

Eni in *Côte d'Ivoire* 2024

SUSTAINABILITY
LOCAL REPORT



Mission

We are an energy company.

- 13 15** We concretely support a just energy transition, with the objective of preserving our planet
- 7 12** and promoting an efficient and sustainable access to energy for all.
- Our work is based on passion and innovation,
- 9** on our unique strengths and skills, on the equal dignity of each person,
- 5 10** recognizing diversity as a key value for human development, on the responsibility, integrity and transparency of our actions.
- We believe in the value of long-term partnerships with the Countries
- 17** and communities where we operate, bringing long-lasting prosperity for all.

Global goals for a sustainable development

The 2030 Agenda for Sustainable Development, presented in September 2015, identifies the 17 Sustainable Development Goals (SDGs) which represent the common targets of sustainable development on the current complex social problems. These goals are an important reference for the international community and Eni in managing activities in those Countries in which it operates.



Eni in *Côte d'Ivoire* 2024 SUSTAINABILITY LOCAL REPORT

Disclaimer

Eni Sustainability Local Report in Côte d'Ivoire 2024 is a document published on a yearly basis that contains certain forward-looking statements related to the different topics covered therein. Forward-looking statements are founded on Eni management's reasonable assumptions and beliefs given the information available to them at the time the statements are made. Nevertheless, by their nature, forward-looking statements involve an element of uncertainty as they relate to events and depend on circumstances that may or may not occur in the future and which are, in whole or in part, beyond Eni's control and reasonable prediction. Actual results may differ from those expressed in such statements, depending on a variety of factors, including, without limitation: the fluctuation of the demand, the offer and pricing of oil and natural gas and other petroleum products, the actual operating performances, the general macroeconomic conditions, geopolitical factors and changes in the economic and regulatory framework in many of the Countries in which Eni operates, the achievements reached in the development and use of new technologies, changes in the stakeholders' expectations and other changes to business conditions. The readers of the document are therefore invited to take into account a possible discrepancy between the forward-looking statements included and the results that may be achieved as a consequence of the events or factors indicated above. Eni Sustainability Local Report in Côte d'Ivoire 2024 also contains terms such as, for instance, 'partnership' or 'public/private partnership' used for convenience only, without a technical legal implication. In this report 'Eni' means Eni Cote d'Ivoire Ltd. The reporting of GHG emissions and related targets is not to be understood as the assumption of any legal responsibility in relation to the effects of said GHG emissions.

Photos

All the photos of the covers and the Eni Sustainability Local Report in Côte d'Ivoire 2024 come from the Eni photographic archive.

Translations

The original text of the Eni Sustainability Local Report in Côte d'Ivoire 2024 – where not otherwise indicated– is in English. Translations into other languages are taken from the original text. In the event of discrepancies, the contents of the English version shall prevail over translations into any other language.

Why read the Eni Sustainability Local Report in Côte d'Ivoire 2024?

Eni in Côte d'Ivoire highlights Eni's contribution to a Just Transition, presenting the activities conducted at local level in the Country, combining the achievement of business objectives with sharing social and economic benefits with the workers, suppliers and communities involved in the context of operation, in an inclusive and transparent way. Eni is present in Côte d'Ivoire to diversify the traditional upstream portfolio by maximising the value of natural gas, while strengthening the Country's role in the broader African energy system. Furthermore, the development of a local value chain for the production of vegetable oil, fed into Eni's biorefineries as more sustainable feedstock, allows the Country to be integrated into the biofuel value chain, contributing to generate a positive impact on the families of local farmers through long-term agreements. Eni's activities proceed in parallel with local development projects, which are based on the knowledge of local specificities and on the willingness to work alongside Côte d'Ivoire to promote an increasingly sustainable development, also through partnerships with nationally and internationally recognized players. The Local Sustainability Report is structured according to the five levers of the integrated business model which define Eni's scope of action to create long-term value for all stakeholders.

[Annual Report 2024](#)
[Eni for 2024 - A Just Transition](#)

LEGEND

[External links](#) [Internal links](#)

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Message to our stakeholders



In the heart of West Africa, Côte d'Ivoire is writing a new chapter in its energy history. It is a profound transformation that speaks of development and long-term vision. At the centre of this transformation is the Baleine project, an initiative that goes far beyond energy production, as it represents a true legacy for the Country, designed for current and future generations.

Launched off the Ivorian coast, Baleine is set to be the first Net Zero emissions development on the African continent. It is a milestone that demonstrates Eni's commitment to energy growth that aims to be environmentally, socially, and economically more sustainable. In March 2025, the increase in gas volumes destined for the local market — overall 70 million cubic feet per day, compared to the 25 million cubic feet of Phase 1 — marked a key moment: the gas produced is used for national electrification, and oil production has reached a plateau of 60,000 barrels per day. This is a concrete step toward stabilizing Côte d'Ivoire's energy system, whose demand is steadily increasing, while also considering the Country's role in the regional landscape.

For Eni, every investment is an act of commitment. It is in this spirit that the Baleine project was conceived — a driver of lasting opportunities, capable of strengthening Côte d'Ivoire's role as a regional energy player and generating shared value for communities.

The second phase of the project, developed in close collaboration with our local partner Petroci, consolidates not only the technical achievements but also our commitment to the Country. Baleine is now a symbol of what public-private cooperation can generate, i.e. a portfolio of opportunities that integrates local expertise, cutting-edge technologies, and a shared path with our stakeholders.

However, our legacy goes far beyond the energy sector. It is measured in people, in the skills that remain, and in the ability to create stable and inclusive opportunities. For this reason, Eni has launched numerous initiatives in Côte d'Ivoire, with a particular focus on education, vocational training, and health.

We have already renovated and equipped 22 public schools and several health centres. Most importantly, we are building an advanced training ecosystem in collaboration with the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB). Two professional Master's programmes — one in field production and one in refining and distribution — were launched in 2022 and 2023, also involving Eni's internal instructors. Following the success of the first two editions, the third, which began in October 2024, is currently underway and will end in 2026. Over 50 trainees, students of the Master's programmes, have completed or are completing practical training in our departments and in other companies in the energy sector, while, hundreds of young people have received targeted, high-quality vocational training through the Pro-Jeunes programme in order to successfully enter the job market.

This is not just about meeting short-term needs: our investment is in the future, in the Country's ability to thrive, to take a leading role in the region, embodying the principles of a Just Transition.

Our vision of legacy cannot exist without the collaboration of the institutions. That's why, since 2021, we have signed a Memorandum of Understanding with Eni Corporate University and INP-HB to structure training and capacity-building programmes for the benefit of the Country.

Today, the Baleine project is the symbol of our commitment to Côte d'Ivoire - a commitment that goes beyond energy. It is a long-term pact, based on responsibility, on a journey to be taken together, and on the desire to leave a tangible and positive legacy. In a Country where 75% of the population is under the age of 35, investing in youth means investing in prosperity and inclusive growth for today and tomorrow.

Ultimately, the energy sector holds a wealth of opportunities for Côte d'Ivoire, capable of generating significant revenues for the state to reinvest in key sectors, helping to strengthen the socio-economic fabric. We will continue to build this path together with our partners, institutions, and communities, because we believe that the word energy is synonym with development, which is only real if it is accessible, inclusive, and shared.

Luca Faccenda

Eni Côte d'Ivoire Managing Director



Eni's activities: the value chain

Eni SpA is an energy company, integrated along the entire value chain. It has a significant presence in the traditional activities of exploration and production of conventional oil and gas and in the marketing of gas/LNG through an extensive supply portfolio.

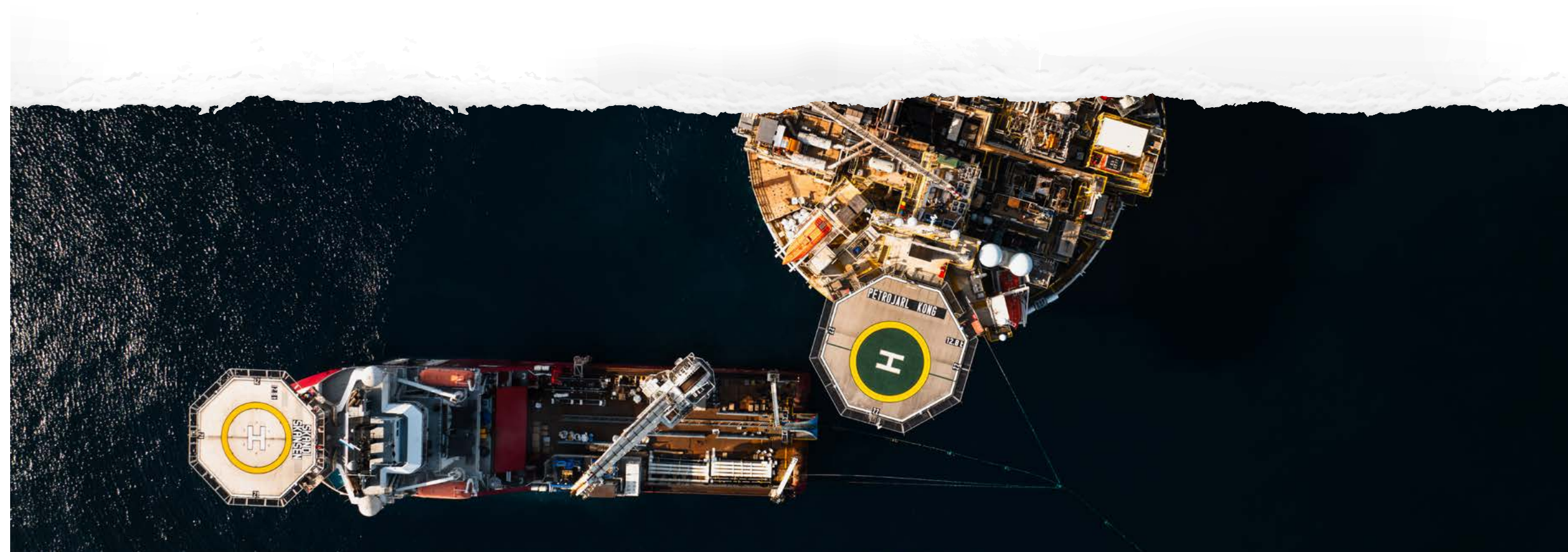
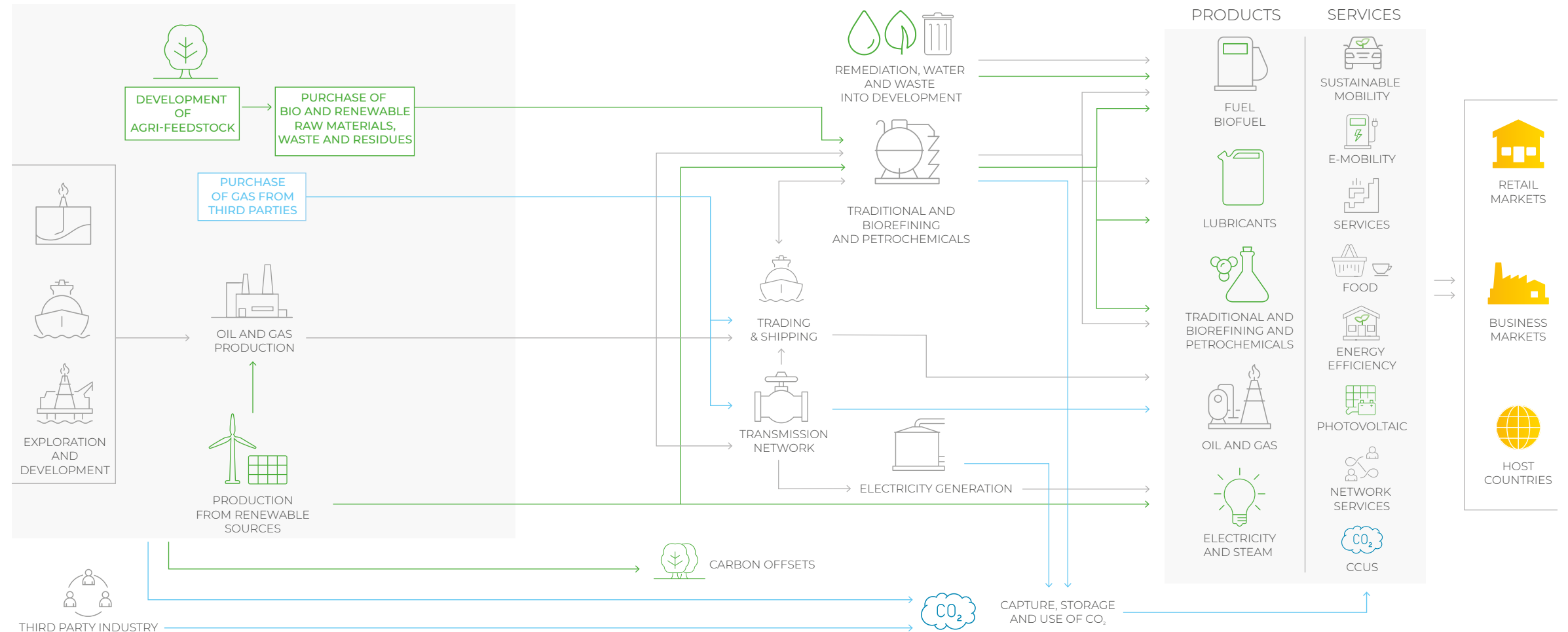
In the downstream oil/petrochemicals industry, a major process of transformation and reconversion is underway. Eni SpA is engaged through innovative business models in the development of new energy sources and decarbonization services: renewable energy from solar/wind, biofuels, biochemistry, CO₂ capture/sequestration and research lines on new energy paradigms (magnetic fusion, chemical recycling of plastics). Eni SpA has a large customer base of both industrial and end-user customers. The Group's distinctive strategy is founded on competitive advantages, in-house expertise and proprietary technologies as reference points with the aim to grow, create value and transform the Company. When it comes to traditional activities, growth and returns leverage on successful exploration, with an option for early monetization of discoveries, efficient resource development and the establishment of independent entities in synergy with qualified partners, in focused geographic areas, in order to pursue development opportunities and profitability.

Eni has been present in Côte d'Ivoire since 2015 and is currently conducting exploration and development activities as well as decarbonization initiatives. In September 2021, Eni announced the Baleine hydrocarbon discovery, the largest ever in the Country, which is set to be the first net-zero Upstream development project in Africa (for Scope 1 and 2 emissions). Baleine's greenhouse gas (GHG) emissions will be reduced by employing the best available technologies in terms of high-efficiency plant solutions, processes for energy recovery and reduction and for the control of fugitive emissions. Residual emissions are offset by leveraging forestry initiatives and clean cooking projects which are already underway and which also contribute to value creation for local stakeholders, in line with Eni SpA's approach towards a more sustainable development.

In March 2024, Eni also announced a new discovery named Calao, which currently stands as the second largest in the Country after the Baleine field.

The implementation of these projects in Côte d'Ivoire supports the domestic industrial development and energy access and it strengthens the Country's role as a regional energy hub, capable of exporting energy to neighbouring Countries. In addition, Eni's partnership with Côte d'Ivoire extends from the production of hydrocarbons to innovative initiatives for the production of Agri-feedstock that can be used in Enilive's biorefineries. Moreover, Eni supports local development initiatives that promote access to energy, community health, professional training and quality education for local communities, establishing a long-term, mutually beneficial collaboration with the Country.

OUR VALUE CHAIN



Business model

Eni SpA's business model supports the Company's commitment to a socially fair energy transition and is aimed at achieving solid financial returns and creating long-term value for the stakeholders through a strong presence along the energy value chain. The Company's mission integrates the **Sustainable Development Goals (SDGs)** of the United Nations 2030 Agenda.

Eni SpA is committed to contributing to ensuring energy security, leveraging on a global portfolio and on alliances with producing Countries. At the same time, Eni SpA implements a transition strategy based on a technologically neutral and pragmatic approach, aimed at maintaining the competitiveness of the production system and increase social sustainability.

These objectives leverage on a diversified geographical presence and a portfolio of solutions technologies that will create an increasingly decarbonized energy mix. Essential to achieve these objectives, the partnerships and alliances with stakeholders are used to ensure an active involvement in the definition of Eni's activities and in the transformation of the energetic system.

Eni SpA's business model combines the use of technologies, largely proprietary, enhancing the value of internal skills and a strategic network of collaborations, with the development of an innovative model which provides for the creation of dedicated companies capable of autonomously finance their growth and, at the same time, to bring out the real value of each business.

Eni SpA is present along the entire value chain – from exploration, development and extraction of resources to the marketing of energy, products and services to end customers – developing robust models of integrated business that enhance their industrial assets and customer base.

This integrated model is supported by the Corporate Governance system, based on the transparency and integrity principles, and the Integrated Risk Management process, which is functional to ensure, through the assessment and analysis of the risks and opportunities of the reference context, informed and strategic decisions and the materiality analysis that explores the most significant impacts generated by Eni SpA on the economy, environment and people, including those on human rights. Eni SpA also organically combines its business plan with the principles and objectives of increased environmental and social sustainability, articulating its actions along five guidelines, each oriented towards specific results (outcomes):

CARBON NEUTRALITY BY 2050

In line with Eni SpA's decarbonization pathway and 2050 carbon neutrality goal, the activities in Côte d'Ivoire focus on developing Africa's first net zero emissions (Scope 1 and 2) projects, diversifying the traditional portfolio and enhancing the value of natural gas, as well as starting the production of vegetable oil as Agri-feedstock, strengthening of the biofuels value chain.

ENVIRONMENTAL PROTECTION

Eni is committed to searching for innovative solutions aimed at reducing the environmental impact of its operations, ensuring a more efficient use of natural resources, protecting biodiversity and water resources, and promoting development models based on regenerative principles of the circular economy, with the aim of maximizing the recovery and valorization of waste and scraps.

VALUE OF OUR PEOPLE

Eni recognizes the value of its people as a fundamental element for the success of the company and for this reason, it guarantees a work environment free from any form of discrimination that favours the full development of everyone's potential, promoting of a culture based on the dissemination of knowledge. Eni also complies with the highest international standards in terms of health and safety and adopts appropriate measures aimed at protecting people and assets.

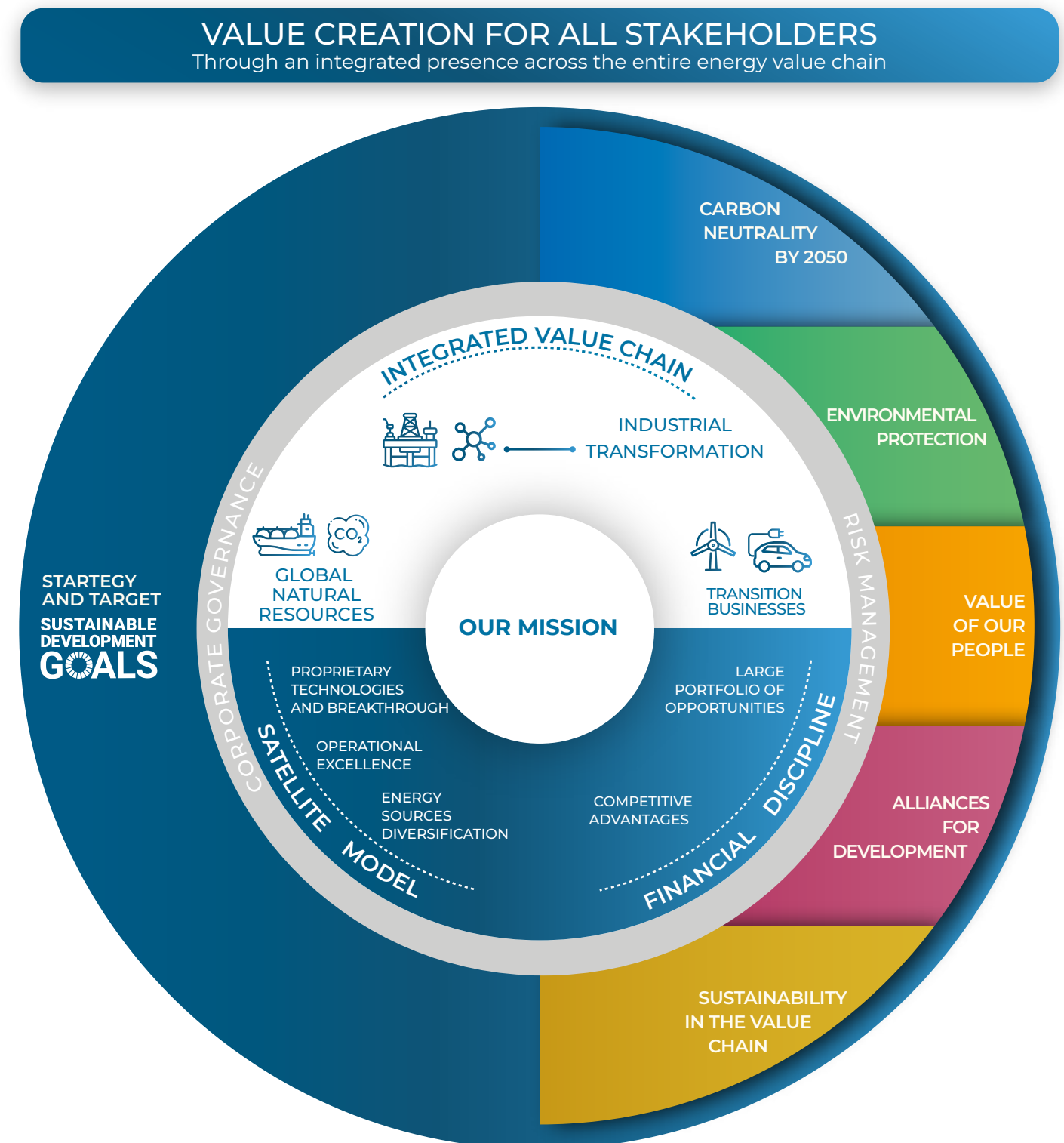
ALLIANCES FOR DEVELOPMENT

Eni promotes initiatives to support the local development of communities, guaranteeing access to energy, access to health and economic diversification, while sustaining know-how transfer and quality education in the territory, in collaboration with key players.

SUSTAINABILITY IN THE VALUE CHAIN

Eni promotes a more sustainable development of its supply chain, recognizing its key role in the transformation path undertaken. Through a systemic and inclusive approach, Eni shares values, commitments and targets with its suppliers, supporting and involving them in the growth path.

The Eni SpA business model is developed along these five lines by leveraging the development and application of innovative technologies and process digitization. In implementing this model, Eni guarantees respect for human rights in the context of its activities and promotes them with its partners and stakeholders, also pursuing operations based on the values of integrity and transparency.



Eni companies in Côte d'Ivoire

ENI Cote d'Ivoire Ltd

Eni Cote d'Ivoire Ltd is the company involved in exploration and production activities in Côte d'Ivoire, employing 152 people in the Country. It is mainly involved in the operation of the Baleine offshore platform, an extensive oil and associated gas field discovered in 2021, and the Calao field, discovered in 2024, which is estimated to hold between 3-5 Tcf of gas. For all activities related to Oil&Gas upstream operations, Eni Cote d'Ivoire Ltd uses standard ISO 26000:2010 as a reference document for integrating social responsibility into its activities, policies, strategies, procedures, and objectives.

BALEINE AND CALAO HIGHLIGHTS	2.5 billions of standard barrels Total oil present in the Baleine field	3.3 tera standard cubic feet Total gas present in the Baleine field	3-5 Tcf of gas Total potential resources of Calao
ENI BLOCKS IN CÔTE D'IVOIRE	7 operated blocks	5 blocks under exploration 2 blocks in production	4 new exploration blocks from December 2024
NUMBER OF PEOPLE EMPLOYED IN THE COUNTRY	152 (vs. 135 in 2023)		
NUMBER OF COOPERATION AGREEMENTS AND MEMORANDUM OF UNDERSTANDING IN THE COUNTRY	4 Cooperation Agreements with NGOs 1 Cooperation Agreement with an International Organization 2 Agreements with a Higher Education Institute 4 MoUs with Ivorian Ministries (Health, Education, Water & Forest, Environment and Sustainable Development)		
PAYMENT TO CÔTE D'IVOIRE GOVERNMENT ^a	154.9 €/million		

a) Cash payments and in kind payments, mainly relating to taxes, production entitlements, royalties, and bonuses, made to governments as part of Eni's activities in the exploration, prospection, discovery, development and extraction of oil (including condensates) and natural gas.

ENI NATURAL ENERGIES (ENE)

The newly incorporated Eni Natural Energies Côte d'Ivoire (ENE) operates in the production of Agri-feedstocks derived from agro-industrial and agricultural residues, which are supplied to the Enilive biorefineries. In 2024, the production of rubber seed oil in the Country advanced significantly thanks to the continued collaboration with the Ivorian Federation of Rubber Producers (Federation des Producteurs de Hevea de Côte d'Ivoire - FPH-CI). This is a key activity within the value chain of more sustainable fuel, positively impacting local farming families. A total of 6,000 farmers and 162 cooperatives were involved in the 2024 Hevea campaign.

ENE signed a one-year supply agreement in September 2024 for the supply of 6,000 tons of Cashew Nut Shell Liquid (CNSL) with the major producer in Côte d'Ivoire.

Stakeholder Engagement Activities

Eni engages in a continuous dialogue with its stakeholders, informing them promptly, openly and truthfully and promoting their participation in order to maximize the creation of long-term shared value while reducing business risks. In the Country, Eni is actively involved in numerous stakeholder engagement activities at local level, aimed at establishing solid and candid relationships with all stakeholder groups and promoting a collaborative approach that generates positive impacts on the territory. Stakeholders were involved in the following initiatives:

390+ stakeholders mapped and monitored in 2024

ENI'S PEOPLE	<ul style="list-style-type: none">Monthly negotiation with trade unions to discuss benefits and improvements to working conditions and social life for agents/employees.Celebration of the Labour Day on 1st of May.Breast Cancer Screening and Awareness Day.Awareness campaign on food education, raising employee awareness on good eating habits.Team-building activity involving all employees to raise awareness on Diversity & Inclusion issues.Sharing with all employees the Eni SpA Diversity & Inclusion Policy adopted in Cote d'Ivoire.
LOCAL COMMUNITIES AND COMMUNITY BASED ORGANIZATIONS	<ul style="list-style-type: none">Behavioural Change Campaign of the Clean Cooking Programme to raise awareness about the environmental, health, and nutrition benefits associated with the use of improved cookstoves.Continued collaboration with the Ivorian Federation of Rubber Producers (Fédération des Producteurs de Hévéa de Côte d'Ivoire - FPH-CI).
NATIONAL AND INTERNATIONAL INSTITUTIONS	<ul style="list-style-type: none">Agreement signed between Eni and the Ministry of Water & Forests on November 28, 2024, for the start-up of the Conservation and Restoration of Classified Forests Project (CRCF) to generate the carbon credits destined to offset Baleine's Scope 1 and 2 greenhouse emissions by contributing to the fight against deforestation and forest degradation in the Country.MoU signed between Eni and the Minister for Health, Public Hygiene and Universal Health Coverage in December 2024 to formalize the collaboration between the Company and the Ministry on improving community health and strengthening the local health system.Presentation of Eni's results of the feasibility study for the Conservation and Restoration of Classified Forests (CRCF) project to the Ministry of Water and Forests. This presentation was attended by the Ministry of Mines, Petrol and Energy, community representatives, and other key stakeholders, marking an important milestone in Eni's commitment to environmental sustainability in the Country.Delivery of the "Capacity Building Training Programme and Governance for Bio-Based Feedstock Projects in the Energy Sector" course, aimed at Ivorian ministerial delegates to strengthen the knowledge of local ministerial personnel regarding the entire biofuel value chain and the projects towards sustainability launched in the Country.
CONTRACTORS, SUPPLIERS AND COMMERCIAL PARTNERS	<ul style="list-style-type: none">Several local contractors engaged to provide a wide range of goods and services for asset maintenance, logistics and general services, such as: ICT, Drilling, Project Management, Training, HSEQ, Health services, Event Management.
UNIVERSITIES, RESEARCH CENTRES AND INNOVATION HUBS	<ul style="list-style-type: none">Research and training agreements with the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB), Polytechnic University of Milan, University of Perugia and University of Pavia for strengthening knowledge on the energy sector.
ORGANIZATIONS FOR DEVELOPMENT COOPERATION	<ul style="list-style-type: none">Cooperation Agreement with CERCO Cote d'Ivoire for the Sustainable Jobs initiative aimed at developing relevant professional skills and careers.

Eni Côte d'Ivoire adopted the company's 'Stakeholder Management System' (SMS) application which has mapped over 390 stakeholders. This application allows the monitoring of stakeholders and a timely management of their grievances and requests. A grievance mechanism has been set-up and announced to stakeholders during the public consultations held as part of the ESHIA processes. No grievances were registered in 2024, and two grievance mechanisms have been set up dedicated respectively to the Clean Cooking project and forestry initiatives. For more information, please refer to the section [Stakeholders engagement in the 2024 Eni Sustainability Statement](#).

Human rights

Eni's commitment to human rights is driven by a sense of responsibility towards the well-being of the people and communities with whom the Company interacts. Eni has adopted the ECG Policy on Respect for Human Rights at Eni, developed in line with the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises. In line with this commitment, Eni has pledged to ensure the respect for human rights in all of its activities as well as those of its business partners, placing the dignity of people at the centre and promoting an approach based on risk prevention and management.

HUMAN RIGHTS COMMITMENT

Human rights have been incorporated into governance policies and processes, including through the structuring of appropriate training frameworks.

DUE DILIGENCE

Eni has adopted a management system which includes a set of processes and tools to assess the most relevant issues, risks and impacts related to the respect for human rights.

ACCESS TO REMEDY

Eni ensures adequate handling of complaints through the 'Grievance Mechanism' and whistleblowing channels.

In the execution of the due diligence model, stakeholder engagement plays a key role as it aims to collect all relevant points of view and in turn to adopt the appropriate prevention and management measures. In addition, the continuous and adequate access to grievance mechanisms/reporting channels and the timely management of requests, facilitates the pursuit of remedy in case of impacts and, more generally, promotes the continuous improvement of the system.

Under Eni human rights Due Diligence process, business projects are assessed according to a prioritization model that maps their potential risk for human rights. Phase 1 of the Baleine project was assessed using Eni's human rights prioritization model which resulted in a 'medium' risk, i.e. requiring the adoption of specific measures to prevent and manage potential negative impacts on key human rights issues, such as compliance with workers' rights by third-party workers, and the potential adverse impacts on community rights during construction activities due to restrictions to the access to portions of land. On the first aspect, specific clauses addressing workers' rights have been included in the contracts with major suppliers, while with respect to the second aspect, dedicated measures addressing vulnerable groups have been included in the Land Management Action Plan (LMAP) in addition to what is already prescribed by IFC Performance Standard n. 5¹. Baleine Phase 2 was instead classified as 'low' risk, i.e. not requiring any specific or additional preventive measure concerning human rights.

1 <https://www.ifc.org/content/dam/ifc/doc/2010/2012-ifc-performance-standard-5-en.pdf>

Anti-corruption

THE ANTI-CORRUPTION COMPLIANCE PROGRAMME

Eni SpA has adopted the Anti-Corruption Compliance Programme, an organic system of rules, controls and organizational safeguards aimed at preventing corruption and money laundering. The Anti-Corruption Compliance Programme has evolved over time with a view to continuous improvement and, since 2024, the entire Compliance Management System of Eni SpA has been certified ISO 37301:2021 'Anti-bribery Management Systems'. The Programme is embodied in the Anti-Corruption MSG and details regulatory instruments that provide the framework for identifying activities at risk of corruption and money laundering. These instruments are adopted by Eni Cote d'Ivoire Ltd.

ANTI-CORRUPTION SAFEGUARDS AGAINST THIRD PARTIES AT RISK

According to the anti-corruption regulatory instruments of Eni, the third parties at risk of corruption are subjected to Anti-Corruption Due Diligence, a structured collection of information aimed at verifying, according to a risk-based approach, aspects like the reconstruction of the shareholding structure, the existence of investigations or convictions for relevant offences, the presence of public officials and possible conflicts of interest, and the adoption of an Anti-Corruption Compliance Programme. The depth of the checks depends on the type of transaction and third party, country of reference and available public information. In this regard, a dedicated unit (Integrity Due Diligence Competence Centre) was set up at headquarter level in 2023 with the aim of conducting Anti-Corruption Due Diligence checks on potential third-parties at risk across the Group. The unit is responsible for streamlining, optimizing, and digitizing compliance controls while leaving the responsibility for Due Diligence processes in the hands of the business lines unchanged.

THE CONTROL ON THE SUPPLY CHAIN

The corruption risk of potential suppliers is monitored via a qualification process. It assesses technical capacity, economic and financial reliability, ethical and reputational profile and, for higher risk cases, the adoption of an Anti-Corruption Compliance Programme. Contracts include Business Integrity clauses that incorporate audit rights for Eni in higher risk cases and contractual remedies in the event of violations of compliance obligations in addition to compliance with the principles of the Code of Ethics and the Anti-Corruption MSG. Subcontractors are also subject to advance audits for ethical and reputational reliability, and their contracts, drawn up exclusively in writing form, are expected to include compliance commitments equivalent to those of the main supplier.

ANTI-CORRUPTION TRAINING

Eni strongly believes in the dissemination, at all Company levels, of a culture oriented towards legality and compliance with the rules, the values of integrity and the principles of conduct and control adopted by the Company. In this regard, Eni implements an anti-corruption training programme delivered to employees through e-learning courses and classroom events, divided into general workshops and job-specific training addressing figures and professional areas at medium/high risk of corruption. To optimize the identification of the recipients of the training initiatives, a 'risk-based' methodology has been defined for the systematic segmentation of Eni people based on specific risk factors including Country, qualification and professional area. A risk assessment methodology based on specific elements of individual subsidiaries was defined to determine the periodical opportunities of training programmes. In 2024, the new e-learning courses 'Code of Ethics and Anti-Corruption' and Anti-Corruption Compliance Programme were delivered to Eni Côte d'Ivoire employees.

116 employees participated in the e-learning 'Code of Ethics and Anti-Corruption' Training and 9 employees in e-learning 'Anti-Corruption Compliance Programme'

Carbon neutrality by 2050

ENI'S DECARBONIZATION PLAN

Eni SpA is facing the challenges posed by an increasingly complex and rapidly evolving energy context with a strategy aimed at progressively reducing both the direct and indirect emissions associated with its business activities, while providing the energy products required by its customers. This strategy combines the global needs of (i) environmental sustainability; (ii) security of supply, ensuring the uninterrupted availability of sufficient energy resources to power human activities and guarantee basic human rights; (iii) energy equity, understood as the possibility for citizens to have fair and non-discriminatory access to adequate, reliable and affordable energy. In response to these challenges, since 2016, Eni SpA has considered GHG emission reduction a priority, being among the first in the sector to establish a series of targets, which have become more and more challenging through the years. These objectives aim to improve the GHG emission performance of its operated assets. Since 2020, Eni SpA has defined a pathway towards Carbon Neutrality, expressed through a series of objectives with intermediate stages that will progressively lead to Net Zero Scope 1, 2 and 3 GHG emissions by 2050, related to the lifecycle of energy products sold, both in absolute and intensity terms.

To achieve these targets, decarbonization levers and technologies have been identified that cut across Eni SpA's different business activities, as well as the territories in which the Company is present, and will be adopted and tailored in a targeted manner, with time horizons that take into account the technological and commercial maturity of each solution.

For more information on the targets of the decarbonization plan and the main levers and technologies planned, see [Eni for 2024 - Carbon Neutrality by 2050](#).

Within this framework, Eni SpA promotes the development of projects and initiatives to reduce GHG emissions in the various countries where it operates, considering local socio-economic and environmental characteristics, as well as the needs and expectations of stakeholders in the area. Below are the main actions carried out in Côte d'Ivoire divided by area of intervention or decarbonization technology, which contribute to Eni SpA's overall emission reduction journey.



Decarbonizing the energy of today

BALEINE: THE FIRST NET ZERO (SCOPE 1 AND 2) UPSTREAM DEVELOPMENT PROJECT IN AFRICA

Area of intervention: Upstream portfolio (oil & gas)

In 2021, Eni discovered an extensive oil and associated gas field 70 km off the coast of Abidjan at a depth of 1,200 meters. The discovery, named Baleine (the French word for 'whale'), is the largest hydrocarbon discovery ever made by an energy company in Côte d'Ivoire, and it is also the first commercial discovery in the Country in the last 20 years. The export to shore of the associated gas production is a strategic move to increase both domestic and regional supply, leveraging the Country's extensive power generation and electric system. Oil production, on the other hand, will be instrumental in boosting exports, contributing to the Country's economic growth. The Baleine project is being developed in three phases:

1. Production via the first FPSO (Floating Production, Storage and Offloading unit), which started and was completed in 2023.
2. Production via a second FPSO, which started at the end of 2024.
3. Further developments are planned to increase total field production to 150,000 bbl/d oil and 200 Mscf/d gas.

Before starting the development of the Baleine project, Eni conducted an Environmental, Social and Health Impact Assessment (ESHIA), in line with the applicable legislation, as well as the Eni SpA Standards and International Best Practices, to identify and assess potential impacts and risks that planned activities could have on the environment and on local communities. Through this assessment, Eni defined and implemented a set of mitigation and management measures to reduce potential adverse environmental, health and social impacts, including an active engagement of relevant stakeholders in the decision-making processes.

Baleine was developed in record time with excellent HSE performances thanks to Eni's unique fast-track approach, which consists in running the design, authorization and execution phases in parallel. An innovative aspect of the project was the reuse and the renovation of an existing FPSO vessel for the project's Phase 1 and 2, which was refurbished and technologically upgraded to ensure an accelerated start-up. Reusing the existing FPSO optimized costs and time and minimized the usage of energy and construction materials. The project also involved the construction of a 90 km gas export pipeline, with 80 km offshore and 10 km onshore, connecting the FPSO to the onshore receiving facility located in Abidjan. In early November 2023, the first gas produced from the Baleine field was transported onshore for power generation, thereby supporting the Country energy demand.

Baleine is set to be the first Net Zero emission Upstream project (Scope 1 and 2) in Africa. This is made possible by the adoption of best available technologies (such as Flare Purging with Nitrogen, LED Lights, Photovoltaic system, Variable-Speed Drives, Flare/Vent Recovery Unit, Waste Heat Recovery Unit, dual fuel generator upgrade) that minimize the operations' carbon footprint, including high-efficiency plant solutions, processes for energy recovery, reduction and control of fugitive emissions. Residual emissions are offset by leveraging forestry initiatives and clean cooking projects, which also contribute to value creation for local stakeholders, in line with Eni's approach to a more sustainable development. In addition, a wide range of social initiatives in the areas of vocational training, education, health and economic diversification complement Eni's collaboration with the Country and further demonstrate the Company's commitment to a Just Transition.

After the completion of Phase 1 in 2023, in line with the timeline, in December 2024, Eni successfully started the Phase 2 production from the Baleine field, marking a crucial step in the development of Côte d'Ivoire's offshore. Thanks to this milestone, production will reach 60,000 barrels of oil per day by Q1 2025 and 70 million cubic feet of associated gas (equivalent to 2 million cubic metres). In Phase 2 the Floating Production, Storage and Offloading Unit (FPSO) Petrojarl Kong is deployed alongside the Floating Storage and Offloading Unit (FSO) Yamoussoukro for the export of oil, while 100% of the processed gas will supply the local energy demand through the connection with the pipeline built during the project's Phase 1. This achievement further consolidates Côte d'Ivoire's role as a producing

Baleine is set to become the first Net Zero emissions upstream project in Africa (Scope 1 and 2), enabled by the deployment of best available technologies

Residual emissions are fully offset through forestry and clean cooking projects, generating local value and supporting Eni's commitment to a Just Transition

3.3 tera
standard
cubic feet
total gas present
in the field

Country on the global energy scenario, strengthening access to energy on a national and regional scale. The rapid development of Baleine Phase 2 confirms Eni's excellent time-to-market, enhanced also by the renovation and reuse of the 2 units. The Final Investment Decision for the project was taken in December 2022; Phase 1 started in August 2023; with Phase 2 activities carried out in parallel and completed in full safety.

Total oil present in the field: 2.5 billion of standard barrels.



3-5 Tcf of gas
in place
total potential
resources

CALAO: THE SECOND LARGEST OFFSHORE GAS DISCOVERY IN THE COUNTRY

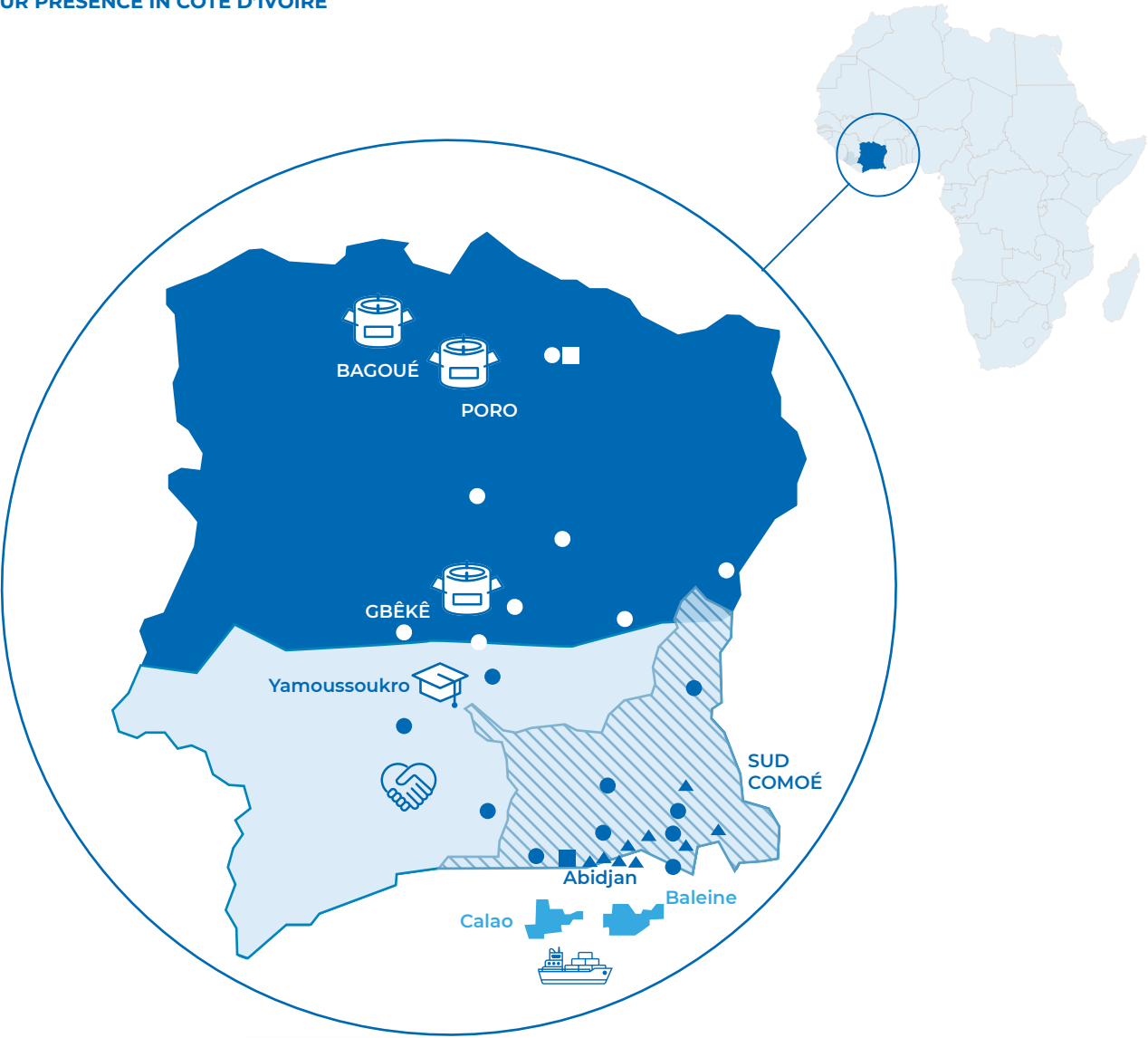
Area of intervention: Upstream portfolio (gas)

The President of the Republic of Côte d'Ivoire Alassane Ouattara and the Chief Executive Officer of Eni Claudio Descalzi met in Abidjan on 7 March 2024 to discuss the company's activities in the Country, including the successful results of the Murène 1X exploration well which led to the Calao discovery.

Drilling operations took place approximately 45 kilometres off the coast in block CI-205, reaching a depth of 5,000 metres in water depths of around 2,200 metres. The well encountered light oil, gas, and condensates in various intervals of Cenomanian age characterized by good to excellent permeability values. Preliminary assessments indicate potential resources ranging between 3-5 Tcf of gas. Plans are underway to drill at least two appraisal wells. In case of success, a testing phase will follow to confirm the field's dynamic properties. The appraisal campaign is expected to take place over the next couple of years. The negotiation for 4 new licenses started immediately after the discovery in the Calao area, which were awarded at the end of 2024. Geological and Geophysical studies are already underway for the four new licenses. This initiative is in line with Eni's² broader strategy to strengthen its exploration portfolio in Côte d'Ivoire. The new blocks represent a strategic opportunity to identify situations similar to Calao and assess infrastructure-led exploration (ILX) prospects around a potential future production hub.

2 Eni operates the block in partnership with Petroci Holding.

OUR PRESENCE IN CÔTE D'IVOIRE



SYMBOL LEGEND

- Agrifeedstock**
Production of vegetable oil from Hevea seed
- Forestry Project**
Lagunes & Comoé
- Upstream Operations**
- Local Development Projects**
Abidjan & Sud Comoé
▲ Public schools
● Health centres
■ Vocational training
- Improved cookstoves distribution**
Gbêkê, Poro and Bagoué
- INP-ESPE**
Master upstream and downstream, Technical Training



117,000
improved cookstoves
distributed since
June 2022

+585,000
beneficiaries

1,300
villages reached
by the initiative

CLEAN COOKING PROGRAMME IN CÔTE D'IVOIRE

Area of intervention: Carbon offset

In June 2022 Eni launched its first Clean Cooking Programme, in collaboration with the Ivorian government and the NGO AVSI Foundation (Volunteer Association for International Service). This programme is designed to promote the adoption of improved cookstoves, which are a more sustainable and more efficient alternative to traditional cooking methods (i.e. three-stone fires or rudimental braziers) for vulnerable communities.

Traditional fuels used by rural households in Cote d'Ivoire are wood and charcoal which are considered as biomass resources but the way those are harvested and produced is considered unsustainable because they contribute to deforestation, land degradation and climate change. With their higher efficiency, the improved cookstoves, which are tested in the laboratories certified by Clean Cooking Alliance, significantly reduce the consumption of biomass and generate high-quality carbon credits³ (certified according to the most recognized standards on the voluntary carbon market).

At the end of 2024, the programme provided access to improved cooking systems to over 585,000 people in over 1,300 villages at the centre (region of Gbêké) and north (regions of Poro and Bagoué) of the Country. Over 117,000 cookstoves have been distributed since its launch in 2022, with the ambitious target of reaching 500,000 cookstoves and over 2.2 million people by 2030.

In February 2024, Eni conducted a baseline assessment in Nawa, a new region where Eni plans to expand its Clean Cooking Programme and activities in 2025. This assessment involved collecting data through surveys, community engagements, and kitchen performance tests to measure household fuel consumption. The results provided valuable insights into existing cooking technologies, the extent of deforestation, carbon emissions, and the direct health impacts linked to traditional cooking practices. These insights are essential for measuring the programme's impact and effectiveness over time.

A major milestone was reached by the programme in December 2024, when Eni successfully completed the first assessment process required by VERRA's Verified Carbon Standard for the issuance of certified and high-quality carbon credits. The assessment covered the first year of the project (2022-2023) and confirmed the avoidance of 62,000 tons of CO₂. Eni plans to launch a second assessment process in 2025 to verify the project's positive impacts and issue additional carbon credits, supporting the achievement of Net Zero targets, particularly in relation to the Scope 1 and 2 emissions of Baleine project.

A key aspect of Eni's Clean Cooking Programme is the continuous relationship with villages and communities, which is crucial to the success of the programme as it fosters awareness and supports families to adopt more sustainable and healthier cooking systems. This is achieved through regular monitoring, field surveys, and a dedicated software system coupled with an app for efficient in-field data collection and reporting. Local focal points are stationed in each village to ensure that the cookstoves are used correctly, working properly and replaced when necessary. To this end, a dedicated grievance mechanism has been implemented to promptly address any concerns or complaints related to the devices distributed.

Specific activities related to the health benefits of clean cooking were launched in 2024, in particular a first pilot project to measure the variation of the parameters related to household air pollution before and after the introduction of improved cookstoves.

The programme also fosters local economic development: all cookstoves are manufactured locally in Côte d'Ivoire by local enterprise Green Ker. Thanks to the programme's success and the support provided in the improvement and industrialization of production, Green Ker was able to invest in new machinery and hire additional workers, leading to a twofold increase in its production capacity.

3 Certified according to internationally recognised voluntary market standards and accompanied by additional certifications to also attest to the socio-environmental benefits of project activities. See section [Offset and removals of GHG emissions in the Sustainability Statement](#). International recognized standards include Verra's Verified Carbon Standard (VCS) or the Gold Standard (GS). In addition, the credits are accompanied by an additional certification, such as the Climate Community & Biodiversity Standards (CCBS) or the Sustainable Development Verified Impact Standard (SD VISTa) which attests to their socio-environmental benefits (e.g. biodiversity conservation, economic development and improvement of local community living conditions).

Focus on

Ecology and Climate Change Days 2024

As part of the Clean Cooking Programme, in May 2024 Eni sponsored the 'Ecology and Climate Change Days 2024', an event organised by the Ministry of Environment, Sustainable Development, and Ecological Transition (MINEDDTE). During the event, Eni conducted a training session for 26 women, each representing a different village to demonstrate the use of improved cookstoves. Following the event, Eni distributed 2,500 improved cookstoves across the 26 villages under the supervision of MINEDDTE. The event was attended by representatives of MINEDDTE and served as an important opportunity to highlight the significance of Eni's ongoing partnership with the Ministry, as well as with local prefectures, sub-prefectures, and other stakeholders with whom Eni is regularly collaborating through the Clean Cooking Programme.

Interview with Ami Diarra Ouattara

What is AVSI's role in the implementation of the 'Promotion of Clean Cooking Technologies in Côte d'Ivoire' project?

AVSI's role is, first and foremost, to identify the intervention areas together with Eni, and to engage the beneficiary communities of the project. The distribution of improved cookstoves to the target population is accompanied by awareness-raising activities and the promotion of behavioural change to ensure their proper use, with the aim of maximizing the benefits.

How does AVSI engage communities to promote the adoption of improved cookstoves?

The approach to implementing activities is participatory. At every stage of the project, AVSI involves and informs administrative and traditional authorities, community leaders, and the local population. Both men and women

take part in awareness sessions held prior to the distribution of improved cookstoves. Community leaders also designate focal points to regularly monitor the beneficiary families and ensure proper use of the cookstoves over time.

What are the most effective strategies to encourage behavioural change regarding traditional cooking methods?

Awareness-raising in villages and close support for families by community focal points play a crucial role. Firstly, it is essential to understand the population's perception of the introduction of a new cooking method. Then, efforts must focus on raising awareness and sharing the benefits through direct testimonials. Finally, recreational activities are organized to encourage participation.

Interview



AMI DIARRA OUATTARA
Field Activities
Coordinator in Côte
d'Ivoire (AVSI Korhogo)

99

14
classified forests

156,000
hectares covering

300,000
beneficiaries

PROTECTION AND RESTORATION OF FORESTS IN CÔTE D'IVOIRE

Area of intervention: Carbon offset

Côte d'Ivoire, one of the African Countries with the highest deforestation rates, has lost over 90% of its forest cover in the last century. The remaining forests are highly fragmented and degraded due to the development of agricultural activities, the timber industry, and urban expansion, and are in urgent need of conservation and restoration efforts. In November 2024, Eni signed a Convention with the Ivorian Government for the implementation of the Conservation and Restoration of Classified Forests (CRCF) project following a feasibility study launched in September 2022. The project designed by Eni in collaboration with the Ivorian Ministry of Water and Forests, will focus on 14 classified forests over a total area of 156,000 hectares, in the Lagunes and Comoé regions.

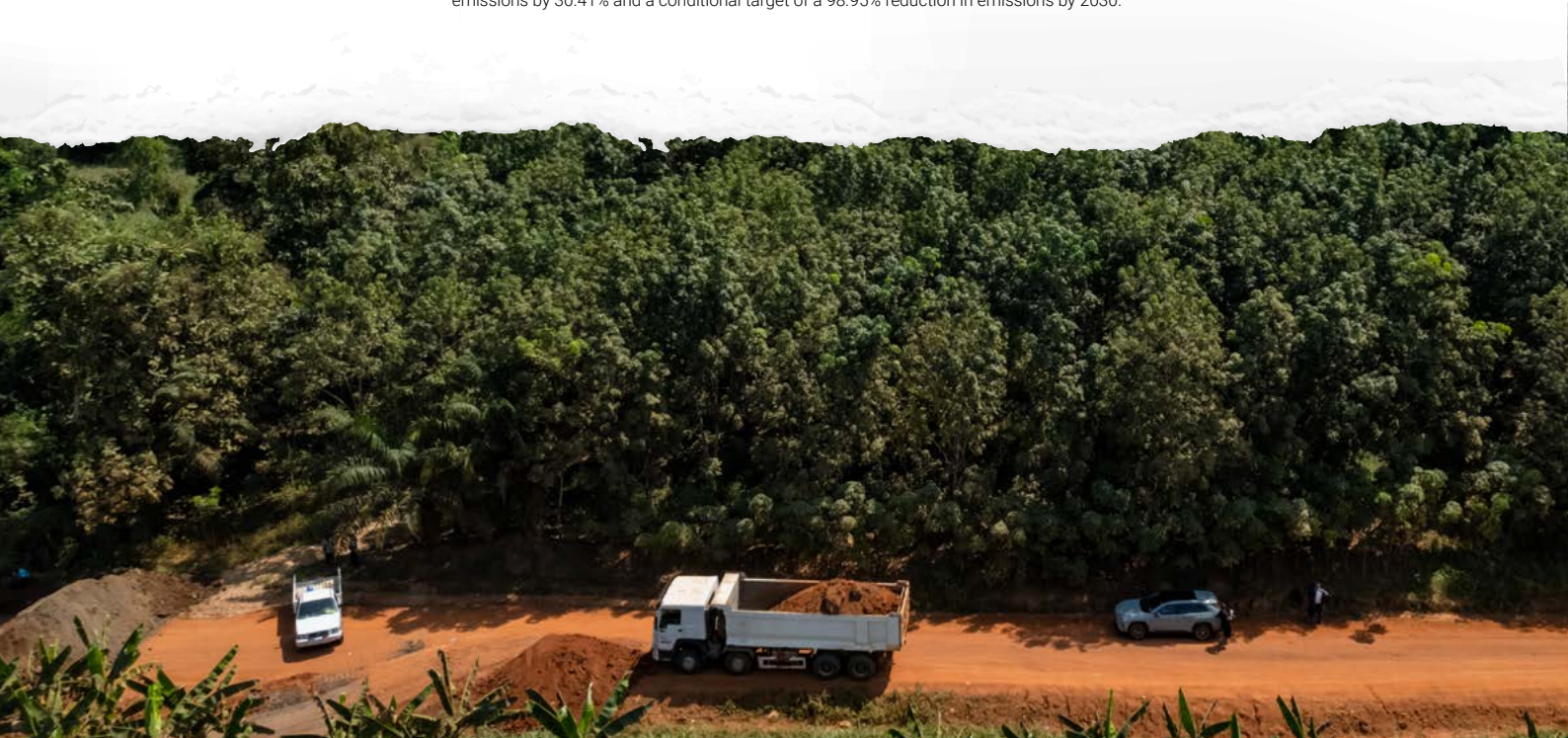
The CRCF project includes two main areas of intervention. The first intervention aims to conserve 80,000 hectares of natural forest and biodiversity by strengthening existing control activities to prevent deforestation, wildfires, and poaching. This will be supported by a comprehensive awareness and training programme involving the local communities and relevant institutions. The second intervention focuses on restoring forest areas by planting approximately 12 million trees of local species over 13,000 hectares of abandoned and degraded land. This activity will be complemented by agroforestry initiatives to promote more sustainable agricultural practices, thereby enhancing the productivity of cultivated land.

The CRCF project will generate high-quality carbon credits aimed at offsetting Baleine's Scope 1 and 2 GHG emissions, while also supporting the Country's Nationally Determined Contributions (NDCs)⁴ and the Government's strategy to reduce deforestation and increase the forested areas.

In 2025, the project will undergo its first validation process by the international certification standard VERRA-CCB, and the first carbon credits are expected to be generated in 2026. Besides the benefits in terms of reduced environmental impact, the initiative will have significant socio-economic effects, benefiting over 300,000 people through the creation of alternative livelihoods and economic opportunities.

For more information on Carbon offset see the section [Offset and removals of GHG emissions in the Sustainability Statement](#) and the section [Carbon offset in Eni for 2024 - A Just Transition](#).

4 Côte d'Ivoire submitted its revised NDC in 2022. The Country commits to an unconditional target of decreasing economy-wide emissions by 30.41% and a conditional target of a 98.95% reduction in emissions by 2030.



Interview with Jérôme Laporte

What is Eticwood's role in the implementation of the Classified Forests Conservation and Restoration Project (CRCF) in Côte d'Ivoire?

After conducting the feasibility study in 2023, Eticwood was commissioned by Eni to implement the CRCF Project starting at the end of 2024. The Company is responsible for the overall coordination of the project, which covers 14 classified forests. In practical terms, Eticwood works closely with the Ivorian public institutions, in particular the Ministry of Water and Forests (MINEF) and the Forest Development Corporation (SODEFOR). It establishes partnerships with local organizations and supports surrounding communities in carrying out forest conservation and restoration activities. These activities include tree planting, environmental awareness campaigns, participatory forest monitoring, and the development of income-generating activities that are compatible with the preservation of forest ecosystems.

What are the main impacts and benefits generated by the project in the targeted areas, and how will local communities be involved in project activities?

The Classified Forests Conservation and Restoration Project expects to generate significant impacts on multiple levels — environmental, social, and economic — while strongly involving local communities into its implementation.

Impacts on water and climate:

- Significant reduction in deforestation rates in the targeted areas.
- Increase in forest cover and a more sustainable restoration of ecosystems.
- Improved monitoring and prevention.
- Contribution to the hydrological resilience of bodies of water.

Impacts on biodiversity:

- Preservation and regeneration of local biodiversity.
- Protection of endangered species.

- Increase in the diversity and abundance of wildlife in restored forests.

Impacts on local communities:

- Creation of job opportunities in planting, maintenance, and monitoring activities over a 30-year period.
 - Strengthening of technical skills in agroforestry and a more sustainable resource management.
 - Development of value chains and income-generating activities (beekeeping, non-timber forest products, etc.).
 - Improved access to basic services in certain areas (water, healthcare, community infrastructure).
- Moreover, the project ensures the active involvement of local populations in all phases: planning, implementation, and monitoring:
- Organization of targeted training and environmental awareness sessions.
 - Establishment of village forest management committees and participatory governance systems.
 - Support for community-based organizations to ensure long-term ownership of results.

What is the added value of the Eni-Eticwood collaboration within this initiative?

The collaboration between Eni, an international energy company committed to the energy transition, and Eticwood, a consultancy firm specialized in sustainable forestry and natural resource management, represents a major strategic lever for the success of the Classified Forests Conservation and Restoration Project. Through this complementary partnership, Eni contributes financial resources, a strategic vision focused on carbon neutrality, and the ability to align the project's actions with its broader commitments in the Country. For its part, Eticwood brings in-depth technical expertise in ecological restoration, community forestry, mapping, and environmental monitoring, thereby ensuring rigorous and scientifically-grounded implementation.

Interview

JÉRÔME LAPORTE
CEO Eticwood



Investing in new energy

6,000 farmers and 164 cooperatives participating in the initiative

PRODUCTION OF VEGETABLE OIL AS MORE SUSTAINABLE FEEDSTOCK FOR BIOREFINERIES

Area of intervention: Agri-feedstock initiatives

In 2021, Eni and the Republic of Côte d'Ivoire, represented by the Minister of Mines, Petroleum and Energy signed an agreement to collaborate on projects focused on emissions offsetting, renewable energy and more sustainable development. Among these projects is the production of vegetable oil from agricultural by-products in the rubber tree value chain, which will then serve as Agri-feedstock for the production of biofuels. This initiative was kicked-off with the signature of an agreement with the Ivorian federation of rubber producers (named the Federation of Hevea Producers (FPH-CI)) in July of 2023. FPH-CI represents over 200,000 families involved in latex cultivation. The certification of the vegetable oil under ISCC-EU, one of Europe's main sustainability schemes in the renewable energy sector, highlights its significance for the local community. Indeed, this collaboration generates direct economic benefits for thousands of farmers and cooperatives and enables the valorization of the rubber seeds. Hevea seeds have traditionally been considered unused agricultural residues and mainly serve the purpose of replanting Hevea trees in the region. Since the project kick-off, the operating model implemented in Côte d'Ivoire involved geolocating plantations and conducting test collection campaigns in areas strategically located for the subsequent processing of the seeds to produce vegetable oil. Rubber plantations are well distributed along the coastal zone and in the southwest of the Country, particularly near the border with Liberia, as well as in central and eastern Côte d'Ivoire. Eni supports seeds collection activities by distributing small weighing scales, bags for proper seed weighing and moisture meters for measuring seed moisture content, which is a crucial factor for vegetable oil production. An agronomic platform tailored to African geographies was developed by Eni to process all the relevant data. Once collected, seeds are processed in a local pressing facility near Abidjan, operated by a third party and equipped with advanced technologies like hexane extraction. In October 2023, less than three months after signing the contract with FPH-CI, the first Hevea-seed oil was successfully produced. As part of its strategy, Eni has continued to strengthen and diversify its vegetable oil portfolio in Côte d'Ivoire throughout 2024. A one-year supply agreement was signed in September 2024 for the supply of 6,000 tons of Cashew Nut Shell Liquid (CNSL) with the major producer in Côte d'Ivoire. The Agri-feedstock project is not only pivotal to Eni's broader decarbonization strategy, but it also contributes to local development by creating new job opportunities and providing additional income sources for communities throughout its supply chain. 6,000 farmers and 164 cooperatives actively participated in the Hevea seed campaign in 2024.



Interview with Jacques Datte Yao

What is the Ministry of Agriculture, Rural Development and Food Production doing to make the most of agricultural residues?

The Ministry of State, Ministry of Agriculture, Rural Development and Food Production (MINADERPV) of Côte d'Ivoire has set up several initiatives to recover agricultural residues in collaboration with technical and financial partners. The National Development Plan (NDP) (currently in the 2021-2025 phase) and the National Agricultural Investment Programme (NAIP) promote an agriculture that limits losses and waste, in particular through the energy, food or industrial recovery of residues and the full use of agricultural products to generate added value. The concrete actions planned include the introduction of more sustainable waste management solutions, support to the recycling and reuse of agricultural inputs, and the promotion of eco-design. These efforts are aimed at optimising waste collection and increasing recycling rates, a key objective for the industry, which has already achieved significant results with over 102,000 tonnes collected by 2024.

How does Eni's project to add value to rubber seeds fit in with the Ministry's public policies and development plan?

Eni's project to add value to rubber seeds is fully in line with public agricultural policies, particularly through the National Development Plan (NDP) and the National Agricultural Investment Programme (NAIP). The NAIP, which was launched in 2010, aims to transform family farms into modern, competitive and resilient units. It focuses on the diversification of agricultural value chains, a more sustainable management of cash crops and the industrialization of the processing of agricultural raw materials. The development of rubber seeds forms part of this approach, with the aim of increasing the rate of local processing of agricultural raw materials, especially rubber. As for the NDP, it encourages innovation in the agricultural sector to diversify products and increase the resilience of farms. The NDP can also improve the competitiveness of agricultural products by strengthening value chains. This includes improving

yields of cash crops such as rubber and promoting local processing. Adding value to rubber seeds forms part of this dynamic, by offering new economic opportunities and helping diversify the products derived from this crop.

What are the advantages and importance of public-private collaboration for this project?

The public-private collaboration between Côte d'Ivoire's Ministry of Agriculture and Eni in the context of the Valorization of rubber seeds offers several strategic advantages and carries considerable economic, social and environmental importance:

- Development of the industrial sector: biofuels.
- Creation of rural jobs and fight against poverty.

A regular supply of vegetable oil to produce biodiesel, i.e. a rapidly expanding market in Europe and the rest of the world, thereby securing a more sustainable and renewable raw material:

- This partnership strengthens Eni's position in sustainable development projects in West Africa, as Côte d'Ivoire is Africa's leading producer of natural rubber, providing a solid base for a stable supply of rubber seeds.
- Technology transfer and local capacity building.
- Positioning of Côte d'Ivoire as an innovative African player in the bioeconomy and the increasingly sustainable use of resources.
- Improvement of the efficiency of agricultural systems and reduction of their environmental impact.

What benefits does this type of initiative bring to the farmers and cooperatives involved?

This type of initiative provides:

- Additional income for farmers and cooperatives.
- Empowerment of women, who are often involved in the initial collection and processing activities.
- Improved access to markets and infrastructure (e.g. cooperatives are equipped with collection equipment, assembly centres or transport, thanks to co-financing).

Involvement of small-scale farmers in the value chain, who are often excluded from formal marketing channels.

Interview



JACQUES DATTE YAO
General Directorate
for the Promotion of
Agro-Industries (DGPAI)



Partnerships for decarbonization

98.8
tCH₄/year
fugitive emissions
reduction as a
result of the LDAR
campaign in 2024

OIL & GAS METHANE PARTNERSHIP (OGMP) IN CÔTE D'IVOIRE

As part of Eni's commitment to achieving the Gold Standard of the Oil and Gas Methane Partnership 2.0 (OGMP 2.0), in 2024 Eni Côte d'Ivoire implemented several key activities focused on emission monitoring:

- **Desktop Analysis:** A comprehensive desktop analysis of Fugitive emissions for the Baleine FPSO and the Onshore Receiving Facilities (ORF), based on technical documentation, was conducted.
- **Leak Detection and Repair (LDAR) Campaign:** Using an Optical Gas Imaging (OGI) thermal camera, a fugitive emissions monitoring campaign that identified 33 leaks on the Baleine FPSO and 3 leaks at the ORF was carried out. By the end of 2024, 27 leaks on the Baleine FPSO and all 3 leaks at the ORF were successfully closed. As a result of the LDAR campaign, fugitive emissions were reduced from 113.2 tCH₄/year to 14.4 tCH₄/year after the repairs.
- **Methane Emissions Measurements (at FPSO & ORF) for OGMP Gold Standard:** Methane laser sensors installed on drones were employed to measure site level emissions, according to the OGMP Level 5 requirements.

These initiatives underscore Eni Cote D'Ivoire's dedication to stringent monitoring and reduction as part of Eni's environmental stewardship efforts towards decarbonization.



Focus on

Launch of the first Local Sustainability Report in Côte d'Ivoire in 2023

The launching of the 2023 Local Sustainability Report in Côte d'Ivoire marked a significant step forward for Eni's position on sustainability in the Country. An official event was held on 24th October 2024 bringing together institutional representatives, partners, NGOs, and employees, to announce the publishing of the report and share the accomplishments highlighted in the document.

The event started with an introduction of Eni's most impactful initiatives and an overview of the Company's contribution to the Country's development goals. The programme then continued with a set of inspiring and insightful panels on energy transition, strategic partnerships, and more sustainable supply chains.

The first panel focused on energy and decarbonization, where experts discussed Eni's pioneering approach to a more sustainable growth. Collaborations with local partners for clean cooking initiatives, such as Green Ker, were spotlighted as key to advancing emission reduction and integrating cleaner technology into the Company's projects.

The subject shifted to the development of partnerships, with a closer look at the work that Eni conducts in collaboration with institutions such as 'Institut National Polytechnique Félix Houphouët-Boigny'. It was highlighted how the partnerships established by Eni create valuable educational and upskilling opportunities, and contribute to the economic diversification of the region.

Finally, the last panel was dedicated to the Company's best practices for building a responsible and inclusive supply chain. With a strong emphasis on environmental, social, and governance (ESG) principles and local content, the conversation highlighted Eni's commitment to more sustainable practices that benefit both the company and the communities it serves.

The day closed with a networking moment, reinforcing connections and setting new paths for a progressively increasingly sustainable future for Côte d'Ivoire.

Focus on

Participation at the first SIREXE exhibition on mining and energy resources

From November 27 to December 2, 2024 Eni participated in the first international exhibition on mining and energy resources – SIREXE – in Abidjan, which focused on sustainable development policies and strategies. SIREXE is the first exhibition to bring together the sectors of mining, oil and energy in Côte d'Ivoire. By enabling businesses, investors and political decision-makers to meet, share experiences and forge new South-South and North-South partnerships, SIREXE aims to become the essential platform for exchanges and the collaboration of all actors involved in mining, hydrocarbons and energy in Africa and around the world. The main topics of the 2024 exhibition included exploring best practices for an increasingly sustainable development in the extractive and energy industries, identifying innovative solutions to promote responsible growth in these sectors, and finding ways to reconcile industrial activities with a higher environmental protection. Mario Bello, Head of Sub-Saharan African region, and Luca Faccenda, Managing Director of Eni in Côte d'Ivoire, took the floor on behalf of Eni SpA to discuss the sustainability challenges and solutions implemented by Eni in the production of hydrocarbons and in the Hevea seed processing value chain.

During the event Eni signed contracts with the Ministry of Mines, Oil and Energy of Côte d'Ivoire for the acquisition of 4 new exploration blocks in the Country's offshore.

In addition, Eni signed an agreement with the Ministry of Water and Forests to launch a project to preserve and restore 14 forests on an area of 155,000 hectares in the country.



Environmental protection

For Eni, objectives of increased environmental sustainability constitute a fundamental pillar to achieve the Company's objectives alongside its path towards Carbon Neutrality by 2050. Particular attention is paid to an increasingly more efficient use of natural resources, a correct management of waste, the protection of biodiversity and ecosystem services as well as the adoption of models promoting circular processes.

An Environmental, Social and Health Impact Assessment has been conducted for both Baleine Phase 1 and Phase 2 according to local regulations and Eni standards that regulate environmental activities for upstream projects.

Eni Côte d'Ivoire has been certified ISO 14001 for environmental management systems in December 2024 covering all the sites located in the Country.



Water management

Eni's water withdrawals in Côte d'Ivoire are exclusively limited to seawater and, in 2024, amounted around **13.2 Mm³**. Water is mainly used for cooling as part of production activities and for generating fresh water that is used for boiling and personal use in living quarters on the Floating Production, Storage, and Offloading (FPSO). To ensure water quality, part of the wastewater and rainwater are collected through the drain systems of the offshore installations and treated on site before discharging to the sea in compliance with the local regulation threshold. Whereas wastewater, such as slurry, is collected in skips and sent ashore by boat and then collected by a local contractor who is in charge of wastewater treatment services.

13.2 Mm³
water withdrawals
100% seawater

Waste management

Waste generated in Côte d'Ivoire sites primarily stems from drilling operations and Floating Production, Storage, and Offloading (FPSO) activities. In 2024, the total waste produced across all sites amounted to approximately 0.02 million tons, marking a reduction compared to 2023. This decrease is mainly attributed to the limited construction activities in 2024, which typically contribute to higher waste volumes, as well as waste reduction initiatives.

0.02 mln tons
of waste produced

Waste Reduction Initiatives:

The decline in waste generation aligns with ongoing efforts to optimize operational efficiency and minimize environmental impact. Strategies include:

- Improved waste segregation and recycling programmes.
- Implementation of automatic tank cleaning, in conjunction with the slop treatment unit, which reduces the amount of waste treated onshore
- Adoption of closed-loop drilling systems to reduce fluid waste.
- Enhanced contractor waste management practices and use of more environmentally friendly technologies such as pyrolysis, which has the potential to be an environmentally friendly waste management technology.



Value of our people

Each of us

40%
of Eni's employees
are residents in
Côte d'Ivoire

Eni's commitment to the care, protection and development of its people translates into activities for consolidating skills, enhancing diversity, safeguarding health and safety, and promoting the respect for human rights. In 2024, Eni Côte d'Ivoire's direct workforce reached **152** people, thereby increasing its presence in the area compared to the previous year (135 employees in 2023), with **61** employees residing in Côte d'Ivoire.

Eni's approach to Diversity & Inclusion (D&I) is based on the fundamental principles of non-discrimination, equal opportunities, and inclusion of all forms of diversity, as well as of integrating and balancing work with personal and family concerns of Eni people. D&I initiatives were launched in 2024: communication of local D&I activities, promotion of gender diversity and buddy programme for new expatriates.

Focus on

Eni Côte d'Ivoire Hosts 'In-Country Workshop on Security and Human Rights'

In 2024 Eni Côte d'Ivoire hosted the 'In-Country Workshop on Security and Human Rights', organized by Eni Côte d'Ivoire Security Department. The workshop brought together the Company's security partner and provider to discuss and ensure implementation of the fundamental human rights rules and principles in their daily work aimed at protecting people and property. It served as an ideal platform for reinforcing the importance of ensuring respect for human rights in the security operations, and to make sure partners are well-equipped to uphold these standards.

This initiative has also involved the participation of the Human Resources & Services Manager, who underscored the importance of integrating human rights principles into all aspects of Eni Côte d'Ivoire's operations, emphasizing the critical role that every individual plays in this mission.



Training

Eni considers training a fundamental tool to steer change and create value, and it provides access to it through in-person and remote learning activities. Eni delivers targeted training initiatives that promote the development of human capital with contents ranging from technical-professional to transversal and personal growth.

In 2024, the total number of training hours was 6,036, in line with the development of activities in Côte d'Ivoire.

The most relevant initiatives addressed to Eni Côte d'Ivoire's employees during the year included: technical courses on drilling and professional courses related to the energy transition and economics, safety courses (with the participation of an employee in the 17th edition of the HSEQ master's course launched in September 2024 at Eni HQ), 'behavioural safety' courses and courses on 'Zero Tolerance: violence and harassment at work', as well as courses on anti-corruption, the Eni Code of Ethics, and the compliance and sanctions system.

Following the MoU between Eni Côte d'Ivoire, Eni Corporate University and the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB), a series of training and capacity building initiatives for Ivorian students continued in 2024 according to the programmes launched in previous years. In particular, the second edition of the multidisciplinary technical training programme for production and maintenance operators was completed and the joint academic management of the second editions of the 'Mastère Professionnel Développement et Production des Gisements d'Hydrocarbures' and the 'Mastère Professionnel Raffinage et Distribution des Produits Pétroliers', continued. These master's degrees are open to Ivorian students, and they involve Eni's internal lecturers in addition to the INP-HB faculty. A third edition started in September 2024 and will be completed in 2025.

MAJOR INITIATIVES IN COLLABORATION WITH INP-HB

UPSTREAM & DOWNSTREAM MASTER'S	In 2024, the 2 nd edition of the two Master's was completed with 30 students enrolled, and a 3 rd edition was launched in September 2024.
PRODUCTION & MAINTENANCE OPERATORS	The second and last edition of this training welcomed 39 people and was completed in September 2024.
SCHOLARSHIPS FOR IVORIAN STUDENTS	In collaboration with the Polytechnic University of Milan, the Polytechnic University of Turin, the University of Perugia and the University of Pavia, Eni grants scholarships with the aim of developing resources with a multidisciplinary background, encompassing integrated and synergistic areas of expertise (e.g. renewable energy, so called green chemistry, biomasses, biorefineries, big data, digitalization, energy storage, etc.) to be placed alongside the 'traditional' skills model of the Oil & Gas sector. During 2024, Eni distributed scholarships to four students from Côte d'Ivoire.

In addition to funding the initiatives described above, Eni supports over **33 trainees** carrying out on-the-job training in different departments of the Company for one year such as in commercial activities, production and logistics.

For Eni, it is essential to work with governments and organizations to define policies and regulations at the regional level. In this context, Eni contributed with its testimony to the United Nations Environmental Programme (UNEP) and International Methane Emissions Observatory (IMEO) capacity building courses for governments and officials of National Oil Companies (NOCs) organized in Côte d'Ivoire.

6,036
training hours
to employees
in Côte d'Ivoire

Interview



EMMANUEL YEO
Participant Master
INP-HB edition
2022-2023

Interview with Emmanuel Yeo

What was your background before joining the master's programme at INP-HB?

Before joining the Eni – ECU – IN-PHB programme, I earned a Master's Degree in petroleum engineering. From there, I was able to gain professional experience in various sectors of the industry. In fact, I worked as a plant operator at a butane gas filling centre. I also worked at the national refinery of Côte d'Ivoire as an assistant in preparing maintenance shutdowns for the refinery units.

How did this programme help you build your technical knowledge?

The training was delivered through interactive lectures, tutorials, exercise sessions, and end-of-module exams. I must admit that I learned a lot. There were many concepts completely new to me, and the training was of a high standard. We had to push ourselves to absorb a large amount of information in a short period of time and be able to grasp all aspects, making distinctions between different concepts. The programme provided me with a wealth of knowledge, as well as meaningful human connections with people from diverse backgrounds. It also instilled in me a discipline for learning and task execution that I didn't know I had before this experience. This programme provided me with an opportunity to access an exciting and ever-evolving industry, where there are many possibilities for growth and specialization, thereby allowing me to contribute to the development of the petroleum sector in my Country.

Can you tell us about your internship and eventually your employment at Eni?

The internship was an enriching period during which I learned a great deal from my managers and colleagues. It was also during this time that I had the opportunity to go offshore for the first time. I discovered the vast range of professions and services offered by the offshore oil industry, as well as the key role that safety plays in protecting human lives, biodiversity, and company assets. Eni then offered me a contract as an Asset Integrity Specialist in the Operations Department. In my role, I am responsible for monitoring the implementation of asset integrity management programmes (for equipment and facilities) and related technical support activities. The goal is to maintain a high level of performance, efficiency, and effectiveness. This involves making sure that assets remain in good working condition and compliant with technical and regulatory standards, particularly through inspections, risk analyses, and maintenance planning.

If you had one piece of advice to give to other young people about the Master's programme, what would it be?

I would advise them to always set high goals and to equip themselves with the means to achieve them through learning, hard work, and determination. Work well done is like a good seed planted in fertile soil; it always ends up yielding meaningful and beneficial results for those who work with dedication. So, I encourage them to keep improving, to keep learning and acquiring new skills. Their time will be coming soon.

Safety

Eni ensures safety in the workplace, regardless of any contingent situation. In 2024, 1 work-related incident occurred in Côte d'Ivoire to a contractor and zero incidents with serious consequences were recorded. The Total Recordable Injury Rate (TRIR) of the workforce was equal to 0.26 (with the TRIR of employees equal to 0). In addition, Eni periodically carries out emergency drills to test the effectiveness of emergency response procedures and implement improvement actions if necessary. During 2024, 1 second-level and 1 third-level emergency drills were carried out as desktop exercises in addition to 3 first-level emergency drills. The emergency drills simulate emergency scenarios with potential impacts on people, assets and the environment, through the activation of the emergency team and the use of emergency response equipment and means, testing internal and external communication flows with the Competent Authorities. In November 2024, Eni obtained the ISO 45001 certification on health and safety management systems for the sites located in Côte d'Ivoire.

0.26 TRIR
(Total recordable
injuries/worked hours)

MAJOR SAFETY INITIATIVES	
SAFETY COMPETENCE ASSESSMENT	Implementation of the Safety Competence Assessment (SCA) to evaluate skills related to safety and operational issues through specific questionnaires based on the job performed, and thus identify potential safety areas that might need specific training to fill gaps in know-how and strengthen safety in the workplace.
PERSONAL COMMITMENT TO SAFETY	Digital tool, accessible via MyEni portal, which can be used to perform a test to evaluate HSE engagement and subsequently plan various activities (visits, meetings or HSE communication events) and promote virtuous practices such as Stop Work Authority ⁵ and Safety Stand Down ⁶ .
PACT FOR SAFETY AND ENVIRONMENT	A tool developed by Eni's Safety Competence Centre to raise awareness of the human factor, widely recognised as the primary cause of accidents at Eni sites. It is based on an agreement and a partnership between Eni Côte d'Ivoire and its contractors in order to jointly achieve the common objective of 'Zero Accidents' that may affect the safety of the people but also the environment.
PROCESS SAFETY FUNDAMENTALS	The Process Safety Fundamentals (PSF) are a set of operational rules, addressed to the personnel working on the front line in process plants, aimed at preventing Process Safety events. These rules aim to provide the operating staff, both employees and contractors, with a useful tool to focus the attention on the main aspects to guarantee process safety and, at the same time, to encourage and spread the culture of safety and integrity of assets.
PLAY & LEARN	Promotion of a new gaming platform which allows employees to improve their knowledge and awareness of the Safety Golden Rules and Process Safety Fundamentals.

⁵ This principle promotes conscientious and virtuous behaviour to ensure the protection of all workers. Any employee at any site has the authority to stop an activity when they detect a dangerous behaviour or condition.
⁶ Organizational principle that allows workers to interrupt work activities to discuss and review relevant safety issues at any time deemed appropriate.



People’s health and well-being

1,752
health services

735
participations in health
promotion initiatives

154
employees included
in health surveillance
programmes

Eni considers Health, in all its physical, mental and social dimensions, a fundamental human right. To protect and promote the well-being of workers, families and communities and ensure adequate risk management in working environments, the Company has developed a health management system that includes occupational medicine and industrial hygiene, health assistance and emergencies, travel medicine, health promotion and global health. The system, integrated into all operational areas, is supported by qualified healthcare providers and collaborations with universities, institutions and research centres. Health, which lies at the centre of the Company's strategy and operating models, contributes to achieving a 'just' energy transition for people in the geographical areas where the Company operates. It is increasingly important to investigate new health-related risks and opportunities in the context of the energy transition in order to define key areas of research to strengthen workers and social health systems. In 2024 in Côte d'Ivoire, activities to protect workers' health were implemented in relation to the working environment, the methods of carrying out work activities and professional risk factors.

Medical services and health-related benefits are fully guaranteed to Eni employees and their families, reflecting the Company's strong commitment to the well-being of its workforce. Eni provides comprehensive health insurance coverage, ensuring access to essential medical care and specialized treatments when needed. In addition, the Company supports working mothers by allowing two hours of daily leave for breastfeeding, fostering a healthy work-life balance and promoting maternal and child health. Eni has also maintained active surveillance of epidemic and pandemic events. This effort involves continuous monitoring of emerging and ongoing public health threats, such as infectious disease outbreaks, zoonotic risks, and global health emergencies. In parallel, Eni has been progressively enhancing its emergency preparedness plans. These plans are regularly updated to reflect evolving risks, integrate lessons learned from past health crises (e.g., COVID-19), and align with national and international public health guidelines.

In 2024, 1,752 health services were provided to employees and their families and contractors, 735 participations in health promotion initiatives were recorded and 154 employees were included in health surveillance programmes.



HEALTH AND WELL-BEING INITIATIVES FOR EMPLOYEES, FAMILIES AND COMMUNITIES:

HEALTH INFORMATION,
COMMUNICATION AND
AWARENESS

Internal communications on relevant health topics, such as hypertension, malaria, HIV-AIDS, addressed to all employees, mainly on world health days, for a total of 8 awareness communications in 2024.

PINK OCTOBER 2024 BREAST
CANCER AWARENESS AND
SCREENING

Information and awareness session on Breast Cancer for female employees with distribution of gadgets and breast cancer screening (clinical examination by gynaecologist and mammography).

MALARIA PREVENTION

Provision of Malaria Diagnostic and Curative Kits for employees and their families, as well as mosquito repellents.

HEALTHY EATING LIFESTYLE
PROGRAMME

Screening of nutritional disorders and overweight/obesity for employees performed by a nutritionist, followed by nutritional support and individual check-ups.

MENTAL HEALTH AND
WORK-RELATED STRESS
MANAGEMENT

Implementation of an awareness session on Mental Health and Work-Related Stress by an external psychologist in November 2024. This activity was followed by a Work-Related Stress Assessment Survey for all employees in December. A final Awareness Session on Work-Related Stress Management was carried out in December following the sharing of the results.

HEALTH ACTIVITIES FOR
COMMUNITIES

Implementation of health system strengthening activities in the Sud-Comoé Region, i.e. the area of influence of the Baleine project, and additional support to health facilities have been provided throughout the Country. These activities include rehabilitation, capacity building, equipment donation and community awareness-raising. A total number of over 60,000 beneficiaries has been reached. For more information, please refer to the chapter **Alliances for Development – Community Health**.

HEALTH 4 ALL: PROMOTING
ACCESS TO QUALITY HEALTH
SERVICES FOR VULNERABLE
POPULATION IN CÔTE D'IVOIRE

The project's objective is to support 65 healthcare facilities run by Faith-Based Organizations (FBOs) through training for medical personnel, reorganizing supply and management processes, procuring medicines and directly implementing structural improvements to 13 selected healthcare facilities, including electrical and water services.

Alliances for development

In line with Eni's decarbonization strategy and the 2030 Agenda, Alliances for development contribute to the creation of value for all stakeholders and support Eni's commitment for a Just Transition, focused on accompanying people through technological, cultural, social and economic changes. According to the 'Dual Flag' approach, Eni's action is based on a profound respect for individuals, the knowledge of local issues and the willingness to work alongside Countries hosting its operations to promote a more sustainable development through partnerships and collaborations with nationals and internationals players.

Eni Côte d'Ivoire's sustainable development approach is stated in the Memorandum of Understanding signed in December 2021 with the Republic of Côte d'Ivoire, which, among other things, makes explicit reference to the implementation of local development projects and carbon offsetting initiatives. This agreement identifies specific opportunities for cooperation between the Company and the Country through the mutual exchange of information, data and ideas in different areas of intervention in line with the National Development Plans, the Sustainable Development Goals (SDGs) and Eni's sustainability strategy.

Within the framework of the Baleine Phase 1 project, a dedicated budget for local development initiatives was allocated and a set of projects were assessed and launched in different sectors of intervention according to the priorities identified: access to energy, education, economic diversification, and community health.

Seven initiatives, described below, have already been delivered in partnership with NGOs and international organizations since 2023.



Local Development Projects

ACCESS TO ENERGY

With the Clean Cooking Programme, Eni promotes the distribution of improved cooking systems in the most vulnerable communities in Côte d'Ivoire with a positive impact on access to more efficient energy systems, as well as other dimensions of a more sustainable development (e.g. increased protection of the environment, gender empowerment, reduction of health risks, etc.). For further information see 'Clean Cooking Programme in Côte d'Ivoire' in the **Carbon neutrality by 2050** section.

EDUCATION

Eni has currently launched three community projects in Côte d'Ivoire to promote access to quality education and professional training courses.

The **'Support to Quality Primary Education in Côte d'Ivoire'** project, implemented in partnership with the NGO AVSI, has the objective of improving access to the education system and ensuring quality learning for primary school students. Moreover, the project contributes to bridging the gap in basic school skills currently affecting a very significant number of students, particularly in vulnerable communities.

In 2023, 8 schools in the commune of Port-Bouët (Abidjan) were fully renovated, and 14 other schools in Port-Bouët and in the Sud-Comoé Region underwent functional upgrading with new sanitary facilities and connection to the electricity grid. In addition, all the schools were equipped with new desks, mobile libraries, books and computer kits, as well as stationery and hygiene items according to their needs. The programme is tailored both to students, who are provided with new teaching materials and given the opportunity to attend remedial courses, and to the school community: teachers are provided with dedicated training and capacity-building courses, and parents are involved in awareness-raising campaigns to promote the value of education within their homes and communities.

In 2024, having completed the structural interventions, the project addressed specifically the safety and well-being of students at school. Indeed, students and teachers participated in peace and non-violence education courses, and children's victims of violence were referred to and supported by social centres. Hearings for primary school students not registered in the civil registry were set up with the competent authorities in order to ensure the delivery of birth certificates.

The **'Sustainable Jobs'** project implemented in partnership with CERCO Côte d'Ivoire, aims to contribute to job creation in the Sud-Comoé region by developing professional skills linked to market needs and fostering new careers. The objective is to deliver upskilling programmes that boost the employability of young people, by offering specialized training in potential growth sectors, particularly the ICT (Information and Communication Technology) industry.

During the training activities, participants receive in-depth technical instructions to assemble and repair smartphones and electronic devices, as well as classroom sessions on app development and digital marketing. At the end of the training, graduates are supported by CERCO Côte d'Ivoire in finding placements in the industry and landing a job.

Students participate in career guidance sessions that dive into the dynamics of the job market and the strategic skills required. Classes include interactive presentations on current and emerging careers, a focus on the necessary academic pathways, and sessions involving parents. Virtual reality technologies are used for immersion and personalized analysis of the students' skills and interests. Women role models in the industry are discussed during career guidance through testimonies and success stories.

The project also includes the installation of 5 fully equipped computer labs in 5 secondary schools, each supplied with 20 computers.

16,204
primary and secondary
students with access to
improved facilities

180
unemployed youths
trained in the ICT
industry

Focus on

Pro-Jeunes Vocational Training Project

The 'Pro-Jeunes' project is the result of a three-party collaboration with Iveco Group and International Rescue Committee (IRC), a global humanitarian and development non-governmental organization, that builds on the partners' previous experience with vocational training programmes, in particular IRC's 8-year experience in supporting the employability of young people through a programme delivered in collaboration with the Department of Public Institutions of the Ministry of Technical Education, Vocational Training and Apprenticeship (METFPA) of Côte d'Ivoire.

The project, implemented over the course of two years, selected and trained 300 youths from vulnerable communities in the north and south of the Country, with a focus on areas with high unemployment rates. By participating in the programmes, students were provided with hands-on demand-driven skills to successfully enter the job market in the energy and automotive sectors respectively.

The project included:

- Entrepreneurships and Life Skills Training: developing knowledge and tools needed to navigate the business world.
- Technical Training: offering industry-relevant and certified qualifications in automotive mechanics, domestic electricity, and solar energy, thereby increasing the employability of the trainees.
- Integration Support: connecting participants to salaried jobs in local companies or self-employment opportunities, fostering their long-term economic resilience and personal growth.

The programme combines theoretic and practical training with on-the-job experience in sector-leading private and public companies. This project represents a virtuous example of public-private partnership, in which each actor contributes actively to achieve common outcomes: the strengthening of technical skills in sectors with high demand for quality personnel, and support in the search for internships and job opportunities.

Key Lessons Learned

- The strategic partnership between the Ministry of Technical Education, Vocational Training and Apprenticeship and the private sector allowed the development of a high-quality training programme that ensured compliance with industry standards.
- The agreement with the vocational high schools to deliver training allowed to reduce costs and valorize their asset and educational experience.
- The setting up of Pedagogical Committees contributed to improving the management of training sessions and the participants' performance.
- The appointment of focal points within each training centre to act as liaisons fostered strong communication and coordination among trainers, participants, and the administrative staff.
- The engagement with the parents and/or close partners through awareness-raising sessions and home visits has been key to ensure the enrolment of young people in the project's training programme and maintain their participation over time. The inclusion of life skills, socio-emotional learning, and basic financial management in the training programme enhanced the self-confidence of participants and their decision-making abilities.
- The project overcame an important barrier to attendance by offering transportation allowances, ensuring the full engagement and participation of students.

227
training certificates
delivered to students
(144 on domestic and
solar electricity, 83 on
automotive)

144
youth landed
internships in
recognized enterprises,
public institutions

ECONOMIC DIVERSIFICATION

Eni recognizes that creating decent and stable jobs and diversifying economic activities is key for driving more sustainable growth and innovation. For this reason, in July 2023, Eni Côte d'Ivoire signed an agreement to implement an initiative aimed at building entrepreneurial capacity in the textile industry. This is how the project 'Ethical Fashion Initiative' was born, in partnership with the International Trade Centre (ITC), a joint agency of the United Nations and the World Trade Organization. The objective of the project was to create a sustainable fashion hub in Côte d'Ivoire capable of catalyzing the demand for high-quality increasingly sustainable products from domestic and international designers and stylists, leveraging the ITC network, thereby enabling the consolidation of a local supply chain of small artisans and entrepreneurs gravitating around the hub.

In November 2024, Eni and ITC inaugurated a more sustainable training and production centre in Abidjan, which was renovated and equipped to steer the development of a local sustainable fashion value chain. The event was organized by STUDIO 4, a social enterprise created as part of the project, in order to manage the production hub and promote vocational training programmes for industry fashion workers, artisans, designers, brands, industry companies, and public institutions thereby creating a local network to sustain the hub's activity. STUDIO 4 workers were trained in pattern-making, commercial collections, quality control, processing of technical sheets for garments, and waste tracking tools.

Artisans of the STUDIO 4 network and other local enterprises participated in training on entrepreneurship, the application of ESG principles and social impact standards to ensure the sustainability of the overall production chain. Overall, 260 entrepreneurs and artisans (66% of which women) participated in the training sessions in 2024.

By the end of the project, the hub will employ 50 local workers and will activate a network of 100 textile artisans connecting local traditional production to the market of international fashion brands under the governance of an SDG due diligence system.

260
local entrepreneurs
and artisans trained

100
textile artisans involved
in the Ethical Fashion
Initiative



COMMUNITY HEALTH

In March 2023, Eni Côte d'Ivoire signed two Cooperation Agreements with international NGOs to implement community health projects in the Country, confirming the Company's dedication and commitment to protecting community health through specific programmes to strengthen the local health systems and infrastructure.

The first project, implemented in partnership with the CUAMM Doctors with Africa NGO, is improving health services - in particular for vulnerable groups such as pregnant women, newborns and children - by supporting the local health system in underserved areas of the Country.

The second project, implemented in partnership with the International Rescue Committee (IRC) NGO, targets 6 public health centres and hospitals located in the Sud-Comoé Region, within the Area of Influence of the Baleine Project development, in response to the requests received by local communities during public consultations as part of the ESHIA process.

Promoting access to quality health services for vulnerable populations in Côte d'Ivoire

The project is supporting healthcare facilities managed by faith-based organizations (FBOs), coordinated by the Union de Religieux/euses qui travaillent dans la Santé et le Social en Côte d'Ivoire (URSSCI). These facilities aim to provide health services to underserved communities where the needs are most pressing. In 2024, three healthcare facilities were rehabilitated, and a new maternity ward was newly constructed in a healthcare facility in Abidjan. Four ambulances were provided to four healthcare facilities with the goal of optimizing the referral network and increasing community access to higher-tier healthcare services.

The energy systems of five healthcare facilities were improved by installing more sustainable back-up solar energy systems (solar panels and batteries). Induction training was provided to the technical staff of the five target health facilities on the use and maintenance of these more sustainable energy systems.

The first mapping of all the 71 URSSCI healthcare facilities was completed in 2024, as well as the development of a set of standard data collection tools and visibility materials, in order to support the registration of the URSSCI members and their integration into the network and referral systems of the Ministry of Health.

Training activities for health professionals were conducted throughout the year through the delivery of various courses, including disaster preparedness, essential care for maternal, newborn and child health (MNCH), management of malnutrition, healthcare services management, infection prevention and control (IPC) and drug procurement and stock management.

Strengthening the Local Health System in the Sud Comoé Region

Three rural health centres were rehabilitated in 2024 and provided with medical equipment and four ambulances were provided to the health districts of Adiaké, Grand-Bassam and Aboisso to improve the referral system and the access of the population to a higher level of healthcare services.

Rehabilitation and Water Sanitation Hygiene (WASH) infrastructure works began in October 2024 for the other three healthcare facilities.

Staff training initiatives were conducted throughout the year for 163 people, covering primary healthcare for mothers and children, improving monitoring of maternal and perinatal deaths, and integrated planning and budgeting for health interventions management and healthcare facilities. Other training sessions targeted community health workers, community leaders and teachers to bolster their knowledge and skills on WASH practices, focusing in particular on hygiene and sanitation, waste management and menstrual hygiene practices and the distribution of kits. Awareness-raising activities focused on best WASH practices among healthcare centres patients and communities, with household mapping to disseminate health messages and promote reproductive health, vector control, vaccination and other tools to support families. A total of 9,457 individuals benefited from these awareness-raising activities.

268
health personnel
trained in 2024

6
public health
centres refurbished
in 2024

163
health personnel
trained in 2024



Interview



NINA TAKA
Country Director IRC

“ Interview with Nina Taka

How do we begin to build a trusting and collaborative relationship with the local institutions and communities?

Building trust starts with open and honest dialogue. It is extremely important to actively listen and understand the priorities, challenges, and strengths of the institutions and communities we are working with. That is the foundation - it shows respect and sets the stage for collaboration. A big part of this process is making sure everyone is involved from the beginning. Right from the design phase of a project, we bring all stakeholders together to identify needs and priorities and co-create practical, realistic solutions. For example, local institutions might provide technical resources, while community organizations bring critical local knowledge and the ability to mobilize people on the territory. Transparency is also key. We always make it a point to clearly communicate the project's strategy and objectives with everyone - the local institutions, community leaders, and community members. This openness builds trust and ensures that everyone is on the same page. I will share an example: in Côte d'Ivoire, IRC partnered with Eni and Iveco group on a programme called Pro-Jeunes. This initiative focuses on equipping Ivorian youths with skills for industries of the future, like digital marketing, business entrepreneurship, and automotive mechanics. By offering targeted vocational training, the programme has empowered dozens of young people with the tools needed to successfully enter the workforce.

This kind of collaborative effort does not just address immediate needs, it builds capacity and creates lasting change. Ultimately, trust is also about sustainability. That is why we work to build local capacity, improve management skills, and ensure communities have access to the resources they need to keep projects going long after we are gone.

How can an NGO and a large company like Eni share their respective expertise and experience?

By combining their expertise, NGOs and companies like Eni can forge partnerships that not only address immediate needs, but also create long-term, and increasingly sustainable impacts in the communities they serve. Let me explain how this happens.

Capitalization on complementary skills: NGOs and companies offer complementary strengths in partnerships: NGOs bring local knowledge and focus on vulnerable groups, while companies provide funding, expertise, and technology. Together, they can deliver effective and more sustainable development solutions.

Defining common goals: successful partnerships are built on shared goals that align with each partner's mission. By co-defining these goals transparently and involving local communities, initiatives like those between Eni and IRC can create lasting, community-driven impact.

Social innovation: corporations excel in offering innovative solutions to complex social challenges,

while NGOs are skilled at adapting these innovations to the local context and implementing them sustainably. This collaboration ensures that cutting-edge solutions address real needs while being practical and more sustainable in the long-term.

Improvement of public services: companies can improve public services through infrastructure and resources, while NGOs train local staff for long-term management. A key example is the IRC-Eni project in Côte d'Ivoire, which strengthens healthcare in South-Comoé by upgrading facilities thereby, enhancing infection control, empowering authorities, engaging communities, and promoting women's roles.

Environmental protection: in the area of increased environmental sustainability, companies can implement more sustainable practices, invest in less environmentally impactful technologies, and provide resources for projects with a higher ecological impact. In turn, NGOs play a vital role in raising awareness among local populations and facilitating the adoption of more environmentally friendly behaviours. This combined effort contributes to ensure that environmental protection measures are both effective and community led.

Training of local operators: Companies share management, technology, and innovation expertise, while NGOs facilitate and customize training for the communities. In the Pro-Jeunes project in Côte d'Ivoire, funded by Eni and Iveco, companies supply tools and materials, and the IRC delivers vocational and entrepreneurship training, empowering the youths for economic independence.

What are the positive effects of the projects you have carried out with Eni?

The projects we have carried out with Eni have delivered tangible, positive results in the daily lives of the communities involved. For example, by enhancing the management of healthcare

facilities in collaboration with local partners, we have seen a significant improvement in access to healthcare. Healthcare centre attendance rates have increased by over 30%, driven by facility refurbishments and improvements in service quality. These outcomes reflect the direct impact of our joint efforts on community well-being.

Why is access to Healthcare services so important to improving a Country's local communities?

Access to healthcare is fundamental to improving local communities because it directly impacts productivity, economic stability, and social well-being.

A healthy population is more capable of working efficiently, which drives local economic growth and helps reduce poverty. Strengthening health systems to make care accessible to the most vulnerable prevents and treats diseases, lowering the financial burden of healthcare on families and breaking cycles of vulnerability and persistent poverty. These savings can then be redirected toward other essential needs, improving overall family well-being. For children, access to quality healthcare ensures they are healthier, more likely to attend school consistently, and better positioned to complete their education, providing them with a strong foundation for success in adulthood. Additionally, in many African contexts where women are the primary caregivers, healthier families mean women have more time to pursue economic and professional opportunities, further contributing to their household and community. Access to healthcare also plays a critical role in fostering social stability by reducing inequalities. When everyone in a community can access care, it promotes a sense of fairness, justice, and social cohesion thereby strengthening the fabric of society.

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Local Content

Local Content is the added value brought by Eni’s activities to the socio-economic system in the contexts where the Company operates, in terms of creation of local workforce, industrial and technological development, mobilization of economic activities, know-how transfer, and upskilling of human capital. Local Content represents a cornerstone of Eni’s action both as an industrial and development player and it is evidence of the concrete impact generated by the company in the territories. Given its relevance, local content constitutes an effective tool for dialogue with stakeholders and it fosters the development of long-term relationships. As a matter of fact, in June 2022, Côte d’Ivoire enacted a law on local content for oil and gas activities (Act no. 2022-408) which was published in the Journal Officiel in September 2022. This law, which is indeed a testament to the significance and centrality of the topic for the Country, aims to ensure that employment priority is given to Ivorian nationals and that preference is given to Ivorian companies during procurement processes and contract appointments, thereby encouraging the development of local resources and the growth of a national supply chain in the oil and gas sector. The importance that Eni assigns to local content is well aligned to the provisions of the law and sets the stage for a prosperous and durable collaboration with the Country.

In Côte d’Ivoire, Eni’s contribution to local content has been articulated across four areas:

- Activation of supply chains to increase the competitiveness of local companies and the economic impact of the Eni projects on local industrial and manufacturing sectors. In this regard, market scouting activities have been conducted to identify Ivorian enterprises with the required technical skills and organizational capabilities to take part in the Baleine project, aiming to maximize the inclusion of local contractors and suppliers and fully leverage the potential of the national entrepreneurial ecosystem. To promote ESG (Environmental, Social, Governance) principles among contractors and local businesses, Eni has activated dedicated strategies to measure and improve their performance (see Sustainability in the value chain section).
- Integration of local personnel into Eni’s operational structures, through involvement and direct recruitment of local labour (in 2024, Eni Côte d’Ivoire hired 19 new employees, reaching a total workforce of 152 in Côte d’Ivoire and 2 in France, of which 61 are Ivorian). Eni has also been promoting local employment throughout its supply chain, encouraging contractors to make specific commitments to involve and hire local resources.
- Sharing and transfer of professional skills and knowledge in the energy and technology sectors through dedicated training for local staff as well as the delivery of open courses and educational programmes developed in collaboration with academic institutions and universities. With respect to this last point, the third edition of the upstream and downstream Master’s programmes were launched in 2024 in partnership with Eni Corporate University (ECU) and Institut National Polytechnique Félix Houphouët-Boigny (INP-HB) in Yamoussoukro. Overall, a total of 90 students have been enrolled in the three editions of the Master’s programmes and 22 of them, from the first and second edition, were integrated into Eni’s departments to complete the mandatory internship required for graduation. Other students were taken in by contractors, partners, and peers. In 2024, the second edition of the technical course for 40 production and maintenance operators was completed and 15 participants started apprenticeships at Eni. Finally, in 2024 Eni awarded 4 scholarships for local resources to participate in Eni-sponsored Master’s programmes in Italy, and both in-person and remote learning courses were made available to the Eni Côte d’Ivoire personnel.
- Implementation of community initiatives that promote economic growth and diversification of income-generating activities, involving local entrepreneurs and small business-owners to improve their production levels and efficiency. For example, the Clean Cooking Project relied on the purchase of improved stoves from a local manufacturer, which enabled the latter to acquire new machinery, hire additional personnel, expand the production workshop in Abidjan, and also open a secondary facility in Khorogo, in the north of the Country. Another example is the Ethical Fashion Initiative, a social enterprise in the textile sector that was created in 2023 by Eni and ITC (see section ‘Economic diversification’), which will activate a network of micro-enterprises for the commercialization of ready-to-wear models, contributing the creation of jobs. Other projects aim to strengthen the professional skills of young people and increase the competitiveness of local businesses in the automotive, energy, and electronics sectors.

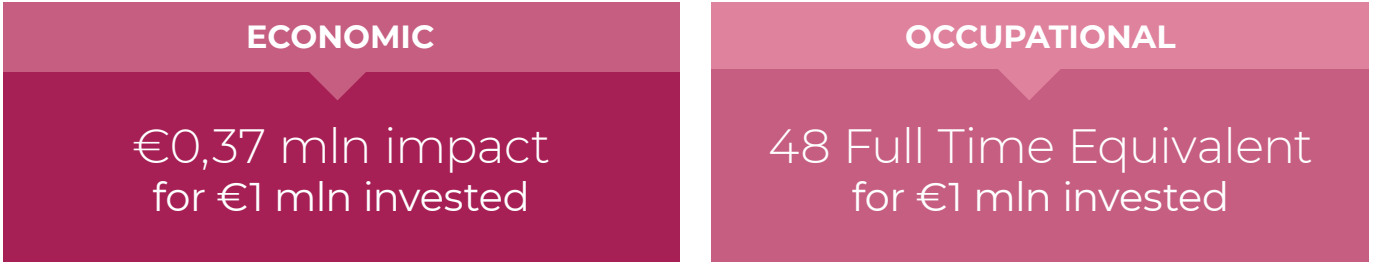
As showcased by all these initiatives, the development of human capital, supply chains, and the entrepreneurial ecosystem surrounding industrial activities forms an integral part of the Eni business model, which is applied to each territorial reality according to its characteristics. The importance that Eni gives to local content also translates into the definition of integrated plans among the various corporate functions involved (i.e. Sustainability, Human Resources, Procurement) to maximize value creation in the Country, in respect of applicable regulations and often times setting more ambitious goals than those established by the local legislation.

ELCE MODEL

Since 2016, Eni has been using the ELCE (Eni Local Content Evaluation) model, jointly developed with the Polytechnic University of Milan, to measure the impact of its activities in the Countries where it operates. This model was applied to Baleine Phase 1 and 2 to provide a quantitative estimate of the impacts of the Project on the Country in terms of economic production and employment. The model estimates the ‘direct’ effects generated in the Country by the project’s activities, the ‘indirect’ effects related to the entire supply chain and the resulting ‘induced’ effects linked to the increase in economic production due to the rise in wages throughout the supply chain.

Application of the ELCE Model to the Baleine Project (Phase 1 and 2)

- The total purchases planned for Phases 1 and 2 of the Baleine project amount to over USD 7 billion, including both investments (CAPEX) and operating expenses (OPEX).
- The model was used to assess the positive impact that these expenses generate in terms of contribution to the Country’s economy and employment.
- Every million euros invested generates an increase in national economic production of 0.37 million euros.
- In terms of employment, every million euros invested generates 48 Full Time Equivalent (FTE) jobs, considering the overall effects, including indirect supply chain and induced effects.



- A significant portion of the economic and employment impacts are concentrated in the operating phase, following the start-up of hydrocarbon production. The operating phase makes greater use of local contractors and employees than the construction phase, which mainly relies on international contractors due to the highly-technical nature of the services to be provided.

For more information about the ELCE model see the [Alliances for development](#) section in the Eni for 2024 - A Just Transition.

Sustainability in the value chain

Eni Côte d'Ivoire's Sustainable Procurement Strategy includes the integration of ESG (Environmental, Social, Governance) criteria in all phases of the procurement process, from supplier qualification to tender procedures, contract management, and in the feedback system.

SUPPLIER QUALIFICATION

Eni Côte d'Ivoire's suppliers undergo structured qualification and Due Diligence processes, which include verifying their economic-financial, technical-organizational reliability, and, in particular, ESG profiles. To support this approach, Eni shares with its suppliers the mutual commitment to respect ESG principles through the signing of the Supplier Code of Conduct⁷, which forms an integral part of the contractual conditions and steers relationships throughout the collaboration cycle. This document, which is expressly referenced in contracts, establishes obligations regarding human rights, health and safety, environmental protection, ethics, and integrity, in line with international conventions and OECD and United Nations standards.

PROCUREMENT PROCEDURES

In tender procedures, Eni applies objective and transparent evaluation criteria, with particular attention to sustainability. ESG criteria are integrated into the technical and commercial bid assessment models in relation to the specific subject of the tender, contributing to the identification of the most economically advantageous proposal. Contracts include specific ESG clauses, which impose obligations on suppliers regarding environmental and social performance, also through the Open-es platform, a collaborative digital system that enables companies to measure and improve their ESG (Environmental, Social, Governance) performance, promoting transparency and sustainable development along the supply chain. In Côte d'Ivoire, 107 contractors have joined the platform and receive continuous support in meeting various ESG requirements through practical tools that facilitate increasingly sustainable development paths and strengthen the competitiveness of companies. In this context, respect for human rights throughout the supply chain is an essential aspect, and is protected by a procurement process based on a dedicated assessment model, that pays particular attention to risks associated with forced labour and the right to freedom of association and collective bargaining. A new approach to emission management has also been adopted, which involves the application of minimum requirements related to emission and supply chain governance for each commodity code and/or allocation criteria that can be used in procurement processes for high-risk raw materials.

CONTRACT MANAGEMENT AND FEEDBACK

The supplier's commitment to increasingly sustainable development is monitored at various stages of the Procurement process through feedback, and support is provided to suppliers for the identification of priority actions to improve their ESG positioning through training initiatives, workshops, and dedicated development programmes. The goal is to maximize ESG assessment at all stages of the procurement process and extend these evaluations to subsequent levels of the supply chain, involving contract managers as well.

7 [Eni Supplier Code of conduct.](#)

Reporting and performance criteria

The Eni Sustainability Local Report in Côte d'Ivoire 2024 falls within the scope of Eni's sustainability reporting, which includes the Eni 2024 Consolidated Sustainability Statement and the Eni for 2024 - A Just Transition. In addition, this reporting system is complemented by the information provided on the Eni corporate website, to which reference is made for a more in-depth analysis of the issues covered by this report. The Eni Sustainability Local Report in Côte d'Ivoire 2024 was drafted to provide stakeholders with clear and detailed information on sustainability issues related to the presence of Eni and its subsidiaries in Côte d'Ivoire.

The external significance of the topics derives from the context where Eni operates and from the requests and interests directly and indirectly received by Eni from various stakeholders in the reporting year, assessed based on a frequency and relevance analysis, and providing an overview of the investments that Eni is making in the Country.

The data in this document represent the portion of the KPIs reported at Group level in the Consolidated Sustainability Statement and in Eni for 2024 - A Just Transition, subject to limited assurance by the appointed independent company.

Unless otherwise specified, the information and quantitative data included in this document refers to Eni Cote d'Ivoire Ltd.

[Eni's 2024 Consolidated Sustainability Statement](#)
[Eni for 2024 - A Just Transition](#)

PRODUCTION DATA ^(a)

		2022	2023	2024
Oil in place (Baleine's potential)	(Billions of Standard Barrels - BSTB)	1.9	2.5	2.5

(a) Production started in August 2023, so no production was recorded for 2022 therefore the volumes in place remained constant. In 2023, the value reported remains substantially constant, since the production (from August to December 2023) was about 2.1 MSTB of oil and 2 BSCF of gas.

PAYMENTS TO CÔTE D'IVOIRE GOVERNMENT- FULL YEAR 2024^(a)

(in EUR thousand)

Payments per project	Production Entitlement	Taxes	Royalties	Bonuses	Fees	Infrastructure Improvements	Total
Baleine project	154,934 ^(b)	-	-	-	-	-	154,934
Total	154,934	-	-	-	-	-	154,934

Payments per government	Production Entitlement	Taxes	Royalties	Bonuses	Fees	Infrastructure Improvements	Total
Government	77,525 ^(c)	-	-	-	-	-	77,525
Petroci holding	77,409 ^(d)	-	-	-	-	-	77,409
Total	154,934	-	-	-	-	-	154,934

(a) [Report payments governments 2024.](#)
(b) Includes 2,313 KBOE paid in kind.
(c) Includes 1,160 KBOE paid in kind.
(d) Includes 1,153 KBOE paid in kind.

Carbon neutrality by 2050

	2022	2023	2024
Direct GHG emissions (Scope 1)	(million tonnes CO ₂ eq.)	0.24	0.518

Environmental protection

Protection of water

	2022	2023	2024
Total water withdrawals	(million m³)	4.59	13.17
of which: sea water		4.59	13.17
of which: fresh water			

Waste

	2022	2023	2024
Total waste from production activities:	(million tons)	-	0.29
of which: non-hazardous		-	0.08
of which: hazardous		-	0.21
Total waste from remediation activities:		-	-
of which: non-hazardous		-	-
of which: hazardous		-	-

Certification of HSE management systems

	2022	2023	2024
Total Certifications:	(number)	0	0
ISO 14001 certifications		0	0
EMAS certifications		0	0
ISO 9001 certifications		0	0
OHSAS 18001/ISO 45001 certifications		0	0
ISO 50001 certifications		0	0
SA 8000 certifications		0	0

Value of our people

Employment

	2022	2023	2024
Employees as of December 31 st	61	135	152
Resident in Côte d'Ivoire ^(a)	8	54	61
Employees by gender	61	135	152
Men	54	106	123
Women	7	29	29
Employees by contract	61	135	152
Permanent	56	98	114
Fixed-term	5	37	38
Employees by professional category (number)	61	135	152
Senior managers	1	2	2
Middle managers	24	52	65
White collars	36	81	85
Blue collars	0	0	0
Employees by age	61	135	152
Under 30	2	16	14
30-50	48	101	121
Over 50	11	18	17

(a) The number of local employees in Côte d'Ivoire is reported for the calculation of residents.

Training

	2022	2023	2024
Training hours by type (hours)	1,512	7,343	6,036
HSE and Quality	156	2,436	2,012
Language and IT	116	585	233
Conduct/Communication/Institutional	76	598	532
Professional - cross cutting	680	1,575	1,365
Professional - technical/commercial	484	2,149	1,893
Training expenditures (€ million)	0.081	0.149	0.234
Training hours on safety (hours)	139	1,546	1,772

Health

	2022 ^(a)	2023	2024
Employees included in health surveillance programmes (number)	-	98	154
Number of health services provided	-	1,574	1,752
Number of registrations to health promotion initiatives	-	910	735
of which: by employees	-	718	705
of which: by contractors	-	105	0
of which: by relatives	-	87	30

(a) The subsidiary's operating activities are recent, therefore data before 2023 are not consolidated.

Safety

		2022	2023	2024
TRIR (Total Recordable Injury Rate)	(Total recordable injuries/worked hours) x 1,000,000	0	0.24	0.26
Employees		0	0	0.00
Contractors		0	0.27	0.29
High-consequence work-related injuries rate (excluding fatalities)	(High-consequence work-related injuries/ worked hours) x 1,000,000	0	0	0
Employees		0	0	0
Contractors		0	0	0
Total safety expenditures and investments	(€ million)	0	8	10
Training hours on safety	(hours)	139	1,546	1,772

Alliances for development

Investments for local development^(a)

		2022	2023	2024
Investments for local development	(€ million)	8,481	14,528	11,637

(a) The reduction of the expenses in 2024 vs. 2023 (ca -€3 mln) is because as of 2024 the 'Baleine Clean Cooking Ph.1' project has been formally converted into a carbon offset business initiative managed by CCUSFA and, consequently, its costs have no longer been reported as sustainability costs.



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