



@SNAM GENDER EQUALITY POLICY

At Snam, we recognize the value of people and their differences through a diversified approach taken to HR management, by which to assure the same possibilities of professional growth for all those present in the company.

We believe that a more balanced, heterogeneous leadership pipeline needs to be achieved and to do so, the contributions made by both genders are assessed equally in the organization's internal decision-making processes. Creating a culture of gender equality in Snam is at the very basis of the human capital strategy, which is so essential to guarantee excellent performance hinged on talent and long-term sustainability.

This Policy is for all Snam Group employees and is shared with all the main stakeholders, suppliers and customers, with the aim of having a greater impact on its network of value and being a point of reference for other businesses. This document **supplements Snam's Diversity and Inclusion Policy** and puts forward guidelines to be implemented through HRO processes and practices to create a workplace with equal gender opportunities throughout the people selection, management, development and career cycle.

1. Recruiting

Snam undertakes to attract and hire people of different backgrounds and abilities, pursuing gender equality during recruiting by identifying a short-list of both male and female candidates. At the same time, Snam undertakes to stress the importance of meritocracy: experience, capacity and competence must guide the choice of the best candidates.

The selection process is strengthened thanks to the adoption of a standardized methodology to guarantee **equal opportunities** in all phases.

The company also guarantees that the people involved in the recruitment process, such as the recruiters and line managers, receive suitable training on gender equality and cognitive bias, which can otherwise negatively impact the selection processes.

The foregoing is essentially a summary of the **Diversity Recruitment Policy**.

2. Annual performance assessment system

The performance assessment system encourages a constant dialogue between Managers and Collaborators, strengthening the commitment by each and everyone in respect of the business objectives and challenges.

During the course of the process, the creation of **Development Plans** is also promoted, with no discrimination of gender, fostering constructive dialogue with a view to assuring accountability, thanks to the use of feedback by way of continuous improvement.



During the “final assessment” phase, the HRO (Human Resource and Organization) Department undertakes to verify that the assessment curve does not entail any gender discrimination.

Snam undertakes to include **Diversity and Inclusion** in the **Leadership Model** and, consequently, in the **Performance Management** system.

3. **Training, professional development and communication**

Snam undertakes to offer equal opportunities for development, without any gender discrimination, defining transparent standards that are consistent with the **Performance Management** and **Talent Development** processes.

Direct training is delivered to all employees with a view to raising awareness in the organization on the matter of optimizing differences, gender equality, inclusion and the impact of such matters on business. More specifically, all resource managers are sensitized to matters relating to unconscious bias and the capacity to communicate in an inclusive manner.

Finally, Snam undertakes to fairly involve both men and women in all training initiatives and courses, and in at least one training course per year.

4. **Optimization of potential and career paths**

Snam promotes a culture based on meritocracy and respect for people, regardless of gender. It guarantees that in all **Talent Development** and **Succession Planning** processes, a suitable selection is assured of candidate/s of the least represented gender, with a view to achieving a gender balance in managerial positions.

Snam is therefore committed to making sure that men and women are equally represented in the internal appointment processes and that, therefore, the short-lists of candidates to managerial positions equally represent both genders.

5. **Definition of the short (MBO) and medium/long-term remuneration policies**

The Snam remuneration policy helps assure the achievement of the mission, the business values and strategies, through the promotion of action and conduct that is compliant with the Company’s culture, in respect of the standards of plurality, equal opportunities, optimization of personal knowledge and professionalism, fairness and non-discrimination envisaged by the company's Code of Ethics.

The periodic remuneration interventions and the short and long-term incentive systems are all hinged on principles of recognition of the responsibilities assigned, the results achieved and the quality of the professional contribution made, taking into account the market context and references applicable to similar positions or roles of a similar level in terms of responsibilities and complexity. The company undertakes to guarantee fairness and opportunities to access the same remuneration to all its employees, regardless of gender.



6. Managerial aspects linked to the organization of work

Snam undertakes to improve its employees' work-life balance in all phases of personal life, by adopting a non-penalizing flexible working procedure (such as smart working) with timing that is compatible with the objectives assigned. It also supports employees both during and after a long absence from work, avoiding any discrimination during and after leave, making it possible to stay in contact with the company during this time and then facilitating the return.

Finally, Snam undertakes to prevent sexual harassment in the workplace by introducing a gender harassment policy that creates awareness in people and guides them on a daily basis.

7. Termination of the employment relationship

Snam has a clear, shared "exit interview" process by which to obtain qualitative feedback and analyze this so as to promptly identify any processes, tools or aspects to be improved in the company.

In this respect, special attention is paid to those leaving the company for gender-related reasons (not returning from maternity leave, impossibility of conciliating family commitments with professional life, etc.).

8. KPI measurement

Snam adopts a monitoring system through an **ESG Dashboard** to guarantee that gender equality is adequately managed.

The dashboard contains key performance indicators offering a representation of the business population. This dashboard is updated from time-to-time and shared with the ESG Committee.