



PRESS RELEASE

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ENEL CONFIRMED FOR THE SECOND CONSECUTIVE YEAR IN THE BLOOMBERG GENDER-EQUALITY INDEX

- *Enel and its Spanish subsidiary Endesa are among the 380 companies praised by Bloomberg for their commitment and transparency with regards to gender inclusion*
- *Enel has scored 17% higher than the average score of the index constituents*

Rome, January 27th, 2021 – Enel has been included for the second consecutive year in the Bloomberg Gender-Equality Index (GEI), as one of the 380 leading companies from 44 countries out of the nearly 11,700 publicly-listed companies assessed based on the extent of the disclosures and the achievement of their gender inclusion initiatives. Enel's Spanish subsidiary Endesa has also been confirmed in the index.

“Enel's confirmation in the Bloomberg Gender-Equality Index for the second consecutive year demonstrates that the principle of gender diversity, which is embedded in our daily operations at global level, contributes to creating long-term value for all our stakeholders and is, therefore, a key driver of our sustainable business model,” said **Guido Stratta**, Head of People and Organization at Enel.

“Fostering diversity and inclusion provides businesses with an opportunity to innovate, boost engagement of people and let creativity and passions bloom in line with company values.”

Through disclosure of gender-related metrics using the GEI framework, the companies included in the 2021 edition have committed to providing a comprehensive look at their investment in gender equality in the workplace and in the communities in which they operate, raising the bar for what should be expected from other companies within the same field in the five pillars evaluated: female leadership & talent pipeline; equal pay & gender pay parity; inclusive culture; sexual harassment policies; pro-women brand.

Enel has been confirmed in the index for scoring above a global threshold established by Bloomberg, reflecting a high level of disclosure and overall performance across the framework's five pillars. In particular, Enel's inclusion in the Bloomberg GEI is due to its practices in promoting the presence of women on 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 preventing sexual harassment in the workplace has been specifically recognized in this year's edition. The innovative best practices on gender diversity implemented allowed Enel to reach an overall performance that was 17% higher than the average score of the index constituents.

Enel's sustainability leadership is globally acknowledged through the Group's presence in several other renowned sustainability indices as well as rankings, such as the Dow Jones Sustainability Indices World and Europe, MSCI ESG Leaders Indices, the FTSE4Good Index series, the CDP Climate “A” List, the Euronext Vigeo-Eiris 120 indices, the STOXX Global ESG Leaders index, the ISS “Prime” rating, the Refinitiv TOP 100 Diversity and Inclusion Index, the Equileap Gender Equality in Europe Ranking, the ECPI indices and the Thomson Reuters/S-Network ESG Best Practices Indices.



The Group is increasingly attracting the attention of Socially Responsible Investors, whose stake in the company is steadily growing, representing now about 13.4% of Enel's share capital, more than double compared to 2014 levels. This increase, which is in line with the growing recognition of the importance of non-financial elements in the creation of long-term sustainable value, reflects the bolstering of Enel's global sustainability leadership.

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 society. With regards to gender inclusion, a specific example of how the company is delivering such ambition by promoting female leadership as a key driver to boost innovation can be found here: <https://www.enelgreenpower.com/countries/europe/Italy/sara-montomoli-vice-president-european-platform-etip-dg>