

Meeting and activities of the Nomination Committee in 2021

In 2021 the Nomination Committee met a total of 10 times with a participation rate of 100%; the average duration of the meetings was 1 hour and 50 minutes.

In 2021 the Committee:

- 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;
- examined the results of the Board review carried out by the consultant in charge, with a particular focus on the process and methodology adopted;
- 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 the Head of Internal Audit, Eni-related Directors on the Board of Directors of Saipem SpA and of the Chairman of Versalis SpA;
- agreed with the proposal to modify its own Rules to adapt them to the new Corporate Governance Code;
- carried out an induction programme studying the following topics: (i) the Succession Plan: KPI analysis of the first CEO line and relevant positions, relevant companies and other 2020 relevant positions, (ii) the activities of Joule- Eni School of entrepreneurship, (iii) the Eni expansion contract, (iv) gender parity and pay-gap issues in Eni, (v) evolution of skills in the field of energy transition and technological innovation.