



GRAZIA FIMIANI

Director Integrated Risk Management

Born in Salerno in 1970, she was appointed Director of Integrated Risk Management at Eni on January 1st, 2021.

Experience

Having graduated with honors in Economics and Commerce from Sapienza University in Rome, she joined Eni in 1996, following a brief experience in the financial sector.

At Eni, she began her professional career in the Human Resources department, by gaining transversal experience on the processes of Organizational Management, HR Planning and Development.

She then went on to management roles in International Business, in particular in the Gas & Power sector, acquiring increasing responsibilities until she took on the role of HR Business Partner in the Gas & Power division.

During this period, she coordinated and managed aspects of Human Resources related to business development projects, with particular reference to the integration of entities/companies subject to acquisition at European level and to the re-engineering of business processes, required by the growing exposure of the sector to the dynamics of market.

In 2014 she was appointed Head of Human Resources and Organization of Eni reporting to the Chief Services & Stakeholder Relations Officer and, from July 2020, as the Human Capital & Procurement Coordination Director.

In this role she coordinated central functions of the Organization Management, HR Development, Industrial Relations and all the activities related to HR Business Partner in several Eni Business areas (Natural Resources, Energy Evolution, Support Functions), as well as the Excellence Centers focused on Recruitment and Training (Eni International Resources and Eni Corporate University).

From 2016 to June 2021 she was a standing member, representing Eni in the Executive Committee of Valore D.

She participated in sessions of *'In The Boardroom 4.0 – Eighth Class'* executive training program for Board members.

In October 2022, as Eni representative, she was appointed Council Member of World Business Council for Sustainable Development.

She is currently member of Boards of Directors of Versalis and Eni Trading & Biofuels, as well as of Eni Foundation.