



**Eni launches the “Digital HR: Innovate for growth” challenge
Putting people at the centre of the call for startups
in collaboration with Cariplo Factory**

Interested startups have until 21 December 2019 to take part.

Milan, 20 November 2019 – Involving Eni people on a path of knowledge and growth, nurturing quality relationships between people and between individuals and the company, identifying innovative tools for their management and continuous training. These are the main factors in Eni's call for startups “Digital HR: Innovate for growth” launch, in collaboration with Cariplo Factory, the innovation hub that has been promoting the growth of talent, innovators and high potential Italian startups since 2016. The goal of this call is to choose innovative ideas in three areas of interest to Eni, relating to the engagement and feedback process, digital solutions for relationship management and the continuous training sector. A pioneer in the field of innovation, Eni has decided to be among the first companies to launch an open innovation project in the field of human resources.

The three project areas of interest:

1 ENGAGE YOURSELF, GIVE AND RECEIVE FEEDBACK

Digital solutions in this area relate to innovation for a continuous process of engagement and feedback. These solutions must support HR assessments and decisions through the measurement and analysis of the quality of internal relationships, the organisational network and professional life, and the collection and analysis of feedback on conduct and performance.

2 LET OTHERS KNOW MORE ABOUT YOU

In this context, digital solutions relate to improving relationships between the individual and the company and person/person, through the collection and more effective analysis and presentation of information relating to professional and non-professional experience and skills, motivation and areas of educational and professional interest. The aim is to improve

relationships with other colleagues and the company, at the same time promoting professional and personal development paths.

3 LEARNING and TRAINING

Here digital solutions in the field of continuous training must be aimed at optimising and innovating traditional corporate learning and training processes (e.g. solutions related to “learning in the flow of work”, micro-learning solutions for continuous learning to support upskilling and reskilling, learning platforms and digital solutions that exploit innovative technologies, such as VR and AR, AI, Chatbot and voice/image recognition).

Startups have until 21 December 2019 to join the “Digital HR: Innovate for growth” call and must apply through the website enicallforstartuphrdigital. After the preliminary screening phase, chosen startups will be invited to a Selection Day to be held in Milan on 3 March 2020 at Cariplo Factory. During this event, Eni will assess the solutions to find those most suited to its needs, possibly leading to a joint collaboration.

The “Digital HR: Innovation for growth” initiative follows Eni's Call For Growth launched in October 2018, also in collaboration with Cariplo Factory, in the field of digital transformation, that resulted in three Italian startups beginning pilot projects with Eni.

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