



REGULATION FOR SUPPLIER PERFORMANCE MANAGEMENT INCENTIVE ACTIONS

Art. 1 – Purpose

- a. Enel has implemented a system for monitoring the performance of its Suppliers, called Supplier Performance Management, during the purchasing process and the execution of the contract in order to implement a supplier and contract management consistent with the required performance standards.
- b. Every month the data collected in the business systems and in the Track & Rate app are used for the calculation of six category indicators (Safety, Environment, Quality, Punctuality, Human Rights and Correctness, Innovability & Collaboration) and a synthetic indicator (Supplier Performance Index), deriving from the weighted average of the categories according to percentages that depend on the risk associated to the single category in the merchandize group of evaluation.
- c. The monitoring of the above indicators is carried out at contract level and / or at merchandize group level.
- d. According to the score obtained, a consequence management process will be initiated over the Supplier, this may include, among others, actions aimed at encouraging virtuous behavior.

Art. 2 – Access to incentive measures

- a. The incentive actions are dedicated to Suppliers with active contracts in use on the Merchandise Groups listed in Annex I. Enel will select the contracts to be evaluated on the basis of criteria aimed at determining their strategic relevance and pursuing an internal optimization of the evaluation and monitoring activities. These criteria may be: duration and contractual amount, type of activity carried out, total number of contracts present in the Merchandise Group. The incentive measures can be accessed by Suppliers who have achieved excellent performance at least in the main categories of the specific merchandise groups according to the requirements set out in Annex II.
- b. Taking into account its objectives, Enel reserves the right to update over time, giving adequate notice, the access requirements set out in the aforementioned attachment.
- c. Every six months, the list of Suppliers characterized by the best performances is analyzed by a Committee that ratifies the final list of subjects to be submitted to incentive measures and the description of the measure.
- d. Enel reserves the right to select the suppliers among those referred to in point a) above on the basis of economic and strategic opportunity criteria.
- e. Suppliers identified by the Committee will receive a communication by e-mail detailing the incentive measures.
- f. Within one month of receiving this communication, the Suppliers selected and interested in the incentive measures will be required to accept the application of the proposed



measure, ("**Access**"), these Regulations, including the relevant Annexes, in the dedicated module of the WeBUY platform.

- g. After this deadline without the selected Supplier having expressed interest in receiving the incentive, Enel will exclude the Supplier from the list of beneficiaries. It is understood that the selected Supplier will still have the opportunity to be selected again, receiving a new communication of access, if, on occasion of the subsequent meetings of the Committee, it is again identified as a Supplier worthy of incentives.

Art. 3 – Methods of carrying out the measures

- a. Access to incentives by participating Suppliers is free.
- b. Access remains an exclusive discretionary act of the adhering Supplier.

Art. 4 – Suspension and Exclusion from the Program

- a. The maintenance of the aforementioned selection requirements by the incentive Suppliers will be checked every month. If the non-existence of these requirements is ascertained twice in succession, the incentive measure may be suspended from the Supplier. It is understood that the Supplier can again access the incentive measures according to the times and methods described in art 2.
- b. Enel may order the suspension or exclusion of the Supplier from the selection referred to Article 2 in the event of ascertained breaches by the latter of the obligations established in the active contracts with the companies of the Enel Group or in the event of proven conduct likely to harm to the image of Enel.
- c. In the event of termination for serious breach by the Supplier of the active contracts with one of the companies of the Enel Group or in the event of suspension of the Supplier from the Enel qualification system, Enel will proceed with the exclusion from the incentive measures, reserving the right to proceed the recovery of any economic damage.
- d. In the event of suspension or exclusion of the incentive measure or exclusion of the Supplier from the selection process, Enel will in no way responsible for any damages caused to the Supplier..

Art. 5 – Treatment of personal data

- a. In addition to what is already indicated in the privacy information contained in the Rules for the use of online services available on the Enel Group's Global Procurement Portal, Enel Global Services Srl, as Data Controller, informs that:
 - i. The processing of personal data (such as: name, surname, email etc.) of the contact persons indicated by the Supplier is necessary to allow participation in the incentive measures;
 - ii. Such data, in case of adherence to the incentive measures, will be communicated to the Partners participating in the project and will be used by the latter to offer the relative Services.
- b. The Supplier declares to have adequately informed its employees indicated as contact persons and to process personal data - in accordance with the legal provisions in force - and to have a valid legal basis for data processing.



Art. 6 – Communications

Any communication relating to or connected to the incentive measures must be sent through the dedicated module of the WeBUY platform.ç

ANNEX I – MERCHANDISE GROUPS FOR INCENTIVES

MG	MG Description	Business Line	Country
FERV02	Supply- technical assistance service related to electric vehicle charging stations and mounted installations	ENEL X	All
LEIL08	Works for public and artistic lighting	ENEL X	All
SPII01	Systems (Hw and Sw) engineering assistance	GDS	All
SPPI05	Cyber Security.	GDS	All
SPPI26	Assistance, consulting for IT applications	GDS	All
SPPI29	Web agency	GDS	All
FECA02	HV cables insulated with elastomers up to 170 kV	GIN	All
FETR05	HV/MV TRANSFORMERS FOR PRIMARY SUB-STATIONS AND FOR GENERATION PLANT (HV/MV AND MV/MV) RATED POWER MAX 300MVA /220kV	GIN	All
LELE05	Works on MV/LV plants	GIN	All
FAAI02	Control and automation systems Hydro, Geothermal, Wind and Solar.	GPG	All
FEER02	Wind plants	GPG	All
FEER03	Photovoltaics Modules for terrestrial applications	GPG	All
FEER09	Design, supply and installation of Solar tracking systems for Photovoltaic Plants	GPG	All
FEQE28	Solar inverters and accessories	GPG	All
FEST06	EPC Electrical Power Stations MV/HV	GPG	All
FETR05	HV/MV TRANSFORMERS FOR PRIMARY SUB-STATIONS AND FOR GENERATION PLANT (HV/MV AND MV/MV) RATED POWER MAX 300MVA /220kV	GPG	All



MG	MG Description	Business Line	Country
FMTR02	Gas turbines	GPG	All
LCCC12	Civil works for electric plants	GPG	All
LCCC20	Demolition works for large plants.	GPG	All
LCCC21	Civil works equipment for wind power generation	GPG	All
LEII06	Construction of PV plants	GPG	All
LELE02	Overhead lines up to 150kV (material, installation and tensioning)	GPG	All
LELE04	HV overhead lines creation and maintenance	GPG	All
LMGE10	Mechanical installation of pipelines and equipment for thermoelectric plants	GPG	All
SPPT21	Design and installation services for turnkey of electric storage systems.	GPG	All
SPPT39	Engineering services for Basic and Detailed Design for Geothermal, Biomass, Solar and Wind Technologies.	GPG	All
FEER08	Spare Parts Supply for Wind Turbine Generators	GPG	All
LIOP02	Dams,Tunnels,Channels-Maintenance	GPG	All
MEEL04	Maintenance of other electrical equipment	GPG	All
MMIM18	Service of operation and maintenance of wind turbines. Specialist interventions on wind turbines.	GPG	All
MMIM19	Maintenance systems solar power generation	GPG	All
MMIM22	Maintenance service for components for geothermal power plants and for drilling installations	GPG	All
MMIM24	Mechanical components repairs for wind turbines.	GPG	All
FMTR02	Gas turbines	GPG	All
FMTR03	Gas turbine blades	GPG	All
FMTR09	Gas turbines - spare parts (excluding blades)	GPG	All
LEII09	Electrical installation	GPG	All
LMGE10	Mechanical installation of pipelines and equipment for thermoelectric plants	GPG	All



MG	MG Description	Business Line	Country
LMIS01	Insulation and deinsulation	GPG	All
MMIM01	Not-specialised mechanical maintenance	GPG	All
MMIM09	Internal combustion engines - maintenance	GPG	All
MMIM11	Gas turbines - maintenance	GPG	All
MMIM12	Steam turbines - maintenance	GPG	All
MMPI02	Industrial cleaning and washing	GPG	All
SRTS21	Transportation and disposal of special non-hazardous wastes	GPG	All
FSMT04	Vibration monitoring	GPG	PE
SPPT22	Environmental monitoring Services	GPG	PE
SLIM05	Document archives management	Market	PE
SPAB07	Credit Collection Agencies	Market	AR
SPAB07	Credit Collection Agencies	Market	BR
SPAB07	Credit Collection Agencies	Market	CL
SPAB07	Credit Collection Agencies	Market	PE
SPBD01	Collection of information on late paying users	Market	PE
SPCL01	Sales and brokerage services - Punto Enel partner shops	Market	CL
SPCO03	Call center and Back Office services in outsourcing	Market	IT
SPCO03	Call center and Back Office services in outsourcing	Market	BR
SPCO03	Call center and Back Office services in outsourcing	Market	CL
SPCO03	Call center and Back Office services in outsourcing	Market	PE
SPCO03	Call center and Back Office services in outsourcing	Market	ES
SPCO03	Call center and Back Office services in outsourcing	Market	AR
SPFA04	Electronic printing, invoicing and delivery to customers	Market	CL
SPFA04	Electronic printing, invoicing and delivery to customers	Market	PE



MG	MG Description	Business Line	Country
SPFA04	Electronic printing, invoicing and delivery to customers	Market	AR
SPPM05	Telesellers for the promotion of electrical and gas offers	Market	IT
SPPM06	Corner located into point of sale for the acquisition of electrical and gas proposals	Market	BR
SPPM06	Corner located into point of sale for the acquisition of electrical and gas proposals	Market	PE
SPPM08	Market survey	Market	CL
LCRI01	Civil building renovation and extraordinary maintenance work	Services	IT
LCRI01	Civil building renovation and extraordinary maintenance work	Services	PE
MCMO08	Ordinary maintenance services for civil buildings	Services	CL
MCMO08	Ordinary maintenance services for civil buildings	Services	CO
MCMO08	Ordinary maintenance services for civil buildings	Services	PE
MCMO08	Ordinary maintenance services for civil buildings	Services	ES
MCMO08	Ordinary maintenance services for civil buildings	Services	BR
SLMT06	Maintenance/repair employee rented cars	Services	BR
SLMT07	Car rental	Services	BR
SLMT07	Car rental	Services	CL
SLMT07	Car rental	Services	AR
SLMT07	Car rental	Services	CO
SLMT07	Car rental	Services	PE
SLMT14	Car rental with driver	Services	PE
SLPI03	Green area maintenance (gardening, cutting grass etc.)	Services	PE
SLPI04	Civil cleaning - Transportation and handling of goods/materials and portorage	Services	IT
SLPI04	Civil cleaning - Transportation and handling of goods/materials and portorage	Services	BR
SLPI04	Civil cleaning - Transportation and handling of goods/materials and portorage	Services	PE
SLRA51	Company café and canteen management, meal voucher supply	Services	AR



MG	MG Description	Business Line	Country
SLRA51	Company café and canteen management, meal voucher supply	Services	CL
SLRA51	Company café and canteen management, meal voucher supply	Services	CO
SLRA51	Company café and canteen management, meal voucher supply	Services	PE
SLSS04	Guarding	Services	AR
SLSS04	Guarding	Services	BR
SLSS04	Guarding	Services	CL
SLSS04	Guarding	Services	CO
SLSS04	Guarding	Services	PE
SLTR10	Courier, delivery and logistic services	Services	PE
SLTR21	Transportation of passengers	Services	BR
SLTR21	Transportation of passengers	Services	PE
SLVI01	Agreements with travel agencies	Services	CL
SLVI01	Agreements with travel agencies	Services	CO
SLVI01	Agreements with travel agencies	Services	PE
SPPT35	and processing	Services	PE



ANNEX II – ACCESS REQUIREMENTS FOR INCENTIVE MEASURES

The following access requirements are valid for all Enel Suppliers.

- Absence of safety accidents or environmental accidents in the last 12 months.
- Performance calculated on a rolling basis at 12 months, at GM / BL / country level, which must always be above the 90 value, minus the standard deviation, for the selected GMs, at least for the categories listed below.
 - Works: Safety, Quality, Punctuality.
 - Materials: Quality, Punctuality.
 - Services with a Safety risk component: Safety, Quality, Punctuality.
 - Services without risk component Safety: Quality, Punctuality.

However, the possibility of also considering the other categories that make up the assessment of Supplier Performance Management is always reserved.

ANNEX III –PLANNED INCENTIVE ACTIONS

Incentive measures can be economic and not economic.

As an example, economic measures include:

- Confirming: through this tool, the Supplier is offered the possibility of obtaining advance payment of Enel invoices; the invoices issued by the Supplier will be uploaded by Enel on an IT platform and confirmed for payment; by accessing the platform, the Supplier can express interest in the discount, by receiving directly from the bank a proposal that at its discretion can accept or not;
- Reduction of guarantees: the Supplier receives a reduction or cancellation of guarantees based on Enel's assessment of the risk of the counterparty or of the nature of the service covered by the contract. The measure is not applicable in case of advance payments and exceptions deriving, for example, from country risk and regulatory restrictions.

Non-economic measures include, for example:

- Recognition during communication events, e.g. supplier days, workshops, webinars;
- Possibility to consider an increase in the tender awarding class;
- Extension of the duration of the qualification.