

## Enagás is chosen as the second-best company in the world when it comes to gender equality, and the best in Spain

The company has obtained a leadership position in Equileap's prestigious *Women's Equality in the Workplace* index, made up of the 100 most prominent companies in this field in the world

**Madrid, 04 March 2025.** Enagás has been selected as the second best company in the world in gender equality in the *Women's Equality in the Workplace* report prepared by Equileap. This index, in which the company has been included for the fourth consecutive year, is made up of the 100 most outstanding companies in this field. Enagás is the first Spanish company in the ranking out of the four included.

To compile this index, Equileap assessed 3,547 listed companies from 24 different markets. Enagás has achieved a 79% score, five percentage points more than last year, thus ranking second in the top 100. The company has risen 11 positions compared to the 2024 ranking, where it placed 13th.

The company Equileap is dedicated to promoting gender equality and diversity and inclusion in the corporate world. The factors analysed in preparing this ranking include gender balance at all organisational levels, equal pay and work-life balance, measures that promote gender equality and commitment, transparency and responsibility in this area, among others.

### **40% of women on the Executive Committee and the Board of Directors**

Over the years, the company has made significant progress in increasing diversity and equal opportunities. It provides professionals with training and networking initiatives to promote female talent and leadership, and is committed to the participation of women in leadership positions.

Enagás has a 40% representation of women on its Executive Committee, which means the company has one of the most gender-balanced leadership teams within the entire Ibex 35. Enagás also has six women on its Board of Directors, representing over 40%. In addition, 40% of all management and pre-management positions in the company are held by women, leading three of the four core business divisions.

In 2010, Enagás was one of the first companies to be recognised with the Equality Badge, awarded by the Spanish Ministry of Equality. It is also a member of the Más Mujeres, Mejores Empresas (More Women, Better Companies) initiative promoted by the Ministry. Enagás has been certified as a Family-Responsible Company (EFR) since 2007, and in 2022 became the first company in the Spanish energy sector to obtain the highest rating (level A+) for excellence in work-life balance according to the Másfamilia Foundation's management model.

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