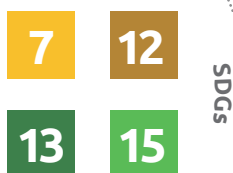


ESG Highlights 2019

Environment



2019 Results

39.2 million m³ of natural gas emissions (-12% vs 2018)

452 tonnes of nitrogen oxide emissions (-20% vs 2018)

182 thousand tonnes of CO₂^{eq} prevented (+17% vs 2018)

747 km of network subject to environmental monitoring (+68% vs 2018)

Future goals

- -40% emissions of **methane** by 2025 compared with 2016
- -40% **Scope 1 and 2** emissions by 2030 compared with 2016
- 55% **green electricity**/ total electricity ratio by 2030
- -100% **plastic packaging** in the supply chain **by 2023** and **elimination of plastic** in break areas **by 2020** (PlasticLess programme)

Social



Accident frequency index 0.41

Over 114 thousand hours of training provided

more than 6,000 hours of volunteering at 70 voluntary sector organisations

Inclusion in the Bloomberg Gender-Equality Index (GEI) 2020

- €400 **million** of investments in the infrastructure replacement programme by 2023
- €350 **million** of investments in innovation and technology by 2023
- 320.000 **hours** of training delivered **by 2023**
- **Extension of Performance Management System**

Governance



2,490 reputational checks on suppliers and sub-contractors (+20% vs 2018)

The first company listed on the stock exchange to introduce an ESG Committee

Policy on diversity & inclusion published

Best Italian company in the Integrate Governance Index

- **Launch of the Inclusion Team** to promote and spread the culture of diversity and equal opportunities, creating a work environment that values all people.
- **Completion of the Compliance Programme** with regard to the targets on the employees training related to the Anticorruption and 231 Model topics:

100% 231 Model **by 2020**

100% Anti-corruption **by 2022**