



WORLD ECONOMIC FORUM (WEF) CORE METRICS - REFERENCE TABLE

Topics	Core metrics and disclosures	Eni Disclosure
Governing purpose	Setting purpose	Eni for 2021 - A just transition, pp. 18-20 NFI 2021, p. 204 Annual Report 2021, pp. 4-7; 39-43
Quality of governing body	Governance body composition	Eni for 2021 - Sustainability performance, pp. 5-6 NFI 2021, pp. 175-178; 206 Corporate Governance and Shareholding Structure Report, Board of Directors
Stakeholder engagement	Material issues impacting stakeholders	Eni for 2021 - A just transition, pp. 26-29; 96 NFI 2021, pp. 199; 204-207 Annual Report 2021, pp. 20-21
Ethical behaviour	Anti-corruption	Eni for 2021 - A just transition pp. 76-77 Eni for 2021 - Sustainability performance, pp. 37-38 NFI 2021, pp. 183-185; 195; 199
	Protected ethics advice and reporting mechanisms	Eni for 2021 - A just transition, p. 77 Eni for 2021 - Sustainability performance, pp. 37-38 NFI 2021, pp. 150; 152; 196
Risk and opportunity oversight	Integrating risk and opportunity into business process	Eni for 2021 - A just transition, pp. 30-31 Eni for 2021 - Carbon neutrality by 2050, pp. 12-15 NFI 2021, p. 204 Annual Report 2021, pp. 28-33; 122-146
Climate change	Greenhouse gas (GHG) emissions	Eni for 2021 - Sustainability performance, pp. 11-13 Eni for 2021 - Carbon neutrality by 2050, pp. 38-42; 44 NFI 2021, pp. 170-172; 182-184; 201; 203; 205
	TCFD implementation	Eni for 2021 - A just transition, pp. 36-41 Eni for 2021 - Sustainability performance, p. 58 Eni for 2021 - Carbon neutrality by 2050, p. 45 NFI 2021, pp. 152-155; 158-164; 191; 193; 197
Nature loss	Land use and ecological sensitivity	Eni for 2021 - A just transition, p. 64 Eni for 2021 - Sustainability performance, pp. 31-32 NFI 2021, pp. 174-178; 194; 198
Freshwater availability	Water consumption and withdrawal in water-stressed areas	Eni for 2021 - A just transition, p. 45 Eni for 2021 - Sustainability performance, pp. 15-19 NFI 2021, pp. 167-170; 198
Dignity and equality	Diversity and inclusion	Eni for 2021 - A just transition, pag. 37 Eni for 2021 - Sustainability performance, pp. 13-15 DNF 2021, pagg. 165-167
	Pay equality	Eni for 2021 - A just transition, p. 49 Eni for 2021 - Sustainability performance, pp. 19-20 NFI 2021, p. 198 Report on remuneration policy and remuneration paid, pp. 10-11
	Wage level	Eni for 2021 - A just transition, p. 49 Eni for 2021 - Sustainability performance p. 21 NFI 2021, p. 198 Report on remuneration policy and remuneration paid, pp. 10-11
	Risk for incident of child, forced or compulsory labour	Eni for 2021 - A just transition pp. 68-73 NFI 2021, pp. 164-165; 178-181; 191; 195; 198
Health and well being	Health and safety	Eni for 2021 - A just transition, pp. 50; 53-61 Eni for 2021 - Sustainability performance, pp. 21-22; 27-29 NFI 2021, pp. 156-157; 167-169; 171-172; 191; 194; 198
Skills for the future	Training provided	Eni for 2021 - A just transition, p. 51 Eni for 2021 - Sustainability performance, pp. 22-23 NFI 2021, pp. 167-170; 193; 197

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Topics	Core metrics and disclosures	Eni Disclosure
Employment and wealth generation	Absolute number and rate of employment	Eni for 2021 - A just transition, 44-48 Eni for 2021 - Sustainability performance, pp. 15-18 NFI 2021, pp. 167-170; 194; 197
	Economic contribution	Eni for 2021 - Sustainability performance, p. 7 NFI 2021, p. 199
	Financial investment contribution	Eni for 2021 - Sustainability performance, p. 7 NFI 2021, p. 199
Innovation of better products and services	Total R&D expenses	Eni for 2021 - A just transition, pp. 6; 23; 33 Eni for 2021 - Sustainability performance, pp. 8-9 Eni for 2021 - Carbon neutrality by 2050, pp. 7; 32; 44 NFI 2021, pp. 164; 199
Community and social vitality	Total tax paid	Eni for 2021 - Sustainability performance, p. 7 NFI 2021, p. 199