



MEDIOBANCA

PRESS RELEASE

MEDIOBANCA INCLUDED IN 2023 BLOOMBERG GENDER-EQUALITY INDEX

Mediobanca is one of the 484 companies included in the Bloomberg Gender-Equality Index, now in its fifth year. The GEI is a modified market capitalization-weighted index developed to gauge the performance of public companies dedicated to reporting gender-related data. This reference index measures gender equality across five pillars: leadership & talent pipeline, equal pay & gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand.

The 2023 GEI reaches globally to represent 45 countries and regions, including firms headquartered in Luxembourg, Ecuador, and Kuwait for the first time. Member companies represent a variety of sectors, including financials, technology, and utilities, which continue to have the highest company representation in the index from 2022.

"Diversity should be seen as a source of enrichment, not as a factor of exclusion", said **Alexandra Young, Mediobanca Group HR Director**. "We have been actively raising corporate awareness to highlight the value that can be unlocked from diversity. We have been focused on promoting an ever-increasing inclusive working environment in which everyone can express themselves to the full. Our commitment to our diversity agenda over the past few years has been in line with the objectives of our 2019-23 Strategic Plan and the launch of project "ToDEI" is the tangible result of our journey towards a Group-wide cultural change which has embraced DE&I specific training programmes, overhauling recruitment and advancement processes and promoting internal and external communication campaigns", Alexandra Young added.

"Congratulations to the companies that are included in the 2023 GEI," said Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club. "We continue to see an increase in both interest and membership globally, reflecting a shared goal of transparency in gender-related metrics."

Mediobanca submitted a social survey created by Bloomberg, in collaboration with subject matter experts globally. Those included on this year's index scored at or above a global threshold established by Bloomberg to reflect disclosure and the achievement or adoption of best-in-class statistics and policies.

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