

ENDESA BOOSTS EMPLOYMENT AMONG MORE THAN 700 FAMILIES AT SERIOUS RISK OF EXCLUSION IN A LABOUR MARKET DAMAGED BY THE PANDEMIC

- *The #EmploymentEmergency initiative was activated in June 2020 to cushion the social effects of COVID-19, which threatened to lead 6 million citizens to exclusion and/or poverty, affecting 31% of the population.*
- *With Endesa's contribution of Euro 760,000, a total of 753 family units in situations of extreme vulnerability have accessed a personalised work itinerary that has culminated in the signing, to date, of 281 employment contracts.*
- *This support from Endesa is part of the company's Public Responsibility Plan, presented at the beginning of the pandemic, containing Euro 25 million. After helping to meet the country's health needs in the first phase, the plan is now focusing on the economic crisis that is especially affecting households with the greatest difficulties.*
- *The typical profile of a beneficiary is that of a person whose family unit is at great risk of social exclusion, often associated with single parenthood, gender violence and domestic economies below the poverty line, etc.*

Madrid, 15 July 2021 – The **Adecco** Foundation, represented by its president, **Enrique** Sánchez, has been received by **José Bogas, Chief Executive Officer of** Endesa, to take stock of the first year of the #Employment Emergency project, an initiative that was launched in June 2020 to cushion the social effects of COVID-19. The meeting was also attended by **Francisco Mesonero** and **Arancha Jiménez, general director of the** Adecco Foundation and director of operations, respectively, as well as by **María Malaxecheverría, Paolo Bondi and Ignacio Jiménez Soler**, general managers of sustainability, people and organisation and communication at Endesa.

Even in the absence of conclusive definitive data, it is estimated that the coronavirus crisis could lead 6 million citizens to exclusion and / or poverty, affecting 31% of the population, as compared with 18% before the pandemic. During the meeting, the directors analysed the results obtained so far, also focusing on new challenges and actions that will be developed to promote diversity and inclusion in a particularly complicated situation.[ii].

José Bogas, Chief Executive Officer of Endesa, explained that "employment is the best social protection mechanism, the most accurate response so that people with greater difficulties can avoid exclusion and lead a dignified independent life. At Endesa we are firmly aligned with the SDGs and the #EmploymentEmergency initiative has immense potential to help in their



attainment. In this way, we want to contribute to the fulfilment of the maxim of the 2030 Agenda, *not leave anyone* to their fate and ensure that everyone exits this such harsh crisis from the outset".

Employment as the main driver of inclusion

Euro 760,000, 753 families accompanied and 281 employment contracts

This ambitious project proposes to accompany 10,000 families that are experiencing great difficulties as a result of the pandemic in their route to employment. Thus, Endesa has made a contribution of

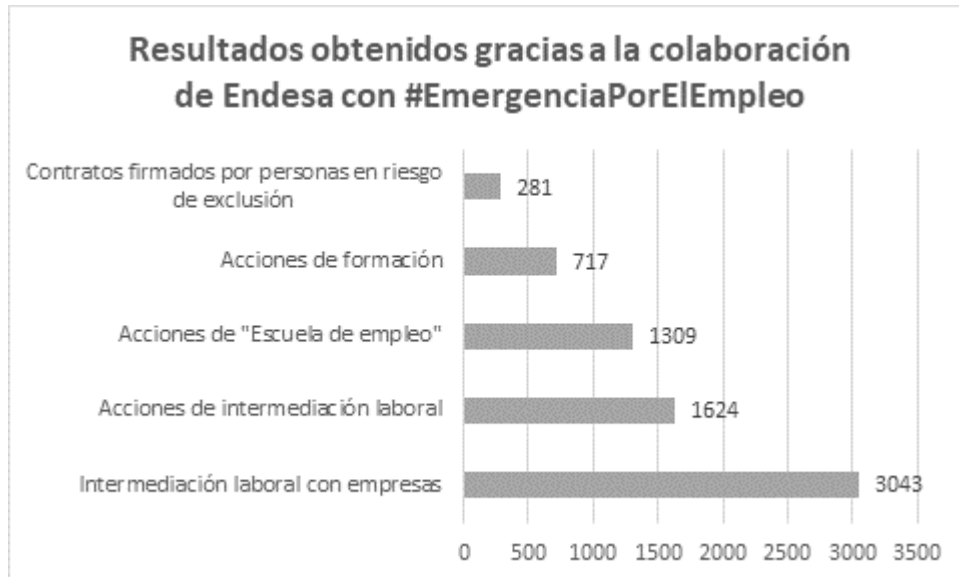
Euro 760,000 that have made it possible to accompany 753 family units at serious risk of social exclusion on their route to employment. All of them have participated in a personalised cross-cutting employment itinerary, which has culminated, to date, with the signing of 281 employment contracts.

The typical profile of a beneficiary is that of a person whose family unit is at great risk of social exclusion, often associated with single parenthood, gender violence, long-term unemployment over the age of 45, domestic economies below the poverty line, etc. "People with a very fragile link with the labour market or seeking employment in highly complex circumstances, due to their low qualifications, lack of professional experience or severe material deprivation. COVID-19 evidenced their vulnerability, placing them in a situation of poverty or on the edge of it. In this context, the commitment of companies which, such as Endesa, are taking one step forward to support society when it needs it most, is essential" - highlighted **Enrique** Sánchez, president of the **Adecco** Foundation.

The employment itinerary has had an impact on strategic aspects such as professional qualifications, job orientation and intermediation with companies in emerging sectors such as public health, logistics or cleaning. To date, as a result of Endesa's collaboration, the following action has been taken:

- 1624 job orientation actions (how to define professional objectives, preparation of CVs and cover letters, knowledge about job search channels, etc.)
- 717 training drives (digital skills, emerging employment niches such as forklift truck drivers, public health or other training such as learning Spanish),
- 1309 employment school actions (acquisition of cross-cutting skills for job searches)
- and 3043 employment intermediation actions with companies.

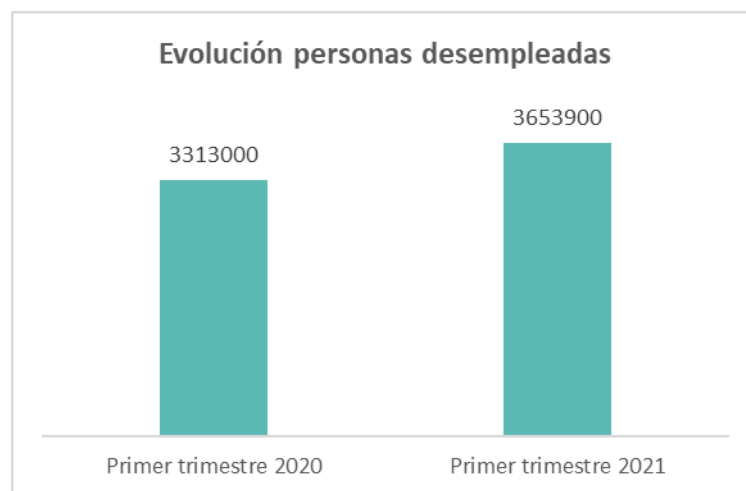
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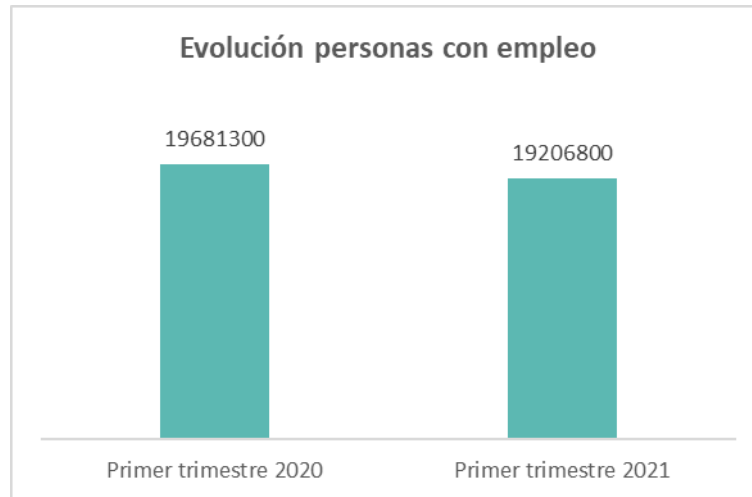


Source: Internal data Adecco Foundation #EmploymentEmergency

Much to do: the next two years will be critical in reducing poverty

COVID-19 has brought devastating consequences for the employment market. Based on the latest Active Employment Survey (AES) and making an annual comparison with the same period last year, we announce that, during the last year, 474,500 people have lost their jobs and 340,900 have joined the unemployment queues. Thus, the total number of people out of work amounts to 3,653,900. In addition, it should be recalled that there are still 542,000 employees on temporary labour force reduction schemes, which are not counted by definition in these data.





Source: Prepared in-house based on Spanish National Statistics Institute (INE) data (APS first quarter of 2021/2020)

It should be noted that the social effects of these figures are not immediate and that the economic crisis has great potential to amplify inequality in our country. Not in vain, there is often a delay of up to two years between the worsening of employment indicators and their social consequences: many people have lost their jobs in sectors that no longer generate the same professional opportunities and they currently receive benefits, but in a not too distant future they will cease to do so, and it is therefore essential to intervene before their unemployment situation becomes chronic and they are dragged into lifelong situations of poverty and/or exclusion.

Endesa and the #EmploymentEmergency school

Aware of the importance of strengthening the accompaniment of people at risk of exclusion during these months and, within the framework of its collaboration with #EmploymentEmergency, in July, Endesa opened a school with the same name, at which it will involve its employees in the challenge of the employment inclusion of people with the greatest difficulties.

The #EmploymentEmergency school is a volunteer group that consists of six modules, developed in different training sessions, which will be led by Endesa's own volunteers. After receiving training, the professionals will teach the content of these sessions online, having begun in July and ending in December of this year.

This training will deal with essential contents to increase knowledge of the labour market and improve the employability of people at risk of exclusion: employment relations (types of contract, payroll interpretation, etc.), personal finance (financial literacy, savings capacity, etc.), digital identity (social networks, self-candidacy, etc.), the company of the XXI century (most demanded profiles, skills, etc.), talent selection (selection test or job interviews) and energy efficiency (interpretation of gas bill, Social Bonus, etc.).

About Endesa

Endesa is Spain's leading electric utility and ranks second in the Portuguese market. We have nearly 10 thousand employees and we serve more than 10 million customers that place their trust in us. We want to contribute to creating a new energy model based on clean energy, respect for



the natural environment and sustainable development. Our priority is people, which is why we strive to offer a better service to our customers and base our business strategy on our commitment to local communities and on our contribution to the UN's Sustainable Development Goals. We carry out our activity mainly in the Spanish and Portuguese markets. To a lesser extent, we market electricity and gas in other European markets, as well as other value added products and services (VAPS) related to our core business. We work to lead the technological transformation in which our sector is immersed. For this, we have the solid industrial position and strength of a large multinational group, the Enel Group, which we joined in the first quarter of 2009.

About the Adecco Foundation

Set up in July 1999, the Adecco Foundation is the result of the corporate social responsibility assumed by the Adecco Group as world leader in the management of human resources. Its main objective is the inclusion in the job market of people who, owing to their personal characteristics, find it harder to find a job.

- *The disabled*
- *Long-term unemployed people over the age of 45*
- *Women with sole responsibility over their families or victims of gender violence*
- *Other groups at risk of social exclusion*

Keep up to date with the Adecco Foundation's latest news at:

Further information:

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[i] The #EmploymentEmergency initiative has the support of 18 committed entities: Endesa, as the main promoter, the Adecco Group, Orange, Ebro Food, Seguros Generali, the professional services firm EY, Consum, Verallia, Bahía de Bizkaia Gas, Cargill, Sealed Air, Berger Levrault, Cofarte, Burdinola, Patentes Talgo, Etiquetas Macho and Giossepo, as well as the Community of Madrid and the Valencian Regional Government, through its Personal Income Tax programmes.

[ii] According to the VIII Foessa Report 2019