

GRI/ EUISS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
GENERATION								
G4- EU1	Installed capacity							
Net maximum capacity by primary energy source								
	Net maximum thermoelectric capacity:	(MW)	47,577	54,178	55,940	-6,601	-12.2	Enel
	Coal	(MW)	16,841	17,048	17,277	-207	-1.2	Enel
	CCGT	(MW)	16,099	16,112	16,071	-13	-0.1	Enel
	Oil / Gas	(MW)	14,637	21,018	22,592	-6,381	-30.4	Enel
	Net maximum nuclear capacity	(MW)	5,132	5,132	5,132	-	-	Enel
	Net maximum renewable capacity	(MW)	37,033	36,802	36,172	231	0.6	Enel
	Hydroelectric	(MW)	29,046	29,653	29,836	-607	-2.0	Enel
	Wind	(MW)	6,653	5,774	5,163	879	15.2	Enel
	Geothermal	(MW)	833	833	795	-	-	Enel
	Biomass and cogeneration	(MW)	99	100	120	-1	-0.6	Enel
	Photovoltaic	(MW)	402	442	258	-40	-8.9	Enel
	Total net electrical capacity	(MW)	89,742	96,112	97,244	-6,370	-6.6	Enel
Net maximum capacity by geographic area								
	Italy	(MW)	30,715	36,823	39,277	-6,108	-16.6	Italy
	Iberian Peninsula	(MW)	22,912	23,549	23,556	-637	-2.7	Iberian Peninsula
	Latin America	(MW)	19,179	18,300	16,764	879	4.8	Latin America
	Russia	(MW)	8,944	9,107	9,107	-163	-1.8	Russia
	Slovakia	(MW)	4,032	4,968	5,399	-936	-18.8	Slovakia
	North America	(MW)	2,506	2,083	1,683	423	20.3	North America
	Romania	(MW)	534	534	534	-	-	Romania
	Belgium	(MW)	406	406	406	-	-	Belgium
	Greece	(MW)	290	290	290	-	-	Greece
	France	(MW)	-	-	186	-	-	France
	South Africa	(MW)	10	10	-	-	-	South Africa
	India	(MW)	172	-	-	172	-	India
	Bulgaria	(MW)	42	42	42	-	-	Bulgaria
	Total net electrical capacity	(MW)	89,742	96,112	97,244	-6,370	-6.6	Enel
No. of power generation plants								
	Total thermoelectric units	(no.)	404	407	455	-3	-0.7	Enel
	Steam units (condensation and back pressure)	(no.)	139	146	153	-7	-4.8	Enel
	CCGT units	(no.)	48	44	51	4	9.1	Enel
	GT units	(no.)	70	70	89	-	-	Enel
	Units with alternative engines	(no.)	147	147	162	-	-	Enel
	No. of renewable energy plants	(no.)	1,148	1,142	1,148	6	0.5	Enel
	Hydroelectric plant	(no.)	803	793	801	10	1.3	Enel
	- of which mini-hydro plants (< 10 MW)	(no.)	466	466	403	-	-	Enel
	Wind plants	(no.)	207	199	207	8	4	Enel
	Photovoltaic plants	(no.)	96	98	94	-2	-2	Enel
	Geothermal plants	(no.)	37	39	35	-2	-5.1	Enel

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G4- EU1	Biomass plants	(no.)	5	13	11	-8	-61.5	Enel
OPERATING RESULTS								
G4- EU2 PRODUCTION								
Net production by primary energy source								
	Net thermoelectric production:	(GWh)	154,901	149,040	150,002	5,861	3.9	Enel
	Coal	(GWh)	85,677	81,991	81,212	3,686	4.5	Enel
	CCGT	(GWh)	40,542	37,395	39,478	3,147	8.4	Enel
	Oil/Gas	(GWh)	28,682	29,654	29,312	-972	-3.3	Enel
	Net nuclear production	(GWh)	39,837	39,182	40,516	655	1.7	Enel
	Net renewable production:	(GWh)	89,274	94,879	91,261	-5,605	-5.9	Enel
	Hydroelectric	(GWh)	65,939	74,315	72,671	-8,376	-11.3	Enel
	Wind	(GWh)	16,204	14,054	12,231	2,150	15.3	Enel
	Geothermal	(GWh)	6,205	5,954	5,581	251	4.2	Enel
	Biomass and cogeneration	(GWh)	241	166	497	75	45.4	Enel
	Photovoltaic	(GWh)	685	390	281	295	75.5	Enel
	Total net production	(GWh)	284,012	283,101	281,779	911	0.3	Enel
Net production by geographic area								
	Italy	(GWh)	68,519	71,824	71,201	-3,305	-4.6	Italy
	Iberian Peninsula	(GWh)	77,444	74,040	73,231	3,404	4.6	Iberian Peninsula
	Latin America	(GWh)	67,114	64,753	65,276	2,361	3.6	Latin America
	Russia	(GWh)	42,090	42,376	41,901	-286	-0.7	Russia
	Slovakia	(GWh)	18,292	20,550	21,343	-2,258	-11.0	Slovakia
	North America	(GWh)	7,368	6,674	5,360	694	10.4	North America
	Romania	(GWh)	1,330	1,268	1,080	62	4.9	Romania
	Belgium	(GWh)	1,150	690	1,373	460	66.7	Belgium
	Greece	(GWh)	549	488	566	61	12.4	Greece
	France	(GWh)	0	347	362	-347	-100.0	France
	South Africa	(GWh)	18	8	-	10	128.3	South Africa
	India	(GWh)	48	-	-	48	-	India
	Bulgaria	(GWh)	90	83	86	7	7.9	Bulgaria
	Total net production	(GWh)	284,012	283,101	281,779	911	0.3	Enel
Development of renewables								
	New renewable power ⁽¹⁾:	(MW)	1,948	1,174	967	774	65.9	Enel
	Hydroelectric	(MW)	402	175	28	227	129.8	Enel
	Wind	(MW)	1,472	815	806	657	80.6	Enel
	Geothermal	(MW)	-	38	26	-38	-100.0	Enel
	Biomass and cogeneration	(MW)	5	-	-	5	-	Enel
	Photovoltaic	(MW)	69	146	107	-77	-53.0	Enel
DISTRIBUTION								
G4- EU4	Total length of distribution lines	(km)	1,865,671	1,854,079	1,854,172	11,592	0.6	Enel
	Total high-voltage lines	(km)	38,249	38,278	38,014	-29	-0.1	Enel
	- of which underground cable	(km)	1,616	1,681	1,680	-65	-3.9	Enel
	Total medium-voltage lines	(km)	662,049	658,000	654,718	4,049	0.6	Enel
	- of which underground cable	(km)	210,933	208,289	206,364	2,644	1.3	Enel
	Total low-voltage lines	(km)	1,165,373	1,157,801	1,161,440	7,572	0.7	Enel
	- of which underground cable	(km)	397,553	393,286	397,850	4,267	1.1	Enel

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G4- EU4	Length of distribution lines by geographic area							
	Total power distribution lines Italy	(km)	1,140,215	1,136,667	1,132,010	3,548	0.3	Italy
	High-voltage lines	(km)	13	20	-	-7	-35.0	Italy
	- of which underground cable	(km)	-	-	-	-	-	Italy
	Medium-voltage lines	(km)	351,493	350,358	349,386	1,135	0.3	Italy
	- of which underground cable	(km)	145,699	144,468	143,417	1,231	0.9	Italy
	Low-voltage lines	(km)	788,709	786,289	782,624	2,420	0.3	Italy
	- of which underground cable	(km)	270,241	268,366	265,878	1,875	0.7	Italy
	Total power distribution lines Romania	(km)	91,285	91,132	90,906	153	0.2	Romania
	High-voltage lines	(km)	6,584	6,572	6,586	12	0.2	Romania
	- of which underground cable	(km)	283	268	269	15	5.4	Romania
	Medium-voltage lines	(km)	35,043	34,998	34,923	45	0.1	Romania
	- of which underground cable	(km)	12,825	12,664	12,537	161	1.3	Romania
	Low-voltage lines	(km)	49,658	49,562	49,397	96	0.2	Romania
	- of which underground cable	(km)	20,329	20,253	20,201	76	0.4	Romania
	Total power distribution lines Iberian Peninsula	(km)	317,675	314,528	323,632	3,147	1.0	Iberian Peninsula
	High-voltage lines	(km)	19,479	19,597	19,566	-118	-0.6	Iberian Peninsula
	- of which underground cable	(km)	751	746	745	5	0.7	Iberian Peninsula
	Medium-voltage lines	(km)	118,436	117,877	117,543	559	0.5	Iberian Peninsula
	- of which underground cable	(km)	40,869	40,321	39,946	548	1.4	Iberian Peninsula
	Low-voltage lines	(km)	179,760	177,054	186,523	2,706	1.5	Iberian Peninsula
	- of which underground cable	(km)	83,997	81,811	89,498	2,186	2.7	Iberian Peninsula
	Total power distribution lines Latin America	(km)	316,496	311,752	307,624	4,744	1.5	Latin America
	High-voltage lines	(km)	12,173	12,089	11,862	84	0.7	Latin America
	- of which underground cable ⁽²⁾	(km)	582	667	666	-84	-12.7	Latin America
	Medium-voltage lines	(km)	157,077	154,767	152,866	2,310	1.5	Latin America
	- of which underground cable	(km)	11,540	10,836	10,464	703	6.5	Latin America
	Low-voltage lines	(km)	147,246	144,896	142,896	2,350	1.6	Latin America
	- of which underground cable	(km)	22,986	22,856	22,273	129.7	0.6	Latin America
Energy transported and local coverage								
	Energy transported ⁽³⁾	(TWh)	417.4	411.1	402.6	6.3	1.5	Enel
	Municipalities served by electric grid	(no.)	12,785	12,600	14,391	185	1.5	Enel
SALES								
Electricity volumes sold by market								
	Volumes sold free market:	(GWh)	148,024	148,067	152,909	-43	-	Enel
	Italy ⁽⁴⁾	(GWh)	38,656	37,839	37,366	817	2.2	Italy
	Iberian Peninsula	(GWh)	92,899	93,928	96,122	-1,029	-1.1	Iberian Peninsula
	Romania	(GWh)	2,338	2,230	1,544	108	4.8	Romania
	France	(GWh)	3,966	3,442	8,068	524	15.2	France

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G4- EU4	Slovakia	(GWh)	4,103	4,737	4,125	-634	-13.4	Slovakia
	Latin America	(GWh)	6,062	5,891	5,684	171	2.9	Latin America
	Volumes sold regulated market:	(GWh)	112,092	112,878	117,602	-785	-0.7	Enel
	Italy	(GWh)	49,369	49,734	54,827	-366	-0.7	Italy
	Romania	(GWh)	5,353	5,926	7,210	-573	-9.7	Romania
	Latin America	(GWh)	57,370	57,217	55,564	153	0.3	Latin America
	Total volumes sold	(GWh)	260,116	260,945	270,510	-829	-0.3	Enel
	Electricity volumes sold by geographic area							
	Italy	(GWh)	88,025	87,573	92,193	452	0.5	Italy
	Iberian Peninsula	(GWh)	92,899	93,928	96,122	-1,029	-1.1	Iberian Peninsula
Romania	(GWh)	7,691	8,156	8,754	-465	-5.7	Romania	
France	(GWh)	3,966	3,442	8,068	524	15.2	France	
Slovakia	(GWh)	4,103	4,737	4,125	-634	-13.4	Slovakia	
Latin America	(GWh)	63,432	63,108	61,248	324	0.5	Latin America	
Volumes sold gas	(billions of m ³)	8.9	7.8	8.6	1.1	14.1	Enel	
Italy	(billions of m ³)	4.1	3.5	4.1	0.6	17.1	Italy	
Iberian Peninsula	(billions of m ³)	4.8	4.3	4.5	0.5	11.6	Iberian Peninsula	
G4- EC1 G4-9	ECONOMIC RESULTS							
	Revenues ⁽⁵⁾	(m. euro)	75,658	75,791	78,663	-133.0	-0.2	Enel
	Italy	(m. euro)	39,644	38,389	-	1,255.1	3.3	Italy
	Iberian Peninsula	(m. euro)	20,105	20,952	-	-847.7	-4.0	Iberian Peninsula
	Latin America	(m. euro)	10,627	9,648	-	978.2	10.1	Latin America
	Eastern Europe	(m. euro)	4,831	5,299	-	-468.3	-8.8	Eastern Europe
	Renewable energy	(m. euro)	3,011	2,921	-	90.2	3.1	Enel
	Other, eliminations and adjustments	(m. euro)	-2,560	-1,419	-	-1,141.6	-	Enel
	EBITDA ⁽⁵⁾	(m. euro)	15,297	15,757	16,691	-460.0	-2.9	Enel
	Italy	(m. euro)	6,098	6,343	-	-245.0	-3.9	Italy
	Iberian Peninsula	(m. euro)	3,111	3,203	-	-92.0	-2.9	Iberian Peninsula
	Latin America	(m. euro)	3,167	3,092	-	75.0	2.4	Latin America
	Eastern Europe	(m. euro)	1,308	1,210	-	98.0	8.1	Eastern Europe
	Renewable energy	(m. euro)	1,826	1,938	-	-112.0	-5.8	Enel
	Other, eliminations and adjustments	(m. euro)	-213	-29	-	-184.0	-	Enel
	Italy	(%)	39.9	40.3	-	-0.4	-	Enel
	Iberian Peninsula	(%)	20.3	20.3	-	-	-	Enel
	Latin America	(%)	20.7	19.6	-	1.1	-	Enel
	Eastern Europe	(%)	8.6	7.7	-	0.9	-	Enel
	Renewable energy	(%)	11.9	12.3	-	-0.4	-	Enel
Other, eliminations and adjustments	(%)	-1.4	-0.2	-	-1.2	-	Enel	
EBIT	(m. euro)	7,685	3,087	9,740	4,598	148.9	Enel	

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G4- EC1 G4-9	EBT	(m. euro)	5,281	-78	7,153	5,359	-	Enel
	Group net income	(m. euro)	2,196	517	3,235	1,679	324.8	Enel
	Added value for stakeholders							
	Revenues	(m. euro)	75,658	75,791	78,663	-133	-0.2	Enel
	External costs	(m. euro)	53,323	53,390	55,213	-67	-0.1	Enel
	Net income/(expenses) from commodity risk	(m. euro)	168	-225	-378	393	-	Enel
	Gross global added value continuing operations	(m. euro)	22,503	22,176	23,072	327	1.5	Enel
	Gross global added value	(m. euro)	22,503	22,176	23,072	327	1.5	Enel
	Shareholders	(m. euro)	1,316	1,222	1,410	94	7.7	Enel
	Lenders	(m. euro)	2,848	3,007	2,886	-159	-5.3	Enel
Employees	(m. euro)	5,314	4,864	4,555	450	9.3	Enel	
State	(m. euro)	3,369	654	4,120	2,715	415.1	Enel	
Business system	(m. euro)	9,656	12,429	10,101	-2,773	-22.3	Enel	
Economic value generated								
Economic value generated directly:								
Revenues	(m. euro)	75,658	75,791	78,663	-133.0	-0.2	Enel	
Economic value distributed:	(m. euro)	64,686	62,140	67,152	2,545.7	4.1	Enel	
Operating costs	(m. euro)	53,155	53,615	55,591	-460.0	-0.9	Enel	
Personal and benefit cost	(m. euro)	5,314	4,864	4,555	449.7	9.2	Enel	
Payment to lenders of capital	(m. euro)	2,848	3,007	2,886	-159.0	-5.3	Enel	
Payments to governments	(m. euro)	3,369	654	4,120	2,715.0	415.1	Enel	
Economic value obtained	(m. euro)	10,972	13,651	11,511	-2,678.7	-19.6	Enel	
Investments								
Investments ⁽⁶⁾	(m. euro)	7,113.5	6,701.5	5,919.6	412.0	6.1	Enel	
Piedmont	(m. euro)	101.0	88.1	99.1	12.9	14.6	Italy	
Lombardy	(m. euro)	174.2	159.8	155.8	14.4	9.0	Italy	
Trentino Alto Adige	(m. euro)	0.2	6.7	11.9	-6.5	-96.4	Italy	
Veneto	(m. euro)	121.5	116.4	121.8	5.1	4.4	Italy	
Friuli Venezia Giulia	(m. euro)	14.1	12.6	16.4	1.5	11.8	Italy	
Liguria	(m. euro)	49.6	41.5	34.6	8.1	19.4	Italy	
Emilia Romagna	(m. euro)	100.3	95.0	82.7	5.2	5.5	Italy	
Tuscany	(m. euro)	213.5	227.3	236.9	-13.8	-6.1	Italy	
Marche	(m. euro)	29.2	32.2	30.3	-3.0	-9.3	Italy	
Umbria	(m. euro)	16.3	14.7	17.5	1.6	10.9	Italy	
Lazio	(m. euro)	355.3	355.5	332.7	-0.3	-0.1	Italy	
Abruzzo	(m. euro)	44.4	36.1	33.7	8.3	22.9	Italy	
Molise	(m. euro)	9.7	10.0	11.0	-0.3	-2.9	Italy	
Campania	(m. euro)	124.6	110.2	136.6	14.5	13.1	Italy	
Puglia	(m. euro)	167.1	173.0	201.2	-5.9	-3.4	Italy	
Basilicata	(m. euro)	24.1	15.3	18.8	8.8	57.8	Italy	
Calabria	(m. euro)	70.0	68.7	78.0	1.3	1.9	Italy	
Sicily	(m. euro)	186.4	177.5	165.7	8.9	5.0	Italy	
Sardinia	(m. euro)	57.8	53.6	66.0	4.2	7.8	Italy	
Total Italy ⁽⁷⁾	(m. euro)	1,859.2	1,794.2	1,850.6	65.0	3.6	Italy	
Enel Green Power Iberia	(m. euro)	16.7	18.7	44.2	-2.0	-10.8	Enel Green Power Iberia	
Spain (Enel Iberoamerica formerly Enel Energy Europe)	(m. euro)	16.9	20.7	14.3	-3.7	-18.1	Spain	

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G4-EC1	Slovakia	(m. euro)	-	664.4	613.8	-664.4	-100.0	Slovakia
	Romania	(m. euro)	121.2	93.2	201.0	28.0	30.0	Romania
	Bulgaria	(m. euro)	0.3	0.3	0.4	0.0	-7.7	Bulgaria
	Greece	(m. euro)	11.6	8.2	15.7	3.4	41.0	Greece
	France and Belgium	(m. euro)	0.8	27.2	15.0	-26.3	-97.0	France e Belgium
	Russia	(m. euro)	111.8	187.8	193.6	-76.0	-40.5	Russia
	Enel Green Power North America	(m. euro)	289.3	331.9	202.0	-42.5	-12.8	Enel Green Power North America
	Enel Green Power Latin America	(m. euro)	1,548.1	927.2	607.8	620.9	67.0	Enel Green Power Latin America
	Algeria	(m. euro)	19.5	-	-	19.5	-	Algeria
	South Africa	(m. euro)	311.2	26.0	1.5	285.2	1,097.0	South Africa
	Turkey	(m. euro)	1.6	-	-	1.6	-	Turkey
	Egypt	(m. euro)	1.2	-	-	1.2	-	Egypt
	India	(m. euro)	0.5	-	-	0.5	-	India
	Endesa Iberia	(m. euro)	985	993	845	-8.1	-0.8	Endesa Iberia
	Endesa LatAm (formerly Endesa Latam)	(m. euro)	1,819	1,609	1,314	210.1	13.1	Endesa LatAm (formerly Endesa Latam)
	Total Abroad	(m. euro)	5,254.51	4,907.26	4,069.06	347.3	7.1	Total Abroad
	Adjustments	(m. euro)	-0.2	0.0	-0.1	-0.2	-	Enel
	Weight of foreign investments	(%)	73.9	73.2	68.7	0.6	-	Enel
	CORPORATE IMAGE⁽⁸⁾							
	Presence index	(no.)	16,702	15,522	15,665	1,180.0	7.6	Italy
	Global visibility index	(,000)	22,225	22,200	18,718	24.9	0.1	Italy
	Qualitative visibility index (from -1 to +1)	(i)	0.70	0.71	0.68	-	-1.4	Italy

- (1) New renewable power, excluding changes in scope and disposals. The 2014 figure was recalculated in line with the method applied for 2015.
- (2) The fall in high-voltage lines compared to 2014 was due to a change in methodology which included the electricity transmission grid of 90 km in length in the voltage range which corresponds to the MV grid.
- (3) The figure does not include sales to resellers. The figure for 2014 was reclassified, following a more precise determination of the quantities transported.
- (4) The 2014 figure also includes Enel Trade, which at the time was part of the scope for Italy.
- (5) Owing to the change in scope it was not possible to recalculate the geographic breakdown of the figures for 2013.
- (6) The data refer only to continuing operations, and so do not include the values of the assets classified as "held for sale".
- (7) The scope includes Enel Green Power Italy.
- (8) The figures for 2014 and 2013 were revised since the calculation method changed.

Getting to know Enel - Governance

GRI/EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-7	SHAREHOLDERS							
	Composition of shareholdings							
	Investors⁽¹⁾							
	Ministry of Economy and Finance	(%)	25.5	31.2	31.2	-5.7	-	Enel SpA
	Institutional investors	(%)	51.5	44.7	41.9	6.8	-	Enel SpA
	Retail shareholders	(%)	23.0	24.1	26.9	-1.1	-	Enel SpA
	Location of institutional investors							
	Italy	(%)	10.0	12.4	14.9	-2.3	-	Enel SpA
	UK	(%)	15.3	12.9	10.2	2.4	-	Enel SpA
	Rest of Europe	(%)	28.4	29.9	31.0	-1.5	-	Enel SpA
	North America	(%)	37.3	34.7	33.8	2.6	-	Enel SpA
	Rest of the World	(%)	9.0	10.1	10.1	-1.1	-	Enel SpA
	Concentration index (Top 50)	(%)	32.3	28.8	25.2	3.5	-	Enel SpA
	Investment style of institutional investors							
	Long Only	(%)	67.3	62.1	58.8	5.2	-	Enel SpA
	Index	(%)	14.0	15.2	17.0	-1.2	-	Enel SpA
	Hedge	(%)	1.2	1.7	2.1	-0.5	-	Enel SpA
	Other	(%)	17.5	21.0	22.1	-3.5	-	Enel SpA
	Socially responsible investors							
	Presence of SRI funds	(no.)	132	134	117	-2	-1.5	Enel SpA
	Enel shares held by SRI funds	(m.)	720.0	553.8	520.3	166.2	30.0	Enel SpA
	Weight of SRI funds in institutional funds⁽²⁾	(%)	17.0	14.6	15.6	2.4	-	Enel SpA
	Location of SRI investors⁽³⁾							
	Italy	(%)	4.6	3.1	6.1	1.5	-	Enel SpA
	UK	(%)	11.8	7.9	12.1	3.9	-	Enel SpA
	Rest of Europe	(%)	51.2	60.1	47.0	-8.9	-	Enel SpA
	North America	(%)	31.5	28.0	31.0	3.5	-	Enel SpA
	Rest of the World	(%)	0.9	0.9	3.8	0.0	-	Enel SpA
	Share price performance							
	Financial performance of the share⁽⁴⁾							
	Enel	(%)	5.3	17.9	-2.5	-12.6	-	Enel SpA
	FTSEMib	(%)	12.7	0.4	12.3	12.3	-	Enel SpA
	Acea	(%)	58.8	7.8	76.1	51.0	-	Enel SpA
	A2A	(%)	49.7	0.2	83.9	49.5	-	Enel SpA
	Centrica	(%)	-21.8	-18.8	2.0	-3.0	-	Enel SpA
	Endesa	(%)	11.9	-21.8	33.9	33.7	-	Enel SpA
	Iberdrola	(%)	17.0	21.9	8.0	-4.9	-	Enel SpA
	RWE	(%)	-54.3	-0.3	-15.7	-54.0	-	Enel SpA
	E.ON	(%)	-37.1	8.4	-6.5	-45.5	-	Enel SpA
	Cez	(%)	-24.8	12.6	-24.0	-37.4	-	Enel SpA
	GDF-Suez	(%)	-16.0	16.2	8.1	-32.2	-	Enel SpA
	EdF	(%)	-40.5	-10.0	80.6	-30.5	-	Enel SpA
	EdP	(%)	3.2	21.8	13.6	-18.6	-	Enel SpA
	Dividend Yield⁽⁵⁾							
	Enel	(%)	4.1	3.8	4.1	0.3	-	Enel SpA
	A2A	(%)	3.3	4.3	3.9	-1.1	-	Enel SpA
	Centrica	(%)	5.5	4.8	4.9	0.7	-	Enel SpA
	Iberdrola	(%)	4.2	4.8	0.6	-0.6	-	Enel SpA
	RWE ⁽⁶⁾	(%)	0.0	3.9	3.8	-3.9	-	Enel SpA
	E.ON	(%)	5.6	3.5	4.5	2.1	-	Enel SpA

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
	GDF-Suez	(%)	6.1	5.1	8.8	1.0	-	Enel SpA
	EdF	(%)	8.1	5.5	4.9	2.6	-	Enel SpA
	EdP	(%)	5.6	5.7	6.9	-0.2	-	Enel SpA
Enel on the main stock markets worldwide								
	Ftse Italy All Share	(%)	7.8	8.3	7.6	-0.5	-	Enel SpA
	BEELECT	(%)	12.0	10.2	9.7	1.8	-	Enel SpA
	Enel in the FTSE4GOOD sustainability index	(i)	Yes	Yes	Yes	-	-	Enel SpA
	Presence of Enel in the DJSI	(i)	Yes	Yes	Yes	-	-	Enel SpA
Return for the shareholder								
	EPS	(cent euro)	23	6	34	17	289.2	Enel SpA
	TSR from IPO (accumulated)	(%)	44.4	32.7	10.6	11.7	-	Enel SpA
	TSR from IPO (annualized)	(%)	2.3	1.9	0.7	0.4	-	Enel SpA
	TSR last 2 years (accumulated)	(%)	30.5	29.0	4.1	1.5	-	Enel SpA
	TSR last 2 years (annualized)	(%)	14.3	13.6	1.3	0.7	-	Enel SpA
Communication to shareholders								
	Meetings with investors ⁽⁷⁾	(no.)	479	336	205	143	42.6	Enel SpA
G4-26	Information requests from retail shareholders	(no.)	153	378	636	-225	-59.5	Enel SpA
LENDERS								
Debt								
	Total debt	(m. euro)	37,545	37,383	39,706	162	0.4	Enel
	Debt to Equity	(i)	0.7	0.7	0.8	-	-	Enel
Rating								
	S&P	(i)	BBB	BBB	BBB			Enel
	Outlook	(i)	Stable Outlook	Stable Outlook	Stable Outlook			Enel
	Moody's	(i)	Baa2	Baa2	Baa2			Enel
	Outlook	(i)	Stable Outlook	Negative Outlook	Negative Outlook			Enel
	Fitch	(i)	BBB+	BBB+	BBB+			Enel
	Outlook	(i)	Stable Outlook	Stable Outlook	Watch negative			Enel
G4-LA12	CORPORATE GOVERNANCE							
Board of Directors								
	Members of BoD by type	(no.)	9	8	9	1	12.5	Enel SpA
	Executive directors	(no.)	1	1	2	-	-	Enel SpA
	Non-executive directors	(no.)	8	7	7	1	14.3	Enel SpA
	- of whom independent ⁽⁸⁾	(no.)	7	6	6	1	16.7	Enel SpA
	Directors nominated by minority shareholders	(no.)	3	3	3	-	-	Enel SpA
Women on BoDs of the Group:								
	Women on the BoD of Enel SpA	(no.)	3	3	-	-	-	Enel SpA
	Women on the BoD of Group companies	(no.)	176	175	181	1	0.6	Enel
Members of the BoD by age range:								
	Under 30	(%)	-	-	-	-	-	Enel SpA
	From 30 to 50	(%)	11	11	11	-	-	Enel SpA
	over 50	(%)	89	89	89	-	-	Enel SpA
	BoD meetings	(no.)	15	18	14	-3	-16.7	Enel SpA
ETHICAL AUDITING								
G4-DMA HR, G4-SO11	Implementation of the Code of Ethics							
	Notifications received by type of stakeholder:	(no.)	124	151	196	-27	-17.9	Enel

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-SO11	Internal stakeholders	(no.)	36	53	82	-17	-32.1	Enel
	External stakeholders	(no.)	33	24	33	9	37.5	Enel
	Anonymous	(no.)	55	74	81	-19	-25.7	Enel
	Notifications received for stakeholders harmed or potentially harmed:	(no.)	124	151	196	-27	-17.9	Enel
	Shareholder	(no.)	43	63	88	-20	-31.7	Enel
	Customer	(no.)	16	12	13	4	33.3	Enel
	Employee	(no.)	34	48	58	-14	-29.2	Enel
	General public	(no.)	6	14	10	-8	-57.1	Enel
	Suppliers	(no.)	25	14	27	11	78.6	Enel
	Notifications received by status:	(no.)	124	151	196	-27	-17.9	Enel
	Notifications being assessed	(no.)	16	-	-	16	-	Enel
	Notifications for which a violation has not been confirmed	(no.)	76	120	160	-44	-36.7	Enel
	Notifications for which a violation has been confirmed	(no.)	32	31	36	1	3.2	Enel
	Violations confirmed, classified by harmed stakeholder:	(no.)	32	31	36	1	3.2	Enel
	Shareholder	(no.)	15	18	24	-3	-16.7	Enel
	Customer	(no.)	3	1	3	2	200.0	Enel
	Employee	(no.)	8	10	2	-2	-20.0	Enel
	General public	(no.)	-	-	-	-	-	Enel
	Suppliers	(no.)	6	2	7	4	200.0	Enel
G4-HR3, G4-HR12	Violations confirmed by type of episode ⁽⁹⁾:	(no.)	32	31	36	1	3.2	Enel
G4-SO5	Conflict of interest/Corruption ⁽¹⁰⁾	(no.)	10	9	8	1	11.1	Enel
	Undue appropriation	(no.)	9	9	9	-	-	Enel
	Work practices	(no.)	7	9	-	-2	-22.2	Enel
	Community and society	(no.)	-	-	-	-	-	Enel
	Human rights	(no.)	-	-	-	-	-	Enel
	Other reasons	(no.)	6	4	19	2	50.0	Enel
	Violations confirmed for conflict of interest/ corruption, by country:	(no.)	10	9	8	1	11.1	Enel
	Argentina	(no.)	1	1	2	-	-	Argentina
	Brazil	(no.)	-	1	-	-1	-100.0	Brazil
	Chile	(no.)	1	2	1	-1	-50.0	Chile
	Colombia	(no.)	2	1	3	1	100.0	Colombia
	Enel Green Power ⁽¹¹⁾	(no.)	2	-	-	2	-	Enel Green Power
	Italy	(no.)	-	-	-	-	-	Italy
	Peru	(no.)	-	-	-	-	-	Peru
	Romania	(no.)	3	-	-	3	-	Romania
	Russia	(no.)	-	3	-	-3	-100.0	Russia
	Slovakia	(no.)	1	-	-	-	-	Slovakia
	Spain	(no.)	-	1	2	-1	-100.0	Spain
	Actions taken in response to episodes of conflict of interest/ corruption	(no.)	10	9	8	1	11.1	Enel
G4-HR1	Significant investment agreements which include clauses on human rights	(no.)	6	1	1	5	500.0	Enel
G4-HR1	Percentage of significant investment agreements which include clauses on human rights	(%)	100	100	100	-	-	Enel

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
INSTITUTIONAL RELATIONS								
G4- EC4	Grants							
	Grants supplied in the period by geographic area	(m. euro)	8.7	82.9	61.4	-74.2	-89.5	Enel
	Italy	(m. euro)	4.6	56.9	54.1	-52.3	-91.9	Italy
	Slovakia	(m. euro)	0.1	0.3	0.1	-0.2	-64.4	Slovakia
	Spain	(m. euro)	4.0	25.7	0.6	25.1	97.5	Spain
	Brazil	(m. euro)	-	-	6.6	-	-	Brazil
	Grants received by destination ⁽¹²⁾							
	Energy networks	(%)	15.5	71.6	95.8	-56.1	-	Enel
	R&D	(%)	28.1	23.6	2.5	4.5	-	Enel
	Renewable	(%)	39.8	2.2	1.4	0.8	-	Enel
	Training	(%)	11.8	0.0	0.0	11.8	-	Enel
	Other	(%)	4.8	2.6	0.3	2.2	-	Enel
	Number of projects which received grants	(no.)	34	80	40	-46	-57.5	Enel
Loans granted by the EIB and others								
	Remaining debt on loans from EIB and others by geographic area	(m. euro)	5,504.9	5,762.9	6,089.2	-258.1	-4.5	Enel
	- Italy	(m. euro)	3,909.9	4,281.4	4,484.8	-371.5	-8.7	Italy
	- Abroad (Latin America, Spain, Slovakia, Russia, Romania)	(m. euro)	1,595.0	1,481.6	1,604.4	113.4	7.7	Enel
	Remaining debt on loans from EIB and others by destination							
	Energy networks	(%)	62.8	61.8	65.6	1.0	-	Enel
	R&D	(%)	0.01	0.01	0.01	-	-	Enel
	Renewable	(%)	26.9	26.9	17.9	9.0	-	Enel
	Other	(%)	10.3	11.3	16.4	-1.0	-	Enel
	Number of projects in progress approved with loans from EIB and others	(no.)	91	78	82	13	16.7	Enel
Tax revenue								
	IRES, IRAP and other taxes	(m. euro)	1,157	1,157	1,506	-	-	Enel
	Taxes abroad	(m. euro)	751	-1,992	868	2,743	-137.7	Enel
	Other taxes and duties	(m. euro)	1,292	1,294	1,482	-2	-0.2	Enel
	Fees net of contributions received	(m. euro)	169	195	264	-26	-13.3	Enel

- (1) The institutional investor is a subject who, under a specific mandate or on their own account, undertakes equity and/or property investment on a continuous and professional basis. The category includes: mutual funds, pension funds, hedge funds, investment and merchant banks, insurance companies.
- (2) Calculated as the ratio between the number of shares held by identified socially responsible investors and the number of shares held by identified institutional investors.
- (3) SRI are investors who state that they include environmental, social and governance (ESG) factors in traditional financial analysis in order to direct their investment decisions (the inclusion of at least one ESG criterion and adherence to the main international principles approved by organizations such as UNPRI, UKSIF, EUROSIF are among the key factors in order to be able to classify an investor as an SRI).
- (4) Calculated as the difference between the valuation on the last open market day of the year and the valuation of the previous year.
- (5) Source: Bloomberg and Company filings.
- (6) RWE has temporarily suspended the payment of dividends on common shares for 2015.
- (7) As from 2015 only certified meetings are considered (meetings held during the different road shows). The historic data has been reformulated in accordance with this methodology.
- (8) The number of independent directors at Enel SpA pursuant to the Consolidated Law on Finance (TUF) is currently 8.
- (9) During 2015 the analysis was completed of the notifications received in 2014. For this reason the number of confirmed violations for 2014 was reclassified from 27 to 31.
- (10) Corruption consists of the abuse of power conferred with the goal of private gain and can be instigated by individuals in the public or private sector. It is interpreted here as including corrupt practices such as bribes, fraud, extortion, collusion, conflict of interest and money laundering.
- (11) The two cases in 2015 relating to Enel Green Power occurred in Brazil.
- (12) Much of the variance is due to the move from the old planning of the European Funds.

Open Innovability

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4- DMA EC	Research and innovation							
	Technological innovation ⁽¹⁾	(m. euro)	76	74	76	2	2.7	Enel
	Research personnel	(no.)	236	243	242	-7	-2.9	Enel
PROMOTION OF ENERGY EFFICIENCY								
	Energy efficiency certificates ⁽²⁾	(no.)	3,000,000	3,383,818	2,585,698	-383,818	-11.3	Italy
	Customers with smart meters ⁽³⁾	(m.)	38.5	36.5	n.a.	2	5.5	
	Smart meters installed	(,000)	43,343	41,011	34,259	2,332	5.7	Enel
	Smart meters installed Italy ⁽⁴⁾	(,000)	35,750	35,325	34,259	425	1.2	Italy
	Smart meters installed abroad	(,000)	7,593	5,686	n.a.	1,907	33.5	Abroad
	Dissemination of smart meters abroad	(,000)	2,437	932	1,364	1,505	161.6	Abroad

- (1) Investments in Research and Development were about 40% in Infrastructure and Networks and around 25% in Generation. The reduction in investments in Renewables is due to a different calculation method.
- (2) The change in reporting methodology took place in 2015 and considers the value of energy efficiency certificates which were effectively purchased as a cost taken to the Income Statement. The 2014 value was recalculated.
- (3) Customers with whom a currently active meter has been installed.
- (4) Following a refinement in the methodology of the information system, the figure for 2014 was adjusted.

Responsible relationships with communities

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-EC7	INITIATIVES IN FAVOR OF THE COMMUNITY							
	Contributions to communities - LBG method							
	Charitable donations ⁽¹⁾	(m. euro)	8.6	4.5	15.1	4.1	90.0	Enel
	Investments in communities	(m. euro)	23.4	35.1	34.7	-11.7	-33.3	Enel
	Commercial initiatives with a social impact	(m. euro)	35.8	31.1	34.2	4.7	15.1	Enel
	Socially sustainable business Initiatives	(m. euro)	-	-	-	-	-	
	Total (expense + investments)	(m. euro)	67.8	70.7	84.0	-2.9	-4.2	Enel
	Enel Cuore Onlus							
	Solidarity projects supported by Enel Cuore ⁽²⁾	(no.)	50	54	67	-4	-7.4	Italy
	Sums provided to Enel Cuore Onlus by Enel Group companies ⁽³⁾	(m. euro)	5.32	0.51	5.49	4.8	943.1	Italy
	Subscription fees	(m. euro)	0.32	0.32	0.32	-	-	Italy
	Extraordinary contribution from associates	(m. euro)	5.00	-	5.00	5.0	-	Italy
	Tied donations	(m. euro)	-	0.19	0.17	-0.2	-100.0	Italy
G4-EU25	SAFETY FOR COMMUNITIES							
	Third-party injuries							
	Severe and fatal third-party injuries	(no.)	107	142	99	-35	-24.6	Enel
	- fatal	(no.)	60	81	44	-21	-25.9	Enel
	- severe	(no.)	47	61	55	-14	-23.0	Enel
	Third-party injuries by type							
	Electricity injuries	(%)	71.0	83.8	90.0	-12.8	-	Enel
	Road accidents against Group infrastructure	(%)	19.6	12.0	8.0	7.7	-	Enel
	Accidents for other reasons (slipping, falling from height, crash-crush-cut)	(%)	9.4	4.2	2.0	5.2	-	Enel
	Causes of electricity accident							
	Construction activities near power lines	(%)	20.0	20.1	18.0	-0.1	-	Enel
	Attempted theft	(%)	20.0	29.4	56.0	-9.4	-	Enel
	Other ⁽⁴⁾	(%)	60.0	50.5	26.0	9.5	-	Enel

(1) The item includes grants made to Enel Cuore over the years.

(2) Of the 50 projects for 2015 two are outside the scope of Italy, specifically the UNHCR project (Educate a Child) in Syria and the Save the Children project in Nepal to help mothers and children affected by the earthquake.

(3) In 2014 Enel Cuore did not receive any contribution from Enel and its associates except for subscription fees and the contribution of 0.19 million euro from Enel Energia for the project "Nel Cuore del Punto Enel" for a total of 0.51 million euro.

(4) Mainly accidental contact with metal wires, agricultural work, plant-cutting, etc.

Quality for customers

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-EU3	CUSTOMERS							
G4-8	Electricity market (average number of customers)							
	Customers Italy	(no.)	27,072,083	27,207,897	27,819,881	-135,814	-0.5	Italy
	Free market	(no.)	6,105,541	5,473,322	4,769,204	632,219	11.6	Italy
	- mass market customers	(no.)	6,012,183	5,387,579	4,693,080	624,604	11.6	Italy
	- business customers ⁽¹⁾	(no.)	52,625	51,215	38,566	1,410	2.8	Italy
	- customers in protected categories	(no.)	40,733	34,528	37,558	6,205	18.0	Italy
	Regulated market	(no.)	20,966,542	21,734,575	23,050,677	-768,033	-3.5	Italy
	Customers Iberian Peninsula	(no.)	11,150,886	11,290,283	11,376,287	-139,397	-1.2	Iberia
	Free market	(no.)	11,150,886	11,290,283	11,376,287	-139,397	-1.2	Iberia
	Customers Latin America ⁽²⁾	(no.)	15,074,266	14,633,393	14,252,906	440,873	3.0	Latin America
	Free market	(no.)	186	177	273	10	5.6	Latin America
	Regulated market	(no.)	15,074,080	14,633,216	14,252,633	440,863	3.0	Latin America
	Customers Romania	(no.)	2,691,849	2,670,892	2,663,728	20,957	0.8	Romania
	Free market	(no.)	61,233	39,073	22,581	22,160	56.7	Romania
	Regulated market	(no.)	2,630,616	2,631,819	2,641,147	-1,202	0.0	Romania
	Customers France	(no.)	1,162	526	562	636	120.9	France
	Free market	(no.)	1,162	526	562	636	120.9	France
	Customers Slovakia	(no.)	6,113	5,459	5,279	653	12.0	Slovakia
	Free market	(no.)	6,113	5,459	5,279	653	12.0	Slovakia
	Total customers Enel	(no.)	55,996,359	55,808,450	56,118,643	187,909	0.3	Enel
	Total Free market	(no.)	17,325,121	16,808,840	16,174,186	516,281	3.1	Enel
	Regulated market	(no.)	38,671,238	38,999,610	39,944,457	-328,372	-0.8	Enel
	Gas market (average number of customers)							
	Customers Italy	(no.)	3,711,422	3,470,692	3,245,996	240,730	6.9	Italy
	Customers Endesa Spain	(no.)	1,246,662	1,205,463	1,214,038	41,199	3.4	Endesa Spain
	Total customers gas market	(no.)	4,958,084	4,676,155	4,460,034	281,929	6.0	Enel
	PUBLIC LIGHTING							
	Customers public lighting	(no.)	3,592	3,690	3,750	-98	-2.7	Italy
	Light sources public lighting	(,000)	2,079	2,115	2,100	-36	-1.7	Italy
	VOLUMES SOLD							
	Electricity							
	Free market	(GWh)	148,024	148,067	152,908	-43	-	Enel
	Regulated market	(GWh)	112,092	112,878	117,602	-785	-0.7	Enel
	Total volumes sold	(GWh)	260,116	260,945	270,510	-829	-0.3	Enel
	Sales "Green Energy" ⁽³⁾	(GWh)	13,350	11,522	10,100	1,828	15.9	Italy
	Gas							
	Italy	(billions of m ³)	4.1	3.5	4.1	0.6	16.4	Italy
	- customers mass market	(billions of m ³)	3.4	2.9	3.4	0.5	15.6	Italy

GRI/ EUISS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
	- business customers ⁽⁴⁾	(billions of m ³)	0.7	0.6	0.7	0.1	21.1	Italy
	Spain	(billions of m ³)	4.8	4.3	4.5	0.5	11.6	Spain
	Total volumes sold Enel	(billions of m ³)	8.9	7.8	8.6	1.1	13.8	Enel
ENERGY AVAILABILITY AND RELIABILITY								
G4- EU11	Efficiency Thermolectric generation							
	Incidence of CCGT generation out of total thermolectric power	(%)	33.8	29.7	27.7	4.1	-	Enel
	Average thermolectric generation yield without heat component ⁽⁵⁾	(%)	38.1	37.8	n.a.	0.2	-	Enel
	Average thermolectric generation yield with heat ⁽⁶⁾	(%)	39.0	40.3	39.8	-1.3	-	Enel
	Average yield by technology without heat component ⁽⁶⁾:							
	Yield coal plants	(%)	35.2	35.3	n.a.	-0.1	-	Enel
	Yield oil/gas plants	(%)	35.6	35.7	n.a.	-0.1	-	Enel
	Yield CCGT plants	(%)	48.9	47.8	n.a.	1.1	-	Enel
	Average yield by geographic area without heat component ⁽⁶⁾:							
	Average thermolectric generation yield Italy ⁽⁷⁾	(%)	37.9	37.4	n.a.	0.5	-	Italy
	Average thermolectric generation yield Slovakia	(%)	26.4	27.7	n.a.	-1.3	-	Slovakia
	Average thermolectric generation yield Russia	(%)	37.6	37.9	n.a.	-0.3	-	Russia
	Average thermolectric generation yield Iberia	(%)	37.4	36.9	n.a.	0.5	-	Iberia
	Average thermolectric generation yield Endesa Chile	(%)	41.9	43.6	n.a.	-1.7	-	Chile
	Average thermolectric generation yield Endesa Argentina	(%)	44.3	40.1	n.a.	4.2	-	Argentina
	Average thermolectric generation yield Endesa Brazil	(%)	43.9	43.2	n.a.	0.7	-	Brazil
	Average thermolectric generation yield Endesa Peru	(%)	43.1	43.4	n.a.	-0.3	-	Peru
	Average thermolectric generation yield Endesa Colombia	(%)	26.4	26.8	n.a.	-0.4	-	Colombia
	Average yield with heat component by technology ⁽⁶⁾:							
	Yield lignite plants	(%)	n.a.	n.a.	35.3	-	-	Enel
	Yield coal plants	(%)	35.4	35.4	36.7	-0.1	-	Enel
	Yield oil/gas plants	(%)	39.7	40.2	28.8	-0.5	-	Enel
	Yield natural gas plants	(%)	n.a.	n.a.	36.5	-	-	Enel
	Yield CCGT plants	(%)	49.1	48.0	49.6	1.1	-	Enel
	Average yield with heat component by geographic area ⁽⁶⁾:							
	Average thermolectric generation yield Slovakia	(%)	28.2	29.4	29.1	-1.1	-	Slovakia
	Average thermolectric generation yield Russia	(%)	40.8	41.5	37.7	-0.7	-	Russia
G4- EU30	Availability of thermolectric generation by geographic area							
	Average availability thermolectric generation Italy ⁽⁷⁾	(%)	87.4	87.8	88.2	-0.3	-	Italy

GRI/ EUISS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4- EU30	Average availability thermolectric generation Slovakia	(%)	74.1	93.7	98.1	-19.7	-	Slovakia
	Average availability thermolectric generation Russia	(%)	80.8	75.3	91.3	5.5	-	Russia
	Average availability thermolectric generation Endesa Iberia	(%)	94.1	95.6	94.5	-1.4	-	Iberia
	Average availability thermolectric generation Endesa Chile	(%)	80.4	79.2	92.0	1.2	-	Chile
	Average availability thermolectric generation Endesa Argentina	(%)	64.4	66.0	76.2	-1.6	-	Argentina
	Average availability thermolectric generation Endesa Brazil	(%)	91.0	93.6	98.8	-2.6	-	Brazil
	Average availability thermolectric generation Endesa Peru	(%)	94.3	93.8	87.0	0.6	-	Peru
	Average availability thermolectric generation Endesa Colombia	(%)	80.3	71.5	90.3	8.8	-	Colombia
G4- EU28	Service interruptions - frequency (SAIFI)							
	Frequency of interruptions by customer (excluding external causes)	(no.)	3.4	3.3	3.3	0.1	3.1	Italy
	Frequency of interruptions by customer (including external causes)	(no.)	3.5	3.4	3.4	0.1	3.0	Italy
	Frequency of interruptions by customer Romania	(no.)	5.1	4.9	4.8	0.2	4.1	Romania
	Frequency of interruptions by customer Iberia	(no.)	1.1	1.2	1.3	-0.1	-7.5	Iberia
	Frequency of interruptions by customer Peru	(no.)	2.9	2.3	n.a.	0.6	26.1	Peru
	Frequency of interruptions by customer Chile	(no.)	1.5	1.3	n.a.	0.2	15.4	Chile
	Frequency of interruptions by customer Argentina	(no.)	6.6	5.0	n.a.	1.6	32.0	Argentina
	Frequency of interruptions by customer Brazil (Ampla)	(no.)	12.2	6.8	n.a.	5.4	79.4	Brazil
	Frequency of interruptions by customer Brazil (Coelce)	(no.)	4.5	3.7	n.a.	0.8	21.6	Brazil
	Frequency of interruptions by customer Colombia	(no.)	10.9	12.9	n.a.	-2.0	-15.5	Colombia
G4- EU29	Service interruptions - duration (SAIDI)							
	Service continuity index Italy (excluding external causes)	(min)	42	37	38	5	13.1	Italy
	Service continuity index Italy (including external causes)	(min)	44	39	41	5	12.3	Italy
	Service continuity index Romania	(min)	238	263	249	-25	-9.5	Romania
	Service continuity index Iberia	(min)	48	49	47	-1	-2.1	Iberia
	Service continuity index Peru	(min)	539	619	n.a.	-80	-12.9	Peru
	Service continuity index Chile	(min)	225	242	n.a.	-17	-7.0	Chile
	Service continuity index Argentina	(min)	1,928	2,112	n.a.	-184	-8.7	Argentina
	Service continuity index Brazil (Ampla)	(min)	1,629	1,299	n.a.	330	25.4	Brazil
	Service continuity index Brazil (Coelce)	(min)	596	532	n.a.	64	12.1	Brazil
	Service continuity index Colombia	(min)	842	1,012	n.a.	-170	-16.8	Colombia
G4- EU12	Grid losses ⁽⁸⁾							
	Grid losses Italy	(%)	5.0	4.9	6.0	0.1	-	Italy
	Grid losses Romania	(%)	11.3	12	15.7	-0.7	-	Romania
	Grid losses Iberia	(%)	10.4	10.1	8.1	0.3	-	Iberia
	Grid losses Peru	(%)	8.1	7.8	n.a.	0.3	-	Peru

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope	
G4-EU12	Grid losses Chile	(%)	5.1	5.5	n.a.	-0.4	-	Chile	
	Grid losses Argentina	(%)	12.3	10.8	n.a.	1.5	-	Argentina	
	Grid losses Brazil (Ampla)	(%)	19.6	20.1	n.a.	-0.5	-	Brazil	
	Grid losses Brazil (Coelce)	(%)	12.5	12.7	n.a.	-0.2	-	Brazil	
	Grid losses Colombia	(%)	7.2	7.2	n.a.	0.0	-	Colombia	
SERVICE QUALITY									
ELECTRICITY MARKET ITALY									
Commercial structure									
	Enel retail outlets (electricity + gas)	(no.)	130	131	131	-1	-0.8	Italy	
	Indirect physical network ⁽⁸⁾	(no.)	600	631	1,004	-31	-4.9	Italy	
Call Center									
Regulated market - 800 900 800									
	Call Center service level	(%)	98.0	98.3	97.4	-0.3	-	Italy	
	Average waiting time	(sec)	76	62	68	14	22.6	Italy	
	Training for Call Center operator (IN Enel)	(h/per-cap)	13	12	38	1	8.7	Italy	
Free market (electricity and gas) - 800 900 860									
	Call Center service level	(%)	98.0	97.8	97.0	0.2	-	Italy	
	Average waiting time	(sec)	70	68	88	2	2.9	Italy	
	Training for Call Center operator (IN Enel)	(h/per-cap)	35	42	65	-7	-16.7	Italy	
Service speed									
	Execution of simple work	(d)	6.9	5.9	6.3	1.0	16.9	Italy	
	Supply activation	(d)	0.8	0.6	0.8	0.2	42.9	Italy	
G4-PR5	Customer satisfaction								
	Regulated market								
		Customer satisfaction Index recorded by the AEEG ⁽⁹⁾	(i)	92.6	96.5	96.0	-3.9	-4.0	Italy
		Frequency of surveys by AEEG	(no.)	2	2	2	-	-	Italy
		Written complaints and information requests	(,000)	99.1	98.8	121.2	0.3	0.3	Italy
		Response time to written complaints	(d)	16.5	18.1	18.2	-1.6	-8.8	Italy
	Free market								
		Customer satisfaction Index recorded by the AEEG ⁽⁹⁾	(i)	92.4	93.6	92.8	-1.2	-1.3	Italy
		Frequency of surveys by the AEEG	(no.)	2	2	2	-	-	Italy
		Written complaints and information requests	(,000)	74.1	80.3	87.5	-6.2	-7.7	Italy
		Response time to written complaints	(d)	12.6	15.7	16.2	-3.1	-19.7	Italy
ELECTRICITY MARKET ROMANIA									
Commercial structure									
	Agencies	(no.)	15	15	15	-	-	Romania	
	Indirect channel	(no.)	39	34	-	5	14.7	Romania	
Call Center									
	Call Center service level regulated market	(%)	93.7	90.4	94.1	3.3	-	Romania	
Customer satisfaction									
Regulated market									
	Customer satisfaction Index	(i)	77.4	76.3	71.5	1.1	1.4	Romania	
Free market									
	Customer satisfaction Index	(i)	84.8	84.3	73.8	0.5	0.6	Romania	
Free and regulated markets									
	Written complaints and information requests commercial area ⁽¹⁰⁾	(,000)	23.1	28.9	23.5	-5.8	-20.2	Romania	
	Response time to written complaints commercial area	(d)	7	7	8	-	-	Romania	

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope	
G4-PR5	ELECTRICITY MARKET SPAIN								
	Commercial structure								
		Agencies	(no.)	11	18	24	-7	-38.9	Spain
		Indirect channel	(no.)	299	296	335	3	1.0	Spain
	Call Center								
		Call Center service level	(%)	96.1	94.7	95.8	1.4	-	Spain
	Service speed								
		Supply activation	(d)	6.9	3.2	2.9	3.7	116.0	Spain
	Customer satisfaction free market (former TUR market) ⁽¹¹⁾								
		Customer satisfaction Index	(i)	6.3	6.4	6.8	-0.1	-1.4	Spain
		Written complaints and information requests	(,000)	12.3	11.8	20.5	0.5	4.5	Spain
		Response time to written complaints	(d)	6.8	13.3	10.5	-6.5	-48.9	Spain
	Customer satisfaction free market (former no TUR market)								
		Customer satisfaction Index	(i)	6.4	6.6	6.9	-0.2	-2.9	Spain
		Written complaints and information requests	(,000)	17.5	13.3	13.2	4.3	32.0	Spain
		Response time to written complaints	(d)	8.5	19.5	14.2	-11.0	-56.4	Spain
	GAS MARKET ITALY								
	Customer satisfaction Gas								
		Written complaints and information requests	(,000)	38.7	43.8	44.2	-5.1	-11.7	Italy
		Response time to written complaints	(d)	14.0	18.4	20.7	-4.4	-23.9	Italy
	GAS MARKET SPAIN								
	Customer satisfaction Gas								
		Written complaints and information requests	(,000)	5.1	4.3	5.4	0.9	20.7	Spain
		Response time to written complaints	(d)	8.5	18.8	17.2	-10.3	-54.8	Spain
	ACCESSIBILITY OF ENERGY								
	G4-EU27	Customers disconnected for non-payment Italian Market							
			by time from disconnection to payment - Italy (Regulated market):	(no.)	656,710	885,165	865,434	-228,455	-25.8
		< 48 h	(no.)	343,029	449,024	459,091	-105,995	-23.6	Italy
		48 h - 1 week	(no.)	178,776	248,067	267,376	-69,291	-27.9	Italy
		1 week - 1 month	(no.)	134,132	187,163	134,960	-53,031	-28.3	Italy
		1 month - 1 year	(no.)	773	911	4,007	-138	-15.1	Italy
		> 1 year	(no.)	-	-	-	-	-	Italy
		by time from payment to reconnection - Italy (Regulated market):	(no.)	656,710	885,165	865,434	-228,455	-25.8	Italy
		< 24 h	(no.)	591,562	792,339	763,304	-200,777	-25.3	Italy
		24 h - 1 week	(no.)	64,453	91,759	100,572	-27,306	-29.8	Italy
		> 1 week	(no.)	695	1,067	1,558	-372	-34.9	Italy
		by time from disconnection to payment - Italy (Free market):	(no.)	363,687	232,635	273,529	131,052	56.3	Italy
		< 48 h	(no.)	287,312	212,316	184,590	74,996	35.3	Italy
		48 h - 1 week	(no.)	47,279	15,412	63,262	31,867	206.8	Italy
		1 week - 1 month	(no.)	21,823	3,928	20,831	17,895	455.6	Italy
		1 month - 1 year	(no.)	7,273	973	4,846	6,300	647.5	Italy
		> 1 year	(no.)	-	6	-	-6	-100.0	Italy
	by time from payment to reconnection - Italy (Free market):	(no.)	338,228	232,635	222,565	105,593	45.4	Italy	
	< 24 h	(no.)	284,112	196,495	133,789	87,617	44.6	Italy	
	24 h - 1 week	(no.)	50,734	31,228	69,977	19,506	62.5	Italy	

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4- EU27	> 1 week	(no.)	3,382	4,912	18,799	-1,530	-31.1	Italy
	by time from disconnection to payment - Italy (Gas market):	(no.)	87,240	39,534	119,866	47,706	120.7	Italy
	< 48 h	(no.)	58,453	7,604	55,871	50,849	668.7	Italy
	48 h - 1 week	(no.)	14,830	19,634	43,848	-4,804	-24.5	Italy
	1 week - 1 month	(no.)	12,213	9,067	17,480	3,146	34.7	Italy
	1 month - 1 year	(no.)	1,744	3,225	2,667	-1,481	-45.9	Italy
	> 1 year	(no.)	-	4	-	-4	-100.0	Italy
	by time from payment to reconnection - Italy (Gas market):	(no.)	81,133	39,534	93,527	41,599	105.2	Italy
	< 24 h	(no.)	13,794	2,758	35,515	11,036	400.1	Italy
	24 h - 1 week	(no.)	52,736	24,478	53,305	28,258	115.4	Italy
	> 1 week	(no.)	14,603	12,298	4,707	2,305	18.7	Italy
	Market Romania							
	by time from disconnection to payment - Romania:	(no.)	21,107	18,063	24,597	3,044	16.9	Romania
	< 48 h	(no.)	13,906	12,913	19,328	993	7.7	Romania
	48 h - 1 week	(no.)	2,076	1,670	2,038	406	24.3	Romania
	1 week - 1 month	(no.)	3,764	2,334	2,309	1,430	61.3	Romania
	1 month - 1 year	(no.)	1,361	1,146	922	215	18.8	Romania
	by time from payment to reconnection - Romania:	(no.)	14,802	13,392	18,822	1,410	10.5	Romania
	< 24 h	(no.)	11,944	10,165	13,620	1,779	17.5	Romania
	24 h - 1 week	(no.)	2,438	2,881	4,662	-443	-15.4	Romania
	> 1 week	(no.)	420	346	540	74	21.4	Romania
Market Endesa								
by time from disconnection to payment - Endesa Spain:	(no.)	234,263	140,099	352,635	94,164	67.2	Spain	
< 48 h	(no.)	135,722	76,789	206,340	58,933	76.7	Spain	
48 h - 1 week	(no.)	19,246	13,900	31,991	5,346	38.5	Spain	
1 week - 1 month	(no.)	31,634	18,442	46,026	13,192	71.5	Spain	
1 month - > 1 year	(no.)	47,661	30,968	68,278	16,693	53.9	Spain	
by time from payment to reconnection - Endesa Spain:	(no.)	207,145	119,553	294,368	87,592	73.3	Spain	
< 24 h	(no.)	193,097	106,798	201,002	86,299	80.8	Spain	
24 h - 1 week	(no.)	12,816	12,358	92,873	458	3.7	Spain	
> 1 week	(no.)	1,232	397	493	835	210.3	Spain	
by time from disconnection to payment - Endesa Latam ⁽¹⁰⁾:	(no.)	1,924,830	2,002,612	2,142,625	-77,782	-3.9	Latin America	
< 48 h	(no.)	1,158,458	1,281,136	1,431,478	-122,678	-9.6	Latin America	
48 h - 1 week	(no.)	292,724	280,818	283,791	11,906	4.2	Latin America	
1 week - 1 month	(no.)	281,338	254,334	254,139	27,004	10.6	Latin America	
1 month - > 1 year	(no.)	192,269	186,303	173,192	5,966	3.2	Latin America	
> 1 year	(no.)	41	21	25	20	95.2	Latin America	
by time from payment to reconnection - Endesa Latin America ⁽¹⁰⁾:	(no.)	2,128,163	2,306,490	2,243,625	-178,327	-7.7	Latin America	
< 24 h	(no.)	1,997,340	2,180,885	2,166,644	-183,545	-8.4	Latin America	

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4- EU27	24 h - 1 week	(no.)	109,360	49,145	61,454	60,215	122.5	Latin America
	> 1 week	(no.)	21,463	76,460	15,527	-54,997	-71.9	Latin America
Dispute with customers								
Electricity market								
	Total proceedings	(no.)	120,337	138,096	144,291	-17,759	-12.9	Enel
	Incidence of proceedings as defendant	(%)	79.6	80.8	80.3	-1.3	-	Enel
Gas market								
	Total proceedings ⁽¹²⁾	(no.)	2,380	1,360	3,251	1,020	75.0	Enel
	Incidence of proceedings as defendant	(%)	79.3	78.7	29.0	0.6	-	Enel
Regulatory disputes								
	Total proceedings	(no.)	1,376	1,301	n.a.	75	5.8	Enel
	Incidence of proceedings as defendant	(%)	63.0	55.0	n.a.	8.1	-	Enel

- (1) Supplies to major customers and heavy consumers (annual consumption over 1 GWh).
- (2) The figures for 2014 relating to the free and regulated markets have been adjusted compared to the figures in the 2014 Sustainability Report as a result of incorrect allocation.
- (3) The green energy declared in the Sustainability Report corresponds to the energy consumed in 2015 by the end users of Enel Energia who signed up for a green offer. Enel Energia is then required to acquire and subsequently cancel the "GOs" – certificates issued by GSE to producers which certify to the renewable energy origin of the sources used by their generation plants – to an extent that corresponds to the energy underpinning this particular family of offers.
- (4) Includes residential customers and microbusiness.
- (5) Following the new organizational structure and the establishment of the new Global Generation and Global Infrastructure and Network Business Lines, as from 2015 the yields and the grid losses are calculated in accordance with a criterion which is the same for all the countries and for the whole scope of Enel; the 2014 figures were therefore recalculated according to the new rationale and cannot be compared with those relating to 2013.
- (6) As from 2015 the yields on plants are calculated by technology and no longer by the fuel used in the process; consequently, the 2014 figures have been recalculated according to the new rationale.
- (7) The figures do not include the oil/gas powered plants that were sold during 2015 and which are to be sold by the end of 2016 and include the CCGT power plant at Marcinelle (Belgium), which is included in the scope for Italy. The 2014 figure has been recalculated according to the new rationale.
- (8) Since 2013 there has been a rationalization of the indirect network – PENP is included as are the information points of QUI Enel.
- (9) Unlike previous years, in which the PSC score was given as calculated by the AEEGSI, the index given is the CSI (customer satisfaction index). Indeed, since as from January 1, 2015 there is no longer the classification (IQT), the PSC score is no longer calculated. PSC and CSI are connected by the following formula: $PSC = CSI / CSI_{max}$ (CSI_{max} is the highest score achieved in the survey by a trader in the classification; for the 1st half of 2015 this figure has not been published by the AEEGSI).
- (10) The figures for 2014 and 2013 have been adjusted compared to the figures in the 2014 Annual Report following a mistake in allocation.
- (11) As from July 1, 2009 all end users are formally on the free market. Nonetheless, for consumers with capacity under or equal to 10 kW, there is a tariff of last resort (initially called *Tarifa de Ultimo Recurso* or TUR, which has been replaced as from April 2014 by the *Precio Voluntario al Pequeño Consumidor* or PVPC), which is regulated and set by the government, the energy component of which is determined on the basis of the hourly prices recorded on the day and intraday markets during the invoicing period.
- (12) Increase due to the digitalization of the data.

Our people

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
SIZE AND COMPOSITION OF WORKFORCE								
Size of workforce								
	Total workforce	(no.)	67,914	68,961	70,342	-1,047	-1.5	Enel
	Hours worked	(m. h)	122.5	122.7	124.7	-0.2	-0.2	Enel
G4-LA1	Changes to size							
	New recruits	(no.)	2,695	4,821	2,492	-2,126	-44.1	Enel
	Changes in scope	(no.)	269	23	-1,053	246	1,069.5	Enel
	Terminations	(no.)	4,011	6,225	4,799	-2,214	-35.6	Enel
	Balance	(no.)	-1,047	-1,381	-3,360	334	24.2	Enel
G4-10	Workforce by geographic area and gender							
	Italy	(no.)	33,040	33,405	34,246	-365	-1.1	Italy
	- of whom men	(no.)	27,202	27,544	28,229	-342	-1.2	Italy
	- of whom women	(no.)	5,838	5,861	6,017	-23	-0.4	Italy
	Abroad	(no.)	34,874	35,556	36,096	-682	-1.9	Abroad
	- of whom men	(no.)	27,330	27,819	28,202	-489	-1.8	Abroad
	- of whom women	(no.)	7,544	7,737	7,894	-192	-2.5	Abroad
	Iberian Peninsula	(no.)	10,715	11,239	11,607	-524	-4.7	Iberian Peninsula
	- of whom men	(no.)	8,353	8,759	9,078	-406	-4.6	Iberian Peninsula
	- of whom women	(no.)	2,362	2,481	2,529	-118	-4.8	Iberian Peninsula
	France	(no.)	25	37	95	-12	-32.4	France
	- of whom men	(no.)	12	22	57	-10	-45.5	France
	- of whom women	(no.)	13	15	38	-2	-13.3	France
	Greece	(no.)	88	88	80	-	-	Greece
	- of whom men	(no.)	65	66	57	-1	-1.5	Greece
	- of whom women	(no.)	23	22	23	1	4.5	Greece
	Romania	(no.)	3,133	3,144	3,632	-11	-0.3	Romania
	- of whom men	(no.)	2,294	2,308	2,678	-14	-0.6	Romania
	- of whom women	(no.)	839	836	954	3	0.4	Romania
	Bulgaria	(no.)	7	7	7	-	-	Bulgaria
	- of whom men	(no.)	2	2	2	-	-	Bulgaria
	- of whom women	(no.)	5	5	5	-	-	Bulgaria
	Slovakia	(no.)	4,328	4,504	4,932	-176	-3.9	Slovakia
	- of whom men	(no.)	3,603	3,769	4,121	-166	-4.4	Slovakia
	- of whom women	(no.)	725	735	811	-10	-1.4	Slovakia
	Belgium	(no.)	38	38	38	-	-	Belgium
	- of whom men	(no.)	36	36	36	-	-	Belgium
	- of whom women	(no.)	2	2	2	-	-	Belgium
	Holland	(no.)	19	24	19	-5	-20.8	Holland
	- of whom men	(no.)	11	14	11	-3	-21.4	Holland
	- of whom women	(no.)	8	10	8	-2	-20.0	Holland
	Russia	(no.)	2,781	2,932	3,002	-151	-5.2	Russia
	- of whom men	(no.)	2,005	2,097	2,123	-92	-4.4	Russia
	- of whom women	(no.)	776	835	879	-59	-7.1	Russia
	North America	(no.)	365	342	337	23	6.7	North America
	- of whom men	(no.)	287	271	267	16	5.9	North America

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-10	- of whom women	(no.)	78	71	70	7	9.9	North America
	Latin America	(no.)	13,247	13,161	12,330	86	0.7	Latin America
	- of whom men	(no.)	10,591	10,452	9,761	139	1.3	Latin America
	- of whom women	(no.)	2,656	2,709	2,569	-53	-2.0	Latin America
	Other ⁽¹⁾	(no.)	128	40	17	88	220.0	Other
	- of whom men	(no.)	71	24	11	47	195.8	Other
	- of whom women	(no.)	57	16	6	41	256.3	Other
	Total workforce	(no.)	67,914	68,961	70,342	-1,047	-1.5	Enel
	- of whom men	(no.)	54,532	55,364	56,431	-832	-1.5	Enel
	- of whom women	(no.)	13,382	13,598	13,911	-215	-1.6	Enel
G4-LA12	Workforce by level and gender ⁽²⁾							
	Managers	(no.)	1,271	1,538	1,381	-267	-17.4	Enel
	- of whom men	(no.)	1,058	1,318	1,195	-260	-19.7	Enel
	- of whom women	(no.)	213	220	186	-7	-3.2	Enel
	Middle Managers	(no.)	10,581	14,399	14,436	-3,818	-26.5	Enel
	- of whom men	(no.)	7,875	10,558	10,670	-2,683	-25.4	Enel
	- of whom women	(no.)	2,706	3,841	3,766	-1,135	-29.5	Enel
	White-collar workers	(no.)	35,975	37,509	38,381	-1,534	-4.1	Enel
	- of whom men	(no.)	26,139	28,758	29,253	-2,619	-9.1	Enel
	- of whom women	(no.)	9,836	8,751	9,128	1,085	12.4	Enel
	Blue-collar workers	(no.)	20,087	15,516	16,392	4,571	29.5	Enel
	- of whom men	(no.)	19,460	14,730	15,509	4,730	32.1	Enel
	- of whom women	(no.)	627	786	882	-159	-20.2	Enel
	Total	(no.)	67,914	68,961	70,589	-1,047	-1.5	Enel
	Index of professional qualification							
	Managers	(%)	1.9	2.2	2.0	0.3	-	Enel
	Middle Managers	(%)	15.6	20.9	20.5	-5.3	-	Enel
	White-collar workers	(%)	53.0	54.4	54.4	-1.4	-	Enel
	Blue-collar workers	(%)	29.5	22.5	23.2	7.0	-	Enel
	Workforce by level of education ⁽²⁾							
	Total	(no.)	67,914	68,961	70,589	-1,047	-1.5	Enel
	Degree	(%)	35.1	32.4	31.8	2.7	-	Enel
	High-school diploma	(%)	47.5	50.2	48.2	-2.7	-	Enel
	Other	(%)	17.4	17.4	20.0	-	-	Enel
G4-LA12	Workforce by age range and level ⁽²⁾							
	< 30	(%)	9.8	10.8	8.8	-1.0	-	Enel
	- of whom Managers	(%)	-	-	-	-	-	Enel
	- of whom Middle Managers	(%)	0.2	0.9	1.0	-0.7	-	Enel
	- of whom White-collar workers	(%)	3.5	4.3	4.4	-0.8	-	Enel
	- of whom Blue-collar workers	(%)	6.1	5.6	3.4	-0.5	-	Enel
	30 - 50	(%)	52.0	52.0	52.2	-	-	Enel
	- of whom Managers	(%)	0.9	1.1	0.9	-0.2	-	Enel
	- of whom Middle Managers	(%)	9.8	13.5	13.4	-3.8	-	Enel
	- of whom White-collar workers	(%)	27.4	27.4	27.2	-	-	Enel
	- of whom Blue-collar workers	(%)	13.9	10.0	10.7	3.9	-	Enel
	> 50	(%)	38.2	37.2	38.9	1.0	-	Enel
	- of whom Managers	(%)	0.9	1.1	1.0	-0.2	-	Enel
	- of whom Middle Managers	(%)	5.7	6.4	6.0	-0.8	-	Enel

GRI/EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-LA12	- of whom White-collar workers	(%)	22.1	22.8	22.8	-0.6	-	Enel
	- of whom Blue-collar workers	(%)	9.6	6.9	9.1	2.6	-	Enel
	Average age	(years)	44.7	44.4	45.1	0.2	0.6	Enel
Workforce by age range and gender ⁽²⁾								
	< 30	(%)	9.8	10.8	8.8	-1.0	-	Enel
	- of whom men	(%)	8.5	9.4	7.2	-0.9	-	Enel
	- of whom women	(%)	1.3	1.4	1.6	-0.1	-	Enel
	30 - 50	(%)	52.0	52.0	52.2	-	-	Enel
	- of whom men	(%)	39.2	39.1	39.2	0.1	-	Enel
	- of whom women	(%)	12.8	12.9	13.0	-0.1	-	Enel
	> 50	(%)	38.2	37.2	38.9	1.0	-	Enel
	- of whom men	(%)	32.6	31.6	33.8	1.0	-	Enel
	- of whom women	(%)	5.6	5.6	5.1	0.1	-	Enel
Workforce by years of service ⁽²⁾								
	Average	(years)	17,9	19,0	18,5	-1.1	-5.6	Enel
	< 10	(no.)	22,715	22,837	21,329	-122	-0.5	Enel
	10 - 19	(no.)	13,779	14,321	13,573	-543	-3.8	Enel
	20 - 29	(no.)	18,385	19,311	21,482	-926	-4.8	Enel
	30 - 34	(no.)	7,532	7,977	8,812	-445	-5.6	Enel
	> 35	(no.)	5,504	4,515	5,393	989	21.9	Enel
	Total	(no.)	67,914	68,961	70,589	-1,047	-1.5	Enel
	Under 10	(%)	33.4	33.1	30.2	0.3	-	Enel
	10 to 19	(%)	20.3	20.8	19.2	-0.5	-	Enel
	20 to 29	(%)	27.1	28.0	30.4	-0.9	-	Enel
	30 to 34	(%)	11.1	11.6	12.5	-0.5	-	Enel
	Over 35	(%)	8.1	6.5	7.7	1.6	-	Enel
G4-10	Workforce by type of contract and gender ⁽²⁾							
	Permanent contracts	(no.)	66,981	67,575	69,198	-594	-0.9	Enel
	- of whom men	(no.)	53,846	54,200	55,580	-354	-0.7	Enel
	- of whom women	(no.)	13,135	13,375	13,618	-240	-1.8	Enel
	Fixed-term contracts	(no.)	845	1,004	1,193	-159	-15.8	Enel
	- of whom men	(no.)	618	710	920	-92	-12.9	Enel
	- of whom women	(no.)	227	294	273	-67	-22.9	Enel
	Insertion/work experience contracts	(no.)	88	382	199	-294	-77.0	Enel
	- of whom men	(no.)	68	348	154	-280	-80.5	Enel
	- of whom women	(no.)	20	34	45	-14	-41.2	Enel
	Total contracts	(no.)	67,914	68,961	70,589	-1,047	-1.5	Enel
	- of whom men	(no.)	54,532	55,258	56,654	-726	-1.3	Enel
	- of whom women	(no.)	13,382	13,704	13,935	-322	-2.3	Enel
	Fixed-term and insertion/work experience contracts as percentage of total	(%)	1.4	2.0	2.0	-0.6	-	Enel
	Internships and traineeships	(no.)	946	3,149	1,869	-2,203	-70.0	Enel
Workforce by work hours and gender								
	Full-time Contracts	(no.)	66,939	67,958	69,702	-1,018	-1.5	Enel
	- of whom men	(no.)	54,284	55,720	56,545	-1,436	-2.6	Enel
	- of whom women	(no.)	12,655	12,238	13,157	418	3.4	Enel
	Part-time Contracts	(no.)	975	1,004	887	-29	-2.8	Enel
	- of whom men	(no.)	248	265	116	-17	-6.6	Enel
	- of whom women	(no.)	727	738	771	-11	-1.5	Enel
	Part-time + Full-time	(no.)	67,914	68,961	70,589	-1,047	-1.5	Enel

GRI/EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
	- of whom men	(no.)	54,532	55,986	56,661	-1,454	-2.6	Enel
	- of whom women	(no.)	13,382	12,976	13,928	407	3.1	Enel
	Percentage of Part-time	(%)	1.4	1.5	1.3	-0.1	-	Enel
G4-LA1	CHANGES TO SIZE							
New recruits								
	New recruits by gender	(no.)	2,695	4,821	2,492	-2,126	-44.1	Enel
	- men	(no.)	2,074	4,054	1,905	-1,979	-48.8	Enel
		(%)	77.0	84.1	76.4	-7.1	-	Enel
	- women	(no.)	620	767	587	-147	-19.1	Enel
		(%)	23.0	15.9	23.6	7.1	-	Enel
	New recruits by age range	(no.)	2,695	4,821	2,492	-2,126	-44.1	Enel
	up to 30	(no.)	844	2,999	1,059	-2,154	-71.8	Enel
		(%)	31.3	62.2	42.5	-30.9	-	Enel
	from 30 to 50	(no.)	1,622	1,550	1,216	72	4.7	Enel
		(%)	60.2	32.1	48.8	28.1	-	Enel
	over 50	(no.)	228	272	218	-44	-16.2	Enel
		(%)	8.5	5.6	8.8	2.8	-	Enel
New recruits by geographic area								
	Italy	(no.)	125	2,442	357	-2,317	-94.9	Italy
		(%)	4.6	50.7	14.3	-46.1	-	Italy
	Iberian Peninsula	(no.)	370	435	203	-65	-14.9	Iberian Peninsula
		(%)	13.7	9.0	8.1	4.7	-	Iberian Peninsula
	Slovakia	(no.)	381	216	225	165	76.4	Slovakia
		(%)	14.1	4.5	9.0	9.6	-	Slovakia
	Romania	(no.)	152	98	70	54	55.1	Romania
		(%)	5.6	2.0	2.8	3.6	-	Romania
	Russia	(no.)	100	152	198	-52	-34.2	Russia
		(%)	3.7	3.2	7.9	0.5	-	Russia
	France	(no.)	0	3	8	-3	-100.0	France
		(%)	0.0	0.1	0.3	-0.1	-	France
	Belgium	(no.)	0	2	2	-2	-100.0	Belgium
		(%)	0.0	0.0	0.1	-	-	Belgium
	Greece	(no.)	7	11	9	-4	-36.4	Greece
		(%)	0.3	0.2	0.4	0.1	-	Greece
	North America	(no.)	85	63	46	22	34.9	North America
		(%)	3.2	1.3	1.8	1.9	-	North America
	Latin America	(no.)	1,404	1,357	1,355	47	3.5	Latin America
		(%)	52.1	28.1	54.4	24.0	-	Latin America
	South Africa	(no.)	59	31	-	28	90.3	South Africa
		(%)	2.2	0.6	0.0	1.6	-	South Africa
	Other ⁽³⁾	(no.)	12	11	18	1	9.1	Other
		(%)	0.4	0.2	0.7	0.2	-	Other
G4-LA1	Effect of the changes in scope							
	Terminations	(no.)	269	23	-1,053	246	1,069.5	Enel
Causes								

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope	
G4- LA1	Voluntary terminations	(no.)	846	703	593	143	20.3	Enel	
	Incentivized terminations	(no.)	1,422	4,143	3,095	-2,721	-65.7	Enel	
	Pensions and other	(no.)	1,743	1,378	1,111	364	26.4	Enel	
	Terminations by gender	(no.)	4,011	6,225	4,799	-2,214	-35.6	Enel	
	- men	(no.)	2,909	5,164	3,765	-2,255	-43.7	Enel	
		(%)	72.5	83.0	78.4	-10.5	-	Enel	
	- women	(no.)	1,102	1,061	1,034	41	3.8	Enel	
		(%)	27.5	17.0	21.6	10.5	-	Enel	
	Terminations by age range	(no.)	4,011	6,225	4,799	-2,214	-35.6	Enel	
	up to 30	(no.)	626	252	263	374	148.2	Enel	
		(%)	15.6	4.0	5.5	11.6	-	Enel	
	from 30 to 50	(no.)	1,694	1,256	1,192	439	34.9	Enel	
		(%)	42.2	20.2	24.8	22.0	-	Enel	
	over 50	(no.)	1,691	4,717	3,345	-3,026	-64.2	Enel	
		(%)	42.2	75.8	69.7	-33.6	-	Enel	
	Terminations by geographic area	(no.)							
	Italy	(no.)	754	3,232	2,169	-2,478	-76.7	Italy	
		(%)	18.8	51.9	45.2	-33.1	-	Italy	
	Iberian Peninsula	(no.)	856	783	577	73	9.3	Iberian Peninsula	
		(%)	21.3	12.6	12.0	8.7	-	Iberian Peninsula	
	Slovakia	(no.)	454	644	464	-190	-29.5	Slovakia	
		(%)	11.3	10.3	9.7	1.0	-	Slovakia	
	Romania	(no.)	163	588	453	-425	-72.3	Romania	
		(%)	4.1	9.4	9.4	-5.3	-	Romania	
	Russia	(no.)	204	224	319	-20	-8.9	Russia	
		(%)	5.1	3.6	6.6	1.5	-	Russia	
	France	(no.)	12	13	14	-1	-7.7	France	
		(%)	0.3	0.2	0.3	-0.1	-	France	
	Belgium	(no.)	-	2	2	-2	-100.0	Belgium	
		(%)	-	-	-	-	-	Belgium	
	Greece	(no.)	7	2	5	5	250.0	Greece	
		(%)	0.2	-	0.1	0.2	-	Greece	
North America	(no.)	62	58	67	4	6.9	North America		
	(%)	1.5	0.9	1.4	0.6	-	North America		
Latin America	(no.)	1,318	670	710	648	96.7	Latin America		
	(%)	32.9	10.8	14.8	22.1	-	Latin America		
South Africa	(no.)	4	-	-	4	-	South Africa		
	(%)	0.1	-	-	0.1	-	South Africa		
Other ⁽⁴⁾	(no.)	177	9	19	168	1,866.7	Other		
	(%)	4.4	0.1	0.4	4.3	-	Other		
Turnover rate	(%)	5.9	9.0	6.8	-3.1	-	Enel		
Average number of years of service of employees whose employment ended in the year	(no.)	24	27	25	-3	-9.8	Enel		
by gender:									
- men	(no.)	25	28	26	-4	-12.6	Enel		
- women	(no.)	21	19	21	2	9.5	Enel		

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4- LA1	by age:							
	- under 30	(no.)	2	2	2	0	16.5	Enel
	- 30 to 50	(no.)	10	10	10	0	2.9	Enel
	- over 50	(no.)	30	35	33	-5	-13.8	Enel
	VALORIZATION⁽²⁾							
G4- LA11	Assessment							
	Dissemination of assessments	(%)	28.2	52.1	71.5	-23.9	-	Enel
	- men	(%)	80.3	75.1	76.9	5.2	-	Enel
	- women	(%)	19.7	24.9	23.1	-5.2	-	Enel
	People assessed by level	(no.)	19,157	35,933	50,290	-16,776	-46.7	Enel
	Managers	(no.)	1,271	1,506	1,061	-235	-15.6	Enel
	Middle Managers	(no.)	4,065	10,099	14,104	-6,034	-59.7	Enel
	White-collar workers	(no.)	13,821	22,430	31,323	-8,609	-38.4	Enel
	Blue-collar workers	(no.)	-	1,898	3,802	-1,898	-100.0	Enel
	Rewarding							
	Dissemination of incentives	(%)	20.4	20.6	26.1	0.2	-	Enel
	People with individual incentives	(no.)	13,836	14,236	18,364	-400	-2.8	Enel
	- of whom Managers	(no.)	1,287	1,427	1,292	-140	-9.8	Enel
	- of whom Middle Managers	(no.)	5,662	8,602	8,281	-2,940	-34.2	Enel
	- of whom White-collar workers and Blue-collar workers	(no.)	6,887	4,207	8,792	2,680	63.7	Enel
Incidence of variable compensation	(%)	9.5	9.2	10.0	0.3	-	Enel	
- of whom Managers	(%)	37.4	33.3	47.5	4.1	-	Enel	
- of whom Middle Managers	(%)	11.7	10.3	11.2	1.4	-	Enel	
- of whom White-collar workers	(%)	6.5	5.8	5.9	0.7	-	Enel	
- of whom Blue-collar workers	(%)	5.7	5.8	5.9	-0.1	-	Enel	
Italy	(%)	10.5	8.0	9.5	2.5	-	Italy	
Romania	(%)	2.7	14.3	8.7	-11.6	-	Romania	
Bulgaria	(%)	19.6	12.5	54.6	7.1	-	Bulgaria	
Slovakia	(%)	17.5	19.0	18.9	-1.5	-	Slovakia	
Russia	(%)	22.3	24.7	30.1	-2.4	-	Russia	
France	(%)	29.3	19.3	16.4	10.0	-	France	
Greece	(%)	24.4	23.5	14	0.9	-	Greece	
Endesa Iberia	(%)	6.2	7.5	7.1	-1.3	-	Endesa Iberia	
Endesa Argentina	(%)	1.6	2.2	2.7	-0.6	-	Endesa Argentina	
Endesa Brazil	(%)	11.9	22.5	8.4	-10.6	-	Endesa Brazil	
Endesa Chile	(%)	9.2	0.4	19.3	8.8	-	Endesa Chile	
Endesa Colombia	(%)	18.1	18.0	18.1	0.1	-	Endesa Colombia	
Endesa Peru	(%)	1.8	2.8	8.3	-1.0	-	Endesa Peru	
North America	(%)	20.0	12.9	15.5	7.1	-	North America	
Enel Green Power Latin America	(%)	16.0	12.1	10.2	3.9	-	Enel Green Power Latin America	
Enel Green Power Africa and new countries ⁽⁵⁾	(%)	30.3	-	-	30.3	-	Enel Green Power Africa and new countries	

GRI/ EUISS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4- LA11	Enel Green Power Iberia	(%)	24.1	11.6	11.6	12.5	-	Enel Green Power Iberia
G4- LA9	Training							
	Training hours by employee ⁽⁶⁾	(h/per-cap)	37.3	42.3	40.2	-5.1	-12	Enel
	by gender:							
	- men	(h/per-cap)	37.3	43.0	40.5	-5.7	-13.3	Enel
	- women	(h/per-cap)	37	39.3	37.4	-2.3	-6	Enel
	by level:							
	Managers	(h/per-cap)	59.5	62.6	81.5	-3.1	-4.9	Enel
	Middle Managers	(h/per-cap)	47.0	41.2	51.3	5.9	14.3	Enel
	White-collar workers	(h/per-cap)	27.0	33.6	33.8	-6.6	-19.5	Enel
	Blue-collar workers	(h/per-cap)	49.4	61.5	42.1	-12.1	-19.7	Enel
	Total training hours (distance learning + classroom)	(,000 h)	2,548	2,985	2,895	-438	-14.7	Enel
	Training hours distance learning	(,000 h)	487	428	377	59	13.9	Enel
	- for managerial training	(,000 h)	80	216	216	-136	-63.2	Enel
	- for specialist training	(,000 h)	408	212	161	196	92.4	Enel
	Training hours in the classroom	(,000 h)	2,060	2,557	2,518	-497	-19.4	Enel
	- for managerial training	(,000 h)	555	426	610	129	30.2	Enel
	- for specialist training	(,000 h)	1,505	2,131	1,908	-626	-29.4	Enel
	Incidence of distance learning training	(%)	19.1	14.3	13.0	4.8	-	Enel
	Total training hours by level	(,000 h)	2,548	2,985	2,895	-437	-14.6	Enel
	Managers	(,000 h)	69	97	91	-28	-29.1	Enel
	Middle Managers	(,000 h)	507	585	757	-78	-13.3	Enel
	White-collar workers	(,000 h)	984	1,268	1,331	-284	-22.4	Enel
	Blue-collar workers	(,000 h)	988	1,035	716	-47	-4.6	Enel
	Dissemination of sustainability							
	Training per capita on sustainability	(h)	9.5	19.6	15.8	-10.1	-51.7	Enel
	Total training hours on sustainability	(,000 h)	647	1,380	1,139	-733	-53.1	Enel
G4- EC3	CORPORATE WELFARE ⁽²⁾							
	Employees covered by pension plan (Benefit Plan)	(no.)	47,832	38,773	52,325	9,059	23.4	Enel
	Employees covered by pension plan (Benefit Plan)	(%)	70.4	56.2	74.4	14.2	-	Enel
G4- EU15	Employees entitled to retire in next 5 to 10 years, by geographic area (main countries in which Enel operates are listed) ^{(7) (8)}							
	Pension within 5 years - Enel Group							
	Managers	(%)	8.3	2.1	6.9	6.2	-	Enel
	Middle Managers	(%)	5.7	3.9	5.9	1.8	-	Enel
	White-collar workers	(%)	6.6	3.7	7.8	2.9	-	Enel
	Blue-collar workers	(%)	5.5	2.6	11.8	2.9	-	Enel
	Average	(%)	6.9	4.1	8.4	2.8	-	Enel
	Pension within 10 years - Enel Group							
	Managers	(%)	18.5	10.6	27.5	7.9	-	Enel
	Middle Managers	(%)	17.9	11.5	16.0	6.4	-	Enel
	White-collar workers	(%)	22.9	16.4	23.6	6.5	-	Enel
	Blue-collar workers	(%)	17.9	10.7	27.5	7.2	-	Enel
	Average	(%)	21.7	14.9	23.0	6.8	-	Enel
	Pension within 5 years - Italy							
	Managers	(%)	5.2	1.7	4.9	3.5	-	Italy

GRI/ EUISS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4- EU15	Middle Managers	(%)	5.9	5.1	7.3	0.8	-	Italy
	White-collar workers	(%)	7.3	5.4	10.5	1.9	-	Italy
	Blue-collar workers	(%)	4.8	4.0	15.8	0.8	-	Italy
	Average	(%)	6.4	4.9	11.5	1.5	-	Italy
	Pension within 10 years - Italy							
	Managers	(%)	16.1	3.7	25.4	12.4	-	Italy
	Middle Managers	(%)	21.2	15.7	18.9	5.5	-	Italy
	White-collar workers	(%)	26.6	21.1	27.5	5.5	-	Italy
	Blue-collar workers	(%)	17.2	14.8	30.1	2.4	-	Italy
	Average	(%)	23.1	18.2	27.0	4.9	-	Italy
	Eastern Europe							
	Pension within 5 years - Slovakia							
	Managers	(%)	21.7	18.5	21.4	3.2	-	Slovakia
	Middle Managers	(%)	13.6	11.7	15.3	1.9	-	Slovakia
	White-collar workers	(%)	8.7	8.2	10.1	0.5	-	Slovakia
	Blue-collar workers	(%)	13.3	10.0	12.1	3.3	-	Slovakia
	Average	(%)	11.1	9.5	11.8	1.6	-	Slovakia
	Pension within 10 years - Slovakia							
	Managers	(%)	21.7	48.1	46.4	-26.4	-	Slovakia
	Middle Managers	(%)	19.1	34.9	40.2	-15.8	-	Slovakia
	White-collar workers	(%)	19.1	31.4	32.5	-12.3	-	Slovakia
	Blue-collar workers	(%)	23.4	36.0	37.1	-12.6	-	Slovakia
	Average	(%)	20.4	33.7	35.6	-13.3	-	Slovakia
	Pension within 5 years - Russia							
	Managers	(%)	17.4	17.6	37.5	-0.2	-	Russia
	Middle Managers	(%)	10.0	14.0	15.1	-4.0	-	Russia
	White-collar workers	(%)	11.1	12.1	12.6	-1.0	-	Russia
	Blue-collar workers	(%)	8.5	9.6	11.1	-1.1	-	Russia
	Average	(%)	9.8	11.3	12.4	-1.5	-	Russia
	Pension within 10 years - Russia							
	Managers	(%)	26.1	29.4	50.0	-3.3	-	Russia
	Middle Managers	(%)	24.8	28.7	32.3	-3.9	-	Russia
	White-collar workers	(%)	26.5	26.8	30.9	-0.3	-	Russia
	Blue-collar workers	(%)	23.1	23.7	28.7	-0.6	-	Russia
	Average	(%)	24.7	25.7	30.2	-1.0	-	Russia
	Pension within 5 years - Romania							
	Managers	(%)	17.6	10.5	5.9	7.1	-	Romania
	Middle Managers	(%)	4.0	3.5	4.8	0.5	-	Romania
	White-collar workers	(%)	3.8	3.3	3.8	0.5	-	Romania
	Blue-collar workers	(%)	1.4	1.4	1.9	-	-	Romania
	Average	(%)	2.8	2.5	3.1	0.3	-	Romania
	Pension within 10 years - Romania							
	Managers	(%)	23.5	21.1	11.8	2.4	-	Romania
	Middle Managers	(%)	14.8	18.0	15.9	-3.2	-	Romania
	White-collar workers	(%)	15.6	17.3	16.0	-1.7	-	Romania
	Blue-collar workers	(%)	11.6	14.1	15.1	-2.5	-	Romania
	Average	(%)	13.7	15.9	15.6	-2.2	-	Romania
	Endesa Iberia							
	Pension within 5 years - Endesa Iberia							
	Managers	(%)	4.6	4.7	5.8	-0.1	-	Iberia
	Middle Managers	(%)	0.9	1.3	1.3	-0.4	-	Iberia

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope	
G4- EU15	White-collar workers	(%)	1.1	0.6	0.7	0.5	-	Iberia	
	Blue-collar workers	(%)	0.4	1.4	2.7	-1.0	-	Iberia	
	Average	(%)	1.0	1.0	1.3	-	-	Iberia	
	Pension within 10 years - Endesa Iberia								
	Managers	(%)	24.2	31.9	31.7	-7.7	-	Iberia	
	Middle Managers	(%)	14.6	13.8	12.3	0.8	-	Iberia	
	White-collar workers	(%)	25.4	23.8	20.2	1.6	-	Iberia	
	Blue-collar workers	(%)	24.6	18.2	21.3	6.4	-	Iberia	
	Average	(%)	21.8	20.9	18.7	0.9	-	Iberia	
	Endesa Latam								
Pension within 5 years - Endesa Argentina									
Managers	(%)	0.1	5.4	15.6	-5.3	-	Argentina		
Middle Managers	(%)	1.1	1.6	15.9	-0.5	-	Argentina		
White-collar workers	(%)	3.2	5.0	7.6	-1.8	-	Argentina		
Blue-collar workers	(%)	2.5	0.0	50.0	2.5	-	Argentina		
Average	(%)	6.9	6.8	8.7	0.1	-	Argentina		
Pension within 10 years - Endesa Argentina									
Managers	(%)	0.2	0.1	37.5	0.1	-	Argentina		
Middle Managers	(%)	2.1	3.1	29.9	-1.0	-	Argentina		
White-collar workers	(%)	6.1	11.0	15.0	-4.9	-	Argentina		
Blue-collar workers	(%)	6.4	0.0	75.0	6.4	-	Argentina		
Average	(%)	14.9	14.5	17.1	0.4	-	Argentina		
Pension within 5 years - Endesa Brazil									
Managers	(%)	38.5	15.6	7.7	22.9	-	Brazil		
Middle Managers	(%)	14.3	2.9	2.0	11.4	-	Brazil		
White-collar workers	(%)	20.8	3.3	1.1	17.5	-	Brazil		
Blue-collar workers	(%)	38.5	0.0	0.0	38.5	-	Brazil		
Average	(%)	27.1	3.3	1.6	23.8	-	Brazil		
Pension within 10 years - Endesa Brazil									
Managers	(%)	53.8	35.6	30.8	18.2	-	Brazil		
Middle Managers	(%)	27.0	9.8	6.9	17.2	-	Brazil		
White-collar workers	(%)	29.4	17.4	8.7	12.0	-	Brazil		
Blue-collar workers	(%)	48.9	0.0	0.0	48.9	-	Brazil		
Average	(%)	36.8	13.9	8.0	22.9	-	Brazil		
Pension within 5 years - Endesa Chile									
Managers	(%)	-	0.8	7.7	-0.8	-	Chile		
Middle Managers	(%)	1.0	10.0	8.3	-9.0	-	Chile		
White-collar workers	(%)	10.0	8.8	14.3	1.2	-	Chile		
Blue-collar workers	(%)	-	-	-	-	-	Chile		
Average	(%)	10.4	20.4	10.1	-10.0	-	Chile		
Pension within 10 years - Endesa Chile									
Managers	(%)	1.0	1.1	28.0	-0.1	-	Chile		
Middle Managers	(%)	2.0	15.9	13.9	-13.9	-	Chile		
White-collar workers	(%)	19.0	13.4	25.3	5.6	-	Chile		
Blue-collar workers	(%)	0.0	0.0	0.0	-	-	Chile		
Average	(%)	21.0	31.7	18.0	-10.7	-	Chile		
Pension within 5 years - Endesa Colombia									
Managers	(%)	8.0	1.3	3.7	6.7	-	Colombia		
Middle Managers	(%)	14.4	10.9	1.7	3.5	-	Colombia		
White-collar workers	(%)	6.0	5.3	1.5	0.7	-	Colombia		

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope	
G4- EU15	Blue-collar workers	(%)	0.0	7.1	5.8	-7.1	-	Colombia	
	Average	(%)	7.0	6.6	1.7	0.4	-	Colombia	
	Pension within 10 years - Endesa Colombia								
	Managers	(%)	24.0	4.3	14.8	19.7	-	Colombia	
	Middle Managers	(%)	29.3	25.1	6.0	4.2	-	Colombia	
	White-collar workers	(%)	15.8	12.9	9.4	2.9	-	Colombia	
	Blue-collar workers	(%)	0.0	20.5	28.6	-20.5	-	Colombia	
	Average	(%)	17.6	17.1	7.6	0.5	-	Colombia	
	Pension within 5 years - Endesa Peru								
	Managers	(%)	3.6	0.2	10.5	3.3	-	Peru	
Middle Managers	(%)	9.7	1.7	7.1	8.0	-	Peru		
White-collar workers	(%)	13.7	10.0	13.9	3.7	-	Peru		
Blue-collar workers	(%)	-	-	-	-	-	Peru		
Average	(%)	13.0	12.2	9.8	0.8	-	Peru		
Pension within 10 years - Endesa Peru									
Managers	(%)	17.9	0.3	21.1	17.6	-	Peru		
Middle Managers	(%)	19.4	2.7	14.1	16.7	-	Peru		
White-collar workers	(%)	28.3	20.6	35.4	7.7	-	Peru		
Blue-collar workers	(%)	-	-	-	-	-	Peru		
Average	(%)	27.1	24.2	22.4	2.9	-	Peru		
Enel Green Power									
Pension within 5 years - Enel Green Power Iberia									
Managers	(%)	-	-	0.2	-	-	Enel Green Power Iberia		
Middle Managers	(%)	2.4	0.8	0.4	1.6	-	Enel Green Power Iberia		
White-collar workers	(%)	1.5	2.9	1.1	-1.4	-	Enel Green Power Iberia		
Blue-collar workers	(%)	11.1	15.4	0.0	-4.3	-	Enel Green Power Iberia		
Average	(%)	2.3	2.2	1.9	0.1	-	Enel Green Power Iberia		
Pension within 10 years - Enel Green Power Iberia									
Managers	(%)	6.3	-	0.2	6.3	-	Enel Green Power Iberia		
Middle Managers	(%)	4.8	3.0	2.5	1.8	-	Enel Green Power Iberia		
White-collar workers	(%)	4.5	7.4	1.5	-2.9	-	Enel Green Power Iberia		
Blue-collar workers	(%)	11.1	15.4	0.6	-4.3	-	Enel Green Power Iberia		
Average	(%)	5.1	4.8	5.1	0.3	-	Enel Green Power Iberia		
Pension within 5 years - Enel Green Power Latin America									
Managers	(%)	10.0	14.3	1.8	-4.3	-	Enel Green Power Latin America		
Middle Managers	(%)	4.4	2.1	-	2.3	-	Enel Green Power Latin America		

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4- EU15	White-collar workers	(%)	1.9	1.2	0.4	0.7	-	Enel Green Power Latin America
	Blue-collar workers	(%)	2.7	2.5	1.0	0.2	-	Enel Green Power Latin America
	Average	(%)	2.4	1.8	1.3	0.6	-	Enel Green Power Latin America
Pension within 10 years - Enel Green Power Latin America								
	Managers	(%)	20.0	28.6	1.8	-8.6	-	Enel Green Power Latin America
	Middle Managers	(%)	12.2	9.4	1.2	2.8	-	Enel Green Power Latin America
	White-collar workers	(%)	3.4	3.3	1.7	0.1	-	Enel Green Power Latin America
	Blue-collar workers	(%)	12.6	11.9	3.2	0.7	-	Enel Green Power Latin America
	Average	(%)	6.6	6.8	2.8	-0.2	-	Enel Green Power Latin America
Pension within 5 years - Enel Green Power North America								
	Managers	(%)	50.0	57.1	n.a.	-7.1	-	Enel Green Power North America
	Middle Managers	(%)	6.6	6.8	n.a.	-0.2	-	Enel Green Power North America
	White-collar workers	(%)	6.1	7.9	n.a.	-1.8	-	Enel Green Power North America
	Blue-collar workers	(%)	10.2	12.6	n.a.	-2.4	-	Enel Green Power North America
	Average	(%)	8.5	10.5	n.a.	-2.0	-	Enel Green Power North America
Pension within 10 years - Enel Green Power North America								
	Managers	(%)	50.0	57.1	n.a.	-7.1	-	Enel Green Power North America
	Middle Managers	(%)	16.5	14.9	n.a.	1.6	-	Enel Green Power North America
	White-collar workers	(%)	12.2	12.7	n.a.	-0.5	-	Enel Green Power North America
	Blue-collar workers	(%)	27.1	29.6	n.a.	-2.5	-	Enel Green Power North America
	Average	(%)	18.9	20.8	n.a.	-1.9	-	Enel Green Power North America

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
MATERNITY - Parental leave								
	Parental leave by gender	(no.)	2,090	2,067	1,882	23	1.1	Enel
	Men	(no.)	968	920	802	48	5.2	Enel
	Women	(no.)	1,122	1,147	1,080	-25	-2.2	Enel
EQUAL OPPORTUNITIES ⁽²⁾								
G4- LA12	Gender							
	Workforce by gender and level							
	Women:	(no.)	13,382	13,598	13,962	-215	-1.6	Enel
	Managers	(no.)	213	220	186	-7	-3.2	Enel
	Middle Managers	(no.)	2,706	3,841	3,766	-1,135	-29.5	Enel
	White-collar workers	(no.)	9,836	8,751	9,128	1,085	12.4	Enel
	Blue-collar workers	(no.)	627	786	882	-159	-20.2	Enel
	Men:	(no.)	54,532	55,364	56,627	-832	-1.5	Enel
	Managers	(no.)	1,058	1,318	1,195	-260	-19.7	Enel
	Middle Managers	(no.)	7,875	10,558	10,670	-2,683	-25.4	Enel
	White-collar workers	(no.)	26,139	28,758	29,253	-2,619	-9.1	Enel
	Blue-collar workers	(no.)	19,460	14,730	15,510	4,730	32.1	Enel
	Staff by gender							
	Women:	(%)	19.7	19.7	19.8	-	-	Enel
	Managers	(%)	0.3	0.3	0.3	-	-	Enel
	Middle Managers	(%)	4.0	5.6	5.4	-1.6	-	Enel
	White-collar workers	(%)	14.5	12.7	13.0	1.8	-	Enel
	Blue-collar workers	(%)	0.9	1.1	1.3	-0.2	-	Enel
	Men:	(%)	80.3	80.3	80.2	-	-	Enel
	Managers	(%)	1.6	1.9	1.7	-0.3	-	Enel
	Middle Managers	(%)	11.6	15.3	15.1	-3.7	-	Enel
	White-collar workers	(%)	38.5	41.7	41.4	-3.2	-	Enel
	Blue-collar workers	(%)	28.7	21.4	22.0	7.3	-	Enel
	Level of female staff ⁽⁹⁾	(%)	24.6	25.5	25.0	-0.9	-	Enel
	Rewarding of female staff ⁽¹⁰⁾	(%)	91.6	86.0	85.7	5.6	-	Enel
G4- LA13	Ratio of gross salary Women/Men							
	Managers	(%)	90.5	79.6	76.5	10.9	-	Enel
	Middle Managers	(%)	93.4	88.6	89.1	4.8	-	Enel
	White-collar workers	(%)	97.9	90.4	85.9	7.5	-	Enel
	Blue-collar workers	(%)	85.4	100.2	90.0	-14.8	-	Enel
	Average	(%)	103.3	97.1	93.5	6.2	-	Enel
G4- LA12	Disability							
	Disabled or belonging to protected categories by gender	(no.)	2,114	2,060	2,104	54	2.6	Enel
	- of whom men	(no.)	1,484	1,371	1,382	113	8.2	Enel
	- of whom women	(no.)	630	688	722	-59	-8.6	Enel
	Incidence of the disabled or belonging to protected categories by gender	(%)	3.1	3.0	3.0	0.1	-	Enel
	- of whom men	(%)	2.2	2.0	2.0	0.2	-	Enel
	- of whom women	(%)	0.9	1.0	1.0	-0.1	-	Enel
Disabled or belonging to protected categories by level								
Managers	(no.)	1	2	0	-1	-50.0	Enel	

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4- LA12	Middle Managers	(no.)	86	73	78	13	17.8	Enel
	White-collar workers	(no.)	1,832	1,888	1,882	-56	-3.0	Enel
	Blue-collar workers	(no.)	195	97	140	98	101.0	Enel
	Incidence of the disabled or belonging to protected categories by level							
	Managers	(%)	-	-	-	-	-	Enel
	Middle Managers	(%)	0.1	0.1	0.1	-	-	Enel
	White-collar workers	(%)	2.7	2.7	2.7	-	-	Enel
	Blue-collar workers	(%)	0.3	0.1	0.2	0.2	-	Enel
	WORKING FROM HOME							
	Permission to work from home							
	People with permission to work from home by gender	(no.)	956.0	n.a.	n.a.	-	-	Enel
	- of whom men	(no.)	387.0	n.a.	n.a.	-	-	Enel
	- of whom women	(no.)	569.0	n.a.	n.a.	-	-	Enel
	People with permission to work from home by gender	(%)	1.4	n.a.	n.a.	-	-	Enel
	- of whom men	(%)	0.6	n.a.	n.a.	-	-	Enel
	- of whom women	(%)	0.8	n.a.	n.a.	-	-	Enel
G4-11	RELATIONS WITH UNIONS							
	Union membership in the electricity sector	(%)	50.7	49.5	51.3	1.2	-	Enel
	Employees covered by collective agreements, by geographic area:							
	Total Enel	(no.)	63,227	64,445	66,163	-1,218	-1.9	Enel
		(%)	93.1	93.5	93.7	-0.4	-	Enel
	Italy	(no.)	33,040	33,405	34,245	-365	-1.1	Italy
		(%)	100.0	100.0	100.0	-	-	Italy
	Iberia	(no.)	9,666	10,162	10,724	-496	-4.9	Iberia
		(%)	92.2	97.0	98.0	-4.8	-	Iberia
	France	(no.)	25	37	54	-12	-32.4	France
		(%)	100.0	100.0	57.0	-	-	France
	Belgium	(no.)	31	31	37	-	-	Belgium
		(%)	81.6	81.0	100.0	0.6	-	Belgium
	Romania	(no.)	3,131	3,142	3,502	-11	-0.4	Romania
		(%)	100.0	100.0	96.0	-	-	Romania
	Slovakia	(no.)	4,114	4,344	4,804	-230	-5.3	Slovakia
		(%)	95.7	99.0	99.0	-3.3	-	Slovakia
	Russia	(no.)	2,586	2,690	2,797	-104	-3.9	Russia
		(%)	93.6	94.0	95.0	-0.4	-	Russia
	Endesa Latam	(no.)	10,061	10,040	9,519	21	0.2	Endesa Latam
		(%)	82.5	82.0	80.0	0.5	-	Endesa Latam
	Enel Green Power Iberia	(no.)	215	179	201	36	20.1	Enel Green Power Iberia
		(%)	100.0	79.0	78.0	21.0	-	Enel Green Power Iberia
	Enel Green Power Latam	(no.)	357	410	278	-53	-12.9	Enel Green Power Latam
		(%)	34.2	46.0	37.0	-11.8		Enel Green Power Latam
	Other ⁽¹¹⁾	(no.)	1	5	-	-4	-80.0	Other

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-11		(%)	1.2	2.0	-	-0.8	-	
	Dispute with employees							
	Total proceedings	(no.)	3,300	3,192	3,780	108	3.4	Enel
	Incidence of proceedings as defendant	(%)	96.3	96.0	95.0	0.3	-	Enel

- (1) Enel Green Power South Africa, Enel Green Power India, Enel Green Power Turkey, Enel Green Power BV.
- (2) Following the corporate reorganization, the scope for 2013 refers to 70,589 units rather than 70,342 (-247 units) due to the impossibility of reclassifying the values relating to the employees in Latin America.
- (3) Includes Enel Green Power Turkey and Branches.
- (4) Includes Enel Green Power International BV and Branches & Other.
- (5) Enel Green Power Africa and new countries includes: South Africa, India, Turkey.
- (6) In 2015 the fall in training hours was due to a reduction in the hours of institutional and obligatory training provided to achieve targets, to a reduction in technical training related to campaigns for new recruits (especially blue-collar workers), and, finally, to the conclusion in 2014 of the leadership for safety campaign.
- (7) Calculated as a percentage of the total for the category.
- (8) Companies with over 200 employees were considered.
- (9) Female Managers and Middle Managers out of the total of Managers and Middle Managers.
- (10) Calculated as the ratio between the average salary of female Managers + Middle Managers and the average salary (men + women) of Managers + Middle Managers.
- (11) Branches & other.

Occupational health and safety

KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
SAFETY							
Safety expense							
Safety expense by employee	(euro)	3,564	3,381	3,026	183	5.4	Enel
Total safety expense	(m. euro)	242.0	238.5	219.3	3.5	1.5	Enel
Training and information	(m. euro)	22.7	33.3	33.4	-10.6	-31.8	Enel
Health surveillance	(m. euro)	6.9	7.6	6.1	-0.8	-9.9	Enel
Personal Protection Equipments (PPE)	(m. euro)	16.1	15.7	14.2	0.5	3.0	Enel
Specific personnel for safety costs	(m. euro)	51.3	50.9	54.5	0.4	0.8	Enel
Maintenance, fire protection, and other ⁽¹⁾	(m. euro)	29.4	24.8	25.8	4.6	18.6	Enel
Infrastructure investments related to OH&S	(m. euro)	115.6	106.2	85.2	9.4	8.9	Enel
Medical checks ⁽²⁾	(no.)	120,315	120,694	113,382	-379	-0.3	Enel
G4-LA6 Number of occupational injuries to employees							
Number of occupational injuries to employees							
- fatal	(no.)	4	3	6	1	33.3	Enel
- men	(no.)	3	3	6	-	-	Enel
- women	(no.)	1	0	0	1	-	Enel
- severe ⁽³⁾	(no.)	3	1	7	2	200.0	Enel
- men	(no.)	2	0	6	2	-	Enel
- women	(no.)	1	1	1	0	-	Enel
Injuries at work to employees, severe and fatal:	(no.)	7	4	13	3	75.0	Enel
- men	(no.)	5	3	12	2	66.7	Enel
- women	(no.)	2	1	1	1	100.0	Enel
- other injuries not severe	(no.)	149	164	170	-15	-9.1	Enel
- men	(no.)	135	146	160	-11	-7.5	Enel
- women	(no.)	14	18	10	-4	-22.2	Enel
Total injuries at work to employees:	(no.)	156	168	183	-12	-7.1	Enel
- men	(no.)	140	149	172	-9	-6.0	Enel
- women	(no.)	16	19	11	-3	-15.8	Enel
Frequency rate ⁽⁴⁾	(no.)	1.27	1.32	1.43	-0.05	-3.8	Enel
Lost-Time Injuries Frequency Rate ⁽⁵⁾	(i)	0.25	0.26	0.29	-0.01	-3.16	Enel
- men	(i)	0.28	0.29	0.33	-0.01	-1.83	Enel
- women	(i)	0.15	0.16	0.09	-0.01	-8.69	Enel
Italy	(i)	0.27	0.28	0.36	-0.01	-2.61	Italy
- men	(i)	0.27	0.27	0.40	-	-0.37	Italy
- women	(i)	0.28	0.31	0.15	-0.03	-9.87	Italy
Iberia	(i)	0.14	0.13	0.08	0.01	4.23	Iberia
- men	(i)	0.16	0.16	0.10	-	2.74	Iberia
- women	(i)	0.06	0.05	0.00	0.01	15.69	Iberia
Russia	(i)	0.08	0.16	0.23	-0.08	-49.43	Russia
- men	(i)	0.05	0.16	0.26	-0.11	-69.08	Russia
- women	(i)	0.15	0.15	0.14	-	0.95	Russia
Slovakia	(i)	0.03	0.08	0.12	-0.05	-60.31	Slovakia
- men	(i)	-	0.09	0.11	-0.09	-100.00	Slovakia
- women	(i)	0.18	-	0.16	0.18	-	Slovakia
Romania	(i)	0.03	0.03	0.14	-	-	Romania

KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-LA6							
- men	(i)	0.05	0.04	0.19	0.01	18.39	Romania
- women	(i)	-	-	-	-	-	Romania
Greece	(i)	-	-	1.22	-	-	Greece
- men	(i)	-	-	1.63	-	-	Greece
- women	(i)	-	-	-	-	-	Greece
Enel Green Power North America ⁽⁶⁾	(i)	0.30	-	0.31	0.30	-	Enel Green Power North America
- men	(i)	0.37	-	0.38	0.37	-	Enel Green Power North America
- women	(i)	-	-	-	-	-	Enel Green Power North America
Enel Green Power Latin America ⁽⁶⁾	(i)	0.18	-	0.13	0.18	-	Enel Green Power Latin America
- men	(i)	0.22	-	0.15	0.22	-	Enel Green Power Latin America
- women	(i)	-	-	-	-	-	Enel Green Power Latin America
Enel Green Power Europe and North Africa ⁽⁶⁾	(i)	0.21	0.14	0.23	0.07	50.00	Enel Green Power Europe
- men	(i)	0.26	0.11	0.30	0.15	136.36	Enel Green Power Europe
- women	(i)	-	0.26	-	-0.26	-100.00	Enel Green Power Europe
Peru	(i)	0.10	0.21	0.10	-0.11	-51.36	Peru
- men	(i)	0.14	0.27	0.14	-0.13	-48.89	Peru
- women	(i)	-	-	-	-	-	Peru
Brazil	(i)	0.07	0.08	0.07	-0.01	-6.84	Brazil
- men	(i)	0.10	0.05	0.05	0.05	100.94	Brazil
- women	(i)	-	0.15	0.16	-0.15	-100.00	Brazil
Chile	(i)	0.04	0.11	0.15	-0.07	-62.11	Chile
- men	(i)	0.05	0.09	0.18	-0.04	-42.36	Chile
- women	(i)	-	0.19	-	-0.19	-100.00	Chile
Argentina	(i)	1.25	1.27	0.95	-0.02	-1.43	Argentina
- men	(i)	1.36	1.45	1.08	-0.09	-6.23	Argentina
- women	(i)	0.39	-	0.19	0.39	-	Argentina
Colombia	(i)	-	-	0.06	-	-	Colombia
- men	(i)	-	-	0.08	-	-	Colombia
- women	(i)	-	-	-	-	-	Colombia
Seriousness of injuries							
Lost Day Rate	(i)	9.44	14.18	13.50	-4.74	-33.4	Enel
- men	(i)	10.81	15.66	15.84	-4.85	-31.0	Enel
- women	(i)	3.16	7.52	2.94	-4.36	-58.0	Enel
Italy	(i)	10.73	19.15	17.23	-8.42	-44.0	Italy
- men	(i)	11.40	19.49	19.63	-8.09	-41.5	Italy
- women	(i)	6.91	17.34	4.01	-10.43	-60.1	Italy
Iberia	(i)	6.94	7.79	4.52	-0.85	-10.9	Iberia

KPI	UM	December	December	December	2015-2014	%	Scope
		2015	2014	2013			
G4-LA6 - men	(i)	8.66	9.73	5.58	-1.07	-11.0	Iberia
- women	(i)	-	0.31	0.45	-0.31	-100.0	Iberia
Russia	(i)	2.17	2.89	3.71	-0.72	-24.8	Russia
- men	(i)	1.58	3.66	3.86	-2.08	-56.9	Russia
- women	(i)	3.80	0.74	3.31	3.06	411	Russia
Slovakia	(i)	0.66	10.73	9.72	-10.07	-93.9	Slovakia
- men	(i)	0.00	12.55	8.97	-12.55	-100.0	Slovakia
- women	(i)	4.39	0.00	14.22	4.39	-	Slovakia
Romania	(i)	5.81	0.82	6.00	4.99	610.4	Romania
- men	(i)	7.76	1.10	7.97	6.66	606.7	Romania
- women	(i)	-	-	-	-	-	Romania
Greece	(i)	-	-	2.44	-	-	Greece
- men	(i)	-	-	3.27	-	-	Greece
- women	(i)	-	-	-	-	-	Greece
Enel Green Power North America	(i)	4.74	-	5.27	4.74	-	Enel Green Power North America
- men	(i)	5.98	-	6.52	5.98	-	Enel Green Power North America
- women	(i)	-	-	-	-	-	Enel Green Power North America
Enel Green Power Latin America	(i)	0.79	-	0.25	0.79	-	Enel Green Power Latin America
- men	(i)	1.00	-	0.31	1.00	-	Enel Green Power Latin America
- women	(i)	-	-	-	-	-	Enel Green Power Latin America
Enel Green Power Europe and North Africa	(i)	3.50	2.24	13.25	1.26	56.3	Enel Green Power Europa
- men	(i)	4.23	2.39	16.73	1.84	77.0	Enel Green Power Europa
- women	(i)	-	1.56	-	-1.56	-100.0	Enel Green Power Europa
Peru	(i)	3.50	0.93	9.94	2.57	278.3	Peru
- men	(i)	4.23	1.23	13.19	3.00	243.1	Peru
- women	(i)	-	-	-	-	-	Peru
Brazil	(i)	4.33	0.64	1.08	3.69	578.0	Brazil
- men	(i)	5.73	0.10	1.12	5.63	5,657.0	Brazil
- women	(i)	0.00	2.30	0.94	-2.30	-100.0	Brazil
Chile	(i)	0.23	2.22	1.04	-1.99	-89.6	Chile
- men	(i)	0.29	2.43	1.28	-2.14	-88.1	Chile
- women	(i)	-	1.31	-	-1.31	-100.0	Chile
Argentina	(i)	37.50	41.76	53.30	-4.26	-10.2	Argentina

KPI	UM	December	December	December	2015-2014	%	Scope
		2015	2014	2013			
G4-LA6 - men	(i)	41.84	47.76	61.29	-5.92	-12.4	Argentina
- women	(i)	3.66	-	4.63	3.66	-	Argentina
Colombia	(i)	5.06	-	1.22	5.06	-	Colombia
- men	(i)	7.09	-	1.66	7.09	-	Colombia
- women	(i)	-	-	-	-	-	Colombia
Injury seriousness index ⁽⁷⁾	(no.)	0.05	0.07	0.07	-0.02	-33.4	Enel
- men	(no.)	0.05	0.08	0.08	-0.02	-30.9	Enel
- women	(no.)	0.02	0.04	0.01	-0.02	-58.0	Enel
Absence due to injuries	(d)	5,783	9,024	8,651	-3,241	-35.9	Enel
- men	(d)	5,438	8,154	8,310	-2,716	-33.3	Enel
- women	(d)	345	870	341	-525	-60.3	Enel
Work-related illnesses							
Occupational disease rate Enel (ODR) ⁽⁸⁾	(i)	0.03	0.07	0.05	-0.03	-50.4	Enel
Absenteeism							
Absentee Rate ⁽⁹⁾	(i)	5,836	4,640	5,734	1,196	25.8	Enel
CONTRACTORS							
Injuries to contractors							
- fatal	(no.)	9	16	10	-7	-43.8	Enel
- men	(no.)	9	16	10	-7	-43.8	Enel
- women	(no.)	-	-	-	-	-	Enel
- severe	(no.)	24	22	16	2	9.1	Enel
- men	(no.)	22	21	16	1	4.8	Enel
- women	(no.)	2	1	-	1	100.0	Enel
Severe and fatal injuries to contractors	(no.)	33	38	26	-5	-13.2	Enel
- men	(no.)	31	37	26	-6	-16.2	Enel
- women	(no.)	2	1	-	1	100.0	Enel
- other injuries non severe	(no.)	318	404	464	-86	-21.3	Enel
- men	(no.)	298	404	464	-106	-26.2	Enel
- women	(no.)	20	-	-	20	-	Enel
Total injuries to contractors	(no.)	351	442	490	-91	-20.6	Enel
- men	(no.)	329	441	490	-112	-25.4	Enel
- women	(no.)	22	1	-	21	-	Enel
Lost Time Injuries Frequency Rate (LTIFR) for contractors	(i)	0.30	0.42	0.51	-0.12	-28.6	Enel
- Italy	(i)	0.47	0.65	0.65	-0.18	-27.2	Enel
- Europe	(i)	0.23	0.32	0.42	-0.09	-29.1	Enel
- North America and Latin America	(i)	0.30	0.41	0.52	-0.11	-27.0	Enel
Lost Day Rate (LDR) for contractors	(i)	10.89	13.82	18.25	-2.93	-21.2	Enel
- Italy	(i)	29.59	17.59	14.98	12.00	68.2	Enel
- Europe	(i)	9.25	14.98	19.64	-5.73	-38.2	Enel
- North America and Latin America	(i)	6.99	12.35	18.41	-5.36	-43.4	Enel
G4-EU18 Training on health and safety							
Contractors and subcontractors who have followed health and safety training courses	(%)	100	100	100	-	-	Enel

- (1) It includes studies, research and hygiene, medical controls, communication expenses and other costs.
- (2) The 2014 data include, for Russia, checks relating to the alcohol level carried out daily on a sample of people, as well as medical checks carried out on all the drivers before starting their shift. In addition, in Spain a different method of counting medical exams is used.
- (3) Injuries with first prognosis, given on the first medical certificate issued, over 30 days or with reserved prognosis, until such reservation is removed or an unknown prognosis which, on an initial assessment by the Division/company concerned, is hypothesized as being over 30 days. On the reservation being ended or the prognosis established, injuries will be considered as severe only if the first prognosis is over 30 days. Should the reserve not be removed, or should the prognosis remain unknown 30 days after the event, the accident must be considered as severe.
- (4) This index is calculated as the ratio between the total number of injuries and the hours worked expressed in millions, while the LTIFR is calculated by comparing the same number of injuries to the standard of 200,000 work hours.
- (5) The calculation of the indices by country considers the total number of injuries to men and women in proportion to the total hours worked by men and women; the calculation of the indices by gender considers the number of injuries in proportion to the hours worked by the gender under consideration (only men or only women).
- (6) Enel Green Power is reported divided into regions as per the organizational arrangement. For 2015 Europe includes: Italy, Spain, Portugal, Romania, Turkey, Bulgaria, Greece and Holland. Latin America includes: Brazil, Uruguay, Mexico, Costa Rica, El Salvador, Chile, Colombia, Ecuador, Peru, Panama and Guatemala. Asia includes: India and South Africa. North America includes: United States and Canada.
- (7) This index is calculated as the ratio between the number of days absent due to injury and the hours worked in thousands, while the Lost Day Rate is calculated by comparing the number of days of absence due to injury to the standard of 200,000 work hours.
- (8) Calculated by comparing the number of cases of work-related illness during the year to the total hours worked x 200,000.
- (9) This index is calculated as the ratio between the number of days absent (due to work-related and other illness, injury, etc.) and the days worked x 200,000. Excluding holidays, personal reasons, maternity leave, study leave, extended leave, strikes, military service, paid leave.

Sustainable supply chain

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
NATURE OF SUPPLIERS								
	Number of suppliers with which a new contract was signed in the year	(no.)	37,347	38,972	41,087	-1,625	-4.2	Enel
G4-10	Workforce of contracting and subcontracting companies	(no.)	132,272	100,336	94,069	31,936	31.8	Enel
G4-EU17	Days worked by employees of contractors and subcontractors ⁽¹⁾ :	(,000 d)	29,100	26,271	23,860	2,829	10.8	Enel
	construction	(,000 d)	10,970	7,531	6,743	3,439	45.7	Enel
	operations and maintenance	(,000 d)	18,130	18,740	17,117	-610	-3.3	Enel
	Concentration of material and service suppliers (top 15)	(%)	37.8	45.8	40.1	-8.0	-	Enel
G4-EC9	Local suppliers of materials and services ⁽²⁾							
	Local suppliers with contracts > 1 m. euro	(no.)	1,036	1,138	994	-102	-9.0	Enel
	Foreign suppliers with contracts > 1 m. euro	(no.)	143	153	124	-10	-6.5	Enel
	Spending on local suppliers with contracts > 1 m. euro	(m. euro)	6,821	7,055	6,283	-234	-3.3	Enel
	Spending on foreign suppliers with contracts > 1 m. euro	(m. euro)	1,166	985	410	181	18.3	Enel
	Concentration of spending on local suppliers	(%)	85.0	87.7	93.9	-2.7	-	Enel
	Concentration of spending on foreign suppliers	(%)	15.0	12.3	6.1	2.7	-	Enel
Purchases and fuel								
	Purchases of materials and services	(m. euro)	10,021	10,185	8,406	-164	-1.6	Enel
	Supplies	(m. euro)	2,949	2,540	2,236	409	16.1	Enel
	Works	(m. euro)	2,140	2,455	2,174	-315	-12.8	Enel
	Services	(m. euro)	4,932	5,190	3,996	-258	-5.0	Enel
	Fuel purchases	(m. euro)	7,464	6,087	6,597	1,377	22.6	Enel
	Gas	(m. euro)	3,275	3,103	3,201	172	5.5	Enel
	Oil	(m. euro)	1,043	1,384	1,476	-341	-24.7	Enel
	Coal ⁽³⁾	(m. euro)	2,710	1,348	1,578	1,362	101.0	Enel
	Services	(m. euro)	436	252	342	184	73.2	Enel
Management instruments								
	Active qualified companies	(no.)	6,780	5,339	5,075	1,441	27.0	Enel
	Online tenders	(%)	65.0	37.4	50.9	27.6	-	Enel
	Online purchases	(%)	36.0	35.8	36.7	0.2	-	Enel
	Use of prescription	(%)	26.0	34.9	26.9	-8.9	-	Enel
G4-SO11	Disputes involving suppliers							
	Total proceedings	(no.)	592	675	749	-83	-12.3	Enel
	Incidence of proceedings as defendant	(%)	70.4	68.4	70.9	2.0	-	Enel

(1) Calculated in FTE (Full-time Equivalent).

(2) "Local suppliers" means those suppliers with their registered office in the country in which the supply contract was issued.

(3) Coal, lignite and biomass.

Environment

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
EMISSIONS								
G4-EN19	Emissions saved ⁽¹⁾	(m. t)	92.5	89.0	102.6	3.5	4.0	Enel
G4-EN15	Direct emissions of greenhouse gases (Scope 1)							
	Emissions of CO ₂ from electricity production and heat	(m. t)	119.25	115.18	115.27	4.07	3.5	Enel
	Direct emissions due to other activities	(m. t eq)	0.26	0.30	0.28	-0.04	-13.3	Enel
	Total direct emissions (Scope 1)	(m. t eq)	119.51	115.48	115.55	4.0	3.5	Enel
Specific emissions								
	Specific emissions of CO₂ of the total net production ⁽²⁾	(kg/MWh)	409	395	396	13.5	3.4	Enel
	Specific emissions of CO₂ of the net production from fossil fuels							Enel
	- simple	(kg/MWh)	768	777	761	-9.34	-1.2	Enel
	- cogeneration	(kg/MWh)	668	647	652	20.7	3.2	Enel
G4-EN16	Indirect emissions of greenhouse gases (Scope 2) ⁽³⁾							
	Fuel deposit and movement	(m. t eq)	0.002	0.002	0.003	-	22.1	Enel
	Electricity distribution	(m. t eq)	0.164	0.172	0.184	-0.008	-4.6	Enel
	Property management	(m. t eq)	0.069	0.116	0.112	-0.047	-40.2	Enel
	Mining	(m. t eq)	0.001	0.001	0.002	-	-14.4	Enel
	From electricity acquired from the grid (hydroelectric plant)	(m. t eq)	0.418	0.345	0.485	0.073	21.2	Enel
	Total indirect emissions (Scope 2)	(m. t eq)	0.654	0.636	0.786	0.018	2.9	Enel
G4-EN17	Other indirect emissions of greenhouse gases (Scope 3) ⁽³⁾							
	Coal mining	(m. t eq)	6.740	6.287	6.344	0.453	7.2	Enel
	Transport of coal by sea	(m. t eq)	0.980	0.906	0.817	0.074	8.2	Enel
	Transport of coal by train	(m. t eq)	0.377	0.349	0.440	0.028	7.9	Enel
	Transport of fuel (gas oil, biomass, WDF)	(m. t eq)	0.010	0.009	0.003	0.001	9.4	Enel
	Transport of raw materials and waste	(m. t eq)	0.032	0.030	0.019	0.001	4.0	Enel
	Total indirect emissions (Scope 3)	(m. t eq)	8.139	7.581	7.623	0.558	7.4	Enel
G4-EN21	Other atmospheric emissions							
	Emissions SO ₂	(t)	312,121	282,432	271,761	29,689	10.3	Enel
	Emissions NO _x	(t)	227,520	226,856	225,981	664	0.3	Enel
	Emissions H ₂ S	(t)	5,606	7,366	8,110	-1,760	-23.9	Enel
	Emissions of particulate matter	(t)	75,443	107,101	114,191	-31,658	-29.6	Enel
	Specific emissions compared to total net production ⁽²⁾							
	Emissions SO ₂	(g/kWh)	1.07	0.97	0.93	0.10	10.3	Enel
	Emissions NO _x	(g/kWh)	0.78	0.78	0.78	-	-	Enel
	Emissions of particulate matter	(g/kWh)	0.26	0.37	0.39	-0.11	-29.7	Enel
	Specific emissions compared to net thermoelectric production ⁽²⁾							
	Emissions SO ₂	(g/kWh)	1.93	1.80	1.71	0.13	7.2	Enel
	Emissions NO _x	(g/kWh)	1.41	1.45	1.42	-0.04	-2.8	Enel
	Emissions of particulate matter	(g/kWh)	0.47	0.68	0.72	-0.22	-31.8	Enel
	Specific emissions compared to net geo-thermoelectric production							
	Emissions H ₂ S	(g/kWh)	0.90	1.24	1.45	-0.33	-27.0	Enel

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-EN21	Nuclear emissions into atmosphere							
	Noble gases	(GBq per Unit)	11.03	26.1	45.3	-15.07	-57.7	Enel
	Iodine	(MBq per Unit)	4.43	5.64	32.77	-1.21	-21.5	Enel
	Aerosol	(GBq per Unit)	0.05	0.02	0.13	0.03	124.0	Enel
	Other radioactive	(MBq per Unit)	0.38	0.15	0.15	0.23	157.1	Enel
G4-EN20	Emissions of ozone depleting substances							
	CFC	(kg CFC-11 eq)	1,495	122	986	1,373	1,125.4	Enel
	HCFC	(kg CFC-11 eq)	85	73	33	12	16.4	Enel
	Halon	(kg CFC-11 eq)	-	98	330	-97	-100.0	Enel
	Methyl bromide	(kg CFC-11 eq)	-	-	-	-	-	Enel
	R22	(kg CFC-11 eq)	47	75	160	-28	-37.3	Enel
	Freon 113	(kg CFC-11 eq)	643	366	2,296	277	75.7	Enel
	Total	(kg CFC-11 eq)	2,270	733	3,805	1,537	209.7	Enel
Environmental expenditures								
G4-EN31	Environmental expenditures – GRI criterion ^{(4) (5)}	(m. euro)	808	835	1,141	-27	-3.2	Enel
	Current expenditures (costs):	(m. euro)	495	634	823	-139	-21.9	Enel
	- for waste disposal, emission treatment and environmental restoration	(m. euro)	326	456	546	-130	-28.5	Enel
	- for environmental prevention and management	(m. euro)	169	178	277	-9	-5.1	Enel
	Investments:	(m. euro)	313	201	318	112	55.7	Enel
	- for waste disposal, emission treatment and environmental restoration	(m. euro)	196	141	226	55	39.0	Enel
	- for environmental prevention and management	(m. euro)	117	60	92	57	94.1	Enel
	Environmental expenditures – EUROSTAT criterion	(m. euro)	640	507	806	133	26.2	Enel
	Total current expenditures	(m. euro)	327	306	489	21	6.9	Enel
	Total environmental investments	(m. euro)	313	201	318	112	55.7	Enel
	Staff for environmental issues	(no.)	511	489	444	22	4.6	Enel
G4-EN29	Environmental disputes							
	Environmental proceedings as defendant	(no.)	567	379	638	188	49.6	Enel
	Monetary value of environmental fines	(m. euro)	0.14	0.22	0.13	-0.08	-35.6	Enel
	Violations of environmental obligations/ regulations	(no.)	250.0	n.a.	n.a.	-	-	Enel
	Specific environmental taxes due to exceeding polluting limits ⁽⁶⁾	(m. euro)	0.60	0.01	0.26	0.59	-	Russia
G4-DMA EN	Environmental certifications							
	Extent of EMAS registration coverage ⁽⁷⁾	(%)	45.6	42.8	44.4	2.8	-	Enel
	Extent of ISO 14001:2004 coverage							

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-DMA EN	Net maximum capacity	(%)	97.6	94.3	93.9	3.3	-	Enel
	km of grid	(%)	95.1	94.9	95.4	0.2	-	Enel
	Activities undertaken by Enel Servizi Italy	(%)	100	100	100	-	-	Italy
	Activities undertaken by Market Division Italy and Romania	(%)	100	100	100	-	-	Italy and Romania
ENERGY CONSUMPTION								
G4-EN3	Fuel consumption by primary source in TJ							
	from non-renewable sources	(TJ)	1,934,930	1,822,263	1,874,891	112,667	6.2	Enel
	Coal	(TJ)	813,118	775,521	767,524	37,597	4.8	Enel
	Lignite	(TJ)	52,670	49,195	44,171	3,475	7.1	Enel
	Oil	(TJ)	80,931	76,576	87,252	4,355	5.7	Enel
	Natural gas	(TJ)	495,089	444,973	479,724	50,116	10.3	Enel
	Gas oil	(TJ)	56,229	47,060	51,707	9,169	27.3	Enel
	Uranium	(TJ)	436,893	428,938	444,513	7,955	1.9	Enel
	Other (orimulsion, coke oven gas, coke, etc.)	(TJ)	-	-	-	-	-	Enel
	from renewable sources	(TJ)	92,612	91,984	150,641	628	0.7	Enel
	Biomass, biogas and waste	(TJ)	6,657	6,783	8,876	-126	-1.9	Enel
	Hydrogen	(TJ)	-	-	-	-	-	Enel
	Geothermal fluid	(TJ)	85,955	85,201	141,765	754	0.9	Enel
	Total direct consumption	(TJ)	2,027,542	1,914,247	2,025,532	113,295	5.9	Enel
	Fuel consumption by primary source in m. toe							
	from non-renewable sources	(m. toe)	46.2	43.5	44.8	2.7	6.2	Enel
	Coal	(m. toe)	19.4	18.5	18.3	0.9	4.8	Enel
	Lignite	(m. toe)	1.3	1.2	1.1	0.1	7.1	Enel
	Oil	(m. toe)	1.9	1.8	2.1	0.1	5.7	Enel
	Natural gas	(m. toe)	11.8	10.7	11.5	1.1	10.3	Enel
	Gas oil	(m. toe)	1.4	1.1	1.2	0.3	27.3	Enel
	Uranium	(m. toe)	10.4	10.2	10.6	0.2	1.9	Enel
	Other (orimulsion, coke oven gas, coke, etc.)	(m. toe)	-	-	-	-	-	Enel
	from renewable sources	(m. toe)	2.3	2.2	3.6	0.1	4.5	Enel
	Biomass, biogas and waste	(m. toe)	0.2	0.2	0.2	-	-20.5	Enel
	Geothermal fluid	(m. toe)	2.1	2.0	3.4	0.1	2.7	Enel
	Total direct consumption	(m. toe)	48.5	45.7	48.4	2.8	6.1	Enel
	Incidence of fuel consumption from non-renewable sources							
	Coal	(%)	42.0	42.6	40.9	-0.6	-	Enel
	Lignite	(%)	2.7	2.7	2.4	0.1	-	Enel
	Oil	(%)	4.2	4.2	4.7	-0.1	-	Enel
	Natural gas	(%)	25.6	24.4	25.6	1.1	-	Enel
	Gas oil	(%)	2.9	2.6	2.8	0.2	-	Enel
	Uranium	(%)	22.6	23.5	23.7	-1.0	-	Enel
	Other (orimulsion, coke oven gas, coke, petrol, etc.)	(%)	-	-	-	-	-	Enel
G4-EN3	Direct electricity consumption by destination							
	Fuel deposit and movement	(TJ)	30	25	30	4	17.1	Enel
	Electricity distribution	(TJ)	1,876	1,775	1,864	101	5.7	Enel
	Property management	(TJ)	780	1,306	1,148	-526	-40.3	Enel
	Mining	(TJ)	16	21	24	-5	-23.8	Enel
	Total electricity consumption	(TJ)	2,702	3,127	3,066	-425	-13.6	Enel
	Internal consumption							

GRI/ EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-EN3	Electricity consumption for civilian uses	(MWh)	216,895	362,709	318,845	-145,813.4	-40.2	Enel
	Fuel consumption	(toe)	25,290	31,039	27,499	-5,749.0	-18.5	Enel
	Water requirement for civilian uses	(,000 m ³)	5,987	80,326	7,047	-74,339.8	-92.5	Enel
G4-EN1	Paper bought for printers/photocopiers	(m. A4 sheets eq)	144.4	145.4	197.3	-1.1	-0.7	Enel
RAW MATERIALS								
Resources used in the production process								
G4-EN1	Fuel consumption for thermoelectric production							
	from non-renewable sources							
	Coal	(,000 t)	37,563	35,813	36,023	1,750	4.9	Enel
	Lignite	(,000 t)	4,305	4,057	3,824	248	6.1	Enel
	Oil	(,000 t)	1,996	1,886	2,138	110	5.8	Enel
	Natural gas	(m. m ³)	13,889	13,917	13,797	-29	-0.2	Enel
	Gas oil	(,000 t)	1,332	1,119	1,232	212	19.0	Enel
	Other (orimulsion, coke from petrol, etc.)	(,000 t)	-	-	-	-	-	Enel
	from renewable sources							
	Biomass and waste for thermoelectric production	(,000 t)	411	412	653	-1	-0.2	Enel
	Hydrogen	(m. m ³)	-	-	-	-	-	Enel
	Biogas	(m. m ³)	20	24	34	-4	-17.8	Enel
	Geothermal steam used for electricity production	(,000 t)	106,874	108,206	85,361	-1,332	-1.2	Enel
	Fuel consumption for nuclear production							
	Uranium	(t)	106	111	107	-5	-4.6	Enel
G4-EN1	Consumables							
	Lime	(,000 t)	938.2	875.1	800.5	63.1	7.2	Enel
	Ammonia	(,000 t)	53.7	45.2	0.1	8.6	19.0	Enel
	Caustic soda	(,000 t)	86.0	120.4	60.4	-34.4	-28.6	Enel
	Slaked lime	(,000 t)	16.4	18.7	7.0	-2.3	-12.5	Enel
	Sulfuric/chloride acid	(,000 t)	20.2	34.5	5.5	-14.3	-41.4	Enel
	Other	(,000 t)	45.7	49.2	40.3	-3.5	-7.2	Enel
	Total	(,000 t)	1,160.2	1,143.1	913.8	17.1	1.5	Enel
	Percentage of materials used that derive from recycled material compared to total consumption of each resource							
	Lime for smoke desulfurization	(%)	0.1	0.1	0.2	-	-	Enel
	Lubricant	(%)	5.0	3.4	21.6	1.6	-	Enel
	Dielectric oil	(%)	99.6	99.7	99.3	-0.1	-	Enel
	Ferric chloride	(%)	-	2.9	-	-2.9	-	Enel
	Sulfuric acid	(%)	0.08	0.04	-	0.03	-	Enel
G4-EN2	Paper for printing	(%)	0.5	43.7	43.6	-43.2	-	Enel
	Equipment with PCB	(%)	1.2	1.1	1.1	0.1	-	Enel
	PCB quantity contained in equipment with PCB > 500 ppm	(t)	1.5	32.2	0.7	-30.7	-95.3	Enel
	PCB quantity contained in equipment with 50 < PCB < 500 ppm	(t)	5,553	4,490.5	4,661.3	1,062.5	23.7	Enel
WATER CONSUMPTION								
Volumes of water drawn by production process (B)								
	Consumption for thermoelectric production	(m. m ³)	112.6	122.8	122.2	-10.2	-8.3	Enel
	Consumption for nuclear production	(m. m ³)	61.2	62.2	60.6	-1.0	-1.7	Enel

GRI/EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-EN2	Consumption for geothermoelectric production and for fuel deposit and movement	(m. m ³)	-	-	0.1	-	-	Enel
	Total consumption for production processes	(m. m ³)	173.8	185.0	182.9	-11.2	-6.0	Enel
	Consumption for other industrial uses	(m. m ³)	0.9	1.0	1.9	-0.1	-10.0	Enel
	Total water consumption	(m. m ³)	174.7	186.0	184.8	-11.3	-6.1	Enel
	Specific consumption for production process ⁽⁸⁾							
	Specific consumption for thermoelectric production	(l/kWh)	0.70	0.78	0.77	-0.1	-11.1	Enel
	Specific consumption for nuclear production	(l/kWh)	1.52	1.57	1.48	-0.1	-3.4	Enel
	Total specific consumption for production processes	(l/kWh)	0.60	0.64	0.63	-0.04	-6.3	Enel
G4-EN8	Volumes of water drawn by source ⁽⁸⁾							
	From scarce sources	(m. m ³)	158.2	168.3	165.4	-10.1	-6.0	Enel
	Surface water (wet zones, lakes, rivers)	(m. m ³)	146.1	150.6	142.5	-4.5	-3.0	Enel
	Underground water (from well)	(m. m ³)	4.5	10.4	15.2	-5.9	-56.8	Enel
	Water from aqueduct	(m. m ³)	7.6	7.3	7.6	0.3	4.1	Enel
	From non-scarce sources	(m. m ³)	16.5	17.7	19.4	-1.2	-6.6	Enel
	Seawater (used as such and desalinated)	(m. m ³)	9.7	10.7	13.2	-0.9	-8.6	Enel
	Effluents (amount used inside plants)	(m. m ³)	6.8	7.0	6.3	-0.2	-3.5	Enel
	Total	(m. m ³)	174.7	186.0	184.8	-11.3	-6.1	Enel
G4-EN10	Percentage of recycled and reused water	(%)	3.9	3.8	3.4	0.1	-	Enel
	Water used for open-cycle cooling							
	in thermoelectric power plants	(m. m ³)	19,810	19,176	19,293	634.5	3.3	Enel
	in nuclear plants	(m. m ³)	2,407	2,681	2,528	-273.1	-10.2	Enel
G4-EN22	WASTE WATER							
	Waste water (quantity discharged)	(m. m ³)	106.4	101.0	91.0	5.3	5.3	Enel
	from thermoelectric production	(m. m ³)	96.3	89.7	80.6	6.6	7.3	Enel
	from nuclear production	(m. m ³)	10.1	11.2	10.2	-1.1	-10.2	Enel
	for oil deposit and movement	(m. m ³)	-	0.1	0.2	-0.1	-100.0	Enel
	Quality of discharged water ⁽⁹⁾							
	COD (Chemical Oxygen Demand)	(kg)	553,574	538,371	1,139,605	15,202.9	2.8	Enel
	BOD (Biochemical Oxygen Demand)	(kg)	113,824	127,641	249,547	-13,816.3	-10.8	Enel
	Nitrogen	(kg)	77,300	131,731	91,639	-54,431.1	-41.3	Enel
	Heavy metal	(kg)	141,625	138,136	114,035	3,488.2	2.5	Enel
	Phosphor	(kg)	7,615	6,708	12,027	907.2	13.5	Enel
	Nuclear emissions into water							
	Tritium	(TBq per Unit)	60.8	78.3	48.6	-17.5	-22.3	Enel
	Fission and corrosion products	(GBq per Unit)	11.8	16.1	18.1	-4.3	-26.9	Enel
G4-EN23	WASTE							
	Waste products							
	Non-hazardous waste	(t)	10,239,844	10,126,284	9,923,356	113,560	1.1	Enel
	Hazardous waste	(t)	402,854	83,822	73,369	319,032	380.6	Enel
	- of which waste containing PCB	(t)	179	136	294	43	31.6	Enel
	Total waste produced	(t)	10,642,698	10,210,106	9,996,725	432,593	4.2	Enel
	Total waste sent to recycling	(%)	27.6	30.9	31.7	-3.3	-	Enel
	Hazardous waste by means of disposal ⁽¹⁰⁾							
	Recycling (including recovery of energy)	(t)	20,509	42,928	21,838	-22,419	-52.2	Enel
	Landfill	(t)	382,345	40,894	51,531	341,451	835.0	Enel

GRI/EUSS	KPI	UM	December 2015	December 2014	December 2013	2015-2014	%	Scope
G4-EN23	Total	(t)	402,854	83,822	73,369	319,032	380.6	Enel
	Non-hazardous waste by means of disposal							
	Recycling (including recovery of energy)	(t)	2,915,443	3,114,593	3,147,101	-199,150	-6.4	Enel
	Landfill	(t)	7,324,402	7,011,691	6,776,254	312,711	4.5	Enel
	Total	(t)	10,239,845	10,126,284	9,923,356	113,561	1.1	Enel
	Waste produced in nuclear plants							
	Liquid radioactive waste at low/medium activity level	(m ³)	50.4	46.1	48.7	4.3	9.4	Enel
	Solid radioactive waste at low/medium activity level ⁽¹¹⁾	(t)	32.9	27.7	29.9	5.3	19.0	Enel
	Solid radioactive waste at low/medium activity level ⁽¹¹⁾	(m ³)	276.1	256.2	190.4	19.9	7.8	Enel
	Liquid radioactive waste at high activity level	(m ³)	-	-	-	-	-	Enel
	Solid radioactive waste at high activity level	(t)	58.972	62.4	64.6	-3.4	-5.5	Enel
G4-DMA EC	Provision for the decommissioning of nuclear power plants ⁽¹²⁾	(m. euro)	528	567	2.645	-39.0	-6.9	Enel
G4-DMA EN	MITIGATION OF THE IMPACT ON THE LANDSCAPE/TERRITORY ⁽¹³⁾							
	LV/MV cabling ratio	(%)	69.4	64.8	65.1	4.6	-	Enel
	LV cabling ratio	(%)	82.8	81.9	82.5	0.9	-	Enel
	MV cabling ratio	(%)	45.6	34.6	34.4	11.0	-	Enel

- The emissions avoided are calculated as the sum of the emissions avoided in the various areas taking as a reference the specific emission of CO₂ in the average thermoelectric production of the individual country, taken from the Enerdata database (<http://services.enerdata.eu>). The figure is the product of the electricity production obtained with each renewable or nuclear source by the average CO₂ emission from thermoelectric fossil fuel production in the country where Enel is present. The 2014 figure has been recalculated following a change in the calculation methodology introduced for 2015 (the specific emission of CO₂ in the average thermoelectric production of the country taken from Enerdata replaces the specific emission of CO₂ of the average thermoelectric production of the Enel Group should it be in the same country).
- Specific emissions are calculated considering the total emissions from simple thermoelectric production and the combined production of electricity and heat with respect to total renewable, simple thermal and nuclear production and the combined production of electricity and heat (including the contribution from heat in MWh).
- "Scope 2" emissions: the estimate of the indirect emissions of CO₂ relating to 2015 due to the consumption of electricity for electricity distribution, moving fuel, extracting coal, property management and, since 2013, also the electricity purchased from the grid from hydroelectric plant, is the product of the electricity consumption, including grid losses, multiplied by the respective weighted specific emission coefficients of the whole generation mix of the countries where the Enel Group operates (source: Enerdata - <http://services.enerdata.eu>). "Scope 3": the estimate of indirect emissions of CO₂ relating to 2015 and arising from the transport of coal by sea is calculated starting from the quantity transported (equivalent to 71.2% of the total coal used), taking into consideration Panamax ships with a 67,600 ton capacity, which cover average distances of 700 nautical miles in 22 days, consuming 35 tons of oil a day, and an emission coefficient of 3.2 kg of CO₂ per liter of oil consumed, considering also three days stopover for unloading, to which consumption of 5 tons of oil is associated. The estimate of the indirect emissions of CO₂ from rail transport of coal is calculated starting from the quantity transported (equivalent to 28.8% of the coal used) and taking into consideration trains with a capacity of 1,100 tons, which cover average distances of 1,400 km with consumption of 6.9 kWh/t for each 100 km transported and an average emission coefficient of Enel worldwide. The estimate of the indirect emissions of CO₂ from the transport of consumable materials, oil, gas oil, solid biomass, WDF and waste is calculated, starting from the quantities of raw materials transported, taking into consideration trucks with capacity of 28 tons, which cover average (return) distances of 75 km with consumption of 1 liter of gas oil for each 3 km travelled and an emission coefficient of 3 kg of CO₂ for each liter of gas oil consumed. The figure is a rough estimate of the fugitive emissions of methane (CH₄) from the coal which is imported and used by the Enel Group for thermoelectric production. The figure does not take into account the emissions due to the transport of lignite. The figure does not take into account the fugitive emissions of methane (CH₄) due to mining which is directly managed by the Enel Group (in Spain), which it is considered more appropriate to treat as direct emissions, and are therefore included in the scope 1 classification.
- The figures relating to "current expense for waste disposal, emission treatment and environmental restoration" do not include insurance for environmental responsibility or depreciation for investments in environmental protection, since the current accounting system does not permit a reliable allocation of insurance premiums against specific environmental items, and investments are recorded as such since the amount of depreciation has not been definitively codified yet.
- The figures given for 2014 and 2015 do not take into account Slovakia, which was present in operational terms in the scope of the Group but left in financial terms as from 2014.
- Tax due for exceeding the limits of water discharge at the plants of Reftinskaya and Sredneuralskaya.
- In 2015 the increase in the percentage of EMAS registration was due to the changes in net maximum capacity given the disposal of thermoelectric power plants that were not registered.