

Data and Performance Indicators

Key operating figures

	2017	2018	2019
Natural gas transportation			
Gas injected into the network (10 ⁹ m ³)	74.59	72.82	75.37
Gas pipeline network (km)	32,584	32,625	32,727
Average travel distance of gas in Italian transportation network (km)	551	510	607
Gas compression stations (no.)	11	13	13
Installed power in the gas compression stations (MW)	902	961	961
Liquefied natural gas regasification			
Regasified natural gas (10 ⁹ m ³)	0.63	0.91	2.40
Number of LNG tanker loads	15	21	57
Natural gas storage			
Gas injected in storage (10 ⁹ m ³)	9.80	10.64	10.16
Gas delivered from storage (10 ⁹ m ³)	10.12	10.43	9.17
Operating concessions (no.)	9	9	9

Key financial figures (*)

	2017	2018	2019
Economic and financial data (millions of €)			
Total revenue	2,533	2,586	2,665
Total revenue - net pass through items	2,441	2,528	2,604
Adjusted EBIT	1,363	1,405	1,417
Adjusted net profit	940	1,010	1,093
Operating costs	511	491	496
Total revenue - net pass through items	419	433	435
EBITDA	2,022	2,095	2,169
Net invested capital at December 31	17,738	17,533	18,181
Shareholders' equity at December 31	6,188	5,985	6,255
Net financial debt at December 31	11,550	11,548	11,923
Free Cash Flow	423	1,161	482
Added value produced	2,447	2,532	2,695
Added value distributed	1,619	1,634	1,639
Snam's stock			
Number of shares in share capital (mln)	3,501	3,469	3,395
Number of shares outstanding on 31 December (mln)	3,415	3,301	3,292
Average number of shares outstanding during the year (mln)	3,422	3,358	3,301
Year-end official share price (€)	4.086	3.820	4.686
Average official share price during the period (€)	4.043	3.747	4.474
Market capitalisation (millions of €)	13,953	12,606	15,428
Dividends paid in the period (millions of €)	718	731	746

(*) For additional information please refer to the Snam 2019 Annual Report

Key employees figures and indicators

	2017	2018	2019
Total employees (no.)	2,919	3,016	3,025
Of which women (no.)	393	419	441
Average headcount (no.)	2,927	2,943	3,015
Average age of employees (years)	45.7	44.9	44.4
Average length of service (years)	21.0	19.5	18.6
Employees by business segment			
Corporate (no.)	824	978	954
Transportation (no.)	1,972	1,915	1,945
Storage (no.)	60	59	61
Regasification (no.)	63	64	65
Employees by grade			
Executives (no.)	93	107	111
Middle Managers (no.)	456	480	493
Administrative staff (no.)	1,655	1,682	1,683
Blue-collar workers (no.)	715	747	738
Employees by type of contract			
Permanent contract (no.)	2,755	2,812	2,817
Of which women (no.)	369	395	417
Apprenticeship or internship contract (no.)	150	185	193
Fixed-term contract (no.)	14	19	15
Full time contract (no.)	2,877	2,975	2,987
Of which women (no.)	357	382	407
Part-time contract (no.)	42	41	38
Of which women (no.)	36	37	34
Employees by geographical area			
North (no.)	2,204	2,302	2,294
Central (no.)	202	220	241
South and Sicily (no.)	504	490	477
Abroad (no.)	4	4	13
Employees by gender			
Men (no.)	2,526	2,597	2,584
Women (no.)	393	419	441
Remuneration differential - women/men (executive grade)	1.03	0.98	1.0
Remuneration differential - women/men (middle manager grade)	0.96	0.93	0.95
Remuneration differential - women/men (administrative staff grade)	0.89	0.89	0.90

(follows)

	2017	2018	2019
Entries and Departures			
Hired from the market (no.)	148	195	172
of which university graduates (no.)	100	108	92
of which high school graduates (no.)	48	86	79
of which women (no.)	53	42	38
of which men (no.)	95	153	134
Hiring rate (%) (*)	5.1	6.5	5.7
Hiring rate < 30 years old (%) (**)	13.3	22.8	20.1
Hiring rate between 30 and 49 years old (%) (**)	8.4	6.9	5.2
Hiring rate > 50 years old (%) (**)	0.2	0.5	0.6
Other new employees (non-consolidated companies, acquisitions, etc.)	36	126	59
Percentage of university graduates hired (%)	67	55	53
Departures in the year (no.)	69	189	198
Other Departures (non-consolidated entities etc.)	79	35	24
Departure rate (%)	2.4	6.3	6.6
Voluntary Departure rate (%)	1	1.2	1.5
Turnover (%)	7.4	13.0	12.3
Absenteeism rate (no.)	4.7	4.6	4.5
Training			
Training hours (no.)	85,346	107,711	114,179
Participants (no.)	8,604	13,999	26,518
Average hours of training per employee (no.)	29.2	35.7	37.7
Executive training hours (no.)	1,908	4,392	5,669
Middle Manager training hours (no.)	8,600	19,072	16,950
Administrative staff training hours (no.)	39,316	49,650	58,238
Blue-collar worker training hours (no.)	35,522	34,657	33,322
Average training hours delivered to men (no.)	31.3	36.9	38.4
Average training hours delivered to women (no.)	15.8	28.7	33.8
Average training hours delivered to executives (no.)	20.5	41.0	51.1
Average training hours delivered to middle managers (no.)	18.9	39.7	34.4
Average training hours delivered to administrative staff (no.)	23.8	29.5	34.6
Average training hours delivered to blue-collar workers (no.)	49.7	46.4	45.2
Training hours for health, safety and environment (no.)	9,641	28,345	28,123
Participation for health, safety and environment (no.)	1,695	4,953	4,567

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

	2017	2018	2019
Health and Safety			
Employee accidents (no.)	6	4	2
Employee accident frequency index	1.24	0.84	0.41
Employee accident severity index	0.05	0.02	0.03
Contractor accidents (no.)	5	3	5
Contractor accident frequency index	0.54	0.41	0.71
Contractor accident severity index	0.83	0.03	0.07
Employee and contractor accident frequency index	0.78	0.58	0.59
Employee and contractor severity index	0.56	0.02	0.05
Energy			
Total energy consumption (TJ)	12,582	13,281	12,152
of which natural gas (TJ)	12,153.2	12,801.4	11,627.9
of which diesel (TJ)	77.9	91.0	82.6
of which gasoline (TJ)	2.3	2.8	3.9
of which LPG (TJ)	0.4	0.4	0.4
of which heat (TJ)	10.8	8.5	14.8
of which electricity (TJ)	337.7	376.9	422.6
Emissions			
Natural gas emissions (10 ⁶ m ³)	46.8	44.4	39.2
GHG Scope 1-2-3 Emissions (10 ³ t CO _{2eq})	1,746	1,967	1,917
GHG Scope 1 Emissions (10 ³ t CO _{2eq})	1,500	1,497	1,347
GHG Scope 2 Emissions (10 ³ t CO _{2eq}) - Market based	29	32	32
GHG Scope 3 Emissions (10 ³ t CO _{2eq})	217	438	538
NOx emissions (t)	532	564	452
CO emissions (t)	329	196	181
CO ₂ emissions/energy used (kg/GJ)	54.9	54.7	54.0
NOx emissions/energy used (kg/GJ)	0.042	0.042	0.037

(follows)

	2017	2018	2019
Waste			
Total waste production (t)	54,413	28,286	27,823
Non-hazardous waste production (t)	50,604	24,187	22,154
Hazardous waste production (t)	3,809	4,099	5,669
Waste recovered from production operations (%)	80	60	42
Water extraction and discharge			
Freshwater extractions (10 ³ m ³)	170	134	228
Fresh water discharges (10 ³ m ³)	112	68	181
Seawater extractions (10 ³ m ³)	4,000	4,000	6,048
Seawater discharges (10 ³ m ³)	4,000	4,000	6,048
HSE management			
Environmental expenses (millions of €)	120.6	100.3	114.4
Safety and health expenses (millions of €)	34.7	31.6	33.7
Medical visits (no.)	1,914	1,350	1,984
Periodical medical visits	1,688	1,061	1,747
Diagnostic examinations (no.)	3,508	2,020	3,261
Total HSEQ audits conducted (no.)	159	237	227
Environmental surveys (no.)	279	278	243



Main HSE Data and Indicators – Business Segments

	2017	2018	2019
Natural gas transportation			
Health and safety			
Employee accidents (no.)	2	4	0
Contractor accidents (no.)	4	3	5
Employee frequency index	0.66	1.29	0
Employee severity index	0.03	0.03	0
Contractor frequency index	0.47	0.46	0.83
Contractor severity index	0.90	0.03	0.08
Energy and the Environment			
Energy consumption (TJ)	7,459	7,463	6,123
GHG Scope 1 Emissions (10^3 t CO _{2eq})	1,008	982	838
Natural gas emissions (10^6 m ³)	34.4	32.8	28.7
Natural gas recovered (10^6 m ³)	4.1	8.2	9.4
NOx emissions (t)	342	305	286
Energy consumption/compressed energy (%)	0.25	0.25	0.26
CO ₂ emissions/compressed gas (kg/ 10^6 m ³)	5,767	5,644	5,874
Natural gas emissions/km of network (m ³ /km)	1,057	1,007	876
NOx emissions/compressed gas (kg/ 10^6 m ³)	4.8	4.2	5.0
Average emissions of NOx per turbine/installed capacity ([mg/Nm ³]/MW)	4.4	3.8	3.8
DLE turbine operating hours/Total turbine operating hours (%)	93	97	95
Liquefied natural gas regasification			
Health and safety			
Employee accidents (no.)	1	0	0
Contractor accidents (no.)	0	0	0
Employee frequency index	9.31	0	0
Employee severity index	0.17	0	0
Contractor frequency index	0	0	0
Contractor severity index	0	0	0

(follows)

	2017	2018	2019
Energy and the Environment			
Energy consumption (TJ)	325	462	1,217
GHG Scope 1 Emissions (10 ³ t CO _{2eq})	44	41	83.5
Natural gas emissions (10 ⁶ m ³)	1.7	1.2	1.3
NOx emissions (t)	14.8	22.4	49.8
Natural gas storage			
Health and safety			
Employee accidents (no.)	2	0	0
Contractor accidents (no.)	0	0	0
Employee frequency index	6.71	0	0
Employee severity index	0.43	0	0
Contractor frequency index	0	0	0
Contractor severity index	0	0	0
Energy and the Environment			
Energy consumption (TJ)	4,787	5,337	4,784
GHG Scope 1 Emissions (10 ³ t CO _{2eq})	448	473	424
Natural gas emissions (10 ⁶ m ³)	10.7	10.5	9.2
NOx emissions (t)	175	236	116
Emissions of natural gas for storage/gas stored (%)	0.048	0.041	0.033
NOx emissions/stored gas (kg/10 ⁶ m ³)	17.9	22.2	11.4
Average emissions of NOx per turbine/installed capacity ([mg/Nm ³]/MW)	5.2	5.2	3.7