

Enel Corporate Social Responsibility Protocol

Rome, [DATE: DD/MM/YY]

BETWEEN

Enel S.p.A., represented by:

AND

EPSU and EMCEF, represented by:

CGIL, represented by:

FILCEM, represented by:

CISL, represented by:

FLAEL, represented by:

UIL, represented by:

UILCEM, represented by:

hereinafter the "Parties"

1. **Preamble**

Pursuant to the Principles laid down in the Code of Ethics, implemented and verified in the Sustainability Plans approved by company management, and the certification of the Sustainability Audits, the Enel Group is progressively developing a company strategy aimed at defining and consolidating an integrated system of Corporate Social Responsibility (CSR).

This strategy is in line with the need, increasingly perceived at a national and European level, to link the activities of the company to the quality of work and social life, considering the resulting actions as a factor supporting the competitiveness of the business, enhancing its stability and strengthening its prospects for development.

In this connection,