

Remuneration paid in 2019

TABLE 1 – REMUNERATION PAID TO DIRECTORS, STATUTORY AUDITORS, THE CHIEF EXECUTIVE OFFICER AND GENERAL MANAGER AND 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 “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.

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

| Name | Note | Position | Period for which the position was held | Expiration of office ^(*) | Remuneration for participation in | | | | | Total | Fair value of equity-based remuneration | Severance indemnity for end of office or termination of employment | |
|----------------------------------------------------------------------|------|---------------------------------------------------------------------------|----------------------------------------|-------------------------------------|-----------------------------------|--------------------|------------------------------|----------------|-----------------------|--------------------|-----------------------------------------|--------------------------------------------------------------------|----------------------|
| | | | | | Fixed remuneration | Committees | Bonuses 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) | CEO/General manager | 01.01 - 12.31 | 2020 | 1,600 ^(a) | | 4,071 ^(b) | | 23 ^(c) | | 5,694 | 933 | |
| Andrea Gemma | (3) | Director | 01.01 - 12.31 | 2020 | 56 ^(a) | 90 ^(b) | | | | | 146 | | |
| 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) | 110 ^(b) | | | | | 190 | | |
| 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) | | | | | 112 ^(b) | 182 | | |
| Andrea Parolini | (13) | Statutory auditor | 01.01 - 12.31 | 2020 | 70 ^(a) | | | | | | 70 | | |
| Marco Seracini | (14) | Statutory auditor | 01.01 - 12.31 | 2020 | 70 ^(a) | | | | | 127 ^(b) | 197 | | |
| Other Managers with strategic responsibilities^(**) | (15) | <i>Remuneration in the company that prepares the Financial Statements</i> | | | 9,605 | | 13,588 | | 264 | 155 | 23,612 | 1,430 | 4,126 |
| | | <i>Remuneration from subsidiaries and associates</i> | | | | | | | | | | | |
| | | Total | | | 9,605 ^(a) | | 13,588 ^(b) | | 264 ^(c) | 155 ^(d) | 23,612 | 1,430 | 4,126 ^(e) |
| | | | | | 12,601 | 625 | 17,659 | | 287 | 444 | 31,616 | 2,363 | 4,126 |

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 and Division Chief Operating Officers, or who reported directly to the CEO (twenty-three 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) fixed remuneration for the delegated powers approved by the Board 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 equal to €600 thousand; ii) the fixed remuneration for the position of General Manager for the 2017-2020 term, equal 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 €20.8 thousand.
 (b) The amount includes: i) the Short-Term Incentive of €1,981 thousand; ii) the Deferred Monetary Incentive of €1,468.8 thousand assigned in 2016 and paid in 2019 in relation to the performance targets achieved in the 2016-2018 vesting period; iii) the Long-term Monetary Incentive of €621 thousand assigned in 2016 and paid in 2019 in relation to performance targets achieved in the 2016-2018 vesting period.
 (c) The amount includes the taxable value of insurance and welfare coverage, complementary pensions and the car for business and personal use.
- (3) Andrea Gemma - Director**
 (a) The amount corresponds to the 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 Control and Risk Committee; €34 thousand for the Compensation Committee; €21 thousand for the Nomination Committee.
- (4) Pietro Angelo Guindani - Director**
 (a) The amount corresponds to the 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 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 Scenario Committee.
- (6) Alessandro Lorenzi - Director**
 (a) The amount corresponds to the 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: €70 thousand for participating in the Control and Risk Committee; €39.8 thousand for the Remuneration Committee.
- (7) Diva Moriani - Director**
 (a) The amount corresponds to the 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 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 fixed remuneration set by the Shareholders' Meeting on May 8, 2014 and confirmed by the Shareholders' Meeting on 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 the Sustainability and Scenario Committee; €30 thousand for the Nomination Committee.
 (c) The amount corresponds to the remuneration for the office of Chairman of the Advisory Board for Oil & Gas.
- (9) Domenico Livio Trombone - Director**
 (a) The amount corresponds to the 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 Sustainability and Scenario Committee; €30 thousand for Nomination Committee.
- (10) Rosalba Casiraghi - Chairman of the Board of Statutory Auditors**
 (a) The amount corresponds to the fixed remuneration set by the Shareholders' Meeting of April 13, 2017.
- (11) Enrico Maria Bignami - Statutory Auditor**
 (a) The amount corresponds to the fixed remuneration set by the Shareholders' Meeting of April 13, 2017.
- (12) Paola Camagni - Statutory Auditor**
 (a) The amount corresponds to the 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; €37.5 thousand as Chairman of the Board of Statutory Auditors of Mozambique Rovuma Venture SpA; €25 thousand as Statutory Auditor of Eni Rewind SpA; €30 thousand as Statutory Auditor of Eni Angola SpA.
- (13) Andrea Parolini - Statutory Auditor**
 (a) The amount corresponds to the fixed remuneration set by the Shareholders' Meeting of April 13, 2017.
- (14) Marco Seracini - Statutory Auditor**
 (a) The amount corresponds to the 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 Ing. Luigi Conti Vecchi; the pro-rata amount of €7.6 thousand as Chairman of LNG Shipping SpA; the pro-rata amount of €32 thousand as Chairman of Eni Angola SpA; €30 thousand as Statutory Auditor of Eni Fuel SpA; €30 thousand as Statutory Auditor of TTPC SpA.
- (15) Other Managers with strategic responsibilities**
 (a) The amount of 9,605 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 €160 thousand.
 (b) The amount includes the payment of 5,635.9 thousand related to the deferred and long-term monetary incentives assigned in 2016 and paid in 2019 for performance targets achieved in the 2016-2018 vesting period, as well as the pro-rata amounts of the incentives assigned, paid upon consensual termination as defined in the respective Plan Regulations.
 (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.
 (e) The amount includes severance payments and early retirement incentives paid for termination of employment, supplemented by the amount €8,690 thousand budgeted for additional severance payments and non-compete clauses payable in subsequent years.