



e-distribuție

Sustainability Report

2021

E-Distribuție Banat
E-Distribuție Muntenia
E-Distribuție Dobrogea

E-Distribuție | Sustainability Report 2021

Our Strategy for **Sustainable Progress**

E-Distribuție Banat
E-Distribuție Muntenia
E-Distribuție Dobrogea

Timișoara
3-5 Pestalozzi Str.

Constanța
89A, Nicolae Iorga Str., Ground Floor

Bucharest, Ilfov și Giurgiu
30, Mircea Vodă Blvd., 2nd floor, 3rd Sector,
Bucharest

Our mission is to generate value on the global energy market while maintaining a spirit of competition for the benefit of our clients, the investments made by our stakeholders, **and the satisfaction** of all those who collaborate with us.

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The background image shows the silhouettes of four business professionals in a modern office setting. They are gathered around a table, with one person leaning over and pointing at documents. The office has large windows that offer a view of a dense city skyline, including several tall skyscrapers. The scene is backlit by bright light, creating a high-contrast silhouette effect. A semi-transparent blue rectangle is positioned in the lower-left area of the image, serving as a background for the text.

Leadership message



Monica Hodor

General Director E-Distribuție
Muntenia, Banat, Dobrogea



Carlo Pignoloni

President Board of
Directors

Dear partners,

We are delighted to present to you the third Sustainability Report of the E-Distribuție companies in Romania.

We have been facing a deep technological and social transformation process, whose effects will be felt across space and time, generations and borders, having consequences not only at the level of the national economy, but of the whole society.

This report aims to inform our stakeholders about the challenges we have addressed together in 2021, while continuing the implementation of the „Open Power” strategy, with sustainability being at the core of our actions, to the benefit of the customers, partners, shareholders and, also, the environment.

The year 2021 has proved to be full of challenges, during which we continued to feel the effects of COVID-19 pandemics, while also witnessing increasing electricity and raw material prices.

The current context has become even more complicated with the emergence of the conflict in Ukraine, which we are closely following, and which brought additional challenges concerning the energy resources to everyone's attention.

We see that electricity is the most efficient, safe and competitive form of energy, and it is a key factor in the decarbonization process, in line with the Paris Agreement goals.

With the help of electricity, the energy system could become less dependent on fossil fuels, thus contributing to building a more sustainable future. As part of the journey towards electrification, the grid plays a crucial role, enabling us to reach everyone in line with our commitment to leave no one behind and to take into account the needs of all stakeholders, especially the most vulnerable.

We are one of the main players of the energy transition in the world and we want to promote

a transparent process, based on active listening, openness and creative solutions, fostering talents and passions, capitalising uniqueness and strengthening the relation with local communities, customers and suppliers. We are open towards new technologies, new partnerships, new ways to use energy, engaging all stakeholders to ensure together a more sustainable future based on the principles of circular economy, an essential approach to tackle current challenges such as: lack of resources, global warming and waste management.

People represent the most important resource and the true competitive factor, part of our strategy and a source of inspiration for the values that guide our daily commitment: trust, responsibility, innovation, proactivity.

We keep the same high standards when referring to ethical values, which play an essential role in the activity of our companies. Every day, at work, we aim for an ambitious objective: Zero Accidents. This is also reflected in the way we collaborate with our partners. We strongly believe that protecting the environment and fighting climate change should be a priority in the business sector. We are constantly making sure not to impact the environment in the areas where we provide energy distribution.

The sustainable distribution of energy has a fundamental role in managing current and future challenges. The transformation of our power network into a smart grid, which combines the use of traditional equipment with advanced digital solutions making the grid more resilient and sustainable, is our way to include the technological and digital innovation as a tool to make the system more efficient.

We continue to look towards the future and work together with our partners to ensure long-term progress and to contribute to a more sustainable society.



About the **sustainability** report



About the sustainability report

The third Sustainability Report for the electricity distribution activities of the Enel Group, carried out in Romania by the E-Distribuție companies, presents the results obtained in 2021 from an economic, social, and environmental impact point of view.

The report was prepared in collaboration with Deloitte Consultanță and in accordance with the Global Reporting Initiative Standard (Core Option) and complies with the provisions of the European Directive 2014/95/EU transposed into the Romanian legislation by the amended Order of the Ministry of Public Finance no. 1938 of 17 August 2016.

The report provides a correct and real picture of the non-financial aspects for the activities that have an impact on achieving the transition to a sustainable business model.

This report captures the financial performance of the E-Distribuție company with offices in:

- **E-Distribuție Banat S.A.**
Timișoara, 3-5 Pestalozzi Str.
- **E-Distribuție Dobrogea S.A.**
Constanța, 89A Nicolae Iorga Str.
- **E-Distribuție Muntenia S.A.**
Bucharest, 30 Mircea Vodă Blvd.

For information on the structure of E-Distribuție companies, you can consult the Sustainability Report for 2020, available [here](#).

The third E-Distribuție Sustainability Report includes qualitative and quantitative data on non-financial performance for the period of 1st January 2021 – 31st December 2021.



Materiality analysis

Materiality analysis

Our company's commitment to our stakeholders involves a continuous consultation on our development directions and priorities through several channels.

We involve stakeholders on an annual basis in a consultation process that helps us understand their priorities in terms of our work, focusing on the risks identified in achieving the Sustainable Development Goals. To ensure that the consultation process and its results reflect the views of stakeholders as accurately as possible, it is organized as follows:

- Annual update of the list of all main categories of stakeholders;
- Evaluation of these categories according to the following criteria: dependence (importance of relationships for a stakeholder), influence (importance of relationships for companies) and potential for conflict (risk in relations with a stakeholder);
- Interaction with stakeholders by activating multiple communication environments.

Our attention is equally focused on all categories of stakeholders, communicating through specific channels with each category. In the table below, we present the main categories of stakeholders, relevant communication channels, and the frequency of interactions.

Stakeholder category / Communication method	Complaints communication mechanisms	Website (daily)	Social networks (daily)	Press releases	Direct contacts (weekly)	Studies (annually)
Suppliers and entrepreneurs	✓	✓	✓	✓	✓	
Local community and civil society	✓	✓	✓	✓	✓	✓
Employees	✓	✓			✓	✓
Customers	✓	✓	✓	✓	✓	
Public authorities	✓	✓		✓	✓	
Press	✓	✓	✓	✓	✓	

To establish the structure and content of our report, we have reassessed the material themes identified in the previous year, as well as the areas where our company has a significant impact, after which we initiated the consultation with our stakeholders through two online questionnaires to discover their perception and relationship between them.

In the consultation process we have included the following categories:

- Employees, Management, Suppliers, NGOs, Professional Associations, Local Authorities and Media.

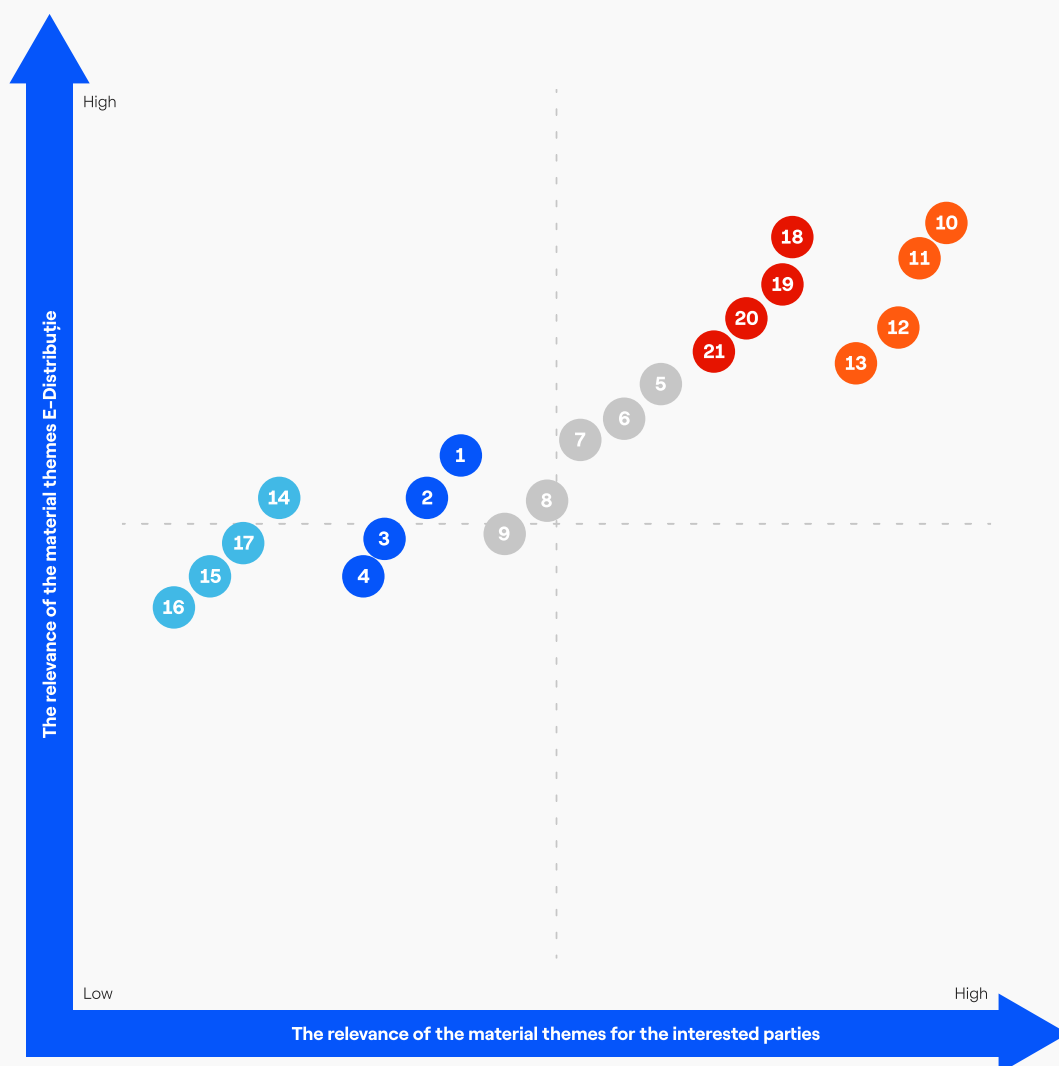
Analysis of key points by sector of activity	Impact analysis	Integration of responses	Materiality matrix
<ul style="list-style-type: none"> » analysis of trends and changes at global level that have affected / will affect the sector in which we operate » value chain analysis » analysis of the challenges that have arisen » analysis of identified opportunities and risks—environmental risks 	<ul style="list-style-type: none"> » analysis of internal and external stakeholders' needs » analysis at E-Distribuție's management level » engaging stakeholders in various ways (interviews, questionnaires, webinars, etc.) 	<ul style="list-style-type: none"> » integration of responses » construction of the materiality matrix 	<ul style="list-style-type: none"> » validation of the materiality matrix » final version of the materiality matrix

By prioritizing important material themes, 21 main themes were identified, representing business and governance aspects, social aspects and environmental

aspects. The themes are highlighted in the materiality matrix below.

Material themes

Economic performance	Environmental performance	Social performance	Respect for human rights	Development of the distribution grid
Labour market presence	Waste management	Fair remuneration	Human rights assessment	Investments in the development and modernization of the grid
Anti-corruption	Environmental impact of the distribution service	Safety and health in the workplace	Investments	Customer relationship
Indirect economic impact	Emissions	Attractive working conditions and well-being of employees	Mechanisms for handling complaints about non-compliance with human rights	Connection to the distribution grid
	Biodiversity conservation			
Economic performance	Circular economy	Training and development perspectives	Non-discrimination	Digitalization of the distribution grid



1 Labour market presence

2 Anti-corruption

3 Indirect economic impact

4 Economic performance

5 Waste management

6 Environmental impact of the distribution service

7 Emissions

8 Circular economy

9 Biodiversity conservation

10 Fair remuneration

11 Safety and health in the workplace

12 Attractive working conditions and well-being of employees

13 Training and development perspectives

14 Human rights assessment

15 Investments

16 Mechanisms for handling complaints about non-compliance with human rights

17 Non-discrimination

18 Investments in the development and modernization of the grid

19 Customer relationship

20 Connection to the distribution grid

21 Digitalization of the distribution grid

A hand in a blue sleeve holds a line graph with two series, one white and one grey, against a grey background. The white line shows a general upward trend with some fluctuations, while the grey line is more stable. The hand is positioned at the bottom, with the lines extending upwards.

Performance of the year

Performance of the year

Financial performance

E-Distribuție Banat (mil. RON)	2019	2020	2021
Turnover	504	517	547
Tax contributions	44	37	32.5
• State Budget	41	33	29
• Local budget	3	4	3.5
Operating income	551	557	594
Operational expenditure	402	518	630
• Employee costs	84	92	101
Profit	168	39	-33

E-Distribuție Dobrogea (mil. RON)	2019	2020	2021
Turnover	451	488	511
Tax contributions	30	40	46.7
• State Budget	28	37	46
• Local budget	2	3	0.7
Operating income	506	530	555
Operational expenditure	425	466	544
• Employee costs	71	78	84
Profit	88	54	12

E-Distribuție Muntenia (mil. RON)	2019	2020	2021
Turnover	815	859	924
Tax contributions	70	51	58,8
• State Budget	65	45	52,5
• Local budget	5	6	6,3
Operating income	994	968	1,038
Operational expenditure	933	865	991
• Employee costs	112	123	143
Profit	97	119	56



Technical performance

E-Distribuție Muntenia (mil. RON)	Components of the electrical distribution grid	Measurement unit	Values at 31.12.2021	
	High voltage power lines	km	1,160.147	
	Medium voltage power lines	km	12,118.98	
	Low voltage power lines	km	23,351.69	
	Low voltage connections	km	12,412.33	
	Primary substations (connection and/or transformation) 110 kV	no./MVA	70	5,066
	Secondary substations	no./MVA	9,364	4,105

E-Distribuție Banat (mil. RON)	Components of the electrical distribution grid	Measurement unit	Values at 31.12.2021	
	High voltage power lines	km	2,713.107	
	Medium voltage power lines	km	12,972.88	
	Low voltage power lines	km	16,810.76	
	Low voltage connections	km	12,502.54	
	Primary substations (connection and/or transformation) 110 kV	no./MVA	96	4,156.502
	Primary substations (connection and/or transformation) with voltage steps lower than 110 kV	no./MVA	26	255,194
	Secondary substations	no./MVA	8,614	2,187.375

E-Distribuție Dobrogea (mil. RON)	Components of the electrical distribution grid	Measurement unit	Values at 31.12.2021	
	High voltage power lines	km	2,654.741	
	Medium voltage power lines	km	10,839.56	
	Low voltage power lines	km	11,021.94	
	Low voltage connections	km	13,774.97	
	Primary substations (connection and/or transformation) 110 kV	no./MVA	120	4,172.19
	Primary substations (connection and/or transformation) with voltage steps lower than 110 kV	no./MVA	84	362,699
	Secondary substations	no./MVA	6,344	2,010.662

Own technological consumption achieved in 2021 by our companies

Company	Measurement unit	Technological consumption			
		IT	MT	JT	Total
E-Distribuție Muntenia	MWh	240,758	3,065,110	4,359,446	7,665,313
	%	0.55	2.86	10.95	8.99
E-Distribuție Banat	MWh	575,796	1,689,373	2,307,708	4,572,878
	%	0.74	3.09	12.40	8.87
E-Distribuție Dobrogea	MWh	851,147	1,003,573	1,900,543	3,755,263
	%	1.63	4.15	11.61	8.58

*NRAE targets set for own technological consumption in 2021

Total number of disconnections due to non-payment

Company	2020	2021
E-Distribuție Banat	2,185	2,223
E-Distribuție Dobrogea	1,879	2,337
E-Distribuție Muntenia	5,094	3,609

Average reconnection time (days) for the consumption place after issuing the payment notification (all types of users)

Company	Voltage level	Total average time per year 2020	Total average time per year 2021
E-Distribuție Banat	Low voltage	1.31	1.59
	Medium voltage	1.00	1.86
E-Distribuție Dobrogea	Low voltage	0.99	1.38
	Medium voltage	6.45	1.23
E-Distribuție Muntenia	Low voltage	1.53	2.49
	Medium voltage	0.63	1.86



Assumed **targets**

Smart metering

Company	Targets for 2021	Results 2021	Target achievement (%)*
E-Distribuție Muntenia	72,170	71,160	98.6%
E-Distribuție Banat	47,328	44,439	93.9%
E-Distribuție Dobrogea	39,228	39,648	101.07%

*In 2021, the increase in prices for assembly labour and the increase in equipment prices had a direct impact on the smart metering program..

SAIDI index – continuity in electricity distribution

SAIDI 31.12.2021		SAIDI	Cumulative	Achieved vs. Plan (cumulative)
EDB	Monthly	Achieved	133	-18%
	Cumulative	Plan	162	
EDD	Monthly	Achieved	113	-16%
	Cumulative	Plan	133	
EDM	Monthly	Achieved	97	-17%
	Cumulative	Plan	117	
România	Monthly	Achieved	112	-17%
	Cumulative	Plan	135	

SAIFI Index – Continuity in electricity distribution

SAIFI 31.12.2021		SAIFI	Cumulative	Achieved vs. Plan (cumulative)
E-Distribuție Banat	Monthly	Achieved	3.2	-16%
	Cumulative	Plan	3.8	
E-Distribuție Dobrogea	Monthly	Achieved	3.3	-14%
	Cumulative	Plan	3.8	
E-Distribuție Muntenia	Monthly	Achieved	2.6	-9%
	Cumulative	Plan	2.9	
România	Monthly	Achieved	3.0	-13%
	Cumulative	Plan	3.4	

Since 2021 we continued our investments in modernizing the grid, consolidating our position in the top of the electricity distribution operators in Romania.

In 2021, SAIDI's index of unplanned outages was below the national average.





Grid modernization

Over the years, the investment programs carried out by our companies have led to improvements in quality, resilience and efficiency of the distribution system.

These aim to increase the reliability of the grids, improve the quality of the distribution service and ensure the energy needs, by allowing the expansion of the grids and ensuring access to energy to the largest possible number of consumers.

We have implemented complex modernization projects, amplification of the installed power and introduction of the telecontrol system of the primary substations, as well as the replacement of the aerial or underground power lines.

We are pleased to deal with a large percentage of integrated primary substations in the telecontrol system, as follows:

Company	Total Number of Primary substations	Primary substations in Telecontrol	Percentage of Primary substations in Telecontrol
E-Distribuție Banat	105	103	98%
E-Distribuție Muntenia	67	65	97%
E-Distribuție Dobrogea	121	102	84%

In 2021, E-Distribuție companies have invested approximately 392 million RON (the equivalent of over

EUR 79 million) in the digitalization and modernization of electricity equipment and grids as follows:

E-Distribuție Muntenia	Project type	Number of projects	Projects value RON
	Energy capacity increase	1	4,610,189.97
	Grid expansions	21	3,497,384.96
	Modernization works	70	144,268,088.60
	Measurement centralizations	8	7,719,829.75
	Smart meter project	1	27,582,093.91

E-Distribuție Dobrogea	Project type	Number of projects	Projects value RON
	Energy capacity increase	1	1,755,557.30
	Grid expansions	10	3,950,153.25
	Modernization works	121	66,629,472.94
	Measurement centralizations	7	7,676,769.91
	Smart meter project	1	15,448,649.16

E-Distribuție Banat	Project type	Number of projects	Projects value RON
	Grid expansions	15	3,638,510.43
	Modernization works	86	83,046,808.13
	Measurement centralizations	4	3,218,859.07
	Smart meter project	1	18,685,742.93



Ion Aldea

Project Manager GBS Grid Blue Sky

Grid Blue Sky is a very ambitious project that proposes to redesign the Grid's operating model, aiming to integrate the best disruptive technologies available to capture and maximize the opportunities of the business.

The project is the company's response to the challenge created by the energy transition and the need to maintain current global leadership, continuing to be an overall reference point in the sector.

What immediately draws attention to this project is the complexity and depth of the changes it generates. It is about generating a change involving digitalization, simplification, centralization and innovation.



Digitalization in E-Distribuție companies

For the Enel Group, innovation and digitalization are fundamental pillars of its strategy to grow in an ever-changing context, while maintaining high standards of safety, business continuity and operational efficiency.

Thus, with the help of innovation and digitalization, we can build new ways to manage the electricity distribution activity and make it accessible to an increasing number of people.

The utilities sector in Romania is also in a continuous development, and end customers need and expect new types of experiences and benefits built by technology innovation.

These new expectations have a direct impact on the profitability and performance of the distribution companies, so digitalizing and transforming internal processes to create a customer experience is necessary for their evolution.

Digitalization helps strengthen and increase the competitiveness of the organization, to its ability to withstand unpredictable shocks and to increase its flexibility to be able to further innovate.

Robotics, artificial intelligence, cybersecurity, and big data are some of the main areas in which the Enel Group invests, thus confirming digitalization as a key area in the development and transformation of our business.

Digitalization of the control center with the aim of effective communication. The system will simplify, digitalize and automate the interaction between control centers and staff on the ground, both internally and externally. The solution will improve the communication between the field work teams and the operators of the control centers by cancelling the downtime (the waiting time of the phone call) and will allow adding additional information about the remote-control systems regarding access granting to the installation.

It will also allow the operator of the control center to manage several work plans in parallel, guaranteeing the correct sequence of manoeuvres.

MVP 1

- Number of participants: 4 (level I); 228 (level II)
- Average adoption: 71%

MVP 2

- Number of participants: 4 (level I); 220 (level II)
- Average adoption: 61%

Intelligent material tracking is a system that aims to track materials in real time in both logistical directions (from contracting suppliers in the field to the reuse, recycling, or disposal of materials, as well as their transfers between warehouses). At the same time, the real-time technical certification of the materials will be guaranteed.

By implementing the solution, a fully integrated logistics system is obtained, meant to provide a complete vision of the life cycle of materials throughout the supply chain and to allow a more efficient management of the planning and execution of works, scheduling the entire process (receiving materials and the alignment of real stocks in warehouses with the relevant systems for their management).

- Number of participants: 44
- Average adoption: 93%

Global Repository & 3D Modelling

The 3D repository is the solution that allows uploading and storing visual information from networks such as movies, 2D, 3D and Lidar images that can be positioned geographically on a GIS (Geographic Information System) map.

This information can also be used for predictive maintenance through image recognition systems (e.g., vegetation grooming activities). Heliport inspections, mobile mapping (car or backpack), drone, ground laser scanner and pedestrian inspections with a smartphone can also be carried out.

Thus, the inspections in 3D mode will be carried out in a simpler and more efficient way, making it possible to carry them out in the virtual space.

MVP 1

- Number of participants in the training: 5 (level I); 27 (level II)
- KPI Average adoption: 98%

MVP 2

- Number of participants in the training: 5 (level I); 27 (level II)
- KPI Average adoption: 94%

MVP 4

- Number of participants in the training: 5 (level I); 27 (level II)
- KPI Average adoption: 83%



Other solutions implemented in 2021:

Emergency management: platform that, during an emergency, can collect real-time data (the number of unpowered customers) from all three companies and produce all the necessary deliverables.

Allocation of digital expenditure: an optimization engine that prioritizes and optimizes projects and activities based on a set of criteria that meet the limits to achieve the best potential economic and performance results.

Solution Foundation layer – Topology: represents an integrated model of network topology and mapping that contains the definition of the network topological structure, connectivity rules, infrastructure elements and the incremental module for updating the network's data with the GIS vision (Geographic Information System).

Automation of complaints and requests for information: the solution involves the introduction of new functionalities to improve the process of handling complaints and requests for information addressed by customers.

Intelligent execution: is a solution that aims for all execution activities (carried out by internal and external staff) to be digitalized, automated and controlled remotely, including for admission to work, for complex works, for coordination with the control center, for work execution monitoring, etc.

The solution aims to increase customer satisfaction with the quality of distributed electricity by optimizing the works performed on the ground to increase the quality of the service in accordance with standard procedures (reducing response times and collecting data from other systems, such as logistics, transport).

Monitor projects and the engineering and construction portfolio to measure and display the evolution of the established key performance indicators (KPIs) and observe deviations from the plan.



Virtual visit and customer self-service: the solution involves the introduction of a new application that aims to simplify the process of connection to the distribution grid in the case of less complex solutions. The application can be accessed from the smartphone of the customer (or of a contact authorized by the Client), which is remotely assisted by a Technical Assistant.

Network analysis solution (Grid+): a global platform that allows the evaluation of the grid analysis in order to identify the needs / opportunities of the network and the testing of the technical solutions developed to improve the performance of the grid, resulting in an increase in the quality of the energy distributed to customers.

Monitoring the commitment to the client: by continuously improving the reporting of commercial activity, the solution adopts data-driven decisions while reducing costs.

Automated monitoring solutions such as historical data reports, statistics, current performance, and scenario analysis provide an overview of appropriate business operations and cash flows.

The new functionalities will provide various alerts on out-of-standard deviations on commercial and technical operations such as logins, metering, readings, billing, etc.

Determination of eligibility with the EU Taxonomy (Regulation (EU 2020/852))

From the 1st of January 2022 until the 31st of December 2022, companies that publish a non-financial report are required to provide information on the proportion of economic activities that have an impact on the environment and that are eligible with the criteria established in the EU Taxonomy Regulation.

E-Distribuție welcomes the development of the EU Taxonomy Regulation, as it provides a standardized classification system based on objective parameters for the identification of sustainable economic activities. The EU Taxonomy Regulation acts as an important factor in promoting sustainable investment and accelerating the decarbonization of the European economy, while creating security and transparency for investors and supporting companies in planning the transition to Net-Zero.

We are fully committed to reporting on the implementation of Article 8 of the EU Taxonomy Regulation and the delegated act which further specifies the content, methodology and presentation of the information to be disclosed by all companies.

However, there are some activities which, although not covered by the EU Taxonomy Regulation, are essential for promoting the well-being of European citizens, especially in the short and medium term, while contributing to Europe's long-term sustainable development. As far as the energy sector is concerned, there are some important sustainability issues that the European Commission has not considered. These include energy security, grid reliability and energy transition, all of which are essential for the development of the energy sector.

The EU Taxonomy Regulation is still under development and several important delegated acts are still being finalized at the time of publication of this Sustainability Report.

Identification of eligible economic activities: we have identified all the activities in the portfolio of E-Distribuție companies that were included in the Climate Delegated Act. The process was carried out considering only the objective of mitigating climate change. Therefore, although E-Distribuție also carries out activities that could contribute to the objective of adaptation to climate change, they have not been reported.

The E-Distribuție companies report on the climate change mitigation objective, the criterion on the installation of equipment such as future smart metering systems or systems replacing smart metering systems in accordance with Article 19(6) of Directive (EU) 2019/944 of the European Parliament and of the Council, transposed by GEO 143/2021, but not limited to, that meet the requirements of Article 20 of that Directive and that can provide users with consumption information enabling them to act remotely, including the installation of customer data centers.

The eligibility for this criterion is as follows: for EDM, the percentage of eligible turnover is 5%, for OPEX it is 1%, and for CAPEX 8%; for EDD, the percentage of eligible turnover is 4%, for OPEX it is 2%, and for CAPEX it is 10%; for EDB, the percentage of eligible turnover is 6%, for OPEX it is 2%, and for CAPEX it is 12%.

Regarding the criterion of interconnection to the European system, we mention that the distribution grids that E-Distribuție companies manage are part of the Interconnected European System.



Our story

Our story

Currently, our distribution companies cover one third of the local distribution market and operate an approximately 132,000 km grid in three important areas of the country: Muntenia Sud (including Bucharest), Banat and Dobrogea..

- E-Distribuție Banat manages the grid in the counties of Banat – Timiș, Arad, Hunedoara and Caraș-Severin.
- E-Distribuție Dobrogea manages the grid in the counties of Dobrogea – Constanța, Călărași, Tulcea and Ialomița.
- E-Distribuție Muntenia manages the grid in Muntenia Sud – Bucharest area, Ilfov and Giurgiu counties.

The Group operates globally in over 40 countries and ranks first worldwide in the distribution activity, being the company with the most advanced level of digitalization at grid level, distributing energy to over 75 million end users globally.

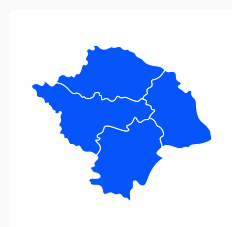
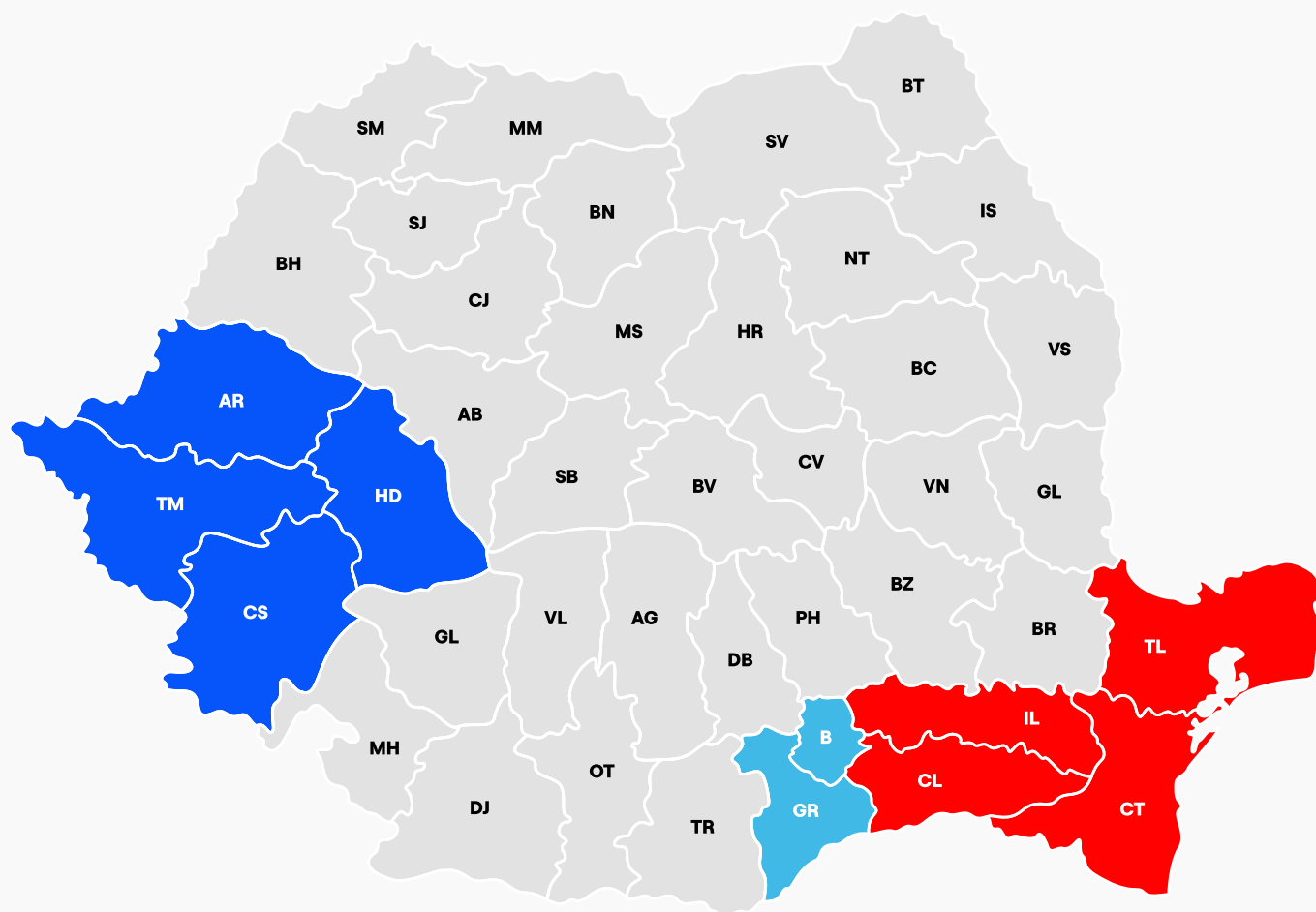
The Enel Group has been present on the Romanian energy market since 2005, carrying out activities in the field of electricity distribution and supply,

electricity production from renewable sources and innovative digital solutions.

The three companies align with **Open Power philosophy** based on values, such as: **trust, responsibility, proactivity and innovation**, the foundations of an open and dynamic working environment that fosters both the entrepreneurial approach and the assumption of calculated risks, thus supporting sustainable progress.

The grid of E-Distribuție companies includes high and medium voltage (HV/MV) primary substations, medium and low voltage (MV/LV) secondary substations, supply points, aerial and underground power lines for high, medium and low voltage, but also meters and measuring and protection blocks.

Our grid is comprised of **396** primary substations, cumulating a total power of **22,316 MVA** and distributing approximately **16 TWh** through over **132,000** km of high, medium and low voltage power lines. The three companies are present in three key areas of the country: Muntenia Sud (including Bucharest), Banat and Dobrogea, representing one third of the electricity distribution market in Romania.



E-Distribuție Banat



E-Distribuție Dobrogea



E-Distribuție Muntenia

E-Distribuție

We are responsible for the continuity of the electricity distribution service for more than three million customers, and we have responsibilities related to the measurement activity, such as periodic reading of the meter and its replacement in case of failures or in accordance with the modernization plans.

Our grid is comprised of 396 primary substations and 24,322 secondary substations, with a total installed capacity of 22,316 MVA.

The main services we offer are:

- Grid connection, i.e., the connection of customers to the electricity distribution grid;
- Distribution of electricity to customers connected to the grid, depending on certain characteristics (e.g., power and voltage);
- The measurement activity, which refers to the installation and maintenance of meters, the monitoring and reporting of electrical measurements.

Company	Residential customers	Business customers	Total no. customers
E-Distribuție Banat	865,593	74,432	940,025
E-Distribuție Dobrogea	625,961	52,184	678,145
E-Distribuție Muntenia	1,339,048	76,485	1,415,533

The amount of energy distributed in 2021 by our companies (MWh)

Company	High voltage	Medium voltage	Low voltage	Total
E-Distribuție Banat	575,796	1,689,373	2,307,708	4,572,878
E-Distribuție Dobrogea	851,147	1,003,573	1,900,543	3,755,263
E-Distribuție Muntenia	240,758	3,065,110	4,359,446	7,665,313

Grid elements

E-Distribuție Banat	E-Distribuție Dobrogea	E-Distribuție Muntenia
122 primary substations	204 primary substations	70 primary substations
8,614 secondary substations	6,344 secondary substations	9,364 secondary substations
6,599 MVA power in primary and secondary substations	6,546 MVA power in primary and secondary substations	9,171 MVA power in primary and secondary substations



Vision and values

Our mission, assumed at group level, is structured into several directions, according to the Open Power philosophy:

- Open access to electricity
- Open our business to new types of energy
- Open the energy sector to new technologies
- Open to new partnerships

We operate for the benefit of the community, respecting the environment, health and safety of individuals, committed to ensuring a better world for future generations.

Keeping this vision in mind, Enel Group and, also E-Distribuție companies adhere to the Open Power policy to mobilize sustainable progress based on four fundamental values:



Trust

We believe that our success comes from the trust we build every day with the communities and people we work with.



Responsibility

We are looking for people who want to improve life on our planet, who can offer solutions to the challenges of climate change, the growing need for clean energy and making electricity accessible to everyone.



Proactivity

We need creative people from a broad range of backgrounds, who can think out of the box, who like asking questions and see challenges as opportunities.



Innovation

We drive innovation to make sure the best and most creative ideas don't remain on the drawing board, but rather go to help improve people's lives.



Alessio Menegazzo

Head of Institutional Affairs and Sustainability

We support the acceleration of the electrification process, and we understand that by digitalizing the grids, we can produce a major impact in the decarbonization process.

We care about grid security and safe supply of electricity to the population as we understand that these are the main aspects at the foundation of electrification. To achieve this goal, joint efforts, coherent policies and aligned regulations are needed.

The key principle on which we build our strategy is Trust, making the transition to a “Stakeholder Capitalism” business model, through which we can create value for each of the interested parties.



Sustainability strategy

Sustainability strategy

The sustainability strategy developed in recent years by Enel Group was based on the fact that our actions will have an impact on the ecosystem we are a part of and that, to achieve long-term sustainable development, we must consider the environment, climate, economy and society as inseparable parts of the same whole.

The strategy is built around the core concept of contributing to the development of a fairer and more inclusive society across the value chain, protecting the environment we live in and creating future opportunities for both the company and stakeholders alike, leaving no one behind.

This has enabled Enel Group to establish a vision of the future and progress centred on sustainability, as a key element to face global challenges, which has led to the development of a sustainable strategy and an integrated business model that allows contributing to the achievement of all 17 Sustainable Development Goals of the United Nations.

For the development of the Sustainability Plan, set objectives are regularly updated to ensure continuous alignment with the business strategy and with the results obtained to increasingly integrate sustainability along the entire value chain, considering the impact on the economy, the environment and people.

Therefore, we have integrated the Creating Shared Value (CSV) model into our strategy, that intends to create common value for all areas: business, social and environment.

E-Distribuție companies align themselves with these global trends of the Group by building the development strategy on the same **6 strategic lines of action:**

1. Net-Zero:

Accelerate Net-Zero goals by 2040

2. Electrification:

Cover customers' energy demand through a reliable and sustainable service.

3. People:

Create long-term value with and for all stakeholders (employees, local communities, suppliers, etc.) by supporting their development.

4. Nature:

Promotion and protection of natural capital and biodiversity.

5. Accelerators:

Accelerate sustainable progress through innovation, digitalization, and the circular economy.

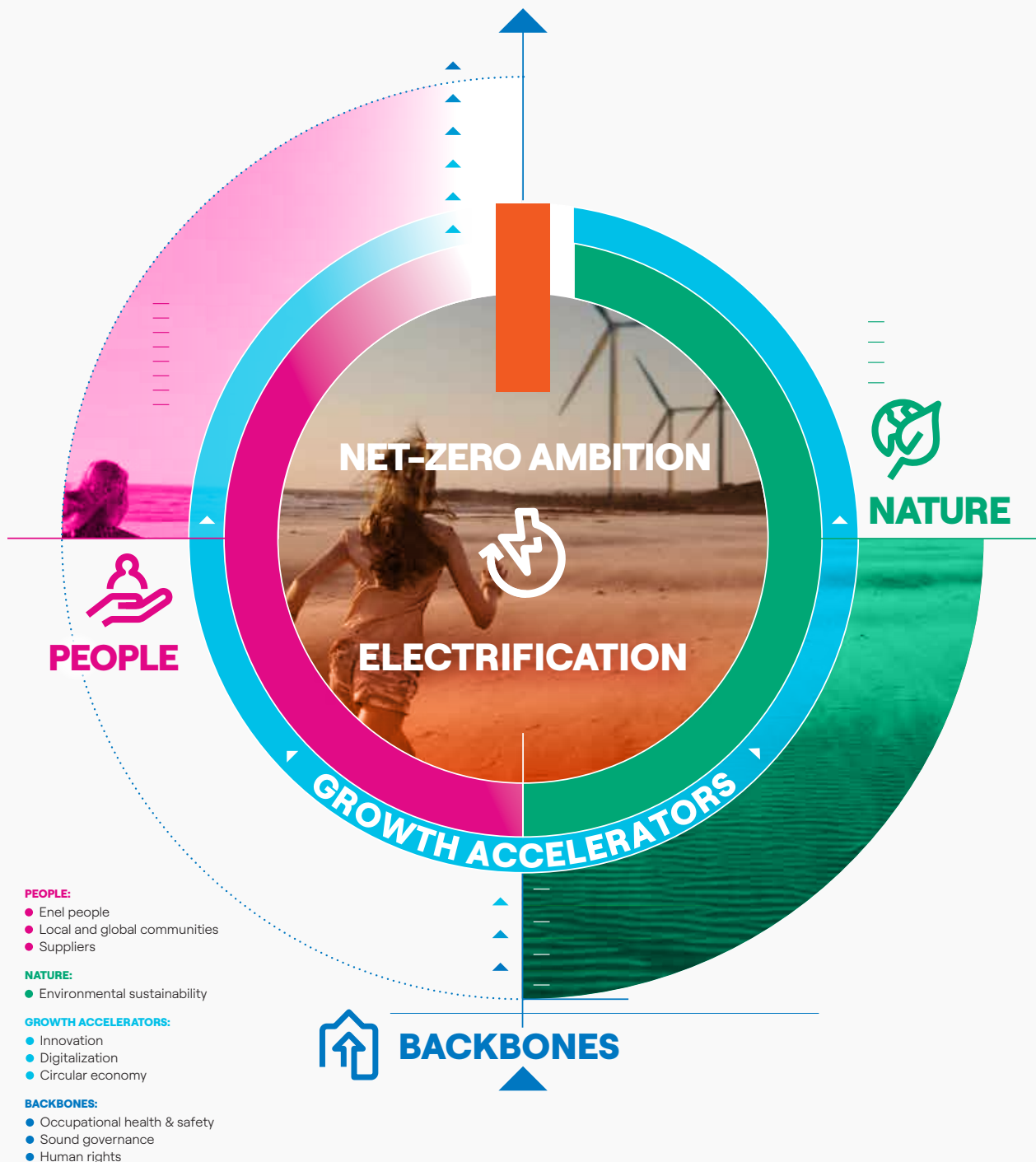
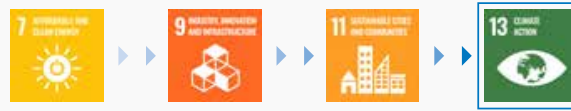
6. Key ESG pillars:

Support strong governance, respect and promotion of human rights, continuous improvement of health and safety objectives.

Sustainable development along the entire value chain



Sustainable Value Creation in the long term



Enel Group has placed the Sustainable Development Goals at the heart of its development strategy, with the ambition to anticipate global trends to ensure its strategic position as a leader in the energy sector market. In addition, it aims to identify new stakeholders within the sustainable development ecosystem, confirming its leading role in promoting and accelerating the energy transition, with an inclusive and fair approach, creating long-term value for all stakeholders.

The E-Distribuție companies have structured their Local Sustainability Plan for the period 2022–2030 around the 2030 Agenda for Sustainable Development, as follows:

- Accelerating electrification by expanding the grid and increase access to energy for vulnerable consumers
- Innovating and digitalizing grids, building resilient grids using new technologies, in particular augmented reality and artificial intelligence, installing smart meters and developing sustainable solutions
- Reductions in grid losses, thereby contributing to decarbonization and efficiency targets
- Ensuring health and safety through innovation and digitalization, developing new safety projects through augmented reality and artificial intelligence
- Protecting biodiversity and the environment by building a circular business model and consolidating existing projects, thus contributing to the Zero Waste target, assumed at group level
- Involve all stakeholders by consolidating and developing sustainability projects (such as the dual classes „Future electrician” or developing solutions for vulnerable consumers)

The energy transition is the key objective of the strategy, which will allow the climate action targets to be achieved by transforming electricity generation

capacities, accelerating electrification, developing platforms and digitalizing the activity.

Therefore, for the transformation of the business model to a sustainable one, the Group aims to develop a sustainable supply chain and to shift its activities to be as environmentally friendly as possible. At the same time, the continuation of concerns around ensuring the safety and health of employees, as well as good corporate governance and the involvement of communities, are part of the Group’s goals, all of which are harmonized by a model that wants to create shared value.



Organization governance and management

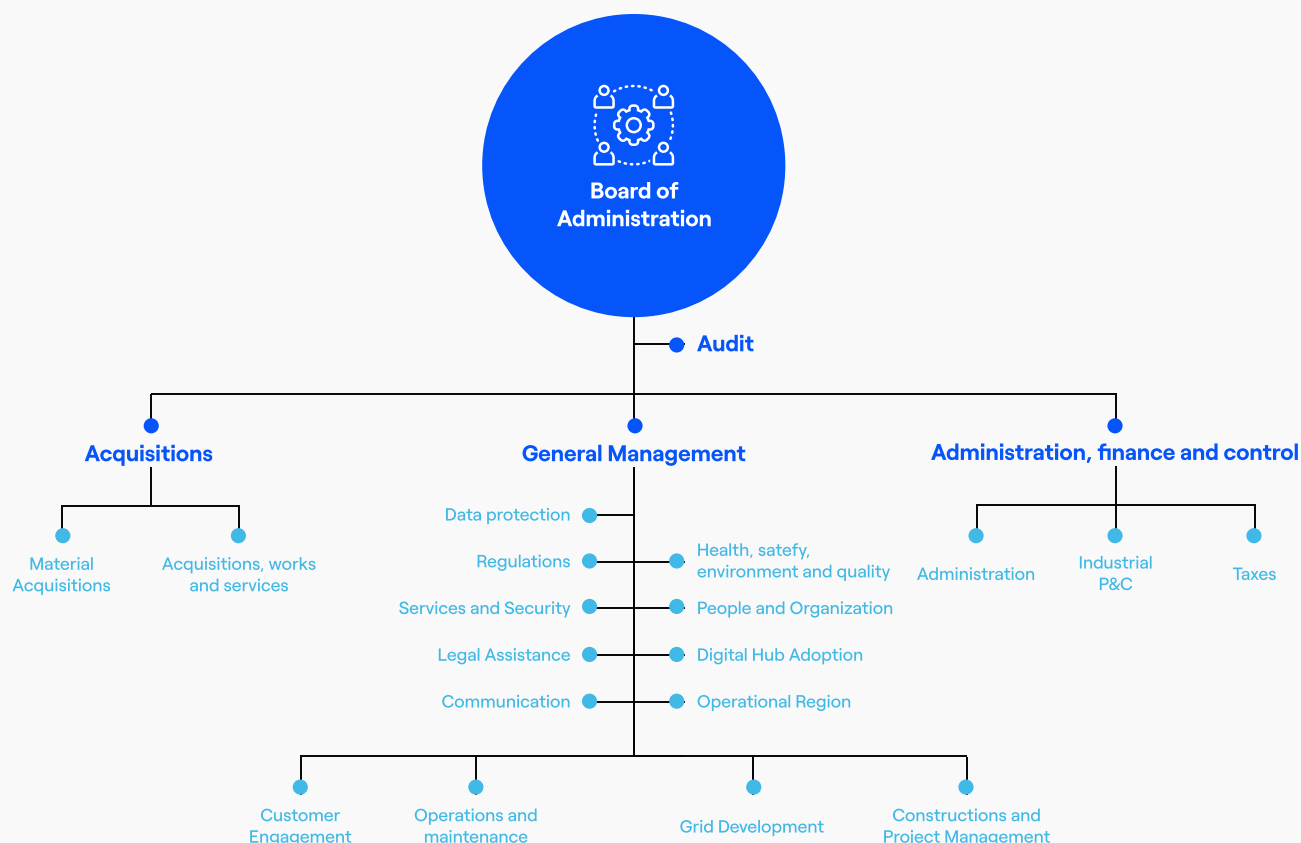
Company level management is ensured by the Board of Directors and the General Meeting of Shareholders, their functioning mechanism being established in the provisions of the Articles of Incorporation and in the Companies Law 31/1990.

Members of the Board of Directors are being appointed based on their relevant experience drawn from proposals made by shareholders.

The Company's Board of Directors leads the main direction of the activities and methodologies of the companies' development, approves the business plan of the company and any changes made to it, including proposals on the development of the companies' global strategy, the revision, modernization, economic

and financial restructuring, but also the supervision of the managers' activity in the companies.

The Board of Directors may delegate the management of the Company to one or more directors, appointing one of them as General Manager, according to the legal provisions in force. The Board of Directors of the three companies delegated the management to Monica Hodor, General Manager of the three companies, and appointed Maurizio Rastelli as CFO. Simona Trofin is the Purchasing Director of the companies. The Board of Directors of the company supervises the work of the managers. The three distribution companies are organized and mirrored in the model below:



Ethics and best practices in business

The activity of E-Distribuție Banat, E-Distribuție Dobrogea and E-Distribuție Muntenia is framed by internal policies for the prevention of corruption and conflicts of interest.

We understand that corruption is an obstacle to economic, political and social development and a major distortion of the rules, fairness and transparency of the markets.

That is the reason why Enel Romania has undertaken compliance to a Code of Ethics that expresses the commitments and responsibilities regarding the management of our business and the activities of our society.

It is comprised of **general principles**, which govern relations with partners, and which define our core values such as impartiality, honesty, fair competition, transparency, or the value of human resources, and **conduct criteria**, a prescriptive set of rules of conduct that ensure the implementation of our fundamental values.

In addition, the Code of Ethics contains a chapter on **implementation procedures** of the conduct criteria, comprised of an internal control system meant to ensure the compliance and continuous improvement of the Code of Ethics. All business processes are evaluated annually, including a corruption risk assessment.

Code of Ethics	Anti-bribery policy	Data protection
<ul style="list-style-type: none"> Integrity and fairness in business activities, but also during interaction with others represent key principles, which are stipulated in the Code of Ethics. The Code of Ethics governs the behaviour of all employees and reflects the principles and values of the Enel Group. 1,180 colleagues completed the Ethics training in 2021. 	<ul style="list-style-type: none"> At the E-Distribuție level, an anti-bribery policy has been implemented, and by application norms, the obligation to carry out customer knowledge processes as well as monitoring, risk assessment and reporting of suspicious transactions has been clarified. 204 colleagues completed the Enel Global Compliance Program training module. 282 colleagues completed the Good Behavioral Practices module. 	<ul style="list-style-type: none"> At the level of E-Distribuție, the information security management is rendered through a system according to the requirements of the ISO 27001:2018 standard. The management of confidential information is also performed according to the requirements of the ISO 27701:2019 standard. During the reporting period, no fines were registered regarding GDPR and only one justified complaint was registered regarding the violation of customer privacy for the E-Distribuție Muntenia company. During the reporting period, several series of training with employees were organized, which were attended by 145 people.

As an additional measure, the Board of Directors of E-Distribuție has adopted the Enel Global Compliance Programme, a governance tool aimed at strengthening the ethical and professional commitment of the Group to prevent crimes committed outside Italy that could lead to corporate criminal responsibility and reputational risks.

The programme applies to non-Italian companies of the Enel Group, and the programme rules are integrated not only through the Code of Ethics, but also through the Zero Tolerance Plan against Corruption (adopted by the entire Enel Group) and through the provisions established by local compliance programmes for aligning corporate criminal liability practices with the national norms in force and with international best practices.

This anti-bribery management system has been certified as compliant with the international standard ISO 37001:2016 on anti-bribery management systems. E-Distribuție Muntenia, E-Distribuție Dobrogea and E-Distribuție Banat are among the first distribution companies in Romania to obtain this certification which was updated in November 2020 and valid for another two years.

A certification maintenance audit was carried out during 2021, which was successfully completed, without the need of corrective actions or other special measures.

No cases of corruption or conflict of interest were registered in the E-Distribuție companies in 2021.

In 2019, E-Distribuție Muntenia made a firm commitment to increase the transparency and efficiency of the connection process and to strengthen the companies' capacities to ensure a fair and non-discriminatory treatment for all participants in the connection process.

As in 2020, this commitment was also maintained in 2021, therefore we organized two sessions of staff training on the topic of professional ethics. Moreover, to strengthen our position on corruption and bribery, a policy of gifts and hospitality has been implemented, which was updated during the reporting period of this report.

The activity of E-Distribuție is based on a series of essential values, among which integrity, responsibility and respect for the law occupy a central position. Competition plays a fundamental role in a free market, and E-Distribuție believes in competition and that only a healthy competitive environment can ensure a sustainable growth, according to the values of Open Power.

According to commitments assumed by E-Distribuție Muntenia that led to the closure of an investigation by the Competition Council by Decision no. 1/15.01.2019, during 2021, two training sessions on the topic of competition were organized, with 283 colleagues in attendance. E-Distribuție's position was strengthened by Mr. Carlo Pignoloni's communication as well as providing a compliance handbook with competition rules available to employees.



Risk management

At Group level, Enel is committed to the implementation of the 2030 Agenda for Sustainable Development, placing Sustainable Development Goal 13 „Action to combat climate change” at the heart of our efforts to achieve the Agenda. As energy transition leaders, we are in line with Sustainable Development Goals 9 „Industry, innovation and infrastructure” and 11 „Sustainable cities and communities” and we aim to support the expansion of new services for end-users, focusing on the development of processes and infrastructures that facilitate the transition to a sustainable economy and industry, as well as on the advancement of platforms, thus capitalizing on technological and digital evolution.

In this context, risks related to distribution activity throughout the value chain may arise.

In relation to governance, climate change, and sustainable development strategy, risks can be connected to the operation of our facilities. To improve our capacity to recognize risks and opportunities in the dynamic environment of the energy sector, the internal control and risk management system plays a crucial role in the global corporate governance framework.

The primary environmental, social, and governance (ESG) risks are identified, assessed, managed, monitored, and controlled with the aid of the risk management system, which is made up of a set of rules, procedures, and organizational structures.



Precautionary principle

The implementation of an internal control system is one of the most important elements of strategic management, as it aims at identifying, evaluating and managing in accordance with best practices at the international level, continuous monitoring, and controlling the main risks from a corporate perspective as well as continuously improving the practices applicable at the level of the three distribution companies.

This control system shall ensure the following actions:

- Strict/clear/transparent definition of the responsibilities and duties of the key people involved in the decision-making process at corporate level, thus avoiding overlapping/ duplication and ensuring a good coordination between the designated people, both at the level of the business units as well as the entire company, in accordance with the targets set by the Company's Board of Directors.
 - The separation of activities to prevent/limit, as far as possible, the occurrence of any conflicts of interest.
 - Educate all company employees on relevant internal regulations, such as Enel's Code of Ethics,
- the Zero Tolerance to Corruption Plan Regulation, or the Anti-Bribery Policy. Moreover, the company ensures these documents are accessible on the Intranet; any changes that may be made to these documents are immediately notified.
 - The establishment of an internal control unit – Internal Audit – which operates independently of the other organizational structures, and which has the role of implementing the various policies applicable at organisational level, of periodically reviewing these policies and other organizational documents that impact the roles assigned within the company, as well as of ensuring compliance with the rules applicable within the organisation.
 - Inform the Board of Directors of the relevant issues arising in the conduct of the company's activities.
 - The involvement of the Board of Directors in the decision-making process on topics of major / strategic importance for the company, in accordance with the applicable legal provisions and with the provisions of the articles of incorporation / Rules of conduct of the meetings of the Board of Directors.

Taxes and fees

Payment of taxes is an important aspect for the E-Distribuție companies, and we fulfil our obligations

to the State. The amount of taxes paid for the year 2021 is 139.2 million RON at the level of the three companies.

Company	2019	2020	2021
E-Distribuție Banat	44,213,984	36,912,307	32,378,074
E-Distribuție Dobrogea	30,454,131	40,088,714	48,636,365
E-Distribuție Muntenia	69,631,561	50,787,011	58,246,156

*The amounts represent the value in RON

Taxes and fees indirectly paid by E-Distribuție to local and central authorities contribute to state budgets and are used both at national and central level for infrastructure development projects, education or healthcare projects, thus improving the quality of life of residents throughout the country. These contributions reflect the positive impact of E-Distribuție companies on the Romanian economy and local development.

139.2 mil. RON the contributions of E-Distribuție companies to the state and local budgets for 2021. This amount represents the indirect contribution of our companies and could have the following impact in society:



Financing of **46,300 academic performance scholarships** for a bachelor's degree cycle

financing the installation of **1,140 50kW „DC fast” fast charging stations**, promoting the purchase of electric vehicles and reducing greenhouse gas emissions



Financing of **2,780 incubators**

Certifications, groups, associations

We are connected to a number of national networks and organizations fostering cooperation and

innovation, to which we contribute with experience through our strategy focused on the energy transition.

	Federation of Associations of Energy Utilities Companies (AEUC)		Confindustria Romania
	Concordia (via AEUC)		Aspen Institute Romania
	Romanian Wind Energy Association (RWEA)		Energy Policy Group
	Foreign Investors Council (FIC)		Romanian Energy Center (REC)
	American Chamber of Commerce (AmCham)		Romanian National Institute for the Study of Planning and Use of Energy Sources
	Italian Chamber of Commerce for Romania (ICCR)		EURELECTRIC
	Coalition for the Development of Romania (through ICCR)		Romanian National Committee of the World Energy Council (CNR-WEC)

Prizes



Monica Hodor, General Manager of E-Distribuție – Excellence award for „performance in the digitalization of the electricity grid”, within the „Ladies in Energy” Gala, organized by Focus Energetic.



Energy CEO Forum & Awards Gala 2021 – E-Distribuție companies were awarded in the categories „Sustainability Champion”, „E-Mobility Award”, „Energy Efficiency Programme of the Year” and „Best Digital Transformation Program of the Year”.



Mihai Săndică – Diploma of Excellence at the InvestEnergy Gala dedicated to specialists in the energy sector – „Let’s place people from energy into the light”.

Relationship with suppliers

Our companies have adopted a supply chain management system that guarantees procurement transparency, fair competition, fair partnerships and full compliance with relevant standards. The Code of Ethics, the Zero Tolerance for Corruption Plan, the Human Rights Policy, and the Enel Global Compliance Program are the basis of our procurement activities and serve as a guide and code of conduct for suppliers and contractors.

Supplier qualification system

At Group level, Enel created a „Supplier Qualification System” which was also implemented within the E-Distribuție companies. It allows selecting and accurately assessing enterprises that intend to participate in procurement activities. This assesses technical, economic and financial, legal, environmental, safety, human rights and integrity aspects to guarantee an adequate level of quality and reliability. Each supplier is qualified for one or more categories of specific goods, and qualification eligibility is granted only when the evaluation results show compliance with all the criteria established for that category.

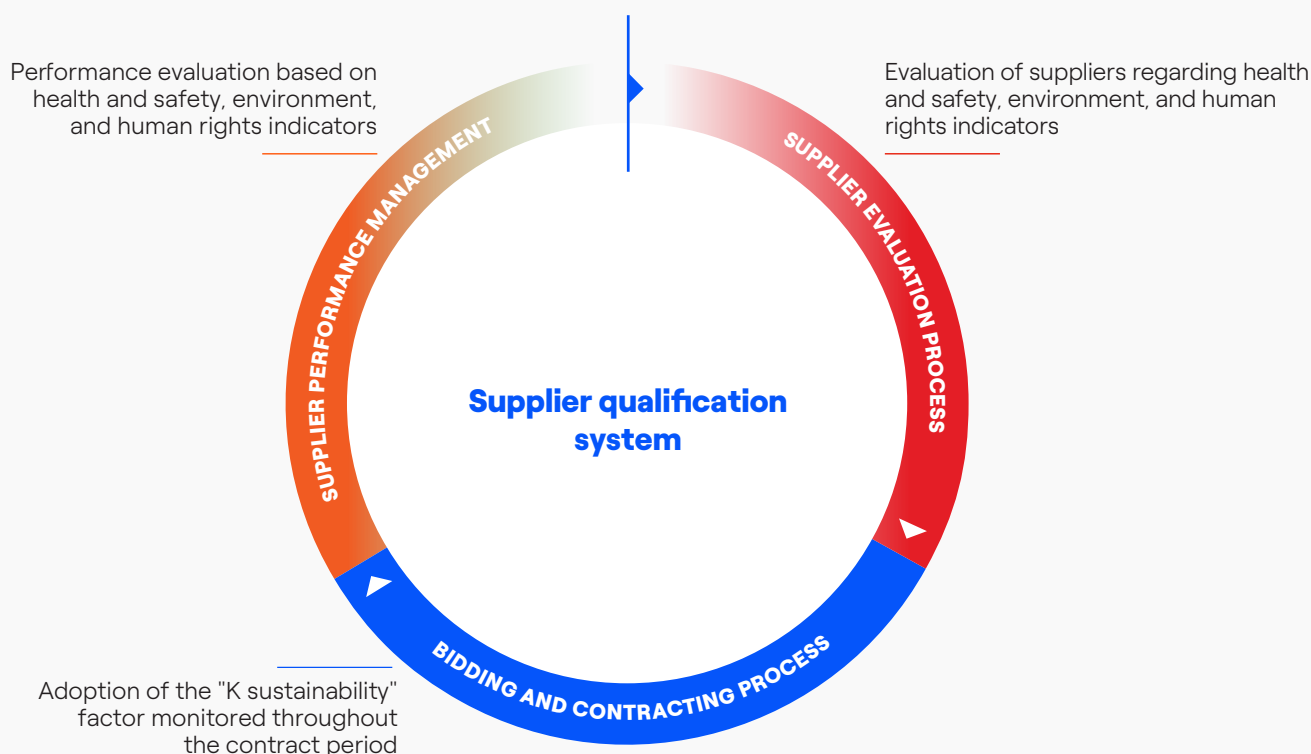
Similar to 2020, all qualified contractors in 2021 underwent an evaluation based on social, environmental, and safety standards. A total of 394 contracts worth about EUR 188 million were signed in 2021 with 137 suppliers, including 90 contracts worth approx. EUR 21 million with 24 suppliers at the EU level and 304 contracts worth approx. EUR 167 million with 113 local suppliers.

Twenty-nine implementation projects in the areas of circular economy and the environment were included in the total number of contracts that were finalized.

The sustainability K factor was used in 30 bidding processes in 2021, resulting in the signing of 30 contracts with a combined value of almost EUR 112 million.

For more details regarding the tendering system and the performance management of our suppliers, we invite you to go through the Sustainability Report published in 2020, available [here](#).





Health and Safety	Environment	Human rights
<p>„Safety Self-Assessment” allows our companies to easily convey the key requirements to its suppliers, and in 2018, it became an integral part of the sustainability requirements for evaluation.</p>	<p>Environmental assessment criteria differ on a scale from 1 to 3 depending on the category of equipment and the associated level of risk on a scale from 1 to 3.</p> <p>When a high environmental risk is identified, ISO 14001 certification or equivalent is always required.</p> <p>As part of the qualification process, we have introduced a specific assessment of environmental requirements, in addition to the usual assessments, for the suppliers that are registered in the Suppliers Register.</p>	<p>Adopting a prudential approach, aligned with the rules of the Group to which we belong, our companies evaluate suppliers in relation to human rights, regardless of the level of risk, through a dedicated questionnaire</p>



Oana Raluca Chiriac

Head of Customer Engagement Romania

Customers represent one of the main pillars of our strategy and we come to meet their needs through sustainable solutions, while also contributing to the energy transition.

We want to offer them an experience as pleasant as possible and we constantly invest to transform our grids into resilient ones, to digitalize the distribution services and to bring them closer to the actual customer needs.

Customer relationship

We consider our customers important partners in the distribution activity. We always keep lines of communication open with our clients, as we offer value to their opinions regarding our companies' development directions. Therefore, we strive to provide them with as many communication channels as possible.

The customers may contact us through different means of communication: by phone or online, at the dedicated e-mail address or through the form available on our website, through which they can receive an answer to any question or concern related to our electricity distribution service. Any power supply problem and outages can be reported by phone through a dedicated number for each distribution area.

Fault Alert 24/7 – Toll-free numbers on national territory	Numbers with normal rates	Email – information, notices, complaints
Banat: 0800.070.444	Banat (Arad, Caraș-Severin, Hunedoara, Timiș) counties: County code + 929	Banat: reclamatii.banat@e-distributie.com
Dobrogea: 0800.070.444	Dobrogea (Călărași, Constanța, Ialomița, Tulcea counties): Country code + 929	Dobrogea: reclamatii.dobrogea@e-distributie.com
Muntenia: 0800.070.444	Muntenia (București, Ilfov counties, Giurgiu): 021.9291	Muntenia: reclamatii.muntenia@e-distributie.com

The way of informing our clients is strictly framed by our Code of Ethics, and according to the provisions, these briefings must be:

- Clear and simple, written in a language as close as possible to that normally used by the people to whom it is addressed.
- Compliant with current regulations, without resorting to evasive or incorrect practices.
- Complete, without neglecting any information necessary for the customer to decide.
- Accessible.

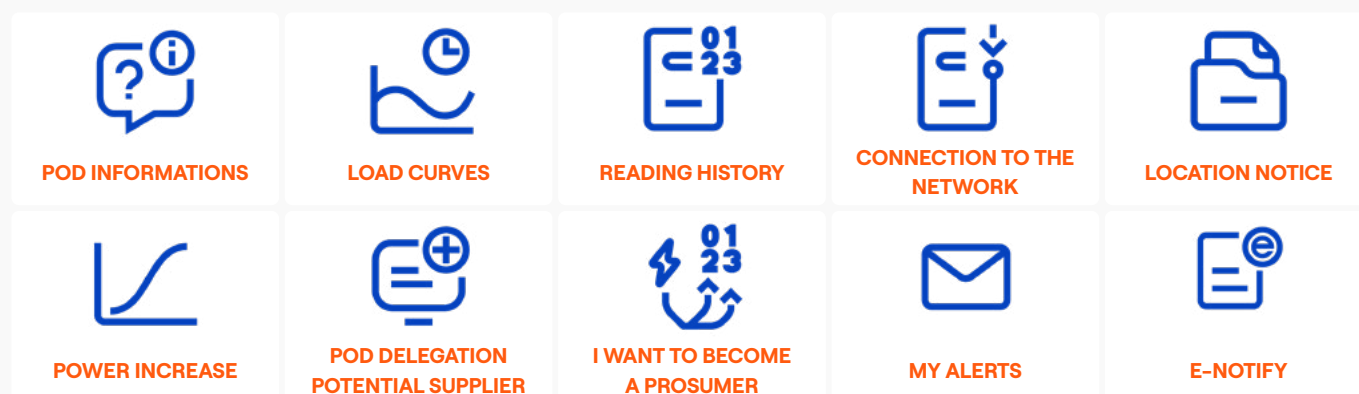
Our presence on social media channels has been strengthened, so that all our customers can stay connected to the latest news regarding our companies through our official Facebook page. We

have implemented a chat service on Facebook, which assists customers in solving problems related to our electricity distribution service and through which they can be informed in real time of the progress made in solving the reported situation.

In addition, our customers who would like to become prosumers can find all the necessary information on the website, with systematic explanations on how to install photovoltaic panels or other production equipment. Customers benefit from online services dedicated to grid connection, by creating an account on our website. Through our platform, customers can send the relevant documents and follow the status of the application until completion, while also having access to a connection guide.

The customer account allows access to already existing online services such as **site approval, POD information, index reading history, load curves,**

the possibility of receiving various **notifications, communications or alerts** as well as the ability to send complaints about the distribution grid, etc.



Virtual Visit is the latest digital service we have prepared for our customers. It helps them find out directly from our technicians, through a video link on their smartphone, which connection solution suits them, in case they want to connect a new home to our distribution grid, or if they want to install a charging station for an electric car.

The virtual visit is an alternative to a field visit, carried out by our technicians to determine on-site what is the best solution for the client's request for connection and applies only to simple cases of low complexity, such as a connection for a house or a power increase, which will be established by our colleagues. Therefore, the virtual visit can only take place following our evaluation, depending on the details of the request.

In addition, our customers have the opportunity to **check the status of planned outages** from their distribution areas, as they are recorded in our systems, using the [outage map](#) on our website.

The information is updated every 30 minutes, based on the records in our systems and includes data about the state of the medium and low voltage networks (for the low voltage, collective outages are highlighted, meaning those that affect more than one customer).

The platform „Stop fraud” aims at preventing actions of illegal connection to the electricity distribution grid and unauthorized interventions on measuring equipment aimed at preventing the recording of actual electricity quantities.

Through this platform, we receive and centralize the complaints from anyone who knows or finds a situation of non-compliance with the legal norms of electricity consumption. Such referrals shall be registered on condition of anonymity.

We analyse the received complaints and carry out verification and resolution actions to improve the quality of the distribution services so that our customers have access to electricity to the appropriate standards.

To send us a complaint, customers can contact us at 0800500999 or write to us at either the following e-mail address **sustrageri.distributie.ro@e-distributie.com** or directly [here](#).



Energy suppliers can also benefit from dedicated online services by creating an account on our website. Therefore, they can manage the electricity distribution contract online through our platform, with several benefits at their disposal.

Complaints

- Register a request (complaint, notification, request for information)

Online services related to the Contract

- Supplier change notification
- Change of supplier / active contract
- Termination of contract
- Change of contract

Additional Online measurement services

- Readings on demand
- Measure
- Disconnect
- Reconnection

Online services for connecting to the network

- Connecting providers
- Consumer connection
- Location Notice

Compensation services

- Compensation

Cancel other services

- Cancel the request with ODL (work request)



POD INFORMATION



LOAD CURVES



READINGS HISTORY



MEASUREMENT DATA
REGARDING DISCONNECTION



LOADING SELF-
READINGS



MASSIVE LOADING
SELF-READINGS



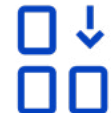
POD DELEGATION
POTENTIAL PROVIDER



DISTRIBUTION
SERVICE INVOICE



CONSUMER
AGREEMENTS



ACTIVE PODs
REPORTS



PODs IN PROCESS OF
CHANGING PROVIDER

Relationship with **public authorities**

Effective communication with public authorities is crucial for the efficient operation of our business. In this regard, we have made efforts to cultivate and strengthen our relations with public authorities, which evolve into genuine partnerships overcoming the barriers of institutional communication that is often rigid.

The improvement of human relationships has made an effective management of crises possible, often caused by difficult weather conditions in our distribution areas. This was based on effective cooperation, such as local development plans, investments, etc.

Severe weather conditions have negative impacts on the electrical grid causing faults that can result in the temporary disconnection of customers from the grid. The response time to such crises is

considerably reduced if our field colleagues' efforts to reconnect customers are supported by those of the public authorities, which have complementary communication channels to inform the people affected by the interruptions. Interventions in different areas of the community can often be disturbing, or even disruptive, until the site is remedied.

That is the reason why it is important that our works are correlated with those scheduled by the local authorities, thus managing to diminish the discomfort felt by the local inhabitants.

For more details on this topic but also on the activities carried out in 2020, we invite you to go through the Sustainability Report for 2020, available [here](#).



The background image shows two silhouetted workers wearing hard hats, standing on a dark surface and looking towards a vibrant sunset sky. A network of power lines and a transmission tower are visible on the left side of the frame. A large, semi-transparent blue rectangle is positioned in the lower-left area, partially covering the workers' silhouettes.

Our people



Matilde Nocerino

PBP Infrastructure and Network Romania

We promote a workspace where motivation and well-being generate productivity and we turn our attention towards our employees' needs.

We build an open work environment which promotes more and more integration of diversity, and which encourages employees to become as autonomous as possible.

Passion, engagement and listening are the principles that best describe the way we work, placing people at the centre of our strategy.

Our people

In 2021, we prioritised remote work and encouraged employees to become as independent as possible, while also providing them with the deserved trust, keeping in mind the “empowering people” principle.

The words that best represent how we operate, live, and place people at the centre of our strategy are passion, involvement, and listening. This is the reason why we continue to carefully develop, to encourage our employees and to strengthen values and processes whose purpose is to support an organisational culture that offers people the opportunity to become more efficient in addressing future challenges, while keeping in mind the core principles that support the Open Power approach: trust, responsibility, proactivity, and innovation.

As a result, we create a welcoming and engaging workplace, which promotes a higher integration of diversity, and where leadership is „soft” and supportive of others’ abilities, perspectives, and aspirations. The „new” leader is empathic, kind, inspiring, capable of working in a team, practices a collective approach through collaborative working and engages in and contributes to the development of the team’s potential. In this environment, as required skills are shifting quickly, upskilling and refining methods are also becoming crucial in producing new talent, supporting a just transition.

This is the reason why we also invest in developing soft abilities and engage to establish relationships with the organization’s employees, in addition to investing in technical solutions.

The working environment in our companies is governed by our Code of Ethics and our Diversity Charter.

The Code of Ethics outlines standards of behaviour in respect to hiring workers and includes regulations on

the rights and obligations of employees.

The primary principles supporting the Open Power plan are taken into consideration while hiring our future workers.

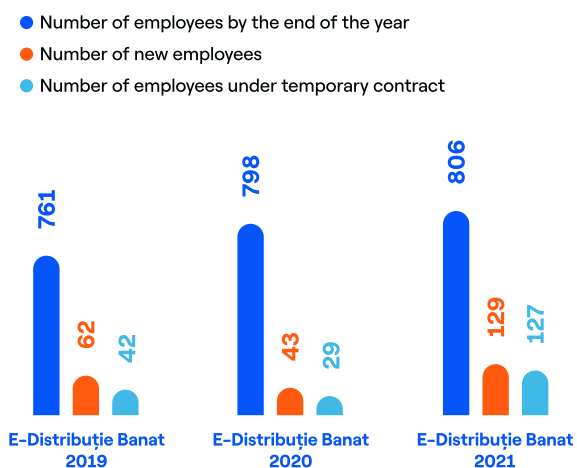
One of the guiding values of our hiring procedure is the principle of equal opportunity, and we ensure the utmost respect for the life and personal beliefs of potential employees throughout the hiring process.

In accordance with the career goals and skills of our employees, we ensure access to offices and positions based on professional standards and merit considerations through a transparent approach.

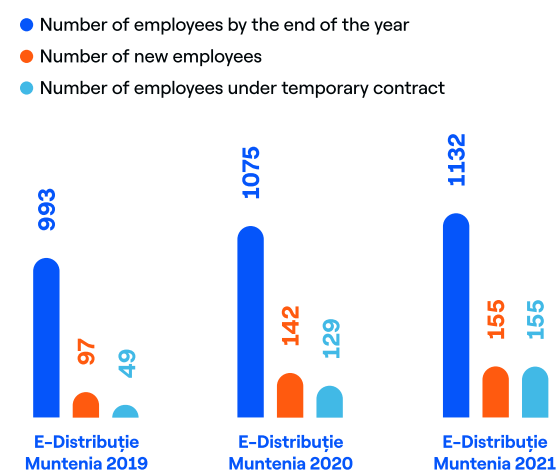
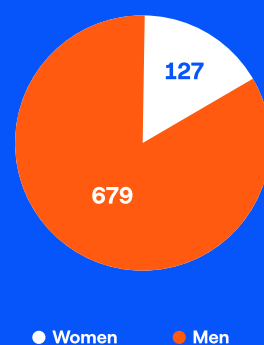
For more details on the recruitment process, we invite you to go through the Sustainability Report for 2020, available [here](#).

BENEFITS GRANTED

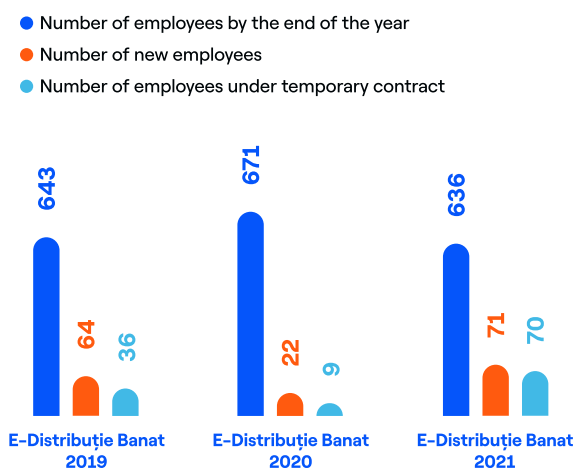
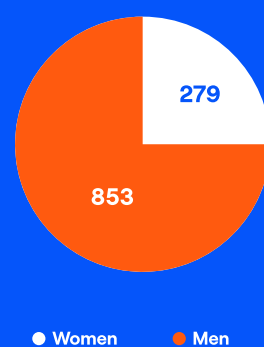
- Free health services subscription
- Parental leave
- Meal vouchers
- Bonuses on holidays such as Easter, Christmas and Electrician’s Day; 8th of March for women
- Christmas bonus for the employee’s underage children
- Bookster Subscription
- Services with preferential discounts for employees of the Company
- Free psychological counselling
- Paid leave
- Holiday voucher compensation
- Day off 8th of March for women
- Day off for employees – Electrician’s Day
- Day off on the employee’s birthday
- Car accidents insurance for drivers and passengers



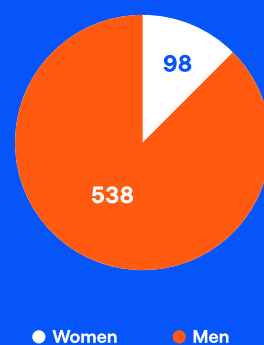
E-Distribuție Banat



E-Distribuție Muntenia



E-Distribuție Dobrogea



Professional training and promotion at the workplace

Development and improvement in the workplace are Enel Group's firm commitment made to its employees. Thus, our employees have access to training resources, and their progress is closely followed by hierarchical superiors. We encourage and support performance and we want the resources accessible to our employees to represent a bridge between the opportunity to access new positions and responsibilities and the preparation for taking over the new roles.

We know that the process of acquiring new skills is an approach that can be collective or collaborative, especially if the process is organized within an institutional framework. Our employees' training can also be an opportunity for cooperation, for co-creating a new network of connections that is based on the learning experience. We thus encourage new ways of increasing our employees' capacity and effective teamwork.

We explore the most interesting development methods aimed at supporting our people in evolution and success, through training, coaching, personalized learning, or technology-assisted

learning. Given our digitalization goals and passion for innovative technologies and methodologies, we offer our employees the opportunity to become better professionals through annual training courses. Thus, an internal platform supports our employees with over 1,000 of the most varied courses at their disposal (technical skills improvement, business skills – soft & hard skills, as well as specific trainings).

Training programs usually follow two directions to improve the professional skills and abilities of our employees.

- Improvement of digital skills (e.g., the use of digital equipment and applications dedicated to electricians as well as available courses to improve foreign language skills – English, Italian, Spanish)
- Improvement of the overall skills of employees: teamwork, company values, conflict and stress management, time management, leadership for employees with management positions

In 2021, all employees of our companies, women and men, benefited from 56,767 training hours, as follows:

Company	Operational staff		Office employees		Management	
	Women %	Men %	Women %	Men %	Women %	Men %
E-Distribuție Banat	15.4	59.1	25.55	36.66	45.12	55.67
E-Distribuție Dobrogea	7.28	45.54	32	44.74	32.56	64.9
E-Distribuție Muntenia	32.82	39.12	20.46	16.28	36.31	40.6

In addition, during 2021, a series of technical trainings were performed, aimed at improving the professional skills dedicated to the operative personnel.

Thus, several technical trainings were held for the authorization of electricians. 1,125 employees were trained, as follows.

These trainings were organized under the coordination of the Health and Safety Department supported by a NRAE authorized external partner.

A total of 153 training sessions were held.

Trained employees



Diversity and inclusion

The recruitment and promotion process of our employees respects the principle of diversity and equality.

We promote an inclusive work environment, ensuring visibility to all groups regardless of their gender, ethnicity, culture, or any other component of their identity.

Our team is made up of people with different professional and cultural experiences as all companies of Enel Group are signatories of the Diversity Charter.

Since 2019, the Enel Group has joined the global movement „Valuable 500” which calls for the participation of 500 private companies, aimed at fulfilling the potential and promoting the full inclusion of people with disabilities at a corporate, social and economic level.

The project „Value for Disability” was launched in 2020. In this context, in December 2020, we adopted an Inclusion Plan for people with disabilities, a document that reflects the four pillars of the project,

starting from the main barriers regarding job access encountered by people with disabilities:

- Inclusion of people with disabilities
- Organizational culture
- Digital accessibility
- Physical accessibility

E-Distribuție Banat			
Direction		Employees	
Gender	Age	Gender	Age
F: 16.2 %	<30: 0 %	F: 29.9 %	<30: 9 %
	30-50: 65 %		30-50: 51.5 %
M: 83.8 %	>50: 35 %	M: 70.1 %	>50: 39.5 %

E-Distribuție Dobrogea			
Direction		Employees	
Gender	Age	Gender	Age
F: 25 %	<30: 0 %	F: 14.8 %	<30: 5.8 %
	30-50: 72.5 %		30-50: 47.7 %
M: 75 %	>50: 27.5 %	M: 85.2 %	>50: 46.5 %

E-Distribuție Muntenia			
Direction		Employees	
Gender	Age	Gender	Age
F: 28 %	<30: 4.2 %	F: 24.3 %	<30: 11.9 %
	30-50: 73.7 %		30-50: 50.7 %
M: 72 %	>50: 22 %	M: 75.7 %	>50: 37.5 %

The four pillars also reflect the guidelines for our future actions to facilitate access to available positions within our companies:



Increasing the internal capacity to address diversity, equity, and inclusion, to respond in an efficient way to the specific needs of colleagues and clients with disabilities.



Ensuring an inclusive environment, within which each person feels part of a whole.



Organizing trainings to raise awareness among stakeholders about the professional opportunities of people with disabilities, accessibility, and reasonable accommodation, to outline the premises of an inclusive environment for colleagues with disabilities and to design offers and services dedicated to clients with disabilities.



Ensuring equal opportunities in terms of physical and digital accessibility.

Identifying the needs of people with disabilities from the perspective of both clients and employees was performed with the support of community experts dedicated to people with disabilities, through a partnership with the Foundation for the Development of Civil Society (FDSC) and the Federation of Non-Governmental Organizations for Social Services (FONSS).

Within the project „**Value for Disability**”, the study „Inclusive companies for people with disabilities” was published to educate about the advantages of including people with disabilities in their work teams, as well as the regulatory framework specific to this sector.

We therefore make important efforts to promote an inclusive work environment and have zero tolerance for any type of discrimination and harassment based on ethnicity, race, sexual orientation, political view, religion, or any other kind of discrimination, both during hiring and promotion processes and day by day activities of our employees. Such abuses should be reported to our Internal Audit Department or Group management.

Throughout 2021, we have initiated a series of projects and workshops on various topics.

Ability Line is an initiative that has at its centre the needs of our colleagues to be informed and supported. They have access to a dedicated, free, and confidential email address & phone line, where they can ask any questions about the classification of the degree of disability, the procedure for framing, the diseases that determine the classification, etc., and receive support from a specialist, during the process, if they decide to go further.

Your personal advisor is another initiative, through which we have provided access to free psychological counselling sessions, in the context of the pandemic. Because the initiative was very well received, since July last year, free psychological counselling has been included in the medical subscription and every employee can benefit from these services.

Workshop **Harassment at work – how do you recognize it and what can you do to stop it?** – in collaboration with **Filia Association**.

Workshop **Find your inner Frida Kahlo!**
– 8 March

Wellbeing week or **Wellness Week** was an initiative aimed at bringing valuable information to colleagues and increasing their wellbeing. Thus, between 24th and 28th of May, our colleagues got the chance to attend 2 workshops every day on different topics of interest such as: nutrition, sports, parenting, financial, psychological wellbeing, design, etc.

Equality in diversity – workshop, May 17, on LGBTQ Day – workshop through which we supported the idea of rights equality for all people, without considering discriminatory criteria such as ethnicity, sex, sexual orientation, disability, age, etc.

Initiative Diversity & Inclusion Hour – a workshop in which values such as diversity and inclusion have been promoted.

Workshop **25 November – International Day to End Violence against Women** – collaborative awareness campaign with **Filia Association**

Training Inclusive Leadership – Diversity & Inclusion pentru manageri



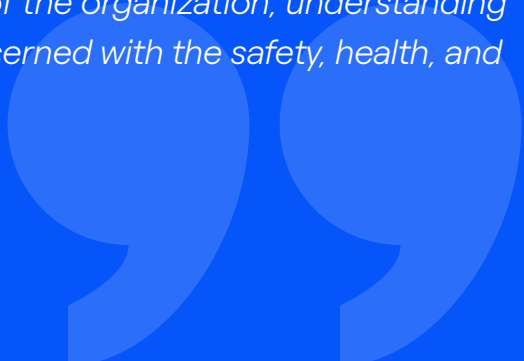
Monica Melinte

Head Office Health, Safety, Environment and Quality

Sustainability, health and safety at work is about people. They represent the vital resource of a company! At E-Distribuție we understand that the integration of health and safety in sustainability strategies provides an opportunity to achieve a truly sustainable organization. I, together with my colleagues in the HSEQ Department, work to ensure the safety of the E-Distribuție employees and of our contractors. The commitment we have made is not only dedicated to them, but also to their families, because there is no future without future generations. We believe that a strong commitment to safety and health can benefit employees by decreasing the number of illnesses, injuries, and deaths, increasing satisfaction and enabling them to be productive participants in the organization.

All the effort we make together with the rest of the organization, is to improve the safety culture through every action we carry out, because for E-Distribuție the culture of safety is a value, not just a priority.

E-Distribuție people are the heart of the organization, understanding that a sustainable company is concerned with the safety, health, and well-being of employees.



Health and safety at work

E-Distribuție companies have implemented a functional and certified Integrated Management System (IMS), which keeps processes under control as well as monitors and continuously improves their effectiveness and efficiency.

According to ISO 45001 specifications, occupational health and safety management places people first and is certified as a component of the integrated management system.

The system is applied throughout the organization, both in the offices where we operate, as well as in the installations, being certified in the following areas:

- Provision of the electricity distribution service;
- Design, development, and modernization of electrical grids;
- Operation and maintenance of high, medium, and low voltage power grids;
- Commercial operations for the distribution of electricity 0.4 – 110 kV;
- Connection of consumers, prosumers, and producers to the electricity grid;
- Management of connections to the electricity grid;
- Electricity metering, balance sheet, forecasting and electricity acquisition services;
- Loads of electrical equipment and installations.

During the meetings dedicated to the Occupational Health and Safety Committee, aspects related to communication – participation – consultation are regularly presented and analysed.

Distribution companies hold certificates of compliance, granted by an accreditation body signatory to EA MLA (European co-operation for Accreditation Multilateral Agreement).

The identified solutions are based on management analyses of the Health & Safety management system:

- Managing objectives, achievement of targets
- Results of internal and external audits
- Managing non-compliances, corrective actions, and action improvement
- Possible changes that can influence the management system.

During the reporting period there were 4 minor work accidents, which were solved according to internal procedures without further consequences. There were 3 minor car accidents and only one was because of the electrical installation, with no serious consequences.

As a result of these events, a series of theoretical trainings dedicated to the management staff were held, to bring awareness about the risks involved in performing grid activities during the personnel's daily routine.

The trainings were held in 3 sessions of 2 hours each and were addressed to 220 colleagues, as follows:

- EDM = 90 people;
- EDB = 75 people;
- EDD = 55 people.

Health and safety at work are high priorities for E-Distribuție companies strengthened by regular management communications, which during the reporting year included issues such as safety and compliance with the regulations for the COVID-19 pandemic.

A total of EUR 155,000 were spent on specific safety dispositive facilities in 2021, which were especially helpful to operational workers in ensuring the safety at their work place.

Within the E-Distribuție companies, beside the mandatory Health and Safety courses, additional projects have been developed through which we proposed to educate both E-Distribuție employees and auxiliary staff, contractors, etc.

The Buddy Partner Program

Employees with expertise in the field of health, who have influence on the operational personnel and who are part of their network will spread well-documented and tested opinions and practices on Safety at work.

These people (safety influencers) are experts in the field, they enjoy great appreciation and their expertise is important towards changing behaviours.

As a result, a network of „safety influencers” has been established, who perform several standard activities that are tailored to the particular area of influence in which the activity is performed.

A first webinar took place on October 21, 2021.

Café Alert – meetings of health and safety inspectors with their own operational staff and contractors at their headquarters. The meetings took place during morning before work, in a relaxed environment, where they discussed about the risks regarding safety in the field.

During 2021, there were 185 Café Alert sessions with contractors (1,477 people involved) and 227 Café Alert sessions at the E-Distribuție Operational Units, where 1,657 employees attended.

Leadership – safety meetings held by managers for their subordinates, with the support of the Department of Health and Safety.

The purpose of these sessions is to demonstrate management’s commitment to health and safety and to provide our employees with another opportunity to communicate safety risks to the manager.

During 2021, 56 Leadership sessions were held, attended by 610 E-Distribuție employees.

The training of safety inspectors was carried out in 2021 by Enel Group, to improve the capacity of inspectors in risk assessment and to analyse the main causes – 111 participants, both personnel from the Department of Health and Safety and operative personnel.

Fuori Linea Inspections – An inspection which takes place in a department different from the one where the health and safety inspector is employed in.

In 2021, 2,385 Fuori Linea inspections were carried out.

STOP WORK WEBINAR – Webinar on the importance of the Stop Work Policy

The Stop Work practice is promoted especially for situations in which one may anticipate a possible real danger or a situation in which it is recommended to stop working:

- 3,447 Enel employees
- 1,593 guests
- 473 participants (mainly operational staff)
- Employees who could not attend benefited from this course upon request.

Additional on-site safety risk verification.

The main objective is to additionally check and report the level of compliance in accordance with the safety policies and rules at group level, but also the field work environment.

These additional checks will highlight potential non-compliances, areas of improvement and relevant action plans, as well as identified safety and environmental best practices. In 2021, 13 additional checks were carried out.

Wave Alert – A wave of alert lasts a week, during which health and safety inspectors devote their time only to perform on-the-ground checks. In 2021 there were 11 „waves” in which 4,560 inspections were carried out.

Cross-inspections – Inspections completed in a group with a representative from another department, with the purpose of standardizing the control approach and exchanging experience with other team members who have control attributions. In 2021, 416 cross-inspections were carried out.

Every contractor who wants to collaborate with E-Distribuție companies has to complete an assessment according to the procedures and the commitments to safety and health at work.

We have also implemented the evaluation of the contractor during the procurement process, considering both the data and evidence made available and the criteria established for the tendering process.

The Health and Safety Department also develops the Annual Contractor Evaluation Plan for the partners we work with.

Moreover, we have carried out a procedure for a first evaluation of the contractors for the strategic partners with low performance. As a result, we can provide support for a 4 month period and carry out a final evaluation of the contractors for improvement identification.

The support provided includes a multi-step action plan: weekly supervision, training, inspections, and meetings.

During 2021, 57 contractor evaluations were carried out, with 494 corrective measures, all 100% completed. In addition, 7 assistance actions were performed for 7 contractors.

To increase the safety of the employees, the E-Distribuție Companies have developed or acquired a series of additional applications that contribute to the efficiency of the health and safety principles' integration at work, as follows:

- A dedicated application for recording inspections and allocating protective equipment to each employee – management of the application of the 5 golden rules for carrying out the activity safely, in case of field work. The operative staff uploads a picture taken during work showing the realization of the 5 golden rules, and another colleague from the territorial operational unit verifies and approves the pictures. The Health and Safety Department keeps track of the identified nonconformities and of the implemented actions;

- An application that aims to manage the evaluation of contractors – global accident investigation;
- Dashboard of health and safety-relevant targets – an application that aims to manage safety incidents (work accidents, „near miss”, that describe a situation close to an accident, tracking the safe conduct of activity).

Safety Jacket – We had the opportunity to evaluate a prototype of innovative equipment as part of a pilot project from the producer D-Air Lab. They develop textiles for safety and prevention of physical trauma, especially during operational activities. The challenge is a technology development capable of protecting the worker from height caused injuries. The proposed solution consists of a protective equipment improvement that is fireproof and resistant to the electric arc.

Health and Safety projects

The Health and Safety Department has identified several relevant points that result in accident risks by contractors. Therefore, we have carried out an awareness and remediation campaign through a series of dedicated projects, with the purpose of building a culture of health and safety with increased attention, especially towards the younger generation. Many citizens are not aware of the dangers caused by possible contact with an electric grid element, which is why we have decided to pay special attention to help increase public safety.

Therefore, we have organized an awareness campaign meant to draw the attention of children and parents to the risks they are physically exposed to when they encounter electrical equipment.

The awareness campaign dedicated to children and parents, Online Media, was achieved through a series of advertising campaigns that brought to public attention a series of effective and preventive measures when they are physically exposed to electrical installations.

The campaign was also promoted on the radio, where our colleague, Monica Melinte (Head of Office Health, Safety, Environment and Quality) interviewed to Radio

Itsy Bitsy where she talked about the importance of preventive measures at home and outdoors. For this purpose, four such events were organized.

Influencers – As part of this awareness campaign, colleagues who have relevant knowledge in health and safety have taught children the necessary preventive measures when they encounter grids or electrical installations outdoors.

Social Media – Special media project with edupedu.ro, one of the largest education platforms in Romania who wrote a dedicated article regarding preventive measures for children.

Online Media – Series of advertising campaigns on preventive measures when we encounter electrical installations.



Family Day

A series of actions regarding the importance of health and safety at the workplace were organized 19th to 23rd of July 2021 as we celebrated the Electrician's Day on the 20th of July.

We also organized meetings with our employees' and partners' families in Timisoara, Constanta and Bucharest in July, where we held presentations about electrical installations and our work environment.

Intrinsic Safety

In 2021, the E-Distribuție companies started an intrinsic safety project with specific working groups to identify the main elements of our installations that need to be secured, trying to find the best technical and financial solutions to eliminate the risks produced mainly by the electric arc and its effects.

All the countries in the Enel Group take part in this project and we collectively look for solutions for the main elements of electrical installations that require more attention.

The E-Distribuție companies have contributed to this project by improving our facilities, the equipment with modern technical solutions, reducing the risks of the electric arc and its effects.

The estimated budget to be allocated to this project during 2021-2024 is about EUR 17M.

Risks related to the COVID-19 pandemics

The year 2020 was dominated by the global health crisis, and 2021 maintained this trend, our activity having to be adapted to the new context. We have experienced new ways of working that have allowed us to provide our services to our customers and communities, while managing to carry out our activity in safe sanitary conditions without diminishing the quality of the services offered.

We have achieved all this by referring to the values of „Open Power”, such as responsibility and trust, innovation, and proactivity, accompanied by the acceleration of the use of digital technologies. However, all this would not have been possible without the exemplary mobilization of our employees and managers. The dedication of each of them has proven to be the essential ingredient of our companies' success.

During 2021 we continued all the series of measures adopted in 2020, among which we mention the maintenance of the Romania Task Force team, smart working, the additional trainings dedicated to employees, as well as their endowment with protective equipment and the disinfection of working spaces. In addition, in 2021, we managed to organize three workshops as follows:

- In April, together with Dr. Andrei Dina (Medicover), we addressed the topic of vaccination against COVID-19.
- In October, with Mr. Raed Arafat - Secretary of State in the Ministry of Internal Affairs, we discussed the long-term effects of the COVID-19 infection, the side effects of vaccination, vaccination recommendations for pregnant people, etc. Our colleagues had the opportunity to clarify the various fears or uncertainties, receiving advice and recommendations from specialists.

- In November, together with Univ. Prof. Dr. Alexandru Rafila, we covered topics such as vaccination (benefits versus side effects), recommendations for people in risk categories, recommendations for people who have gone through the disease, etc. And this time our colleagues received answers to their questions and once again had the opportunity to clarify various specific situations and consult with specialists in the field.

Just like last year, our employees who worked in a teleworking regime have benefited from trainings designed to help them manage work from home more easily, to adapt more easily to the new reality and to face the challenges. Thus, they participated in training sessions such as „Parenting while smart working“, „Leading from home“ and „How to discover your emotional balance?“.

Because we understood the importance of emotional balance for our employees and the risk of losing it during this complicated period, when this new way of working has brought us new challenges, and daily interactions are often happening online, we have continued the support program of our employees that involves online coaching sessions or emotional support, since March 2021.

Employees who choose to enrol in the program will be advised by a specialist who will provide free online support, guaranteeing them absolute discretion and confidentiality. Our employees will be able to opt for either individual coaching sessions or counselling sessions of their choice, without their relationship with the specialists in the program being mediated by any member of the three companies





Environment and **climate change**



Ion-Andrei Pană

Manager Environment Unit

Nowadays, protecting the environment is the only way life can continue, and Earth is the only home we have. It is up to us to protect it, and at E-Distribuție we try every day, through our actions to protect the nature and the environment.

We promote a sustainable business model, and we are committed to contribute to the achievement of the 2030 Agenda for Sustainable Development Objectives and actively participate in the mitigation of the climate change effects, through biodiversity conservation activities, by identifying new solutions for waste reduction and recovery and tangible decarbonization actions.

We respect nature and therefore we have integrated the principles of the circular economy for a sustainable and innovative development in our environmental strategy, and my role in the company is happily in perfect synergy with its vision of care and responsibility towards the environment.

Environment and climate change

The global population growth, as well as the technological progress, together with the recent events taking place at the political and social level, have led to a steady annual increase in global energy consumption.

This increases our companies' challenge of providing more users with access to electricity while reducing the consumption of fossil fuels.

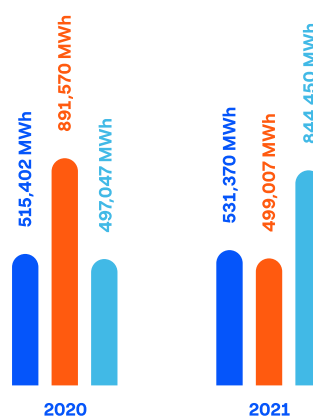
Another challenge is to reduce energy consumption in our companies.

Administrative offices and energy assets are the largest energy consumers in our companies, to which transport, heating, and internal services are added. We are committed to maintaining the quality of our services while improving energy consumption within the distribution activity.

Total energy used at organization level (administrative premises, energy assets, transport consumption, heating, and internal services) was over 1,874,827 MWh in 2021, divided among our companies as follows:



● E-Distribuție Banat
● E-Distribuție Dobrogea
● E-Distribuție Muntenia



Managing energy consumption

To optimally carry out our electricity distribution activity, we use a series of consumable materials that also have an impact on the environment.

These materials include the consumption of diesel fuel, hydraulic oils, oils for turbines and compressors, etc., and they are constantly monitored to ensure the efficiency of their use.

Company	Total diesel consumption (motor vehicles + auxiliary equipment) (t)	of which Diesel consumption (auxiliary equipment) (t)	Consumables (dielectric oils and lubricants, other) (t)	Total diesel consumption (motor vehicles + auxiliary equipment) (t)	of which Consumption of diesel fuel (auxiliary equipment) (t)	Consumables (dielectric oils and lubricants, other) (t)
	2020			2021		
E-Distribuție Banat	525,592	9.86	11.98	580,139	7.97	7.2
E-Distribuție Banat	519,220	11.6	13.79	514.13	8.72	20.3
E-Distribuție Banat	507,253	20.65	0.4	545.2	16.94	0.1

We have implemented several actions to reduce energy consumption, increase energy efficiency and improve environmental impact, such as:

- Network phase load balancing;
- Rotation of power transformers; Voltage regulation;
- Power transformers in cold reserve;
- Reconfiguration/optimization of the LV grid;
- Modernization of LV, MV, HV grids.

Thus, through the upkeep and modernization of primary and secondary substations, equipment and power transformer replacements, primary substation reorganization and modernization, the installation and use of smart meters, we were able to achieve significant energy savings of approximately 79,795 GJ in 2021.

In 2020 and 2021 we have reduced our energy consumption at company level as follows:

Company	2020	2021
E-Distribuție Banat	28,484 GJ	27,096 GJ
E-Distribuție Dobrogea	21,758 GJ	22,147 GJ
E-Distribuție Muntenia	34,012 GJ	30,552 GJ
Total	84,254 GJ	79,795 GJ

Implementation status of the Energy Performance Improvement Action Plan for 2021 for EDD:

Project category	INVESTMENT (RON)	ENERGY SAVING (MWh)	FINANCIAL SAVING (RON)
Implementation of intelligent measurement systems	13,470,979.42	2,948.9	1,467,268
Modernization	1,510,634.72	2.36	1,174.02
Modernization of secondary substations	16,857.1	13.9	6,864.77

Implementation status of the Energy Performance Improvement Action Plan for 2021 for EDM:

Project category	INVESTMENT (RON)	ENERGY SAVING (MWh)	FINANCIAL SAVING (RON)
Implementation of intelligent measurement systems	24,998,686.79	5,692.94	2,724,299.86
Modernization	2,456,963.41	13.61	6,511.17
Modernization of secondary substations	48,189.45	0.01	6.60
Replacement of MV/LV transformers with low-loss transformers	39,366.61	8.86	4,238.43

Implementation status of the Energy Performance Improvement Action Plan for 2021 for EDB:

Project category	INVESTMENT (RON)	ENERGY SAVING (MWh)	FINANCIAL SAVING (RON)
Implementation of intelligent measurement systems	17,026,056.66	3,555.21	1,671,581.29
Modernization	1,028,097.03	27.65	13,001.1

Environmental risk management

The activities in the field of environmental protection are documented through operational procedures, implemented within the environmental management system, a system certified in accordance with the independent certification body – SRAC's standard ISO 14001:2015's requirements.

During the entire reporting period, no accidental pollutions or environmental incidents leading to the degradation of water, air or soil quality were recorded in the E-Distribuție spaces.

Within E-Distribuție, to avoid pollution of environmental factors (water, soil and subsoil, flora, and fauna) due to accidental oil spills, waste landfilling is carried out in a controlled manner in designated areas, on impermeable platforms, in specific containers that will be maintained in good condition, to ensure the protection of human health and the

environment. In the case of accidental spills, action shall be taken to remove their consequences by promptly operating it with biodegradable absorbent material, ecological absorbent dams, etc., to restore the conditions prior to discharges.

To prevent the pollution of environmental factors, E-Distribuție performs periodic maintenance of oil/water separators and of emptying basins, while the gutters for collecting and draining rainwater are maintained in perfect clean condition.

All this activity is performed by an authorized operator under a service contract. Used oil waste collection is carried out by the authorized operator based on the concluded contract, in compliance with the applicable legal provisions on environmental protection. Any shipment will be accompanied by a KIT containing the necessary materials to intervene in case of incidents.



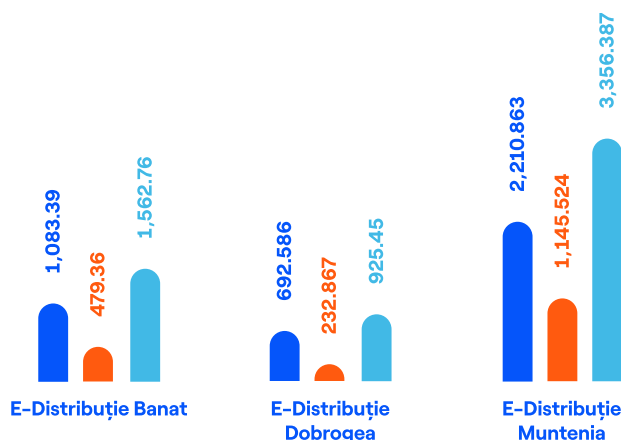
Waste management

In our companies, the waste generated within the electricity distribution activity is managed in accordance with the environmental protection legislation and our implemented and certified **integrated waste management system**.

All generated waste categories are described in the Waste Management Plan based on which a **Waste management program was established** – a set of measures to prevent and reduce the amount of generated waste.

- Non-Hazardous waste
- Hazardous waste
- Total

*All quantities are in tons



Waste 2021

Type of waste/t	E-Distribuție Muntenia	E-Distribuție Banat	E-Distribuție Dobrogea
Aluminium	4,678	3,180	11,443
Cables	22,880	35,775	24,284.6
WEEE	138,510	103,111	106,423
Wood	73.24	32,060	66.32
Plastics	0.510	0.530	0.514

Other types of waste

Hazardous waste, such as insulating oil used in transformers, is regularly subjected to periodic chemical analysis to determine the content of PCB (Polychlorinated Biphenyls) whose concentration in hazardous waste is limited by law.

The analyses of the hazardous waste generated by our companies have demonstrated a PCB content below the maximum values allowed by law.

In 2021, more than 90% of the hazardous waste produced was recycled or recovered. The oils are sent to companies authorized for regeneration and waste

treatment to be converted into waste-to-energy, where regeneration is not possible.

The accumulators are sent to authorized companies that can recover secondary raw materials.

113.7 tons of used oil have been recovered through recycling by the authorized operator in 2021.

Expenditure for environmental protection

Expenditure for environmental protection / RON



Company	Hazardous waste produced (t)	Hazardous waste recycled or recovered (t)
E-Distribuție Banat	479.36	477.71
E-Distribuție Dobrogea	232.87	231.94
E-Distribuție Muntenia	1,145.52	1,145.41

Waste management in figures

Company	Non-hazardous waste expenditure [Ths RON]	Hazardous waste expenditure [Ths RON]	COVID-19 waste management expenditure [Ths RON]	Revenues from the sale of waste [Ths RON]
E-Distribuție Banat	68,840	56,290	55,852	1.311.00
E-Distribuție Dobrogea	37,398	26,621	8,269	554.00
E-Distribuție Muntenia	38,675	2,040	2,821	2.167.00

For the waste generated from light sources, WEEE (Waste electrical and electronic equipment) of small size and alkaline batteries, our companies have concluded a Collaboration Protocol free of charge with Recolamp Association and Ecotic Association through which these categories of waste are collected. To fulfil the object of this Protocol, The Green Corner type containers and stands were installed in a visible place at the headquarters of our distribution companies for the collection of this waste. The WEEE category also includes waste from electric meters that are shredded using a shredder before being handed over for recovery.

We therefore encourage the development of a business model that integrates the principles of the circular economy, making efforts both to limit the amount of waste generated and to increase the amount of waste recovered in relation to the quantity generated.

All waste generated by our companies, regardless of their type, is either recovered or disposed of through economic operators authorized to carry out the collection, transport, treatment, recovery / disposal activities, that hold environmental authorizations issued by the Environmental Protection Agencies and endorsed annually. Contracts shall be awarded following tenders in which the bidding firms are chosen based on transparent and non-discriminatory criteria.

The entire waste management process is carefully monitored both internally, our companies being obliged to report this aspect to the International Division of the Enel Group, as well as externally, through the periodic mandatory reports to the Environmental Protection Agencies or the Ministry of Economy.



Certifications

In 2021, the third-party audit was carried out by SRAC, and the surveillance certificate was obtained confirming the implementation and maintenance of the environmental management system according

to the conditions of SR EN ISO 14001:2015. No nonconformities were identified.

The audit resulted in 3 recommendations for improvement that were treated and resolved.



Employee training

In 2021, trainings on environmental and energy management topics dedicated to both our own staff and the contracting staff were carried out.

By training our own staff, we aim at raising awareness of their role in fulfilling commitments, including how their work can influence the organization's ability to fulfil its compliance obligations.

Also, the training of contractors in the field of environmental protection aims at providing training for the personnel who, under the control of the organization, performs work that can affect the environmental performance of the organization.

2021	ENVIRONMENT TRAINING		ENERGY TRAINING
	OWN STAFF	CONTRACTOR STAFF	
E-Distribuție Dobrogea	5	6	8
E-Distribuție Banat	10	2	10
E-Distribuție Muntenia	7	3	8

A promotional graphic for the 'UITe BARZA!' campaign. It features a woman in a green jacket and blue backpack pointing upwards, with a man and another woman partially visible behind her. The background is a bright blue sky with a large white stork in flight. The text 'UITe BARZA!' is in large, bold, white letters. Below it, in orange and white, is 'POȚI FI ȘI TU EROU ÎN MAREA AVENTURĂ A BERZELOR DIN ROMÂNIA!'. Further down, in orange and white, is 'Implică-te în proiectul de localizare și monitorizare a cuiburilor de barză din țară.' with a small white stork icon. At the bottom, in white, is 'Descarcă acum aplicația UITE BARZA!, familiarizează-te cu meniul și funcțiile acesteia și așteaptă startul proiectului din 10 iunie. Pregătește-te pentru premii și alte surprize!'.

UITe BARZA!

POȚI FI ȘI TU EROU ÎN MAREA AVENTURĂ A BERZELOR DIN ROMÂNIA!

Implică-te în proiectul de localizare și monitorizare a cuiburilor de barză din țară.

Descarcă acum aplicația **UITe BARZA!**, familiarizează-te cu meniul și funcțiile acesteia și așteaptă startul proiectului din 10 iunie. **Pregătește-te pentru premii și alte surprize!**

Biodiversity

We are the promoters of a sustainable business model whose goal, beyond financial performance, is to bring value to the community to which it belongs. We thus commit to achieving the Goals of the 2030 Agenda for Sustainable Development, including protecting and respecting biodiversity in our work, in line with Sustainable Development Goal 15 „Life on Earth”.

Our involvement is an active, constant one, summing up several environmental initiatives, such as efficient management and waste recycling or the protection of birds on the Red List of the International Union for Conservation of Nature (IUCN), which includes the White Stork, the Danube Falcon, the Dalmatian

Pelican, and the European Roller. We also contribute to the conservation of natural habitats in the Danube Delta Biosphere Reserve, one of the UNESCO protected areas located in Romania.

One of our projects to protect biodiversity is dedicated to the conservation of the white stork, which often uses electricity grid poles as a nest support, dangers of electric shock being one of the main threats faced by this species. The white stork is a protected species, and the estimated population of white storks is between 180,000 – 220,000 pairs in Europe, while in Romania, their number has been estimated at 4,000 – 5,000 pairs.

The first step to help this protected species is to identify the exact number of pairs that have nests and their offspring. In this regard, in partnership with the Romanian Ornithological Society, in 2017 we have developed a mobile application that collects data on the nesting of the white stork in Romania, by involving E-Distribuție specialists both in the field as well as from the public.

The annual stork population census is a unique „citizen science” project that is being carried out at national level with the help of all those who want to contribute to the species’ protection.

The project aims to identify areas with a high potential for danger through electric shock, so that our distribution companies can take measures to protect the birds, but also the electrical grids, by installing nest supports or power lines insulators.

In addition to the active participation in the stork census, our employees also make an analysis of the situation of the low voltage poles in several areas in the counties of Caraș-Severin, Arad, Timiș, Hunedoara, Tulcea, Constanța, Ialomița, Călărași, Ilfov and Giurgiu. In 2021, about 2,000 nests were reviewed with the help of the application. Since the beginning of the project, innovative elements have been introduced annually, such as the fairy tales contest about storks in 2021.

Within the LIFE Danube Free Sky project, which envisages the transnational conservation of birds along the Danube River, E-Distribuție Dobrogea, with the direct help of the Authority belonging to the Delta Biosphere Reserve Danube, implements various solutions at the level of aerial power lines, to protect wild bird species.

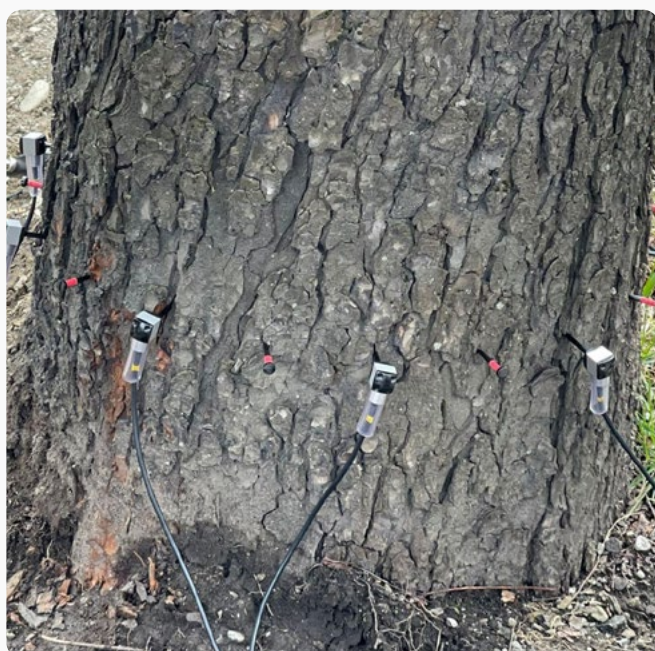
In recent years, similar solutions have been implemented to protect the environment and wild bird species from electric shock and collision with power lines. The measures adopted include:

- replacement of classical non-insulated conductors with twisted pair insulated conductors;
- mounting of insulating sheaths on medium voltage lines;
- installation of special brackets (nests) on low and high voltage lines for the protection of birds;
- adoption of canopies for bird-friendly medium voltage poles;
- replacement of aerial power lines with underground power lines.



To date, we have installed over 860 metal supports for stork nests, isolated over 6,100 pillars by installing insulating sheaths in Banat, Dobrogea and Muntenia regions. In 2021, more than EUR 30,000 has been invested in these endeavours.

Another relevant partnership of the E-Distribuție companies is the one with the Association of Landscapers in Romania – ALR (AsoP – Asociația Peisagiștilor), starting together a campaign to increase green space quality inside the localities by efficiently managing the trees on the aerial power lines corridor.

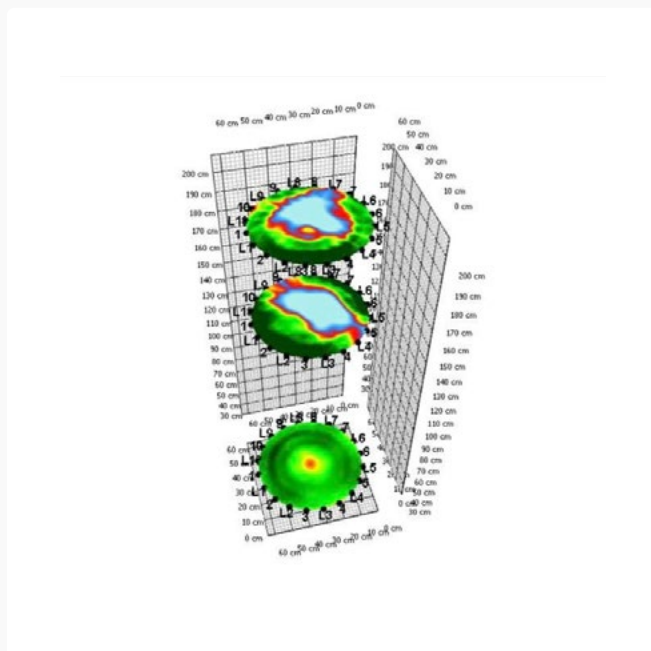


We raise awareness of the importance of managing the vegetation, both from the environment and air quality perspective, as well as from the perspective of our distribution companies' activity, being aware that good vegetation management decreases the risks of failures and reduces the incidence of interruptions in supplying electricity to consumers.

The project targets communities in the Dobrogea, Banat and Muntenia regions served by our companies.

In 2021, the campaign took place in the municipalities of Timișoara (September 22–23, 2021) and Călărași, (September 28 – October 1, 2021) through urban arboriculture courses, which registered a real success among the participants, representatives of local public authorities, vegetation management companies, students, and community members.

The campaign initiated in partnership with Association of Landscapers in Romania continued with a series of meetings and debates, carried out with the support of Romanian and foreign specialists. The project also includes practical actions through demonstration interventions for the inventory and investigation of trees in urban areas, laying the foundations for a national reference approach to increase the quality of green spaces.



Circular economy

The European Green Deal and the Circular Economy Action Plan set new and more ambitious targets for Europe in the transition to the Circular Economy model.

The circular economy is a paradigm that is established, at all levels and in all geographical areas, as a real solution to create a synergy between innovation, digitalization, competitiveness, and sustainable development, to respond to today's major environmental and social challenges.

Adopting a circular approach means decoupling businesses from resource consumption by reducing the use of finite natural resources, avoiding waste, and maintaining the value of goods and materials through design, repair, and recycling, which allows a much higher value to be given to human work. Thus, we can provide benefits to the environment by reducing carbon emissions along the entire value chain.

The Enel Group continues the transition to a sustainable business model with a decisive acceleration of the decarbonization process through the development of renewable sources and has adopted the concept of circular economy as a strategic engine. Since the available amount of raw materials is finite, a business based on circular production and consumption models aims to prolong the life cycle of products, adding value at economic performance level, but especially at social and environmental level.

E-Distribuție companies support and positively integrate the circular economy principles for sustainable and innovative development.

The strategy towards a circular economy is characterized by the reassessment of the business

along the entire value chain, starting from the design and acquisition phases. The vision of the circular economy is based on the 5 pillars, which define the areas and methods of application.

In this context, digitalization is becoming a driver of circularity through the development of circular IT asset management initiatives (e.g., extending the service life and reuse of devices, etc.), as well as digital solutions to support circular business models (such as digital material information management, etc.).

The intelligent traceability of materials is an ongoing global project that began in 2020 and will be finished in 2023, which is in line with the needs of the circular economy. This is one of the most significant projects for the upcoming term.

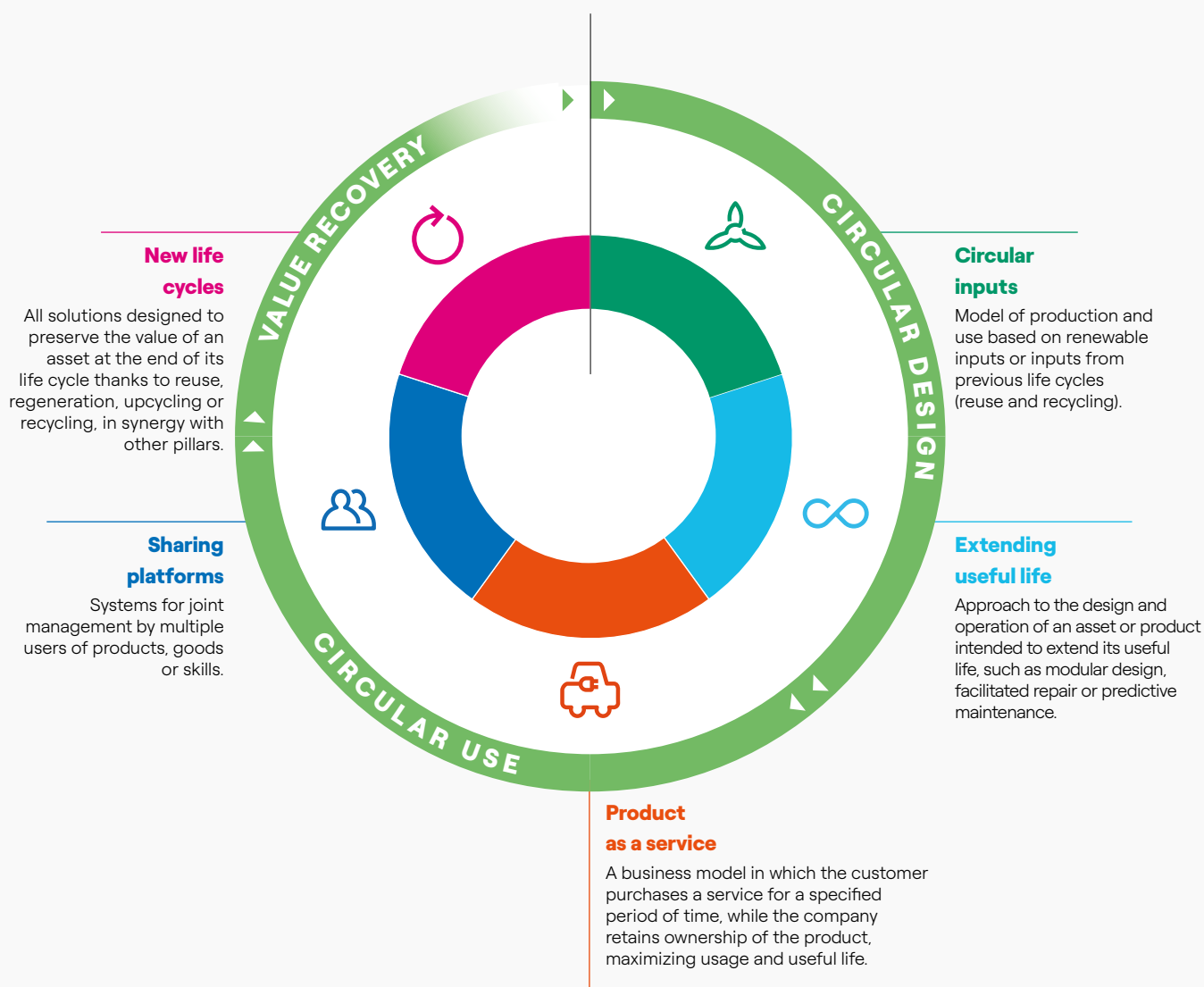
In 2021, the main area of interest was the recovery of materials from end-of-life assets. To maximize the recovery of materials at the end of the life cycle, E-Distribuție applies the Group's strategy called „grid mining”, which considers the grid assets as a „mine” of materials that can be recovered, recycled, and reintroduced into new production cycles.

E-Distribuție companies are directly involved in waste management to have a lower impact on the environment, aiming at the reuse and regeneration of materials at the end of their life.

This approach is part of the company's sustainable development strategy, while also supporting the transition to a circular economy. To this end, we are working on improving the tracking system for decommissioned assets to improve their economic and circular end-of-life management.

In 2021, 3,854 tons of equipment waste resulting from the modernization and maintenance of the electricity grids were sent for recycling, representing waste of transformers, electrical cables, industrial batteries, meters or used oil.

Subsequently, over 95% of the volumes recycled in 2021 returned to the economy in the form of ferrous metals, non-ferrous metals, plastic, wood, or glass, while also generating revenues of over EUR 600,000.



The Net Zero Plan

The Net-Zero Plan aims to establish a comprehensive strategy and roadmap in line with the Paris Agreement to limit the increase in the global average temperature to 1.5 °C by setting greenhouse gas emission reduction targets from all sources. Progress towards a Net-Zero model opens new markets, and by anticipating this direction ahead of time, the Enel Group can position itself as a leader in this transition.

The objective of achieving total decarbonization by advancing our Net-Zero trajectory by 10 years, from 2050 to 2040, for both direct and indirect emissions, requires both a strong acceleration of renewable energy and energy efficiency, as well as a complete rethinking of investment planning and the economic model, including in terms of circularity.

The sustainability strategy, implemented at the Group level, sets ambitious targets for reducing the impact on the environment. An important component for us

is defined by the Group's commitment to transform its entire fleet of cars by 2030 by replacing fossil fuelled vehicles with electric vehicles, thus, contributing to the development of a low-carbon society. This process of replacing the car fleet has already begun within the E-Distribuție companies, and we intend to continue this program of reducing our carbon footprint for the coming years.

Moreover, buildings represent Europe's largest energy consumer, using 40% of the total energy consumption and generating 36% of the total greenhouse emissions. That is why another essential part of our sustainability strategy is aimed at electrifying buildings owned or used by E-Distribuție companies by applying energy efficiency and digitalization solutions, to ensure alignment with the rules on the energy performance of buildings and those of the European Green Deal to decarbonize our building stock.





Sustainable **communities**

Access to energy in vulnerable communities

Capacity building of non-governmental organizations in the context of energy poverty Partnership with the Civil Society Development Foundation

Following previous collaborations with the Civil Society Development Foundation within the Civic Innovation Fund, we have continued to support organizations that have shown interest in developing knowledge related to addressing energy poverty issues within vulnerable communities and we have mobilized resources to strengthen their capacity, exchange best practices and identify new potential partnerships.

More specifically, in the context of the project implemented by the Civil Society Development Foundation in 2021, we aimed at building a community of organizations that carry out activities in disadvantaged areas and that intersect with the energy area in their activities. In order to achieve this goal, we supported the creation of a working group

consisting initially of 7 organizations, reaching a total of 9 organizations represented in the meetings (prepared based on individual interactions with the group members in order to better understand the needs and interests of the participants) and the organization of four online events having as central topics the law of the vulnerable consumer, energy poverty and examples of initiatives in the field of reducing energy poverty in Romania.

Following the meetings organized in the context of the partnership with the Civil Society Development Foundation, some of the participants will continue to be actively involved in a working group formed within the Center for Study Democracy, under the umbrella of the Romanian Observatory of Energy Poverty. Also, the FDSC will continue to be close to the subject of energy poverty, following the activities undertaken by the Romanian Observatory of Energy Poverty, as well as other initiatives that can be supported in this context.



Integrated support in the Ferentari district (Bucharest)

Partnership with The Policy Center for Roma and Minorities Foundation

In the last 5 years, we have developed a close collaboration with the Policy Center for Roma and Minorities Foundation to address the difficulties related to energy poverty in the Ferentari district in Bucharest. The neighbourhood is known for its very poor areas with problems connecting the population to electricity. To address this issue, we have agreed together with our partner on an intervention plan developed based on the community's needs and the possibilities of intervention.

The emphasis was placed on solving concrete problems, on informing, connecting families to the electricity grid and reducing losses in the grid. An important component of the project was that of community projects, which aimed to improve the housing conditions of people on the poverty line, thus increasing the trust between the partner and the community.

The main activities covered the following directions:

- Providing personalized support in the process of connection to the electricity grid (15 beneficiaries);
- Supporting project beneficiaries and other community members in an integrated manner, the needs being often correlated, for example: facilitating access to social and medical services, educational support and integration into the labour market (1,000 beneficiaries);
- Developing an intervention guide based on the experience gained from the multiannual partnership, which described the main situations encountered, as well as the appropriate lines of intervention for each context. The purpose of the guide was to facilitate the exchange of good practices and lessons learned with other non-governmental organizations interested in implementing this type of intervention in other communities.



Project “Together against energy poverty” Partnership with the FDP Association – Protagonists in Education

The project “Together against energy poverty” initiated by the FDP Association – Protagonists in Education, aimed to establish a set of actions that would lead to a good knowledge of the factors that determine the energy poverty among the approximately 80 vulnerable families living in a 4-story apartment building in the ghetto type area of Faur-Republica. The evaluation of the building, but also of the individual dwellings and the knowledge of the energy vulnerability factors allowed the identification of solutions both for energy access and for the improvement of the housing conditions and the increase of the families’ capacity to have a decent living.

The main activity consisted in carrying out a study to assess the energy poverty among the community of Faur-Republica that analysed aspects such as:

the possibility of connection to the electricity grid for the entire building and for individual dwellings, the situation of property deeds, the average monthly consumption of energy, the necessary infrastructure, necessary rehabilitation works, access to other public utilities, identification of people who need support for integration on the labour market, identification of children at risk. Throughout the project, we supported the FDP Association’s project team with information and advice on the documents and stages related to the connection process, thus contributing to increasing the organization’s capacity to become more involved in the context of energy poverty.

The resources allocated to this project also allowed an evaluation of two residential centres for vulnerable people, coordinated by two partner organizations with FDP – Il Chicco Association (Iași) and Don Orione Association (Voluntari). The main purpose of the evaluation was to identify the right solutions for the installation of photovoltaic panels, to increase the energy efficiency of the two centres.





Gender **equality**

Supporting the activity of the Counselling Center for preventing and combating domestic violence Partnership with Anais Association

Sustainable Development Goal 5 dedicated to gender equality is a cross-cutting priority for the Enel Group in the context of sustainability goals. In this context, we decided to support the activity of the Anais Association, more specifically the Counselling Center for preventing and combating domestic violence in Bucharest, especially relevant during the COVID-19 pandemic, when several reports highlighted the increase in the number of domestic violence cases.

The Counselling Center provides free social services (online or face-to-face) such as: social counselling and information services, legal counselling, individual psychological counselling and within support groups,

assistance/representation in court to obtain a restraining order, reference to other complementary and necessary services for solving cases. During the collaboration with Anais, the Center provided counselling and information by phone and online for 350 people, assisted 81 new beneficiaries, provided individual psychological counselling services to 29 new beneficiaries, and organized weekly support groups with the participation of 4-8 beneficiaries.

As an added value of the partnership with Anais, we also supported the development of the strategic fundraising direction of the association to diversify the sources of funding ensuring more predictability and stability for the organization's functioning that would allow a multiannual and sustainable planning of the organization's activity.

Education

The „Future Electrician” program

We continue to invest in new generations of professionals by extending the „Future Electrician” Dual Class program. Together with our partners, The New Horizons Foundation and SIGMA, we have ensured that high school students have been guided remotely by mentors and energy experts, facilitating workshops for the development of soft skills, constantly personalizing their content according to the students’ needs.

We continued to offer students the same benefits as scholarships, development workshops, meals, accommodation, and transportation.

In 2021 we expanded our collaborations with two other high schools in the country and opened three new Dual Classes, carrying on our mission to train new generations of electricians, transferring to them the knowledge acquired by our professionals in decades of experience. We also continued to support the class from Deva at the „Dragomir Hurmuzescu” Energy Technological High School.

The three new classes were opened at:

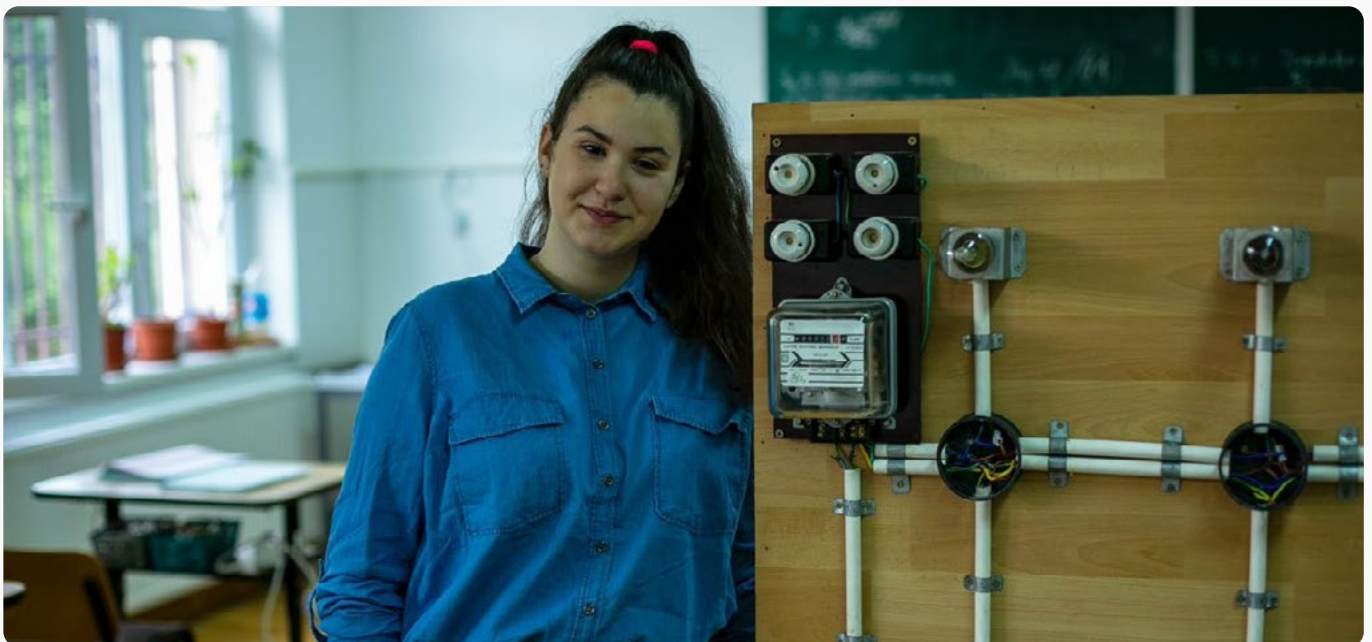
- Constanța – Constanta Energy High School
- Ialomița – Fierbinți-Târg Technological High School
- Bucharest – Technical Energy College Bucharest

The program „Future electrician” in 2021, in figures:

- 4 dual classes;
- 82 students enrolled;
- Over 20 E-Distribuție tutors involved;
- Over 600 hours of practice in our companies;
- Over 55 personal development workshops dedicated to students.

This year we are enjoying the second promotion of a dual class from the „Dragomir Hurmuzescu” Energy Technological High School, a promotion that represents another step forward in training young people who choose to specialize in the field of electricity, thus contributing to a sustainable future.

The years spent in the dual class „Future Electrician” showed them that school is an ideal place to start a career to their liking. Thanks to dedicated teachers and mentors, who had the resources to ideally combine theory with a lot of practice, we see an amazing result: young people ready to become the best version of themselves.





Brumar Alexia

Deva

The dual class was an experience that I lived with great enthusiasm. I never thought I was going to be in such a wonderful and welcoming class. I was very surprised that we have so many facilities (scholarship, camps in Straja, etc.).

Even though I only caught half of the program in physical format, due to the coronavirus pandemic, I realized that we are important for the E-Distribuție company and that they really need us. For this reason, we try to be the best, to have the opportunity to be part of their team in the future, in as large a number as possible. I see this opportunity as being useful and very beneficial, because we can have a long-term, well-paid, clean, sanitized, seemingly easy and respectful job.



Marcus David

Deva

The dual class was kind of a challenge. I did not know anyone; I was just coming from the Jiu Valley to benefit from this program. However, this was a fantastic experience, where I met a lot of new people.

I consider this experience to be a useful one. Not many people can have such an opportunity. The most important thing is that after these 3 years of school, we can have a stable job, without too much hassle.

Statistici curs Intensiv de educație digitală pentru profesori din **Colegii Tehnice Energetice**:

11
module
32
lecții
16
evaluări ★★ ★★

15
padlet-uri în curs
210
postări în Padlet
48
video-uri și tutoriale

26
proiecte la clasă depuse
47
chestionare digital readiness
baseline completate

26
chestionare digital readiness
endline completate
44
chestionare baseline
completate de elevi
(clasele duale)

12
săptămâni
84
zile
2016
ore

49
cursanți/cursante

11
întâlniri
de comunitate
7
invitați

The “Predau Viitor” (“Teach Future”) program

In 2021, we also continued the collaboration with **Techsoup Association**, also investing in the high school teachers which we have partnerships with, to increase the knowledge of pedagogical technical content (TPACK), as well as to develop their skills to identify and use online teaching tools, building relevant pedagogical contexts around them and with their help.

We have extended the program for the teachers at the new partner high schools, such as the Constanța Energy High School, the Fierbinți-Târg Technological High School and the Timisoara Energy Technical College.

The program was complemented by a series of online community meetings, which brought teachers into contact with experts in the technical and educational fields to learn and share experiences to increase the quality of teaching, helping to create a context for sharing learning experiences for teachers outside of their usual community.

Our colleagues were also part of the process, participating as energy experts in community meetings.

We were glad to see the enthusiasm of the participating teachers, who also left us some thoughts and impressions that they will continue to value.

„I started the course with a personal concern, but I went through it with pleasure and interest, and I finished it with satisfaction! It seems like I see greater openness from the students towards my lessons.”

Sanda Rodica Frățilă
Energy Technical College Ialomița

„The formative approach was very timely for my evolution in the teaching profession. Thank you.

What we have learned: graphic platforms, about digital education in general video apps.”

Saizescu Cristina-Alexandra
Energy Technical College Timișoara

„To me it seemed a very well structured, organized course, which offered me many materials and useful resources in my work.

What we have learned: Online Learning Models, Digital Resources, Attractive Assessment.”

Mihaela Nicoleta Mictar
Energy Technical College Constanța

The Advocacy for education and social equity program

We continued the partnership with Human Catalyst supporting the program **Advocacy for education and social equity**, thus contributing to running several local and central campaigns aimed at drawing attention to Romania’s situation in terms of education

and towards the need to involve the entire community to improve the educational environment, in the elaboration of some proposals for public policies in the field of education, as well as in the public decisions concerning the government plan „Hot meal in schools” program.

Sponsorship with digital equipment

In 2021, we joined forces with the organization Ateliere Fără Frontiere, which through the educlick.ro platform, collects electrical and electronic waste, repairs the equipment, which subsequently donates to schools and children from the most disadvantaged backgrounds in the country.

The educlick platform has a history of 14 years in applying the principles of circular economy, with environmental, educational and social impact, equipping IT laboratories in more than 10% of rural schools in Romania, with over 23,000 donated IT equipment. The model on which the circular economy is based is one that involves putting waste back into the economic cycle by recycling it for the purpose of material recovery.

Ateliere Fără Frontiere collected from the E-Distribuție companies 314 IT equipment (2,826 kg) that were refurbished and restored in the circuit towards 19 school structures in 13 counties, both in rural and urban areas. The equipment reached a total of 3,100 beneficiary students.

Electrical and electronic waste has a high degree of reuse with a zero impact on the environment. Through this circuit, the platform promotes the importance of reusing for environmental impact and constantly encourages this way of avoiding CO2 emissions in the public space. Thus, the 314 IT equipment sponsored by E-Distribuție represent the equivalent of 142,512 kg of CO2 emissions which we managed to avoid by reusing and recycling.





Damien Thiery

General Manager of Ateliere Fără Frontiere

Within Ateliere Fără Frontiere, we believe that inclusion is the key element that ensures the just and complete transition to a sustainable society. Through the educlick program, we have been working for 14 years on a model of circular economy and a socio-professional inclusion through which we want to ensure that the future is friendly, not only with the environment, but also with people in vulnerable situations that are currently overlooked or ignored.

Every piece of equipment collected alongside Enel and E-Distribuție represents a breath of fresh air for the future of the planet and a chance at green and digital inclusion for educlick employees in vulnerable situations.

Sponsorships

Our contribution in 2021 was 1,715,654 RON and below you can find the amounts for each company plus sponsorships with digital equipment worth 14,327 RON.

E-Distribuție Banat (RON)

Civil Society Development Foundation (Fundația pentru Dezvoltarea Societății Civile)	73,263	Support for the project „Building a community of non-governmental organizations in the field of energy”.
Romanian Ornithological Society (Societatea Ornitologică Română)	34,500	Supporting the project „Evaluation of effectiveness and improvement of the conservation status of the white stork (Ciconia ciconia) and the reduction of accidents caused by its nesting on the electricity poles”.
Association of Landscapers in Romania (Asociația Peisagiștilor din România)	39,400	Financial support for organizing a national event dedicated to urban arboriculture, organizing courses for the management of trees in urban areas, purchasing / renewing the subscription for the modules of a “green register” type online application.
Workshops without frontiers (Ateliere Fără Frontiere)	3,438.52 (estimated value of equipment)	Sponsorship with IT equipment to support the beneficiary in carrying out the activity of facilitating access to education for children from schools in marginalized communities.
New Horizons Foundation (Fundația Noi Orizonturi)	99,000	Carrying out the activities necessary for the implementation of the dual class in the Technological High School „Dragomir Hurmuzescu”, Deva during the school year 2021-2022.
Technological High School „Dragomir Hurmuzescu” (Liceul Tehnologic “Dragomir Hurmuzescu”)	197,060	Carrying out the activities necessary for the implementation of the dual class in the Technological High School „Dragomir Hurmuzescu”, Deva during the school year 2021-2022 – lunch meal for students.
TECHSOUP	197,060	Development and extension of the „I Teach Future” program for the formation of digital competences in pedagogical contexts relevant for teachers in high schools and technical colleges supported by the dual classes program, for the period June 2021 – June 2022.

E-Distribuție Dobrogea (RON)

Romanian Ornithological Society (Societatea Ornitologică Română)	34,500	Supporting the project „Evaluation of effectiveness and improvement of the conservation status of the white stork (Ciconia ciconia) and the reduction of accidents caused by its nesting on the electricity poles”.
Association of Landscapers in Romania (Asociația Peisagiștilor din România)	23,200	Financial support for organizing a national event dedicated to urban arboriculture, organizing courses for the management of trees in urban areas, purchasing / renewing the subscription for the modules of a “green register” type online application.
Workshops without frontiers (Ateliere Fără Frontiere)	6,377.90 (Estimated value of the equipment)	Sponsorship with equipment to support the beneficiary in carrying out the activity of facilitating access to education for children from schools in marginalized communities.
New Horizons Foundation (Fundația Noi Orizonturi)	224,000	Carrying out the activities necessary for the implementation of the dual class in the Fierbinți Technological High School, during the school year 2021-2022.
Sigma Association (Asociația Sigma)	167,000	Carrying out the activities necessary for the implementation of the dual class in the Constanta Technological High School, during the school year 2021-2022.

E-Distribuție Muntenia (RON)

Bucharest Community Foundation (Fundația Comunitară București)	97,000	Financial support for the development of the „Bucharest prepared” project.
Association „FDP – Protagonists in education” (Asociația “FDP – Protagonisti în educație”)	79,895	Support for the project „Together against energy poverty”.
Association for Education and Social Justice Human Catalyst (Asociația pentru educație și justiție socială Human Catalyst)	96,314	Advocacy for education and social equity.
Anais Association (Asociația Anais)	59,094	Supporting the activity of the counselling centre for preventing and combating domestic violence.
Foundation Policy Center for Roma and Minorities (Fundația Policy Center for Roma and Minorities)	73,868	Addressing energy poverty in the Ferentari community.
Workshops without frontiers (Ateliere Fără Frontiere)	4,492.26 (estimated value of the equipment)	Sponsorship with equipment to support the beneficiary in carrying out the activity of facilitating access to education for children from schools in marginalized communities.
Sigma Association (Asociația Sigma)	147,000	Carrying out the activities necessary for the implementation of the dual class in the Constanta Technological High School, during the school year 2021-2022.
Heart of Children Association (Asociația Inima Copiilor)	73,500	Contributed to the operational costs for the development of the new-born intensive care unit at Marie S. Curie hospital in Bucharest.



Annex

GRI content index

GRI 102–55

Standard GRI	Presentation	Page	Comments/omission
GRI 101: Fundamentals 2016			
General material themes			
GRI 102: General material theme 2016	Organizational profile		
	102-1 Name of the organization	9	For more details the sustainability report for 2020 can be consulted, available here
	102-2 Activities, brands, products and services	15	
	102-3 Location of the premises	9	
	102-4 Location of operations	29	
	102-5 Ownership and legal form	29	
	102-6 Markets served	29	
	102-7 Scale of the organization	15	
	102-8 Information about employees and other workers	55	
	102-9 Supply chain	48	
	102-11 The precautionary principle or approach	44	
	102-13 Membership of associations/Affiliations	46	
	Strategy		
	102-14 Statement from the decision-maker	5	
	102-15 Key impacts, risks and opportunities	5	
	Ethics and integrity		
	102-16 Values, principles, standards and behaviour norms	29	
	Governance		
	102-18 Governance structure	39	
	102-19 Delegation authority	39	

Standard GRI	Prezentare	Pagina	Comentarii/omisiune
GRI 102: Temă materială generală	102-20 Executive responsibility for economic, environmental and social issues	11	
	102-21 Stakeholder consultation on economic, environmental and social issues	11	
	102-22 President of the highest governing body	39	
	102-24 Designation and selection of the highest governing body	39	
	102-26 The role of the highest governing body in setting the goal, values and strategy	39	
	102-29 Identifying and managing the economic, environmental and social impact	43	
	102-30 Effectiveness of risk management processes	43	
	Stakeholder involvement		
	102-40 List of stakeholders	11	
	102-42 Identification and selection of stakeholders	11	
	102-43 Approach to stakeholder engagement	12	
	102-44 Key themes and concerns raised through stakeholder involvement	12	
	Reporting practices		
	102-46 Defining the content of the report and the limits of the themes	11	
	102-47 List of important topics	11	
	102-49 Significant changes in previous reporting periods	NA	
	102-50 Reporting period		01/01/2021-31/12/2021
	102-52 Reporting Cycle		Annual reporting
	102-53 Contact point for questions related to the report		sustenabilitate@enel.com
	102-54 Declaration on reporting in accordance with GRI standards	9	
	102-55 GRI Background Index	103	

Standard GRI	Prezentare	Pagina	Comentarii/omisiune
GRI 103: Management approach 2016	103-1 Explanation of the important theme and its limit	NA	For more details the sustainability report for 2020 can be consulted, available here
	103-2 Management approach and its components	6	
Specific material themes			
200 series (Economic themes)			
GRI 201: Economic performance 2016	201-1 Evaluation of financial indicators	15	
GRI 205: Anticorruption 2016	205-1 Operations assessed for corruption risks	40	
	205-2 Communication and training on anti-corruption policies and procedures	40	
	205-3 Confirmed incidents of corruption and actions taken	40	
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive conduct, anti-trust and monopoly practices	40	
300 Series (Environmental Themes)			
GRI 302: Energy 2016	302-1 Energy consumption in the organization	74	
	302-4 Reducing energy consumption	75	
GRI 303	303-5 Water consumption	NA	
GRI 304: Biodiversitate	304-1 Places of activity owned, rented, managed or adjacent to protected areas and areas with high biodiversity value outside protected areas	82	For more details the sustainability report for 2020 can be consulted, available here
	304-2 Significant impacts of activities, products and services on biodiversity	82	
GRI 305: Emissions	305-1 Direct emissions Scop 1 GES	87	
	305-2 Indirect emissions Scop 2 GES	87	
	305-3 Direct emissions Scop 3 GES	87	
	305-5 Minimizing greenhouse emissions	87	
GRI 306: Effluents and waste 2016	306-2 Waste by type and method of disposal	78	
	306-4 Waste deviated from disposal	78	
GRI 307: Environmental legislative compliance 2016	307-1 Non-compliance with environmental laws and regulations	77	

Standard GRI	Prezentare	Pagina	Comentarii/omisiune
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that have been analysed using environmental criteria	48	
	308-2 Negative environmental impacts in the supply chain and actions taken	77	
Series 400 (Social Themes)			
GRI 401: Jobs 2016	401-1 New employees and employee turnover	58	
	401-2 Benefits offered to full-time employees that are not provided to temporary or part-time employees	57	
GRI 402: Employment relations/management 2016	402-1 Minimum notification periods for operational changes	N/A	
GRI 403: Health and safety at work 2016	403-1 Occupational health and safety management system	65	
	403-2 Hazard identification, risk assessment and incident investigation	65	
	403-3 Occupational health services	65	
	403-4 Participation, consultation and communication of workers on safety and health at work	65	
	403-5 Training of employees in the field of health and safety at work	65	
	403-6 Employee health promotion	65	
	403-7 Preventing and mitigating impacts on occupational safety and health directly related to business relationships	65	
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	59	
	404-3 Percentage of employees who have periodically received a performance and career development evaluation	60	
GRI 405: Diversity and equality of opportunity 2016	405-1 Diversity in management and employee structures	58	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	62	
GRI 412: Human Rights Assessment 2016	412-3 Significant investment contracts and contracts that include human rights clauses or that have been the subject of a human rights review	N/A	
GRI 413: Local Communities 2016	413-1 Operations involving the local community, impact assessments and development programs	88	

Standard GRI	Prezentare	Pagina	Comentarii/omisiune
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that have been analysed according to social criteria	48	
	414-2 Negative social impacts in the supply chain and actions taken	48	
GRI 415: Public Policies 2016	415-1 Political contributions	N/A	E-Distributie Companies have no direct relations with political parties and do not provide any funding, as explicitly set out in point 2.2 of the Zero Tolerance of Corruption Plan and paragraph 3.26 of the Group Code of Ethics. Some exceptions may be found in some countries under local law and subject to analysis by competent bodies.
Sector-specific indicators			
Availability and reliability	EU 6 Driving approach to ensure the availability and reliability of electricity in the short and long term	14	For more details the sustainability report for 2020 can be consulted, available here
	EU 10 Capacity planned in relation to the projected demand for long-term electricity, broken down by source of energy and regulatory regime	14	
Energy demand management	EU 7 Energy demand management programmes, including residential, commercial, institutional and industrial programmes	14	
Research and Development	EU 8 R&D activities and expenditure aimed at providing reliable electricity and promoting sustainable development	14	
System Efficiency	EU 12 Transmission and distribution losses as a percentage of total energy	14	
Access	EU 27 Number of residential disconnections for non-payment	14	
	EU 28 Power cut-off frequency	14	
	EU 29 Average downtime	14	

Abbreviations

AEUC	Federation of Associations of Energy Utilities Companies
ALR	Association of Landscapers in Romania
AmCham	American Chamber of Commerce
CEER	Council of European Energy Regulators
CSR	Corporate Social Responsibility
CSV	Creating Shared Value
EA MLA	European co-operation for Accreditation Multilateral Agreement
EDB	E-Distribuție Banat
EDD	E-Distribuție Dobrogea
EDM	E-Distribuție Muntenia
EGCP	Enel Global Compliance Program
ESG	Environment, Social and Governance
EUR	The official currency of the euro area countries
FIC	Foreign Investors Council
GRI	Global Reporting Initiative
HV	High Voltage
IA	Institutional Affairs
ICCR	Italian Chamber of Commerce for Romania
IUCN	International Union for Conservation of Nature
km	Kilometres
KPI	Key Performance Indicator
LV	Low Voltage
Mil.	Million
MV	Medium Voltage
MVA	Mega Volt-Amper
MWh	Megawatt-hour
NGO	Non-Governmental Organization
NRAE	National Regulatory Authority for Energy
PCB	Polychlorinated Biphenyl
POD	Point of Delivery
REC	Romanian Energy Center
RNC-WEC	Romanian National Committee of the World Energy Council

RON	The national currency of Romania
SAIDI	System Average Interruption Duration Index
SAIFI	System Average Interruption Frequency Index
SDG	Sustainable Development Goals
t	tones
TWh	Terawatt-hour
UNESCO	United Nations Educational, Scientific and Cultural Organization
WEEE	Waste Electrical and Electronic Equipment

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