



ADDITIONAL ESG KEY PERFORMANCE INDICATORS

The information disclosed in this document is intended to enhance Endesa's transparency on additional ESG KPI in order to meet the S&P Global Corporate Sustainability Assessment requirements.

1. INTRODUCTION

This document contains **additional qualitative and quantitative KPIs**, which integrate what is already reported in the Endesa's Statement of Non-Financial Information and Sustainability 2020, in order to **increase transparency** with respect to the S&P Global Corporate Sustainability Assessment (S&P CSA) requirements.

The KPIs have been divided into the following **macro-categories**: *Environmental dimension* and *Social dimension*, in line with the structure of the S&P CSA.

2. ENVIRONMENTAL DIMENSION

Biodiversity

Biodiversity Exposure & Assessment: the following table shows the periodic assessments of sites used for operational activities conducted by Endesa and the implementation of biodiversity management plans to protect and restore habitats.

| | Number of sites | Hectares |
|--|------------------------|-----------------|
| Number of sites and the total area used for operational activities | 1,809 | 3,601 |
| Assessment | Number of sites | Hectares |
| Sites in which it has been conducted biodiversity impact assessments in the past five years | 1,809 | 3,601 |
| Exposure | Number of sites | Hectares |
| Sites with biodiversity impact assessment in close proximity to critical biodiversity, and total area of these sites | 245 | 289 |
| Management Plans | Number of sites | Hectares |
| Sites with biodiversity impact assessment and located in close proximity to critical areas that have a biodiversity management plan, and total area of these sites | 245 | 289 |

All power plants have biodiversity management plans included in the environmental management systems certified by ISO 14.001 and EMAS. These systems include specific actions aimed at fostering biodiversity conservation. An example of this approach can be found on the Environmental Impact Statement of the Thermal Power Plant located in Granadilla. Page 12 includes a specific section on biodiversity:

<https://www.endesa.com/content/dam/endesa-com/home/sostenibilidad/medioambiente/gestionambiental/documentos/2020/declaracion-ambiental-anexo-vii-unelco-granadilla-firmados.pdf>

Climate Strategy

Internal Carbon Pricing: Endesa establishes an internal carbon price by associating a cost to CO2 emissions to optimise decision-making process when selecting projects with associated capital investment, managing risks or planning business strategy.

| GHG Scope | Type of internal carbon price | Application | Price (per metric tonne CO2e) 2019 | Price (per metric tonne CO2e) 2020 |
|-----------|-------------------------------|--------------|------------------------------------|------------------------------------|
| Scope 1 | Shadow price | Company wide | 24.8 € | 24.7 € |

Distribution

Electricity Distribution Losses

| Distribution | 2018 | 2019 | 2020 |
|--------------------------------------|------|------|------|
| Technical Distribution losses (in %) | 3.70 | 3.65 | 3.71 |

3. SOCIAL DIMENSION

Labor Practices Indicators

Endesa Statement against harassment

ENDESA, S.A. and all the companies belonging to its group (hereinafter "**ENDESA**") maintain a firm commitment to take serious action against any behaviour within their organisation that may constitute workplace harassment, sexual harassment, or for reasons of gender and inform their stakeholders in a timely manner about the situations that may occur in these areas,

As part of this commitment, and in addition to any other general legal obligations ENDESA and all its workers are bound by the provisions of the "*Action protocol for the prevention and eradication of sexual, gender and workplace harassment*" (the "**Protocol**") that is incorporated, as an integral part, of the "V Collective Framework Agreement of the Endesa Group", a basic policy of labour relations within ENDESA.

The Protocol is, therefore, a general, imperative commitment, with a regulatory nature for the company, workers and the general public, since it is published in the "Official State Gazette" on 17 June 2020.

The following are the basic principles of the Protocol:

- ENDESA and its workers express their full and resounding rejection of any conduct that involves sexual, gender and workplace harassment, committing to work together to prevent, detect, correct and punish this type of behavior.

- The Management of ENDESA guarantees the activation of an appropriate procedure to manage situations where there is a complaint of sexual, gender or workplace harassment.
- The Protocol details a procedure that, among other aspects, guarantees confidentiality and protection of the privacy and dignity of the persons involved; the preservation of the identity and circumstances of the complainant; urgent processing and a professional and thorough investigation of the facts reported.
- The Protocol expressly provides for the adoption of all kinds of measures, including, where appropriate, those of a disciplinary nature, against a person or persons (a) whose sexual, gender or workplace harassment is established; as well as (b) in relation to whoever makes a false accusation or complaint, especially when it is proven to be in bad faith, without prejudice to the legal actions that the complainant may follow.
- ENDESA and its workers undertake to carry out information campaigns and training and awareness-raising actions on the problem of sexual, gender or workplace harassment to prevent and eradicate this type of behaviour.

For further information, please refer to the Annex 18 of the V Collective Framework Agreement of the Endesa Group (pages 102-104), where you can find the complete "*Action protocol for the prevention and eradication of sexual, gender and workplace harassment*":

[https://www.boe.es/eli/es/res/2020/06/04/\(10\)/dof/spa/pdf](https://www.boe.es/eli/es/res/2020/06/04/(10)/dof/spa/pdf)

Workforce Breakdown by Gender (2020):

| | |
|--|-------|
| Share of women in all management positions, including junior, middle and top management (as % of total management positions) | 31.7% |
| Share of women in top management positions (as % of total top management positions) | 19.9% |
| Females in management positions in revenue-generating functions (e.g. sales) as a % of all such managers ¹ | 26.2% |
| Share of women in STEM-related positions (as % of total STEM positions) ² | 16.6% |

¹ It considers female in all manager positions in revenue-generating functions as a % of all managers in these functions (excluding Staff and Service functions- such as Administration, Finance & Control, People & Organization, Legal, Procurement, Digital Solution, etc.).

² It considers the overall percentage of women in STEM positions defined as all positions related to technical business lines (Endesa X, market and commercial units excluded), to Global Digital Solutions for service functions and to some staff functions (H&S and Innovation) and does not take into account their STEM-related qualifications due to an ongoing standardization process on these data at global level. Data do not consider blue collars.

Workforce Breakdown by Nationality (2020):

| Breakdown based on Nationality | Share in total workforce (as % of total workforce) | Share in all management positions, (as % of total management workforce) |
|--------------------------------|--|---|
| Spanish | 97.6 | 94.9 |
| Portuguese | 0.7 | 1.6 |
| Italian | 0.5 | 1.0 |
| French | 0.4 | 0.8 |
| Brazilian | 0.1 | 0.2 |
| German | 0.1 | 0.2 |
| Venezuelan | 0.1 | 0.2 |

Gender Pay Indicators (2020):

| Employee Level | Average Women Salary | Average Men Salary |
|--|----------------------|--------------------|
| Executive level (base salary only) | 133,142 | 149,884 |
| Executive level (base salary + other cash incentives) | 174,203 | 204,209 |
| Management level (base salary only) | 65,440 | 71,807 |
| Management level (base salary + other cash incentives) | 71,268 | 79,674 |
| Non-management level | 53,075 | 58,972 |

Talent Attraction & Retention

Hiring:

| | 2017 | 2018 | 2019 | 2020 |
|---|------|------|------|------|
| Total number of new employee hires | 256 | 393 | 426 | 253 |
| Percentage of open positions filled by internal candidates (internal hires) | 53.4 | 45.7 | 45.5 | 54.8 |



Employee Turnover rate: the company's total and voluntary turnover rates for the last four years as a percentage of total number of employees are illustrated in the figure below.

| | 2017 | 2018 | 2019 | 2020 |
|----------------------------------|-------|-------|-------|-------|
| Total employee turnover rate | 7.33% | 4.58% | 2.60% | 6.22% |
| Voluntary employee turnover rate | 0.57% | 0.62% | 0.43% | 0.35% |

Stakeholder Engagement

Guidance for handling Stakeholder Engagement risks: Stakeholder engagement is an integral part of **Enel's Group Creating Shared Value Policy**, which establishes the principles to involve stakeholder across the entire lifetime of any project carried out. Starting from the designing phase, all stakeholders potentially affected by the project are identified and early involved through tailored communication and engagement initiatives, providing also the setting of grievance mechanisms.

During such engagement, potential stakeholder engagement risks may arise, including, but not limited to participation fatigue, conflicts of interest, disruptive stakeholders, and an unwillingness to engage.

These risks are managed by different means, such as:

- Ensuring that all stakeholders are properly involved, and their claims listened and understood. Endesa seeks to foster an environment in which a proactive dialogue can be built with any kind of stakeholder as embraced in the Group's Open Power vision. An example of this is done is the SEECA CSV tool, which allows a mapping of all stakeholders and their needs. Moreover, the **Stakeholder Management CSV Tool** helps keep track of contacts and engagement actions as well as key issues raised, throughout the whole Project lifetime.
- Analyzing the potential relationship that may exist between stakeholders and the company prior the engagement in order to avoid any potential conflict of interest; Sustainability Team are required to guarantee **Early Community Involvement** through tailored communication and involvement initiatives, and provide the setting of a grievance mechanism, all the activities involving local communities as public hearing and/or formal consultation.
- Providing common guidelines to company representatives responsible for handling the consultation processes with stakeholders, seeking to prevent any potential situation that might undermine their expectations. The **Stakeholder Engagement Policy aims to set clear guidelines and provide details on steps to achieve and implement a sound engagement process**. Endesa adopts a localization of the Policy in line with its local specificities and business activities.
- **Sharing all the information about the project** that is relevant for the affected stakeholders as a precondition to promote a transparent dialogue and relationship; as such, Sustainability must also be involved in the activities concerning land negotiations in case of land owned by small owners or local communities that are considered key local stakeholders in the direct area of influence of the project.

- **Ensuring that the consultation processes meet specific quality conditions**, such as, being significant, inclusive, adapted to the local context, bidirectional, free from coercion and well documented.
- **Providing a complaint management mechanism** that allows people to easily connect with the company using locally available tools and means, such as: a local team or a specific person during all stages of the project, providing communication tools such as a toll-free numbers, internet. In the case of isolated, rural communities, possibility to empower a local leader who collects all complaints periodically.
- **Facilitating and supporting the involvement of the communities** in the monitoring of projects through local training, activating transparent information over the phases of the project, transparency in the delivery of information on the methodology for defining the affected areas and involvement of community representatives in project monitoring.
- **Involving third independent parties** in the negotiation processes as “good faith witness” if relevant.

Further information on Creating Shared Value approach is available in the Statement of Non-Financial and Sustainability 2020 (pages: 184-189):

<https://www.endesa.com/content/dam/endesa-com/endesa-en/home/investors/statement-non-financial-informacion-sustainability-2020.pdf>