

DIVERSITY AND INCLUSION POLICY

FOREWORD

In accordance with the guidelines of the Board of Directors and Appointments and Compensation Committee and relevant best practice, Italgas has undertaken to develop diversity-focused programmes and actions within its various business areas, based on the adoption of a formalised specific policy.

The diversity and inclusion policy implements some of the fundamental principles of Italgas' Code of Ethics and applies to all Italgas employees.

A specific policy is provided for members of the Company's Board of Directors and Board of Statutory Auditors.

AIMS AND OBJECTIVES OF THE DIVERSITY AND INCLUSION POLICY

Italgas recognises and supports the importance of promoting equal opportunities, recognising the value of diversity and enhancing the uniqueness of its people. Diversity is a strategic advantage for Italgas, as it fosters an inclusive work environment which encourages collaboration and creativity and enables people to develop their potential and increase their motivation.

Italgas is aware of the importance of embracing the historical heritage and experiences acquired in the different local areas in which it operates, developing a shared common identity with a view to the needs of the community and service quality.

Italgas is also aware of the importance of integrating the skills, experiences and motivations of the people it selects and places in its organisation.

Inclusion means creating a culture that is able to leverage all forms of diversity, making all individuals feel involved and offering them the chance to develop their talent and skills to their full potential and in line with business objectives.

The diversity and inclusion Policy is observed by all Italgas' people and suppliers and also applies to all relations with stakeholders and external candidates.

ITALGAS' COMMITMENT TO DIVERSITY AND INCLUSION

Italgas is committed to avoiding any and all forms of discrimination in employment contexts and promotes a culture in which people acknowledge the value added by diversity.

Italgas is committed to accommodating all differences in relation to age, gender, marital status, ethnicity, nationality, religion or other beliefs, sexual orientation, social and educational background, familial and care responsibilities.

Italgas is committed to creating a work environment free from direct or indirect discrimination and any type of violence or harassment, whether sexual or based on personal, political and/or cultural differences. Italgas aims to ensure that all its people treat those around them with dignity, respect and fairness at all times, demonstrating conduct that reflects inclusion and supports the values of the Group.

Italgas is committed to recruiting, training and promoting the best people for the work at hand, promoting people's professional development, inspiring all employees to reach their full potential, adopting performance and merit-based compensation systems and supporting the sharing of best practices throughout the organisation. Italgas aims to enhance the individual and collective strengths and potential of its people, creating and developing its pool of talent, recognizing that people with different backgrounds and experiences can bring value to the organization.

Inspired by the values of the Italian Constitution, Italgas is committed to fully complying with all regulations regarding diversity and inclusion.

APPLICATION AND DISSEMINATION OF THE DIVERSITY AND INCLUSION POLICY

Italgas believes that in order to create and support an inclusive culture with a diverse range of stimuli, all its people must acknowledge and recognise themselves in this policy, respecting and upholding all aspects of it in relations with colleagues, external suppliers, sales companies, users and all those with whom they come into contact.

The policy applies both when employees work within the company and at its various locations, and when they work in locations outside the company, in all work situations.

Particular responsibility for the practical application of the Diversity and Inclusion Policy lies with managers and executives and those responsible for managing and supervising resources or who are involved in personnel recruitment, selection, promotion and training processes.

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The CHIEF EXECUTIVE OFFICER

Paolo Gallo