



Key Sustainability topics

Water Withdrawals/Discharge

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

	U.O.M.	2020	2021	2022	2023	2024
Water withdrawal (excluding saltwater)	Million cubic meters	0.09951	0.07603	0.06907	0.13717	0.07074
Water discharge (excluding saltwater)	Million cubic meters	0.09951	0.07603	0.06907	0.13717	0.07074
Total net fresh water consumption	Million cubic meters	0.00	0.00	0.00	0.00	0.00
Coverage (% revenues)	%	100%	100%	100%	100%	100%

100% water withdrawals in water stressed regions

Surface water from rivers, lakes, natural ponds	Million cubic meters	0
Groundwater from wells, boreholes	Million cubic meters	0
Used quarry water collected in the quarry	Million cubic meters	0
Municipal potable water	Million cubic meters	0.07074
External wastewater	Million cubic meters	0
Harvested rainwater	Million cubic meters	0
Sea water, water extracted from the sea or the ocean	Million cubic meters	0
Total	Million cubic meters	0.07074

Ocean total discharge	Million cubic meters	0
Surface Water total discharge	Million cubic meters	0
Subsurface / well total discharge	Million cubic meters	0
Off-site water treatment total discharge	Million cubic meters	0.07074
Beneficial / other use total discharge	Million cubic meters	0
Total discharge	Million cubic meters	0.07074

Training on HSEQ topics

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

	U.o.m.	2021	2022	2023	2024	2025
Training on HSEQE topics	hours	41,921	43,977	55,202	55,189	117.367
Participants		6,715	9,117	16,898	13.894	21,610



Training

Training at Italgas is closely linked to the company strategy and contributes to the achievement of the its strategic objectives. The Group invest in continuous training to develop skills, strengthen engagement and retention, attract talent and improve health and safety at work, among other things. Training is directed to all employees

ANTICORRUPTION TRAINING

In defining and implementing the anti-corruption training programme, the Training Department operates in partnership with Italgas' Anti-Corruption Legal Department to define training content and deliver training. The training programme provides the necessary knowledge of the Anti-Corruption Laws, instructions for recognising Red Flags and avoiding ethically questionable actions. The programme also help participants by presenting practical questions and situations that might occur in the course of the Company's activities..

The topics covered in the training span on anti-corruption comprehensively including administrative responsibility of entities, the Corporate Compliance Management Systems adopted, the code of ethics as well as the system of sanctions provided for violation of the same. Anti-corruption training covers both active and passive corruption, including bribery, both public and private, with relevant examples. The training is updated at least every 3 years. Upon accepting their office, members of the administrative, management and supervisory bodies are given the relevant internal regulatory instruments and sign a declaration in which they undertake to know and abide by its principles.

PREVENTION OF DISCRIMINATION AND PROTECTION OF THE DIGNITY OF GROUP PERSONNEL TRAINING

Italgas promotes equal treatment and equal opportunities for all, gender equality and equal pay for work of equal value, diversity and inclusion. Italgas' policies provide for positive actions in favour of vulnerable categories of workers, including people with disabilities, workers belonging to minorities, older workers, young people, people in situations of vulnerability and other groups potentially exposed to discrimination, while also supporting training and skills development and measures against violence and harassment in the workplace.

Particular attention is set on training with specific training provided to all employees on whistleblowing, including on the company's confidential reporting channel and whistleblowing systems. As well mandatory courses are provided to all employees, including managers, on gender-based harassment in the workplace that include also handling instances of bullying or harassment.





Youth employment initiatives - IGrow

IGrow is the Italgas **Graduate Program** designed to **foster youth employment and accelerate the development of high-potential young professionals**, fully aligned with the Group's **people strategy, sustainability commitments and long-term industrial objectives**. The initiative supports the structured entry of young talents into the organisation, strengthening internal capabilities in key areas that underpin the energy transition and the digital evolution of infrastructure.

The programme targets **young graduates motivated to embark on an accelerated and highly formative career path**, offering a concrete opportunity to join a leading European gas distribution operator and Network Tech Company at the heart of the energy transition. Through IGrow, participants contribute directly to the transformation of future energy infrastructures, gaining exposure to innovation, digitalisation and sustainability-driven business models.

IGrow is a **36-month structured programme** that includes **three job rotations across different Group locations**, enabling participants to acquire a broad and integrated understanding of the business while strengthening professional versatility and mobility. This approach supports employability and long-term career development, ensuring alignment between individual growth and organisational needs.

During the programme, graduates specialise in one of Italgas' **strategic functional areas**, gaining hands-on experience and contributing to **high-impact projects**. Through multidisciplinary training, exposure to complex operational and strategic challenges, and continuous learning, IGrow promotes the development of both **technical expertise and transversal skills**, essential for future leadership roles within the Group.

A key pillar of IGrow is its focus on **accelerated growth and mentorship**. Participants benefit from continuous interaction with experts and professionals, fostering knowledge transfer and reinforcing a culture of innovation, accountability and performance. The programme is designed not only as an entry point into the organisation, but as a **talent development pipeline** that supports succession planning and long-term value creation.

Through IGrow, Italgas reinforces its commitment to **youth employment, skills development and leadership cultivation**, ensuring that new generations of professionals are equipped to support the Group's strategic priorities and contribute to the sustainable evolution of the energy sector.

<https://www.italgas.it/en/people/entering-italgas/igrow-italgas-graduate-program/>



Youth employment initiatives - Next Gen Italgas

Italgas NextGen is the Group's School-to-Work training programme (formerly PCTO), designed to support youth employment and employability by facilitating the transition from education to the labour market. The initiative is aligned with Italgas' people strategy and sustainability objectives, aimed at developing future skills, promoting technical professions and strengthening the talent pipeline in support of long-term industrial growth and the energy transition.

The programme targets students in the fourth and fifth years of technical secondary schools, particularly those specialising in mechanics, mechatronics, energy, electronics and electrotechnics, providing early exposure to the professional environment of gas distribution networks. By engaging young people at a key stage of their educational path, NextGen contributes to improving employment readiness, supporting informed career choices and addressing sector-specific skills needs. In 2024 Italgas engaged with 767 students from technical and technological institutes across Italy

Italgas NextGen is based on a practical and experience-based approach, enabling participants to acquire technical, digital and transversal skills increasingly required in the labour market. A central element of the initiative is the NextGen roadshow, a series of interactive workshops delivered directly in participating schools across several Italian cities. Through hands-on activities, group challenges and direct interaction with Italgas professionals, students gain insight into daily operations, working methods and career opportunities within the Group. The collaborative challenge "Connettiamo Gasopoli" strengthens problem-solving, teamwork and digital skills.

The programme continues with a 30-hour project work, during which student teams design the modernisation of a gas distribution network section, addressing safety, performance, sustainability and technical feasibility. Supported by expert mentoring, the experience concludes with technical outputs and a final video, reinforcing professional and communication skills.

Through NextGen, Italgas confirms its commitment to youth employment, skills development and social value creation, helping prepare future professionals who will contribute to the Group's strategy and the sustainable evolution of energy infrastructure.

<https://www.italgas.it/en/sustainability/sustainable-future-together/creating-value-for-territory-and-community/>

<https://www.italgas.it/people/opportunita-per-giovani-professionisti/nextgen/>

Italgas volunteering initiatives

Communities involvement



1Day4Change: Italgas Corporate Volunteering Program

- 1Day4Change is the corporate volunteering program of the Italgas Group, launched in December 2024 as part of Italgas4Change. The initiative aims to promote a culture of sustainability, create value for communities, and strengthen employee engagement by fostering active participation and collaboration across the country.
- The program represents the Group's first nationwide volunteering initiative: employees can choose to take part in activities promoted by Third Sector organizations or propose associations they are already connected with, contributing directly to the creation of shared value.

A concrete commitment to local communities

- Each employee can dedicate up to one paid working day per year to volunteering activities, carried out in small groups, in the areas of environmental sustainability and social inclusion. Initiatives are spread across the Italian territory and include both hands-on activities and skills-based volunteering.

Participation and engagement

- The program is supported by a dedicated digital platform, where employees can join initiatives or suggest new organizations, which are subject to a verification process. A key role is played by Sustainability Ambassadors and D&I Ambassadors, who facilitate participation and promote initiatives locally, acting as a bridge between the company and communities.
- Webinars, internal communications and a dedicated online community further support the program, encouraging the sharing of experiences and fostering broader participation.

Value and impact

- 1Day4Change is continuously monitored through key indicators such as participation rates and employee satisfaction. Expected outcomes include stronger sense of belonging, enhanced collaboration, and the development of more structured and long-lasting relationships with local communities and Third Sector organizations.
- "Volunteering is not only about giving *time to others, but about learning to see the world through new eyes.*" - Italgas volunteer

In 2025 liberal donations amounted to 346 thousands euros



Italgas – Gender Pay Gap

Italgas has adhered to the United Nations Global Compact representing fundamental principles such as pursuing a sustainable global economy, respect for human and labour rights, protecting the environment and fighting corruption.

As stated in Italgas' Human Rights Policy Italgas guarantees fair and adequate remuneration, in line with the provisions of collective bargaining agreements and industry standards, above living wage, and undertakes to operate in complete compliance with current law governing remuneration, benefits, working hours and overtime, avoiding excessive working hours. Italgas undertakes to promote virtuous conduct to combat the gender gap and assure equal treatment of all personnel, including those hired from minority groups.

The Group is committed to reducing the gender pay gap by monitoring it on an annual basis. The target set in the Strategic Plan 2025-20231 is to reduce the gender pay gap within +/- 3% by 2030 (7.5% in 2024 and 5.7% in 2025).

In particular, in recent years the a has conducted an in-depth analysis on the methods used to calculate the Gender Pay Gap, also with the support of external and independent advisors, in order to survey the main market practices in Italy and Europe. As a result of the analyses performed, the Company found that the Gender Pay Gap calculated as the simple mean and median of the ratio of women's and men's remuneration without distinction of job description is not very representative of diversity in the Group.

For this reason, the Company, with the support of the Appointments and Compensation Committee, refined the definition of the gender pay gap, developing the "Gender equity pay gap" indicator, based on the principle of "equal pay for equal work", not only to promote fairness and justice within the workplace, but also to contribute to better employee motivation and satisfaction in order to reduce turnover and at the same time attract talent by improving company performance.

For the purposes of the Gender Equity Pay Gap, therefore, and developing a personnel classification system that is fair and consistent with the applied methodology, in 2025 the Company reviewed, also with the support of external consultants, the grade of all the organisational positions, resulting in an update of the overall organisational mapping, also in light of the acquisition of 2i Rete Gas, finalised on 1 April 2025.

