

Meeting and activities of the Nomination Committee in 2023

During 2023, the Nomination Committee met a total of 6 times (2 meetings were held by the Committee in office until May 10, 2023 and 4 meetings by the Committee in office from May 11, 2023), with an average attendance of 100%. The average meeting time was approximately 1 hour and 20 minutes.

At the invitation of the Chairman of the Committee, the Chairman of the Board of Directors 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 usually made available to the members of the Committee within the deadlines and in the manner laid down in the Committee's Rules, except in limited cases where the deadlines could not be met for reasons of necessity or urgency. In such cases, however, the Chairman 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.

The Committee in Office until May 10, 2023:

- 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 2022 Board Review and the Guidelines to shareholders on the qualitative and quantitative composition of the new Board of Directors;
- reviewed the issue of appointments of members of the bodies of subsidiaries for which the Board has reserved the right, giving the Board its evaluations on the appointments of Directors of Eni Plenitude S.p.A. Società Benefit, Eni International BV and Saipem S.p.A. and the appointment of the Statutory Auditors of Saipem S.p.A.

The Committee in office from May 11, 2023:

- 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;
- conducted the preliminary investigation for the appointment of an external consultant for the Board Review for the 2023-2026 three-year period;
- reviewed the issue of the appointment of members of the Company's bodies and the bodies of the subsidiaries for which the Board has reserved the right, giving the Board its assessments on the appointments for the renewal of the 231 Supervisory Body of Eni S.p.A. and for the appointment of a Director of Eni International BV and a Director of Versalis S.p.A.;
- conducted a specific in-depth study on the tasks of the Nomination Committee in support of the Board of Directors, as defined by the Committee's Rules.