



PRESS RELEASE

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ENEL RECONFIRMED BY REFINITIV, RANKING 7TH WORLDWIDE IN DIVERSITY AND INCLUSION

- *The company improved its position in the Top 100, ranking 7th overall among all other included companies across geographies and sectors*
- *Enel achieved the highest position in the 2021 Refinitiv Diversity and Inclusion Index within the “Electric Utilities & Independent Power Producers (IPPs)” Industry Group as well as the highest position among Italian companies*
- *The index praised Enel’s attention to gender diversity, workplace inclusion policies and human capital development*

Rome, September 14th, 2021 – Enel ranked 7th overall in the Top 100 of the Index developed by global financial data provider [Refinitiv](#), alongside being first among Italian companies. In addition, Enel leads, for the second consecutive year, the Refinitiv Diversity and Inclusion Index’s “Electric Utilities & IPPs” Industry Group. The index assesses over 11,000 companies for their diversity and inclusion performance based on publicly available information gathered by Refinitiv from each company’s institutional reporting and media coverage. Enel’s Latin American subsidiary Enel Américas is also ranked in the index.

*“We are honored to have been confirmed in the 2021 Refinitiv Diversity and Inclusion Index and to be recognized once again as the leader in our industry group,” said **Francesco Starace**, Enel CEO and General Manager. “This is yet another major acknowledgement of our ongoing commitment to the principles of equal opportunity and integrity, and is the result of our constant attention to gender diversity, workplace inclusion policies and human capital development. These sustainability drivers are embedded in our business operations as well as in the services we provide to our customers. Looking ahead, we remain dedicated to further improving our track record in these fields for the benefit of our stakeholders and with a view to contributing to the creation of a more inclusive society.”*

The Diversity and Inclusion Index ranks the top 100 publicly traded companies with the most diverse and inclusive workplaces globally, as measured by 24 metrics across four key categories: Diversity, Inclusion, People Development and Controversies. The Index is then calculated by weighing each metric based on the company’s importance in the market and how each business compares with its peers.

Enel’s reconfirmation in this ranking and improvement in the Top 100 companies from 2020, are a result of its actions aimed at promoting the presence of women in the Board of Directors and in managerial positions as well as the integration of employees with disabilities, enhancing employees’ skills training in addition to bringing social benefits and work-life balance solutions to all of its employees.



With a presence in more than 30 countries, diversity and inclusion are central to Enel's corporate culture and strategy. The Group adopted a Human Rights Policy in 2013 and a specific policy to promote diversity and inclusion in the workplace in 2015, coupled with the adherence to the Women's Empowerment Principles, backed by the UN Global Compact and UN Women, and in line with the UN Sustainable Development Goals (SDGs) that Enel proactively supports. In 2019 the Group issued a Global Harassment Policy covering all forms of harassment in the workplace.

Enel's commitment to diversity and inclusion involves the development of innovative projects in all of Enel's geographies. For example, in 2020 Enel launched the global "Value for disability" project in order to promote a new approach to disability and create inclusive services as well as products for colleagues and clients. Moreover, a specific caring program in Italy has been dedicated to improving the well-being at work in case of chronic illness, the MaCro@Work Caring Program: a network of dedicated voluntary people managers, called "Gestori di Cuore" ("Heart Managers") offering practical and empathetic support, with the aim of making the work environment more inclusive for everyone, regardless of their health conditions. Further information on this initiative can be found here: [Enel's "Gestori di Cuore", standing by colleagues with chronic illnesses | Enel Group](#).

In addition, Enel continues to pay great attention to gender equality with a specific action plan aimed at increasing the representation of women at all organizational levels and overcoming gender bias while also raising awareness globally on STEM (Science, Technology, Engineering and Mathematics) opportunities among female students. Further information can be found at: [STEM professionals and gender equality, Enel's commitment](#).

Furthermore, Enel is part of the "Valuable 500", a global movement calling for the participation of 500 private companies aimed at unlocking the business, social and economic value of people living with disabilities across the world. The Group, all of its business lines and top managers are committed to promoting human rights, non-discrimination, equal opportunities as well as diversity, everywhere it operates, by making disability inclusion a top priority.

Refinitiv, an LSEG (London Stock Exchange Group) business, is one of the world's largest providers of financial markets data and infrastructure. With 6.25 billion US dollars in revenues, over 40,000 customers and 400,000 end users across 190 countries, Refinitiv is powering participants across the global financial marketplace. Refinitiv provides information, insights, and technology that enable customers to execute critical investing, trading and risk decisions with confidence.

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 MSCI ESG Leaders Indices, Dow Jones Sustainability Indices, CDP Climate "A" List, the Euronext Vigeo-Eiris 120 indices, the FTSE4Good Index series, the STOXX Global ESG Leaders index, the ISS "Prime" rating, the Bloomberg Gender Equality Index, the Corporate Knights Global 100 Most Sustainable Corporations in the World ranking, the ECPI indices and the Thomson Reuters/S-Network ESG Best Practices Indices.

Enel is increasingly attracting the attention of Socially Responsible Investors, whose stake in the company is steadily growing, representing about 14.6% of the Group's share capital in 2020, 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.