

Meeting and activities of the Nomination Committee in 2020

In 2020, the Nomination Committee met 13 times, with an average participation rate of 97.62%; the average duration of the meetings was about 1 hour and 30 minutes.

The Committee in charge until May 13, 2020:

- conducted on behalf of the Board the enquiry into whether Directors satisfy the independence and integrity requirements and the absence of circumstances that would make them ineligible, incompatible or at risk of forfeiture, as well as the respect of the Board's policy on the maximum number of positions that can be held by Directors;
- expressed its assessment of the advice to Shareholders on the composition of the future Board of Directors of Eni;
- examined the issue of the appointment of members in the Corporate bodies of Eni and in the boards of subsidiaries on which the Board has competence, providing the Board with its assessment on the appointment of (i) of Eni-related statutory auditors on the Board of Statutory Auditors of Saipem SpA, (ii) the members of the Board of Directors of Eni International BV;
- examined the issue of Eni's policies against sexual harassment in the company.

The Committee in charge as from May 14, 2020:

- examined the issue of the appointment of officers and members in the Corporate bodies of Eni and in the boards of strategically important subsidiaries on which the Board has competence, (i) providing the Board with its assessment on the appointment of the Chief Operating Officers of Eni SpA, the Financial Reporting Officer of Eni SpA, the external members of the 231 Supervisory Body of Eni SpA, the Managing Director and a Director of Eni International BV, the Chief Executive Officer of Versalis SpA; (ii) examining the proposed evolution of Versalis SpA's organizational structure and initiating the succession process of the Chairman of the same company; (iii) starting the succession process of the Head of the Internal Audit function;
- examined and expressed its own assessments on the revision of the Model 231 of Eni SpA in relation to the requirements of the external members of the 231 Supervisory Body of Eni SpA;
- carried out a board induction program relating to "Eni's Human Capital - the System for the development and enhancement of our People", studying the following topics: (i) the system and development tools in the session of July 22, 2020, (ii) the Succession Plan in the session of September 15, 2020, (iii) the process of enhancing the technical skills in the session of October 26, 2020, (iv) the evolution of Eni's skills in the session of December 10, 2020;
- carried out preliminary work for the Board relating to the engagement of an external consultant for the self-assessment of the Board and its Committees and the peer review;
- examined the provisions of the new Corporate Governance Code for the aspects of its competence.