



Barbara Morgante, CEO of Enaon

Empowering Women in Energy: A commitment to Leadership and Inclusion.

The energy sector stands at a critical juncture, facing the complex challenges of transitioning to a sustainable future while ensuring equitable opportunities for all. As we celebrate International Women's Day, I am honored to participate in the EmpowerMedWomen Network, and contribute to fostering collaboration, empowerment and leadership for women in the energy sector. This day serves as a powerful reminder of the strides we have made toward gender equality but also of the challenges that remain, particularly in industries like ours, where women continue to be underrepresented. The energy sector, like numerous domains requiring scientific expertise, has historically been characterized by male dominance.

The energy sector is at the heart of global development, shaping economies, communities, and the transition to a more sustainable future. It is a field that demands innovation, strategic thinking and resilience, qualities that women have continuously demonstrated across industries.

Women's participation in the energy sector is not just about equality, but it is more about a progress. Whether in engineering, management, policy making or sustainability, women bring valuable perspectives that enhance problem solving and long term strategy. Moreover, as the industry undergoes a rapid transformation toward decarbonization and digitization, there is an urgent need for new skills and inclusive leadership to drive this transition effectively.

My entry into this sector happened almost by chance, an opportunity that I evaluated with great interest both for the sector itself and for the specific group, Italgas, at the forefront compared to other players. I believe that professional choices, as far as possible, must be made with personal motivation, whatever it may be, otherwise you risk not being passionate about your work and not having the right stimuli, which is harmful both to the person and to the company!

As CEO of Enaon for the past two and a half years, I am proud to say that at Enaon, in line with the principles of the whole Italgas Group, we are actively dismantling these barriers. In our Greek operations, approximately 40% of executive positions are held by women, demonstrating our commitment to diversity and inclusion. Furthermore, we are setting measurable targets as a group: 27% women in leadership roles by 2028 and a gender pay gap within

+/- 3% by 2029. Our actions are focused on promoting female managerialism, ensuring equal pay, and investing in women's STEM skills.

At Enaon, we recognize that empowering women is essential for the future of our industry, creating a win-win situation. It is indeed documented that women in today's workforce, when assigned to positions of responsibility, bring a number of tangible benefits. We are devoted to fostering an inclusive environment where women are encouraged to lead, contribute and shape the energy transition. Through targeted initiatives, and professional development opportunities, we actively support the advancement of women in our organization and beyond, convinced that every loss of female talent is a loss also for society. Collaboration is key and participating in women's empowerment networking schemes such as the EmpowerMedWomen Network initiative can create pathways for more women to enter and excel in energy careers.

But beyond corporate policies, I believe that real change requires fostering a cultural transformation for creating a more gender-balanced energy sector. We need to promote workplace flexibility and ensure that regardless of gender, leadership opportunities are accessible to all. By creating a more inclusive and supportive environment, we can attract and retain more women in the energy sector and unlock their full potential.

The journey towards a truly equitable and sustainable energy sector requires a concerted effort from all stakeholders. By embracing diversity, fostering mentorship, and championing women's leadership, we can drive the entire sector toward a stronger, equitable and brighter future for generations to come.