



PRESS RELEASE

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ENEL INCLUDED FOR THE FIRST TIME IN THE BLOOMBERG GENDER EQUALITY INDEX AND CORPORATE KNIGHTS GLOBAL 100 RANKING

- *Enel and its Spanish subsidiary Endesa are among the 325 companies praised by Bloomberg for their commitment and transparency with regards to gender inclusion*
- *Enel was also included for the first time in the Corporate Knights Global 100 Most Sustainable Corporations in the World ranking, reaching the 8th position*

Rome, January 21st, 2020 – Enel has been included for the first time in the Bloomberg Gender Equality Index (GEI), being one of the leading 325 companies among nearly 6,000 companies publicly-listed firms across 84 countries assessed based on the extent of the disclosures and the achievement their gender inclusion initiatives. Enel's Spanish subsidiary Endesa has also been included for the first time.

In addition, at the World Economic Forum in Davos it was announced that Enel is also included for the first time in the Corporate Knights Global 100 Most Sustainable Corporations in the World index, reaching the 8th position overall. Enel ranks first among the four Italian companies included in the index and second within the power sector. The media, research and financial information products company Corporate Knights includes in the ranking the most active and transparent companies with regards to sustainable practices and performance.

“Our inclusion in these two prestigious indices highlights that sustainability for Enel is a 360° commitment, driving not only our strategic business choices and operations, but also the way we relate to our people and all our stakeholders,” said **Ernesto Ciorra**, Head of Innovability at Enel. *“The presence in Bloomberg GEI shows that in Enel diversity and inclusion are considered a resource and a stimulus to push innovation driving the success of our sustainable business model. This same model, thanks to its focus on boosting renewables, network digitalization and sustainable energy solutions, contributed to the recognition of our Group by Corporate Knights Global 100 as one of the most sustainable companies in the world and a leader in the energy transition”.*

Enel's inclusion in the Bloomberg GEI is due to its practices on promoting the presence of women at the Board of Directors, management positions and new hires, contributing to equal pay and conceiving social benefits and work life balance solutions to all its employees. Furthermore, Enel's commitment to transparency on gender equality has also been recognized, making available a wide range of performance data to investors through Bloomberg database.

Bloomberg's reporting framework provides a comprehensive, standardized format for companies to voluntarily disclose information on how they promote gender equality across four distinct areas: company statistics, policies, community engagement, products and services. Reporting companies that score above a globally-established threshold are included in the GEI.

With a presence in more than 30 countries, diversity and inclusion have become key elements of Enel's corporate culture and strategy. The implementation of such ambition began in 2013 with the issuing of the Human Rights Policy followed by a specific policy to promote diversity and inclusion in the workplace, in



conjunction with adherence to the Women Empower Principles – backed by the UN Global Compact and UN Women - and in line with the UN Sustainable Development Goals that Enel proactively supports.

The main criteria that made Enel to be included in the sixteenth edition of the Corporate Knights Global 100 ranking were, among others, the high revenue generation from clean power and low carbon activities, the increasing trend of energy productivity, the reduction of water consumption over the last three years and the high female board representation.

The Global 100 ranking, which is based on publicly-disclosed data, selects the most sustainable companies by analyzing 7,395 companies against global industry peers on a suite of up to 21 quantitative key performance indicators, weighted to reflect each industry's impact profile and covering natural resource management, employee management, financial management, clean revenue and supplier performance.

Enel's business strategy has at its core sustainability through the clear identification that every investment leads to the attainment of the UN Sustainable Development Goals (SDGs) outlined in the 2030 Agenda, and in particular SDG7 (Affordable and Clean Energy), SDG9 (Industry, Innovation and Infrastructure), SDG11 (Sustainable Cities and Communities) and SDG13 (Climate Action). Indeed, of the 28.7 billion euros of total investment planned for the 2020-2022 period, around 95% will be designated to projects that work towards achieving these SDGs, which will contribute to continue to position Enel as a sustainability leader within its sector.

The Enel Group is listed in other renowned sustainability indices, such as the Dow Jones Sustainability Indices, the FTSE4Good Index, the Euronext VIGEO-EIRIS indices, the STOXX Global ESG Leaders indices, the OEKOM "Prime" rating, the ECPI indices, the Thomson Reuters/S-Network ESG Best Practices Indices, and Equileap's Top 200 ranking on gender equality. Furthermore, Enel currently holds the maximum score (AAA) by MSCI ESG Research Ltd., the leading research and data provider measuring companies' performance on the grounds of ESG factors, and has been recently included in the CDP Climate A List.

Enel is increasingly attracting the attention of Socially Responsible Investors (SRI), whose stake in the company is steadily growing, representing about 10.5% of the Group's share capital in 2019, up 78% compared to 2014. This increase reflects the growing importance the financial market gives to non-financial elements in the creation of long-term sustainable value.

Enel's long track record of inclusion in the world's leading sustainability indices is supported by the implementation of a sustainable and innovative business model that creates value both for the company and the society. With regards to gender inclusion, a specific example of how Enel is delivering such ambition is its proactive role to promote the access of female students to STEM careers (Science, Technology, Engineering and Mathematics), being an effective solution to foster gender diversity in the energy sector in the long term. Further information can be found below:

- **Women in Tech, don't fear the future:**

<https://www.enel.com/stories/a/2019/04/women-in-tech-enel-against-gender-gap>