

Training	U.o.m.	2019	2020	2021
Total hours of training provided	hours	84,038	75,948	112,379
women	hours	7,856	11,899	17,571
men	hours	76,182	64,049	94,808

Breakdown of training hours provided by subject and type	U.o.m.	2019	2020	2021
Training on HSEQ topics	hours	37,679	19,040	41,921
<i>Equity investments</i>	no.	5,220	4,038	6,715
Training on the Code of Ethics - Model 231 - Anti-corruption - Antitrust	hours	367	3,849	1,950
<i>Equity investments</i>	no.	302	2,914	1,686
Managerial training	hours	18,752	16,071	14,908
<i>Equity investments</i>	no.	5,224	6,418	5,959
Technical/specialised training	hours	27,241	16,852	28,768
<i>Equity investments</i>	no.	3,392	2,423	3,252
Training on digitisation topics	hours	N/A	20,137	24,832
<i>Equity investments</i>	no.	N/A	17,122	18,449

GRI 404-1 Average hours of training per year per employee*	U.o.m.	2019			2020			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total employees	hours/no.	22	14	21	19	20	19	29	28	29
Executives	hours/no.	29	31	30	26	30	26	24	28	25
Managers	hours/no.	29	16	27	26	21	25	27	27	27
Office workers	hours/no.	20	13	18	20	20	20	25	27	26
Manual workers	hours/no.	22	16	22	16	5	16	34	56	34

* The figure may include multiple participations for an individual participant

The average external costs incurred per Italgas resource are around € 280, not including more than 2,000 hours of internal teaching.