

THE ITALGAS GROUP POLICY FOR HEALTH AND SAFETY, THE ENVIRONMENT, QUALITY AND ENERGY

Italgas is the leader in Italy in the gas distribution sector and one of the sector's main operators in Europe. The company also operates in the integrated water service sector, and energy services.

Well aware that it performs an important role for the market, economic growth and the well-being of those working and collaborating with the Company and of the communities where it operates, Italgas has established a shared value system expressing the company's ethical culture and inspiring its strategies and activity management.

Italgas has formally adhered to the *United Nations Global Compact* and to the *Oil and Gas Methane Partnership 2.0 OGMP 2.0*, representing fundamental principles such as pursuing a sustainable global economy, respect for human and labour rights, protecting the environment and fighting corruption.

When pursuing its corporate goals, Italgas complies with and considers the following strategic: promoting a quality culture, protecting the environment and public safety, people enhancement and protection of occupational health and safety, sustainable energy management, the assessment of risks and opportunities, and the ongoing, profitable dialogue with all its stakeholders.

In that context, in all Group companies, Italgas promotes the adoption of an integrated management system for quality, occupational health and safety, the environment and energy, in compliance with existing laws, the national collective work agreement and the international standards of reference.

Enaon's activities and conduct, in line with policy of Italgas Group, are based on the following guidelines and principles:

- the respect of the laws in force and of the applicable requirements, guaranteeing their control and disclosure, monitoring, controlling and spreading a culture of legality and compliance with the organisation, management and control model adopted by the company pursuant to Legislative Decree 231/2001¹, the Code of Ethics, Corporate Governance Code and national and international best practices;
- the commitment to continuously improve its impact and its environmental, energy and health and safety performance, also through the involvement and active participation of workers, their representatives and contractors;
- the pursuit of continuous improvement of the integrated management system, of the quality of its services and of those of its Partners, along the entire value chain, for works implemented and facilities managed, including the management of logistical

¹ 231 Model is not applicable in Greece. Enaon has adopted normative documents (e.g. Antitrust & Anti-corruption Compliance Standards and Whistleblowing Procedure) which are coherent to the Italgas Group principles, amended accordingly in order to be fully compliant with the relevant Greek legislation.

aspects, offering a service to achieve the increased satisfaction of customers and other parties involved, also through the effective and efficient processing of claims;

- the promotion of the interaction with stakeholders, identifying the appropriate measures to increase their involvement and awareness for the issues of this Policy, through exchange, dialogue and involvement with the territory, participation and information, contributing to the collective well-being and developing strategies and objectives that consider their needs for the creation of shared values,
- the monitoring and communication of the Italgas business performance transparently to all its stakeholders;
- the elimination of dangers and the reduction of risks, through the definition of priorities and actions plans for the improvement of health and safety performance, the provision of healthy, safe workplaces, the identification and adoption of effective measures to prevent accidents and professional illnesses, the prompt and efficient management of any emergency situation, the safeguard of the safety of third parties interacting with its activities, the development in all persons and in Business Partners of the culture of safety, in order to reduce the number of accidents at work to zero;
- the assessment of environmental protection aspects and the responsible management of the significant environmental impacts associated with its activities, pursuing the protection and care of the natural environment and the fight to climate change, avoiding deforestation, ensuring the restorations and maintaining the balance of the ecosystem and the biodiversity, based on the principles of pollution prevention and reduction of emissions and in line with international standards;
- the sustainable management of its assets with the aim of contributing to the fight to climate change reducing greenhouse gas emissions;
- the sustainable management of natural resources and the efficient use of the energy needed to conduct business activities, reducing consumption, rationalizing end use and promoting the procurement of energy-efficient products and services;
- the reduction of waste produced and the promotion, where possible, of its recovery, as well as the efficient use of water in carrying out business activities;
- the enhancement of its people for the Group growth, through the creation of working conditions that promote inclusion, involvement, participation, consultation and awareness, the development of skills, guaranteeing training, educating people to be responsible, promoting teamwork, creativity, technological and organisational innovation, Group identity and occupational well-being;
- the training of our people to ensure their awareness of this policy and the impact of their work activities on the environment, energy consumption and on health and safety at work.
- the promotion of innovation, technological development and digitization according to sustainable principles and low environmental impact;

- the identification and evaluation of actions needed to handle risks and opportunities, analysing context changes and aiming to increase desired effects and to prevent or reduce unwanted ones;
- the development of a culture of planning, and product and service design that establishes goals and improvement programmes, assesses impacts, is result-oriented and generates value;
- the analysis and evaluation of aspects also related to the safety and health of workers, environmental protection, biodiversity, reduction of emissions, reduction of waste, efficient use of water and energy efficiency in M&A transactions, including in the due-diligence phase;
- the selection and promotion of the development of suppliers according to the principles of this policy, through their commitment to maintain a behaviour consistent with this policy;
- the implementation of checks, inspections and audits, to assess performance and review objectives and programs, and to periodically review the policy in order to assess its effectiveness, adopting the ensuing measures.

All Italgas Group companies implement this Policy to manage and develop their businesses and undertake to establish measurable objectives and goals and review them periodically, to reduce the impact on the environment, quality and energy, health and safety in the workplace, in line with the guidelines expressed here and the Group's growth strategies.

The Group's CEO has the final responsibility of supervising the implementation of the HSEQE Policy by Italgas and the Group. The CEOs of the subsidiaries have the responsibility to supervise and implement the policy for each subsidiary they are in charge of.

The organizational tools (Service Orders and Organizational Communications) define the roles and responsibilities of the different people and functions within the organization on the topics covered by this Policy. The Group structure includes today a specific Quality Department, Health, Safety and Environment Department, an Energy Manager and an Energy Team. The latter three supervise in particular the topics related to emissions, pollution, waste, water and energy management. The policy applies to all employees and contractors while operating for Italgas.

This Policy is communicated to stakeholders with a view to transparency and collaboration and is made available to the public and anyone who may request it by Italgas through its internal and external communication channels.

Athens, 17 June 2024

The CHIEF EXECUTIVE OFFICER

Barbara Morgante