



PRESS RELEASE

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ENEL IS THE LEADING UTILITY COMPANY WORLDWIDE AND FOREMOST ITALIAN PLAYER IN EQUILEAP'S RANKING OF THE TOP 100 COMPANIES PROMOTING GENDER EQUALITY

- *Enel was acknowledged as the leading utility company worldwide and the foremost player in Italy, securing the 8th position overall in the 2021 edition of the TOP 100 ranking, which recognizes the company's promotion of women across all organizational levels while working to ensure work-life balance and protect human rights*
- *This result is further recognition of Enel as a champion in promoting gender equality in the workplace confirmed from three of the most relevant global indices and rankings: Bloomberg Gender Equality Index, Refinitiv Diversity and Inclusion Index, and now the Equileap Top 100 ranking*

Rome, March 4th, 2021 – Enel has been included in the ranking of the TOP 100 global companies for gender equality, developed by Equileap. In the 2021 edition of the "Gender Equality Global Report & Ranking" that Equileap releases every year to track the state of the art of gender equality practices in the corporate sector, Enel was recognized as the best performing utility company at global level, leading Italian company, resulting 8th in the overall TOP 100 ranking.

"Gender equality, as well as corporate diversity, is at the base of our Open Power approach, which calls for the empowerment of women across their overall journey in the organization, from entry to managerial roles with a special attention to work-life integration and well-being," said Maria Luisa Marino, Head of People Care and Diversity Management at Enel. "Enel's inclusion in such a reputable ranking confirms our belief that prioritizing gender equality and the inclusion of all diversity is key for expressing our potential and contributes to the success of our sustainable business model."

In the 2021 edition, Equileap's research examined close to 4,000 companies on gender equality across 23 markets based on 19 in-depth criteria, including the gender balance of the workforce, in senior management positions and in the board of directors, as well as the pay gap, parental leave, and prevention of sexual harassment.

In particular, Enel's inclusion in this ranking is the result of its actions aimed at promoting the presence of women in the Board of Directors, in management positions and in the hiring phase, contributing to equal pay and promoting welfare and work-life integration for all its employees. Furthermore, Enel's practices in promotion of human rights, freedom from violence, abuse, and sexual harassment were also acknowledged in this year's edition.

With this ranking, Enel is now included for the first time in all three of the most prestigious indices and rankings that assess corporate performance on gender diversity at the workplace and beyond: the Refinitiv Diversity Inclusion Index, the Bloomberg Gender Equality Index, and the Equileap Gender



Equality Global Report & Ranking. While all three ratings assess performance through different lenses, implementing different methodologies and approaches, all of them recognized Enel as a champion in promoting gender diversity across its entire value chain.

Enel's sustainability leadership is globally acknowledged through the Group's presence in several other renowned sustainability indices and 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 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 creating 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 and rankings is supported by implementing a sustainable and innovative business model that creates value for people, the company and society. Regarding gender equality, a specific example of how the company delivers such ambition through concrete actions is the "Tech Talks", a cycle of informative and inspirational digital meetings for schools with leading women managers in science, culture, and entrepreneurship areas fostering unbiased choices and outlining the varied mix of skills necessary for the professions of tomorrow. The project aims to raise awareness among young people about the importance of STEM (Science, Technology, Engineering, and Mathematics) skills. Further information can be found here:

<https://corporate.enel.it/en/stories/a/2020/12/tech-talks-professions-stem>