

## WORLD ECONOMIC FORUM (WEF) CORE METRICS - REFERENCE TABLE

Topics	Core Metrics and Disclosures	Eni Disclosures
Governing purpose	Setting purpose	Eni for 2022 – A Just Transition, pp. 22-24 NFI 2022, p. 226 Annual Report 2022, pp. 8-9; 36-41
Quality of governing body	Governance body composition	Eni for 2022 – Sustainability performance, pp. 5-7 NFI 2022, pp. 173-176; 228 Report on the 2023-2026 Remuneration Policy and remuneration paid 2022, p. 20
Stakeholder engagement	Material issues impacting stakeholders	Eni for 2022 – A Just Transition, pp. 26-29 NFI 2022, pp. 218-219; 226-231 Annual Report 2022, pp. 16-17
Ethical behaviour	Anti-corruption	Eni for 2022 – A Just Transition pp. 80-83 Eni for 2022 – Sustainability performance, pp. 38-39 NFI 2022, pp. 191-194; 225; 230
	Protected ethics advice and reporting mechanisms	Eni for 2022 – A Just Transition, p. 83 Eni for 2022 – Sustainability performance, pp. 38-39 NFI 2022, pp. 154-157; 186-188; 226
Risk and opportunity oversight	Integrating risk and opportunity into business process	Eni for 2022 – A Just Transition, pp. 30-31 NFI 2022, pp. 162-163 Annual Report 2022, pp. 24-29; 126-150
Climate change	Greenhouse gas (GHG) emissions	Eni for 2022 – Sustainability performance, pp. 11-13 NFI 2022, pp. 167-170; 221; 227
	TCFD implementation	Eni for 2022 – A Just Transition, pp. 36-47 Eni for 2022 – Sustainability performance, p. 59 NFI 2022, pp. 164-170; 227
Nature loss	Land use and ecological sensitivity	Eni for 2022 – A Just Transition, p. 70 Eni for 2022 – Sustainability performance, pp. 30-33 NFI 2022, pp. 183-186; 223; 229
Freshwater availability	Water consumption and withdrawal in water-stressed areas	Eni for 2022 – A Just Transition, pp. 67-69 Eni for 2022 – Sustainability performance, pp. 29-30 NFI 2022, pp. 183-186; 224; 229
Dignity and equality	Diversity and inclusion	Eni for 2022 – A Just Transition, pp. 50-55 Eni for 2022 – Sustainability performance, pp. 14-19 NFI 2022, pp. 173-176; 228
	Pay equality	Eni for 2022 – A Just Transition, p. 55 Eni for 2022 – Sustainability performance, pp. 19-21 NFI 2022, pp. 174-175; 177; 228 Report on the 2023-2026 Remuneration Policy and remuneration paid 2022, pp. 11-13
	Wage level	Eni for 2022 – A Just Transition, p. 55 Eni for 2022 – Sustainability performance, p. 21 NFI 2022, p. 228 Report on the 2023-2026 Remuneration Policy and remuneration paid 2022, pp. 11-13
	Risk for incident of child, forced or compulsory labour	Eni for 2022 – A Just Transition pp. 74-79 NFI 2022, pp. 162-163; 186-189; 224-225; 229
Health and well being	Health and safety	Eni for 2022 – A Just Transition, pp. 58; 62-65 Eni for 2022 – Sustainability performance, pp. 21-22; 26-28 NFI 2022, pp. 162-163; 173-177; 178-180; 222-223; 228-229

Topics	Core Metrics and Disclosures	Eni Disclosures
Skills for the future	Training provided	Eni for 2022 – A just transition, p. 57 Eni for 2022 – Sustainability performance, pp. 22-24 NFI 2022, pp. 172-177; 222; 228
Employment and wealth generation	Absolute number and rate of employment	Eni for 2022 – A just transition, pp. 50-51 Eni for 2022 – Sustainability performance, pp. 14-18 NFI 2022, pp. 172-177; 222; 228
	Economic contribution	Eni for 2022 – Sustainability performance, p. 8 NFI 2022, pp. 193-194; 231
	Financial investment contribution	Eni for 2022 – Sustainability performance, p. 8 NFI 2022, pp. 193-194; 231
Innovation of better products and services	Total R&D expenses	Eni for 2022 – A just transition, pp. 7; 21; 33 Eni for 2022 – Sustainability performance, pp. 9-10 NFI 2022, pp. 168; 170; 231
Community and social vitality	Total tax paid	Eni for 2022 – Sustainability performance, p. 8 NFI 2022, pp. 193-194; 230