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Societa' : SNAM

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Regolamentata

Utenza - referente : SNAMN02 - Pezzoli Francesca

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Oggetto : PR Termination of Stefano Venier office

*Testo del comunicato*

Vedi allegato



press release

## **Snam: information on the termination of the office of Stefano Venier as Chief Executive Officer and General Manager**

*San Donato Milanese (Milan), 5 June 2025* - Following the renewal of the corporate bodies, in connection with the conclusion of the term of office of Stefano Venier and the ensuing simultaneous termination of his employment, scheduled to take effect as of 30 June, Snam has implemented the agreements signed with him in 2023, following a resolution of the Company's Board of Directors based on a reasoned proposal by the Appointments and Compensation Committee. These agreements are in line with the Report on the remuneration policy and compensation paid published by the Company as of 2023, most recently approved - pursuant to Article 123-ter of the CLF - by the Shareholders' Meeting of Snam on 14 May 2025.

In particular, in implementing the aforesaid agreements, Stefano Venier was paid a gross amount of € 3,355,872.31 as an all-inclusive sum (of which a gross amount of € 1,800,000.00 calculated as two years of gross fixed remuneration and of € 1,555,872.32 as integration of the abovementioned amount calculated on the average annual monetary incentive paid over the last three years). This overall amount includes and replaces any termination indemnity due pursuant to law and/or contract. In addition, the rights accrued prior to 14 May 2025 under the short-term and long-term incentive plans (subject to claw-back clauses) remain unchanged, pursuant to the relevant regulations.

All amounts - except for the incentive plan rights mentioned - will be paid by 31 December 2025. Instead, the amounts due for participation in incentive plans will be paid - if the conditions are met, according to the level of achievement of the targets envisaged and, in any case, *pro rata temporis* up to 14 May 2025 - pursuant to the specific rules of each plan.

Payment of the indemnity for termination as director and manager to Stefano Venier was treated as a related-party transaction of lesser importance, approved in accordance with the provisions of Consob Regulation No. 17221/2010 and the Guideline "Transactions involving the interests of the Directors and Statutory Auditors and transactions with related parties" adopted by Snam.

