

Call for Applications

Geoscience for Energy - Eni Master School – 4th ed.

GEMS

Eni S.p.A. (hereinafter “Eni”) has launched the “Geoscience for Energy - Eni Master School (GEMS)” 4th edition to provide - through Eni Corporate University S.p.A. (“ECU”) and Eni International Resources Ltd (Italian Branch) (“EIRL”) - young people with an integrated vision of the world of Geosciences and the exploration cycle, with knowledge and skills ranging from those of the energy industry to those related to the new scenarios of technological and digital innovation, with a focus on transversal skills (project management, team working, communication skills, etc.).

The training program is designed to specialize young people in the field of Geosciences, covering cross-sectionally modeling, analysis and data interpretation, so they can contribute actively to the process of energy transition in the industry. The GEMS has a duration of **9 months** and will be held entirely in English in the company facilities, in the ECU headquarters in San Donato Milanese (MI). The training program includes a multidisciplinary program with lectures held by Eni managers and experts and specialists from the national and international academic scene in the field of Geosciences.

PROGRAM

The GEMS will start with a period of skills alignment aimed at balancing the different backgrounds of the participants and will include a program of classroom lectures, studies and experiences applied to real cases, geological and geophysical field activities and elaboration of a final exploration project. The program is divided into the following modules:

- Alignment module (optional);
- Energy Transition module;
- Geophysics module;
- Geology module;
- Energy Exploration module;
- Energy policies/Big Data/Data Science.

PARTICIPANTS AND REQUIREMENTS

At the end of the selection process **20 students** will be admitted to the Master’s program. Candidates with the following requirements will be invited to participate in the selection process:

- Master’s Degree in one of the following degree classes, or the equivalent degree obtained abroad, obtained **no later than October 30th, 2026**:

- Physics (LM-17)
- Aerospace Engineering (LM-20)
- Civil Engineering (LM-23)
- Telecommunication Engineering (LM-27)
- Energy Engineering (LM-30)
- Computer Engineering (LM-32)
- Mechanical Engineering (LM-33)
- Environmental Engineering (LM-35)
- Mathematics (LM-40)
- Mathematical-Physical Modeling for Engineering (LM-44)
- Geological Sciences and Technologies (LM-74)
- Sciences and Technologies for the Environment and Territory (LM-75)
- Geophysical Sciences (LM-79)

- final grade of the Master’s Degree not under 100/110, or equivalent for foreign degrees. Candidates who will obtain their degree between the deadline of this call for applications (August 10th, 2026, for applicants with international qualifications, or August 25th, 2026, for applicants with Italian qualifications) and October 30th, 2026 must have a weighted average of the exams equal to or higher than 27/30 or equivalent for foreign degrees.

- not have reached the age of 29 by 31/12/2026
- excellent knowledge of English. For foreign candidates, a good knowledge of the Italian language will be considered a preferential requirement
- Italian citizenship or citizenship of one of the countries of the European Union or a residence permit valid for the entire duration of the Master’s program.

APPLICATION FORM, SELECTIONS, DURATION OF THE MASTER COURSE

The deadline for submitting applications is August 25th, 2026, for applicants with Italian qualifications, and August 10th, 2026, for applicants with international qualifications. Participants meeting the requirements set out in this Call for Applications (“Call”) will be selected through technical and aptitude tests held by Eni which will be held remotely in the first half of September 2026. The dates and instructions related to the selection process will be communicated to the candidates via email closer to the selection period.

During the selection process, Eni may require candidates to complete and sign a compliance declaration and may carry out specific checks on them in accordance with its internal policies and

procedures, in order to verify that they meet the integrity and ethical requirements established by its internal regulations.

Only applications from those who have correctly followed the instructions indicated in this Call will be considered. Failure to submit even one of the documents, within the timeframe and in the manner indicated in this Call, will automatically exclude the candidate from the selection process.

Eni will assess the possibility of accepting candidates for the Master's program who have already taken part in previous selection processes. Candidates from specific countries of interest to the energy sector may also participate in the Master's program. Candidates admitted to the Master's program will be informed individually in writing by ECU.

Classes will start on November 2nd, 2026. Given the different professionals involved, Eni will provide participants with an online alignment course, not compulsory but highly recommended, to be attended before the start of the Master in the second half of October. Eni reserves the right to evaluate, at its sole discretion, hiring into the company students who have successfully completed the Master.

FINANCIAL SUPPORT

For the entire duration of the Master, Eni will provide scholarships worth **1,500** (one thousand five hundred/00) euros gross per month to all the participants. The payment of a registration fee for the Master is not foreseen. Eni will also provide:

- learning material
- company canteen
- tutorship

HOW TO APPLY

The application must be submitted online (professional opportunity "32830 GEMS Geoscience for Energy - Eni Master School – 4th edition") on eni.com/Careers by filling in all the sections of the form and attaching **in one single file**:

- an updated curriculum vitae containing the following information:
 - date and place of birth
 - type of degree with an indication of the class of Master's Degree (for degrees awarded in Italy) or equivalent degree awarded abroad
 - grade and year of achievement of the Master's Degree
 - citizenship
 - residence

- a substitute declaration of certification pursuant to articles 46 and 47 of Presidential Decree 445 of 12.28.2000 according to Italian law, made available to the student by the University, indicating the list of all exams taken, with the relative grade and number of credits achieved within the Master's Degree program by the closing date of the call for applications;
- a valid identity document (passport or identity card);
- in case of non-EU citizenship, a copy of the residence permit valid for the entire duration of the Master's program.

Those who, on the date of expiry of this call for applications (August 10th, 2026 or August 25th, 2026), have not yet formally obtained a Master's Degree in one of the degree classes listed above, must also attach a self-declaration indicating:

- weighted average of exams;
- presumed final grade (estimated);
- expected date of graduation.

Should these candidates successfully pass the selection process, they will be conditionally admitted to the GEMS. Admission to the Master's program, with the related scholarship, would be confirmed only after the evidence of the achievement of the degree by October 30th, 2026 with a grade equal or higher than 100/110 or equivalent for foreign degrees.

This evidence must be provided by October 30th, 2026 to Eni and its Companies in a manner that will be agreed between the parties, otherwise the candidate will be automatically excluded from the selection process.

MASTER'S INTERRUPTION AND SCHOLARSHIP RESTITUTION CONDITIONS

If a participant quits the Master's program while it is still ongoing, due to his/her unjustified responsibility, he/she will be required to refund the monthly installments of the scholarship already used according to the modalities that will be agreed with Eni. Eni will interrupt the delivery of the Master, with the obligation of the participant to return the months of scholarship already used, in the following cases:

- presentation of untruthful certificates/self-certifications/declarations;
- absence of residence permit;
- non-compliance with the instructions given by Eni for the attendance of the Master.

Furthermore, admission to the Master and the provision of the scholarship may be revoked at discretion (with consequent obligation to return any amount already paid/received) if, during the Master's program, the integrity and ethical requirements defined by Eni, in accordance with its internal regulations, cease to be met.

PRIVACY INFORMATION NOTICE

Pursuant to the Regulation (EU) 2016/679 ("**GDPR**"), Eni S.p.A. (hereinafter the "**Company**" or the "**Data Controller**") provides you ("**Data Subject**") with information on the processing of your personal data ("**Personal Data**") carried out in connection with the submission of your application to the Master through the website eni.com/careers, as well as your possible participation in the Master.

In particular, the processing of your Personal Data in connection with the submission of your application to the Master is regulated by the privacy policy provided on the website eni.com/careers, at the bottom of the application form for the Master. Please find below the information concerning the processing of your Personal Data related to the performance of the selection tests and your possible participation in the Master.

1. Data Controller

The Data Controller is Eni S.p.A., with registered office in Rome, Piazzale Enrico Mattei 1, 00144, VAT no. 00905811006.

2. Data protection officer

For any information about the processing of your Personal Data, it is possible to apply to the data protection officer ("**DPO**") designated by the Company, by sending an e-mail to the following address: dpo@eni.com.

3. Personal Data processed

The object of the processing is your common Personal Data provided by you or collected by the Data Controller during the selection tests, as well as during your possible participation in the Master.

4. Purposes of the processing

Your Data is processed for the following purposes ("**Purposes**"):

- a) to fulfil the obligations imposed on the Data Controller by laws or regulations and to comply with requests from public authorities;
- b) to carry out the selection tests and, in the event of admission to the Master, to manage and allow (also by means of communications) your participation in the Master, as well as your access to the economic supports and other services provided for by the Call for applications (e.g. participation in the preparatory online course, disbursement of the scholarship, use of the company canteen, etc.);
- c) in the context of exceptional transactions involving a merger, sale or business unit transfer, to carry out the activities preparatory to such operations, including due diligence processes;

- d) to ascertain, exercise, defend a right of the Controller and/or of third parties, both in and out of court.

5. Legal basis

Various reasons underlie the processing of your Personal Data. In particular:

- the processing of your Personal Data for the Purpose referred to in paragraph 4, lt. a) is based on the need to comply with legal obligations or a request from the authorities (in accordance with the legal basis referred to in Article 6(1)(c) GDPR);
- the processing of Your Personal Data for the Purpose referred to in paragraph 4, lt. b) is based on the need to follow up on Your request to participate in the Master by carrying out the selection tests, as well as to manage and ensure Your eventual participation in the Master (in accordance with the legal basis referred to in Article 6(1)(b) GDPR);
- the processing of Your Personal Data for the Purposes referred to in paragraph 4, lt. c) and d), is carried out on the basis of the legitimate interests of the Company in pursuing its commercial activities and safeguarding its rights (in accordance with the legal basis referred to in Art. 6(1)(f) GDPR).

The refusal to provide the Personal Data for such Purposes will result in your inability to participate in the Master.

6. Means of the processing

Your Personal Data may be processed with the aid of electronic or automated systems, managed through tools that ensure security and confidentiality, and will include every operation or set of operations necessary for the processing.

7. Persons authorized to process and recipients of Personal Data

Your Personal Data are processed by personnel appointed by the Data Controller to pursue the Purposes, as persons authorized to process. The Personal Data may be disclosed by the Data Controller to the following categories of recipients, solely for the Purposes:

- other companies controlled by Eni S.p.A.;
- ECU - Eni Corporate University S.p.A. - and EIRL – Eni International Resources Ltd (Italian Branch) -, who provide the Data Controller with – respectively - educational and selection services for the Master;
- professional and advisory firms engaged in connection with ordinary business and litigation;
- oversight/supervisory bodies;
- IT service providers;
- audit firms;

- public authorities, where requested by them or where required by law.

With respect to your Personal Data disclosed to them, recipients in the above categories may operate as data processors (in which case they will receive appropriate instructions from the Data Controller) or as independent data controllers.

Personal Data will not be disseminated, unless required by law.

8. Transfer of Personal Data outside the European Economic Area

Where this serves the Purposes, Personal Data might also be transferred abroad to companies based outside the European Economic Area (“**EEA**”). Some of the jurisdictions outside the EEA might not guarantee the same level of Personal Data protection guaranteed within the EEA. In this case, the Data Controller undertakes to regulate the transfer and subsequent processing of the Personal Data through the Standard Contractual Clauses provided by the European Commission and to adopt every other safeguard required by article 46 GDPR if it is not possible to use one of the derogations listed in article 49 GDPR.

9. Storage of Personal Data

Your Personal Data will be kept for the time necessary to fulfil the Purposes and will be deleted thereafter. In particular, your Personal Data will be kept for the entire duration of the selection tests and of the Master (9 months) and, thereafter, for the time necessary to perform the activities related thereto (e.g. issuing certificates, participation in the closing ceremony, etc).

However, your Personal Data may be kept for a later period in case of possible litigations, requests by the competent authorities, as well as in case of possible needs of further storage under applicable laws.

10. Rights of data subjects

As Data Subject, you have the following rights concerning your Personal Data collected and processed by the Data Controller for the Purposes:

- obtain confirmation from the Data Controller as to whether or not their Personal Data are being processed, and, where that is the case, access to the following information listed in article 15 GDPR;
- obtain from the Data Controller the rectification of inaccurate Personal Data, or, taking into account the purposes of the processing, have incomplete Personal Data completed in accordance with article 16 GDPR;
- obtain from the Data Controller the erasure of Personal Data, where one of the grounds listed in article 17 GDPR applies;
- obtain from the Data Controller the restriction of processing of Personal Data in the cases listed in article 18 GDPR;

- receive - in a structured, commonly used and machine-readable format - the Personal Data provided to the Data Controller, so that the Data Subject may transmit those data to another data controller without hindrance, in accordance with article 20 GDPR;
- object to the processing of their Personal Data on the basis of their particular situation, unless there are compelling legitimate grounds for the processing that override their interests, rights and freedoms or compelling legitimate grounds for the establishment, exercise or defence of legal claims, in accordance with article 21 GDPR.

You have also the right to revoke any consent you may have provided. Such revocation shall not affect the lawfulness of the processing based on the consent given before the revocation.

These rights may be exercised by emailing the DPO at dpo@eni.com.

Without prejudice to their right to initiate other administrative or judicial proceedings, Data Subjects also have the right to lodge a complaint with the competent supervisory authority (for Italy: Garante per la Protezione dei Dati Personali) if they believe that there has been a breach of their rights with regard to the protection of their Personal Data.