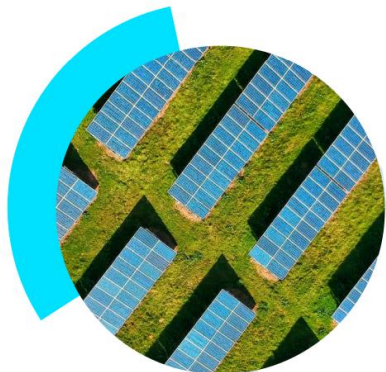




2023-2025 Endesa Sustainability Plan

endesa

ESG Trends 2023



THREE MAJOR FRONTS TEST THE SUSTAINABILITY AGENDA

- Macroeconomic context
- Geopolitics
- Social



SUSTAINABILITY IS CONSOLIDATING IN DECISION-MAKING

ESG levers in response to business challenges. More mature and integrated sustainability.



NATURE CLAIMS ITS LEADING ROLE

There is no net-zero without Nature Positive. The power of reversing the planet's overcapacity trend.



BUSINESS ACTION AND SOCIAL IMPACT AS KEY TO A TURBULENT ENVIRONMENT

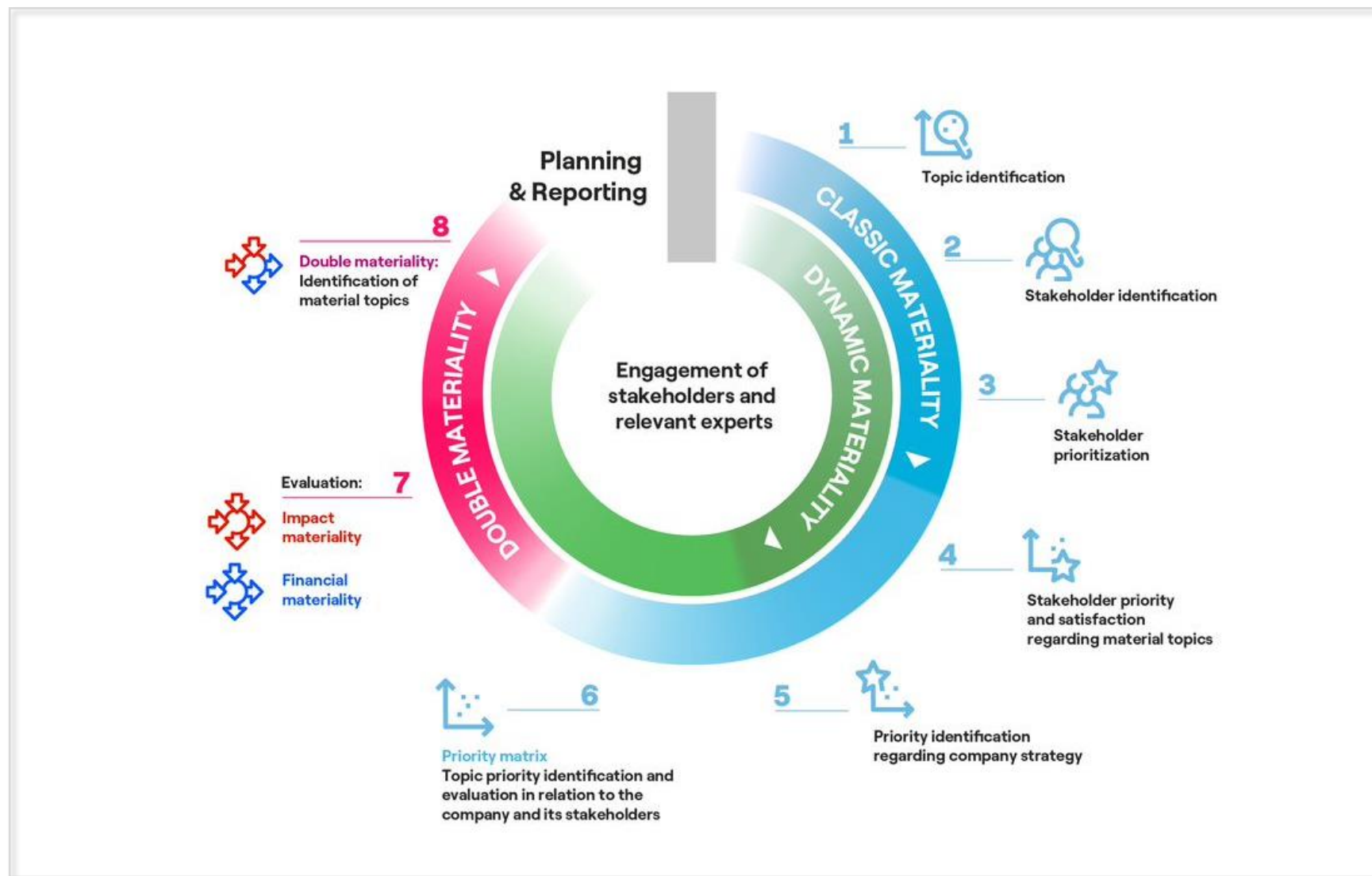
The social factor is consolidating its position as a source of competitive strategy.



THE VALUE OF THE SUPPLY CHAIN

The supply chain as an area of risk. Strategic priority in the face of a more demanding regulatory context.

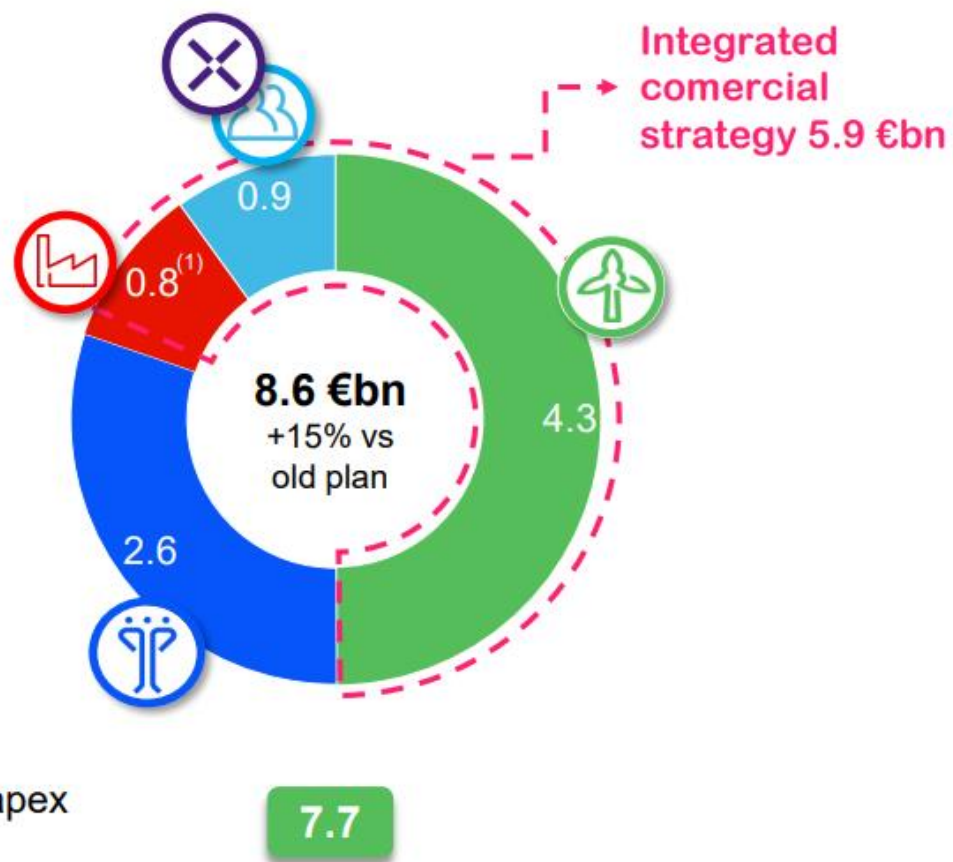
Integration of the dual perspective of materiality



Sustainable business model



2023-25 Gross capex by business



SDGs Capex alignment



EU Taxonomy capex alignment



(1) Conventional Gx figure includes CCGT's, nuclear generation, non-mainland businesses, Corporate Structure, Services and Adjustments.

2023-2025 Sustainability Plan



ZERO EMISSIONS AMBITION ELECTRIFICATION

- RENEWABLE
- GRIDS
- CUSTOMER ELECTRIFICATION

PEOPLE:

- OUR PEOPLE EMPOWERMENT
- COMMITMENT TO LOCAL AND GLOBAL COMMUNITIES
- RESPONSIBLE SUPPLY CHAIN

NATURE

- BIODIVERSITY PROTECTION
- WASTE MANAGEMENT
- RESPONSIBLE USE OF WATER
- POLLUTION REDUCTION

GROWTH ACCELERATORS:

- INNOVATION
- DIGITALIZATION
- CIRCULAR ECONOMY
- SUSTAINABLE FINANCES

ESG BACKBONES

- OCCUPATIONAL HEALTH AND SAFETY
- SOUND GOVERNANCE
- HUMAN RIGHTS

Zero Emissions Ambition



Increased ambition to reach zero emissions by 2040 through a solid growth in the emission-free generation plants

RENEWABLES

- > 4.300 million to add 4.400MW of new solar and wind power capacity and reach 91% of emissions-free peninsular production by 2025.



	2022	2025	2040
Specific GHG emissions Scope 1. Generation (gCO ₂ eq/kWh)	205	<145	0
Specific scope 1&3 GHG emissions: Generation and purchases from third parties (gCO ₂ eq/kWh)	213	<140	0
GHG emissions Scope 3. Gas retail to end customer ¹ (MtCO ₂ eq)	14.2	10.7	0

2022	2023	2025	
9.3	10.3	13.6	Net cumulative installed renewable capacity (GW)
12.0	17.1	22.9	Net production from renewable sources (TWh)
4	>5	>200	Storage capacity (MW) - hybridization of batteries with renewables

1. Target does not include mergers and acquisitions

Electrification



Digitalization of the grids as a key asset to facilitate the energy transition and the extension of the value offer of electricity services and supplies for customers.

GRIDS

- > Investment to digitize the grid, increase its quality and resilience, and increase distributed generation facilities.

	2022	2023	2025
Improvement of TIEPI (min)	54.4	54.4	42.5

	2022	2023	2025
Power of new producer connections (GW/year)	1.8	3.7	5.3



CUSTOMER ELECTRIFICATION

- > Clean energy, investing in customer digitalization and focusing on commercial quality.

	2022	2023	2025
Investment in customer digitization (M€)	84	280	
E-billing (%)	46	53	58

- > Electric mobility, demand response, energy efficiency and self-consumption solutions.

	2022	23-25
Electric vehicles charging stations (accumulated public and private use)	14K	66K
Demand response (accumulated MW)	155	237

People



Acceptance of the challenge of becoming a more inclusive company committed to diversity, development and work-life balance in order to generate long-term value. This commitment is also transferred to the supply chain and the communities where the company operates.



OUR PEOPLE

> Diversity as a key element in the people strategy and training to promote employee development.

	2022	2023	2025
Women in the workforce (%)	26.3	26.5	27.5
Women managers (%)	18.9	18.9	20.2

	2022	2023	2025
Hiring of people with disabilities (pers/year)	18	15	15
Employee training (hours/year) ¹	46	40	40

LOCAL AND GLOBAL COMMUNITIES



	2022	2030
Quality education ²	0.5	0.9
Clean energy ²	2.3	4.1
Social-economic development ²	1.0	2.1

RESPONSIBLE SUPPLY CHAIN

> Awareness to our suppliers and contractors throughout the integral purchasing process.

	2022	2023	2025
Carbon-footprint certified suppliers (% of the value of tenders)	66	67	69
Tenders covered with mandatory sustainability requirements (% of total tenders)	0	17	35

1. The closing of 2022 has been carried out with a change in methodology
2. Millions of beneficiaries. Accumulated figures since 2015

Nature



Commitment to biodiversity protection and proper environmental management in all operations. Reduction of consumption and pollutants through sustainable mobility and energy efficiency initiatives

BIODIVERSITY

- > Awareness and commitment to no net loss of biodiversity by 2030.

	2022	23-25
Actions to protect biodiversity in our projects (actions/year)	31	>25

ENVIRONMENTAL MANAGEMENT

- > Reduction of hazardous and non-hazardous waste and responsible use of water

	2022	23-25
Reduction of environmental footprint vs 2022	5,463	-1%

POLLUTION REDUCTION

- > Improving air quality by reducing pollutant emissions in the generation process, energy consumption in our buildings and responsible management of our fleets.

	2022	2023	2025
Sustainable fleet ¹ (%)	51	55	70
Electric vehicles (%)	10	23	57

	2022	2023	2025
CO ₂ emissions in buildings from electricity consumption (tons)	2,204	0	0
Mercury emissions (mg/kWh)	0.0001	9.2 E-05	0

1. Includes electric, hybrid and plug-in hybrid vehicles

Growth Accelerators



Circular economy, cybersecurity, digitization and sustainable finance, key elements for sustainable company growth

CIRCULAR ECONOMY

> Circular economy as a key element to ensure the energy transition through the implementation of new usage models.

	2022	2030
Improvement of the circularity of generation facilities (%)	67	91

CYBERSECURITY

	2022	2023	2025
Cyber exercises in industrial plan/sites (number/year)	54	60	64
Verification of ICT security (no. of actions per year)	1,400	1,400	1,400
Dissemination of the IT security culture (no. events/year)	19	15	15

DIGITALIZATION

	2022	23-25
Investment in the digitalization of assets, the customer and our people (€ million invested)	520	1,400

SUSTAINABLE FINANCE

	2022	2025
Gross debt linked to sustainable factors (%)	65	87

ESG Backbones



Occupational health and safety is one of the core pillars in the company's strategy, in addition to the promotion of best practices of Good Governance and respect for Human Rights.



HEALTH AND SAFETY

- > Commitment to the people's health and safety through accident reduction targets and inspections.

	2022	2023	2025
Fatal accidents	0	0	0
Reduction of the combined accident rate	0.33	0.32	0.30

SOUND GOVERNANCE

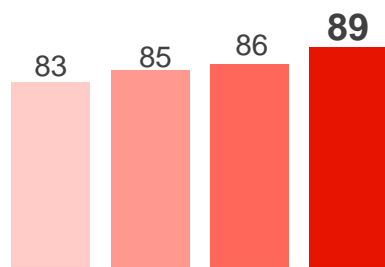
- > Sound governance practices, criminal risk prevention model and training in ethical conduct.

	2022	2023	2025
Level of excellence in ethical conduct (DJSI Score)	100	>95	>95
Women on the Board of Directors (%)	42	42	42

Consolidated position in Top ESG Ratings



S&P Global

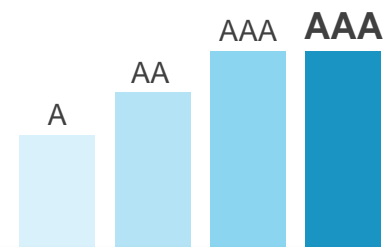


2015 2018 2021 2022

Scale from 0 to 100

Ranking: 5/250 Electric Utilities

MSCI

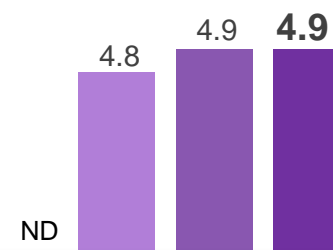


2015 2018 2021 2022

Scale from CCC to AAA

Ranking: Top 12% Utilities (n=137)

FTSE Russell

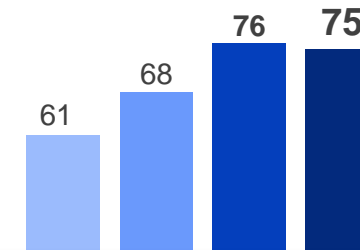


2015 2018 2021 2022

Scale from 0 to 5

Ranking: 1º Conventional electric utilities (shared with Enel)

V.E

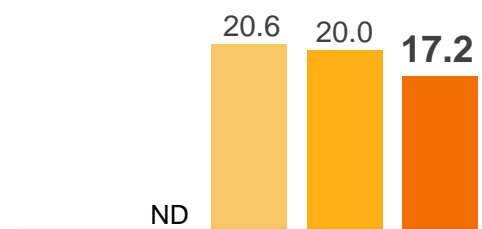


2015 2018 2021 2022

Scale from 0 to 100

Ranking: 1/65 Electric and gas utilities (shared with Enel)

SUSTAINALYTICS ESG RISK

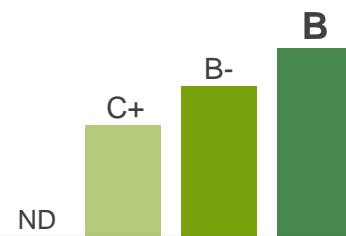


2015 2019 2021 2022

Scale from 100 to 0

Ranking: 15/299 Electric utilities

ISS ESG

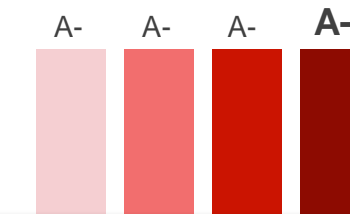


2015 2018 2021 2022

Scale from D- to A+

Status Prime

CDP CLIMATE



2015 2018 2021 2022

Scale from D- to A



2023-2025 Sustainability Plan Targets

Zero
emissions
ambition

Clean
electrification

People

Nature

Growth
accelerators

Backbones



Zero emissions
ambition

16 Targets



Zero emissions ambition



Activity	Target
Scope 1 Generation (gCO ₂ eq/kWh)	
Scope 1&3. Integrated Power (gCO ₂ eq/kWh) NEW	
Scope 3. Gas Retail ¹ (MtCO ₂ eq) NEW	
Free CO ₂ (mainland) emissions	

2022	Category	SDG
205	I A	13 CLIMATE ACTION
213	I A	13 CLIMATE ACTION
14.2	I A	13 CLIMATE ACTION
73%	I A	13 CLIMATE ACTION

1. Target do not include M&A plan
2. Considering the total production measured in power plant bars

Zero emissions ambition



Activity	Target	2022	Category	SDG
RES capacity ¹	13,600 MW in the 2023-2025 period	9,293	I A	7 AFFORDABLE AND CLEAN ENERGY
RES production ² (TWh)		12.0	I A	7 AFFORDABLE AND CLEAN ENERGY
Mainland RES capacity vs mainland total capacity ³ (%)		52%	I A	7 AFFORDABLE AND CLEAN ENERGY
Installed fossil thermal capacity ⁴ (GW vs 2022)	~1 GW of reduction in the 2023-2025 period	10	I A	13 CLIMATE ACTION
CAPEX aligned with the EU Taxonomy (% eligible aligned) NEW	>80% in the 2023-2025 period	76%	I A G	13 CLIMATE ACTION
CAPEX aligned with the SDG (%) NEW	90% in the 2023-2025 period	87%	I A G	13 CLIMATE ACTION

1. Cumulative gross installed capacity
2. Net production
3. Net capacity. Linked to the publication in the B.O.E of the Resolution authorizing Endesa Generación to close C. T. As Pontes
4. Gross installed capacity

NEW New Target

UPGRADE Target increased vs the previous plan

REDEFINED Redefined goal

I Industrial A Environmental S Social
G Governance T Technological

Zero emissions ambition



Activity	Target
Storage capacity installation ¹ (MW)	>200 MW in the 2023-2025 period
High efficiency in RES plants	94.2% in wind in the 2023-2025 period 98.6% in hydro in the 2023-2025 period 94.0% in solar in the 2023-2025 period
ISO 9001 quality certification in renewable generation assets	100% in the 2023-2025 period
Digitalization investment in power generation assets ² UPGRADE	49 €M in the 2023-2025 period

2022	Category	SDG
4	I A	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 13 CLIMA ACTUO
Wind: 97.8 % Hydro: 98.8 % Solar: 97.0 %	I A T	7 ENERGÍA LIMPIA Y ENERGÍA RENOVABLE 9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA 13 CLIMA ACTUO
100%	I A T	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA
20.5	I T	9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA

- Hybridization of batteries with renewables
- Thermal and renewable

NEW New Target

UPGRADE Target increased vs the previous plan

REDEFINED Redefined goal

I Industrial A Environmental S Social
G Governance T Technological

Zero
emissions
ambition

Clean
electrification

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accelerators

Backbones



Clean
electrification

19 Targets



Clean electrification



Activity	Target
Network losses ¹ (% losses in substation bar)	<div><div>9.95%</div><div>9.92%</div><div>9.60%</div><div>202320242025</div></div>
Energy recovery (GWh) <div>UPGRADE</div>	3,500 GWh in the 2023-2025 period
Continuity suply (TIEPI ² , min) <div>REDEFINED</div>	<div><div>54.4</div><div>47.4</div><div>42.5</div><div>202320242025</div></div>
Smartmeters installed low voltage (millions) <div>UPGRADE</div>	<div><div>13.3</div><div>13.6</div><div>14.0</div><div>202320242025</div></div>

2022	Category	SDG
9.99%	IA	7 AFFORDABLE AND CLEAN ENERGY9 INDUSTRIA, INNOVACION E INFRAESTRUCTURA
981	IA	7 AFFORDABLE AND CLEAN ENERGY9 INDUSTRIA, INNOVACION E INFRAESTRUCTURA
54.4	IAS	7 AFFORDABLE AND CLEAN ENERGY9 INDUSTRIA, INNOVACION E INFRAESTRUCTURA
12.5	IAGT	9 INDUSTRIA, INNOVACION E INFRAESTRUCTURA11 CIUDADES Y COMUNIDADES SOSTENIBLES

1. System Operator Criteria
2. Regulatory Installed Power Equivalent Interruption Time

Clean electrification



Activity	Target								
Remote controls in the medium voltage network (accumulated) ¹ UPGRADE	<table border="1"> <thead> <tr> <th>Year</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>44,000</td> </tr> <tr> <td>2024</td> <td>47,400</td> </tr> </tbody> </table>	Year	Target	2023	44,000	2024	47,400		
Year	Target								
2023	44,000								
2024	47,400								
New producer connections - number (nr. of new connections/year) UPGRADE	<table border="1"> <thead> <tr> <th>Year</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>6,100</td> </tr> <tr> <td>2024</td> <td>6,300</td> </tr> <tr> <td>2025</td> <td>6,400</td> </tr> </tbody> </table>	Year	Target	2023	6,100	2024	6,300	2025	6,400
Year	Target								
2023	6,100								
2024	6,300								
2025	6,400								
New producer connections - power (nr. of new connections/year) UPGRADE	<table border="1"> <thead> <tr> <th>Year</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>3,700</td> </tr> <tr> <td>2024</td> <td>4,800</td> </tr> <tr> <td>2025</td> <td>5,300</td> </tr> </tbody> </table>	Year	Target	2023	3,700	2024	4,800	2025	5,300
Year	Target								
2023	3,700								
2024	4,800								
2025	5,300								

2022	Category	SDG
33,293	I A	
7,623	I A S	
1,803	I A G T	

1. Until 2024

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal

I Industrial
 A Environmental
 S Social
 G Governance
 T Technological

Clean electrification



Activity	Target
Investment in customer digitalization (€M invested) ¹ <div>UPGRADE</div>	280 €M in the 2023-2025 period
Digital customers (%) <div>○</div>	<div><div>43%</div><div>46%</div><div>48%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>
E-billing (%) <div>○</div>	<div><div>53.2%</div><div>57.1%</div><div>58.3%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>
Digital sales (% of sales/acquisitions per year through digital channels)	<div><div>33%</div><div>34%</div><div>35%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>
Automatic payments (%) <div>NEW</div>	<div><div>89.8%</div><div>89.9%</div><div>90.0%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>

2022	Category	SDG
83.8	I A G T	9 INDUSTRIA E INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES
40%	I S T	9 INDUSTRIA E INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES
46.3%	I S T	9 INDUSTRIA E INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES 12 PRODUCCIÓN Y CONSUMO RESPONSABLES
32%	I S T	9 INDUSTRIA E INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES
89.3%	I S T	9 INDUSTRIA E INNOVACIÓN E INFRAESTRUCTURA 11 CIUDADES Y COMUNIDADES SOSTENIBLES 12 PRODUCCIÓN Y CONSUMO RESPONSABLES

1. Endesa Energía and Endesa X

Clean electrification

Activity	Target
Promotion of the virtual assistant in Attention via CAT ¹ (% of interactions attended by the Virtual Assistant)	<div><div>14.0%</div><div>14.5%</div><div>15.0%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>
Global Customer Satisfaction Index ²	<div><div>7.38</div><div>7.39</div><div>7.40</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>



2022	Category	SDG
13.4%	I S T	
7.43	I S T	

1.

CAT = Telephone Attention Channel

2.

Customers Electricity+Gas Free Market B2C

Clean electrification



Activity	Target
Electric mobility	
EV charging points (Public and private use)	66.000 in 2025
E-Bus charging points	UPGRADE > 600 in 2025
E-Buses served	NEW > 1.200 in 2025
Digitalization and platforms	
Demand response (MW)	NEW <div><div>155</div><div>155</div><div>237</div><div>2023</div><div>2024</div><div>2025</div></div>
Energy transition	
Light points managed regarding maintenance, upgrade, migration to LED and smart-lighting (n per year)	UPGRADE <div><div>103</div><div>110</div><div>120</div><div>2023</div><div>2024</div><div>2025</div></div>

2022	Category	SDG
13.898	I A T	<div><div>9 INDUSTRIAL INNOVACIÓN E INFRAESTRUCTURA</div><div>11 SOSTENIBLES Y COMUNIDADES SOSTENIBLES</div><div>13 CLIMATE ACTION</div></div>
223	I A T	<div><div>9 INDUSTRIAL INNOVACIÓN E INFRAESTRUCTURA</div><div>11 SOSTENIBLES Y COMUNIDADES SOSTENIBLES</div><div>13 CLIMATE ACTION</div></div>
294	I A T	<div><div>9 INDUSTRIAL INNOVACIÓN E INFRAESTRUCTURA</div><div>11 SOSTENIBLES Y COMUNIDADES SOSTENIBLES</div><div>13 CLIMATE ACTION</div></div>
155	I A T	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>9 INDUSTRIAL INNOVACIÓN E INFRAESTRUCTURA</div><div>11 SOSTENIBLES Y COMUNIDADES SOSTENIBLES</div><div>13 CLIMATE ACTION</div></div>
104	I A T	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>9 INDUSTRIAL INNOVACIÓN E INFRAESTRUCTURA</div><div>11 SOSTENIBLES Y COMUNIDADES SOSTENIBLES</div><div>13 CLIMATE ACTION</div></div>
		<div><div>I Industrial</div><div>A Environmental</div><div>S Social</div><div>G Governance</div><div>T Technological</div></div>

Zero
emissions
ambition

Clean
electrification

People

Nature

Growth
accelerators

Backbones



People

37 Targets



Our people



Activity	Target	2022	Category	SDG
Diversity and inclusion				
Increase the presence of women (% of women in the workforce)	<div><div>26.5%</div><div>27.0%</div><div>27.5%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>	26.3%	S	
Increase the presence of women in positions of responsibility (% of women)	<div>Manager + Middle manager (CGI+NC0)</div> <div><div>34.0%</div><div>34.2%</div><div>34.4%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>	34.1%		
	<div>Manager⁽¹⁾</div> <div><div>18.9%</div><div>19.5%</div><div>20.2%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>	18.9%	S	
	<div>Middle Manager (CGI+NC0)</div> <div><div>34.7%</div><div>34.9%</div><div>35.0%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>	34.9%		
	<div>Middle Manager (CGI)</div> <div><div>29.8%</div><div>30.3%</div><div>30.8%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>	31.5%		
Increase the presence of women (% of women in management positions with income-generating functions)	<div><div>27.3%</div><div>27.5%</div><div>28.0%</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>	27.5%	S	

1. Manager: TOP 200 + nivel managerial

25

Our people



Activity	Target	2022	Category	SDG
Diversity and inclusion				
Promotion of gender diversity in selection processes (% of women)	<div><div>50%</div><div>50%</div><div>50%</div><div>202320242025</div></div>	51.4%	S	
Promotion of gender diversity in hiring (% of women)	<div><div>38.5%</div><div>39.0%</div><div>39.5%</div><div>202320242025</div></div>	38.2%	S	
Female students involved in initiatives of vocational guidance in STEM area	UPGRADE <div>>5,000 women involved in the 2023-2025 period</div>	1,702	S	
Presence of women in STEM positions (% of women)	<div><div>18.5%</div><div>19.0%</div><div>19.0%</div><div>202320242025</div></div>	19.2%	S	

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal

I Industrial

G Governance

A Environmental

T Technological

S Social

26

Our people



Activity	Target	2022	Category	SDG
Diversity and inclusion				
Disability. Launch of specific campaigns to integrate disability (nr of specific communications)	3 campaigns per year in the 2023-2025 period	3	G	10 <small>REDUCCIÓN DE LAS DESIGNADEDADES</small>
Disability action plan. Valuable 500	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.	Plan 2021-2023	G	10 <small>REDUCCIÓN DE LAS DESIGNADEDADES</small>
Hiring of people with disabilities NEW	15 people per year in the 2023-2025 period	18	G	10 <small>REDUCCIÓN DE LAS DESIGNADEDADES</small>
LGBTQ+ awareness NEW	3 actions per year in the 2023-2025 period	NA	G	10 <small>REDUCCIÓN DE LAS DESIGNADEDADES</small>

NEW New Target

UPGRADE Target increased vs the previous plan

REDEFINED Redefined goal

I Industrial
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Our people









Activity	Target
Training and development	
Employees training (hours/employee)	<div><div>39.5</div><div>39.5</div><div>40.0</div><div>202320242025</div></div>
Training programs for new hirings (number of hours / employee)	<div>31 hours per year ib the 2023-2025 period</div>
Number of people included in the knowledge transfer initiatives (mentoring, age and gender)	<div><div>175</div><div>175</div><div>175</div><div>202320242025</div></div>
Succession plan for managers (% of women involved)	<div><div>43.0%</div><div>43.0%</div><div>43.0%</div><div>202320242025</div></div>

2022	Category	SDG
45.7	S	<div><div>4 EDUCACIÓN DE CALIDAD</div><div>8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</div></div>
45.9	S	<div><div>4 EDUCACIÓN DE CALIDAD</div><div>8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</div></div>
174	S	<div><div>4 EDUCACIÓN DE CALIDAD</div><div>5 IGUALDAD DE GÉNERO</div><div>8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</div></div>
43.65%	S	<div><div>5 IGUALDAD DE GÉNERO</div></div>

Our people



Activity	Target	2022	Category	SDG
Satisfaction and performance				
Employees involvement and satisfaction (Engagement) (% of employees) ¹	Scope	A: 100%	S	
	Participation	P: 75%		
	Engagement	S: 85%		
Performance Appraisal (Open Feedback Evaluation) (% employees)	2023 targets	A: 100%	S	
	2025 targets	P: 99%		
Conciliación				
Improvement of work areas in offices (nr. employees benefited)	1,850 employees in the 2023-2025 period	637	S	 
Promotion of services that favour the reconciliation of employees ³ (nr. services)	62 services in 2025	68	S	 

1. Biennial survey, results of 2022.
2. Eligible and accessible individuals who have worked in the Group for at least 3 months
3. The data refers to the total number of services offered in all of Endesa's 7 headquarters. The target has been redefined to the new working model.

Our people

Activity	Target
People safety	
Crisis management – Simulation plan	1 simulation per year in the 2023-2025 period
Security awareness (nr. actions)	<div><div>38</div><div>40</div><div>42</div><div>202320242025</div></div>



2022	Category	SDG
2	S G T	
45	S	

Commitment with local and global communities



Activity	Target								
Education (nr. beneficiaries) UPGRADE	0.9M beneficiaries (2015-2030 period)								
Access to energy (nr. beneficiaries)	4.1M beneficiaries (2015-2030 period)								
Socioeconomic development (nr. beneficiaries) UPGRADE	2.1M beneficiaries (2015-2030 period)								
Futur-e projects (nr.)	<table border="1"> <thead> <tr> <th>Year</th> <th>Projects</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>6</td> </tr> <tr> <td>2024</td> <td>6</td> </tr> <tr> <td>2025</td> <td>5</td> </tr> </tbody> </table>	Year	Projects	2023	6	2024	6	2025	5
Year	Projects								
2023	6								
2024	6								
2025	5								

2022	Category	SDG
0,4 ¹	S G	4 QUALITY EDUCATION 17 PARTNERSHIPS FOR GOALS
2,4 ¹	S G	7 AFFORDABLE AND CLEAN ENERGY 17 PARTNERSHIPS FOR GOALS
1,1 ¹	S G	8 DECENT WORK AND ECONOMIC GROWTH 17 PARTNERSHIPS FOR GOALS
6	I A S G	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

I Industrial
 A Environmental
 S Social
G Governance
 T Technological

Responsible supply chain



Activity	Target	2022	Category	SDG
Qualified suppliers assessed in relation to human rights, environmental and health and safety aspects (% qualified suppliers)	100% in the 2023-2025 period	100%	A S G	
Increase in coverage rate of tenders with K of sustainability (% of the total tenders amount) UPGRADE		99%	A S	
Coverage of tenders with mandatory sustainability requirements (% of the total)		0%	A S G	
Supplier's value covered by ISO Carbon Footprint (CFP) certification (% of the total) UPGRADE		66%	A S	
Promotion of the qualification system: Volume of purchases made from qualified suppliers (% of the total) ¹		95%	I	
Audits of contractors in legal-labor and health and safety issues (% of contractors evaluated)		12%	A S G	

1. Qualified suppliers in the family of the contract

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal

I Industrial
 A Environmental
 S Social
G Governance
 T Technological

Zero
emissions
ambition

Clean
electrification

People

Nature

Growth
accelerators

Backbones



Nature

34 Targets



Biodiversity protection, waste management and responsible use of water



Activity	Target
Biodiversity	
Implementation of the biodiversity conservation programs (nr.) UPGRADE	> 25 actions per year in the 2023-2025 period
Internal biodiversity awareness NEW	Communication campaign for employees in 2023
Waste	
Promote minimization in the production of waste generated in the electricity production process UPGRADE	Waste production ¹ < 14,000 tonnes in 2025
Water	
Collection of water for industrial use in electricity production process (l/MWh) UPGRADE	<div><div>88.8</div><div>78.3</div><div>74.2</div><div>202320242025</div></div>

2022	Category	SDG
31	<div>A</div> <div>S</div>	<div>14</div> <div>15</div>
NA	<div>A</div> <div>S</div>	<div>14</div> <div>15</div>
13,838	<div>A</div>	<div>12</div>
73.6	<div>A</div>	<div>6</div> <div>12</div>

1. Hazardous and non-hazardous wastes

Pollution reduction



Activity	Target
Air quality	
SO ₂ emissions (g/kWh _{bc}) UPGRADE	<div><div>0.14</div><div>0.14</div><div>0.13</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>
NOx emissions (g/kWh _{bc}) UPGRADE	<div><div>0.71</div><div>0.72</div><div>0.68</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>
Particulate emissions (g/kWh) UPGRADE	<div><div>0.01</div><div>0.01</div><div>0.01</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>
Mercury emissions (mg/kWh) UPGRADE	<div><div>9.2E-05</div><div>1.6E-05</div><div>0</div></div> <div><div>2023</div><div>2024</div><div>2025</div></div>

2022	Category	SDG
0.12	A	
0.67	A	
0.01	A	
0.00012	A	

I Industrial

G Governance













A Environmental

T Technological

S Social

Pollution reduction




Activity	Target	2022	Category	SDG
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 2023-2025 period	100%	I A	  
Reduction of the environmental footprint (% reduction vs 2022)	1% of reduction in 2025	5,463	I A T	  
Buildings management				
Certification in energy, environmental and indoor air quality management in offices	52% of the surface certified in the 2023-2025 period	52%	A	 
Reduction of energy consumption ¹ (% of reduction)	-0.5% vs the previous year in the 2023-2025 period	+4.4% vs 2021	A	 
Reduction of water consumption ¹ (% of reduction)	-0.5% vs the previous year in the 2023-2025 period	+5.0% vs 2021	A	 

1. It only includes SIGAEC buildings.

NEW New Target

UPGRADE Target increased vs the previous plan

 Redefined goal

I Industrial **A** Environmental **S** Social
G Governance **T** Technological

Pollution reduction

Activity	Target
Reduction the generation of waste in paper and board ¹ (% of reduction)	-0.5% vs the previous year in the 2023-2025 period
Reduction of single-use plastics at Endesa offices ¹	<div><div>Vs 2018</div><div><div>85%</div><div>85%</div><div>85%</div></div><div><div>2023</div><div>2024</div><div>2025</div></div></div>
Reduction of the surface in all Endesa buildings (m² reduced)	8,400 m² reduced in the 2023-2025 period
CO ₂ emissions in buildings ² (tonnes)	0 from 2023
Transformation and improvement of offices (millions of euros invested)	> 15 millions in the 2023-2025 period



2022	Category	SDG
-53.8% vs 2021	A	
85%	A	
801	A	
2.204 ³	A	
6,0	S	

1. It only includes SIGAEC buildings.
2. The reduction of emissions is determined by the reduction of electric consumption and office space
3. Tonnes of CO₂ in 2022.

37

Pollution reduction



Activity	Target	2022	Category	SDG
Sustainable mobility: fleets and employees				
Sustainable fleet management: electrification and optimization	57% of electric vehicles in 2025	10%		
	3% of plug-in hybrid vehicles in 2025	36%	A G T	11 13
	10% of hybrid vehicles in 2025	6%		
	30% of combustion vehicles in 2025	48%		
Reduction of the CO ₂ emissions in the Endesa's fleet management (% of reduction vs 2022)	25% of reduction in 2025	4,096 ¹	A T	11 13
Electrification of car park at headquarters (nr. parking places)	1,000 parking places for electric vehicles in 2025 ²	886	A T	11 13

1. Tonnes of fleet emissions in 2022

2. The data considers the places that have an electric vehicle charging system installed

Pollution reduction



Activity	Target
Responsible management of taxi use	41% of employees using share taxi in 2025 ¹
	75% km traveled in ecotaxis in 2025 ²
Promotion of the e-carsharing service (km traveled)	60,000 km in the 2023-2025 period
E-bike and electric scooter (km traveled)	7,500 km e-bike in the 2023-2025 period
	3,000 km electric scooter in the 2023-2025 period
Public transport card (n° employees)	716 employees in 2025

UPGRADE

1. % of the total number of employees who use the taxi for their business trips.
2. Ecotaxis use any of the following technologies: hybrid, electric, LPG or CNG
3. Service temporarily suspended due to the pandemic.

2022	Category	SDG
38%	A S T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
72%	A S T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
19,184	A S T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
0 ³	A S T	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
619	A S	11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Zero
emissions
ambition

Clean
electrification

People

Nature

Growth
accelerators

Backbones



Growth
accelerators

10 Targets



Growth accelerators

Activity

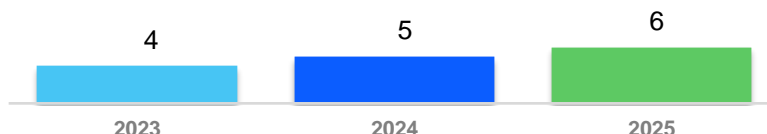
Target

Circular economy

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

>200 participants in 2023

Proposal for Circular Economy solutions with the different business areas (number of proposed solutions)



Alliances with companies

1 initiative per year with other companies about circular economy

Agreements with cities and public entities in Circular Economy

1 agreement per year in the 2023-2025 period

Generation fleet circularity (Material and fuel reduction vs 2015)¹

91% in 2030

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



New Target



Target increased vs the previous plan



Redefined goal



2022	Category	SDG
320	I A S G	4 EDUCACIÓN DE CALIDAD 12 PRODUCCIÓN Y CONSUMO RESPONSABLES
4	I A G	12 PRODUCCIÓN Y CONSUMO RESPONSABLES 17 PAUTAS PARA EL DESARROLLO
2 alliances	I A S G	12 PRODUCCIÓN Y CONSUMO RESPONSABLES 17 PAUTAS PARA EL DESARROLLO
2 agreements	I A S G	11 CIUDADES Y COMUNIDADES SOSTENIBLES 12 PRODUCCIÓN Y CONSUMO RESPONSABLES 17 PAUTAS PARA EL DESARROLLO
67%	I A S G	8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO 13 CLIMA 12 PRODUCCIÓN Y CONSUMO RESPONSABLES 17 PAUTAS PARA EL DESARROLLO



Industrial



Environmental



Social



Governance



Technological

Growth accelerators



Activity	Target
Cibersecurity	
Disseminating the IT security culture and changing people's behaviour in order to reduce risks (nr. of cyber security events per year)	<div><div>15</div><div>15</div><div>15</div><div>2023</div><div>2024</div><div>2025</div></div>
Execution of cyberexercises ¹ involving industrial plants/sites (nr. of cyberexercises executed per year)	<div><div>60</div><div>62</div><div>64</div><div>2023</div><div>2024</div><div>2025</div></div>
Information security verification activities (nr. actions per year)	<div><div>1,400</div><div>1,400</div><div>1,400</div><div>2023</div><div>2024</div><div>2025</div></div>
Digitalization	
Investment in the digitalization of assets, clients and our people (€M invested)	~ 1,400 €M in the 2023-2025 period
Sustainable finance	
Gross debt linked to sustainable aspects (%) NEW	87% of gross debt in 2025

2022	Category	SDG
19	T	
54	T S	
1,400	T	
520	I T S	
65%	I A G	

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)

Zero
emissions
ambition

Clean
electrification

People

Nature

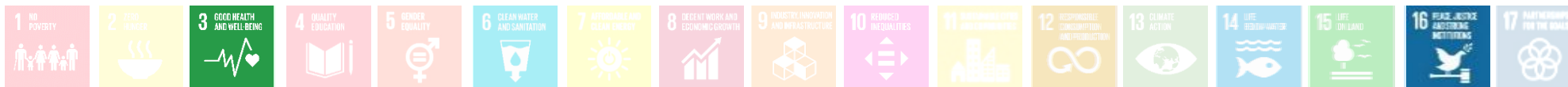
Growth
accelerators

Backbones



ESG Backbones

13 Targets



Occupational health and safety



Activity	Targets	2022	Category	SDG
Reduction of fatal accidents (nr. of fatal accidents)	0 in the 2023-2025 period	0	S	
Reduction of the combined accident frequency rate UPGRADE	<p>5.19 3.01 1.64 0.75 0.68 0.58 0.32 0.30</p> <p>2010 2012 2014 2017 2019 2021 2023 2025</p> <p>↓ 94%</p>	0.33	S	
Safety inspections in own and contractor facilities (nr.) UPGRADE	110,000 inspections per year in the 2023-2025 period	110,752	S	
Safety Extra Checking on Site (nr.) UPGRADE	12 ECoS per year in the 2022-2025 period	10	S	
Environment Extra Checking on Site (nr.) UPGRADE	10 ECoS per year in the 2022-2025 period	6	A S	
Promotion of medical screenings ¹ (% of employees)	<p>70% 70% 70%</p> <p>2023 2024 2025</p>	5,923	S	

1. The percentage of recognitions includes the effect of the coexistence of mandatory annual and voluntary recognitions whose periodicity and offer is biennial, as well as the impact of the ongoing risk re-assessment process on the distribution among them.

NEW New Target

UPGRADE Target increased vs the previous plan

Redefined goal

Sound governance and Human Rights



Activity	Target	2022	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	16
Promotion of the criminal risks prevention	Keep the certifications of criminal compliance (UNE 19601) and anti-bribery (UNE-ISO 37001)	Done	G	16
Analysis of complaints through the ethical channel	100% of the complaints analysed in <90 days in the 2023-2025 period	100%	G S	16
High level in ethical conduct recognized by the ISR ¹	Score > 95/100 in DJSI in the 2023-2025 period	100	G	16
Training in at least one course in ethical conduct or compliance in the last 3 years (% of employees)	<p>>75% >75% >75%</p> <p>2023 2024 2025</p>	NA	G	4 16

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.

NEW New Target

UPGRADE Target increased vs the previous plan

REDEFINED Redefined goal

Sound governance and Human Rights



Activity	Target
Presence of women on ENDESA's Board of Directors (% of women)	40% of Board of Directors in the 2023-2025 period
Evaluation of the Board of Directors with the support of an independent consultant	1 triennial evaluation

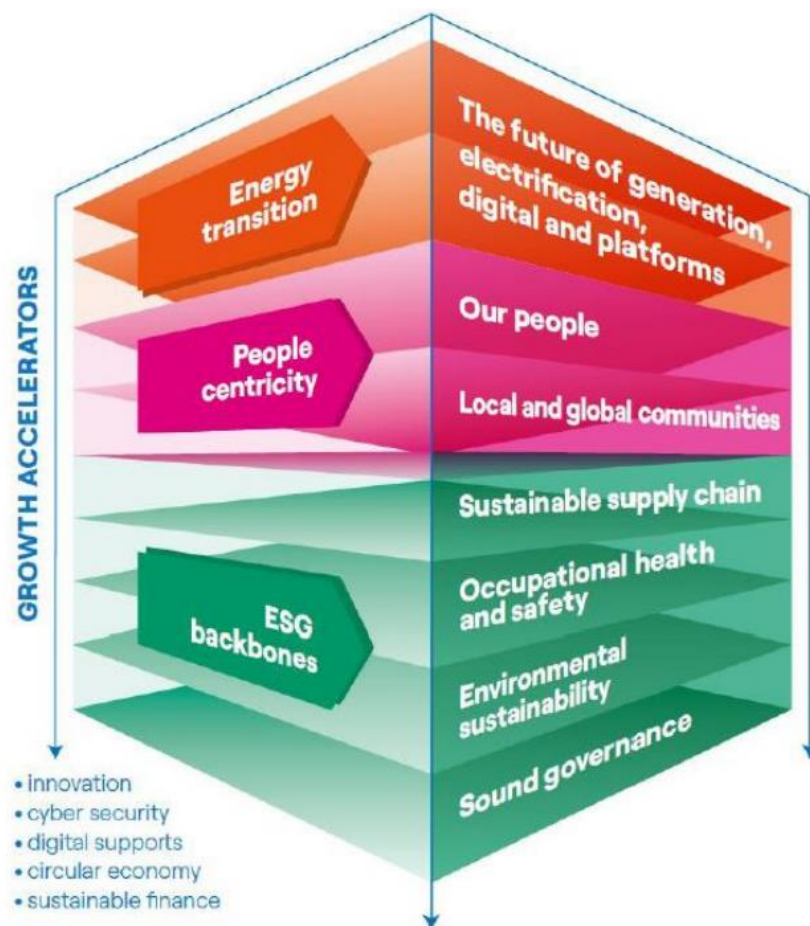
2022	Category	SDG
42%	S G	5 GENDER EQUALITY
Done in 2022	G	16 PEACE, JUSTICE AND STRONG INSTITUTIONS



2022 Sustainability Plan Results

2022-2024 Sustainability Plan Results

Action lines



FUTURE OF GENERATION	91,7%
ELECTRIFICATION, DIGITAL AND PLATFORMS	99,6%
OUR PEOPLE	99,9%
LOCAL AND GLOBAL COMMUNITIES	100%
SUSTAINABLE SUPPLY CHAIN	86,5%
OCCUPATIONAL HEALTH AND SAFETY	95,9%
ENVIRONMENTAL SUSTAINABILITY	94,3%
SOUND GOVERNANCE	100%
GROWTH ACCELERATORS	99,2%

Total compliance = 97%



**THANK
YOU**

endesa