

REMUNERATION ACCRUED TO DIRECTORS, STATUTORY AUDITORS, THE CHIEF EXECUTIVE OFFICER AND GENERAL MANAGER, CHIEF OPERATING OFFICERS AND OTHER MANAGERS WITH STRATEGIC RESPONSIBILITIES
(amounts in thousands of euros)

Name	Notes	Position	Period for which the position was held	Expiration of office ^(*)	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													
Lucia Calvosa	(1)	Chairwoman	01.01-12.31	2023	500 ^(a)				3 ^(b)		503		
Claudio Descalzi	(2)	CEO/General manager	01.01-12.31	2023	1,600 ^(a)		4,193 ^(b)		31 ^(c)		5,824	1,666	
Ada Lucia De Cesaris	(3)	Director	01.01-12.31	2023	80 ^(a)	90 ^(b)					170		
Filippo Giansante	(4)	Director	01.01-12.31	2023	80 ^(a)	35 ^(b)					115		
Pietro Angelo Guindani	(5)	Director	01.01-12.31	2023	80 ^(a)	100 ^(b)					180		
Karina Litvack	(6)	Director	01.01-12.31	2023	80 ^(a)	85 ^(b)					165		
Emanuele Piccinno	(7)	Director	01.01-12.31	2023	80 ^(a)	65 ^(b)					145		
Nathalie Tocci	(8)	Director	01.01-12.31	2023	80 ^(a)	135 ^(b)					215		
Raphael Louis L. Vermeir	(9)	Director	01.01-12.31	2023	80 ^(a)	120 ^(b)					200		
Board of Statutory Auditors													
Rosalba Casiraghi	(10)	Chairwoman	01.01-12.31	2023	85 ^(a)					65 ^(b)	150		
Enrico Maria Bignami	(11)	Statutory auditor	01.01-12.31	2023	75 ^(a)					49 ^(b)	124		
Marcella Caradonna	(12)	Statutory auditor	01.01-12.31	2023	75 ^(a)						75		
Giovanna Ceribelli	(13)	Statutory auditor	01.01-12.31	2023	75 ^(a)						75		
Marco Seracini	(14)	Statutory auditor	01.01-12.31	2023	75 ^(a)					131 ^(b)	206		
Managers with strategic responsibilities ^(**)													
Alessandro Puliti	(15)	Chief Operating Officer Natural Resources	01.01-02.06		88 ^(a)		445 ^(b)		1 ^(c)		534	155	385 ^(d)
Guido Brusco	(16)	Chief Operating Officer Natural Resources	02.07-12.31		594 ^(a)		770 ^(b)		11 ^(c)		1,375	140	
Giuseppe Ricci	(17)	Chief Operating Officer Energy Evolution	01.01-12.31		715 ^(a)		999 ^(b)		13 ^(c)		1,727	249	
Other MSRs	(18)	Remuneration in the company that prepares the Financial Statements			10,106		12,963		299	120	23,488	2,560	6,689
		Remuneration from subsidiaries and associates											
		Total			10,106 ^(a)		12,963 ^(b)		299 ^(c)	120 ^(d)	23,488	2,560	6,689 ^(e)
					14,548	630	19,370		358	365	35,271	4,770	7,074

Notes

- (*) The office will expire with the Shareholders' Meeting called to approve the Financial Statements as at December 31, 2022.
- (**) Managers 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-three managers).
- (1) **Lucia Calvosa - Chairwoman of the Board of Directors**
 - (a) The amount includes: (i) the fixed remuneration of €90 thousand set by the Shareholders' Meeting of May 13, 2020; (ii) the fixed remuneration of €410 thousand for the delegated powers approved by the Board for the 2020-2023 term.
 - (b) The amount includes the taxable value of insurance and welfare coverage set by the Board of Directors for the 2020-2023 term, as from January 1st, 2021.
 - (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 2020-2023 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 €19.5 thousand.
 - (b) The amount includes (i) the annual portion of the 2023 STI plan earned in 2022, in the amount of €2,059 thousand, for Eni's performance achieved in 2022 and (ii) the deferred portion of the STI plan awarded in 2020, accrued in relation to the performance achieved in the 2020-2022 vesting period, in the amount of €2,134 thousand.
 - (c) The amount includes the taxable value of insurance and welfare coverage, complementary pensions and the car for business and personal use.
 - (3) **Ada Lucia De Cesaris - Director**
 - (a) The amount corresponds to annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (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; €40 thousand for the Nomination Committee.
 - (4) **Filippo Giansante - Director**
 - (a) The amount corresponds to annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (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.
 - (5) **Pietro Angelo Guindani - Director**
 - (a) The amount corresponds to fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (b) The amount includes the remuneration set by the Board of Directors for participating in the Committees, and in particular: €70 thousand for the Control and Risk Committee; €30 thousand for the Nomination Committee.
 - (6) **Karina Litvack - Director**
 - (a) The amount corresponds to fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (b) The amount includes the remuneration set by the Board of Directors for participating in the Committees, and in particular: €35 thousand for the Remuneration Committee; €50 thousand for the Sustainability and Scenario Committee.
 - (7) **Emanuele Piccinno - Director**
 - (a) The amount corresponds to annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (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.
 - (8) **Nathalie Tocci - Director**
 - (a) The amount corresponds to annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (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; €50 thousand for the Remuneration Committee; €35 thousand for the Sustainability and Scenario Committee.
 - (9) **Raphael Louis L. Vermeir - Director**
 - (a) The amount corresponds to annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (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; €35 thousand for the Sustainability and Scenario Committee.
 - (10) **Rosalba Casiraghi - Chairwoman of the Board of Statutory Auditors**
 - (a) The amount corresponds to fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (b) The amount corresponds to the remuneration for serving on the Watch Structure.
 - (11) **Enrico Maria Bignami - Statutory Auditor**
 - (a) The amount corresponds to fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (b) The amount corresponds to the remuneration for the positions held on the boards of statutory auditors of subsidiaries or associates and, in particular: € 31.4 thousand at Eni Mediterranea Idrocarburi SpA; €18 thousand at ENIBIOCH4IN SpA.
 - (12) **Marcella Caradonna - Statutory Auditor**
 - (a) The amount corresponds to fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (13) **Giovanna Ceribelli - Statutory Auditor**
 - (a) The amount corresponds to fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (14) **Marco Seracini - Statutory Auditor**
 - (a) The amount corresponds to fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
 - (b) The amount includes remuneration for serving as Statutory Auditor on the Boards of subsidiaries or associated companies and in particular: €30.6 thousand in Versalis SpA; €13.6 thousand in Eni Angola SpA; €12 thousand in Evolvere SpA; €45 thousand in TTPC SpA; €30 thousand in Eni Fuel SpA.
 - (15) **Alessandro Puliti - Chief Operating Officer Natural Resources**
 - (a) The amount corresponds to Gross Annual Salary up to the date of termination of employment.
 - (b) The amount corresponds to the portions paid of the deferred incentives awarded, for a total amount of €445 thousand, provided for in the Plan Regulations in cases of consensual termination of employment.
 - (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.
 - (d) The amount corresponds to the severance indemnities provided for by law.
 - (16) **Guido Brusco - Chief Operating Officer - Natural Resources**
 - (a) The amount corresponds to Gross Annual Salary. 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 €11.8 thousand.
 - (b) The amount includes (i) the annual portion of the 2023 STI Plan earned in 2022, in the amount of €518 thousand, based on the assumption of individual performance at target in 2022 (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 2020, accrued in relation to performance achieved in the 2020-2022 vesting period, for a total amount of €152 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) **Giuseppe Ricci - Chief Operating Officer Energy Evolution**
 - (a) The amount corresponds to Gross Annual Salary. 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 €8 thousand.
 - (b) The amount includes (i) the annual portion of the 2023 STI Plan earned in 2022, in the amount of €531 thousand, based on the assumption of individual performance at target in 2022 (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 2020, accrued in relation to performance achieved in the 2020-2022 vesting period, for a total amount of €418 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 €143 thousand.
 - (b) The amount includes (i) the annual portions of the 2023 STI Plan accrued in 2022, for a total amount of €5,922 thousand, based on the assumption of individual performance at target in 2022 (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 2020, accrued in relation to performance achieved in the 2020-2022 vesting period, for an amount of €4,494 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).
 - (e) The amount includes (i) voluntary redundancy incentives provided for in Eni policies within the limits of the protections of the national collective bargaining agreement for Managers, for a total amount of €6,525 thousand and (ii) the severance indemnities provided for by law, for a total amount of €163.7 thousand. In addition to this amount is the consideration allocated for non-compete agreements, with a maximum duration of one year, for a total amount of €2,655 thousand, conditional on fulfilment of the obligations defined.