



ADDITIONAL ESG KEY PERFORMANCE INDICATORS

Bloomberg Gender-Equality Index 2023



1. Introduction

This document contains **additional qualitative and quantitative KPIs**, which integrate what is already reported in the Statement of Non-Financial Information and Sustainability 2022, in order to **increase transparency** with respect to the Bloomberg Gender-Equality Index 2023 requirements.

2. KPI's requested on the Bloomberg Gender-Equality Index 2023

a. Percentage of women in non-managerial positions

Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end.

Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others: **20,4%**

b. Time-bound action plan with targets to increase the representation of women in leadership positions.

In Endesa we share with all the employees once a quarter the status of our commitment with gender objectives in our Endesa Sustainable Plan that identifies goals in 3 years.

In this way we shared with all the actors of this commitment the evolution in our way to a better company. The internal communication of last month of June 2023.





c. Number of weeks of fully paid primary parental leave offered.

Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government).

Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.

In Endesa this information is provided in the [Collective Agreement](#) in the chapter IX, section III, article 4, page 71, where it indicates that the employees have 107 days.

d. Number of weeks of fully paid secondary parental leave offered.

Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government).

Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.

In Endesa this information is provided in the [Collective Agreement](#) in the chapter IX, section III, article 4, page 71, where it indicates that the employees have 107 days.