

Integrated Policy for Quality, Health, Safety, Environment, Anti-bribery and Information Security

e-Mobility business line mission is to develop new technologies and innovative sustainable Mobility solutions defining new business models and revenue streams as well as partnerships and alliances, both in existing and new countries. e-Mobility is committed to comply with applicable regulations, implementing voluntary proactive initiatives and adopting an **Integrated Management System** based on the principle of continuous improvement and adherent to the most appropriate quality, health, safety, environmental, anti-bribery and information security standards.

In accordance with **Enel Group** principles and guidelines, **e-Mobility** considers health, safety, and psychophysical integrity of people its most valuable assets and therefore operates for guaranteeing a healthy, safe and sustainable environment for all the people involved or impacted by its activities, with an important focus on stakeholders' needs.

e-Mobility has been aware of that corruption represents an obstacle to economic, political, and social development is constantly engaged in establishing a culture of integrity, transparency and compliance in respect of applicable regulations and Enel Group ethical principles.

e-Mobility is committed to implementing and maintaining a management system aimed at the security and protection of data and information in order to grant their confidentiality, integrity and availability.

In executing its mission, e-Mobility is fully committed to:



promote and reinforce a culture of health, safety and environment for the benefit of everyone involved in its business, raising prevention and management of the existing risks and promoting responsible behavior questioning attitude in activities preparation and realization, in order to deliver high-quality work without accidents;



provide all staff and contractors the authority to promptly apply the STOP WORK Policy in any activity that may endanger the health and safety of people and local communities or that might cause damage to the environment;



protect the environment by reducing environmental impact through the application of the best available technologies in all the stages of the business together with contractors and suppliers, and taking into consideration a life cycle analysis approach and the circular economy concept;



guarantee the sustainability of its business, promoting the engagement of employees, customers and relevant stakeholders in order to generate shared value for the communities, future generations and Enel Group;



promote, diffuse and adopt work methods an innovation culture within processes, technologies, development and scouting of high added value products and services, leveraging on internal activities and collaboration with external partners;



put in the center of the operating model the customer experience to improve the services offered to the clients;



establish a rigorous process for the identification, selection and management of contractors and suppliers, regularly monitoring their activities in order to ensure the desired quality levels and align their operative, health, safety and environmental standards to those of Enel Group;



prohibit and prevent any conduct that could be classified as corruption or attempted corruption;



encourage the reporting of suspected corrupt conducts and practices, and sanction any conduct that does not comply with anti-bribery principles of "Code of Ethics" the "Zero Tolerance of Corruption Plan" of the Enel Group and the "Organizational Model pursuant to Italian Legislative Decree No 231", which, together with the "Enel Global Compliance Program" for non-Italian subsidiaries, constitute the pillars of its Anti-bribery Management System;



guarantee the confidentiality and integrity of information and personal data, granting their availability only to duly authorized persons and by means of specific processes and IT tools, preserving the consistency and reliability of data managed and stored and ensuring their protection and security;

In doing so, e-Mobility pays constant attention to customers, and to all those who come or will come into contact with its business ensuring the respect of their needs and providing products and services with high level quality standards.

The present policy shall be promoted and diffused within the whole organization and stakeholders.

I consider it essential that all e-Mobility colleagues support these principles, actively contributing to the achievement of the set objectives.

Accordingly, commitment, effectiveness and implementation of this policy will be periodically reviewed in order to always ensure its full compliance with the e-Mobility strategies and context evolution.