



## PRESS RELEASE

### ACEA CONFIRMS ITS COMMITMENT TO DIVERSITY, INCLUSION AND GENDER EQUALITY ISSUES

#### Established in December the Equality, Diversity & Inclusion Committee

**Rome, 1st February 2023** - The confirmation of Acea's presence in the "**Bloomberg Gender-Equality Index**" (**GEI**), an international index that measures the performance of companies in regard to gender equality, testifies the Group's commitment to equity, inclusion and empowerment issues within the scope of corporate growth paths, as well as to the adoption of concrete measures to reduce the gender gap with respect to the wage equality, the protection of parenthood and work-life balance.

Acea has recently obtained important certifications on these issues. In December, the Group, first among the listed Italian multiutilities, received from **RINA** the **UNI/PdR 125:2022** certification, the only national standard on gender equality which indicates the guidelines to support the professional growth of women within companies.

The ACEA Group has also been selected by the **Financial Times and Statista** in the "**Europe's Diversity Leaders 2023**" ranking which includes the 850 employers who demonstrate significant leadership in the field of diversity and inclusion. Moreover, again in December, the Company obtained for the second consecutive year the **Top Employers Italy** Certification, the official recognition of leading company in HR policies and strategies with the aim of improving the working environment.

These acknowledgments confirm the Company's commitment. In this regard, the Company recently set up the **Group Equality, Diversity & Inclusion Committee** which will guide the evolution process aimed at promoting and spreading a corporate culture based on knowledge, inclusion and promotion of diversity and fair treatment of people through initiatives to be implemented, coordinated by the Equality, Diversity & Inclusion Manager.

"The acknowledgments obtained - declared the **Chief Executive Officer of the Acea Group Fabrizio Palermo** - are the result of a policy focused on enhancing people and the role of women within the organisation. The Company will continue to be committed to these issues which will increasingly become part of our mission and value structure with the aim of further improving people's well-being, valuing talents and implementing the achievement of real gender equality."

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