

TABLE 1 – REMUNERATION PAID TO DIRECTORS, STATUTORY AUDITORS, THE CHIEF EXECUTIVE OFFICER AND GENERAL MANAGER AND OTHER MANAGERS WITH STRATEGIC RESPONSIBILITIES (AMOUNT IN THOUSANDS OF EUROS)

Name and surname	Notes	Position	Period for which the position was held	Expiration of office <sup>(1)</sup>	Fixed remuneration	Remuneration for participation in Committees	Variable non-equity remuneration		Non-monetary benefits	Other remuneration	Total	Fair value of equity-based remuneration	Severance indemnity for end-of-office or termination of employment
							Bonuses and other incentives	Profit sharing					
Board of Directors													
Giuseppe Zafarana	(1)	Chairman	01.01-12.31	2026	500 <sup>(a)</sup>						500		
Claudio Descalzi	(2)	Chief Executive Officer and General Manager	01.01-12.31	2026	1,600 <sup>(a)</sup>		4,231 <sup>(b)</sup>		28 <sup>(c)</sup>		5,859	2,381	
Raphael Louis L. Vermeir	(3)	Director	01.01-12.31	2026	80 <sup>(a)</sup>	105 <sup>(b)</sup>					185		
Elisa Baroncini	(4)	Director	01.01-12.31	2026	80 <sup>(a)</sup>	65 <sup>(b)</sup>					145		
Massimo Belcredi	(5)	Director	01.01-12.31	2026	80 <sup>(a)</sup>	80 <sup>(b)</sup>					160		
Roberto Ciciani	(6)	Director	01.01-12.31	2026	80 <sup>(a)</sup>	35 <sup>(b)</sup>					115		
Carolyn Adele Dittmeier	(7)	Director	01.01-12.31	2026	80 <sup>(a)</sup>	90 <sup>(b)</sup>					170		
Federica Seganti	(8)	Director	01.01-12.31	2026	80 <sup>(a)</sup>	100 <sup>(b)</sup>					180		
Cristina Sgubin	(9)	Director	01.01-12.31	2026	80 <sup>(a)</sup>	85 <sup>(b)</sup>					165		
Board of Statutory Auditors													
Rosalba Casiraghi	(10)	Chairwoman	01.01-12.31	2026	85 <sup>(a)</sup>					65 <sup>(b)</sup>	150		
Enrico Maria Bignami	(11)	Statutory Auditor	01.01-12.31	2026	75 <sup>(a)</sup>					67 <sup>(b)</sup>	142		
Marcella Caradonna	(12)	Statutory Auditor	01.01-12.31	2026	75 <sup>(a)</sup>						75		
Giulio Palazzo	(13)	Statutory Auditor	01.01-12.31	2026	75 <sup>(a)</sup>						75		
Andrea Parolini	(14)	Statutory Auditor	01.01-12.31	2026	75 <sup>(a)</sup>						75		
Managers with Strategic Responsibilities <sup>(**)</sup>													
Guido Brusco	(15)	Chief Operating Officer Global Natural Resources	01.01-12.31		846 <sup>(a)</sup>		1,135 <sup>(b)</sup>		13 <sup>(c)</sup>		1,994	329	
Giuseppe Ricci	(16)	Chief Operating Officer Energy Evolution	01.01-09.30		564 <sup>(a)</sup>		1,305 <sup>(b)</sup>		12 <sup>(c)</sup>		1,881	374	
Francesco Gattei	(17)	Chief Operating Officer Chief Transition & Financial Officer	10.01-12.31		258 <sup>(a)</sup>		1,483 <sup>(b)</sup>		5 <sup>(c)</sup>		1,746	395	
Other MSRs	(18)	Remuneration in the company that prepares the Financial Statements			12,241		14,898		403	90	27,632	4,285	
		Remuneration from subsidiaries and associates											
		Total			12,241 <sup>(a)</sup>		14,898 <sup>(b)</sup>		403 <sup>(c)</sup>	90 <sup>(d)</sup>	27,632	4,285	
					16,954	560	23,052		461	222	41,249	7,764	

(\*) The office will expire with the Shareholders' Meeting called to approve the Financial Statements as at December 31, 2025.

(\*\*) Executives who were permanent members of the Company's Management Committee during the year together with the Chief Executive Officer, or who reported directly to the CEO (twenty four executives).

1. **Giuseppe Zafarana - Chairman of the Board of Directors**  
(a) The amount includes: (i) the fixed remuneration set by the Shareholders' Meeting of May 10, 2023, equal to €90 thousand; (ii) the fixed remuneration for the delegated powers approved by the Board of Directors for the 2023-2026 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 2020-2023 term equal to €600 thousand; (ii) the fixed remuneration for the position of General Manager set for the 2023-2026 term, equal to €1,000 thousand. To this amount is 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 €17.4 thousand.  
(b) The amount includes (i) the annual portion of the 2025 STI plan accrued in 2024, in the amount of €1,997 thousand, for Eni's performance achieved in 2024 and (ii) the deferred portion of the STI plan awarded in 2022, accrued in relation to the performance achieved in the 2022-2024 period, in the amount of €2,234 thousand.  
(c) The amount includes the taxable value of insurance and welfare coverage, complementary pensions and the car for business and personal use.
3. **Raphael Louis L. Vermeir - Director**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.  
(b) The amount includes the remuneration established by the Board of Directors for participation on Board Committees, in particular: €70 thousand for the Control and Risk Committee and €35 thousand for the Remuneration Committee.
4. **Elisa Baroncini - Director**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.  
(b) The amount includes the remuneration established by the Board of Directors for participation on Board Committees, in particular: €35 thousand for the Sustainability and Scenarios Committee and €30 thousand for the Appointments Committee.
5. **Massimo Belcredi - Director**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.  
(b) The amount includes the remuneration established by the Board of Directors for participation on Board Committees, in particular: €50 thousand for the Remuneration Committee and €30 thousand for the Appointments Committee.
6. **Roberto Ciciani - Director**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.  
(b) The amount includes the remuneration established by the Board of Directors for participation on Board Committees, in particular: €35 thousand for the Sustainability and Scenarios Committee.
7. **Carolyn Adele Dittmeier - Director**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.  
(b) The amount includes the remuneration established by the Board of Directors for participation on Board Committees, in particular: €50 thousand for the Control and Risk Committee and €40 thousand for the Appointments Committee.
8. **Federica Seganti - Director**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.  
(b) The amount includes the remuneration established by the Board of Directors for participation on Board Committees, in particular: €50 thousand for the Control and Risk Committee and €50 thousand for the Sustainability and Scenarios Committee.
9. **Cristina Sgubin - Director**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.  
(b) The amount includes the remuneration established by the Board of Directors for participation on Board Committees, in particular: €50 thousand for the Control and Risk Committee and €35 thousand for the Remuneration Committee.
10. **Rosalba Casiraghi - Chairwoman of the Board of Statutory Auditors**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.  
(b) The amount corresponds to the remuneration for serving on the Supervisory Body.
11. **Enrico Maria Bignami - Statutory Auditor**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.  
(b) The amount corresponds to the remuneration for the positions held on the boards of statutory auditors of subsidiaries or associates and, in particular: €45 thousand at Eni Mediterranea Idrocarburi SpA; €22.2 thousand at ENIBIOCH4IN SpA.
12. **Marcella Caradonna - Statutory Auditor**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
13. **Giulio Palazzo - Statutory Auditor**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
14. **Andrea Parolini - Statutory Auditor**  
(a) The amount corresponds to the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
15. **Guido Brusco - Chief Operating Officer Global Natural Resources**  
(a) The amount corresponds to Gross Annual Salary. To this amount is 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 €15.8 thousand.  
(b) The amount includes (i) the annual portion of the 2025 STI Plan accrued in 2024, in the amount of €621 thousand, based on the assumption of individual performance at target in 2024 (given the unavailability of verified performance data at the date of approval of the Report) and (ii) the deferred portion of the STI Plan awarded in 2022, accrued in relation to performance achieved in the 2022-2024 period, for a total amount of €414 thousand.  
(c) The amount includes the taxable value of insurance and welfare coverage, complementary pension and the car for business and personal use for the period of office.
16. **Giuseppe Ricci - Chief Operating Officer Energy Evolution**  
(a) The amount corresponds to Gross Annual Salary pro-rata for the period during which the position of Chief Operating Officer was held. To this amount is added the indemnities due for transfers over the same period, 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 €4.9 thousand.  
(b) The amount includes (i) the annual portion of the 2025 STI Plan accrued in 2024, in the amount of €556 thousand, based on the assumption of individual performance at target in 2024 (given the unavailability of verified performance data at the date of approval of the Report) and (ii) the deferred portion of the STI Plan awarded in 2022, accrued in relation to performance achieved in the 2022-2024 period, for a total amount of €599 thousand.  
(c) The amount includes the taxable value of insurance and welfare coverage, complementary pension and the car for business and personal use for the period of office.
17. **Francesco Gattei - Chief Operating Officer, Chief Transition & Financial Officer**  
(a) The amount corresponds to Gross Annual Salary pro-rata for the period during which the position of Chief Operating Officer was held. To this amount is 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 €1.4 thousand.  
(b) The amount includes (i) the annual portion of the 2025 STI Plan accrued in 2024, in the amount of €636 thousand, based on the assumption of individual performance at target in 2024 (given the unavailability of verified performance data at the date of approval of the Report) and (ii) the deferred portion of the STI Plan awarded in 2022, accrued in relation to performance achieved in the 2022-2024 period, for a total amount of €597 thousand.  
(c) The amount includes the taxable value of insurance and welfare coverage, complementary pension and the car for business and personal use for the period of office.
18. **Other Managers with Strategic Responsibilities**  
(a) The amount corresponds to total Gross Annual Salary. The amount 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 €171 thousand.  
(b) The amount includes (i) the annual portions of the 2025 STI Plan accrued in 2024, for a total amount of €6,989 thousand, based on the assumption of individual performance at target in 2024 (given the unavailability of verified performance data at the date of approval of the Report) and (ii) the deferred portions of the STI Plan awarded in 2022, accrued in relation to performance achieved in the 2022-2024 vesting period, for an amount of €6,359 thousand.  
(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 Company's Supervisory Body and for the Manager responsible for the preparation of the Company's financial statements (FRO).