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NOS IMPROVES BLOOMBERG GENDER-EQUALITY INDEX SCORE

- **NOS takes part again in the Bloomberg Gender-Equality Index**
- **Operator's score was 84,11% and increased by 19.41 percentage points**
- **NOS' performance is better than the overall average, the sector and other Portuguese companies included in the 2023 GEI**

NOS was among the list of members of the Bloomberg Gender-Equality Index (GEI) for the second year running, with an above average score and an increase of 19.41 percentage points compared to the previous year.

In the 2023 GEI, NOS scored 84.11%, achieving a better result than the overall index average (73%), the Communications sector (73,53%) and Portuguese companies taking part (81.77%) This result reflects the company's commitment to equality of treatment and opportunities for all of its people, as set out in its [Gender Equality Plan](#) and [NOS' Declaration of Commitment to Diversity and Inclusion](#).

“At NOS, everyone counts on their talent being recognised and valued in an equal manner, a fundamental principle on which the functioning of the entire organisation is based. With the goal of consolidating its actions relating to equality and diversity, NOS established an ambitious action plan using a range of different tools, and committed to specific objectives, such as having 40% of its management positions held by women by 2030”, says Isabel Borgas, People and Organization Manager at NOS.

In order to measure the level of transparency in providing information and implementing or adopting best organisational practices in relation to gender equality, the 2023 edition of the index includes 485 companies from 45 countries and regions from around the world, including seven Portuguese companies. The GEI methodology is based on the weighting of two factors, the provision of information, equal to 30%, and performance, equal to 70%, and evaluates five key factors: female talent leadership and pipeline; remuneration equality and parity between men and women; inclusive culture; policies against sexual harassment; and brand image.

Taking part in the Bloomberg Gender-Equality Index strengthens NOS' investment in the promotion of strategy, processes and initiatives in line with the United Nations Sustainable Development Objective number 5 – “Gender Equality”, as well as principle number 6 of the UN Global Compact - “Eliminating discrimination at work”.



About NOS

NOS is the biggest entertainment and communications group in Portugal. It offers latest generation fixed and mobile phone, television, internet, voice and data solutions to all market segments. It is leader in cinema distribution and exhibition, and has the greatest number of cinema theatres and complexes in Portugal. NOS has 5 million mobile phone, 1.7 million television, 1.8 million fixed telephone and 1.5 million broadband internet customers. For more information, please go to <https://www.nos.pt/institucional>