## Multi-year overview

## Financial and strategic performance indicators

Adjusted EBITDA   in € million   3,286   2,959   2,781   2,433   2,158	EnBW Group		2022	2021	2020	2019	2018	
Adjusted EBITDA   in € million   3,286   2,959   2,781   2,433   2,158	Earnings							
EBITDA in € million	External revenue	in € million	56,003	32,148	19,694	19,436	20,815	
Adjusted EBIT in € miltion 1,671 1,403 1,392 9,45 9,58 EBIT in € miltion 2,141 159 1,103 597 876 876 Adjusted Group net profit¹ in € miltion 973 1,203 683 787 438 670 appet profit¹ in € miltion 1,738 363 596 734 334 EnBW share price as of 31/12 in € miltion 1,738 363 596 734 334 EnBW share price as of 31/12 in € miltion 1,738 1363 596 734 334 EnBW share price as of 31/12 in € 6 4.42 1,34 2,20 2,71 1,23 Dividend per share from Group net profit¹ in € fin € fi	TOP Adjusted EBITDA	in € million	3,286	2,959	2,781	2,433	2,158	
EBIT   in € millton   2,141   159   1,103   597   876   Adjusted Group net profit¹   in € millton   973   1,203   683   787   438   Group net profit¹   in € millton   1,738   363   596   734   334   EnBW share price as of 31/12   in €   87.00   76.00   56.00   50.50   29.20   Earnings per share from Group net profit¹   in €   6.42   1.34   2.20   2.71   1.23   Dividend per share / dividend payout ratio ½   in € /in %   1.10/31   1.10/35   1.00/40   0.70/40   0.65/40   Balance sheet	EBITDA	in € million	4,473	2,804	2,663	2,245	2,090	
Adjusted Group net profit¹ in € millton in	Adjusted EBIT	in € million	1,671	1,403	1,392	945	958	
Group net profit¹ in € million 1,738 363 596 734 334 566 734 334 566 734 334 566 734 334 566 734 334 566 734 334 566 734 334 566 734 735 566 735 735 735 735 735 735 735 735 735 735	EBIT	in € million	2,141	159	1,103	597	876	
EnBW share price as of 31/12	Adjusted Group net profit <sup>1</sup>	in € million	973	1,203	683	787	438	
Earnings per share from Group net profit¹ in € 6.42 1.34 2.20 2.71 1.23   Dividend per share / dividend payout ratio ²³ in €/in % 1.10/31 1.10/36 1.00/40 0.70/40 0.65/40    Balance sheet	Group net profit 1	in € million	1,738	363	596	734	334	
Dividend per share / dividend payout ratio 2.3   in €/in %   1.10/31   1.10/36   1.00/40   0.70/40   0.65/40     Balance sheet	EnBW share price as of 31/12	in €	87.00	76.00	56.00	50.50	29.20	
Balance sheet           Non-current assets         in € million         33,618         31,544         30,644         29,321         24,643           Total assets         in € million         69,504         71,273         46,965         43,288         39,609           Equity         in € million         12,769         8,499         7,769         7,445         6,273           Equity ratio         in % million         10,847         10,351         14,407         12,852         9,587           Net debt*4         in € million         7,214         4,466         7,232         6,022         3,738           Net fanocial debt*4         in € million         7,214         4,466         7,232         6,022         3,738           Cash flow         In € million         2,535         1,784         1,639         1,241         999           **Debt repayment potential in %45.4         in %         23.4         17.2         11.4         —         —           **Internal financing capability*         in %         2.1         1,724         1,639         1,241         999           **Debt repayment potential in %45.4         in € million         2,768         2,471         1,827         2,481         1,300	Earnings per share from Group net profit <sup>1</sup>	in €	6.42	1.34	2.20	2.71	1.23	
Non-current assets in € million 33,618 31,544 30,644 29,321 24,643 Total assets in € million 69,504 71,273 45,965 43,288 39,609 Equity in € million 12,769 8,499 7,769 7,445 6,273 Equity ratio in € million 10,847 10,351 11,407 12,852 9,587 Net debt.	Dividend per share / dividend payout ratio <sup>2, 3</sup>	in €/in %	1.10/31	1.10/36	1.00/40	0.70/40	0.65/40	
Total assets in € million 69,504 71,273 45,965 43,288 39,609 Equity in € million 12,769 8,499 7,769 7,445 6,273 Equity ratio in € million 12,769 8,499 7,769 7,445 6,273 15,80 18.4 11.9 16.9 17.2 15.8 15.8 in € million 10,847 10,351 14,407 12,852 9,587 Net debt <sup>4,4</sup> in € million 7,214 4,466 7,232 6,022 3,738 Cash flow  Retained cash flow in € million 2,555 1,784 1,639 1,241 999 10 Debt repayment potential in % 45.4 in € million 2,555 1,784 1,639 1,241 999 10 Debt repayment potential in % 45.4 in € million 2,768 2,471 1,827 2,481 1,300 1,201 1,801	Balance sheet							
Equity matio in € million 12,769 8,499 7,769 7,445 6,273 Equity ratio in % 18.4 11.9 16.9 17.2 15.8 Net debt 4.6 in € million 10,847 10,351 14,407 12,852 9,587 Net financial debt 4.6 in € million 7,214 4,466 7,232 6,022 3,738  Cash flow  Retained cash flow in € million 2,535 1,784 1,639 1,241 999  Debt repayment potential in % 45.4 in % 23.4 17.2 11.4 Internal financing capability in € million 2,768 2,471 1,827 2,481 1,300  Profitability  To Value spread 7 in % 1.1 2.0 1 2.81 2,481 1,300  Profitability  Weighted average cost of capital before tax in € million 22,691 22,250 23,026 19,315 16,053  Sales  Electricity in billion kWh 106 108 107 153 137 Gas in billion kWh 509 495 442 362 329  Smart Infrastructure for Customers  To Adjusted EBITDA 4 in € million 1,046 1,263 1,347 1,355 1,177  External revenue 6 in € million 1,046 1,263 1,347 1,355 1,177  External revenue 6 in € million 6,679 4,413 3,657 3,460 3,215  Sustainable Generation Infrastructure  To Adjusted EBITDA 5 in € million 1,046 1,040 1,263 1,347 3,650 3,215  Sustainable Generation Infrastructure  To Adjusted EBITDA 6 in € million 1,046 1,263 1,347 1,355 1,177  External revenue 6 in € million 6,679 4,413 3,657 3,460 3,215  Sustainable Generation Infrastructure  To Adjusted EBITDA 6 in € million 1,046 1,263 1,347 3,657 3,460 3,215  Sustainable Generation Infrastructure  To Adjusted EBITDA 6 in € million 1,046 1,263 1,347 3,657 3,460 3,215  Sustainable Generation Infrastructure  To Adjusted EBITDA 6 in € million 1,046 1,263 1,347 3,657 3,460 3,215	Non-current assets	in € million	33,618	31,544	30,644	29,321	24,643	
Equity ratio in % 18.4 11.9 16.9 17.2 15.8 Net debt 4.6 in € million 10,847 10,351 14,407 12,852 9,587 Net financial debt 4.6 in € million 7,214 4,466 7,232 6,022 3,738 Cash flow  Retained cash flow  Retained cash flow  Retained cash flow  In € million 2,535 1,784 1,639 1,241 999 1,241 999 1,241 1,639 1,241 999 1,241 1,639 1,241 999 1,241 1,639 1,241 999 1,241 1,639 1,241 999 1,241 1,639 1,241 1,639 1,241 999 1,241 1,639 1,241	Total assets	in € million	69,504	71,273	45,965	43,288	39,609	
Net debt 4.6         in € million         10,847         10,351         14,407         12,852         9,587           Net financial debt 4.6         in € million         7,214         4,466         7,232         6,022         3,738           Cash flow           Retained cash flow         in € million         2,535         1,784         1,639         1,241         999           Debt repayment potential in %4.8.6         in %         23.4         17.2         11.4         —         —           Internal financing capability 8         in %         1.7         1.72         11.4         —         —           Net cash investment         in € million         2,768         2,471         1,827         2,481         1,300           Profitability           Weld cash investment         in € million         2,768         2,471         1,827         2,481         1,300           Profitability           Well cash investment         in € million         2,79         6.9         6.3         5.2         6.5           Weighted average cost of capital before tax         in € million         22,691         22,250         23,026         19,315<	Equity	in € million	12,769	8,499	7,769	7,445	6,273	
Net financial debt <sup>4.4</sup> in € million 7,214 4,466 7,232 6,022 3,738  Cash flow  Retained cash flow in € million 2,535 1,784 1,639 1,241 999  Debt repayment potential in % <sup>4.5,4</sup> in % 23.4 17.2 11.4 -	Equity ratio	in %	18.4	11.9	16.9	17.2	15.8	
Cash flow         Retained cash flow       in € million       2,535       1,784       1,639       1,241       999         □ Debt repayment potential in % 4.5.4       in %       23.4       17.2       11.4       —       —         Internal financing capability 5       in %       —       —       102.8       90.0       92.2         Net cash investment       in € million       2,768       2,471       1,827       2,481       1,300         Profitability         □ Value spread 7       in %       1.1       2.0       —       —       —       —         Return on capital employed (ROCE) 4.7       in %       7.9       6.9       6.3       5.2       6.5         Weighted average cost of capital before tax       in %       6.8       4.9       5.2       5.2       6.3         Average capital employed 6       in € million       22,691       22,250       23,026       19,315       16,053         Sales         Electricity       in billion kWh       106       108       107       153       137         Gas       in billion kWh       509       495       442       362       329 <td colspa<="" td=""><td>Net debt <sup>4, 6</sup></td><td>in € million</td><td>10,847</td><td>10,351</td><td>14,407</td><td>12,852</td><td>9,587</td></td>	<td>Net debt <sup>4, 6</sup></td> <td>in € million</td> <td>10,847</td> <td>10,351</td> <td>14,407</td> <td>12,852</td> <td>9,587</td>	Net debt <sup>4, 6</sup>	in € million	10,847	10,351	14,407	12,852	9,587
Retained cash flow  in € million  2,535  1,784  1,639  1,241  999  Debt repayment potential in % 4.5.6  in %  23.4  17.2  11.4  Internal financing capability 5  in %  102.8  90.0  92.2  Net cash investment  in € million  2,768  2,471  1,827  2,481  1,300  Profitability  The profitability  2,768  2,471  1,827  2,481  1,300  Profitability  The profitability  Th	Net financial debt 4, 6	in € million	7,214	4,466	7,232	6,022	3,738	
Debt repayment potential in % 4.5.6   in % 23.4   17.2   11.4         Internal financing capability 5   in %   -   -   102.8   90.0   92.2   Net cash investment   in € million   2,768   2,471   1,827   2,481   1,300   Profitability	Cash flow							
Internal financing capability 5       in %       -       -       102.8       90.0       92.2         Net cash investment       in € million       2,768       2,471       1,827       2,481       1,300         Profitability         The profitability         Weld a spread 7       in %       1.1       2.0       -        -       -       -       -       -       -       -       -       -       -       -       -       -       -       -        -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -       -	Retained cash flow	in € million	2,535	1,784	1,639	1,241	999	
Net cash investment in € million 2,768 2,471 1,827 2,481 1,300  Profitability  The profi	Debt repayment potential in % <sup>4, 5, 6</sup>	in %	23.4	17.2	11.4			
Profitability  100 Value spread 7 in % 1.1 2.0	Internal financing capability <sup>5</sup>	in %			102.8	90.0	92.2	
The transmission of the content o	Net cash investment	in € million	2,768	2,471	1,827	2,481	1,300	
Return on capital employed (ROCE) <sup>6,7</sup> in %       7.9       6.9       6.3       5.2       6.5         Weighted average cost of capital before tax       in %       6.8       4.9       5.2       5.2       6.3         Average capital employed <sup>6</sup> in € million       22,691       22,250       23,026       19,315       16,053         Sales       Electricity       in billion kWh       106       108       107       153       137         Gas       in billion kWh       509       495       442       362       329         Smart Infrastructure for Customers         100** Adjusted EBITDA <sup>6</sup> in € million       510       344       335       326       268         External revenue <sup>6</sup> in € million       18,773       13,924       9,965       9,350       7,348         System Critical Infrastructure       in € million       1,046       1,263       1,347       1,355       1,177         External revenue <sup>6</sup> in € million       6,679       4,413       3,657       3,460       3,215         Sustainable Generation Infrastructure         100** Adjusted EBITDA <sup>6</sup> in € million       1,935       1,540       1,278       925	Profitability							
Weighted average cost of capital before tax       in %       6.8       4.9       5.2       5.2       6.3         Average capital employed 6       in € million       22,691       22,250       23,026       19,315       16,053         Sales         Electricity       in billion kWh       106       108       107       153       137         Gas       in billion kWh       509       495       442       362       329         Smart Infrastructure for Customers         Too Adjusted EBITDA 6       in € million       510       344       335       326       268         External revenue 6       in € million       18,773       13,924       9,965       9,350       7,348         System Critical Infrastructure         Too Adjusted EBITDA 6       in € million       1,046       1,263       1,347       1,355       1,177         External revenue 6       in € million       6,679       4,413       3,657       3,460       3,215         Sustainable Generation Infrastructure         Too Adjusted EBITDA 6       in € million       1,935       1,540       1,278       925       729	Value spread <sup>7</sup>	in %	1.1	2.0				
Average capital employed 6 in € million 22,691 22,250 23,026 19,315 16,053  Sales  Electricity in billion kWh 106 108 107 153 137  Gas in billion kWh 509 495 442 362 329  Smart Infrastructure for Customers  □□ Adjusted EBITDA 6 in € million 18,773 13,924 9,965 9,350 7,348  System Critical Infrastructure  □□ Adjusted EBITDA 6 in € million 1,046 1,263 1,347 1,355 1,177  External revenue 6 in € million 6,679 4,413 3,657 3,460 3,215  Sustainable Generation Infrastructure  □□ Adjusted EBITDA 6 in € million 1,935 1,540 1,278 925 729	Return on capital employed (ROCE) 6,7	in %	7.9	6.9	6.3	5.2	6.5	
Sales         Electricity       in billion kWh       106       108       107       153       137         Gas       in billion kWh       509       495       442       362       329         Smart Infrastructure for Customers         ToP Adjusted EBITDA <sup>6</sup> in € million       510       344       335       326       268         External revenue <sup>6</sup> in € million       18,773       13,924       9,965       9,350       7,348         System Critical Infrastructure         ToP Adjusted EBITDA <sup>6</sup> in € million       1,046       1,263       1,347       1,355       1,177         External revenue <sup>6</sup> in € million       6,679       4,413       3,657       3,460       3,215         Sustainable Generation Infrastructure         ToP Adjusted EBITDA <sup>6</sup> in € million       1,935       1,540       1,278       925       729	Weighted average cost of capital before tax	in %	6.8	4.9	5.2	5.2	6.3	
Electricity       in billion kWh       106       108       107       153       137         Gas       in billion kWh       509       495       442       362       329         Smart Infrastructure for Customers         10P Adjusted EBITDA 6       in € million       510       344       335       326       268         External revenue 6       in € million       18,773       13,924       9,965       9,350       7,348         System Critical Infrastructure         10P Adjusted EBITDA 6       in € million       1,046       1,263       1,347       1,355       1,177         External revenue 6       in € million       6,679       4,413       3,657       3,460       3,215         Sustainable Generation Infrastructure         10P Adjusted EBITDA 6       in € million       1,935       1,540       1,278       925       729	Average capital employed <sup>6</sup>	in € million	22,691	22,250	23,026	19,315	16,053	
Gas in billion kWh 509 495 442 362 329  Smart Infrastructure for Customers  10P Adjusted EBITDA6 in € million 510 344 335 326 268  External revenue6 in € million 18,773 13,924 9,965 9,350 7,348  System Critical Infrastructure  10P Adjusted EBITDA6 in € million 1,046 1,263 1,347 1,355 1,177  External revenue6 in € million 6,679 4,413 3,657 3,460 3,215  Sustainable Generation Infrastructure  10P Adjusted EBITDA6 in € million 1,935 1,540 1,278 925 729	Sales							
Smart Infrastructure for Customers         10P Adjusted EBITDA <sup>6</sup> in € million       510       344       335       326       268         External revenue <sup>6</sup> in € million       18,773       13,924       9,965       9,350       7,348         System Critical Infrastructure         10P Adjusted EBITDA <sup>6</sup> in € million       1,046       1,263       1,347       1,355       1,177         External revenue <sup>6</sup> in € million       6,679       4,413       3,657       3,460       3,215         Sustainable Generation Infrastructure         10P Adjusted EBITDA <sup>6</sup> in € million       1,935       1,540       1,278       925       729	Electricity	in billion kWh	106	108	107	153	137	
Top Adjusted EBITDA <sup>6</sup> in € million       510       344       335       326       268         External revenue <sup>6</sup> in € million       18,773       13,924       9,965       9,350       7,348         System Critical Infrastructure         Top Adjusted EBITDA <sup>6</sup> in € million       1,046       1,263       1,347       1,355       1,177         External revenue <sup>6</sup> in € million       6,679       4,413       3,657       3,460       3,215         Sustainable Generation Infrastructure         Top Adjusted EBITDA <sup>6</sup> in € million       1,935       1,540       1,278       925       729	Gas	in billion kWh	509	495	442	362	329	
External revenue 6     in € million     18,773     13,924     9,965     9,350     7,348       System Critical Infrastructure       10P Adjusted EBITDA 6     in € million     1,046     1,263     1,347     1,355     1,177       External revenue 6     in € million     6,679     4,413     3,657     3,460     3,215       Sustainable Generation Infrastructure       10P Adjusted EBITDA 6     in € million     1,935     1,540     1,278     925     729	Smart Infrastructure for Customers							
System Critical Infrastructure         Top Adjusted EBITDA 6       in € million       1,046       1,263       1,347       1,355       1,177         External revenue 6       in € million       6,679       4,413       3,657       3,460       3,215         Sustainable Generation Infrastructure         Top Adjusted EBITDA 6       in € million       1,935       1,540       1,278       925       729	Adjusted EBITDA <sup>6</sup>	in € million	510	344	335	326	268	
Top Adjusted EBITDA <sup>6</sup> in € million       1,046       1,263       1,347       1,355       1,177         External revenue <sup>6</sup> in € million       6,679       4,413       3,657       3,460       3,215         Sustainable Generation Infrastructure         Top Adjusted EBITDA <sup>6</sup> in € million       1,935       1,540       1,278       925       729	External revenue <sup>6</sup>	in € million	18,773	13,924	9,965	9,350	7,348	
External revenue 6       in € million       6,679       4,413       3,657       3,460       3,215         Sustainable Generation Infrastructure         Top Adjusted EBITDA 6       in € million       1,935       1,540       1,278       925       729	System Critical Infrastructure							
Sustainable Generation Infrastructure  10 Adjusted EBITDA 6 in € million 1,935 1,540 1,278 925 729	Adjusted EBITDA <sup>6</sup>	in € million	1,046	1,263	1,347	1,355	1,177	
TOP         Adjusted EBITDA <sup>6</sup> in € million         1,935         1,540         1,278         925         729	External revenue <sup>6</sup>	in € million	6,679	4,413	3,657	3,460	3,215	
<del> </del>	Sustainable Generation Infrastructure							
External revenue 6         in € million         30,543         13,804         6,064         6,623         10,246	Adjusted EBITDA <sup>6</sup>	in € million	1,935	1,540	1,278	925	729	
	External revenue <sup>6</sup>	in € million	30,543	13,804	6,064	6,623	10,246	

In relation to the profit/loss attributable to the shareholders of EnBW AG.

For 2022, subject to approval from the ordinary Annual General Meeting on 03/05/2023.

Adjusted for the valuation effects of IFRS 9 in 2021 and 2019.

For the calculation of the net debt and debt repayment potential, please refer to the section "The EnBW Group" of the management report.

The debt repayment potential replaced the internal financing capacity as a key performance indicator in 2021. The figures for the 2021 financial year have been restated.

The value spread replaces the return on capital employed (ROCE) as a key performance indicator in 2022.

## Non-financial performance indicators

		2022	2021	2020	2019	2018
Customers and society goal dimension						
Reputation Index		58	55	56	53	51
EnBW/Yello Customer Satisfaction Index		139/166	127/159	132/159	116/157	120/152
SAIDI electricity in min./year		16.6	15.8	15.3	14.5	16.8
SAIDI gas in min./year <sup>1</sup>		< 1	< 1	< 1	_	_
Environment goal dimension						
in GW and the share of the generation capacity accounted for by RE	in GW/in %	5.4/41.7	5.1/40.1	4.9/39.0	4.4/31.8	3.7/27.9
CO <sub>2</sub> intensity excluding nuclear generation <sup>2, 3, 6</sup>	in g/kWh	491	478	342	406	548
CO <sub>2</sub> intensity including nuclear generation <sup>4, 6</sup>	in g/kWh	401	386	268	235	340
Own electricity generation 5, 6	in GWh	42,084	42,399	35,149	47.807	53,492
Total final energy consumption 3,7	in GWh	1,072	1,019	1,057	975	1,084
Proportion of RE in final energy consumption 3, 8	in %	20.2	20.2	15.8	13.7	12.5
Direct CO <sub>2</sub> emissions (Scope 1) <sup>3</sup>	in million t CO₂eq	17.5	16.4	9.5	10.8	16.6
Indirect CO <sub>2</sub> emissions (Scope 2) 9	in million t CO₂eq	0.5	0.4	0.8	0.9	1.0
Upstream indirect CO₂ emissions (Scope 3)	in million t CO₂eq	5.9	8.9	7.2	6.0	3.3
Downstream indirect CO <sub>2</sub> emissions (Scope 3)	in million t CO₂eq	31.8	52.0	42.6	36.0	13.6
CO <sub>2</sub> emissions avoided <sup>10</sup>	in million t CO₂eq	10.0	9.8	8.9	7.9	6.9
SO <sub>2</sub> intensity of own electricity generation <sup>2, 3, 6</sup>	in mg/kWh	259	233	226	181	295
$\mathrm{NO_x}$ intensity of own electricity generation <sup>2, 3, 6</sup>	in mg/kWh	286	269	253	231	337
Carbon monoxide (CO) intensity of own electricity generation <sup>2, 3, 11</sup>	in mg/kWh	22.2	27.5	21.1	_	_
Particulate matter (total) intensity of own electricity generation <sup>2,3,11</sup>	in mg/kWh	5.7	5.1	4.1		
Extracted water 12	in million m³	1,131	1,076	972	1,661	1,999
Water consumption 3, 13	in million m³	37	35	34	40	54
Total waste <sup>3</sup>	in t	656,642	671,629	653,273	691,115	649,062
Hazardous waste <sup>3</sup>	in t	65,424	69,505	69,539	60,429	64,154
Non-hazardous waste <sup>3</sup>	in t	519,218	602,124	583,734	630,686	584,909
Recycling rate <sup>3</sup>	in %	96	96	94	96	96
Radioactive waste	in g/kWh	0.0006	0.0006	0.0008	0.0012	0.0010
Coverage ISO 14001 or EMAS 14	in %	78.2	73.3	74.8	75.5	76.9
Coverage ISO 50001 14	in %	47.8	43.5	47.8	47.2	46.5

- The performance indicator was reported for the first time in 2021. There are no values available for the comparative periods 2018 to 2019.
- The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW.
- The figures for the previous year have been restated.

  Including nuclear generation and the share of positive redispatch that cannot be controlled by EnBW. The performance indicator will be reported until nuclear energy is finally phased out in 2022.
- The generation volumes are reported without the controllable volumes for redispatch deployment since 2020.
- 6 Includes long-term procurement agreements and partly owned power plants.
  7 Includes final energy consumption of production including pump energy, energy consumption of grid facilities (electricity, gas and water) excluding grid losses, energy consumption of buildings
- For electricity consumption for which the proportion of renewable energies is unknown, the Bundesmix (federal mix) label for electricity of the respective reporting year is assumed. For fuels, a proportion of 5% bioethanol is generally assumed.
- Market-based method. According to the location-based method, the Scope 2 emissions were 759 thousand t CO2eq in 2021 and 921 thousand t CO2eq in 2022.
- 10 Through the expansion of renewable energies, energy efficiency projects at the sites of customers/partners and the generation and sale of biogas.

  11 Variations in the group of consolidated companies (excluding GKM, Fernwärme Ulm and contracting plants). The performance indicator was reported for the first time in 2020. There are no values available for the comparative periods 2018 to 2019.
- 12 Total extracted water from surface/river water, well/ground water and drinking water. Does not include water for the drinking water supply.
- 13 Includes evaporation and wastewater.
- 14 Measured in % of employees.

## Non-financial performance indicators

		2022	2021	2020	2019	2018
Employees goal dimension						
People Engagement Index (PEI) 1		81	82	83	-	_
LTIF for companies controlled by the Group <sup>2,3</sup> / LTIF overall <sup>3</sup>		2.6/4.1	2.3/3.3	2.1/3.6	2.1/3.8	2.3/3.6
Number of employees as of 31/12		26,980	26,064	24,655	23,293	21,775
Number of full-time equivalents <sup>4</sup>		25,339	24,519	23,078	21,843	20,379
Number of employees in Germany	in %	89.8	90.0	89.9	89.7	90.1
Number of employees abroad	in %	10.2	10.0	10.1	10.3	9.9
Employees covered by collective bargaining agreement	in %	83.9	85.3	87.6	88.6	90.8
Number of deaths after work accidents		1	2	0	1	1
Sickness ratio	in %	5.3	4.1	4.3	4.9	5.1
Proportion of women in the overall workforce	in %	27.8	27.7	27.0	26.8	26.4
Proportion of women in management positions	in %	19.5	18.1	17.2	17.4	15.3
Employee turnover ratio <sup>5</sup>	in %	7.9	6.2	5.9	6.3	6.5
Time spent on further training and education per employee	in days	6.7	7.3	6.8	5.3	5.6

Variations in the group of consolidated companies (all companies with more than 100 employees are considered [except ITOs]). Companies that were fully consolidated for the first time in the fourth quarter of 2022 were not included in the employee surveys for the PEI. The performance indicator was reported for the first time in 2020. No figures are available for the comparative periods 2018 to 2019.

Companies that were fully consolidated for the first time during the 2022 financial year were not included in the calculations for the LTIF performance indicators. Excluding companies in the

area of waste management.

3 LTIF indicates how many LTI occurred per one million working hours performed. Variations in the group of consolidated companies (all companies with more than 100 employees are generally considered, excluding agency workers and contractors).

Converted into full-time equivalents.

There are no mass redundancies included in the stated figures. There have been no compulsory redundancies at EnBW during this period.