









CATEGORY	ENGAGEMENT GOAL	ENGAGEMENT OUTCOME	ENGAGEMENT MODE	2024 ACTIVITIES	MAIN TOPICS ¹
ENI'S PEOPLE AND NATIONAL AND INTERNATIONAL UNIONS 	<ul style="list-style-type: none">Establishing a relationship of trust between society, workers and trade unionsSupporting workers' social protection and respect for HR (Human Rights)Sharing changes and skills developmentPromoting work-life balance	<ul style="list-style-type: none">Achievement of strategic objectivesUp/reskilling skillsInformation and consultation of workers' representatives in strategic and operational processesUpdating internal policiesParticipation in global initiatives and campaigns for people's well-being	<ul style="list-style-type: none">EncountersWorkshopCollaborationsTraining and awareness-raising initiativesMeetings of worker/company representative Committees.	<ul style="list-style-type: none">Awareness of diversity and Zero tolerance policiesShare of the Golden Principles and Rules of SafetyTeam building and youth enhancementThe results of the survey for the ~5,000 under 36 resources were analyzed and shared with management and specific initiatives were launched	<ul style="list-style-type: none">Human capitalOccupational and process health and safetyCircular economy and waste management
FINANCIAL COMMUNITY 	<ul style="list-style-type: none">Ensure adequate understanding of:<ul style="list-style-type: none">I. strategic choices, value drivers and operating contextII. economic-financial performance and ESG	<ul style="list-style-type: none">Prepare communications and presentations aligned with the expectations of the financial communityConsider feedback from the financial community for policy development and improvement of ESG ratings	<ul style="list-style-type: none">Continuous dialogue, also with top management, through the participation/organization of: events, road-shows, conference calls, thematic conferencesCollaboration with ESG ratings	<ul style="list-style-type: none">Quarterly presentations and Capital Markets DayParticipation in road shows and specialized conferencesOne-on-one meetings with investorsEngagement with investors and proxy advisors on shareholders' meeting issuesEngagement with ESG rating agencies for rating issuance~850 funds contacted	<ul style="list-style-type: none">Economic and financial performanceClimate changeOccupational and process health and safetyBiodiversity and ecosystemsValue chain workers
LOCAL COMMUNITIES, COMMUNITY BASED ORGANIZATION AND ORGANIZATIONS FOR COOPERATION DEVELOPMENT 	<ul style="list-style-type: none">Consider local expectations and needs and implement development projectsIdentify potential negative impacts, prevention and mitigation measures, ensuring compliance with HRPromote and support dialogue and active cooperation, including by involving the authoritiesEstablish strong and lasting relationships and partnerships with all the players in the area	<ul style="list-style-type: none">Dissemination of transparent information on Eni's activitiesPromotion and implementation of Local Development Programs in line with local needs and the strategic frameworks of the United Nations, sharing know-how and promoting synergies with the main actors of CooperationEvaluation and measurement of local development through the use of tools and methodologies	<ul style="list-style-type: none">ConsultationsGrievance MechanismAwareness campaignsWorkshopQuestionnaires and data collectionInstitutional meetingsInitiatives and events in the areaCooperation agreements with development cooperation organisations	<ul style="list-style-type: none">Periodic communications on project progressRequest and grievance managementMonitoring activitiesBaseline studies, feasibility studies, project evaluationsPresentation of objectives and resultsCollaborations with United Nations Agencies (UNIDO, UNESCO, ILO, IOM) and civil society organizations (IRC, E4Impact, AVSI, Oikos Institute, Doctors with Africa CUAMM and AISPO) and National Cooperation Agencies (AICS and USAID)17 agreements signed for socio-economic development initiatives and 4 for community health initiatives	<ul style="list-style-type: none">Local development and access to energyClimate changeEqual treatmentCommunity Health
CONTRACTORS, SUPPLIERS AND COMMERCIAL PARTNERS 	<ul style="list-style-type: none">Supporting suppliers in managing impacts on people and the environment, ensuring compliance with HRPromoting safety at work throughout the supply chain, ensuring safe and dignified working conditionsGuiding suppliers on the energy transition pathOptimization of compliance with a view to anti-corruption and HR due diligence on potential third parties at riskFoster supply chain competitiveness through the adoption of sustainable practices that strengthen the resilience of suppliers in global markets	<ul style="list-style-type: none">Identifying, preventing and mitigating risks at every stage of the procurement processBuilding a safe, responsible, innovative and international supply chain for a fair and sustainable energy transitionPromotion of training and awareness on ESG and HR issues	<ul style="list-style-type: none">Training programs and discussion of suppliers on specific ESG issuesSurvey, assessment and monitoring of supplier performanceAwareness-raising activities on ESG issues through the initiatives of the Open-es CommunityEnhancement of best practices	<ul style="list-style-type: none">Expansion of the Open-es community: >28,000 member companiesExtension of the application of the HR due diligence model"Sustainable Supply Chain Finance" ProgrammeSafety & Sustainability Award"Open-es ESG Skills" training program aimed at the entire supply chain	<ul style="list-style-type: none">Occupational and process health and safetyClimate changeHuman rightsResponsible management of supply chainsAnti-corruption
CUSTOMERS AND CONSUMERS 	<ul style="list-style-type: none">Supporting and promoting actions in favour of the just energy transitionCreate and spread the culture of sustainable energy usage, for conscious and efficient consumption	<ul style="list-style-type: none">Promotion of business relationships focused on customer needsProviding quality products and services in line with specific needsSupporting financially vulnerable clients, especially young people	<ul style="list-style-type: none">With customers: information activities through dedicated channels; focus groups; initiatives and events in the areaWith Consumer Associations: initiatives and events in the area; dedicated channels	<ul style="list-style-type: none">Maintaining customer satisfaction and service quality20 periodic meetings with Consumer Associations (~500 representatives in Italy)	<ul style="list-style-type: none">Climate changeCustomers and consumers
NATIONAL, EUROPEAN AND INTERNATIONAL INSTITUTIONS 	<ul style="list-style-type: none">Contribute to the public debate on topics of interest, including the energy transition, by representing the company's positionCreation of partnerships and memberships that promote Eni's business and/or corporate positioningCreation of partnerships for projects aimed at contributing to the socio-economic and health development of the Countries in which Eni is presentSupporting transparent dialogue	<ul style="list-style-type: none">Representation of Eni's interests at the various institutions for the assessment of the impacts of policies and regulationsHelp improve policy effects and effectivenessParticipation in consultations on policy proposals	<ul style="list-style-type: none">Meetings, working groups, think tank initiativesInstitutional dialogueParticipation in events, visits and economic promotion initiativesPartnershipCommunication with dedicated channelsIn-depth analysis of geopolitical and energy scenarios, sustainable development and new technologies	<ul style="list-style-type: none">Eni's positioning on issues of interest to policymakers and in public eventsPresentation of projects, visits of associations, institutional and political delegations to industrial plants, operational sites and research centersCollaboration agreementsElaboration of rankings and responses to public consultations	<ul style="list-style-type: none">Climate change, energy transition and decarbonization of industry and transportSector disciplineStrategic industrial projectsInnovation, digitalization and cyber securitySustainable developmentCommunity health
UNIVERSITIES, INSTITUTES, RESEARCH CENTERS AND INNOVATION HUB 	<ul style="list-style-type: none">Promote the development of skills and technological know-how to ensure the sustainable transitionActivating an innovative ecosystem for the transition and new energy supply chainsAssess and monitor the risks related to business activities on the health of workers	<ul style="list-style-type: none">Development of innovative solutions, such as magnetic confinement fusionPromotion of scientific research activitiesSupporting dialogue and skills for the transition	<ul style="list-style-type: none">CollaborationsProjectsHubAgreementsStartups	<ul style="list-style-type: none">New four-year agreement with MITParticipation in the main national and international innovation hubs (e.g. National PNRR Centers and Innovation Ecosystems and National Technology Clusters)First International Network on African Energy Transition launched8 business development hubs active in Italy and 2 abroad (Kenya and Congo)>100 innovative startup incubated/acceleratedResearch activities in the health sector	<ul style="list-style-type: none">Human rightsClimate changeLocal development and access to energyHealth
ADVOCACY ORGANIZATION, TRADE/CATEGORY/ CONFINDUSTRIA ASSOCIATIONS 	<ul style="list-style-type: none">Supporting the business in the path of energy transformation and transitionSharing knowledge and experience in the energy transition pathPromote discussion on solutions for energy production, research and development	<ul style="list-style-type: none">Definition of strategies to support the energy transitionSupport for global policies and regulations in the fight against climate changePromotion of sustainable mobility with alternative fuels and car sharingPromotion of new technologies in the blue economyImplementation of the Open-es platformPromotion of sustainable supply chain strategy	<ul style="list-style-type: none">Conferences and eventsDebatesTraining initiativesAnnual meetings and workshopsParticipation in projects	<ul style="list-style-type: none">>200 companies involved in a sustainable growth pathMembership of ~10 territorial associations and 3 categories to Open-es;Events and workshops to promote the use of biofuels (HVO), accelerate the decarbonization of the maritime and land-based sectorSupport together with trade associations for activities in the field of green and blue economy	<ul style="list-style-type: none">Energy transitionSustainable mobilitySustainability for companiesLocal development and access to energyClimate change

(1) The topics and priority aspects for engagement with the different categories of stakeholders inform the materiality assessment.