



2022-2024 ENDESA Sustainability Plan

endesa

General context – Vision 2050

TIME FOR A SHARED VISION

PEOPLE LIVING WELL

LIVING WITHIN PLANETARY BOUNDARIES

THE URGENT NEED FOR ACTION



endesa



TIME FOR ACTION: TRANSFORMATION PATHWAYS

ENERGY

TRANSPORTATION
& MOBILITY

LIVING SPACES

PRODUCTS &
MATERIALS

FINANCIAL PRODUCTS
& SERVICES

CONNECTIVITY

HEALTH &
WELLBEING

WATER &
SANITATION

FOOD

General context – Vision 2050



TRANSFORMATION PATHWAYS

DESCRIPTION

ACTION AREAS FOR BUSINESS 2020-2030

ENERGY

A sustainable energy system providing reliable and affordable net-zero carbon energy for all

Phase-out of all unabated coal power generation by 2040, invest in the development and deployment of energy storage technologies and power grids, electrify energy end-use, collaborate with governments.

TRANSPORTATION & MOBILITY

Safe, accessible, clean and efficient transportation of people and goods

Electrification of corporate fleets, invest in the development of innovative electric charging, collaborate with other organizations, ensure human rights are respected.

LIVING SPACES

Healthy and inclusive living spaces, thriving in harmony with nature

Implement science-based targets to reduce the whole life carbon footprint of built structures , future-proof buildings and infrastructure to withstand environmental and inclusive.

PRODUCTS & MATERIALS

Resource use is optimized to meet society's needs while the systems that provide resources are allowed to regenerate

Extend the product life cycle and circularity, innovation investment, establish common metrics, drive collaborative efforts.

FINANCIAL PRODUCTS & SERVICES

All financial capital and financial products and services are mobilized to support sustainable development

Develop investment allocation transparency, ESG-related risks and opportunities assessment, fight with incentives that reward and give rise to short-term financial performance outcomes at the expense of sustainable development.

General context – Vision 2050



TRANSFORMATION PATHWAYS

CONNECTIVITY

Responsible connectivity brings people together, enhances transparency and efficiency, and drives access to opportunity

HEALTH & WELLBEING

The highest attainable standard of health and wellbeing for everyone

WATER & SANITATION

Thriving aquatic ecosystems that support food, energy and public health for all

FOOD

A regenerative and equitable food system producing healthy, safe and nutritious food for all

ACTION AREAS FOR BUSINESS 2020-2030

Collaborate with governments and sector peers to deliver the infrastructure, expand digital literacy, data centers with 100% net-zero energy, responsible use of data.

Address air pollution in urban environments, Influence consumer behavior toward more healthy diets and lifestyles, highest standards of health, safety and wellbeing for employees.

Implement water responsible approaches, enhance consumer awareness, take action to ensure access to safe drinking water, advance water-smart agriculture solutions

Adopt and disseminate agricultural and aquaculture practices that are resilient, develop metrics and practices to minimize food waste, ensure that value is shared equitably throughout the value chain



2022-2024 ENDESA Sustainability Plan

Sustainable business model

2022-2024 Sustainability Plan

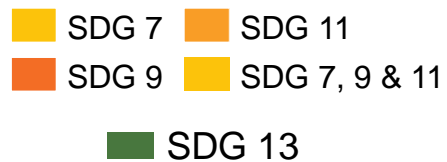
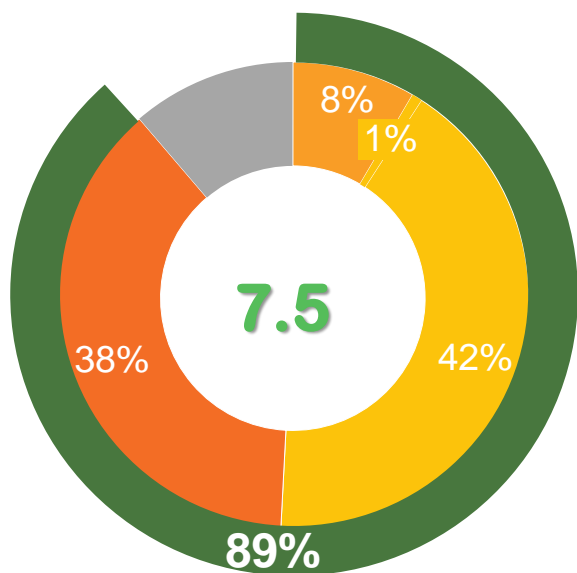
2021 Sustainability Plan Results



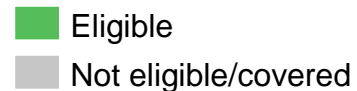
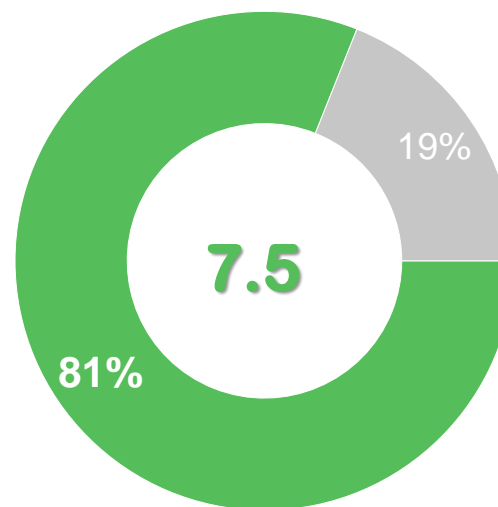
Sustainable business model

Highly aligned to SDGs and EU taxonomy

2022-24 Capital allocation by SDG (€bn)



2022-24 Capital allocation by EU taxonomy (€bn)

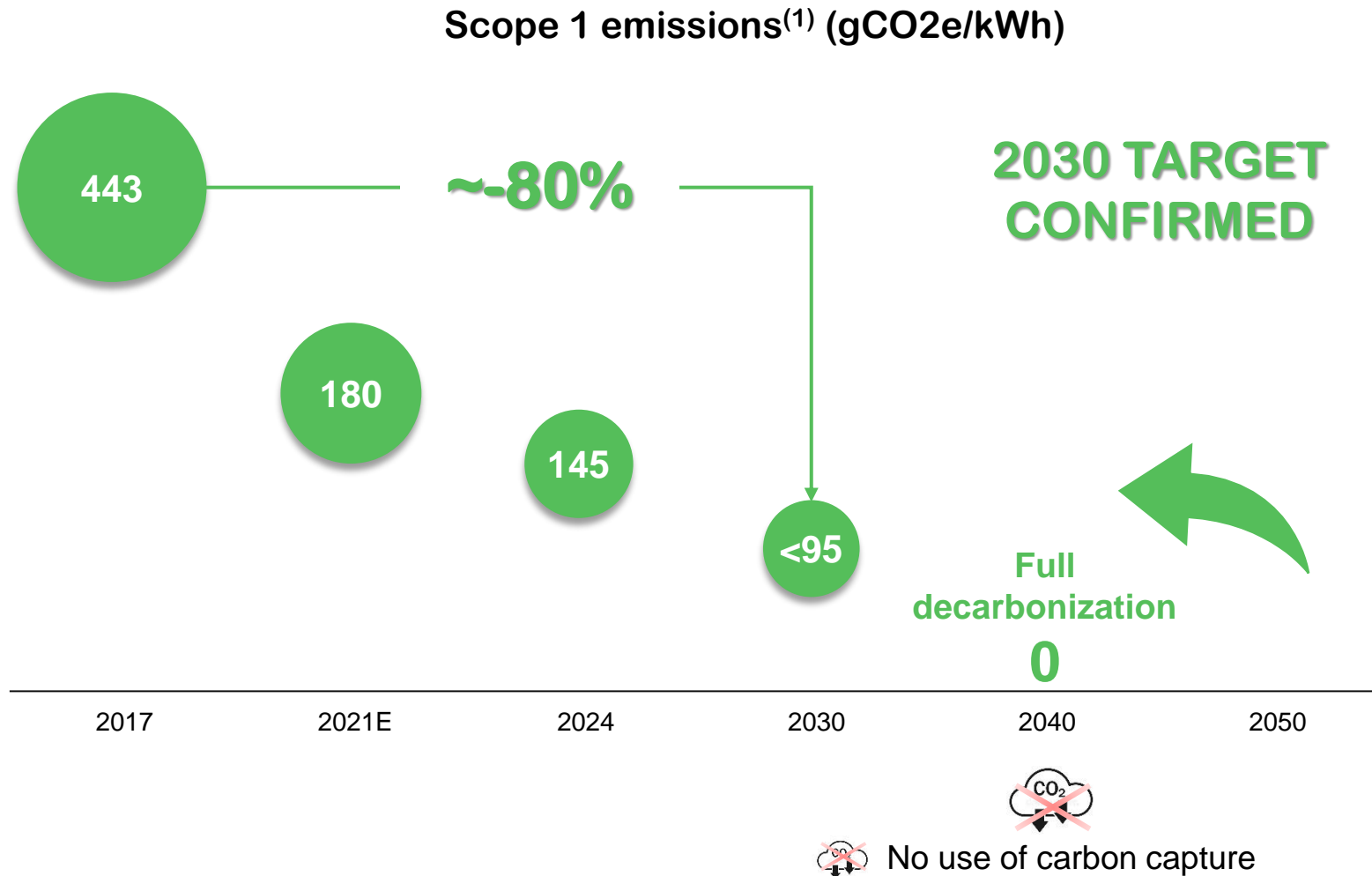


~90%
SDG aligned



>80%
EU Taxonomy eligible

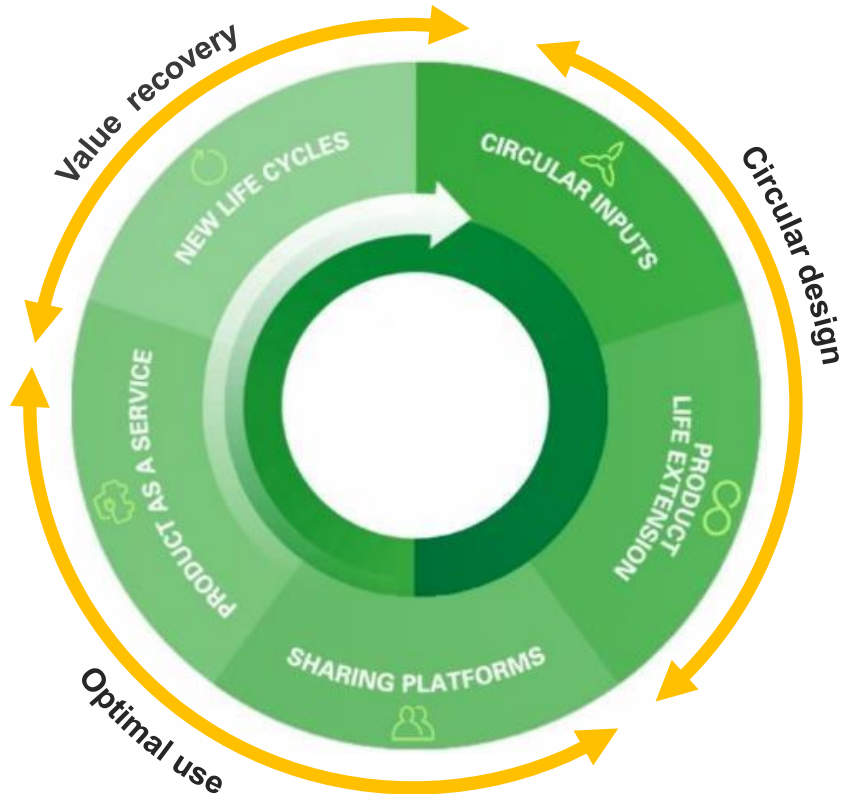
Bringing forward to 2040 the Net Zero target



**Accelerating
the
decommissioning
of the
thermal fleet
to achieve
full
decarbonization**

(1) It includes all scope1 emissions

Under a **Circular Economy** approach



- ❑ Circularity in the supply chain measurement for **all the strategic technologies**
- ❑ **Second life for EV batteries** through innovative project in **Melilla**
- ❑ Maximizing material recovery: **Circular decommissioning** of thermal power plants
- ❑ Made circular the strategic value chains: **wind turbine blade & EV battery** recycling plant in **Compostilla**

ENDESA improves in the main sustainability indexes in 2021



LEADERSHIP IN THE MAIN INDEXES

Analyst	Rating		Scale (low/high)	Ranking	
 S&P Global DJSI World	87	=	0 / 100	7/104 DJSI Family Electric utilities 5/63 DJSI World Electric utilities	= =
 Euronext VE Índices	76	▲	0 / 100	1/64 Electric and gas utilities 2/4902 all sectors	▲ =
 FTSE4Good Index Series	4,9	=	0 / 5	1° Electric utilities (Also Enel)	▲
 SUSTAINALYTICS ESG Risk Rating STOXX Global ESG Leaders	20,0	▲	100 / 0	19/298 Electric Utilities 69/666 Utilities	▲ ▲
 MSCI	AAA	▲	CCC / AAA	Top 9% Utilities (n=139)	▲
 CDP DRIVING SUSTAINABLE ECONOMIES	A-	▼	D- / A	Leadership (A,A-, Top 26%)	=

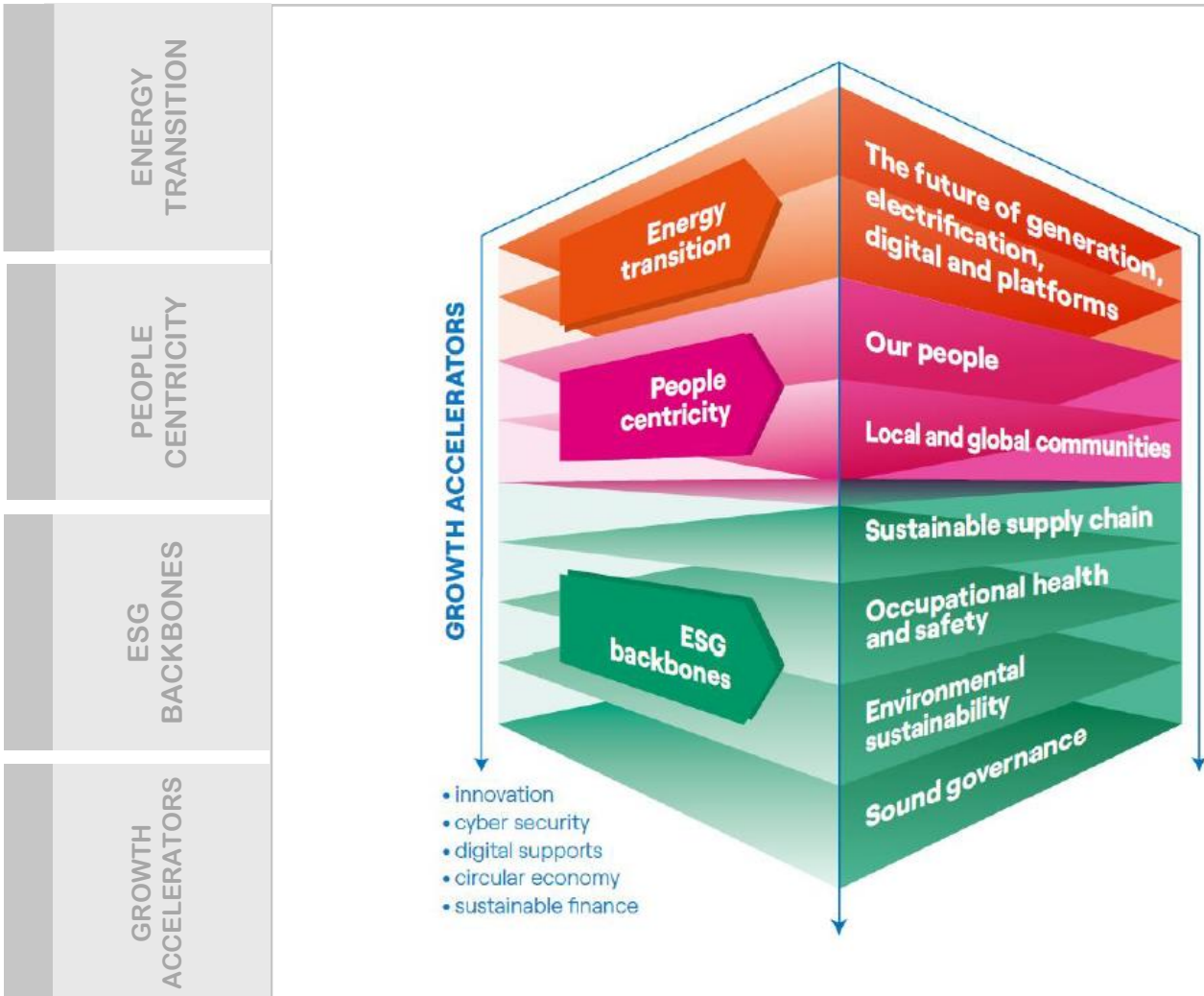


2022-2024 Sustainability Plan

Structure 2022-2024 Endesa Sust. Plan



Endesa Sustainability Plan



COMMITMENT TO THE SDGs

Value creation

7 ENERGÍA ASEQUIBLE Y NO CONTAMINANTE

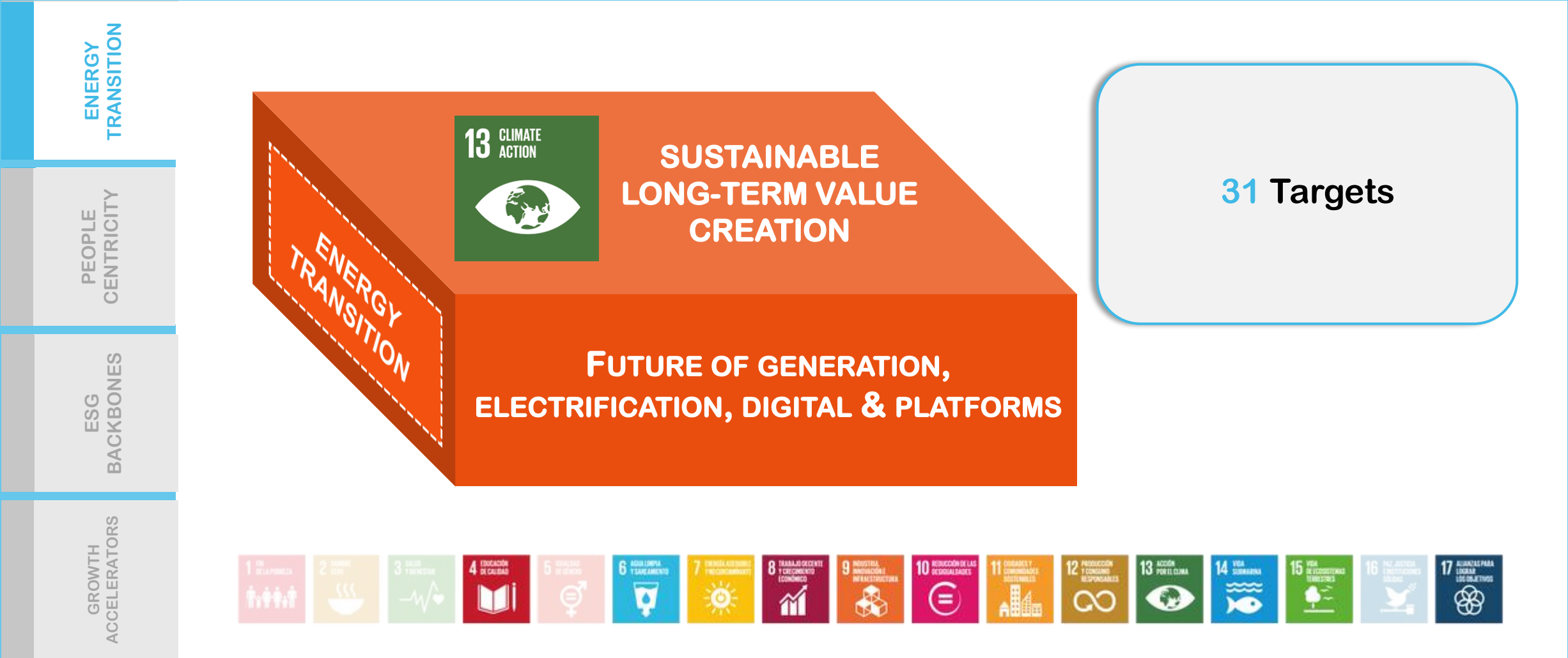
9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA

11 CIUDADES Y COMUNIDADES SOSTENIBLES

13 ACCIÓN POR EL CLIMA

Sustainability development

1 FIN DE LA POBREZA	2 HAMBRE CERO	3 SALUD Y BIENESTAR	4 EDUCACIÓN DE CALIDAD	5 IGUALDAD DE GÉNERO	6 AGUA LIMPIA Y SANEAMIENTO
7 ENERGÍA ASEQUIBLE Y NO CONTAMINANTE	8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA	10 REDUCCIÓN DE LAS DESIGUALDADES	11 CIUDADES Y COMUNIDADES SOSTENIBLES	12 PRODUCCIÓN Y CONSUMO RESPONSABLES
13 ACCIÓN POR EL CLIMA	14 VIDA SUBMARINA	15 VIDA DE ECOSISTEMAS TERRESTRES	16 PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS	17 ALIANZAS PARA LOGRAR LOS OBJETIVOS	OBJETIVOS DE DESARROLLO SOSTENIBLE



Energy transition – Future of generation (1/3)



Activity	Targets
Specific GHG emissions of Scope 1 (gCO ₂ eq/kWh)	
Emissions CO ₂ (mainland) free production	
RES capacity ²	12,317 MW at the end of the 2022-2024 period
RES production ³ (TWh)	
Mainland RES capacity vs mainland total capacity ⁴ (%)	

2021	Category	SDG
186	I E	13 CLIMATE ACTION
82%	I E	13 CLIMATE ACTION
8,433	I E	7 AFFORDABLE AND CLEAN ENERGY
12.8	I E	7 AFFORDABLE AND CLEAN ENERGY
49%	I E	7 AFFORDABLE AND CLEAN ENERGY

1. Considering the total production measured in power plant bars
 2. Cumulative gross installed capacity
 3. Net production
 4. Net capacity

Energy transition – Future of generation (2/3)



Activity	Targets
Decrease in installed fossil thermal capacity ¹ (GW vs 2021)	~ 2 GW in the 2022-2024 period
Digitalization investment in power generation assets ² UPGRADE	44 €M in the 2022-2024 period
Storage capacity installation ³ (capacity increased in MW) UPGRADE	100 MW in the 2022-2024 period
Keep high efficiency in renewable plants REDEFINED	94.2% in wind power in the 2022-2024 period 98.6% in hydro power in the 2022-2024 period 94.0% in solar power in the 2022-2024 period
ISO 9001 quality certification in renewable generation assets	Keep 100% in the 2022-2024 period
Spare parts and equipment valorization – promoting the adoption of circular business models in the phase out of power plants NEW	~ 1.2 €M incomes from reselling and recycling in 2022

1. Gross installed capacity
2. Includes thermal+renewable energy
3. Hybridization of batteries with renewables

NEW New Target


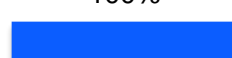
UPGRADE Target increased vs the previous plan

REDEFINED Redefined goal

2021	Category	SDG
10	I E	13 CLIMATE ACTION
20	I T	9 INDUSTRIAL INNOVATION E INFRAESTRUCTURA
0	I E	9 INDUSTRIAL INNOVATION E INFRAESTRUCTURA 13 CLIMATE ACTION
Wind: 94.5 % Hydro: 98.6 % Solar: 94.5 %	I E T	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRIAL INNOVATION E INFRAESTRUCTURA 13 CLIMATE ACTION
100%	I E T	9 INDUSTRIAL INNOVATION E INFRAESTRUCTURA
NA	I E	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRIAL INNOVATION E INFRAESTRUCTURA 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION

Energy transition – Future of generation (3/3)



Activity	Targets
Sustainable Construction Site – Promoting the adoption of Sustainable Construction Site model (nr. of Sustainable Construction Site / total Construction Sites) ¹ NEW	<div style="display: flex; align-items: center;"> <div style="text-align: center;"> <p>100%</p>  <p>REN E&C Sites ²</p> </div> <div style="margin-left: 10px;"> <p>100% in the 2022-2024 period for all the renewable projects</p> </div> </div> <div style="display: flex; align-items: center; margin-top: 10px;"> <div style="text-align: center;"> <p>100%</p>  <p>HT D&E Sites ²</p> </div> <div style="margin-left: 10px;"> <p>100% in the 2022-2024 period for all the hydro and thermal projects</p> </div> </div>
Sustainable Plant – Promoting the adoption of the sustainable plant model (nr. Od sites that adopted the model / Eligible sites) NEW	<p>100% in the 2022-2024 period</p>

2021	Category	SDG
NA	I E	       
NA	I E	       

- For all the projects with additional capacity of commercial operation date in the reference year
- REN E&C: Engineering and Construction Renewable / HT D&E: Hydro and Thermal Design and Execution.



New Target



Target increased vs the previous plan



Redefined goal



Industrial



Governance



Environmental

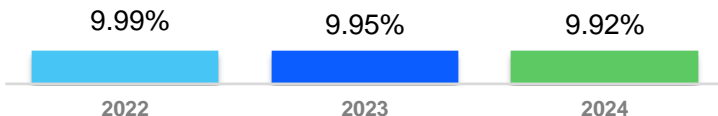
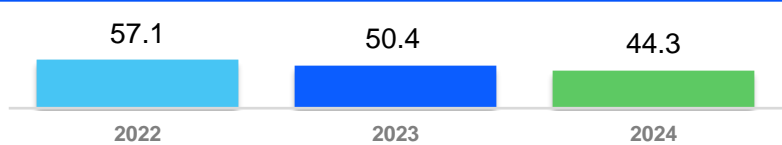
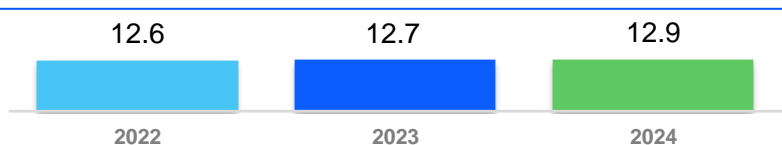


Technological



Social

Energy transition – Electrification (1/4)

Activity	Targets								
Network losses ¹ (% losses in substation bar)	 <table border="1"> <thead> <tr> <th>Year</th> <th>Target (%)</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>9.99%</td> </tr> <tr> <td>2023</td> <td>9.95%</td> </tr> <tr> <td>2024</td> <td>9.92%</td> </tr> </tbody> </table>	Year	Target (%)	2022	9.99%	2023	9.95%	2024	9.92%
Year	Target (%)								
2022	9.99%								
2023	9.95%								
2024	9.92%								
Energy recovery (GWh)	3,260 GWh in the 2022-2024 period								
Continuity in supply (<i>TIEPI</i> ² , min)	 <table border="1"> <thead> <tr> <th>Year</th> <th>Target (min)</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>57.1</td> </tr> <tr> <td>2023</td> <td>50.4</td> </tr> <tr> <td>2024</td> <td>44.3</td> </tr> </tbody> </table>	Year	Target (min)	2022	57.1	2023	50.4	2024	44.3
Year	Target (min)								
2022	57.1								
2023	50.4								
2024	44.3								
Remote management plan in the low voltage network (millions of smart meters installed)	 <table border="1"> <thead> <tr> <th>Year</th> <th>Target (millions)</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>12.6</td> </tr> <tr> <td>2023</td> <td>12.7</td> </tr> <tr> <td>2024</td> <td>12.9</td> </tr> </tbody> </table>	Year	Target (millions)	2022	12.6	2023	12.7	2024	12.9
Year	Target (millions)								
2022	12.6								
2023	12.7								
2024	12.9								

2021	Category	SDG
10.2%	I E	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA
981	I E	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA
61.4	I E S	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA
12.5	I E G T	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES

1. System Operator Criteria
2. Own + programmed Installed Power Equivalent Interruption Time

NEW New Target

UPGRADE Target increased vs the previous plan

REDEFINED Redefined goal

Energy transition – Electrification (2/4)



Activity	Targets								
Remote controls in the medium voltaje network (accumulated)	<table border="1"> <thead> <tr> <th>Year</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>33,487</td> </tr> <tr> <td>2023</td> <td>39,860</td> </tr> <tr> <td>2024</td> <td>43,537</td> </tr> </tbody> </table>	Year	Value	2022	33,487	2023	39,860	2024	43,537
Year	Value								
2022	33,487								
2023	39,860								
2024	43,537								
Technological update of the High Voltage remote control system (accumulated)	377 en 2022 ¹								
New producer connections - number (nr. of new connections/year)	<table border="1"> <thead> <tr> <th>Year</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>1,290</td> </tr> <tr> <td>2023</td> <td>1,314</td> </tr> <tr> <td>2024</td> <td>1,332</td> </tr> </tbody> </table>	Year	Value	2022	1,290	2023	1,314	2024	1,332
Year	Value								
2022	1,290								
2023	1,314								
2024	1,332								
New producer connections - power (nr. of new connections/year)	<table border="1"> <thead> <tr> <th>Year</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>405</td> </tr> <tr> <td>2023</td> <td>412</td> </tr> <tr> <td>2024</td> <td>418</td> </tr> </tbody> </table>	Year	Value	2022	405	2023	412	2024	418
Year	Value								
2022	405								
2023	412								
2024	418								

2021	Category	SDG
29,045	I E G T	
361	I E G T	
1,846	I E	
457	I E	

1. The Project ends in 2022.

NEW

New Target

UPGRADE

Target increased vs the previous plan



Redefined goal

I

Industrial

E

Environmental

S

Social

G

Governance

T

Technological

Energy transition – Electrification (3/4)



endesa

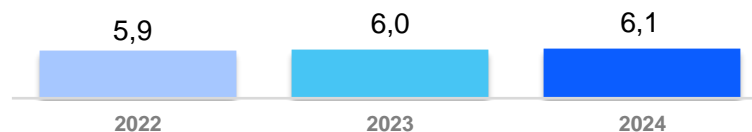
Activity

Targets

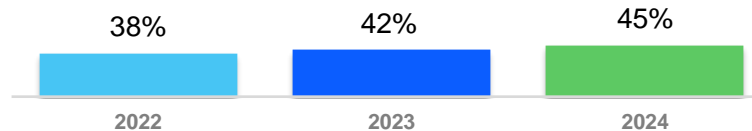
Investment in customer digitalization (€M invested)¹

~ 150 €M in the 2022-2024 period

Digital customers (Millions of contracts with a contact via digital channel)

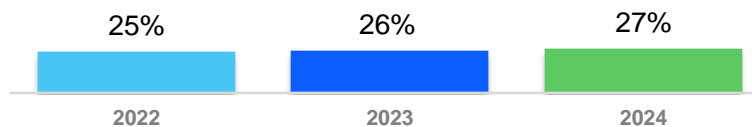


E-billing (% of customers with e-billing)

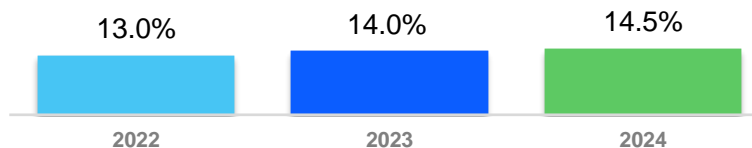


Digital sales (% of sales per year through digital channels)

NEW



Promotion of the virtual assistant in Attention via CAT² (% of interactions attended by the Virtual Assistant)



1. It includes Endesa Energía + Endesa X

2. CAT = Telephone Attention Channel

2021	Category	SDG
62	I E G T	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES
6,6	I S T	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES
39%	I S T	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES 12 PRODUCCIÓN Y CONSUMO RESPONSABLES
24%	I S T	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES
12%	I S T	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal

I Industrial E Environmental S Social
G Governance T Technological

Energy transition – Electrification (4/4)



Activity	Targets								
Global Customer Satisfaction Index ¹	<table border="1"> <thead> <tr> <th>Year</th> <th>Index</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>7.45</td> </tr> <tr> <td>2023</td> <td>7.50</td> </tr> <tr> <td>2024</td> <td>7.50</td> </tr> </tbody> </table>	Year	Index	2022	7.45	2023	7.50	2024	7.50
Year	Index								
2022	7.45								
2023	7.50								
2024	7.50								
Digital, innovative and inclusive service for customer service (% of dissemination of the Padius service)	100% of dissemination of the Padius service in the 2022-2024 period								
Number of electric vehicles charging points (Public and private use)	46,000 charging points in 2024								
Number of e-Bus charging points	125 charging points in 2024								
Light points managed regarding maintenance, upgrade, migration to LED and smart-lighting (nr. per year) NEW	~ 90,700 in the 2022-2024 period								

2021	Category	SDG
7.46	I S T	
100%	I S T	
9,482	I E T	
35	I E T	
100,917	I E T	

1. B2C+B2B clients



People centricity – Our people (1/6)









Activity	Targets	2021	Category	SDG
Diversity and inclusion				
Increase the presence of women (% of women in the workforce)	<div><div>26.0%26.5%27.0%</div><div>202220232024</div></div>	25.5%	S	
Increase the presence of women in positions of responsibility (% of women)	<div><div>Manager + Middle manager (CGI+NC0)32.0%32.0%32.0%</div><div>202220232024</div></div>	33.0%		
	<div><div>Manager⁽¹⁾20.0%20.0%20.5%</div><div>202220232024</div></div>	20.8%	S	
	<div><div>Middle Manager (CGI+NC0)32.5%32.8%33.0%</div><div>202220232024</div></div>	33.8%		
	<div><div>Middle Manager (CGI)29.3%29.8%30.3%</div><div>202220232024</div></div>	30.4%		
Increase the presence of women (% of women in management positions with income-generating functions)	<div><div>26.4%26.4%27.0%</div><div>202220232024</div></div>	26.2%	S	

1. Manager: TOP 200 + managerial level + local managers

People centricity – Our people (2/6)




Activity	Targets	2021	Category	SDG
Promotion of gender diversity in selection processes (% of women)	<div><div>50%</div><div>50%</div><div>50%</div><div>2022</div><div>2023</div><div>2024</div></div>	53%	S	
Promotion of gender diversity in hiring (% of women)	<div><div>38%</div><div>40%</div><div>42%</div><div>2022</div><div>2023</div><div>2024</div></div>	37%	S	
Female students involved in initiatives of vocational guidance in STEM area	UPGRADE <div>4,500 of women involved in the period 2022-2024</div>	1,560	S	 
Presence of women in STEM positions (% of women)	NEW <div><div>18.0%</div><div>18.0%</div><div>18.5%</div><div>2022</div><div>2023</div><div>2024</div></div>	17.8%	S	 

NEW

New Target

UPGRADE

Target increased vs the previous plan

Redefined goal

I

Industrial

E

Environmental

S

Social

G

Governance

T

Technological

23

People centricity – Our people (3/6)



Activity	Targets	2021	Category	SDG
Disability. Launch of specific campaigns to integrate disability (nr of specific communications)	3 campaigns per year in the 2022-2024 period	3	G	10 <small>RECONOCER A LAS PERSONAS CON DISCAPACIDADES</small>
Disability action plan. Valuable 500 NEW	Design and implementation by 2023 of initiatives to improve the inclusion of people with disabilities, improving and expanding measures related to digital accessibility, autonomy, mobility, development and employability.	2021-2023 Plan	G	10 <small>RECONOCER A LAS PERSONAS CON DISCAPACIDADES</small>
Training				
Employees training (hours/employee) UPGRADE	<div> <div>38.5</div> <div>39.0</div> <div>39.5</div> </div> <div>202220232024</div>	44	S	4 <small>EDUCACIÓN DE CALIDAD</small> 8 <small>TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</small>
Promote and plan reskilling and upskilling programs for employees affected by the energy transition (hours of training per year/person)	50 hours in 2022 ¹	126	S	4 <small>EDUCACIÓN DE CALIDAD</small> 8 <small>TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</small>

1. The specific training ends in 2022.



New Target





Target increased vs the previous plan



Redefined goal

People centricity – Our people (4/6)




Activity	Targets	2021	Category	SDG
Training programs for new hirings (number of hours / employee)	12 hours per year in the 2022-2024 period	49.6	S	 
Conciliation				
Improvement of work areas in offices (nr. employees benefited)	1,712 employees in the 2022-2024 ¹ period	1,236	S	 
Promotion of services that favour the reconciliation of employees ² (nr. services) UPGRADE	70 services in 2024	68	S	 

1. The project ends in 2024.
2. The data refers to the total number of services offered in all of Endesa's 7 headquarters, such as: financial advice, nutritionist, travel agency, vehicle rental, vehicle repair and cleaning, dry cleaning, restoration, changing room, breastfeeding, etc.

NEW New Target

UPGRADE Target increased vs the previous plan

 Redefined goal

People centricity – Our people (5/6)

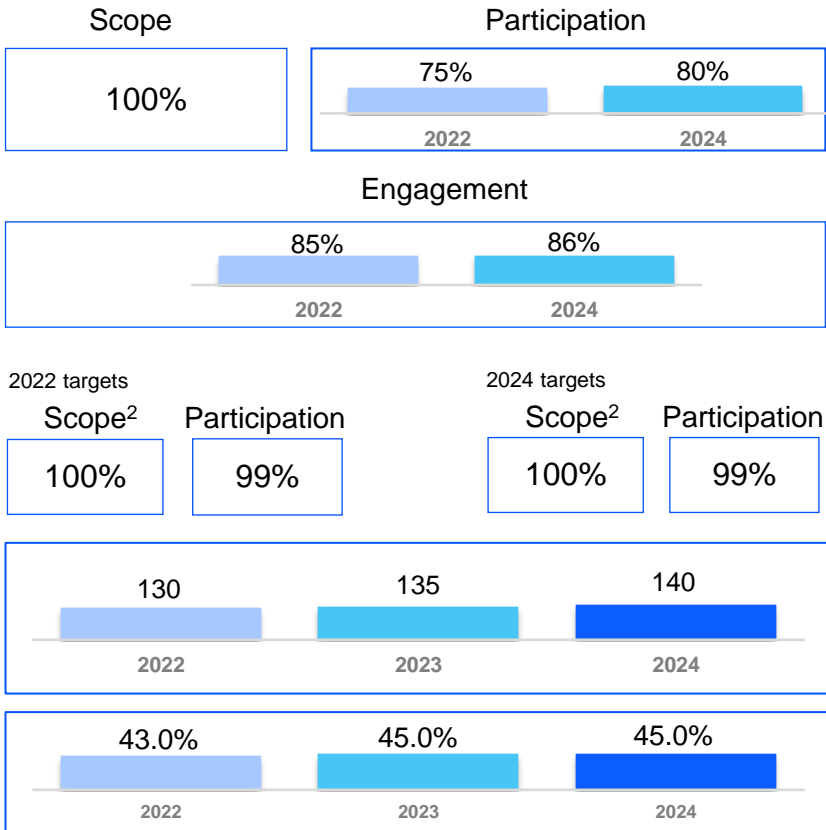


Activity

Targets

Satisfaction, performance and development

Employees involvement and satisfaction (<i>Engagement</i>) (% of employees) ¹
Performance Appraisal - Open Feedback Evaluation (% of employees)
Number of people included in the knowledge transfer initiatives (mentoring, age and gender)
Succession plan for managers (% of women involved)



1. Biennial survey, results of 2022.
2. Eligible and accessible individuals who have worked in the Group for at least 3 months

NEW

New Target

UPGRADE

Target increased vs the previous plan



Redefined goal

2021	Category	SDG
A: 100%		
P: 67%	S	8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO
S: 90%		
A: 100%		
P: 99%	S	8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO
262	S	4 EDUCACIÓN DE CALIDAD 5 EQUIDAD DE GÉNERO
40.6%	S	8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO 5 EQUIDAD DE GÉNERO

People centricity – Our people (6/6)



Activity	Targets
People safety	
Travel safety: Extension of the e-Travel digital portal to add itinerary planning functions and authorizations in risk trips	100% of trips in the 2022 -2024 period
Crisis management – Simulation plan	1 simulation per year in the 2022-2024 period
Security awareness (nr. actions)	<div> <div>36</div> <div>38</div> <div>40</div> <div>2022</div> <div>2023</div> <div>2024</div> </div>

2021	Category	SDG
100%	S G T	3 8
0	S G T	3 8
38	S	3

People centricity – Local and global communities



Activity	Targets	2021	Category	SDG
Education (nr. beneficiaries) <div>UPGRADE</div>	0.87M beneficiaries (2015-2030 period)	~0.4 ¹	<div>S</div> <div>G</div>	<div>4 EDUCACIÓN DE CALIDAD</div> <div>17 PARADIGMA DE COOPERACIÓN PARA EL DESARROLLO</div>
Access to energy (nr. beneficiaries)	4.1M beneficiaries (2015-2030 period)	~2.1 ¹	<div>S</div> <div>G</div>	<div>7 ENERGÍA LIMPIA Y DE CARBÓN LIMPIO</div> <div>17 PARADIGMA DE COOPERACIÓN PARA EL DESARROLLO</div>
Socioeconomic development (nr. beneficiaries)	1.9M beneficiaries (2015-2030 period)	~0.9 ¹	<div>S</div> <div>G</div>	<div>8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</div> <div>17 PARADIGMA DE COOPERACIÓN PARA EL DESARROLLO</div>
Implementation of projects to create shared value for local communities (nr. CSV Plans in management) <div>UPGRADE</div>	<div><div>>80</div><div>>85</div><div>>95</div><div>202220232024</div></div>	98	<div>S</div> <div>G</div>	<div>1 FIN DE LA POBREZA</div> <div>2 HAMBRE CERO</div> <div>3 SALUD Y BIENESTAR</div> <div>5 IGUALDAD DE GÉNERO</div> <div>10 REDUCCIÓN DE LAS DESIGNALES</div> <div>17 PARADIGMA DE COOPERACIÓN PARA EL DESARROLLO</div>

The data consider the period 2015-2030 (accumulated), aligned with the Enel Group's public commitments to the United Nations Sustainable Development Goals. In addition, they consider the activities of ENDESA and its Foundation, specifically:

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

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

Education: Includes projects to support training activities that involve students, families, schools and universities and to promote academic training, in general, not related to energy, through scholarships, chairs, etc.

1. Accumulated figures since 2015.

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal



ESG Backbones – Sustainable supply chain

(1/2)



Activity	Targets
Qualified suppliers assessed in relation to aspects of human rights (% qualified suppliers)	100% in the 2022-2024 period
Qualified suppliers assessed for environmental aspects (% qualified suppliers)	100% in the 2022-2024 period
Qualified suppliers assessed for health and safety aspects (% qualified suppliers)	100% in the 2022-2024 period
Increase in coverage rate of tenders with K of sustainability (% of the total) UPGRADE	<div> <div>90%</div> <div>91%</div> <div>92%</div> </div> <div>2022 2023 2024</div>
Coverage of tenders with mandatory Sustainability requirements (% of the total) NEW	<div> <div>17%</div> <div>25%</div> <div>35%</div> </div> <div>2022 2023 2024</div>
Supplier's value covered by ISO Carbon Footprint (CFP) certification (% of the total) NEW	<div> <div>27%</div> <div>28%</div> <div>29%</div> </div> <div>2022 2023 2024</div>

2021	Category	SDG
100%	S G	12 <small>PRODUCTION / CONSUMPTION RESPONSIBLE</small> 16 <small>PEACE, JUSTICE AND STRONG INSTITUTIONS</small>
100%	S G	12 <small>PRODUCTION / CONSUMPTION RESPONSIBLE</small> 3 <small>GOOD HEALTH AND WELL-BEING</small>
100%	E S G	12 <small>PRODUCTION / CONSUMPTION RESPONSIBLE</small> 13 <small>CLIMATE ACTION</small>
93%	E S	12 <small>PRODUCTION / CONSUMPTION RESPONSIBLE</small>
17%	E S G	12 <small>PRODUCTION / CONSUMPTION RESPONSIBLE</small>
9%	E S	12 <small>PRODUCTION / CONSUMPTION RESPONSIBLE</small> 13 <small>CLIMATE ACTION</small>

NEW New Target

UPGRADE Target increased vs the previous plan

REDEFINED Redefined goal

ESG Backbones – Sustainable supply chain

(2/2)

Activity	Targets
Promotion of the qualification system: Volume of purchases made from qualified suppliers (% of the total) ¹	<div> <div>95%</div> <div>94%</div> <div>96%</div> <div>2022</div> <div>2023</div> <div>2024</div> </div>
Audits of contractors in legal-labor and health and safety issues (% of contractors evaluated)	<div> <div>13%</div> <div>13%</div> <div>14%</div> <div>2022</div> <div>2023</div> <div>2024</div> </div>

2021	Category	SDG
94.3%	I	12
16%	E S G	12



1. Qualified suppliers in the family of the contract

ESG Backbones – Occupational health and safety (1/2)



Activity	Targets	2021	Category	SDG																
Reduction of fatal accidents (nr. of fatal accidents)	0 in the 2022-2024 period	1	S																	
Reduction of the combined accident frequency rate	<table><caption>Accident Frequency Rate Data</caption><thead><tr><th>Year</th><th>Rate</th></tr></thead><tbody><tr><td>2010</td><td>5.19</td></tr><tr><td>2012</td><td>3.01</td></tr><tr><td>2014</td><td>1.64</td></tr><tr><td>2017</td><td>0.75</td></tr><tr><td>2019</td><td>0.68</td></tr><tr><td>2022</td><td>0.51</td></tr><tr><td>2024</td><td>0.45</td></tr></tbody></table>	Year	Rate	2010	5.19	2012	3.01	2014	1.64	2017	0.75	2019	0.68	2022	0.51	2024	0.45	0.58	S	
Year	Rate																			
2010	5.19																			
2012	3.01																			
2014	1.64																			
2017	0.75																			
2019	0.68																			
2022	0.51																			
2024	0.45																			
Safety inspections in own and contractor facilities (nr.)	80,000 inspections per year in the 2022-2024 period	110,297	S																	
Safety Extra Checking on Site (nr.)	30 ECoS in the 2022-2024 period (10 per year)	34	S																	
Environment Extra Checking on Site (nr.)	9 ECoS per year in the 2022-2024 period	9	E S																	
Promotion of medical screenings (% of employees)	<table><caption>Medical Screening Promotion Data</caption><thead><tr><th>Year</th><th>Percentage</th></tr></thead><tbody><tr><td>2022</td><td>93%</td></tr><tr><td>2023</td><td>92%</td></tr><tr><td>2024</td><td>92%</td></tr></tbody></table>	Year	Percentage	2022	93%	2023	92%	2024	92%	6,461	S									
Year	Percentage																			
2022	93%																			
2023	92%																			
2024	92%																			

32

NEW

New Target

UPGRADE

Target increased vs the previous plan



Redefined goal

I

Industrial

E

Environmental

S

Social

G

Governance

T

Technological

ESG Backbones – Occupational health and safety (2/2)



Activity	Targets	2021	Category	SDG
Safety contractor assessment (CA) NEW	<div><div>77</div><div>79</div><div>82</div><div>202220232024</div></div>	121	S	<div>3</div> <div>SAÚDE E BEM-ESTAR</div> <div></div>
Environment contractor assessment (CA) NEW	<div><div>44</div><div>45</div><div>46</div><div>202220232024</div></div>	37	S	<div>3</div> <div>SAÚDE E BEM-ESTAR</div> <div></div>
Reduction of Lost Time Injury Frequency Rate compared to previous year (LTIFR) ¹ NEW	<div><div>-1%</div><div>-1%</div><div>-1%</div><div>202220232024</div></div>	0.05	S	<div>3</div> <div>SAÚDE E BEM-ESTAR</div> <div></div>
Training hours provided by “SHE Factory” ² (% increase of hours of training compared to previous year) NEW	<div><div>+1%</div><div>+1%</div><div>+1%</div><div>202220232024</div></div>	47,888	S	<div>3</div> <div>SAÚDE E BEM-ESTAR</div> <div></div>

1. Number of accident with at least one day absence from work / million worked hours

2. SHE: “Safety, Health and Environment”

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal

ESG Backbones – Environmental sustainability

(1/5)



Activity	Targets
Environmental management	
Implementation of environmental management systems certified by ISO 14001 (% of facilities)	100% of the power generation and infrastructure and networks facilities in the 2022-2024 period
Reduction of the environmental footprint (% reduction vs 2021)	5% of reduction in 2024
Wastes	
Promote minimization in the production of waste generated in the electricity production process	Waste production ¹ < 18,000 tonnes in 2024
Water	
Collection of water for industrial use in electricity production process (m ³ /GWh)	<div> <div>108</div> <div>97</div> <div>95</div> <div>2022</div> <div>2023</div> <div>2024</div> </div> <div>UPGRADE</div>

2021	Category	SDG
100%	I E	<div>13 CLIMATE ACTION</div> <div>14 LIFE BELOW WATER</div> <div>15 LIFE ON LAND</div>
5,910	I E T	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div>
15,475	E	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
79.35	E	<div>6 CLEAN WATER AND SANITATION</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>

1. Hazardous and non-hazardous wastes

ESG Backbones – Environmental sustainability

(2/5)

Activity

Targets

Air quality

SO ₂ emissions (g/kWh _{bc})	UPGRADE	0.17 2022	0.15 2023	0.14 2024
NOx emissions (g/kWh _{bc})	UPGRADE	0.77 2022	0.72 2023	0.71 2024
Particulate emissions(g/kWh)	UPGRADE	0.013 2022	0.012 2023	0.012 2024
Mercury emissions (mg/kWh)	UPGRADE	0.00005 2022	0.00002 2023	0.00001 2024

Biodiversity

Implementation of the biodiversity conservation programs (nr.)	> 20 actions per year in the 2022-2024 period
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2021	Category	SDG
0.13	E	12
0.75	E	12
0.012	E	12
0.00014	E	12
29	E S	14 15

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal

ESG Backbones – Environmental sustainability

(3/5)



Activity	Targets
Buildings management	
Certification in energy, environmental and indoor air quality management in offices	<div>UPGRADE</div> 54% of the surface certified in the 2022-2024 period
Reduction of energy consumption ¹ (% of reduction)	0.5% vs the previous year in the 2022-2024 period
Reduction of water consumption ¹ (% of reduction)	0.5% vs the previous year in the 2022-2024 period
Reduction the generation of waste in paper and board ¹ (% of reduction)	3% in the 2022-2024 period
Reduction of single-use plastics at Endesa offices ¹	<div>Vs 2018</div> <div>70%75%75%</div> <div>202220232024</div>
Reduction of the space in all Endesa buildings (m² reduced)	8,900 m² reduced in the 2021-2024 ² period

2021	Category	SDG
54%	E	<div>11</div> <div>12</div>
10.6%	E	<div>11</div> <div>12</div>
24.8%	E	<div>6</div> <div>12</div>
30.8%	E	<div>11</div> <div>12</div>
31%	E	<div>12</div>
7,734	E	<div>11</div> <div>12</div>

1. It only includes SIGAEC buildings.
2. The project ends in 2024.

ESG Backbones – Environmental sustainability

(4/5)

Activity

Targets

Reduction of the CO₂ emissions in buildings¹
(% of reduction vs 2021)

6% of reduction in 2024

Development of actions with social function on
patrimonial assets (nr./year)

8 actions per year in the 2022-2024 period

Transformation and improvement of offices
(millions of euros invested)

> 9.5 €M in the 2022-2023 period

Sustainable mobility: fleets and employees

Sustainable fleet management: electrification and
optimization

13% of electric vehicles in the fleet in 2024

61% of plug-in hybrid vehicles in the fleet in 2024

6% of hybrid vehicles in the fleet in 2024

20% of combustion vehicles in the fleet in 2024

Reduction of the CO₂ emissions in the Endesa's
fleet management (% of reduction vs 2021)

UPGRADE

29.5% of reduction in 2024

1. The reduction of emissions is determined by the reduction of energy consumption and office space
2. Tonnes of CO₂ in 2021.
3. Fleet emissions in 2021



2021	Category	SDG
4,348 ²	E	11 Sustainable Cities and Communities, 12 Responsible Consumption and Production, 13 Climate Action
8	S	8 Decent Work and Economic Growth
8.5	S	8 Decent Work and Economic Growth
9%		
28%	E, G, T	11 Sustainable Cities and Communities, 13 Climate Action
6%		
56%		
3,886 ³	E, T	11 Sustainable Cities and Communities, 13 Climate Action

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal

I Industrial E Environmental S Social
G Governance T Technological

ESG Backbones – Environmental sustainability

(5/5)



Activity	Targets
Electrification of car park at headquarters (nr. parking places) UPGRADE	1,000 parking places for electric vehicles in 2024 ¹
Responsible management of taxi use	45% of employees using share taxi in 2024 ²
	73% km traveled in ecotaxis in 2024 ³
Promotion of the e-carsharing service (km traveled)	140,000 km in the 2022-2024 period
E-bike service (km traveled)	30,000 km in the 2022-2024 period
E-scooter (km traveled)	7,000 km in the 2022-2024 period
Public transport card (nr. employees) UPGRADE	~ 630 employees in 2024

1. The data considers the places that have an electric vehicle charging system installed
2. % of the total number of employees who use the taxi for their business trips.
3. Ecotaxis use any of the following technologies: hybrid, electric, LPG or CNG
4. Service temporarily suspended due to the pandemic.

2021	Category	SDG
899	E T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION
32%	E S T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
70%	E S T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
16,265	E S T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
0 ⁴	E S T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
0 ⁴	E S T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
494	E S	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION





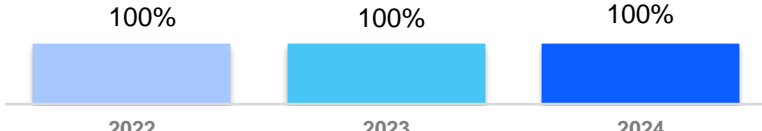


NEW New Target

UPGRADE Target increased vs the previous plan

REDEFINED Redefined goal

ESG Backbones – Sound governance (1/2)



Activity	Targets	2021	Category	SDG								
Promotion of sound governance practices	Supervision and annual report to the CAC of the Anti-Bribery and Criminal Risk Prevention Model	Done	G									
Promotion of the criminal risks prevention	Keep the certifications of criminal compliance (UNE 19601) and anti-bribery (UNE-ISO 37001)	Done	G									
Analysis of complaints through the ethical channel	100% of the complaints analysed in <90 days in the 2022-2024 period	100%	<div><div>G</div><div>S</div></div>									
Keep an excellence high level in ethical conduct recognized by the ISR ¹	Score > 95/100 in DJSI in the 2022-2024 period	85	G									
Training in ethical conduct in the last 3 years (% of employees) ²	 <table><thead><tr><th>Year</th><th>2022</th><th>2023</th><th>2024</th></tr></thead><tbody><tr><td>Training completion (%)</td><td>100%</td><td>100%</td><td>100%</td></tr></tbody></table>	Year	2022	2023	2024	Training completion (%)	100%	100%	100%	100%	G	 
Year	2022	2023	2024									
Training completion (%)	100%	100%	100%									

1. Average of the score of the subsections: "Codes of conduct", "Codes of conduct: coverage", "Corruption and bribery" "Corruption and bribery cases" and "Reporting on breaches" of "Codes of conduct" in the DJSI.
2. % accumulated on the current workforce.


NEW New Target








UPGRADE Target increased vs the previous plan

REDEFINED Redefined goal

ESG Backbones – Sound governance (2/2)




Activity	Targets
Presence of women on ENDESA's Board of Directors (% of women)	40% of Board of Directors in 2022
Evaluation of the Board of Directors with the support of an independent consultant	1 triennial evaluation
Evaluation of the Human Rights compliant. Supervision of the process, approval and monitoring of the action plan. 	Annual development and monitoring by the Sustainability and Corporate Governance Committee

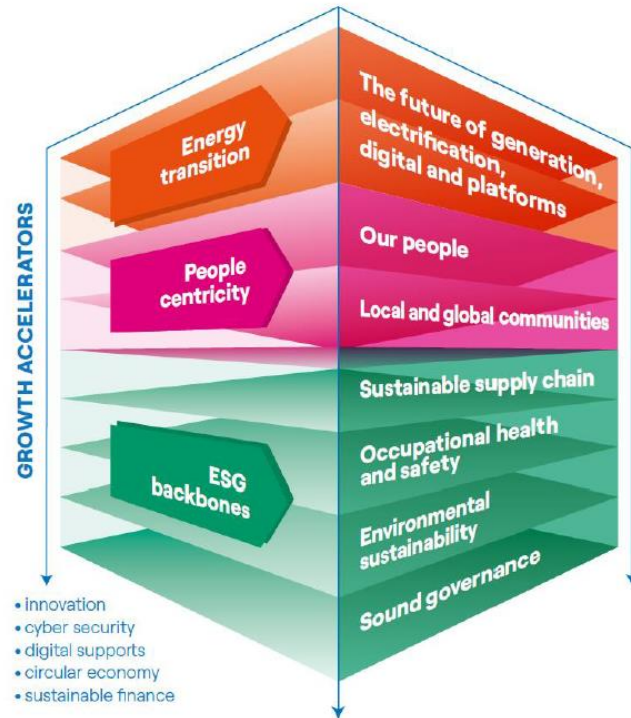
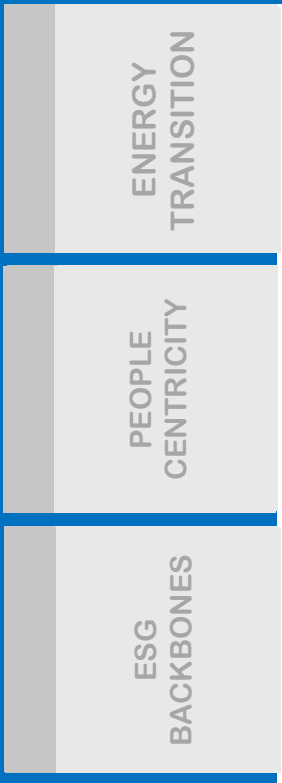
2021	Category	SDG
36%	 	
Done in 2021		
Done		

 New Target

 Target increased vs the previous plan

 Redefined goal

Growth accelerators



10 Targets

GROWTH
ACCELERATORS



Growth accelerators (1/3)



Activity	Targets	2021	Category	SDG
Cyber security				
Disseminating the IT security culture and changing people's behaviour in order to reduce risks (nr. of cyber security knowledge sharing events held per year)	15 events per year in the 2022-2024 period	18	T	
Execution of cyberexercises ¹ involving industrial plants/sites (nr. of cyberexercises executed per year)	40 cyberexercises in the 2022-2024 period	23	T S	
Information security verification activities (nr. actions per year)	800 verification activities in the 2022-2024 period	1,536	T	
Digitalization				
Investment in the digitalization of assets, clients and our people (€M invested)	~ 1,500 €M in the 2022-2024 period	459.40	I T S	

1. Training services, carried out by mixed Cyber and business personnel, are mandatory and necessary to educate internal stakeholders in the correct use of the Enel CERT in terms of commitment, communication, confidentiality of communication and cyber incident - services response (detection, analysis, response, recovery)

Growth accelerators (2/3)

Activity

Targets

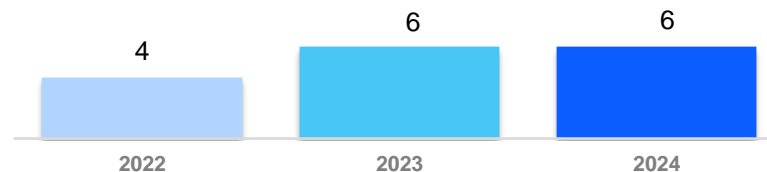
Circular economy

Promote a cultural change that supports the Circular Economy development (nr. of external participants engaged)



60 participants per year in the 2022-2024 period

Proposal for Circular Economy solutions. Identification and feasibility analysis, in collaboration with the different business areas, of Circular Economy solutions and new business models focused on key technologies. (number of proposed solutions)



Alliances with companies

Strengthening alliances with leading companies in the Circular Economy from different sectors. Design of a project with the companies of the alliance in 2023.

Agreements with cities and public entities in Circular Economy

NEW

1 agreement per year in the 2022-2024 period



2021

Category

SDG

NA

I
E
S
G



3

I
E
G



Alliance design

I
E
S
G



NA

I
E
S
G



43

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal

I Industrial E Environmental S Social
G Governance T Technological

Growth accelerators (3/3)

Activity	Targets	
Economía circular		
Generation fleet circularity (Material and fuel reduction vs 2015) ¹	NEW 72% in 2024	90% in 2030
Futur-e projects (nr.)	<div><div>6</div><div>6</div><div>4</div></div> <div>202220232024</div>	

2021

Category

SDG

66%

5

I

E

S

G

I

E

S

G

8

13

12

17

12

1. Materials and fuel consumption reduction of the power fleet throughout the life cycle, compared to 2015. Nuclear activities not included

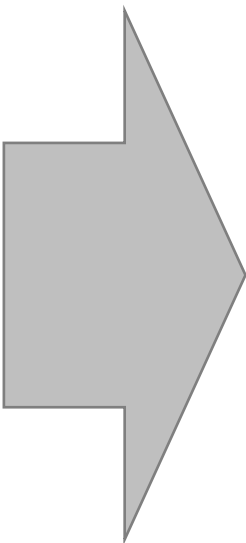


2021 Sustainability Plan Results

Monitoring of the 2021-2025 Sustainability Plan



Innovation, cybersecurity, digitization, circular economy and sustainable finance



FUTURE OF GENERATION	89%
ELECTRIFICATION	91%
PEOPLE WE WORK WITH	98%
LOCAL AND GLOBAL COMMUNITIES	100%
SUSTAINABLE SUPPLY CHAIN	100%
OCCUPATIONAL HEALTH AND SAFETY	83%
ENVIRONMENTAL SUSTAINABILITY	95%
SOUND GOVERNANCE	99%
GROWTH ACCELERATORS	99%

Total compliance = 95%




THANKS

endesa