



PRESS RELEASE

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ENEL CONFIRMED FOR THE FOURTH CONSECUTIVE YEAR IN THE EQUILEAP RANKING OF THE TOP 100 COMPANIES PROMOTING GENDER EQUALITY

- *Enel continues to be recognized among the world's leading utility companies and the foremost player in Italy in the 2023 edition of Equileap's TOP 100 companies that promote gender equality in the workplace*

Rome, March 2nd, 2023 – Enel has been confirmed for the fourth consecutive year in the Equileap TOP 100 global companies for gender equality, ranking as the best performing Italian company. Equileap, a leading organization providing data and insights on gender equality in the corporate sector, evaluates the gender equality performance of companies listed on the main stock market indices in the corporate sector.

“Enel's confirmation in this ranking demonstrates that the principles of gender equality as well as representation and empowerment of women are fully embedded in our daily operations worldwide and contribute to creating new opportunities for the expression of the wide diversity of people's talents that coexist in our organization,” said **Guido Stratta**, Head of People and Organization at Enel. *“We are committed to promoting people's engagement and creating opportunities for further innovation through the unique mix of skills and passions, supporting our sustainable business model every day.”*

In the 2023 edition, Equileap's research assessed 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 the board of directors, as well as the pay gap, parental leave, and prevention of sexual harassment.

Enel's inclusion in this ranking is the result of its actions aimed at constantly promoting the presence of women on its Board of Directors, in managerial positions and in the recruitment phase, contributing to equal pay and promoting welfare and work-life integration for all its employees. In line with previous editions, Equileap also acknowledged Enel's practices in promoting human rights and freedom from violence, abuse, and sexual harassment.

Thanks to its results, Enel continues to be included in all three of the most prestigious indices and rankings that assess corporate performance on gender diversity in the workplace and beyond: the Refinitiv Diversity Inclusion Index, the Bloomberg Gender-Equality Index, and the Equileap Global Report & Ranking on Gender Equality. Although all three ratings evaluate performance through different parameters, implementing different methodologies and approaches, they all recognize Enel as placing diversity and inclusion at the heart of its global corporate culture and strategy, and as a champion in promoting these values across the entire value chain.



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 Bloomberg Gender-Equality Index.

The Group is increasingly attracting the attention of Socially Responsible Investors, whose stake in the company is steadily growing, representing about 14.6% of Enel'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 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 is supported by implementing a sustainable and innovative business model that creates value for people, the company and society. An example of this pathway is WomENergy, a workshop by Enel Green Power and Enel Grids to promote female empowerment in global industry by creating a female network and building valuable relationships between emerging young talents and managers in highly complex positions. More information can be found here: <https://www.enelgreenpower.com/stories/articles/2023/01/womenergy-female-empowerment-project>