

# Massimiliano Branchi

CHIEF PEOPLE, HSEQ AND  
SUSTAINABILITY OFFICER



Having graduated in 1997 in Law from the University of Parma, Massimiliano Branchi began his career in the Human Resources Function of Iveco, overseeing the management, training, development and compensation policies relating to an increasing number of resources.

In 2005 he joined Italcementi, where he coordinated the start-up phase of three new subsidiaries in Egypt following their acquisition. He was subsequently appointed Group HR Development Manager.

In 2007 he moved to Eni, holding the role of HR & Organization Manager with responsibility for the management of all resources in the Kazakhstan area; in 2009 he was appointed Development, Organization & Services Division Manager in the Nigerian Agip Oil Company (NAOC).

In 2012, after working as HR manager for the Africa and Middle East area, he was appointed as Development Vice President of the E&P Division, managing the training and development policies for the Division's resources, also directly responsible for the division's management.

In 2015, he was appointed Managing Director of Eni International Resources Limited, the Eni subsidiary responsible for recruitment and employer branding activities carried out for the benefit of the entire Group, as well as the management of international resources.

In 2016 he became HR Development Senior Vice President of Eni with responsibility for the strategic Talent management, as well as the coordination of recruitment and training of managerial resources. In 2020 he was appointed Head of HR Development.

Since July 2021, he has been Director of the Human Resources, Organisation and Services Function of Saipem S.p.A. and a member of the Executive Committee.

In January 2022 he assumed the role of Director of the People, Safety and Environment function. As of February 2023, he is also responsible for Sustainability activities and his role is redefined as Chief People, HSEQ and Sustainability Officer.