



Exhibit ESG Enel Chile

Octubre 2025





Economics

(ID pregunta)

1.2.6 Board Accountability



Enel Chile is governed by the legal framework established in Law No. 18.046 on Corporations, which regulates the duties and responsibilities of board members. Specifically, **Article 41** of this law stipulates that directors must act with the same care and diligence that prudent individuals apply to their own affairs. They are jointly liable for any damages caused to the company or its shareholders due to willful misconduct or negligence. Moreover, **any clause in the company's bylaws or resolution by the shareholders' meeting that seeks to release or limit directors' liability is considered null and void.**

Link to the law: [Art 41 18046 | Artículo 41 de la Ley 18.046 sobre sociedades anónimas | 2025 cL | Ley Chilena | Iura Chile](#)

(ID pregunta)

1.4.2 Risk Management Processes



Enel Chile has recently obtained certification under the ISO 37001:2016 Anti-Bribery Management System standard, reinforcing its commitment to integrity and transparency.

According to the Company's Risk Control and Management Policy, the Internal Audit Unit of Enel Chile is responsible for the overall supervision of the structure and functionality of the Company's Integrated Risk and Control Management System (SCIGR). This includes ensuring the effectiveness of corporate governance in risk management and internal control, as well as overseeing how the first and second lines of defense achieve their risk control and management objectives. The company has implemented a comprehensive Compliance Program. Enel Chile understands compliance as an integrated management system that encompasses both legal requirements and voluntary ethical commitments. The program aims to foster a strong organizational culture that is risk-aware and committed to legality and integrity.

The Board of Directors of Enel Chile is the highest authority for both the SGAS and the MPRP. The Internal Audit Department also serves as the Crime Prevention. The MPRP undergoes periodic reviews, including external evaluations. In 2024, it was updated to align with the new Law No. 21.595 on economic and environmental crimes.

Risk Training:

Among the different courses that are available in the education catalogue for all employees, it is noteworthy the Risk Academy, an internal training project that aims to disseminate the risk culture in the company, consolidating and increasing skills, know-how and experiences in this area. It provides a valuable opportunity of knowledge sharing and mutual enrichment among the various Functions of Enel in relation to issues relevant to Risk, in all its implications. The Risk Academy represents not only a precious opportunity to improve skills and knowledge, but also to share best practices among colleagues. Furthermore, Enel provides also training focused on specific risks included in the Enel Group Risk Model, among which health and safety risks, environmental risk assessment, industrial risk or cyber security risk.

In 2024, Enel Chile delivered over 18,800 hours of training on compliance-related topics, maintained its Compliance Road Map to guide planning, and hosted its annual Ethics Week featuring external experts, among other initiatives. Additionally, the company provided specialized training for Internal Auditors on eight ISO standards within the integrated management system, reaching employees from various departments.

Enel Chile is committed to continuous learning and development. Throughout the year, a wide range of training sessions and awareness campaigns were conducted for both employees and contractors. These covered areas such as health, safety, environment, quality, and cybersecurity—with ongoing training delivered via an online platform—as well as legal and criminal risks, compliance with labor policies and legislation, tax and accounting compliance, ESG and Human Rights, and operational resilience and efficiency. Across all these initiatives, risks relevant to each area were systematically addressed, further strengthening the organization's culture of prevention and risk management.

Incorporation of risk criteria in the development of products and services

Enel Chile incorporates risk criteria through its investment approval and control policy. This policy aims to establish the general principles, responsibilities, and operating method for managing the Group's investments. It requires a preliminary risk assessment during the preparation of the investment proposal, involving the Risk Control unit in this task, and also mandates the inclusion of the risk assessment results in the financial valuation for the investment approval process.

(ID pregunta)

1.5.5 Reporting on Breaches



For the 2024 period, no reports of money laundering were submitted through our platform.

Additionally, we note that the definition used in the 2023 Integrated Report remains the same for classifying reports in 2024, where the definition of corruption explicitly includes money laundering:

“Corruption is the abuse of power for personal benefit, which can be carried out by individuals in either the public or private sectors. It is believed to include corrupt practices such as bribery, extortion, collusion, conflicts of interest, and money laundering.”

In 2024, there were no cases of corruption, for instance, there were no Fines and convictions related

(ID pregunta)

1.6.2 Largest Contributions & Expenditures



Contributions to trade associations by topic

Issue	Total Spend 2024 (CLP)
Development of energy policies	\$648.289.052,00
Increasing business competitiveness	\$350.494.132,00

Increased contributions to trade associations

Organization	Total Spend 2024 (CLP)
Asociación Gremial de Generadoras	\$350.494.132
Asociación Gremial de Empresas Eléctricas A.G	\$290.394.920
Instituto Chileno de Administración Racional de Empresas	\$94.692.225,00

(ID pregunta)

1.7.4 Supplier Assessment and Development



The information and commitments disclosed in Enel S.p.A.'s Integrated Report are applicable to its subsidiaries, including Enel Chile. This includes the Group's strategic approach to supporting a just and inclusive energy transition, as well as its engagement with suppliers to foster innovation, resilience, and sustainability across the value chain.

The Group provides digital tools to support suppliers in implementing corrective actions, enabling direct communication with relevant areas and the exchange of related documentation (Integrated Report, page 368). Enel also implements in-depth technical support programs as part of its stakeholder engagement strategy (page 140), including:

The Energy for Growth program, which has trained over 4,200 individuals—2,700 of whom have been hired by the supply chain in grid infrastructure roles.

The Energy for School project, which has trained 1,025 young people for specialized energy transition professions, many of whom have already been hired or are in the process of being hired.

These initiatives reflect Enel Group's broader commitment to building a resilient, inclusive, and future-ready supply chain across all its operations.

As part of Enel's **Supplier Performance Management (SPM) enhancement process**, in **June 2025**, more than **9,000 SPI indicators** were shared with suppliers to ensure maximum transparency regarding their positioning among peers. As of today, suppliers can access this benchmark through the **WeBUY platform** using their username and password, and compare their performance with that of their peers. This initiative aims to promote transparency and continuous improvement across the supply chain.

You can access the document explaining this supplier access at the following link by clicking on **"SPM – Data Visualization"**:

<https://globalprocurement.enel.com/become-a-supplier/supplier-performance-management>

https://www.enel.com/content/dam/enel-com/documenti/investitori/informazioni-finanziarie/2024/annuali/en/integrated-annual-report_2024.pdf

(ID pregunta)

1.7.5 KPIs for Supplier Screening



Supplier screening	FY 2024
Total Number os Tier-1 suppliers	563
Total Number of significant suppliers in Tier-1	489
% of total spend on significant suppliers in Tier-1	96%
Total numer of significant suppliers in non Tier-1	0
Total number of significant suppliers	489

(ID pregunta)

1.7.6 KPIs for Supplier Assessment and/or Development



Supplier assessment		FY 2024	Corrective Action Plan support		FY 2024
Total number of SIGNIFICANT suppliers assessed via desk assessments/ on-site assessments	489		Total number of SIGNIFICANT suppliers supported in corrective action plan implementation (The company provides guidance and support on the implementation of corrective and improvement actions. This can happen remotely or by visiting the supplier.)	3	
% of SIGNIFICANT suppliers assessed	100%				
Number of SIGNIFICANT suppliers assessed with substantial actual/potential negative impacts	3		% of SIGNIFICANT suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100%	
% of SIGNIFICANT suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100%				
Number of SIGNIFICANT suppliers with substantial actual/potential negative impacts that were terminated	0				

(ID pregunta)

1.8.1 Cybersecurity Governance



The Control and Risk Committee of Enel S.p.A. plays a key role in supporting the Board of Directors in defining and evaluating the guidelines of the internal control and risk management system. This includes ensuring that the main risks affecting Enel S.p.A. and its subsidiaries—such as those related to sustainability, cybersecurity, and artificial intelligence—are properly identified, assessed, managed, and monitored.

By issuing prior opinions and recommendations, the Committee helps ensure that the risk management framework is aligned with the Group's strategic objectives and is adequate in relation to the company's risk profile. Its scope of oversight and advisory responsibilities extends across the entire Enel Group, reinforcing a consistent and integrated approach to risk governance.

This is established in the following document: ORGANIZATIONAL REGULATIONS OF THE CONTROL AND RISK COMMITTEE OF ENEL S.p.A.

(ID pregunta)

1.8.2 Cybersecurity Policy**Cybersecurity Policy**

The Enel Group publishes its Cybersecurity Policy, which is applicable to all its subsidiaries, including Enel Chile. This policy plays a key role in ensuring the continuity of operations in an increasingly digitalized environment, where cyber threats are becoming more sophisticated and regulatory requirements more stringent.

The policy adopts a systemic and proactive approach to cybersecurity, including the definition of a clear and shared strategy, continuous risk assessment, the implementation of preventive and responsive measures, and the promotion of a strong cybersecurity culture. It also emphasizes the importance of collaboration between public and private sectors to protect critical infrastructure and enhance resilience.

<https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/cyber-security-document.pdf>



Environment

enel

(ID pregunta)

2.2.2 Energy Consumption



Activities	Non-renewable consumption target 2024
------------	---------------------------------------

Total non-renewable energy consumption	11,403,960.3 MWh
--	------------------

Note: The target for fiscal year 2024 has been calculated as an average of the performance of the previous three years (2021-2023) following the continuous improvement approach envisaged in our environmental policy and strategy

Activities	2024
------------	------

Total renewable energy consumption	130,131 MWh
------------------------------------	-------------

(ID pregunta)

2.4.1 Water Efficiency Management Programs



During Enel Chile's Environment Week, different workshops and training activities on water use were carried out for employees, both in-person and through the corporate training platform. Examples included *Turn off the tap, open your awareness*, *Express showers, express savings*, *Less pollution, more clean water*, and *Reforest to recharge*, all aimed at promoting responsible water use and conservation.

(ID pregunta)

2.5.4 SF6 Emissions



ACTIVITIES

TARGET PLAN 2025-2027

Reduction of specific SF6 emissions 145.005 Metric tonns

Note: This target is established at the Group level, with Enel Chile encompassed within the Group's scope and actively contributing to its fulfillment.

(ID pregunta)

2.5.14 Internal Carbon Pricing

Enel Group has adopted an internal carbon price as a tool to guide decision-making and reinforce its decarbonization strategy. The shadow price mechanism is applied to Scope 1 emissions, with the dual objective of driving low-carbon investments and identifying opportunities aligned with a low-carbon economy.

<https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2024/additional-esg-key-performance-indicators.pdf>
(pag. 13)

(ID pregunta)

2.7.4 Gas leak rate



Gas leak rate

2024

Transportation (% leakages)

0%

Note: This information is reported annually to the authority of the Superintendency of Electricity and Fuel (SEC).

(ID pregunta)

2.7.5 Electricity Generation Mix



Technology	Revenue generated 2024 (Thousand of Chilean pesos – M\$)
------------	--

Natural gas	246,785,257
Fuel gas	26,862,120
Wind	120,684,078
Hydro	764,481,417
Solar	202,554,905
Geo	14,575,911

Parties	Electricity purchased from third parties 2024 (GWh)
---------	---

Non-renewable	2,313
Renewable	2,835

Note: The value corresponds to the contracted energy purchased.

Note: This information has been calculated based on publicly available data, primarily from Enel Chile's Financial Statements and ESG supplement official.

It should be noted that there is no audited or officially published information that disaggregates revenues by technology. Therefore, the figures presented are indicative estimates developed using public sources and proprietary methodologies using the following steps: Revenue data by business line was extracted of Enel Chile's Financial Statements as of December 2024. The company's energy balance (net production and energy purchases) was used to determine total energy sold. A unit revenue per GWh was calculated by dividing total generation revenue by total energy sold. This unit value was then multiplied by the net production of each technology (hydro, solar, wind, etc.) to estimate revenue per technology. These calculations exclude gas sales and other non-generation revenues, focusing solely on electricity generation.



Social

enel

(ID pregunta)

3.1.1.& 3.1. 2 Commitments and Work Experience Programs (1/3)

**Labor Commitments and Working Conditions – Enel Chile**

Enel Chile maintains a permanent commitment to the responsible management of its employees, implementing policies and practices that seek to guarantee fair and competitive working conditions in line with current national regulations.

Living wage and pay equity. The company sets salaries based on technical and objective criteria, complemented by periodic reviews to ensure its competitiveness in the labor market. To this end, it uses a job evaluation methodology that determines the relative value of each position based on its importance and contribution to the organization's interests. This approach allows for objective and transparent salary comparisons, ensuring equity between genders and equivalent positions. Enel Chile also uses additional compensation mechanisms—such as corporate benefits, bonuses, and other recognitions—that reinforce its talent retention and motivation strategy.

Working hours and monitoring . As part of the gradual implementation of the maximum 40-hour workweek in Chile, the company has implemented ongoing measures to adjust the effective workday to the regular workday, promoting a balance between personal and work life. Overtime is authorized only under exceptional circumstances and always in accordance with the law, following the signing of formal agreements between the employee and the company. Enel Chile has digital systems that record and monitor both regular and overtime hours, ensuring control, transparency, and regulatory compliance.

(ID pregunta)

3.1.1.& 3.1. 2 Commitments and Work Experience Programs (2/3)



Vacation and effective use. Enel Chile not only complies with legal regulations regarding vacation granting, but also actively promotes the timely use of rest periods as part of its well-being strategy. Through monitoring systems that provide information to managers, it ensures that each employee effectively uses their paid vacation, promoting disconnection, recovery, and overall health.

Social dialogue and labor relations. The company maintains permanent channels of dialogue with union representatives, through regular meetings that address issues of common interest, prevent conflicts, and advance collaborative agreements. This approach strengthens mutual trust and promotes stable and sustainable labor relations.

Health and social security benefits. Enel Chile provides additional benefits beyond those required by law, both in terms of health and social security, seeking to improve the quality of life of its employees and their families. These benefits include supplementary insurance, access to wellness programs, and specific support that go beyond the mandatory legal coverage.

(ID pregunta)

3.1.1.& 3.1. 2 Commitments and Work Experience Programs (3/3)



Training and reskilling The company implements an annual training plan that includes both technical training specific to the business (business as usual) and upskilling and reskilling programs. The latter are designed to support the professional retraining of employees in the face of technological and organizational changes, especially those linked to the energy transition and decarbonization process. In 2024, more than 110,000 hours of training were delivered in Chile, of which more than 97,000 (equivalent to 87%) corresponded to retraining initiatives, such as courses in artificial intelligence, data analytics, and new applied technologies. By 2025, the company plans to deepen training in AI and advanced digital tools to prepare workers for the transformations in the electricity sector.

(ID pregunta)

3.1.6 Wage gap



Below is the wage gap at the variable bonus level for men and women at Enel Chile 2024

Year	% average wage gap variable bonus (women in relation to men)	% median wage gap variable bonus (women in relation to men)
2024	89.3%	99.2%

(ID pregunta)

3.2.2 Human Rights Due Diligence Process



Through its global due diligence process, Enel assesses 100% of its operations, policies, and procedures, identifying human rights risks in both direct and indirect activities. This process also applies to the establishment of **new business relationships**, such as acquisitions, mergers, or strategic alliances, to ensure respect for human rights throughout the value chain.

(ID pregunta)

3.3.3 Human Return on Investment



Item	2021	2022	2023	2024
Total Revenues (\$ MM CLP)	2,855,229	4,956,432	4,380,246	3,987,135
Total Operating Expenses (\$ MM CLP)	2,472,885	3,906,141	3,454,896	3,491,779
Total Employee-Related Expenses (\$ MM CLP)	163,345	113,670	133,158	123,204
HC ROI	3.34	10.24	7.95	5.02

Note: This information has been calculated based on publicly available data

(ID pregunta)

3.3.9 Trend of Employee Wellbeing



2024	Chile
% of employees with top level of satisfaction	91.6%
% of employees who responded to the survey	85%
Target of employee satisfaction (%)	80%

Note: In 2024, the Inside Enel survey is launched, aimed at assessing the organizational climate by analyzing three dimensions: engagement, well-being, and inclusion

(ID pregunta)**3.6.1 Privacy Policy: Systems/ Procedures (1/2)**

Enel group with Enel Chile encompassed within the Group's scope and actively contributing to its fulfillment. has a corporate data protection compliance program, designed at the Holding company level. This framework is currently being adapted to the requirements of Chilean Law No. 21,719, with the aim of ensuring full compliance with local regulations. Once this localization process is complete, privacy and data protection management will be integrated into the companys risk matrix, thus strengthening its compliance and internal control systems.

(ID pregunta)

3.6.1 Privacy Policy: Systems/ Procedures (2/2)



- **The company has privacy policies integrated into risk management or compliance.**

The Enel Group's Audit Department includes specific steps to assess the internal control system for data protection risk management, as well as compliance with the GDPR and other applicable local legislation. At the Group level, both internal and external audits are conducted to verify the correct implementation of privacy policies, ensuring that corporate standards are applied in all geographies, this incorporates in Enel Chile.

(ID pregunta)

3.6.2 Customer privacy information

Enel does not monitor its customers' personal data for secondary purposes. Data is processed only for purposes required by law or expressly authorized by the data subject. Prior consent is always requested for marketing purposes. Therefore, the percentage of customers whose data is monitored for secondary purposes is 0%.

Additionally, in alignment with the Group's business model, Enel undertakes not to process personal data for purposes other than those for which they were originally collected based on a valid legal basis or consent (i.e. general conditions, contracts, privacy notice).

<https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2024/additional-esg-key-performance-indicators.pdf>

(ID pregunta)**3.7.1 Access and Affordability**

Enel Chile is committed to providing accessibility and support to its customers, especially the most vulnerable, through payment options and support programs that reduce the financial burden and ensure the continuity of the electricity supply. The company participates in the implementation of the state Electricity Subsidy, which benefits households belonging to the 40% most vulnerable group in the Social Household Registry (RSH), complemented by special agreements that allow for debt regularization and maintain access to this benefit.

It also offers flexible payment plans, including up to 18 installments for debts over 40 UF, and automatic adjustments of billing differences in up to 5 months without interest or additional charges. Additionally, Enel facilitates Automatic Payment (PAC/PAT) for greater customer convenience and applies direct compensation to bills in cases of prolonged service outages, including compensation for damage to electrical appliances when applicable.

(ID pregunta)

3.7.2 Stakeholder Engagement Policy



Identification of vulnerable stakeholders. Enel Chile incorporates the identification of vulnerable groups into its community engagement guidelines. In Retail, inclusive guidelines were adopted (senior citizens, people with disabilities, LGBTIQ+, migrants). At EGP & TGX, tools such as SEECA and social risk analysis are used to prioritize rural, urban, and indigenous communities. At Grids, customers who are electrically dependent receive differentiated services, and territories with a high Social Priority Index are prioritized for social programs and scholarships. Value chain coverage. The model is extended to contractors and strategic partners. At Retail, they receive training in diversity and inclusion; at EGP & TGX, they participate as partners in community projects; and at Grids, they collaborate on the installation of information panels and engagement activities related to network construction and maintenance.

Value chain coverage.

The model is extended to contractors and strategic partners. At Retail, they receive training in diversity and inclusion; at EGP & TGX, they participate as partners in community projects; and at Grids, they collaborate on the installation of information panels and engagement activities related to network construction and maintenance.

Validation

The roles, duties, and functioning of the Board of Directors include approving corporate policies and the Audit Plan. This includes community participation policies, which ensure consistency in principles, implementation, and traceability in oversight, under the auspices of the Holding Company's corporate governance

(ID pregunta)

3.7.3 Stakeholder Engagement Programs (1/2)



Single Community Engagement Policy: Enel applies a corporate framework that covers all its assets and operations in the country, ensuring a consistent approach aligned with international standards.

Multi-channel and Participatory Mechanisms: The company guarantees effective and accessible means of communication with stakeholders through digital channels, in-person support, email, social media, an ethics channel for complaints, and direct contact with field teams.

Community Workshops and Activities: Workshops on energy efficiency and climate change are implemented throughout the year, allowing communities to resolve questions, learn about technical and commercial support channels, and establish direct contact with community engagement managers.

Surveys and Perception Measurement: At the end of these activities, satisfaction surveys and feedback sessions are conducted to assess stakeholder perceptions and receive suggestions for improvement in communities. In Retail, customer satisfaction is also monitored through regular NPS measurements.

(ID pregunta)

3.7.3 Stakeholder Engagement Programs (2/2)



Regular meetings and working groups: Enel Chile holds meetings with municipal representatives, community leaders, and communities linked to its operations and projects, with the goal of identifying concerns, developing joint initiatives, and strengthening mutual trust. An example of this is the working groups for the Enel X heater replacement program, coordinated with municipalities and neighborhood associations.

Monitoring of complaints and requests: The Community Relations area receives complaints and requests regarding the status of the service, risks, or impacts on the community. These cases are recorded, referred to the corresponding technical areas, and prioritized according to their criticality, informing the requesters of their resolution. Additionally, there is a formal listening mechanism that ensures traceability and transparency.

Broad territorial coverage: At Enel Distribution, the company maintains an active presence in 33 municipalities, with regular contact with community leaders and local authorities. At Enel Retail and Generation, engagement bodies cover all areas of program and asset implementation, thus reinforcing the commitment to comprehensive coverage in the territories where Enel operates