

In line with the objectives included in the 2021-2027 Strategic Plan, the Italgas Group includes in its priority commitments, the definition and implementation of policies and processes of inclusion and optimisation of Group diversity, whether gender, age or background.

#### GRI 405-1 Breakdown of the workforce by nationality

2020 - Nationality	u.o.m.	total workforce	managerial positions
Italian	%	99.2	99.7
Other European countries	%	0.2	0.0
Non-European countries	%	0.6	0.3
2021 - Nationality	u.o.m.	total workforce	managerial positions
Italian	%	99.2	99.7
Other European countries	%	0.23	0.0
Non-European countries	%	0.56	0.3

GRI 405-1 Diversity amongst employees (headcount)	U.o.m.	2019			2020			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Executives</b>	no.	52	9	61	50	8	58	53	11	64
under 30 years	no.	0	0	0	0	0	0	0	0	0
between 30 and 50 years	no.	14	7	21	16	6	22	23	8	31
over 50 years	no.	38	2	40	34	2	36	30	3	33
<b>Managers</b>	no.	252	44	296	250	52	302	248	61	309
under 30 years	no.	0	0	0	1	0	1	0	0	0
between 30 and 50 years	no.	67	15	82	73	23	96	87	33	120
over 50 years	no.	185	29	214	176	29	205	161	28	189
<b>Office workers</b>	no.	1,747	523	2,270	1,659	536	2,195	1,599	563	2,162
under 30 years	no.	165	58	223	153	76	229	147	80	227
between 30 and 50 years	no.	346	161	507	355	171	526	386	194	580
over 50 years	no.	1,236	304	1,540	1,151	289	1,440	1,066	289	1,355
<b>Manual workers</b>	no.	1,466	3	1,469	1,426	4	1,430	1,364	5	1,369
under 30 years	no.	154	1	155	195	2	197	216	3	219
between 30 and 50 years	no.	282	1	283	247	1	248	238	0	238
over 50 years	no.	1,030	1	1,031	984	1	985	910	2	912
<b>Total</b>	no.	3,517	579	4,096	3,385	600	3,985	3,264	640	3,904