

2019 Global Thermal Generation



Scope of Gxcellence

There is always room for the pursuit of excellence, and quality is mainly the result of continuous motivation at work. In addition, the research for solutions should no longer be centralized. These considerations led to the creation of Gxcellence, a channel available to all Thermal Generation colleagues who wish to share their **Innovative Ideas** and **Practices**, thus contributing to the Thermal Generation of the future.

The level of engagement in our business line is very high, and that is why we have involved all TGx people in this program, which collects the contribution of colleagues at plants around the world. The common goal is to continue along the path of technical improvement and operating efficiency of plants in order to maintain their value, always bearing in mind the targets of quality, efficiency, operational excellence and digital transformation.

The program was created in 2016 to provide incentives and enhance sharing, treasuring all skills and experiences within the Group, while providing a global vision to everyone. It supports creativity and innovation within Thermal Generation, enhancing and celebrating excellence, increasing motivation and sense of belonging and cultivating the culture of rewarding.

So far, some 1,500 TGx people have participated in Gxcellence (18% of the TGx personnel), and around 3,500 initiatives have been submitted, 1,350 of which have been implemented (39%). The last edition contributed with 17 out of 18 projects within the proposed first Best O&M Practices Catalogue issued by TGx.

Increasingly based on continuous improvement and innovation, Gxcellence gathers initiatives from the different Power Plants and Units within TGx and rewards those more adherent with the Group's strategy, fostering important pillars such as the energy transition, as well as sustainability and decarbonization goals. Gxcellence links the daily work at different units with the main objectives of our company.

In the Gxcellence 2019 Edition the energy transition takes a relevant place, once all initiatives presented will be evaluated regarding their contribution for the TGx's transformation. The Gxcellence Global Committee will evaluate and choose up to two initiatives to be awarded as Best Contribution in Energy Transition.

Areas of Interest

- **Energy Transition**
- Sustainability
- Operation
- Maintenance
- Health & Safety
- Environment
- Quality
- Material & Services Management
- Operational Performance Analysis
- Risk Management
- Procurement
- Planning & Control
- Business Development
- Engineering & Construction
- People & Organization
- Audit

Type of Contributions

PRACTICES

New or upgraded processes or products already implemented or at least with a tested pilot or prototype, with measured implementation costs and benefits, in any of the areas of interest within TGx.

INNOVATIVE IDEAS

Innovative ideas never heard or implemented up to now, based on new or improving existing technologies and processes. Innovative ideas must be integrated with a costs and benefits estimation for their implementation and can be applied on all areas of interest of TGx

Who can participate?

Gxcellence targets all colleagues working in Thermal Generation.

There is a first level of participation at Country Level (Argentina, Brazil, Chile, Colombia, Italy, Iberia, Peru, Russia and Global TGx) and a second level, where all contributions already awarded in their Countries are evaluated by a Global Commission of Experts for the assignment of the Best Global **Practices** and **Innovative Ideas**.

Main Roles

Global Coordinator: person who coordinates at Global level the Gxcellence, organizing the launching, communication, global committee, global awarding and logistics

Global Focal Point: person who supports the Global Coordinator in the communication with the countries and reports the progress of the program and eventual criticalities

Country Coordinator: person who coordinates at country level the Gxcellence, organizing the launching, communication, country committee and country awarding



Facilitator: A new feature of this edition who will support participants in using storytelling and data accuracy to pitch proposals. They will be able to manage and comprehend fully the technical aspects involved in the improvement proposals and innovative ideas.

Participant: a TGx employee who is part of a group that has submitted a proposal in Gxcellence.

Group Leader: a participant who represents an initiative in Gxcellence, being its referent in case of need.

How to apply

Practices

All Thermal Generation personnel can submit improvement proposals by downloading the registration form in Excel, available on the Gxcellence page, fill it and return it via e-mail to their respective facilitator.

Innovative Ideas

All Thermal Generation personnel can submit ideas in the dedicated challenge on the new Open Innovability Portal. (<https://openinnovability.enel.com/>)

Process Steps



Individual Award Categories

The individual award categories are:

- Best **Practices** in **Health & Safety**
- Best **Practices** in **Environment**
- Best **Practices** in **Performance Improvement**
- Best **Ideas** in **Health & Safety**
- Best **Ideas** in **Environment**
- Best **Ideas** in **Performance Improvement**

Each category might have up to two winners at country and global level.

Power Plant Award Categories

Together with the evaluation of the individual contributions submitted by the Thermal Generation colleagues worldwide, the Global Awarding Committee selects the most virtuous power plants.

All Thermal Generation power plants are assessed with Key Performance Indicators and - for each Technology Line - those facilities achieving the best performances in terms of Operational Performance, Safety, Environment, Sustainability and Energy Transition receive a special recognition.

Contribution Awards Categories



Best Contribution in Energy Transition: among all proposals submitted in all individual categories, the Global Committee will select up to two proposals, based on their acknowledged impact on energy transition.

Best Contribution in Sustainability: among all proposals submitted in all individual categories, the Global Committee will select up to two proposals, based on their acknowledged impact on sustainability.



Best Contributor: based on the quantity and the performance of your proposals, a single participant can be awarded as best contributor. The more proposals are submitted, the more chances a participant will have to be awarded.



Best Facilitator: based on the quantity and the performance of your proposals, a single facilitator can be awarded as the best one. The more proposals are submitted, the more chances a facilitator will have to be awarded.

General Rules

Groups Composition: the group must have at maximum 5 (five) participants.

Approved Initiatives: the proposals presented must be reviewed by their respective facilitator, who must review the storytelling and support the group leader in the definition of cost and benefits. Only consistent initiatives should be approved and go to the Country Pre-Selection.

Country Pre-Evaluation: the Country Coordinator, supported by the facilitators must define the initiatives that can be to the pre-evaluation phase. This step will filter the initiatives that should be presented in the Country Committee.

Country Committee: the country committee's chairman will be the TGx Head or his delegate and its owner will be the country coordinator. The heads of O&M, HSE&Q, E&C/TS, OPO and Innovation and/or their respective delegates will invited as evaluators. At the country committee the ratings obtained by each proposal in the pre-evaluation phase will be calibrated and updated by the country coordinator.

Global Committee: the global committee's chairman will be the Global O&M Head or his delegate and its owner will be the global coordinator. The Global heads of O&M, HSE&Q, E&C/TS, OPO and Innovation and/or their respective delegates will invited as evaluators. At the Global committee the ratings obtained by each proposal in the Country Committee phase will be calibrated and updated by the global coordinator.

Awarding Process

Practices

Country Awarding: the initiatives will be voted based on: relevance, cost-benefit, consistence and replicability, in a range from 1 to 5. The initiative's rating will be the weighted mean of the evaluation criteria and might vary depending on the category. Each category can have up to two winners, the best ranked during the Country Committee.

Global Awarding: the initiatives will be voted based on: relevance, cost-benefit, consistence and replicability, in a range from 1 to 5. The initiative's rating will be the weighted mean of the evaluation criteria and might vary depending on the category. Each category can have up to two winners, the best ranked during the Country Committee.

Innovative Ideas

Country Awarding: the initiatives will be voted based on: innovation (progress beyond TGx state of the art), expected return to business, feasibility and likelihood of success (availability of skills and technology / absence of regulatory and legal constraints); possibility of application to other countries/businesses in a range from 1 to 5. The initiative's rating will be the weighted mean of the evaluation criteria and might vary depending on the category. Each category can have up to two winners, the best ranked during the Country Committee.

Global Awarding: the initiatives will be voted based on: innovation (progress beyond TGx state of the art), expected return to business, feasibility and likelihood of success (availability of skills and technology / absence of regulatory and legal constraints); possibility of application to other countries/businesses in a range from 1 to 5. The initiative's rating will be the weighted mean of the evaluation criteria and might vary depending on the category. Each category can have up to two winners, the best ranked during the Country Committee.

Program Schedule

