

Performance figures and indicators

Key operating figures

	2016	2017	2018
Natural gas transportation			
Gas injected into the network (10 ⁹ m ³)	70.63	74.59	72.82
Gas pipeline network (km)	32,508	32,584	32,625
Average travel distance of gas in Italian transportation network (km)	582	551	510
Gas compression stations (no.)	11	11	13
Installed power in the gas compression stations (MW)	922	902	961
Liquefied natural gas regasification			
Regasified natural gas (10 ⁹ m ³)	0.21	0.63	0.91
Number of LNG tanker loads	5	15	21
Natural gas storage			
Gas injected in storage (10 ⁹ m ³)	9.97	9.80	10.64
Gas delivered from storage (10 ⁹ m ³)	10.03	10.12	10.43
Operating concessions (no.)	9	9	9

Key financial figures (*)

	2016	2017	2018
Economic and financial data (millions of €)			
Total revenue	2,560	2,533	2,586
Total revenue - net pass through items	2,444	2,441	2,528
Adjusted EBIT	1,336	1,363	1,405
Adjusted net profit	845 (*)	940	1,010
Operating costs	573	511	491
Total revenue - net pass through items	428	419	433
EBITDA	1,987	2,022	2,095
Net invested capital at 31 December	17,553	17,738	17,533
Shareholders' equity at 31 December	6,497	6,188	5,985
Net financial debt at 31 December	11,056	11,550	11,548
Free Cash Flow	1,707	423	1,161
Added value produced	2,518	2,447	2,532
Added value distributed	1,913	1,621	1,634
Snam's stock			
Number of shares in share capital (mln)	3,501	3,501	3,469
Number of shares outstanding on 31 December (mln)	3,471	3,415	3,301
Average number of shares outstanding during the year (mln)	3,497	3,422	3,358
Year-end official share price (€)	3.922	4.086	3.820
Average official share price during the period (€)	4.101	4.043	3.747
Market capitalisation (millions of €)	13,612	13,953	12,606
Dividends paid in the period (millions of €)	875	718	731

(*) For additional information please refer to the Snam 2018 Annual Report

Key employees figures and indicators

	2016	2017	2018
Total employees (no.)	2,883	2,919	3,016
of which women (no.)	369	393	419
Average headcount (no.)	3,026	2,927	2,943
Average age of employees (years)	46.1	45.7	44.9
Average length of service (years)	21.1	21.0	19.5
Employees by business segment			
Corporate (no.)	785	824	978
Transportation (no.)	1,726	1,972	1,915
Storage (no.)	301	60	59
Regasification (no.)	71	63	64
Employees by grade			
Executives (no.)	87	93	107
Middle Managers (no.)	421	456	480
Administrative staff (no.)	1,651	1,655	1,682
Blue-collar workers (no.)	724	715	747
Employees by type of contract			
Permanent contract (no.)	2,676	2,755	2,812
of which women (no.)	348	369	395
Apprenticeship or internship contract (no.)	206	150	185
Fixed-term contract (no.)	1	14	19
Full time contract (no.)	2,838	2,877	2,975
of which women (no.)	331	357	382
Part-time contract (no.)	45	42	41
of which women (no.)	38	36	37
Employees by geographical area			
North (no.)	2,169	2,204	2,302
Central (no.)	204	202	220
South and Sicily (no.)	506	504	490
Abroad (no.)	4	4	4
Employees by gender			
Men (no.)	2,514	2,526	2,597
Women (no.)	369	393	419
Remuneration differential - women/men (executive grade)	1.02	1.03	0.98
Remuneration differential - women/men (middle manager grade)	0.96	0.96	0.93
Remuneration differential - women/men (administrative staff grade)	0.89	0.89	0.89

(follows)

	2016	2017	2018
Entries and Departures			
Hired from the market (no.)	141	148	195
of which university graduates (no.)	73	100	108
of which high school graduates (no.)	66	48	86
of which women (no.)	35	53	42
of which men (no.)	106	95	153
Hiring rate (%) (*)	4.9	5.1	6.5
Hiring rate < 30 years old (%) (**)	20.5	13.3	22.8
Hiring rate between 30 and 49 years old (%) (**)	4.9	8.4	6.9
Hiring rate > 50 years old (%) (**)	0.5	0.2	0.5
Other new employees (non-consolidated companies, acquisitions, etc.)	36	36	126
Percentage of university graduates hired (%)	52	67	55
Departures in the year (no.)	53	69	189
Other Departures (non-consolidated entities etc.)	246	79	35
Departure rate (%)	1.8	2.4	6.3
Voluntary Departure rate (%)	0.5	1	1.2
Turnover (%)	6.4	7.4	13.0
Absenteeism rate (no.)	4.7	4.7	4.6
Training			
Training hours (no.)	82,184	85,346	107,711
Attendances (no.)	10,396	8,604	13,999
Average hours of training per employee (no.)	28.5	29.2	35.7
Executive training hours (no.)	2,940	1,908	4,392
Middle Manager training hours (no.)	10,021	8,600	19,072
Administrative staff training hours (no.)	31,072	39,316	49,650
Blue-collar worker training hours (no.)	38,151	35,522	34,657
Average training hours delivered to men (no.)	30.2	31.3	36.9
Average training hours delivered to women (no.)	17.0	15.8	28.7
Average training hours delivered to executives (no.)	33.8	20.5	41.0
Average training hours delivered to middle managers (no.)	23.8	18.9	39.7
Average training hours delivered to administrative staff (no.)	18.8	23.8	29.5
Average training hours delivered to blue-collar workers (no.)	52.7	49.7	46.4
Training hours for health, safety and environment (no.)	19,288	9,641	28,345
Attendances for health, safety and environment (no.)	3,484	1,695	4,953

33 people were employed on staff leasing contracts in 2018 (33 in 2017 and 36 in 2016).

(*) Hiring rate = (market hires/average workforce *100).

(**) Hiring rate by age = (market hires by age range/total employees by age range at 31/12 *100).

Main HSE data and indicators

	2016	2017	2018
Health and Safety			
Employee accidents (no.)	4	6	4
Employee accident frequency index	0.81	1.24	0.84
Employee accident severity index	0.04	0.05	0.02
Contractor accidents (no.)	5	5	3
Contractor accident frequency index	0.71	0.54	0.41
Contractor accident severity index	0.05	0.83	0.03
Employee and contractor accident frequency index	0.75	0.78	0.58
Employee and contractor severity index	0.05	0.56	0.02
Energy			
Total energy consumption (TJ)	10,957.4	12,582.3	13,281.0
of which natural gas (TJ)	10,541.7	12,153.2	12,801.4
of which diesel (TJ)	84.4	77.9	91.0
of which gasoline (TJ)	2.2	2.3	2.8
of which LPG (TJ)	0.4	0.4	0.4
of which heat (TJ)	14.5	10.8	8.5
of which electricity (TJ)	314.2	337.7	376.9
Emissions			
Natural gas emissions (10 ⁶ m ³)	48.2	46.8	44.4
GHG scope 1-2-3 Emissions (10 ³ t CO ₂ eq)	1,801	1,746	1,967
GHG scope 1 Emissions (10 ³ t CO ₂ eq)	1,439	1,500	1,497
GHG scope 2 Emissions (10 ³ t CO ₂ eq) - Market based	28	29	32
GHG scope 3 Emissions (10 ³ t CO ₂ eq)	334	217	438
NOx emissions (t)	434	532	564
CO emissions (t)	281	329	196
CO ₂ emissions/energy used (kg/GJ)	55.0	54.9	54.7
NOx emissions/energy used (kg/ GJ)	0.040	0.042	0.042

(follows)

	2016	2017	2018
Waste			
Total waste production (t)	52,513	54,413	28,286
Non-hazardous waste production (t)	48,954	50,604	24,187
Hazardous waste production (t)	3,558	3,809	4,099
Waste recovered from production operations (%)	77	80	60
Water extraction and discharge			
Freshwater extractions (10 ³ m ³)	177	170	134
Fresh water discharges (10 ³ m ³)	139	112	68
Seawater extractions (10 ³ m ³)	4,000	4,000	4,000
Seawater discharges (10 ³ m ³)	4,000	4,000	4,000
HSE management			
Environmental expenses (millions of €)	139.8	120.6	100.3
Safety and health expenses (millions of €)	47.9	34.7	32.4
Medical visits (no.)	1,561	1,914	1,350
Periodical medical visits	1,337	1,688	1,061
Diagnostic examinations (no.)	2,252	3,508	2,020
Total HSEQ audits conducted (no.)	212	163	237
Environmental surveys (no.)	172	279	247

Main HSE Data and Indicators – Business Segments

	2016	2017	2018
Natural gas transportation			
Health and safety			
Employee accidents (no.)	1	2	4
Contractor accidents (no.)	4	4	3
Employee frequency index	0.32	0.66	1.29
Employee severity index	0.004	0.03	0.03
Contractor frequency index	0.65	0.47	0.46
Contractor severity index	0.05	0.90	0.03
Energy and the Environment			
Energy consumption (TJ)	5,824	7,459	7,463
GHG scope 1 Emissions (10 ³ t CO _{2eq})	922	1,008	982
Natural gas emissions (10 ⁶ m ³)	34.6	34.4	32.8
Natural gas recovered (10 ⁶ m ³)	4.5	4.1	8.2
NOx emissions (t)	228	342	305
Energy consumption/compressed energy (%)	0.25	0.25	0.25
CO ₂ emissions/compressed gas (kg/10 ⁶ m ³)	6,023	5,767	5,644
Natural gas emissions/km of network (m ³ /km)	1,066	1,057	1,007
NOx emissions/compressed gas (kg/10 ⁶ m ³)	4.4	4.8	4.2
Average emissions of NOx per turbine/installed capacity ([mg/Nm ³]/MW)	4.4	4.4	3.8
DLE turbine operating hours/Total turbine operating hours (%)	94	93	97
Liquefied natural gas regasification			
Health and safety			
Employee accidents (no.)	1	1	0
Contractor accidents (no.)	0	0	0
Employee frequency index	8.65	9.31	0
Employee severity index	0.66	0.17	0
Contractor frequency index	0	0	0
Contractor severity index	0	0	0

(follows)

	2016	2017	2018
Energy and the Environment			
Energy consumption (TJ)	128	325	462
GHG scope 1 Emissions (10 ³ t CO ₂ eq)	54	44	41
Natural gas emissions (10 ⁶ m ³)	2.9	1.7	1.2
NOx emissions (t)	5.5	14.8	22.4
Natural gas storage			
Health and safety			
Employee accidents (no.)	1	2	0
Contractor accidents (no.)	1	0	0
Employee frequency index	2.00	6.71	0
Employee severity index	0.11	0.43	0
Contractor frequency index	1.27	0	0
Contractor severity index	0.07	0	0
Energy and the Environment			
Energy consumption (TJ)	4,985	4,787	5,337
GHG scope 1 Emissions (10 ³ t CO ₂ eq)	462	448	476
Natural gas emissions (10 ⁶ m ³)	10.7	10.7	10.5
NOx emissions (t)	201	175	236
Emissions of natural gas for storage/gas stored (%)	0.047	0.048	0.041
NOx emissions/stored gas (kg/10 ⁶ m ³)	20.1	17.9	22.2
Average emissions of NOx per turbine/installed capacity ([mg/Nm ³]/MW)	5.4	5.2	5.2