

Remuneration paid in 2018

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

The table below reports the remuneration paid to Directors, Statutory Auditors, the Chief Executive Officer and General Manager 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. 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 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 paid during the year due to rights vested following the assessment and approval of related performance results by relevant corporate bodies, in accordance with that specified, in greater detail, in the Table "Monetary incentive plans for the Chief Executive Officer and General Manager and other Managers with strategic responsibilities";
- the column labelled "Profit-sharing" does not show any figures since no profit-sharing mechanisms are in place;
- the column labelled "Non monetary benefits" 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 share 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.

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

First and last name	Note	Position	Period for which the position was held	Expiration of Office ^(*)	Fixed remuneration	Non-equity variable remuneration					Total	Fair value of equity-based remuneration	Severance indemnity for end of office or termination of employment
						Remuneration for participation in Committees	Bonus and other incentives	Profit sharing	Non monetary benefits	Other remuneration			
Board of Directors													
Emma Marcegaglia	(1)	Chairman	01.01 - 12.31	2020	500 ^(a)						500		
Claudio Descalzi	(2)	Chief Executive Officer and General Manager	01.01 - 12.31	2020	1,600 ^(a)		4,316 ^(b)		17 ^(c)		5,933	523	
Andrea Gemma	(3)	Director	01.01 - 12.31	2020	80 ^(a)	130 ^(b)					210		
Pietro Angelo Guindani	(4)	Director	01.01 - 12.31	2020	80 ^(a)	85 ^(b)					165		
Karina Litvack	(5)	Director	01.01 - 12.31	2020	80 ^(a)	85 ^(b)					165		
Alessandro Lorenzi	(6)	Director	01.01 - 12.31	2020	80 ^(a)	105 ^(b)					185		
Diva Moriani	(7)	Director	01.01 - 12.31	2020	80 ^(a)	125 ^(b)					205		
Fabrizio Pagani	(8)	Director	01.01 - 12.31	2020	80 ^(a)	65 ^(b)				50 ^(c)	195		
Domenico Livio Trombone	(9)	Director	01.01 - 12.31	2020	80 ^(a)	65 ^(b)					145		
Board of Statutory Auditors													
Rosalba Casiraghi	(10)	Chairman	01.01 - 12.31	2020	80 ^(a)						80		
Enrico Maria Bignami	(11)	Statutory auditor	01.01 - 12.31	2020	70 ^(a)						70		
Paola Camagni	(12)	Statutory auditor	01.01 - 12.31	2020	70 ^(a)					109 ^(b)	179		
Andrea Parolini	(13)	Statutory auditor	01.01 - 12.31	2020	70 ^(a)					12 ^(b)	82		
Marco Seracini	(14)	Statutory auditor	01.01 - 12.31	2020	70 ^(a)					109 ^(b)	179		
Other Managers with strategic responsibilities ^(**)	(15)	Remuneration in the reporting entity			8,853		13,394		218	155	22,620	801	
		Remuneration from subsidiaries and associates											
				Total	8,853 ^(a)		13,394 ^(b)		218 ^(c)	155 ^(d)	22,620	801	
					11,873	660	17,710		235	435	30,913	1,324	

Notes

[*] The term of office expires with the Shareholders' Meeting approving the Financial Statements for the year ending December 31, 2019.

[**] 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 (twenty managers).

[1] Emma Marcegaglia - Chairman of the Board of Directors

(a) The amount includes: i) the fixed remuneration of €90 thousand set by the Shareholders' Meeting on May 8, 2014 and confirmed by the Shareholders' Meeting on April 13, 2017; ii) the fixed remuneration for the delegated powers approved by the Board of Directors for the 2017-2020 term, equal to €410 thousand.

[2] Claudio Descalzi - Chief Executive Officer and General Manager

(a) The amount includes: i) the fixed remuneration for the position of Chief Executive Officer for the 2017-2020 term, coming to €600 thousand; ii) the fixed remuneration for the position of General Manager for the 2017-2020 term, coming to €1,000 thousand.

To this amounts are 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 €20.3 thousand.

(b) The amount includes: i) annual monetary incentive and annual instalment of Short-Term Incentive of €1,997 thousand; ii) the Deferred Monetary Incentive awarded in 2015 and paid in 2018 in the amount of €1,468.8 thousand in relation to the performance targets achieved during the 2015-2017 vesting period; iii) the Long-Term Monetary Incentive of €850.5 thousand awarded in 2015 and paid in 2018 in relation to the performance targets achieved during the 2015-2017 vesting period.

(c) The amount includes the taxable value of insurance and social security benefits, supplementary pension plan and car for business and personal use.

[3] Andrea Gemma - Director

(a) The amount corresponds to the annual 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 €50 thousand for participating in the Control and Risk Committee; €50 thousand for the Remuneration Committee; €30 thousand for the Nomination Committee.

[4] Pietro Angelo Guindani - Director

(a) The amount corresponds to the annual 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 €35 thousand for participating in the Remuneration Committee; €50 thousand for the Sustainability and Scenarios Committee.

- (5) Karina Litvack - Director**
 (a) The amount corresponds to the annual 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 €50 thousand for participating in the Control and Risk Committee; €35 thousand for the Sustainability and Scenarios Committee.
- (6) Alessandro Lorenzi - Director**
 (a) The amount corresponds to the annual 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, in particular: €70 thousand for participating in the Control and Risk Committee; €35 thousand for the Remuneration Committee.
- (7) Diva Moriani - Director**
 (a) The amount corresponds to the annual 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, in particular: €50 thousand for participating in the Control and Risk Committee; €35 thousand for the Remuneration Committee; €40 thousand for the Nomination Committee.
- (8) Fabrizio Pagani - Director**
 (a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 8, 2014 and confirmed 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, in particular: €35 thousand for participating in the Sustainability and Scenarios Committee; €30 thousand for the Nomination Committee.
 (c) The amount corresponds to the remuneration as Chairman of the Advisory Board for the Oil & Gas sector.
- (9) Domenico Livio Trombone - Director**
 (a) The amount corresponds to the annual 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, in particular: €35 thousand for participating in the Sustainability and Scenarios Committee; €30 thousand for the Nomination Committee.
- (10) Rosalba Casiraghi - Chairman of the Board of the Statutory Auditors**
 (a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of April 13, 2017.
- (11) Enrico Maria Bignami - Statutory auditor**
 (a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of April 13, 2017.
- (12) Paola Camagni - Statutory auditor**
 (a) The amount corresponds to the annual 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 Chairman of the Board of Statutory Auditors of AGI SpA; €34.3 thousand as Chairman of the Board of Statutory Auditors of Mozambique Rovuma Venture SpA; €25 thousand as Statutory Auditor of Syndial; €30 thousand as Statutory Auditor of Eni Angola SpA.
- (13) Andrea Parolini - Statutory auditor**
 (a) The amount corresponds to the annual 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: €12 thousand as Statutory Auditor of Ing. Luigi Conti Vecchi SpA.
- (14) Marco Seracini - Statutory auditor**
 (a) The amount corresponds to the annual 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: €27 thousand as Chairman of the Board of Statutory Auditors of LNG Shipping SpA; €27 thousand as Chairman of the Board of Statutory Auditors of Ing. Luigi Conti Vecchi; €30 thousand as Statutory Auditor of Eni Fuel SpA; pro-rated amount of €3.8 thousand as Statutory Auditor of Eni Adfin SpA; pro-rated amount €21.3 thousand as Statutory Auditor of TTPC SpA.
- (15) Other Managers with strategic responsibilities**
 (a) The amount of €8,853 thousand for Gross Annual Salary 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 €201 thousand.
 (b) The amount includes the payment of €6,124 thousand related to the deferred and long-term monetary incentives awarded in 2015 and paid in 2018 for performance targets achieved in the 2015-2017 vesting period.
 (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.