



PRESS RELEASE

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

- *Enel, together with its subsidiaries Endesa and Enel Chile, are among the 484 companies celebrated by Bloomberg for their commitment and transparency with regards to gender-related social metrics*
- *Enel scored 11% higher than the average score of other companies included*

Rome, January 31st, 2023 – Enel has been confirmed for the fourth consecutive year in the Bloomberg Gender-Equality Index (GEI) as one of the leading companies from 11 sectors, headquartered across 45 countries, assessed based on the extent of the disclosures and the achievement of their gender inclusion initiatives. Enel's subsidiaries Endesa and Enel Chile, have also been confirmed in the index.

“Enel's confirmation in the Bloomberg Gender-Equality Index is yet another major acknowledgement of our ongoing commitment to the principles of gender equality and inclusion. Deeply embedded in our business model, these principles function as enablers of innovation and sustainable values that ultimately lead to a better future,” said **Guido Stratta**, Head of People and Organization at Enel. *“Prioritizing gender equality and inclusion is an opportunity to promote engagement of people and let creativity and passions bloom in line with company values.”*

Bloomberg's gender reporting framework is an international standardized reporting and disclosure method for workplace gender data. It provides companies with a blueprint for measuring how they promote gender equality across five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and 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. Enel stands out in the Bloomberg GEI thanks 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, in line with the previous assessments. The innovative best practices on gender diversity implemented allowed Enel to reach an overall performance of 11% higher than the average score of the other companies included in the index.

The Group's global sustainability leadership is reconfirmed through its presence in several other renowned sustainability indices and rankings, such as the MSCI ESG Leaders Indices, the Dow Jones Sustainability Index World and Europe, the CDP “A List”, the Euronext Vigeo-Eiris 120 indices, the FTSE4Good Index series, the STOXX Global ESG Leaders index, the ISS “Prime” rating, the Refinitiv TOP 100 Diversity and Inclusion Index, the Equileap's Top 100 Gender Equality Global Ranking as well as 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.

Enel's long track record of inclusion in the world's leading sustainability indices is supported by implementing a sustainable and innovative business model that creates value for both the company and society. As an example of this pathway, "Back to School" is our initiative to raise awareness among young people, and in particular, girls, at high schools about the value of technical and scientific training and to counter gender stereotypes, that in 2022 involves 11 countries and 3,800 students, almost 80% of whom female. More information can be found here:

<https://www.enel.com/company/stories/articles/2022/05/back-to-school-value-teaching-stem>