Italgas

Sustainability topics

Training on diversity and inclusion

Data reflect 100% of revenues, 100% of consolidated operations and FTEs as at 31December of each year, if not specified otherwise. Please not that in 2025 Italgas closed the acquisition of 2i Rete Gas, which led to a significant increase in its workforce passing from 4,339 at the end of December 2024 to 6,343 employees at the end of December 2025.

In 2025 out of the total hours of training provided by the group 3685 were dedicated to D&I topics. Specific training on D&I topic was delivered for those with responsibility roles.

Training – evaluation

Italgas evaluates the effectiveness and quality of the training it provides through a structured, multi-level framework that combines immediate, course-specific feedback with periodic, organisation-wide assessment of the learning experience.

Post-training feedback questionnaire: *At the conclusion of every classroom training session, participants are invited to complete a questionnaire assessing the quality of the training offering (invite issued via QR Code application). The questionnaire covers both the quality of the course content and the effectiveness of its organisation, and it includes an open field in which participants may provide free-form comments. This mechanism enables the Company to gather timely, course-level feedback and to identify concrete opportunities for improvement in its training provision.*

360° personal feedback: *Beyond individual courses, the evaluation framework extends to structured development journeys. Upon completion of an empowerment development path (e.g. WeGrow[1], WeBloom[2] etc.), open to both managers and individual contributors, participants take part in a 360° personal feedback process. By gathering input from multiple perspectives, this assessment provides a comprehensive view of each participant's growth and of the impact of the development experience on their professional and leadership capabilities.*

Annual climate survey: *On an annual basis, Italgas administers a climate survey that includes specific questions on the training path received by each individual. Responses to the survey remain strictly anonymous, ensuring feedback quality and enabling the Company to monitor employees' perception of the learning offering over time.*

Taken together, these complementary instruments provide Italgas with a holistic understanding of the quality and effectiveness of its training programmes – spanning the immediate reaction to individual courses, the developmental impact on managers, and the overall perception of the workforce – and support a culture of continuous learning and improvement.

Note: (1) WeGrow: Pathway for Individual Contributors with potential on self-empowerment; (2) WeBloom: Pathway for Managers with potential on leadership empowerment.

HR topics

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Remuneration is based on National Collective Bargaining Agreement and on Company-level bargaining agreements. Italgas takes an active part in the drawing on them and guarantees to its employees equal and adequate remuneration, in line with the provisions of such agreements and industry standards, at levels above living wage.

The legislation in Italy and Greece is very strict regarding freedom of association and, for example in Italy, employees are informed about their rights thanks to the collective bargaining agreements (CCNL - Contratto Collettivo Nazionale del Lavoro) which is provided to each employee at the date of their hiring and publicly available. The Italian Constitution recognizes the right of citizens to associate freely (Sect. 19) and the right of employers and employees to join associations or unions. Italgas uses several channels to communicate union rights to its employees and allows unions to reach them.

Examples are: - dedicated intranet "union bulletin board" and dedicated email/intranetchannels. A physical board is present also in every office, including in Greece. - provision of infrastructure (meeting rooms/conference call systems/time during the work day both in Italy and Greece). Specific sections of the "intranet" accessible to all employees are dedicated to Trade Unions, Collective bargaining and Rules including direct links to the National Contracts (Collective Bargaining), Unions Agreements, Unions Meetings, rights in case of Strike.

The RSU (Group Trade Union Representatives) can call and run online meetings through company's systems as well as in presence. They have union rooms available in many offices and in anycase they may have spaces available on request.

HR topics

Since the listing of Italgas in 2016 no restructuring plan as defined by ISS affecting up to 5% of the workforce has taken place.

CODE OF ETHICS

The code is published in local languages and employees are required to confirm in written form that they have read and understood the code

ISO 37001 and Code of Ethics

As reported in the Integrated Annual Report 2025 (https://www.italgas.it/wp-content/uploads/sites/2/2026/03/2025-Integrated-Annual-Report.pdf) the following companies of the Italgas Group are certified ISO 37001

Italags S.p.A.
Italgas Reti S.p.A.
Toscana Energia S.p.A.
Medea S.p.A.
Nepta S.p.A.
Geoside S.p.A.
Bludigit S.p.A.
Enaon S.A.
Eanon EDA S.A.
Acqualatina S.p.A.

The company listed accounted for c97% of the group reveneus in 2025, 100% of the gas distribution business.

ISO 50001

As reported in the Integrated Annual Report 2025 (https://www.italgas.it/wp-content/uploads/sites/2/2026/03/2025-Integrated-Annual-Report.pdf) the following companies of the Italgas Group are certified ISO 50001

Italgas Reti S.p.A.
Toscana Energia S.p.A.
Medea S.p.A.
Nepta S.p.A.
Geoside S.p.A.
Eanon EDA S.A.
Acqua Campania S.p.A.

The company listed accounted for 100% of the km of networks in 2025

Energy Consumption

The data below are calculated in line with ISS methodology

Total energy consumption[1] like for like	U.O.M.	2021	2022*	2023	2024	2025
Energy consumption ex water[1]	TJ	597.2	480.7	425.0	396.4	547.6
Coverage (% revenues) [1]	%	100%	100%	100%	97%	98%
Total revenues[1]	mEUR	2,163	2,312	2,639	2,452	3,502
Energy intensity[1]	**GJ/mUSD**	**233.4**	**197.3**	**149.1**	**149.4**	**138.6**

Total energy consumption	U.O.M.	2021	2022*	2023	2024	2025
Energy consumption	TJ	597.2	480.7	425.0	789.2	1024,8
Coverage (% revenues)	%	100%	100%	100%	100%	100%
Total revenues	mEUR	2,163	2,312	2,639	2,539	3,589
Energy intensity	**GJ/mUSD**	**233.4**	**197.3**	**149.1**	**287.3**	**253.1**

1. Excluding Acqua Campania for long term comparison; Note 2022 includes Greece consolidation and 2025 the impact of 2i Rete gas acquistion

Emissions

The data below are calculated in line with ISS methodology

Scope 1+2 market based[1] like for like	U.O.M.	2021	2022*	2023	2024	2025
Scope 1+2 market based ex water[1]	t CO2e	160.7	148.1	150.3	119.2	207.4
Coverage (% revenues) [1]	%	100%	100%	100%	97%	98%
Total revenues[1]	mEUR	2,163	2,312	2,639	2,452	3,502
Scope 1+2 market based per revenues[1]	t CO2e / mUSD	62.8	60.8	52.7	44.9	52.5

Scope 1+2 market based	U.O.M.	2021	2022*	2023	2024	2025
Scope 1+2 market based ex water	TJ	160.7	148.1	150.3	173.6	265.8
Coverage (% revenues)	%	100%	100%	100%	100%	100%
Total revenues	mEUR	2,163	2,312	2,639	2,539	3,589
Scope 1+2 market based per revenues	**GJ/mUSD**	62.8	60.8	52.7	63.2	65.6

1. Excluding Acqua Campania for long term comparison; Note 2022 includes Greece consolidation and 2025 the impact of 2i Rete gas acquistion

Scope 3 – Emissions Classification

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

Scope 3 – Emissions classification	U.O.M.	2020	2021	2022	2023	2024	2025
Purchased goods and services	10^3t CO_2eq	67.6	47.3	45.10	45.4	39.4	93.1
Capital goods	10^3t CO_2eq	118.7	94.5	94.20	122.0	41.4	158.6
Fuel-and-energy related activities (not included in scope 1 or 2)	10^3t CO_2eq	4.3	4.1	3.30	4.2	15.6*	20.1
Upstream transportation and distribution	10^3t CO_2eq	6.3	3.6	4.80	0.9	0.6	5.5
Waste generated in operations	10^3t CO_2eq	7.4	1.4	1.60	9.2	2.4	2.8
Business travel	10^3t CO_2eq	0.7	0.8	1.20	1.8	2.0*	1.8
Upstream leased assets	10^3t CO_2eq	2.9	0.4	0.60	0.9	2.5	3.1
Total	10^3t CO_2eq	207.9	152.1	150.8	184.4	103.9	285.1
Coverage		100	100	100	100	100	100%

Other categories not relevant/applicable for the Group-
*Including Acqua Campania from February 2024

Business continuity management system

Italgas business continuity management system is continuously improved in order to comply with the main international standards (ISO22301, NIST Framework) applying all the actions for the definition, detection and continuous monitoring of the Group's critical processes

The policy adopted by the Group for managing information security includes the following main pillars and principles:
The development of cybersecurity capabilities and the update of existing ones, with the aim of continuously improving information security systems. Italgas adopts best practices in information system management to guarantee business continuity, both implementing technologies and protecting and securing its information systems, in line with the evolution of European legislative frameworks and directives and national measures. Indeed, the Group regularly upgrades its cybersecurity capabilities and adapts its systems to respond to new risks and threats;
The clear definition of the roles and individual responsibilities with regards to cybersecurity within the organization and for the entire workforce
The protection of integrity, confidentiality, and availability of data: access to information is strictly managed based on the principle of “least privilege,” granting access based on specific roles.
The monitoring by the ERM Department of the risks connected with cybersecurity in the corporate risk portfolio, including the periodic update of risks;
The collaboration and information sharing with national and international authorities and institutions to promote continuous updates, improve knowledge of best practices, and exchange information on threats, vulnerabilities, new services, products, and/or technologies.
The employment of tools such as data loss prevention tools to protect and prevent the loss of critical data, cyber threat intelligence tools and processes to continuous monitor, identify and respond to cyber threats and cyber-attacks that could impact the organization, vulnerability management systems to detect application and infrastructure vulnerabilities of IT and OT systems, multi-factor authentication technologies to increase the level of security and protection of accesses and identities;
The conduction of specific info sessions for corporate governance bodies relative to Italian and international legislation.