

# Performance indicators of the EnBW Group

## Financial and strategic performance indicators

| in € million   | 2022         | 2021         | Change in % |
|--|--------------|--------------|-------------|
| External revenue   | 56,002.6     | 32,147.9     | 74.2        |
| <b>TOP</b> Adjusted EBITDA   | 3,285.7      | 2,959.3      | 11.0        |
| <b>TOP</b> Share of adjusted EBITDA accounted for by Smart Infrastructure for Customers in € million/in %    | 510.2/15.5   | 344.0/11.6   | 48.3/-      |
| <b>TOP</b> Share of adjusted EBITDA accounted for by System Critical Infrastructure in € million/in %        | 1,046.0/31.8 | 1,263.0/42.7 | -17.2/-     |
| <b>TOP</b> Share of adjusted EBITDA accounted for by Sustainable Generation Infrastructure in € million/in % | 1,934.8/58.9 | 1,539.7/52.0 | 25.7/-      |
| Share of adjusted EBITDA accounted for by Other/Consolidation in € million/in %                              | -205.3/-6.2  | -187.4/-6.3  | 9.6/-       |
| EBITDA   | 4,473.2      | 2,803.5      | 59.6        |
| Adjusted EBIT  | 1,670.5      | 1,402.9      | 19.1        |
| EBIT   | 2,141.2      | 158.8        | -           |
| Adjusted Group net profit <sup>1</sup>   | 972.6        | 1,203.2      | -19.2       |
| Group net profit <sup>1</sup>  | 1,738        | 363.2        | -           |
| EnBW share price as of 31/12   | 87.00        | 76.00        | 14.5        |
| Earnings per share from Group net profit (€) <sup>1</sup>  | 6.42         | 1.34         | -           |
| Dividend per share / dividend payout ratio in % <sup>2,3</sup>   | 1.10/31      | 1.10/36      | -/-         |
| Retained cash flow   | 2,534.9      | 1,783.8      | 42.1        |
| <b>TOP</b> Debt repayment potential in % <sup>4</sup>  | 23.4         | 17.2         | -           |
| Net cash investment  | 2,767.7      | 2,471.2      | 12.0        |
| Net debt <sup>4</sup>  | 10,847.0     | 10,351.3     | 4.8         |
| Net financial debt <sup>4</sup>  | 7,214.2      | 4,466.3      | 61.5        |
| Return on capital employed (ROCE) in %   | 7.9          | 6.9          | -           |
| Weighted average cost of capital before tax in %   | 6.8          | 4.9          | -           |
| Average capital employed   | 22,690.5     | 22,249.9     | 2.0         |
| <b>TOP</b> Value spread in %   | 1.1          | 2.0          | -           |

## Non-financial performance indicators

|  | 2022     | 2021     | Change in % |
|--|----------|----------|-------------|
| <b>Customers and society goal dimension</b>  |          |          |             |
| <b>TOP</b> Reputation Index  | 58       | 55       | 5.5         |
| <b>TOP</b> EnBW/Yello Customer Satisfaction Index  | 139/166  | 127/159  | 9.4/4.4     |
| <b>TOP</b> SAIDI electricity in min./year  | 16.6     | 15.8     | 5.1         |
| <b>Environment goal dimension</b>  |          |          |             |
| <b>TOP</b> Installed output of renewable energies (RE) in GW and the share of the generation capacity accounted for by RE in % | 5.4/41.7 | 5.1/40.1 | 5.9/4.0     |
| <b>TOP</b> CO <sub>2</sub> intensity in g/kWh <sup>5</sup>   | 491      | 478      | 2.6         |
| <b>Employees goal dimension</b>  |          |          |             |
| <b>TOP</b> People Engagement Index (PEI) <sup>6</sup>  | 81       | 82       | -1.2        |
| <b>TOP</b> LTIF for companies controlled by the Group <sup>7,8</sup> / LTIF overall <sup>7</sup>                               | 2.6/4.1  | 2.3/3.3  | 13.0/24.2   |

## Employees <sup>9</sup>

|                                    | 31/12/2022 | 31/12/2021 | Change in % |
|------------------------------------|------------|------------|-------------|
| Employees                          | 26,980     | 26,064     | 3.5         |
| Employee equivalents <sup>10</sup> | 25,339     | 24,519     | 3.3         |

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

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

3 Adjusted for the valuation effects of IFRS 9 in 2021.

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

5 The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW. If the share of positive redispatch that cannot be controlled by EnBW is taken into account, CO<sub>2</sub> intensity would be 508 g/kWh for the reporting year (previous year: 492 g/kWh). CO<sub>2</sub> intensity including nuclear generation for the reporting year was 401 g/kWh (previous year: 386 g/kWh). We publish a five-year comparison of the performance indicators in our "Multi-year overview" on p. 305 <sup>7</sup>.

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.

7 Variations in the group of consolidated companies (all companies with more than 100 employees, excluding external agency workers and contractors, are considered).

8 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. Except for companies in the area of waste management.

9 Number of employees excluding apprentices/trainees and inactive employees.

10 Converted into full-time equivalents.