

PowerG 2022 – Program Regulation

What is PowerG?

PowerG is a program organized by Enel Green Power S.p.A. and dedicated to all **Enel Green Power&Thermal Generation** employees who wish to share and valorize their new ideas and improvement proposals, thus contributing to **Enel Green Power&Thermal Generation** of the future (also the “**Program**”).

The Program, at its third 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 **Enel Green Power&Thermal 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 **Enel Green Power&Thermal 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.

2022 Edition Framework

Participants

PowerG is open to employees of any **Enel Green Power&Thermal Generation** functions (both business and staff) (“**EGP&TG 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
- Chile & Argentina
- Colombia & Peru & Central America
- Europe
- Iberia
- Italy
- Mexico
- 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.

PowerG 2022 – Program Regulation

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.

Country Leader: responsible for managing the program at country level, coordinating all the facilitators in the country and for organizing the launching, communication, Country committee.

Country Facilitator: EGP&TG 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: EGP&TG Employee who coordinates at global level the Program in his function, by supporting the Management Team in organizing the launching, communication, global committees, global awarding and logistics within his discipline.

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

Participant: EGP&TG 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 Green Power & Thermal 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 **Enel Green Power & Thermal 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.

PowerG 2022 – Program Regulation

- **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. In particular the best participant will be identified through a score calculated as the weighted sum of:

1. quantity of submitted proposals
2. quality of submitted proposals, calculated as:
 - a. score ≥ 8
 - b. n. of proposals at Local Committee
 - c. n. of proposals at Global Phase
 - d. n. of winning proposals at Global Level

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. The best facilitator will be identified through a score calculated as the weighted sum of:

1. quantity of facilitated proposals submitted in PowerG
2. quality of facilitated proposals, calculated as:
 - a. score ≥ 8
 - b. n. of proposals at Local Committee
 - c. n. of proposals at Global Phase

Innovation Hero: one person or group (up to 3 people) will be chosen among all Enel Green Power & Thermal 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

PowerG 2022 – Program Regulation

Innovation. The candidacies to Innovation Hero category will be proposed by each function. After a survey aimed to collect the candidacies by all the colleagues EGP&TG, the Innovation Hero will be selected basing on the following criteria:

1. Ranking in the survey
2. Contribution to strategic projects/activities
3. Proactivity.

Best Performing Projects and Sites: 10 Special Awards assigned for this category distributed as follows:

- Solar, Wind, BESS and Hydrogen Projects and Sites (5 Special Awards assigned for this category):
 - *Best Business Development Project;*
 - *Best Engineering Project;*
 - *Best Construction Site;*
 - *Best O&M Power Plant - Solar,*
 - *Best O&M Power Plant - Wind*
- Hydro, Geothermal and Thermal Generation Projects and Sites (5 Special Awards assigned for this category):
 - *Best Power Plants Repurposing Project;*
 - *Best Design and Execution Project;*
 - *Best O&M Power Plant - Hydro*
 - *Best O&M Power Plant - Geo*
 - *Best O&M Power Plant - Thermal*

The special awards as best performing projects and best sites will be assigned within Enel Green Power & Thermal 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**.

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*;

PowerG 2022 – Program Regulation

- 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 proposals: relevance for the business, cost-benefit ratio, consistency/technical feasibility and replicability/business potential;

**An identical proposal submitted in more than one country may not result winner in all the countries where it 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 **Open Innovability®** Portal (openinnovability.com). By submitting an Idea to the Open Innovability® 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.

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, by way of example and not limited to it, patents, copyrights, trade secrets, registered trademarks, licenses or obligations of confidentiality.

Process



Submission: All Enel Green Power & Thermal 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 Enel Green Power & Thermal Generation and attended by his 1st Line and representatives of functions not included in the first line, along with Country Coordinators.

PowerG 2022 – Program Regulation

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 the Global winner(s) for his function. The committees related to more than one function, will be jointly organized by all the involved functions.

Global Awarding: The Program Management team, supported by EGP&TG Communication, will organize the Awarding Ceremony, 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”).

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 Leaders, 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 for the best participant and the best participation will be awarded with the Learning Experience.

The other special awards (Innovation Hero, Best Projects and Best Sites) will be awarded with a plate

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

20th June 2022: Official program launch

31st October 2022: end of proposals collection for the current edition

PowerG 2022 – Program Regulation

31st December 2022: Country phase closing - deadline for holding Country Committees with the selection of Country winners.

28th February 2023: Global phase closing – deadline for Program Committee, with the selection of global winners.

Miscellaneous

Representations and Warranties

Each participant to PowerG represents and warrants what follows.

- All information provided is true, accurate, current, and complete information and will be maintained updated in order to be kept true, accurate, current and complete.
- Unless otherwise disclosed, the relevant participant is the owner of the submitted proposal and the information contained in such proposal does not infringe or violate any patent, copyright, trade secret, trademark or other third-party intellectual property right and no other person or entity other than the relevant participant has any right, title or interest in any part of the submitted proposal.
- The participant has the ability to provide the services, materials, or other requirements as set forth in the submitted proposal in compliance with applicable laws.

Conflict

In the case of any conflict between the terms of this Regulation and the Terms of Use, this Regulation shall prevail.

Disqualification

Enel Green Power S.p.A. reserves the right to immediately disqualify any participant if, at its sole discretion, such participant: (i) does not comply with the Terms of Use or this Regulation, (ii) tampers with the Challenge in any way; or (iii) acts in a disruptive, abusive, or threatening manner.

Confidentiality

The disclosure of information relating to activities, infrastructures, plants, systems, technologies, data, documents, software and any other information owned by the Enel Group and classified as confidential is prohibited.

The confidentiality obligations set out in this clause will survive the conclusion of the Challenge and the expiration of this Regulation for any reason, unless otherwise provided by Enel Green Power S.p.A, and will be valid until the participant is able to demonstrate that such confidential information has generally become known or easily accessible to people belonging to circles which normally handle the type of information in question for reasons other than their disclosure by the participant.

PowerG 2022 – Program Regulation

Code of Ethics

Enel Green Power S.p.A. reminds all participants that, in the pursuit of its business activities and in their relationship management, Enel Green Power S.p.A. refers to the principles contained in the Code of Ethics, in the «Zero Tolerance against corruption plan» (Piano Tolleranza Zero contro la Corruzione - Piano TZC), in the Organizational model in accordance with the decree 231/2001 and in the Human Rights Policy available at the internet address: <https://www.enel.com/investors/governance/internal-controls>.

Data Protection

In compliance with the European and Italian legislation referred to in EU Reg. 2016/679 ("GDPR") and Legislative Decree no. 196/2003 as amended by Legislative Decree. 201/2018, Enel Green Power S.p.A., as data controller, informs the participants that it will process the personal data necessary for participation and that the release of personal data is essential and indispensable for participation in the Challenge.

The data will be processed in compliance with current legislation, with technological tools or on paper for purposes strictly connected to the management of the activities necessary for the Challenge.

The personal data collected may be disclosed to the Enel Group or to any third party who collaborates with the Enel Group, specifically appointed as data processor, and will not be disclosed to third parties except as permitted by law. The personal data processed for the aforementioned purposes will be kept in compliance with the principles of proportionality and necessity and in any case until the purposes of the processing have been pursued.

The participants in the Challenge can submit a request or exercise their rights as provided for by Articles 15-21 of the GDPR, in particular, they can access and request a copy of the personal data provided, request rectification, request cancellation, obtain the limitation of processing and oppose the processing of the same.