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ENEL RECOGNIZED BY REFINITIV INDEX AS WORLD DIVERSITY AND INCLUSION LEADER IN “ELECTRIC UTILITIES AND INDEPENDENT POWER PRODUCERS” INDUSTRY GROUP

- *Enel achieved the highest position in the 2022 Refinitiv Diversity and Inclusion Index within the “Electric Utilities & Independent Power Producers (IPPs)” industry group*
- *The Index acknowledged Enel’s attention to gender diversity, workplace inclusion policies and human capital development*

Rome, September 28th, 2022 – Enel leads the Refinitiv Diversity and Inclusion Index’s “Electric Utilities & IPPs” industry group, ranking 30th in the Top 100 of the Index developed by global financial data provider Refinitiv. The index assesses over 11,000 companies for their diversity and inclusion performance based on publicly available information gathered from each company’s institutional reporting and media coverage. Enel Distribución Perú, Enel Generación Perú and Enel Generación Costanera are also ranked in the index.

“Gender equality is at the base of our sustainable business model, through which the Group constantly works to guarantee diversity and inclusion within the company,” said **Francesco Starace**, Enel CEO and General Manager. *“This confirmation highlights our ongoing commitment to the principles of equal opportunity and integrity and serves as recognition of our constant attention to gender diversity, workplace inclusion policies and human capital development. These sustainability drivers are reflected in our business operations as well as in the services we provide to our customers.”*

The Diversity and Inclusion Index ranks the top 100 publicly traded companies with the most diverse and inclusive workplaces globally, 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 is 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 employee skill training in addition to bringing social benefits and work-life balance solutions to all of its employees.

With a presence in 30 countries, diversity and inclusion are central to Enel’s corporate culture and strategy. In 2015, Enel adopted a specific policy to promote diversity and inclusion in the workplace, and it is part of the global movement Valuable 500, an initiative created by the companies most sensitive to this issue to place disability at the top of the agenda and to leverage on the huge potential for society and business.



A key pillar of Enel's commitment is the promotion of inclusion and enhancement of people with disabilities, to whom the Group pays the utmost attention through initiatives such as Value4disability. This project, launched in 16 countries and covering roughly 2,200 employees with disabilities, together with customers and society in general, aims to empower and promote the autonomy of people with disabilities and their involvement in organizational life, representing their interests and harnessing their unique contribution to create value. The project includes, among other actions, the testing of innovative products that Enel is developing such as the electric wheelchair Avanchair and the Padius system for automatic subtitling of videos for people who are deaf or hard of hearing. Further information on the project can be found here: <https://www.enel.com/company/stories/articles/2022/04/empowerment-disability-value4disability>.

Refinitiv is one of the world's largest providers of financial markets data and infrastructure, serving over 40,000 institutions in approximately 190 countries. It provides data and insights, trading platforms, and open data as well as technology platforms, connecting the global financial markets community.

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 Equileap's Top 100 Gender Equality Global Ranking and the ECPI 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 2021, 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.