

PowerG 2021 – Program Regulation

What is PowerG?

PowerG is a program dedicated to all **Global Power Generation** employees who wish to share and valorize their new ideas and improvement proposals, thus contributing to the Power Generation of the future (also “the Program”).

The Program, at its second edition, aims at providing incentives and enhance sharing, treasuring all skills and experiences within the Group, while providing a global vision to everyone. **PowerG** fosters proactivity and innovation within **Global Power Generation**, enhancing and celebrating excellence, increasing motivation and sense of belonging and cultivating the culture of rewarding.

The integration of PowerG into GPG Strategy

Increasingly based on continuous improvement and innovation, **PowerG** gathers initiatives from all colleagues of **Global Power Generation** and rewards those more adherent with the Group’s strategy, fostering important pillars such as the energy transition, circular economy as well as digital transformation goals in compliance with Open Power values.

2021 Edition Framework

Participants

PowerG is open to employees of any **Global Power Generation** functions (both business and staff) (“**GPG Employees**”).
Interns are not eligible for the Program.

Participation Perimeter

The participation starts with the Country phase. The winner practices and ideas awarded in the Country phase will take part in the Global phase, in which the best proposals will be awarded.

The Country phase will be carried out considering Participation Perimeters, made by one or more Countries.

For this edition, eleven (11) Participation Perimeters are defined and listed as follows:

- Africa, Asia & Oceania
- Brazil
- Central America
- Chile & Argentina
- Colombia & Peru
- Europe
- Iberia
- Italy
- Mexico
- Russia
- USA & Canada

Main Roles

Program Leader Team: group responsible for organizing the Program framework, regulation and manage the program from a holistic perspective, by integrating the interest of the Program’s stakeholders.

Management Team: group responsible for supporting the Program Leader Team in their operative duties by organizing the launching, communication, global committee, global awarding and logistics and coordinating of the Global Coordinators.

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Country Coordinator: GPG Employee person who coordinates at country level the Facilitators and supports the Country Leader in organizing the launching, communication, Country committee and Country awarding within his discipline. The Country Coordinator will also be in charge of pre-evaluating the proposals during the Country phase.

Country Leader: a Country coordinator responsible for managing the other coordinators in his perimeter and for organizing the launching, communication, Country committee.

Facilitator: GPG Employee who facilitates the participation of one or more Participants and Groups to PowerG, fostering the colleagues' engagement and supporting participants during submission phase of practices and ideas. The facilitators will also be in charge of pre-evaluating the proposals during the Country phase.

Global Coordinator: GPG Employee who coordinates at global level the Program, by supporting the Management Team in organizing the launching, communication, global committee, global awarding and logistics within his discipline. The Global Coordinator will also be in charge of pre-evaluating the proposals during the Country phase.

Group Leader: Participant who represents a Group that has submitted a proposal in PowerG, being its referent in case of need.

Participant: a **GPG** Employee that has submitted a proposal in **PowerG**, by himself or as part of a Group.

Type of Contributions

During the proposal submission phase, the participants select the type of contribution they are presenting, that must follow definition stated below:

Practices: new or upgraded processes and products, already implemented in Enel Global Power Generation or at least with a tested pilot or prototype, with measured implementation costs and benefits, with impact on business.

Ideas: New ideas not yet implemented, based on new technologies and processes or on new uses and application of existing technologies and processes in Global Power Generation business. Ideas must be presented with a benefits estimation and an expected impact on business.

Subscription Categories

All proposals, both Practices and Ideas, are categorized in two (2) main areas:

- **Technology Improvement**, for all the proposals impacting the following disciplines:
 - O&M Hydro, Geothermal and Thermal Generation;
 - Design & Execution Hydro, Geothermal and Thermal Generation;
 - Development and Repurposing Hydro, Geothermal and Thermal Generation;
 - Engineering & Construction (for Solar, Wind, BESS and Hydrogen);
 - Operation & Maintenance (for Solar, Wind, BESS and Hydrogen);
 - Business Development (for Solar, Wind, BESS and Hydrogen), Commercial Office and Competitor Intelligence, Market Studies & Strategy Analysis;
 - Health, Safety, Environment and Quality.

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- **Business Evolution Enabler**, for all the proposals impacting processes of the following functions:
 - Sustainability;
 - Administration, Finance and Control;
 - Procurement;
 - People & Organization;
 - Communication;
 - Legal and Corporate Affairs;
 - Audit;
 - Digital;
 - Innovation.

Special Awards

At the Global phase, some Special Awards will be assigned in the following categories:

Best Participant: one participant will be chosen among all participants, based on the commitment with the program, as well as on the quantity and the quality of his proposals.

Best Facilitator: one facilitator will be chosen among all the facilitators, based on the commitment with the program. To select the best facilitator, the number of proposals facilitated as well as the facilitator's contribution to their quality and the proactivity that the facilitator demonstrated for spreading the program will be taken into account.

Innovation Hero: one person or group (up to 3 people) will be chosen among all Global Power Generation, with exception of people working properly in Innovation. The Innovation Hero will be chosen considering his representation of Enel Open Power Value of Innovation, taking into account the contribution and proactivity in the development of projects and initiatives carried out by Innovation. The candidacies to Innovation Hero category will be proposed by each function.

Best contribution in Circular Economy: the best contribution, be it improvement practice or new idea, will be selected among all received contributions, based on its compliance with circular economy pillars.

Best contribution in Digitalization: the best contribution, be it improvement practice or new idea, will be selected among all received proposals, based on its contribution to the digitalization of Power Generation.

Best Performing Projects and Sites (x9):

- 4x Solar, Wind, BESS and Hydrogen Projects and Sites:
 - *Best Business Development Project;*
 - *Best Engineering Project;*
 - *Best Construction Site;*
 - *Best O&M Power Plant.*

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- 4x Hydro, Geothermal and Thermal Generation Projects and Sites:
 - *Best Power Plants Repurposing Project;*
 - *Best Development Project;*
 - *Best Design and Execution Project;*
 - *Best O&M Power Plant.*

The special awards as best performing projects and best sites will be assigned within Global Power Generation fleet and projects, taking into account performance parameters such as technical, environmental, health & safety and sustainability aspects, relevant events occurred or activities managed during the year of the edition, as well as participation in **PowerG**.

Only one referent for each best performing project and site winning the Special Award, will be awarded in the Global phase (e.g. project manager or power plant head).

General Rules

- 1) A group can be composed of 2 (two) or 3 (three) participants and all of them must work in the same Country, regardless of their unit/function. All groups have to select a “Group Leader” among its members;
- 2) Participants or Groups must submit their proposals for the Participation Perimeter that includes the Country where they work; participants or Groups belonging to the Global Functions of Global Power Generation must submit their proposal in the Country where their workplace is;
- 3) In case of proposals developed by colleagues from different Countries, each one of them can submit the proposal for their specific Perimeter. The proposal will follow its own country path and will be evaluated independently on the results of the other countries*;
- 4) Contributions presented can be reviewed by the respective Facilitator, who can support the group leader in the analysis of costs and benefits. Only consistent initiatives will be approved and included in Country pre-evaluation;
- 5) Evaluation criteria for practice proposals: relevance for the business, cost-benefit ratio, consistency and replicability potential;
- 6) Evaluation criteria for idea proposals: technical feasibility, economic feasibility, business potential and innovation level.

**an identical proposal submitted in more than one country may not result winner in all the countries where has been presented.*

How to apply

Practices

Participants and Groups can submit Practice proposals on the platform dedicated to **PowerG** program on the Intranet. ([link](#)).

Ideas

Participants or Groups can submit Ideas to **PowerG** program through a specific challenge in the **OpenInnovability** Portal (openinnovability.com). By submitting an Idea to the OpenInnovability Portal, the participant accepts the Terms of Use of the platform itself and this regulation. In case of conflict between this Regulation and the Terms of Use, this Regulation will prevail.

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Moreover, all the innovative ideas submitted to the Open Innovability portal will be assessed in order to identify the most appropriate forms of IP protection and valorization, in compliance with Intellectual Property Policies of Enel Group, through the most appropriate IP protection.

By submitting the proposal, be it practice or idea, the participant ensures that the proposal and the information submitted do not violate any third party rights including, but not limited to, patents, copyrights, trade secrets, registered trademarks, licenses or obligations of confidentiality.

Process



Submission: All Global Power Generation employees can take part in **PowerG** by accessing the main page of the program on the intranet and sending their practice and idea proposals.

Pre-Evaluation: All the Facilitators and Coordinators (Global and Country) will be involved in the pre-evaluation of proposals, leveraging on the program digital tools.

Country Committee: The Country Leader, supported by the Country Coordinators, will select, from the pre-evaluated proposals, the contributions to be presented to the Country Committee that will define the Country Winners.

The Country Committee will be led by the Head of Power Generation Country and attended by his 1st Line and representatives of functions not included in the first line, along with Country Coordinators.

Country Awarding: Each country must organize, at its own cost, the Country Awarding Ceremony, where the winners will receive their awards.

Global Committee: Each Global Coordinator must organize the Global Committee related to his own discipline, in order to select from the Country Winners those to bring to the Program Committee for the selection of the Global Winners. The committees related to more than one function, will be jointly organized by all the involved functions.

Program Committee: The Program Management Team must consolidate the selected proposal from each Global Committee and organize the Program Committee, which will define the Global Winners and Special Awardees. The Program Committee will be led by the Head of GPG and attended by his 1st Line.

Global Awarding: The Program Management team, supported by GPG Communication, will organize the Awarding Ceremony, preferably during the yearly **Global Power Generation** convention, during which the winners will be celebrated.

Awards

The winners, both at Country and Global level, will receive a dedicated award:

COUNTRY WINNERS

At Country level, the winners will be awarded with an economic award (“una Tantum”).

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The amount of the award can be found in the table at this [link](#).

In case the selected winner is a team, the total amount of the award will be uniformly distributed among all team members.

Awards ceremonies and the delivery of gadgets (flags, magnets, etc.) will be organized and managed at Country level.

Country P&O, in coordination with Country Coordinators, will be responsible, together with the Communication department*, for organizing the awarding ceremony and publicly announcing Country Winners, clearly communicating the rationale behind the awards.

GLOBAL WINNERS

At Global level, People and Organization will define a “Learning Experience” as a recognition for the winners at Global stage.

Also the winners of the Special Awards will be awarded with the Learning Experience.

Note: Expats have to be recognized in the Host Country where they are working.

* a Country and Global communication plan will support all the steps of the process, in order to give information and foster the awareness and participation to the program.

Timeline

7th June 2021: Official program launch

31st October 2021: end of proposals collection for the current edition

3rd December 2021: Country phase closing - deadline for holding Country Committees with the selection of Country winners.

21st January 2022: Global phase closing – deadline for Program Committee, with the selection of global winners.