



HEALTH, SAFETY, ENVIRONMENT, ENERGY AND QUALITY POLICY

Snam is committed to the protection and continual improvement of people's health and safety, environmental protection, energy performance and public safety in that they constitute the central, indispensable base for sustainable development and the creation of value, adopting for this purpose management systems conforming to the best international regulations and practices.

The principles of Snam are:

- to guarantee protection of workers' health and safety and environmental protection in the design, production, management and decommissioning of assets and the provision of services, implementing all the necessary organizational and procedural solutions, also with a view to preventing accidents, injuries, occupational diseases and emergencies, maintaining through the Employer and all health, safety and environment responsible, a constant commitment in order to remove the hazards and reduce the risk level for health, safety and environment, by identifying, evaluating and monitoring risks related to the different tasks;
- to ensure an integrated, efficient and sustainable asset lifecycle management, considering performance, risks and associated costs, aiming at guaranteeing quality of service and asset integrity, minimising risks during their life cycle, with particular focus on safety of people, of infrastructures and on environmental protection;
- in accordance with the Sustainable Development Goals defined by the UN, to combat climate change by committing to the reduction of emissions generated, the efficient use of natural resources and water, people's well-being, technologies and innovation, as well as preventing pollution and ensuring the correct management of waste also through the promotion of circular economy practices and through research, development, as well as enabling the production of energy from renewable sources;
- to promote energy efficiency and the use of energy from renewable sources, ensuring the responsible use of natural resources;
- to perform operational and managerial operations aimed at continually reducing water consumption and greenhouse gas emissions, in order to combat the climate change and efficiently manage climate-related physical and transition risks;
- to support design activities aimed at improving the performance of Health, Safety, Environment and Energy;
- to optimize the corporate processes in order to reach the highest possible level of efficacy and efficiency in service quality and ensure the customers' full right to access and use these services;
- to ensure the protection of biodiversity and ecosystems, through regular assessments of the impacts of the activity on the environment and on biodiversity, implementing preventive and corrective actions, aimed at achieving business targets and preventing environmental accidents;



- to regularly ensure the transparency of the information provided by applying internal processes and controls to ensure its reliability, providing information and training to staff, including actions to be taken in emergencies and whistleblowing processes, promoting the health and psycho-physical well-being of staff through awareness-raising campaigns, implement processes of dialogue with internal and external stakeholders involved in the activities to address their needs and ensure participation and consultation of staff aimed at an active and responsible involvement in order to achieve the objectives of Health, Safety, Environment, Energy and Quality;
- to ensure commitment to environmental protection along the value chain by selecting suppliers and promoting their development in accordance with the principles of this Policy, by engaging them in behaviours consistent with it and by purchasing and designing energy efficient products and services;
- to conduct the activities in respect of the laws and administrative provisions and in compliance with the Code of Ethics and Model 231 and the national and international best practices, adopting the economically sustainable best available techniques and supplementary and improved HSEEQ corporate provisions;
- to carry out monitoring and control activities, assess results, re-examine objectives and programmes, to subject the policy to a periodic review and assess its efficacy;
- to set quantitative targets and objectives to reduce environmental impacts and to improve OHS performance metrics, setting up prioritisations and action plans, organisational models, information flows (e.g. Sustainability Scorecard and the Carbon neutrality and Net Zero strategy);
- to carry out HSEEQ performance monitoring and control activities to evaluate the results and review the objectives and programs; to evaluate the effectiveness of this Policy, reviewing it regularly through the involvement of relevant functions and business units, in line with the recommendations of the OECD Guidelines for Multinational Enterprises;

This policy applies to all Snam Group businesses and entire group-wide operations across the value chain. Snam Group also encourages and supports those joint ventures and non-managed operations, along with other key business partners to comply and uphold this policy as appropriate. All managements shall be good role models and are accountable for policy alignment. All employees, contractors, internal and external stakeholders shall take roles and responsibilities to implement, ensure understanding and continually comply with this policy throughout business activities before acquiring assets, due diligent process, mergers and acquisitions, planning, design and execution until process completion. The Board of Directors oversee the HSEEQ Policy and the CEO has signed the document with the Board of Directors' capacity.

All the Snam group companies adopt this Policy and, through the Employer and all Snam managers accountable for health, safety, environment, energy efficiency and quality, implement the principles expressed in it.

The principles listed above are communicated within the organization and made available online to all stakeholders on the web site www.snam.it

San Donato Milanese, 3rd June 2025

Chief Executive Officer
Agostino Scornajenchi

A handwritten signature in blue ink, appearing to read "A. Scornajenchi", is written over the printed name of the Chief Executive Officer.