



## PRESS RELEASE

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### ENEL CONFIRMED FOR THE THIRD 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 2022 edition of Equileap's TOP 100 companies that promote gender equality in the workplace*

**Rome, March 3<sup>rd</sup>, 2022** – Enel has been confirmed for the third consecutive year in the Equileap TOP 100 global companies for gender equality, recognized as the best performing Italian company and resulting 17<sup>th</sup> in the overall ranking. Equileap, a leading organization providing data and insights on gender equality in the corporate sector, evaluates the gender equality performance of the companies listed on the main stock market indices.

*“Enel's presence in this ranking confirms that prioritizing gender equality and increasing women representation and empowerment are creating new opportunities for the expression of the wide diversity of people talents that coexist in our organization”* said **Guido Stratta**, Head of People and Organization at Enel. *“We are committed to promote the engagement of people across all the organization and to create opportunities to innovate leveraging on the unique mix of skills and passions who support our sustainable business model every day”*.

In the 2022 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 the recruitment phase, contributing to equal pay and promoting welfare and work-life integration for all its employees. In line with previous editions, Enel's practices in promoting human rights, freedom from violence, abuse and sexual harassment were also acknowledged.

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 diversity across the entire value chain.



Enel's global sustainability leadership is acknowledged through its presence in several other renowned sustainability indices as well as rankings, such as the MSCI ESG Leaders Indices, CDP Climate "A" List, the Euronext Vigeo-Eiris 120 indices, the MIB ESG Index, the FTSE4Good Index series, the STOXX Global ESG Leaders index, the ISS "Prime" rating, and the ECPI indices.

The Group is increasingly attracting the attention of Socially Responsible Investors, whose stake in the company is steadily growing, representing now about 14.6% of Enel's share capital, more than double compared to 2014 levels. This increase reflects the growing importance the financial market gives to non-financial elements in the creation of long-term sustainable value.

Enel's long track record of inclusion in the world's leading sustainability indices is supported by the implementation of a sustainable and innovative business model that creates value for people, the company and society. In 2021 the Group also joined the Equal by 30 Campaign, a public commitment by public and private sector organizations to work towards equal pay, equal leadership and equal opportunities for women in the clean energy sector by 2030. More information can be found here: <https://corporate.enel.it/en/media/press/d/2021/02/enel-joins-equal-by-30-campaign-confirming-its-commitments-on-gender-equality->