



PRESS RELEASE

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ENEL AMONG TOP 20 IN EQUILEAP'S FIRST EVER EUROPEAN RANKING FOR GENDER EQUALITY

- *Enel is the only company from Italy's FTSE MIB 40¹ in the ranking, and is among the top performers out of the 255 companies assessed for their record on gender equality in the Czech Republic, Denmark, France, Germany, Greece, Italy, Romania, Spain and Sweden*

Rome, March 30th, 2020 – Enel has been included in the top 20 of the “Gender Equality in Europe” ranking, Equileap’s first ever ranking of European companies for their gender equality performance, in which the Group is the only member of Italy’s FTSE MIB 40¹ out of the 255 assessed. The ranking is part of the study “Gender Equality in Europe” published by Equileap and the European Commission to evaluate the gender equality performance of the leading companies listed on the main stock market indices in the Czech Republic, Denmark, France, Germany, Greece, Italy, Romania, Spain and Sweden.

“Enel’s inclusion in this ranking highlights the company’s position as a leader among other European players, prioritizing gender equality as a driver of the success of its sustainable business model,” said **Francesca Di Carlo**, Enel Group’s Head of People and Organization. *“To be recognized by one of the world’s most reputable gender equality organizations is a true milestone for the Group, which is constantly working to guarantee diversity and inclusion within the company.”*

Enel’s inclusion in this ranking is a result of its actions aimed at promoting the presence of women in the Board of Directors, management positions and new hires, contributing to equal pay and bringing social benefits and work life balance solutions to all its employees.

Equileap based its evaluation on 19 criteria, including gender balance across the workforce, the gender pay gap, paid parental leave, as well as anti-sexual harassment policies, and the organization assesses over 3,500 companies globally each year.

Enel, which operates in more than 30 countries, has put diversity and inclusion at the core of its global corporate culture and strategy. The implementation of this approach culminated in the issuing of the Human Rights Policy followed by a specific framework to promote diversity and inclusion in the workplace, in conjunction with adherence to the Women’s Empowerment Principles (WEPs), backed by the UN Global Compact and UN Women, and in line with the UN Sustainable Development Goals (SDGs) that Enel proactively supports.

The Enel Group is listed in other renowned indices, such as the Bloomberg Gender Equality Index, the Corporate Knights Global 100 ranking, Dow Jones Sustainability Indices, the FTSE4Good Index, the Euronext VIGEO-EIRIS indices, the STOXX Global ESG Leaders indices, the ISS ESG “Prime” rating, the CDP Climate A list, the ECPI indices and the Thomson Reuters/S-Network ESG Best Practices Indices. Furthermore, Enel currently holds the maximum score (AAA) by MSCI ESG Research Ltd., the leading

¹ The benchmark stock market index for the Borsa Italiana, consisting of the 40 most-traded stock classes on the exchange



research and data provider measuring companies' performance on the grounds of Environmental, Social, and Governance (ESG) factors.

Enel is increasingly attracting the attention of Socially Responsible Investors (SRI), whose stake in the company is steadily growing, representing about 10.8% of the Group's share capital in 2019, up 83% 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 create value both for the company and the society.