



























































		COMMITMENTS	MAIN RESULTS 2021	MAIN TARGET
<div>  CARBON NEUTRALITY BY 2050 </div> <div>  OPERATIONAL EXCELLENCE </div> <div>  </div>	COMBATTING CLIMATE CHANGE	Eni has dened a medium-long term plan to take full advantage of the opportunities offered by the energy transition and progressively reduce the carbon footprint of its activities, committing to achieve total decarbonization of all its products and processes by 2050.	<ul style="list-style-type: none"> → -25% indice di intensità emissiva GHG UPS vs. 2014 → -31% volumi di idrocarburi inviati a flaring di routine vs. 2014 → -92% emissioni fuggitive di metano UPS vs. 2014 (TARGET RAGGIUNTO) 	     
		PEOPLE Eni is committed to supporting the "Just Transition" process by consolidating and developing skills, enhancing every (professional and non-professional) dimension of its people and recognising the values of diversity and inclusion of all diversities.	<ul style="list-style-type: none"> → 31,888 employees in service at 31 December (reported +3.6% vs. 2020) → +1.6 percentage point increase in women hired (26.2% in 2021) → ~1.04 mln hours of training (-0,3% compared to 2020) → 1,500 professional profiles mapped 	   
		HEALTH Eni considers the protection of the health of its people, families and communities in the Countries where it operates to be a fundamental requirement and promotes their physical, psychological and social well-being.	<ul style="list-style-type: none"> → 379,481 health services provided → 158,784 registrations to health promotion initiatives → 11 agreements signed with local communities, 8 of which for health crisis management 	  
		SAFETY Eni considers workplace safety an essential value to be shared among employees, contractors and local stakeholders and it is committed to reduce incidents down to zero and to preserve assets integrity.	<ul style="list-style-type: none"> → TRIR^(a) = 0.34; LTIF = 0.23; FATALITY INDEX = 0 → 114 real emergency drills carried out with the involvement of personnel and operational vehicles → Over 60 courses on behavioural safety delivered (> 15,000 hours) → Process Safety: awareness raised for over 14,000 employees and 10,000 contractors 	 
		RESPECT FOR THE ENVIRONMENT Eni promotes the efficient management of natural resources and the safeguard of protected and relevant to biodiversity areas through actions aimed at improving energy efficiency and the transition to a circular economy and identifying potential impacts and mitigation actions.	<ul style="list-style-type: none"> → 91% reuse of fresh water → +10% fresh water withdrawn vs. 2020 → +19% waste generated from production activities vs. 2020 → -35% barrels spilled from operational oil spills vs. 2020 → Extension of biodiversity mapping to renewable energy plants 	      
		HUMAN RIGHTS Eni is committed to respecting Human Rights (HRs) in its activities and to promoting their respect with partners and stakeholders. This commitment is based on the dignity of every human being and the responsibility of businesses to contribute to the well-being of individuals and local communities.	<ul style="list-style-type: none"> → 23,893 hours of training provided in the year on HRs → 100% of the professional procurement family trained on HRs → Reinforced clauses on HRs included since May 2021 in all contracts with suppliers in the tender documentation and in all contractual standards → Processing and roll out of the work-related HRs Due Diligence Model → 98% of security contracts with HRs clauses 	     
		SUPPLIERS Develop a sustainable supply chain, generating and transferring value to all stakeholders through the Sustainable Procurement Programme.	<ul style="list-style-type: none"> → Subscription of 2,500 quali → ~1,000 suppliers invited to cyber-security training and self assessment → Application of sustainability safeguards in procurement procedures from April → Launch of the Sustainable Energy Basket Bond → Sustainability requirements in procurement procedures for ~ €2.5 bln 	      
		TRANSPARENCY, ANTI-CORRUPTION AND TAX STRATEGY Eni carries out its business activities with loyalty, fairness, transparency, honesty, integrity and in compliance with the laws.	<ul style="list-style-type: none"> → 9 Countries where Eni supports EITI^(b) → 20 internal audits covering the anti-corruption checks → ISO 37001:2016 surveillance audit passed → Anti-Corruption and Anti-Money Laundering module introduced to the new e-learning course "Code of Ethics, Anti-Corruption and Corporate Responsibility" esa" → Update of the Anti-Corruption MSG 	 
ALLIANCES FOR DEVELOPMENT	COOPERATION MODEL	The cooperation model integrated into the business model is a distinctive feature of Eni, which aims to support Countries in achieving their development goals.	<ul style="list-style-type: none"> → €105.3 mln invested in local development → Cooperation agreements signed including UNDP (United Nations Development Programme), AICS (Italian Agency for Cooperation and Development) and civil society organizations 	            
CROSS-CUTTING TOPICS	TECHNOLOGICAL INNOVATION	For Eni, research, development and rapid implementation of new technologies are an important strategic lever to drive business transformation.	<ul style="list-style-type: none"> → €177 million invested in research and development → 30 new applications for first patent filings, of which 11 related to renewable sources 	    

(a) Total Recordable Injury Rate and Lost Time Injury Frequency Rate.
(b) Extractive Industries Transparency Initiative, supported by Eni since 2005.