



PRESS RELEASE

ACEA OBTAINS GENDER EQUALITY CERTIFICATION

Italy's first listed multi-utility to obtain recognition for its commitment in terms of diversity, inclusion and female empowerment

Rome, 19 December 2022 – The leading Italian listed multi-utility company ACEA has obtained from RINA, an organisation accredited by Accedia, UNI/PdR 125:2022 certification, the only national gender equality standard, also provided for in Italy's National Recovery and Resilience Plan.

The recognition certifies the firm's commitment on issues of equality, diversity and inclusion, as well as its ability to take practical measures aimed at reducing the gender gap with regard to growth opportunities, equal pay, support for parenting and work-life balance. UNI/PdR 125:2022 certification defines the guidelines for promoting female empowerment as part of the company's growth paths.

The Acea Group has recently adopted an **Equality, Diversity & Inclusion Plan**, compiled in a document to be periodically updated (<https://www.gruppo.aceea.it/content/dam/aceea-corporate/aceea-foundation/pdf/it/gruppo/carriere/politica-equality-diversity-inclusion-aceea.pdf>). The objective is to support ongoing practices with a view to ensuring that the right to equality, diversity and inclusion is protected and guaranteed in all organisational and management processes. An Equality, Diversity & Inclusion Committee, set up at Group level, will steer the course of cultural evolution designed to promote and disseminate a corporate culture based on awareness, inclusion and the encouragement of diversity and fair treatment of people, via the implementation of initiatives to be coordinated by the Equality, Diversity & Inclusion Manager.

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