

On the index for the fifth year running

## Enagás, worldwide leader of the Utilities sector, on the Bloomberg Gender-Equality Index

- The company has obtained the top score of 100 points in the areas of reporting and transparency, and inclusive culture
- This acknowledgement rewards the efforts Enagás has been making over the years in terms of diversity and equal opportunities for its employees

**Madrid, 31 January 2023.** Enagás has been included for the fifth year running on Bloomberg's 2023 *Gender-Equality Index* (GEI). This list distinguishes the 484 companies that are most committed to transparency in reporting on gender-related issues and to promoting equality. The ranking measures gender equality in five pillars: leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies and external branding.

This year, Enagás was recognised as a world leader in the Utilities sector, with an overall score of 87.61 points out of 100, improving its score by more than 3 points compared to the previous year. This score places the company well above the average of the Spanish companies included in the Index (77 points). In addition, the company scored 100 points in the areas of reporting and transparency, and inclusive culture. The Bloomberg Gender Equality Index includes companies from 11 industries based in 45 countries and regions.

The inclusion of Enagás in this ranking is the result of the company's efforts over the years in terms of diversity and equality. Enagás has a comprehensive management plan that includes more than 120 measures to promote work-life balance and co-responsibility and guarantee equal opportunities for its employees. In this regard, the company promotes different training and skills development initiatives, through coaching, mentoring or networking activities, to promote female leadership and increase the presence of women in positions of responsibility.

Enagás has also been certified as a family-responsible company (FRC) since 2007 and in 2022 obtained the highest rating (level A+) for excellence in work-life balance, making it the first energy company in Spain to achieve this category. In addition, since 2010 it has held the Seal of Equality, awarded by the Ministry of Health, Social Services and Equality and is a member of the Ministry of Equality's initiative Más Mujeres, Mejores Empresas (More Women, Better Companies).

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