



### Bloomberg Gender Equality Index 2024 (FY 2022)

Number	Category	KPI	UM	Value 2022	Comments
1	Leadership	Percentage of women on company board	%	42%	Total members: 12 (5 women and 7 men)
2	Leadership	Chairperson is a woman	Y/N	No	
3	Leadership	Gender balance in board leadership	%	66%	1) Control Risk and Sustainability Committee (Women) 2) Nominations and Remunerations Committee (Women) 3) Strategic Committee (Men)
4	Leadership	Chief executive officer (CEO) is a woman	Y/N	No	
5	Leadership	Woman chief financial officer (CFO) or equivalent	Y/N	No	
6	Leadership	Percentage of women executive officers	%	0%	No Women are executives in the Board of Directors
7	Leadership	Chief diversity officer (CDO)	Y/N	Yes	The Chief ESG, IR & Communication Officer oversees D&I matters
8	Talent Pipeline	Percentage of women in total management	%	30.5%	
9	Talent Pipeline	Percentage of women in senior management	%	12.1%	
10	Talent Pipeline	Percentage of women in middle management	%	33.9%	
11	Talent Pipeline	Percentage of women in non-managerial positions	%	28.9%	
12	Talent Pipeline	Percentage of women in total workforce	%	29.5%	
13	Talent Pipeline	Percentage of women total promotions	%	24.2%	
14	Talent Pipeline	Percentage of Women IT/Engineering	%	21.9%	
15	Talent Pipeline	Percentage of new hires are women	%	33.3%	

Number	Category	KPI	Unit	Value 2022	Comments
16	Talent Pipeline	Percentage of women attrition	%	26.9%	
17	Talent Pipeline	Time-bound action plan with targets to increase the representation of women in leadership positions	Y/N	Yes	Please refer to our Business Plan page 44
18	Talent Pipeline	Time-bound action plan with targets to increase the representation of women in the company	Y/N	Yes	Please refer to our Business Plan page 44
19	Pay	Adjusted mean gender pay gap	%	103%	Gender pay gap adjusted (Country Italy)
20	Pay	Global mean (average) raw gender pay gap	%	101%	
21	Pay	Time-bound action plan to close its gender pay gap	Y/N	Yes	Please refer to corporate website: "ACTIONS IN PLACE TO CLOSE THE GENDER PAY GAP"
22	Pay	Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Y/N	Yes	Please refer to Remuneration Report page 24
23	Inclusive culture	Number of weeks of fully paid primary parental leave offered	n.	21	
24	Inclusive culture	Number of weeks of fully paid secondary parental leave offered	n.	2	
25	Inclusive culture	Parental leave retention rate	%	100%	
26	Inclusive culture	Back-up family care services or subsidies through the company	Y/N	Yes	
27	Inclusive culture	Flexible working policy	Y/N	Yes	
28	Inclusive culture	Employee resource groups for women	Y/N	Yes	
29	Inclusive culture	Unconscious bias training	Y/N	Yes	
30	Inclusive culture	Annual anti-sexual harassment training	Y/N	No	ERG implemented the policy in 2022 and training will start in 2024

## **ERG useful links:**

1. Non-Financial Statement 2022:  
<https://www.erg.eu/documents/10181/2038005/DNF+2022+inglese-def.pdf/be09833d-dd28-95a5-87b9-8795335235bb?t=1681373461450>
2. Business and ESG Plan 2022-2026 update:  
[https://www.erg.eu/c/document\\_library/get\\_file?uuid=ed6d7359-1a88-e5ee-297c-705d5b5bfddb&groupId=10181&version=1.0](https://www.erg.eu/c/document_library/get_file?uuid=ed6d7359-1a88-e5ee-297c-705d5b5bfddb&groupId=10181&version=1.0)
3. Remuneration report 2022:  
[https://www.erg.eu/c/document\\_library/get\\_file?uuid=5e0ba3c4-a8fb-3cc6-b531-4684a02cc3b3&groupId=10181&version=1.0](https://www.erg.eu/c/document_library/get_file?uuid=5e0ba3c4-a8fb-3cc6-b531-4684a02cc3b3&groupId=10181&version=1.0)
4. Policy Prevention of Violence, Harassment and Bullying in the Workplace:  
[https://www.erg.eu/c/document\\_library/get\\_file?uuid=ba86b922-1e61-4438-078c-b352a87c8d83&groupId=10181&version=1.0](https://www.erg.eu/c/document_library/get_file?uuid=ba86b922-1e61-4438-078c-b352a87c8d83&groupId=10181&version=1.0)
5. D&I Policy: [https://www.erg.eu/c/document\\_library/get\\_file?uuid=ecd861df-ce34-358e-2278-423960577911&groupId=10181&version=1.0](https://www.erg.eu/c/document_library/get_file?uuid=ecd861df-ce34-358e-2278-423960577911&groupId=10181&version=1.0)
6. ACTIONS IN PLACE TO CLOSE THE GENDER PAY GAP:  
<https://www.erg.eu/en/careers/green-energy-makers/the-power-of-diversity-our-path>
7. Board of directors (corporate website): <https://www.erg.eu/en/corporate-governance/board-of-directors>
8. Board-level Committees (corporate website): <https://www.erg.eu/en/corporate-governance/committees>