



Snam: information on the office termination of Marco Alverà as Chief Executive Officer and General Manager

San Donato Milanese (Milan), May 23rd, 2022 – Further to the termination of the office held by Mr Marco Alverà as Chief Executive Officer and General Manager, Snam has given implementation to the agreements signed in 2017, with prior resolution by the company's Board of Directors. These agreements are detailed since 2018 in the Remuneration Policy contained in the Report on Remuneration Policy and Compensation Paid published by the company, last approved – pursuant to article 123-ter of the CLF – by the Snam Shareholders' Meeting on April 27th, 2022.

Further to the termination of his office, Mr Marco Alverà has been granted 5,564,714.83 euros gross as indemnity. Consistent with the relevant Regulations, he also maintains the long-term incentive plan rights accrued prior to termination. He will also receive the severance indemnity amounts due pursuant to law.

All amounts - except for the incentive plan rights mentioned - will be paid by June 27th, 2022.

It should be noted that the general terms and conditions of the aforementioned agreements were applied following a Board of Directors' resolution dated May 11th, 2022, adopted upon proposal of the Appointments and Compensation Committee which, to that extent, consulted an independent expert.

Lastly, it is also specified that although Mr Alverà was a related party of the company due to his aforementioned employment relationship as an executive – which however qualifies as a transaction of lesser importance between related parties - his termination falls within the exclusion cases regulated by the procedure "*Transactions with interests of Directors and Statutory Auditors and related-party transactions*" adopted by Snam, in compliance with the Consob Regulation no. 17221/2010.