

ALESSANDRA PASINI

Place of birth: Padova
Date of birth: September 19, 1973

PROFESSIONAL EXPERIENCE: 25 YEARS

ZHERO BV (current)

Co – founder & President

Co-founder & President and Executive Director of a development green energy company that will develop renewables projects, renewables into production of green molecules (H2 and H2 derivatives), renewables into interconnectors, long duration energy storage and repurposing with a geographic focus on US, Africa into Europe, Europe and Middle East.

SNAM S.P.A. (November 2016 – to June 2022)

Chief Financial Officer

Chief International and Business Development Officer

Co-CEO Snam storage business

Snam is the leading European gas infrastructure operator, mostly regulated, with over Eur22bn RAB and an EV of Eur 32bn, controlled by Cassa Depositi e Prestiti (Italian Government).

CFO with responsibility around Administration and Tax, Planning and Control (including Strategic Planning), Finance, M&A. Managing a group of approximately 200 people in part working at Snam corporate and, in part, through a matrix organization, at each of Snam's Business Units (Italian Transportation & Storage, LNG, Sustainable Mobility, Hydrogen, Biomethane, Energy Efficiency and International Assets). Along-side Head of Regulatory Affairs, in charge of Cost Benefit Analysis, ten year development plans and other regulatory analysis. Carried out most of investors meetings and dialogues.

Since November 2019 in charge of managing Snam International Assets (worth > Eur 4bn) in Austria, France, UK/Belgium, Greece, Egypt, Tunisia and UAE and of Snam Global Solutions, Snam unit selling technical services, O&M and EPCM capabilities mostly around gas infrastructure (transport and storage as well as SSLNG). Also in charge of Snam international offices in China, India, US, Israel, North Africa and UK. These offices have the goal of originating business development initiatives for Snam Group as well as lead the sale and origination of Snam Global Solutions services. As Chief International and Business Development Officer manages a team comprised of approximately 60 people (excluding that of the participated investments). As part of the M&A and Business Development functions leads dialogue with all infrastructure or financial partners, including Sovereign Wealth Funds, Pension funds, ESG funds and PEs. Since 2021 led the repositioning of Snam storage business into a an international energy storage platform.

Participated to board meetings in relation to budget, forecasts and multi years plans, M&A / businesses developments or international initiatives. Led discussions around financial and development matters with relevant Board Committees.

Since arrival, pushed for greater cross functional experience, introducing a multi-functional pool where young talents can work on a project basis on other products to broaden their competence and underpin a better and multi-functional professional growth. Also carried out a delayering of the organization within its area (as part of a broader company's effort), increase of gender balance and reduce average age.

In late 2020 led the acquisition by Snam of a c.36% stake in De Nora, Italian leading cleantech technology provider, and world lead alkaline electrode and electrolyzer producer also shareholder of the Thyssenkrupp JV for an EV of Eur 1.2bn and is in charge of managing this investment and sits on the board. The EV implied in the acquisition was Eur1.2bn. Thanks to the

support and repositioning from Snam De Nora has successfully gone public on my last day at Snam in June 2022 with a valuation of Eur2.7bn.

Has been member of TAP AG Board, the last segment of the Southern Gas Corridor where Snam is a key shareholder with 20% during all the complex construction and financing negotiation phase. Since March 2021 NED in Fineco Group, leading online brokerage and asset management platform with a market cap of c. Eur10bn.

Involved in the internal committees dedicated to the development of Snam Academy and Snam Foundation.

Achievements since arrival in Snam: 1) > Eur6 bn of diversified capital market funding and 6 liability management exercises, with a cost of debt cut from 2.4% to 0.8% in 2021; 2) acquisition of Gas Connect Austria, Infrastrutture Trasporto Gas, a stake in ALNG, a stake in OLT, a control stake in Desfa, a minority stake in ADNOC pipelines, a 25% stake in EMG, 36% stake in De Nora, announced co-control position in Eni TTPC/TMPC pipelines, 2 FSRUs; 3) managed >10 acquisitions in the energy transition (biomethane, H2, Energy Efficiency) to promote the development of the Italian leading biomethane platform, the second leading Italian ESCO and the leading Hydrogen platform; 4) c. 950mln of share buy back; 5) promote international development and Snam brand and recognition among all key funds investing in the energy infrastructure and energy transition; 6) cost efficiency plan launched in 2017 with Eur75mln cost reduction by end of 2021; 7) introduction of automation/robotization in back office activities; 8) developed and promoted talents, creating pipeline of succession candidates for key functions and young talents.

BARCLAYS (*July 2015 to October 2016*)

Head of Banking Italy - Milan

Reporting directly to the Co-Head of EMEA Investment Banking. In charge of all strategic business decisions for the franchise, in terms of clients to cover or exit, transactions to pursue and participate. Products range offering comprised M&A, Equity and Debt Capital Markets, as well as loans products and corporate banking products (deposits, trade/financial guarantees). The team was comprised of circa 30 product and coverage bankers. Responsible for Italy of all decisions on balance sheet commitment or which imply franchise/reputational risks. Part of all discussions with legal and compliance teams related to franchise legal and compliance policies aspects. In charge of all decisions around hiring and firing, talent development, retention initiatives. Member of the EMEA Diversity Committee and as part of it co-lead the EMEA mentoring program.

July 2013 to July 2015

Deputy Head of Banking - Milan

As Deputy Head of Italian Banking coverage responsibilities for Eni Group (Eni, Saipem), Snam, Terna, Telecom Italia, Mediaset, Fininvest, De Agostini Group, Cir Group, Ministero dell'Economia e delle Finanze and CDP, F2i, Poste, Ferrovie, Enav, STM, Techint, CNHIndustrial, ERG, API, Edison, Hera, A2A, Acea, Barilla, Ferrero, Perfetti, Luxottica, Campari, Lavazza, Luxottica, Tod's, Amplifon, Maire. Lead discussion with infrastructure funds in relation to Italian opportunities.

CITI (*July 1997- May 2013*)

Managing Director - Global Banking - Milan and London

Worked in 1997-98 in investment banking, 1998-99 in the credit department and in the corporate banking teams and was also Chief of Staff of the Italian Country Manager. Worked in investment banking since 1999, both based in Milan and London, leading client coverage mostly energy and infrastructure clients and working mostly on cross border transactions involving Italian clients. Lead sector effort around energy and utilities, telecom and infrastructure clients, public sector and branded food. Has been staffer of the team for several years and in charge of the Italian recruiting team for the period 2009-2013.

KRAFT JACOBS SUCHARDS (PHILIP MORRIS)

March 1997 – May 1997

Cheese Division - Milan

Financial Control Department

Dec. 1996 – March 1997 Citibank Internship in the credit department -

Milan

EDUCATION/TRAINING:

October 2000 – December 2000 Schroder Salomon Smith Barney Associate Program, Barcelona

September 1997 - February 1998 CITICORP Associate Development Program, London

September 1992 - February 1997 Università Commerciale L. Bocconi, Milan, Graduate in BA, 110/110 magna cum laude

September 1995 - December 1995 Erasmus Universiteit Rotterdam, Exchange Program – R. School of Management

September 1987 - July 1992 Scientific Liceum G.B. Grassi, Saronno, High School Diploma. Final Grade 60/60

LANGUAGES SKILLS:

Languages: Italian – mother tongue; English – fluent

PERSONAL INTERESTS:

Enjoy golf, travelling, skiing, tennis, photography, book reading and art expositions

EXTRA CURRICULAR ACTIVITIES:

Italian golf federation member since 2008. Hcp c.10. Participate to amateur golf tournaments. Italian Tennis Federation member 1984-1997, Italian Squash Federation member 1992-1997; used to participate to competitions in tennis/squash