



2024 BLOOMBERG GENDER EQUALITY INDEX (GEI) SURVEY



Gender Reporting Framework - all responses represent a minimum of 80% of the company's global workforce, unless otherwise note, and refer to 2022 fiscal year.

QUESTION	FY22 ANSWER	SUPPLEMENTARY INFORMATION
LEADERSHIP		
Percentage of women on company board	44,44%	The data refers to Acea SpA, the Holding company, for details see 2022 Report on Corporate Governance and Shareholdings
Chairperson is a woman	YES	The data refers to Acea SpA, the Holding company, for details see 2022 Report on Corporate Governance and Shareholdings
Gender balance in board leadership	66,66%	The data refers to Acea SpA, the Holding company, for details see 2022 Report on Corporate Governance and Shareholdings)
Chief executive officer (CEO) is a woman	NO	The data refers to Acea SpA, the Holding company, for details see 2022 Report on Corporate Governance and Shareholdings)
Woman chief financial officer (CFO) or equivalent	NO	The data refers to Acea SpA, the Holding company, for details see 2022 Report on Corporate Governance and Shareholdings
Percentage of women executive officers	0,00%	The data refers to Acea SpA, the Holding company, for details see 2022 Report on Corporate Governance and Shareholdings
Chief diversity officer (CDO)	YES	For details see 2022 Sustainability Report Acea Group

TALENT PIPELINE		
Percentage of women in total management	31,00%	For details see 2022 Sustainability Report Acea Group
Percentage of women in senior management	19,00%	For details see 2022 Sustainability Report Acea Group
Percentage of women in middle management	33,00%	For details see 2022 Sustainability Report Acea Group
Percentage of women in non-managerial positions	23,00%	For details see 2022 Sustainability Report Acea Group
Percentage of women in total workforce	24,00%	For details see 2022 Sustainability Report Acea Group
Percentage of women total promotions	26,00%	For details see 2022 Sustainability Report Acea Group
Percentage of Women IT/Engineering	17,19%	
Percentage of new hires are women	30,00%	For details see 2022 Sustainability Report Acea Group
Percentage of women attrition	20,00%	For details see 2022 Sustainability Report Acea Group
Time-bound action plan with targets to increase the representation of women in leadership positions	YES	Acea adopts gender-balanced short lists in selection process. In 2022, Acea obtained from RINA, a body accredited by Accredia, the UNI/PdR 125:2022 Certification, also known as the certification on gender equality. For details see https://www.gruppo.acec.it/en/our-commitment/diversity-equality-inclusion
Time-bound action plan with targets to increase the representation of women in the company	YES	Acea adopts gender-balanced short lists in selection process. In 2022, Acea obtained from RINA, a body accredited by Accredia, the UNI/PdR 125:2022 Certification, also known as the certification on gender equality. For details see https://www.gruppo.acec.it/en/our-commitment/diversity-equality-inclusion

PAY		
Adjusted mean gender pay gap	-1,61%	For details see 2022 Sustainability Report Acec Group
Global mean (average) raw gender	5,74%	
Time-bound action plan to close its gender pay gap	NO	
Executive compensation linked to and inclusion (DEI) gender diversity or diversity, equity and inclusion (DEI)	YES	MbO linked to D&I targets (included in the Sustainability Plan) for Human Resources Function.

INCLUSIVE CULTURE		
Number of weeks of fully paid primary parental leave offered	20	
Number of weeks of fully paid secondary parental leave offered	1	
Parental leave retention rate	100,00%	For details see 2022 Sustainability Report Acec Group
Back-up family care services or subsidies through the company	YES	For details see 2022 Sustainability Report Acec Group
Flexible working policy	YES	For details see 2022 Sustainability Report Acec Group
Employee resource groups for women	YES	Equality, Diversity & Inclusion Committee Lifed project: self-development platform dedicated to Group parents Acec Moms Chat
Unconscious bias training	YES	Webinar open to the entire corporate population on the issues of Bias - Women's Empowerment Training on biases acted in selection processes dedicated to all recruiters
Annual anti-sexual harassment training	YES	Code of Ethics and Whistleblowing training includes sexual harassment, the coverage of which has been expanded and strengthened in the 2022 courses.