DIRECTOR CANDIDATE SELECTION AND DIVERSITY POLICY OF ENDESA, S.A.

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1. INTRODUCTION

The Board of Directors of ENDESA, S.A. ("Endesa" or the "Company") has approved this specific and attestable Director Candidate Selection and Diversity Policy to ensure that proposals for appointment or re-appointment of directors are based on a previous analysis of the skills required by the Board of Directors, the Audit and Compliance Committee, the Appointments and Compensation Committee and the Sustainability and Governance Committee taken together, as well as to ensure that said proposals foster diversity in terms of knowledge, experience, culture, nationality and gender, thereby explicitly declaring Endesa's commitment to the diverse composition, as from the first stage of selecting candidates, of its highest governing body.

In particular, this Policy aims to incorporate professional experiences and skills and different management skills (including those specific to the business carried out by the Company, as well as economic/financial, accounting and auditing, internal control, financial and non-financial business risk management, legal and sustainability-related skills), as well as to promote, to the extent possible, gender diversity.

In light of the fact that Endesa's daily actions are guided by transparency and good governance, Endesa expressly commits, by virtue of this Policy, to follow such principles in relation to composition of the Board of Directors, Audit and Compliance Committee, Appointments and Compensation Committee and Sustainability and Governance Committee.

2. SELECTION PROCESS

The Appointments and Compensation Committee shall base its proposals or reports for appointment, ratification or re-appointment on the results of an objective, verifiable and transparent selection process, which shall be based on a prior analysis of the skills required by the Board of Directors, Audit and Compliance Committee, Appointments and Compensation Committee and Sustainability and Governance Committee taken together, with the objective of integrating professional experiences and skills, as well as different management skills, and to promote diversity of experience, culture, nationality and gender, bearing in mind the relevant weight of the different activities performed by Endesa, as well as the specific areas or sectors that the Company wishes to promote, such as information technology.

During the selection process, the Appointments and Compensation Committee or its Chairman may meet with each of the candidate Directors before issuing their Report or Proposal.

Any Director may request that the Appointments and Compensation Committee take into consideration, if deemed suitable, in its opinion, potential candidates to fill vacancies in the position of Director. The Appointments and Compensation Committee may, when it deems it appropriate, identify who has put forward the name of the candidate selected for evaluation.

The Appointments and Compensation Committee shall assess the following elements when evaluating the candidates, taking into account the skills required by the Board of Directors and the individual and collective requirements of the members of its internal committees:

i) the technical-professional competences of the candidates, which will take into account the strategic objectives of the Company. The directors as a whole shall have the necessary knowledge of the business carried out by the Company,
including economic/financial, accounting, auditing, internal control and financial and non-financial business risk management, human resources, sustainability and corporate governance, *inter alia*.

ii) candidate's prior management experience, also taking into account the environment in which Endesa operates;

iii) commitment required to carry out the office, also assessing other duties previously carried out by the candidate in other companies;

iv) potential conflicts of interest;

v) significance of potential commercial, financial or professional relationships held, or recently held, directly or indirectly, by the candidate with the Company or Group companies; as well as

vi) potential outstanding proceedings against the candidate, as well as criminal convictions or administrative sanctions imposed by competent authorities.

In the case of candidates for Independent Director, the Appointments and Compensation Committee shall verify, in particular, compliance with independence requirements as established by law.

In any case, the proposals for the appointment, ratification or re-appointment of Directors that are submitted to the Board of Directors shall be made with regard to renowned persons who have the relevant experience and professional knowledge to perform their duties and who assume a commitment of sufficient dedication for performance of the tasks inherent therein.

In proposals for re-appointment, the Appointments and Compensation Committee, in addition to taking into account the same factors as for the initial appointment, will evaluate the director's performance during the time he has held the position and his ability to continue to fulfil it satisfactorily, as well as the needs of the Board of Directors as a whole.

In accordance with National Securities Market Commission Technical Guidelines 3/2017 and 1/2019 and in line with best practices, the proposal and appointment of members of the Audit and Compliance Committee, the Appointments and Compensation Committee and the Sustainability and Governance Committee, and ultimately, their composition shall ensure the maximum independence of the Committee.

### 3. SUPPORT FROM EXTERNAL ADVISORS

The Appointments and Compensation Committee may contract the services of one or more different external advisors that specialize in identifying and selecting candidates in order to improve the efficiency, efficacy and impartiality of the procedures used to identify candidates to the Board of Directors.

The advisor shall evaluate the requirements set forth in section 2 of this Policy when identifying candidates.
4. CANDIDATE INELIGIBILITY

The following shall be ineligible as candidates for director:

- Anyone who, during the two years prior to his/her potential appointment, has held a senior management position in a Spanish government agency that is incompatible with the performance of the duties of Director, in accordance with the law in force.

- Anyone who sat on more than four boards of directors of listed companies, other than Endesa, S.A., or eight organizations in total (including listed and unlisted companies). Membership on various boards of directors for companies within the same group shall, for these purposes, count as one board for each group of companies. In addition, for these purposes, any board of directors on which the Director sits shall not count when said board is that of a company that may submit abridged balance sheets and statements of changes in net equity or which is a holding company or a mere financial vehicle corporation.

- Anyone under any other circumstances of incompatibility under the Spanish Capital Corporations Law and other applicable legal provisions.

5. PROMOTION OF DIVERSITY SPECIFIC REFERENCE TO GENDER DIVERSITY

Endesa understands that diversity in all its forms, at every level of its professional team, is a key component to ensuring the Company's competitiveness and also plays a key role in its corporate governance strategy that ensures a critical attitude, as well as the expression of different points of view and positions and the analysis of its strong and weak points.

For this, it ensures equal opportunities and fair treatment in the management of people at all levels, maximizing the value contribution of those elements that differentiate people (gender, culture, age, abilities, nationality, etc.) within the Board of Directors, the Audit and Compliance Committee, the Appointment and Compensation Committee and the Sustainability and Governance Committee, taking into account the limitations presented by the smaller size of the Committees.

In this regard, the Director Selection Policy shall promote the objective of having female directors account for at least 40% of the total number of Board members from the end of 2022 on, and shall account for no less than 30% before that time.

In order to promote gender diversity among senior management, Endesa's succession plans require that at least half of the candidates be women.

6. POLICY COMPLIANCE VERIFICATION

Compliance with this Director Selection Policy shall be verified annually by the Appointments and Compensation Committee, who shall report its conclusions to the Board of Directors. Furthermore, the Annual Corporate Governance Report shall include a summary of said conclusions.