



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 having achieved excellent performance in at least the categories with higher risk associated, of all merchandize groups according to the requirements set out in Annex I and which Suppliers must possess.
- 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.
- 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 not be in any case and in any way responsible for any damage deriving from 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 by email to the following email address: qualificazione@enel.com



ALLEGATO I – 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.

ALLEGATO II –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;
- Possibility to renew the qualification without charges.