



2024 Employee Data

Diversity Indicators

Workforce Breakdown By Gender

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	2021	2022	2023	2024	Note
% women of total workforce	16.4%	19.7%	20.3%	20,5%	% total workforce
% women in positions of responsibility	22.2%	24.9%	28.8%	28.8%	% of all positions of responsibility
% women in junior positions of responsibility	23.1%	26.3%	30.2%	29.7%	% of all positions of junior responsibility (first level)
% women in top management positions	17.2%	18.2%	21.8%	34.5%	% of all top management positions (two levels from CEO)
% women in positions of responsibility in revenue-generating departments	18.0%	21.4%	24.9%	25.7%	% of this type of position
% women in STEM positions	35.8%	34.3%	32.4%	35.7%	% of this type of position

Diversity Indicators

Workforce Breakdown By Nationality

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

Italgas has no workforce based in the USA

%	Share in total workforce		Share in all management positions including junior, middle and senior management	
	2023	2024	2023	2024
Italian	84.8%	84.3%	87.3%	76.3%
Greek	14.2%	14.8%	12.5%	23.5%
Swiss	0.2%	0.2%	0.0%	0.0%
Other	0.8%	0.7%	0.2%	0.2%

Diversity Indicators

Share of employees – contractors or temporary staff as a % of employees

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	U.o.m	2021	2022	2023	2024
Share of employees Contractors or temporary staff as a % of employees	%	0%	0.4%	0.4%	1.8%

Remuneration data

Ratio of Basic Hourly Salary and Remuneration of Women to Men – Gender Pay Indicators

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

Employee level (euro/hours)	Average Women Salary 2024	Average Men Salary 2024	Ratio (W/M)
Executive level (base salary only)	64,66	68,58	5,7%
Executive level (base salary + other cash incentives)	91,82	99,67	7,9%
Management level (base salary only)	30,93	32,42	4,6%
Management level (base salary + other cash incentives)	32,77	36,71	10,7
Non-Management level (base salary only)	20,21	20,69	2,3%

New Recruits By Age and Gender

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	2021			2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	143	57	217	240	92	332	277	107	384	215	48	263
<i>under 30 years</i>	89	38	127	148	40	187	113	34	147	67	15	82
<i>between 30 and 50 years</i>	53	35	88	90	49	135	159	71	239	141	33	174
<i>over 50 years</i>	1	1	2	2	3	5	5	2	7	7	0	7

New Recruits By Nationality

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	n. employed 2022	% out of total employed 2022	n. employed 2023	% out of total employed 2023	n. employed 2024	% out of total employed 2024
Italian	323	97.3%	282	73.4%	200	76.05%
Greek	5	1.5%	97	25.3%	54	20.5%
Other European Countries	2	0.6%	2	0,5%	6	2.3%
Extra European Countries	2	0.6%	3	0.8%	3	1.15%
Total	332		384		263	

New Recruits By Management Level

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	2021	2022	2023	2024
Executives	5	4	4	3
Managers	13	16	25	18
Office Workers	146	226	277	115
Field Workers	53	86	78	127
Total	217	332	384	263

Percentage of New Positions Held by In-house Candidates

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U.o.m.		2022	2023	2024
Percentage of new positions held by in-house candidates – Total	%	80.8	76.3	86
Average hiring cost per person	Euro	2000	2280	2430

Turnover Rate Voluntary Outgoing

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

*Calculated as: voluntary leavers/employees as at 31.12

	2021	2022	2023	2024
Voluntary outgoing turnover rate*	0.74	1.93	2.4	2.9

Outgoing Turnover By Management Level

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	U.o.m.	2022	2023	2024
Executives	%	9	5	10.8
Managers	%	8	9	5.6
Office workers	%	9	8	6.9
Manual workers	%	8	7	9.1
Total	%	8	7.9	7.56

Outgoing Turnover By Age and Gender

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	U.o.m.	2023	2024
Men	%	12	7.92
Women	%	8	6.18
<i>under 30 years</i>	%	7	7.62
<i>between 30 and 50 years</i>	%	6	3.49
<i>over 50 years</i>	%	7	10.95
Total	%	7.9	7.56

Outgoing Turnover By Nationality

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	U.o.m.	2023	2024
Italian	%	8%	7.9%
Greek	%	7%	5.5%
Other European Countries	%	0%	0%
Extra European Countries	%	10%	0%

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	U.o.m.	2021	2022	2023	2024
Total time as a company	hours	112,379	132,395	173,330	195,084
• women	hours	17,571	21,421	29,798	36,751
• men	hours	94,808	110,974	145,533	158,333
Average hours per employee	hours	29	34.26	40.34	45
Average days per employee	days	4	4.28	5.04	5,62

Training

Hours Of Training By Age Range

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	U.o.m.	2021	2022	2023	2024
<i>under 30 years</i>	Hours/n.	62.8	55	67	68
<i>between 30 and 50 years</i>	Hours/n.	37.6	37	44	53
<i>over 50 years</i>	Hours/n.	19.3	28	30	33

Training

Hours Of Training Delivered By Subject And Type

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31 December of each year, if not specified otherwise.

	U.o.m.	2021	2022	2023	2024
Training on HSEQE topics	hours	41,921	43,977	55,202	55,189
Training on the Code of Ethics - Model 231 - Anti-corruption - Antitrust	hours	1,950	4,164	5,286	3,339
Managerial training	hours	14,908	21,006	39,023	22,188
Technical/specialised training	hours	28,768	29,437	46,686	85,054
Training on digitisation topics	hours	24,832	33,812	27,133	29,313

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	U.o.m.	2021	2022	2023	2024
Employees Net Promoter Score	%	79	71	72	70
Data Coverage (% of respondent)	%	87	86	88	87

