



## 2i RETE GAS DIVERSITY, EQUITY, INCLUSION AND GENDER EQUALITY POLICY

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## THE CASE FOR A DIVERSITY, EQUITY, INCLUSION AND GENDER EQUALITY POLICY

This Diversity, Equity, Inclusion (DE&I) and Gender Equality Policy, which has been drawn up by the top management of 2i Rete Gas, in collaboration with the Gender Equality Steering Committee and formally approved by the Managing Director, in line with the principles set out in the **Sustainability Policy** and in the **Code of Ethics**, aims to define the commitment of the company towards the promotion of an inclusive culture based on dialogue and the **acknowledgement of diversity**, and to implement measures guaranteeing the respect and recognition of **equal opportunities, gender equality, the development of women's empowerment and the enforcement of zero tolerance with respect to all types and forms of discrimination.**

The Group is committed to making **People** the center of the organization, fostering their involvement and development while creating a **welcoming and inclusive** working environment, so everyone can truly feel free to express his or her opinions and skills. Based on these assumptions, 2i Rete Gas states and formalizes its belief that every Person must be viewed in terms of his or her **uniqueness** and that any expression of **diversity** (in terms of gender, gender identity and/or expression, sexual orientation, age, ethnicity, marital status and family circumstances, nationality, language, cultural background, religious beliefs, political and trade union membership, etc.) represents a **source of value and richness for the organization.**

To this end, the Group shall ensure that the management of all phases of the life cycle of individuals within the organization is governed by the above principles and therefore, in the framework of business **processes** and **throughout the professional career** of People working at 2i Rete Gas, it is committed to guaranteeing Gender Equality, Equity and Transparency during the evaluation phase and to identifying equal opportunities for professional development and growth, the protection of parenthood, free expression of one's abilities and talent, as well as individual and collective well-being.

The Group shall also put in place reporting and monitoring measures and systems for the detection and resolution of any possible disparities and define a budget for the implementation of all necessary and related initiatives.

2i Rete Gas has therefore set out its pledges aimed at fostering the spread of a corporate culture mindful of DE&I principles - as well as oriented to pursuing Gender Equality and supporting women's empowerment - in accordance with the provisions of the **UNI/PdR 125:2022** standard and drawing inspiration from the most widely used **responsible business standards** issued by leading international organizations, including:

- the Constitutional Principles of Equity and Equality;
- the United Nations Sustainable Development Goals (SDGs);
- the 10 Principles set forth in the United Nations Global Compact;
- the United Nations General Assembly's Universal Declaration of Human Rights;
- the United Nations Women's Empowerment Principles;
- Global Reporting Initiative (GRI) reporting standards; EU Directive 2022/2464 on Corporate Sustainability Reporting, referred to as Corporate Sustainability;
- The Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS);
- The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and any applicable agreements thereof.

## RELEVANT STANDARD

## DIVERSITY, EQUITY, INCLUSION, AND GENDER EQUALITY PRINCIPLES

For 2i Rete Gas, this DE&I Policy is based on the respect of:

- the **Individual** in every conceivable form of expression of identity and diversity;
- **equal opportunities**;
- the acknowledgement of **talent** and **meritocracy**.

Respect for these principles guides the company's operations, as a result 2i Rete Gas shall define and develop adequate measures to guarantee their effective application. More specifically, 2i Rete Gas also plans to promote new initiatives designed to foster an approach free of **any bias and cultural stereotypes**. To this end, for example, the Group is committed to:

- **fostering a corporate culture based on trust**, listening and inclusion;
- **preventing and opposing** not only **any form of discrimination** but also **all types of offence, prevarication or violation of personal dignity**;
- **using and promoting respectful language and inclusive means of engagement**, aimed at facilitating better handling of potential vulnerabilities arising from certain medical conditions or disabilities, including temporary ones, with a view to contributing to the restoration of conditions of equity;
- inspiring each individual to achieve his or her full potential **and supporting the sharing of best practices throughout the organization**;
- **acknowledging competence** and **merit** when results are achieved.

## PLEDGE FOR GENDER EQUALITY

As set out below, with this DE&I Policy, 2i Rete Gas outlines, by means of specific commitments, its respect of **Gender Equality** throughout the career path of the People working at 2i Rete Gas by overseeing the following business processes.

### Selection and recruitment

2i Rete Gas undertakes to **define and implement possible evolutions of the selection** procedure currently in place with a view to:

- making the importance of the Equity, Diversity and Inclusion, and Gender Equality issues clear, promoting the adoption of gender-neutral language when drawing up and circulating job advertisements and of a respectful and courteous approach when conducting interviews while also avoiding any form of discrimination;
- continuing to ensure the implementation of the process in question in full compliance with equal opportunity laws, the principles of equity, as well as paying increased attention to avoiding any possible bias, even unconscious ones, related to gender stereotypes;
- progressively increasing, in compliance with the targets set forth in the Sustainability Plan, the percentage of female presence by strengthening partnerships with training institutes and agreements with schools of various levels and universities developing educational paths in the STEM framework.



### Career management

2i Rete Gas is committed to conducting the **career management process in full compliance with the principles of meritocracy** while ensuring the adoption of objective and neutral criteria, equal opportunities and internal equity. More specifically, the Company also aims to:

- promote the growth of its staff through equally accessible cross-curricular paths to achieve their full potential and boost their professionalism and talent development;
- support teamwork, the exchange of knowledge, the sharing of experiences, and collaboration among different generations through ongoing training geared toward blending technical specialization, a flexible approach, and managerial skills, while paying special attention to Diversity and Inclusion and Gender Equality issues;
- develop processes for evaluating skills and results, encouraging a continuous feedback and constructive dialogue between



managers and staff members, and organize training sessions for the proper conduct of impartial evaluation;

- promote internal mobility, ensuring the implementation of objective criteria, equity, merit and competences;
- promote the adoption of inclusive leadership styles and the creation of plans for turnover based on the assessment of skills and potential consistent with the principles of inclusiveness and Gender Equality;
- increase progressively, in line with the targets set out in the Sustainability Plan, the percentage of women in managerial/supervisory positions.

## Pay equity

2i Rete Gas is committed to implementing **pay and remuneration policies based on impartiality and on rewarding merit aimed at:**

- applying **remuneration criteria** that are consistent with business strategies, market rationales, organizational structures and that are **linked to the position held** by each staff member;
- pursuing a **modern Total Reward system** that provides for appropriate compensation, company benefits, and welfare solutions, thus ensuring **full satisfaction and engagement of the workforce**;
- **reducing any gender pay gap** while also promoting the increased presence of women in technical and specialized roles and in management positions;
- using a **performance and potential assessment model** in order to identify the best opportunities for the development of its People according to **completely gender-neutral criteria**.



## Parenting and care-giving

2i Rete Gas is committed to devoting **increasing attention** to the development of initiatives aimed at protecting parenting and **care-giving** needs. To this end, the Company seeks, for example, to:

- offer welfare services taking into account the needs of the entire corporate workforce thus making equally available family services, medical services, children's education, care for elderly and disabled family members, and forms of lending at favorable conditions able to support the family or individual's financial needs;
- strengthen Welfare services through dedicated support to maternity and care-giving needs;
- organize training programs specifically focused on the relationship between people and the Company before, during and after parental leave in order to support people during this crucial period of their lives;



- define support processes to aid and facilitate the restart upon return from maternity/paternity leave;
- spread a wellness culture through special info-training sessions, as well as by updating the intranet and planning dedicated meetings.

## Work life balance

2i Rete Gas acknowledges the value of its People **balancing their professional and private lives**. For this purpose, and also with a view to mitigating vulnerable circumstances, the Company is committed to seeking concrete solutions aimed at:

- implementing flexible working hours and part-time working agreements, and an agile work model consistent with the needs expressed by the workforce;
- facilitating the performance of individual parenting and care-giving duties;
- making modern information technology tools available to the entire staff, also in order to make work and the flow of information smoother and more effective, thus ensuring a transparent internal communication process.



## Abuse and harassment prevention

2i Rete Gas asserts and confirms that it **rejects any form of discrimination** and is committed to preventing and opposing any form of **violence, abuse and/or harassment related to gender, identity, or gender expression** towards its People through:

- the identification of any **risks** concerning all forms of violence, abuse or harassment (be it physical, verbal, or psychological) and, where found, the planning of appropriate preventive actions;
- the activation of channels and the formalization of a methodology for reporting such occurrences, if any;
- the guarantee of protection of the reporting persons from possible retaliation;
- the conduction of regular surveys addressed to the entire corporate population aimed at allowing for insights about the possible existence of discrimination and harassment experiences endured by the staff within the organization and which have caused distress;
- the investigation of possible misconduct and/or crimes;
- the gradual provision to the entire corporate population of specific training on the matter;
- the implementation of discussion and exchange initiatives aimed at strengthening everyone's attention and awareness regarding conducts to be avoided, especially when dictated by biases, even unconscious ones, linked to gender stereotypes.





## APPROVAL, ENFORCEMENT AND DISTRIBUTION

This Policy applies to all internal personnel and external personnel who collaborate with the organization.

It also applies to all Group companies over which 2i Rete Gas has control, and it is placed alongside the laws and regulations in force and the inspiring and conduct principles set out in the Group's Charter of Values and Code of Ethics, in the Organizational and Management Model pursuant to Italian Legislative Decree 231/01 and other guidelines adopted by the Group, as detailed over time in the provisions, procedures and operating instructions that preside over the activities of corporate functions.

2i Rete Gas draws up and distributes to its stakeholders a communication plan promoting awareness of the commitments made on Gender Equality, Diversity and Inclusion by divulging this Policy in its entirety to its Personnel by means of the corporate Intranet and undertaking to make it available also to relevant external stakeholders by publishing it on the Parent Company's website.

At the same time, 2i Rete Gas shall also promote its sharing and implementation through extensive training initiatives and targeted activities and define a specific communication plan.

## IMPLEMENTATION, GOVERNANCE AND MONITORING

In order to put into practice the commitments laid out in this Policy, 2i Rete Gas has established an ad-hoc **Gender Equality Steering Committee** and has entrusted it with the task of ensuring the effective implementation and enforcement of the Policy and of monitoring the related Strategic Implementation Plan, which contains the undertaking of clear obligations and defines annual objectives and targets.

Lastly, 2i Rete Gas, deeming the involvement of its stakeholders to be fundamental, is committed to reporting annually on its performance in the area of Diversity, Equity and Inclusion and in particular Gender Equality, outlining the progress made in fulfilling the commitments and achieving the targets set out in the Strategic Implementation Plan through corporate reporting documents, while maintaining an ongoing dialogue with all stakeholders.

## REVIEW OF THE POLICY

This Policy shall be reviewed on an annual basis and, when deemed advisable, shall be reformulated in accordance with changes in the regulatory framework governing Gender Equality and/or the outcomes of audits and regular monitoring of its effective adoption and implementation.

Responsibility for the implementation of this Policy is assigned to the Gender Equality Steering Committee.