

**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>(*)</sup>	Fixed remuneration	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					
<b>Board of Directors</b>												
Lucia Calvosa	(1)	Chairwoman	01.01-05.10	2023	180 <sup>(a)</sup>			2 <sup>(b)</sup>		182		
Giuseppe Zafarana	(2)	Chairman	05.10-12.31	2026	320 <sup>(a)</sup>					320		
Claudio Descalzi	(3)	Chief Executive Officer and General Manager	01.01-12.31	2026	1,600 <sup>(a)</sup>	4,514 <sup>(b)</sup>		32 <sup>(c)</sup>		6,146	2,068	
Ada Lucia De Cesaris	(4)	Director	01.01-05.10	2023	29 <sup>(a)</sup>	32 <sup>(b)</sup>				61		
Filippo Giansante	(5)	Director	01.01-05.10	2023	28 <sup>(a)</sup>	12 <sup>(b)</sup>				40		
Pietro Angelo Guindani	(6)	Director	01.01-05.10	2023	29 <sup>(a)</sup>	36 <sup>(b)</sup>				65		
Karina Litvack	(7)	Director	01.01-05.10	2023	29 <sup>(a)</sup>	31 <sup>(b)</sup>				60		
Emanuele Piccinno	(8)	Director	01.01-05.10	2023	29 <sup>(a)</sup>	23 <sup>(b)</sup>				52		
Nathalie Tocci	(9)	Director	01.01-05.10	2023	29 <sup>(a)</sup>	49 <sup>(b)</sup>				78		
Raphael Louis L. Vermeir	(10)	Director	01.01-12.31	2026	80 <sup>(a)</sup>	110 <sup>(b)</sup>				190		
Elisa Baroncini	(11)	Director	05.10-12.31	2026	51 <sup>(a)</sup>	42 <sup>(b)</sup>				93		
Massimo Belcredi	(12)	Director	05.10-12.31	2026	51 <sup>(a)</sup>	51 <sup>(b)</sup>				102		
Roberto Ciciani	(13)	Director	05.10-12.31	2026	51 <sup>(a)</sup>	22 <sup>(b)</sup>				73		
Carolyn Adele Dittmeier	(14)	Director	05.10-12.31	2026	51 <sup>(a)</sup>	58 <sup>(b)</sup>				109		
Federica Seganti	(15)	Director	05.10-12.31	2026	51 <sup>(a)</sup>	64 <sup>(b)</sup>				115		
Cristina Sgubin	(16)	Director	05.10-12.31	2026	51 <sup>(a)</sup>	54 <sup>(b)</sup>				105		
<b>Board of Statutory Auditors</b>												
Rosalba Casiraghi	(17)	Chairwoman	01.01-12.31	2026	85 <sup>(a)</sup>				65 <sup>(b)</sup>	150		
Enrico Maria Bignami	(18)	Statutory Auditor	01.01-12.31	2026	75 <sup>(a)</sup>				63 <sup>(b)</sup>	138		
Marcella Caradonna	(19)	Statutory Auditor	01.01-12.31	2026	75 <sup>(a)</sup>					75		
Giovanna Ceribelli	(20)	Statutory Auditor	01.01-05.10	2023	27 <sup>(a)</sup>					27		
Marco Seracini	(21)	Statutory Auditor	01.01-05.10	2023	27 <sup>(a)</sup>				109 <sup>(b)</sup>	136		
Giulio Palazzo	(22)	Statutory Auditor	05.10-12.31	2026	48 <sup>(a)</sup>					48		
Andrea Parolini	(23)	Statutory Auditor	05.10-12.31	2026	48 <sup>(a)</sup>					48		
<b>Managers with Strategic Responsibilities<sup>(**)</sup></b>												
Guido Brusco	(24)	Chief Operating Officer Natural Resources	01.01-12.31		765 <sup>(a)</sup>	818 <sup>(b)</sup>		15 <sup>(c)</sup>		1,598	225	
Giuseppe Ricci	(25)	Chief Operating Officer Energy Evolution	01.01-12.31		766 <sup>(a)</sup>	1.160 <sup>(b)</sup>		16 <sup>(c)</sup>		1,942	311	
		<i>Remuneration in the company that prepares the Financial Statements</i>			11,326	13,283		381	104	25,094	3,732	
Altri DIRS	(26)	<i>Remuneration from subsidiaries and associates</i>										
<b>Total</b>					<b>11,326<sup>(a)</sup></b>	<b>13,283<sup>(b)</sup></b>		<b>381<sup>(c)</sup></b>	<b>104<sup>(d)</sup></b>	<b>25,094</b>	<b>3,732</b>	
					<b>15,901</b>	<b>584</b>	<b>19,775</b>	<b>446</b>	<b>358</b>	<b>37,064</b>	<b>6,336</b>	

(\*) For Directors appointed for the 2023-2026 term, 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) Lucia Calvosa - Chairwoman of the Board of Directors**

(a) The amount includes: (i) the pro-rata portion of fixed remuneration of set by the Shareholders' Meeting of May 13, 2020, equal to €32.3 thousand; (ii) the pro-rata portion of fixed remuneration for the delegated powers approved by the Board for the 2020-2023 term, equal to €147.4 thousand.

(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 1, 2021.

**(2) Giuseppe Zafarana - Chairman of the Board of Directors**

(a) The amount includes: (i) the pro-rata portion of fixed remuneration of set by the Shareholders' Meeting of May 10, 2023, equal to €57.8 thousand; (ii) the pro-rata portion of fixed remuneration for the delegated powers approved by the Board for the 2023-2026 term, equal to €261.9 thousand.

**(3) 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 executives and the Company's complementary agreements for an amount of €17.7 thousand.
- (b) The amount includes (i) the annual portion of the 2024 STI plan accrued in 2023, in the amount of €2,184 thousand, for Eni's performance achieved in 2023 and (ii) the deferred portion of the STI plan awarded in 2021, accrued in relation to the performance achieved in the 2021-2023 period, in the amount of €2,330 thousand.
- (c) The amount includes the taxable value of insurance and welfare coverage, complementary pensions and the car for business and personal use.
- (4) **Ada Lucia De Cesaris - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €18 thousand for the Control and Risk Committee and €14.4 thousand for the Appointments Committee.
- (5) **Filippo Giansante - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €12.4 thousand for the Sustainability and Scenarios Committee.
- (6) **Pietro Angelo Guindani - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €25.3 thousand for the Control and Risk Committee and €10.8 thousand for the Appointments Committee.
- (7) **Karina Litvack - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €12.6 thousand for the Remuneration Committee and €18.1 thousand for the Sustainability and Scenarios Committee.
- (8) **Emanuele Piccino - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €12.6 thousand for the Sustainability and Scenarios Committee and €10.8 thousand for the Appointments Committee.
- (9) **Nathalie Tocci - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €18.1 thousand for the Control and Risk Committee, €18.1 thousand for the Remuneration Committee and €12.6 thousand for the Sustainability and Scenarios Committee.
- (10) **Raphael Louis L. Vermeir - Director**
- (a) The amount corresponds to the sum of the pro-rata amounts of fixed remuneration respectively approved by the Shareholders' Meetings of May 13, 2020 and May 10, 2023.
- (b) The amount includes the remuneration established by the Board of Directors for participation on Board Committees, in particular: €62.8 thousand for the Control and Risk Committee, €35 thousand for the Remuneration Committee and €12.6 thousand for the Sustainability and Scenarios Committee.
- (11) **Elisa Baroncini - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €22.3 thousand for the Sustainability and Scenarios Committee and €19.2 thousand for the Appointments Committee.
- (12) **Massimo Belcredi - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €31.9 thousand for the Remuneration Committee and €19.1 thousand for the Appointments Committee.
- (13) **Roberto Ciciani - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €22.3 thousand for the Sustainability and Scenarios Committee.
- (14) **Carolyn Adele Dittmeier - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €31.9 thousand for the Control and Risk Committee and €25.6 thousand for the Appointments Committee.
- (15) **Federica Seganti - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €31.9 thousand for the Control and Risk Committee and €31.9 thousand for the Sustainability and Scenarios Committee.
- (16) **Cristina Sgubin - Director**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
- (b) The amount includes the pro-rata portion of the remuneration established by the Board of Directors for participation on Board Committees, in particular: €31.9 thousand for the Control and Risk Committee and €22.4 thousand for the Remuneration Committee.
- (17) **Rosalba Casiraghi - Chairwoman of the Board of Statutory Auditors**
- (a) The amount corresponds to the sum of the pro-rata amounts of fixed remuneration respectively approved by the Shareholders' Meetings of May 13, 2020 and May 10, 2023.
- (b) The amount corresponds to the remuneration for serving on the Supervisory Body.
- (18) **Enrico Maria Bignami - Statutory Auditor**
- (a) The amount corresponds to the sum of the pro-rata amounts of fixed remuneration respectively approved by the Shareholders' Meetings of May 13, 2020 and 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; €18 thousand at ENIBIOCH4IN SpA.
- (19) **Marcella Caradonna - Statutory Auditor**
- (a) The amount corresponds to the sum of the pro-rata amounts of fixed remuneration respectively approved by the Shareholders' Meetings of May 13, 2020 and May 10, 2023.
- (20) **Giovanna Ceribelli - Statutory Auditor**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
- (21) **Marco Seracini - Statutory Auditor**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 13, 2020.
- (b) The amount corresponds to the pro-rata portion for positions held on the boards of statutory auditors of subsidiaries or associates and, in particular: €45 thousand at Versalis SpA; €12 thousand at Evolvere SpA; €14.7 thousand at TTPC SpA; €30 thousand at Eni Fuel SpA; €7 thousand at Eni Plenitude Solar & Miniwind srl.
- (22) **Giulio Palazzo - Statutory Auditor**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
- (23) **Andrea Parolini - Statutory Auditor**
- (a) The amount corresponds to the pro-rata portion of the annual fixed remuneration set by the Shareholders' Meeting of May 10, 2023.
- (24) **Guido Brusco - Chief Operating Officer Energy Evolution**
- (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 €14.7 thousand.
- (b) The amount includes: (i) the annual portion of the 2024 STI Plan accrued in 2023, in the amount of €575 thousand, based on the assumption of individual performance at target in 2023 (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 2021, accrued in relation to performance achieved in the 2021-2023 period, for a total amount of €309 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.
- (25) **Giuseppe Ricci - Chief Operating Officer Energy Evolution**
- (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 €7.3 thousand.
- (b) The amount includes: (i) the annual portion of the 2024 STI Plan accrued in 2023, in the amount of €559 thousand, based on the assumption of individual performance at target in 2023 (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 2021, accrued in relation to performance achieved in the 2021-2023 period, for a total amount of €301 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.
- (26) **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 €401 thousand.
- (b) The amount includes: (i) the annual portions of the 2024 STI Plan accrued in 2023, for a total amount of €7,007 thousand, based on the assumption of individual performance at target in 2023 (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 2021, accrued in relation to performance achieved in the 2021-2023 vesting period, for an amount of €3,774 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).