

Meeting and activities of the Nomination Committee in 2024

During 2024, the Nomination Committee met a total of 7 times, with an average attendance of 100%. The average meeting time was approximately 1 hour and 14 minutes. At the invitation of the Chair of the Committee, the Chief Executive Officer and, after informing the CEO, the representatives of the company functions attended individual meetings, with reference to specific items on the agenda. At least one member of the Board of Statutory Auditors participated in each meeting. The documents relating to the items on the agenda were made available to the members of the Committee within the deadlines and in the manner laid down in the Committee's Rules, except in some cases where the deadlines could not be met for reasons of necessity or urgency. In such cases, however, the Chair of the Committee ensured that specific and adequate information was provided during the meeting, inviting, where necessary, representatives of the company structures to represent the issues dealt with and answer any questions, prompting discussion on the topics so that the members of the Committee could act in an informed and conscious manner.

So far, in the current year, as at March 18, 2025, the Committee has met twice and is expected to meet another 5 times by the end of the year.

In 2024, 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;
- reviewed the results of the 2023 Board Review and considered how the 2024 Board Review would be carried out;
- reviewed the issue of appointments of the Company's executive managers and of members of the bodies of subsidiaries for which the Board has competence, giving the Board its evaluations on the appointments of General Managers of Eni SpA and Directors of Eni Plenitude SpA Società Benefit, Versalis SpA and Saipem SpA;
- addressed the issue of the CEO's succession plan, supporting the Board in updating the "contingency plan" put in place for sudden events that may prevent the CEO from performing his duties;
- reviewed the issue of the criteria governing the succession plans of managers with strategic responsibilities and determined that adequate procedures for their succession were in place;
- examined and assessed the criteria for the appointment of Compliance Bodies referred to in the ECG Policy "Compliance Models regarding corporate responsibilities for Subsidiaries of Eni" and related Global Procedure;
- approved the half-year reports for the Board of Directors, concerning the activities carried out during the year.