



The information disclosed in this document is intended to enhance Enel Chile's transparency on additional ESG KPI in order to meet the Bloomberg Gender- Equality Index requirements.

Introduction

This document contains additional qualitative and quantitative KPIs, which integrate what is already reported in the Enel Chile's 2022 Sustainability Report, in order to increase transparency with respect to the Bloomberg Gender-Equality Index requirements. All data are representative of the entire company workforce. The KPIs have been divided into the macro-categories Leadership, Talent pipeline, Pay and Inclusive culture, in line with the structure of the Bloomberg GEI.

Gender Equality Indicators

Leadership

KPI	Unit	FY2022	FURTHER INFORMATION
Percentage of women on company board on Enel Chile's board of directors	%	29	2022 Sustainability Report, page 284 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf
Chairperson is a woman	Y/N	No	
Chief executive officer (CEO) is a woman	Y/N	No	
Woman chief financial officer (CFO) or equivalent	Y/N	No	
Top Executive Women Enel Chile (CMF)	%	33	https://www.cmfchile.cl/institucional/mercados/entidad.php?mercado=V&rut=76536353&grupo=&tipoentidad=RVEMI&row=&vig=VI&control=svs&pestanía=47
Key Executive Women Enel Distribución Chile (CMF)	%	0	https://www.cmfchile.cl/institucional/mercados/entidad.php?mercado=V&rut=96800570&grupo=&tipoentidad=RVEMI&row=&vig=VI&control=svs&pestanía=47
Key Executive Women Enel Generación Chile (CMF)	%	40	https://www.cmfchile.cl/institucional/mercados/entidad.php?mercado=V&rut=91081000&grupo=&tipoentidad=RVEMI&row=&vig=VI&control=svs&pestanía=47

Executive Women Enel Chile	%	29	https://www.enel.cl/es/conoce-enel/ejecutivos-enel-chile.html
Executive Women Enel Distribución Chile	%	17	https://www.enel.cl/es/conoce-enel/ejecutivos-enel-distribucion.html
Executive Women Enel Generación Chile	%	22	https://www.enel.cl/es/conoce-enel/ejecutivos-enel-generacion.html
Chief diversity officer (CDO)	Y/N	Yes	The Head of People and Organization, who reports to the CEO directly, is responsible for the development and implementation of the Diversity Policy through the specific unit called "People Care and Diversity Management Holding Unit"

Talent pipeline

KPI	Unit	FY2022	FURTHER INFORMATION
Percentage of women in total management	%	21	2022 Sustainability Report, page 334 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf
Percentage of women in senior management (up to 2 positions under CEO No.)	%	21	2022 Sustainability Report, page 334 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf
Percentage of women in middle management (3 o más posiciones bajo el N° CEO)	%	22	2022 Sustainability Report, page 154 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf
Percentage of women in non-managerial position	%	25	
Percentage of women in total workforce	%	25	2022 Sustainability Report, page 173-334 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf

			Chile-2022.pdf
Percentage of women total promotions	%	15	
Percentage of Women IT/Engineering	%	25	
Percentage of new hires are women	%	22	2022 Sustainability Report, page 335 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf
Percentage of women attrition	%	20	
Time-bound action plan with targets to increase the representation of women in leadership positions	Y/N	Yes	Enel Chile's sustainability plan for 2025 includes at least 14% women in top management positions and 23% women in middle management positions. 2022 Sustainability Report, page 172 (Taking action to close the gender gap); page 154 (Women managers and middle managers (%) 2023-2025 targets) https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf
Time-bound action plan with targets to increase the representation of women in the company	Y/N	Yes	In order to increase female representation, Enel Chile has set a target of 50% women in shortlist recruitment processes by 2025. 2022 Sustainability Report, page 154 (Women in selection processes (%) 2023 2025 targets); page 216 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf

Pay

KPI	Unit	FY2022	FURTHER INFORMATION
Adjusted mean gender pay gap	%	Ratio of remuneration	2022 Sustainability Report, page 175 (ratio of remunerations)

		Women/Men -Managers: 102,41% -Middle Manager: 85,48% -White Collar: 89,7%	base salary for position) https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf
Global mean (average) raw gender pay gap	%	Ratio of remuneration Women/Men: 86% Ratio of remuneration Women/Men -Managers: 98,77% -Middle Manager 84,61% -White Collar 90,63%	2022 Sustainability Report, page 175 (ratio of remunerations total salary for position) https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf
Time-bound action plan to close its gender pay gap	Y/N	Yes	Enel Chile's efforts to close the gender gap and ensure pay equity are implemented through actions and initiatives that affect all phases of women's journey in the organisation: from representation at entry level to empowerment and development in positions of responsibility, paying attention to various relevant moments in life, such as becoming parents and personal or family care. The action plan consists of measures that directly and indirectly affect equal pay, as the gradual increase in female representation at the various organisational levels is a prerequisite for natural generational exchange and thus for achieving pay parity over time. Enel Chile ensures equal pay for equal tasks and seniority for all new managers through internal development. It also has a wage review process that includes the application of gender criteria. 2022 Sustainability Report, page 154, 159, 165, 175

			https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Y/N	No	

Inclusive culture

KPI	Unit	FY2022	FURTHER INFORMATION
Number of weeks of fully paid primary parental leave offered	N°	29	In Chile, the law grants the worker a maternity leave of 6 weeks before the birth (prenatal) and 12 weeks after the birth (postnatal) and 12 weeks after the postnatal (parental postnatal). The latter can be transferred to the father and extended to 18 weeks in case of part-time work. https://www.suseso.cl/605/w3-article-687831.html
Number of weeks of fully paid secondary parental leave offered	N°	12	In Chile, the law grants the worker a maternity leave of 6 weeks before the birth (prenatal) and 12 weeks after the birth (postnatal) and 12 weeks after the postnatal (parental postnatal). The latter can be transferred to the father and extended to 18 weeks in case of part-time work. https://www.suseso.cl/605/w3-article-687831.html
Parental leave retention rate	%	94%	
Back-up family care services or subsidies through the company	Y/N	Yes	Enel Chile offers special agreements for childcare services, subsidies for childcare services, breastfeeding rooms, psychological care, among other support services. 2022 Sustainability Report, page 159 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-

			Enel-Chile-2022.pdf
Flexible working policy	Y/N	Yes	<p>Enel Chile has flexible working hours, with the possibility of working 30 minutes earlier or 30 minutes later.</p> <p>Employees whose work centres are located in the city of Santiago de Chile, provided that their position allows it, are offered a hybrid working mode.</p> <p>2022 Sustainability Report, page 160-161 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf</p>
Employee resource groups for women	Y/N	Yes	<p>Networks and communities within the Enel Chile on various topics related to gender:</p> <ul style="list-style-type: none"> -“WIL Women innovation lab” -“Women in Leadership” <p>2022 Sustainability Report, page 172, 225 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf</p>
Unconscious bias training	Y/N	Yes	<p>2022 Sustainability Report, page 171 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf</p>
Annual anti-sexual harassment training	Y/N	Yes	<p>2022 Sustainability Report, page 308-309 https://www.enel.cl/content/dam/enel-cl/en/sustainability/sustainability-reports/enel-chile/2022/SR-Enel-Chile-2022.pdf</p>