

## Remuneration accrued in 2020

## TABLE 1 - REMUNERATION ACCRUED TO DIRECTORS, STATUTORY AUDITORS, TO THE CHIEF EXECUTIVE OFFICER AND GENERAL MANAGER, TO CHIEF OPERATING OFFICERS AND TO OTHER MANAGERS WITH STRATEGIC RESPONSIBILITIES

In compliance with the provisions of the new Issuers Regulation, the table below reports the remuneration accrued in 2020 by Directors, Statutory Auditors, the Chief Executive Officer and General Manager and other Chief Operating Officers, and, in aggregate form, Managers with strategic responsibilities. The remuneration received from subsidiaries and/or associates, except that waived or paid to the Company, are shown separately. All parties who filled these roles during the period are included, even if they only held office for a fraction of the year.

In particular:

- the column labelled "Fixed Remuneration" reports fixed remuneration and fixed salary from employment due for the year (on an accrual basis), gross of social security contributions and taxes to be paid by the employee, in relation to the period in which the office and/or position was held. Details of the compensation are provided in the notes, and any indemnities or payments with reference to the employment relationship are indicated separately;
- the column labelled "Remuneration for participation on Committees" reports (on an accrual basis) the compensation due to Directors for participation in Committees established by the Board, in relation to the period in which the office and/or position was held. In the notes, compensation for each Committee in which each Director participates is indicated separately;
- the column labelled "Variable non-equity remuneration" under the item "Bonuses and other incentives" shows the incentives payable in the following year due to rights vested in the period, following the assessment and approval of related performance results by relevant corporate bodies, in accordance with that specified, in greater detail, in the table 2 "Monetary incentive plans for the Chief Executive Officer and General Manager, for Chief Operating Officers and for other Managers with strategic responsibilities"; in the event of unavailability of the performance result at the date of approval of the Report, the table shows the best estimate of the incentives accrued or the amount envisaged by the policy at the target level; item "Profit-sharing" does not show any figures since no profit-sharing mechanisms are in place;
- the column labelled "Benefits in kind" reports (on an accrual and taxability basis) the value of any fringe benefits awarded;
- the column labelled "Other remuneration" reports (on an accrual basis) any other remuneration deriving from other services provided;
- the column labelled "Total" reports the sum of the amounts of all the previous items;
- the column labelled "Fair value of equity compensation" reports the relevant fair value for the year related to the existing stock option plans, estimated in accordance with the international accounting standards that allocate the related cost in the vesting period;
- the column labelled "Severance indemnity for end-of-office or termination of employment" reports indemnities accrued, even if not yet paid, for terminations that occurred during the financial year, or in relation to the end of term in office and/or employment.

Letter from the Chairwoman | Foreword | Executive Summary | Section I | Section II | Annex

58

TABLE 1 - REMUNERATION ACCRUED TO DIRECTORS, STATUTORY AUDITORS, TO THE CHIEF EXECUTIVE OFFICER AND GENERAL MANAGER, TO CHIEF OPERATING OFFICERS AND TO OTHER MANAGERS WITH STRATEGIC RESPONSIBILITIES (amounts in euro thousands)

Name	Note	Position	Period for which the position was held	Expiration of office <sup>(7)</sup>	Fixed remuneration	Variable non-equity remuneration					Fair value of equity-based remuneration	Severance indemnity for end of office or termination of employment			
						Remuneration for participation in Committees	Bonuses and other incentives	Profit sharing	Non-monetary benefits	Other					
<b>Board of Directors</b>															
Emma Marcegaglia	(1)	Chairwoman	01.01 - 05.13	2020	185 <sup>(a)</sup>						185				
Lucia Calvosa	(2)	Chairwoman	05.13 - 12.31	2023	316 <sup>(a)</sup>					14 <sup>(b)</sup>	330				
Claudio Descalzi	(3)	CEO/General manager	01.01 - 12.31	2023	1,600 <sup>(a)</sup>		3,702 <sup>(a)</sup>		40 <sup>(a)</sup>		5,342	690			
Andrea Gemma	(4)	Director	01.01 - 05.13	2020	29 <sup>(a)</sup>		48 <sup>(a)</sup>				77				
Alessandro Lorenzi	(5)	Director	01.01 - 05.13	2020	30 <sup>(a)</sup>		39 <sup>(a)</sup>				69				
Diva Moriani	(6)	Director	01.01 - 05.13	2020	30 <sup>(a)</sup>		46 <sup>(a)</sup>				76				
Fabrizio Paganì	(7)	Director	01.01 - 05.13	2020	30 <sup>(a)</sup>		42 <sup>(a)</sup>				72				
Domenico Livio Trombone	(8)	Director	01.01 - 05.13	2020	29 <sup>(a)</sup>		24 <sup>(a)</sup>				53				
Ada Lucia De Cesaris	(9)	Director	05.13 - 12.31	2023	51 <sup>(a)</sup>		57 <sup>(a)</sup>				108				
Filippo Giansante	(10)	Director	05.13 - 12.31	2023	51 <sup>(a)</sup>		22 <sup>(a)</sup>				73				
Pietro Angelo Guindani	(11)	Director	01.01 - 12.31	2023	80 <sup>(a)</sup>		94 <sup>(a)</sup>				174				
Karina Litvack	(12)	Director	01.01 - 12.31	2023	80 <sup>(a)</sup>		85 <sup>(a)</sup>				165				
Emanuele Piccinno	(13)	Director	05.13 - 12.31	2023	51 <sup>(a)</sup>		41 <sup>(a)</sup>				92				
Nathalie Tocci	(14)	Director	05.13 - 12.31	2023	51 <sup>(a)</sup>		85 <sup>(a)</sup>				136				
Raphael Louis L. Vermeir	(15)	Director	05.13 - 12.31	2023	51 <sup>(a)</sup>		76 <sup>(a)</sup>				127				
<b>Board of Statutory Auditors</b>															
Rosalba Casiraghi	(16)	Chairwoman	01.01 - 12.31	2023	83 <sup>(a)</sup>					37 <sup>(b)</sup>	120				
Paola Camagni	(17)	Statutory auditor	01.01 - 05.13	2020	26 <sup>(a)</sup>					116 <sup>(b)</sup>	142				
Andrea Parolini	(18)	Statutory auditor	01.01 - 05.13	2020	26 <sup>(a)</sup>						26				
Enrico Maria Bignami	(19)	Statutory auditor	01.01 - 12.31	2023	73 <sup>(a)</sup>						73				
Giovanna Ceribelli	(20)	Statutory auditor	05.13 - 12.31	2023	48 <sup>(a)</sup>						48				
Mario Notari	(21)	Statutory auditor	05.13 - 09.01		23 <sup>(a)</sup>						23				
Roberto Maglio	(22)	Statutory auditor	09.02 - 12.31	2023	25 <sup>(a)</sup>						25				
Marco Seracini	(23)	Statutory auditor	01.01 - 12.31	2023	73 <sup>(a)</sup>					132 <sup>(b)</sup>	205				
<b>Managers with strategic responsibilities<sup>(a),(c)</sup></b>															
Massimo Mondazzi	(24)	Chief Operating Officer Energy Evolution	07.01 - 12.31		893 <sup>(a)</sup>		556 <sup>(a)</sup>		13 <sup>(a)</sup>	50	1,512	128	10,209 <sup>(d)</sup>		
Alessandro Puliti	(25)	Chief Operating Officer Natural Resources	07.01 - 12.31		714 <sup>(a)</sup>		813 <sup>(a)</sup>		11 <sup>(a)</sup>		1,538	79			
Other DIRS	(26)	Remuneration in the Company that prepares the Financial Statements			7,992		8,814		220	62	17,088	922	11,940		
		Remuneration from subsidiaries and associates													
		<b>Total</b>			<b>7,992<sup>(a)</sup></b>		<b>8,814<sup>(a)</sup></b>		<b>220<sup>(a)</sup></b>	<b>62<sup>(b)</sup></b>	<b>17,088</b>	<b>922</b>	<b>11,940<sup>(d)</sup></b>		
					<b>12,640</b>		<b>659</b>		<b>13,885</b>		<b>284</b>	<b>411</b>	<b>27,879</b>	<b>1,819</b>	<b>22,149</b>

Note

- (\*) For directors appointed for the 2020-2023 term, the office will expire with the Shareholders' Meeting called to approve the Financial Statements as at December 31, 2022.  
 (\*\*\*) Managers who were permanent members of the Company's Management Committee during the year together with the Chief Executive Officer, or who reported directly to the CEO (two-by-three managers).  
 (1) **Emma Marcegaglia - Chairwoman of the Board of Directors**  
 (a) The amount includes: i) the pro-rated fixed remuneration of €33 thousand set by the Shareholders' Meeting of April 13, 2017; ii) the pro-rated fixed remuneration for the delegated powers approved by the Board for the 2017-2020 term, equal to €152 thousand.  
 (2) **Lucia Calvosa - Chairwoman of the Board of Directors**  
 (a) The amount includes: i) the fixed remuneration of €57 thousand set by the Shareholders' Meeting of May 13, 2020; ii) the pro-rated fixed remuneration for the delegated powers approved by the Board for the 2020-2023 term, equal to €259 thousand.  
 (b) The amount includes the pro-rated remuneration for the position of Chairwoman of AGI.  
 (3) **Claudio Descalzi - Chief Executive Officer and General Manager**  
 (a) The amount includes: i) the annual fixed remuneration of €600 thousand for the 2017-2020 term and confirmed for the 2020-2023 term equal to €600 thousand; ii) the fixed remuneration for the position of General Manager set for the 2017-2020 term and confirmed for the 2020-2023 term, equal to €1,000 thousand.  
 (b) This amount is to be added the indemnities due for transfers, in Italy and abroad, in line with the provisions of the relevant national collective labour agreement for senior managers and the Company's complementary agreements for an amount of €13.5 thousand.  
 (c) The amount includes: i) the annual portion of the STI plan 2021 earned in 2020 in the amount of €2,153 thousand, for Eni performance verified in 2020, whose payment shall be deferred to 2022 for a portion of 25%; ii) the deferred portion of the STI plan awarded in 2018 and earned in 2020 for an amount of €1,549 thousand for Eni performance in the 2018-2020 period, whose payment shall be further deferred in 2022 for a portion of 50%.  
 (c) The amount includes the taxable value of insurance and welfare coverage, complementary pensions and the car for business and personal use.

- (4) **Andrea Gemma - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of April 13, 2017.  
 (b) The amount includes the pro-rated remuneration set by the Board of Directors for participating in the Committees, and in particular: €18.5 thousand for Control and Risk Committee; €18.5 thousand for the Remuneration Committee; €11 thousand for the Nomination Committee.  
 (5) **Alessandro Lorenzi - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of April 13, 2017.  
 (b) The amount includes the pro-rated remuneration set by the Board of Directors for participating in the Committees, and in particular: €26 thousand for Control and Risk Committee; €13 thousand for the Remuneration Committee.  
 (6) **Diva Moriani - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of April 13, 2017.  
 (b) The amount includes the pro-rated remuneration set by the Board of Directors for participating in the Committees, and in particular: €18 thousand for Control and Risk Committee; €13 thousand for the Remuneration Committee; €15 thousand for the Nomination Committee.  
 (7) **Fabrizio Paganì - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of April 13, 2017.  
 (b) The amount includes the remuneration set by the Board of Directors for participating in the Committees, and in particular: €18 thousand for Control and Risk Committee; €19 thousand for the Nomination Committee.  
 (8) **Domenico Livio Trombone - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of April 13, 2017.  
 (b) The amount includes the pro-rated remuneration set by the Board of Directors for participating in the Committees, and in particular: €13 thousand for the Sustainability and Scenario Committee; €11 thousand for the Nomination Committee.  
 (9) **Ada Lucia De Cesaris - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of May 13, 2020.  
 (b) The amount includes the pro-rated remuneration set by the Board of Directors for participating in the Committees, and in particular: €32 thousand for the Control and Risks Committee; €25 thousand for the Nomination Committee.  
 (10) **Filippo Giansante - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of May 13, 2020.  
 (b) The amount includes the pro-rated remuneration set by the Board of Directors for participating in the Committees, and in particular: €22 thousand for Sustainability and Scenario Committee.  
 (11) **Pietro Angelo Guindani - Director**  
 (a) The amount corresponds to the fixed remuneration set by the Shareholders' Meeting of April 13, 2017 and confirmed by the Shareholders' Meeting of May 13, 2020.  
 (b) The amount includes the remuneration set by the Board of Directors for participating in the Committees, and in particular: €44 thousand for the Control and Risk Committee; €13 thousand for the Sustainability and Scenario Committee; €19 thousand for the Nomination Committee.  
 (12) **Karina Litvack - Director**  
 (a) The amount corresponds to the fixed remuneration set by the Shareholders' Meeting of April 13, 2017 and confirmed by the Shareholders' Meeting of May 13, 2020.  
 (b) The amount includes the remuneration set by the Board of Directors for participating in the Committees, and in particular: €18.5 thousand for the Control and Risk Committee; €22 thousand for the Remuneration Committee; €44.5 thousand for the Sustainability and Scenario Committee.  
 (13) **Emanuele Piccinno - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of May 13, 2020.  
 (b) The amount includes the pro-rated remuneration set by the Board of Directors for participating in the Committees, and in particular: €22 thousand for the Sustainability and Scenario Committee; €19 thousand for the Nomination Committee.  
 (14) **Nathalie Tocci - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of May 13, 2020.  
 (b) The amount includes the pro-rated remuneration set by the Board of Directors for participating in the Committees, and in particular: €31.5 thousand for the Control and Risk Committee; €13.5 thousand for the Remuneration Committee; €22 thousand for the Sustainability and Scenario Committee.  
 (15) **Raphael Louis L. Vermeir - Director**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of May 13, 2020.  
 (b) The amount includes the pro-rated remuneration set by the Board of Directors for participating in the Committees, and in particular: €32 thousand for the Control and Risk Committee; €22 thousand for the Remuneration Committee; €22 thousand for the Sustainability and Scenario Committee.  
 (16) **Rosalba Casiraghi - Chairwoman of the Board of Statutory Auditors**  
 (a) The amount corresponds to the sum of the pro-rated fixed remunerations set respectively by the Shareholders' Meetings of April 13, 2017 and May 13, 2020.  
 (b) The amount corresponds to the pro-rated remuneration for serving in the Watch Structure.  
 (17) **Paola Camagni - Statutory Auditor**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of April 13, 2017.  
 (b) The amount includes remuneration for serving as Statutory Auditor on the Boards of subsidiaries or associated companies and in particular: €19.5 thousand as Chairwoman of the Board of Statutory Auditors of AGI SpA; €37.5 thousand as Chairwoman of the Board of Statutory Auditors of Mozambique Rovuma Venture SpA; €28.6 thousand as Statutory Auditor of Eni Rewind SpA; €30 thousand as Statutory Auditor of Eni Angola SpA.  
 (18) **Andrea Parolini - Statutory Auditor**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of April 13, 2017.  
 (19) **Enrico Maria Bignami - Statutory Auditor**  
 (a) The amount corresponds to the sum of the pro-rated fixed remunerations set respectively by the Shareholders' Meetings of April 13, 2017 and May 13, 2020.  
 (20) **Giovanna Ceribelli - Statutory Auditor**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of May 13, 2020.  
 (21) **Mario Notari - Statutory Auditor**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of May 13, 2020.  
 (22) **Roberto Maglio - Statutory Auditor**  
 (a) The amount corresponds to the pro-rated fixed remuneration set by the Shareholders' Meeting of May 13, 2020.  
 (23) **Marco Seracini - Statutory Auditor**  
 (a) The amount corresponds to the sum of the pro-rated fixed remunerations set respectively by the Shareholders' Meetings of April 13, 2017 and May 13, 2020.  
 (b) The amount includes remuneration for serving as Statutory Auditor on the Boards of subsidiaries or associated companies and in particular: €27 thousand as Chairman of the Board of Statutory Auditors of Inq. Luigi Cori Vecchio; €45 thousand as Chairman of the Board of Statutory Auditors of Eni Angola SpA; €30 thousand as Statutory Auditor of Eni Fuel SpA; €30 thousand as Statutory Auditor of TTPC SpA.  
 (24) **Massimo Mondazzi - Chief Operating Officer Energy Evolution**  
 (a) The amount corresponds to Gross Annual Salary including both the pro-rated remuneration for the periods in which he served as COO and CFO. The amount is supplemented by the indemnities owed for transfers, in Italy and abroad, in line with the provisions of the relevant national collective labour agreement and with the Company's additional agreements, as well as other indemnities related to employment for a total of €9.5 thousand.  
 (b) The amount corresponds to the total amount paid for the reduced portions of the deferred incentives, provided for by the Plan Regulations in cases of consensual termination of the employment.  
 (c) The amount includes the taxable value of insurance and welfare coverage, complementary pensions and the car for business and personal use.  
 (d) The amount includes: i) the agreed severance treatment provided for by Eni policies in compliance with the protections of the national collective bargaining agreement (which provide for up to a maximum of 3 years of total remuneration including fixed remuneration, short and long term variable incentives and benefits) for an amount of € 3,470 thousand determined on the basis of fixed remuneration and only the short-term variable remuneration and only the short-term variable remuneration paid in 2020; ii) the amounts allocated for non-compete agreements, with a maximum duration of one year, for a total amount of €2,380 thousand, payable only following verification of compliance with the obligations set out therein.  
 (25) **Alessandro Puliti - Chief Operating Officer Natural Resources**  
 (a) The amount corresponds to Gross Annual Salary including both the pro-rated remuneration for the periods in which he served as COO Natural Resources and COO Upstream. The amount is supplemented by the indemnities owed for transfers, in Italy and abroad, in line with the provisions of the relevant national collective labour agreement and with the Company's additional agreements, as well as other indemnities related to employment for a total of €9.5 thousand.  
 (b) The amount includes: i) the annual portion of the 2021 STI Plan earned in 2020 in the amount of €649 thousand, based on the assumption of individual performance at target level in 2020, (the STI Plan awarded in 2018 and earned in 2020 for a total amount of €164 thousand, based on Eni performance in the 2018-2020 vesting period, whose payment shall be further deferred in 2022 for a portion of 25%); ii) the deferred portion of the 2021 STI Plan awarded in 2018 and earned in 2020 for a total amount of €164 thousand, based on Eni performance in the 2018-2020 vesting period, whose payment shall be further deferred in 2022 for a portion of 50%.  
 (c) The amount includes the taxable value of insurance and welfare coverage, complementary pensions and the car for business and personal use.  
 (26) **Other Managers with strategic responsibilities**  
 (a) The amount corresponds to Gross Annual Salary including both the pro-rated remuneration for the periods in which he served as COO Natural Resources and COO Upstream. The amount is supplemented by the indemnities owed for transfers, in Italy and abroad, in line with the provisions of the relevant national collective bargaining agreement (which provide for up to a maximum of 3 years of total remuneration including fixed remuneration, short and long term variable incentives and benefits) for an amount of € 3,470 thousand determined on the basis of fixed remuneration and only the short-term variable remuneration and only the short-term variable remuneration paid in 2020; ii) the amounts allocated for non-compete agreements, with a maximum duration of one year, for a total amount of €2,305 thousand, payable only following verification of compliance with the obligations set out therein.  
 (b) The amount includes: i) the annual portion of the 2021 STI Plan earned in 2020 in the amount of €4,890 thousand, based on the assumption of individual performance at target level in 2020 (given the unavailability of verified performance data at the date of approval of the Report), the payment of which shall be deferred in 2022 in the portion of 25%; ii) the deferred portion of the STI Plan awarded in 2018 and earned in 2020 for a total amount of €3,320 thousand, based on Eni performance in the 2018-2020 vesting period, the payment of which shall be further deferred in 2022 for a portion of 50%; iii) the reduced amounts paid out of the deferred incentives awarded for a total amount of €604 thousand, provided for by the Plan Rules in cases of consensual termination of the employment relationship.  
 (c) The amount includes the taxable value of insurance and welfare coverage, complementary pensions and the car for business and personal use.  
 (d) Amounts due to for the positions held by Managers with strategic responsibilities in the Supervisory Body established under the Company's Model 231 and the Manager responsible for the preparation of the Company's financial statements (FRO).  
 (e) The amount includes payment for the consensual termination of the employment relationship of four managers with strategic responsibilities and precisely: i) the agreed severance treatment provided for by Eni policies in compliance with the protections of the national collective bargaining agreement (which provide for up to a maximum of 3 years of total remuneration including fixed remuneration, short and long term variable incentives and benefits) for an amount of € 165 thousand; ii) the amounts allocated for non-compete agreements, with a maximum duration of one year, for a total amount of €2,305 thousand, payable only following verification of compliance with the obligations set out therein.