2020-2022 ENDESA Sustainability Plan
Regulatory frameworks and public policies
Context in Europe and Spain

Global Agenda for Sustainable Development
Global Agreement to Combat Climate Change

June 2017
Spanish Government National Plan of Human Rights
National Action Plan to apply the United Nations Guiding Principles on Businesses and Human Rights

November 2017
Non-financial information and diversity
Approval of Law 11/2018, of 28 December, which expands the scope of obliged companies and details of information on the Non-Financial Statement

January 2019
Non-financial information and diversity
Approval of Royal Decree-Law 18/2017, of 25 November, which requires certain companies to present a yearly Non-Financial Statement

Towards a sustainable Europe by 2030
A document of the European Commission that reflects on the political foundations and 3 scenarios for the transition towards sustainability

Green Taxonomy: Implementation of an official classification system for sustainable investments in Europe.
World climate summit

60x463
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Towards a sustainable Europe by 2030
A document of the European Commission that reflects on the political foundations and 3 scenarios for the transition towards sustainability

Green Taxonomy: Implementation of an official classification system for sustainable investments in Europe.
World climate summit

2015
Final report of TCFD recommendations
Publication of the final report of recommendations of the Task Force on Climate-related Financial Disclosures related to Climate Change

August 2017
Non-financial information and diversity
Approval of Royal Decree-Law 18/2017, of 25 November, which requires certain companies to present a yearly Non-Financial Statement

December 2018
Towards a sustainable Europe by 2030
A document of the European Commission that reflects on the political foundations and 3 scenarios for the transition towards sustainability

December 2019
Green Taxonomy: Implementation of an official classification system for sustainable investments in Europe.
World climate summit

2
General context
An increasingly complex world

Environmental activism
Effects of Climate Change
Response to increasing inequality
Political instability
General context
Stakeholders’ new participation

From WWF... Hierarchical structure

...To FFF?
Unstructured stakeholders

Need for a **smooth, flexible and fast integration** that is adequate to understand dynamics and movements that are not intercepted by current methods
General context
Relevant topics in sustainability increase their importance

MAIN SUSTAINABILITY TOPICS
- Plastics & waste
- Biodiversity
- Food & health
- Adaptation
- Energy transition

EMERGING SUSTAINABILITY TOPICS
- Inequality
- Water
- Air quality
- Mental health
- Fashion

Source: 2019 Outlook & trends WBCSD
Sustainability of the current economic model

The world needs a change

Davos 2020 Manifesto: The universal purpose of companies in the Fourth Industrial Revolution

Put sustainability at the centre of how we invest

Sustainability-integrated portfolios can provide better risk-adjusted returns for investors. Sustainability will drive the way we manage risk, build portfolios, design products, and engage with companies.

Source: BlackRock

Source: World Economic Forum

Source: Global Footprint Network
Circular Economy

Circularity model

Source: WBCSD
Materiality Analysis and Sustainability Plan 2020-2022

Climate action

Sustainable Cities and Communities

Industry, Innovation Infrastructure

Affordable and clean energy
### Contents

<table>
<thead>
<tr>
<th>Materiality Analysis and Sustainability Plan 2020-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate action</td>
</tr>
</tbody>
</table>

- Sustainable Business Model
- Materiality Analysis
- 2020-2022 Targets
- Results 2019
Sustainable Business Model
Sector trends that shape our capital allocation
Sustainable Business Model
Progressing towards full decarbonisation by 2050

CO₂ specific emissions\(^{(1)}\), g CO₂/kWh

As part of the Enel group, Endesa is aligned with science-based targets.

<table>
<thead>
<tr>
<th>Year</th>
<th>Scope 1(^{(1)}) (g CO₂/kWh)</th>
<th>Scope 3(^{(2)}) (Mton CO₂)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>538</td>
<td>36%</td>
</tr>
<tr>
<td>2017</td>
<td>439</td>
<td>44%</td>
</tr>
<tr>
<td>2020</td>
<td>&lt;290</td>
<td>~60%</td>
</tr>
<tr>
<td>2030</td>
<td>&lt;140</td>
<td>~75%</td>
</tr>
<tr>
<td>2050</td>
<td>~100%</td>
<td>Emissions free production</td>
</tr>
</tbody>
</table>

\(^{(1)}\) Scope 1: Direct emissions
\(^{(2)}\) Scope 3: Non-direct emissions (gas sales and others)
Materiality Analysis 2019
# Materiality Analysis 2019

**Stakeholders analysed**

## Queries and analysis

<table>
<thead>
<tr>
<th>Trend analysis</th>
<th>Investor analysis</th>
<th>Benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review in reference sources of the main business or sustainable circumstances with possible current or future effect on the company's activities.</td>
<td>Review of investor considerations on sustainability issues based on representatives of different investor groups.</td>
<td>Review of the assigned relevance and the degree of maturity in the management of the main competitors.</td>
</tr>
</tbody>
</table>

## Analysis of Media and Social Networks

Analysis of publications about the company in reference media and entities. Analysis and categorisation of news according to the areas of sustainability.

## External interviews

Telephone interviews with external stakeholders (civil society and local communities and the business community).

## Interviews with managers

14 in-depth interviews with Endesa CEOs.

## Sustainability Indices

Analysis of the most relevant sustainability indexes for the Company and other RSI analysts.

## External surveys

On-line surveys of external stakeholders (Suppliers and Customers).

## Institutional analysis

Analysis of the programmes of the main political parties to know the importance attached to each of the material issues.

## Employee survey

Focus group with Endesa employees.

## Review of other studies

Review of studies carried out for another purpose, but incorporating issues related to the company's sustainability.
Materiality Analysis 2019

Matrix 2019: Stakeholder priority v. Company priority

The presented materiality matrix structures the material issues into 3 sections (high priority, medium priority and low priority issues), classifying them according to the expectations of the Stakeholders and the internal strategic view of the Company.

Relevant issues

- Decarbonization of the energy mix
- Customer engagement
- Occupational health and safety
- Environmental management
- Economic and financial value creation
- Innovation and digital transformation
- New technologies and solutions
- Employees management, development & motivation
- Sound governance and fair corporate conduct
- Energy distribution
- Engaging the local communities
- Sustainable supply chain
## Materiality Analysis 2019

Areas of action to guarantee Endesa's sustainability

### Most relevant issues

<table>
<thead>
<tr>
<th>Most relevant issues</th>
<th>Priority</th>
<th>Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decarbonization of the energy mix</td>
<td>4.25</td>
<td>3.44</td>
</tr>
<tr>
<td>Customer engagement</td>
<td>3.69</td>
<td>3.13</td>
</tr>
</tbody>
</table>

### Relevant issues

<table>
<thead>
<tr>
<th>Relevant issues</th>
<th>Priority</th>
<th>Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational health and safety</td>
<td>3.81</td>
<td>4.06</td>
</tr>
<tr>
<td>Environmental management</td>
<td>3.81</td>
<td>3.55</td>
</tr>
<tr>
<td>Economic and financial value creation</td>
<td>3.42</td>
<td>3.68</td>
</tr>
<tr>
<td>Innovation and digital transformation</td>
<td>3.50</td>
<td>3.51</td>
</tr>
<tr>
<td>New technologies and solutions</td>
<td>3.74</td>
<td>3.49</td>
</tr>
<tr>
<td>Employees management, development &amp; motivation</td>
<td>3.73</td>
<td>3.76</td>
</tr>
<tr>
<td>Sound governance and fair corporate conduct</td>
<td>3.79</td>
<td>3.45</td>
</tr>
<tr>
<td>Energy distribution</td>
<td>3.49</td>
<td>3.52</td>
</tr>
<tr>
<td>Engaging the local communities</td>
<td>3.65</td>
<td>3.65</td>
</tr>
<tr>
<td>Sustainable supply chain</td>
<td>3.39</td>
<td>3.33</td>
</tr>
</tbody>
</table>
2020-2022 Targets
A sustainable business model driving the change through innovation

Sustainability Plan 2020-2022

Innovation

ESG Backbones
- Sustainable supply Chain
- Occupational Health and Safety
- Environmental Sustainability
- Sound Governance

Engaging People we work with
- Engaging local Communities

Enabling infrastructure
- Ecosystems & platforms

Decarbonization
- Electrification

Sustainable long-term value creation
Sustainability Plan and SDGs
Endesa’s contribution to the SDGs

100% Decarbonisation of the energy mix in 2050

2,800 MW Growth in renewables in 2020-2022

~ €950M Investment in 2020-2022 to transform the energy future

700 k Beneficiaries of education programmes (2015-2030)

1.7 M Beneficiaries of socio-economic programmes (2015-2030)

13 CLIMATE ACTION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

4 QUALITY EDUCATION
Endesa Sustainability Plan 2020 - 2022

Strategic pillars

Decarbonization (1/3)

- Reduction of specific CO₂ emissions (g/KWh)
- CO₂-free production
- Decrease in installed fossil thermal capacity²
- Increase in renewable capacity²
- Production from renewable sources³ (TWh)
- Storage capacity installation (capacity increase in MW)

2020-2022 Targets

- 5.3 GW in the period 2020-2022
- ~ 2.8 GW in the period 2020-2022

1: Estimate considering the total production measured in plant bars
2: Gross Installed Capacity
3: Net production

UPGRADE

4 MW in 2020 in Melilla and 2 MW in 2021 in the Balearic Islands

NEW

Target increase v. previous plan

Redefined target

19
Endesa Sustainability Plan 2020 - 2022

Strategic pillars

Decarbonization (2/3)

- Maintain high efficiency in renewable power plants
- ISO 9001 quality certification in thermal and renewable generation assets
- Investment in digitalisation in power generation assets

2020-2022 Targets

- 94.8% in wind power in 2020-2022
- 98.8% in hydraulics in 2020-2022
- Maintain 100% in the period 2020-2022
- ~ €21 million in the period 2020-2022

Circular Economy

- Promote a cultural change that supports the development of the Circular Economy

2020 Circular Economy internal disclosure campaign
- Inclusion of a course on the Circular Economy in Endesa's training portfolio in 2021
- > 5 informative sessions per year for employees in 2020-2022
- Performance of one experiential project per year in the period 2020-2022

1: Includes Thermal Generation + Renewables

NEW New Target
UPGRADE Target increase vs. previous plan
Redefined target
### Endesa Sustainability Plan 2020 - 2022

#### Strategic pillars

**Decarbonization (3/3)**

<table>
<thead>
<tr>
<th>2020-2022 Targets</th>
<th>Decarbonization (3/3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 power plants a year in 2020 and 2021</td>
<td>Second life search for assets from thermal power plants that cease operations</td>
</tr>
<tr>
<td>3 circularity criteria in 2021</td>
<td>Application of circularity criteria in the awarding of tenders</td>
</tr>
<tr>
<td>Increase of the weighted weight over the total tender by at least 0.5% in 2022</td>
<td>No. of Futur-e projects</td>
</tr>
<tr>
<td>5 projects in 2022</td>
<td></td>
</tr>
</tbody>
</table>

- **NEW**: New Target
- **UPGRADE**: Target increase vs. previous plan
- **Redefined target**:
Enabling infrastructure (1/2)

- Reduction of electricity losses¹ (% losses measured in substation bar)
- Energy Recovery
- Improved supply continuity (Installed Power Equivalent Interruption Time², min)
- Deployment of the remote management plan in the Low Voltage network (millions of installed remote counters)
- Installation of remote controls in the Medium Voltage network (accumulated)
- SIMON Project: Technological update of the High Voltage remote control system (accumulated)

2020-2022 Targets

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. System Operator criteria</td>
<td>9,53%</td>
<td>9,39%</td>
<td>9,15%</td>
<td></td>
</tr>
<tr>
<td>2. Own + programmed Installed Power Equivalent Interruption Time²</td>
<td>67,6</td>
<td>59,6</td>
<td>55,7</td>
<td>51,9</td>
</tr>
<tr>
<td>Deployment of the remote management plan in the Low Voltage network (millions of installed remote counters)</td>
<td>12,2</td>
<td>12,3</td>
<td>12,5</td>
<td></td>
</tr>
<tr>
<td>Installation of remote controls in the Medium Voltage network (accumulated)</td>
<td>20,858</td>
<td>23,431</td>
<td>31,214</td>
<td></td>
</tr>
<tr>
<td>SIMON Project: Technological update of the High Voltage remote control system (accumulated)</td>
<td>260</td>
<td>361</td>
<td>361</td>
<td></td>
</tr>
</tbody>
</table>

1: System Operator criteria
2: Own + programmed Installed Power Equivalent Interruption Time

NEW New Target UPGRADE Target increase v. previous plan Redefined target
## Endesa Sustainability Plan 2020 - 2022

### Strategic pillars

#### Enabling infrastructure (2/2)

<table>
<thead>
<tr>
<th>Number of new renewable producer connections</th>
<th>2020-2022 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>557</td>
</tr>
<tr>
<td>2020</td>
<td>608</td>
</tr>
<tr>
<td>2022</td>
<td>629</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Power of new renewable producer connections (MW)</th>
<th>2020-2022 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>765</td>
</tr>
<tr>
<td>2020</td>
<td>380</td>
</tr>
<tr>
<td>2022</td>
<td>385</td>
</tr>
</tbody>
</table>

**NEW** New Target | **UPGRADE** Target increase v. previous plan | **REDEFINED** Target
## Ecosystems and platforms (1/2)

<table>
<thead>
<tr>
<th>Strategic pillar</th>
<th>2020-2022 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment in the digitalisation of assets, the customer and our people (€ millions invested)</td>
<td>~ €950 million in the period 2020-2022</td>
</tr>
<tr>
<td>Investment in customer digitalisation (€ millions invested)</td>
<td>~ €150 million in the period 2020-2022</td>
</tr>
<tr>
<td>Digital customers (millions of contracts that have made a contact via digital channel)</td>
<td></td>
</tr>
<tr>
<td>Digital sales (% of sales of digital channels over total sales)</td>
<td></td>
</tr>
<tr>
<td>Promotion of electronic billing (millions of contracts)</td>
<td></td>
</tr>
</tbody>
</table>

1: Includes EE + Endesa X
Endesa Sustainability Plan 2020 - 2022

Strategic pillars

**Ecosystems and platforms (2/2)**

- Promotion of the virtual assistant in care via CAT\(^1\) (% of interactions attended by the Virtual Assistant)
  - 2019: 2.6
  - 2020: 6.0
  - 2021: 7.5
  - 2022: 9.0

- Quality: Improvement of global customer satisfaction

- Number of electric vehicle charging points (Public and private use)
  - 2019: 7.40
  - 2020: 7.40
  - 2021: 7.45
  - 2022: 7.45

**2020-2022 Targets**

- 36,000 charging points in 2022

---

1: CAT = Telephone Attention Channel

**NEW** New Target

**UPGRADE** Target increase v. previous plan

**Redefined target**
## Endesa Sustainability Plan 2020 - 2022

### Innovation

<table>
<thead>
<tr>
<th>Promotion of collaboration with start-ups for the development of new energy solutions and the improvement of internal processes</th>
<th>15 projects with start-ups in the period 2020-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion of the culture of innovation</td>
<td>5 annual innovation events</td>
</tr>
</tbody>
</table>

### Cybersecurity

<table>
<thead>
<tr>
<th>Promotion of cybersecurity in web applications exposed to the internet</th>
<th>45 actions in the period 2020-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion of cybersecurity awareness among employees and family members (number of actions)</td>
<td></td>
</tr>
</tbody>
</table>
Engaging people we work with (1/4)

Diversity and inclusion

Increase the presence of women in positions of responsibility (%)

Promotion of gender diversity in selection processes (% women)

Promotion of gender diversity in personnel recruitment (global% of women)

Professional guidance in STEM areas for women

2020-2022 Targets

<table>
<thead>
<tr>
<th>Management Positions (1)</th>
<th>18,7%</th>
<th>18,5%</th>
<th>19,0%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year</td>
<td>2019</td>
<td>2020</td>
<td>2022</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Middle management positions (1)</th>
<th>32,7%</th>
<th>32,8%</th>
<th>33,3%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year</td>
<td>2019</td>
<td>2020</td>
<td>2022</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Promotion of gender diversity in selection processes (% women)</th>
<th>35%</th>
<th>36%</th>
<th>38%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year</td>
<td>2019</td>
<td>2020</td>
<td>2022</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Promotion of gender diversity in personnel recruitment (global% of women)</th>
<th>38%</th>
<th>38%</th>
<th>39%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year</td>
<td>2019</td>
<td>2020</td>
<td>2022</td>
</tr>
</tbody>
</table>

> 1,800 women involved in the period 2020-2022

1: Middle management positions: TOP 200 + managerial level + local managers // middle managers: CGI + Agreement with staff in charge
Endesa Sustainability Plan 2020 - 2022

People centricity

Engaging people we work with (2/4)

Satisfaction, performance and development

Promote the level of employee involvement and satisfaction (% employees)

Assessment of behaviour (% employees)

Number of people included in the knowledge transfer initiatives (mentoring, age and gender)

Travel safety: Extension of the e-Travel digital portal to add itinerary planning functions and authorisations for all countries.

Disability. Launch of specific campaigns to integrate disability and make possible new cases emerge. (number of specific communications)

2020-2022 Targets

<table>
<thead>
<tr>
<th>Scope</th>
<th>Participation1</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>&gt;85% in 2020</td>
</tr>
<tr>
<td></td>
<td>&gt;85% in 2022</td>
</tr>
</tbody>
</table>

Satisfaction (Engagement)

<table>
<thead>
<tr>
<th>2018</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>70%</td>
<td>70%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Scope</th>
<th>Participation</th>
<th>Feedback</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>99%</td>
<td>95%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2019</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>140</td>
<td>100</td>
<td>263</td>
</tr>
</tbody>
</table>

| 100% of the trips in the period 2020-2022 |
| 2 campaigns a year in the period 2020-2022 |

1: Biennial survey
## Engaging people we work with (3/4)

### Training

<table>
<thead>
<tr>
<th>Description</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion of training to employees (hours/employee)</td>
<td>New Target</td>
</tr>
<tr>
<td>Capacity improvement and recycling programmes for employees affected by the energy transition (hours of training per year/person)</td>
<td>118 hours per year/person in the period 2020-2022</td>
</tr>
<tr>
<td>Continuous learning and entrepreneurship - Dissemination of the &quot;teaching the teacher&quot; approach (number of courses taught by internal monitor)</td>
<td>200 courses in the period 2020-2022</td>
</tr>
<tr>
<td>Tutoring programme for new incorporations (number of courses per person/year)</td>
<td>8 courses/person in the period 2020-2022</td>
</tr>
<tr>
<td>Number of employees participating in digital transformation training programmes</td>
<td>&gt; 1,300 employees in the period 2020-2022</td>
</tr>
</tbody>
</table>
Engaging people we work with (4/4)

**Conciliation**

- Promotion of services that favour the reconciliation of employees¹ (number of services)
- Promotion of smartworking (number of employees)
- Improvement of work areas in offices (no. Employees benefited)

**2020-2022 Targets**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion of services that favour the reconciliation of employees¹</td>
<td>74</td>
<td>78</td>
<td>80</td>
</tr>
<tr>
<td>Promotion of smartworking (number of employees)</td>
<td>2,399</td>
<td>2,410</td>
<td>2,420</td>
</tr>
<tr>
<td>Improvement of work areas in offices (no. Employees benefited)</td>
<td>1,829 employees in the period 2020-2022</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

¹: The data refer to the total number of services offered in the set of the 7 Endesa headquarters, such as: financial advice, nutritionist, travel agency, vehicle rental, vehicle cleaning and repair, dry cleaning, restoration, changing room, breast-feeding room, etc.
### Endesa Sustainability Plan 2020 - 2022

#### People centricity

<table>
<thead>
<tr>
<th>Engaging local Communities</th>
<th>2020-2022 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education (number of beneficiaries)</td>
<td>700,000 beneficiaries (Period 2015-2030)</td>
</tr>
<tr>
<td>Access to energy (number of beneficiaries)</td>
<td>4,800,000 beneficiaries (Period 2015-2030)</td>
</tr>
<tr>
<td>Socio-economic development (number of beneficiaries)</td>
<td>1,700,000 beneficiaries (Period 2015-2030)</td>
</tr>
<tr>
<td>Implementation of projects to create shared value for local communities (number of CSV plans under management)</td>
<td>&gt;75</td>
</tr>
</tbody>
</table>

The data consider the period 2015-2030 (accumulated), alienated from the Enel Group’s public commitments to the United Nations Sustainable Development Goals. Furthermore, consider the activities of ENDESA and its Foundation, specifically:

- **Access to energy**: Includes projects for minimising economic barriers to access to energy, promoting technical education and training in the field of energy, promoting energy efficiency, awareness of energy use and technological and infrastructure development to facilitate access, and access to electricity for vulnerable groups.

- **Socio-economic Development**: Includes projects to promote employment and generate economic activity in the community, knowledge transfer and training and support for local business activities.

- **Education**: Includes projects to support training activities that involve students, families, schools and universities and the promotion of academic training, in general, not only related to energy, through scholarships, chairs, etc.
Endesa Sustainability Plan 2020 - 2022

ESG Backbones

**Sustainable supply chain**

- Promotion of the qualification system: Volume of purchases made from qualified suppliers (% of the total)
- Verification of human rights aspects in the supplier qualification process (% qualified suppliers)
- Verification of security aspects in the supplier classification process (% qualified suppliers)
- Verification of environmental aspects in the supplier qualification process (% qualified suppliers)
- Purchase volume on which performance is evaluated
- Evaluation of contractor companies in social, environmental and ethical matters (% of contractor companies evaluated)
- Contracts that include the K of sustainability (% of total)

**2020-2022 Targets**

<table>
<thead>
<tr>
<th>2020-2022 Targets</th>
<th>2019</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion of the qualification system</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
</tr>
<tr>
<td>Verification of human rights aspects</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Verification of security aspects</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Verification of environmental aspects</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Purchase volume on which performance is evaluated</td>
<td>40%</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td>Evaluation of contractor companies</td>
<td>15%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contracts that include the K of sustainability</td>
<td>&gt;50%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Endesa Sustainability Plan 2020 - 2022

ESG Backbones

Occupational Health and Safety

- Reduction of fatal accidents (number of fatal accidents)
  - 0 in the period 2020-2022
  - Target increase v. previous plan

- Reduction of the combined accident frequency rate
  - 87% reduction (2022 vs. 2010)

- Promotion of the performance of safety inspections in own and contractor facilities (number of inspections)
  - 210,000 inspections in the period 2020-2022 (70,000 a year)

- Promotion of ECoS (extra checking on site) (number of ECoS)
  - 72 ECoS in the period 2020-2022 (24 a year)

- Promotion of medical examinations (number of examinations)
  - ~18,700 examinations in the period 2020-2022 (~6,244 a year)

2020-2022 Targets

- UPGRADE
- NEW
- Redefined target
Endesa Sustainability Plan 2020 - 2022

ESG Backbones

Environmental sustainability (1/5)

Environmental management

- Implementation of environmental management systems certified by ISO 14001 (% of facilities)
- Reduction of the environmental footprint (% reduction vs 2019)

Air quality

- Emissions of SO₂ (g/kWh<sub>bc</sub>)
- NOx emissions (g/kWh<sub>bc</sub>)
- Particle emissions (g/kWh)
- Mercury emissions (mg/kWh)

2020-2022 Targets

- 100% of generation and distribution facilities in the period 2020-2022
- 22% reduction in 2022

Note: The data consider the production in plant bars provided in BIP 2020-2022 for Spain and Portugal (not including Morocco)
Endesa Sustainability Plan 2020 - 2022

ESG Backbones

Environmental sustainability (2/5)

Water

- Reduction of water catchment in the electricity generation process (m³/MWh)

Waste

- Promote efficiency in the management of waste generated in the electricity generation process

Biodiversity

- Implementation of biodiversity conservation programme (number of actions)

2020-2022 Targets

- Water
  - 2019: 0.37
  - 2020: 0.40
  - 2022: 0.34 (UPGRADE)

- Waste
  - Waste production¹<br>  <25,000 tonnes in 2022 (UPGRADE)

- Biodiversity
  - >20 actions carried out annually in the period 2020-2022

¹: Hazardous and non-hazardous waste
### Endesa Sustainability Plan 2020 - 2022

**ESG Backbones**

#### Environmental sustainability (3/5)

<table>
<thead>
<tr>
<th>Building Management</th>
<th>2020-2022 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certification in energy, environmental and indoor air quality management in offices</td>
<td>50% of the certified office area in 2022</td>
</tr>
<tr>
<td>Reduction of energy consumption(^1) (% of annual reduction)</td>
<td>0.5% in the period 2020-2022</td>
</tr>
<tr>
<td>Reduction of water consumption(^1) (% of annual reduction)</td>
<td>0.5% in the period 2020-2022</td>
</tr>
<tr>
<td>Reduction in the generation of waste paper and cardboard(^1) (% reduction)</td>
<td>&gt; 3% in the period 2020-2022</td>
</tr>
<tr>
<td>Reduction of the generation of single-use plastics in offices(^2)</td>
<td>8,443 m(^2) reduced in the period 2020-2022</td>
</tr>
<tr>
<td>Reduction of space in all Endesa buildings (reduction of m(^2))</td>
<td>6% reduction in 2022</td>
</tr>
<tr>
<td>Reduction of CO(_2) emissions in buildings(^3) (% reduction vs 2019)</td>
<td></td>
</tr>
</tbody>
</table>

---

1: Only SIGAEC buildings are included
2: Objective based on all the offices integrated in SIGAEC.
3: The reduction of emissions is determined by the reduction of energy consumption and office space.

---

**Building Management**

- **Certification in energy, environmental and indoor air quality management in offices**
- **Reduction of energy consumption\(^1\) (% of annual reduction)**
- **Reduction of water consumption\(^1\) (% of annual reduction)**
- **Reduction in the generation of waste paper and cardboard\(^1\) (% reduction)**
- **Reduction of the generation of single-use plastics in offices\(^2\)**
- **Reduction of space in all Endesa buildings (reduction of m\(^2\))**
- **Reduction of CO\(_2\) emissions in buildings\(^3\) (% reduction vs 2019)**
### Endesa Sustainability Plan 2020 - 2022

**ESG Backbones**

### Environmental sustainability (4/5)

#### Equity assets

- Development of actions with social function on patrimonial assets (number of actions per year)
- Improve the integration of buildings in the environment (€ M invested)

#### Sustainable mobility: Fleets and employees

- Sustainable fleet management: electrification and optimisation
- Reduction of CO\textsubscript{2} emissions in the management of Endesa’s fleets (% reduction vs 2019)\textsuperscript{1}

### 2020-2022 Targets

<table>
<thead>
<tr>
<th>Equity assets</th>
<th>2020-2022 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt;10 actions in the period 2020-2022</td>
<td>&gt;10 actions in the period 2020-2022</td>
</tr>
<tr>
<td>~ €10 million in the period 2020-2022</td>
<td>~ €10 million in the period 2020-2022</td>
</tr>
</tbody>
</table>

---

\textsuperscript{1}: Fleet emissions in 2019: 5,063 tons of CO\textsubscript{2}
Endesa Sustainability Plan 2020 - 2022

ESG Backbones

### Environmental sustainability (5/5)

#### Sustainable mobility: Fleets and employees

<table>
<thead>
<tr>
<th>Activity</th>
<th>2020-2022 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electrification of car park at headquarters (number of places)¹</td>
<td>650 places for electric vehicles in 2022</td>
</tr>
<tr>
<td>Responsible management of taxi use</td>
<td>46% employees in shared taxi in 2022²</td>
</tr>
<tr>
<td>Promotion of the e-carsharing service (km travelled)</td>
<td>78% km done in ecotaxis in 2022³</td>
</tr>
<tr>
<td>E-car sharing (number of employees)</td>
<td>&gt; 320,000 km in the period 2020-2022</td>
</tr>
<tr>
<td>E-bike service (km travelled)</td>
<td>80 employees in 2022</td>
</tr>
<tr>
<td>Electric scooter service (km travelled)</td>
<td>24,000 km in the period 2020-2022</td>
</tr>
<tr>
<td>Transport card (number of employees)</td>
<td>9,000 km in the period 2020-2022</td>
</tr>
<tr>
<td>~ 880 employees in 2022</td>
<td>UPGRADE</td>
</tr>
</tbody>
</table>

1: The data consider the places that have an electric vehicle recharging system installed.
2: % of the total number of employees who use the taxi for their professional trips.
3: Ecotaxis uses some of the following technologies: hybrid, electric, LPG or CNG.
Endesa Sustainability Plan 2020 - 2022

ESG Backbones

Sound Governance (1/2)

- Promotion of good governance practices
- Promotion of the prevention of criminal risks
- Analysis of complaints through the ethical channel
- Maintain a high level of excellence in ethical conduct and be recognised by ISR analysts (DJSI score in "Codes of conduct")
- Training in ethical conduct in the last 3 years (% employees)¹

2020-2022 Targets

- Supervision and annual report to the Audit and Compliance Committee (CAC) of the Criminal Risk Prevention Model
- Annual verification of the effectiveness of the Criminal Risk Prevention Model (% verification)
- Maintain certificate of criminal compliance (UNE 19601) and anti-bribery (UNE-ISO 37001)
- DJSI score > 95/100 in the period 2020-2022
- 100% of complaints in period 2020-2022 analysed in < 90 days

1: % accumulated on the current workforce
### Endesa Sustainability Plan 2020 - 2022

#### ESG Backbones

#### Sound Governance (2/2)

<table>
<thead>
<tr>
<th>Presence of women on ENDESA's Board of Directors (% of women)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evaluation of the Board of Directors with the support of an independent consultant</td>
</tr>
<tr>
<td>Evaluation of compliance with Human Rights. Supervision of the process, approval and monitoring of the action plan by the Audit and Compliance Committee.</td>
</tr>
<tr>
<td>Recommendations and best practices in Corporate Governance</td>
</tr>
</tbody>
</table>

#### 2020-2022 Targets

<table>
<thead>
<tr>
<th>2020-2022 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>30% on the Board of Directors in 2020</td>
</tr>
<tr>
<td>1 three-year evaluation</td>
</tr>
<tr>
<td>Annual implementation and monitoring by the CAC</td>
</tr>
<tr>
<td>Analysis of the next Code of Good Governance of Listed Companies to be published by the CNMV in 2020 and actions to be taken</td>
</tr>
</tbody>
</table>

**NEW** New Target  
**UPGRADE** Target increase v. previous plan  
**Redefined target**
Results 2019
Monitoring of the 2019-2021 Sustainability Plan

Strategic lines and pillars

**ENERGY TRANSITION**

- Growth through low carbon technologies and services (88%)
- Operational improvement for a better service (93%)
- Involvement and inclusion of local communities (100%)
- Involvement and inclusion of our people (93%)

Pillars:
- Occupational Health & Safety (78%)
- Good Governance and ethical conduct (100%)
- Environmental sustainability (90%)
- Sustainable supply chain (90%)
- Creation of economic value (100%)

Total degree of compliance = 92%
High ESG performance contributed to attraction and retention of ISR investors

Achievements 2019

It maintains its presence in all the ESG indexes/rankings in which it was present the previous year and also a new inclusion: Bloomberg GEI (Gender Equality Index)

Present at the DJSI World for the 19th consecutive year and reaching 7th place in the ranking of the electric utilities sector

High position in FTSE4Good (3rd in the conventional electricity sector) and in Euronext Vigeo-Eiris (3rd in the electricity and gas utilities sector)

Attraction and retention of ISR investors

- No. of investors
- % share capital
- % Free Float
Sustainable finance supports the transition to a low-carbon economy

Sustainable debt 2019 %

New green loans linked to investments in renewable energy:
€635 million

Promotion of sustainable development

First EIB green loan, €335 million
March 2019 - 15 years

15 wind farms with a capacity of 446 MW

First ICO green loan, €300 million
May 2019 - 12 years

3 photovoltaic solar plants with a power of 339 MW

Creation of 1,700 jobs during the implementation phase

€7.1bn net debt