



# ESG Focus for Investors

Enel Chile

November  
2024

# Our strategy for sustainable progress<sup>1</sup>



Enel Chile's sustainable strategy directly targets 4 SDGs while contributing to all the others



The ambition of **zero emissions** lies at the heart of the strategy  
Enel Chile has been implementing, contributing to a **just transition** by taking concrete actions that address social impacts of climate change mitigation and adaptation measures, together with **employees, suppliers, communities** and **customers**



## Index

- Climate change
- Natural capital
- Employees, Suppliers, Communities and Customers
- Growth accelerators
- Corporate Governance
- ESG Ratings

1. 2025-27 plan data, where not present, will be disclosed in due course.

# **Climate Change**

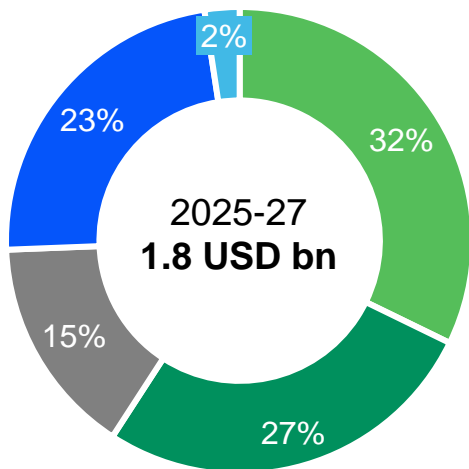
*Achievements, Strategy  
and Targets*



# Capex plan aligned with our climate-related targets

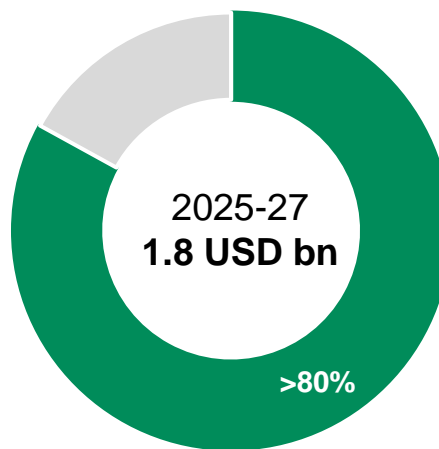


## 2025-27 Gross capex by GBL



- Renewable
- Thermal
- Others<sup>1</sup>
- BESS
- Grids

## Gross Capex alignment to SDGs



Renewable generation and power retail



Distribution











Enel X and other



1. Others include Enel X, trading and services capex.

# Main operative KPIs



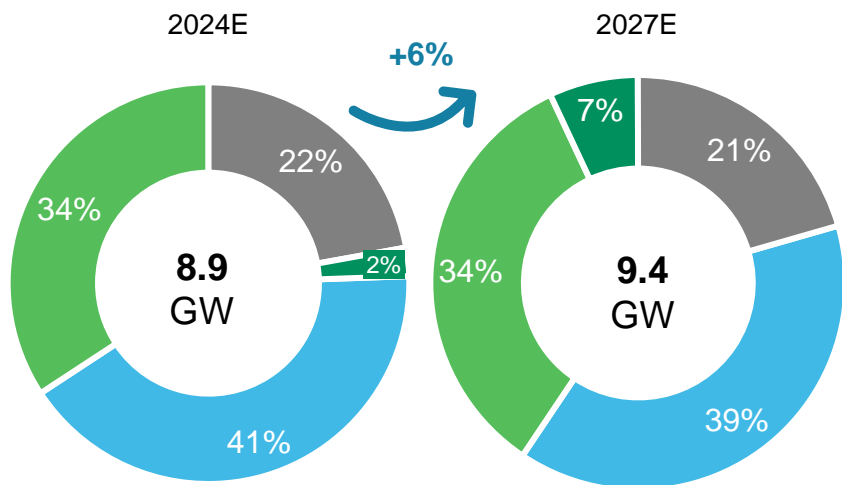
	2024E	2027E
 <b>REN capacity<sup>1</sup> (GW)</b>	6.9	7.5
 <b>REN capacity over total<sup>1</sup> (%)</b>	78%	79%
 <b>GHG free production over total (%)</b>	80%	77%
 <b>Energy sold in Gx<sup>2</sup> (TWh)</b>	33.2	31.4
 <b>Energy distributed<sup>3</sup> (TWh)</b>	14.7	15.6
 <b>SAIDI<sup>4</sup> (min)</b>	145	122
 <b>Network losses<sup>5</sup> (%)</b>	5.4%	5.4%
 <b>Electrification<sup>6</sup> (TWh)</b>	1.0	4.2

1. It includes renewable capacity and BESS; 2. Includes sales to regulated and free clients in the generation business; 3. Data only for Enel Distribución concession area; 4. SAIDI average LTM (Last Twelve Months); 5. Energy losses average LTM (Last Twelve Months); 6. TWh since 2019. Cumulative figures. Includes all e-buses, charging points through Enel X Chile and Enel X Way Chile, full electric buildings and air conditioning / heating sold.

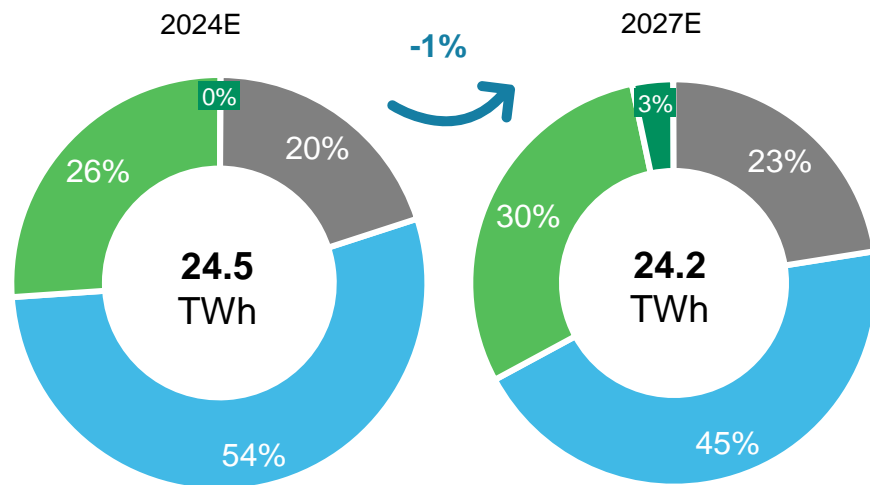
# Installed capacity and production by technology



## Net installed capacity



## Net production

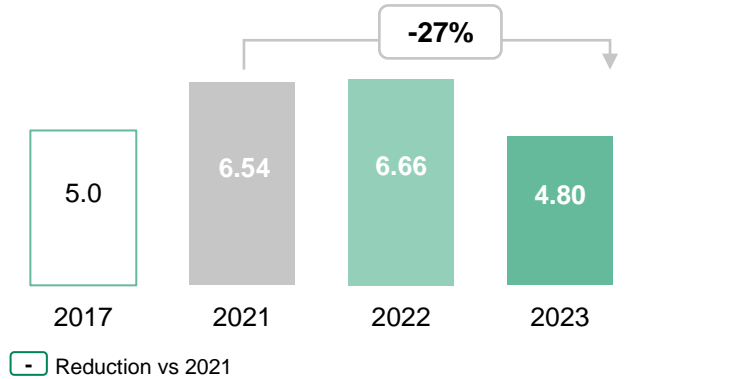


■ Hydro ■ Renewable (ex-hydro) ■ BESS ■ Thermal

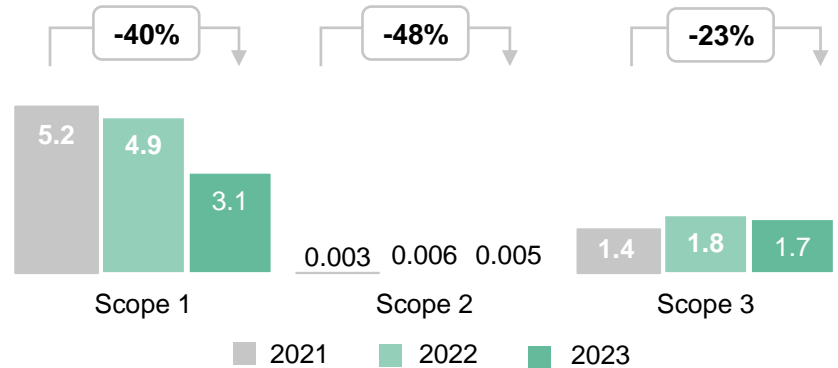
# Total GHG emissions Chile



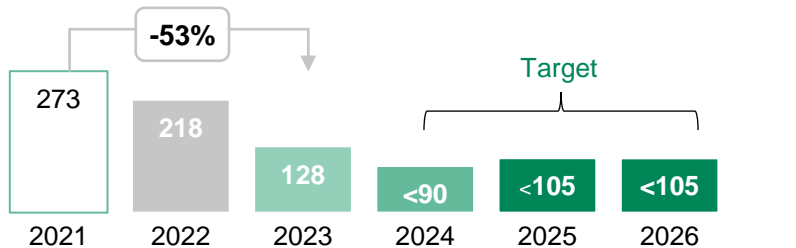
Total absolute emissions (MtCO<sub>2</sub><sub>eq</sub>)



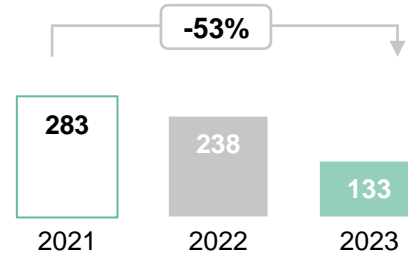
Absolute emissions by scope (MtCO<sub>2</sub><sub>eq</sub>)



Historical trend Scope1 (gCO<sub>2</sub><sub>eq</sub>/KWh)



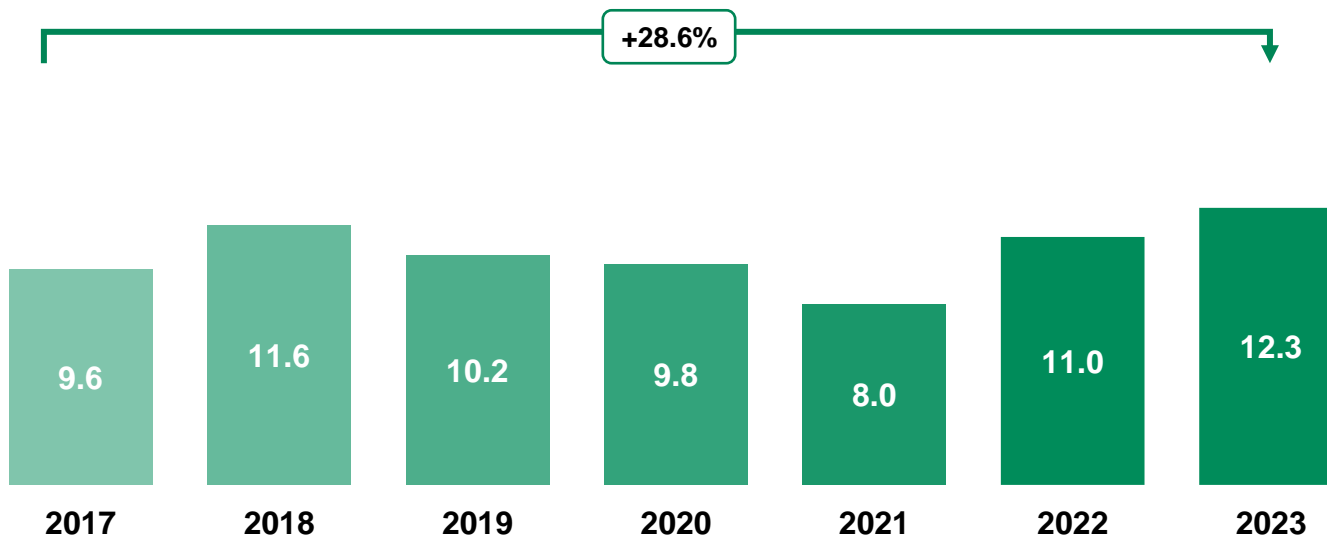
Historical trend scope Scope 1&3 Integrated (gCO<sub>2</sub><sub>eq</sub>/KWh)



# Avoided emissions



Avoided emissions<sup>1</sup>  
(MtCO<sub>2eq</sub>)



1. The resulting value is calculated as the product of the generation of electricity obtained from a renewable and the specific CO<sub>2</sub> emissions from the thermoelectric generation of the country (source: Enerdata).



# Our long-term climate strategy: partnering with all our stakeholders in the fight against climate change



**Financial  
Community  
& Partners**

- Enel Chile capex plan fully aligned with 2040 Net Zero targets
- Sustainability-linked instruments to finance Enel Chile decarbonization strategy



**Planet**

- Exit from gas power generation by 2040
- 100% renewable fleet by 2040



**Clients**

- 100% sales from renewables by 2040



**Employees,  
Suppliers &  
Communities**








- Decarbonize the supply chain by 2040
- Dialogue, engagement and collaboration in line with the principles of a just transition

# Managing acute physical risks...



## Mapping risks...

### Vulnerability by technology<sup>1</sup>

	Heat	Floods	Icing	Hail	Storms	Wildfires
	●	●				
		●				
	●		●		●	
	●	●	●	●	●	
	●	●	●	●	●	●
						●
	●					

## ...to define action plans

### Adaptation activities



#### RESILIENCY

Guidelines for risk assessment and design of hydraulic technology



Guidelines for defining plans to increase network resilience



Preliminary analysis of the medium-long term impacts of climate change

#### RESPONSE

Management of incidents and critical events

Strategies and guidelines for risk prevention, disposition, response, and recovery actions in the distribution network






Enel X critical event management

1. High priority phenomena.

# ...while preparing for chronic climate changes



## Assessing M/L term risks and opportunities...






	Rain	Wind	Solar radiat.	Sea level	Air temp.	Water temp.
	●			●	●	●
	●				●	
		●				
			●			
	●	●			●	

## ...that shape strategies and enhance value

### Strategy implementation

- Prioritizing phenomena and **scenario analysis**: linking scenarios to business operations.
- Impact assessments: **quantifying the effects** at operational, economic and financial level.
- Operational and strategic actions: info from previous activities informs Enel Chile decisions such as **capital allocation** and **business activities**.

### Risks and opportunities

-  Air temperature affects power demand.
-  Water levels and temperatures impact thermal gen.
-  Rainfalls and temperatures may change hydro gen.
-  Photovoltaic panel generation depends on solar radiation.
-  Wind generation depends on wind intensity.

IPCC<sup>1</sup> physical climate scenarios considered: RCP<sup>2</sup> 2.6, RCP 4.5 and RCP 8.5

# Advocating for climate actions aligned to the Paris Agreement



## Direct advocacy

- Enel Chile, as part of the Enel Group, continuously **assesses** the **alignment** of its **direct advocacy** actions **with** the goals set by the **Paris Agreement**.
- In accordance with the Group's "Climate change risks and opportunities" policy, the Group's climate advocacy activities are guided by **energy transition roadmaps**, through which **Enel engages** a wide range of **stakeholders** in relation to the **actions needed** at the **national level** to **pursue the goals of the Paris Agreement**.
- These energy transition roadmaps are **developed for each country** where the Group operates and updated **in line with** any changes in **regulatory, technological and market dynamics**.

# Natural Capital

*The flip side of climate*



# Environmental Sustainability | Nature



## Framework

- **Environmental Policy:** Meeting legal requirements and protecting the environment, covering the entire value chain
- **Biodiversity Policy:** Alignment with the Kunming-Montreal Global Biodiversity Framework
- **Biodiversity Guidelines:** Definition of principles and procedures for managing impacts on biodiversity during the life cycle of plants

## Disclosure

- Result of cooperation with **TNFD**<sup>1</sup> and **SBTN**<sup>2</sup>, among others
- Identification of main impacts and dependencies

# Environmental Sustainability | Biodiversity



Enel Chile's roadmap on biodiversity conservation is in line with the Kunming-Montreal global biodiversity framework

The Policy foresees the application of the Mitigation Hierarchy Principle in all project phases

- ◆ Including **Biodiversity Risks Assessment** to evaluate company-wide risk
- ◆ Developing a **Biodiversity Action Plan** taking into account the specific aspects of **local environments**
- ◆ **Minimizing** the impact of Enel sites on **habitats** and threatened **species** included on the **IUCN<sup>1</sup> Red List**

## Enel's Commitment

- ◆ **No Go in UNESCO World heritage natural site areas<sup>2</sup>**
- ◆ **No Net Loss on selected projects in high biodiversity areas starting from 2025**
- ◆ **Biodiversity No Net Loss for new infrastructures by 2030**
- ◆ **No Net Deforestation by 2030**

2023<sup>4</sup>

- ◆ Consolidation of the Group **indicators** and the biodiversity performance **monitoring process**
- ◆ Internal deployment of the **TNFD<sup>3</sup> Guidelines for impacts, risks and opportunities evaluation**

2024-26 Targets<sup>4</sup>

- ◆ Consolidation of **nature-related impacts, risks and opportunities** assessment and update of related action plan
- ◆ **Awareness campaigns** on Environmental or Nature Capital conservation Topics

# Environmental Sustainability-Biodiversity



## Contribution to the protection and knowledge of Biodiversity

The fourth pillar of Enel Chile's **Biodiversity Policy** states: Cooperate with local communities, academic institutions and ONGs to value biodiversity and develop studies and projects for its conservation and ecosystemic restoration.

In this context, within the framework of a collaboration agreement with the entomology laboratory of the Universidad de La Serena, during 2024, the two-year work to **survey the arthropod biodiversity of La Escuadra** (a company property located in the foothills of San Clemente, Maule Region) was crowned with the discovery and description of **two species new to science**: the **scorpion** *Urophonius trewanke* (which means scorpion in the Mapuche language) and the **camel spider** *Pseudocleobis escuadra* (named after La Escuadra, the place of its discovery).

This project not only represents a **real contribution to the knowledge of biodiversity**, but also demonstrates that the **coexistence between energy generation and nature protection is feasible**, which is clearly reflected in La Escuadra, an area that has been a refuge for biodiversity since the inauguration of the Cipreses Hydroelectric Power Plant (about to celebrate **75 years in operation**) and that probably still **has many treasures to be discovered**.



Zooxyl. Ent. 100 (2) 2024, 469-482 | DOI 10.3897/zoo.100.119153

**ZENODO**



A new species of genus *Urophonius* Pocock, 1893 (Scorpiones, Bothriuridae), from Andean Mauline Chilean forests, with a phylogenetic re-analysis of the genus

Andrés A. Ojagares-Affratto<sup>1</sup>, Fermín M. Alfaro<sup>2,3,4</sup>, Martín J. Ramírez<sup>1</sup>, Bernardo Camousseigi-Montolió<sup>5</sup>, Jaime Pizarro-Araya<sup>2,4,6,7</sup>

1. División de Biología, Museo Argentino de Ciencias Naturales "Bernabé Broderick" (CONICET), Avenida Ángel Gallardo 478, 1400 D.F.K. Buenos Aires, Argentina
2. Laboratorio de Biología Evolutiva (LEBE), Departamento de Biología, Facultad de Ciencias, Universidad de La Serena, Casilla 254, La Serena, Chile
3. Programa de Doctorado en Biología y Ecología Aplicada, Universidad Católica del Norte, Universidad de La Serena, La Serena, Chile
4. Grupo de Artrópodos, Sistema Integrado de Monitoreo y Evaluación de Ecosistemas Forestales Nativos (SIGEF), La Serena, Chile
5. Entomología y Parasitología (EPD), Dual Open-Access de Normal Generation, Rector de Pío 272, Torre 1, Piso 1, Liceo Clásico, Santiago, Chile
6. Instituto de Biología y Bioquímica (IBB), Santiago, Chile
7. Programa de Doctorado en Conservación y Gestión de la Biodiversidad, Facultad de Ciencias, Universidad Santo Domingo, Santiago, Chile

<https://doi.org/10.3897/zoo.100.119153>

Corresponding author: Jaime Pizarro-Araya ([jpizarro@ucln.cl](mailto:jpizarro@ucln.cl))

Academic editor: Danilo Haman • Received 19 January 2024 • Accepted 28 March 2024 • Published 7 May 2024

### Abstract

*Urophonius trewanke* sp. nov. is described from the Mauline Andean woods of northern Chilean Patagonia. This species belongs to the *Urophonius* species group, which includes the most basal species within the genus. This species is only active in summer in all species of the group. We performed a phylogenetic analysis of the genus *Urophonius* based on morphological characters to establish the position and relationships of the new species in the genus.

### Key Words

Bothriuridae, Chile, Mauline woods, new species, phylogeny

### Introduction

The scorpion genus *Urophonius* Pocock, 1893 comprises small burrowing species from southern South America. In the last few decades, there has been a remarkable increase in the knowledge of this genus; in this period, the number of described species has almost doubled (Acosta 2003; Ojagares-Affratto and Culi 2019; Ojagares-Affratto et al. 2020, 2021, 2022), the first phylogenetic analysis of the genus has been performed (Ojagares-Affratto et al. 2020) and, more recently, the historical biogeography of evolution and diversification has been unveiled using morphological and UCEs (Ojagares-Affratto et al. 2023).

*Urophonius* is remarkable amongst all known scorpion genera from temperate and cold areas because of its adaptations to low temperatures (Olney 1969, 1975; Ojagares-Affratto et al. 2020; García et al. 2021). This genus reaches the southernmost and coldest part of South America (Olney 1979; Ojagares-Affratto et al. 2020) and most *Urophonius* species exhibit surface activity in winter, contrary to other species from the region (cold temperate areas of the world), which are active during the warmer period of the year (Pizarro-Araya et al. 2011; Ojagares-Affratto and Krombein 2013).

The first morphological phylogeny of the genus (Ojagares-Affratto et al. 2020) recognized a single and relatively

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Top photo: *Pseudocleobis escuadra*.

Bottom photo: *Urophonius trewanke*.

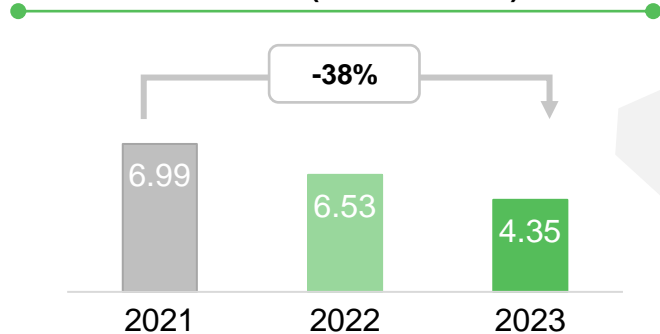
Créditos fotográficos: Víctor Bravo-Naranjo



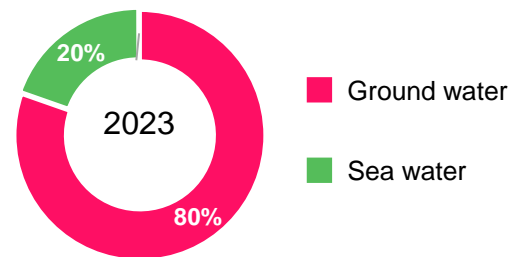
# Environmental Sustainability | Water Chile



Total water withdrawal from different sources (millions of m<sup>3</sup>)



By source



2021 2022 2023

Total water consumption intensity<sup>(1)</sup> (l/kWheq)

0.35 0.27 0.19

Consumption (total withdrawal - total discharges)<sup>(2)</sup> millions of m<sup>3</sup>

4.06 3.89 3.04

Consumption in water stressed areas -millions of m<sup>3</sup>

5.97 5.38 4.36

1) The value corresponds to the total water consumption / net energy production. (2) The value corresponds to the sum of the total water extracted from different sources minus the total water discharged, excluding withdrawal and discharges from open cycles.

## Enel Chile applies an integrated approach for optimal management of use of water resources and their protection

### Water quality conservation

In Chile, the Company maintained the WAVE (Water Value Enhancement) program, which aims to reduce water consumption throughout the electricity production process and efficiently use the resource in all plants. The monitoring/review of consumption is carried out every quarter. The discharge of seawater from the plant complies with all legal requirements.

### Strategic goals

Enel Chile constantly monitors all of its production sites located in water-scarce areas to ensure efficient management of water resources.

# Natural Capital | Air Quality, Pollutants and Waste



## Air Quality

Enel Chile's commitment to **improving the air quality** in areas where **operates** is testified by the constant reduction of the main atmospheric pollutants associated with thermal production



## Pollutants

Enel Chile adopts the **best available techniques** for the **reduction** of the pollutants



## Waste Reduction

Constant commitment towards **reduction of waste** production, as well as to the definition of new methods of reuse, recycling and recovery in the perspective of a **circular economy**

### Air Quality and Pollutants

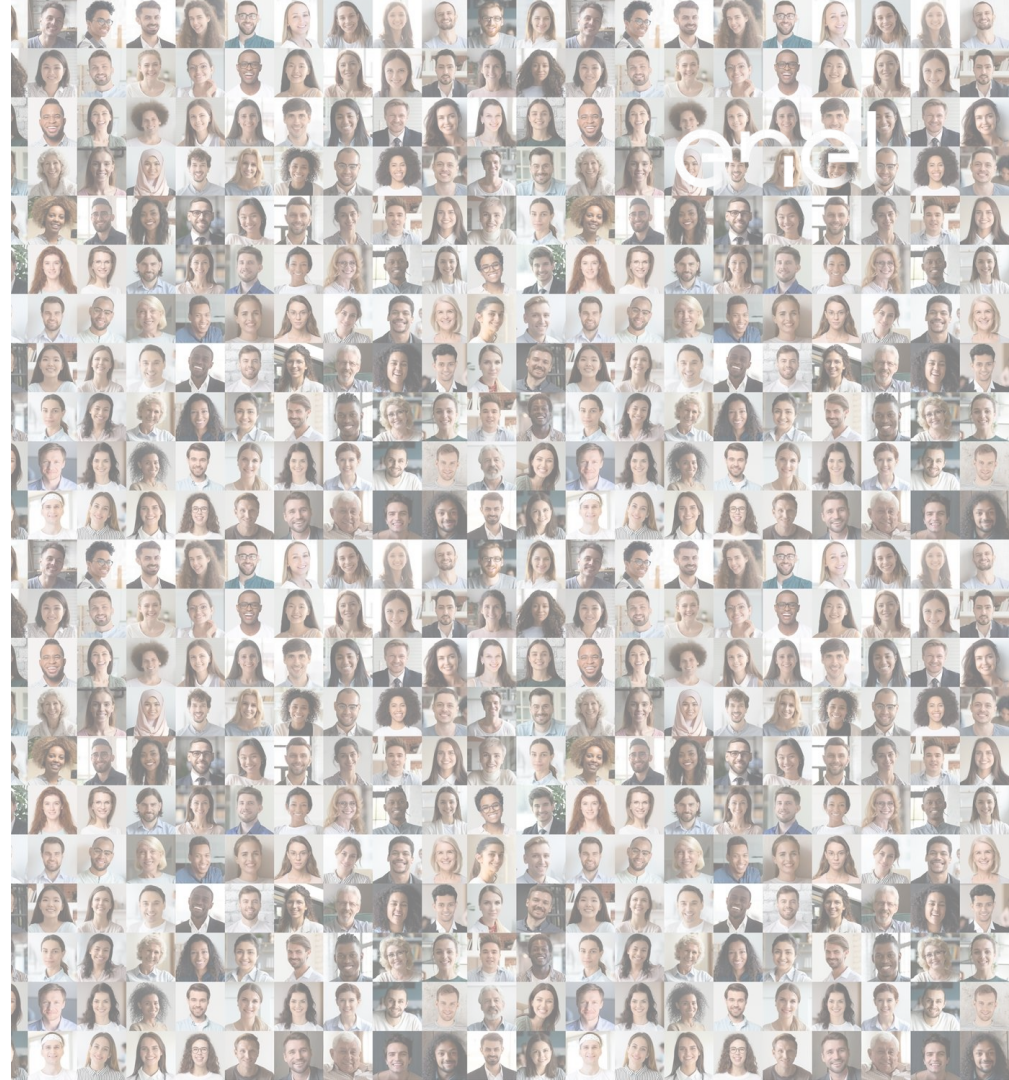
	2021	2022	2023
SO <sub>2</sub> Specific Emissions (g/kWh)	0.088	0.055	0.003
NO <sub>x</sub> Specific Emissions (g/kWh)	0.211	0.168	0.073
Dust Specific Emissions (g/kWh)	0.004	0.006	0.005

### Waste

	2021	2022	2023
Total waste produced (million t)	0.060	0.098	0.121
Waste sent for recovery (%)	70.8	48	7.8

# Employees, Suppliers, Communities and Customers

*Ensuring progress  
across the value chain*



# Human Rights: Our commitment



## Enel Chile's Commitment

**Enel Chile's Human rights Policy**, last updated in 2021 to take into account the evolution of international frameworks, including:

- The **International Charter of Human Rights** and in the **International Labor Organization Conventions**<sup>1</sup>
- The **United Nations Guiding Principles** on Business and Human Rights
- The **OECD Guidelines** for Multinational Enterprises
- The 10 principles of the **UN Global Compact**, of which Enel is an active member

Focus on:

- **Employment practices**
- Relations with **communities and society**

## Embedded in:



**Operating policies  
and procedures**



**Training**



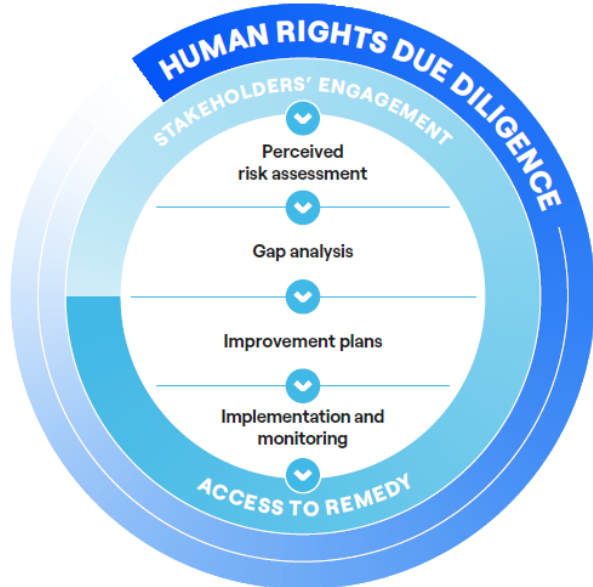
**Governance**

1. Underlying the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and applicable to business practice.

# Human Rights: Our due diligence process<sup>1</sup>



Involvement of both internal and external stakeholders, with the aim of identifying if any of our operating procedures and processes require an improvement plan to ensure adherence with the commitments undertaken in our Human Rights Policy



## Perceived risk assessment

Identification of salient human rights issues to better understand where to focus our efforts and resources, through consultation with the relevant stakeholders

## Gap analysis

Assessment of our operating and risk monitoring processes and identification of any potential shortfall

## Improvement plans

Definition of the necessary remedies to tackle the residual risk identified in the gap analysis and implementation of the actions

1. We are now in the 2023-25 cycle.

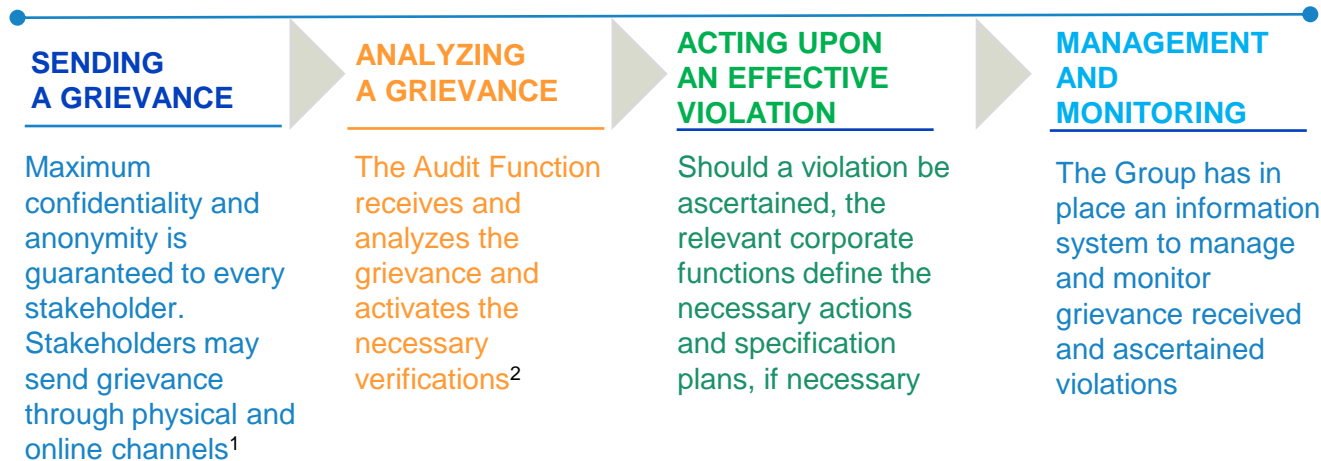
# Human Rights: Access to remedy



## Grievance mechanism

- **Whistleblowing channel** available to **internal and external stakeholders**
- **Several processes and tools available** to the communities in the influence area of our operations
- **Customer complaints** or information channels

## Whistleblowing channel and stakeholder reporting



1. There are also channels at local level and this ensures accessibility to all potentially affected stakeholders in their own language.

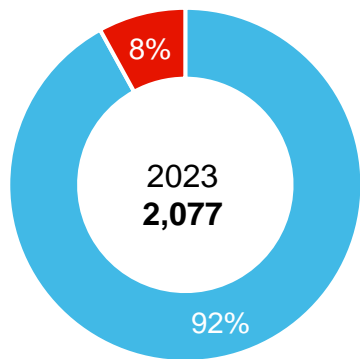
2. The Audit function reports the violation to the Chairman and the CEO, who assess if the BoD should be informed about the most significant cases.

# Workforce overview



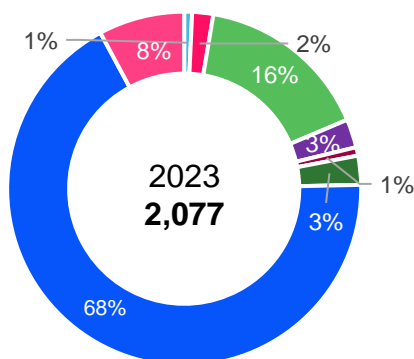
2,077 People >8 Nationalities

Workforce by nationality



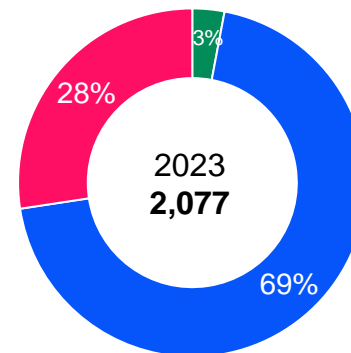
Chile Other nationalities

Workforce by level



Senior Management Management  
 Leadership Operator  
 Sales force Administrative staff  
 Other professionals Other technicians

Workforce by age



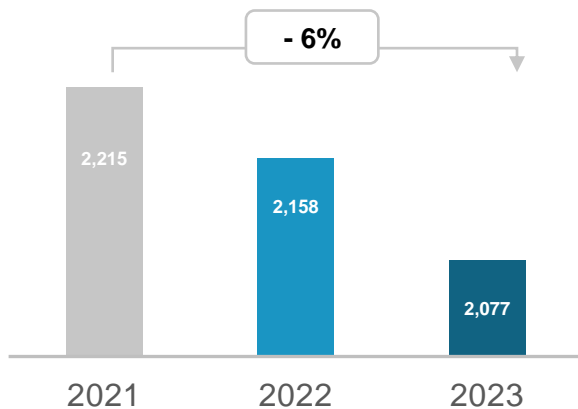
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# Workforce evolution



Workforce evolution



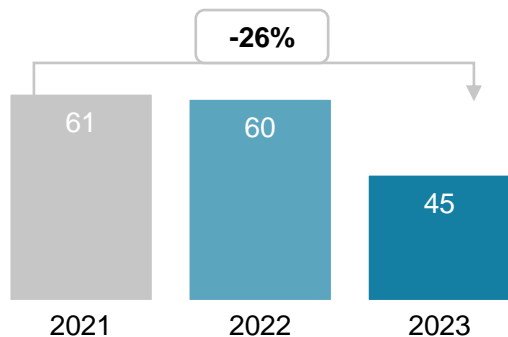
	2021	2022	2023
Terminations (#)	226	192	165
New recruits (#)	215	227	67
Turnover rate <sup>1</sup> (%)	N.D.	9.2	8.4
Employees covered by collective agreements (%)	73	77	81
Incidence of Smart working (%)	81	80	75

1. Total terminations/Total workforce.

# Training



Training per capita<sup>1,2</sup> (hrs)



	2021	2022	2023	
Training on anti-corruption policies and procedures communication (#)	2,012	2,003	1,754	
Training in labor and sexual policies and practices (#)	612	1,699	706	
Training Human Rights policies or procedures (%)	Employees	98	86	107
	Personal Security	96	84	100

1. Total training hours were: ~94.6 thousands in 2023; ~133 thousands in 2022 and ~149 thousands in 2021.

2. Training hours per capita calculated over the total number of employees trained during the year. Data for 2021 correspond to average hours of training, calculated on the total number of employees trained during the year.

# Just Transition | Enel Chile people



## Plan

Social dialogue, social protection and wage guarantees in line with International Labor Organization (ILO) standards

## Lines of work

Maximize the creation of decent jobs and sustainable enterprises

Generate networks with institutions and companies for the requalification and relocation of workers

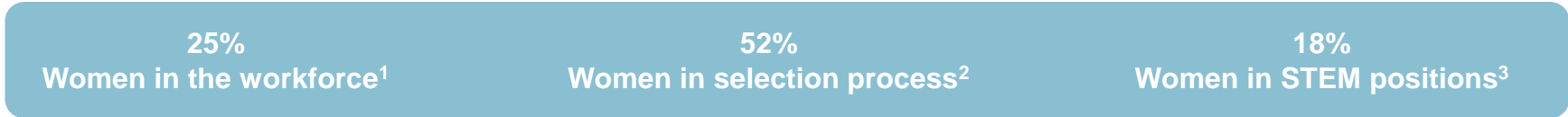
Minimize impacts on local communities by empowering their economic autonomy

Promote the generation of green jobs

## Actions taken in 2023

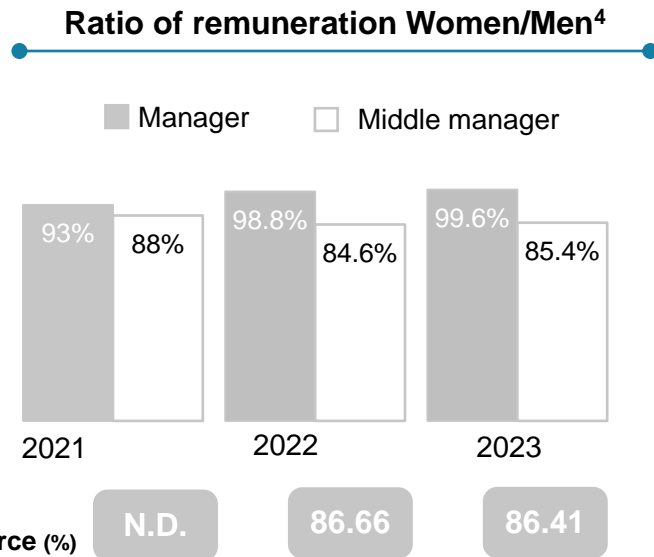
- **Technical training and job placement:** for a just energy transition so that territories add their workforce and can become a part of an increasingly sustainable energy value chain
- **43 initiatives to promote entrepreneurship:** we create new business opportunities that allow local communities to join the value chain actively
- **Power with local strength:** raising public understanding of the challenges posed by the energy transition requires environmental education. Two professional development courses were part of the "Energy with Local Strength" initiative, which was carried out in collaboration with Santo Tomás Continuous Education.

# Diversity and Inclusion | Gender Equality



	2021	2022	2023
Female middle managers (%)	20	22	22
Female managers (%)	20	21	22
Women in executive positions (%)	24	25	26
Female middle managers and top managers (%)	20	21	22

1. 24.5% in 2022 and 24% in 2021.  
 2. 52.2% in 2022 and 52.1% in 2021.  
 3. 17% in 2022 and 18% in 2021.  
 4. It is calculated from the average female salary / average male salary for each category. Total wage data.



# Diversity and Inclusion | Enel Chile people



## Purpose

Enel Chile has a clear commitment to respecting diversity, inclusion, and equal treatment and opportunity, to guaranteeing the right to working conditions that are respectful of personal dignity as well as creating a working environment where people are treated fairly and valued for their uniqueness

### Empower the growth and increase representation of women in the organization

	2023	2026
Women in selection processes (%)	40	50
Female middle managers (%)	22	25
Female managers (%)	17	19

# Sustainability and Innovation in the Procurement Process | Suppliers and Contractors



## Qualification

Based on **Groups or Families of Purchases**, to which a certain level of risk is associated.

**In the qualification process assesment on:**

- Legal/reputational aspects
- Economic/financial aspects
- **Human Rights, Health & Safety, Environment**

For the highest risk PGs, an **on-site assesment** is mandatory for Health & Safety and environmental issues

**Qualification commissions** (at country level) oversees the qualification, as well as possible suspensions



## Tendering

The process includes **mandatory sustainable requirement** and **sustainability Ks** (incentive factors)

Suppliers need to ensure that the **entire supply chain complies with**

- Enel Chile's Human Rights Policy, Code of Ethics, Zero Tolerance of Corruption Plan and Global Compliance Programs with specific reference to the absence of conflicts of interest.



## Monitoring

Registered suppliers are monitored on reputation and legal documents.

For suppliers with an active contract, **Health & Safety and Environment monitoring** is performed through **field inspections**

The **Evaluation Group** (HSEQ Function, Procurement, Committee and the Business Lines) evaluates possible **consequence measures** which includes application of penalties, assignment of an improvement plan, suspension and **termination of the contract**. It also includes recognition of good supplier performance.

# Sustainable Supply Chain



	2021	2022	2023
Qualified suppliers assessed for health and safety aspects <sup>1</sup> (%)	100	100	100
Qualified suppliers assessed for environmental aspects <sup>1</sup> (%)	100	100	100
Qualified suppliers assessed for human right or business ethics aspects <sup>1</sup> (%)	100	100	100

	2021	2022	2023
Volume of purchases from qualified suppliers (%)	N.D.	68	99
Tenders covered by mandatory sustainability requirements (%)	N.D.	N.D.	95

1. The percentage is calculated considering the total number of suppliers with valid qualification at the end of the year and does not include large players and subsidiaries of related industry groups. Rounded values.

# Health & Safety



To identify hazards, assess qualitative and quantitative risk, **plan** and **implement preventive** and **protective measures**

Set up with representatives of **labor organizations**, to **establish initiatives** together with Enel Chile representatives to **improve H&S** in the workplace



Assessment to **evaluate** the **highest risk areas**

Structured following **data analysis**, new Policies or Procedures, and **improvement actions** arising from the analysis of injuries that occurred during the year

Adopting innovative technologies is an important operational lever for mitigating and managing safety risk and is **fundamental for further reducing work injuries**. Enel Chile follows a risk management approach, starting with an analysis of the context in which it is intended to intervene, **based also on accident data**, with the aim of **eliminating**, or at least **reducing**, the **probability of an event occurring**



## Enel Chile and contractors combined

	2021	2022	2023
Lost Time Injury Frequency <sup>1</sup>	0.76	0.73	0.54
Fatal accidents (FAT) N°	2	0	0
Life-changing accidents (LCA) <sup>2</sup>	0	1	0
High potential accidents (HPO) <sup>3</sup>	0	2	3
Accidents with loss of time	24	22	14
Worked hours (million WH)	31.67	29.94	26.12

# Engaging communities



1

## Context analysis and stakeholders' identification

- Collection and analysis of socio-economic and environmental data
- Identification of stakeholders in the area of influence
- Analysis of the type of relationship that can be created between Enel Chile and mapped stakeholders



2

## Proactive consultation

- Free, preventive, informed, adapted to the local context, bidirectional and well documented, in line with international reference standards<sup>1</sup>
- Involvement of independent third parties in negotiation processes because of their expertise in the area



4

## Grievance mechanism

- Channels available to any person, based on tools and means available at the local site: local teams or specific people, toll-free numbers, the internet, local leaders willing to collect all possible complaints periodically (in the case of isolated rural communities)

3

## Ongoing dialogue

- Sharing relevant information about the project with affected stakeholders, to promote transparent and collaborative relationships



# Growth accelerators

*Supporting progress of  
sustainability*

enel

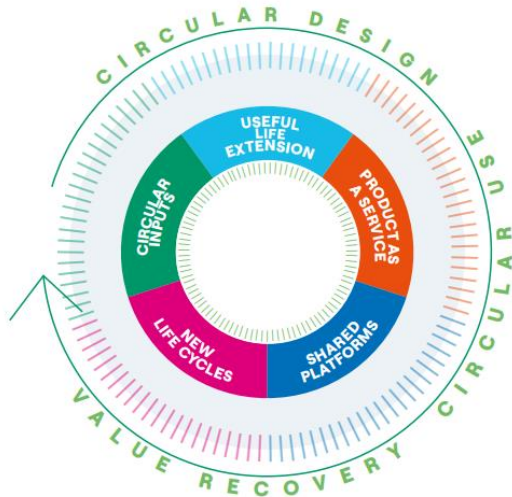


# Circular economy



Circular Economy is a strategic lever for Enel Chile with the aim of separating its business activities from raw materials consumption and waste generation

## Enel Chile's circular economy pillars



## Main circular levers

- ◆ **Design and input materials**  
Eliminate the need for new resources, especially critical ones (e.g. material substitution, redesign, use recycled inputs)
- ◆ **New models for asset use**  
Extend products life (e.g. through design, maintenance, regeneration)
- ◆ **New life cycle**  
Recover and reintroduce raw materials at the end of the life (e.g. recycling, reuse)

**Technological innovation and a circular approach allow to minimize pressure on materials critical for the energy transition, thus reducing risk<sup>1</sup>**

1. Limiting the dependence on raw materials while reducing economic, social and geopolitical risks (with potential disruptions to supply chains).

# Innovation projects samples



## Test Bench PV module

**Comparative test** on plants in different places of the relevant PV module technologies in **different environmental operative conditions** measuring the following parameters:

- P,E, V, I, IV curve, at string level
- V at module level
- Environmental parameters

To validate an advanced degradation model to feed producibility models



## Curtailement Minimization

Study of new electrical consumption (loads) that could be incorporated into solar or wind farms affected by renewable energy curtailment in Chile. Identify nearby industries and companies.

Identify consumption levels. Perform a network analysis where the plants are connected. Propose new business models based on consumption type, flexibility, and demand adaptation



## Direct Lithium Extraction (DLE) at Cerro Pabellon

Opportunity to sustainably exploit lithium (48 ppm) and other valuable minerals, dissolved in the geothermal brine of Cerro Pabellón. The geothermal power plant is fully operational with eight production wells. This reduces the costs and risks of exploration and exploitation of DLE



## Energy Dome Chile (Storage)

Test innovative long-duration energy storage systems, non-lithium storage. This system uses CO<sub>2</sub> in a closed loop. During the day, extra electricity is used to compress the gas, storing energy. At night, the gas expands, releasing energy, which is converted into electricity and sent to the grid. This allows energy to be stored when there's excess power and used later when needed

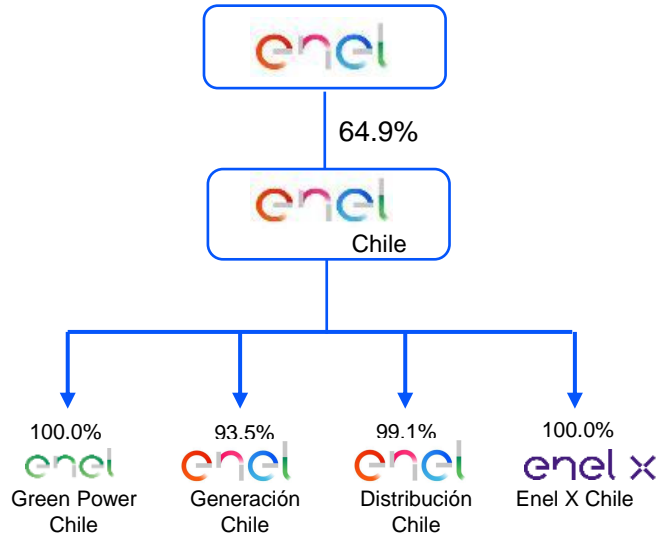


# Corporate Governance

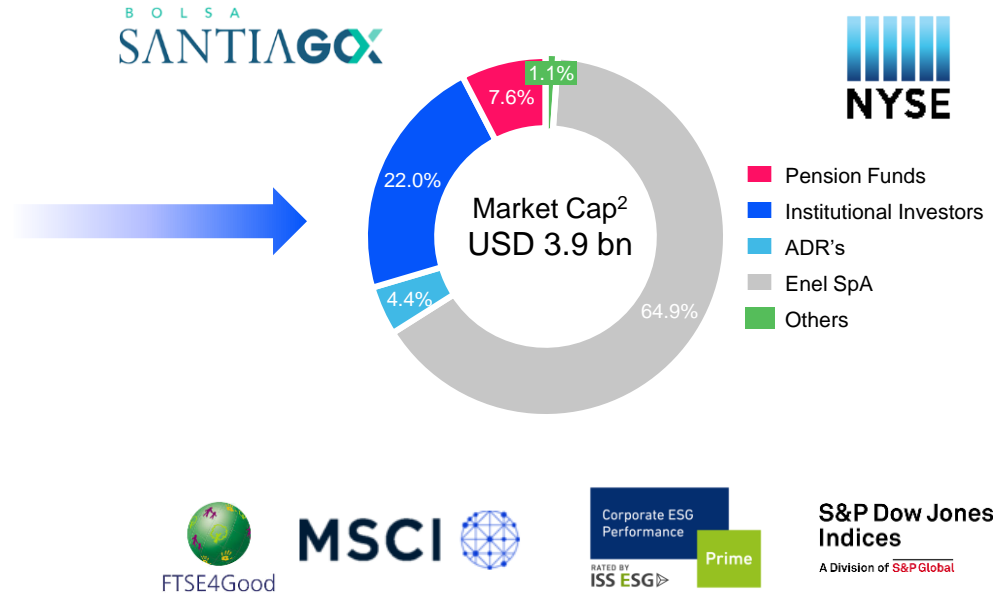
*Ensuring effectiveness  
of decision making*



# Organization structure



Enel Chile shareholders<sup>1</sup>



1. As of September 30, 2024.  
 2. Market cap as of November 19, 2024.

# Management of the Company



<b>G. Turchiarelli</b>		<b>Chief Executive Officer</b>
<b>S. Conticelli</b>		<b>Chief Financial Officer</b>
<b>C. Navarrete</b>		<b>Deputy Chief Financial Officer</b>
<b>L. Schnaidt</b>		<b>People and Organization</b>
<b>D. Valdés</b>		<b>Legal and Corporate Affairs</b>
<b>J. Díaz</b>		<b>Audit</b>
<b>P. Urzúa</b>		<b>External Relations &amp; Sustainability</b>
<b>H. Valenzuela</b>		<b>Regulatory</b>

<b>R. Puentes</b>		<b>Procurement</b>
<b>A. Barrios</b>		<b>ICT</b>
<b>M. Rinchi</b>		<b>Real Estate and General Services</b>
<b>A. Pinto</b>		<b>Security</b>
<b>Karla Zapata</b> (CEO)		<b>Enel X Chile</b>
<b>M. Galainena</b> (CEO)		<b>Enel Generación Chile</b>
<b>V. Tavera</b> (CEO)		<b>Enel Distribución Chile</b>
<b>A. Hott</b> (Energy & Commodity Mgmt.)		<b>Enel Generación Chile</b>

■ Enel Chile's main executives

■ Enel Chile's subsidiaries

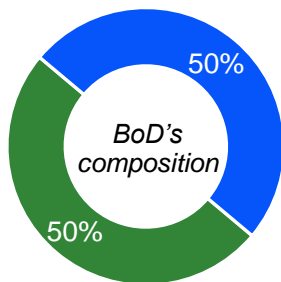


# 2024 CEO's short-term variable remuneration

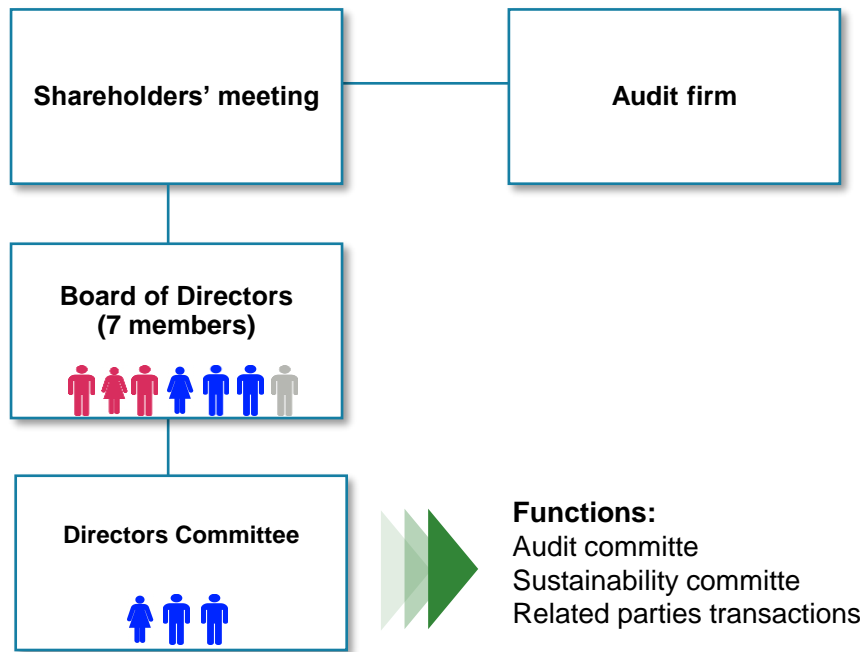


Macro objective	Objective	Objective		Type of target
		Weight	Range	
Profitability	Net Income Enel Chile	15%	Maximum 120%	Economic
Profitability	EBITDA Enel Chile	25%	Maximum 120%	Economic
Financial	Free Cash Flow Enel Chile	20%	Maximum 120%	Financial
Business	Strategy Enel Chile	20%	Maximum 120%	Strategy
Safety	Safety in the workplace	20%	Maximum 120%	ESG

# Corporate governance structure<sup>1</sup>



■ Executive of Enel SpA ■ Independent



1. As of November 2024.

# Board composition



## Board of Directors

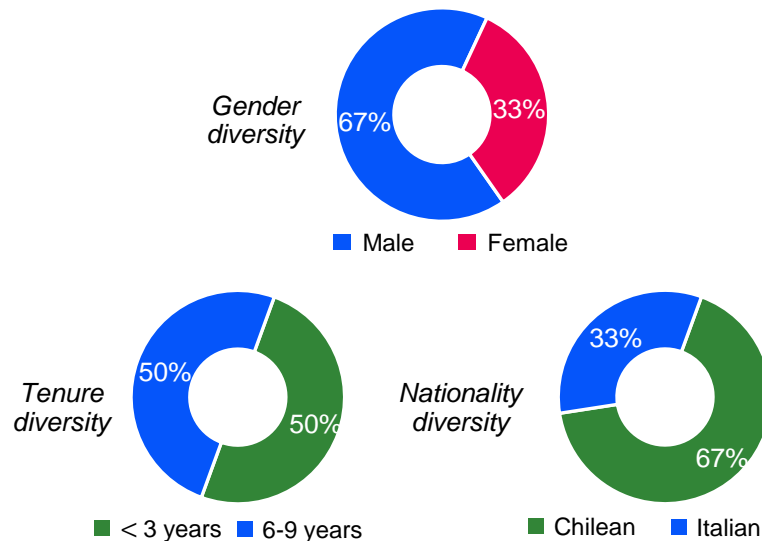
Marcelo Castillo	Chairman
Isabella Alessio	Director
Salvatore Bernabei	Director
María Teresa Vial <sup>1</sup>	Directors' Committee (C) Director
Pablo Cabrera <sup>1,2</sup>	Directors' Committee Director
Pablo Cruz <sup>1,2</sup>	Directors' Committee Director
Vacancy	Director

■ Executive of Enel SpA

■ Independent

1. Independent Director under the U.S. law.
2. Independent Director under the Chilean law.
3. As of November 2024.

## Board of Directors' diversity<sup>3</sup>



# Policies, principles and codes



## Ethics, Integrity, Human Rights, and Diversity

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- [Ethical code](#)
- [Zero Tolerance Plan for Corruption](#)
- [Global Compliance Program on Corporate Criminal Liability](#)
- [Criminal Risk Prevention Model](#)
- [Compliance Program for Free Competition Regulations](#)
- [Human Rights Policy](#)
- [Diversity Policy](#)
- [Privacy and data protection policy](#)

## Corporate Governance:

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- [Corporate Governance practices](#)
- [Action protocol in dealing with public officials and public authorities](#)
- [Protocol of acceptance and offering of gifts, presents, and favors](#)
- [Induction procedure for new Directors](#)
- [Procedure for permanent training and continuous improvement of the Board of Directors](#)
- [Information procedure for shareholders about the background of candidates for Director](#)
- [Related-party transactions policy](#)
- [Tax transparency and reporting](#)
- [Engagement policy](#)
- [Manual for the management of information of interest to the market](#)
- [Incentive-based Compensation Policy](#)

## Sustainability:

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- [Sustainability and Community Relations Policy](#)
- [Environmental policy](#)
- [Biodiversity conservation](#)

# ESG Ratings

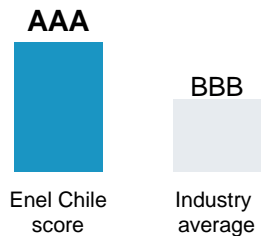
*The touchstone of  
Enel Chile's  
sustainability*



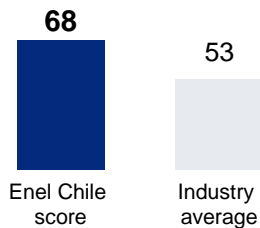
# Consolidated position in main ESG Ratings focused on covering most material issues for the Energy sector



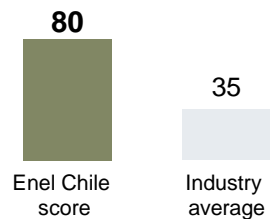
**MSCI**  
ESG Ratings



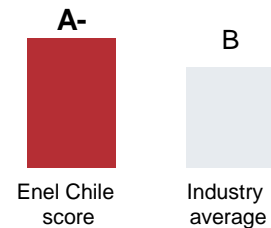
**MOODY'S**  
ESG Rating



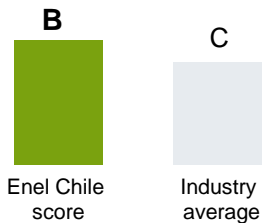
**S&P Global**  
Corporate Sustainability  
Assessment



**CDP**  
Climate Change



**ISS ESG**  
ESG Corporate Rating



**LSEG**  
ESG Rating<sup>1</sup>



**Bloomberg**  
ESG Disclosure Rating<sup>1</sup>



1. LSEG ESG Rating and Bloomberg ESG Disclosure Rating do not provide an industry average  
Data updated as of 19.11.2024.

# ESG Focus for Investors

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# ESG Focus for Investors

## Contact us



### Isabela Klemes

Head of Investor Relations Enel Chile

### Investor Relations team

Catalina González

Carla Rojas

Bárbara Calderón

Francisco Basauri - ESG

Monica de Martino



### Contacts

Email [ir.enelchile@enel.com](mailto:ir.enelchile@enel.com)

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