

DIVERSITY, GENDER EQUALITY, INCLUSION, PREVENTION OF DISCRIMINATION, AND PROTECTION OF THE DIGNITY OF GROUP PERSONNEL POLICY

INTRODUCTION

In line with the Board of Directors' guidelines and best practices, Italgas is committed to developing programs and actions dedicated to promoting diversity, gender equality, and inclusion in its various forms. This commitment begins with the formalization and adoption of a specific policy aimed at preventing and countering all forms of discrimination (zero tolerance) while safeguarding the dignity of group personnel.

The diversity, gender equality, inclusion, prevention of discrimination, and protection of the dignity of group personnel policy (hereinafter referred to as "the Policy") is issued by the CEO in conjunction with the Steering Committee for UNI PDR 125/2022 Certification.

It supports the implementation of the fundamental principles outlined in Italgas' Code of Ethics and it applies to all employees within the Italgas Group. The purpose of this policy is to maintain optimal working conditions, ensuring a work environment inspired by principles of equality, freedom, and inviolability.

Additionally, a specific policy addressing diversity among corporate bodies is dedicated to Italgas S.p.A.'s Board of Directors, advisory committees, and the Board of Statutory Auditors.

OBJECTIVES AND PURPOSE

Italgas recognizes, supports, and promotes equal opportunities, appreciating the value of diversity and celebrating the uniqueness of individuals. Diversity is considered a strategic advantage for Italgas, as it fosters an inclusive work environment that encourages collaboration and creativity. In this environment, contributions from all individuals are equally

considered in decision-making processes, allowing people to develop their potential and enhance their motivation.

Consequently, inclusion has been integrated into Italgas Group's mission and is a key element of the leadership model defined in 2022. Italgas acknowledges the importance of embracing the rich history and experiences from diverse local contexts in which it operates. By doing so, Italgas creates a shared identity that is attuned to community needs, service quality, and a gender-equal culture that recognizes talent and sustainability as drivers of excellence in performance.

Furthermore, Italgas recognizes the significance of integrating the experiences, talents, and motivations of newly selected personnel with those already part of the Group. It is committed to fostering an inclusive culture that values all forms of diversity, involving everyone and providing opportunities for the full development of their abilities and talents, in alignment with business objectives.

The Policy applies to all individuals within the Italgas Group and it is shared with stakeholders, suppliers, and clients through the institutional website.

COMMITMENTS

Italgas actively opposes any form of employment-related discrimination and commits to attracting and hiring individuals with diverse backgrounds and abilities. The company aims for gender equality during the selection and hiring process by identifying an inclusive pool of candidates based on meritocratic principles.

Italgas embraces all differences related to age, gender, marital status, ethnicity, nationality, religion, beliefs, sexual orientation, social and educational background, as well as family and caregiving responsibilities.

The company is dedicated to creating a work environment free from direct or indirect discrimination, in accordance with Article 25 of the Equal Opportunities Code from any form of violence or harassment, whether sexual or based on personal, political, or cultural differences. Italgas strives to ensure that all employees treat others with dignity, respect, and fairness at all times, reflecting an inclusive approach that aligns with the company's values.

Italgas commits to implementing a performance management system that creates development plans based entirely on merit. This system encourages dialogue between managers and team members, utilizes feedback for continuous improvement, and considers diversity and inclusion within the organizational leadership model.

Inspired by the United Nations' Millennium Development Goals (MDGs) and aligned with the Sustainable Development Goals (SDGs) of the 2030 Agenda, Italgas aims to achieve gender equality. The company adopts a talent development system that provides equal opportunities for professional growth, inspiring all individuals to reach their full potential. Recognizing that diverse backgrounds and experiences contribute value to the organization, Italgas actively develops its talent pool.

The Group's training process ensures that all employees are sensitized and trained on gender equality, the appreciation of differences, recognition of unconscious biases, workplace harassment, and communication skills. These topics are part of a dedicated path within the IGAcademy, established in early 2023, focusing on inclusive leadership.

Specifically, regarding the empowerment of women, Italgas commits to facilitating skill acquisition, autonomy, and empowerment. The company adopts a succession planning system based on meritocracy, independent of gender influences, with the goal of achieving gender balance in managerial positions.

Italgas also implements short, medium, and long-term remuneration policies based on performance, assigned responsibilities, professional expertise, quality of contribution, merit, equal opportunities, and equal remuneration.

To enhance work-life balance, Italgas promotes flexible work arrangements (such as smart working) and avoids discrimination during extended periods of absence from work. The company maintains constant communication and supports employees during their reintegration after such absences.

HARASSMENT AND WORKPLACE BULLYING

Italgas is committed to preventing and countering any form of harassment and bullying in the workplace. The company adopts awareness programs to raise awareness among its employees, encouraging behaviors that align with this Policy.

In accordance with the Corporate Compliance Policy, Italgas encourages the reporting of normative violations through an anonymous reporting system.

The company commits to monitoring, takes disciplinary actions, including sanction, for any retaliation or behavior that deviates from the principles outlined in this Policy.

Examples of such behaviors include:

- Creating an intimidating, hostile, isolating, or discriminatory work environment for individuals or groups of workers.
- Unjustifiably interfering with the performance of others' work duties.
- Arbitrarily hindering career growth for colleagues.
- Abusing one's position of influence to coerce employees into accepting sexual favors or other forms of undue pressure.
- Reporting and Disciplinary Responsibility

In line with the "ITH-STC-061 – **Reports received by Italgas and Subsidiaries**" **Compliance Standard**, anyone can use the specific reporting channels provided by Italgas to report behavior which violates the principles outlined in this Policy. If confirmed, such behavior will result in

disciplinary sanctions. Sanctions will be proportionate to the severity of the act and prioritize victim protection, regardless of the individual's position within the company. These reporting channels are accessible on the company's website for both internal personnel and third-parties associated with the Italgas Group.

Italgas is committed to continuous improvement in its gender equality management system. The company adopts audit practices and tools for ongoing monitoring and enhancement of its performance. To measure its level of maturity, Italgas has identified relevant variables related to inclusivity and gender respect, assigning specific weights and key performance indicators (KPIs). Additionally, Italgas pays particular attention to individuals leaving the Group due to gender-related reasons (such as not returning from maternity leave or challenges in work-life balance), collecting and analyzing feedback to identify areas for improvement.

Inspired by the core values of the Italian Constitution, Italgas fully respects all relevant regulations and practices related to diversity, inclusion, and gender equality. The company also adheres to international standards in this regard.

APPLICATION AND DISTRIBUTION

Italgas believes that, in order to create and support an inclusive culture rich in diverse perspectives, all the employees should be aware of and identify with this Policy. They should respect and promote it in all aspects of their interactions with fellow employees, external suppliers, sales companies, users, and anyone they come into contact with. The Policy applies in all work situations, whether employees are working within the company's premises or at external locations.

Managers and those involved in human resources management and supervision, particularly those engaged in recruitment, selection, promotion, and employee training, are entrusted with actively supporting and defending the principles of diversity and inclusion in the practical application of this Policy.