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# DATA AND PERFORMANCE INDICATORS

## Key operating figures

	2018	2019	2020
<b>Natural gas transportation</b>			
Natural gas injected into the network (billions m <sup>3</sup> )	72.82	75.37	<b>69.97</b>
Gas pipeline network (km)	32,625	32,727	<b>32,647</b>
Average travel distance of gas in Italian transport network (km)	510	607	<b>677</b>
Gas compression plants (no.)	13	13	<b>13</b>
Installed power in the gas compression plants (MW)	961	961	<b>961</b>
<b>Liquefied natural gas regasification</b>			
Regasified natural gas (billions m <sup>3</sup> )	0.91	2.40	<b>2.52</b>
Number of LNG carriers docked	21	57	<b>60</b>
<b>Natural gas storage</b>			
Gas injected into storage (billions m <sup>3</sup> )	10.64	10.16	<b>9.30</b>
Gas delivered from storage (billions m <sup>3</sup> )	10.43	9.17	<b>10.30</b>
Operating concessions (no.)	9	9	<b>9</b>

## Key financial figures (\*)

	2018	2019	2020
<b>Economic and financial data (mln €)</b>			
Total revenues	2,586	2,665	<b>2,770</b>
Adjusted EBIT	1,405	1,417	<b>1,424</b>
Adjusted net profit	1,010	1,093	<b>1,164</b>
Operating costs	491	496	<b>573</b>
EBITDA	2,095	2,169	<b>2,197</b>
Net invested capital at 31 December	17,533	18,181	<b>19,359</b>
Shareholders' equity at 31 December	5,985	6,255	<b>6,469</b>
Net financial debt at 31 December	11,548	11,923	<b>12,887</b>
Free Cash Flow	1,161	482	<b>(35)</b>
Added value produced	2,532	2,695	<b>2,758</b>
Added value distributed	1,634	1,639	<b>1,690</b>
<b>Snam's stock</b>			
Number of shares in share capital (mln)	3,469	3,395	<b>3,361</b>
Number of shares outstanding at 31 December (mln)	3,301	3,292	<b>3,270</b>
Average number of shares outstanding during the year (mln)	3,358	3,301	<b>3,272</b>
Year-end official share price (€)	3.820	4.686	<b>4.601</b>
Average official share price during the year (€)	3.747	4.474	<b>4.417</b>
Market capitalisation (mln €)	12,606	15,428	<b>15,046</b>
Dividends paid in the year (mln €)	731	746	<b>779</b>

(\*) For more details, see the 2020 Annual Report.


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## Key employees figures and indicators

	2018	2019	2020
Total employees (no.)	3,016	3,025	3,249
of which women (no.)	419	441	507
Average workforce (no.)	2,943	3,015	3,091
Average age of employees (years)	44.9	44.4	44.5
Average length of service (years)	19.5	18.6	17.18
<b>Employees by business segment</b>			
Corporate and other (no.)	978	954	1,210
Transport (no.)	1,915	1,945	1,910
Storage (no.)	59	61	62
Regasification (no.)	64	65	67
<b>Employees by grade</b>			
Executives (no.)	107	111	131
Middle Managers (no.)	480	493	549
White collars (no.)	1,682	1,683	1,764
Blue collars (no.)	747	738	805
<b>Employees by type of contract</b>			
Permanent contract (no.) (*)	2,812	2,817	3,036
of which women (no.)	395	417	480
Apprenticeship or internship contract (no.)	185	193	197
Fixed-term contract (no.)	19	15	16
Full time contract (no.)	2,975	2,987	3,207
of which women (no.)	382	407	474
Part-time contract (no.)	41	38	42
of which women (no.)	37	34	33
<b>Employees by geographical area</b>			
North (no.)	2,302	2,294	2,495
Central (no.)	220	241	246
South and Sicily (no.)	490	477	498
Abroad (no.)	4	13	10
<b>Employees by gender</b>			
Men (no.)	2,597	2,584	2,742
Women (no.)	419	441	507
Gender pay gap on a cash basis (executives)	0.99	0.96	1.07
Gender pay gap on a cash basis (middle managers)	0.92	0.94	0.94
Gender pay gap on a cash basis (white collars)	0.92	0.93	0.92


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	2018	2019	2020
<b>Hires and Exits</b>			
Total entries	321	231	<b>376</b>
Hired from the market (no.)	195	172	<b>226</b>
of which university graduates (no.)	108	92	<b>151</b>
of which secondary school graduates (no.)	86	79	<b>71</b>
of which women (no.)	42	38	<b>69</b>
of which men (no.)	153	134	<b>157</b>
Hiring rate (%) (**)	6.5	5.7	<b>7.3</b>
Hiring rate < 30 years old (%) (***)	22.8	20.1	<b>20.6</b>
Hiring rate between 30 and 50 years old (%) (***)	6.9	5.2	<b>8.5</b>
Hiring rate < 50 years old (%) (***)	0.5	0.6	<b>0.7</b>
Other new employees (non-consolidated companies, acquisitions, etc.)	126	59	<b>150</b>
Percentage of university graduates hired (%)	55	53	<b>67</b>
Exits in the year (no.)	189	198	<b>152</b>
Other exits (non-consolidated entities etc.)	35	24	<b>9</b>
Exit rate (%) (****)	6.3	6.6	<b>4.6</b>
Voluntary exit rate (%) (*****)	1.2	1.5	<b>1.5</b>
Turnover (%) (*****)	13.0	12.3	<b>11.9</b>
Absenteeism rate (%)	4.6	4.5	<b>5.9</b>
<b>Training</b>			
Training hours (no.)	107,771	114,179	<b>66,385</b>
Attendances (no.)	13,999	26,518	<b>17,277</b>
Average hours of training per employee (no.)	35.7	37.7	<b>20.4</b>
Executive training hours (no.)	4,392	5,669	<b>3,390</b>
Middle Manager training hours (no.)	19,072	16,950	<b>13,766</b>
White collars training hours (no.)	49,650	58,238	<b>28,333</b>
Blue collars training hours (no.)	34,657	33,322	<b>20,896</b>
Average training hours delivered to men (no.)	36.9	38.4	<b>20.8</b>
Average training hours delivered to women (no.)	28.7	33.8	<b>18.5</b>
Average training hours delivered to executives (no.)	41.0	51.1	<b>25.9</b>
Average training hours delivered to middle managers (no.)	39.7	34.4	<b>25.1</b>
Average training hours delivered to white collars (no.)	29.5	34.6	<b>16.0</b>
Average training hours delivered to blue collars (no.)	46.4	45.2	<b>26.0</b>
Training hours for health, safety and environment (no.)	28,345	28,123	<b>9,679</b>
Attendances for health, safety and environment (no.)	4,953	4,567	<b>1,703</b>
Training hours for health & safety (no.)	25,219	20,291	<b>8,154</b>
Attendances for health & safety (no.)	4,515	2,916	<b>1,437</b>

In 2020, 43 people were employed with temporary contracts (32 in 2019 and 33 in 2018).

(\*) The figure also includes part-time contracts.

(\*\*) Hiring rate = (market hires/average workforce) x100.

(\*\*\*) Hiring rate by age = (market hires by age range/total employees by age range at 31/12) x100.

(\*\*\*\*) Exit rate = (exits/total number of employees at 31/12) x100. Exits due to transfers to non-consolidated companies are excluded.

(\*\*\*\*\*) Voluntary exit rate = (exits by resignation/average workforce) x100.

(\*\*\*\*\*\*) Turnover = (entries + exits)/average workforce in service x 100. Exits due to transfers to non-consolidated companies are excluded.


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## Main HSE data and indicators

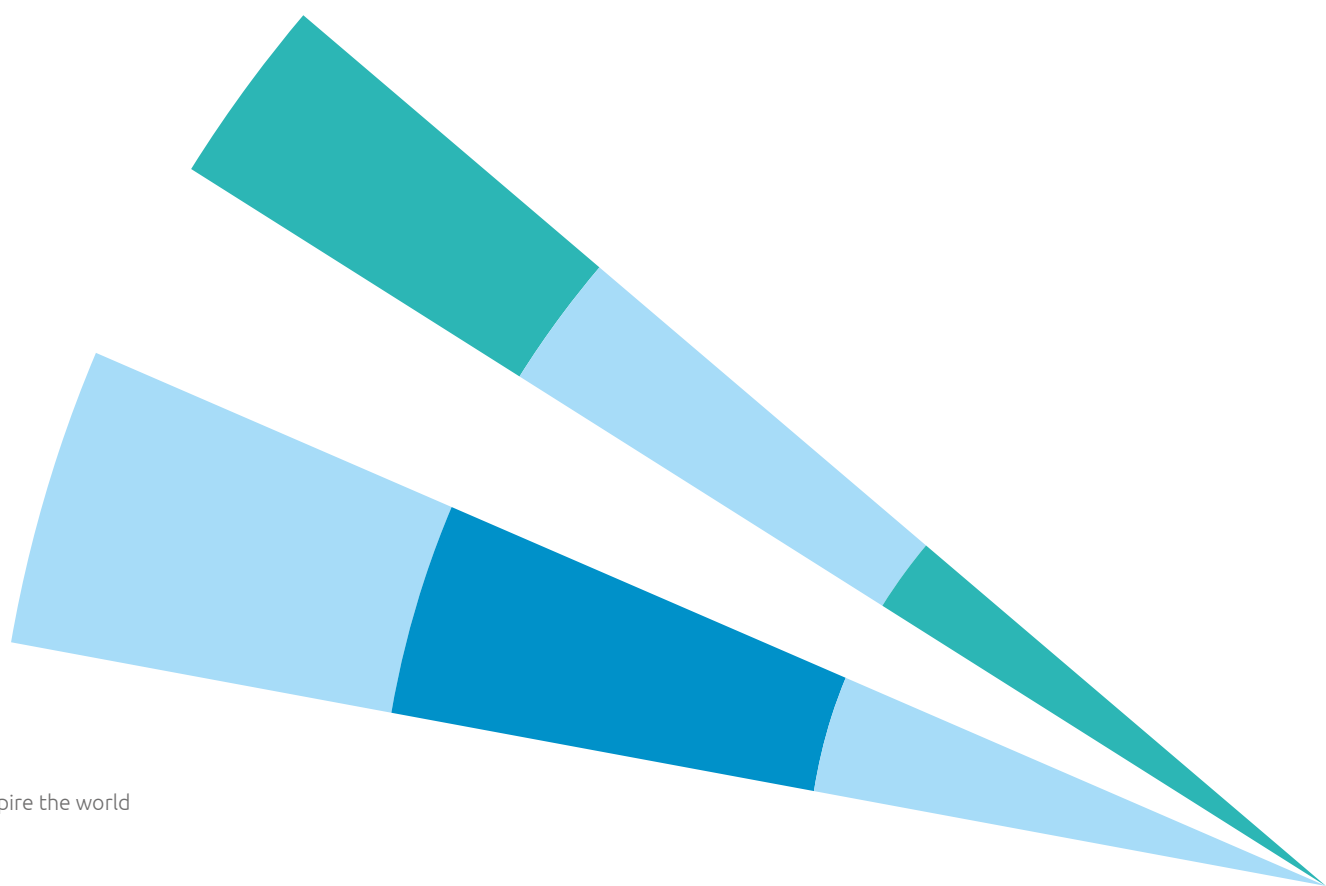
	2018	2019	2020
<b>Health and Safety</b>			
Employee injuries (no.)	4	2	3
of which fatal	0	0	0
of which with severe consequences	-	-	0
Employee injury frequency rate	0.84	0.41	0.59
Employee injury severity rate	0.02	0.03	0.01
Contractor injuries (no.)	3	5	2
of which fatal	0	0	1
of which with severe consequences	-	-	0
Contractor injury frequency rate	0.41	0.71	0.25
Contractor injury severity rate	0.03	0.07	0.93
Total injuries (no.)	7	7	5
of which fatal	0	0	1
of which with severe consequences	-	-	0
Employee and contractor injury frequency rate	0.58	0.59	0.38
Employee and contractor injury severity rate	0.02	0.05	0.58
<b>Energy</b>			
Total energy consumption (TJ)	13,281	12,152	12,154
of which natural gas (TJ)	12,801.4	11,627.9	11,597.5
of which diesel (TJ)	91.0	82.6	69.5
of which gasoline (TJ)	2.8	3.9	10.3
of which LPG (TJ)	0.4	0.4	0.4
of which heat (TJ)	8.5	14.8	13.4
of which electricity (TJ)	376.9	422.6	463.5
<b>Emissions</b>			
Natural gas emissions (10 <sup>6</sup> m <sup>3</sup> )	44.4	39.2	35.0
GHG scope 1-2MB-3 emissions (ktCO <sub>2eq</sub> ) (*)	1,973	2,008	1,738
GHG scope 1 emissions (ktCO <sub>2eq</sub> )	1,497	1,347	1,274
GHG scope 2 emissions (ktCO <sub>2eq</sub> ) - Market based	32	32	31
GHG scope 2 emissions (ktCO <sub>2eq</sub> ) - Location based	34	38	39
GHG scope 3 emissions (ktCO <sub>2eq</sub> ) (*)	444	629	433
NOx emissions (t)	564	452	403
CO emissions (t)	196	181	163
CO <sub>2</sub> emissions comb/energy consumption (kg/GJ)	54.7	54.0	54.2
Total NOx emissions/energy consumption (kg/GJ)	0.042	0.037	0.033

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	2018	2019	2020
<b>Waste</b>			
Total waste production (t)	28,286	27,823	<b>124,980</b>
Non-hazardous waste production (t)	24,187	22,154	<b>118,704</b>
Hazardous waste production (t)	4,099	5,669	<b>6,276</b>
Waste recovered from production operations (%)	60	42	<b>32</b>
<b>Water withdrawals and discharges</b>			
Fresh water withdrawals (10 <sup>3</sup> m <sup>3</sup> )	134	228	<b>313</b>
Fresh water discharges (10 <sup>3</sup> m <sup>3</sup> )	68	181	<b>278</b>
Sea water withdrawals (10 <sup>3</sup> m <sup>3</sup> )	4,000	6,048	<b>6,048</b>
Sea water discharges (10 <sup>3</sup> m <sup>3</sup> )	4,000	6,048	<b>6,048</b>
<b>HSE management</b>			
Environmental expenses (millions of €)	100.3	114.4	<b>135.5</b>
Safety and health expenses (millions of €)	32.4	33.7	<b>37.9</b>
Medical visits (no.)	1,350	1,984	<b>2,109</b>
Periodical medical visits	1,061	1,747	<b>1,649</b>
Diagnostic examinations (no.)	2,020	3,261	<b>3,688</b>
Total HSEQ audits conducted (no.)	237	227	<b>248</b>
Environmental surveys (no.)	247	243	<b>212</b>

(\*) 2018 and 2019 figures recalculated.




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## Main HSE Data and Indicators – Business Segments

	2018	2019	2020
<b>Natural gas transportation</b>			
<b>Health and Safety</b>			
Employee injuries	4	0	0
of which fatal	0	0	0
of which with severe consequences	-	-	0
Contractor injuries	3	5	1
of which fatal	0	0	1
of which with severe consequences	-	-	0
Employee frequency rate	1.29	0	0
Employee severity rate	0.03	0	0
Contractor frequency rate	0.46	0.83	0.16
Contractor severity rate	0.03	0.08	1.18
<b>Energy and Environment</b>			
Energy consumption (TJ)	7,463	6,123	6,321
GHG scope 1 emissions (10 <sup>3</sup> t CO <sub>2eq</sub> )	982	838	848
Natural gas emissions (10 <sup>6</sup> m <sup>3</sup> )	32.8	28.7	28.5
Natural gas avoided (10 <sup>6</sup> m <sup>3</sup> )	8.2	9.4	10.4
NOx emissions (t)	305	286	242
Energy consumption transport/compressed gas (%)	0.25	0.26	0.30
CO <sub>2</sub> emissions/compressed gas (kg/10 <sup>6</sup> m <sup>3</sup> )	5,644	5,874	6,648
Natural gas emissions/km of network (m <sup>3</sup> /km)	1,007	876	873
NOx emissions/compressed gas (kg/10 <sup>6</sup> m <sup>3</sup> )	4.2	5.0	4.7
Average emissions of NOx per turbine/installed capacity ([mg/Nm <sup>3</sup> ]/MW)	3.8	3.8	3.8
DLE turbine operating hours/Total turbine operating hours (%) (*)	97	94	97
<b>Liquefied natural gas regasification</b>			
<b>Health and Safety</b>			
Employee injuries	0	0	0
of which fatal	0	0	0
of which with severe consequences	-	-	0
Contractor injuries	0	0	0
of which fatal	0	0	0
of which with severe consequences	-	-	0
Employee frequency rate	0	0	0
Employee severity rate	0	0	0
Contractor frequency rate	0	0	0
Contractor severity rate	0	0	0


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	2018	2019	2020
<b>Energy and Environment</b>			
Energy consumption (TJ)	462	1,217	<b>1,265</b>
GHG scope 1 emissions (ktCO <sub>2eq</sub> )	41	83.5	<b>88.3</b>
Natural gas emissions (10 <sup>6</sup> m <sup>3</sup> )	1.2	1.3	<b>1.3</b>
NOx emissions (t)	22.4	49.8	<b>48.6</b>
<b>Natural gas storage</b>			
<b>Health and Safety</b>			
Employee injuries	0	0	<b>0</b>
of which fatal	0	0	<b>0</b>
of which with severe consequences	-	-	<b>0</b>
Contractor injuries	0	0	<b>1</b>
of which fatal	0	0	<b>0</b>
of which with severe consequences	-	-	<b>0</b>
Employee frequency rate	0	0	<b>0</b>
Employee severity rate	0	0	<b>0</b>
Contractor frequency rate	0	0	<b>0.99</b>
Contractor severity rate	0	0	<b>0.06</b>
<b>Energy and Environment</b>			
Energy consumption (TJ)	5,337	4,784	<b>4,483</b>
GHG scope 1 emissions (ktCO <sub>2eq</sub> )	473	424	<b>336</b>
Natural gas emissions (10 <sup>6</sup> m <sup>3</sup> )	10.5	9.2	<b>5.2</b>
NOx emissions (t)	236	116	<b>111</b>
Emissions of natural gas for storage/gas stored (%)	0.041	0.033	<b>0.035</b>
NOx emissions/gas stored (kg/10 <sup>6</sup> m <sup>3</sup> )	22.2	11.4	<b>12</b>
Average emissions of NOx per turbine/installed capacity ([mg/Nm <sup>3</sup> ]/MW)	5.2	3.7	<b>3.7</b>

(\*) 2019 figure recalculated.