

CARBON NEUTRALITY BY 2050

COMBATING CLIMATE CHANGE



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 2050.
SDG: 7 9 12 13 15 17

- 33% Net Carbon Footprint UPS and -19% Net Carbon Footprint Eni vs. 2018
- -17% Net GHG Lifecycle Emissions vs. 2018
- -3% Net Carbon Intensity vs. 2018

- Net Zero Carbon Footprint upstream in 2030 and Eni in 2035
- Net-Zero GHG Lifecycle Emissions and Carbon Intensity in 2050

PEOPLE



Eni is committed to supporting the Just Transition process by consolidating and developing skills, enhancing every dimension (professional and otherwise) of its people and recognizing the values of diversity and inclusion.
SDG: 3 4 5 8 10

- +0.6 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
- +0.7 p.p. population under 30 vs. 2021

- +3 p.p. vs. 2020 of the female population by 2030
- >1 women replacement rate to 2025
- +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
- +20% training hours by 2026 vs. 2022

HEALTH



Eni considers protecting the health of its people, workers, families and communities in the Countries where it operates a fundamental human right and promotes their psycho-physical and social well-being by placing it at the centre of its operating models.
SDG: 2 3 6 8

- 72 million for Health activities, including expenditure on Community Health initiatives
- 82,700 health promotion activities registrations
- 68% employees with access to psychological support service

- ~€267 million for Health activities 2023-26
- 80% of employees with access to psychological support service by 2026
- Digital initiatives for monitoring and improving the healthiness of indoor workplaces

SAFETY



Eni believes that safety at work is an essential value shared by employees, contractors and local stakeholders to prevent accidents and protect the integrity of assets.
SDG: 3 8 9 11 14

- TRIR^(a) = 0.41; 4 fatal accidents
- 7 applications of THEME methodology on site
- >6K resources trained in Operational Safety Management

- Maintenance of the TRIR <0.40 in the four-year period 2023-26; 0 fatal accidents
- Extension of digital safety initiatives to contracting companies and digitalization of HSE processes
- Application of the Human Factor analysis model to Eni sites, both in Italy and abroad

OPERATIONAL EXCELLENCE

RESPECT FOR THE ENVIRONMENT



Eni promotes protection of the environment and biodiversity, the efficient management of resources with actions aimed at improving energy efficiency and transitioning to a circular economy, identifying potential impact and mitigation actions.
SDG: 3 6 9 11 12 14 15

- 90% fresh water reuse
- +29% waste generated by production activities vs. 2021
- -35% operational oil spill vs. 2021

- Commitment to minimising freshwater withdrawals from water-stressed areas
- Reuse of fresh water in line with the trend of the past 5 years
- Re-injected produced water in line with the trend of the last 5 years within the same perimeter
- Development of new technologies for waste recovery and implementation on an industrial scale

HUMAN RIGHTS



Eni is committed to respecting human rights in its activities and to promoting such respect with partners and stakeholders. This commitment is based on the dignity of every human being and on companies' responsibility to contribute to the well-being of individuals and of local communities.
SDG: 1 2 3 8 10 16

- 2,622 people trained for the three-year Human Rights programme
- 100% of the procurement professional area trained on human rights
- 100% new suppliers assessed according to social criteria
- 409 participants in the Security & Human Rights workshop in Nigeria

- 100% of new projects with human rights risk assessed with specific analysis
- 100% new suppliers assessed according to social criteria
- Update the three-year training programme modules on business and human rights

SUPPLIERS



Eni is committed to sustainably develop its supply chain, involving and supporting companies with concrete tools to facilitate growth and improvement on ESG dimensions.
SDG: 3 5 7 8 9 10 12 13 16 17

- 52% of strategic suppliers assessed on sustainable development path
- ~€4.5 billion awarded contracts value in Italy related to procurements with ESG assessment
- Adhesion of 15 partners and >10K companies at the Open-es initiative
- €23 million mini-bonds financed by the Sustainable Energy - Basket Bond programme

- 100% of strategic suppliers assessed on the sustainable development path by 2025
- Procurement processes with ESG assessment for 75% of Italian awarded contracts value by 2023 and 50% of foreign awarded contracts value by 2024
- 1,000 foreign local suppliers involved on Open-es by 2023

TRANSPARENCY, ANTI-CORRUPTION AND TAX STRATEGY



Eni carries out its business activities with fairness, correctness, transparency, honesty, integrity and in compliance with the law.
SDG: 16 17

- Passing the ISO 37001:2016 recertification audit
- Delivery of the new "Code of Ethics, Anti-Corruption and Corporate Administrative Liability" course to about 28K employees

- Delivery of the new course "Code of Ethics, Anti-Corruption and Corporate Administrative Liability" to all employees
- Delivery of the new e-learning course on the Anti-Corruption Compliance Programme to medium and high-risk employees
- Maintenance of ISO 37001:2016 certification

ALLIANCES FOR DEVELOPMENT

COOPERATION MODEL



The alliances for Development represent Eni's commitment to an equitable transition with a broad portfolio of community-based initiatives.
SDG: 1 2 3 4 5 6 7 8 9 10 13 15 17

- 63K new students supported with access to education; 128K people supported with access to clean cooking technology; 7.8K people supported with access to vocational training and supported with economic empowerment^(b); 71K people supported with access to clean water; and 120K people supported with access to health services

- By 2026 ensure access to: 62.9K students to education; 26.1K people to vocational training and economic empowerment support^(b); 97.3K people to drinking water; and 480K people to health services

TRANSVERSAL THEMES

TECHNOLOGICAL INNOVATION



For Eni, research, development and rapid implementation of new technologies are an important strategic lever to drive business transformation.
SDG: 7 9 12 13 16

- 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

(a) Total Recordable Injury Rate.

(b) The beneficiaries include only those trained and/or supported for the start-up or strengthening of specific economic activities, not beneficiaries of the construction of infrastructure (roads, civil buildings, etc.) or new agri-business activities being started. In some cases, beneficiaries are not trained but receive input, funding or other support to start businesses.