

## Enagás named best company in the world for gender equality in its sector

The company ranks first in the Utilities sector according to the Equileap ranking, which recognises the eight most outstanding multinationals in this area in their respective activities

**Madrid, 21 May 2025.** Enagás has been named the world's best company for gender equality in the utilities sector, according to the 2025 annual ranking compiled by Equileap, a firm that promotes gender equality, diversity and inclusion in the corporate world.

Equileap has awarded Enagás its Gold Seal, which is awarded to the eight companies that achieved the highest global rating in their respective sectors, after analysing more than 6,000 companies based on 19 criteria. These include gender balance at all organisational levels, equal pay and work-life balance, measures to promote gender equality and commitment, and the promotion of transparency and accountability in this area.

### **Commitment to equality**

Enagás remains committed to promoting diversity and equal opportunities through training and networking initiatives among its professionals to foster female talent and leadership, as well as its commitment to the participation of women in positions of responsibility.

Women account for 40% of the company's Executive Committee, making it one of the most gender-balanced committees in the entire Ibex 35. Furthermore, its Board of Directors includes six women, representing over 40% of its members. Additionally, 40% of all management and pre-management positions in the company are held by women, who lead three of the four core business divisions.

Enagás was one of the first companies to be recognised in 2010 with the Equality Distinction, awarded by the Ministry of Equality, and is a member of the Ministry's More Women, Better Companies initiative. The company has been an EFR-certified company since 2007 and in 2022 became the first energy company in Spain to obtain the highest rating (level A+) for excellence in work-life balance, according to the management model of the Másfamilia Foundation.

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