth

noting is the cultural training workshop whose objective was to learn about the culture, customs, traditions, gastronomy and music of each of the regions of Central America and Colombia. It was attended by 89 employees.

In **Brazil**, we carried out several actions to promote practices that contribute to increasing the number of individuals from different races and ethnicities at our company. For instance, announcements and webinars related to the subject; affinity groups; vacancies for hiring black interns (our target was 30% yet we closed the year at 37%); mapping and development of affirmative actions for black people.

In **Peru**, we conducted a Quechua workshop—a native Peruvian language—where we addressed the importance of interculturality and the value of ethnicity.

Generational Diversity

Ensuring that we enjoy the contribution of different generations, where young and experienced talent enrich us as a Company, is also part of our approach to diversity and inclusion.

Our different business areas throughout the country receive interns who are selected by means of an evaluation model called Recruiting Day, which seeks to attract and select young people who have the greatest affinity with the Group's values and culture.

In 2022, 728 student trainees joined the program.

No. of Interns or Trainees in 2022	
Argentina	23
Brazil	253
Colombia	344
Central America	3
Costa Rica	0
Guatemala	2
Panama	1
Peru	102
Total	728

Union Representation and Collective Bargaining

405 - 1 | 402 - 1

We provide fair and favorable working conditions for our employees, in line with current legislation, through collective bargaining agreements and instruments resulting from collective bargaining processes between unions and the Company. This contributes to our Company's responsible management of employee working conditions.

Union leaders themselves or the teams in charge of people management put into place measures to inform employees about their union rights. In the event of and labor or union right violations, reports are received from employees through the ethics channel and other channels, such as e-mails and letters, which are confidential and governed by internal procedures.

Complaints must be channeled through the Ethics Channel. There weren't any reports of violations of the Code of Ethics relative to union matters, labor rights or discrimination in 2022.

Enel Americas has Internal Regulations on Hygiene, Order and Safety while Colombia has Internal Policy 283, which contains a detailed description of the procedures governing labor and sexual harassment complaints, and any action in this type of case.

In addition, Colombia has a Labor Coexistence Committee, which is responsible for investigating all incidents, making recommendations or, failing that, transferring them to the corresponding area to take disciplinary action, if applicable. In 2022, the Committees did not find any evidence that the complaints investigated had constituted harassment.

Our employees are free to associate collectively by joining any of the unions at each company.

Collective bargaining agreements are prepared according to the following guidelines, which consider references from the International Labor Organization (ILO):

- Respect for and protection of freedom of association and the right to organize (ILO C87)
- Respect for the right to collective bargaining (ILO C98)
- Respect and protection of the workers' representative (ILO C135)
- Preventing discrimination against workers
- Local labor legislation
- Guaranteeing the effective exercise of union rights in the workplace

The main issues covered by the collective bargaining agreements in force are work-related benefits and conditions such as productivity bonuses, overtime, severance payments, Christmas bonuses, among others, and welfare benefits related to health, education, food, vacations, among others.

In 2022, 95.88% of Company employees were covered under collective agreements.

Remunerations

202 - 1 | 405 - 2 | 2-19 | 2-20 | 2-21

We periodically conduct a salary review using a job evaluation methodology that determines the relative value of a position according to its importance and contribution to the Company's purpose. This allows us to compare salaries objectively, using the labor market and equity criteria as a reference.

In line with the UN SDGs, and specifically regarding SDG 5 on gender equality and women's empowerment, we promote gender equity guidelines as part of the salary review process through the application of gender criteria.

The average base salary ratio (defined as the average base salary of women vis-à-vis the average base salary of men) is 88.2% for senior/top management, 98.1% for junior management positions and 91.1% for non-management positions.

The total salary ratio (defined as the total salary of women vis-à-vis the total salary of men) is 87.1% for senior/top management, 87.1% for junior management positions, and 98,5% for non-management positions.

Wage Gap by Category

Wage Gap (1)	Base Salary	Total Salary
Manager	88.20%	87.10%
Middle Manager	98.10%	98.50%
White Collar	91.10%	90.20%
Blue Collar	79.20%	82.30%

(1) calculated on the basis of the average female salary/average male salary for each category.

Sustainable supply chain

Management Approach

3-3

We seek to efficiently manage our supply chain through the correct contracting and execution of services in due time and form. This allows us to mitigate risks that could significantly impact our results and corporate reputation.

Suppliers and contractors are our strategic partners in the just energy transition and our efforts to best manage our impacts. We have a virtuous relationship based on transparency, promotion of our values, and quality management, in line with the Open Power corporate vision.

To this end, all our processes consider three cross-cutting actions:

- Inclusion of ESG criteria (environmental, social and governance) in the supplier and contractor selection process.
- Boosting the circular economy.
- Promoting good practices on the supply chain.

100%
qualified suppliers in health and safety, environmental and human rights issues

82 thousand
Contractor Employees

2,417
Qualified Suppliers

696
Sustainability K indicators used in tenders

Material Issue	Plan	ODS
Double Materiality • Sustainable Supply Chain	People • Suppliers and Contractors	8 Decent Work and Economic Growth; 12 Responsible Consumption and Production; 13 Climate Action; 16 Peace, Justice and Strong Institutions

TARGETS

ACTIVITY/TARGET	TARGET PLAN 2022-2024	2022 RESULTS	TARGET PLAN 2023-2025	ODS
% Suppliers rated in human rights aspects	100%	**100%**	100%	12 16
% Suppliers rated in health and safety aspects	100%	**100%**	100%	12 8
% Suppliers rated in environmental aspects	100%	**100%**	100%	12 13

HOW THE PRINCIPLES OF THE HUMAN RIGHTS POLICY ARE APPLIED

Rejection of forced or compulsory labor and child labor	Enel Americas requires suppliers to adopt best practices in human rights and labor conditions; they must adhere to the company's Human Rights Policy pursuant to Enel's global guidelines.
Respect for diversity and non-discrimination	Enel Americas promotes the principles of diversity, inclusion and equal treatment and opportunities, and is committed to guaranteeing the right to working conditions that respect personal dignity, whilst monitoring and evaluating compliance with the principles of its Human Rights Policy during the term of third-party contracts.
Health, safety and wellbeing	Enel Americas requests suppliers to adopt best practices in occupational health and safety, incorporating sustainability criteria in supplier bidding and contracting processes, and in supplier performance management.
Fair and favorable working conditions	Enel Americas requests suppliers to adopt best practices in environmental responsibility, incorporating sustainability criteria in supplier bidding and contracting processes, in supplier performance management, and in the promotion of the circular economy.
Environment	Enel Americas requests suppliers to adopt best practices in environmental responsibility, incorporating sustainability criteria in supplier bidding and contracting processes, in supplier performance management, and in the promotion of the circular economy.
Respect for the rights of local communities	Enel Americas collaborates with suppliers and contractors that respect human rights and contribute to the socioeconomic development of the communities where it operates, through joint work with small and medium-sized enterprises (SMEs) and local workers.
Privacy	Enel Americas respects the confidentiality and the right to privacy of its stakeholders and is committed to the correct use of information and personal data of those who work in the organization and any other interested party. It monitors all third-party companies that may have access to the personal data of customers and employees; as such, specific clauses are included in contracts with partners who use personal data.

Payment to suppliers

204-1

During 2022, at Enel Americas, we contracted a total of 2,112 tier 1 suppliers, i.e. those suppliers with contracts over 25,000 euro. Payments to suppliers for the supply of goods and services totaled US$ 10.007 billion in 2022, compared to US$ 11,674 billion in 2021. These payments correspond to imports, only when the required good or service is not available in the country (as in the case of solar panels, wind turbines, or distribution infrastructure), and domestic suppliers in each country.

SUPPLIER PAYMENTS BY COUNTRY

Country	Unidad	Generation	Distribution	Total 2022
Argentina	US$	84,001	344,368	428,369
Brazil	US$	1,536,070	5,528,553	7,064,623
Colombia	US$	381,966	809,631	1,191,597
Peru	US$	582,381	569,559	1,151,940
Americas Center	US$	141,049	-	141,049
Otros [1]	US$	-	-	28,960
Total Enel Americas	**US$**	**2,725,467**	**7,252,111**	**10,006,538**

(1) Includes Enel X, purchases of Enel Americas' parent company and intercompany adjustments.

TOTAL NUMBER OF TIER 1 SUPPLIERS PER COUNTRY [1]

Country	Generation	Distribution	Total 2022
Argentina	157	0	181
Brazil	244	578	1,022
Colombia	203	123	407
Peru	129	129	328
Americas Center	165	0	174
Total Enel Americas	**898**	**830**	**2,112**

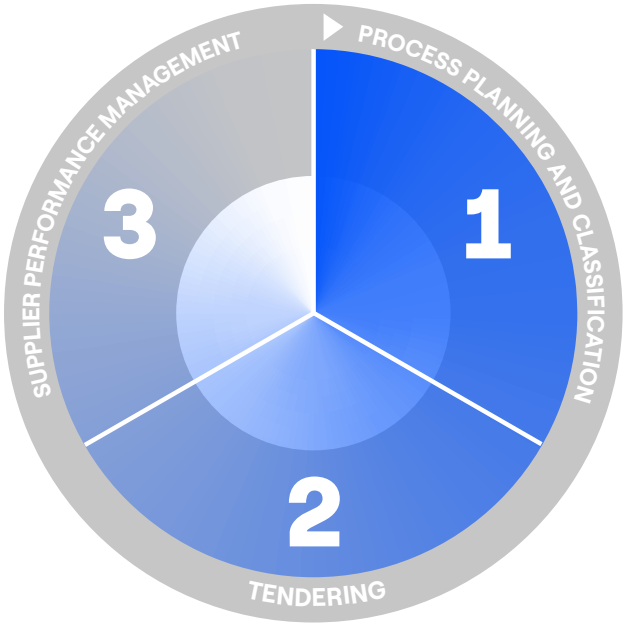
(1) The value corresponding to the 2022 Total includes other business areas in addition to those reported in Enel Distribución and Enel Distribución.

The significant suppliers in Tier-1 reached 1,368 with a 84% of total spend on significant suppliers. We do not have level 1 critical suppliers.

COUNTRY	Contractor Employees by Country	Number of Contracts Closed in 2022
Argentina	4,463	313
Brazil	55,847 (1)	606
Colombia	13,110	303
Peru	8,304	244
Total Enel Americas	**81,904**	**1,466**

(1) Figure does not account for Enel Goiás.

Supplier Performance Evaluations in terms of quality, punctuality, safety, environment, human rights, innovation and collaboration.



Planning the needs of the business areas and staff functions.

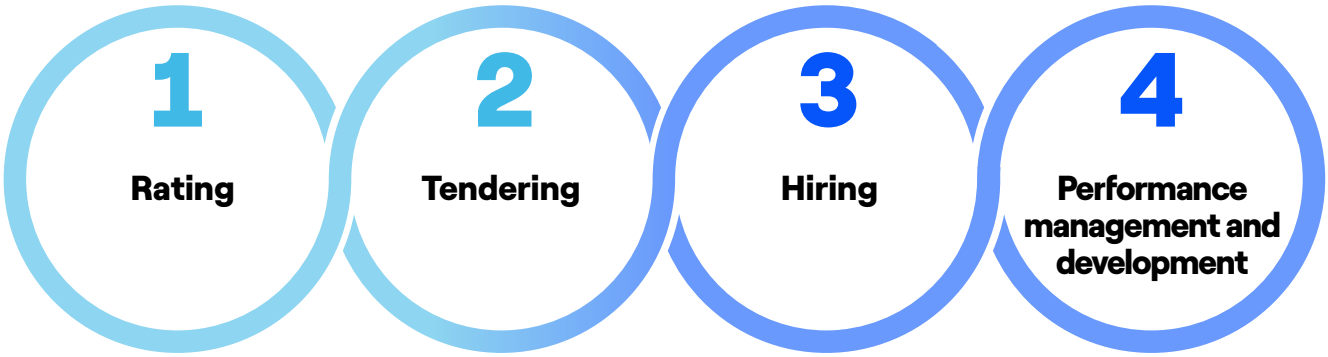
Rating sustainability variables, legal, technical and integrity requirements.

Management purchasing needs through tenders.

Inclusion of sustainability commitments in supplier selection and contracting processes.

Formalizing Enel/supplier contracts

While striving to generate shared value with our suppliers and contractors throughout the supply chain, as part of the Enel Group, we have defined four main stages of the Enel Americas purchasing and acquisition process that we always higher sustainability standards. Therefore, partner selection and contract execution are subject to continuous analysis and monitoring activities throughout the entire procurement process.



Rating

Our Global Supplier Rating System identifies sustainability risk factors in the supply chain through the mapping of variables of the various purchasing groups or families. In relation to this process, we have defined a framework with which we evaluate and carry out an assessment of the requirements for suppliers of goods and services in terms of environmental aspects, occupational health and safety, and human rights, in accordance with the guidelines of the Enel Group.

The rating process is mandatory for all suppliers and includes the evaluation of legal, technical and integrity requirements, in addition to the evaluation of sustainability variables. In the case of high-risk technical, safety or environmental activities, an on-site evaluation is expected to verify these aspects.

This process guarantees objectivity and transparency concerning the selection, evaluation and monitoring of the companies operating with the Company, in addition to ensuring said companies are aligned with the standards defined by the Group.

If the outcome of these analyses and assessments is positive, individual suppliers can qualify and be added to our Supplier Register (or remain on it if previously qualified) and then be invited to participate in ours procurement procedures. If the outcome is negative, the supplier will not be able to participate in our tenders but may submit a new request for qualification at a later date.

At the end of 2022, Enel Americas had expanded it supplier qualification activities by 22% with respect to 2021, reaching 2,417 rated companies.

NUMBER OF RATED SUPPLIERS	2022	2021
Argentina	360	327
Brazil	645	547
Colombia	751	539
Costa Rica	69	73
Guatemala	93	116
Panama	103	103
Peru	396	277
Total	**2,417**	**1,982**

By 2022, we achieved a rating coverage of 98.1% of the total annual amount awarded for Enel Americas, 3.4 percentage points above 2021.

Percentage of new qualified suppliers assessed against sustainability criteria

308 -1 | 414 -1

SCOPE OF EVALUATION	2022	2021	2020	2019
Health and safety	**100%**	100%	100%	100%
Environmental	**100%**	100%	100%	100%
Human Rights	**100%**	100%	100%	100%

Tendering

| 308 -1 | 407 -1 | 408 -1 | 409 -1 | 414 -1 |

At Enel Americas we remain committed to introducing sustainability aspects into the bidding processes, through the incorporation of Sustainability Commitments, referring to minimum Technical Requirements and sustainability K indicators, grouped into the macro-categories of certification, environmental and circularity aspects, such as waste management and carbon footprint assessments according to UNI EN ISO 14067:2018, and social aspects, such as training and employment of people from local communities and actions to respect gender diversity.. We currently have libraries of these requirements and indicators, which we are constantly updating in keeping with market maturity and new business strategies. These are available for use in the bidding processes conducted by the Company's various areas.

Through the "K Sustainability Indicators", Enel Americas generates incentives in the bidding processes so that the companies that offer bids directly do so considering local labor hiring, for the support services to its operation.

During 2022, we conducted 1,214 online tenders and used 696 K sustainability indicators

Country	On-line Tenders in 2022	Total K sustainability indicators used in tenders
Argentina	305	184
Brazil	471	236
Colombia	255	302
Peru	183	158
Total Enel Americas	**1,214**	**696**

WeBUY Platform

We used the WeBUY Global Procurement platform to implement the automatic configuration of **K indicators** and sustainability requirements during the technical information request phase of supplier bidding. This acquisition management platform was useful for systematizing and collecting ESG data for each tender.

In addition, in 2022 we will add new features to the same platform, including the development of the Aggregated Risk Indicator, with which we can measure suppliers' risk levels by means of an algorithm that takes quantitative and qualitative factors into account to identify and mitigate criticalities over time, such as economic or financial losses.

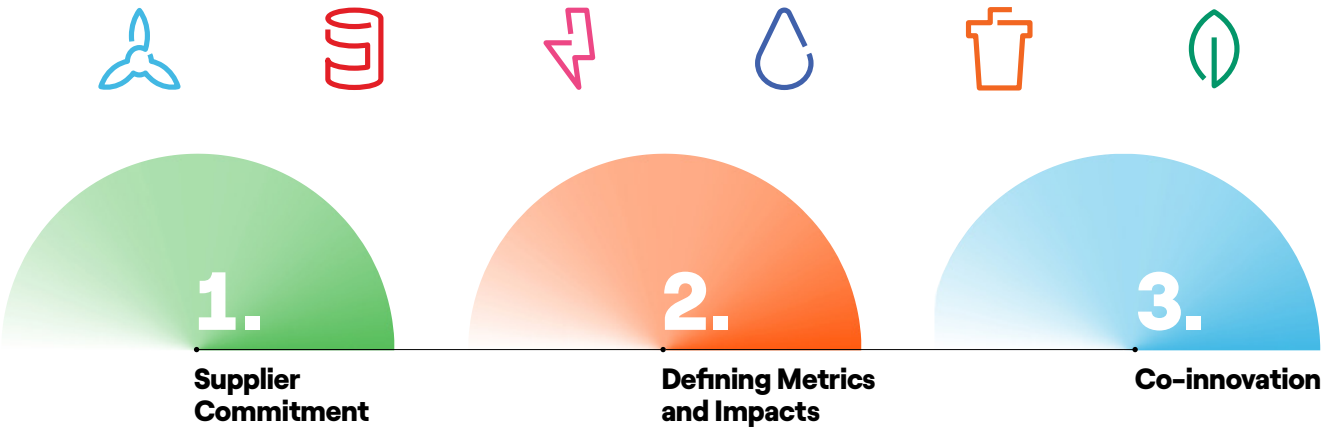
Circular Purchasing Strategy

At Enel Americas, the Circular Economy constitutes a business model that foster competitiveness by integrating the innovation and sustainability variables. In this regard, we have adopted the Circular Procurement Strategy based on the premise that suppliers themselves purchase goods or services that reduce environmental impact and waste generation during their life cycle, in alignment with Enel Group principles.

In 2022 we held outreach sessions with current and prospective suppliers. In **Argentina**, we hosted six breakfasts with selected suppliers by business area, with the participation of our Country Manager and business area managers, to exchange propositions and experiences in order to work on improvement opportunities and detect areas requiring strengthening, all for greater efficiency in service provision.

In the **Central American** countries, we conducted Innova Play where we discussed with companies the circular economy, using technology to their benefit, and renewable energy as a source of income.

Purchasing work, goods and services with the goal of reducing environmental impact and waste during their life cycle.



Tender Phase (K and TR)
Rewarding **suppliers** for their commitment to the transition toward a circular economy.

EPD Program-Material Passport
Quantify, evaluate and validate environmental **impacts** derived from the manufacturing cycle.

Innovation by supplier Design to Value
Re-examine design, production processes and packaging in collaboration with suppliers.

Fewer impacts / Cost savings / Risk reduction / Local supply chain

Hiring

During the contracting phase, we include specific sustainability clauses in all contracts for works, services and supplies. These clauses apply to various aspects including respect, defense and protection of human rights and compliance with ethical and social obligations.

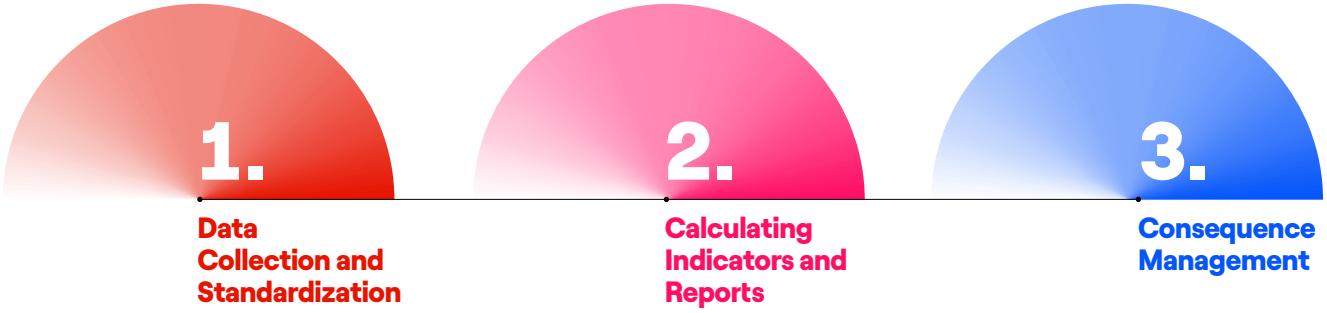
For more information visit here

Performance Management and Development

Supplier Performance Manager (SPM)

The SPM is a system for real-time monitoring of supplier performance in terms of quality, punctuality, safety, environment, human rights, innovation and collaboration. This tool is used to evaluate supplier behavior periodically and throughout the life of the contract, so that we can identify suppliers who performance is and is not aligned with contractual requirements.

Phases of Supplier Performance Management (SPM)



All independently registered suppliers that we have active contracts are monitored in terms of: **1)** continuous reputation (24/7) to detect involvement in criminal actions with special attention to human rights and environmental issues, **2)** legal documents to validate their validity and the non-existence of criminal records and **3)** Contractor Safety Assessments (CSA) in the qualification and service provision stage to assess health, safety and environmental risks in order to identify areas for improvement.

For suppliers with active contracts, we also carry out on-site inspections to verify health, safety and environmental performance and prevent accidents or events that may affect the environment, in addition to objective monitoring through the Supplier Manager performance.

During the consequence management phase, the Consequence Management Committee defines what actions should be taken to stay in line with the performance results of suppliers, aimed at recognizing the merit of those who present excellent results and improving the practices of those who obtained unsatisfactory results.

Throughout 2022, at Enel Americas worked on expanding SPM coverage to include up to 2,660 measurements of a total of 1,581 suppliers with active contracts, for 59% supplier evaluation coverage.

2,660 measurements
out of a total of 1,581 suppliers with active contracts

59%
of all suppliers were assessed under the SPM system in 2022

Country	Total Suppliers Evaluated in 2022	Total Suppliers with Active Contracts Evaluated in 2022
Argentina	791	158
Brazil	933	642
Colombia	518	441
Peru	418	340
Total Enel Americas	**2,660**	**1,581**

Supplier Development

414-1

Our Supplier Development Program (SDP) focuses on the following:

- Establishment a Scouting Plan to identify new suppliers interested in establishing commercial ties with Enel Americas.
- Identifying critical aspects for expanding the number of existing suppliers and implementing solutions to these problems.

Throughout 2022, we continued working on increasing the availability of qualified suppliers in the different purchasing groups and on increasing sustainable competition in the bidding processes.

For this purpose, we focus on making sure that suppliers fully understand how our models work and that they are familiar with the rating and performance evaluation systems. They are also informed of upcoming tenders so that they can begin the rating process in a timely manner, promoting the use of the Global Procurement website.

Suppliers Day 2022

In 2022, we returned to the face-to-face format of Suppliers Day and held it in **Argentina, Brazil, Colombia, Central America and Peru**. At this event, Company suppliers and contractors learned about Procurement evaluation methods, the purchasing model towards a sustainable supply chain and the value creation levers (ESG guidelines) that Enel Americas introduced to better manage purchases. We held panels on circular economy, integrity and compliance, and occupational health and safety.

At this year's Suppliers Day COL & CA the main theme was "Electrification, Sustainability and Energy Transition," as well as presenting the new Enel **Colombia** and the new opportunities arise from the sum of the energy from the four countries. This event was characterized by the collaboration of suppliers from **Colombia** and **Central America**, with the participation of 630 people (460 online and 170 in person). We also officially launched the supplier service center where we presented the 2022 purchasing plan.

Contractor Management

Some of the companies we contract to provide services are subject to labor and social security controls. In 2022, some of them participated in our development programs. Supporting this large workforce is crucial to Enel's compliance and performance in the field.

Contractor Training Program

We devised and implemented a complete training plan for workers of contractor companies, addressing technical aspects related to services and development of behavioral skills, in order to improve collaborator working conditions and the services they provide.

We launched several of these initiatives in 2022, some of which are described below by country:

ARGENTINA
We conducted training on sundry topics such as human rights, code of ethics, whistleblower channels, personal data protection, in addition to explaining the supplier evaluation and rating criteria applied by the Company upon adding contractors to our databases of eligible service providers.

BRAZIL
We launched our Responsible Supplier Program to share good sustainability practices with our suppliers. Moreover, we held a webinar in 2022 on Enel Global's Strategy and Circular Economy, as well as ethics and human rights training in partnership with the "Alliance for Integrity."

COLOMBIA
In 2022, under the framework of the economic reactivation project, we conducted training for more than 600 suppliers with the objective of improving the service experience, expanding our knowledge relative to sustainability, generating synergies and contributing to their growth.

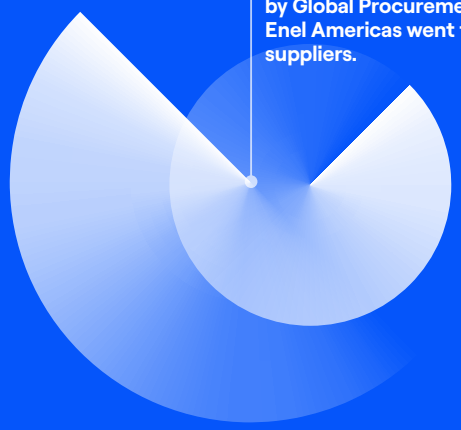
PERU
Our Competitive Business Program aims to share with our suppliers the Company's methodology for preparing a sustainability report aligned with our standards. For three months we worked alongside representatives from the Global Reporting Initiatives (GRI) and 27 suppliers, who subsequently drafted and published their 2021 sustainability report using this methodology.

Support for local jobs and small and medium-sized enterprises (SMEs

204-1

We have leveraged Global Procurement to create space in the Company for local suppliers with contracts exceeding 1 million Euro to participate in our purchasing processes. In the same vein, we have separated supplier rating requirements, depending on the level of security risk and integrity associated with the type of supply or service required, with more stringent requirements for multipart services.

During 2022, Enel Americas awarded USD$ 3,429 billion dollars to 370 local suppliers, which represents 81% of all contracts.



81%
of the contracts awarded by Global Procurement in Enel Americas went to local suppliers.

COUNTRY	Number of Local Suppliers Contracted > 1 M €.	Concentration of spending on local suppliers.	Total Amount of Local Supplier Awards > 1 M €.
Argentina	15	37%	US$ 65,225,791
Brazil	260	88%	US$ 2,848,335,427
Colombia	63	67%	US$ 355,569,573
Peru	32	53%	US$ 159,833,392
Total Enel Americas	**370**	**81%**	US$ 3,428,964,184

Supporting Suppliers with Innovative Solutions

Together with the Innovation area we have designed new qualification models, such as the New Innovative Firms, to encourage entrepreneurs—specifically startups—to participate in the Enel Americas bidding processes

Startups are considered ideal partners as they adequately interpret the markets, using fast and dynamic tools with ideas that have concrete development possibilities. For this reason, Enel Americas set up a special selection process for startups, following several criteria defined by the Company, such as years of seniority, number of employees and absence of profit sharing. Startups are subsequently assessed against minimum requirements and are offered a simplified process to begin collaboration.

Suppliers and Human Rights

In keeping with the Group's global guidelines, we require our suppliers and contractors to adhere to our corporate Human Rights Policy, paying particular attention to high-risk and high-conflict circumstances, including the hiring of child labor or the existence of forced labor among the workers of goods and service suppliers. We monitor and evaluate supplier compliance with the principles of our corporate Human Rights Policy during the term of all third-party contract.

Specifically, in 2022 Enel **Brazil** held a webinar for all our suppliers, expressly addressing ethics and human rights. This event was given by Brazilian institutions specialized in the subject and included a presentation of a procedure on how to manage human rights risks in the suppliers' own supply chain. This event brought together 192 people from 124 companies.

In the case of Enel **Colombia**, during the period we carried out 152 inspections of contractors and 105 inspections specifically for renewable energy projects, all within the framework of the annual program of legal-labor inspections, where we verify contractors' compliance with employees-related labor obligations. As a result of these inspections, the contractors draw up action plans aimed at correcting and improving issues identified in the findings.

This year in **Argentina**, we invited suppliers to participate in a *webinar* given by the Latin American Justice and Gender Team. the Latin American Justice and Gender Team. The objective of this meeting was to develop a space to raise awareness among representatives of companies in the Enel Americas value chain on the issue of violence and harassment in the workplace. This action is framed within the Human Rights Plan as a closing of the *Due Diligence* carried out in 2020

192
This event brought together 192 people from 124 companies

152
inspections of contractors

105
inspections specific to renewable energy projects

Vía de Evacuación
A la Derecha
EDEGEL

Engaging communities

Management Approach

3 - 3

We integrate the social perspective into our business strategy, focusing on generating and distributing value, seeking synergies that enhance growth along with innovation, jointly solving the challenges of each territory and strengthening ties with the communities in which we operate.

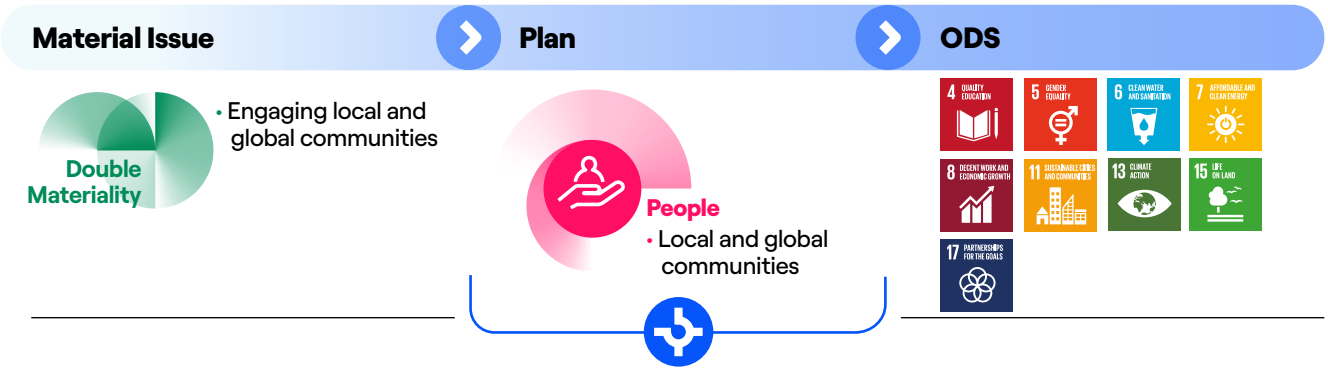
We base our relationship on listening and permanent dialogue as a way to provide answers and co-design sustainable solutions to the needs of communities in economic, social and environmental areas, with a focus on gender and human rights, extending the opportunities offered by the energy transition throughout the value chain.

We seek to strengthen resilience and empower local communities by recognizing their role in the electrification process towards a zero-emission economy.

447
Projects in 2022

More than
2.1
million people benefited since 2015

179
CSV model applications



TARGETS

ACTIVITY/TARGET	TARGET PLAN 2022-2024 (1)	2022 RESULTS(2)	TARGET PLAN 2023- 2025 (3)	ODS
Number of beneficiaries by educational programs (thousands)	1,104	979	1,205	4 17
Number of beneficiaries by energy access programs (thousands)	11,057	7,939	11,930	7 17
Number of beneficiaries under decent work and economic growth programs (thousands)	3,087	1,789	2,960	8 17

1. Plan 2022- 2024 represents the cumulative target from 2015 to 2030.
2. Cumulative results since 2015
3. Plan 2023- 2025 represents the cumulative target from 2015 to 2030.

HOW THE PRINCIPLES OF THE HUMAN RIGHTS POLICY ARE APPLIED

Respect for the rights of communities	Enel Americas is aware that its activities can have an influence on the communities where it operates, so it is committed to making its investments in a sustainable manner and promoting cultural, social and economic initiatives in local communities to advance social inclusion through education, training and access to energy with communities towards a just energy transition.
Respect for the rights of local communities	Enel Americas is committed to respecting the rights of local communities and contributing to their economic and social growth through programs for economic development with local identity and green jobs.
Respect for the rights of indigenous and tribal peoples	Enel Americas is committed to involving all relevant stakeholders, including indigenous and tribal communities, when developing its projects, as the active participation of the community throughout the process is essential, which is why it is working on adequate social management in the Windpeshi Project.

Engaging communities

203 - 1

At Enel Americas, we believe it is essential for communities to play a leading role in the energy transition, which has led us to focus our community relations strategy on moving forward together with local communities towards this transformation, ensuring that it is just and inclusive.

At a territorial level, we are present throughout the countries where we operate, working with communities and social organizations, as well as with their local governments, through a deployed team dedicated to understanding their needs and identifying points of convergence with our corporate strategy.

During 2022, we contributed more than US$53.379 million to the communities surrounding the areas where we operate. 85% of this was direct investment; 7% to commercial initiatives with a social impact; and 8% to charitable donations. Of the total investment, 80.7% was in cash, 10% in administration, 9.2% in goods, and 0.1% in volunteer activities.

During 2022, including the initiatives of the 17 SDGs to which Enel Americas contributes, about 447 projects were carried out with approximately 2.1 million people benefited.

Creating Shared Value (CSV)

Since 2015, the Enel Group has been developing a Creating Shared Value (CSV) model that allows us to contribute to socio-environmental challenges and issues at different stages of the life cycle of assets, through a series of analysis, planning and monitoring tools. Through this framework, we design and implement actions linked to the needs of each project and territory, mitigating potential environmental impacts and maximizing the development of social benefits. We do this with an inclusive, participatory approach and promoting respect for human rights, enabling the development of actions in conjunction with the communities, so that they truly respond to their priorities and needs.

Some of the main guidelines developed to ensure the effectiveness of our community relations are as follows:

- Identify community leaders with whom to establish contact.
- Present maintenance projects or activities scheduled for development, possible social and environmental impacts of the work, and ensuing mitigation measures to be implemented.
- Enable open dialogue concerning the perceptions and expectations of the parties involved.
- Facilitate open dialogue concerning the perceptions and expectations of the parties involved.
- Share information on the channels established for receiving requests, claims, complaints and suggestions, as well as for maintaining smooth communication between the company and contractors.
- Train all employees and contractors who carry out activities involving interaction with local communities on environmental standards, community management and Enel's Human Rights Declaration before starting activities.

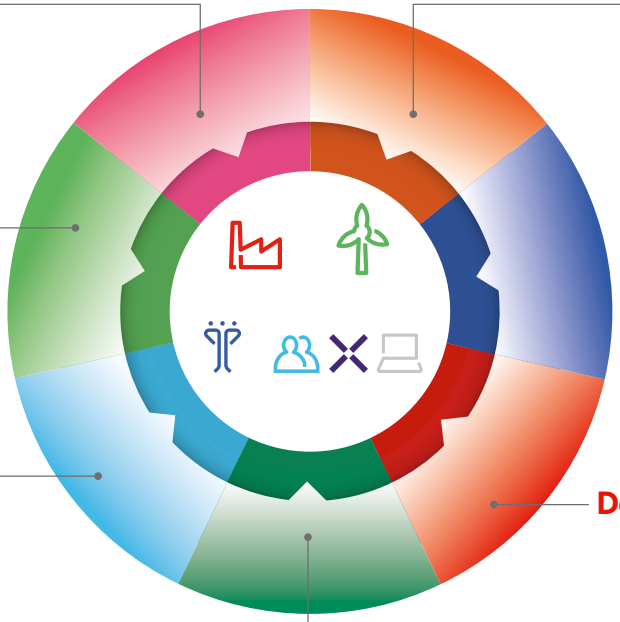
CSV Model

Context analysis
Identification of key factors related to socioeconomic and environmental aspects of the communities.

Stakeholder Identification
Mapping and prioritizing key stakeholders and documenting their needs.

Monitoring, evaluation and reporting
Process monitoring, impact measurement and reporting of key indicators.

Analysis of material topics and risks, potential opportunities
Identification of material topics for stakeholders and the company and of potential risks and opportunities.



Implementation of the CVC plan
Implementation of CVC plan actions, possibly with strategic partners.

Definition of the CVC plan
Definition of an action plan for Creating Shared Value (CSV) in line with the priority issues that emerged from the impact analysis conducted.

Execution of the CVC plan
Implementation of actions

During 2022, we implemented the CSV model at all of our assets in operation, both in development and construction stages. This translates into 535 total applications in our different business lines.

Enel Américas	Thermal Generation	Generation	Infraestructure and networks	Market y Enel X
Business Development	1	58	5	1
Engineering and construction	0	9	1	0
Operation and Maintenance	12	71	17	2
Total	**13**	**138**	**24**	**3**

Note: The use of at least one CSV tool in relation to an asset or project at any stage of the value chain and in any line of business is considered an application of a CSV process. CSV applications in the Business Development or Operations and Maintenance phase may be related to operating assets where modernization projects are being performed. CSV applications in the Engineering and Construction phase may relate to assets that will be transferred to the O&M phase at the end of the year. The number of CSV applications in Infrastructure and Networks (I&N) may refer to the concession area, but also to areas identified by municipalities and substations.

Policy and Procedures

Our commitment to social sustainability is manifested in each of our activities, by facilitating the creation of articulated solutions together with public, private and civil society actors, in pursuit of the sustainable development of the territories where we are present, embodied in our Sustainability and Community Relations Policy.

To put our policy into practice, we have processes and procedures that guide the relationship with the communities with which we work permanently, in order to avoid the potential risks that could arise when making decisions that are not aligned with our guidelines regarding the legitimization of counterparties and the evaluation of contexts.
The procedures and policies to regulate the relationship with our communities are as follows:

- ***Definition and management of the CSV process*** defines how to design, execute, monitor and evaluate the various sustainability plans in the different territories.
- **PPM (Project Portfolio Management)** system defines the KPIs and the methodology for calculating impacts based on the characterization of the various social and environmental investment initiatives.

Lines of Work in Community Engagement

203 - 2 | 413 - 1

For the identification and subsequent definition of sustainability actions, we consider the scenario at the Americas level, taking as main inputs for the definition of our community engagement strategy the most important social challenges of each country, such as multidimensional poverty, energy vulnerability and climate crisis. To this end, we have established five lines of work adapted to the realities of each territory where the Company is present, linked to the United Nations SDGs.

	AREAS OF ACTION	LINES OF ACTION	PROGRAMMATIC FOCUSES
4 QUALITY EDUCATION	Education for sustainable development	• Attendance and schooling • STEM and climate change • Art, culture and heritage	• Scholarships • Educational programs • Promotion and dissemination
7 AFFORDABLE AND CLEAN ENERGY	Energy, access, quality, safety and efficiency	• Electrification • Energy efficiency • Inclusion and energy security	• Rural and suburban electricity • Technology and infrastructure • Knowledge development
8 DECENT WORK AND ECONOMIC GROWTH	Economic development with local identity and green jobs	• Green jobs • Promoting entrepreneurship • Tourism	• Technical training and job placement • Capacity, technology transfer and financing
11 SUSTAINABLE CITIES AND COMMUNITIES	Housing, services and environment	• Access to basic services • Habitability • Community infrastructure and public spaces	• Infrastructure, technologies and governance
13 CLIMATE ACTION, 15 LIFE ON LAND, 6 CLEAN WATER AND SANITATION, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Planet: climate change and natural resources	• Waater • Biodiversity • Waste and materials	• Water management • Conservation • Waste recovery

ODS	Activity	Annual Beneficiaries	2015-2030 Goal
4 QUALITY EDUCATION	High quality education. Inclusive and fair	979,000 (1) 2015: 15 mil; 2016: 84 mil; 2017: 188 mil; 2018: 66 mil; 2019: 168 mil; 2020: 122 mil; 2021: 118 mil; 2022: 217 mil	1,205,000 beneficiaries
7 AFFORDABLE AND CLEAN ENERGY	Access to clean and affordable energy	7,939,000 (1) 2015: 474 mil; 2016: 646 mil; 2017: 455 mil; 2018: 1.420 mil; 2019: 1.047 mil; 2020: 891 mil; 2021: 1.700 mil; 2022: 1.305 mil	11,930,000 beneficiaries
8 DECENT WORK AND ECONOMIC GROWTH	N° Jobs and sustainable economic, inclusive growth	1,789,000 (1) 2015: 138 mil; 2016: 80 mil; 2017: 98 mil; 2018: 29 mil; 2019: 38 mil; 2020: 595 mil; 2021: 232 mil; 2022: 579 mil	2,960,000 beneficiaries

(1) Cumulative beneficiaries since 2015

Main 2022 Community Projects

Education for sustainable development (SDG4)

We believe that education is the fundamental engine for sustainable development at an individual and collective level, so we provide the communities with financing, tools and content that allow them to advance in the fulfillment of their respective projects.

Enel Américas	Projects	Beneficiaries	Area
2022	139	217,000	4 QUALITY EDUCATION

Argentina

In terms of education for sustainable development (SDG 4), in **Argentina** during 2022 we implemented measures such as:

Energy transition workshop: we seek to raise awareness and train students in their last year of technical schools in the Federal Capital and provinces about renewable energies in a didactic and experiential way, in conjunction with the Technical Education Department of the City of Buenos Aires. During 2022 we carried out the online courses with a classroom practice module at the *Centro Metropolitano de Diseño*, as well as classroom transition courses in high schools and Labor Training Centers in our area of influence. **This workshop benefited 717 individuals.**

Electricity workshops electricity: these are free basic electricity courses, which are taught virtually by teachers from the National Technological University, as well as advanced electricity courses. In this way, we are helping to prepare better technicians for the market. **It is worth mentioning that 101 members of the community were trained.**

Recycling with social impact: the project seeks to reuse wood (coils and boards) as an input for the carpentry workshops of technical high schools and vocational training centers, saving on the cost of raw material for public schools in an unfavorable economic context in education. We worked with *Centro de Formación Profesional N°15, Asociación Civil Las Imaginarias and Organización el Jardín del Elefante, Inst. Tecnológico San Bonifacio and Escuela de Educación Secundaria Técnica Nro. 9 de Piñeiro*, **impacting a total of 442 beneficiaries.**

Recycling of unused computer equipment: we promote the reuse of unused computer equipment in computer classrooms in educational institutions, vocational training centers and cooperatives. In this way, we provide computer material of vital importance for their activities; we save on the replacement of computer equipment for public schools and vocational training centers and contribute to the infrastructure of the institutions. Likewise, in order to contribute to the digitization of social entities, **we delivered 68 unused computers, which had an impact on 2,155 people.**

Educational trip to Buenos Aires: we contributed to the trip of middle school students from Villa El Chocón to visit places of educational interest in Buenos Aires, such as universities, museums, educational talks. Eighteen students and three teachers participated.

Brazil

In **Brazil**, we encourage education for sustainable development (SDG 4) through the following initiatives:

Sustainable School: in this project we sponsor agroecological spaces in local schools to enable environmental education activities in the regions. The spaces have a composting structure, a vegetable garden with medicinal plants, vegetables and fruits, and a chicken coop. The students also promote activities in the communities, based on the learning developed in the schools. **To date, two communities are involved, with a total of 333 beneficiaries.**

Plant nursery: we set up a nursery to ensure the preservation of native plants, as part of the mandatory reforestation program. With this we expanded the scope of the project to include regular pedagogical activities with students and seasonal activities with local communities (such as local river clean-up days). **The scope of this initiative covers nine communities and 800 beneficiaries.**

National Electric Energy Olympiad: action that we carry out hand in hand with the National Electric Energy Agency, in partnership with Brazilian energy distributors in elementary schools, to promote sustainable habits that can contribute to the use of energy efficiency and encourage learning. **In 2022 we have benefited 155 communities, in 429 schools and a total of 119,719 students.**

Energy at School: as the objective of this initiative, we reinforce the conscious consumption of electricity, the preservation of the environment and the responsible and efficient use of natural resources. We operate mainly in public schools, benefiting teachers, children and young people through the delivery of educational content. Our activities include teacher training, rational and efficient use of electricity in students and society, a visit to Enel's plant, and interaction in the energy bus, which contains virtual reality videos and totems with educational games. **To date we have benefited 67 communities with a total of 332 schools and a total of 115,141 students.**

Creative Schools: in this project we aim to promote artistic and cultural actions in public schools associated with energy. In addition, we install photovoltaic panels and replace equipment that complement the actions to improve the infrastructure of the units. The main activities we executed are free courses, debates, didactic concerts, theater presentations, dance and film screenings, which **involved four communities and 5,001 people from 39 schools.**

Brazil

Continuation

Support for the Luz e Pencil Educational Center: this is an educational institution that serves vulnerable children in the southern zone of São Paulo who are in their initial stage, i.e. between 1 and 5 years of age. We promote access to quality education through comprehensive early childhood development. **To date, we have benefited 175 children monthly through the free delivery of educational resources.**

Amanhã Ceará Symphony: in this project we promote cultural democratization and socio-cultural inclusion through music classes, choirs, orchestras and musical instrument classes; thus enhancing the tripod of sustainability. **A total of 7,620 students have benefited.**

Abracopel Contest: drawing, writing and video contest based on the Procel Education methodology, which works on the importance of conscious consumption of natural resources (mainly electricity), through the concepts of sustainable development and energy efficiency. Some of the activities we carry out are Lives with guidance; evaluation and *feedback* of the work done; selection of the winning works; awarding of the students' prizes. **A total of 18 communities have been involved in these initiatives, which have impacted 18,453 beneficiaries.**

Colombia

In **Colombia** we promote various initiatives to collaborate with SDG4, education for sustainable development:

Educating with energy: the objective of this initiative is to facilitate decision-making by adolescents and young people in public schools in Bogota and Cundinamarca, by strengthening socio-emotional skills and vocational and professional orientation processes. In this way, we enable transformations in the personal, family or social sphere, with a view to sustainable development **for 80 teachers and 100 students.**

Good Energy for your School: this is a program that we have been developing since 2016 with the objective of improving the infrastructure in different institutions in the communities of our area of influence, encouraging the education process. **Its evolution has expanded coverage reaching 10,319 children and young people in 2022 benefited** in educational institutions in Bogota, Cundinamarca, Huila, Cesar and Atlántico. For implementation in 2023, agreements have already been signed to benefit the student population of Arbelaez, Puerto Salgar and Tocaima.

School kits: we delivered 3,704 school kits to children and young people from 23 Wayuu communities belonging to schools in the area of influence of the wind farm, line and road of the Windpeshi wind farm project. **A total of 449 students from four educational institutions in the municipalities of Fundación and Pivijay in the Department of Magdalena were benefited.**

Training with the National Apprenticeship Service (SENA): some of the topics covered include forestry use with chainsaws, scythe handling, road controllers, and design and assembly of basic photovoltaic solar systems. For each territory we have different counterparts, such as SENA's Atlántico Regional Office, the office of the Gaira Aquaculture and Agroindustrial Center, and SENA's Guajira Regional Office. **146 people and 21 communities have benefited from this program** in the municipalities of Sabanalarga, Ponedera (Guayepo project), Pivijay (Fundación project) and Uribia and Maicao (Wayuu indigenous communities of the Windpeshi wind project).

Construction of classrooms in Uribia: these are 6 typical classrooms with Wayuu finishes, built on the land corresponding to the Flor del Campo community, which is in the process of being recognized as a neighborhood as part of the urban area of the Municipality of Uribia, located in section 1 of the Wimpeshi project because it is on the edge of the road. **With the constructions we benefit a total of 295 children who will receive education** in preschool, elementary school and sixth grade of high school, for this important support that Enel Colombia has provided to the strengthening of education in this area.

International Street Theater Festival: in collaboration with Fundación Socya, **we developed this initiative that benefited 500 local participants** and visitors to the municipality of El Colegio, who appreciated the performances presented through the financing of the group Fundación Gota de Mercurio Arte Escénico, which presented the comparsa "La familia cachaca rueda" and the play "Cinco citas de amor para tiempos de desamor" (Five love quotes for times of heartbreak). In this way, spaces for integration and recreation were provided to the population of the municipality of El Colegio, within the framework of the XX International Street Theater Festival 2022.

CEER SIBATE - Network of Centers of Excellence for Rural Education: we strengthen science, technology and innovation (CTeI) capacities for schools in rural contexts for students to appropriate and use ICTs in the municipality of Sibaté, department of Cundinamarca. **10,334 students have participated in the workshops developed jointly with Cstar - Consulteg -Tknova.**

Peru

For more information visit here

For more information visit here

In the area of education for sustainable development (SDG 4), in **Peru** we implemented:

Strengthening Education in I.E.20487 Santa Elena de Piedritas: we seek to contribute to the improvement of the educational quality of the Santa Elena Educational Institution, a rural educational institution located in the town of Piedritas. **To this end, we support them financially to improve infrastructure, hire teachers, purchase uniforms for students and school mobility for 143 students.**

School Campaign: as we do every year, in alliance with NGOs, we support elementary and pre-school students in our areas of direct influence, with the delivery of basic and necessary implements to promote proper learning. School *kits* and *packs* are delivered to students in Lima, Junín and Piura provinces, containing notebooks, pencils, paints and more. **Nationwide, we have benefited 5,981 students.**

Reciclatec: in this initiative we aim to reuse technological devices through donations to support the educational quality of low-income communities. This year we delivered 120 complete sets of equipment and 30 school laptops to students and teachers at schools and institutes in our areas of influence in Lima, Junín, Ica and Piura. We also delivered 5 tablets for the companies created from the productive projects carried out in Junín and the Lima region. **In 2022 we will benefit more than 600 students nationwide, 6 schools, 1 institute and 2 enterprises.**

Enel and Sinfonía por el Perú Alliance through the "Enel Nucleus": Since 2012 we have been promoting cultural education in alliance with Sinfonía por el Perú, an association directed by the Peruvian tenor Juan Diego Flores. To this end, choir and symphony orchestra workshops are developed for children and young people in vulnerable situations, generating social inclusion, promoting creativity, discipline, musical talent and values. **Of the 382 students, the most talented are promoted to the Symphony for Peru and perform concerts in the most important places in Lima.**

Central America

Costa Rica

Educational strengthening program: we contribute resources to cover the basic schooling needs of boys and girls. To this end, we allocated funds for the purchase of uniforms and school supplies for elementary school students and contributed resources to cover the costs associated with high school students. Regarding indicators, **we involved 5 communities, where in the community of Don Pedro we benefited 31 students of which 45% were women, in Río Volcán 42 students with 57% of women and in Chicas 88 students with a participation of 37% of women.**

Webinar Women in STEM careers: a space where we seek to position the role of women in the clean energy and sustainable development industry. Aimed at high school students, teachers and the general public, *the webinar was given* by female engineers from our company, who told their stories about what it means to be a woman in the electricity industry. The activity closed with the visit of a group of students from the Atenas High School to the hydroelectric power plant, being the first high school group to visit the plant. **Fifty-seven students participated in the activity.**

Guatemala

lay Energy: with a cooperation agreement with the Ministry of Education, we developed a program to promote knowledge on issues related to sustainability in the municipality of Zunil. **In this regard, in 2022, on the one hand, we delivered 60 program guides to six educational establishments, reaching 435 beneficiaries**, and on the other hand, we executed and presented four creative projects on circular economy, waste and solid waste management, forest care and renewable energies.

Panama

Innova Play: a project in which we seek to promote leadership, circular economy, renewable energies and sustainability through an innovative approach to the SDGs. In the program we deliver *tablets* and printers, computer training for teachers and the children will receive courses on circular economy, the world of SDGs and renewable energies. After this training, the children, together with their teachers, enter the ideation stage of a project focused on circular economy that helps to solve a problem in their communities, which are later evaluated and awarded. **The program reached 2,000 beneficiaries.**

Seed of knowledge: we trained **more than 20 small farmers** from the province of Chiriqui and Cocle at the Center for Environmentally Sustainable Development (CEDESAM) in an alliance between Enel Green Power, City of Knowledge and the Imaginari Foundation. The objective of the training was to stimulate the reduction and/or compensation of the ecological footprint of communities and public and private actors, developing initiatives aimed at the creation of agribusinesses.

Leaders for the SDGs: a program in which **we trained 25 young schoolchildren** in topics related to the SDGs, their importance for the planet and the use of social networks as a source of dissemination.

Open Doors: we once again opened the doors of our Fortuna Hydroelectric Power Plant to welcome the public and train them in the generation of hydroelectric energy at the plant. **More than 200 people attended the event.**

Energy: access, quality, security and efficiency (SDG7)

Within the framework of the roadmap for a just energy transition and with the objective of reducing the gaps that determine energy poverty conditions, we work to improve access, quality and equity of electricity supply, improving the quality of life of families.

Enel Américas	Projects	Beneficiaries	Area
2022	151	1,305 billion	7 AFFORDABLE AND CLEAN ENERGY

Argentina

From **Argentina** we collaborate with this line of work of the company through the following initiatives and projects:

Community Leadership Network: this network is the basis of a territorial mapping of all actions related to counseling, support and implementation of specific projects. With a specialized group, we carry out social intervention in the neighborhoods with different activities such as accompanying the process of normalization of the organizations, providing technical and commercial information for the identification and survey of community needs, among others. In this way, we maintain a permanent channel of dialogue and rapprochement with the community and permanently contribute with information about our service. **We benefited 5,175 people.**

Energy that Adds Program: this is a space in which we raise awareness among new customers in vulnerable neighborhoods on the efficient and safe use of energy, together with advice on contact channels with the distributor and commercial information through community agents. In this way, it is possible to provide tools for families to reduce their bills. **In 2022, we resumed the program in person and benefited 26,748 people in a total of 27 neighborhoods.**

Workshops within the framework of the Winter and Summer Plan: we developed meetings of community agents with referents of settlements and contact with customers in neighborhoods with service quality problems, reinforcing issues such as safety and energy efficiency. During 2022, we held meetings with community referents of popular neighborhoods, sent 15 mini videos with advice on energy efficiency adapted to the corresponding season, made telephone contacts for advice and workshops on responsible use of energy and safety, among others. **We impacted 3,288 people.**

Easement Workshops: in order to raise awareness in these areas (easements), already invaded by vulnerable communities that are in conflict, we continuously monitor these lines and carry out a special maintenance plan in these areas. We also accompany the community through safety workshops and brochures in a joint effort with municipalities. During 2022 we developed an awareness plan in those neighborhoods where there are encroachments on the easement strip of high voltage lines, in the area of Ing. Budge - Lomas de Zamora and in the municipality of Quilmes, **reaching 91 people in the community.**

Electrical Upgrades in Neighborhood Clubs: together with the *Federación de Organizaciones Deportivas de la Argentina*, we provide support in this area to neighborhood clubs that provide a social service to the community. To this end, we start with a diagnosis to determine the need to change

Argentina

the lighting fixtures; then, we install alternative energy sources and adapt the facilities in terms of safety. In this way, we contributed to reducing the costs on the bills of these clubs due to the lower consumption of electricity. In 2022, we contributed to the renovation and reconditioning of part of the electrical installation of the Libertad Juniors Club in Florencio Varela and the installation of lighting fixtures, **benefiting more than 200 people.**

Efficient lighting in vulnerable neighborhoods: in collaboration with neighborhood associations, through solar luminaires built by the community's own neighbors, we contribute to the strengthening of renewable energies. In 2022, we installed 10 luminaires in *Centro de Formación Laboral N° 403*, made by students and neighbors of Barrio San Jorge in the municipality of Florencio Varela, and 10 luminaires in *Centro de Formación Laboral N° 401*, in the town of San Vicente. **Both projects benefited 1,350 people.**

Brazil

In **Brazil**, we promote programs and initiatives for improvement and combination in order to contribute to SDG 7:

Refrigerator Replacement: this program allows us to enter low-income areas with high social vulnerability and urban violence, in addition to reducing electricity consumption by replacing refrigerators with newer and more efficient equipment, helping to reduce consumption and consequently the family budget. **So far 87,438 people have benefited from this program, and we have been able to replace close to 20 thousand refrigerators, impacting 170 communities.**

Light Bulb Replacement: together with community leaders and local governors, we replaced old light bulbs with more efficient LED bulbs for customers living in areas of high social vulnerability, thus reducing electricity consumption and, therefore, the value of the energy bill. **In this program we have involved 258 communities, with a total of 418,597 light bulbs replaced.**

Energy Efficiency in Public and Commercial Buildings: in this program we implement energy efficiency actions in public and commercial buildings such as hospitals, universities, security institutions and public schools with the objective of implementing efficiencies that lead to a determined reduction in energy consumption. To this end, obsolete and/or high consumption equipment is replaced with more efficient equipment. **With this program we have benefited 15 communities, which translates into more than 71 thousand people and almost 12 thousand MWh of energy saved.**

Brazil

Continuation

Efficient Public Lighting: in this project we promote the replacement of light bulbs in public streets and avenues, through the Public Call for Projects. In this way we seek to implement efficiencies that lead to a determined reduction in energy consumption and maintenance costs of the public lighting system, which ultimately contribute to reducing situations of insecurity and violence in the city. **Two communities have been involved in this project, equivalent to 21,346 beneficiaries and more than 4 thousand MWh of energy saved.**

Ecoenel: we focus on waste recycling to contribute to the preservation of the environment. The program offers a rebate on the electricity bill for those who take recyclable materials to clean points or mobile collection points. For this, we develop environmental education activities in different spaces, recycling of different types of materials, prospecting and development of partnerships, monitoring of beneficiaries and indicators, events and campaigns. **Econel has been implemented in 45 communities, which translates into more than 46 thousand beneficiaries. This initiative has also avoided the consumption of more than 490 million liters of water, more than 30 MWh of energy consumed, and 57 thousand trees preserved.**

Community Wedding: we developed an event in partnership with the Court of Justice in the city of Goiânia (Goiás), which was attended by a thousand couples. During the event, the couples received tips on how to save energy, gifts were given, and light bulbs were exchanged. The event ended with the participation in the raffle for the replacement of refrigerators. **More than 1,600 people participated, 173 refrigerators were replaced, and 306 light bulbs were changed.**

Colombia

In **Colombia**, we are promoting the following initiatives to ensure access to quality and equitable energy:

Seed Plan: in conjunction with SENA and collaborating companies, with the common objective of guiding young people in the development and training process so that they can be trained in relevant subjects and help them to grow professionally with the company, **in 2022 we worked with a new group of 22 young people in the municipality of El Colegio.**

Migrant Population Support: together with the International Organization for Migration, we delivered a complete photovoltaic system that includes panels, battery bank, installation and commissioning of five humanitarian assistance trucks, which allow autonomy of office and medical teams on the roads. These mobile offices travel routes of migrant trekkers in: Nariño, Norte de Santander, Santander, Cauca, and Bogotá metropolitan area. **During 2022, the number of beneficiaries totals more than 38 thousand, 51% of whom are women.**

Lighting up Community Spaces: in the activities of this initiative we integrated the maintenance and technology update of the poles installed in 2018 and 2019. In the town of Guavio, **more than 500 people and 4 communities, adding up to 1,350 people and 10 communities of Río Bogotá, have benefited from this initiative** that we developed together with *Fundación Litro de luz*.

Peru

In **Peru**, we also implement programs and initiatives to contribute to SDG 7:

Illuminating my community: we contribute to the development of the most vulnerable communities located in localities near the generation plants that do not have energy from the distribution network and are not in the concession area of Enel Distribución Peru. The program provides access to clean, free and efficient energy, with renewable technologies, such as photovoltaic panels, wind and hybrid energy, designed according to the needs and contexts of the families. These are off-grid systems that allow for alternative electrification in mainly rural areas. **Since 2021, we have installed systems in six locations in three regions of the country (Junín, Moquegua and Ica), with a total installed power of 30,130 W, benefiting more than 3,500 people from 881 families, as well as educational centers and other social organizations.**

Instituto Pachacutec: with this program we train young adolescents with limited resources to become electrical technicians. The course is developed with the Pachacutec Foundation in Lima. After three years, the students have the opportunity to work in the electrical sector, most of them in our value chain. **By the end of 2022, 99 students (14% female) had participated in this training, bringing the total to 830 young people since the program began in 2006.**

Energy to Grow: is a project where we seek to increase, optimize and generate greater shared value of electrification projects in emerging communities such as human settlements in Enel Distribución concession areas. As part of the electrification process, it includes the socioeconomic analysis of the localities to be electrified, talks on energy efficiency and safety in favor of the populations that will receive the energy. It also identifies community leaders in the localities and carries out other actions that contribute to the development and quality of life of the populations, optimizing the electrification process. **By the end of 2022, more than 16 thousand lots had been electrified.**

Central America

Panama

Electrification of the Charco Azul Chiguiri community: we developed this project where **more than 70 households will receive electricity**. The initiative was developed under the auspices of Law 26, which promotes a fund for the development of ideas focused on electrification in hard-to-reach areas.

Developing the economy with local identity and green jobs (SDG 8)

Our economic activities strengthen the financial autonomy and prosperity of the communities, by collaborating with them and involving authorities, the private sector and civil society.

Together with the communities, we work on sustainable tourism initiatives, seeking to promote the local identity of the territories and natural environments where Enel's generation plants are located. We promote the joint design of tourist routes operated by the communities themselves, which provide associated products and services.

Enel Américas	Projects	Beneficiaries	Area
2022	157	579,000	8 DECENT WORK AND ECONOMIC GROWTH

Argentina

In **Argentina** we are committed to economic development with local identity and green jobs (SDG8), evidenced by the following initiatives:

We are Green Attitude Agroecological Vegetables: at Enel Generación we offer agroecological vegetables and fruits (pesticide-free) in its plant canteen, promoting the consumption of food grown without pesticides. The purpose of the initiative is to shift from traditional to agroecological farming, thus allowing a better quality, greater safety and healthiness, and reducing costs for growers, finding a marketing alternative for these products and thus improving consumer prices and producer's profits. The plant promotes this project with an impact on **job creation and economic growth**. Liserar purchases products from Vivera Rodrigo Bueno (a cooperative of women entrepreneurs) and offers the plant's employees quality products in the plant's canteen.

We are Sustainable Tourism: Villa El Chocón tourist corridor (efficient lighting stage): this initiative involves designing a technical project to develop tourism in Villa El Chocón, based on a diagnosis, identifying three tourism circuits, designing and creating four levels of informative/educational signage for each of the circuits in the tourist corridor, and restarting guided tours of the plant. **We began to analyze a plan for lighting the Mirador de la Cruz viewpoint in 2022 for the efficient lighting stage, a project that will be completed in 2023.**

Supporting social and popular economy development: in 2022 Edesur purchased goods from Productive Units (UP) of the social and popular economy, supported by the Secretary of Human Development and Habitat of the GCBA; we signed a contract with the Cooperativa de Trabajo Vivera Orgánica for the planting of native trees and we also participated in the First Congress of Sustainable Purchases RONDA of the GCBA, showing our case of contracting productive units for the provision of normal services offered to the distribution company. **More than 100 people benefited.**

Artistic performances in the Company's substations: the façade of our substations was decorated with community approved artwork and executed by local artists, with the help of our ally MURO SUR. Works were carried out in the following substations: SE Transradio (Lomas de Zamora), SE Spegazzini (Ezeiza), SE Novak (Florencio Varela) and SE Once (CABA). **Eight hundred neighbors benefited from these actions.**

Argentina

Continuation

Partnerships for competent resources (contractors): to create a pool of resources with the required skills for Edesur's contractors, during 2022 we met with the employment and production units of the municipalities in the area of influence and with the technical education department of the province of Buenos Aires and CABA (Buenos Aires Autonomous City Government). This also included the graduates of the free courses we conducted in partnership with the Universidad Técnica Nacional (National Technical University) and applicants from the community. **We impacted 219 people.**

Brazil

Our initiatives in **Brazil** contribute to and promote the development of communities as follows:

Photovoltaic System for local communities: we installed 11 photovoltaic systems to generate up to 2500 kWh/month, providing access to energy and improving the crop irrigation system, given that the water supply runs on hydraulic pumps. **This means benefits for one community and a total of 742 people.**

Recruiting local workers: together with our partner SINE, we developed a program to foster employability and skills development, focusing on job opportunities for the local population. As a result, we enhance the traditional communities' cultural heritage, improve the self-esteem of vulnerable groups, and empower women. **To date, nine communities have benefited, totaling 234,765 people.**

Enel Sharing Entrepreneurship: this program encourages and supports projects that promote development of low-income individuals, groups and communities, by stimulating networking and community association for productive purposes. To do so, we undertake actions such as establishing sales channels, training for the management and market development, respect for the environment and the possible contribution of structure and inputs. Monthly meetings are held to follow up and develop productions on a monthly basis; marketing actions for products made by production groups; training and professional development courses; handicraft classes for society. **To date, 17 communities have benefited, i.e., more than 8 thousand people involved, in 105 different production groups**.

Vegetable Gardens under the Transmission Lines: this project was developed in partnership with non-governmental organizations and private sector companies to use Enel's transmission lines for the implementation and development of urban vegetable gardens, providing job opportunities and income generation from the sale of the products grown by the project participants. In addition, the project seeks to address malnutrition issues by providing access to healthy and nutritious food for the population. **To date, the initiatives implemented have totaled 318 beneficiaries and generated income of more than US$98,000**.

Enel sharing opportunities: this initiative contributes to youth and adult employability and training for those who want to earn an income and/or join the labor market. For this, we create partnerships to deliver classes; we screen people to ensure attendance and assist them until the moment they are hired. We have implemented the initiative in 40 communities, which translates into 14,360 beneficiaries to date. **Of these, 2,160 young people have developed some activity in the last 24 months and 132 have a work contract.**

Brazil

Continuation

Female electricians: in a joint effort among our subsidiaries, CRAS and municipalities, we developed a training opportunity as a low voltage electrician for people who identify with the female gender. Thus, promoting women's integration into the labor market, challenging prevailing male gender stereotypes in the profession. **Almost 1,900 women have participated in the training and 82 have graduated. Of these, 31 electricians have a work contract, generating a total income of almost US$19 thousand.**

Citizen soldier, professional transformation: this is a program in which we contribute to the professional transition process of military personnel who complete the military work cycle and need to join the civilian labor market. With the integration of our Sustainability and HSEQ areas with SESI/SENAI and the army, we have delivered tools for them to specialize as distribution network electricians. **To date, the program has 70 graduates out of a total of 156 enrolled.**

Energy Collection: this project is aimed at the socioeconomic development of socially vulnerable women, adding value to the fashion market. To this end, we have created training programs on business, conscious fashion and circular economy for productive groups and artisans, support for the production and modeling of the re-signified items, and support for the marketing of these items through fairs, events and online. **More than 30,000 women have participated in this initiative, generating income of up to US$5,000.**

Colombia

In **Colombia**, we promote economic development with local identity and green jobs (SDG 8) through the following projects:

Adhering neighborhoods: strengthening community and organizational capacities is the objective we have in this project, which is focused on four areas: legality culture, efficient energy use, digital competencies and project formulation. The initiative is being implemented in three districts: Altos de la Florida, in the municipality of Soacha; Hacienda los Molinos, in the Rafael Uribe district; and Barzalosa, in the municipality of Girardot.

Fruit production network in Cabrera: this initiative serves one of the communities worst affected by the armed conflict in Colombia, in the municipality of Cabrera. A group of farmers in the community identified the need to improve the efficiency and sustainability of tree tomato production. Thus, they started a process with the Government of Cundinamarca and obtained resources to complete the planting of **17,500 seedlings of the fruit on 35 hectares of land**.

Entrepreneurship program: the objectives of this project are to identify and support entrepreneurship in the area of influence of the " Bogotá Región 2030" investment projects. To this end, three launch workshops were held in the municipality of Girardot, **with 58 attendees.**

Promotion of job openings in construction projects: together with several stakeholders, we partnered to hire local labor during the construction stage of the "Bogotá Región 2030" investment projects. Two job fairs were held to publicize job vacancies for construction assistants, construction workers and electrical technicians for the Calle Primera, Río and Barzalosa projects.

Road Improvement in Ubalá: this is a road upgrade project implemented in the municipality of Ubalá to allow access to the area for any type of vehicle. **There are 4,000 beneficiaries, including men, women, children, and senior citizens from 12 villages or communities.**

Sustainable production systems: we improved the quality of life for families in the area of direct influence of the power plant. This initiative, developed together with the local Ubalá Association, aims to improve the family and local micro-economy. **Over 370 people, 94 families and 12 villages of Ubalá and Gama in Guavio benefited from this initiative.**

Job openings: in keeping with our commitment to contribute to decent jobs and local economic growth, we partnered with contractors, the Public Employment Service and the National Learning Service to offer job openings and to provide employment in some stage of our projects. **More than 900 people hired in the different communities of our areas of influence, who in some projects account for 50% of the total number of collaborators**, are participants of Guayepo, Fundación, Guavio and Río Bogotá.

Peru

The following projects and initiatives are being promoted in **Peru** to promote community development:

Protein substitution through guinea pig breeding: with this initiative we seek to increase protein consumption by families, in this case guinea pig meat, and boost economic development through the generation of additional income to the family budget. Participants are trained in guinea pig breeding and the preparation of stews, receive personalized technical visits, materials to implement better breeding spaces, and internships to see successful experiences. **In 2022, thanks to the project, the 42 participants have raised the consumption of guinea pig meat in their households, as well as the income from the sale of guinea pigs.**

Curibamba coffee: we intend to promote farmers' economic development in Junín by strengthening their knowledge about their crops. These are trained on marketing strategies and autonomy to carry out the coffee quality control so that they can sell specialty coffees based on quality at better prices. **The project established a 49-member cooperative and has benefited 42 farmers.**

DAR Callahuanca: Through the international campaign "Enel for Peru", and the partnership with Caritas del Perú NGO, we raised more than US$ 400 thousand in contributions from collaborators throughout the Enel Group. With this, three irrigation canals were built to efficiently use the irrigation systems, along with training and technical visits to the plots of the farmers involved, and the agricultural practices of more than 45 hectares of avocado, custard apple and vegetable plantations were improved, increasing product production and sales. **To date, the project has managed to benefit more than 80 agricultural producers (70% women)** from the population of Callahuanca and Barba Blanca, which was affected by the Coastal El Niño Phenomenon in March 2017. This project also allowed the creation of two SMEs: Empresa de Productores de Callahuanca S.A.C. and Empresa Agrícola Barba Blanca S.A.C., both SMEs have 50 members, of which 60% are women.

For more information visit here

Livestock project: in oder to achieve comprehensive livestock development in the rural community of Marcapomacocha in the province of Yauli, the Regional Agriculture Authority of Junín and Enel Generación Peru signed an inter-institutional cooperation agreement in favor this community regarding the production of llamas. The project intends to repopulate and genetically improve the llama population of the rural community and set an important milestone in the history of the community. **With this initiative 240 people have benefited.**

Training on construction: we held 3 courses of 120 hours each on topics related to civil construction in the cities of Marcona and Nasca, on masonry, formwork and ironwork, and electrical installations. These programs will provide young people from the provinces with skills that will enable them to access local jobs. As a result, these young individuals will gain experience and will be able to become skilled workers in their own communities. Thus, gaining experience, they can be hired by our contractors in our upcoming projects in the area. The courses were held at local educational institutions, thanks to an agreement with UGEL Nasca, and were taught by the National Training Service for the Construction Industry (SENCICO). **In total, we have benefited 3 districts and 120 young men and women.**

Competitive fund: we supported works such as common areas improvement, implementation of offices, toilets and meeting room of the Asociación Irrigación Clemesí (AIC), as well as support to local enterprises for their economic reactivation. The funds involve equipping restaurants, stores, poultry breeding supplies, electrical equipment, and the provision of tanks for the storage of drinking water for the association's users, **benefiting 400 people.**

Central America

Guatemala

Family vegetable gardens: we provided materials and inputs to build family vegetable gardens in the municipalities of Zunil and San Jerónimo, home to vulnerable communities. We provided training and technical guidance to 200 beneficiary families. In total, 20 vegetable gardens of 25 m2 each were built, with production of horticultural plants and revegetation of urban areas.

Business Development Centers: we helped young and adult women to graduate from the business development center, delivering materials and supplies for technical training courses that enable them to join the labor market or start a business. A total of 40 women benefited in the municipality of Zunil.

Cutting vegetation in transmission line easements: we negotiated and cut the vegetation that grows inside and outside the easement, as it creates a risk of de-energizing the transmission line. **As a result, 1550 people and 13 local indigenous communities benefited, hiring 150 people on a temporary basis and generating US$114 thousand in additional income for the rural communities.**

Housing, service, environment (SDG 11)

We address the multidimensional poverty gap by providing solutions to improve habitability, road connectivity, basic services and the environment of the communities. In addition, we work on the rehabilitation of public areas and the development of community infrastructure to improve the quality of life of the communities around our operations.

Argentina

Improving Transradio Substation environment: EDESUR implemented a plan to improve the surroundings of this substation, considering how difficult it was for our employees to access the substation to perform their work, due to waste buildup on the access road and the lack of security. Therefore, together with the neighbors and the Santa Catalina municipal delegation of the Municipality of Lomas de Zamora, we organized actions such as the artistic mural on the walls of the substation and the planting of 20 native trees on the access road by the Rodrigo Bueno Organic Nursery Work Cooperative. **The beneficiaries of this action are 590 neighbors and workers.**

Donation of secondhand furniture: we donated the company's secondhand furniture, hence extending their service life. The beneficiary institutions were Sonrisas para los Chicos Asociación Civil and Grupos de Scout Argentina, Dock Sud - Avellaneda, **impacting 573 people**.

Brazil

Visits to Lago Azul State Park: we sponsored visits to Lago Azul State Park as well as educational activities for visitors. The primary audience were students from local schools, who attended a lecture at an environmental education center in the park, where they learned about local flora and fauna. They also visited the two available trails and the old structures of the power plant, thus strengthening the relationship with the local communities. **So far 135 students have visited the park.**

Bioagua: it involves building three rainwater collection devices for the community, store water in tanks, reuse wastewater to irrigate gardens, a domestic system, and a biological septic tank. **Thus, we contribute to the quality of life of the families that total 45 beneficiaries.**

Colombia

Diploma on Energy and Electrical Safety: we offered a Diploma on Energy and Electrical Safety to improve the knowledge and understanding of strategic stakeholders in the Company's area of influence, regarding the electrical system and the care of the grids. The program was carried out with Universidad L**os Andes and 137 people were certified, 37 women and 99 men**.

Electroterminal beautification: our goal with this project was to promote ecological connectivity and the generation of ecosystemic services in the territory to increase ownership of the project among the neighboring community, through graffiti, the implementation of vertical gardens, community orchards and planting of vegetables. Sixty-four residents, students and young people from the community in the area of influence participated in the project. **They painted 148 m2 of graffiti designed and created by the community and young graffiti artists in the area, planted 30 m2 of vertical gardens and another 30 m2 of community gardens with 120 vegetables.**

Improvement agreement to improve tertiary roads signed between Enel and the municipality of El Colegio - Cundinamarca: we contributed to improve mobility residents near the operation of the hydroelectric power plants of Rio Bogotá, as a joint initiative with the Mayor's Office of the municipality of El Colegio. **More than 3,900 beneficiaries in the villages or communities of Paraíso and surrounding areas.**

Bio-healthy parks: we contribute to create areas promoting social interaction; facilitating physical exercise; and promoting recreation for the community living the operating areas of Pagua chain. **To this end, we worked with social organizations in Trujillo and Marsella, benefiting 700 people.**

Community bus stops: we implemented a project to build and operate seven bus stops that improve the quality of life of inhabitants of areas surrounding the Bogotá River generation stations, contributing to the community furnishing of the areas of influence, i.e., Veredas Paraíso, Antioquía, Trujillo, La Junca and Zaden of the municipality of El Colegio, JAC (Junta de Acción Comunal) Trujillo, JAC Paraíso, JAC Antioquia, JAC Trujillo, JAC La Junca, JAC Zaden. **700 people have benefited.**

Building eco-efficient stoves: we are working on replacing open firewood stoves with eco-efficient stoves that minimize exposure to smoke generated by burning wood. Target communities are Paraíso, Antioquia, Marsella, Antioqueñita, Helechos, San José, Francia, Trujillo and Trujillo Puerto in Río Bogotá. **By the end of 2022, we advanced with the construction of 32 stoves, benefiting 200 people during the first phase of the program.**

Peru

Training on Ecotourism: this program seeks to promote learning and strengthen rural community-based tourism management and development through experience sharing. To this end, we reward successful experiences that increase income from the sale of better rural community-based tourism products and services. **By the end of December 2022, 50 people had taken part.**

Improving infrastructure for risk prevention Enel: together with the communities and local authorities, we promoted the development of infrastructure works that allow risk prevention in environmental issues in the locations of influence of the power plants. In this context, a tractor was delivered this year to the community of Uchubamba, a piece of equipment that had been decommissioned by the company. We also reinforced the Piñón bridge in Monobamba, carried out risk prevention works in the town of Caruya and contributed to road infrastructure works in the town of Vitoc. **More than 2,000 people benefited from this project.**

The Planet: Climate change and natural resources (SDGs 6, 13, 15)

As part of our work in this area, and by means of our "Planet" line, we aim to contribute in addressing the biggest challenge facing society as a whole: the climate crisis. This approach includes water resource management, biodiversity conservation and waste and materials management through their valorization.

Argentina

Biodiversity plus green areas + native flora: we develop biodiversity projects to promote labor inclusion through training, farming and commercialization. Thus, enchancing local ecosystems and protecting native nature conservation. Additionally, we contributed to developing an educational nursery to be managed by individuals or organizations from the local community.

Surveying native flora and fauna in company buildings: in 2022 we made a survey of the existing flora in substations 180 Almirante Brown and 277 Glew, to start a flora inventory focused on its maintenance and responsible pruning. **The activity was developed in coordination with the Escuela Secundaria Agraria N° 1 de Ezeiza.**

Biodiversity tree planting project: 20 native trees were planted to improve the environment of Edesur's Transradio substation in the Santa Catalina neighborhood of Lomas de Zamora. This action prevents trash buildup and burning and contributes to improve the neighbors' environment. The planting was carried out by the Cooperativa de Trabajo Vivera Orgánica LTDA (cooperative of women entrepreneurs) in partnership with the municipality. **590 people benefited from the plantation.**

Colombia

Thomas van der Hammen Reserve conservation agreement: in order to consolidate the reserve, we planted 500 trees of 29 native species to protect and preserve the city of Bogota's ecosystem and biodiversity. It was possible thanks to the coordination between the District Secretary of the Environment, responsible for developing the floral designs, us donating the native tree and four schools in the area of influence, who contributed part of their land for the planting.

Guali Wetland Sponsorship Plan: our goal is to improve and preserve the wetland by means of different activities such as reforestation workshops, controlling invasive species, installing biofilters to improve water quality, and financing or developing technical studies to guide the wetland's recovery processes, among others. **Twenty-five residents of the municipality of Funza attended the first home gardens workshop, and we recovered 80 kg of OSB board from the packaging of electrical equipment and 70 kg of wood from the Calle Primera substation. The result of the workshop was the construction of 20 home gardens**, which the participants took home. In the second waste conversion workshop, with the **attendance of 17 residents of the same municipality, we recovered 25 kg of wood from the packaging of electrical equipment and 22 kg of aerosol paint cans and 4 kg of plastic.** As a result of the workshop, 17 lamps were built for the participants to install in their homes.

Forest Reborn: since 2012 we have been working on the restoration and protection of 690 hectares of the High Andean Forest ecosystem, in a place called Bosque Renace. We perform planting, hiking, landscape contemplation and environmental education activities with the communities in our area of influence. The forest is open to the public and can be visited by families, companies, research groups, schools, and tourist groups. **During 2022, 476 people visited the forest and 55,647 voluntary and mandatory plantings have been made.**

Peru

Recycle power: in this project we partnered with the recyclers of "nuevo amanecer" to improve their internal processes, secure the supply of recycled materials and train the association to broaden its scope. We developed the initiative jointly with the provincial municipality of Talara, the Ministry of the Environment and RECICLA LATAM. Since December 2021 we have delivered eight containers, a van to transport the materials collected, and training and awareness-raising sessions to the community. **20 recyclers are the direct beneficiaries of the program, and the indirectly close to 130,000 inhabitants of Talara have benefitted from the project.**

Pine and bamboo afforestation project: to help reduce deforestation in the communities close to our operations, we provided training and technical assistance to the communities of Unión Condorbamba, Marancocha and San Juan de Uchubamba as part of the pine and bamboo afforestation project. As a result of this project, we worked on the reforestation of more than 20 hectares and helped rehabilitate the ecosystem and create local jobs. **This project involves fifty local residents, but benefits more than 1,000 people in the area.**

Central America

Costa Rica

Annual afforestation and celebration of the Chucaz school tree day: we conducted afforestation activities with trees native to the area. First, by planting 400 trees on land near the reservoir, attended by about 60 people, including students and teachers, as well as volunteers from the Company, where an environmental awareness day was held. The second was a tree day celebration with students from the Chucaz school, where a tree was planted for each student, with the participation of 10 students and 2 teachers, in addition to an environmental talk on the importance of trees in ecosystems. **In summary, this project benefited 2 communities involving 72 elementary school students and teachers.**

Guatemala

Eco-remanufacturing: tons of plastics are removed each year from the El Canadá hydroelectric plant that are carried down the Samalá River and then transferred to a collection center. A total of 9,000 pounds of sorted solid waste were collected and transformed into 100 boards of hard plastic, which were used to build creative classrooms and repair desks. **A total of 25 people benefited directly and 500 indirectly.**

Afforestation days: we carried out 18 afforestation days in partnership with other institutions, in which local stakeholders invited us to participate and support. **We benefited 800 people, covering 12 hectares planted with five native species.**

Access to drinking water in summer at the Pan Muk summit: we reached an agreement with the community to perform maintenance on our easement and to monitor the towers of the Chixoy substation, in exchange **the company will provide 50 families with water storage containers, a 100% Mayakekchí indigenous community.**

Water and Sanitation: we contributed to water chlorination in the municipality of San Jerónimo, where previously there was a handmade chlorination unit that did not guarantee homogeneous sanitization. **Thus, 1,500 people in 3 municipalities benefited from the implementation of a semi-industrial chlorination system, the construction of wells and the improvement of the distribution system.**

Panama

Green fences: More than **3,000 ornamental plants** were planted in the Madre Vieja project to create biological corridors that interconnect multiple wildlife hotspots. This was carried out by a group of 20 women who took part in the training sessions called "knowledge seeds", who put their knowledge on environmental issues into practice, with us as their first client.

Vivarium Lab: we built Vivarium Lab in Chiriquicito, as an area for training adults, young people and children on environmental issues, with a hands-on approach. Ciudad del Saber Foundation and the Imaginari Foundation were involved **in the initiative, hoping to reach 3,000 beneficiaries by 2023.**

Customer training on circular economy: we organized training for customers on circular economy with the support of IESA, a management training institute in Panama. **More than 25 customers attended our in-person version of this program.**

Bio-healthy parks: we developed a community project with the Esperanza and Jaguito organizations aimed at embellishing the community and its recreational areas. **In the Esperanza community more than 1,500 people benefited, in addition to the 1,000 beneficiaries in Jaquito.**

Other important projects

Brazil

Inclusive sports and leisure: our goal is to create a socio-educational space in areas of social vulnerability through sports. For this, we promote social interaction, family engagement and cognitive and motor improvement of children, adolescents and young people with or without disabilities, through physical activity and leisure activities, at various locations in the municipalities in our concession area. **During this year, 33 communities have taken part in the project, which translates into more than 40 thousand beneficiaries.**

Leadership network: Local community leaders meet monthly to build partnerships around networks to design and implement solutions to mitigate community-related problems. Among the issues addressed by the initiative are the loss of energy, as well as the unplanned occupation of the territory. Monthly meetings are held with community leaders; they are offered commercial assistance through a specific channel for this target audience; and support is provided in other areas. **To date, 102 communities have benefited from the program, resulting in 108,215 people accessing the activities and 809 active leaders.**

Brazil

Continuation

Art and energy: by means of this project, the walls of Enel's substations are painted with thematic safety issues and awareness is raised on the subject, highlighting cultural and territorial identity aspects. Graffiti workshops are held targeting the labor market with young and adult participants. Among the actions developed are the mapping and definition of substations and walls; mobilization of the younger audience for the graffiti workshops; integration with other projects and sustainability actions; and alignment of visual communication for painting and scheduling of lessons with the stakeholders. **To date, 1,130 beneficiaries from nine communities have benefited from this program**.

Fishing, sustainability and knowledge: these are various projects sponsored by two educational institutions: the Association of Fishermen and Fish Farmers of Cachoeira Dourada and the restocking of fish in Lago Azul in Campo Mourão. The initiative has benefited 43 people and aims to reduce waste in public spaces, learn about the environment, strengthen local institutions and/or associations and promote environmental education.

Colombia

Solid waste repurposing: this is an initiative aimed at recycling solid waste from the construction phase of the projects by involving the communities in the areas of influence. A circular economy approach is used for this purpose. **A total of 4 tons of solid waste were repurposed and more than 150 individuals per project were involved in 24 workshops for solid waste repurposing.**

Exterior façade or wall beautification and intervention at substations: together with the graffiti groups of the Los Mártires and Fontibón localities, the project was carried out **using natural photocalytic paint on 215 m2 of the enclosure of the San José substation and 225 m2 of the Terminal substation.**

Peru

Comprehensive Healthcare Program: for over 10 years, we have offered the community five primary healthcare specialties, serving more than 200 families near the Chimay and Yanango hydroelectric power plants. The program also focuses on reducing anemia in the locality, where 100% of the children are cared for. **In 2022, more than 200 monthly appointments were made.**

Christmas campaign: in keeping with our commitment to support the most vulnerable communities around us, we adapted our Christmas campaign to support the country's economic reactivation. For this, we gave Christmas baskets with basic foodstuffs purchased mainly from local businesses. In 2022, we gave more than 7,500 Christmas baskets in Piura, Junín, Ica, Moquegua, Lambayeque and Lima, **benefiting 274 elementary school students from schools in Enel's area of influence, 54 students from the industrial electricity program at the Pachacútec Institute, and seven entrepreneurs from the area of influence and their families.**

Central America

Costa Rica

Support for the Costa Rican Red Cross: in 2022 we continued to contribute to the fuel supply for the emergency care units, enabling ambulances to be available to attend emergency calls. **The action involves six communities, and we were able to benefit 3,200 potential patients.**

Support for the Atenas senior citizens' home: in this social initiative, we sponsored a mountain biking activity to raise funds to cover the maintenance and operating expenses of the Hortensia Rodríguez senior citizens' home, where around 90% of the senior citizens are 100% dependent. **As a result, we have directly benefited 55 senior citizens.**

Health insurance for students: During the pandemic period, mandatory payment of student insurance was cancelled in Costa Rica. Thus, creating a weakness in the health coverage of children, and we encouraged the payment of insurance for elementary school students of La Balsa and Chucaz schools, **covering 100% of the students of these institutions. We benefited 2 communities with 74 elementary school students.**

Good energy for your school: this project generates benefits for schools in the area of influence by reusing unused materials such as zinc sheets and pipes, which, as well as providing manpower, has allowed some of the schools to upgrade their facilities, mainly roofing. **We have benefited 2 communities and 78 elementary school students.**

Corporate volunteer work

Wherever we operate, we promote corporate volunteer programs involving our employees in different projects with a social focus. By means of these programs, we integrate with the different stakeholders, seeking mutual benefit and the development of social actions together with the community.

Argentina

Volunteer Mentoring Program: together with the People and Organization department of Enel Argentina, employees volunteer as mentors to assist in the execution of educational projects in secondary schools. The program is implemented jointly with the Argentine Electric Association. **97 students from 5 vocational high schools and 14 mentors were involved in the development of 17 projects.**

Voluntary Training to Social Economy Suppliers: we assisted in the training of the workers of the Cooperativa de Trabajo Vivera Orgánica on occupational health and safety issues and advised them on the scope of the insurance required for the provision of the service. **Fourteen women benefited.**

Brazil

Rede do Bem: Enel's corporate volunteering program in Brazil, launched in 2012, has made a difference in the lives of our employees and thousands of community beneficiaries. Focused on fostering citizenship and the culture of social commitment, this program has a collaborative and dynamic format, similar to a social network, making volunteers the main focus of the activities on the platform, proposing actions and impressions afterwards.

In 2022, the program benefited 27,186 people and involved 3,757 volunteers, through 43 activities, which are divided into "Seasonal Campaigns" (occurring throughout the year, such as collecting donations, support in critical natural events, such as floods and landslides, recurring in-kind contributions to charities, etc.), "Mulheres da Energia" (female engineers volunteering to raise awareness among women about the labor market in STEM careers) and "Natal com Propósito" (Christmas campaign with donations from employees for productive groups to develop educational toys that are distributed to institutions for children in social vulnerability).

SER - Grid Sustainability: SER is Enel's internal Sustainability culture program that, since 2015, through its four pillars (Environmental Being, Economic Being, Social Being and Human Being), aims to highlight Enel's socio-environmental commitment and Governance - ESG, with emphasis on Human Rights. The 2022 edition brought content related to Enel's mission to lead Enel by 2040 for a just transition to Net Zero. And as a challenge, **we involved 6,613 participants, present in 35 events throughout Brazil**. We invited 70 facilitators, mainly in-house, who addressed topics related to the environment, economy, social and human issues (Circularity, conscious economy, energy transition, sustainable financing, diversity, social inclusion, physical and mental health, Human Rights, etc.).

Colombia and Central America

Volunteer work: By means of three areas of volunteer work of our employees, my time, my knowledge and my hands, **we have collaborated with nearly 200 people who were involved in activities** developed in Colombia, Guatemala, Panama and Costa Rica during this year. The various programs included recreational and educational activities, tree planting, cleaning activities, market building and improving the infrastructure of educational institutions. **In addition, another 49 people participated in the international volunteering program, connecting Energies.**

Peru

Enel Peru Volunteer work "Let's lead by example": In Enel Peru's volunteering program our employees are given the opportunity to engage in activities that contribute to bring about a change in society. In 2022, **the activities were focused on contributing to SDG 4, with 91 employees volunteering** as teachers at the Pachacútec Institute, where they taught Industrial Electricity courses virtually to students at the institute. We also reinforced Kallpachay and SOS Mentoring school classes for entrepreneurs within Enel's area of influence. Finally, **we delivered lectures on technical topics and soft skills to students. In summary, we collaborated with 274 elementary school students from Enel's area of influence, 54 students from the industrial electricity program at the Pachacútec Institute and 7 entrepreneurs from Enel's area of influence and their families, with a total of 91 employees involved.**

Central America

Costa Rica

Waste removal: The Río Grande is one of the most polluted rivers in Costa Rica, carrying various types of waste, which accumulate on the banks of the river. Plastic waste was picked up from the river, an activity that **involved 10 in-house volunteers and the support of four contractors**. 700 kilos of plastic were removed, sorted and sent for recycling to be converted into plastic wood. This was a pilot activity for what could become an annual program.

Central America

Costa Rica

Continuation

Christmas gifts and fruit bags: In December we collected gifts from our employees to donate to communities in the canton of Mora and Colonia Virgen del Socorro. A total of 32 gifts were collected and with the help of volunteers from the company we delivered these gifts and fruit packages to 250 children from schools near Don Pedro and Río Volcán. **Five communities and 280 children from schools in the area of influence received gifts.**

Cultural and anti-bullying activity at the Chucás hydroelectric plant: we promoted physical and mental recreational activity for students at the La Balsa and Chucaz schools, where the main themes were safe internet use, self-knowledge, and anti-bullying. We delivered talks explaining the main risks in the use of the internet and how to deal with them, we conducted a children's Yoga activity to promote connection with their own bodies and minds. **With this activity, we benefited 2 communities and 60 elementary school students and 10 teachers in the area of influence.**

Guatemala

Volunteer work: together with MINEDUC, we participated in the refurbishing of school furniture at the elementary school in the municipality of San Jerónimo, in the department of Baja Verapaz. This is part of our circular economy strategy that we have been carrying out at the Central El Canadá dam for approximately six years and which has resulted in the removal of more than 7,000 tons of waste. **We initially retrieved 1,690 pounds of plastic from the river, which were transformed into 150 plastic lumber boards to refurbish 50 desks and chairs, which benefited more than 50 children at the San Jerónimo elementary school.**

Panama

Adopt an Angel: This is an initiative to put a little smile on the faces of all the children in our areas of coverage during the Christmas season. In Panama, our employees donated 150 gifts and more than 20 volunteers were organized to take 2,210 Christmas bags to all our schools, **benefiting more than 2,000 children.**

Conservation of natural capital

Management Approach

3 - 3

We are committed to the conservation of biodiversity, ecosystems and natural resources. To this end, we adopt concrete measures throughout the entire value chain, under a methodology that identifies, manages, controls and monitors on an ongoing basis.

At Enel Americas we have an organizational structure with high standards and procedures that ensure the protection, reduction and mitigation of possible negative impacts. The Integrated Management System (IMS), a consolidated tool within the processes of the Company, enables us to manage environmental variables through performance indicators for their reportability, traceability and transparency, which are audited annually. At the same time, the SGI is constantly being improved, considering the life cycle analysis of the assets, services and products we offer.

Our IMS promotes the dissemination and exchange of best practices and solutions on different topics: emissions, water resources, energy, waste and biodiversity.

3%
Drop in specific SO_2 emissions, compared to 2021

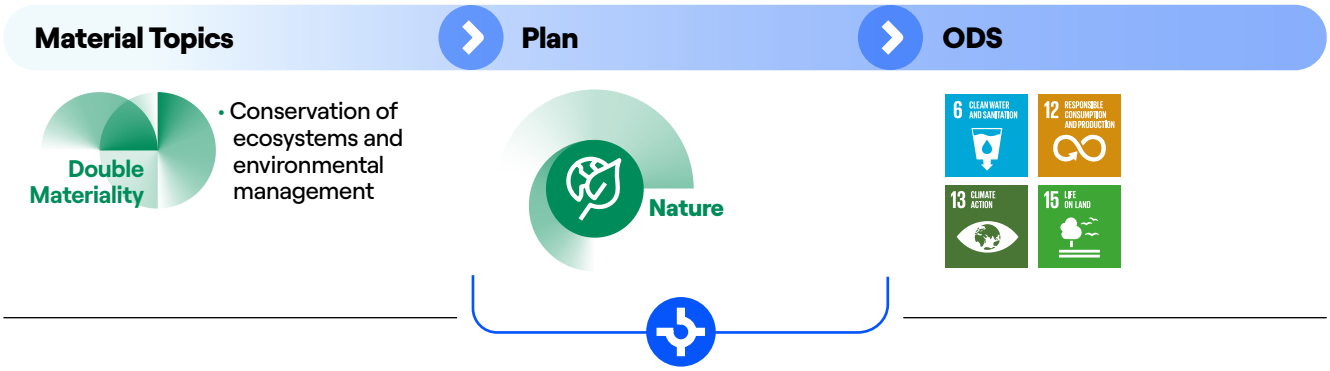
36%
Drop in specific NO_x emissions, with respect to 2021

8,414 ha
dedicated to habitat restoration

0.09 l/kWheq
Specific freshwater extractions (0.08 l/kWheq) in 2021

74
Biodiversity projects at operation sites

Environmental sustainability



The following are the objectives of the previous 2022-2024 Sustainability Plan, 2022 results and the objectives of the 2023-2025 Sustainability Plan, which could change with respect to the previous plan.

TARGETS

ACTIVITY	TARGET PLAN 2022-2024 [1]	RESULTS 2022	TARGET PLAN 2023-2025 [2]	ODS
Reducing specific SO_2 emissions	-94% in 2030 compared to base year 2017	**-25% vs 2017**	-85% in 2030 vs 2017	12 13
Reducing specific NOx emissions	-70% in 2030 compared to base year 2017	**-54% vs 2017**	-70% in2030 vs 2017	12 13
Reducing specific dust emissions	-98% in 2030 compared to base year 2017	**-56% vs 2017**	- 60% in 2030 vs 2017	12 13
Reducing total specific water uses[3]	-	**-54% vs 2017**	-65% in 2030 vs 2017	6 12 13
Reducing waste	-87% in 2030 compared to base year 2017	**-9% vs 2017**	-55% in 20230 vs 2017	12 13

(1) Enel Group target
(2) Enel Group targets and base year 2017 recalculated excluding assets sold as of December 2022.
(3) New Enel Group target to replace total removals.

HOW THE PRINCIPLES OF THE HUMAN RIGHTS POLICY ARE APPLIED

Respecting the environment	Protecting the environment and natural resources, climate action and contributing to sustainable economic development play a strategic role in the planning, performance and development of Enel Americas' operations, hence guidelines are established through environmental governance, actions are implemented for the efficient use of energy and water, proper waste management and a constant commitment to biodiversity.
Respect for local communities	By means of appropriate environmental and social impact assessments, Enel Americas pledges to take into account its environmental footprint and respect for human rights in the areas where infrastructure projects will be designed and built, through initiatives to reuse and reduce the final disposal of waste.

Towards a Nature-Based Model

Protecting our natural resources and fighting climate change are central to our business strategy: preserving ecosystems and species means respecting life, the planet's natural heritage, communities' landmarks and symbols. Our commitment to address the increasing loss of biodiversity in the face of the climate crisis is essential. We have integrated these strategic factors into the planning, operation and development of our activities to promote sustainable economic development in the communities where we operate.

Our operations depend on and impact natural resources. Therefore, we embed risk and opportunity assessment into our governance processes, with specific objectives and targets in line with our environmental management systems, thus preserving the company's environmental assets. Reducing pollution (air, water and soil), circular waste management and decarbonization of our energy mix are therefore key to our business model. Reducing the impact on nature, restoring habitats and sharing the benefits of our services, based on the existing ecosystems in the communities with which we interact, are also key elements of our business model.

Dependencies and Pressures on Biodiversity

Identifying the potential impacts on biodiversity and nature are critical to determine the most effective strategies to avoid, minimize, remediate or compensate for the related effects. Also, characterizing the dependencies on biodiversity and natural capital allows us to define the most appropriate strategies to mitigate risks arising from these dependencies.

Major biodiversity-related risks:

1 Preserving the water cycle for the operation of hydroelectric power plants.

2 Climate and weather phenomena regulation for the operation of all assets.

3 Soil stabilization and erosion control for hydroelectric basins and transmission and distribution infrastructureón y distribución infrastructure.

4 Protection against floods and extreme environmental phenomena for the availability of power distribution and generation facilities.

5 Use of water in production cycles, with a focus on thermoelectric production.

6 Use of raw materials (mineral and non-mineral) for the construction and operation of power generation plants.

7 Electrocution of birdlife due to collision or contact with electrical network

Our decarbonization strategy (see Zero Emissions Ambition for more details) allows us to minimize reliance on raw materials. In addition, by mitigating the risk of climate change, we contribute to ensuring the continued availability of ecosystem services. The main impacts on nature can be summarized as follows:

1. Ecosystem use and modification (terrestrial, freshwater, marine)
2. Resource use (consumptive and non-consumptive water use)
3. Climate change
4. Pollution
5. Disturbance and introduction of invasive species

These risks and impacts are aligned with those identified by the science-based target network (SBTN) and represent the starting point for developing and analyzing mitigation actions. Within this context, we manage environmental resources and actions to safeguard the ecosystems in which we operate, broadening and deepening our knowledge of the territory and adapting responsibly and consciously to the needs of our environment.

Environmental Governance and Strategy

We have established a common structure for all Enel Americas business lines in our environmental guidelines. Thus, we control and monitor environmentally relevant activities, through qualified personnel and under a global environmental information reporting system through the EDEN (Enel Data on Environment) platform, enabling us to design environmental improvement plans.

We have an environmental management strategy that consists of controlling any possible impact on processes and protecting all the environmental components in the territory (people, water, soil, air and biodiversity, among others), thus ensuring compliance with relevant regulations and making rational use of the available natural resources.

Here is a summary of our four main lines of work:

Policy

- Stop Work Policy
- Biodiversity Policy
- Environmental Policy
- Integrated Environmental Management System (IMS))

Operating control

- Environmental inspections of operational activities
- Assessments and Extra Checks on Site (ECOs)
- Compliance (compliance with regulations, voluntary agreements, and management system objectives).

Processes and digitization

Management and results monitoring in KPIs for:

- Waste generation, Waste repurposing, Environmental commitments and their compliance.
- Environmental monitoring
- Monitoring of detected environmental compliance and inspections.

Culture

- Training program for workers and contractors
- Awareness about the Integrated Management System for workers and contractors.
- Training Program: standarization of environmental knowledge (solid waste, biodiversity, PCBs, environmental legislation). biodiversity, PCBs, environmental legislation)
- Dissemination of environmental issues and commemorative days.
- Dissemination of cultural change due to changes in our systems and strategic objectives.

Enel Americas' Environmental Policy

Our policy is based on the following four principles [(1)]:

1. Protecting the environment by preventing impacts.

2. Improving and promoting the environmental sustainability of products and services.

3. Creating shared value for the company and its stakeholders

4. Embracing and fulfilling voluntary commitments by promoting ambitious environmental management practices.

At the same time, this policy considers ten strategic objectives for our operation, among which "going beyond legal obligations" stands out. Under this policy, we undertake to generate voluntary actions and behaviors for the protection of the environment beyond local regulations, for example, by entering into agreements with communities and institutions to preserve water and biodiversity.

[(1)] Enel Americas' Environmental Policy extends to the entire value chain and applies to: all production phases of each product and service, including distribution and logistics phases, as well as related waste management; to each site and building; all relationships with external stakeholders; all mergers and acquisitions; each key business partner (including partners related to non-management operations, joint ventures, outsourcing or external producers); all suppliers including service providers and contractors; and all due diligence processes.

To read our policy click here.

Integrated Management System

| 2-24 | 2-25 |

Our Integrated Management System (IMS) is a tool that allows us to structure, document and optimize our procedures, activities and operations, improving both business monitoring systems and performance in occupational health and safety, quality and the environment. Please refer to the box below for more details on the IMS:

MANAGEMENT SYSTEM	ARGENTINA	BRAZIL	COLOMBIA	COSTA RICA	GUATEMALA	PERU	PANAMA
ISO 9001 Quality	✓	✓	✓	✓	✓	✓	✓
ISO 14001 Environment	✓	✓	✓	✓	✓	✓	✓
ISO 37001 Anti bribery	✓	✓	✓	✓	✓	✓	✓
ISO 45001 Health & Safety	✓	✓	✓	✗	✗	✓	✗
ISO 50001 Energy management	✓	✓	✓	✓	✓	✓	✓
Market share	✗	✓	✓	✗	✗	✓	✗

Roles and responsibilities on Health, Safety, Environment and Quality issues are defined and reported in the corporate organization charts; operating procedures and in compliance with Country legislation reflect the Company's commitment to these issues. This organization also ensures that the Integrated Health, Safety and Environment Management System complies with the requirements of the international standards ISO 14001:2015 and ISO 45001:2018.

During 2022 in Enel Americas, we conducted internal environmental audits or Extra Checking on Sites (ECoS environmental). Over this period, we prioritized environmental permitting at all plants and the implementation of measurable plans, processes that improve traceability and minimize the risk of delays in potential audits.

Environment Management Initiatives by Country

Brazil

Environmental permits: this is part of the National Environmental Policy that sets the conditions required when establishing businesses and activities, mitigating potential environmental damage. This promotes the conservation of natural resources, thus allowing the social and economic development of the country. We keep track of the 98 permits for hydroelectric (27), wind (56) and solar (15) projects in Brazil. In 2022, 16 operating permits were renewed (10 wind and 6 hydro permits). In addition, 11 permits were issued: 10 for wind and one for solar.

Peru

Environmental permits: we keep monitoring our environmental commitments and compliance with current environmental regulations. In 2022, we introduced AMATIA, a digital tool to organize and systematize compliance checks, as well as supervisions and audits by oversight bodies.

Environmental compliance: we complied with the regulations by submitting the PCB Environmental Management Plan (PGAPCB) for each of the generation plants. By the end of 2022, we had approved the PGAPCB of the Wayra wind power plant, the Rubí solar power plant and the Moyopampa hydroelectric power plant.

Audits: audits were carried out in a hybrid remote - in-person mode, which ensured that the certifications of the Integrated Management System in Enel Peru generation remained valid. We conducted 8 internal audits and 1 external audit.

Central America

Panama

Inspection Program of the Fortuna Forest Reserve (FFR): the program enables Forest Management through more than 200 patrols and ground supervisions that include walking the trails, supervision, and cleaning, among others.

Biodiversity Management

| 304-1 | 304-2 | 304-3 | 304-4 |

Protecting biodiversity is one of the strategic objectives of our environmental policy and is driven by a specific policy adopted by Enel Americas, based on the Group's guidelines and operating principles.

In managing biodiversity, we adhere to the highest international standards and principles described in the UN Convention on Biological Diversity (CBD), the Strategic Plan for Biological Diversity 2011-2020 and the CBD's Aichi Biodiversity Targets. This plan calls for preventing negative impacts on biodiversity and, if not possible, mitigating and remediating their effects. Furthermore, residual negative impacts must be offset using measures that respect the principles detailed in the Biodiversity Policy.

The Enel Group, committed to actively addressing the protection of nature and biodiversity, has implemented in its policy key instruments such as the "mitigation hierarchy", dependency impact assessment and analysis of risks and opportunities, provided by the recommendations of the TNFD and the use of the ENCORE tool. These analyzes consolidate the information of all the operations, technologies and areas of operation where Enel is present, including the countries that make up Enel Américas.

For more information visit here

Biodiversity Policy

1. Activities are managed according to the mitigation hierarchy principle, whereby priority is given to preventing or avoiding negative impacts in the first place, reducing and remediating their effects if they cannot be avoided, and compensating for residual negative impacts if they cannot be avoided, and finally, compensating for residual negative impacts.
2. For residual impacts, the policy considers compensatory measures that respect the principle of no net loss of biodiversity and, where applicable, with a positive net balance.
3. It evaluates impact studies for each new facility, including a systematic assessment of the effects on ecosystems, their biotopes, fauna and vegetation species, so as to avoid operating in areas with a high conservation value in terms of biodiversity, adopting the best possible solutions to reduce pressures and impacts on biodiversity everywhere.
4. It cooperates with local communities, academic institutions and NGOs to value biodiversity and develops studies and projects for its conservation and ecosystem restoration.
5. Ensures monitoring of the effectiveness of actions implemented.
6. It reports regularly on its biodiversity performance.

Protecting Natural Resources

At Enel Americas we have decided to deepen our commitment to forest conservation in keeping with the No Net Deforestation principle, as we recognize how important forests are in terms of biodiversity assets and the role they play in terms of carbon sequestration and storage in the long term.

With regard to preserving protected areas, Enel Americas will not build new infrastructure in UNESCO World Heritage Sites. For further information, see **Enel SpA** 2022 Sustainability Report.

For more information visit here

Biodiversity Projects

COUNTRY	Projects				Project type			
	N°	Mandatory	Voluntary	% voluntary	Monitoring	Conservation	Restoration	Research
Brazil	46	38	8	17%	16	7	21	2
Colombia	15	6	9	60%	4	5	4	2
Guatemala	8	0	8	100%	5	-	3	-
Peru	5	3	2	40%	3	2	-	-
Total Americas	74	47	27	54%	28	14	28	4

	Criticism			Less criticism	
Ecosystems					
Terrestrial fauna, Aquatic fauna, Avifauna	Ictofauna		Bats		Terrestrial flora
Red List, information regarding the status of species as classified by the International Union for Conservation of Nature (IUCN).	Critically endangered (CR)	Endangered (EN)	Vulnerable (VU)	Almost threatened (NT)	Worry minor (LC)

TYPE	NR OF ENDANGERED SPECIES					
	CR	EN	VU	NT	LC	TOTAL
	1	9	36	58	285	**389**
	-	2	3	5	58	**68**
	3	3	4	8	80	**98**
	-	-	-	1	2	**3**
Total Americas	**4**	**14**	**43**	**72**	**425**	**558**

Biodiversity Protection Initiatives by Country

ARGENTINA

Site-based biodiversity management guideline: we developed a biodiversity management guideline for Enel Generación Costanera's plant that included training for the plant's maintenance collaborators.

Vegetation cover monitoring and measurement report: for the Chocón and Arroyito sites, we developed reports on the monitoring and measurement of vegetation cover at specific sites around both power plants. We analyzed the vegetation density and abundance indexes for the established points. Using the results, we carried out compensation projects aimed at creating new greenery and improving others in areas of public viewpoints and roundsabouts. These projects emphasize xeriscaping or ecosystemic landscaping by using native species. It consists of creating green areas where the combination of species generates the ideal conditions for the preservation of local flora and fauna.

Biodiversity with job inclusion: this is a project we developed in one of the substations of the distribution company to plant native rioplatense species, which are expected to attract birds, butterflies and other pollinators. The initiative is led by people from a local community organization, La Vivera cooperative, a venture run by 14 women from the vulnerable neighborhood "Rodrigo Bueno", in the city of Buenos Aires.

BRAZIL

Monitoring biodiversity: this program was implemented at operating plants in order to recover native flora. As of 2022, 611.45 hectares were restored by planting Brazilian flora species, besides fauna management by recording 1,236 species, of which 26 are endangered and 80 are endemic (and are found around the projects). We also offered talks and environmental education activities designed to involve stakeholders. These results are key for us to generate value in our areas of influence.

Forest restoration: as a restoration measure, we have the PRAD Program -Recoveration of Degraded Areas- and the Forest Replanting Program, with activities carried out by EAB. In total we have planted and restored 98 hectares, divided into 20 hectares of maintenance at the São Gonçalo Plant, 28.45 at the Lagoa dos Ventos Plant and 22.24 at the Volta grande Plant. We also carried out plantations at the Volta Grande Plant (7.4 hectares) and 20 at the CDSA Plant.

Implementation of agroforestry systems: this initiative involves environmental restoration and agricultural production, bringing together social protection (food production) and environmental protection of the areas. Native plant biodiversity, crop biodiversity and soil protection are the pillars of the activity. EAB oversees the activities.

Environmental permit Enel Ceará: we have mandatory biodiversity projects, arising from environmental permits and authorizations. At the end of 2022, 9 environmental offsetting projects had been carried out, totaling 589 plantations delivered as donations.

COLOMBIA

Tree planting: On April 29, as part of the celebration of National Tree Day, we voluntarily planted 70 Cedar, Corono, Arrayan and Mano de Oso trees at the Arrayanes Club. In addition, we voluntarily planted another 2,000 trees in our RENACE

Forest, as part of our actions to protect biodiversity in the area of influence. Finally, together with social organizations, we planted another 500 trees of 29 native species in the Thomas Van Der Hammen Reserve, in order to protect and conserve this ecosystem of Bogota.

Wildlife stewards: through the *"Enel Biodiversa"* strategy, our aim is to preserve the wildlife surrounding our infrastructure on a daily basis. We monitor our networks to identify possible risks to wildlife and take corrective actions in a timely manner. As a result of a synergy between suppliers and an interdisciplinary team, which analyzed the behavior of the species in our area of influence, we tested different materials for making the protective devices and developed pilot projects to determine the relevance of the best systems.

Records in the Colombian Biodiversity Information System: we have recorded more than 29,000 flora and fauna entries of 450 species in the Humboldt Institute's Biodiversity Information System (Sistema de Información sobre Biodiversidad - SIB). As of today, among the more than 29,000 records in the Sib, 408 species are in one of the threat categories of the International Union for Conservation of Nature - IUCN and 8 are in one of the categories established by the Ministry of Environment and Sustainable Development.

Urban Biodiversity: we worked on voluntary reforestation by planting 736 native trees in approximately 7,954 m2 of the available area. We created synergies between the environment and the sustainable mobility projects, which allows us to contribute to the environment fiendly connectivity within the city, in areas of environmental interest such as the Thomas Van Der Hammen Nature Reserve. The second project generates ecosystem services and facade enhancement for the inhabitants of Usme, through the installation of vertical gardens and community orchards in an area of 50 m2.

Construction sites: we worked on protecting and preserving biodiversity, by rescuing, medically assessing and relocating more than 1,000 wildlife individuals in our reconstruction sites. In addition, we rescued and relocated more than 3,000 epiphytes (endangered species).

El Quimbo Tropical Dry Forest Ecological Restoration Plan: The plan was designed to be executed in two phases: a pilot or research phase and an implementation phase. Among the most important results of the BST Ecological Restoration Plan, the following stand out:

- We discovered a new species of bromeliad for Colombia, Pitcairnia huilensis, whose specific name recognizes Huila, the department to which it is endemic.
- 489,320 trees planted of 62 native species of the tropical dry forest, including Cedrela dorata (cedar), a species in the Vulnerable threat category according to the IUCN.
- 106,829 trees donated to the Corporación Autónoma Regional del Alto Magdalena and local communities.
- We created the first Tropical Dry Forest Research Center in the country.
- More than 3,000 people from the area of direct influence of the project were linked to the project as workers, interns, and thesis students.
- Of the 11,079 ha, 3,598 ha have been declared a Cerro Matambo Civil Society Natural Reserve of the National System of Protected Areas. .

Environmental Flowrates Determination Study: during the second half of 2022, we commissioned a study to determine the environmental flowrates of the Chivor and Batatas rivers, which are the water sources supplying the Guavio reservoir, within the framework of the generation concession of the Guavio power plant.

Execution of agreements with government entities: we signed and executed the first agreement joining efforts to procure studies for the declaration of 25,821 hectares of the Farallones Integrated Management District (DMI) in the municipalities of Ubalá, Gachalá and Medina. This is a legal mechanism to protect and preserve this type of areas with a high biodiversity value and the provision of ecosystem services. The second agreement was for the construction and operation of domestic wastewater treatment systems in the rural sector of the villages of Soya, Mambita and San Pedro de Jagua in the municipality of Ubalá. With these agreements we were able to support the communities in the area of influence of the Guavio project together with the environmental authority.

PERU

San Isidrio nesting boxes: Enel X Peru carried out the second biodiversity project called "San Isidro nesting boxes". This initiative makes the territory the first district of the capital to integrate urban bird breeding spaces. In the project, which was carried out in the district of San Isidro, 8 stands, nesting boxes and information panels were installed in the 3 assigned parks. The species that benefited were the Common Wren and the American Kestrel. Likewise, the wren can control the proliferation of some insects; the American Kestrel can hunt pigeons and control the overpopulation of birds.

Central America

GUATEMALA

Enel Biodiversa: this strategy is intended to enhance the potential and visibility of biodiversity-related actions being developed from Guatemala to Colombia. The strategic pillars of the initiative are: conservation, restoration and protection, value creation, communication and visibility, and knowledge management. This strategy is implemented by means of programs and actions for the conservation, protection and restoration of the country's biodiversity, as well as shared value creation and knowledge generation.

Revegetation workshops 2022: we carried out these workshops with our partners in order to understand the state of degraded areas, water recharge areas, and areas of community and municipal interest. The information obtained was surface area; forest species; and CO2 sequestered. In addition, we encouraged our employees to report their wildlife sightings through the Reno app, a local application.

PANAMA

Protected area in the Fortuna Hydroelectric Plant: this area is located near the Mesoamerican Biological Corridor of the Panamanian Atlantic (CBMAP) and Panama's National System of Protected Areas, home to some 1,900 species of animals and plants, and 500 hectares of buffer zone, which is inhabited by farmers and indigenous people engaged in basic agriculture. We committed to support the surveillance of the protected area, where an annual monitoring program includes visits to the communities to reduce the negative impacts on the different environmental components; prevent the practice of illegal activities such as hunting, logging, extraction of plant material (moss, orchids, medicinal plants, etc.) and minerals (kaolin, among others); and carry out operations against poachers and wildlife removers in the forest. In 2022, fish restocking was carried out in the Lake Fortuna reservoir, where about 50,000 fish were released into the lake.

Emissions

| 305-1 | 305-2 | 305-3 | 305-4 | 305-5
| EU-110a.1 | EU-110a.2 | EU-110a.3 |

Reducing environmental impacts resulting from the operation of our plants is one of our strategic objectives. To this end, we apply the best international technologies and practices to reduce and neutralize CO_2, SO_2, NO_X, SF_6, and PM (particulate matter) emissions.

Greenhouse Gas Emissions

The main Greenhouse Gas (GHG) emissions from our industrial activities are due to thermoelectric generation from fossil fuels, as well as other emissions associated with sulfur hexafluoride (SF_6) leaks in the distribution network.

Our GHG performance indicator is calculated between Scope 1 emissions according to the GHG Protocol and the net emissions produced by the Company. Our management indicator is defined as CO_2 emissions intensity, which in 2022 reached 123 gCO_2/kWh, increasing specifically compared to 2020 due to the extreme drought conditions in the country, plus the delayed commissioning of renewable projects due to the pandemic, which forced us to increase generation based on fossil fuels, mainly gas and coal, to meet the country's electricity demand.

For further information on greenhouse gas emissions, please see chapter *Zero Emissions Ambition.*

Emissions Management Initiatives by Country

ARGENTINA

Turbo-steam project: The Environmental Protection Agency was notified of the decommissioning of three turbo-steam units, which implies an environmental improvement by reducing emissions, improving air quality and reducing fossil fuel and water consumption. An air quality model will be used to quantify this improvement.

BRAZIL

Aroeira Project: this is a Global Power Generation initiative that replaces a conventional vehicle with an electric vehicle that sanitizes portable toilets located at our service fronts. Such change reduces GHG emissions and cuts down on the purchase of fossil fuels.

Zero Emissions Truck: Enel Distribución São Paulo introduced the first zero carbon emissions truck, highlighting its low maintenance requirements and technical features. Brazil has 13 100% electric vehicles in its distribution facilities, 11 in São Paulo and 2 in Ceará.

Emissions Inventory: this project involves publishing the Emissions Inventory of distribution companies in Brazil, involving local capacity building, data collection, processing and analysis until July 2023. The initiative will ensure the opportunity for more effective management of direct and indirect emissions, of scopes 1, 2 and 3, from distribution companies, apart from being a means to reduce and control emissions.

COLOMBIA

Colombia 2050 energy transition roadmap study: by means of an inclusive and participatory process involving energy stakeholders, the study seeks to build a tool targeted at the country's decision-makers. Implementation is scheduled for the coming years in order to achieve carbon neutrality in Colombia through measures adopted in the transportation, industry, construction and energy industries, resulting in 4 possible scenarios and their associated recommendations. Enel Colombia reported the initiatives implemented to reduce emissions within the framework of the Air Compact.

Involvement in the national carbon neutrality program: we were recognized by the Colombian Ministry of the Environment for our involvement in the national carbon neutrality program, in line with the country's climate commitments under the Paris Agreement. We received technical and conceptual tools for the identification and planning of mitigation actions against GHG emissions as a result of our involvement in this program (GHG).

Carbon footprint training for suppliers: we carried out carbon footprint and life cycle analysis training, to educate suppliers and contractors on the concepts and methodologies to calculate emissions from their products and services, as a fundamental part of the business's scope 3 emissions.

Identifying and evaluating initiatives to mitigate CO2 emissions: a study was carried out to identify specific actions that allow us to mitigate CO_2 emissions in connection with technical loss management, SF_6-containing equipment management, modernization of lighting systems in substations, among others, so as to map new alternatives for mitigating and offsetting our carbon footprint.

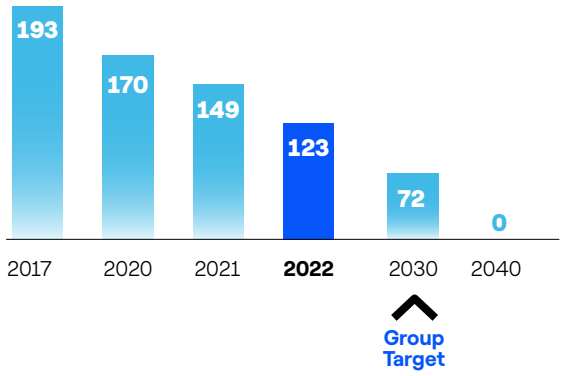
PERU

EV Burner Project: at Enel Distribución Peru, we completed the project intended to enhance the combustion of one of the units, thus contributing to reduce nitrogen oxide (NOx) emissions and water consumption. The initiative was approved in January 2022 by means of the Sustainable Technical Report (ITS) and went into operation.

Peru Carbon Footprint Award: we were awarded the first star of the Peru Carbon Footprint Recognition, granted by the Ministry of the Environment, in recognition of the information we gathered to calculate GHG emissions in 2021 at Enel Distribución Peru. The Peruvian Government uses this official

tool to recognize how public and private organizations have managed to control their greenhouse gas (GHG) emissions for the benefit of the environment.

Emission Intensity (gCO_2 eq/kWh)



Central America

GUATEMALA

Electric vehicle: we started using a 100% electric vehicle for in-house use at the El Canadá and Montecristo plants in 2022, thus reducing GHG emissions.

Measuring our carbon footprint: at all Enel plants in Guatemala, we started measuring our carbon footprint using a tool developed in collaboration with the Guatemalan Center for Cleaner Production *(Centro Guatemalteco de Producción más Limpia).*

SO_2, NO_x and Particulate Matter

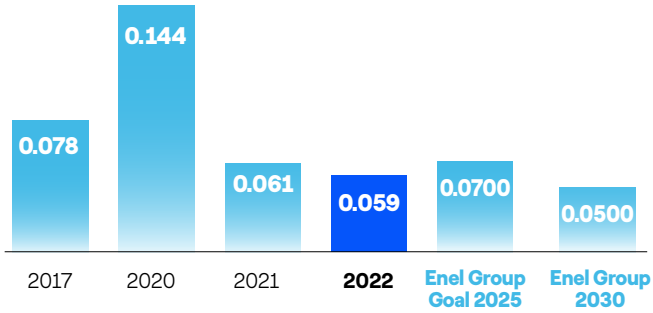
| **305-7** |

| **IF-EU-120a.1** |

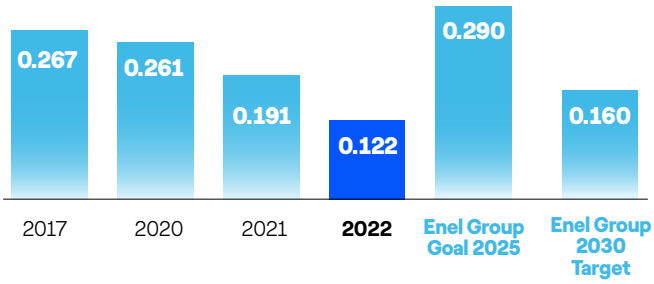
Over the years, Enel Americas has implemented technological optimizations and world-class practices to improve the emissions performance of its thermoelectric plants, while considering the local context, its regulatory framework, and the operating aspects of each technology. All of this requires the Company to monitor and manage performance through a continuous measurement tool that facilitates traceability and transparency in the eyes of public and accreditation agencies. Emissions related to thermoelectric production are the focus in this aspect: sulfur oxides (SO_2), nitrogen oxides (NOx) and particulate matter (PM).

These emissions during 2022 showed an average reduction in the order of 25 % compared to the 2017 baseline. For SO_2 there is an increase of 5% compared to the previous year and of 30% in the case of NOx. As for particulate matter there is an increase of around 20.0% relative to 2020, which is mainly due to logistics operations (water and fuel transport and other materials) of the thermoelectric plants captured at the respective monitoring points.

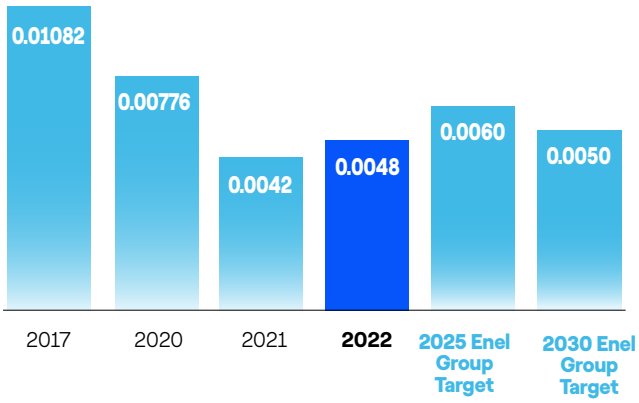
SO_2 Emission Intensity (g/kWh)



NOx Emissions Intensity (g/kWh)



Particulate Matter Emissions Intensity (g/kWh)



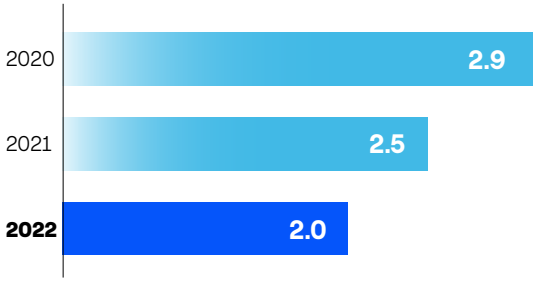
Energy Consumption

| 302-1 | 302-2 | 302-3 |

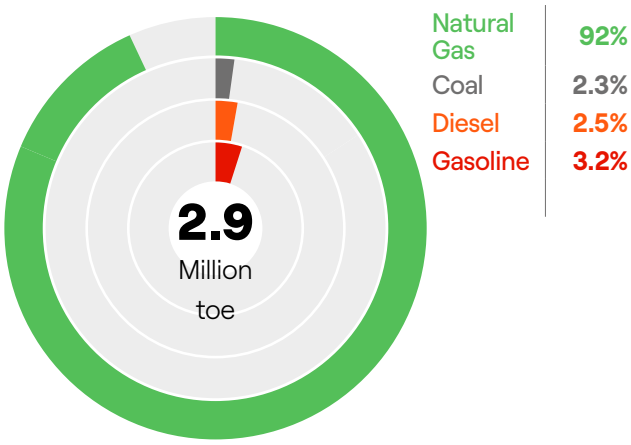
Efficient energy use throughout our value chain and business lines is key to improving our emissions performance. As a company, we invest to raise the efficiency of our operations. For further information, please refer to chapter The future of Generation.

An indicator of the performance of our thermal power plants is by measuring and disclosing our operating efficiency indicator, which is the ratio between the net energy produced and the energy consumed as fuel. In the case of Enel Americas, the average efficiency of the thermal power plants in 2022 was 37%. The chart below shows operating efficiency by fuel type for the last 3 years.

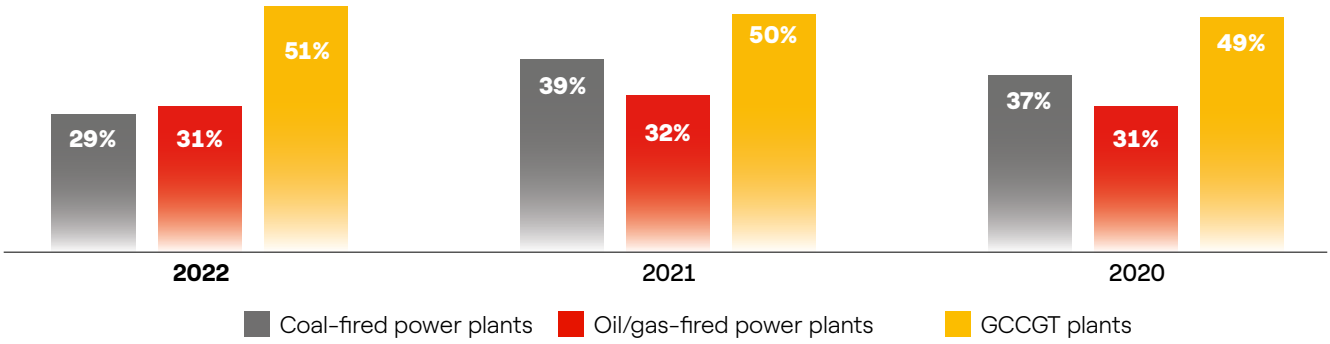
Energy Intensity (MJ/kWh)



Thermoelectric Production Fuel Consumption



Energy Efficiency of Thermoelectric Power Plants



Water Resources

| 303-1 | 303-3 | 303-5 |

| EU-140a.1 | EU-140a.2 | EU-140a.3 |

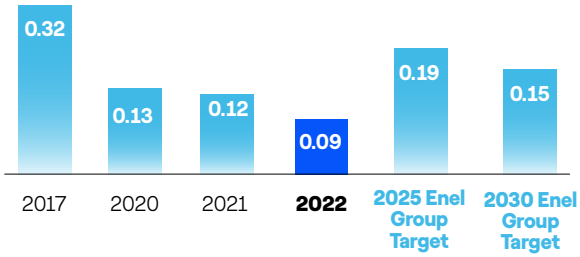
Demographic and economic growth, changing lifestyles and climate change are increasing pressure on theplanet's water resources, threatening both people and nature through lack of responsible management.

Users in agriculture, energy, industry, cities and their citizens recognize the urgency of enhancing water management in a sustainable manner, on which they depend. In some parts of the world, water scarcity is threatening social, environmental and economic health. By 2030, 47% of the world's population will live in areas under severe water stress.

According to the World Resources Institute Aqueduct Water Risk Atlas, we operate in countries with medium-high water stress zones. It should be noted that water extraction in water stress zones reached 0.028million m3, accounting for 0.58% of the total water used by the Company.

For Enel Americas, access to water resources is critical to develop our hydroelectric generation business and is a growing risk due to the variability in rainfall patterns and changes in flowrate regimes, and to climate change. Given this context, Enel Americas' adaptation regarding its geographic diversity and diverse technologies has allowed us to lower water extraction intensity, thus contributing to the Enel Group's goal of reducing water consumption.

Specific Fresh Water Consumption (liters/kWh)



Water Management Initiatives by Country

ARGENTINA

Mistras System: This is a continuous acoustic monitoring system that allows us to detect emerging malfunctions in the steam generator pressure system. The system was completed in 2022 and it is being managed by a third party.

BRAZIL

Water saving projects in Fortaleza:

the thermal generation plant in the city of Fortaleza implemented two water saving projects, the Cooling Tower Blowdown Recovery and the Blowdown measurement of HRSG's reused in the cooling tower.

Water harvesting system: Global Power Generation Brazil installed rainwater harvesting systems at its facilities in 2022 to meet most of its water requirements. Water from air-conditioning drains in the substation control room and water collected from rainfall through gutters is reused in the project. During the year, Enel Ceará implemented the water reuse project in 6 substations. reused water is stored in a reservoir and can be used for non-drinking uses.

COLOMBIA

Domestic wastewater reuse system: progress is being made in the implementation of advanced and innovative wastewater treatment systems at the Bogotá River plants. The system allows for an efficient treatment to reuse wastewater in sanitation and irrigation systems, thus preventing the organic load and discharge into the Bogotá River. With this initiative, we treat ultrafiltered water, disinfected without chlorine, complying with Colombian environmental regulations for discharges, exceeding by far the water quality requirements set by the environmental authority.

Recycling tires removed from the Bogotá River: this initiative was designed to reuse the tires removed from the Bogotá River for recreational purposes, as a sustainable solution for the environment and the community. The project will hopefully lead to the construction of parks in the municipalities of Granada, Soacha, Sibaté and San Antonio de Tequendama.

Central America

GUATEMALA

WAVE Project: the implementation of the WAVE program to reduce water consumption at all plants is ongoing. Through the Green Office program, water consumption is measured on a monthly basis at all plants and personnel are encouraged to protect water and reduce consumption, monitoring according to a baseline and establishing reduction goals.

PANAMA

Rainwater collection: we began installing two tanks of 5,000 liters each to collect rainwater. This water will be used mainly to wash vehicles and irrigate green areas.

PERU

Project WAVE and more: we went on with the implementation of the WAVE program, designed to reduce industrial water consumption by means of an intelligent chemical control system in the cooling tower at the Ventanilla Thermal Power Plant. In addition, in the generation plants of Enel Generación Perú (CH Lima) and Chinango (CH Junín) we implemented water meters that gather domestic consumption statistics. This record will allow us to establish plans for the reduction and efficient use of this resource.

Cooling tower: at the Ventanilla Thermoelectric Power Plant we implemented a smart chemical control system in the cooling tower that promotes rational water consumption and reduces effluent generation. This initiative contributes to efficient water use by means of a system that controls water consumption and discharge. As a result, we saved 371,700 m² of well water and 179,232 m3 of discharge reduction.

Waste management

| 301-1 | 301-2 | 306-1 | 306-2 | 306-3 |

There were two main priorities for waste management at Enel Americas in 2022: the first was an internal focus, promoting awareness and the circularity of the products and services that are part of our business. The second was external, promoting best practices in waste and substance treatment and management among our contractors.

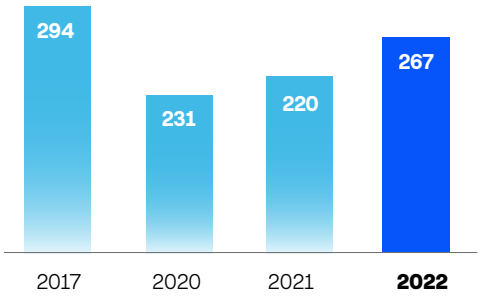
We have focused this effort on introducing the concept of circularity to both our internal and external employees. To do so, since 2020, we began introducing sustainability indicators in the bidding for some contracts, mainly concerning proper waste management and reusing and recycling materials left over from the works. These efforts have resulted in improved performance and have been reinforced during 2022.

In terms of the Company's total waste generation, there has been a decrease of 21% with compared to 2021, keeping the recycling of non-hazardous waste at 117%. Moreover, it is worth noting the reduction of 30% compared to the amount of waste generated in 2019 base year, showing our commitment throughout the value chain and responsibility in managing the impacts generated.

During 2022, we have been working on the "Zero Waste" waste management program regarding these results. This program seeks to reduce waste generation and increase its potential value, to minimize waste going to final disposal, and to raise awareness among our employees, contractors, and suppliers.

During 2022 we produced nearly 267 thousand tons of waste (259 thousand tons of non-hazardous waste and 8 tons of hazardous waste). In terms of program results, 67% represents the total recovery of waste generated.

Waste Generation (thousands of t)



Waste Management Initiatives by Country

BRAZIL

Scrap reuse: in 2022, we set goals for the drafting of the scrap sale/donation procedure for all technologies; identification of scrap with potential for sale/donation with the support from O&M; and procurement of collectors for the Tocantins plants, along with training on the importance of sorting and selective collection. So far, we have sold/donated around 123 tons of scrap metal and the sustainability unit is responsible for the management of the social projects.

COLOMBIA

Disclosure of PCB risk: PCBs or polychlorinated biphenyls, are synthetic substances composed of carbon, hydrogen and chlorine atoms. We developed a strategy to raise awareness about the risk associated with these substances, and created a site on Enel's website for this purpose. Additionally, we disclose this information through the Company's social networks.

PANAMA

New use for tires: in 2021 we began a new initiative to reuse tires that have been discarded by the Company. For this, a collection program was established to use them as erosion control barriers, instead of disposing of them in a landfill. These tires were installed in areas of the reservoir impacted by waves and strong winds in the area. Between 2021 and 2022, 330 discarded tires have been reused.

PERU

Roofing of the Huampaní canal: the purpose is to reduce waste coming from Huampaní Canal during 2021, generating 29 tons of waste carried by the canal to the power plant. To date, the canal is 100% operational, thanks to waste reduction.

Electrical waste: we continued recycling electrical waste by reusing these materials under a circular economy model and preparing a quarterly quantitative report on the process with a goal equal to or greater than 95% of the waste generated, which go into new production processes. Thus, we have a lower environmental impact from our operations; in fact, in 2022 we recycled 43% of this waste, a 37% improvement over the previous year.

Children's Villages: Our ongoing strategic alliance with this institution is focused on improving the quality of life of disadvantaged children. During 2022 we donated close to 10 tons of recyclable material (plastic and paper).

Electrical and electronic equipment: through a strategic alliance Enel X Perú devised a system for the management, handling, treatment and disposal of its waste electrical and electronic equipment (WEEE), making us the first company of the Enel Group in Perú to enter into this agreement. The initiative provides the general guidelines for collaboration between the parties to implement appropriate WEEE treatment activities; establish general policies for the management of this type of waste for better environmental management; and implement and execute actions aimed at raising awareness among the population. We managed close to 253 tons of WEEE and reused 198 tons of the same.

Construction waste: we sort the waste from our operations, including construction and demolition waste, plastic, glass, paper and cardboard in the non-hazardous waste category, and we dispose of or reuse it. Circular waste is marketed in accordance with Peruvian legal regulations.

Sustainable roofs: we seek to recover 40% of the droplet separators (non-hazardous industrial solid waste) resulting from the maintenance of the cooling tower at the Ventanilla Thermal Power Plant. These materials will be donated as "sustainable roofs" because they have roof-like shapes and, since they are made of PVC, they are resistant and rainproof. Therefore, they can be used to protect the dining areas of "Virgen de la Puerta" and "Señor de los Milagros", located in the area of influence of the Ventanilla TC.

Land Management

At Enel Americas we reassert our commitment to protecting the environment and all its components, including land. We take preventive actions that are necessary for an environmental performance consistent with the current demands of society and the regulatory framework in which Enel operates. Our aim is to minimize any negative environmental impact caused by the construction, operation and dismantling of civil works, applying best practices in these activities.

COLOMBIA

Theoretical-practical training: this training program was developed in Enel Grids for environmental managers of contractor companies, so as to strengthen their knowledge regarding environmental emergencies and bioremediation techniques for dielectric oil spills. Likewise, response resources to possible environmental emergencies were strengthened by supplying seven spill response kits, which were strategically located in the high voltage substations in our area of influence. In addition, a committee for the analysis of environmental events was set up; we drafted a guideline on how to address lessons learned from environmental events; we reasserted the principles of environmental care in our operating activities; and we mitigated socio-environmental impacts. We updated our Disaster Risk Management Plan.

Central America

PANAMA

Hillside erosion: a hillside erosion control system was implemented consisting of sowing and replanting Vetiver *(Chrysopogon Zizanioides)* at the Fortuna hydroelectric power plant. This, for the necessary planting, cleaning, fertilization and pruning of bushes, together with the local community. In addition, the Health, Safety, Environment and Quality team implemented a nursery for this plant species.

Another erosion control measure was implementing barriers to reinforce the soil's resistance. Consequently, and following circular economy principles, 44 pipes of 1.50 meters in diameter and 6.10 meters long, which were discarded due to imperfections during the transfer project of the power plant, were reused, allowing to turn a waste into an important material to control soil degradation. From 2015 to 2022, more than 27,000 meters of living barriers have been planted with the Vetiver plant to control lake shore degradation.

67
Total waste recycled or sent for recovery

27%
Increase in total waste recovery compared to 2021

32%
Drop in the amount of waste sent to final disposal compared to the previous year

Managing human rights

Human Rights Management

2-23 | 2-24 | 2-25 | 2-26 | 412-1 | 413-1 | 418-1

Respect for human rights is the guiding principle that governs all our activities and is fully integrated into our corporate purpose and values, as we belong to the territory, and we play an essential role in the lives of people, companies, and society in general.

In accordance with the three pillars of the United Nations Guiding Principles on Business and Human Rights, we have established a human rights management system as follows:

1. Our commitment

It is articulated in:

- Our strategic approach to human rights in business operations
- Our public commitment expressed in our Human Rights policy
- The integration of this commitment in:
  - operating policies and procedures
  - training topics and practices
- our governance

2. Our due diligence process

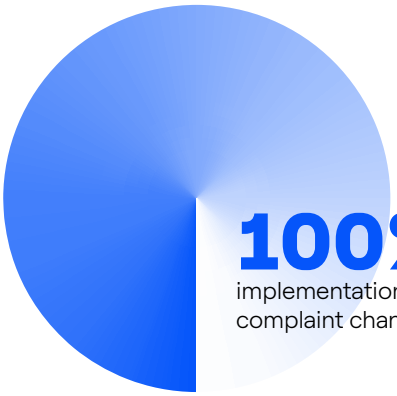
It is articulated in:

- Identifying key issues
- Managing key issues
- Human rights in practice:
  - workplace
  - recruitment and business relations
  - communities
  - customers
  - cross-cutting issues

3. Access to remediation

It is articulated in:

- Our commitment to provide an appropriate solution in the event of an impact
- Complaint channels
- Remediation in previous projects



100%
implementation of complaint channels

534 thousand
hours of training in the following topics sustainability and human rights2022

+90%
of risks identified in 2020 due diligence managed or controlled

118
risks detected in new due diligence process 2022

Material issue	Plan	ODS
Double Materiality • People management, development and motivation • Sustainable supply chain	Human Rights	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS

The following are the objectives of the previous 2022-2024 Sustainability Plan, 2022 results and the objectives of the 2023-2025 Sustainability Plan, which could change with respect to the previous plan.

TARGETS

ACTIVITIES	TARGET PLAN 2022-2024	RESULTS 2022	META PLAN 2023-2025	SDG
Conduct human rights due diligence process	Conduct a human rights due diligence and follow-up plan.	**Completed**	Conduct a human rights due diligence and follow-up plan.	16 17

Our Commitment

Strategic approach

| 407-1 | 408-1 | 409-1 | 410-1 |

Protecting the environment and natural resources, climate action and contributing to sustainable economic development are strategic factors in our operational planning and performance. Together, these add to our broader commitment to accelerate decarbonization and electrification processes enabling global warming containment targets, pursuant to the Paris Agreement while advancing the achievement of the United Nations Sustainable Development Goals.

Mitigating the effects of increasing environmental degradation and climate change cannot take place without considering its social impact, which is why we believe that the transition to zero emissions must be fair and inclusive.

Our commitment reflects our commitment to ensuring that those who work with us do so under fair and favorable conditions, and that their health, safety and wellbeing are fundamental to the creation of value, and that the rights of the communities with which we interact, as well as those of our customers, are respected.

A strategic approach aimed not only at reactively mitigating risks, but also at proactively managing them by identifying opportunities and enhancing growth potential and creating shared value.

Our commitment: Human Rights Policy

Our strategic approach is embodied in a Human Rights policy, as adopted by our Board of Directors in 2016, and updated in 2021, to reflect the evolution of international benchmarks and our operational, organizational and management processes.

The Human Rights policy furthers commitments already included in our other codes of conduct, such as the Code of Ethics, the Zero Tolerance to Corruption Plan and the global compliance models, while reinforcing and expanding their content.

The content of our policy refers to internationally recognized human rights, defined as those expressed in the International Bill of Human Rights and the principles relating to the rights established in the International Labor Organization conventions underlying the Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy.

We adhere to the 10 Principles of the Global Compact. We are signatories to the UN Secretary General's summit commitment letter, through the Enel Group in 2019, in which the United Nations called on companies worldwide to commit to a just transition and the creation of decent green jobs.

Our commitment is in line with the United Nations "Protect, Respect and Remedy" framework in the guiding principles on business and human rights, together with the OECD Guidelines for Multinational Enterprises, two of the main international soft law standards of reference, reflected in our human rights policy.

By means of 12 principles our policy addresses employment practices and relations with the community and society, through which we reject harmful practices such as modern slavery, forced labor and human trafficking, to name a few, and promote diversity, inclusion and equality of treatment and opportunity, ensuring that people are treated fairly and valued for their uniqueness, as well as focusing on environmental protection, as a safe, clean, healthy and sustainable environment is integral to the full enjoyment of a wide range of human rights.

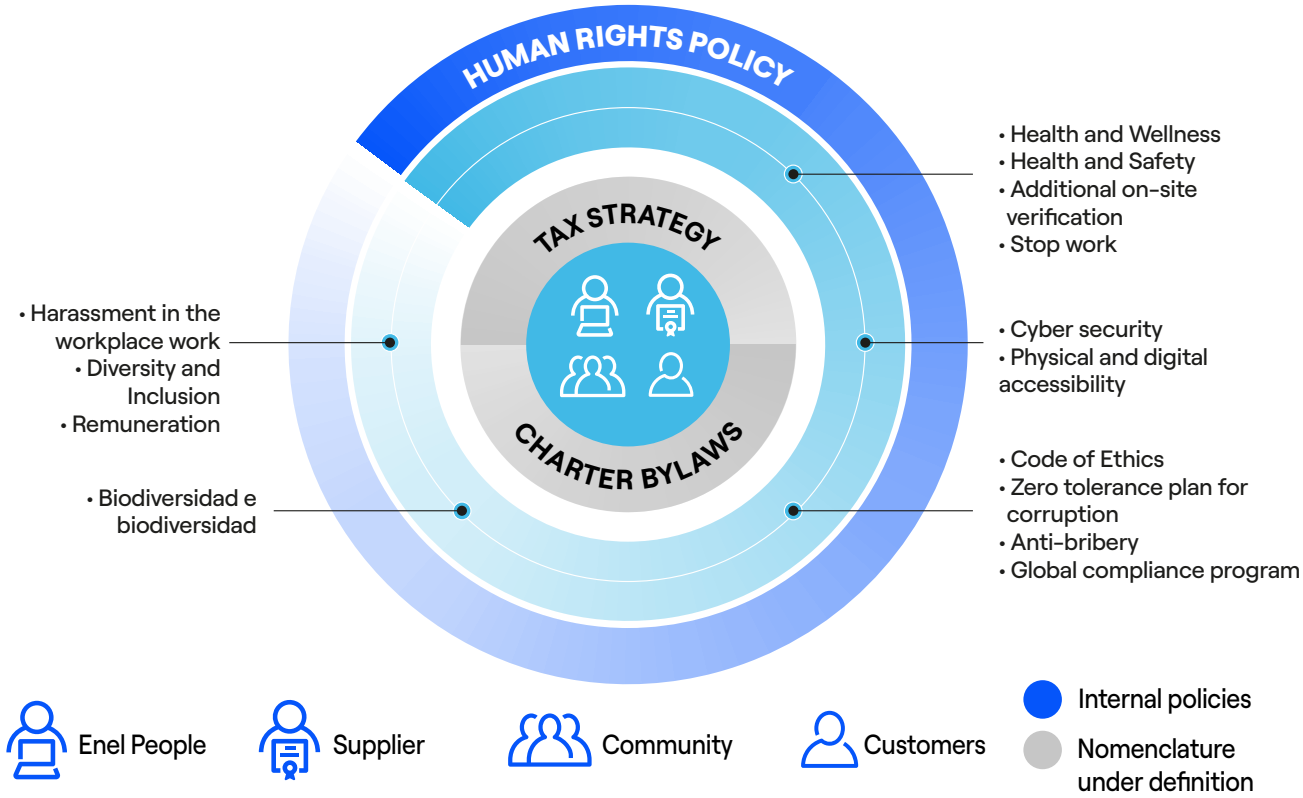
The principles have been identified based on their relevance to our business activities and relationships, and on the findings from a survey of relevant stakeholders (individuals in our organization, as well as suppliers, human rights experts, think tanks, NGOs, and other companies), in accordance with the "UN Global Compact Guidance for Business: How to Develop a Human Rights Policy".

Stakeholder engagement is indeed essential to fulfill our responsibility to respect human rights by listening to and taking into account stakeholder perspectives in internal decision making, as we see in our Engaging communities, just transition and materiality process.

Policies and Procedures

Integrating engagement into all relevant internal functions and processes is key to preventing and mitigating adverse human rights impacts, as well as to promoting decent jobs, inclusive economic growth and sustainable development.

Below is a summary, classified by stakeholder and thematic groups, of the main internal and external policies that underpin our business conduct:



Safety and Human Rights

In the absence of legislative provisions, national regulations often provide for security services partners to protect people or company assets, whether by public or private forces.

In either case, it is our commitment to promote that security forces act in a manner consistent with applicable national laws and international standards, as well as in line with voluntary principles on security and human rights (Principle 2.2.3 of our Human Rights Policy).

We choose security service providers according to our general recruitment and monitoring process for the term of the contract and, therefore, they are subject to the same ESG assessment and contractual clauses as any other provider. We recruit security service providers following our general recruitment and oversight process during the life of the contract and, therefore, they are subject to the same ESG evaluation and contract clauses as any other provider.

For those providers included in the high reputational risk category, there are also additional regulated checks through a specific procedure (counterparty analysis), an additional tool to reduce and mitigate, as far as possible, the risks arising from the relationship with actual and potential counterparties (e.g., risk of negatively impacting the Company's public image and brand, as well as causing damage to its relationship of trust with stakeholders).

Regarding roles and responsibilities, we outsource the overall security management to a specific global function, which operates in coordination with the relevant security function at country level, being its main activities information gathering and analysis to map potential security risks and the related management, also in cooperation with external stakeholders such as benchmarking institutions and other critical infrastructure operators.

As for personal protection services for employees traveling to high-risk countries, selected providers are selected on the basis of specific contractual frameworks managed by the global security function.

Training

Training and awareness processes for both employees and business partners are essential in order to mainstream respect for human rights in business operations.

More than 534 thousand hours of training were conducted in 2022 on sustainability issues, of which human rights are a key part; specifically, the training focused mainly on environmental and health and safety issues for employees, with an average of 20 hours of training per employee.

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Different training formats and content are deployed to meet every need. These training courses can be classified as follows:

- Environmental protection courses
- Occupational health and safety courses
- Diversity and inclusion courses
- Community relations courses
- Anti-corruption courses
- Digital training courses on issues closely linked to human rights
- Training initiatives on best practices closely linked to human rights

Governance

Respect for our human rights commitment is embedded in our corporate decision-making process. Our organizational and corporate governance model, based on principles of transparency and accountability, establishes well-defined tasks and responsibilities for the main governance bodies.

The integration of commitment in all relevant internal functions and processes is key to prevent and mitigate negative impacts on human rights, as well as to promote decent jobs, inclusive economic growth and sustainable development.

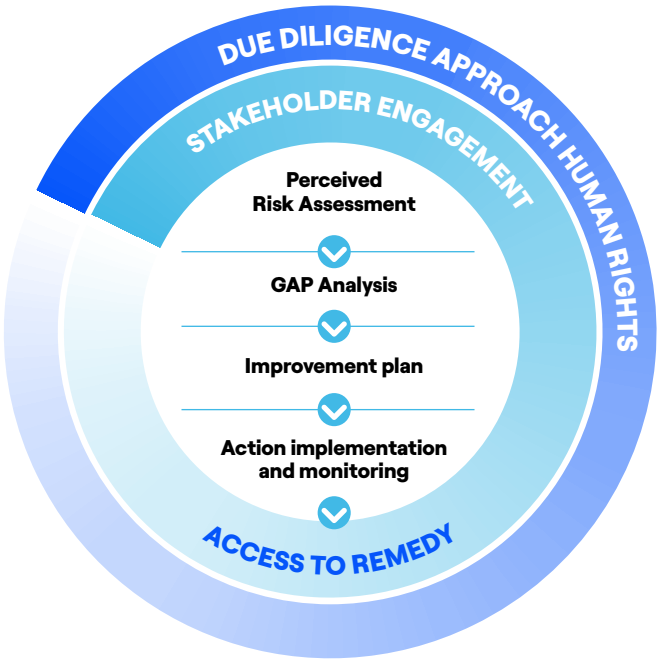
Due Diligence Processes

As required by the UN Guidelines and the OECD Due Diligence Guidance for Responsible Business Conduct, we have implemented specific due diligence processes as of 2016, which are executed in three-year cycles at most, and sometimes we even perform them on an annual basis using a local methodology. All territories where we are present are considered, as well as all our business lines, including supply chain management and corporate functions.

This process involves identifying, preventing, mitigating and accounting for the potential negative impacts generated by the company, considering the key stakeholders potentially affected, such as local communities, indigenous people, migrants, women, our own workers, contractors, suppliers and customers, among others.

Stages of the due diligence process

We evaluate 100% of the operating policies and procedures adopted to identify the risks of direct and indirect operations along the entire value chain and for new business relationships through the due diligence process.



Perceived Risk Assessment (identifying highlighted issues)

By surveying relevant stakeholders and experts from different sectors, we analyzed the circumstances of the country to understand the context in which the Company operates in terms of human rights and to identify the main business-related risks.

The process is carried out in each country where Enel Americas operates and is divided into three cycles, having recently concluded the 2020-2022 cycle. The assessment conducted in 2020 in each country where we operate on issues related to labor practices, local communities and rights related to the environment involved relevant stakeholders and experts from different sectors, including civil society and academic institutions. In particular, direct and indirect employees, representatives of indigenous peoples and local communities, trade unions, local institutions and peer companies were consulted.

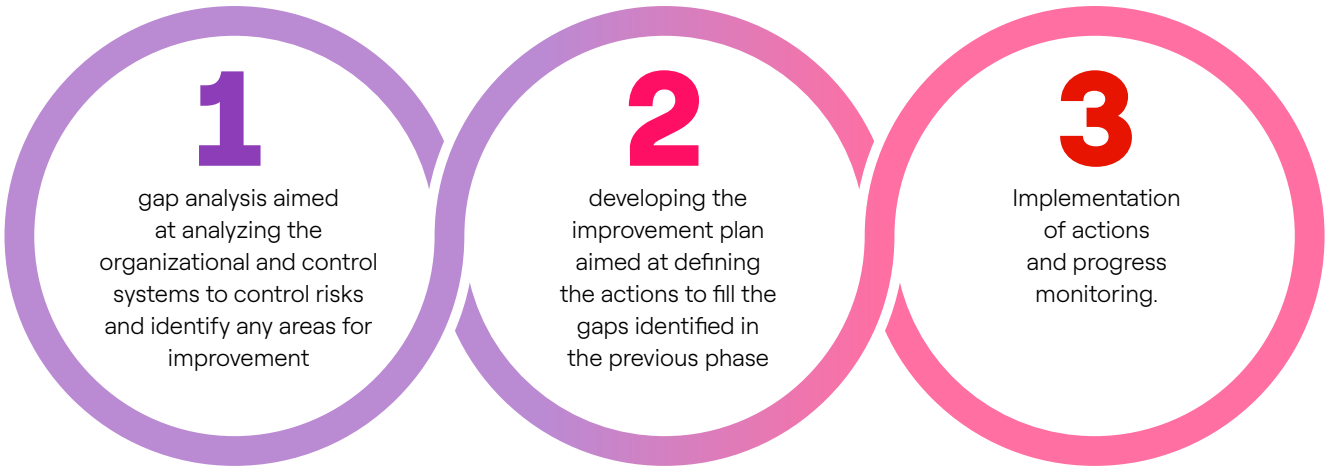
The results obtained indicate that issues related to corruption, environmental impacts and diversity and inclusion in the organization, present a "high priority risk" assessment and issues related to labor practices, and mitigation of impacts on local and indigenous communities where the Company operates, are assessed as a "risk to be controlled".

Regarding local community protection, this is a particularly important issue in Latin American countries, following on from what had already emerged in the previous evaluation cycle. On the other hand, occupational health and safety continues to be perceived as a crucial issue to monitor in all Enel Americas countries.

In addition, we regularly involve our stakeholders in the materiality analysis process, to identify material issues, i.e. the most significant impacts of the Company on the economy, the environment and people, including human rights impacts. For more details, please see "Materiality analysis"

Managing outstanding issues

In addition to identifying the main issues, our management system consists of:



We use this process to evaluate 100% of our operating policies and procedures to identify risks in managing our direct and indirect operations across the value chain and the establishment of new business relationships (e.g., acquisitions, mergers, joint ventures, etc.)

The main **results** related to the gap analysis and improvement plans for the recently completed cycle (2020-2022) are as follows.

Step 1: Gap analysis

Through a self-assessment that included an operational review of the Company's policies, procedures, systems and practices in each of the areas of its value chain, using more than 100 indicators. This assessment reviewed the four parameters defined by the UN Guiding Principles on Business and Human Rights.

- Public commitment to respect human rights.
- Adoption of a human rights due diligence process.
- Development of Action Plans to remedy any impacts identified in the due diligence process.
- Adaptation to local context and rules.

We conducted interviews at the local level with the managers of the different companies that make up Enel Americas in order to gather their strategic point of view on human rights in business practice and assess the level of awareness and perception of potential risks and impacts and how they are managed.

The results obtained revealed that we have a robust set of mechanisms and management system in place to protect against potential human rights violations, so the risks identified can be adequately managed.

A summary of the results is shown below:

Issues	ODS	Average perceived risk	Human rights system	Main policies and procedures for human rights protection
Labor Practices				
Freedom of association and collective bargaining	8	Medium risk to be controlled	Robust	We are committed to respecting freedom of association and collective bargaining of our employees.
Rejection of forced labor	8	Medium risk to be controlled	Robust	The contracts regulate working conditions in their entirety, clearly defining the rights of employees. Each employee is guaranteed an employment contract translated into his or her native language. Human resources management systems and procedures guarantee the absence of minors in the workforce. We also carry out internship and school-to-work projects.
Fair and favorable working conditions	8	Medium risk to be controlled	Robust	
Rejection of child labor	8	Medium risk to be controlled	Robust	
Diversity and inclusion	5 10	Medium risk to be controlled	Robust	For further information see the chapter "people".
Health and safety	3	Medium risk to be controlled	Robust	For further information, see the chapter "Occupational health and safety".

Issues	ODS	Average perceived risk	Human rights system	Main policies and procedures for human rights protection
Cummunity and society				
Community relations	1 2 4 5 7 9 10	Medium risk to be controlled	Robust	For further information see the chapter "Engaging communities".
Environmental impacts	13	High priority risk	Robust	For further information see the chapter "environmental sustainability".
Corruption	16	High priority risk	Robust	For further information see the chapter "Active and passive fight against corruption".

Average perceived risk: this is the average of the perceived risk levels identified in the countries covered by the analysis.

Risk reference scale: 1. High risk; 2. High priority risk; 3. The results are expressed as a percentage and represent the current maturity of the management systems with respect to specific Human Rights areas.

Benchmark scale of performance values: Robust (75%-100%); Good (50%-74%); Sufficient (25%-49%); To be improved (0%-24%).

Step 2: improvement plans

2

The risks and opportunities for improvement identified led us to define 118 specific preventive and corrective actions that are part of the improvement plan to address, mitigate or control each risk and/or situation detected.

The actions are defined with the staff and business areas in each country and involve actions such as:

- Training activities and internal communication campaigns aimed at raising awareness of compliance with the commitments included in the Human Rights Policy,
- Definition of procedures to evaluate the human rights management of suppliers and contractors,

Step 3: Implementing actions and monitoring

3

Below you will find the major gaps identified in the due diligence process and the main actions implemented as part of the improvement plans for each country. As of December 2022, the average progress reached 86% in the seven countries with 14% of unfinished actions that will be re-evaluated in the new due diligence cycle.

Country	Main gaps	Improvement plan	% progress 2022 for remediation of risks identified in due diligence
ARGENTINA	Health and safety (87%) Freedom of association (95%)	Training and dissemination; data protection; health and safety; diversity and inclusion; value chain and transparency.	**93%**
BRAZIL	Environment (86%) Diversity (89%)	Dissemination activities, training, operating instructions, reporting and monitoring of the conduct of both own and third-party employees.	**98%**
COLOMBIA	Community (94%) Forced Labor (92%) Health and Safety (83%)	Activities to disseminate the commitment and updated policy on human rights; implementation of complaint procedures; actions with the supply chain to improve the evaluation of its human rights practices; incorporation of risk assessment into new projects.	**100%**
COSTA RICA	Community (72%) Diversity (86%)	Training sessions on human rights included in meetings and communications with local communities.	**100%**
GUATEMALA	Community (69%) Health and safety (83%)	Re-induction process that included sessions on the fundamentals of due diligence, human rights and business, and strategic litigation. Participation in the Human Rights Committee of the trade organization Asociación de Generadores con Energía Renovable (AGER). Participation in the Center for Corporate Social Responsibility (CentraRSe) to share experience in human rights and business in a seminar.	**9%**
PANAMA	Forced labor (92%) Child labor (92%)	Incorporation of contract clauses	**100%**
PERU	Community (69%) Freedom of association (86%)	A communication plan was developed during 2022 for internal and external dissemination of the policy to ensure that all stakeholders are aware of it.	**100%**

The full effectiveness of the implemented actions will be assessed through the gap analysis planned for 2023 as part of the new due diligence cycle that will be based on the updated content of the human rights policy.

The analysis findings confirmed the main results obtained from the overall due diligence process in terms of the robustness of the issues related to working practices and local community engagement. They also confirmed the key role played by the awareness campaigns.

Site Pilot

As an additional tool to measure the effectiveness of our human rights management system and governance structure in our business practice, among the actions included in the improvement plan, in 2022 we conducted an on-site due diligence activity in Brazil and Colombia.

In fact, as outlined in the OECD Guidelines for Multinational Enterprises, in addition to the standard assessments that a company already uses, additional internal assessments can lead to a greater understanding of potential risks or actual negative impacts caused by business activities.

Within the Enel Group, with the assistance of an external consultant, we designed a tool for human rights impact assessment at the facility level, whereby we sought to identify potential risks and impacts through a document review and by involving the asset's specific stakeholders in the dialogue in order to assess potential gaps through employee interviews and site visits.

The tool consists of five phases:

1. Asset context analysis through key human rights indicators and risk factors or emerging issues, which helps in understanding the current and future risk, the factors that aggravate human rights standards, and what measures may be necessary to mitigate contextual risks.
2. Analysis of the right-holders associated with the project, i.e. what are the people and groups of people impacted in their human rights directly or indirectly by the project, working at the assets and in the local community.
3. Analysis of human rights risks in the operation of the facilities.
4. Interviews with direct and indirect collaborators, union representatives and the local community.
5. Anonymous online questionnaires for all asset employees (direct and indirect).

Completing the pilot program enabled us to identify potential improvements in the tool so that it could be adapted to the specificities of the organizational structure before rolling out the methodology to all assets, and no relevant gaps were identified.

The results of the pilot also confirmed the main results obtained from the overall due diligence process in terms of the robustness of issues related to working practices and the involvement of local communities. They also confirmed the key role played by awareness campaigns.

The main results are summarized below.

PLANT	COUNTRY	TECNOLOGY	RESULTS
Loma	Colombia	Solar	We conducted a survey of employees and contractors present in the facilities of the Company and around the assets As a result of this activity, we identified real and potential risks in terms of human rights of the characterized stakeholders. According to the Enel Group's site assessment tool, in these two facilities we achieved a score of 93% and 100%, placing us in the category of best practice, as we have advanced policies and systems to implement solid compliance with the requirements of Enel's Human Rights Policy.
El Paso	Colombia	Solar	
Lagoa dos Ventos III	BraZil	Wind	Achieve a full score of best practices for human rights in "Suppliers, contractors and business partners", indigenous rights and worker representation.

Our relationship with stakeholders: human rights in practice

The Workplace

Our commitment is to respect and promote internationally recognized workers' rights. This means rejecting harmful practices such as modern slavery, forced labor and human trafficking, to name a few, and promoting diversity, inclusion and equal treatment and opportunity, as well as ensuring that people are treated fairly and valued for their uniqueness throughout the value chain of the businesses in which we operate. We focus on four main aspects: training and empowering people, inclusion, wellbeing and labor relations.

Procurement activities and business partners relations

Besides ensuring the required quality standards, we request our partners to adopt best practices in human rights and working conditions, occupational health and safety, environmental responsibility, and respect for data protection by design and by default.

We ensure that our purchasing processes are based on criteria that promote sustainable development and social stability, as well as the principles of free competition, equal treatment, non-discrimination, transparency and turnover, and compliance with local legislation. 100% of the purchased product categories are preliminarily assessed in terms of risk, by means of integrity, environmental, social and economic criteria.

In addition, we support our partners to increase their resilience also in line with the promotion of practices based on a just and inclusive transition.

Communities

Our commitment demonstrates the extent to which we are aware that our activities can have a direct or indirect influence on the communities in which we operate and why we believe that responsible community relations are a pillar of our strategy.

Indeed, individual conditions, economic and social development and the general wellbeing of the community are intimately linked: this is why we are committed to conduct our capital expenditures in a sustainable manner and to promote cultural, social and economic initiatives for the local and national communities involved in order to advance social inclusion through education, training and access to energy.

We give due consideration to cultural, social and economic diversities, and require each stakeholder to deal with us accordingly. We pay special attention to conflict-affected and high-risk contexts, as well as to vulnerable groups; we are committed to respecting the United Nations Declaration on the Rights of Indigenous Peoples.

In the development of our projects, we are committed to involving all stakeholders, including indigenous communities, as we believe that community participation throughout the process is essential.

Customers

Our commitment is to provide a just energy transition for all through an innovative and inclusive service offering to our customers. We also seek to always be responsive to suggestions and complaints from customers and consumer associations, making use of appropriate and timely communication systems (e.g., telephone hotlines and e-mail addresses).

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We are also committed to ensuring that our products and services are designed to be accessible to all and do not affect the safety and physical integrity of our customers, to the extent reasonably foreseeable.

Institutional and commercial communications shall be non-discriminatory and respectful of different cultures, without adversely affecting the most vulnerable groups, such as children and senior citizens. This means, for instance, that contracts and communications addressed to our customers must be clear and straightforward, drafted using language as close as possible to that normally used by the people to whom the message is intended, comprehensive, available on our website, and accessible to include vulnerable categories.

Cross-cutting issues

Privacy. We respect the confidentiality and the right to privacy of our stakeholders and are committed to the correct use of information and data relating to the people who work in our organization, our customers, and any other stakeholders. We handle personal data with respect for the fundamental rights of the individuals concerned and in compliance with the rights and principles recognized by law, in particular respect for private and family life, home location data and communications, protection of personal data, freedom of thought, conscience and religion, freedom of expression and information.

Innovation. Consistent with Open Power's vision, we promote an open innovation approach to address the challenges of the energy transition. The open innovation model allows us to link all areas of the company with startups, industrial partners, small and medium-sized enterprises ("SMEs"), research centers, universities and entrepreneurs, also through the use of crowdsourcing platforms.

The goal is to encourage the adoption of solutions that can improve our sustainable profile, such as favoring circular economy initiatives, which help to reduce pressure on resource use and supply chains, ensure inclusiveness and seek to address social issues.

Specific Highlights

Forced labor in the supply chain: the experience of the solar industry

Our commitment against forced or compulsory labor, and any form of slavery or human trafficking, is formally laid out in section 2.1.1 of our Human Rights Policy.

Photovoltaics represents a key technology to enable the energy transition and we believe we need to have strategic production and build the related supply chain.

Being aware of the challenge ahead and the expectations around business contribution to human development also through the UN 2030 Agenda for Sustainable Development, which go beyond specific legislation, our supplier qualification and contract award processes include rigorous technical, financial, legal, environmental, health and safety, human rights and ethical integrity requirements, consistently applied across all markets.
In addition, our suppliers are being encouraged to adopt a "digital" traceability system to collect supply chain information, and we make a point of visiting the companies involved throughout the supply chain.

Finally, we are pursuing a number of initiatives to improve transparency throughout the supply chain, both individually and by working together with other utilities, our suppliers and industry associations (e.g. Global Alliance for Sustainable Energy and Solar Power Europe, to name a few).

Access to remediation

We ensure access to remediation through grievance mechanisms to enable people, inside or outside the company, to report whether there is a problem and find a meaningful response.

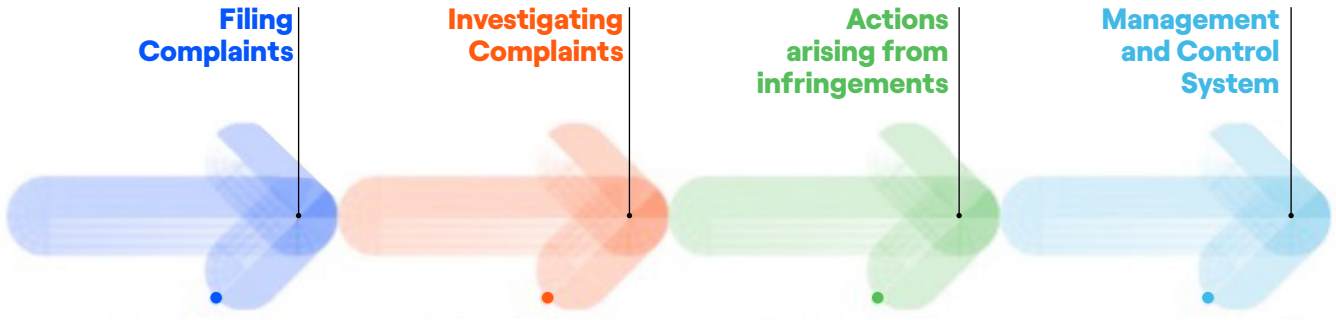
In line with the third pillar of the UN Guiding Principles, we have established multiple channels of access to remedy.

Main reporting channels for access to remediation:

STAKEHOLDER	GRIEVANCE OR COMPLAINT MECHANISM
Open to all individuals and stakeholders	Enel Ethics Channel Canal, allows anonymus and confidential reporting
Communities	Dedicated contact persons, toll free numbers with processes and tools available to the communities in our operations' area of influence.
Customers	Specific channels to solve and prevent complaints (via e-mail, website, toll-free number, etc.).

Whistleblowing

Reports are managed following a specific process codified in the policy "Management of anonymous and non-anonymous reports" and summarized below.



We guarantee maximum confidentiality and anonymity to stakeholders filing complaints through physical or online contact channels, such as snail mail, web, call center.

The audit area receives and analyzes complaints and ensures that investigations are carried out.

In the event of non-compliance, we have competent corporate structures for defining measures and evaluating specific action plans.

We have set up an information system for complaint and verified non-compliance management and follow-up.

Commitment to Human Rights, El Quimbo Case, Colombia

EL QUIMBO
1 hydroelectric power plant: in operation: real impact
Name: El Quimbo: Location: Department of La Huila: Size: 400MW

Context

The plant is located in the department of La Huila and its construction has contributed to greater energy security and stability of the Colombian electric power grid, as well as promoting the economic growth of the municipalities in the area of influence, in line with the development objectives established by the department of La Huila.

Target group

Families and individuals with productive or commercial activity in the plant's area of influence.

Negative impact

Land management and relocation

Identified resources

Overall approach

Community engagement began in late 2014 and led to the development and implementation of a multi-year plan that includes a wide range of initiatives divided primarily into.:

a. **Environmental management**
b. **Socioeconomic development**

Main actions performed

a. **Environmental management**
   i. Awareness Campaigns
   ii. Biodiversity and nature preservation: Restoration of >11,000 hectares of tropical dry forest (for more details, see chapter "Nature". Conservación del capital natural.

b. **Socioeconomic development**

Efforts focused on supporting technical issues related to production processes and how to improve their efficiency.
In the last 10 years, more than 30 projects have been carried out in the municipalities of Altamira, Tesalia, Paicol, Garzón, Gigante and El Agrado for an investment of more than 500 thousand euros and has involved more than 15,000 families in the department of La Huila.

The most significant cooperation agreements involve implementing agreed agricultural production plans with about 90 relocated families in Garzón, Altamira, El Agrado and Gigante. With an investment of more than 200,000 euros, the beneficiaries have improved and increased the production and marketing of different foodstuffs such as corn, wheat, lemons, milk, cocoa, tomatoes and a wide range of fruits, including products for self-consumption.

Some examples of the main agreements signed in 2022 are as follows:

Municipality of Garzón

Planting of 100 hectares of coffee and plantain. This project aims to obtain rust-resistant coffee varieties with higher yields, and will benefit 100 coffee growers who will be supplied with coffee seedlings, fertilizers, and agricultural equipment. In addition, technical, social, and environmental monitoring will be carried out to ensure the sustainability of their crops and increase coffee production. Enel will finance approximately 40% of the total investment.

Optimization of the electrical appliances in the meat section of the local market. The project aims to renew the electrical networks built more than 20 years ago and will benefit more than 73 merchants. Enel will finance 80% of the total investment.

Municipality of Tesalia

Setting up a sugar cane molasses processing plant. This initiative will benefit small and medium sugarcane producers with the construction of a sugarcane molasses processing plant and the planting of 15 hectares of new sugarcane to increase the production of panela and improve the living conditions of the families. Enel will cover more than 80% of the total investment.

Improving livestock infrastructure. The purpose of this project is to upgrade the livestock infrastructure, improve cattle health conditions and increase milk production by supplying silage or concentrated feed, thus generating profitable and sustainable livestock production and improving the socioeconomic conditions of the beneficiary farms belonging to the ASOGATE, ASOGAPAC and FOGAGRO associations. Enel will finance more than 80% of the total investment.

Strengthening the production system of cocoa-growing families. This initiative involves the provision of specialized machinery and fertilizers, in order to increase cocoa production by 75%. Enel will finance 80% of the total investment.

Strengthening cherry tomato production and marketing. The project reached more than 90 producers in the department of Huila, enabling the cultivation of approximately 5,500 seedlings. The initiative was executed in cooperation with three associations (Agroprosur, Asocapa and Asosanjosé) and accounted for more than 50% of the total investment. Three greenhouses and two seedbeds were built, where sowing, the vegetative phase and the subsequent transplanting of the fruit are currently being carried out. In addition, the beneficiaries were trained in permaculture and agroecology, good agricultural practices, and attended workshops on crop management and marketing.

Municipality of Paicol-Huila

Mejoramiento genético bovino. This project, which will benefit 94 cattle farmers, is intended to contribute to the region's livestock development by improving milk production rates and improving cattle genetic quality. 30% of the total investment will be financed by Enel.

Cocoa effect. This is a long-term project involving the United States Agency for International Development (USAID), the Luker Foundation, Luker Chocolate, the Saldarriaga Concha Foundation and Eafit University, whose objective is to strengthen cocoa production through producer training, instrumental environmental assessments for production, support for the cultivation of cocoa trees (through all stages of development), and assistance to combat pests and diseases. At the end of 2022, we have begun to expand the program to a larger number of cocoa producers.

Effectiveness of remedial actions implemented

By implementing and executing these socioeconomic development projects, Enel Colombia has invested approximately COP 7,300,000,000, equivalent to 73% of the resources committed for economic strengthening and productive chains, in line with the productive goal for the department of Huila.

Regarding resettlement of the population in the municipality of Altamira, follow-up activities were carried out on the use of the land, while the Llanos de la Virgen Small-Scale Land Adjustment District came into operation. In the second period of 2022, technical assistance visits were discontinued as the technical follow-up with the families was completed; therefore, this activity will be resumed when the implementation of the PPAs in Llanos de la Virgen begins.

Using the communication channels defined to inform and respond to all community questions about the project (specific web page, social channels, newsletter, etc.), the Garzón and Gigante offices have served approximately 470 people based on requests and petitions that expressed their total satisfaction with the assistance received.

During 2022, we received a total of 604 complaints, 457 of which were answered, while 97 did not require a response because they were informative.

Othet projects under development:

WINDPESHI (La Guajira)
1 wind farm | under construction | 200MW

Context

The plant will contribute to the diversification of the country's energy mix.

Stakeholders in the area of influence

Indigenous communities living in the municipalities of Maicao and Uribia, in the department of La Guajira, an area characterized by a significant presence of indigenous communities, which represent 20% of Colombia's total population.

Outcome of the stakeholder consultation process

Overall approach

La Guajira is a region characterized by a high rate of unmet basic needs. The key actions identified relate to socioeconomic development.

Main actions performed

a. **Desarrollo socioeconómico**

i. Access to drinking water

- Two public reservoirs have been built to provide drinking water to communities in the influence area,
- A non-functioning aqueduct was repaired, providing water to communities along the road to Windpeshi

Both actions benefited 3,000 people from the Wayuu indigenous population.

ii. Training

- an agreement was signed with SENA, the National Learning Service, which provides technical training and certifies the skill level attained by the participants. Activities focus on vocational training in basic construction work and support for the development of entrepreneurship through marketing, sales and handicraft courses aimed at enabling communities to establish their own businesses.
- joint project with Artesianas de Colombia in the Wayuu territory on traditional handicraft weaving practices

560 people participated in the training activities, 270 of them under the agreement with SENA and 290 under the joint project with Artesanías de Colombia..

Other

TWe have also reached an agreement with the University of La Guajira for the elaboration of an intercultural manual, a basic tool to understand the dynamics and specific aspects of ethnic communities

Growth Drivers

Management approach

3 -3

At Enel Americas, effectively incorporating innovation, circular economy and digitization in our processes is fundamental, as they are key factors to drive growth and achieve a socio-ecological Just Transition, enabling the adaptability and agility that the processes require, and enhancing our positive impacts on the environment.

Innovation is managed through the Innovation Hub, a bridge between innovation ecosystems outside the Company and the internal needs of the business, and also by fostering a culture of internal innovation with the Idea Hub.

In addition, each business line constantly seeks to integrate the circular economy strategy and digitization transversally into its processes and the entire value chain, promoting its implementation in the daily work of internal and external employees.

150

Projects submitted under the Make it Happen program, compared to 113 in 2021

+32.7%

19

Training milestones in cybersecurity worldwide

250

Ideas received through the Power G program, compared to 241 in 2021

+ 3.7%

More than 500

Professionals trained at LATAM's Circular Economy School

Below are the objectives of the previous Sustainability Plan 2022-2024, 2022 results and the objectives of the Sustainability Plan 2023-2025, which may change with respect to the previous plan.

TARGETS

ACTIVITY	TARGET PLAN 2022-2024 (1)	RESULTS 2022 (1)	TARGET PLAN 2023-2025 (1)	ODS
Extend the reach of the open innovation ecosystem.	Launch 520 proof-of-concepts to test innovative solutions for 2022-2024 plan	**194 proof of concepts launched**	Launch 445 proof-of-concepts to test innovative solutions for 2022-2024 plan	9, 17
Create value by solving the needs of business units through open innovation tools.	Scale-up 137 solutions to accelerate implementation of 2022-2024 plan	**60 solutions adopted by lines of business**	Scale-up 126 solutions to accelerate implementation of 2022-2024 plan	9, 17
Share cybersecurity knowledge globally	15 activities per year	**19 activities**	15 activities per year	4, 11
Verify information security	800 activities per year	**1,587 activities**	1,400 activities per year	9, 11
Valorization of obsolete parts, equipment, and scrap from thermal plant closures and adopt circular business models (2)	53 million euros in valorization revenues by 2024	**22 million euros in valorization revenues**	53 million euros in valorization revenues by 2024	7, 9, 12, 13

(1) Goals and results of the Enel Group

(2) The objective on the Valorization of obsolete spare parts, equipment and scrap that comes from thermal power plants implies the adoption of several initiatives, which aim to give new life to components in warehouses, equipment from dismantled coal power plants and obsolete materials of all kinds. the other thermal power plants, which allows economic benefits.

HOW THE PRINCIPLES OF THE HUMAN RIGHTS POLICY ARE APPLIED

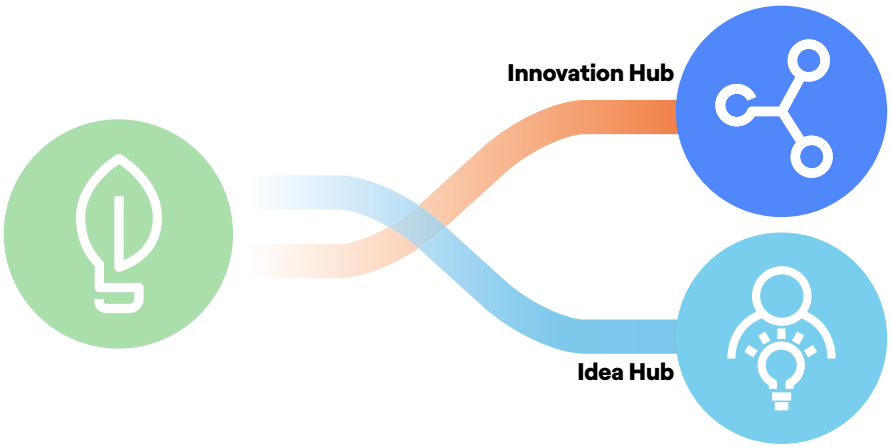
Environment	Enel Americas is committed to speed up decarbonization and electrification processes by implementing new technologies such as robotics and digitization to support the energy transition. Protecting the environment and natural resources are strategic factors in Enel America's planning, performance and development.
Privacy	Enel Americas is respectful of its stakeholders' confidentiality and right to privacy, and uses information correctly, adopting high standards for personal data protection.

Innovation

At Enel Group, we have developed an innovation strategy called Open Innovability®, a key component of our strategy that considers a general model of open and sustainable innovation closely linked to the environment, whose main objective is the development of new models and technologies based on cutting-edge innovation and creativity, considering ideas that arise both from within and outside the Organization.

This strategy encourages the search for new sustainable uses of energy and its accessibility to an increasing number of people, through the development of new work models and the implementation of new technologies.

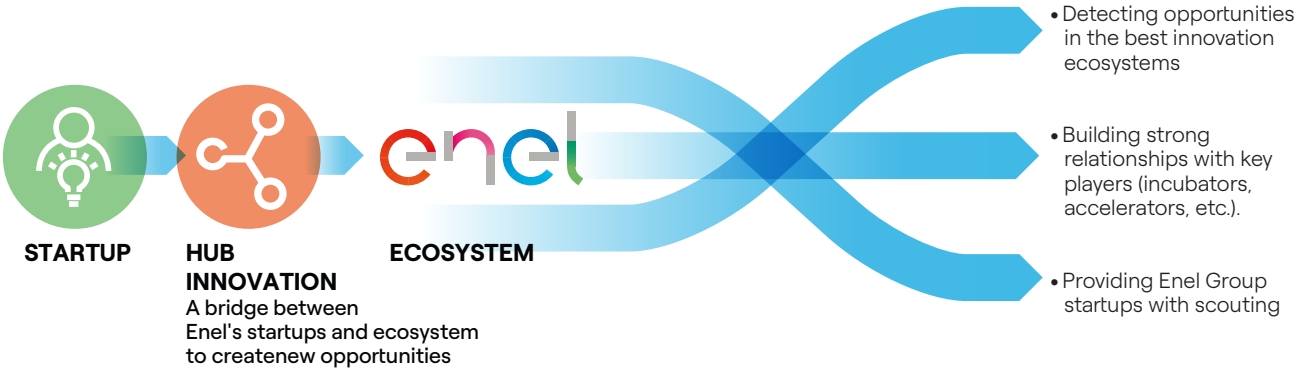
The strategy is deployed through two tools that seek to accelerate the process of socio-ecological Just Transition: Innovation Hub and Idea Hub.



Innovation Hub

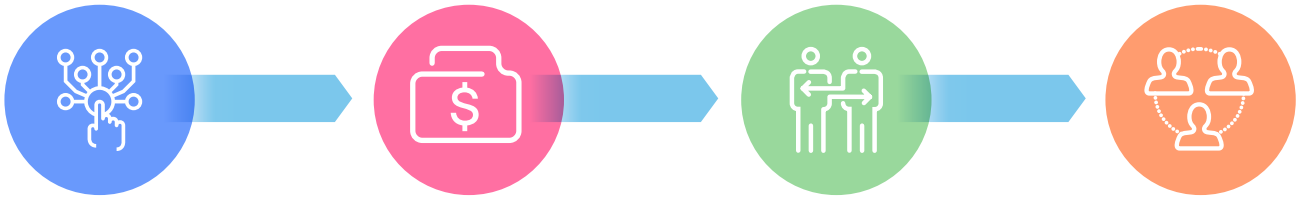
Consistent with the Open Power vision, we promote Open Innovation by connecting our business with startups that meet our challenges. We constantly explore the innovation and entrepreneurship ecosystem throughout Latin America, looking for the best startups, research centers and commercial partners.

#ENELINNOVATIONHUBS:
Connecting Enel with the best innovation ecosystems



Innovation Hub activities to drive innovation

BOOTCAMPS



Collect innovation needs from business areas.

Conduct scouting activities to find startups that solve identified needs.

Hold 1:1 meetings with the selected startups, so that business areas can decide which ones they want to work with on a Proof of Concept.

Testing technology and tackling the challenge.

This methodology addresses the innovation requirements of the Company's lines of business.

We identify these requirements and then present startups with a challenge. Later, one-on-one meetings are held between the line of business and the startup chosen, to define which of these initiatives will undergo a Proof of Concept (PoC), to test the proposed solution or technology, and provide a solution to the challenge posed by the Company.

In 2022, this methodology was implemented 100% online, with a focus on solving global challenges. All Enel Group Hubs, in all countries, address the challenges simultaneously, thus allowing for a more exhaustive exploration of the ecosystems in which we are present. This has enabled process efficiency to be improved and provided the option for all of our ecosystems to be represented.

At Enel Innovation Hub we actively collaborate in the entire process of advancing the selected startups, promoting their development, financing and industrialization of the projects.

#ENELINNOVATIONHUBS supports startups in all key life cycle phases.

DEVELOPMENT

Improve your response and tailor it to customer needs

- Access to our knowledge, data, labs and experts
- If necessary, we deploy our partners: accelerators, incubators, c builders, mentors, etc.

INDUSTRIALIZATION

Seek to scale startups, giving them what they need to grow

- Support by deploying key suppliers in manufacturing and software/services development.

FINANCING

To assist fundraising through grant applications and/or investments by Venture Capital funds.

- Support for applying for subsidies. Introduction to VCs and banks in our network
- Advance payment in contracts if necessary

During 2022, 83 start-ups proposed by the Hub Brazil were evaluated.

Finally, in 2022, a new center in Barcelona joined the Innovation Hubs network, thus allowing us to be present in other cities such as: Tel Aviv, Pisa, Milan, Catania, Madrid, Boston, Silicon Valley, Rio de Janeiro and Santiago de Chile.

Innovation Hub activities to drive innovation at Enel Americas to be featured in 2022:

Brazil

As the leading startup ecosystem in Latin America, Brazil features another important global structure of the group locally, the Innovation Hub, focused on discovering startups and small and medium-sized enterprises with significant potential to be transformed into business solutions. The main initiative was *Iniciativa e.360*. This event seeks to enable partners to create projects for the different lines of business, sharing the 360° vision of innovation and its Open Innovability® initiatives. The first version was held in the cities of São Paulo and Rio de Janeiro in 2022.

Colombia and Central America

In 2022, Enel Colombia and Central America kept promoting different cultural programs in entrepreneurship and open innovations, bringing creative solutions to the challenges faced by the different businesses and support divisions. Enel has been positioned as an innovative brand both nationally and in Latin America, winning important awards such as the Ranking of Business Innovation - Andi and Dinero Magazine, the recognition of the Ministry of Science, the Ranking 100 Open Startup of Colombia reaching first place in the energy sector, among other distinctions.

New strategic alliances in Enel Americas' innovation ecosystems in 2022:

Brazil

A sponsorship agreement was signed in 2022 with the National Industrial Training Service (SENAI) to design new projects and participate in an exhibition at the largest innovation trade show in the Brazilian industry, where we showcased technologies developed by Enel Americas, focusing on smart metering, decarbonization of cities and the relevance of electric and renewable vehicles.

Peru

We entered into a collaboration agreement with Universidad Científica del Perú to establish a collaboration between the companies and the university to carry out academic activities (including scientific research) on innovation, circular economy, renewable energies, among others. In 2022, a Position Paper on the potential for circularity in the city of Lima was produced.

Furthermore, Peruvian companies were awarded the Open Innovation Projects contest promoted by the National Program for Technological Development and Innovation - ProInnóvate of the Ministry of Production, which will co-finance up to 60% to find external solutions to address safety and efficiency challenges in energy generation and distribution that can be scaled to other countries in the group. This initiative will be carried out between Peru and the Innovation Hub Latam.

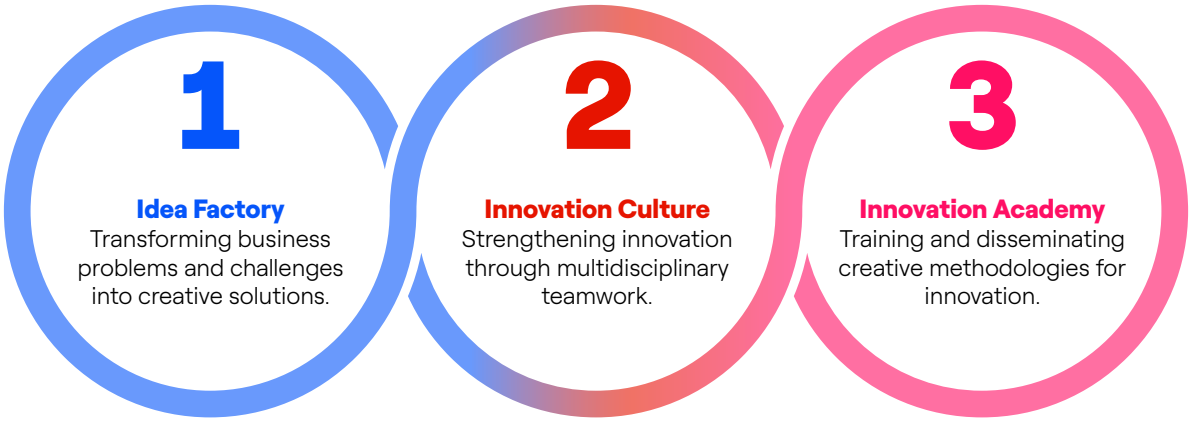
Colombia and Central America

By 2022 we have entered into 14 agreements with public and private universities in different cities in the country, with which we have developed research and development projects resulting in tax benefits, thus increasing our productivity. We implemented our first technological development project with the University of Galileo in **Guatemala**, the "Pin Inspector" project, which was awarded the CIER Central America and the Caribbean prize.

Idea Hub

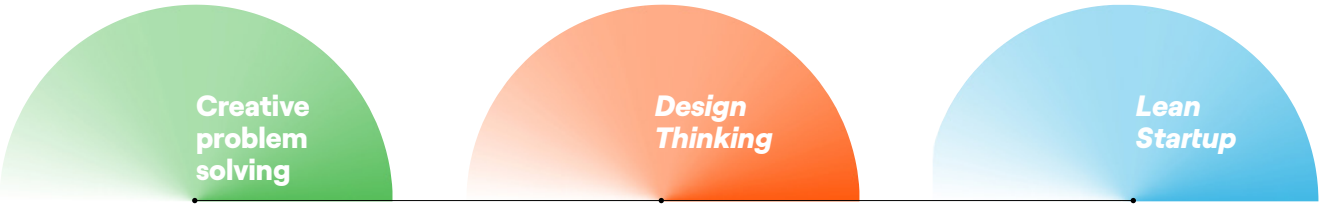
This is our second innovation promotion tool in Enel Americas fostering a culture of innovation within the Enel Group. The Idea Hub is active in eight countries of the Enel Group, to encourage technical and professional teams' creativity by providing them with tools to develop their skills and generate learning spaces that promote synergy within the Company.

Fields of work



Idea Factory

The Idea Factory at Enel Americas promotes innovative methodologies that encourage employees to think out of the box, supporting them in the analysis, selection and implementation of the best solutions to the problems and/or challenges they face in order to transform their workspaces into true laboratories of innovation.



Based on the natural way in which creative thinking evolves, this methodology seeks to turn problems into opportunities, paving the way for problem solving that leads to a fertile environment for creative ideas.
Thoughts emerge through a four-phase process:

1 **Clarify**
2 **Devise**
3 **Develop**
4 **Implement**

A "human-centric" way of working that places customer at the center of everything and uses different tools to co-create the product or service that best suits their needs, changing their habits and improving their experience.
The phases of Design Thinking are:

1 **Empathize**
2 **Define**
3 **Brainstorm**
4 **Create a prototype**
5 **Test**

Used for business and product development while allowing for shorter cycles in each process, adopting a combination of hypothesis-driven experimentation to measure progress, iterative product launches to gain valuable customer feedback, and validated learning to measure how much has been learned. The phases of this process are:

1 **Learn**
2 **Create**
3 **Measure**

Innovation culture

Our goal is to strengthen it by implementing inspiring initiatives for all those who are part of Enel Americas, encouraging work in multidisciplinary teams so that innovation is applied everyday in the work we carry out in the Company.

The following are some of the initiatives we are carrying out at Enel Americas in 2022:

Innovation Ambassadors

This program promotes building a network of people from different areas who can influence, expand and develop the innovation culture throughout the Company, and the members of this network are called innovation ambassadors.

In 2022, the number of ambassadors in **Argentina** was 37, and in the case of Brazil, the number of ambassadors reached 100, with more than 1,085 hours dedicated to the subject. Additionally, the innovation culture division strengthened the digital strategy by creating new courses to strengthen in-house training programs, ending the year with a total of 2,605 participants.

The community of Innovation Ambassadors in **Colombia and Central America** is made up of 34 members, who organized 69 ideation sessions in 2022 seeking solutions to challenges and difficulties of the business lines, 5 mentoring sessions, and participated in 17 events and activities of innovation culture.

In **Peru**, this community is made up of 44 ambassadors who in 2022 focused on teaching creative tools and fostering an agile culture. The ambassadors conducted 30 internal courses and mentored 5 projects, as well as promoting face-to-face creativity events held at our generation centers.

Make it Happen

This is an entrepreneurship initiative to encourage all Company employees to submit their ideas regarding business needs, new businesses and operating improvements, supported by experts at every stage of the process, providing access to venture capital and full-time dedicated to developing these projects.

	Total projects submitted in 2022		No. of projects in design phase in 2022		No. of projects in implementation phase in 2022	
Country	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**
Argentina	3	10	10	1	2	1
Brazil	91	76	49	3	7	3
Colombia	10	22	3	5	4	3
Peru	44	-	9	-	5	-
Central America	2	5	-	1	-	-
Total	150	113	71	10	18	7

Innovability Week

This initiative allows to share and showcase Innovation projects globally and in Latin America.

The 2022 Innovability Week, entitled "Transition with Impact", featured keynote speeches by Patrick Mork, Co-Founder of Google Play, and Frank D'Acosta, expert and academic at Disney University, in addition to the technological talks and the Eco fuels panel.

The event in **Brazil** is called InovaEnel and in 2022 was centered on innovation, diversity and transformation, with more than 1,600 people in attendance. Participants in **Colombia and Central America** this year totaled 1,299.

In **Peru**, the event is called Open Energy, and is a venue dedicated to innovation, agility and digitization. In addition, the event was the setting for the annual Hackathon, aimed at finding solutions to cross-cutting challenges related to digitization of processes in the organization. Thirty-nine teams and more than 180 employees took part in this activity.

Innovation Academy

With a "learning by doing" approach, the Innovation Academy aims to enhance knowledge and provide new methodologies to employees who are actively interested in innovation and digital transformation.

In Enel Americas, during 2022, the name of the program was changed to InnovAgile Academy, integrating two strategic elements for the Company, innovation and agility.

	People Trained	
Country	**2022**	**2021**
Argentina	550	2.000
Brazil	77	77
Colombia	426	268
Peru	742	719
Central America	82	42
Total	1,877	3,106

Other highlights in 2022

Entrepreneurship with Enel

In 2022, Enel Colombia launched the first edition of the social innovation program "Emprende con Enel", aimed at supporting the post-pandemic economic reactivation. More than 40 ventures entered the program, of which 5 were the final beneficiaries, promoting the economic and social development of the territories in areas such as circular economy, new technologies for agriculture and tourism, electric mobility and digital solutions for inclusion, impacting 150 beneficiaries at the end of the year.

Tax benefits for innovation

Innovation has been the driving force for Enel Peru to achieve significant external benefits in 2022, thus boosting innovation and business sustainability. Two generation projects using artificial intelligence and new equipment development to increase the efficiency of hydroelectric power plants were recognized as innovative by the National Council for Science, Technology and Technological Innovation, resulting in a tax reduction of up to 22%.

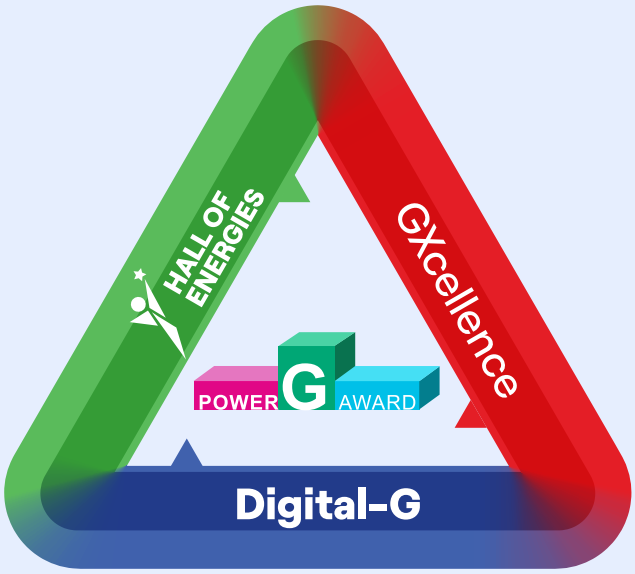
Innovation in Generation

Our main focus at Enel Americas is to identify technologies that will support the energy transition process in the long term, incorporating new ways of producing energy through the advantages offered by marine energy, the hybridization of energy production or the production of green hydrogen as a new energy vector.

Power G

Enel Americas promotes and encourages its employees' creativity and innovation through the **Power G Program**. They submit innovative ideas and initiatives related to their work, and enter a contest, which is judged by an Evaluation Committee at local and global level, and awards prizes to the winners.

During the third edition of the contest in 2022, 250 ideas were received, nine more than in 2021, confirming the motivation and continuous contribution of our employees to the future of the Company and our region.



The following generation projects by country stand out in 2022:

ARGENTINA

2022 Make it Happen winning project, by Enel Generación Costanera (Generation): designing and building a solar-powered floating vehicle to collect garbage near the water intakes of our Costanera Power Plant.

COLOMBIA

Grid Mining-Grid: this project won the 2022 **Make it Happen**, it involves reusing copper and aluminum materials that are removed from the grid to develop new products (grounding rods and hardware), ensuring price, stability and raw material supply, as well as reducing the environmental impact. By the end of 2022, approximately 3.5 tons of aluminum and copper have been sold, with sales of $79 billion Colombian pesos.

BRAZIL

Sustainable Plants: the objective of the program is minimizing O&M actions impact on the environment, improving the operational efficiency of the plants and ensuring the responsible use of resources. By doing so, we intend to enhance the positive impacts of Enel Americas on local communities, fostering and strengthening long-term stakeholder engagement. A total of 121 projects were carried out during 2022.

Roboost Program: the goal of this program is to integrate and distribute innovative robotic solutions in connection with Operation and Maintenance activities on a global scale. In Brazil, devices such as solar panel cleaning robots, lawn mower robots, submarines for underwater inspection, drones and smart glasses, among others, were developed during 2022.

CENTRAL AMERICA

Phase 2 of warehouse automation: this project allowed us to automate material handling of those materials not subject to inventory in the warehouses of the generation plants in **Guatemala** using a mobile app used by approximately 60 people from different functions and areas of the Company. One of the key benefits is to have timely knowledge of the needs of each plant and the optimization of time.

Mobile Smart Connectivity Box - MSCB: this is a portable and autonomous connectivity solution developed in **Panama**, designed to meet the need for immediate connectivity in the Group's construction projects, thus taking advantage of all existing digital platforms globally in a secure and effective manner. This project won first place in the Decarbonization category at CIER Central America and the Caribbean.

PERU

EV-Burner: This is a technology improvement initiative to reduce industrial water consumption and NOx emissions. In 2022, a new combustion chamber was installed at the Malacas thermal power plant, which will reduce 95% of greenhouse gas emissions and save 400 thousand m3 of water, enough to supply 22,000 people a year with this resource.

Innovation in Distribution

Our distribution subsidiaries have undergone organizational transformations in 2022. In June, the Global Infrastructure & Networks business line changed its name to Enel Grids, with a new approach that will promote the energy transition, in order to achieve the Company's objectives, in line with the zero-emissions ambition strategy.

In this context, the Network Business Opportunities Development & Innovation area was established, whose strategy is to promote grid digitalization, decentralization and resilience, thus facilitating widespread use of electricity and extending access to electricity to our customers.

The following are some of the initiatives we have implemented to achieve these objectives:

Argentina

2022 Maken it Happen winning project "Optical Port Extender": aimed at minimizing risks, this project uses a physical device designed with easily accessible components, which allows lowering the measuring point of an equipment (2 to 3 meters), speeding up the meter reading at height.

Brazil

Mechanized Pruning: The purpose of this project is to use state-of-the-art technology to ensure a much more precise and safer tree pruning process for Enel Brazil's employees, cutting branches mechanically without the need for human intervention in the process. This program was launched in 2022 at the Guarapiranga Base Training Center, in the city of São Paulo.

Colombia

Data Recycling: this project enables the analysis and visualization of the electrical variables captured by the meters of all Enel Colombia's industrial customers, identifying new business opportunities for the provision of technical services, energy efficiency and boosting customer knowledge to strengthen commercial and loyalty strategies. Over 250 business initiatives have been generated throughout 2022 that Enel X can translate into commercial offerings. By 2023 we expect to start the follow-up phase in terms of actual sales and profits of the project.

Enel GRID PoC DigitalComex-Grid: This project seeks to implement a new ComEx foreign trade logistics model whereby a single supplier may integrate all material import operations, international transportation, customs operations and local transportation. This brings several benefits such as improved processing times, order control and traceability, reduced delays at ports and container returns, among others. In 2022 this project was consolidated in Enel Colombia and is being replicated in Peru, Brazil and Chile.

Peru

Virtual Visit: this solution allows a technician to record, manage and generate reports on the visual inspection performed with the Enel Distribución customer using his own mobile device. Technicians use the Visual Remote Assistant software to interact with customers, and the solution communicates with the customer through e-mails and SMS. Virtual Visit can collect information, warn of upcoming visits, send inspection results, etc.

Digitalization

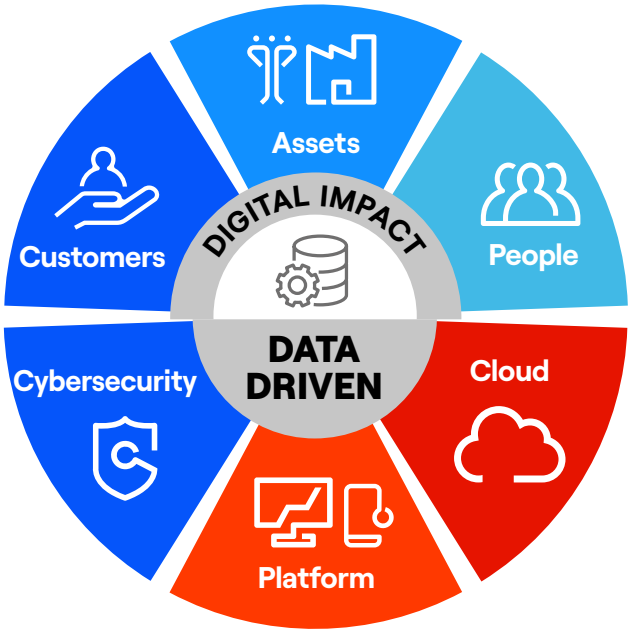
Digitization enables the promotion of economic, social and environmental sustainability, encouraging more conscious consumption, access to energy - especially for the most vulnerable sectors - and environmentally friendly energy use.

Our goal at Enel Americas is to integrate this issue throughout its entire value chain, introducing digital solutions encompassing asset optimization through plant management and maintenance and the distribution and transmission network, among others.

The basis of our digitization strategy are these three pillars: people, assets, and customers. There are three key enablers in their development:

1. Cloud **2. Platform** **3. Cybersecurity**

Based on these elements, we have established ourselves as a Data Driven company.



Digital Solutions

The following are the main milestones for each of the pillars of our 2022 management:

People Pillar

Hybrid work: we are part of the societal changes that are taking place, especially after the pandemic. Therefore, we implemented a new form of hybrid work, giving our employees the opportunity to better balance work and family life, reducing travel time, while maintaining productivity and the added value that each of us contributes to our growth and that of society. In order to better manage this arrangement, we provided our employees with digital tools that allow them to reserve workstations or meeting rooms.

Customer Pillar

Product management at Enel X and Enel X Way: in 2022 we implemented a range of digital solutions to boost business operations, improving product offerings to end customers. Local platforms will be replaced by these centralized and global platforms, thus significantly reducing our own consumption.

Additional initiatives include the following:

Salesforce: this platform enables digital procurement management, from interacting with the potential customer to originating the final offer.

Grid Blue SKY: a set of applications were implemented to support the full reorganization of our energy distribution operating model. To do so, we have performed a digital, technological and process alignment, based on 3 platforms:

- **Asset owner:** for grid planning and development,
- **Asset operator:** for O&M
- **Customer engagement:** focus on products and services delivered to customers.

Asset Pillar

Enel Platform: this is the how data management, collection, organization and activation of the organization has evolved, enabling a more collaborative decision-making process. The project will be consolidated in 2022 through Grid Blue Sky, for example.

Power Generation Digitization: this initiative speeds up the digitization process, given the increasing complexity levels, and takes advantage of the data correlation opportunities.

As a result, we implemented tools to build wind and solar power plants during their design, engineering, construction and plant life phases. We keep on developing the Smart Glasses project, which facilitates access to and support from experts around the world at the plants. Finally, data analysis tools such as PI and SAS were implemented, which enable us to optimize and improve production, facing the major challenge of maintaining data quality through sensors and equipment in the plants.

Cybersecurity

We have a systemic cybersecurity action and management model in place, comprising all companies in the Group, including Enel Americas. Senior Management promotes this model and involves all corporate business areas and those responsible for the design, management, and operation of IT systems.

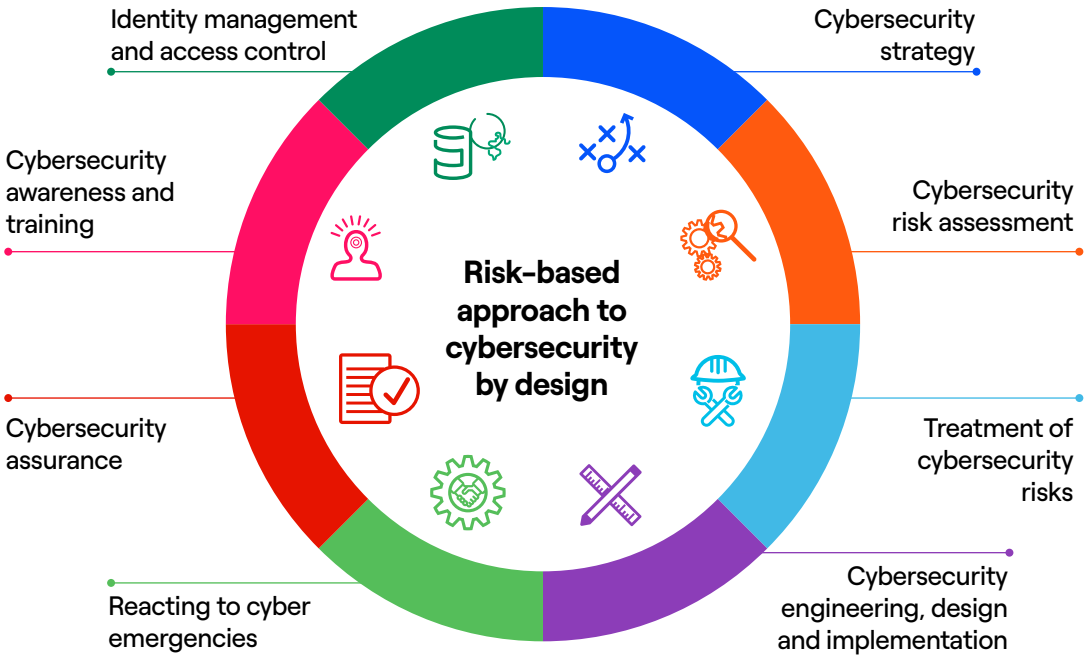
Also, Enel Americas has a global cybersecurity unit that oversees each country's issues, and reports directly to the Chief Information Officer (CIO), who reports to the Chief Information Security Officer (CISO), a team responsible for ensuring governance, coordination and/or control of cybersecurity issues, and defining strategies, policies, and guidelines in accordance with current regulations. Thus, timely decisions are made at a global level, which apply to Enel Americas, in a context in which response time is essential.

As of 2017, a cyber risk management model has been applied, applicable to the entire Enel Group and therefore to Enel Americas. This model uses risk analysis as the basic step in all strategic decisions made by the Company. This cyber defense model relies on a methodology applicable to all types of IT systems, identifying, prioritizing, and quantifying the cyber security risks associated with the use of such systems.

IT systems involved are:

- Information Technologies (IT), from the cloud to the data center.
- Operational Technology (OT), everything pertaining to the industrial sector, such as remote plant control.
- Internet of Things (IoT), the extension of communication and intelligence to the world of objects.

The ultimate goal of the model is to identify and adopt the most appropriate security actions for risk minimization and mitigation. Following this methodology, we identify the information systems that require such risk analysis, thus establishing the appropriate mitigation actions according to the risk type and severity.



Cybersecurity risk-based approach

Cybersecurity is an essential component of the organization's risk management process. Thus, as a Group, our approach requires cybersecurity risk assessment as a prerequisite for strategic decisions and cybersecurity design.

Our Cybersecurity Risk Management methodology is formalized in a global procedure and is applicable to IT, OT and IoT environments.

The main objectives of the methodology are:

- To be applicable to the entire Enel Group (IT, OT and IoT environments), considering specific contexts and safeguarding benchmarking of results
- To formalize all required steps to identify, quantify and prioritize risks vs. criteria
- To facilitate risk-based decision making in all aspects of the organization, leading to a more efficient resource allocation
- To ensure continuous improvement given the evolving internal and external landscape, consistent with cybersecurity initiatives.

Cyber-attack prevention and monitoring

Cyber-attacks have have evolved dramatically in recent years: they have grown exponentially in number, so has their degree of sophistication and impact, and it is increasingly difficult to identify their source in a timely manner. There is also a steadily growing perception of cyber risk; in fact, authoritative analyses conducted in 2022 confirm a high ranking for cyber risks, in line with the trend of previous years.

The focus of our digitization efforts at Enel Americas is on our assets, which has been implemented through an agile design of the main processes of its business lines. In this context, we are aware that digital transformation cannot move forward without going hand in hand with cybersecurity.

In 2022, we continued driving data-driven smart work and platforms in the company, allowing most of our employees to operate remotely, thus enabling a new organizational paradigm that puts cybersecurity at the forefront. Cyber-attacks often target the human factor, or use it as a bait, which makes it more critical that employees take appropriate measures to use digital resources safely and recognize incorrect behaviors that may involve cyber risks and violations of personal data.

In order to prevent and monitor possible threats, the company has a global Computer Emergency Response Team (CERT), made up of a group of experts tasked with managing cybersecurity incidents. CERT sets up a strategy to prevent cyber-attacks on the Group's industrial and digital assets and critical infrastructures, maintaining a team in each territory and working synergistically and collaboratively with them to respond to digital security threats.

Relevant documents on cybersecurity at the Enel Group level

- *Policy No. 17, "Cyber Security Framework".*
- *Policy No. 25, "Management of Logical Access to ICT Systems".*
- *Policy No. 344, "Application of the General Data Protection Regulation (EU Regulation 2016/679) within the scope of the Enel Group".*
- *Policy No. 347, "Personal Data Breach Management".*
- *Policy No. 358, "Cyber Security in Industrial Control Systems".*
- *Organizational Procedure No. 204, "CERT – Cyber Emergency Readiness Team".*
- *Policy No. 1815 Incident and problem management.*
- *Operating Instruction No. 944, "Cyber Security Risk Management Methodology".*
- *Policy No. 33 "Information Classification and Protection".*
- *Organizational Procedure No. 36 "Solution Development & Release Management".*
- *Policy No. 1075 "Secure Decommissioning of IT/OT Assets" and related Security Guideline (SGL) No.15 "Secure Media Sanitization Guideline".*
- *Policy No. 1026 "IT Service Continuity Management" and related Operating Instruction (OI) No. 2415 "Remediation of severe outage in IaaS".*
- *Policy No. 1097 "Rules of Behavior for Digital People".*
- *Policy No. 1742 "Admin to User Management".*

Operating in eight countries, CERT has more than 20 cybersecurity analysts, who can detect system failures, which may be cyberattacks, from the control room and, in the event of an incident, coordinate response activities collaboratively across all territories. CERT focuses on preparedness capabilities and has three main processes:

1. **Cyber Incident Response:** by means of a systematic and structured approach to cyber security incident management, CERT and its internal stakeholders are continuously interacting with each other. Such approach outlines steps that describe the capabilities required to deal with a cyber-attack before, during and after it occurs.

2. **Cyber Threat Intelligence:** focused on finding/detecting sensitive information and translating it into useful actions to prevent, mitigate or manage a potential cyber incident.

3. **CERT Information Exchange:** shares insider information while maintaining confidentiality and trust in the line of communication, preserving the confidentiality of the information.

Upon detection of any type of information security risk or incident, CERT analyzes and classifies it based on severity. If the incident results in a crisis that affects business continuity, the company's profitability or its reputation, we immediately implement the necessary actions, according to the existing policies on crisis management and security emergencies.

Enel Americas Security Operation Center (SOC) monitors IT systems and network communication traffic network on a 24/7 basis.

The CERT team blocked 1.2 million risky emails, 57 virus attacks, 172 attacks on web portals and 1,336 log ins to dangerous websites.

	2022
Number of cybersecurity breaches or incidents (1)	0
Number of penalties paid related to cybersecurity breaches or incidents.	0
Number of customers or employees affected by a breach of the Company's cybersecurity.	0
Number of data breaches (2)	0

(1) The reported value for the KPI "Number of cybersecurity breaches or incidents" refers to Level 4 incidents.

(2) The KPI "Number of data breaches" refers to the number of events that occurred as a result of a cybersecurity incident (i.e., the reported number does not include disclosures that occur as a result of non-digital incidents).

In addition, during the year, 175 level 2, 16 level 3 and 0 level 4 incidents were reported..

The following projects were implemented during 2022, or had some milestone to report in their process:

- **CERT monitoring extension project:** starting in 2020, CERT began implementing new capabilities to automate and expedite incident management activities as well as to take advantage of cyber threat visibility. We succeeded in accelerating and enriching the consistent monitoring of the activities required during the analysis and management phases of an incident, thus supporting the analyst who can focus on the more complex tasks where human intervention is required. In 2021 the first use cases were activated and during 2022 the implementation continued its evolution.

- **Adoption of Endpoint Detection and Response (EDR) solutions:** This is a cloud-based platform that prevents all types of attacks, including malware, through a unified set of technologies. Starting in 2020, implementation was completed in the first half of 2021. In 2022, a roll-out plan was defined and initiated to gradually deploy anti-malware on employees' mobiles.

- **Defense against email fraud (DMARC):** a domain assessment was completed at the end of 2020 (more than 1,500 domains were considered). And during 2021, a specific guideline was defined and integration with Enel SIEM was completed. In addition, all Enel domains were configured, with a coverage of 98.8%. In 2022 100% coverage has been completed..

- **Industrial DPI Probes deployment project:** under this project DPIs in other industrial contexts were addressed to enhance the cybersecurity detection perimeter, successfully securing product enhancement based on Enel's requirements and a favorable price as the basis for tendering among its global resellers/partners. In 2021 the tender was opened and awarded. Other 30 probes will be acquired and deployed in Enel's businesses during 2022. Thus, the project will continue to meet the regulatory cybersecurity requirements applicable to various facilities where we operate.

- **Machine ID Public Key Infrastructure (MIDPKI) projects for OT and IoT:** in 2018 we developed an MVP of a PKI called MIDPKI (Machine Identity PKI) to manage machine digital identity certificates. In 2021, the integration with the Enel X IoT platform and the IoT gateway, among other initiatives, was completed. In 2022, the following optimizations and scaling activities were carried out: the implementation of Code Signing Solution, the first deployment of internal segregated network paths to access MIDPKI services from Enel Intranet, the deployment of MIDPKI instances (a.k.a. MIDPKI Projects) as managed cloud services to promote scalability, security and accelerate adoptions, and the migration of several legacy local environments (e.g. Enel-X) to the cloud paradigm. By the end of 2022, MIDPKI manages more than 22,000 unique device identities in various areas of the Group (mainly Enel X and Distribution).

- **Cloud Workload and Container Security Project:** in 2022 we acquired Cloud Workload Protection, Platform Solutions (CWPP) and Cloud Security Posture Management (CSPM). These services deliver: container-specific vulnerability management capabilities to prevent compromise at every stage of an image's lifecycle; integration with CI/CD pipeline to achieve DevSecOps; runtime defense capabilities with container and serverless awareness and continuous auditing of cloud configurations and assets.

- **Enterprise Data Right Management:** this is aimed at providing us with data classification and protection capabilities within office documents. For this, a market analysis and software selection was conducted in 2018, resulting in the identification of the solution best suited to the Group's context. In 2021 a technology upgrade of the Azure solution was carried out. In 2022 the latest version of the solution was tested and distributed.

- **Multi-Factor Authentication (MFA):** this is a cloud solution used to enforce user identification method during the registration procedure. MFA allows us to identify a person logging into a system in three different ways. The project was deployed in April 2020 to continue in 2021, when adoption was completed for internal users owning smartphones. Adoption for external users is progressing according to the terms and conditions and reached 97% of external users in 2022.

- **TheRedPill, awareness and phishing solution:** in 2019, we began the search for a cybersecurity awareness solution with to identify and implement a platform that would enable the execution of widespread, adaptive, and active awareness and phishing campaigns to all Group employees. In 2022, the following initiatives were launched on the platform:
  - Completion of the "Antiphishing Kit" module assignment (started in 2021).
  - Launch of the "People Cyber Empowerment Journey", a program designed to help Enel's people become the first line of cyber defense.

- **Cyber Security GRC:** initiated in 2019, this project aims to support all activities pertaining to the processes identified under the Cyber Security Framework. Beginning with the first wave of deployment at the end of 2019, we have focused on the Assessment, Treatment and Assurance processes; of integration of IMAC and CERT results that impact the treatment process and more. Activities in 2022 include:
  - additional enhancements platform with new functionalities to meet regulatory requirements.
  - clustering of treatment actions implemented.
  - creation of a common template to support the execution of risk assessment on specific assets.
  - adoption of tracking functions for treatment actions related to assurance vulnerabilities.
  - enhanced post-incident recovery module to facilitate remediation tracking.
  - a quick reference section for end-users available within the tool.

- **Security eyes on logging, SEOL:** this project involved implementing a platform to quickly identify anomalous events occurring within the scope of relevant GDPR applications and Administrator Management. The project started in 2018 and in 2022 prioritization criteria were defined in collaboration with DPOs, Risk and Response Managers from each stakeholder area. At the same time, a new integration model was reviewed and shared to enable integration requesters to autonomously extend SEOL monitoring to new applications.

Cybersecurity training

In late 2015, the first Cybersecurity awareness plan was put in place. It is now a permanent and ongoing Group-wide initiative aimed at creating a cybersecurity culture, to increase defense against threats and attacks targeting the human vector.

The plan focuses on:

- Promoting a cybersecurity culture to change people's behavior and reduce risk.
- Building technical cybersecurity competencies.
- Developing communication and campaigns to raise awareness about cybersecurity concerns and respond accordingly.

During 2022, we conducted 19 training events globally and several dedicated awareness events were also available at the country level to address local issues.

- **Quick guide:** we disseminated a code of conduct for digital people, by providing a quick guide available in the main languages adopted by the Group.

- **Alerts and warnings:** an ongoing and widespread communication campaign was carried out for all Enel Group employees, regarding the most important cybersecurity threats. Some of them were based on reporting suspicious emails; the importance of not using corporate email on social networks, sending emails with post-campaign clues that illustrate the points of attention that should have been evaluated to recognize phishing emails.

No non-compliance incidents with physical or cyber security rules or regulations were recorded in 2022.

Personal data protection

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EThe General Data Protection Regulation (GDPR) of the European Union, in addition to the Law on Privacy Protection (Law 19628), require the Enel Group to comply by establishing a Data Protection Office, having among its main requirements professional autonomy and independence.

While in Latin America the aforementioned regulation is not enforceable, the Enel Group decided to raise its personal data protection standards in each of its subsidiaries beyond what the local regulation provides.

Thus, during 2022, Enel Americas continued implementing a compliance model that provides for a Data Protección Officer (DPO), who reports directly to and works in coordination with the holding DPO office.

The Personal Data Protection Governance Model allocates roles and responsibilities to the first and second line of each Company for the secure management of personal data and data processing applications , as well as the follow-up in the registry of all data processing carried out by the Group. Compliance with security and data protection policies and controls applies to all our direct employees and indirect ones, such as contractors.

Higher risk data processing is subject to a data protection impact assessment, carried out using international standard methodologies and in accordance with local law.

The DPO assists the general manager and the business to ensure processes and operations are privacy compliant by design and by execution. He/she defines the policies and operational instructions to protect personal data, including data protection in the codes of conduct and security measures for third parties entrusted by Enel Americas with personal data management; is responsible for contractual design, to ensure that privacy standards are included, for cookie regulation and manages security incidents affecting personal data along with the cybersecurity and information security functions.

In addition, Enel established channels to address personal data owners' rights and developed new and modern data protection compliance platforms to ensure and document the Company's legal compliance. Furthermore, we also carry out internal training and awareness activities on personal data protection, besides serving as a point of contact to manage complaints and requests from personal data owners and the Data Protection Authorities and the Company.

The processing of customer personal data is used only for commercial purposes, that is, the provision of the electricity distribution service and compliance with its legal obligations and all contractual provisions that govern its consumer relationship with ENEL. If it were decided to process the data for purposes other than those mentioned above, this must be previously informed and authorized by the client, who must give their consent as the owner of the data. The data will be processed for as long as the commercial relationship exists or as long as the client does not cancel their consent or oppose their data being processed for other purposes.

During 2022, there were no substantiated complaints about customer privacy violations at Enel Americas.

No security or cybersecurity breaches or incidents involving infrastructure security, customer information, employees, or fines were reported in 2022.

Circular Economy

As part of Enel Americas's Strategic Plan, circular economy is considered a driving force for the energy transition and the electrification of consumption, meaning the promotion of clean energy.

This must be an integrated vision on the use of natural resources, whether sources are renewables, fuels or raw materials. Decarbonization and electrification are certainly not independent of the circular economy; rather, they are a key part of this paradigm which enables an economic model that avoids the use of resources and enables a more circular and sustainable system to be developed, as discussed in recent studies and debates at COP 27.

Adopting a circular and sustainable model is not a side issue for us, but rather a driving force in everything we do. A just energy transition requires fast development of renewable energy sources and the electrification of consumption, along with the growth of technologies such as smart grids and storage systems.

Accomplishing this goal will require challenging conventional thinking: the relationship between business, the market, customers, and the planet, while integrating circularity principles. Thus, allowing for a broader vision, including all phases: from the choice of the raw materials used, to design, operation, reuse, final recycling of the asset and end-of-life management, generating economic, environmental, and social benefits.

For more information on the Company's circular economy strategy and initiatives, please refer to the Group's Strategy.

Circular economy challenges the conventional way of thinking: the relationship between the business, the market, customers and the planet, while integrating circularity principles.
In order for the circular economy to be integrated into the business model, Enel Americas has established a specialized team in the sustainability function, which collaborates with all business lines in order to disseminate the commitment to sustainability and circular economy to society, while promoting the change of vision in the Company's processes throughout the entire value chain. An action plan has been defined for this purpose, focused on four pillars:

Managing Cultural Change

Raising awareness and building a culture around circular economy across the entire value chain of the company requires rethinking activities and processes. Technical training and the creation of a community of leaders for the circular economy have been key in rethinking the entire life cycle of Enel Americas's infrastructure, products, and services.

Circularity Metrics

Metrics are an integral part of the Company's circularity strategy, that is, developing indicators of the impacts of its application in the life cycle of an infrastructure, product or service. These metrics and methodologies allow us to improve the environmental management and economic performance of the application of circular business models. At Enel Americas we capitalize on the work developed by the Enel Group by creating our own circularity measurement model called Circulability Model.

Connecting with the Ecosystem

Circular economy is a system-wide objective that requires collaboration and cooperation with various institutions and organizations to define the tools and processes that enable synergies among different industries to implement the circular transition in the country and in the region.

Transforming the Value Chain

The circular economy presents us with the challenge of rethinking the value chain, from procurement to end-of-life, which we promote through our innovation pillar and by integrating the five strategic pillars of the circular economy into new business projects:

Five strategic pillars of circular economy:

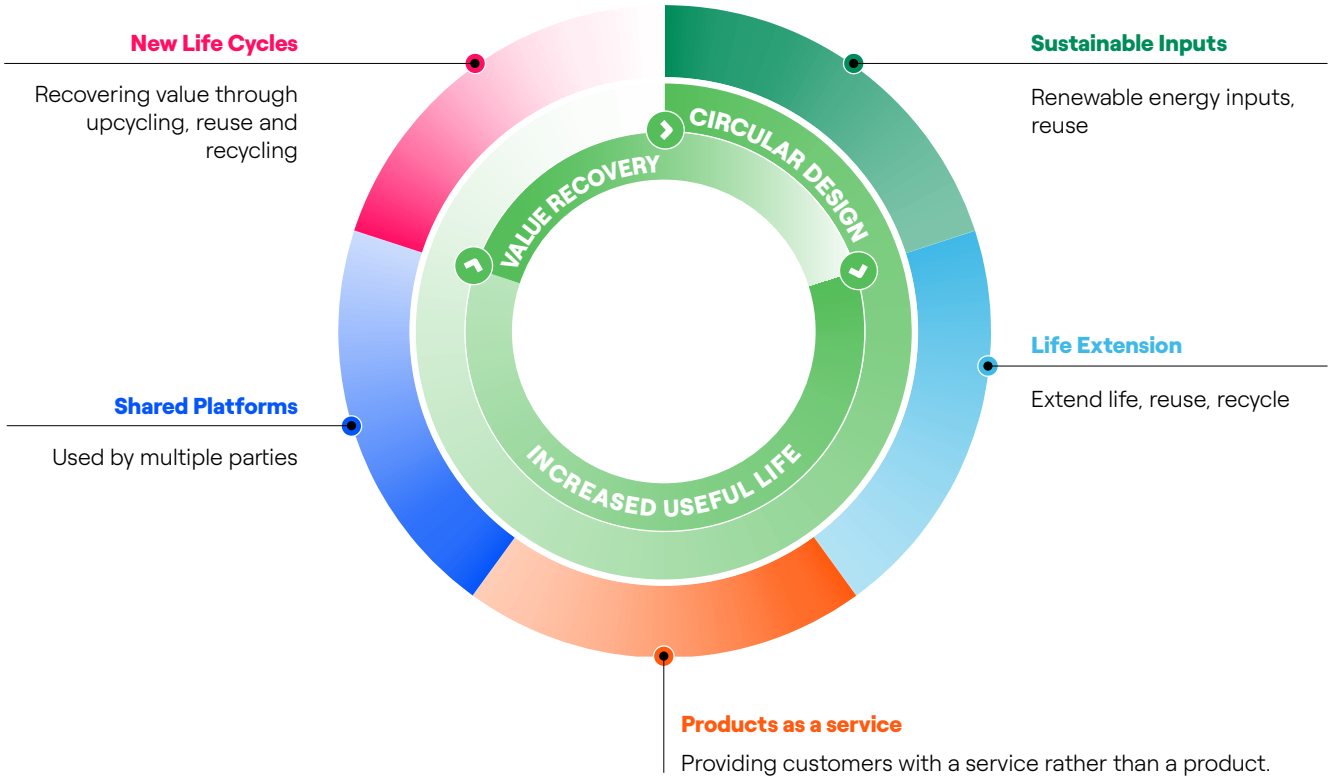
using inputs from renewable energies, renewable materials, biomaterials, and reused and recycled materials.

designing and managing a product in such a way as to extend its service life and facilitate its re-use in consecutive cycles, for example, through modular design, improved repair or predictive maintenance.

business model in which the customer acquires a service for a limited time, while the company retains ownership of the product, maximizing the utilization factor and seeking to extend its service life.

use of an underutilized product among multiple users, increasing its utilization factor, which can be supported by information technologies.

solutions aimed at preserving or increasing the value of a product at the end of its life cycle, by reusing, regenerating, recycling, or super-recycling also known as upcycling.



Managing Cultural Change

Enel's LATAM Circular Economy School

+500 professionals

8 countries

All business lines

Public and private stakeholders

In 2022 we held the fourth edition of Enel's LATAM Circular Economy School, an eight-week program designed for Group employees in Latin America. In three years, nearly 500 people in Latin America and the Caribbean have been trained in the program. In 2022, professionals from all lines of business from eight countries (Chile, Colombia, Brazil, Argentina, Peru, Guatemala, Panama and Costa Rica) attended, and the school also became a meeting and dialogue forum with other stakeholders, such as academia, and the public and private sectors, in which topics such as innovation in business models, metrics and finance for the circular economy, and the design of circular cities and territories were addressed. Learning was enhanced by the presence of innovators from the region who shared their success stories.

The specific initiatives we carried out during 2022 include:

- In **Argentina**, we carried out the Close to Business program which included various talks with the participation of 46 employees, to rethink the current economic model, towards environmentally responsible production and consumption.

- At Enel **Brazil**, we carried out activities throughout the year with internal and external audiences to strengthen and expand the Circular Economy culture with events of the SER Program (Sustainability in Network) and training courses for internal audiences, such as the LATAM Circular Economy School. We also carried out other activities focused on external audiences, such as the Parceiro Responsável (LATAM edition) and Supplier Day. All these activities will have a total of more than 1,600 participants.

- Enel **Colombia** promoted the "Segunda a tu Dotación" initiative, focused on the collection of unused clothing from employees to convert them into useful items such as suitcases or bags that are delivered to communities in their areas of influence.

- In the case of **Peru**, during 2022, a webinar on circular economy was held for the Power Generation team with 340 attendees (175 from Colombia, 91 from Peru and 74 from CAM), and an innovation workshop was also held at the Malacas plant with twelve attendees.

- In **Central America**, 3 webinars were held to train employees on Enel's Circular Economy Model and how to apply it in all lines of business. In addition, 3 webinars and 2 workshops were held with customers in Guatemala and Panama to train, inspire and motivate customers to develop circular initiatives in their companies.

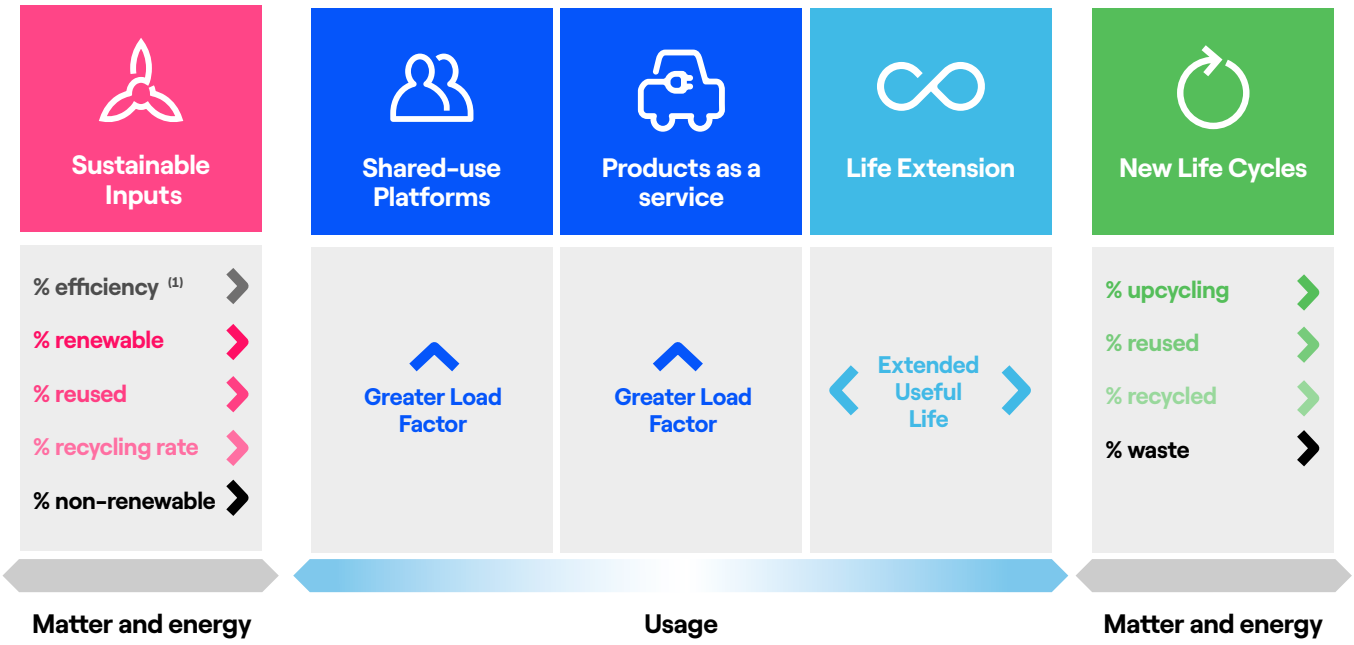
- In **Panama**, the InnovaPlay program was launched, which is a contest involving 14 rural schools. More than 1,500 children submitted proposals for circular economy initiatives to be implemented in their communities. After a vote with a jury of experts on the subject, the first 3 places received prizes, of which the first place winning team received the funding necessary for the implementation of the initiative.

Circular Economy Metrics

Circulability Model

At the Company, since 2018, we have had the **CirculAbility model**, which is a system based on measuring material and energy flows required by operations and incorporates the five pillars of the circular economy strategy.

This model, which makes the Company a pioneer in circularity metrics, thus allowing us to calculate indicators and evaluate the current state of circularity in a project.



(1) Applicable only to selected cases

Below is a summary of the main benefits provided by the circular economy projects developed by each country in 2022:

Country	New input avoided (ton)	Water Saved (thousands of m³)	Energy Saved (GWh)	Liquid waste saved (thousands of m³)	Reclaimed materials (ton)	Avoided emissions (ton CO2e)
Argentina	-	N/A	N/A	N/A	1,000	N/A
Brazil	573 (1)	36 (3)	15 (2)	-		2,982 (4)
Colombia	86.6	214	0.45		1,998	345
Peru	76	448	5.5	-	347	11
CAM (5)	4	8	1.42	-	102	1,745

(1) For this result, the transformer oil recycling process carried out by Enel Distribución São Paulo and Ceara was used, considering oil with and without PCBs, the reuse of meters at Enel São Paulo and the production of Circular Smart Meter.
(2) The result considers the generation of energy from Enel X's solar power plants.
(3) The result considered refers to the cleaning process of EGP Photovoltaic Panels in São Gonçalo.
(4) The result considers the CO2 avoided by the transformer oil recycling process, by the Enel X solar plants and by the production of Circular Smart Meter.
(5) Aggregated information for CA (including Guatemala, Costa Rica and Panama) in order of magnitude.

Below, you will find the circular economy initiatives at Enel Americas:

COUNTRY	PILLAR	INICIATIVE
Argentina	New Life Cycles	An agreement was established between Bond Eyewear and Enel Generación Costanera to address the issue of plastics, one of the biggest problems affecting the environment. To this end, an alliance was created with INGSER for the sorting of waste through an agreement with Bond, which is in charge of transforming it into eyeglasses and future accessory lines.
Brazil	New Life Cycles	Enel Brazil continued to reuse and recycle materials, recycling more than 470 tons of regenerated oil, 46 tons of reused meters and almost 60 tons of recycled plastic in meters.
	Sustainable Inputs	Enel Green Power continued the mechanized panel washing project that promotes water savings. In addition, it is developing a process for recycling equipment and reverse logistics of batteries.
Colombia	New Life Cycles	Some of the initiatives under the new life cycles pillar are: processing of raw materials based on the concept of urban mining, waste material from street lighting equipment, filter-pressing of hydraulic oils, recycled waste from power generation operations and dielectric oil from transformers, among others.
	Sustainable Inputs	Two initiatives focused on reducing the use of unused raw materials and natural resources were developed: a rainwater harvesting system to mitigate fugitive emissions in a coal yard and savings in water consumption by closing the water cycle of the vacuum pump.
	Life Extension	Work was carried out on the decontamination of PCB transformers; repair of distribution and power transformers; reconstruction of turbine needles and nozzles in hydroelectric power plants and the generation cooling and excitation system.
	Shared-use Platforms	Demineralized water produced in the reverse osmosis plant was marketed.
Peru	Shared-use Platforms	Enel Peru joined the circular economy coalition of Latin America and the Caribbean in an alliance that agreed on the execution of two working groups focused on the development of metrics. The business roundtable was coordinated in four sessions with more than 20 companies, associations and international institutions invited.
Costa Rica	Shared-use Platforms	Several platform-sharing initiatives were implemented, by offering equipment and machinery from the Chucás, Don Pedro and Río Volcán hydroelectric plants to carry out civil works and improve road and highway conditions in communities in areas surrounding Enel Americas' power plants in that country.
Guatemala	New Life Cycles	A project was developed for accounting for and selling scrap metal stored in the warehouses of the Palo Viejo, El Canadá/Montecristo and Matanzas/San Isidro hydroelectric plants. In total, 10.6 tons of unused materials found a second life.
Panama	New Life Cycles	In Panama, a new life cycle was given to dunnage material from manufacturers who delivered certain materials to the solar plants. This wood was reused to manufacture furniture and birdbaths for the communities in the areas of influence of the photovoltaic power plants.

Collaborating with the Ecosystem

Collaborating with the various stakeholders in the ecosystem to advance towards a circular economy is of great value to us. Accordingly, one of our goals is to actively engage and collaborate in initiatives that enable the development of this new economy in the region.

In this context, **Argentina** participated with the government of the City of Buenos Aires in three instances: Circular Economy Network; development of the City's strategy within the framework of the circular economy law; and participation in C40 2022.

Enel **Argentina** was also involved in the working groups for the preliminary preparation of the guidelines of the ISO (59000) circular economy standard and conducted a joint study with Innubatec and the Argentine Business Council for Sustainable Development (CEADs) to undertake a work agenda focusing on circular economy and decarbonization of the City. Finally, the Company presented at the 2nd Edition of the Executive Training Program "Circular Economy and Sustainable Development" of the Global Compact and CEADs.

In **Brazil**, we conducted, in partnership with the Instituto de Pesquisas Tecnológicas (IPT) and Exchange for Change Brazil (E4C), the study entitled Decarbonization and Circular Cities, focused on the cities of Sao Paulo and Rio de Janeiro, which will be presented in the first half of 2023. We are looking to mobilize and engage cities towards circularity, focusing on the signing of the Declaration of Circular Cities, establishing a partnership with ICLEI South America.

Colombia joined the Circular Economy Coalition for Latin America and the Caribbean. As part of this alliance, and with the collaboration of other enablers such as ECLAC, IDB, PACE and Circle Economy, working groups were organized with companies and institutions to help the private and public sectors develop metrics to assess the impacts of circular economy initiatives in both sectors. We held 5 sessions for each sector, each focused on a different aspect, each with expert speakers from various countries in Latin America and Europe.

In **Central America**, Enel collaborated with enablers, NGOs and key organizations in the ecosystem to raise awareness of the Enel Group's circular economy model, share best practices and examples of projects carried out, and contribute to discussions on the implementation of a circular economy strategy in companies and for countries.

Transforming the Value Chain

Below are the main projects implemented by the countries during 2022:

Argentina continued to implement the "Second life for lighting poles" project, replacing the wooden poles with 250 concrete columns in areas of Florencio Varela, San Vicente and Berazategui, in the province of Buenos Aires.

In **Brazil** during 2022, the circular economy working group was able to introduce the topic in about 75% of the company's local purchases of materials over 1.5 million euros, either through the K Factor (bonus in the offers for the supplier who voluntarily assumes circular or sustainable commitments) or revisions of technical specifications, in collaboration with the Procurement Management and other areas of the Company.

Additionally, this topic was promoted in **Colombia** by incorporating the K Factor in the value chain. In 2022, a circular economy K was assigned to a total of 28 contracts for key inputs and services.

In **Guatemala**, an outstanding project is being implemented using plastics collected from the Samalá River. Plastics are reused to manufacture eco-plates that are then used to build facilities and school furniture for the community of Zunil.

Circular Cities

The vision of the circular city, as a way to improve people's quality of life and move towards zero emissions, is a major focus for us. Thus is expressed in the document "Circular Cities, Cities of Tomorrow", containing the Enel Group's vision, highlighting our contribution not only in terms of commercial solutions and services, but also as a leader in theoretical thinking.

Being relatively new concepts, a distinction must be made between the smart city and the circular city: the former focuses on the role of information technology, while the latter has a more comprehensive scope, incorporating all its dimensions, with objectives established for competitiveness, environmental sustainability, and social inclusion.

Some of the initiatives to promote knowledge and the development of more circular cities in the Americas are:

Enel **Brazil** worked on the Smart Meter project. In this pilot, 4,000 meters were installed to learn about the recycling potential of old meters that are removed from the network, as well as the potential to create reutilization cycles with suppliers. Also, together with the Instituto de Investigaciones Tecnológicas, a "Decarbonization and Circular Cities" study was developed for Rio de Janeiro and São Paulo, which will be released in early 2023.

Enel **Colombia** developed the document "Bogota D.C. in its Transition to Circular City", based on the Global Study of Circular Cities conducted in collaboration with ARUP and involving four cities worldwide (Milan, Genoa, Glasgow and Bogota).

Enel **Peru** drafted a position paper on the circularity potential of the city of Lima in partnership with the Universidad Científica del Sur and the Municipality of Lima. The study analyzes the current situation of the city's circularity implementation, assessing the regulatory framework and entrepreneurship initiatives, among other aspects. The report offers recommendations to the city on how to enhance circularity possibilities. Enel Peru has also collaborated with the Municipality of Lima in reviewing and providing feedback on the circular economy strategy being developed for the 43 districts of the capital, a process in which Enel Peru hosted a workshop to review the actions established with the participation of the districts.

ESG Fundamentals

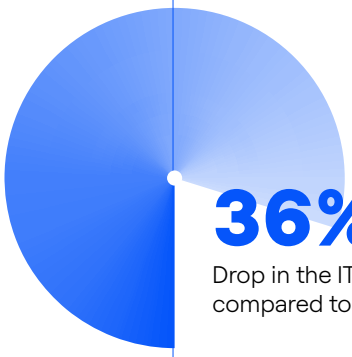
Occupational Health and Safety

Management approach

3 - 3

All our actions are guided by the primary objective of achieving zero accidents in all our operational and administrative activities. In each of our actions and decisions we permanently consider the protection of people's health and safety based on a preventive approach to minimize risks, encouraging self-care and responsible behavior of workers and collaborators and promoting their wellbeing.

We have a Health and Safety Management System certified under the ISO 45001 international standard, and an annual work plan that considers four axes with scope in our own staff and contractors emphasizing on operational control, process digitalization, culture, and training.

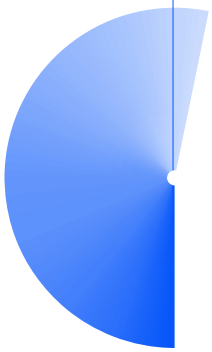


36%

Drop in the ITI frequency index compared to 2021

77,000 hours

hours of training for employees and contractors



60%

Drop in high potential compared to 2021

Below are the objectives of the previous 2022-2024 Sustainability Plan, 2022 results and the objectives of the 2023-2025 Sustainability Plan, which could change with respect to the previous plan.

TARGETS

ACTIVITY	TARGET PLAN 2022-2024	RESULTS 2022	TARGET PLAN 2023-2025	ODS
Accidentes en trabajadores propios	Decrease compared to previous year	-12% (1)	Decrease compared to previous year	8
Accidents among contractor workers	Decrease compared to previous year	-44% (1)	Decrease compared to previous year	8
Extra Safety checks on Site	90 (30 each year)	24	26	8

(1) Represents change from Dec 2022 to Dec 2021.

PRINCIPLES OF HUMAN RIGHTS POLICY

Rejection of forced or compulsory labor and child labor	Enel Americas rejects the use of any form of forced or compulsory labor, slavery and human trafficking. In addition, it ensures compliance with safety conditions in the workplace through the implementation of its occupational health and safety strategy.
Health, Safety and Wellness	Enel Americas is committed to developing and disseminating a robust culture of health, safety and wellness throughout the Company. To do so, it runs programs to promote health and wellness and safety awareness, seeking to ensure that workplaces are free of health and safety hazards.
Fair and favorable working conditions	Every person working at Enel Americas has the right to working conditions that respect their health, safety, wellbeing and dignity. That is why the Company operates with a preventive approach, seeking to comply with its occupational health and safety strategy.
Respect for communities' rights	Enel Americas takes responsibility for ensuring that its products and services are designed so as not to compromise the safety and physical integrity of its customers, to a reasonably foreseeable extent. To this end, it develops regular campaigns for the safety of the community and third parties.

Our Commitment in Health and Safety

At all times, we strive to protect the health, safety, psychological aspects and physical wellbeing of our employees and contractors: at work, at home and during their spare time. To this end, we develop and disseminate a strong health and safety culture, thus ensuring a risk-free workplace for all those who work with and for Enel Americas. Based on this commitment, we understand that everyone is also responsible for protecting his or her own health and safety.

We integrate safety in all processes and in training activities, disclosure and analysis of near misses. In addition, we carry out continuous quality controls and exchange experiences as a fundamental part of our safety culture.

Consistent with our goal of zero accidents as set by the Company worldwide, we apply the Stop Work policy, which promotes caution and self-care in the event of health, safety and environmental risks. Accordingly, we have defined that any employee may intervene or stop any activity that poses a risk to people, without consequence in the event of unfounded alerts.

Our commitment to safety

- The **head** is the most important part of the **PPE** so never forget to use it.
- When in Doubt, I Choose Certainty: **5 Rules, Zero Injuries**
- I always **share** safety so that I never have to share an injury.
- **Teamwork** divides tasks and multiplies my safety.
- I take care of myself when I have the courage and humility to **ask for help.**
- If I am not sure of something, I ask, **if I am not sure, I stop.**
- **Deadlines should** be governed by safety.
- I can **do more** for safety by asking questions.
- I report **near misses** today to avoid injuries tomorrow.
- **I don't play** with safety; there's nothing to gain from that.

The Enel Group's Health and Safety Commitment statement guides our working methods and has the following main lines of action:

1. Adopting the best safety standards and regulations, in addition to regulatory compliance.
2. Ongoing commitment of managers to promote a strong culture of leadership in health and safety.
3. Continuous improvement of the Health and Safety Management System in accordance with new international standards and industry best practices.
4. Reducing accidents and occupational illnesses by implementing measures and programs, as well as verifying their efficiency and effectiveness.
5. Evaluating health and safety risks through a systematic approach to eliminate them at source or, when not possible, to minimize them.
6. Implementing quality-based work methods through training to reinforce technical and safety aspects.
7. Implementing and disseminating initiatives to consolidate a culture of organizational health, safety and wellbeing.
8. Promoting safe and responsible behavior at all levels of the organization.
9. Workplace design, provision of adequate equipment and tools to ensure greater safety, comfort and wellbeing for carrying out work activities.
10. Selecting and managing suppliers and contractors, encouraging their engagement in continuous health and safety improvement programs.
11. Ongoing focus on communities and all those who work or are in contact with Enel Americas' activities, through the exchange of a culture of health and safety protection.
12. Annual definition of specific measurable objectives with continuous monitoring.

Occupational Health and Safety Governance

403-1 | 403-8

Each country where we operate has a Health, Safety, Environment and Quality (HSEQ) management, which supervises, guides, coordinates and promotes good practices in Enel Americas. In addition, each of the business lines has its own management in this area, which report directly to the Company's Board of Directors.

The HSEQ management is responsible for the Occupational Health and Safety Management System, which is certified under the ISO 45001 international standard, and in which 100% of the company is certified.

Occupational Health and Safety Risk Management

403-2

Our Policy 106 for "Incident classification, communication, analysis and reporting" defines roles and protocols for the timely communication of accidents, the cause analysis process, improvement plans, and their monitoring, depending on the type of event.

The risk matrices developed for each activity we carry out identify the incidents that compromise the integrity of our collaborators and contractors. These matrices provide information on the controls we must adopt for risk control and mitigation, as well as the training, courses or education that are required to perform more complex or high-risk tasks. We permanently monitor the correct adoption of control measures through inspections of operational activities and works or projects under execution.

Promoting Health and Wellbeing

403-3 | 403-4 | 403-6 | 403-7

All our subsidiaries share cross-cutting initiatives aimed at promoting health and wellness among our employees, encouraging healthy lifestyles through training, promotion of habits and preventive health and self-care campaigns.

Covid-19 and the monitoring of measures

Two support services continued to operate to protect and guarantee the health of our employees regarding Covid-19-19. The first service allowed us to check the health condition of our employees and follow up on suspected cases, in addition to activating the Covid-19 protocol in the event of identifying symptomatic or positive employees. With the second service, we performed SARS COV 2 samples at home.

In 2022, we constantly monitored the evolution of the pandemic, both in Enel Americas and globally. We constantly update and adapt protocols and procedures, attentive to the updates from the Authorities, making the corresponding dissemination to the whole Company.

ASome initiatives worth mentioning during 2022 are as follows:

Argentina

Like every year, we continue to promote healthy habits and nutrition, specifically through physical activity, and this year we have resumed the soccer tournaments, family runs. In addition, we continue our campaigns on organ donation, stress management, emotional intelligence, among other topics of interest.

Brazil

In Brazil, during 2022 we carried out the "Enel a la medida" program, opening a gym (Gympass) for employees and holding talks to promote good habits and quality of life, in addition to activities in hybrid format for our employees who are at home online.

Enel Generación implemented a campaign called ""Running for Life"", whereby teams are encouraged, through a competitive game, to adopt preventive practices in health and safety. The team that reaches the end of the board first will be recognized by EGP Brazil's top management and will receive a trophy.

Colombia and Central America

In 2022, as part of our occupational health and safety management, we conducted several training sessions across all of our business lines in Colombia and Central America. We addressed topics on healthy living, management of injuries at work and at home, prevention of drug and alcohol consumption, among others. In addition, we continued with specific occupational safety training according to the hazards and risks to which our employees are exposed in their daily work.

During 2022 we highlight the implementation of 166 nutritional assessments, the implementation of a gym and active breaks, training in smoking prevention and healthy lifestyles, among other activities.

Peru

It is noteworthy that in January 2022 a new version of the "Health and Wellness Policy" was approved, in which line we developed several initiatives such as nutritional evaluations, awareness campaigns for a healthy life, application of psychosocial risk survey, etc.

In Peru, training, preventive protocols and their dissemination are part of the "Annual Occupational Health Plan", which reinforces our culture in this area and promotes healthy lifestyle habits. In 2022, we trained more than 664 employees and developed a new program called "X Contractor Challenge" focused on practical learning to strengthen knowledge transfer.

No occupational health problems or fatalities due to occupational diseases were reported, both for our own and third-party employees.

"Additional Checkup" or Echoes Program

Through this program we evaluate how prepared the organization and processes are in an area of operation, by means of an "additional check-up" or ECoS, carried out by a group of expert professionals. In this check we verify the correct application of procedures, the condition of safety equipment, employee behavior, risk management, and emergency support teams. In addition, during the check-up, we identify findings in the execution of tasks and design action plans to close the gaps.

COUNTRY	ECOS 2022
Argentina	6
Brazil	37
Colombia	13
Center América	2
Peru	11

Additional initiatives worth noting during 2022 are as follows:

Argentina

We conducted occupational accidents monitoring and control, hazard identification and risk assessment, e-learning training, and prevention campaigns. Special mention should be made of Enel Grids' Stop4Safety initiative, a Day of Reflection Worldwide that invited people to think about the concept of " working without haste is working safely" and the need to re-evaluate planning procedures and the relevance of protective equipment.

Brazil

We highlight the application of the "BT Cable Insulation Kit", which provides greater safety to our commercial and emergency service teams when carrying out activities in the measurement centers, eliminating the risk of short circuits and/or electric shocks.

Colombia and Central America

We implemented the "safety and health for in-house personnel" program, which aims to increase the leadership and participation of our employees in the activities of the area, and in 2022 involved 178 employees, executing 31 shadowing, 519 walks, 1953 inspections and 2834 field observations.

We also implemented the School of Safety initiative, where we seek to empower leaders in the workplace by analyzing the causes of incidents, carrying out activities such as recreational training and field inspections. During the year 2022 we executed 56 sessions in the Power Plants and Projects.

Perú

Special mention should be made of our X-Contractor Challengue program, designed to evaluate the criteria applied in safety, health and environmental matters in each contractor company. Thanks to this initiative, in 2022 we were able to improve the monitoring and control indicators for these three areas.

The "X-Contractor Challenge" is a work program comprising a set of criteria that each contractor company must develop to train and raise awareness among its workers using a practical and creative approach. The criteria included in this program are: legal compliance, the use of visual tools, the development of innovation and creativity, continuous interaction with the worker and the measurement of the effectiveness of the training actions. Each month, our contractors receive a score based on the evidence they send us related to the actions they are developing and at the end of the year the company with the highest score receives an award in a public ceremony that is disseminated through the various Enel X communication channels.

Enel Americas Safety Indexes

403-9 | 403-10

Enel Americas Staff

Lost time accidents (LTI)

2022	26[1]
2021	27
2020	26

Fatal accidents (FAT)

2022	0
2021	1
2020	1

Life-changing accidents (LCA)

2022	0
2021	1
2020	0

Lost Time Injury Frequency Rate (LTIFR)

2022	0.84[2]
2021	0.85
2020	0.78

Contractors Staff

Lost time accidents (LTI)

2022	55
2021	95
2020	63

Fatal accidents (FAT)

2022	4
2021	2
2020	6

Life-changing accidents (LCA)

2022	1
2021	2
2020	0

Lost Time Injury Frequency Rate (LTIFR)

2022	0.34
2021	0.62
2020	0.43

(1) The value reported refers to the verified data. After the verification process the Lost Time Injury (LTI) value was updated to 24
(2) The value reported refers to the verified data. After the verification process the Lost Time Injury Frequency Rate (LTI FR) value was updated to 0.77

The combined Lost Time Injury Frequency Rate (LTI FR) among Enel Americas employees and contractors was 0,42 injuries per million hours worked, a figure showing a decrease of 36% compared to the previous year.

Likewise, in 2022 there were 8 high potential accidents (HPO), all related to contractor companies. This meant a decrease compared to 2021, where 29 HPOs occurred. At Enel Americas we have taken extreme measures to promote a culture of safety by increasing audits and accident analysis.

Safety Culture

403-5

Regular safety talks are delivered to both internal and external personnel at Enel Americas, sending clear and direct messages. In 2022 we launched a group-wide campaign, "NO + Accidents", whose objective was to reflect on health and safety issues to reinforce the commitment to safety of all our employees.

As for training, during 2022 we carried out more than 328 thousand hours of training and information on health and safety for our employees. We use platforms such as webinars, online and in-person courses, videos, shadowing, among others.

COUNTRY	Hours of training and information on health and safety issues for company and subsidiary employees and contractors
Argentina	28,000
Brazil	233,901
Colombia	210,971
Panama	1,042
Costa Rica	1,601
Guatemala	393
Peru	77,784

SHE PROGRAME

Under the overall framework of the SHE 365 project, focused on health, safety and the environment, the following initiatives by country stand out:

Argentina

We carried out online and in-person training on topics such as cardiorespiratory resuscitation (CPR), first aid, self-protection plan and use of fire extinguishers, among others. Both to our own employees and contractors.

We implemented a plan of periodic awareness-raising initiatives for employees and contractors on basic topics and low-risk activities, followed by a campaign of inspections with special attention to minor or repetitive activities that help to preserve safe work.

Brazil

At Enel Brazil we continued to develop a training project to standardize the training of contractors, creating assessment mechanisms at the start and during the contracting process. It is worth noting that we conducted a total of 21,158 evaluations. In addition, a 24% increase in training hours was recorded compared to 2021.

Colombia and Central America

As part of the SHE 365 project, we carried out a training program called Safety Relationship, and the local initiative called "Safety Culture Towards Interdependence. It has allowed us to strengthen the importance of inspirational and influential leadership so that we all contribute to optimizing and ensuring the safety of the operation, maintenance, and other cross-organizational processes.

The safety culture program helped us understand the status of health and safety performance and compared it with the joint vision of the culture of self-care and mutual care in EGP&TGX, to identify improvement potential, aligning the efforts of our entire team to prevent situations likely to generate occupational injuries and illnesses.

Peru

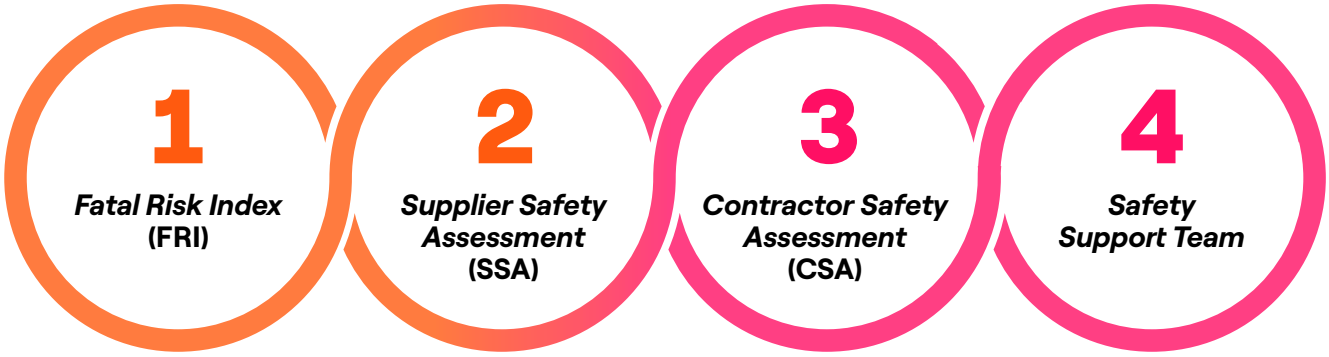
Noteworthy is the confined spaces and ATEX (explosive atmospheres) program, emphasizing the initiatives "Todos cuidamos de todos" (We all take care of everyone) and the "Aliados de la seguridad" (Safety Allies) program, aimed at strengthening the safety culture and risk prevention. More than 5,000 employees and contractors were involved in these initiatives. Through the promotion of "the Safety Ally" and the timely reporting of unsafe acts and conditions through the Near Miss & Stop Work, we have managed to avoid accidents.

Regarding ATEX zones, we carried out a survey of the different classified areas of the plants, mapping the risk level and classifying them according to their explosion level, according to the operating conditions of each zone, which was reflected in an operating manual.

Safety in the Supply Chain

Working with contractors is a key factor in our health and safety strategy. Their performance is assessed and monitored, both at a preliminary level in the qualification system, as well as throughout the term of the contract. We do this through thorough and comprehensive controls reported through a tool called Supplier Performance Management (SPM). This supervision allows us to help both suppliers and contractors to identify improvement opportunities in terms of safety, environment, and quality, with a view to continuously improving and optimizing their performance.

There are specific requirements regarding safety, health, and environment, which are included in the tender documents. Upon awarding contracts, we check that these requirements are met.



Index that classifies contractors based on their safety performance, considering the number and severity of accidents and findings during safety inspections. It enables early detection of operational shortcomings in the safety performance of contractors and to focus actions accident prevention.

Specific audits performed at supplier facilities. These are performed at the beginning of each new company qualification process or in critical cases such as serious and/or fatal accidents during the term of the contract. The objective of the evaluations is to ensure adequate safety standards and that commitments are established to close potential gaps if necessary.

This initiative seeks to provide a detailed qualification of contractors categorized as a high-risk mercologic group and verify their compliance with the occupational health and safety management system. This qualification is based on a mathematical calculation to obtain the contractor's level of occupational health and safety..

Enel's safety experts team, whose objective is to support contractors with a low CSA assessment. They are helped to carry out an analysis of their occupational health and safety management, with action plans, follow-up meetings and a final evaluation of their safety performance to measure results. The process is carried out from Enel's WeBuy platform, where several areas interact in the qualification process, seeking a homogeneous and balanced measurement. This initial qualification is used by the purchasing area for bids for works or services.

COUNTRY	Safety Supplier Assessments	Contractor Safety Assessments (CSA)
Argentina	7	51
Brazil	97	160
Colombia	20	170
Peru	4	67

Argentina

Standards 2.0 Workshop: we held different training and awareness raising workshops on safety standards, with a special focus on confined space, hoisting and working at heights. The topics were addressed in different work groups in order to reinforce concepts.

Workshop on special risks: we held working sessions with the plant's contractors to train and reinforce special risk concepts, opening channels for discussion and agreements, bringing us into alignment with the applicable requirements and procedures.

Web seminar (GRID) Sharing good practices to develop safe work: our Enel Grid general manager attended a meeting with the commercial directors and general managers of some contractors that work with us, highlighting the goal of reaching zero accidents.

Brazil

To promote safe work in the extended chain, we conducted evaluations, through safety support and special support, for situations that may present highly risky conditions that could lead to accidents. Furthermore, we developed the "responsible partner" program, focused on training contractors, whose objective is to promote an integrated management system.

Throughout 2022, we conducted 152 safety assessments of contractors and several internal audits to verify Enel Americas' integrated management system and its application in the plants.

Colombia, Central America and Peru

We continued implementing the contractors HSEQ program, aimed at developing health and safety competencies in our strategic partners, measuring the performance of HS management and standardizing a single management program. In Colombia, 28 companies participated in the program in 2022, achieving 100% compliance with the proposed activities.

The CSI Contractor Safety Index (CSI) is defined as a measure of the HSE (health, safety and environment) of contractors' performance, this KPI (key performance indicator) is based on inspections and results of controls and accidents, which measures safety performance and allows us to identify the most critical contractors. This CSI (CSI) Index is evaluated monthly to obtain monthly trends in safety performance, contractor assessment, among others.

In Colombia, two meetings of together for safety were held in which managers and occupational health and safety leaders from contractor companies were present. We shared lessons learned, accident rate indicators, control and evaluation activities for contractor companies, as well as the progress of programs that we develop together.

For Peru, it is worth noting Enel X's implementation of the safety route program, which encompasses different activities such as stop work, safety allies, "safety fence" and "night inspections", which we carry out in person at the facilities of the contractors' companies.

In 2022 we held the annual meeting with the main contractors on Contractor's Day, an event to obtain their feedback, share best practices and award recognition to contractors who lead their activities with an HSEQ approach.

Digitizing Safety Management

Wise Follow is our main safety management digital platform. It enables operating controls, uploading documents of personnel, equipment and vehicles required for the operation, complying with the current legal framework and online monitoring and reporting processes through a mobile phone application, thus streamlining and rigorously executing various processes. Paper-based inspections have been eliminated thanks to this application, as well as the use of printed documentation requested by companies and employees in the field.

In addition, there are several corporate digital tools for recording evidence, action plans and follow-up, enabling quick access to data for reporting, analysis, lessons learned and best practices, both internally and with other Enel Group countries.

The following projects are worth mentioning:

Argentina

New voltage approach detector: the personal voltage detector functions as a soft barrier for working in a close environment, as it identifies the presence of an electric field at 360°. This element does not replace the contact voltage detector, but is an individual voltage presence alarm, which is attached to the hard hat.

Brazil

The HSEQ4U app is a mobile digital platform that allows us to report and inspect safety and environmental events by measuring and monitoring contractor performance in their activities. We recorded more than 10,000 inspections and implemented a project to conduct training using virtual reality devices.

In addition, we implemented the easy Checklist application for the application of checklists in all our activities, with a total of 17 digitized processes, from safety and environmental inspections to internal audits and product quality control.

Colombia

We would like to stress the fall protection program (PPROTECC), whose focus is to have a digital tool for monitoring and control of the most relevant items. Over the year, its functions were expanded to enable its implementation in any plant in the world and allows it to be displayed in 3 languages.

Peru

Special mention should be made of the virtual reality safety training carried out by Enel Generación, simulating plant scenarios and maintenance activities, in which all accident prevention measures are reviewed, in addition to the use of Apps and various digital platforms to optimize safety, as in other countries in the region.

Managing Emergencies

Our emergency management system evaluates the critical event's impact using a standard three-level reference scale: High-impact events are centrally controlled, whereas those with a medium or low level of impact are managed within the specific organization. The Crisis Committee is responsible for defining our strategies and actions to deal with the critical event, as well as coordinating activities to contain damage to property, profitability, and reputation. We have also established a safety process for personnel traveling abroad, whereby they are given information on the country of destination and the potential health and safety risks.

In 2022 we conducted emergency and evacuation planning and drills consistent with international policies and practices. As a result, we were able to establish actions to mitigate risks to people and infrastructure of the different business units, allowing us to consolidate and maintain operational continuity.

Labor Relations in Health and Safety

403-4

We promote social dialogue and the involvement of employee representatives in order to consolidate the safety culture and promote the adoption of behaviors consistent with the principles that inspire the Company's policies.

Executives from different Enel Americas management departments participate in various committees whose mission is to monitor initiatives and projects regarding employee health and safety, at the national level and according to the business line. We also have Joint Committees and a Psychosocial and Occupational Risk Committee. The Joint Health and Safety Committees, representing all employees, are responsible for promoting a culture of safety, inspection and possible investigation of accidents.

The following is the 2022 management of joint health and safety committees by country:

Argentina

We conducted participatory and consultative processes with personnel to develop, implement and evaluate the occupational health and safety management system. We disseminated relevant information for feedback and conducted activities to manage health and safety committees in all companies.

We also held monthly meetings with attendance of permanent advisors, specialists, representatives of the company, the occupational health and safety team, and the personnel and unions associated with our activity as Enel Argentina. Our collaborators and contractors can ask questions about health and safety issues at any time through their representatives, who are in permanent communication with the companies by e-mail, chat and monthly meetings.

Brazil

In Brazil, we created a core safety committee to ensure the health and safety of all our employees, with the involvement of executives from all lines of business, to integrate global policies with local development and monitoring of indicators. In addition, this committee coordinates projects developed by all the companies, assisted by the internal accident prevention commissions (Cipas). These teams operate across all operations and facilities and are responsible for preparing the annual safety plan, reflecting inspections and improvement initiatives. During 2022, 100% of employees were represented by one of the formal health and safety committees.

Colombia and Central America

In Colombia we have a joint occupational health and safety committee (COPASST) in keeping with current Colombian legislation, whose main function is to help monitor and advise on occupational health and safety programs. The COPASST has 100% worker representation and during 2022 held 24 meetings at different company headquarters to evaluate the progress of the programs and the working conditions of the company's own personnel.

In the case of Central America, we promote the committee's management approach through the following conformation:

Panama

Occupational health, safety and hygiene committee.
As of 2020, a special health and hygiene committee was created by regulation for the prevention and attention of Covid-19.

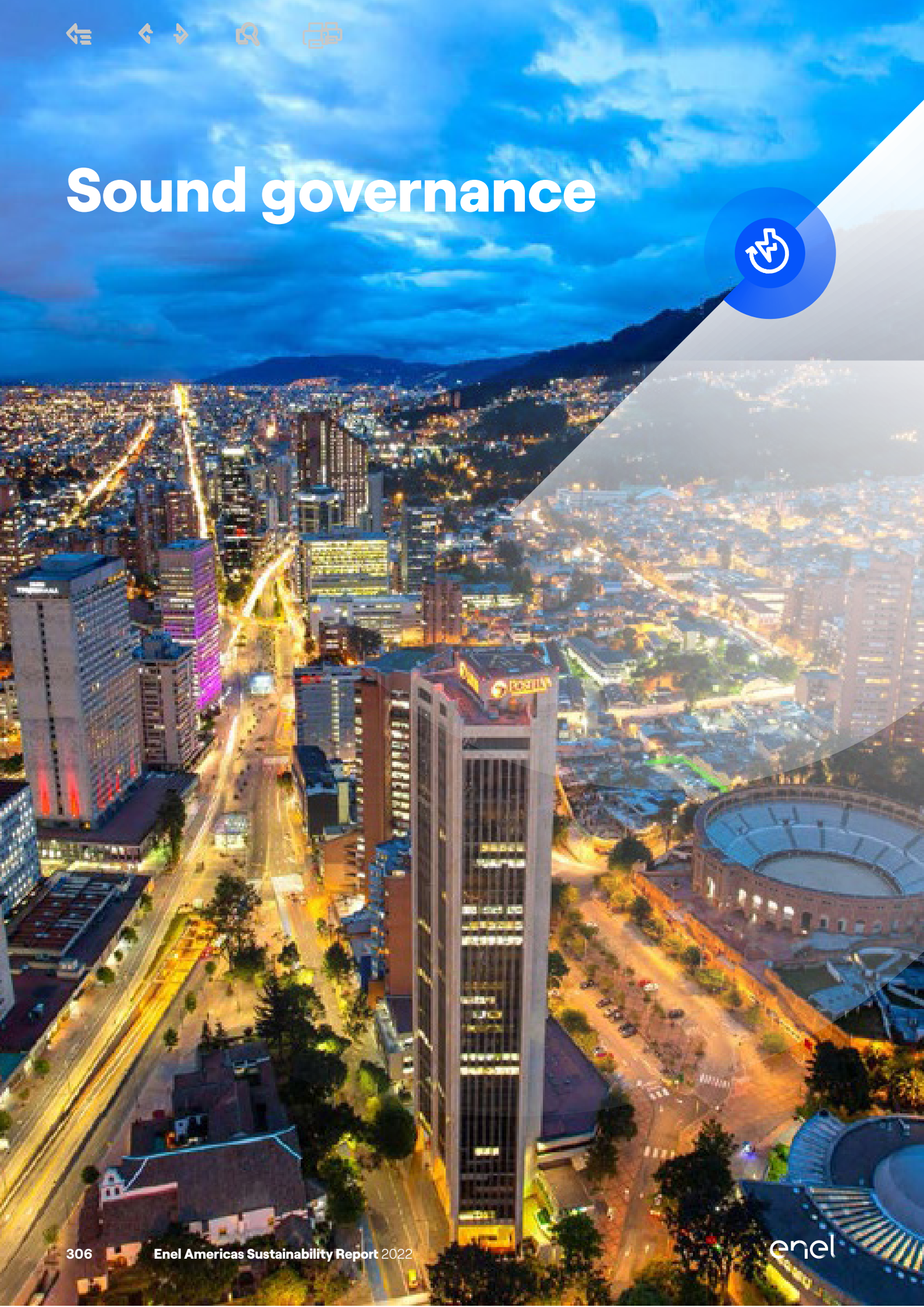
Guatemala

We have 3 bipartite health and safety committees. We train active committee members in order to provide them with the necessary tools to carry out their functions.

Peru

We have a joint occupational health and safety committee comprising the company and employees, whose objective is to promote and monitor compliance with occupational health and safety legislation. In 2022, we held 12 sessions in which we addressed issues related to the review and approval of documentation and analyzed relevant situations in this area.

Sound governance



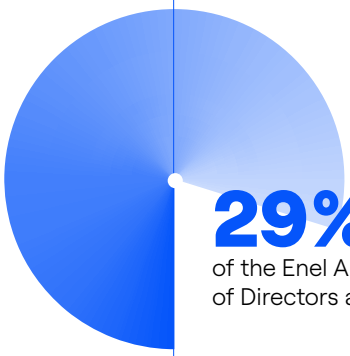
Management approach

3 - 3

At Enel Americas actions are defined by a corporate governance structure with different levels of management control, based on principles of transparency, equity, ethical conduct, responsibility, and accountability, which contributes to achieving business objectives with a comprehensive view, considering also environmental and social issues.

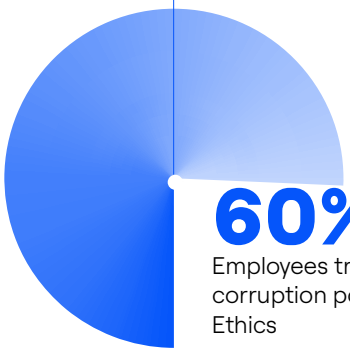
Such structure is designed to oversee operations, while generating positive impacts for all stakeholders.

To do so, Enel's Global Compliance model has been implemented, along with policies promoting a conduct that complies with the most demanding international standards and national regulations.



29%
of the Enel Americas Board of Directors are women

90
Complaints received through the Ethics Channel



60%
Employees trained in anti-corruption policies and Code of Ethics

12
Non-compliance with the Code of Ethics

Material issue	Plan	ODS
Double Materiality • Sound governance and fair corporate conduct	Sound governance	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

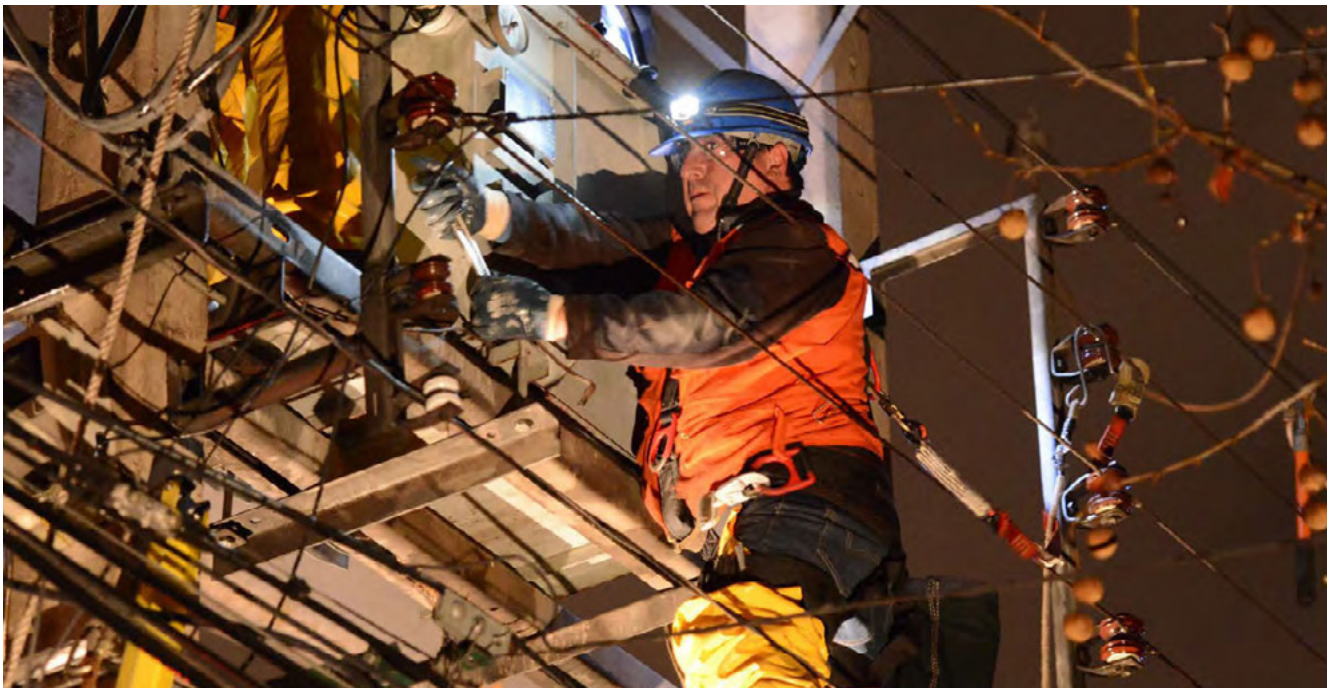
The following are the objectives of the previous 2022-2024 Sustainability Plan, 2022 results and the objectives of the 2023-2025 Sustainability Plan, which could change with respect to the previous plan.

TARGETS

ACTIVITY	TARGET PLAN 2022-2024	RESULTS 2022	TARGET PLAN 2023- 2025	ODS
Maintaining ISO 37001 anti-corruption certification	Certify, Maintain or ReCertify	Completed	Maintain certifications	16
Continuous improvement of the Compliance Program/Criminal Risk Prevention criminal risk prevention models	Update risk and control matrices in keeping with Law 20.393. Execute the Compliance Road Map	Completed	Update risk and control matrices according to Law 20,393. Execute the Compliance Road Map	16
Training on the Criminal Risk Prevention Model and the Enel Global Compliance Program	16% of total employees	60%	Train at least 15% of the employees of Enel Américas and subsidiaries.	16

HOW THE PRINCIPLES OF THE HUMAN RIGHTS POLICY ARE APPLIED

Fair and favorable working conditions	At Enel Americas, each individual working across the entire value chain has the right to conditions that respect his or her health, safety, wellbeing and dignity. Therefore, the Company has a Code of Ethics, which includes commitments and ethical responsibilities in the management of the business.
Integrity: Zero tolerance to corruption	Enel Americas rejects all forms of corruption, both direct and indirect. To this end, it has standards and ethical conduct that include a Zero Tolerance Plan towards Corruption.
Privacy	Enel Americas respects the confidentiality and the right to privacy of its stakeholders and the correct use of information and their personal data and therefore includes these issues in the risk taxonomy for the entire Enel Group.
Communications	Enel Americas is committed to ensuring that institutional communications are non-discriminatory and respectful through good institutional relations and participation in partnerships.



Sound Governance

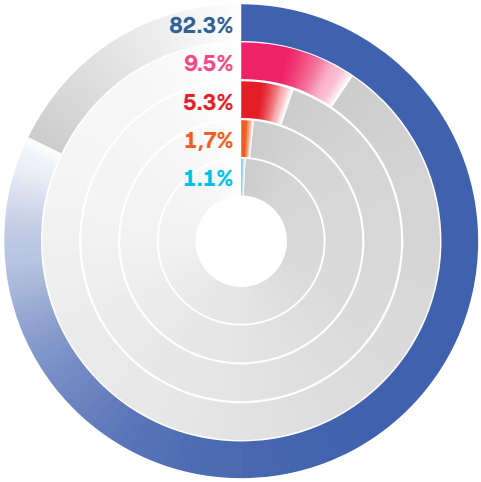
2-9 | 2-10 | 2-11 | 2-13 | 2-14

We are a publicly traded company listed on the Santiago Stock Exchange, the Chilean Electronic Stock Exchange and the New York Stock Exchange. Our capital is divided into 107,281,698,561 shares distributed among 22,323 shareholders, including institutional investors and individuals, both domestic and international. The investor base includes pension funds, mutual funds, insurance companies and local and foreign investment funds.

Market capitalization

US$ 14.2 bn

as of December 31, 2022 amounted to



- Enel SpA
- Pension Fund Administrators
- Foreign Shareholders
- Other local shareholders
- Other shareholders

S&P Dow Jones Indices
A Division of S&P Global

MSCI

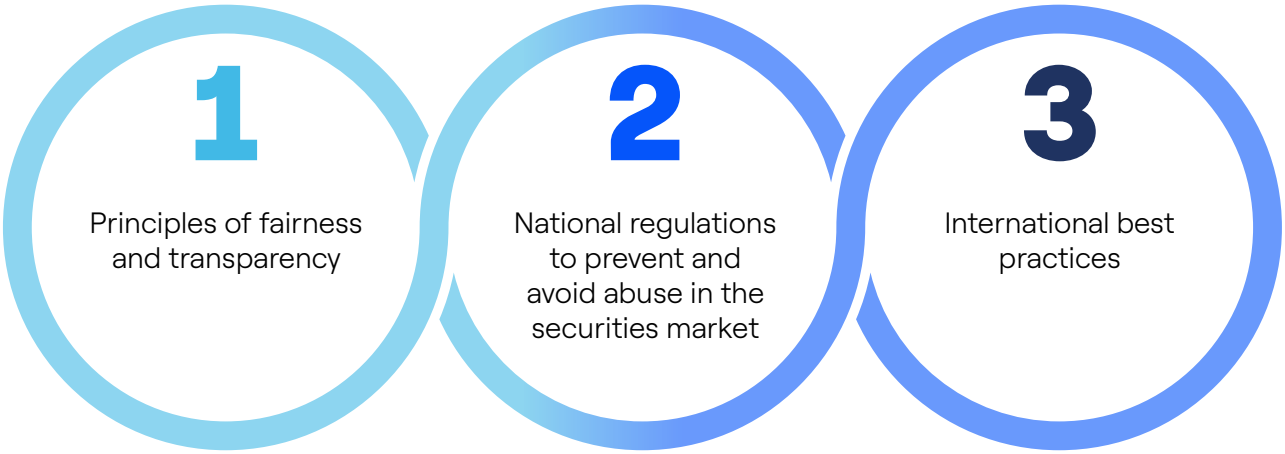
FTSE4Good

BOLSA SANTIAGO

Investor and Financial Community Relations

2-16 | 2-29

In order to enhance awareness about our activities, learn about market perception and integrate it into our business strategy, we promote a constant and open dialogue with investors and the financial community. The philosophy behind investor relations is structured around the concept of "active engagement". We adhere to the guidelines provided by the Investor Relations Policy, which draws its inspiration from three frameworks:



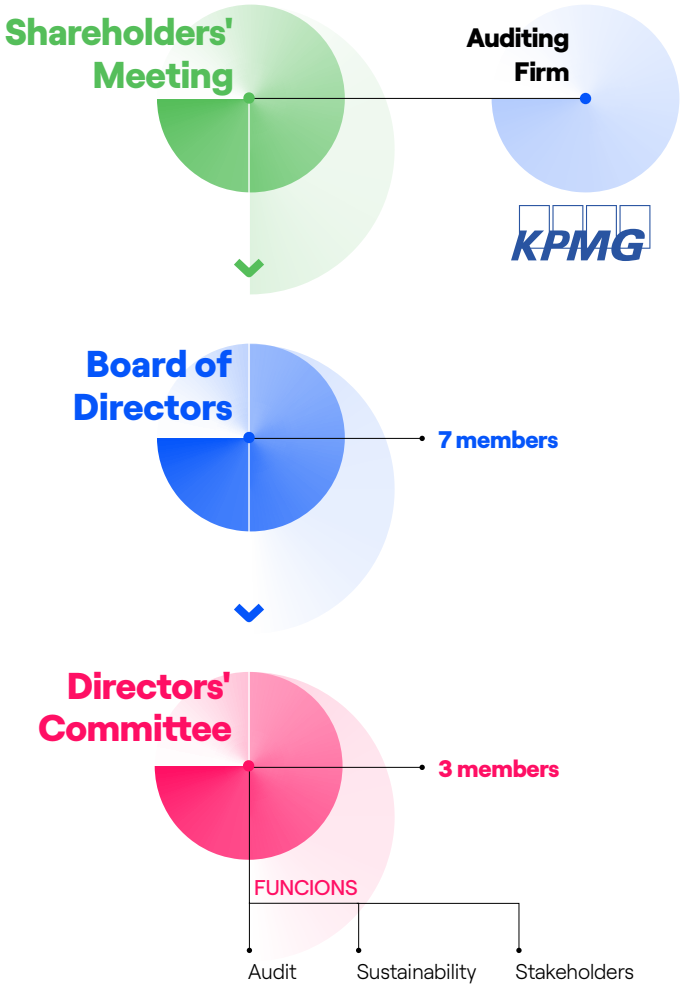
We took part in part in four conferences in 2022, three of them international and one national, where we shared information with various investors from across the world. Additionally, a roadshow was organized by an international bank, whose main task is to coordinate the Company's management agendas and meetings. In addition, we were also present at other events, such as breakfasts and/or lunches with the market, generally organized by banks in their own premises.

Thus, over 300 meetings were held during the year. This figure considers one-on-one meetings requested by investors and analysts, as well as roadshows and conferences, and other corporate events (breakfasts and lunches with the market, etc.).

The Investor Relations Department provides transparent, timely and quality information to the market regarding the main financial, strategic, and operational issues. It also interacts with other divisions of Enel Americas, especially with the Sustainability Department. As a whole, these areas integrate ESG issues across different levels of the business strategy to timely communicate them to investors, to assist them in their comprehensive analysis, as well as to facilitate the correct valuation of the Company by the financial community.

Governance Structure

2-12 | 2-13 | 2-14



As part of the Enel Group, our corporate governance adheres to the principles set forth out in the Corporate Governance Code of the Milan Stock Exchange, contained in Enel Group's Corporate Governance Guidelines and in the Recommendations on Corporate Governance of the Enel Group's Listed Companies.

The corporate governance adopted by Enel Americas is primarily focused on creating value for shareholders over the long term. We are aware of the social relevance of the activities in which the group is engaged and the need to consider all interests in their growth.

The shareholders' meeting of Enel Americas serves as the corporate body in charge of deciding on the appointment of directors, approval of financial statements, purchase and sale of own shares, amendments to the bylaws, among other things. Ordinary and extraordinary shareholders' meetings are held. The former are held once a year, within the four-month period following the balance sheet. The latter may be held at any time. In 2022, the Company's Board of Directors called the Annual Ordinary Shareholders' **Meeting of Enel Americas on April 27, 2022,** which was held remotely.

Enel Americas Board of Directors

2-10 | 2-11

Directory

Board of Directors, Enel Americas' top governing body

It is responsible for setting the guidelines that define the company's business strategy. It approves the mission, corporate values, code of conduct, policies, business plans and risk management.

Board's make up and election.

7 members with expertise in the electric power industry

Period 3 year + reelection option

Each member is elected individually for a three-year term by the Shareholders' Meeting, **with reelection option, according to the required skills and characteristics, and considering independence requirements.**

Should any of the board members resign the entire board must be renewed during the following shareholders' meeting.

Continuous Improvement

In order to ensure an adequate level of performance, two continuous improvement processes have been put in place:

1. **Two continuous improvement procedures have been defined to ensure an adequate level of performance:**
Board of Directors' self-assessment and review by an external and independent third party, both performed annually. The **self-assessment is reviewed and validated by BH Compliance Limitada, a compliance program certifying firm**

2. **Third-party review:** this involves interviewing the Company's directors, general manager, tax, internal audit manager and external auditors or strengthening areas of the Enel Americas board of directors. This report was commissioned to the law firm Puelma y Cía. Abogados who examined the implementation of possible improvements or areas that could strengthen the performance of the board of directors. The report was presented and analyzed by the Board of Directors.

Functions:

It delegates its authority to the general manager and executives, who are appointed based on the business needs, for the administration and management of Enel Americas.

It verifies all actions undertaken by each department, as well as those reported by the general manager, analyzing the relevant risks.

It oversees and monitors the Compliance program, the operation of the Criminal Risk Prevention Model and the results of the Ethical Channel.

It controls process risk assurance and ensures that all Internal Audit Department functions are carried out.

It delegates to the Directors' Committee -consisting mainly of independent directors- the task of supervising the main sustainability issues together with the management of this department through a quarterly results reporting.

It oversees key environmental performance issues, climate change and biodiversity, occupational health and safety, labor development, and business relations.

In 2022, 19 board meetings were held, which were attended by 99% of the directors. The minimum attendance percentage is 75% for ordinary and extraordinary board meetings. Of all the sessions mentioned, 7 were held virtually and 12 were hybrid, i.e., virtual and face-to-face from the Company's corporate offices.

Directory

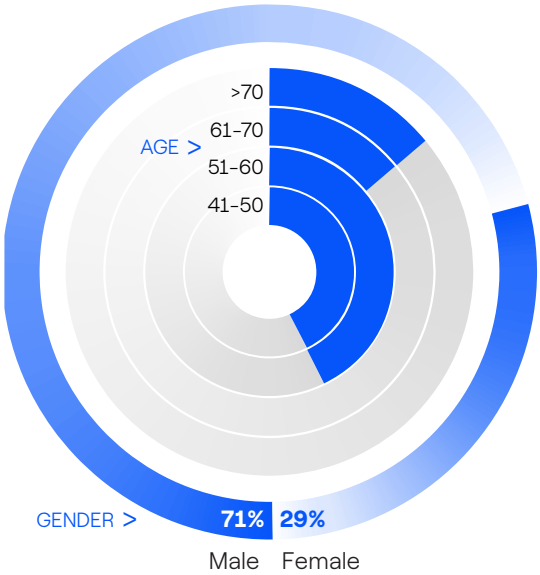
CHAIRMAN [1]
Francisco de Borja Acha Besga

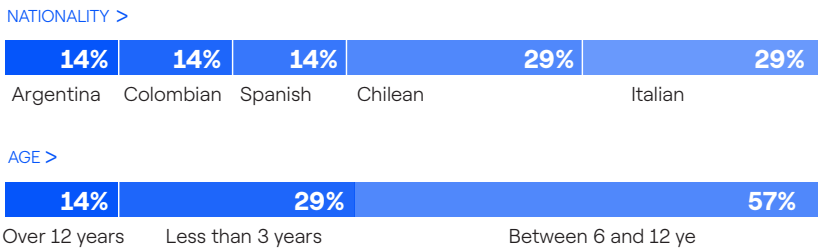
DIRECTORS
Giulia Genuardi
Francesca Gostinelli
José Antonio Vargas Lleras
Hernán Somerville Senn [2][3]
Domingo Cruzat Amunátegui [2][3]
Patricio Gómez Sabaini [3]

SECRETARY OF THE BOARD
Domingo Valdés Prieto

(1) The chairman of the Board of Directors may not serve on the committee or its subcommittees unless he is an independent director.
(2) Independent proposed by the majority shareholder. Under international guidelines, in accordance with the criteria of the Dow Jones Sustainability Index, all Enel Americas directors are independent.
(3) Member of the Directors' Committee.

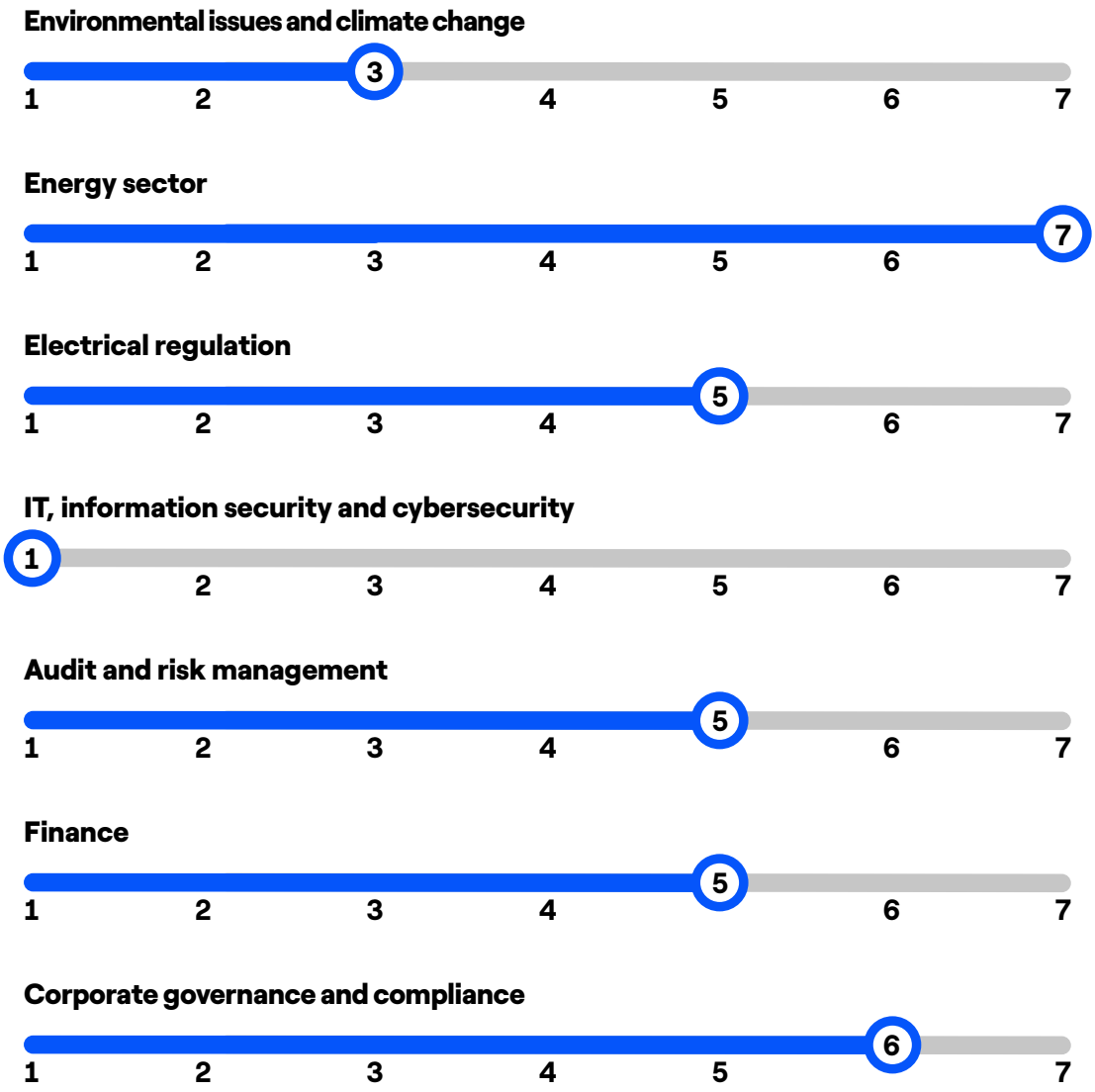
Diversity on the Board of Directors





Knowledge, skills and expertise of the members of the Board of Directors

Knowledge, skills and expertise



Training and Information Procedures for Directors and Shareholders

2-17 | 2-18 | 2-26

The following three procedures ensure the correct handling of Enel Americas' information:

1 Onboarding for new board members

- Providing them with all the information regarding the business, strategies and risks related to the Company.
- Meetings with the Chairman of the Board of Directors and with the different management departments, in which the most relevant issues of each one are explained to them.
- Making them aware of the Company's mission, vision and strategic objectives, as well as the values and principles that govern it.
- Training on their duties and responsibilities.
- Providing them with specific documentation on bylaws, minutes, and manuals, among others.

2 Ongoing training of the Board of Directors

- It defines a training program approved each year by the Board of Directors, aimed at strengthening the competencies they need to perform and achieve the Company's objectives.
- It considers issues related to risks, sustainability, regulatory changes, authority rulings or sanctions, and innovation and investments, among others.
- It includes the participation of distinguished speakers who are experts in each of the subjects.

3 Information to shareholders

- It allows Enel Americas' shareholders to be timely informed about matters that will be put to a vote, whether at an ordinary or extraordinary meeting.
- It defines the deadlines and the type of information to be received by the shareholders

In addition, an external expert advisor may be retained to identify improvement and operating mechanisms, both of the Board of Directors and of the Company itself. Should this type of advice be required, the selection and appointment of the advisor shall be carried out in compliance with the Enel Group's Internal Regulations.

Trainings sessions held in 2022

April 2022	July 2022	September 2022
MONOGRAPHICAL SESSION		
Energy transition "Cost or Oportunity"	**Green Hydrogen**	**Law 20,393 Criminal Liability of the Legal Entity and amendments**
60 minute talk/ External Expert	60 minute talk/ Internal Expert	60 minute talk/ External Expert

Company Management

2-12

Executive Team Organization Chart

CHAIRMAN OF THE BOARD
Francisco de Borja Acha Besga

ENEL AMERICAS CEO
Maurizio Bezzeccheri [1]

EXECUTIVES

INTERNAL AUDIT
Eugenio Belinchón Gueto [1][2]

ADMINISTRATION, FINANCE, PLANNING AND CONTROL
Aurelio Bustilho de Olivera [1]

PEOPLE AND ORGANIZATION
Liliana Schnaidt Hagedorn

COMMUNICATIONS
Carolina Ricke Hunting

LEGAL COUNCIL AND SECRETARY OF THE BOARD OF DIRECTORS
Domingo Valdés Prieto [1]

ENEL X SOUTH AMERICA
Simone Tripepi [1]

The board of directors is responsible for appointing the chief executive officer, a position considered incompatible with that of the chairman of the board or board member. There are succession plans in place to appoint the various executives whose selection is based on the expertise and skills required for the position.

[1] Chief Executives reported to the FMC
[2] The Internal Audit Department reports directly to the Company's Board of Directors.

Internal Control and Risk Management System

Understanding the economic, environmental, and social contexts is essential to identify external or internal risks for the Company. Using this insight, we identify and analyze the factors that may affect our business goals, detect their possible consequences -as well as the probability of occurrence-, to determine what actions are necessary to achieve these objectives.

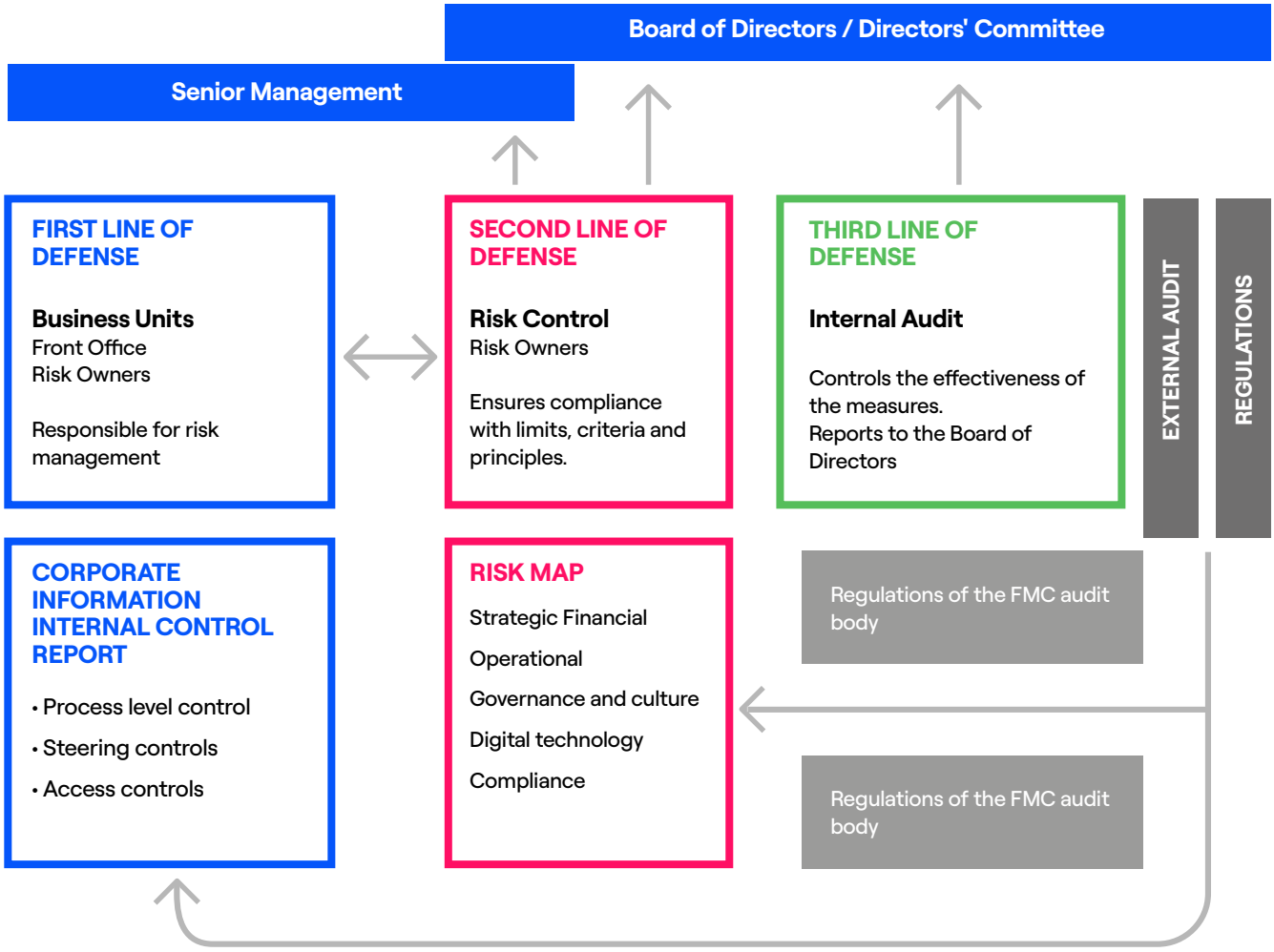
Risk Management Governance

2-25

Enel Group has adopted a risk governance model in line with the guidelines of our Risk Control and Management Policy, which determines the action framework for the risk levels inherent to our business, and defines the appropriate measures for an adequate risk management, monitoring and control:

PILLARS OF THE RISK GOVERNANCE MODEL	
Enel Group Risk Committee Established at the highest level and headed by the CEO of the Enel Group.	**Three lines of defense** Clearly defined assignment of roles and responsibilities in accordance with the principle of three lines of defense (1 = management, 2 = control, 3 = internal audit).
Local risk committees Established in the main business lines and geographies (countries and regions), led by the head of the corresponding function (business line/country/region) and coordinated with the Group's Risk Committee.	**Organizational procedures and risk policy system** It enables us to develop processes for measuring, managing, monitoring and controlling the most significant risks.
Risk appetite framework Specifically formalized in the Enel Group's risk catalog.	**Reporting system** Ongoing and structured information by decision makers on risk exposures and metrics provided at the Group, business line and relevant geographic area levels.

Bodies and functions comprising the risk-management governance structure



Monitoring and control

Our Internal Control and Risk Management System (SCIGR), defined and approved by the Board of Directors of Enel SpA, is based on the principles set out in the document Guidelines of the Enel Group's Internal Control and Risk Management System. This system is subject to audit tests and verifications, such as those established by the ISO 31000:2018 or those issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO Report).

The SCIGR consists of a set of rules, procedures and organizational structures that make it possible to identify, measure, manage and monitor the main corporate risks.

Concerning the risk control and monitoring structure, below are the different bodies and their responsibilities:

- **Board of Directors' role in risk control:** : It is responsible for monitoring and controlling the main risks relating to the Company and its subsidiaries - including any risks that may affect sustainability on a medium or long-term perspective - while determining how compatible these risks are with the established strategic objectives.
- **Risk Control Department:** the unit responsible for monitoring the established risk limits or thresholds, generating policy proposals, as well on-going review and evaluation. This unit reports and communicates the results and progress to the Directors' Committee.
- **Internal Audit Department:** It is responsible for ensuring the efficiency and effectiveness of the SCIGR objectively and independently. It reports directly to the Board of Directors and, at least quarterly, meets with this body to report on control activities. It regularly evaluates the performance of the Company's operations and identifies areas for improvement and provides action plans to strengthen the internal control system, thus minimizing the occurrence of irregularities or eventual frauds that may affect us.

Other executive-level control mechanisms

- **Risk Committee:** it defines the risk governance structure and processes for detection, quantification, monitoring, and communication to the Board of Directors.
- **Risk Owner:** is responsible for risk management in The Company. Typically, this corresponds to the Company's operational areas, both business and support areas.
- **Crisis Committee:** it integrates internal and external communication functions to manage any event that may compromise people's safety, the continuity of public and business services, the environment, asset protection, the company's image and reputation, and its management.
- **Critical Events Monitoring Office (OMEC):** It manages crises in real time, 24 hours a day, 365 days a year.

Risk Culture

The SAP-GRC system has been in operation since 2021 in all the Company's business lines with over 500 active users (Risk Owners). With an automated workflow throughout all the management stages, the process allows us to carry out the Annual Self-Assessment Process of Enel Americas's risks. All hierarchical levels of the Company validate and monitor the information reported, certifying the reliability and truthfulness of the mapped information.

Throughout 2022, tools were created, and procedural documentation was prepared to increase and improve support for Risk Owners in using and managing the SAP-GRC platform. Such training increased user interaction with the system and facilitated risk and opportunity management.

We also held virtual "close-to-business meetings": risk management, attended by more than 800 participants, including the Risk Owners of Enel Americas subsidiaries and company employees. In addition, we conducted training for contract managers to strengthen the collateral management process and mitigate credit and counterparty risk.

Risks and Opportunities Involved in the Strategic Plan

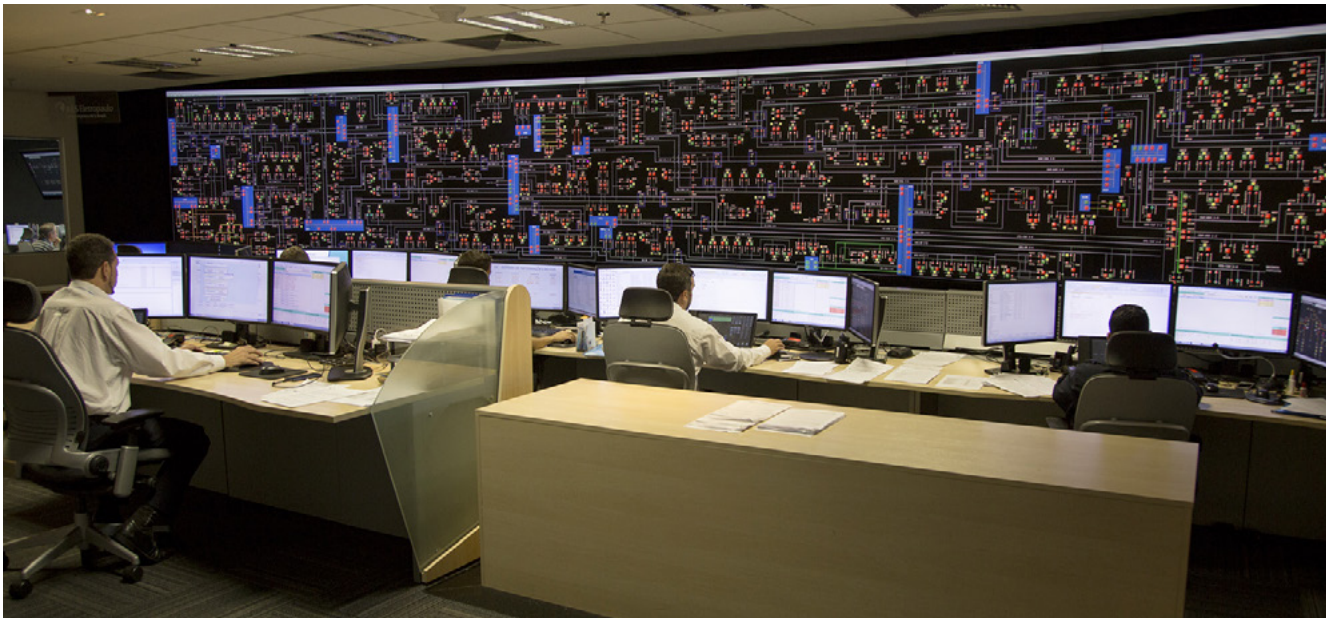
2-23 | 206-1

We have a risk taxonomy or identification, structured in six categories: strategic, governance and culture, compliance, financial, operational, and digital technology, and 38 subcategories.

The risk factors considered include environmental, social and governance (ESG), which are analyzed by the risk control area together with the sustainability area. Together, they design the process for identifying ESG risks that affect or could affect the business. The business lines and staff areas are actively involved in this process to promote a culture of risk and sustainability. For each risk, a probability of occurrence and impact is estimated, and actions are defined to mitigate them. For their identification, we use a structured and systematized theoretical framework that considers the contributions of financial and sustainability analysts, perception surveys of the materiality process, human rights due diligence, guidelines of the Task Force on Climate-related Financial Disclosures (TCFD), results of human rights due diligence, and internal, external and ISO audits, among others.

Risk Taxonomy

CATEGORY	RISK	DEFINITION
Strategic	Climate Change	Risks associated with untimely or inadequate strategic and operational climate change adaptation and mitigation initiatives.
	Competitive landscape	Risks related to the evolution of market trends that may affect the Group's competitive positioning in the markets, growth and profitability.
	Innovation	Risks arising from unsuitable technological exploration, incorrect or incomplete analysis of the uncertainty, complexity and feasibility of innovative projects.
	Legislative and regulatory development	Risks due to adverse developments in the legislative or regulatory landscape, not identified, assessed and managed in a timely manner.
	Macroeconomic and geopolitical trends	Risks arising from the deterioration of the global economic and geopolitical environment as a result of economic, financial, political, social or macroeconomic crises.
	Strategic planning and capital allocation	Risks due to scenarios that fail to capture emerging trends, compromising the implementation of timely mitigating measures.
Governance and Culture	Corporate culture and ethics	Risks associated with the inadequate integration, within the company's processes and activities, of the ethical, diversity and equal opportunity principles defined by the Group.
	Corporate governance	Risks associated with ineffective corporate governance rules and/or lack of integrity and transparency in decision making processes.
	Reputation	Risks of adversely affecting the Group's public image and undermining the trust relationship with shareholders and other stakeholders.
	Stakeholder commitment	Risks that key stakeholders do not commit to Enel's strategic positioning in terms of sustainability and financial objectives, with potential detrimental effects on its reputation and competitiveness.



CATEGORY	RISK	DEFINITION
Digital Technology	IT Effectiveness	Risks resulting from the ineffective support of IT systems to business processes and operations.
	Ciberseguridad	Risks arising from cyber-attacks and theft of sensitive company and customer data due to insecure networks, operating systems and databases.
	Digitization	Risks of implementing inefficient business processes and incurring higher operating costs due to failure to digitize workflow coverage, systems integration and adoption of new technology.
	Service Continuity	Risks due to exposure of IT/OT systems to service interruptions and data loss.
Financial	Adequate capital structure and access to financing	Risks that the Group's debt to equity ratio or the mix between long and short-term debt is inadequate to support financial flexibility, allow free access to funding sources and achieve debt cost objectives.
	Interest rate	Risks resulting from adverse fluctuations in interest rates affecting borrowing costs or adjusting the fair value of sensitive financial assets and liabilities.
	Commodity	Risks related to adverse trends in the commodities market, price volatility movements or lack of demand for raw materials and natural resources.
	Exchange rate	Risks arising from adverse changes in foreign exchange rates affecting costs and revenues denominated in foreign currencies, fair value adjustment of sensitive financial assets and liabilities, and consolidation of subsidiaries with different accounting currencies.
	Credit and counterparty	Risks due to non-compliance with contractual payment and delivery obligations, credit deterioration, significant exposures to a single counterparty or to counterparties operating in the same industry or geographic area.
	Liquidity	Potential impacts resulting from the inability to timely fulfill its short-term financial commitments, except under unfavorable economic conditions, or to liquidate assets in the financial markets in the presence of restrictions on asset divestment.

CATEGORY	RISK	DEFINITION
Operational	Asset protection	Risks arising from ineffective protection of the group's assets (theft, misappropriation, mismanagement) and financial assets (insurance, legal guarantees).
	Business interruption	Risks of partial or total business interruption due to technical failures, malfunctions, human error, sabotage, unavailability of raw materials or adverse weather conditions.
	Customer requirements and satisfaction	Risks associated with failure or inadequate satisfaction of customer expectations and needs in terms of quality, accessibility, sustainability and innovation.
	Environment	Significant impacts on the quality of the environment and ecosystems concerned as a result of non-compliance with environmental legislation.
	Health and safety	Significant impacts on the quality of the environment and ecosystems concerned as a result of non-compliance with environmental legislation.
	Intellectual Property	Risks arising from infringement or fraud of the Group's intellectual property.
	People and Organization	Impacts resulting from organizational structures or internal staff competencies due to ineffective recruitment, training and incentive processes.
	Process efficiency	Risks due to inadequate management and monitoring of operating activities and processes.
	Procurement, logistics and supply chain	Potential effects caused by inadequate procurement or contract management activities.
	Service quality management	Risks due to the inability of third parties/internal service providers to meet agreed service levels.

CATEGORY	RISK	DEFINITION
Compliance	Compliance with accounting regulations	accounting laws and regulations due to incorrect application and/or interpretation of international accounting standards adopted by the Group.
	Compliance with antitrust and consumer rights regulations	Risks related to infringement of antitrust laws and consumer rights regulations
	Corruption	Negative impacts resulting from fraud or corruption by individuals inside or outside the Group in order to obtain an unfair or illegal advantage.
	Personal data protection	Risks arising from non-compliance with applicable data protection and privacy legislation.
	External disclosure	Risks associated with the dissemination of erroneous, inaccurate or incomplete reports, accounts, communications or other notices.
	Financial regulatory compliance	Risks associated with the violation of international or national financial laws and regulations.
	Tax compliance	Risks related to violation of international or national tax laws and regulations
	Compliance with other laws and regulations	Risks arising from non-compliance with other international, national or local regulations not described above (e.g., regarding electricity markets, distribution, generation, contracting, authorizations, stock exchange and golden power fields, etc.).

SOX Internal Control

In order to meet the transparency requirements in the preparation of financial information, the Company's internal control system must satisfy the highest levels of quality in its design, implementation and monitoring by the Company's Management and Board of Directors. Therefore, our internal control system over corporate information has been developed to provide reasonable assurance regarding the reliability of financial and non-financial information, and in the preparation of integrated financial statements, allowing us to mitigate the risks arising from the adherence to and strict application of all applicable procedures and standards in accordance with the COSO methodology (Committee of Sponsoring Organizations of the Treadway Commission).

A periodic assessment of the effectiveness of the design and operation of corporate information controls and procedures is performed in line with the requirements of the Sarbanes Oxley Act (SOX), General Rule No. 346 and the Italian law "Testo Unico della Finanza" (D.Lgs. No. 58/98, D.Lgs. No. 262/2005, D.Lgs. No. 303/2006) and CONSOB regulations, including the semi-annual certification of these controls by a qualified independent consultant. This assessment process is managed by the corporate information Internal Control Unit, responsible for defining, together with the Process Owners and Control Owners, the remediation actions to mitigate the identified control deficiencies and continuously improve the processes, as well as monitoring the implementation of these actions and communicating the status to the Board of Directors.

Internal Audit

The effectiveness and operability of the Criminal Risk Prevention Model helps us to achieve the UN Sustainable Development Goals by setting objectives and targets, whose results are reported in the Sustainability Report.

The actions implemented in 2022 attest to the achievement of the established goals and ratify our commitment to the UN Goal 16 "Peace, justice and strong institutions".

The Internal Audit Department must objectively and independently ensure the efficiency and effectiveness of the Internal Control and Risk Management System. This system, and its alignment with the business model, is one of the main success factors of Enel Americas and subsidiaries.

Auditing processes are aimed at periodically assessing the Company's operations and identifying improvement opportunities to strengthen the Internal Control System by means of action plans. Both the results of each audit and the action plans are reported to the Board of Directors, which oversees the proper execution of the improvement actions. The audits involve control activities associated with the Criminal Risk Prevention Model (MPRP), including the Crime Prevention Model according to Law 20,393, to prevent and detect potential risks of illegal acts, fraud and situations of conflict with the ethical principles of the Enel Group.

Ethics Standards and Conduct

2-27

In both internal and external relations, we are fully committed to complying with our ethical standards and conduct, as well as with current legislation. Compliance with ethical standards and the prevention of criminal risks is supervised by the Board of Directors, a task that is overseen and managed by the Internal Audit Department. A Code of Ethics guides the actions, commitments, and ethical responsibilities of its members, as well as those of its control bodies (shareholders' meetings and the Board Committee), in business management and corporate activities.

The Code of Ethics, and other documents that frame the culture in this area (e.g.: Zero Tolerance to Corruption Plan and the Global Compliance Program), are shared with all members of the organization, and are posted on our website for easy access and public disclosure.

The Code of Ethics specifically defines ethical behavior criteria; implementation, control and continuous improvement mechanisms for compliance; and defines moral principles, such as unbiased decision-making, honesty, dealing with conflicts of interest, information confidentiality, and fair competition, among others.

To prevent conflicts of interest, we abide, on the one hand, by the Corporations Law and, on the other hand, the Board of Directors has adopted the voluntary practice of General Standard No. 461, which comprehensively addresses sustainability issues as well as corporate governance matters

Ethics Channel

2-15 | 205-3

An externally managed and independent Ethics Channel is available to all our stakeholders, accessible through its website, by telephone, in person and digitally through the corporate intranet. Employees, contractors, suppliers, customers, clients, communities and other interested parties use this channel to safely and anonymously report irregular, unethical or illegal conduct that has allegedly occurred in the development of the Company's activities and operation, against the principles of the Criminal Risk Prevention Model, Code of Ethics and other matters such as harassment, discrimination, accounting, money laundering, terrorist financing, bribery, corruption, fencing, misappropriation, incompatible negotiation and environmental crimes, among others.

Whistleblower protection is a critical element to ensure the proper use and transparency in managing whistleblowing, which is regulated by internal global policy No. 107 Whistleblowing, which guarantees anonymity, retaliation protection for the whistleblower and protection against malicious whistleblowing, through a robust and effective management system for reporting irregularities, consistent with the principles of trust, impartiality and whistleblower protection, as well as the application of disciplinary measures by the Company against any retaliatory action against those who report, as well as against those who knowingly report untruthful facts. In addition, this policy outlines the process for receiving, analyzing, and investigating whistleblower reports.

As the Company's Compliance Officer, the Audit Manager must ensure that complaints received are properly handled and investigated, exercising independent judgment and action regarding the other units of the organization. Information campaigns are conducted throughout the year to promote the ethical channel, both internally and externally, especially focusing on suppliers of goods and services of the Company.

The Audit Department reports semi-annually to the Directors' Committee, a body defined by the Board of Directors, which is informed on the ethics channel management according to regular reports issued by the Compliance Officer.

In 2022, the Ethics Channel received a total of 90 reports (all duly handled) for alleged breaches of the Code of Ethics, in matters of contract management and conflicts of interest. The Company has not had any confirmed cases of corruption and bribery against it in the last five years.

All cases have been subject to corrective and punitive measures, as well as a specific training program for the areas involved, improvement of procedures and activities to enhance concepts. It is worth noting that, in the last five years, no confirmed cases of corruption and bribery have been brought against the company, nor has it received fines related to anti-competitive practices in the same period.

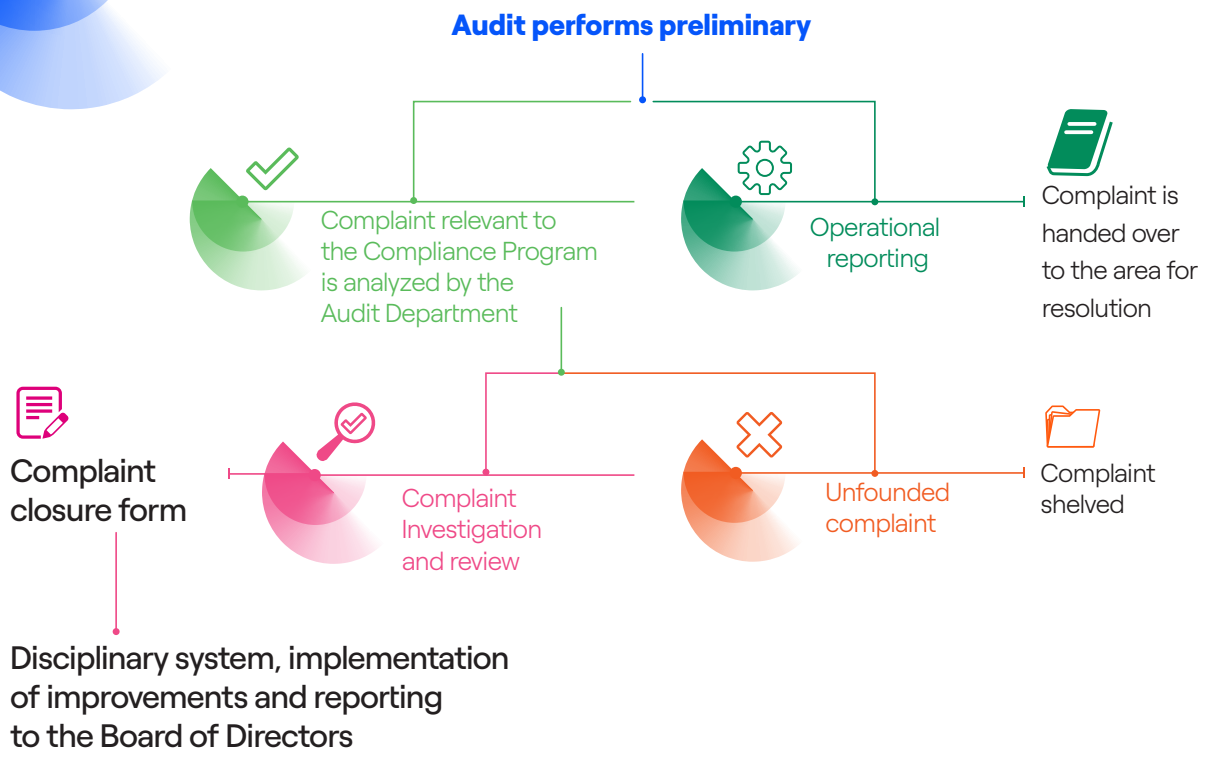
The Directors' Committee discusses the Audit Manager's report on all the claims received through the Ethics Channel that were subject to analysis in each period. The committee provides guidance on the corrective measures to be implemented.

Claims received through the Ethics Channel

KPI	UM	2022	2021	2020	2019	2018	2022-2021	%
Complaints reported (1)	n.	90	75	93	110	93	15	20%
Non-compliances related to episodes of:	**n.**	**12**	**17**	**21**	**25**	**13**	**-5**	**-29%**
Conflict of interest/corruption (2)	n.	4	4	2	4	3	-	-
Misuse of assets	n.	1	2	12	7	6	-1	-50%
Work environment	n.	-	4	7	11	3	-4	-100%
Community and society	n.	-	-	-	-	-	-	-
Other motivations (3)	n.	5	6	-	3	1	-1	-17%
Workplace harassment	n.	1	-	-	-	-	1	100%
Sexual harassment	n.	1	1	-	-	-	1	-

(1) During 2022 there was an increase in reports related to potential non-compliances with the Code of Ethics.
(2) Corruption is the abuse of power for private gain and can be carried out by individuals in the public or private sector. It is interpreted to include corruption practices such as bribery, extortion, collusion, conflicts of interest and money laundering. In relation to non-compliance, disciplinary and sanction actions were taken against two employees of Enel Americas subsidiaries, in accordance with the internal regulations of each company.
(3) Another motivation refers to control weaknesses in technical processes or noncompliance related to contractors.

Operation of the Ethics



Whistleblower Policy N°10

The Enel Group has a Whistleblower Policy that was created to regulate the complaints receiving, analyzing and managing process relative to behaviors and practices constituting possible violations of Enel Compliance Programs.

Policy and channels ensure:

- Guaranteed Anonymity
- Confidentiality Protection
- Security
- Protection against retaliation

Complaint

External company channeled to Audit the allegations

NAVEX GLOBAL

Audit Response

Acknowledgement of receipt and request for further background information and evidence on the reported events.

Audit performs preliminar analysis

¿What is reported?

Who is the defendant?

What principle or ethical commitment is being infringed?

Where to report?

Corporate website

- Right menu/Ethics Channel
- https: //www.enelamericas.com/es/ inversionistas/a201609-canal-etico.html

Internet

- Direct ethics channel: https://secure.ethicspoint.eu/domain/ media/es/gui/102504/ index.html

In person or in writing (letter)

- Internal Audit Department, Santiago, Santa Rosa N°76, Piso 9.

Enel Americas Group Compliance Program

2-23 | 2-24

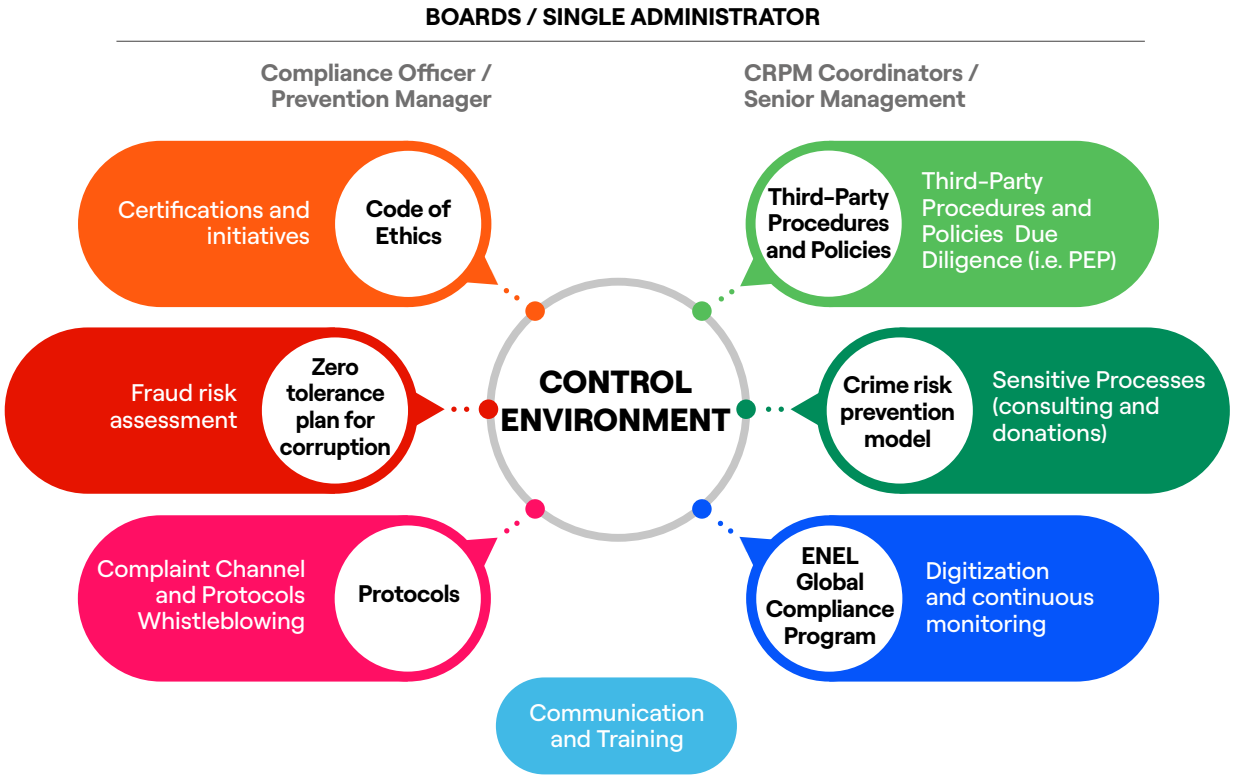
Compliance is understood as an integrated compliance management system, comprising the regulatory regime and the internal commitment to corporate ethics and regulatory obligations, i.e. complying with the law, in addition to those rules that the Company has adopted on a voluntary basis.

The Compliance Program adheres to the guidelines of Chilean Law 20,393 on Criminal Liability of Legal Entities, which allows the Company to develop and disseminate a sound and effective culture of compliance and compliance-related risks. This regulation sets out the necessary requirements that enable us to implement, develop, evaluate, maintain, audit and improve this program.

In addition, our program includes an Anti-Bribery Management System (ABMS) based on the International Standard: ISO 37001:2016.

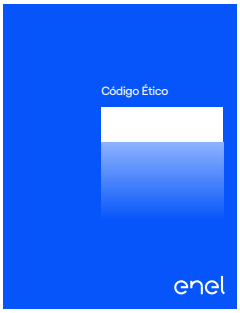
The focus of this system is on identifying risks and designing, implementing, and improving behavioral controls and standards in risky operations. It is part of the Compliance Program and has the Board of Directors as its highest governing body by the SGAS and as the highest administrative authority by the Criminal Risk Prevention Model (Law 20,393), which, along with the Company's senior management, promote the prevention of any type of bribery in daily activities and operations.

Compliance Program Components



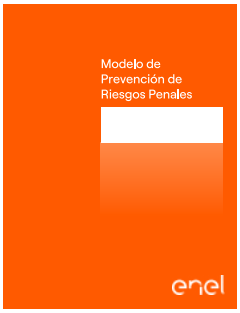
Compliance Program Policy Documents

Documents constituting the primary documents for the Compliance Program are:

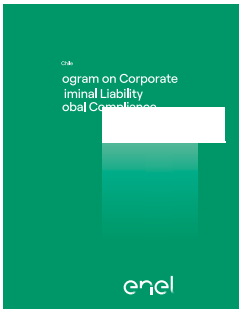


Code of Ethics

Zero Tolerance Corruption Plan



Crime Risk Prevention Model

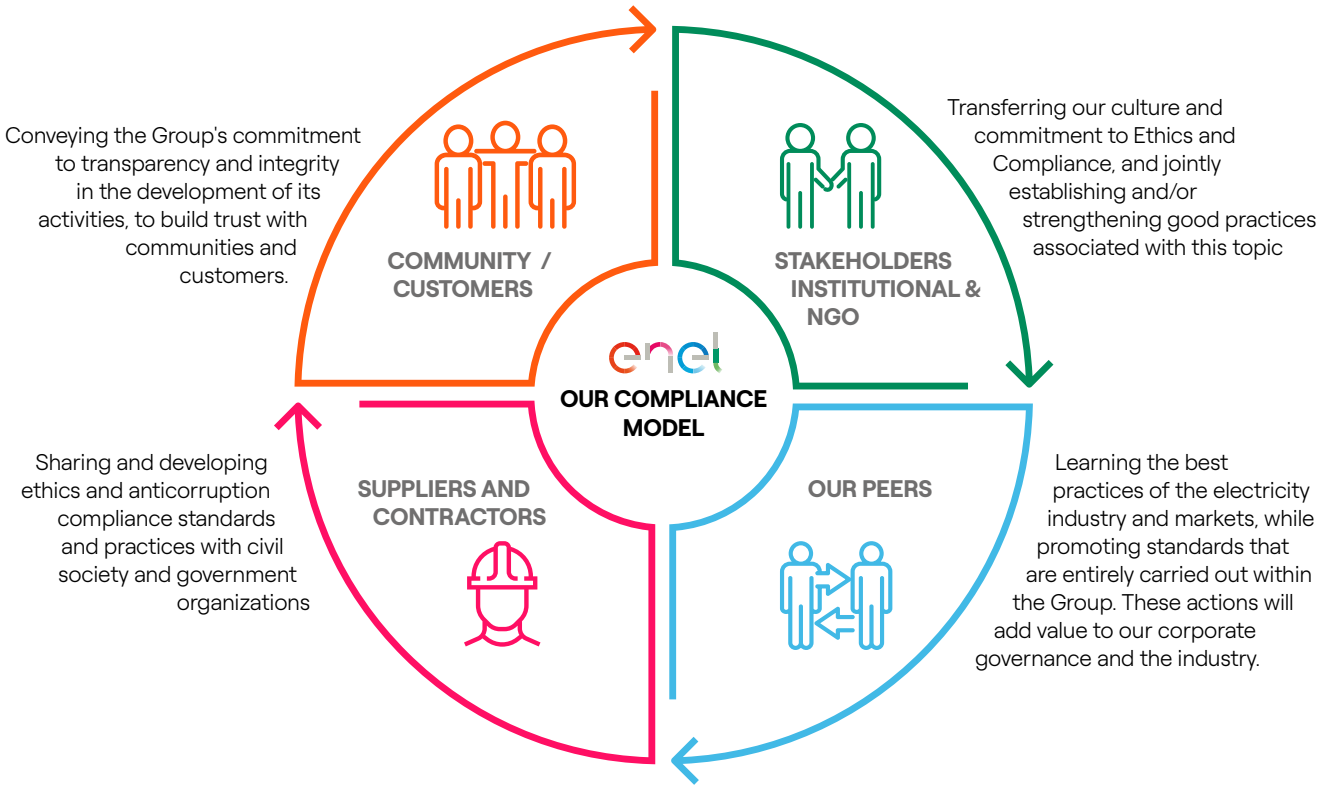


Global Compliance Program

Compliance Road Map

| 2-23 | 2-24 | 205-1 | 205-2 |

The Compliance Road Map (CRM) defines a planning methodology for the activities associated with the Compliance Management System and the Criminal Risk Prevention Model (CRPM). Its objective is to monitor, evaluate and improve the CRPM of Enel Americas, as well as to contribute to corporate governance and the Group's sustainability strategy. The Compliance Road Map consists of several action pillars involving different stakeholders, as follows:



In 2022, compliance activities focused on early identification and mitigation of the risks of corruption, bribery and other crimes covered in our Compliance Program, particularly potential conflicts of interest or unethical conduct in all processes, through the following tools:

- **The Risk Matrix Evaluation of the Criminal Risk Prevention Model:** during 2022, the risk and control matrix was updated, as well as the regulatory CRPM document considering the expansion of the scope of Law 20.393, which includes two new crimes related to arms control and human trafficking. These components were part of the external certification process, successfully achieving compliance with the requirements of Article 4 of Law 20.393.
- **The Fraud Risk Assessment (FRA) Matrix:** this tool is used to assess fraud risk, allowing us to identify and evaluate all types of events that are likely to occur in the company. The evaluation of these risks was updated during 2022.
- **The Risk Assessment Matrix:** in 2022, using the C.O.S.O. methodology, this instrument assessed those risks considered in line with the Company's operating strategy for all the processes of Enel Americas and its subsidiaries. This assessment is updated on an ongoing basis by executing the Audit Plan and its results are presented to the Board of Directors.
- **The Ethics Channel:** Enel Americas and its subsidiaries keep this independent, externally managed channel available to all its stakeholders, which offers guarantees of maximum confidentiality and anonymity to whistleblowers to prevent any form of retaliation.

Enel Global Compliance Program

The Enel Global Compliance Program (EGCP) was developed to strengthen the proactive prevention of corporate criminal liability, in accordance with Italian Legislative Decree 231. It is designed to reinforce the Company's commitment to the highest ethical, legal and professional standards in order to enhance and preserve the reputation and contribute to preventing criminal liability of Enel Americas.

This document draws on the most relevant international regulations on this topic as references, among which are: ISO37001:2016 Standard, Foreign Corrupt Practices Act (USA) and Bribery Act (United Kingdom).

Zero Tolerance to Corruption Plan (ZTCP)

Our employees are expected to be honest, transparent, and fair in performing their duties in accordance with the Code of Ethics. These commitments are translated into the following general principles:

We reject all forms of direct and indirect corruption.

We implement an anti-corruption program called the "Zero Tolerance to Corruption Plan" ((ZTCP) which promotes a commitment to prohibit bribes, donations to political parties, favoritism and gifts, gifts and favors, and regulates donations to charitable organizations and sponsorship

Supply Chain Compliance System

We promote crime prevention and the fight against corruption by providing targeted training to the stakeholders in our supply chain, since being a supplier or contractor involves adhering to the General Conditions of Contract, embodied in the Code of Ethics, Zero Tolerance Plan for Corruption, among others. Furthermore, we have protocols to guarantee and validate the integrity and consistency of the services contracted and provided, especially in consulting and professional services. These professionals are informed and trained to reinforce the commitment to integrity and the Company's Open Power values.

Criminal Risk Prevention Model

We actively oppose any form of corruption, direct or indirect, in our value chain, at our operations, and in all our stakeholders, covering all the requirements of the Crime Prevention Model defined in Law 20.393 and its amendments under Chilean regulation.

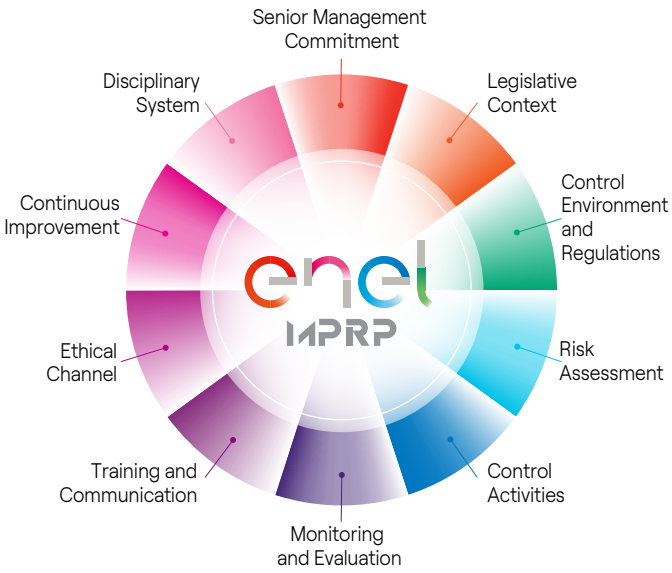
We have a Criminal Risk Prevention Model (CRPM), made up of activities and a definition of behaviors expected from all members and stakeholders. This system is complemented with guidelines defined in Enel Global Compliance Program and Anti-Bribery Management System (ISO 37001:2016). It is mainly aimed at controlling and preventing crimes, as well as ensuring transparent compliance with the standard in all our actions.

The Board of Directors approves all documents that make up this model, with the support of the Crime Prevention Officer for its implementation. This body also periodically evaluates and monitors program implementation and improvement, analyzing possible deficiencies in the company's internal control and risk management system.

The Crime Prevention Officer enjoys the required organizational autonomy, empowerment and resources for the proper development of its functions. The Board of Directors periodically evaluates and monitors program implementation and improvement across the company's processes, through sessions in which the Crime Prevention Officer reports on the main activities related to their execution and proper functioning.

The monitoring of the CRPM is led by the Crime Prevention and Compliance Officer, who reports, at least quarterly, to the Board of Directors, on its level of effectiveness, including any serious deficiencies that may have been detected or any irregular situations that should be reported to the supervisory or other competent bodies.

In 2022, together with our subsidiaries, we certified through an authorized external entity the Criminal Risk Prevention Model, according to the requirements of Law No. 20,393 until December 2024, the maximum term foreseen in the legislation for this certification.



ITS EXECUTION AND CORRECT OPERATION. COMMITMENT

Control Environment	Identification of Risk Areas	Monitoring Effectiveness and Disciplinary Systems
Pillars of the Regulatory System	Control Activities	Risk Surveillance and Response
Code of Ethics Enel Global Compliance Program Criminal Risk Prevention Model Zero Tolerance Plan for Corruption Protocol for the acceptance and offering of gifts, presents and favors. Protocol for dealing with public servants and public authorities. Internal Rules and Regulations	Identification of Risk Areas Execution of Preventive Controls MPRP Update of the MPRP Controls Matrix identified in risk areas. Continuous Auditing (Continuous Monitoring) Risk Assessment Fraud Risk Assessment	**SURVEILLANCE** Review and Supervision Analysis of weaknesses and areas for improvement Computer Flows and Sample Testing Continuous Monitoring **RISK RESPONSE** Disciplinary System Identification and implementation of improvements

Certifications

In line with our commitment toward implementing voluntary best practices worldwide to promote ethics and transparency in business, in 2022 our Anti-Bribery Management System was certified under the ISO 37001: 2016 standard, until 2025. Furthermore, in compliance with the tenth principle of the United Nations Global Compact and SDG 16, under which companies commit to fight corruption in all its forms, we contribute to the fulfillment of this objective through the implementation and maintenance of the pillars of the Anti-Bribery Management System in accordance with the international standard ISO 37001:2016.

Enel Americas subsidiaries that are certified in the ISO 37001 Standard

Argentina

- Edesur
- Enel Generación Costanera
- Central Dock Sud
- Enel Generación el Chocón

Peru

- Enel Generación Perú
- Enel Generación Piura
- Chinango S.A.C.
- Enel X Perú S.A.C.
- Enel Distribución Perú
- Enel Green Power Perú
- Proyecto y soluciones renovables

Brazil

- Enel Brasil
- Enel Distribución Ceará
- Enel Distribución Rio de Janeiro
- Enel Distribución Goiás
- Enel Distribución Sao Paulo
- CIEN
- Enel X Brasil
- EGP Cachoeira Dourada
- EGP Volta Grande

Central America

- EGP Costa Rica
- EGP Panamá
- EGP Guatemala

Colombia

- Enel Colombia

Training and communications program

205-2

The Code of Ethics states that personnel management policies are available to all employees via corporate communication tools (corporate intranet, organizational documents, and communication by managers). In addition, internal and external stakeholders are made aware of these policies by means of specific communication activities, thus ensuring that they are properly understood by all employees.
The People and Organizational Department develops and implements, in accordance with the indications of the Audit Manager, an Annual Training Plan to disseminate the principles and standards. Training efforts will vary according to employees' roles and responsibilities.
Our training and communication plans, which are aimed at disseminating the main aspects of the Compliance Program and strengthening the culture among employees and suppliers, remained in effect and in operation in 2022. These plans considered internal and external activities, including onboarding to new employees joining the Company, who received specific training on the Compliance Program.

During 2022 a training plan was put in place for employees, managers, senior management, directors, suppliers and contractors, thus reinforcing our commitment to improve and strengthen our culture, raising the awareness of 60% of our employees in 299 sessions, and 244 suppliers/contractors in seven activities. In addition to these activities, other compliance activities confirm the systematic work of Enel Group companies in the culture of transparency and integrity. Training activities primarily addressed corruption prevention and unethical conduct, the use of the Ethical Channel, the Anti-Bribery Management System (ISO 37001:2016) and, in general, knowledge of the Company's Compliance System, including sexual and workplace harassment.

Also, following the update of Law 20.393, which establishes the Criminal Liability of Legal Entities, training was provided to 100% of our directors on new crimes related to human trafficking and firearms.

ANTI-CORRUPTION POLICIES AND CODE OF ETHICS TRAINING

	2022		2021		Variation %		2022
Company	N° of people	Training hours	N° of people	Horas de capacitación	N° of people	Training hours	Scope[1]
Argentina	852	1.313	520	1,062	64%	24%	22%
Brazil	6,922	12,259	4,128	6,717	68%	83%	80%
Chile	32	184	42	212	-24%	-13%	87%
Colombia	866	1,282	1,612	3,199	-46%	-60%	37%
Peru	947	5,873	895	989	6%	494%	80%
Central America	149	370	53	107	181%	246%	67%
Total	**9,768**	**21,281**	**7,250**	**12,286**	**35%**	**73%**	**60%**

(1) Considers all workers trained during 2022, regardless of whether they have been in force as of December.

SEXUAL AND WORKPLACE HARASSMENT POLICIES AND PRACTICES TRAINING

	2022		
Company	N° of people	Training hours	Scope (%)
Argentina	458	499	12%
Brazil	5,888	5,859	68%
Chile	11	15	30%
Colombia	776	641	33%
Peru	674	945	57%
Central America	182	368	82%
Total	**7,989**	**8,327**	**49%**

Below is a detailed description of the training and communication activities undertaken during 2022:

- **Ethics Week:** An Ethics Week was held in each country from October to December, involving various communication initiatives to reinforce concepts such as trust and transparency

  During the campaign, mailings, notes, and videos related to the compliance program were disseminated. In addition, talks were given to suppliers and company employees to reinforce the concepts of ethics and integrity and their importance in the sustainability strategies of LatAm countries.

- **Integrity and compliance training for contractors:** in conjunction with AHK -Chilean-German Chamber of Commerce and Industry- and Alliance for Integrity, hybrid training sessions were held in the LatAm region for suppliers and contractors on integrity and compliance issues, as well as on the importance of adopting a Crime Prevention Model and the free tools available to SMEs for this purpose.

- **Discussion on Law 20,323:** we held a hybrid discussion, in collaboration with Chile Transparente, the Crime Prevention Officer and Audit Manager of Enel Americas, on the challenges currently faced by Compliance Programs, a session aimed at all employees, including managers.

- **Supplier Day:** we conducted this annual training activity for all suppliers of Enel Americas and its subsidiaries, to reinforce the compliance program components, such as the Ethics Channel, contributing to strengthen the culture of transparency.

- **Communications Plan:** in order to reinforce the integrity and transparency culture, disseminating the elements that are part of the Compliance Program and relevant milestones associated with it, we developed an Annual Communications Plan comprising communication campaigns targeted internally to employees, managers and executives, and externally, aimed at suppliers, contractors and other stakeholders, using digital tools such as email, publications on the corporate intranet, press releases and publications on social networks, among others.

Some indicators in this Plan:

22 internal campaigns
(complaints channel, elements and milestones of CRPM certification according to legal requirements).
20,393 and SGAS, Ethics Week 2022, workplace and sexual harassment, and human rights, among others).

273 communication spots
aimed at the entire workforce of Enel Americas and its subsidiaries

8 external campaigns

Engagement in External Initiatives

2-28

We voluntarily engaged in and adhered to a number of initiatives to measure our compliance programs' effectiveness, evaluate their performance and implement corporate governance and sustainability management practices, strengthening the compliance system and contributing as a relevant player in the fight against any type of corruption.

These initiatives include:

- Member of the Global Compact - Chilean Chapter of the UN
- Member of the Transparency network with Chile Transparente (Chilean chapter of Transparency International) to define best practices in the business-government relationship
- Among the companies certified under the international standard ISO 37001:2016 Anti-Bribery Management System
- One of the companies using the Criminal Risk Prevention Model certified in accordance with the requirements of article 4 of Chilean law 20.393
- Member of the Compliance Circle of the Chilean-German Chamber of Commerce and Industry (AHK Chile).
- Member of the Latam Regional Working Group of Alliance for Integrity

Furthermore, in 2022, we were involved in the 7th Regional Business Integrity Week in Latin America, delivering several presentations on practices for strengthening business integrity for sustainable development. The meeting took place in Ecuador and was organized by the Alliance for Integrity in the LatAm region.

In 2022, Enel Colombia was recognized locally by the UN Global Compact Office in the framework of Good Practices in Anti-Corruption for its training and communication program (#yolohagobien)

Argentina

- **ISO 19,600 certification.**
- **Participation in the Argentine Association of Ethics and Compliance,** in which, among others, he has sponsored the V International Congress of Compliance 2020.

Colombia

- **Promoters of the No eXcuses initiative,** led by the Alliance for Integrity and Pacto Global Colombia, which defines the 10 most frequent excuses used by collaborators to justify illegal acts.
- **Collective Action for Ethics and Transparency in the Electricity Sector,** an initiative formed since 2015 that promotes healthy competition, trust and sustainability of companies and the sector, considering best practices in transparency, anti-corruption and regulatory compliance.
- **Members of the Compliance Officers Network** and constant work in anti-corruption working groups together with Global Compact, United Nations Office on Drugs and Crime (UNODC), Transparency for Colombia and the Transparency Secretariat of the Presidency of the Republic.

Perú

- **Lecturers on ISO 37001,** Anti-bribery Management System, collaborating with Instituto Pachacutec and Universidad de Piura in the Senior Management Program.

Brazil

- **Proética Initiative.**
- **Global Compact 100% Transparency Movement:** This is the first initiative to promote corporate transparency in Brazil. It aims to encourage and enable companies to go beyond legal obligations, strengthening transparency and integrity mechanisms in leading companies to make them more resilient and examples of success for other companies in the country.
- **Global Compact Anti-Corruption Action Platform:** It is a space for the development of projects and for the promotion of learning, constructive dialogue and exchange of experiences, influencing people and companies and facilitating the understanding of risks and opportunities in the fight against corruption.
- **Anti-Corruption Collective Action - Energy and Renewables of the Global Compact:** Its main objective is to engage the largest number of industry participants, class entities, associations, as well as members of the Value Chain (from all business interactions) in public commitment to best practices in the fight against corruption.
- **Integrity Working Group (WG) of the Ethos Institute:** The Integrity WG is the result of a collective action, being a space for the exchange of experiences among companies to discuss the topic of Integrity involving business practices and public policies.

Institutional Relations

We have engagement and collaboration spaces with stakeholders and civil society, where we share practices in transparency and integrity, and promote sustainable growth in the region with relevant actors in this area, such as the Alliance for Integrity, Fundación Generación Empresarial, Instituto Ethos in Brazil, the Transparency Secretariat of Colombia, the Argentinean Association of Ethics and Compliance, among other organizations.

We promote an interaction with the authorities in accordance with a legal framework that guarantees the transparency and integrity of the Enel Group in this interaction, in keeping with the Enel Group's Compliance System. Thus, ensuring that the institutions are provided with the best conditions for decision-making, the activities with these entities are registered and controlled in accordance with Law 20,730, which regulates lobbying and efforts that represent private interests before the authorities and officials. To this end, internal procedures and manuals are mandatory for any member, representative or contractor of the company, which is related to members of state institutions.

During 2022, we continued to be a member of several trade and business associations

Contributions in the last five periods (US$) (1)(2)

2022	2021	2020	2019	2018
1,763,899	1,295,433	1,223,198	949,581	1,172,089

(1) Enel Americas and its subsidiaries have not made any contribution related to lobbying, interest representation or similar, political campaigns / support to organizations / contributions to local, regional or national candidates or others (e.g., expenses related to ballot measures or referendums), in compliance with Law 20,900, as well as with the Group's internal policies.

(2) Data coverage corresponds to 100% as a percentage of income for the five years.

Contributions

Of all the monetary contributions, the three most important were to the Brazilian Association of Electric Power Distribution (US$322,349), the Colombian Association of Electric Power Generators (US$194,449) and the Colombian Association of Power Distribution (US$151,325).

As a part of the institutional dialogue of the trade and business associations in which Enel Americas or its subsidiaries were engaged in 2022, support for the regulatory and consultation processes on the following main topics was considered::

- **Energy policy development:** includes insights on energy strategy, energy efficiency, renewable energy growth, development of smart grids or energy prices, among other energy problems. The contribution made to this topic in 2022 was US$ 1,353,209.

- **Increasing business competitiveness:** includes but is not limited to tax regulation, labor or environmental policies. The contribution made to this topic in 2022 was US$ 410,689.

Memberships in Associations and Guilds

2-28

Argentina

- AAEC – Asociación Argentina de Ética y Compliance Cumplimiento y Control
- ADEERA (Asociación de Distribuidores de Energía Eléctrica de Argentina)
- AEA (Asociación Electrotécnica Argentina)
- AEA (Asociación Empresaria Argentina)
- Asociación Argentina de Vehículos Eléctricos y Alternativos
- Asociación de Generadores de Energía Eléctrica de la República Argentina (AGEERA).
- CAC (Cámara Argentina de Comercio)
- CACIER (Comité Argentino de la Comisión de Integración Eléctrica Regional)
- CACME – Comité Argentino del Consejo Mundial de la Energía
- Cámara de Comercio Italiana en la Rep. Argentina
- CAP (Comité Argentino de Presas)
- (C.E.A.D.S) Consejo Empresario Argentino para el Desarrollo Sostenible
- Corporación Centro de Investigación y Desarrollo Tecnológico del Sector Eléctrico
- CSA (Cámara de Sociedades Anónimas)
- IAE General Mosconi - Instituto Argentino de la Energía General Mosconi
- IAIA (Instituto Argentino de Auditores Interno)
- IARSE (Instituto Argentino de Responsabilidad Social Empresaria)
- IDEA – Instituto para el Desarrollo Empresarial de la Argentina
- IRAM - Instituto Argentino de Normalización y Certificación
- Red Pacto Global de las Naciones Unidas

Brazil

- Asociación Brazileña de Centros Comerciales (ABRASCE)
- Asociación Brazileña de Comerciantes de Energía (ABRACEEL)
- Asociación Brazileña de Comunicación Empresarial (ABERJE)
- Asociación Brazileña de Distribuidores de Energía Eléctrica (ABRADEE)
- Asociación Brazileña de Empresas Generadoras de Energía Eléctrica (ABRAGE)
- Asociación Brazileña de Energía Eólica (ABEEólica)
- Asociación Brazileña de Energía Solar Fotovoltaica (ABSOLAR)
- Asociación Brazileña de Generación de Energía Limpia (ABRAGEL)
- Asociación Brazileña de Generadores Termoeléctricos (ABRAGET)
- Asociación Brazileña de Gestión de Instalaciones, Propiedad y Lugar de Trabajo (ABRAFAC)
- Asociación Brazileña de Hidrógeno (ABH2)
- Asociación Brazileña de Infraestructura e Industrias Básicas (ABDIB)
- Asociación Brazileña de Normas Técnicas (ABNT)
- Asociación Brazileña de Productores Independientes de Energía Eléctrica (APINE)
- Asociación Brazileña de Relaciones Empresa-Cliente (ABRAREC)
- Asociación Brazileña de Vehículos Eléctricos (ABVE)
- Asociación de Distribuidoras de Energía Eléctrica de América Latina (ADELAT)
- Asociación de la Industria de Energía de Cogeneración (COGEN)
- Cámara de Comercio, Industria y Agricultura Italo-Brazileña de São Paulo (ITALCAM)
- Comité Nacional Brazileño de Producción y Transmisión de Energía Eléctrica (CIGRÉ-Brazil)
- Confederación Nacional de Industria (CNI)
- Federación de Industrias del Estado de Goiás (FIEG)
- Federación de Industrias del Estado de Rio de Janeiro (FIRJAN)
- Federación de Industrias del Estado de São Paulo (FIESP)
- Fundación ABRINQ – Sostenibilidad
- Fundación del Sector Eléctrico Brazileño (COGE)
- Fundación Patrimonio Histórico de Energía y Saneamiento
- GEI Brazile (Gruppo Espponenti Italiani)
- Grupo de liderazgo empresarial ltd. (LIDE)
- Instituto ABRATE Energía (Asociación Brazileña de Empresas de Transmisión de Energía Eléctrica)
- Instituto Acende Brazil
- Instituto de Energía ABRADEE (IABRADEE)
- Instituto de Tecnología e Innovación para la Transición Energética (ITITE)
- Instituto Ethos de Responsabilidad Social
- Pacto Mundial (Instituto de la Red de Brazil del Pacto Mundial)
- Sindicato de la Industria de la Energía del Estado de São Paulo (SindiEnergia).

Colombia

- ProBogotá Región
- Acción Colectiva de Ética y Transparencia del Sector Eléctrico
- Alliance for Integrity
- Asociación Colombiana de Actores del Mercado de Carbono
- Asociación Colombiana de Distribuidores de Energía}
- Asociación Colombiana de Generadores de Energía Eléctrica
- Asociación de Gestión Humana Bogotá y Cundinamarca
- Asociación Instituto de Auditores Internos
- Asociación Instituto Colombiano de Derecho Tributario
- Asociación Nacional de Empresarios de Colombia
- Asociación Nacional de Empresas de Servicios Públicos y Comunicaciones
- Asociación para el Progreso de la Dirección
- Asomuña
- CAM

- Cámara Colombiana de la Construcción
- Cámara de Comercio de Bogotá y Clúster de Energía
- Cámara de Comercio Colombo Hispana
- Cámara de Comercio Italiana para Colombia
- Coalición Economía Circular
- Colombia Inteligente
- Comité Asesor de Comercialización
- Comité Asesor Planeamiento Transmisión
- Comité Colombiano de la CIER
- Comité Colombiano del WEC
- Connect Bogotá Región
- Consejo Nacional de Operación
- Corporación Centro de Investigación y Desarrollo Tecnológico del Sector Eléctrico
- Experiencia cliente
- Inspyra
- Lonja de Bogotá
- United Nations Global Compact
- Ser Asociación Energías Renovables

Peru

- AEDIVE - Asociación Empresarial para el Desarrollo e Impulso de la Movilidad Eléctrica
- APD - Asociación para el Progreso de la Dirección
- Aquafondo
- AAP - Asociación Automotriz del Perú
- Cámara de Comercio Italiana del Perú
- Cámara de Comercio, Industria y Turismo de Talara
- Coalición de Economía Circular de América Latina y el Caribe
- H2 Perú
- Nexos + 1
- Pacto Global Red Perú
- Perú Sostenible - Patronato Perú 2021
- SNMPE - Sociedad Nacional de Minería, Petróleo y Energía
- SPR - Asociación Peruana de Energías Renovables

Costa Rica

- Alianza Empresarial para el Desarrollo (EAD)
- Firma de los principios de Empoderamiento de la Mujer de ONU Mujeres
- Pacto Global
- Cámara de Industrias de Costa Rica

Guatemala

- Centro Guatemalteco de producción más Limpia
- Asociación Generadores con Energía Renovable
- Cámara de la Industria de Guatemala

Panama

- Cámara de Industrias y Agricultura de Panamá
- Cámara Americana de Comercio (Relaciones comerciales con los Estados Unidos)
- Sindicato de Industriales de Panamá
- Asociación Panameña de Ejecutivos de Empresa
- Sumarse (Pacto de la ONU, SDG)
- Cámara Panameña Solar
- Cámara de Comercio Internacional
- Gremio eléctrico regional
- Asociación Nacional Panameña de Generadores
- Cámara de Comercio Italiana

To demonstrate our commitment to implementing the sustainability principles and making tangible efforts to achieve the goals of the United Nations, we are part of the Global Compact in all the countries in which we operate.

We also share and carry out actions aligned with the Enel Group's commitments.

Enel Group Engagements

- **Business Ambition for 1.50 C**
- **Carbon Pricing Champions**
- **Caring For Climate**
- **CEO Water Manda**
- **CFO Principles**
- **Global Compact Board Programme**
- **Human Rights and Labour Working Group**
- **Patron: Governance**
- **Target Gender Equality**
- **Women´s Empowerment Principles**

Tax Transparency

207-1

We adhere to Enel's Group Fiscal Strategy, which is based on a set of principles and guidelines inspired by values such as transparency and legality in tax management, taking responsibility for overseeing its knowledge and application. By approving this strategy, the Board of Directors seeks to ensure consistent management of taxation in all the Company's subsidiaries.

Compliance

We adhere to the principle of legality, diligently enforcing tax laws to ensure full compliance with applicable tax rules and regulations. Likewise, we do not engage in domestic or cross-border operations or transactions that are purely artificial constructions, that do not reflect economic reality and from which we obtain undue tax advantages when they contradict the purpose or spirit of the tax provisions or system in question.

Inter-Company Transactions

All intercompany transactions are subject to a transfer pricing method, which the Enel Group has adopted in line with the arm's length principle, an international standard established by the OECD Model Tax Convention.

Accordingly, inter-company negotiations are structured at arm's length prices and conditions, ensuring value creation where the Enel Group conducts its business. To minimize tax risks, and pursuant to applicable regulations, the Group promotes entering into agreements with local tax authorities on transfer pricing methods, profit and loss allocation to permanent establishments and the application of rules on cross-border flows among Group entities.

Regarding intercompany financial transactions, Enel Group has adopted a centralized financing model for its subsidiaries, which requires the Group's two financial companies, Enel Finance International (EFI) and Enel Finance America (EFA), to consolidate part of the treasury and financial market access activities, serving as the primary resource for managing the financial or liquidity needs generated by the operating entities.

For operations that Enel Americas has or may contract with both financial companies, these inter-company debts shall be booked either at amortized cost, using the effective interest rate method, or at fair value as required by IFRS 13..

Tax Jurisdiction

The Company does not conduct investments in or through countries considered to be tax havens. Such investments may only be considered if supported by sound economic and strategic reasons and are intended for the development of the activities included in the Group's corporate purpose.

Tax Incentives

We only resort to broadly applicable tax incentives, in compliance with all relevant regulations and ensuring such incentives are consistent with industrial and operational objectives and with the economic rationale of the investments.

Tax Governance

207-2

Enel Americas Tax Affairs Department is tasked with applying the Group's tax strategy. It is responsible for managing and ensuring tax compliance, planning, and monitoring at the local level.

Likewise, as a Company we have adopted a set of rules, procedures and standards that are part of Enel Group's broader system of organization and control. These are applicable both at the Group level and at each subsidiary's local level. These documents are available on the company's Intranet, accessible to all employees, and constitute the general rules of conduct applicable in tax matters for the development of its activities. In addition, there are specific organizational documents – both at global and local level – on tax compliance processes, tax planning, tax monitoring, transfer pricing and tax risk management.

Tax Risks

In order to provide clear and consistent guidelines to address an effective approach to tax risk management within the Company, we have a Tax Control Framework (TCF), setting out guidelines and methodological rules to consistently assess, control and manage tax risk, according to the principles and guidelines established in the tax strategy.

The TCF seeks to identify the potential sources of tax risk, using compliance with tax regulations as a framework. To do so, processes and activities are mapped, and possible risk events are identified in order to determine appropriate control measures. This is done periodically, and its results are reported to the competent corporate functions and bodies so as to establish the most appropriate way to mitigate such risks.

Transparent relations with tax authorities

207-3

Transparency and integrity are ensured in our relations with the tax authorities and we collaborate with all institutions and associations involved in order to pursue an effective tax system. We have been publishing the Total Tax Contribution Report annually since 2018, available on the website.

We have internal channels to facilitate potential complaints about any tax infringements. Meanwhile, the Group's Code of Ethics is a framework for operating in this regard. The Code contains appropriate provisions to ensure its effective implementation and requirements that must be considered to comply with the provisions of the tax strategy.

For further details of the tax contributions made by the Company see Enel Enel Americas website.

For more information visit here

Some figures

207-4

The following figures are relevant for Enel Americas 2022, consolidated.

	USD
Revenues from sales to third parties	**26,542,257,360**
Income from intragroup transactions with other tax jurisdictions	**854,645,513**
Profit/loss before taxes	**4,155,037,166**
Tangible assets other than cash and cash equivalents	**22,429,611,765**
Corporate income tax paid	**700,287,475**
Corporate income tax accrued on profits or losses	**1,246,011,677**

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APPENDIX

4.

Appendix

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Methodological Note

In Enel Americas we present our seventh annual Sustainability Report, whose scope considers our operations in the electricity generation, transmission and distribution market through its subsidiaries and related entities in Argentina, Brazil, Colombia and Peru, as well as integrating for the second year in a row information on our operations in Costa Rica, Panama and Guatemala.

The information we report corresponds to all Enel Americas operations, accounting for the economic, social and environmental management of the period from January 1 to December 31, 2022.

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How we prepared this report

We have prepared this report in accordance with the Core option of the Global Reporting Initiative (GRI) Standards, in its most updated version (GRI Standards 2021), and also considering the supplement dedicated to the Electric Utilities Disclosure sector issued in 2013 by the same GRI and still in force. In this Report we account for social, environmental, governance metrics, also covering human rights and anti-corruption issues, to the extent that they are material issues for Enel Américas according to our materiality process (for more information, see chapter "Materiality analysis").

With respect to the quality of the information reported, we follow the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

We have also incorporated for the third time the Sustainability Accounting Standards Board (SASB), Industry Standards Version 2018-10, Electric Utilities & Power Generators sector.

Our 2022 Report also responds to the indications of the Task Disclosure on Climate-related Financial Disclosures (TCFD) and contains tables in which we present the indicators proposed by the World Economic Forum (WEF), as well as for the first time a specific table connecting to the topics and information relating to human rights protection and the Group's human rights policy (For more information on these elements, see " Appendices").

Furthermore, this report addresses the Communication on Progress (COP) of the United Nations Global Compact, the IIRC (International Integrated Reporting Council) model and the SDG Compass, a guide that facilitates the alignment of sustainability strategies with the United Nations Sustainable Development Goals (SDGs). To better evidence the alignment of our strategy to the SDGs and measure our management, we include reference to the main SDGs in the various chapters, in line with the indications of the document "Linking the SDGs and the GRI Standards" published by the GRI in January 2021, and the SDG Compass, the guide published in November 2015, developed by GRI, UN Global Compact and World Business Council for Sustainable Development (WBCSD).

Finally, compared to previous years, we redefined the structure of the document, bringing the entire materiality analysis section into a special chapter, "Materiality Analysis".

Vision of reportability

Our Sustainability Report is based on information transparency and accountability, through which we communicate how sustainability with an Environmental, Social, and Corporate Governance (ESG) approach permeates our business strategy, the way we manage risks, and the way our operations create value for all stakeholders.

Its objective is to report on our activities through a strategic-sustainable approach and to present medium and long-term perspectives of the sustainable and integrated business model that in recent years has fostered value creation in the context of the energy transition process.

This Sustainability Report outlines the perspectives of our sustainable business model, including the qualitative and quantitative non-financial information, which is considered most relevant based on the materiality assessment we have performed, and which also takes into account the expectations of all stakeholders.

The information presented in our Sustainability Report, moreover, is consistent with the reporting approach of our parent company, Enel SpA, and is aligned with the information presented in our Integrated Annual Report, conforming to the provisions of the SASB Sustainability Accounting Standards Board's, Sustainable Industry Classification System® (SICS®), IF-EU Electric Utilities & Power Generators.

Audit process

This document has been verified externally by the auditing firm KPMG, who also audits and verifies the Enel Group Report. The aim of this process is to ensure the reliability of the information presented here.
Additionally, this process was carried out in keeping with ISAE 3000 international standard and, consequently, with the professional code of ethics, including professional independence and verification of the absence of conflicts of interest that may affect the principles of integrity, objectivity, professional competence, diligence and confidentiality.

Changes in ownership and corporate structure

In 2022, from Enel Brazil, we include the sales of Enel Generación Fortaleza (Generation segment) in the month of August and Enel Distribución Goiás (Distribution segment) in the month of December. At the end of 2022, we consider the EGP Americas companies for the whole year, while in 2021 only 9 months are considered from the date of their incorporation to the consolidation.

Independent Accountant's Report "2022 Sustainability Report Enel Américas S.A."

To the Chairman and Directors.

Enel Américas S.A.

We have conducted a limited assurance engagement of the content and data related to GRI indicators disclosed in the 2022 Sustainability Report of Enel Américas S.A. as of December 31, 2022.

Management of Enel Américas is responsible for the preparation of the Sustainability Report. Additionally, Management of Américas S.A. is responsible for the contents, assertions, scope definition and the management and control of information systems which provided the information reported.

We conducted our review in accordance with the ISAE 3000 standards and the attestation engagement standards issued by the Colegio de Contadores de Chile A.G. A limited assurance engagement is less in scope than an examination, the objective of which is to express and opinion on the "2022 Sustainability Report Enel Américas S.A." Accordingly, we do not express such an opinion.

Contents and data disclosed in the "2022 Sustainability Report of Enel Américas S.A." were reviewed considering the criteria established in the Global Reporting Initiative (GRI) Reporting Standard as well as Enel Américas S.A.'s internal guidelines, which are summarized as follows:

- Determine that contents and data related to the GRI indicators disclosed in "2022 Sustainability Report of Enel Américas S.A." are duly supported with sufficient evidence.
- Determine that Enel Américas S.A. has prepared the contents and data disclosed in its "2022 Sustainability Report of Enel Américas S.A.", in accordance with the Principles on Content and Quality as established by the GRI Standard and its internal guidelines.
- Confirm the core option stated by Enel Américas S.A. in the "2022 Sustainability Report of Enel Américas S.A.", in accordance with the GRI Standard.

Our procedures considered making inquiries of the Management and Business Units of Enel Américas S.A. involved in the process of developing the report, as well as performing other analytical procedures and tests, described below:

- Interviews with Enel Américas S.A.'s key personnel, i order to assess the preparation process of the contents and data disclosed in the 2022 Sustainability Report, content definition and information systems used.
- Verification of contents and data disclosed in the "2022 Sustainability Report of Enel Américas S.A." through supporting documentation provided by Enel Américas S.A.
- Analysis of the collection process and the quality control of contents and data disclosed in the "2022 Sustainability Report of Enel Américas S.A.".
- Verification of data reliability using analytical procedures, testing on a sample basis and the review of recalculations.
- Interviews by video-conference with those responsible for the process for preparing the "2022 Sustainability Report of Enel Américas S.A."
- Review of the wording of the "2022 Sustainability Report of Enel Américas S.A."

Based on the procedures performed, nothing came to our attention that caused us to believe that:

- Contents and data disclosed in the "2022 Sustainability Report of Enel Américas S.A." are not duly supported with sufficient evidence.
- Contents and data disclosed in the "2022 Sustainability Report of Enel Américas S.A." has not been prepared in accordance with the Principles on Content and Quality as established by the GRI Standard and Enel Américas S.A.'s internal guidelines.
- The "2022 Sustainability Report of Enel Américas S.A." does not comply with the core option stated by Enel Américas S.A. in accordance with the GRI Standard.

The above translation of the report is provided as a free translation from the Spanish language original, which is the official and binding version. Such translation has been made solely for the convenience of non-Spanish readers.

Very truly yours,

Sincerely,
KPMG Ltda.
Karin Eggers
Partner

Santiago, April 24, 2023

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Performance Metrics

Context

Net installed capacity

GRI/EUSS	KPI	Unit	2022	2021	2020
GRI EU1	**Net Installed Capacity by Primary Source**				
	Net Thermal Capacity	**MW**	**4,647**	**5,005**	**5,016**
	Coal	MW	226	226	225
	Combined Cycle (CCGT)	MW	2,036	2,700	2,701
	Oil/Gas	MW	2,385	2,079	2,090
	Net Renewable Thermal Capacity	**MW**	**11,738**	**10,920**	**6,253**
	Hydroelectric	MW	7,034	7,031	6,253
	Wind	MW	2,967	2,288	n.a
	Solar	MW	1,737	1,601	n.a
	Total installed electric capacity	**MW**	**16,385**	**15,925**	**11,269**

Generation by technology

	KPI	Unit	2022	2021	2020
GRI 2-6 /EU2	**Net energy production by technology**				
	Argentina				
	Hydro	GWh	1,550	1,955	n.a
	Carbon	GWh	0	0	n.a
	Fuel-Gas	GWh	350	306	n.a
	Combined Cycle	GWh	9,220	10,837	n.a
	Solar	GWh	0	0	n.a
	Wind	GWh	0	0	n.a
	Total	**GWh**	**11,121**	**13,099**	**n.a**
	Brazil				
	Hydro	GWh	4,468	3,430	n.a
	Carbon	GWh	0	0	n.a
	Fuel-Gas	GWh	0	0	n.a
	Combined Cycle	GWh	0	399	n.a
	Solar	GWh	2,024	1,186	n.a
	Wind	GWh	10,116	5,972	n.a
	Total	**GWh**	**16,608**	**10,987**	**n.a**
	Colombia				
	Hydro	GWh	13,272	12,869	n.a
	Carbon	GWh	202	227	n.a
	Fuel-Gas	GWh	38	17	n.a
	Combined Cycle	GWh	0	0	n.a
	Solar	GWh	151	97	n.a
	Wind	GWh	0	0	n.a
	Total	**GWh**	**13,663**	**13,209**	**n.a**

	KPI	Unit	2022	2021	2020
GRI 2-6 /EU2	**Net energy production by technology**				
	Peru				
	Hydro	GWh	4,128	4,417	n.a
	Carbon	GWh	0	0	n.a
	Fuel-Gas	GWh	1,259	1,190	n.a
	Combined Cycle	GWh	3,160	2,918	n.a
	Solar	GWh	450	333	n.a
	Wind	GWh	618	481	n.a
	Total	**GWh**	**9,615**	**9,338**	**n.a**
	Central America				
	Hydro	GWh	2,257	2,035	n.a
	Carbon	GWh	0	0	n.a
	Fuel-Gas	GWh	0	0	n.a
	Combined Cycle	GWh	0	0	n.a
	Solar	GWh	117	71	n.a
	Wind	GWh	0	0	n.a
	Total	**GWh**	**2,374**	**2,106**	**n.a**
	Enel Americas				
	Hydro	GWh	25,675	24,705	n.a
	Carbon	GWh	202	227	n.a
	Fuel-Gas	GWh	1,646	1,513	n.a
	Combined Cycle	GWh	12,381	14,154	n.a
	Solar	GWh	2,741	1,687	n.a
	Wind	GWh	10,734	6,453	n.a
	Total	**GWh**	**53,379.5**	**48,738.7**	**n.a**

Average plant availability factor by energy source and by regulatory regime

	KPI	Unit	2022	2021	2020
GRI EU30	**Availability of thermoelectric generation by regulatory regime**				
	Regulated	%	78.1	84.6	86.1
	Unregulated	%	86	89.2	90.2
	Thermoelectric generation availability by primary energy source				
	Coal-fired plants	%	89.4	89.4	80
	Oil/gas plants	%	72.7	85.6	91
	Combined cycle power plants	%	85.9	86.8	85.9
	Thermoelectric generation availability at global level	%	81.5	86.4	87.7

Customer focus

	KPI	Unit	2022	2021	2020
GRI 2-6 / EU3	**Number of customers by segment**				
	Argentina				
	Residential customers	N°	2,289	2,255	2,216
	Commercial customers	N°	260	272	271
	Industrial customers	N°	33	22[1]	21[1]
	Toll customers	N°	8		
	Other customers	N°	12		
	Total customers	**N°**	**2,601**	**2,549**	**2,508**
	Brazil				
	Residential Customers	N°	13,954	16,426	15,849
	Commercial Customers	N°	771	969	979
	Industrial Customers	N°	38	1,035[1]	1,236[1]
	Toll Customers	N°	6		
	Other customers	N°	613		
	Total energy sales	**N°**	**15,382**	**18,430**	**18,064**
	Colombia				
	Residential customers	N°	3,393	3,312	3,222
	Commercial customers	N°	335	330	327
	Industrial customers	N°	49	66[1]	66[1]
	Toll customers	N°	5		
	Other customers	N°	12		
	Total energy sales	**N°**	**3,795**	**3,708**	**3,615**
	Peru				
	Residential customers	N°	1,454	1,400	1,377
	Commercial customers	N°	53	61	47
	Industrial customers	N°	2	32[1]	32[1]
	Toll customers	N°	0		
	Other customers	N°	25		
	Total energy sales	**N°**	**1,534**	**1,493**	**1,456**
	Enel Americas				
	Residential customers	N°	21,089	23,393	22,664
	Commercial customers	N°	1,419	1,632	1,624
	Industrial customers	N°	122	1,155[1]	1,355 [1]
	Toll customers	N°	20		
	Other Customers	N°	662		
	Total Customers	**N°**	**23,311**	**26,180**	**25,643**

(1) For 2021 and 2020 "Industrial Customers" data includes "Toll Customers" and "Other Customers."

Electricity sales by type of customer

	KPI	Unit	2022	2021	2020
GRI 2-6 / EU3	**Electricity sales by type of customer**				
	Argentina				
	Residential customers	GWh	7,460	7,666	7,282
	Commercial customers	GWh	3,980	3,684	3,466
	Industrial customers	GWh	1,334	5,385[1]	5,141[1]
	Toll customers	GWh	2,680		
	Other customers	GWh	2,040		
	Total energy sales	**GWh**	**17,494**	**16,735**	**15,889**

	KPI	Unit	2022	2021	2020
GRI 2-6 / EU3	**Electricity sales by type of customer**				
	Brazil				
	Residential customers	GWh	32,145	32,429	31,191
	Commercial customers	GWh	13,140	12,818	14,585
	Industrial customers	GWh	3,180	35,135[1]	32,138[1]
	Toll customers	GWh	22,786		
	Other customers	GWh	10,486		
	Total energy sales	**GWh**	**81,738**	**80,382**	**77,914**
	Colombia				
	Residential customers	GWh	5,322	5,385	5,407
	Commercial customers	GWh	2,402	2,216	2,035
	Industrial customers	GWh	1,086	6,997[1]	6,391[1]
	Toll customers	GWh	5,709		
	Other customers	GWh	556		
	Total energy sales	**GWh**	**15,075**	**14,598**	**13,833**
	Peru				
	Residential customers	GWh	3,365	3,185	3,188
	Commercial customers	GWh	716	719	666
	Industrial customers	GWh	1,883	4,226[1]	3,724[1]
	Toll customers	GWh	1,755		
	Other customers	GWh	589		
	Total energy sales	**GWh**	**8,308**	**8,130**	**7,578**
	Enel Americas				
	Residential customers	GWh	48,291	48,665	47,068
	Commercial customers	GWh	20,239	19,437	20,752
	Industrial customers	GWh	7,484	51,743[1]	47,394[1]
	Toll customers	GWh	32,930		
	Other customers	GWh	13,671		
	Total energy sales	**GWh**	**122,615**	**119,845**	**115,214**

(1) For 2021 and 2020 "Industrial Customers" data includes "Toll Customers" and "Other Customers."

Electrification of customers' energy uses

Service and quality relationship with our customers

GRI/EUSS	KPI	Unit	2022	2021	2020
	Energy loss in Distribution (%)				
	Argentina				
	Edesur	%	17.1	18	18.9
	Brazil				
	Enel Distribución Rio	%	19.7	20.5	22.1
	Enel Distribución Ceara	%	15.2	16.1	15.9
	Enel Distribución Goias	%	0[1]	11.3	14.4
	Enel Distribución Sao Paulo	%	11.0	10.3	10.6
	Colombia				
	Codensa	%	7.5	7.5	7.6
	Peru				
	Enel Distribución Peru	%	8.2	8.5	8.8

(1) Does not include Enel Dx Goias

	KPI	Unit	2022	2021	2020
GRI EU4	**Length of Transmission Lines**				
	Argentina				
	Transmission (1)	Km	1,041	1,041	1,041
	Medium voltage(2)	Km	8,927	8,811	8,717
	Low voltage (3)	Km	18,442	18,322	33,415
	Brazil(4)				
	Transmission (1)	Km	11,137	16,830	16,680
	Medium voltage(2)	Km	155,024	342,557	336,219
	Low voltage (3)	Km	100,560	133,185	131,508
	Colombia				
	Transmission (1)	Km	1,348	1,341	1,340
	Medium voltage(2)	Km	30,688	30,281	31,455
	Low voltage (3)	Km	43,569	43,181	43,113
	Peru				
	Transmission (1)	Km	726	726	727
	Medium voltage(2)	Km	5,213	5,133	5,053
	Low voltage (3)	Km	13,620	13,540	13,345
	Total Enel Américas	**Km**	**390,296**	**614,948**	**622,613**

(1) Transmission lines consist of circuits with voltages ranging from 35 to 500 kV.
(2) Medium voltage lines: 1 kV - 34.5 kV; low voltage lines: 110 - 380 kV.
(3) The low voltage network includes street lighting.
(4) For 2022, it considers Enel Distribución Rio, Enel Distribución Ceará and Enel Distribución Sao Paulo.

Estimated unserved population

	KPI	Unit	2022	2021	2020
GRI EU26	**Estimated unserved population**				
	Estimated population without service				
	Argentina	n°	47,546	n.a	41,167
	Brazil	n°	n.a	6,480	50,041 (1)
	Colombia	n°	3,605	6,571	5,586
	Peru	n°	62,936	n.a	71,390
	Total population in concession areas				
	Argentina	n°	6,792,268	n.a	5,880,972
	Brazil	n°	n.a	3,290,136	6,925,932(1)
	Colombia	n°	3,828,314	3,708,638	3,222,018
	Peru	n°	1,530,000	n.a	1,451,000 (2)
	Percentage of population without service				
	Argentina	%	0.7	0	0.007
	Brazil	%	n.a	0.2	0.001
	Colombia	%	0.1	0.2	0.173
	Peru	%	4.1	4.8	4.92

(1) The figures for unserved population and total population in the concession area for Brazil were rectified for 2020..
(2) Total population corresponds to the number of people per household.

Energy accessibility

GRI EU27	Energy accessibility	Unit	Argentina	Brazil (1)	Colombia (1)	Peru
	Customers disconnected due to non-payment					
	Less than 48 hours	N°	41,515	1,625,053	384,498	406,094
	48 hours - 1 week	N°	5,616	464,864	66,604	395
	1 week - 1 month	N°	7,321	458,788	66,416	8,801
	1 month - 1 year	N°	6,069	291,643	31,289	318,636
	Over 1 year	N°	5.488	13	14,000	8,325
	Total	**N°**	**66,009**	**2,840,361**	**562.807**	**742,251**
	By time from payment to reconnection					
	Less than 24 hours	N°	64,594	1,470,546	527,533	734,848
	24 hours - 1 week	N°	890	512,980	19,891	5
	Over 1 week	N°	525	117,416	3,250	7,398
	Total	**N°**	**66,009**	**2,100,942**	**550,674**	**742,251**

(1) The difference is due to the non-payment of some customers

People

Staffing

	KPI	Unit	2022	2021	2020
2-6	**Number of employees**				
	Argentina	N°	4,020	4,064	4,064
		%	27%	25%	24%
	Brazil	N°	7,399	8,870	9,523
		%	49%	54%	56%
	Chile	N°	44	57	51
		%	0%	0%	0%
	Colombia	N°	2,326	2,259	2,150
		%	15%	14%	13%
	Peru	N°	1,060	989	943
		%	7%	6%	6%
	Costa Rica	N°	35	34	0
		%	0%	0%	0%
	Guatemala	N°	92	94	223
		%	1%	1%	1%
	Panama	N°	96	94	0
		%	1%	1%	0%
	Total Americas	**N°**	**15,072**	**16,461**	**16,954**
		%	**100%**	**100%**	**100%**

Staffing by position and country[1]

	KPI	Unt	2022	2021	2020
2-7	**Total number by position and country**				
	Senior management				
	Argentina	%	0.02%	n.a	n.a
	Brazil	%	0.07%	n.a	n.a
	Chile	%	0.02%	n.a	n.a
	Colombia	%	0.10%	n.a	n.a
	Peru	%	0.02%	n.a	n.a
	Costa Rica	%	0.01%	n.a	n.a
	Guatemala	%	0.01%	n.a	n.a
	Panama	%	0.01%	n.a	n.a
	Total	**%**	**0.25%**	**n.a**	**n.a**
	Management				
	Argentina	%	0.21%	n.a	n.a
	Brazil	%	0.40%	n.a	n.a
	Chile	%	0.03%	n.a	n.a
	Colombia	%	0.27%	n.a	n.a
	Peru	%	0.11%	n.a	n.a
	Costa Rica	%	0.00%	n.a	n.a
	Guatemala	%	0.01%	n.a	n.a
	Panama	%	0.12%	n.a	n.a
	Total	**%**	**1.14%**	**n.a**	**n.a**

(1) For 2022 the position categories are based on the general rule N 461 from the Financial Market Commission (CMF), which is different to the GRI standard. For information on previous years with old categories, please refer to Sustainability Report 2021.

	KPI	Unit	2022	2021	2020
2-7	**Total number by position and country**				
	Heads				
	Argentina	%	1.61%	n.a	n.a
	Brasil	%	4.02%	n.a	n.a
	Chile	%	0.05%	n.a	n.a
	Colombia	%	1.58%	n.a	n.a
	Peru	%	0.82%	n.a	n.a
	Costa Rica	%	0.03%	n.a	n.a
	Guatemala	%	0.11%	n.a	n.a
	Panama	%	0.03%	n.a	n.a
	Total	**%**	**8.25%**	**n.a**	**n.a**
	Operator				
	Argentina	%	14.07%	n.a	n.a
	Brazil	%	14.32%	n.a	n.a
	Chile	%	0%	n.a	n.a
	Colombia	%	0%	n.a	n.a
	Peru	%	0%	n.a	n.a
	Costa Rica	%	0%	n.a	n.a
	Guatemala	%	0.05%	n.a	n.a
	Panama	%	0.07%	n.a	n.a
	Total	**%**	**28.51%**	**n.a**	**n.a**
	Sales force				
	Argentina	%	0.03%	n.a	n.a
	Brazil	%	0%	n.a	n.a
	Chile	%	0%	n.a	n.a
	Colombia	%	0.60%	n.a	n.a
	Peru	%	0%	n.a	n.a
	Costa Rica	%	0%	n.a	n.a
	Guatemala	%	0%	n.a	n.a
	Panama	%	0.01%	n.a	n.a
	Total	**%**	**0.63%**	**n.a**	**n.a**
	Administrative				
	Argentina	%	5.63%	n.a	n.a
	Brazil	%	2.61%	n.a	n.a
	Chile	%	0.02%	n.a	n.a
	Colombia	%	0.08%	n.a	n.a
	Peru	%	0.61%	n.a	n.a
	Costa Rica	%	0%	n.a	n.a
	Guatemala	%	0%	n.a	n.a
	Panama	%	0.05%	n.a	n.a
	Total	**%**	**9.00%**	**n.a**	**n.a**

(1) For 2022 the position categories are based on the general rule N 461 from the Financial Market Commission (CMF), which is different to the GRI standard. For information on previous years with old categories, please refer to Sustainability Report 2021.

	KPI	Unit	2022	2021	2020
2-7	**Total number by position and country**				
	Assistant				
	Argentina	%	0%	n.a	n.a
	Brazil	%	0%	n.a	n.a
	Chile	%	0%	n.a	n.a
	Colombia	%	0%	n.a	n.a
	Peru	%	0%	n.a	n.a
	Costa Rica	%	0%	n.a	n.a
	Guatemala	%	0%	n.a	n.a
	Panama	%	0.04%	n.a	n.a
	Total	**%**	**0.04%**	**n.a**	**n.a**
	Other Professionals				
	Argentina	%	1.92%	n.a	n.a
	Brazil	%	18.24%	n.a	n.a
	Chile	%	0.17%	n.a	n.a
	Colombia	%	10.56%	n.a	n.a
	Peru	%	4.56%	n.a	n.a
	Costa Rica	%	0.13%	n.a	n.a
	Guatemala	%	0.23%	n.a	n.a
	Panama	%	0.17%	n.a	n.a
	Total	**%**	**35.97%**	**n.a**	**n.a**
	Other Technicians				
	Argentina	%	3.18%	n.a	n.a
	Brazil	%	9.43%	n.a	n.a
	Chile	%	0.00%	n.a	n.a
	Colombia	%	2.25%	n.a	n.a
	Peru	%	0.92%	n.a	n.a
	Costa Rica	%	0.07%	n.a	n.a
	Guatemala	%	0.21%	n.a	n.a
	Panama	%	0.15%	n.a	n.a
	Total	**%**	**16.21%**	**n.a**	**n.a**

(1) For 2022 the position categories are based on the general rule N 461 from the Financial Market Commission (CMF), which is different to the GRI standard. For information on previous years with old categories, please refer to (link to last year's report). Sustainability Report 2021.

Staffing by type of contract and gender[1]

		Total number of employees by gender and type of contract									
		Permanent		Fixed Term		By work or tasks		Fee		TOTAL 2022	
		Number	% [2]	Number	% [2]	Number	%	Number	%	Number	% [2]
2-7											
	Argentina										
	Male	3,475	86.4%	6	0.1%	0	0	0	0	3,481	23.1%
	Female	537	13.4%	2	0.0%	0	0	0	0	539	3.6%
	Total	**4,012**	**99.8%**	**8**	**0.2%**	**0**	**0**	**0**	**0**	**4,020**	**26.7%**

	Total number of employees by gender and type of contract									
	Permanent		Fixed Term		By work or tasks		Fee		TOTAL 2022	
	Number	% (2)	Number	% (2)	Number	%	Number	%	Number	% (2)
2-8										
Brazil										
Male	5,775	78.1%	2	0.0%	0	0	0	0	5,777	38.3%
Female	1,622	21.9%	0	0.0%	0	0	0	0	1,622	10.8%
Total	**7,397**	**100.0%**	**2**	**0.0%**	**0**	**0**	**0**	**0**	**7,399**	**49.1%**
Chile										
Male	30	68.2%	0	0.0%	0	0	0	0	30	0.2%
Female	14	31.8%	0	0.0%	0	0	0	0	14	0.1%
Total	**44**	**100.0%**	**0**	**0.0%**	**0**	**0**	**0**	**0**	**44**	**0.3%**
Colombia										
Male	1,405	60.4%	128	5.5%	0	0	0	0	1,533	10.2%
Female	711	30.6%	82	3.5%	0	0	0	0	793	5.3%
Total	**2,116**	**91.0%**	**210**	**9.0%**	**0**	**0**	**0**	**0**	**2,326**	**15.4%**
Peru										
Male	566	53.4%	170	16.0%	0	0	0	0	736	4.9%
Female	242	22.8%	82	7.7%	0	0	0	0	324	2.1%
Total	**808**	**76.2%**	**252**	**23.8%**	**0**	**0**	**0**	**0**	**1,060**	**7.0%**
Costa Rica										
Male	25	71.4%	0	0.0%	0	0	0	0	25	0.2%
Female	10	28.6%	0	0.0%	0	0	0	0	10	0.1%
Total	**35**	**100.0%**	**0**	**0.0%**	**0**	**0**	**0**	**0**	**35**	**0.2%**
Guatemala										
Male	75	81.5%	0	0.0%	0	0	0	0	75	0.5%
Female	17	18.5%	0	0.0%	0	0	0	0	17	0.1%
Total	**92**	**100.0%**	**0**	**0.0%**	**0**	**0**	**0**	**0**	**92**	**0.6%**
Panama										
Male	65	67.7%	0	0.0%	0	0	0	0	65	0.4%
Female	31	32.3%	0	0.0%	0	0	0	0	31	0.2%
Total	**96**	**100.0%**	**0**	**0.0%**	**0**	**0**	**0**	**0**	**96**	**0.6%**
Americas										
Male	11,416	75.7%	306	2.0%	0	0	0	0	11,722	77.8%
Female	3,184	21.1%	166	1.1%	0	0	0	0	3,350	22.2%
Total	**14,600**	**96.9%**	**472**	**3.1%**	**0**	**0%**	**0**	**0%**	**15,072**	**100%**

(1) For 2022, the contract type categories are considered according to the General Rule No. 461 of the Financial Market Commission (CMF), which differs from the GRI standard. For information on previous years with the 2021 CMF categorization, see the 2021 Sustainability Report.
(2) Percentage calculated based on total for each country.
(3) Percentage is calculated based on the total for the Americas, see Informe de Sostenibilidad 2021

Staffing by type of contract and gender[1]

GRI/EUSS	KPI	Unit	Male	Female	Total 2022
2-7	**Number of employees by type of working day and gender**				
	Ordinary	**N°**	7,942	770	8,712
		%	53%	5%	58%
	Part-time	**N°**	157	6	163
		%	1%	0%	1%
	Adaptability agreements (other than remote work)	**N°**	125	102	227
		%	1%	1%	2%
	Remote work	**N°**	3,498	2,472	5,970
		%	23%	16%	40%
	Total	**N°**	**11,722**	**3,350**	**15,072**
		%	**78%**	**22%**	**100%**

(1) For 2022 the position categories are based on the general rule N 461 from the Financial Market Commission (CMF), which is different to the GRI standard. For information on previous years with old categories, please refer to (link to last year's report), Sustainability Report 2021.

Staff by type of shift and country

	KPI	Unit	2022	2021	2020
2-7	**Number of employees by type of contract and country[1]**				
	Permanent				
	Argentina	N°	4,012	n.a	n.a
	Brazil	N°	7,397	n.a	n.a
	Chile	N°	44	n.a	n.a
	Colombia	N°	2,116	n.a	n.a
	Peru	N°	808	n.a	n.a
	Costa Rica	N°	35	n.a	n.a
	Guatemala	N°	92	n.a	n.a
	Panama	N°	96	n.a	n.a
	Total Permanent	**N°**	**14,600**	**n.a**	**0**
	Fixed Term				
	Argentina	N°	8	n.a	n.a
	Brazil	N°	2	n.a	n.a
	Chile	N°	0	n.a	n.a
	Colombia	N°	210	n.a	n.a
	Peru	N°	252	n.a	n.a
	Costa Rica	N°	0	n.a	n.a
	Guatemala	N°	0	n.a	n.a
	Panama	N°	0	n.a	n.a
	Total Fixed term	**N°**	**472**	**n.a**	**n.a**
	By work or task				
	Argentina	N°	0	n.a	n.a
	Brazil	N°	0	n.a	n.a
	Chile	N°	0	n.a	n.a
	Colombia	N°	0	n.a	n.a
	Peru	N°	0	n.a	n.a
	Costa Rica	N°	0	n.a	n.a
	Guatemala	N°	0	n.a	n.a
	Panama	N°	0	n.a	n.a

	KPI	Unit	2022	2021	2020
2-7	**Number of employees by type of contract and country(1)**				
	By work or task	**N°**	**0**	**n.a**	**n.a**
	Fee				
	Argentina	N°	0	n.a	n.a
	Brazil	N°	0	n.a	n.a
	Chile	N°	0	n.a	n.a
	Colombia	N°	0	n.a	n.a
	Peru	N°	0	n.a	n.a
	Costa Rica	N°	0	n.a	n.a
	Guatemala	N°	0	n.a	n.a
	Panama	N°	0	n.a	n.a
	Total Fees	**N°**	**0**	**n.a**	**n.a**

(1) For 2022 the position categories are based on the general rule N 461 from the Financial Market Commission (CMF), which is different to the GRI standard. For information on previous years with old categories, please refer to (link to last year's report), Sustainability Report 2021.

Parental Program

GRI/EUSS	KPI	Unit	2022	2021	2020
401-3	**Postnatal leave**				
	Male	N°	191	197	282
	Female	N°	136	134	105
	Total Americas	**N°**	**327**	**331**	**387**
401-3	**Parental Leave**				
	Male	N°	188	197	282
	Female	N°	118	134	105
	Total Americas	**N°**	**306**	**331**	**387**

Diversity

| **202 - 2** |

GRI/EUSS	KPI	Unit	2022	2021	2020
405-1	**Employee diversity by gender and country**				
	Argentina				
	Male	N°	3,481	3,527	3,538
	Female	N°	539	537	526
	Total	**N°**	**4,020**	**4,064**	**4,064**
	Male	%	87%	87%	87%
	Female	%	13%	13%	13%
	Total	**%**	**100%**	**100%**	**100%**
	Brazil				
	Male	N°	5,777	7,076	7,838
	Female	N°	1,622	1,794	1,685
	Total	**N°**	**7,399**	**8,870**	**9,523**
	Male	%	78%	80%	82%
	Female	%	22%	20%	18%
	Total	**%**	**100%**	**100%**	**100%**

GRI/EUSS	KPI	Unit	2022	2021	2020
405-1	**Employee diversity by gender and country**				
	Chile				
	Male	N°	30	41	36
	Female	N°	14	16	15
	Total	**N°**	**44**	**57**	**51**
	Male	%	68%	72%	71%
	Female	%	32%	28%	29%
	Total	**%**	**100%**	**100%**	**100%**
	Colombia				
	Male	**N°**	**1,533**	**1497**	**1445**
	Female	N°	793	762	705
	Total	**N°**	**2,326**	**2,259**	**2,150**
	Male	%	66%	66%	67%
	Female	%	34%	34%	33%
	Total	**%**	**100%**	**100%**	**100%**
	Peru				
	Male	**N°**	**736**	**686**	**667**
	Female	N°	324	303	276
	Total	**N°**	**1,060**	**989**	**943**
	Male	%	69%	69%	71%
	Female	%	31%	31%	29%
	Total	**%**	**100%**	**100%**	**100%**
	Costa Rica				
	Male	N°	25	25	n.a
	Female	N°	10	9	n.a
	Total	**N°**	**35**	**34**	**n.a**
	Male	%	71%	74%	n.a
	Female	%	29%	26%	n.a
	Total	**%**	**100%**	**100%**	**n.a**
	Guatemala				
	Male	N°	75	78	n.a
	Female	N°	17	16	n.a
	Total	**N°**	**92**	**94**	**n.a**
	Male	%	82%	83%	n.a
	Female	%	18%	17%	n.a
	Total	**%**	**100%**	**100%**	**n.a**
	Panama				
	Male	N°	65	64	n.a
	Female	N°	31	30	n.a
	Total	**N°**	**96**	**94**	**n.a**
	Male	%	68%	68%	n.a
	Female	%	32%	32%	n.a
	Total	**%**	**100%**	**100%**	**n.a**

GRI/EUSS	KPI	Unit	2022	2021	2020
405-1	**Employee diversity by gender**				
	Total Americas				
	Male	N°	11,722	12,994	13,524
	Female	N°	3,350	3,467	3,207
	TOTAL	**N°**	**15,072**	**16,461**	**16,731**
	Male	%	78%	79%	81%
	Female	%	22%	21%	19%
	TOTAL	**%**	**100%**	**100%**	**100%**

	KPI	Unit	2022	2021	2020
405-1	**Employee diversity by age range[1]**				
	Under 30 years old	N°	1,284	1,778	2,012
	Between 30 and 40 years old	N°	5,585	6,136	6,416
	Between 41 and 50 years old	N°	5,044	5,320	5,129
	Between 51 and 60 years old	N°	2,595	2,688	2,754
	Between 61 and 70 years old	N°	548	521	418
	Over 70 years old	N°	16	18	2
	Total	**N°**	**15,072**	**16,461**	**16,731**
	Under 30 years old	%	9%	11%	12%
	Between 30 and 40 years old	%	37%	37%	38%
	Between 41 and 50 years old	%	33%	32%	31%
	Between 51 and 60 years old	%	17%	16%	16%
	Between 61 and 70 years old	%	4%	3%	2%
	Over 70 years old	%	0%	0%	0%
	TOTAL	**%**	**100%**	**100%**	**100%**

(1) The diversity of workers by age range is reported based on the Financial Market Commission's General Rule No. 461 which is different from the GRI standard.

	KPI	Unit	2022	2021	2020
405-1	**Employee diversity by nationality[1]**				
	Argentinean	N°	3,887	4,067	3,924
	Brazilian	N°	7.,377	8,850	9,511
	Chilean	N°	46	56	54
	Colombian	N°	2,319	2,247	2,141
	Spanish	N°	9	9	14
	Italian	N°	26	20	32
	Peruvian	N°	1,064	975	939
	Costa Rican	N°	39	37	1
	Guatemalan	N°	88	91	0
	Panamanian	N°	94	92	0
	Other nationalities	N°	123	17	115
	Total	**N°**	**15,072**	**16,461**	**16,731**

(1) For 2021 and 2020 the following nationalities reported in the Sustainability Report 2021 will be grouped under "Other Nationalities": Australia, Bolivia, Cuba, Costa Rica, Ecuador, USA, France, Mexico, Romania, Russia, El Salvador, Venezuela.

	KPI	Unit	2022	2021	2020
405-1	**Employee diversity by seniority[1]**				
	Less than 3 years	N°	2,375	2,437	2,132
	Between 3 and 6 years	N°	2,090	2,423	3,493
	More than 6 and less than 9 years	N°	2,330	3,264	2,847
	Between 9 and 12 years	N°	2,674	2,167	2,116
	More than 12 years	N°	5,603	6,170	6,143
	TOTAL	**N°**	**15,072**	**16,461**	**16,731**

(1) Categories are considered in order of seniority according to General Rule No. 461 of the Financial Market Commission (CMF), which differs from the GRI standard.

Diversity of Senior Executives and other managers

	KPI	Unit	2022	2021	2021
405-1	**Diversity of Senior Executives and Other Managers by Gender**				
	Argentina				
	Male	N°	26	16	26
	Female	N°	8	8	9
	Total	**N°**	**34**	**24**	**35**
	Male	%	76%	67%	74%
	Female	%	24%	33%	26%
	Total	**%**	**100%**	**100%**	**100%**
	Brazsil				
	Male	N°	44	20	38
	Female	N°	26	45	13
	Total	**N°**	**70**	**65**	**51**
	Male	%	63%	31%	75%
	Female	%	37%	69%	25%
	Total	**%**	**100%**	**100%**	**100%**
	Chile				

	KPI	Unit	2022	2021	2021
405-1	**Diversity of Senior Executives and Other Managers by Gender**				
	Male	N°	7	8	8
	Female	N°	1	0	0
	Total	**N°**	**8**	**8**	**8**
	Male	%	88%	100%	100%
	Female	%	13%	0%	0%
	Total	**%**	**100%**	**100%**	**100%**
	Colombia				
	Male	N°	37	28	27
	Female	N°	18	13	12
	Total	**N°**	**55**	**41**	**39**
	Male	%	67%	68%	69%
	Female	%	33%	32%	31%
	Total	**%**	**100%**	**100%**	**100%**
	Peru				
	Male	N°	15	22	27
	Female	N°	5	7	8
	Total	**N°**	**20**	**29**	**35**
	Male	%	75%	76%	77%
	Female	%	25%	24%	23%
	Total	**%**	**100%**	**100%**	**100%**
	Costa Rica				
	Male	N°	0	3	n.a
	Female	N°	1	2	n.a
	Total	**N°**	**1**	**5**	**n.a**
	Male	%	0%	60%	n.a
	Female	%	100%	40%	n.a
	Total	**%**	**100%**	**100%**	**n.a**
	Guatemala				
	Male	N°	1	6	n.a
	Female	N°	1	3	n.a
	Total	**N°**	**2**	**9**	**n.a**
	Male	%	50%	67%	n.a
	Female	%	50%	33%	n.a
	Total	**%**	**100%**	**100%**	**n.a**
	Panama				
	Male	N°	11	10	n.a
	Female	N°	9	11	n.a
	Total	**N°**	**20**	**21**	**n.a**
	Male	%	55%	48%	n.a
	Female	%	45%	52%	n.a
	Total	**%**	**100%**	**100%**	**n.a**
	Total Americas				
	Male	N°	141	113	126
	Female	N°	69	89	42
	Total	**N°**	**210**	**202**	**168**

	KPI	Unit	2022	2021	2021
405-1	**Diversity of Senior Executives and Other Managers by Gender**				
	Hombre	%	67%	56%	75%
	Mujer	%	33%	44%	25%
	Total	**%**	**100%**	**100%**	**100%**

	KPI	Unit	2022	2021	2020
405-1	**Diversity of Senior Executives and Other Managers by age[1]**				
	Under 30 years old	N°	0	0	0
	Between 30 and 40 years old	N°	23	29	18
	Between 41 and 50 years old	N°	106	100	78
	Between 51 and 60 years old	N°	66	64	60
	Between 61 and 70 years old	N°	15	9	11
	Over 70 years old	N°	0	0	1
	Total	**N°**	**210**	**202**	**168**

(1) The diversity of employees by age range here presented is based on the Financial Market Commission's General Rule No. 461..

	KPI	Unit	2022	2021	2020
405-1	**Diversity of Senior Executives and other managers by nationality**				
	Argentina	N°	25	24	21
	Brazilian	N°	68	65	54
	Chilean	N°	4	7	6
	Colombian	N°	49	36	34
	Peruvian	N°	19	18	26
	Italian	N°	12	10	17
	Spanish	N°	6	6	9
	Costa Rican	N°	2	7	0
	Guatemalan	N°	1	6	n.a
	Panamanian	N°	20	20	n.a
	Other Nationalities	N°	4	3	1
	Total	**N°**	**210**	**202**	**168**

	KPI	Unit	2022	2021	2020
405-1	**Diversity of Senior Executives and other managers by seniority[1]**				
	Less than 3 years	N°	20	37	18
	Between 3 and 6 years	N°	20	19	14
	More than 6 and less than 9 years	N°	16	18	11
	Between 9 and 12 years	N°	21	18	12
	More than 12 years	N°	133	111	113
	TOTAL	**N°**	**210**	**203**	**168**

(1) The diversity of employees by age range here presented is based on the Financial Market Commission's General Rule No. 461..

Female participation

GRI/EUSS	KPI	Unit	2022	2021	2020
405-1	**Female participation in total workforce**				
	Female participation in total workforce	%	22.26%	21.08%	19.53%
	Women in management positions (as % of total management workforce)	%	29.45%	27.89%	24.82%
	Women in junior management positions	N°	382	352	269
	Women in "senior/top" management positions (up to 2 positions under CEO No.)	N°	50	46	42
	Women in revenue-generating management position	N°	124	173	138
	Women in revenue-generating management position as a percentage of total revenue-generating positions	%	29.04%	19.59%	16.62%
	Female managers in revenue-generating positions as a percentage of all revenue-generating positions Management	%	8.45%	12.12%	11.01%

Internal mobility

GRI/EUSS	KPI	Unit	2022	2021	2020
401-1	**Internal vacancies[1]**				
	Open vacancies	N°	1,665	n.a	n.a
	Vacancies filled by internal candidates	N°	401	n.a	n.a
	Vacancies filled by internal candidates	%	24	n.a	n.a

[1] Internal mobility indicators (direct selection and internal competition) correspond to Enel's own KPIs, so they were not part of the verification process.

GRI/EUSS	KPI	Unit	2022	2021	2020
401-1	**New hires by gender and age range**				
	Male	N°	871	1,024	430
	Female	N°	393	444	250
	Under 30 years old	N°	410	450	228
	Between 30 and 50 years old	N°	799	949	437
	Over 50 years old	N°	34	69	15
	Total	**N°**	**1,264**	**1,468**	**680**

GRI/EUSS	KPI	Unit	2022	2021	2020
401-1	**New hires and Terminations by country**				
	Argentina				
	New hires	N°	149	126	19
	New hires rate	%	3.7	3.1	0.5
	Terminations	N°	196	120	54
	Brazil				
	New hires	N°	722	950	413
	New hires rate	%	9.8	10.7	4.3
	Terminations	N°	881	2,113	988

GRI/EUSS	KPI	Unit	2022	2021	2020
401-1	**New hires and Terminations by country**				
	Chile				
	New hires	N°	5	9	4
	New hires rate	%	11.4	17.0	7.8
	Terminations	N°	8	8	8
	Colombia				
	New hires	N°	243	242	173[1]
	New hires rate	%	10.4	10.7	8.1
	Terminations	N°	172	186	122
	Peru				
	New hires	N°	130	105	71
	New hires rate	%	12.3	10.7	8.0
	Terminations	N°	43	70	52
	Costa Rica				
	New hires	N°	2	1	n.a
	New hires rate	%	5.7	2.8	n.a
	Terminations	N°	3	2	n.a
	Guatemala				
	New hires	N°	5	14	n.a
	New hires rate	%	5.4	14.9	n.a
	Terminations	N°	7	6	n.a
	Panama				
	New hires	N°	8	21	n.a
	New hires rate	%	8.3	22.3	n.a
	Terminations	N°	6	26	n.a
	Total Enel Americas				
	New hires	**N°**	**1,264**	**1,468**	**680**
	New hires rate	**%**	**8.4**	**8.9**	**4.1**
	Terminations	**N°**	**1,316**	**2,530**	**1,224**

(1) 173 new hires, 170 through external selection process, plus 2 reinstatements and 1 reinstatement due to unpaid leave of absence

GRI/EUSS	KPI		Unit	2022	2021	2020
401-1	**Internal mobility[1]**					
	Argentina	Direct selection	N°	0	n.a	n.a
		Internal competition	N°	11	n.a	n.a
	Brazil	Direct selection	N°	35	n.a	n.a
		Internal competition	N°	124	n.a	n.a
	Colombia	Direct selection	N°	53	n.a	n.a
		Internal competition	N°	128	n.a	n.a
	Costa Rica	Direct selection	N°	1	n.a	n.a
		Internal competition	N°	0	n.a	n.a
	Guatemala	Direct selection	N°	1	n.a	n.a
		Internal competition	N°	2	n.a	n.a
	Panama	Direct selection	N°	0	n.a	n.a
		Internal competition	N°	0	n.a	n.a
	Peru	Direct selection	N°	36	n.a	n.a
		Internal competition	N°	10	n.a	n.a
	Total	**Direct selection**	**N°**	**126**	**n.a**	**n.a**
		Internal competition	**N°**	**275**	**n.a**	**n.a**

(1) Internal mobility indicators correspond to Enel's own KPIs and were therefore not part of the verification process..

Turnover

GRI/EUSS	KPI		Unit	2022	2021	2020
401-1	**Turnover rate**					
	Male	Voluntary turnover rate	%	2	4.6	n.a
		Turnover rate	%	8.7	11.5	n.a
	Female	Voluntary turnover rate	%	0.9	2.7	n.a
		Turnover rate	%	8.9	16.4	n.a
	Under 30 years old	Voluntary turnover rate	%	0.7	8.6	n.a
		Turnover rate	%	1.2	25	n.a
	Between 30 and 50 years old	Voluntary turnover rate	%	2.2	3.1	n.a
		Turnover rate	%	5.2	12.9	n.a
	Over 50 years old	Voluntary turnover rate	%	0.1	0.5	n.a
		Turnover rate	%	2.3	20.2	n.a
	Argentina	Voluntary turnover rate	%	1.1	0.9	0.2
		Turnover rate	%	4.9	2.9	1.3
	Brazil	Voluntary turnover rate	%	3.9	4.1	2.3
		Turnover rate	%	11.9	23.8	10.9
	Chile	Voluntary turnover rate	%	10	3.6	4.3
		Turnover rate	%	20	15.1	17.4
	Colombia	Voluntary turnover rate	%	3.7	5.7	2.5
		Turnover rate	%	7.4	8.2	5.7
	Costa Rica	Voluntary turnover rate	%	2.9	0	n.a
		Turnover rate	%	8.6	5.6	n.a
	Guatemala	Voluntary turnover rate	%	2.2	0	n.a
		Turnover rate	%	7.6	6.4	n.a
	Panama	Voluntary turnover rate	%	5.2	4.3	n.a
		Turnover rate	%	6.3	27.7	n.a
	Peru	Voluntary turnover rate	%	1.9	1.5	2.5
		Turnover rate	%	4	7.2	5.6
	Total	**Voluntary turnover rate**	**%**	**3**	**3.1**	**n.a**
		Turnover rate	**%**	**8.7**	**15.4**	**n.a**

Training

GRI/EUSS	KPI	Unit	Mandatory training	Mandatory no-training
404-1	**Average training investment per FTE by job category** [(1)]			
	Managers	US$	806	4,219
	Middle managers	US$	853	4,042
	White collar	US$	1,111	5,135
	Blue collar	US$	682	682
	Total cost of training	US$	1,917,357	

(1) Figure calculated with the exchange rate as of December

GRI/EUSS	KPI	Unit	2022	2021	2020
404-1	**Training**				
	Argentina				
	Training hours	thousands	102	n.a	n.a
	Trained workers	N°	3,630	n.a	n.a
	Training hours Men	thousands	84	n.a	n.a
	Training hours Women	thousands	18	n.a	n.a
	Brazil				
	Training hours	thousands	469	n.a	n.a
	Trained workers	N°	8,518	n.a	n.a
	Training hours Men	thousands	390	n.a	n.a
	Training hours Women	thousands	77	n.a	n.a
	Chile				
	Training hours	thousands	1.8	n.a	n.a
	Trained workers	N°	47	n.a	n.a
	Training hours Men	thousands	1.2	n.a	n.a
	Training hours Women	thousands	0,6	n.a	n.a
	Colombia				
	Training hours	thousands	141	n.a	n.a
	Trained workers	N°	2,255	n.a	n.a
	Training hours Men	thousands	90	n.a	n.a
	Training hours Women	thousands	51	n.a	n.a
	Costa Rica				
	Training hours	thousands	3.2	n.a	n.a
	Trained workers	N°	37	n.a	n.a
	Training hours Men	thousands	2.4	n.a	n.a
	Training hours Women	thousands	0.8	n.a	n.a
	Guatemala				
	Training hours	thousands	2.5	n.a	n.a
	Trained workers	N°	91	n.a	n.a
	Training hours Men	thousands	2.1	n.a	n.a
	Training hours Women	thousands	0.4	n.a	n.a
	Panama				
	Training hours	thousands	4.2	n.a	n.a
	Trained workers	N°	93	n.a	n.a
	Training hours Men	thousands	2.4	n.a	n.a
	Training hours Women	thousands	1.8	n.a	n.a
	Peru				
	Training hours	thousands	78.1	n.a	n.a
	Trained workers	N°	1,036	n.a	n.a
	Training hours Men	thousands	51	n.a	n.a
	Training hours Women	thousands	27	n.a	n.a
	Total Enel Americas				
	Hours of training	thousands	801	787	659
	Trained workers [1]	N°	15,707	16,367	16,042
	Training hours per capita Men [2]	N°	49	48.1	n.a
	Training hours per capita Women [2]	N°	51	42.4	n.a
	Training hours per capita [2]	N°	49	47.0	40.3

GRI/EUSS	KPI	Unit	2022	2021	2020
404-1	**Training**				
	Training hours per capita for the Manager category [2]	N°	51	38.8	40
	Training hours per capita for Middle Manager Category [2]	N°	62	53	43
	Training hours per capita for the White Collar Category [2]	N°	47	42.9	38
	Training hours per capita for the Blue Collar category [2]	N°	50	52.9	38

(1) Considers all trained workers as of December 2022, regardless of whether they are active or not..

(2) Per capita training hours calculated based on the total number of employees trained during the year. Previous years represent average training hours calculated based on the total number of employees trained during the year.

Corporate benefit plans

GRI/EUSS	KPI	Unit	2022	2021	2020
EU15	**Employee benefit plans**				
	Employees covered by pension plan (benefit plan)	N°	9,059	n.a	n.a
	Employees covered by pension plan (benefit plan)	%	60.1%	n.a	n.a

Retirement

GRI/EUSS	KPI	Unit	2022	2021	2020
EU15	**Percentage of employees eligible to retire in the next 5 years out of the total for each job category**				
	Manager	%	14.0%	10.7%	9.4%
	Middle Manager	%	7.5%	6.3%	5.8%
	White Collar	%	8.3%	5.7%	4.9%
	Blue Collar	%	8.6%	4.5%	6.3%
	Total	**%**	**8.4%**	**5.4%**	**5.5%**
	Percentage of employees eligible to retire in the next 10 years out of the total for each job category				
	Manager	%	30.6%	26.7%	8.5%
	Middle Manager	%	16.6%	13.8%	6.0%
	White Collar	%	16.8%	13.5%	4.7%
	Blue Collar	%	16.3%	10.4%	6.5%
	Total	**%**	**16.7%**	**12.8%**	**5.4%**

Pay gap

GRI/EUSS	KPI	Unit	2022	2021	2020
405-2	**Ratio of Base Salary Women/Men by Employee Category**				
	Executive Level - Base Salary	%	88.21	91.45	n.a
	Executive Level - Total Salary	%	87.05	90.23	n.a
	Management Level - Base Salary	%	98.10	101.08	n.a
	Management Level - Total Salary	%	98.55	101.32	n.a
	Outside Management Level	%	91.09	96.85	n.a

Performance evaluation

GRI/EUSS	KPI	Unit	2022	2021	2020
404-3	**Performance evaluation**				
	Total employees 2022	N°	15,072	16,461	16,731
	Total employees evaluated [1]	**N°**	**14,708**	**12,488**	**16,229**
	Percentage of employees receiving regular performance evaluations [2]	**%**	**97.6**	**76**	**97**
	Managers evaluated	N°	156	148	130
	Middle Manager evaluated	N°	1,265	1,234	1,061
	White Collars evaluated	N°	8,197	7,994	15,038
	Blue Collars evaluated	N°	5,090	3,112	
	Total employees Male	N°	11,722	12,994	13,491
	Total employees Female	N°	3,350	3,467	3,240
	Men evaluated	**N°**	**11,464**	**9,462**	**13,124**
	Women evaluated	**N°**	**3,244**	**3,026**	**3,105**
	Percentage Men evaluated [2]	**%**	**97.8**	**73**	**97**
	Percentage Women evaluated [2]	**%**	**96.8**	**87**	**96**

(1) Eligible persons: those who have a permanent contract and have been employed for at least 3 months during the year.

(2) % calculated on the total number of employees 2022.

Unionization

GRI/EUSS	KPI	Unit	2022	2021	2020
2-30	**Percentage of total unionized employees**				
	Argentina	%	47	84.7	85
	Brazil	%	46	39.7	39
	Chile	%	0	0	40.9
	Colombia	%	47	43	45
	Costa Rica	%	n.a	0	n.a
	Guatemala	%	n.a	0	n.a
	Panama	%	40	40.4	n.a
	Peru	%	21	21.8	26
	Total	**%**	**44**	**43.8**	**55**
	Percentage of total employees covered by collective bargaining agreements				
	Argentina	%	83	85	85
	Brazil	%	100	98	100
	Chile	%	0	40	49
	Colombia	%	72	69	69
	Costa Rica	%	0	0	n.a
	Guatemala	%	0	0	n.a
	Panama	%	40	40	n.a
	Peru	%	71	94	94
	Total	**%**	**96**	**89**	**92**

Disability

GRI/EUSS	KPI	Unit	2022	2021	2020
405-1	**Employees with disabilities by country**				
	Argentina	N°	52	86	87
		%	15%	22%	23%
	Brazil	N°	290	300	277
		%	82%	76%	74%
	Chile	N°	0	0	0
		%	0%	0%	0%
	Colombia	N°	5	5	3
		%	1%	1%	1%
	Peru	N°	4	4	5
		%	1%	1%	1%
	Costa Rica	N°	0	0	n.a
		%	0%	0%	n.a
	Guatemala	N°	1	1	n.a
		%	0.3%	0%	n.a
	Panama	N°	0	0	n.a
		%	0%	0%	n.a
	Total	**N°**	**352**	**396**	**372**

Environmental sustainability

Environmental penalties

GRI/EUSS	KPI	Unit	2022	2021	2020
GRI 307-1	**Environmental or ecological penalties over US$10,000**				
	Number of penalties	N°	28	36	5
	Amount of penalty (CLP)	US $	0	377,384	181,166
	Provision (CLP)	US $	0	0	0

Energy efficiency in thermoelectric power plants

GRI/EUSS	KPI	Unit	2022	2021	2020
GRI EU11	**Net efficiency of coal-fired power plants**	**%**	**29%**	**39%**	**37%**
	Net efficiency Oil/gas plants	%	31%	32%	31%
	Net efficiency CCGT plants	%	51%	50%	49%

Materials used and recycled inputs

GRI/EUSS	KPI	Unit	2022	2021	2020
GRI 301-1	**Inputs**				
	From non-renewable sources				
	Coal	thousands t	105	116	344
	Gasoline (fuel oil)	thousands t	84	57	99
	Natural gas	thousands m³	2,831	3,168	2,935
	Diesel	thousands t	57	98	61
	Consumables				
	Lime	thousands t	0	0	0
	Ammonium	thousands t	0.012	0.012	0.011
	Caustic soda	thousands t	1.016	1,.414	1.4
	Slaked lime	thousands t	0	0	0
	Sulfuric / hydrochloric acid	thousands t	1.270	2,064	1.445
	Other	thousands t	0.898	1,122	1.587
	Total	**thousands t**	**3.197**	**4.612**	**4.44**
GRI 301-2	**Materials used - total consumption of each resource**				
	Lubricant	t	147.70	402.03	662.42
	Dielectric oil	t	1311	2185.09	679.54
	Ferric chloride	t	0	0	0
	Printing paper	t	32.51	39.07	40.10
	Materials used that are sent for recycling				
	Lubricant	t	36	138.52	48.89
	Dielectric oil	t	734	1,428	291.94
	Ferric chloride	t	0	0	0
	Printing paper	t	1.05	0.52	10.72
	Percentage of materials used that are derived from recycled material compared to total consumption of each resource				
	Lubricant	%	25	34	7
	Dielectric oil	%	56	65	43
	Ferric chloride	%	0	0	0
	Printing paper	%	3	1	27

Power consumption

GRI 302-0	KPI	Unit	2022	2021	2020
GRI 302-1	**Fuel consumption by primary source from non-renewable sources**				
	Coal	Mtep	0.06	0.07	0.20
	Lignite (brown coal)	Mtep	0	0	0
	Fuel oil	Mtep	0.08	0.06	0.10
	Natural gas	Mtep	2.40	2.67	2.48
	Gas oil (1)	Mtep	0.06	0.11	0
	Total fuel consumption	**Mtep**	**2.60**	**2.91**	**2.78**
	Percentage of fuel consumption from non-renewable sources				
	Coal	%	2.35%	2.41%	7.18%
	Gasoline	%	0%	0%	0%
	Natural gas	%	3.18%	2.06%	3.59%
	Diesel	%	92.01%	91.75%	89.08%

(1) Diesel fuel consumption is included in the gas oil category.

	Energy consumption				
	Fossil fuels (coal, oil, natural gas, etc.) purchased and consumed (for energy purposes)	MWh	30,276,670	33,764,850	32,301,065
	Electricity purchased	MWh	251,710	332,370	462,199
	Non-renewable energy (electricity and heating and cooling) produced	MWh	14,229,000	15,893,779	15,311,816
	Total renewable energy purchased or produced	MWh	39,150,000	35,448,410	25,143,506
	Total non-renewable energy consumption	MWh	16,299,380	14,210,219	17,451,448
	Total energy consumption costs	million Ch$	5,655	6,524	5,149
	Data coverage	% of revenues	100%	100%	100%
	Total average losses of the total distribution grid	%	12.8 %	12.7 %	7.6%

Water Consumption

GRI/EUSS	KPI	Unit	2022	2021*	2020*
GRI 303-3	**Water withdrawal**				
	Water withdrawal in water-stressed areas (1)				
	Water withdrawal from scarce water sources	million m³	0.028	0.487	0.280
	Total surface water (from wetland, lakes, rivers)	million m³	0.028	0.487	0.280
	*fresh water (= <1,000 mg / l total dissolved solids)	million m³	0.028	0.487	0.280
	*other water (> 1,000 mg / l of total dissolved solids)	million m³	0	0	0
	Total ground water (from wells)	**million m³**	**0**	**0**	**0**
	*fresh water (= <1,000 mg / l of total dissolved solids)	million m³	0	0	0
	*Other water (> 1,000 mg / l total dissolved solids)	million m³	0	0	0
	Total water coming from aqueducts	**million m³**	**0**	**0**	**0**
	*fresh water (= <1,000 mg / l of total dissolved solids)	million m³	0	0	0
	*other water (> 1,000 mg / l of total dissolved solids)	million m³	0	0	0
	Water withdrawal from non-scarce sources	million m³	0	0	0.014
	Seawater (used as is and desalinated)	million m³	0	0	0
	*desalinated water (= <1,000 mg / l total dissolved solids)	million m³	0	0	0
	*other water (> 1,000 mg / l total dissolved solids)	million m³	0	0	0
	Wastewater (reused by third parties within the plants)	million m³	0	0	0.014
	Total Water withdrawal from various water stressed sources	**million m³**	**0.028**	**0.487**	**0.290**
	Wastewater (Volume discharged)	million m³	0.009	0.086	0.004
	Total water used in cooling system	**million m³**	**0**	**0**	**0**
	Consumption (Total withdrawals - Total discharges)	million m³	0.019	0.402	0.230
	Total water withdrawal				
	Water withdrawal from scarce water sources	million m³	4.83	5.880	5.21
	Total surface water (from wetland, lakes, rivers)	**million m³**	**0.214**	**0.790**	**0.49**

GRI/EUSS	KPI	Unit	2022	2021*	2020*
GRI 303-3	**Water withdrawal**				
	*fresh water (= <1,000 mg / l of total dissolved solids)	million m³	0.214	0.790	0.49
	*other water (> 1,000 mg / l of total dissolved solids)	million m³	0	0	0
	Total ground water (from wells)	million m³	3.144	2.660	2.7
	*fresh water (= <1,000 mg / l of total dissolved solids)	million m³	3.144	2.660	2.7
	*Other water (> 1,000 mg / l total dissolved solids)	million m³	0	0	0
	Total water coming from aqueducts	million m³	1.477	2.420	2.01
	*fresh water (= <1,000 mg / l of total dissolved solids)	million m³	1.477	2.420	2.01
	*other water (> 1,000 mg / l of total dissolved solids)	million m³	0	0	0.014
	Water withdrawal from non-scarce sources	million m³	0	0	0.014
	Seawater (used as is and desalinated)	million m³	0	0	0
	*desalinated water (= <1,000 mg / l total dissolved solids)	million m³	0	0	0
	*other water (> 1,000 mg / l total dissolved solids)	million m³	0	0	0
	Wastewater (reused by third parties within the plants)	million m³	0	0	0.14
	Total water withdrawal from different sources (2)	**million m³**	**4.83**	**5.880**	**5.22**
TOPIC	**Water used for once through cooling system**	**million m³**	**800.656**	**882.091**	**1,004.410**
GRI 303-4	**Water discharge**				
	Water discharge by destination				
	Surface water (wetlands, lakes, rivers)	million m³	800.854	876.531	985.451
	Ground water	million m³	0	0	0.004
	Water to municipal/industrial treatment plant	million m³	119.45	0.062	0.158
	Water to third parties	million m³	0	0	0
	Water to the sea	million m³	0.624	7.557	24.33
	Total water discharge (excluded passing rainwater)	**million m³**	**801.597**	**884.149**	**1,009.943**
GRI 303-5	**Consumption (Total withdrawals - Total discharges) (3)**	**million m³**	**3.83**	**3.82**	**3.54**
	Total water consumption intensity (4)	liters/kWh	0.091	0.11	0.1
	Net water consumption intensity	liters/kWh	0.091	0.078	0.09

(1) GRI 303 has defined "water-stressed" areas as those where, based on the classification provided by the WRI Aqueduct Water Risk Atlas, the ratio between the total annual withdrawal of surface or groundwater for different uses (civil, industrial, agricultural and livestock) and the total annual supply of available renewable water ("baseline water stress", i.e. the level of competition among all users) is high (40-80%) or extremely high (> 80%). It is further specified that thermal plants using fresh water are included in this category. To further protect the environment, Enel also considered plants located in areas classified by the WRI as "arid" to be located in water-stressed areas. After reviewing the scope of plants located in water-stressed areas, the values for 2020 and 2019 have been recalculated.

Central Fortaleza was the only thermoelectric plant that had water consumption in water-stressed areas in 2022. Central Fortaleza was sold in August 2022.

(2) The value corresponds to the total water withdrawal from different sources, with and without water stress.

(3) The value corresponds to the sum of total water withdrawals from different sources minus total water discharges, excluding withdrawals and discharges from open cycles.

(4) The value corresponds to total water consumption / net energy production.

Emissions

GRI/EUSS	KPI	Unit	2022	2021	2020
	Emissions				
GRI 305-1	**Direct Greenhouse Gas Emissions from Thermal Generation**	**thousands tCO_{2eq}**	**6,240**	**6,977**	**6,826**
	Other CO_2 emissions from electricity production and other activities	thousands tCO_{2eq}	321	299	10
	Total direct emissions [1]	**thousands tCO_{2eq}**	**6,560**	**7,276**	**6,896**
	Specific Emissions	**gCO_{2eq}/kWh**	**123**	**149**	**170**
GRI 305-2	**Electricity Distribution**	**thousands tCO_{2eq}**	**18.37**	**18.94**	**20.2**
	Real Estate	thousands tCO_{2eq}	2.60	2.33	12.3
	Thermal and Hydroelectric Energy Production	thousands tCO_{2eq}	39.25	42.24	55.0
	Emissions from energy losses (market-based)	thousands tCO_{2eq}	950.10	657.94	n.a
	Total Indirect Emissions by Location (Scope 2)	**thousands tCO_{2eq}**	**1.010,32**	**721.45**	**463.00**
GRI 305-3	**Emissions from ocean transportation of coal**	**thousands tCO_{2eq}**	**18.98**	**2.92**	**62.00**
	Emissions from transportation of fuel (gas, oil, biomass, WDF)	thousands tCO_{2eq}	0.00	0.00	0.00
	Transportation of raw materials and wastes	thousands tCO_{2eq}	0.38	0.42	0.84
	End-users electricity market	thousands tCO_{2eq}	0.74	0.69	0.00
	End-users gas market	thousands tCO_{2eq}	9,276.25	5,817.05	5,252.00
	Total indirect emissions (Scope 3)	thousands tCO_{2eq}	207.82	188.92	n.a
	Total avoided emissions	**thousands tCO_{2eq}**	**9.504,16**	**6.027,99**	**5.314,84**
GRI 305-5	**Other emissions**	**thousands tCO_{2eq}**	**24.772,24**	**22.189,34**	**15.480,00**
GRI 305-7	**Otras emisiones**				
	SO_2 emissions	tons	3,145 [2]	2,987	5,828
	NOx emissions	tons	6,528	9,328	10,551
	PM emissions	tons	254	206	314
	SF_6 emissions	tons	1,783	0,814	0,75
	Mercury Emissions	tons	0	0	0
	Other specific emissions				
	ESO_2 emissions	g/kWheq	0.059	0.061	0.144
	NOx emissions	g/kWheq	0.122	0.191	0.261
	PM Emissions	g/kWheq	0.005	0.004	0.008

(1) The value represents the sum of thermal generation emissions, which represent 99%, and other emissions, which represent 1%, in accordance with the GHG Protocol standard and in line with the Science Based Target initiative. The reported value is prior to external verification. At the time of publication of this report, after completion of the verification, the value is 6,532.06 thousand tCO_2eq.

(2) The reported value is prior to external verification. At the time of publication of this report, after completion of the verification, the value is 2,992 metric tons tCO_2eq.

Waste

GRU/EUSS	KPI	Unit	2022	2021	2020
GRI 306-3	**Waste production**				
	Non-hazardous waste	**tons**	**259,217**	**206,918**	**224,153**
	Non-hazardous waste (ash only)	tons	11	36	7,723
	Non-hazardous waste (excluding ash)	tons	259,206	206,883	216.430
IF-EU-150a.1	**Recovered ash**	**tons**	**50,572 (1)**	**55.783**	**n.a**
	Hazardous waste	**tons**	**8,068**	**13,036**	**6,818**
	Hazardous waste containing PCB	tons	670	1.058	806
	Total waste production	**tons**	**267,285**	**219,954**	**230,971**
GRI 306-5	**Hazardous Waste Disposal Method**				
GRI 306-4	**Hazardous waste recycled or sent for recovery**	**tons**	**6,831**	**10,462**	**4,890**
	Waste sent to landfill	tons	657	1,904	335
	Waste incinerated and other methods of disposal	tons	580	670	462
	Total hazardous waste recovered	**tons**	**6,831**	**10,462**	**4,890**
GRI 306-4	**Non-hazardous waste disposal method**				
	Recovery (including energy recovery)	tons	171,247	78,814	203,910
	Waste sent to landfill	tons	87,858	128,099	22,170
	Waste incinerated and other disposal methods	tons	113	5	5,874
	Total non-hazardous waste recovered	**tons**	**171,247**	**78,814**	**203,910**
	Total waste recycled or sent for recovery	**%**	**67%**	**40.6%**	**90.4%**

(1) The reported value is prior to external verification. As of the date of this report, the value is 50,562 metric tons after verification.

Biodiversity exposure and assessment (1)

KPI	Unit	2022	2021	2020
General				
Sites used for production, extraction or planting activities	Number of sites	115	112	32
Total area	**Hectares**	**4,794**	**4,198**	**2,400**
In the last 5 years				
Sites that have been assessed and bio-diversity impact assessments have been conducted.	Number of sites	115	112	32
Total area	**Hectares**	**4,794**	**4,198**	**2,400**
Sites assessed				
Sites that contain or are adjacent to globally and nationally significant biodiversity.	Number of sites	5	5	2
Total area	**Hectares**	**58**	**58**	**29**
Sites that have globally or nationally significant biodiversity				
Sites that have globally or nationally significant biodiversity	Number of sites	5	5	2
Total area	**Hectares**	**58**	**58**	**29**

(1) Compared to last year, the KPI calculation tools have been improved, resulting in a slight change in the 2021 figure. Acreage reported does not include hydroelectric reservoirs.

Health and safety

Accidentability

GRI/EUSS	KPI	Unit	2022	2021	2020
GRI 403-9	**Accident rate of own employees**				
	Fatal accidents (FAT)	N°	0	1	1
	Life-changing accidents (LCA)	N°	0	1	0
	High Potential Accidents (HPO)	N°	0	1	3
	Lost Time Injury Frequency Rate (LTIFR)	N°	26[5]	27	26
	Lost Time Injury Frequency Rate (LTIFR)[1]	**Index**	**0.84[6]**	**0.85**	**0.78**
	Hours worked (WH)	**N°**	**31,116,615**	**31,882,618**	**33,126,686**
GRI 403-9	**Contractor Worker Accident Rate (CWR)**				
	Fatal accidents (FAT)	N°	4	2	6
	Life-changing accidents (LCA)	N°	1	2	0
	High potential accidents (HPO)	N°	8	19	24
	Lost Time Accidents (LTI)	N°	55	95	63
	Lost Time Injury Frequency Rate (LTIFR) [1]	**Index**	**0.34**	**0.62**	**0.43**
	Hours worked (WH)	**N°**	**160,874,046**	**153,623,548**	**145,108,617**
GRI 403-9	**Own workers + contractors accident rate**				
	Fatal accidents (FAT)	N°	4	3	7
	Life-changing accidents (LCA) [3]	N°	1	3	0
	High potential accidents (HPO) [4]	N°	8	20	27
	Lost Time Injuries (LTI) [2]	N°	79	122	89
	Lost Time Injury Frequency Rate (LTIFR) [1]	**Index**	**0.42**	**0.66**	**0.5**
	Hours Worked (WH)	**N°**	**191,990,661**	**185,506,166**	**178,235,303**

(1) All Frequency Rates are calculated by providing a ratio of the number of events per million hours worked.

(2) Lost Time Injuries (LTI): Incident that has resulted in an injury, with absence from work of at least one working day, excluding the day of occurrence.

(3) Life-changing accidents (LCA): Injuries that have resulted in health consequences that change a person's life forever (e.g., limb amputations, paralysis, neurological damage, etc.).

(4) High Potential Accidents (HPO): whose dynamics, regardless of the damage, could have resulted in a Life-Changing or Fatal Accident.

(5) The value reported refers to the verified data. After the verification process the Lost Time Injury (LTI) value was updated to 24

(6) The value reported refers to the verified data. After the verification process the Lost Time Injury Frequency Rate (LTI FR) value was updated to 0.77

Advisory mechanisms and ethical concerns

GRI/EUSS	KPI	Unidad	2022	2021	2020
GRI 2-26 (ex 102-17)	**Advisory mechanisms and ethical concerns**				
	Type of stakeholders				
	Notifications received	N°	90	75	93
	Internal stakeholders	N°	11	n.a	n.a
	External stakeholders	N°	6	n.a	n.a
	Anonymous	N°	73	n.a	n.a
	Affected				
	Shareholder	N°	26	n.a	n.a
	Customer	N°	4	n.a	n.a
	Employee	N°	43	n.a	n.a
	Community	N°	1	n.a	n.a
	Suppliers	N°	16	n.a	n.a
	Status				
	Notifications being evaluated	N°	5	n.a	n.a
	Notifications for which a violation has not been upheld	N°	73	n.a	n.a
	Notifications for which a violation has been confirmed	N°	12	n.a	n.a
	Percentage of notifications being evaluated	%	6	n.a	n.a
	Percentage of notifications for which a violation has not been confirmed	%	81	n.a	n.a
	Percentage of notifications for which a violation has been confirmed	%	13	n.a	n.a
	Type				
	Conflict of interest / Corruption	N°	15	n.a	n.a
	Misappropriation of assets	N°	13	n.a	n.a
	Employment practices	N°	53	n.a	n.a
	Community and society	N°	0	n.a	n.a
	Other	N°	9	n.a	n.a
	Confirmed violation				
	Confirmed violation	N°	12	17	21
	Violation confirmed by affected party				
	Shareholder	N°	6	n.a	n.a
	Customer	N°	1	n.a	n.a
	Employee	N°	3	n.a	n.a
	Community	N°	0	n.a	n.a
	Suppliers	N°	2	n.a	n.a
	Confirmed violation by type				
	Conflict of Interest / Corruption [1]	N°	4	4	2
	Misappropriation of Assets	N°	1	2	12
	Employment Practices	N°	4	4	7
	Community and society	N°	0	n.a	n.a
	Human Rights	N°	0	n.a	n.a
	Other	N°	3	7	n.a

(1) In 2022 there were no corruption cases. The 4 cases recorded and identified correspond to conflict of interest. Therefore, disciplinary and sanction actions were applied to the employees involved in Enel Americas, in accordance with the internal regulations of each company

Communication and training on policies and procedures

GRI/EUSS	KPI	Unit	2022	2021	2020
GRI 205-2	**Anti-corruption policy training**				
	Argentina	N° Employees	852	520	1325
		%	8,7	7,2	10,9
	Brazil	N° Employees	6,922	4,128	8,941
		%	70,9	56,9	73,4
	Chile	N° Employees	32	42	34
		%	0,3	0,6	0,0
	Colombia	N° Employees	866	1.612	1.218
		%	8,9	22,2	10,0
	Peru	N° Employees	947	895	704
		%	9,7	12,3	5,8
	Central America	N° Employees	149	53	n.a
		%	1,5	0,7	n.a
	TOTAL	**N° Employees**	**9,768**	**7,250**	**12,188**
		% of staff[(1)]	**65**	**44**	**74**

(1) Covers all trained workers over the total workforce as of December 2022.

GRI/EUSS	KPI	Unit	2022	2021	2020
GRI 205-3	**Confirmed corruption cases and actions taken**				
	Total number of accidents and nature of confirmed cases of corruption	N° Employees	0	0	0
	Total number of confirmed incidents where employees were terminated or dismissed due to corruption	N° Employees	0	0	0
	Total number of confirmed incidents where contracts with third parties were terminated or not renewed due to corruption	N° Employees	0	0	0
	Total number of actions taken in response to incidents of conflicts of interest or corruption.	**N° Employees**	**0**	**0**	**0**

Diversity of governing bodies

	KPI	Unt	2022	2021	2020
GRI 405-1	**Board diversity by gender**				
	Female	N°	2	2	n.a
	Male	N°	5	5	n.a
	Total	N°	7	7	n.a
	Female	%	29	29	n.a
	Male	%	71	71	n.a
	Total	**%**	**100%**	**100%**	**n.a**

	KPI	Unit	2022	2021	2020
GRI 405-1	**Board diversity by age range**[1]				
	Under 30 years old	N°	0	0	n.a
	Between 30 and 40 years old	N°	0	0	n.a
	Between 41 and 50 years old	N°	2	2	n.a
	Between 51 and 60 years old	N°	3	3	n.a
	Between 61 and 70 years old	N°	1	1	n.a
	Over 70 years old	N°	1	1	n.a
	Total	**N°**	**7**	**7**	**n.a**

(1) The diversity of employees by age range is based on the General Rule No. 461 of the Financial Market Commission, which differs from the GRI Standard

	KPI	Unit	2022	2021	2020
GRI 405-1	**Board diversity by nationality**				
	Argentinean	N°	1	1	n.a
	Brazilian	N°	0	0	n.a
	Chilean	N°	2	2	n.a
	Colombian	N°	1	1	n.a
	Spanish	N°	1	1	n.a
	Italian	N°	2	2	n.a
	Peruvian	N°	0	0	n.a
	Other nationalities	N°	0	0	n.a
	Total	**N°**	**7**	**7**	**n.a**

	KPI	Unit	2022	2021	2020
GRI 405-1	**Board diversity by seniority**				
	Less than 3 years	N°	2	2	n.a
	Between 3 and 6 years	N°	0	4	n.a
	More than 6 and less than 9 years	N°	4	0	n.a
	Between 9 and 12 years	N°	0	0	n.a
	More than 12 years	N°	1	1	n.a
	Total	**N°**	**7**	**7**	**n.a**

Human rights

Human Rights training for employees

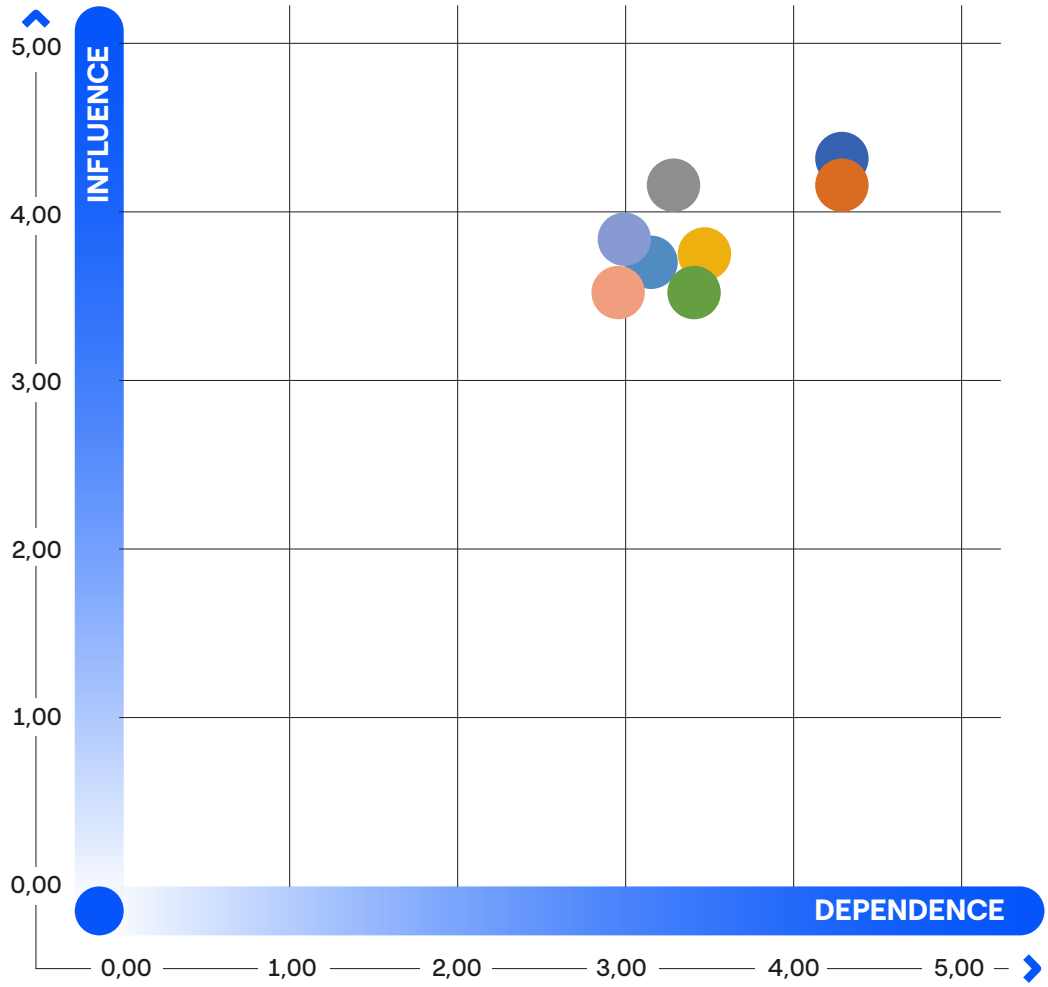
GRI/EUSS	KPI	Unit	2022	2021	2020
GRI 412-2	**Employees trained in Human Rights policies or procedures(1)**				
	Argentina	%	84	61	n.a
	Brazil	%	108	95	n.a
	Chile	%	85	89	n.a
	Colombia	%	74	96	n.a
	Costa Rica	%	102	100	n.a
	Guatemala	%	95	73	n.a
	Panama	%	84	107	n.a
	Peru	%	96	57	n.a

(1) the % corresponds to participation

GRI/EUSS	KPI	Unidad	2022	2021	2020
GRI 410-1	**Security personnel trained in Human Rights policies or procedures**				
	Enel Américas	N°	33	38	43
	Enel Américas	%	77	97	96

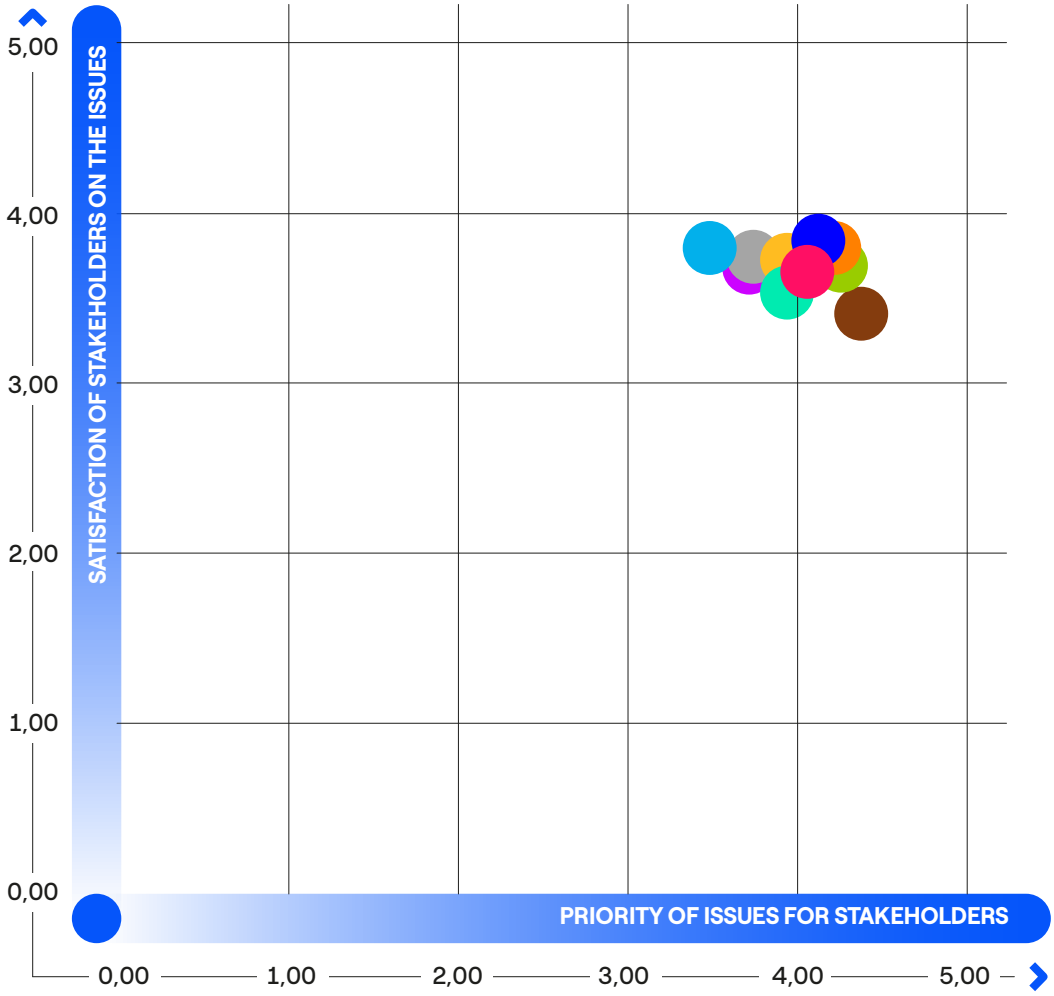
Materiality Appendix

Influence and dependency matrix



- Customers
- Our people
- Civil Society and local and global communities
- Suppliers and contractors
- Media
- Financial community
- Business community
- Institutions

Stakeholder expectations matrix



- Economic and financial value creation
- Sound governance and fair corporate conduct
- Customer centricity
- Products and services for electrification and digitalization
- Decarbonizing the energy mix
- Innovation, circular economy and digital transformation
- IInfrastructure and Networks
- Ecosystem preservation and environmental
- People management, development and motivation
- Occupational health and safety
- Sustainable supply chain

Double Materiality Concept

Double Materiality - Most Significant Impacts

POSITIVE IMPACTS GENERATED

Material issue	Impact Description	Type[1] / Duration[2]	Impact management addressed in the next chapters	ODS	GRI	Human rights[3]
Occupational Health and Safety	Drop in the number of accidents experienced by employees and contractors within the company, due to a better safety culture	Current ●●●›	Occupational Health and Safety	8	GRI 403 GRI 410	
Sound governance and fair corporate conduct	Contribution to internal awareness and dissemination to external stakeholders (contractors, business partners) of the principles of integrity and ethics in business conduct	Potencial ●●●›	Sound governance	17	GRI 2-23 GRI 415	
Infrastructure and Networks	Ensure grid extension and microgrid solutions in rural and suburban areas through the creation of new grid connections.	Current ●●●›	Network digitization	7 9 11 13	EU23	
Decarbonizing the Energy Mix	Contribution to meeting international and national targets for achieving a net zero global economy and society and limiting the increase in global average temperature (1.5C - 2C).	Current ●○○›	Power Generation	7 12 13	GRI 305	
Customer centricity	Better quality services provided to customers (i.e. promotion of accessible products and services, promotion of slow shopping and inclusive offers, etc.).	Current ●●●›	Electrifying customer energy uses	9 11	GRI 417 EU23 EU24	
Economic and financial value creation	Increased investment to support energy transition and low-carbon technologies	Current ●●●›	Power Generation	8	GRI 2-6 GRI 201	
Products and services for electrification and digitization	Promoting solutions to support electrification through attractive offers, raising awareness of sustainability issues and communicating the creation of value to customers through value creation to customers	Potencial ●●○›	Electrifying customer energy uses	7 11	-	
Innovation, circular economy and digital transformation	Support an adequate dissemination of the innovation and digitalization process to find the best solutions on a global scale and accelerate the development of new business models (e.g., by promoting partnerships, developing innovation centers and laboratory networks, etc.).	Current ●●●›	Growth Accelerators	9 11 12 13 17	-	
Conservation of ecosystems and environmental management	Mitigating climate change (by limiting GHG emissions) by promoting energy efficiency	Current ●●●›	Conservation of natural capital	12	GRI 305	
People management, development and motivation	Increased job stability and dignity for employees through increased job opportunities, development and training programs	Current ●●○›	Empowering Enel people	5 8 10	GRI 401	
Sustainable Supply Chain	Promote the inclusion of sustainable suppliers that respect the main sustainability criteria.	Current ●●●›	Sustainable supply chain	12	GRI 204 GRI 308	
Engaging local and global communities	Social and economic development wherever the company operates through economic investments aimed at energy transition.	ACurrent ●●●›	Engaging communities	3 4 7 8	GRI 413	

(1) Type: current or potential

(2) Duration: ●○○› Short-term (up to 1 year) ●●○› Medium-term (2-5 years) ●●●›) Long-term (more than 5 years)

(3) Impact relevant on human rights

Double Materiality - Most Significant Impacts

NEGATIVE IMPACTS GENERATED

Material issue	Impact Description	Type[1] / Duration[2]	Impact management addressed in the next chapters	ODS	GRI	Human rights[3]
Occupational Health and Safety	Increase in the number of occupational accidents suffered by employees and contractors, due to lack of safety management and follow-up.	Potencial ●○○›	Occupational Health and Safety	8	GRI 403 GRI 410	✓
Sound governance and fair corporate conduct	Deterioration of external stakeholders' perception of inclusionary practices due to lack of diversity in management bodies.	Potencial ●●○›	Sound governance	16	GRI 2-9 GRI 406	✓
Infrastructure and Networks	Decrease in the reliability of the national distribution network due to late maintenance	Potencial ●○○›	Network digitization	7 9 11 13	EU12 EU23	✓
Decarbonizing the Energy Mix	Delay in the energy transition to zero emissions due to bureaucracy and the necessary authorizations (both for the closure of fossil fuel plants and for the development of renewable energies)	Potencial ●○○›	Power Generation	8	GRI 302 GRI 303 GRI 304 GRI 305 EU12 EU13	✓
Customer centricity	Increase in the number of vulnerable customers and fuel poverty due to electricity price increases.	Potencial ●●○›	Electrifying customer energy uses	9 11	GRI 417 EU23 EU24	✓
Economic and financial value creation	Reduced investment in maintenance activities for existing assets, favoring investment in the construction of new capacity.	Potencial ●○○›	Power Generation	8	GRI 201 GRI 2-6	
Products and services for electrification and digitization	Delayed and/or reduced positive environmental impacts due to lack of implementation of innovative digital services in customer service (i.e., digital services such as electronic invoicing, automatic payments, etc.).	Potencial ●○○›	Electrifying customer energy uses	7 9 11 13	-	
Innovation, circular economy and digital transformation	Failure to support an adequate diffusion of the innovation and digitalization process, creating an uneven distribution and availability of information and technological services.).	Potencial ●○○›	Growth Accelerators	9 11 17	-	
Conservation of ecosystems and environmental management	Negative environmental damage (e.g., water and soil pollution and/or deterioration, depletion of natural resources, reduction of ecosystem services) due to inadequate water management (e.g., uncontrolled wastewater discharges or leaks, excessively polluted effluents and/or thermal pollutants, water withdrawals that over-exploit	Potencial ●●●›	Conservation of natural capital	12	GRI 2-27 GRI 303 GRI 305 GRI 306	✓
People management, development and motivation	Decreased ability to attract talent and increased employee turnover due to inadequate hiring and compensation policies and benefits programs.	Potencial ●●○›	Empowering Enel people	5 8 10	GRI 401	✓
Sustainable Supply Chain	Failure to contribute to the development of the local economy through the engagement of local suppliers.	Potencial ●○○›	Sustainable supply chain	12	GRI 204	✓
Engaging local and global communities	Possible division within the community in case of consultations for the implementation of new projects.	Potencial ●○○›	Engaging communities	3 17	GRI 413	✓

(1) Type: current or potential

(2) Duration: ●○○› Short-term (up to 1 year) ●●○› Medium-term (2-5 years) ●●●›) Long-term (more than 5 years)

(3) Impact relevant on human rights

Double Materiality - Most Significant Impacts

POSITIVE IMPACTS SUFFERED

Material issue	Impact Description	Type[1] / Duration[2]	Impact management addressed in the next chapters	ODS	GRI	Human rights[3]	SASB
Occupational Health and Safety	Decrease in the number of occupational accidents experienced by employees and contractors, due to an improved safety culture	Potencial ●●○›	Occupational Health and Safety	8	GRI 403 GRI 410		
Sound governance and fair corporate conduct	Positive financial results as a consequence of the application of good corporate governance practices, relevant for the main ESG indexes and investors.	Potencial ●●○›	Zero Emissions Ambition	16	GRI 2-23 GRI 2-24 GRI 2-25 GRI 206 GRI 415		
Infrastructure and Networks	Climate risk reduction benefits generated through increased investment in infrastructure resilience.	Potencial ●●●›	Network digitization	7 9 11 13	EU 12		
Decarbonizing the Energy Mix	Promote the timely establishment and implementation of adaptation plans to improve the resilience of power plants to natural disasters and respond promptly to regulatory changes, helping to reduce potential costs and losses due to damage and/or operational failures.	Potencial ●●●›	Zero Emissions Ambition	7 13 16	GRI 302 GRI 303 GRI 304 GRI 305 EU12 EU23		
Customer centricity	Improved customer retention and satisfaction due to high quality service	Potencial ●●○›	Electrifying customer uses	9 11	GRI 417		
Economic and financial value creation	Ability to attract investment by leveraging full decarbonization pathway potential.	Potencial ●●●›	Power Generation	7 9 11 13	GRI 201		
Products and services for electrification and digitization	Changes in consumer behavior in favor of the adoption of more sustainable, electrified and digitized solutions	Potencial ●●●›	Electrifying customer energy uses	11	-		
Innovation, circular economy and digital transformation	Reduced material usage due to the widespread adoption of circular economy practices and the continued increase in renewable sources.	Potencial ●●●›	Growth Accelerators	9 11 12	GRI 301 GRI 305		
Conservation of ecosystems and environmental management	Anticipate the evolution of national and international legislation and standards by adopting an over-compliance strategy aimed at playing a role as the global environment's best performer with respect to the most stringent compliance requirements.	Potencial ●●●›	Conservation of natural capital	13 16	GRI 2-27		
People management, development and motivation	Adequate institutional support to encourage and promote new skills and job opportunities in the organization.	Potencial ●●○›	Empowering Enel people	5 8 10	GRI 404		
Sustainable Supply Chain	Increased possibility of finding qualified labor within the supplier basket that could be hired by the organization through contractual relationships.	Potencial ●●●›	Sustainable supply chain	12	GRI 204 GRI 308		
Engaging local and global communities	Increased possibility of finding qualified labor among the members of the community in which the company operates.	Potencial ●●●›	Engaging communities	8	GRI 413		

(1) Type: current or potential

(2) Duration: ●○○› Short-term (up to 1 year) ●●○› Medium-term (2-5 years) ●●●›) Long-term (more than 5 years)

(3) Impact relevant on human rightsx||

NEGATIVE IMPACTS SUFFERED

Double Materiality – Most Significant Impacts

Material issue	Impact Description	Type[1] / Duration[2]	Impact management addressed in the next chapters	ODS	GRI	Human rights[3]	SASB
Occupational Health and Safety	Increase in the number of occupational accidents occurring to employees and contractors, due to an inadequate social and cultural context on health and safety issues.	Potencial ●●○›	Occupational health and safety	8	GRI 403 GRI 410		
Sound governance and fair corporate conduct	Lack of accountability to the market, which impacts ESG ratings that affect the performance of securities.	Potencial ●●○›	Sound governance	16	GRI 2-23 GRI 2-24 GRI 2-25 GRI 206 GRI 415		
Infrastructure and Networks	Pipe ruptures/damage caused by third parties may cause plant malfunctions, affecting the continuity of the service provided, in addition to possible penalties for not restoring them within the set deadlines.	Potencial ●●●›	Network digitization	7 9 11 13	EU 12		
Decarbonizing the Energy Mix	Increased extreme weather events (e.g., cyclones, droughts, floods, storms, heat waves and wildfires) due to climate change, resulting in damage to or reduced efficiency of energy and distribution assets and supporting infrastructure, leading to a reduction in their capacity, temporary malfunctions or complete shutdowns	Potencial ●●●›	Energy generation	7 13 16 15	GRI 302 GRI 303 GRI 304 GRI 305 EU12 EU23		
Customer centricity	Low customer retention and satisfaction rate due to poor quality service.	Potencial ●●○›	Electrifying customer energy uses	9 11	GRI 417		
Economic and financial value creation	Difficulties in attracting capital due to the lack of a complete decarbonization pathway.	Potencial ●○○›	Power Generation	7 9 11 13	GRI 201		
Products and services for electrification and digitization	Lack of promotion and dissemination of energy efficient products and services due to the absence or insufficiency of a governmental framework of incentives and procedures.	Potencial ●○○›	Electrifying customer energy uses	9 12	-		
Innovation, circular economy and digital transformation	Cyber-attacks by cyber criminals, cyber hacktivists, state-sponsored action groups impacting business continuity, asset functionality and protection of sensitive data	Potencial ●○○›	Growth Accelerators	9 11	-		
Conservation of ecosystems and environmental management	Loss of biodiversity and degradation of ecosystems due to contamination of air, soil or water bodies by third parties, resulting in the deterioration of hydrological cycles that contribute to the creation of a critical ecosystem service for production processes.	Potencial ●●●›	Conservation of natural capital	13 14 15	GRI303 GRI 304 GRI 305		
People management, development and motivation	Lack of institutional support to encourage and promote new skills and job opportunities in the organization.	Potencial ●●○›	Empowering Enel people	5 8 10	GRI 404		
Sustainable Supply Chain	Reputational damage for failure to ensure respect for workers' rights by the company's suppliers	Potencial ●○○›	Sustainable supply chain	12	GRI 204 GRI 308		
Engaging local and global communities	Lack of skilled labor among the members of the community in which the company operates.	Potencial ●●○›	Engaging communities	4 8	GRI 413		

(1) Type: current or potential

(2) Duration: ●○○› Short-term (up to 1 year) ●●○› Medium-term (2-5 years) ●●●›) Long-term (more than 5 years)

(3) Impact relevant on human rights

GRI Materiality

Material issue [1]

MATERIAL ISSUE (LEVEL I)	MATERIAL ISSUE (LEVEL II, III)	GRI	2022 SUSTAINABILITY REPORT REFERENCE
Decarbonizing the energy mix	**Climate change** • Adaptation to extreme weather events • CO_2 emission reduction	GRI 201 GRI 303 GRI 304 GRI 305 EU12 EU23	Power generation Zero Emissions Ambition
	Energy use • Reduction of energy consumption	GRI 302	
Innovation, circular economy and digital transformation	**Innovation and sustainability ecosystem** • Promotion of partnerships • Innovation hub and lab network development • Support and relations with startups • Intellectual Property • Dissemination of the culture of innovation and sustainability • Crowdsourcing	-	Growth accelerators - Innovation - Digitization - Circular economy
	Digitalization and cybersecurity • Cybersecurity	-	
	Circular economy • Sustainable use of inputs	GRI 301 GRI 305	
Products and services for electrification and digitalization	**New technologies and solutions for Residential & Condominiums, Cities, Industries and Financial Services**	-	Electrifying customer energy uses
Customer centricity	**Ability to meet customer needs** • Quality and promptness of the commercial supply	GRI 417 EU23 EU24	Electrifying customer energy uses
	Quality customer relations • Quality and fairness in customer relations	GRI 417	
Infraestructure and networks	**Enhancement and development of the grid** • Micro-grid development and rural electrification • Improving the quality of energy distribution	EU12 EU23	Network digitization
	Operational management of networks • Network maintenance	EU12 EU23	
Sound governance and fair corporate conduct	**Fairness in management conduct**	GRI 1 GRI 2-22 GRI 2-23 GRI 2-24 GRI 205 GRI 206 GRI 415	Sound governance
	Board and senior management structure • Diversity and balanced board structure	GRI 2-9 GRI 2-10 GRI 406	
	Fairness and transparency in communications • Fairness and transparency of ESG information	GRI 2-23 GRI 2-24 GRI 2-25 GRI 206 GRI 415	

MATERIAL ISSUE (LEVEL I)	MATERIAL ISSUE (LEVEL II, III)	GRI	2022 SUSTAINABILITY REPORT REFERENCE
Economic and financial value creation	**Attracting investments**	GRI 201	Our sustainable commitment
	Long-term value creation strategy • Ownership business model • Stewardship business model	GRI 2-6 GRI 201	
Occupational Health and Safety	**Safety of contractors operating on Enel sites** • Promote safety culture among contractors operating on Enel sites. • Contractor safety management and monitoring	GRI 403 GRI 410	Occupational health and safety
	Employee safety • Promote safety culture among employees • Employee safety management and monitoring	GRI 403 GRI 410	
People management, development and motivation	**Quality of life at the company** • Work-life balance	GRI 401	Empowering Enel people
	People development • Hiring and compensation policy • "Upskilling" and "Reskilling"	GRI 401 GRI 404	
Sustainable supply chain	**Responsible procurement management for goods, services and works** • Integration of environmental, safety, sustainability, and performance criteria in procurement management	GRI 204 GRI 308	Sustainable supply chain
Engaging local and global communities	**Social and economic development of communities** • Development and maintenance of local supply chains • Employment development in areas of operation • Infrastructure development in areas of operation • Skill and capacity building transfer to the local population • Support entrepreneurial activities in the community • Access to basic services	GRI 413	Engaging communities
	Consulting communities during new project development Dialogue, exchange and engagement relative to common objectives	GRI 413	
Conservation of ecosystems and environmental management	**Water management** • Wastewater Treatment, Recycling and Reuse	GRI 303 GRI 306	Conservation of natural capital
	Biodiversity and natural capital protection • Conservation and promotion of local natural heritage	GRI 304	
	Environmental governance • Environmental policies	GRI 2-27	
	Air emissions (excluding CO_2) • Reduction of air emissions (excluding CO_2)	GRI 305	

(1) Levels II and III material topics are related to the impacts described in the tables contained in the appendices and in the Materiality chapter, which consider both positive and negative impacts generated and experienced.

Major environmental disputes and litigation

| 308-2 | 419-1 |

Environmental Litigation

The following is a description of the relevant current lawsuits in environmental cases, which do not include material environmental crimes..

Brazil:

SHP Casca II y III

1) Reason for litigation

Casca II and III were fined in 2020 for alleged non-compliance with municipal legislation in the municipality of Chapada dos Guimaraes, in the state of Mato Grosso, in relation to the release of fry. Due to the exorbitance of the fines applied, Enel Green Power held administrative discussions with the municipal environmental agency. The process has been on trial since 2021 and there are no relevant updates for the purposes of the report.

2) Current status of litigation

On November 21, 2021, the Municipality of Chapada dos Guimaraes filed a foreclosure of the fine applied to Casca III without observing the due legal process and regular administrative procedure, since it did not evaluate the administrative appeal filed by the Company.

3) Enel's position

At Enel Brazil we will defend this case in court with the help of the Legal Department, which, as a business support area, works on environmental issues. The process has been in trial since 2021 and there are no relevant updates for the purposes of the report. In the preventive and advisory area, following up on relevant legislative changes, issuing recommendations to internal areas, validating documents or statements, providing legal advice on negotiations and interactions with environmental command and control bodies, among other performance formats.

Reactively, in administrative proceedings already initiated (civil inquiries and infringement notices), providing relevant information in a transparent manner, where requested, and lawsuits filed against the Company or brought by the Company, representing its best interest and that of its shareholders.

Colombia

El Quimbo (Enel-Emgesa)

1) Reason for litigation

A "Popular Action" that was filed by fish farms against Enel on the occasion of the construction of the El Quimbo Hydroelectric Power Plant in 2015, alleging that it may cause massive fish mortality. Additionally, the Company filed a nullity lawsuit against a fine imposed by the national environmental authority (ANLA), because the wood and biomass, product of the forestry harvesting activity necessary to adequate the reservoir basin of the Power Plant, were not harvested before the beginning of the filling phase (in 2015). Due to the above facts, the Attorney General's Office initiated an investigation in 2012, for the possible environmental damage caused in the construction and operation of the El Quimbo dam.

2) Current status of litigation

Popular action: a first instance ruling was issued which, while recognizing that the oxygenation system implemented by Emgesa mitigated the risks associated with the protection of the fauna in the Betania basin, imposed a series of obligations on the environmental authorities involved, as well as on Enel (formerly Emgesa); In particular, the latter is required to implement a decontamination project aimed at ensuring that the water in the basin does not generate risks for the river's flora and fauna, which will be subject to verification by ANLA, as well as to permanently ensure the operation of the oxygenation system already implemented, adapting it to the parameters required by ANLA. This decision was appealed by the parties

Nullity of the penalty: a judgment against the first instance is issued on February 2, 2023, which will be challenged by the Company.

Criminal investigation: the preliminary investigation is being conducted by the Attorney General's Office

3) Enel's position

Popular action: the company appealed the first instance decision, arguing that there was no contamination caused by the filling activity and that the measures adopted comply with the oxygen level compatible with aquatic life. We are awaiting the decision of the Council of State (second instance). Nullity of the penalty: the fine has not been paid because it is in judicial process. Emgesa maintains that the environmental license establishes that the collection of wood and biomass could take place during the filling phase. Criminal investigation: at Emgesa we are conducting water quality tests of the discharge water as required by the environmental authorities, to establish possible impacts or damages generated to natural resources. Enel has collaborated with the investigation and we are waiting for this stage to conclude and obtain the necessary evidence to file the case..

El Muña (Enel-Emgesa)

1) Reason for litigation

Class action to obtain compensation for damages caused by the pumping of contaminated water from the Bogotá River to the Muña reservoir, used for energy production. Class action for contamination and sanitation of the Bogotá River and the Muña Reservoir caused by industries and municipalities in the river basin.

Three nullity actions against decisions adopted by the environmental authority (CAR) that imposed obligations on the Company to ensure the decontamination of the Bogotá River

.

2) Current litigation status

Class action: it is in its initial phase because more and more companies and municipalities that discharge their waters into the Bogotá River have joined the process, which implies that appeals are filed against the binding decisions that have delayed the process of notification of the lawsuit. Popular action: the Council of State, through a 2014 ruling, decided i) To protect and protect the collective rights to a healthy environment due to the contamination of the Bogotá River, public health and the efficient provision of domiciliary public services; ii) To declare jointly and severally liable for the ecological catastrophe of the Bogotá River and the contamination of the tributary rivers and streams, by action to all the inhabitants and industries of the basin, as diffuse actors, and liable by omission to the then Ministry of Environment, Housing and Territorial Development, today Ministry of Environment and Sustainable Development, the Ministry of Mines and Energy, the Regional Autonomous Corporation of Cundinamarca-CAR-, and the municipalities of the Bogotá River basin for such contamination.

Within the framework of the ruling, Enel Colombia (formerly Emgesa) is obliged to:

- To comply with the Interinstitutional Agreement 9-07- 10200-0688-2011 of December 2011 and its technical annex for the construction of the Canoas Lift Station for the duration of the water concession for the generation of electric energy in the El Muña reservoir (economically profitable and socially beneficial for the company).
- Finance the construction of the Canoas Lift Station in the amount established in the agreement and finance its operation and maintenance.
- Coordinate with Empresa de Energía de Bogotá and Corporación Autónoma Regional de Cundinamarca to carry out the necessary activities for the operation and maintenance of the Muña reservoir

At present, compliance with the judgment by the condemned entities is in process.

Actions for annulment and restoration of rights: Enel Colombia (formerly Emgesa) has filed actions for annulment and restoration of rights against several resolutions issued by the Corporación Autónoma Regional de Cundinamarca (CAR), which impose the execution of works in the El Muña reservoir, the effectiveness of which, among others, depends on the maintenance of the water concession in favor of the company.

The proceedings are currently in the second instance
.

3) Enel's position

Group Action: Emgesa presented evidence that the operation is not polluting and that the water is already contaminated when it enters the reservoir.

Popular Action: by virtue of the ruling, in Enel Colombia (Emgesa) we are complying with our obligations to: (1) Signed Inter-institutional Agreement 9-07-10200-0688-2011 of 2011 for the construction, operation and maintenance of the "Canoas" Lift Station for the duration of the water concession for the generation of electricity; (2) coordinate with Empresa de Energía de Bogotá and the CAR to carry out the necessary activities for the operation and maintenance of the Muña reservoir. The Environmental Management Plan for the Muña reservoir is being prepared with Empresa de Energía de Bogotá (GEB) and with the support of the CAR, in order to comply with this requirement.

However, the Environmental Management Plan for the Muña reservoir is being prepared with Empresa de Energía de Bogotá (GEB) and with the support of the CAR, in order to include some measures that can be used for the decontamination of these bodies of water.

Controversies

Argentina

Power outage leaves 700 users without power in Buenos Aires

In January 2022, as a result of a fire in one of the concession areas of a competing energy distribution company operating in the Autonomous City of Buenos Aires and Greater Buenos Aires, a high voltage line was affected, causing a massive outage throughout the city, affecting around 700,000 customers. As an extraordinary measure, in Edesur we had Four Pack generators in different points of the concession area to reinforce the electric system.

Regulator fine for non-compliance in quality of service

At the beginning of 2022, the Ente Nacional de Regulador de Electricidad (ENRE) imposed a fine of ARS$ 239 million against Edesur, after detecting non-compliances in the quality of service and customer service.

We have appealed this and other fines, and the appeals are currently in process.

The Argentine authorities through the Ente Nacional de Regulación de la Electricidad (ENRE) announced in the press fines to Edesur for the equivalent of US$ 5.2 million for supply interruptions.

Edesur has invested US$ 450 million in the last three years to improve the quality of supply. These investments include both the expansion and reinforcement of the network as well as investments aimed at its digitalization and automation, to speed up response times while increasing its resilience to extreme weather events that give rise to these events.

In recent years Edesur has improved the quality of service by reducing the SAIDI (average interruption per user in a given period) by more than 60% and commercial claims to half of the pre-pandemic period.

Specifically, the outages recorded in February 2023 are explained by the unusually high temperatures produced by phenomena such as La Niña and global warming, which caused that month to be the hottest in the last 60 years, producing a historical record of energy demand on Friday 10 of the same month.

In order to face periods of extreme temperatures and the consequent increase in demand, since 2022 the company has certified its Emergency Operating Plan (POE), as well as applied special plans such as the Summer-Winter Plan, with the objective of providing greater stability and resistance to the network, promoting better continuity of electricity supply to customers and minimizing response times in the event of contingencies.

In comparison in summer 2022/2023 during the months of December and January, the quality of service indicators reflected a significant improvement over the same period of the previous year. Specifically in 2023 with a higher average temperature than previous years, the SAIDI was 76 minutes compared to 236 minutes in January 2022 and 122 minutes in January 2021.

The Argentine government appointed an interventor at Edesur for 180 days to prepare a plan of works in different neighborhoods with state funds to be carried out in the next few months. Edesur is working with the authorities in the planning of the works and their financing as well as with the municipalities for prioritization.

In order to improve the resilience of the grid, it is necessary to radically improve the Argentine electricity infrastructure in general, which requires a comprehensive review of the energy policy. Specifically, in relation to our concession area, a comprehensive tariff review is scheduled for the second half of 2023, which will define a 2024-2028 investment plan, service quality levels and corresponding remuneration. We hope this is the first step towards a definitive solution to the local problem.

In view of climate projections, Edesur will continue to measure the effectiveness of its management and the measures taken, analyzing the evolution of the SAIDI, comparing it based on temperature records, to analyze the improvement in the resilience of the networks in each municipality within the company's concession area. We will also maintain permanent communication with our customers through social networks to keep them informed of the status of the network, permanently carrying out campaigns that encourage the required energy savings.

More information regarding the accounting records in both cases can be found in the financial statements of Enel Américas (https://www.cmfchile.cl/portal/principal/613/w3-propertyvalue-43336.html) and Edesur (https://www.cnv.gov.ar/sitioweb/empresas?seccion=buscador)

Brazil

1) Sao Paulo

Temporary suspension of meter reading due to th pandemic.

As a pandemic measure, we suspended on-site meter reading in Sao Paulo. However, after the process was resumed, customers received actual billing, since, during the suspension, billing continued to be based on average consumption. In view of this, a fine was imposed, which is detailed below: R$ 10.21MM - applied on July 10, 2020; object of the fine: (i) suspension of reading and billing based on average consumption, (ii) requirement of a debt acknowledgment deadline for payment of installments, (iii) lack of information in the service: failure to inform about the possibility of paying the energy bill in installments. The current status of this case is that Procon dismissed Enel Sao Paulo's administrative appeals and, in December 2021, the Company filed a lawsuit in the Judiciary requesting the nullity of the fine. In February 2022, Procon filed a defense indicating the validity of the administrative procedure. The process awaits trial.

Court orders compensation for improper charging for non-standard services

Regarding the 2017 Public Civil Action, which deals with a particular problem of charging some insurance in the energy bills in Eletropaulo's mapping, the customers identified with the actually improper charge were reimbursed (simply, for the amounts improperly charged, but not double the amount requested in the lawsuit). The lawsuit continues in the Judiciary.

2) Goiás

Brazilian regulator fines for service problems

Procon Goias applied a fine assigned to alleged service problems (Process 5384656.43.2020.8.09.0051), for which a request for warranty insurance was made.

Regarding it is detailed: i) Administrative fine by Procon GO: Procon GO imposed a fine of BRL 9 million due to several technical and commercial non-conformities detected in consumer complaints in 2018 and 2019. On August 06, 2020, Enel GO filed a nullity action against the fine and obtained an injunction to suspend the enforceability of the debt until the final judgment in the case. On July 20, 2021, the Judge dismissed the nullity action, basing his decision on (i) the competence, autonomy and independence of Procon to defend the rights of consumers and that (ii) the administrative decision issued by the Procuraduría del Consumidor (Consumer Protection Agency) has legal support and is duly grounded.

We filed an appeal against the judgment, which was issued by the Court of Justice of the State of Goias on November 16, 2021. Enel Brasil's appeal was granted in part to reduce the fine from BRL 9.2 million to BRL 400,000 and the sentence for loss from BRL 900,000 to BRL 50,000, noting that there is still the possibility of further appeals by the Company and also by the State.

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GRI 419: Socioeconomic Compliance mico (2016)	419-1	Non-compliance with social and economic laws and regulations.	388	
GRI: Product Responsibility Disclosures for the Electric Utilities Sector (G4)	EU23	Programs, including those in partnership with the government, to improve or maintain access to electricity and customer services	147 y 150	
GRI: Product Responsibility Disclosures for the Electric Utilities Sector (G4)	EU24	Practices to address language, cultural, low literacy, and disability-related barriers to safely accessing and using electricity and customer services	148	
GRI: Product Responsibility Disclosures for the Electric Utilities Sector (G4)	EU25	N/A		
GRI: Product Responsibility Disclosures for the Electric Utility Sector (G4)	EU26	Percentage of unserved population within service areas	351	
GRI: Product Responsibility Disclosures for the Electric Utility Sector (G4)	EU27	Number of residential disconnections due to non-payment, broken down by duration of disconnection and regulatory regime	351	
GRI: Product Responsibility Disclosures for the Electric Utility Sector (G4)	EU28	Frequency of power outages	129	
GRI: Product Responsibility Disclosures for the Electric Utility Sector (G4)	EU29	Average duration of power outages	129	

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Scope of information

The following table shows the main indicators required by the Value Reporting Foundation - SASB standard in relation to the main sector of reference for Enel: "Public Services and Power Generators Sector

Greenhouse gas emissions and energy resource planning

CODE	ACCOUNTING PARAMETER	CATEGORY	UNIT OF MEASURE	DISCLOSURE REQUIREMENTS	SCOPE OF INFORMATION
IF-EU-110a.1	(1) Global gross emissions of scope 1	Quantitative	Metric tons (t) of CO_2-e	(1) 6,560,928 thousands tCO_2eq	305-1
IF-EU-110a.1	(2) Percentage of Scope 1 gross emissions covered by emission limitation regulations.	Quantitative	Percentage (%)	0%	305-1
	(3) Percentage of Scope 1 gross emissions covered by emission reporting regulations.	Quantitative	Percentage (%)	100%. It is considered that when reporting in the Enel Americas report and Enel SpA regulations, all emissions must be reported.	305-1
IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with energy supply	Quantitative	Metric tons (t) of CO_2-e	(2) 15,524,253 tCO_2eq	305-3
IF-EU-110a.3	Analysis of the long- and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets and analysis of performance against these targets	Debate and analysis	n/a	Enel Americas has made progress in the Group's commitment to reduce emissions, setting carbon neutrality for 2040. As an important part of its agreements, the company has decided to sell the Fortaleza power plant in Brazil, which used natural gas as a fossil fuel. In addition, as an integral part of the group's strategy, it has decided to remodel its operations, abandoning the plants located in Enel Peru and Enel Argentina, a process that should be completed by 2023. With this, in terms of data, emissions will decrease significantly due to the reduction of fossil fuel technologies, achieving the objectives and goals proposed in the 2023-2025 Plan.	201-2
IF-EU-110a.4	1) Number of customers served in markets subject to renewable portfolio standards (RPS).	Quantitative	Number, percentage (%)	Not Applicable, in Enel Americas' countries there are no customers served in markets subject to renewable portfolio standards (RPS).	
	2) Percentage of compliance with the PSR target, for each market.	Quantitative	Number, percentage (%)	Not Applicable, in Enel Americas' countries there are no customers served in markets subject to renewable portfolio standards (RPS).	

Air quality

CODE	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-120a.1	Air emissions of the following pollutants: 1) NOx (except N_2O), 2) SOx, 3) particulate matter (PM10), 4) lead (Pb) and 5) mercury (Hg);	Quantitative	percentage (%)	(1) NOx: 6,527,713 t (2) SOx: 3,145,878 t (3) PM10: 254,496 t (4) Pb: na (5) Hg: 0 t note: Pb and Hg are not relevant for the company	305-7
IF-EU-120a.1	the percentage of each of them in or near densely populated areas	Quantitative	percentage (%)	1) NOx (except N2O): 91% 2) SOx: 35% 3) particulate matter (PM10): 86%	305-7

Water management

CODE	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high initial water stress.	Quantitative	One thousand cubic meters (m^3), percentage (%)	(1) Total water withdrawn: 4,83 million m^3 (2) Total water consumed: 3,83 million m^3 (3) 0%	303-3a 303-5a 303-3 303-5
IF-EU-140a.2	Number of non-compliance incidents related to water quantity or quality permits, standards and regulations.	Quantitative	Number	5	304-4d

CODE	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-140a.3	Description of water management risks and analysis of strategies and practices to mitigate them.	Debate and analysis	n/a	The Company has focused on developing efficient water management to achieve the best use of the resource. the context of prolonged drought has also had an impact on gas management, which has become a priority lately. In order to facilitate the correct identification and management of risks and opportunities related to climate change, a Group policy was published in 2021, including Enel Americas as its subsidiary, describing common guidelines for the assessment of risks and opportunities related to climate change. The "Climate Change Risks and Opportunities" policy defines a shared approach to the integration of climate change and energy transition into the Group's processes and activities, thus informing industrial and strategic choices to enhance business resilience and long-term sustainable value creation, in line with the adaptation and mitigation strategy. In addition to this during 2022, the Company maintained the WAVE (Water Value Enhancement) program, which aims to reduce water consumption throughout the power production process and maximize the use of the resource in all plants. Consumption monitoring/ reviews are reviewed on a quarterly basis.	303-1 303-2

Coal ash management

CODE	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-150a.1	Amount of waste generated from coal combustion (RCC)	Quantitative	Metric tons (t)	Ash generation at the Termozipa Power Plant for the year 2022 = 50,572 Tonnes	306-3
	Percentage recycled	Quantitative	Percentage (%)	100%	306-4
IF-EU-150a.2	Total number of coal combustion residuals (CCR) impoundments by hazard potential classification and structural integrity assessment.	Quantitative	Number	0 - although it does not have a reservoir according to SASB definition, it has a spillway according to local standards.	

Energy affordability

CODE	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-240a.1	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	Quantitative	Speed	Argentina [USD/MWh] : residential: 67 / commercial: 65 / industrial: 65. Brazil [USD/MWh] : residential: 167 / commercial: 180 / industrial: 234. Colombia [USD/MWh] : residential: 159 / commercial: 154 / industrial: 147. Peru [USD/MWh] : residential: 167 / commercial: 115 / industrial: 76.	
IF-EU-240a.2	Typical monthly electricity bill for residential customers for (1) 500 kWh and (2) 1000 kWh of electricity supplied each month.	Quantitative	Currency to communicate	In the countries in which we operate, consumption rates are different in each country.	
IF-EU-240a.3	Number of power outages of residential customers due to non-payment of bills	Quantitative	Number	4,211,428 cuts	EU27
	Percentage reconnected within 30 days	Quantitative	Percentage (%)	84%	EU27

Workforce health and safety

CODE	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-320a.1	(1) Total Recordable Incident Rate (TRIR)	Quantitative	Speed	0.5	403-9
IF-EU-320a.1	(2) Mortality rate	Quantitative	Speed	0.004	403-9
	(3) Near miss frequency rate (NMFR)	Quantitative	Speed	1.0	403-9

End-use efficiency and demand

CODE	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-420a.1	Percentage of electric utility revenues from rate structures that (1) are decoupled and (2) contain a loss of revenue adjustment mechanism (LRAM).	Quantitative	Percentage (%)	It does not apply to electricity operations in Enel Americas' countries, there is no decoupled income or a mechanism to adjust for loss of income, because it is a U.S. regulation.	
IF-EU-420a.2	Percentage of electric load supplied with smart grid technology	Quantitative	Percentage (%) per megawatt hour (MWh)	0,33%	
IF-EU-420a.3	Electricity saved by customers through efficiency measures, per market	Quantitative	Megawatt hours (MWh)	Within the Enel Americas countries, Brazil has Energy Efficiency Programs regulated by the Federal Government (ANEEL). Megawatt hours (MWh) Brazil: - Enel São Paulo - 37,730 MWh - Enel Rio de Janeiro - 14,117 MWh - Enel Ceará - 5,522 MWh - Enel Goiás - 3,639 MWh Total with Enel Goiás: 61,047 MWh Total without Enel Goiás: 57,408 MWh	

Nuclear safety and emergency management

CODE	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-540a.1	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) "Share Matrix" column.	Cuantitativo	Number	Not Applicable, Enel Americas countries do not own or operate any nuclear power units.	
IF-EU-540a.2	Description of nuclear safety management and emergency preparedness initiatives	Debate and analysis	n/a	Not Applicable, Enel Americas countries do not own or operate any nuclear power units.	DMA EU former EU21

Resistance of the electrical grid

CÓDIGO	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-550a.1	Number of incidents of non-compliance with physical or cyber security standards or regulations.	Quantitative	Number	0	EU29
IF-EU-550a.2	1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), which includes days on which severe events occur.	Quantitative	Minutes, number	SAIDI: 486 min ; SAIFI: 3,9; CAIDI: 125 min	EU28

Activity parameters

CODE	ACTIVITY PARAMETER	CATEGORY	UNIT OF MEASURE	ANSWER ENEL AMÉRICAS 2022	GRI
IF-EU-000.A	Number of: (1) residential, (2) commercial and (3) industrial clients served	Quantitative	Number		EU3
IF-EU-000.B	Total electricity supplied to: (1) residential customers, (2) commercial customers, (3) industrial customers, (4) all other retail customers and (5) wholesale customers.	Quantitative	Megawatt hours (MWh)		
IF-EU-000.C	Length of transmission and distribution lines	Quantitative	Kilometers (Km)	390,296 Including high, medium and low voltage lines	EU4
IF-EU-000.D	Total electricity generated, percentage by main energy source, percentage in regulated markets	Quantitative	Megawatt hours (MWh), Percentage (%)		EU2
IF-EU-000.E	Total electricity purchased in bulk	Quantitative	Megawatt hours (MWh)	34,745,388 [2]	

Number of clients	Argentina	BraZil	Colombia	Peru	Enel Americas
Residentials	2.288.521	13954446	3.392.688	1.453.694	21.089.349
Commercials	259.648	771.322	334.792	53.011	1.418.773
Industrials	32.730	38.093	49.078	1.720	121.621
Toll	8.403	5.667	5.485	378	19.933
Others Clients	11.624	612.579	12.457	25.050	661.710
Total Clients	2.600.926	15382.107	3.794.500	1.533.853	23.311.386

Distributed energy (Gwh)	Argentina	Brazil	Colombia	Peru	Enel Americas
Residential	7.460	32.145	5.322	3.365	48.291
Commercial	3.980	13.140	2.402	716	20.239
Industrial	1.334	3.180	1.086	1.883	7.484
Toll	2.680	22.786	5.709	1.755	32.930
Others	2.040	10.486	556	589	13.671
Total energy distributed	17.494	81.738	15.075	8.308	122.615

Tecnology (MWh)	Actual	%
Hydraulics	25.675	48%
Coal	202	0%
Fuel-Gas	1.646	3%
Combined Cycles	12.381	23%
Solar	2.741	5%
Wind	10.734	20%
Total Enel Americas	**53.379**	**100%**

21% [1]

(1) Includes the generation of Argentine companies, which are the only ones operating in a 100% regulated market.
(2) Corresponds to purchases made by generating companies to fulfill their energy sales contracts.

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As a sign of Enel Americas' commitment in the area of climate change-related disclosure, the following index is developed, which shows the alignment of the Company's reporting on climate-related topics with the Taskforce on Climate-Related Financial Disclosures (TCFD) which, in June 2017, published specific recommendations for the preparation of voluntary financial impact reports on climate risks.

SUBJECT	Disclosures recommended by TCFD (Taskforce on Climate-R elated Financial Disclosures)	Sections of this Report in which the recommendation is reported
Governance		
Report on the organization's management of climate-related risks and opportunities.	a) Oversight of the climate risks and opportunities directory b) Role in management	• Our Climate Change Governance • Sound governance • Governance Structure • Climate Change Incentive System • Our climate change strategy
Estrategy		
Report the current and potential impacts of climate risks and opportunities on the organization's business, strategy, and financial planning where this information is material	a) Climate-related risks and opportunities in the short, medium and long term b) Impact on business strategy and financial planning c) Resilience of climate strategy and scenario planning, including 2°C or below	**Zero Emissions Ambition Chapter:** • Our climate change strategy. • Key climate change risks and opportunities. • Our impact on climate change in 2022. • Our energy transition and climate change scenarios. • Identifying, assessing, and managing risks and opportunities related to physical events. • Identifying, assessing, and managing risks and opportunities related to transition events.
Risk management		
Report how the organization identifies, assesses, and manages risks related to climate change.	a) Identification and assessment of climate risks b) Climate risk management c) Integration into overall risk management	**Zero Emissions Ambition Chapter:** • Our energy transition and climate change scenarios. • Identifying, assessing, and managing our risks related to physical events. • Our Sustainable Performance • Context, trends and key ESG risks
Metrics and goals		
Report metrics and targets used to assess and manage relevant risks and opportunities related to climate change where this information is material.	a) Métricas utilizadas relacionadas con cambio climático. b) Reportar emisiones de alcance 1, 2 y, 3 c) Objetivos relacionados con cambio climático	**Zero Emissions Ambition Chapter:** • Our emissions. • Metrics and Targets. **Chapters** • Power Generation • Grid Digitization • Electrification of customer energy use • Preserving natural capital

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World Economic Forum (WEF)

The International Business Council (ICB) of the World Economic Forum (WEF) has developed a report entitled "Measuring Stakeholder Capitalism: Towards Common Metrics and Consistent Reporting of Sustainable Value Creation", with the aim of defining common metrics for measuring, reporting and comparing sustainability parameters.

These metrics seek to measure the effectiveness of the actions exercised in the business model to create value for stakeholders, with respect to the Sustainable Development Goals (SDGs) established by the UN. To this end, they are based on demanding standards and aim to increase convergence and comparability between the various metrics currently used in sustainability reporting.
The following table shows the findings of 21 metrics highlighted in the WEF report

PILAR	TOPICS	METRICS	REPRESENTATIVE KPI	2022	CHAPTER / SECTION
Governance Principle	Purpose of governance	Establish purpose	-	-	Chapter Sound governance, section Sound governance
Governance Principle	Quality of the governance body	Composition of the governing body	Women on the Board of Directors (n.)	2	Chapter Governance section Composition of the Board of Directors
Governance Principle	Stakeholder engagement	Material issues impacting stakeholders	-	-	Chapter our sustainable commitment, section Our priorities
Governance Principle	Ethical behavior	Anticorruption	Employees who received training on anti corruption policies and procedures (%)	65%	Appendices section Communication and training on policies and procedures
Governance Principle	Ethical behavior	Mechanisms for notification and protected ethical counseling	Violations proven conflicts of interest / corruption (n.)	4	Appendices, section Advisory mechanisms and ethical concerns
Governance Principle	Ethical behavior	Mechanisms for notification and protected ethical counseling	Complaints received for breaches of the Code of Ethics	12	Chapter Sound governance, section Ethics channel
Governance Principle	Supervise ions of risks and opportunities	Integration of risk and opportunities within the business process	-	-	Chapter Our commitment to sustainability, section ESG context, trends and main risks Chapter Sound governance, section Risk management governance
Planet	Climate change	Greenhouse Gas Emissions (GHGs)	Direct greenhouse gas emissions - Scope 1 (thousand tCO2eq)	6,560 thousands tCO2eq	Chapter Zero Emissions Ambition, section Emissions

PILAR	TOPICS	METRICS	REPRESENTATIVE KPI	2022	CHAPTER / SECTION
Planet	Climate change	Greenhouse Gas Emissions (GHGs)	Direct greenhouse gas emissions - Scope 2 (thousand tCO2eq)	1,010 thousands tCO2eq	Chapter Zero Emissions Ambition, section Emissions
Planet	Climate change	Greenhouse Gas Emissions (GHGs)	Direct greenhouse gas emissions - Scope 3 (thousand tCO2eq)	9,504 thousand tCO_2eq	Chapter Zero Emissions Ambition, section Emissions
Planet	Climate change	Implementation of Task Force on Climate related Financial Disclosures (TCFD)	-	-	Chapter Zero Emissions Ambition; detail in TCFD Index
Planet	Loss of biodiversity	Land use and ecological sensitivity	-	-	Chapter Conservation of natural capital, section Water resources
Planet	Access to water resources	Water consumption and withdrawals in water-stressed areas (%)	Water withdrawal (thousand m3)	4.83 millions m^3	Chapter Environmental sustainability under the heading Water Resources
Planet	Access to water resources	Water consumption and withdrawals in water-stressed areas (%)	Water withdrawal in water-stressed areas (thousand m3)	0,028 millions m^3	Chapter Conservation of natural capital, section Water resources
Planet	Access to water resources	Water consumption and withdrawals in water-stressed areas (%)	Water consumption (thousand m^3)	3.83 millions m^3	Appendices, section Water consumption
Planet	Access to water resources	Water consumption and withdrawals in water-stressed areas (%)	Water consumption in water-stressed areas (%)	0.019	Appendices, section Water consumption
People	Dignity and equity	Diversity and inclusion	Percentage of women out of total employees (%)	22.3	Chapter People, section Female workforce
People	Dignity and equity	Pay equity	Pay equity (%)	91.09%	Chapter People, section Female workforce
People	Dignity and equity	Salary level	CEO ratio	n.a	
People	Dignity and equity	Risk of child, forced or compulsory labor	Supply chain assessment of child labor protection and compliance with the ban on forced labor	-	Chapter Sustainable supply chain, section Suppliers and human rights
People	Health and wellness	Health and safety	Fatal accidents to own workers (n).	0	Chapter Occupational health and safety, section Enel America safety indexes
People	Health and wellness	Health and safety	Frequency rate of fatal injuries in own workers (n).	0	Appendices, section Health and safety

PILAR	TOPICS	METRICS	REPRESENTATIVE KPI	2022	CHAPTER / SECTION
People	Health and wellness	Health and safety	Frequency rate of fatal injuries in own workers (n).	0	Chapter Occupational health and safety, section Enel America safety indexes
People	Salud y bienestar	Salud y seguridad	Frequency rate of accidents with "major consequences" for own employees	0	Chapter Occupational health and safety, section Enel America safety indexes
People	Desarrollo de capacidades	Entrenamiento incluido	Average hours of training per employee (h/ per capita)	49	Chapter People section Empowering people
People	Employment and wealth generation	Entrenamiento incluido	Cost of employee training	US$1.9 millions	Chapter People
Prosperity	Employment and wealth generation	Absolute number and employment rate	Persons hired (n.)	1,264	Appendices, section Internal mobility
Prosperity	Employment and wealth generation	Absolute number and employment rate	Income rate (%)	8.4	Appendices, section Internal mobility
Prosperity	Employment and wealth generation	Absolute number and employment rate	Terminations (n.)	1,316	Appendices, section Internal mobility
Prosperity	Employment and wealth generation	Absolute number and employment rate	Turnover (%)	8.7	Appendices, section Internal mobility
Prosperity	Employment and wealth generation	Financial contribution	-	-	Chapter Our commitment to sustainability, section Value creation
Prosperity	Employment and wealth generation	Contribution of financial investment	CAPEX	-	Chapter Our commitment to sustainability
Prosperity	Innovation in product and service improvement	Contribution of financial investment	Purchase of own shares and dividends paid	US$ 665 millions	Chapter Our commitment to sustainability
Prosperity	Vitality of communities and society	Total R&D expenditures	Investments in research and development	-	Appendices
Prosperity	Vitality of communities and society	Total tax paid	Total taxes paid	US$ 840 millions	Financial Statements Enel Americas, Income tax expense

Human Rights Table of Contents

Our commitment to respecting human rights is the guiding principle permeating all our activities and it is fully integrated into our corporate purpose and values, as we belong to the territories and are an essential figure in the lives of people, businesses and society at large. It is through our commitment that we strive for sustainable progress, to make our Company and the communities in which we operate more prosperous, more inclusive and more resilient, leaving no one behind.

Subject	Principle	Description	SDG	International Reference Standard	Sustainability Report: Chapter
Labor Practices	Rejection of forced or compulsory labor and child labor	We reject the use of any form of forced or compulsory labor and all forms of slavery, human trafficking and child labor.	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	- Guiding principles on business and human rights -OECD Guidelines for Multinational Enterprises - LO Convention 29 - Principles of the Global Compact	- Value creation process and the business model - Our materiality analysis process and key findings - Zero Emissions Ambition - Empowering Enel people - Sustainable supply chain - Innovation - Digitization - Circular economy - Sound governance - Managing human rights
	Respect for diversity and non-discrimination	Diversity, inclusion, equal treatment and opportunities, working conditions that respect personal dignity, creating a work environment where people are treated fairly, valued for their uniqueness and not discriminated against or subjected to harassment, commitment to a just energy transition for all, and paying attention to customer requests	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCE INEQUALITIES 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	- Guiding principles on business and human rights -OECD Guidelines for Multinational Enterprises - ILO Conventions 100, 111, 190 - Principles of the Global Compact	- Value creation process and the business model - Our materiality analysis process and key findings - Zero Emissions Ambition - Electrifying customer energy uses - Empowering Enel people - Sustainable supply chain - Engaging communities
	Freedom of association and collective bargaining	Freedom to form or participate in organizations aimed at defending and promoting the rights of individuals, respecting their right to be represented by trade unions or other forms of collective representation.	8 DECENT WORK AND ECONOMIC GROWTH	- Guiding principles on business and human rights -OECD Guidelines for Multinational Enterprises - ILO Conventions 87, 98, 154 - Principles of the Global Compact	- Value creation process and the business model - Our materiality analysis process and key findings - Zero Emissions Ambition - Empowering Enel people - Sustainable supply chain
	Health, safety and welfare	Protection of the psychological, relational, health and safety, and physical well-being of individuals; dissemination of such cultures to ensure that workplaces are risk-free and promote behaviors oriented towards work-life balance.	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH	- Guiding principles on business and human rights - OECD Guidelines for Multinational Enterprises - ILO Conventions 155, 156, 187 - Principles of the Global Compact	- Value creation process and the business model - Our materiality analysis process and key findings - Zero Emissions Ambition - Empowering Enel people - Sustainable supply chain - Engaging communities - Occupational health and safety
	Fair and favorable working conditions	Protection of the right to conditions that respect the health, safety, welfare and dignity of persons, maximum daily working hours and weekly rest periods, annual paid vacation period, and fair pay. Also commitment to equal pay for equal work for men and women, minimum compensation and career guidance and training	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH	- Guiding principles on business and human rights - OECD Guidelines for Multinational Enterprises - ILO Conventions100, 132, 155, 156, 156, 187 - Principles of the Global Compact	- Value creation process and the business model - Our materiality analysis process and key findings - Zero Emissions Ambition - Empowering Enel people - Sustainable supply chain - Engaging communities

Community and Society	Environment	Environmental protection and biodiversity, climate action and contribution to a sustainable economy.	11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 14 LIFE BELOW WATER 15 LIFE ON LAND	- Guiding principles on business and human rights - OECD Guidelines for Multinational Enterprises - Principles of the Global Compact	- The value creation process and the business model - Our materiality analysis process and key findings - Zero Emissions Ambition - Preserving natural capital - Empowering Enel people - Promoting a sustainable supply chain - Engaging communities - Innovation Circular Economy
	Respect for the rights of communities	Responsible relations with communities based on the premise that individual conditions and the economic and social development and general well-being of the community are connected. This includes making capital expenditures in a sustainable manner, promoting cultural, social and economic initiatives in affected local and national communities, and advancing social inclusion through education, training and access to energy. Commitment to ensuring that products and services are designed to be accessible to all.	1 NO POVERTY 2 ZERO HUNGER 3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 7 AFFORDABLE AND CLEAN ENERGY	- Guiding principles on business and human rights - OECD Guidelines for Multinational Enterprises - ILO 169 Conventions - Principles of the Global Compact	- The value creation process and the business model - Our materiality analysis process and key findings - Zero Emissions Ambition - Electrifying customer energy uses - Preserving natural capital - Empowering Enel people - Sustainable supply chain - Engaging communities - Circular Economy
	Respect for the rights of communities	Commitment to respect the rights of the local communities wherever we operate and contribute to their socio-economic growth through collaborations with suppliers, contractors and partners. This also includes: promoting free citizen consultations, providing early information and implementing social inclusion actions (local labor, health and safety training, development of local projects - also in partnership with local organizations); taking into account the environment and social impact in the design and construction of our infrastructure projects, as well as ensuring that the private security forces that protect our personnel and assets in operational areas act consistently with national legislation and international standards.	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 10 REDUCE INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 17 PARTNERSHIPS FOR THE GOALS		
	Respect for the rights of indigenous and tribal peoples	Specific commitment to paying special attention to the most vulnerable communities, such as indigenous and tribal peoples, in the event that new projects are developed and to respect the United Nations Declaration on the Rights of Indigenous Peoples.			
	Integrity: zero tolerance for corruption	Rejection of corruption in all its forms, both direct and indirect, as it is one of the factors that undermines institutions and democracy, ethical values and justice, as well as the well-being and development of society.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	- Guiding principles on business and human rights - OECD Guidelines for Multinational Enterprises -Principles of the Global Compact	- Value creation process and the business model - Our materiality analysis process and key findings - Sound governance

	Confidentiality	Respect for confidentiality and the right to to the privacy of our stakeholders and commitment to the correct use of individuals' information and data, processing data in accordance with fundamental rights and the rights and principles recognized by law. With special care for the respect for private and family life, freedom of thought, conscience and religion, freedom of expression and freedom of information.	17	-Guiding principles on business and human rights -OECD Guidelines for Multinational Enterprises -Principles of the Global Compact ILO Recommendation on "Protection of workers' personal data."	- Value creation process and the business model - Our materiality analysis process and key findings - Electrifying customer energy uses - Empowering Enel people - Sustainable supply chain - Sound governance
	Communication	Commitment to ensuring that institutional and commercial communications are non-discriminatory, respectful of different cultures, and do not adversely affect the most vulnerable audiences, such as children and the elderly.	5	Guiding principles on business and human rights OECD Guidelines for Multinational Enterprises Global Compact Principles	- Value creation process and the business model - Our materiality analysis process and key findings - Electrifying customer energy uses - Sustainable supply chain - Engaging communities
Human Rights and Governance	Public commitment	Adoption of a Human Rights policy	16	-Guiding principles on business and human rights -OECD Guidelines for Multinational Enterprises -Principles of the Global Compact	- Value creation process and the business model - Managing human rights
	Management System Due diligence.	Identification, prevention and mitigation of potential negative management effects caused by business operations. Report on the implementation of the due diligence process to the Risk and Control Committee and the Corporate Governance and Sustainability Committee.	16 17	Guiding principles on business and human rights OECD Guidelines for Multinational Enterprises OECD Due Diligence Guidance	- Value creation process and the business model - Managing human rights
	Access to reparations	Access to specific channels for complaints and grievances, including at the local level.	10	-Guiding principles on business and human rights -OECD Guidelines for Multinational Enterprises -Principles of the Global Compact -OECD Due Diligence Guidance	- Value creation process and the business model - Sound governance - Managing human rights
	Transparency	Annual reports, within the Sustainability Report, on the performance of the commitments assumed under the human rights policy.	12 16	-Guiding principles on business and human rights -OECD Guidelines for Multinational Enterprises -OECD Due Diligence Guidance	- Value creation process and the business model - Sound governance - Managing human rights

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