



DE&I Statement of Commitment

DIVERSITY, EQUITY & INCLUSION COMMITMENT STATEMENT



The A2A Group considers it essential to enhance the value of its people to ensure lasting and fair success and the creation of important benefits for the Group and for the territories in which it operates. Being a *Life Company* means committing ourselves every day to building a sustainable future, generating value for communities and maintaining the high quality of our services.

The A2A Group believes that diversity and individuality:

- are values that must be recognized, acted on and protected with concrete and pervasive actions in the various areas of the organization;
- are a source of competitive and strategic advantage, as they multiply the possibilities of generating contributions, new ideas and innovative solutions thanks to the uniqueness of people and individual characteristics.

In implementation of the contents of the **Code of Ethics** and **the Human Rights Policy** and the **principles of the Global Compact**, to which the Group adheres, this Declaration aims to be the founding element of the Group's commitment to *Diversity, Equity & Inclusion issues* for the achievement of an inclusive and innovative climate, based on respect, ethics and equal opportunities, free from any cultural stereotype, and aimed at combating any form of physical, verbal and digital abuse in the workplace.

The Group therefore undertakes to

- * **SPREADING INCLUSIVE CULTURE AND LEADERSHIP:** the Group believes that it is the duty of every person to take action to recognize and include the diversity present within it and to disseminate at all levels, the culture of diversity and equal opportunities, ensuring that every person is treated, in every company path, with respect and fairness. To ensure this goal, A2A is committed to continuing with the path already started, aimed at developing a culture of inclusion and launching awareness-raising initiatives every year aimed at developing ever greater awareness of *Diversity, Equity & Inclusion issues*. In pursuing this objective, the Group is committed to promoting gender equality, promoting a policy that supports equal opportunities and the enhancement of women in the workplace. In addition, the Group undertakes to seek an adequate gender representation among the speakers on the panel of round tables, events, conferences or other events, including scientific ones, where possible.
- * **DO NOT DISCRIMINATE:** operate impartially, promoting and protecting freedom of expression by not admitting any form of direct or indirect, multiple and interconnected discrimination in relation to gender, membership of the LGBTQI+ community, age, disability, neurodiversity, state of health, ethnic origin, nationality, political opinions, the social category to which they belong, religious faith, marital status, pregnancy and maternity, family and care responsibilities (care givers).

Non-discrimination also means:

- * **INCLUDE:** integrating *Diversity, Equity & Inclusion* into every business process, in a pervasive way within the Group. This policy is intended to be a source of principle for all practices, procedures and guidelines implemented by the Group.

* **PREVENTING:** aware of the effectiveness of prevention tools, A2A is committed to adopting appropriate information, training and awareness-raising measures for all staff, useful for promoting a culture based on respect for the dignity of people and the enhancement of all forms of diversity. The Group also recognizes the fundamental role of the Heads of Department, who are responsible for verifying that no acts of discrimination occur in the workplace; to identify and encourage the removal of any cultural, organizational and relational obstacles that prevent full employment inclusion; to create a climate open to the expression of each person; to raise awareness among their team of respect for this document and the content created on the theme of diversity and inclusion.



* **ENHANCING SKILLS AND TALENTS:** supporting the professional growth of internal people by promoting their dignity and integrity and safeguarding their psychophysical, moral and cultural well-being through working conditions that respect the diversity and individuality of each person.

* **RECONCILING WORK AND PRIVATE LIFE:** recognizing the importance of work-life balance while respecting personal needs and choices compatible with company projects and the possibilities of realizing them.

To ensure the concrete implementation of these intentions, the Group envisages:

* **MONITORING SYSTEM:** adoption of indicators to measure the effectiveness of Diversity, Equity & Inclusion actions, with respect to the objectives set out in the Group's strategic plan; in addition, A2A undertakes to maintain an active listening channel through a dedicated reporting tool

[\(https://segnalazionia2a.integrityline.com/\)](https://segnalazionia2a.integrityline.com/) in order to intercept situations of non-compliance with what is stated in this Declaration of Commitment and to intervene promptly to facilitate its resolution;



* **THIRD-PARTY ASSESSMENTS:** compare themselves with international ratings and best practices to identify and fill any "gaps" in *Diversity, Equity & Inclusion policies* with a view to continuous improvement.

A2A's commitment to promoting inclusion and enhancing diversity has also resulted in the establishment of the "*Diversity Equity and Inclusion*" function which, together with a *dedicated Inclusion Team*, aims to design, develop and promote initiatives aimed at fostering and encouraging a culture that values the full expression of individual characteristics and an increasingly inclusive work environment.

This document is available to all staff and all other stakeholders with a view to transparency on the website <https://www.gruppoa2a.it/it/home>

**Revision of DE&I Statement of Commitment approved on May 13,
2024 Chief Executive Officer and General Manager**

A handwritten signature in blue ink, appearing to read "Roberto Maffioletti".