

Integrated Policy for Quality, Health, Safety, Environment and Anti-bribery

Enel X mission is to develop new technologies and solutions defining new business models and revenue streams, maximizing customer value and operational efficiency both in existing and new countries. Enel X is committed to comply with applicable regulations, implementing voluntary proactive initiatives, and adopting an **Integrated Management System** based on the principle of continuous improvement and adherent to the most appropriate quality, health, safety, environmental and anti-bribery standards.

In accordance with **Enel Group** principles and guidelines, **Enel X** considers health, safety and psychophysical integrity of people its most valuable asset and therefore operates for guaranteeing a healthy, safe and sustainable environment for all the people involved or impacted by its activities, with an important focus on stakeholders' needs. Furthermore, Enel X - being aware that corruption represents an obstacle to economic, political and social development - is constantly engaged in establishing a culture of integrity, transparency and compliance in respect of applicable regulations and Enel Group ethical principles.

In executing its mission, Enel X is fully committed to:



promote and reinforce a culture of health, safety and environment for the benefit of everyone involved in its business, raising awareness on risks and questioning attitude in activities preparation and realization, in order to deliver high-quality work without accidents, and providing all staff and contractors the authority to stop promptly any activity that may endanger the health and safety of people and local communities or that might cause damage to the environment;



promote and diffuse an innovation culture within processes, technologies, development activities and scouting of new solutions and business opportunities, leveraging on research activities and external partners;



adopt work methods inspired by quality and efficiency, ensuring their dissemination through effective training and education;



guarantee the sustainability of its business, promoting the engagement of employees, customers and relevant stakeholders in order to generate shared value for the communities, future generations and Enel Group;



protect the environment by reducing environmental impact through the application of the best available technologies in all the stages of the business together with contractors and suppliers, and taking into consideration a life cycle analysis approach and the circular economy concept;



establish a rigorous process for the identification, selection and management of contractors and suppliers, monitoring regularly their activities in order to ensure the desired quality levels and align their operative, health, safety and environmental standards to those of Enel Group;



prohibit and strive to prevent any conduct that could be classified as corruption or attempted corruption;



encourage the reporting of suspected corrupt conducts and practices, and sanction any conduct that does not comply with anti-bribery principles of "Code of Ethics" the "Zero Tolerance of Corruption Plan" of the Enel Group and the "Organizational Model pursuant to Italian Legislative Decree No 231", which, together with the "Enel Global Compliance Program" for non-Italian subsidiaries, constitute the pillars of its Anti-bribery Management System;



pay constant attention to customers, and to all those who come or will come into contact with its business ensuring the respect of their needs and providing products and services with high level quality standards.

The present policy shall be promoted and diffused within the whole organization and stakeholders. I consider it essential that all Enel X colleagues support these principles, actively contributing to the achievement of the set objectives. Accordingly, commitment, effectiveness and implementation of this policy will be periodically reviewed in order to always ensure its full compliance with the Enel X strategies and context evolution.

The Head of Enel X

FRANCESCO VENTURINI

