**Information on salary levels**

In its policy for local personnel Eni defines reference salary levels in terms of minimum/maximum ranges, in relation to the market data for each individual Country, monitored annually using international providers.

The comparison between the minimum levels defined in Eni policies and the minimum market levels supplied by providers (1st decile of local pay levels) refers to the section of the workforce composed of middle managers, senior staff and employees (which accounts for around 80% of Eni’s population worldwide, with the exclusion of the managerial one). The analysis carried out relates to 21 Countries chosen from those most representative in terms of business presence and strategic importance, with quantitative and qualitative market data available from specific info providers (around 60% of the population analyzed).

The results of the analysis show that on average the minimum levels defined in Eni’s policy are in line with or superior to the market minimums.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ***Ratio between Eni minimum wage policy and market wage (1st decile) – (middle manager – senior staff – employee)*** | | | | | | | |
|  |  |  |  |  |  |  |  |
| **Ratio** |  | **Countries** | | | | | |
| 100 - 115 |  | Italy, Belgium, France, Germany, Netherlands, Spain | | | | | |
| 116 - 130 |  | United Kingdom | | | | | |
| 131 - 150 |  | Angola, Libya, Norway, Russia, United States | | | | | |
| 151 - 180 |  | Australia, Venezuela | | | | | |
| > 180 |  | Algeria, China, Egypt, India, Indonesia, Kazakistan, Nigeria | | | | | |
| ***177*** |  | ***Global average*** | | | | | |