Eni has defined 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 achieving total decarbonization of all products and processes by 2030.

**SDG: Circular Economy**
- 39% Net Carbon Footprint UPH and -10% Net Carbon Footprint LH by 2030
- 17% Net GHG Lifecycle Emissions vs. 2018
- 3% Net Carbon Intensity vs. 2018

**SDG: Development**
- +3 p.p. vs. 2020 of the female population by 2030
- +5 p.p. population under 30 to 2026 vs. 2021
- +7 p.p. in 2030 for the presence of non-Italian employees in positions of responsibility vs. 2021
- +10% training hours by 2026 vs. 2022

**SDG: Health and Safety**
- 2 trillion for health initiatives, including expenditure on Community Health initiatives
- 82,700 health promotion activities registrations
- 68% employees with access to psychological support service

**SDG: Life Cycle Emissions**
- -17% Net GHG Lifecycle Emissions vs. 2018

**SDG: Innovation**
- +0.7 p.p. population under 30 vs. 2021
- +29% waste generated by production activities vs. 2021
- 87.3% of management by contract service to 20K employees
- 52% of strategic suppliers assessed on the sustainable development path by 2023
- 100% of strategic suppliers assessed on the sustainable development path by 2025
- +1.2 p.p. female personnel in positions of responsibility vs. 2021
- +5 p.p. population under 30 to 2026 vs. 2021
- +7 p.p. in 2030 for the presence of non-Italian employees in positions of responsibility vs. 2021
- +10% training hours by 2026 vs. 2022

**SDG: People**
- +0.7 p.p. female population vs. 2021
- Women’s turnover rate is higher than men’s
- +1.2 p.p. female personnel in positions of responsibility vs. 2021
- 45% p.p. population under 50 vs. 2021

**SDG: Transparency, Anti-Corruption and Tax Strategy**
- Posing the ISO 37001:2016 certification audit
- Delivery of the new Code of Ethics, Anti-Corruption and Corporate Administration Liability' course to about 25K employees
- Maintenance of ISO 37001:2016 certification

**Main Results 2022**
- 68% employees with access to psychological support service
- 82,700 health promotion activities registrations
- +0.7 p.p. population under 30 vs. 2021

**Main Commitments and Targets**
- 70% of R&D expenditure is dedicated to decarbonization activities
- Maintaining 70% of R&D expenditure on decarbonization issues each year for the four-year period 2023-26
- ~€267 million for Health activities 2023-26
- 90% fresh water reuse
- 35% operational oil spill vs. 2021

**Operational Excellence**
- 90% fresh water reuse
- 35% operational oil spill vs. 2021

**Transversal Themes**
- 70% of R&D expenditure is dedicated to decarbonization activities
- Maintenance of ISO 37001:2016 certification

**Alliances for Development**
- The alliances for Development represent Eni’s commitment to an equitable transition with a broad portfolio of community-based initiatives.
- By 2026 ensure access to 62.9K students to education; 26.1K people to vocational training and economic empowerment; 486K people to health services

**SDG: Innovation**
- For Eni, research, development and rapid implementation of new technologies are an important strategic lever to drive business transformation.