

#### GRI 405-2 - Ratio of basic salary and remuneration of women to men

Ratio of remuneration	U.o.m.	2019	2020	2021
Executives	%	74.7	80.5	88.6
Managers	%	89.8	91.2	91.3
Office workers	%	93.4	91.3	92.5
Manual workers	%	71.8	74	71.1

  

Ratio of basic salary	U.o.m.	2019	2020	2021
Executives	%	84.7	91.6	96.1
Managers	%	94.5	93.8	95.6
Office workers	%	98.2	97.2	97.7
Manual workers	%	78.6	75.7	73.6

Employees belonging to protected categories	U.o.m.	2019			2020			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees belonging to protected categories	no.	146	30	176	148	32	180	145	34	179

Employees pertaining to protected categories out of total employees	U.o.m.	2019	2020	2021
Employees belonging to protected categories	%	4.3	4.5	4.6

<sup>42</sup> Due to the type of business, the population of Italgas workers is very much imbalanced towards the male gender, hence the sample is not statistically significant.