

Eni in *Egypt*

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.



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SUSTAINABILITY LOCAL REPORT

Disclaimer

Eni Sustainability Local Report in Egypt 2024 is a document 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 SpA 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 Egypt 2024 also contains terms such as, for instance, 'partnership', which are used merely for convenience and have no technical or legal implication. In this report 'Eni' means Eni SpA subsidiaries and affiliates in Egypt, which includes, inter alia, leoc Production B.V., and where specified, Gastec and Damietta LNG (DLNG) SAE.

Photos

All the photos of the covers and the Eni Sustainability Local Report in Egypt 2024 come from the Eni photographic archive.

Translations

The original text of the Eni Sustainability Local Report in Egypt 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.

A large offshore oil platform, the Zohr CCP, is shown in the background. It is a complex structure with multiple levels, pipes, and a crane, situated in the middle of the sea under a clear blue sky.

Why you should read The Eni Sustainability Local Report in Egypt 2024?

The Eni Sustainability Local Report in Egypt 2024 details Eni's efforts towards a Just Transition, presenting the Company's local activities in the Country designed to achieve business goals with equitably sharing social and economic benefits with employees, suppliers and the communities engaged in this journey, all through inclusive and transparent practices.

Eni is present in Egypt to enhance gas production while also diversifying towards other sources and strengthening the Country's role in the broader East Mediterranean energy system.

Eni's activities proceed in parallel with local development projects, which are based on the knowledge of local issues and on the willingness to work alongside Egypt to promote a more sustainable development, also through partnerships with nationally and internationally recognized players.

The storytelling is structured according to the five levers of the Eni SpA business model – Carbon Neutrality by 2050, Environmental Protection, Value of our people, Alliances for Development and Sustainability in the value chain – which define Eni's scope of action to create long-term value for all stakeholders.

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

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LEGEND

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Message to our stakeholders



I am honored to present our first sustainability local report in Egypt. This document is dedicated to all our stakeholders, who represent our most important asset.

In 2024, Eni celebrated the 70th anniversary of its evolving presence in Egypt. Seventy years in which our Company has played a pivotal role in the Country's energy sector. We have started this incredible journey alongside you, determined to contribute to the development of both the energy business and the Country itself, by strengthening the role of Egypt in the regional and international energy market.

Our commitment to energy goes hand in hand with our dedication to reducing environmental impact. We believe that energy is a fundamental driver of development, serving as both an economic engine and a social catalyst.

Energy powers our daily lives: it allows us to cook at home, provides essential care in hospitals, illuminates schools and other learning spaces in both urban centres and remote regions, and fuels innovation and progress.

Energy moves and unifies. That is why, alongside our partners and stakeholders, we embark on a shared path. Our commitment extends well beyond the energy sector, as we jointly implement numerous projects to support quality education, small-holder farmers, as well as the health system, reaching tens of thousands of people, with particular attention to the less privileged ones. There is one connecting thread through all these activities: we firmly believe that our operations are inseparable from our responsibility to support Egypt and all our stakeholders. This collective effort is crucial for achieving an equitable transition that prioritizes people.

Therefore, it is with great pleasure that we once more extend our heartfelt thanks to all our local stakeholders, from the Ministry of Petroleum and Mineral Resources and its affiliated companies EGPC and EGAS and Joint Ventures, up to the communities that we proudly serve in every area where we operate in the Country. We look forward to continuing our close collaboration, building a brighter and more sustainable future with and for Egypt.

Francesco Gasparri
Ieoc Managing Director

Eni's activities: the value chain

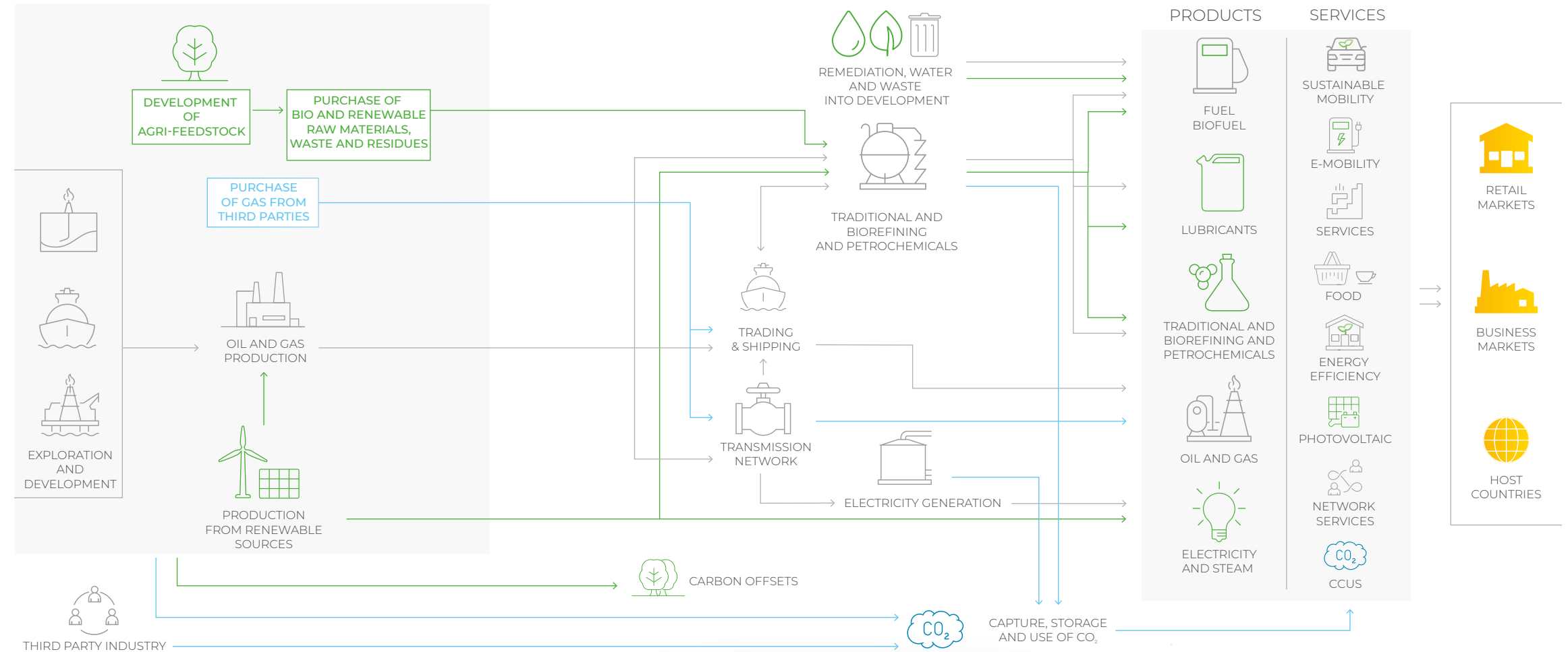
Eni SpA is an energy company, integrated along the entire value chain. It has a significant presence in the traditional activities of exploration and production of conventional oil and gas and in the marketing of gas/LNG through an extensive supply portfolio.

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 energies and decarbonization services: renewables 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, 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. In 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, to pursue development opportunities and profitability.

Specifically in Egypt, operations encompass exploration, development, and production phases. Eni operates in the Gulf of Suez, the Nile Delta, and the Western Desert. It is also involved in hydrocarbon production in the Zohr, Nooros, Baltim SW and Meleiha projects. Eni is strengthening its presence in the Mediterranean region, notably with the Damietta gas liquefaction plant. This facility is operated by Damietta LNG (DLNG) SAE and is a key player in the liquefied natural gas (LNG) sector. Eni is also present in the Egyptian Retail market.

Eni is also present in the Egyptian Retail market.

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 ensuring energy security, by 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 social sustainability.

These objectives leverage on a diversified geographical presence and a portfolio of solution 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 SpA'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 businesses 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.

The operation of the business model is based on the best possible use of all resources (inputs) available to the organization and their transformation into output, through the implementation of the strategy. Intangible resources are an integral part of Eni SpA's value creation process, and include people's skills, innovation and relations with stakeholders, which is matter of disclosure in the sustainability reporting. Eni SpA also organically combines its business plan with the principles of 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 strategy and its target of Carbon neutrality by 2050, activities in Egypt are designed to support a lower carbon energy transition by enhancing the role of natural gas and promoting more sustainable solutions. The development of gas fields — including Zohr, the largest gas discovery in the Mediterranean, and Nooros — plays a key role in strengthening energy security both locally and internationally. The Damietta LNG plant further supports this vision by positioning Egypt as a regional hub for natural gas processing and liquefaction. Complementing these efforts, Eni has also realized a 14 MW photovoltaic plant at the Abu Rudeis plant, promoting the integration of renewable energy, to reduce the plant energy consumption and the related emissions.

ENVIRONMENTAL PROTECTION

Eni is committed to increased protection of the environment through the search for innovative solutions aimed at reducing the impact of its operations. In Egypt, this commitment is reflected in the implementation of sustainable practices for managing the water resource, sustaining the reduction of fresh water withdrawals, the promotion of the reinjection practice in reservoir for managing the produced water coming from the separation of the hydrocarbon and searching for solutions to prevent and reduce the generation of waste. Finally, focused initiatives to preserve biodiversity are ongoing in the prioritized sites with a potential risk of impact on BES (Biodiversity and Ecosystem Services).

VALUE OF OUR PEOPLE

Eni recognizes the value of its people as a fundamental element for the success of the company and guarantees a working environment free from any form of discrimination. Eni also complies with the highest international standards in terms of health and safety and adopts appropriate measures aimed at protecting people and assets.

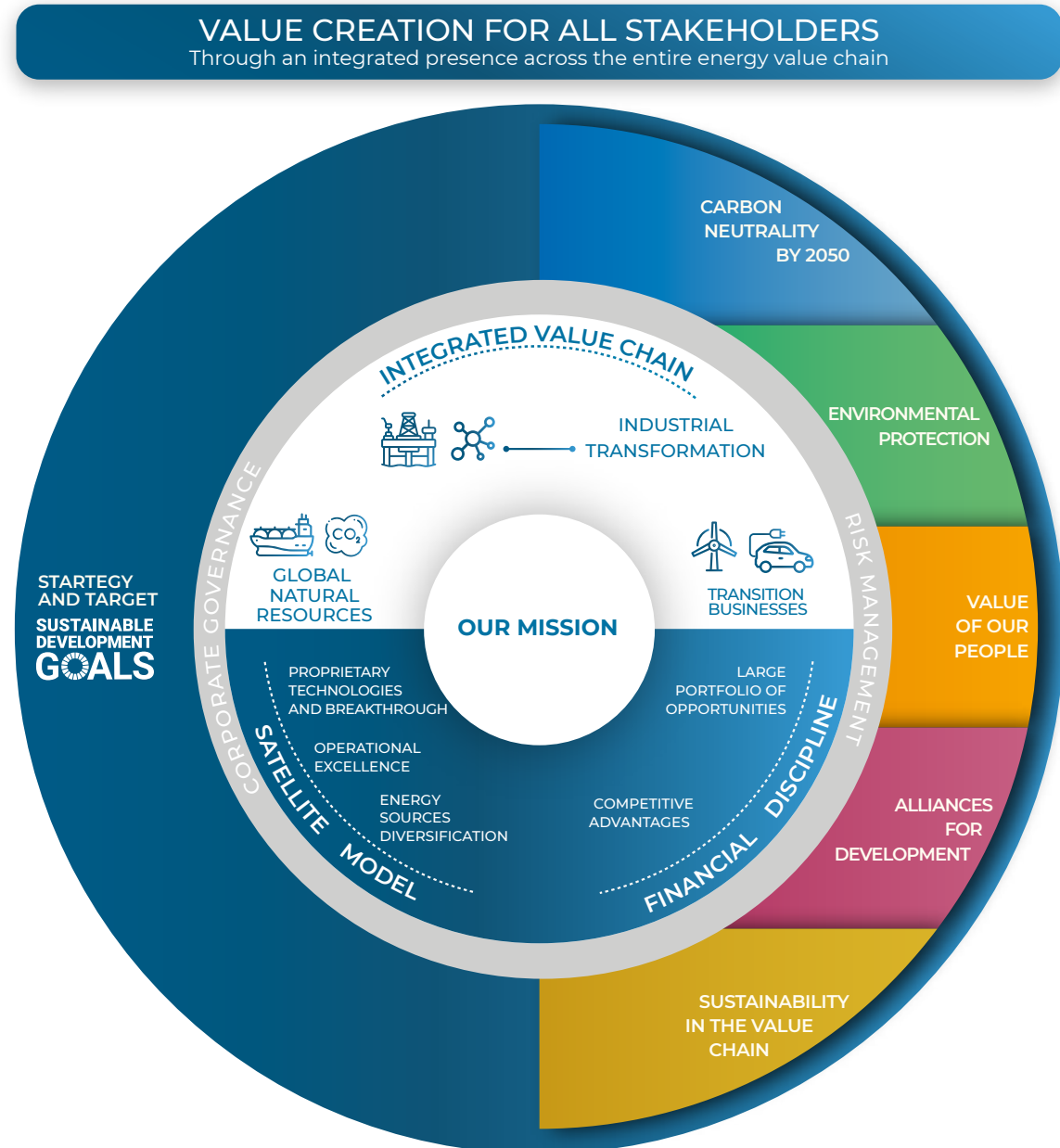
ALLIANCES FOR DEVELOPMENT

Eni promotes initiatives to support the local development in each area where it operates, supporting access to health and economic diversification, especially in terms of support to small-scale agriculture, 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 pivotal role in the ongoing transformation process. Through a systemic and inclusive approach, Eni collaborates closely with its suppliers, sharing values, commitments, and targets, thereby supporting and involving them in its growth trajectory.

The Eni SpA business model is developed along these five guidelines by leveraging the development and application of innovative technologies and the 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 responsibility, integrity and transparency.



The activities in Egypt

655 (kboe/d)
gross production
recorded in 2024

Eni’s activities in Egypt have achieved significant successes, leading to major energy projects that have fostered the Country’s economic development. Eni SpA operates in Egypt through its subsidiary, leoc Production B.V. (leoc), which directly handles exploration. Development and production operations are managed by its joint operating companies, Petrobel and Agiba among others, established with the Egyptian General Petroleum Corporation (EGPC) and Egyptian Natural Gas Holding Company (EGAS).

leoc Production B.V. (‘leoc’)

Eni SpA operates through its subsidiary, leoc, which directly handles exploration. leoc holds 57 licenses (45 operated) for a total acreage of around 38,800 square kilometres, distributed across three main hydrocarbon provinces: the Gulf of Suez/Red Sea, the Nile Delta/Mediterranean offshore, and the Western Desert. leoc is recognized as one of the Country’s main producers, boasting an equity production of approximately 280.000 barrels of oil equivalent per day (kboed) in 2024. Over recent years, the exploration efforts have focused on unlocking further potential, thereby boosting national gas production.

Belayim Petroleum Co (‘Petrobel’)

Petrobel, the joint operating company equally participated by IEOC and EGPC, has been operating on behalf of Eni and has managed operations under oil and gas concessions in the Mediterranean Sea and Sinai area since 1955. The main oil and gas plants are El Gamil, Abu Madi and Zohr. Thanks to the recent developments at Baltim South West, the final ramp-up of Zohr, and the production-optimization campaign in the Sinai area, Petrobel achieved a peak production of 922 kboed (thousand barrels of oil equivalent per day). This made it the Country’s leading operating company.

Agiba Petroleum Co (‘Agiba’)

Agiba, the joint operating company equally participated by IEOC and EGPC, has been active since 1981 with operations mainly focused on Eni’s oil and gas concessions located in the Western Desert, where the recent efforts towards new exploration and development activities have brought unprecedented results. In particular, thanks to the development of a number of discoveries, Agiba has been able to increase in gas production, notably in the Meleiha concession and at the Faramid field (East Obayied Concession). Furthermore, to fulfil the growing internal demand of gas, the development project Meleiha Phase 2 foresees the construction of a new plant, with treatment capacity of 100 MMscfd raw gas and start-up expected in 2026, together with new gathering network and new export pipeline to the Western Desert Gas Complex.

United Gas Derivatives Company (‘UGDC’)

UGDC is a joint venture encompassing the following shareholders: Eni SpA, through Eni International, bp & Gasco with 33.3% participating share for each. The company’s scope is mainly to recover Natural Gas Liquids’ derivatives (mainly propane, LPG & condensate) and then supply LPG (Liquified Petroleum Gas) and condensate to EGPC, while supplying propane to the local market with the option of exporting to international markets.

Gastec

Eni SpA is present in the Egyptian Retail market through Gastec, a company established in 1996 to promote the use of natural gas as fuel for the automotive sector. Eni SpA has a 40% share in the company, while the remaining 60% is owned by public Egyptian companies (Misr Insurance, Misr Petroleum, Petrojet, Egypt gas). Gastec is Egypt’s market leader with a market share of 45% in terms of Compressed Natural Gas (CNG) sales with 377 stations, and 51% in terms of vehicle conversion to CNG. Gastec is working jointly with Eni SpA to build an important network of integrated stations under the brand ‘Eni’ for the sale of liquid fuels, lubricants and non-oil products and services, and Gastec Brand for CNG. It employs 4,195 people, of whom around 2,300 work in the service stations and conversion centre. Moreover, in 2020 Eni SpA and Gastec signed an exclusive contract for the distribution of lubricants in the Egyptian market.

EniProgetti Egypt Ltd (‘EPEG’)

EniProgetti Egypt Ltd (EPEG) is an Egyptian engineering services company, subsidiary of EniProgetti S.p.A., founded in 2008, not only to support Eni’s business in the Country but also outside Egypt. The Company provides a complete set of engineering services supporting its clients with a life cycle approach in the management and the execution of industrial and sustainability projects. EniProgetti Egypt Ltd can develop feasibility studies, basic engineering, detailed design, procurement follow-up, field engineering services and support to operations in the oil and gas sector for: upstream onshore, offshore (platforms and floaters) and subsea plants; downstream and chemical plants; industrial and civil buildings. EniProgetti Egypt is also supporting its stakeholders in the deployment of engineering solutions towards the decarbonization and the energy transition scenarios.

Damietta LNG (‘DLNG’)

Damietta LNG (DLNG) is a company in which Eni SpA holds a 50% stake, alongside EGAS (10%) EGPC (10%) and NSPO (30%). The liquefied natural gas (LNG) plant owned by DLNG in Egypt was brought on-stream in 2004, with the first cargo departing in 2005. It has a liquefaction capacity of 7.56 billion cubic metres per year. The purchase of Egyptian LNG from Damietta consolidates Eni’s integrated development strategy by increasing both volumes and flexibility in its portfolio, in synergy with upstream assets. The Damietta plant also provides Egypt with a regional advantage, positioning the Country as a natural gas processing and liquefaction hub.

Focus on

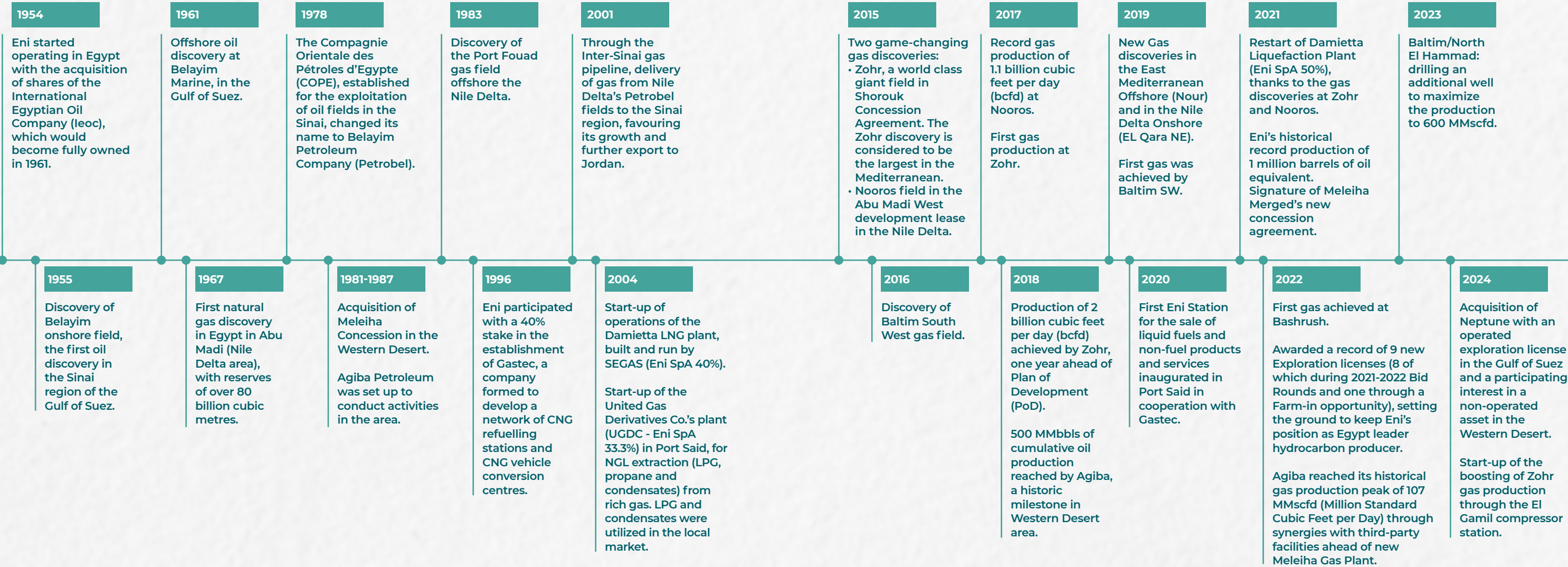
Eni’s tax contribution in Egypt in 2024

Transparency is a corporate value for Eni, which is why the company is committed to the voluntary disclosure of payments to governments, promoting the responsible use of financial resources. Moreover, in line with EU reporting obligations, Eni SpA publishes the ‘Report on payments to Governments’ a document subject to independent assurance by the appointed audit firm PwC. The report details both cash and in-kind payments, mainly made to governments as part of Eni SpA’s activities in the exploration, prospection, discovery, development, and extraction of oil (including condensates) and natural gas.

According to the 2024 Report, Eni SpA paid a total of 730,9 M € in taxes and bonuses in Egypt. The payments relate to various projects, for a comprehensive breakdown please refer to the [Report on Payments to Governments 2024 pag. 14](#). These externally verified figures reflect Eni’s ongoing commitment to transparency and accountability.

A long successful history in the Country

In 1954 Eni¹ started operating in Egypt with the acquisition of shares of the company International Egyptian Oil Company (leoc), which would become fully owned in 1961. In 1957, the Compagnie Orientale des Pétroles d’Egypte (COPE) was established for the exploitation of oil fields in Sinai. In 1978, COPE changed its company name to Belaym Petroleum Company (Petrobel). Egypt was the first country where Eni expanded its activities outside Italy, with over 70 years of continuous presence. With 2,894 wells drilled, 74 offshore platforms, 12 onshore plants, and a gross production of 655 thousand barrels of oil equivalent per day (kboed) in 2024, Eni has a well-established presence in the Country. Additionally, every year over 40,000 people are reached by Eni’s social and health initiatives implemented in the main operating areas.



1 When referring to history milestone described In the present section, Eni refers to Eni Group according to the corporate structure present at the time of the facts described.

Stakeholder Engagement Activities

68 Stakeholders mapped and monitored in 2024²

Stakeholder engagement is a central area of activity and strategic lever for Eni in pursuing a fair and equitable energy transition, as such participation helps maximize long-term value creation while reducing business risks. Eni recognizes the importance of engaging with its stakeholders to ensure more sustainable operations and create shared value. In alignment with the Management System Guidelines (MSG) Responsible and Sustainable Enterprise, Eni ensures a high level of stakeholder engagement and management and maps its stakeholders annually as part of the company's stakeholders management plan. In 2024, Eni continued to strengthen its relationships with key stakeholder groups through various activities and initiatives:

ENI'S PEOPLE	Eni prioritizes the development and well-being of its employees through professional training, diversity and inclusion initiatives, and programmes that foster a safe and collaborative work environment. • Engagement with female employees in Egypt to promote International Women's Day. • Launching the 'Free to be' campaign to raise awareness of harassment against women. • Team-building activities aimed at engaging and connecting people. • Buddy programme designed to support new joiners from other Countries as they navigate their first weeks in a new context, fostering a sense of belonging and accelerating their integration into the team and company culture. • Sharing with all employees the Eni SpA Policy adopted in Egypt on diversity and inclusion ('Diversity & Inclusion Policy').
LOCAL COMMUNITIES AND COMMUNITY BASED ORGANIZATIONS	Eni has a long-standing relationship with communities in all the regions where it operates, including South Sinai, Port Said, Matrouh, Damietta and Nile Delta. The communities are engaged through: • Consultations for new development and exploration activities, as well as regular communication on projects progress. • Local development projects to address the needs and constraints of those communities, implemented in partnership with civil society organizations, in line with the UN SDGs and with the 'Vision of Egypt 2030'.
NATIONAL AND INTERNATIONAL INSTITUTIONS	Eni has been engaging with national and international institutions both at a central and a local level, notably: • Collaboration with EGAS and EGPC through respective Memorandum of Intents (MoI) with the aim to reinforce shared commitments to reducing emissions and advancing more sustainable energy solutions. • Collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), Minister of Education and Technical Education (MoE&TE), Ministry of Agriculture and Land Reclamation (MoALR), Ministry of Environment (MoEnv) and the Ministry of Health and Population (MoHP), on social and health local development projects. • Collaboration with the Governorates of Port Said, Matrouh, South Sinai and Damietta, on local development projects. • Collaboration with EU and the Italian Embassy, on local development projects focusing on Technical Education. • Membership in the East Mediterranean Gas Forum, a regional association fostering cooperation on gas policies across East Mediterranean Countries, bringing together national and international energy companies, grid operators, service contractors and financial institutions. • Engagement with local authorities to develop and implement security strategies and action plans aimed at protecting both Eni's assets and personnel, including JV employees. • Regular engagements with local authorities for the purpose of the exploration activities. Eni conducts its exploration activities in full adherence to the Management System Guideline (MSG, a policy established at headquarter level to ensure compliance with all relevant directives and procedures). From an operational standpoint, Eni is responsible also for implementing all necessary procedures, including those required by local regulations, such as health and safety standards for employees.
CONTRACTORS, SUPPLIERS AND COMMERCIAL PARTNERS	Eni promotes more responsible supply chain practices by raising awareness, involving suppliers in sustainability initiatives, and implementing due diligence processes to mitigate risks, including those related to human rights, notably: • Supplier awareness-raising, involvement and training initiatives and industry workshops to foster sustainability awareness throughout the supply chain. • Expansion of the Open-es³ community and reinforcement of the initiative with more tools and services (e.g. training programmes on ESG issues). • Extension of the application of the risk-based due diligence model on human rights to prevent and mitigate risks along the entire supply chain. • Sustainable Supply Chain Finance Programme. • Periodic meetings with security stakeholders in JVs companies in order to collaboratively review security developments, assess the impact of current events, and discuss necessary precautionary measures to ensure the continued protection of Eni assets and property across all joint venture companies. • Theoretical and practical training on fugitive emissions was provided by Eni to GASCO's personnel for replication of the monitoring campaign across other facilities. • A workshop on the Oil and Gas Methane Partnership 2.0 (OGMP 2.0) was conducted for EGAS in January 2024.

² Mapped through the Stakeholder Management System (SMS) adopted by Eni SpA.
³ See [page 37](#).

UNIVERSITIES, RESEARCH CENTRES AND INNOVATION HUBS

Eni collaborates with national and international academic institutions to foster innovation, develop new technologies, and support education and training in fields relevant to the energy transition.

- Partnership with Eni Corporate University (ECU), Polytechnic University of Milan, and El-Sewedy University of Technology (SUT) aiming at establishing a tertiary education programme in Energy Engineering Technology which will contribute to the Country's effort toward a lower carbon economy.

ORGANIZATIONS FOR DEVELOPMENT COOPERATION

Eni has established relationships and formal partnerships with organizations for development cooperation, notably:

- Ongoing dialogues with UN agencies on possible collaboration about local development projects.
- Partnership with AICS (Agenzia Italiana per la Cooperazione allo Sviluppo - Italian Agency for Development Cooperation) to establish two Applied Technology Schools in the Matrouh and Damietta Governorates.
- Collaboration with the Desert Research Centre, to implement projects to support access to water and small-scale agriculture in dry areas.
- Collaborations with civil society organizations such as El-Sewedy Electric Foundation, SEKEM for sustainable development, Don Bosco Institute.

Eni adopted the company's 'Stakeholder Management System' (SMS), an application which allows to map and monitor the recorded stakeholders and timely manage the relationships with them. 68 stakeholders were mapped and monitored in 2024. For more information, please refer to the section [Stakeholders engagement in the 2024 Eni Sustainability Statement](#).



Human rights

Eni SpA's commitment to human rights is driven by a sense of responsibility to contribute to the well-being of the people and local communities with whom it interacts. The Company 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 SpA has pledged to ensure respect for human rights in all its activities as well as those of its business partners, placing the dignity of people at the center and promoting an approach based on risk prevention and management.

HUMAN RIGHTS COMMITMENT

Human rights are incorporated into governance policies and processes, including through the structuing of adequate, continuous training measures.

DUE DILIGENCE

Eni has adopted a management system that includes a set of processes and tools to assess the most significant issues, risks and impacts on human rights.

ACCESS TO REMEDY

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

In all phases of the due diligence model's operation, a central role is played by the stakeholder engagement process, with the aim of collecting their point of view and adopting the appropriate prevention and management measures. In addition, the continuous access to and effective management of grievance mechanisms and reporting channels facilitate the remediation of any adverse impacts and drive the continuous improvement of the system.



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 Management System Guidelines (MSG) and detailed regulatory instruments that provide the framework for identifying activities at risk of corruption and money laundering. Relevant activities within the Anti-Corruption Compliance Programme, and their planning for subsequent periods, are detailed in an annual report, which forms an integral part of the Integrated Compliance Report to the Management and Control Bodies of Eni SpA. These instruments are adopted by Eni while companies and entities in which Eni holds a non-controlling interest, are encouraged to comply with anti-corruption standards by adopting and maintaining an internal control system consistent with the legal requirements. Eni periodically analyzes possible identified risks, by conducting specific controls and regular monitoring through Company Self-assessment, Anti-Corruption Supervisory Activities on business operations and practices. This involves reviewing transactions, records, and activities to ensure the adherence to the company's Anti-Corruption Compliance Programmes.

ANTI-CORRUPTION SAFEGUARD AGAINST THIRD PARTIES AT RISK

According to the anti-corruption regulatory instruments of Eni, the third parties at risk of corruption are subject to Anti-Corruption Due Diligence, a structured collection of information aimed at verifying, according to a risk-based approach, aspects like the shareholding structure, the existence of investigations or convections for relevant offences, the presence of public officials and possible conflicts of interests. The depth of the checks depends on the type of transaction, the nature of the third party, the country of reference, and the available public information. All the above-mentioned checks are monitored and verified by a dedicated unit in the Headquarters to ensure integrity and liability. Moreover, in case contractors are involved in the operations, the selection and tender processes are conducted following the standard practices defined by Eni, which require mandatory compliance with Anti-Corruption Management System Guidelines (MSG) policies and operational extraction requirements including also environmental requirements. Contractors must meet these standards in order to collaborate with Eni.

ANTI-CORRUPTION MONITORING AND CONTROL ON THE SUPPLY CHAIN

The corruption risk of suppliers is monitored via a qualification process, based on a risk-based approach. Suppliers are subjected to a counterparty risk assessment, including checks on Reference Lists, Related Parties, Persons of Interest, complying with the principles of Model 231/Compliance Model, Code of Ethics, Supplier Code of Conduct, anti-corruption and anti-money laundering laws and human rights. Contracts include Business integrity clauses that include audit rights for the company in high-risk cases and contractual remedies in the event of violations of compliance obligations.

ANTI-CORRUPTION TRAINING

Eni implements an anti-corruption training programme delivered to employees through e-learning courses and classroom events, divided into general workshops and specific training for professional areas most exposed to corruption risk. Risk levels are determined on the basis of specific drivers such as country, role, qualification and professional family. In 2024, the new e-learning course 'Anti-Corruption Compliance Programme and Corporate Administrative Responsibility' was successfully delivered to the whole population of Eni and thus to be continued in 2025 for all newly hired employees.

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 emission impacts 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 emissions 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 emissions 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 in which 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 Egypt divided by area of intervention or decarbonization technology, which contribute to Eni SpA's overall emission-reduction journey.

Decarbonizing the energy of today

Eni has developed a specific master plan to actively support its energy transition. This plan outlines numerous initiatives for implementation over the next four years, aiming to drive sustained reductions in CO₂ emissions.

NATURAL GAS, A KEY SOURCE IN THE ENERGY TRANSITION

Egypt: gas regional hub

The energy transition strategy of Eni SpA is built on a pragmatic and forward-looking approach that balances decarbonization with energy security. Egypt stands at the heart of this strategy, as a regional leader in natural gas production.

While Eni has been the major gas producer in the Country contributing significantly to the supply of domestic demand, it has also contributed to the development of a wide infrastructure for transportation, processing and liquefaction of gas enabling Egypt's ambition to become an important energy hub in the region.

Indeed, a cornerstone of Eni's success in Egypt is its integrated gas strategy, which seamlessly connects upstream production with midstream and downstream infrastructure.

Through Petrobel, Eni operates three onshore gas plants (Zohr, El Gamil and Abu Madi) with a capacity of up to 6B scf/d which process gas from offshore projects such as Zohr and Nidoco (Noroos), as well as production from Tensah, Baltim North El Hammad and North Port Said concessions.

In addition to these gas plants, Eni also operates 12 platforms in the Mediterranean Sea area and more than 40 offshore structures in the Red Sea.

In the Western Desert, through Agiba, Eni is building a new gas plant with a treatment capacity of 100 MMscfd to deliver gas at the Western Desert Gas Complex.

These facilities represent a strategic advantage supporting the fast-track development of new discoveries resulting from ongoing exploration activities.

Egypt's developed gas infrastructures and facilities include also liquefaction plants such as Damietta LNG plant participated by Eni SpA. The liquefaction plant is operational since 2004 as an LNG export terminal with a liquefaction capacity of 7.56 billion cubic metres per year.

Eni's infrastructure plays a pivotal role for rapid monetization of gas resources. It supports Egypt's optionality in terms of supply flexibility as well as its ambition to grow as a major energy hub in the East Mediterranean for gas processing and liquefaction.

Continuous investments in facility integration, digital asset management technologies, and new processing capacity, further enhance operational efficiency and synergies.

Up to **6B scf/d**
gas treatment
capacity through
**3 onshore
plants** (Zohr,
El Gamil and Abu Madi)

**12 offshore
platforms**
for gas in the
Mediterranean Sea

Eni's contributes to
**half of Egypt's
total gas
production**

**7.56 billion
cubic metres**
liquefaction capacity
per year



Zero Routine
Flaring
Achieved in
2024

METHANE EMISSION MANAGEMENT IN JOINT-OPERATED ASSETS

Area of intervention: Reducing methane emissions and gas flaring

Since 2017, Eni has been driving a cultural shift in the management of methane emissions, leading its Joint Operated Companies to develop and implement a path for more accurate reporting and monitoring, capable of guiding efforts and investments to reduce methane emissions based on field monitoring results.

Eni works to provide the technology and skills to improve the management of fugitive emissions at the local level, with the provision of the imaging camera and dedicated training programs for the operational staff of the Joint Operated Companies on the LDAR (Leak Detection and Repair) methodology.

This implemented strategy, with the support and collaboration of EniProgetti Egypt, has provided the Joint Operated Companies with a solid knowledge of fugitive emission sources, and a strong foundation for managing methane emissions in accordance with OGMP measurement requirements.

Building on the 2023 campaigns conducted across five sites where Eni successfully achieved the Gold Standard, the 2024 campaigns introduced drone-based surveys combined with source-level measurements (including fugitive, flaring and vented emissions). These efforts have enabled Eni to ensure data reconciliation in alignment with its OGMP commitment to methane emissions reduction.

In 2024, Eni reached a reduction of 90% of fugitive emissions in Egypt (compared to 2018 baseline), demonstrating the Company's approach to reducing environmental impact while optimizing operational

performance. The results of 2023 and 2024 methane monitoring campaigns guided the decision process for the design and implementation of tailored initiatives of abatement and reduction of methane emissions.

For more information, please refer to: [Eni Methane Report 2024](#).

FLARING REDUCTION

Eni continues its commitment to decarbonization through strategic investments in flare reduction projects.

Completed in December 2024 in only six months by the operator Agiba, the project consists of the installation of a gas compression station to valorize the routine flared gas of the Oil Plant in Western Desert. It contributed to the elimination of approximately 0.2 MtCO₂eq./year of routine flaring.

ENERGY EFFICIENCY

Since 2023, within the framework of a Memorandum of Intent (MoI) with EGAS, Eni has been carrying out numerous energy efficiency initiatives (i.e.: Zohr fuel gas compressor optimization, Frame-V compressors process optimization) aiming to reinforce shared commitments to reduce emissions and advancing sustainable energy solutions. Throughout 2024, Eni has undertaken numerous energy efficiency initiatives (i.e.: photovoltaic plant in Abu Rudeis) which have decreased CO₂ emission by valorizing the fuel gas as sales. These initiatives have led to significant improvement in asset management, while minimizing the associated risk and ensuring a high level of protection for both personnel and infrastructure.



Investing in new energy

PHOTOVOLTAIC PLANT: ABU RUDEIS FIELD

Area of intervention: [Renewables](#)

In collaboration with Egyptian Authorities, Eni solidified its dedication to fostering a more sustainable energy mix in Egypt. As part of this shared vision, Eni (through Petrobel) started the operation of photovoltaic (PV) plant at Abu Rudeis field in 2023.

Eni has achieved a significant milestone at the Abu Rudeis field through the implementation of an extended photovoltaic plan. The installation confirms the commitment to reducing greenhouse gas emissions, in alignment with Eni SpA's decarbonization roadmap. The project was developed in 2 phases – phase 1 in 2023, installing 6 MWp, and phase 2 in 2024, when Eni actively progressed towards sustainability goals with further expansion by an additional 8 MWp – aimed at enhancing renewable energy utilization within its operated Asset. This project is one of the steps that contribute to Eni's ongoing journey towards meeting its decarbonization targets and supporting global efforts to support the energy transition.

This strategic enhancement brought the total photovoltaic capacity at the field to 14 MWp, demonstrating Eni's proactive approach towards integrating renewable energy installation projects into its upstream activities. The combined capacity of these solar energy facilities plays a vital role in reducing the field's carbon footprint, maintaining energy efficiency and operational excellence. The combined impact of these initiatives has foreseen a total CO₂eq emission reduction of 10,500 tons annually.

The electricity generated by the PV system is integrated into the broader grid. This integration is crucial for self-consumption. All the electricity generated is consumed on-site by Eni loads. This helps meet the energy needs of the facility, contributing to reduce dependence on conventional fossil fuel-based power sources.

14 MWp
total photovoltaic
capacity at Abu Rudeis

10,500
tons CO₂
emission reduction
annually



Environmental protection

The commitment towards the protection of the environment is a fundamental pillar for Eni and particular attention is paid to increase a more efficient use of natural resources, the correct management of waste as well as the protection of biodiversity and ecosystem services. During 2024, Eni conducted and received internal and external audits to ensure ongoing monitoring and continuous commitment to Eni's standards and policies. In particular, in 2024, Eni maintained the ISO 14001 certification on environmental management systems for the sites located in Egypt.

Water resources management

In line with Eni's efforts to reduce high quality freshwater withdrawals, from 2021 the use of desalinators has made it possible to eliminate and minimize the freshwater withdrawals at Zohr and Abu-Rudeis sites respectively. Eni's water withdrawals in Egypt are from different sources: Surface Water and Water Wells. Water is mainly consumed for domestic use, process, operational activities and other uses such as irrigation. Throughout the years, Eni has invested in important improvements through the water reinjection systems. In 2024 full reinjection of produced water in Agiba was provided by the engineering, construction, commissioning and startup of a new water treatment plant able to collect and process up to 45,000 barrels of produced water per day, increasing the overall treatment capacity in Agiba up to 90,000 barrels per day of produced water. These advancements contribute to increased sustainable resource utilization and enhanced reservoir performance.

Waste management

In alignment with Eni SpA's strategy to improve the sustainability of its energy products and services for environmental protection — through waste reduction, recovery, and recycling, as well as the extension of product and asset lifespans via reuse or repurposing — in 2024, Eni launched a new initiative for recycling of plastic wastes. This initiative involves the implementation of a 'Reverse Vending Machine,' which collects plastic waste for subsequent transport to recycling facilities. This approach not only reduces waste generation but also facilitates the post-recycling reuse of materials.

Biodiversity protection activities

Eni developed the Biodiversity Action Plan (BAP) to cover the activity in Sinai area. The BAP focuses on priority biodiversity values identified through a systematic process involving local and international biodiversity specialists. Immediate priorities included: Coral Reefs, Seagrasses, Sea Turtles and Migratory Birds. In 2024, IEOC and Petrobel worked together for follow up on the BAP implementation in Sinai fields, moving ahead to complete the monitoring activities.

Biodiversity conservation in exploration activities

Eni SpA strictly complies with all applicable regulations to ensure the protection and preservation of biodiversity throughout its exploration activities. Seismic acquisition represents one of the key operations within exploration activities and it is carried out using specialized seismic survey vessels: it is mandatory to have a Marine Mammal Observer (MMO) on a seismic survey vessel that is responsible for monitoring marine wildlife, particularly marine mammals, to ensure that seismic operations comply with environmental regulations and mitigation measures. Their duties include conducting visual observations from dedicated observation points, identifying species, recording behavior, and ensuring that safety zones around the vessel are clear of sensitive species before and during seismic operations. MMOs are also responsible for implementing mitigation protocols, such as delaying or shutting down air-gun operations if marine mammals enter exclusion zones. In recent years, Eni SpA, in collaboration with various universities including 'La Sapienza' University of Rome has developed several technologies aimed at reducing the environmental impact of seismic acquisition, making these operations significantly less impactful for the environment.



Value of our people

Each of us

254
Eni employees in 2024

77% 30-50 years old
73% men
27% women
(of which 29% under 40 years old)

Eni's commitment to people is developed through consolidating skills, enhancing diversity, safeguarding their health and safety and respect for human rights. These elements enable Eni to seize the opportunities offered by evolutions in the energy market, to continue the path of transformation of business activities and to promote local development of the territories in which it operates. In 2024, the workforce of Eni's Egypt facilities reached 254⁴ people, with 216 employees resident in Egypt. These workforce numbers refer to direct Eni's employees in Egypt and don't include the number of employees operating in the Joint Ventures.

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. On this topic, 2024 saw the promoting of the International Women's Day and the development of the 'Free to be' campaign to raise awareness of harassment against women.

4 For information concerning the reporting boundary please see [Methodological note](#).



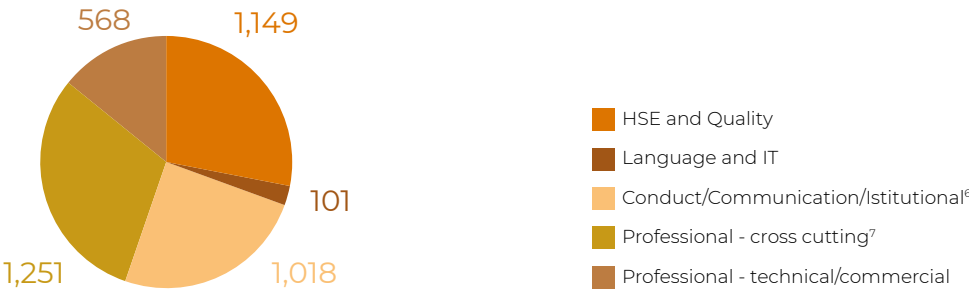
Training

Eni considers training a fundamental tool to support change and ensures access to it through classroom settings and through distance learning. Eni provide targeted training initiatives that cover all aspects from technical-professional to transversal and personal growth, in line with Eni's energy transition and digital transformation strategies.

In 2024, the total number of training hours was 4,087⁵ with an increase respect to the previous year.

4,087
training hours
to employees in Egypt
in 2024

TRAINING HOURS BY TYPE



In 2024, the most important initiatives for Eni's employees in Egypt included safety-related courses, leadership and corporate identity courses, compliance courses (for more details see the box 'Master's courses' below).

In 2024, a capacity-building project within the partnership between Eni and IRENA (International Renewable Energy Agency) was carried out, also targeting 10 ministerial officials from MoPMR on the dissemination of knowledge on biofuels. In 2024, a total of six participants from the joint ventures attended the Eni Specialized Master programs, while an additional 257 participants were enrolled in the HSE Management program focused on operational safety.

Eni has been investing in education for the communities, notably through the Applied Technology Schools established in the governorate of Port Said, Matrouh and Damietta, with more than 1,000 students involved.

Energy is the core topic taught in established educational programs. In particular, the 'Tertiary education in Energy Engineering Technology' exposes students to energy efficiency technology, while contribute to Egypt's pathway toward low carbon economy. See the section [Alliances for Development](#).

As part of Eni's commitment to fostering a strong safety culture across its joint ventures, a tailored onsite safety coaching program has been introduced at operational sites. This initiative is designed to enhance the safety awareness, knowledge, and practical competencies of both company and contractor personnel, with particular emphasis on drilling, with the coaching tool pusher program in place since 2020 and tailored safety coaching program on production and maintenance and construction activities. Delivered directly in the field, the coaching program supports the continuous improvement of safety behaviors and operational discipline, contributing to safer and more reliable performance across assets.

MASTER'S COURSES

- HSEQ Master in cooperation with ECU, the University of Pisa and the Quinn Consortium where one Eni employee participated in the 16th edition, while one Eni employee and two JV employees participated in the ongoing 17th edition.
- Master MiNDS - Natural Resources, Development and Storage at the **Polytechnic University of Turin, where one external Eni employee participated in the 2023/2024 edition.**
- Master of Science in Georesources and Geoenery Engineering at the **Polytechnic University of Turin, where two JV employees participated in the 2023/2024 edition.**
- Master of Science (MSc) in Geology for Energy at the University of Perugia, **where two JV employees participated in the 2023/2024 edition.**

5 For information concerning the reporting boundary please see [Methodological note](#).
6 Training programs/paths in the areas of corporate identity, human rights/sustainability, and leadership.
7 Compliance, professional training requested by the Businesses and training on new work approaches and the digital world.

Safety

806
training hours on safety
to employees in Egypt
recorded in 2024

Eni places strong emphasis on the health and safety of its workforce, consistently working to reduce risks and foster a culture of prevention across all operations. In 2024, Eni conducted and received several internal and external audits to ensure ongoing monitoring and continuous commitment to Eni's standards and policies. In this regard, Eni maintained the ISO 45001 (health and safety management systems) and the 39001 (road traffic safety) certifications.

MAJOR SAFETY INITIATIVES

To strengthen workforce competencies, Eni has launched safety competence assessments, process safety training, and operational safety management programs, complemented by ongoing awareness campaigns that reinforce key safety behaviors. The implementation of the Electronic Work Permit (E-WP) system has significantly enhanced control and visibility over site activities, contributing to safer execution of tasks. High-risk operations are supported by specialized training modules, while behavioral safety coaching continues to embed a proactive safety mindset across all levels of the organization. In parallel, Eni has intensified its focus on asset integrity through structured inspection programs, maintenance optimization, and digital monitoring tools, ensuring that facilities operate safely and reliably. Moreover, process safety initiatives – including hazard identification workshops, barrier management systems, and incident investigation training – have been reinforcing the company's ability to prevent major accidents and maintain operational discipline. These integrated actions reflect Eni's unwavering dedication to cultivating a safe, responsible, and resilient working environment, aligned with its broader sustainability and operational excellence goals.

Security of personnel and assets

Eni is dedicated to providing comprehensive security services to all personnel and assets operating within the country. The security of joint venture (JV) employees is a shared responsibility among all partners. To meet this commitment, Eni and its JV partners actively collaborate to assess and define security requirements, ensuring appropriate and effective security measures are in place. In 2024, Eni remained actively involved in overseeing security matters across all operations, consistently striving to ensure the safety and security of personnel and assets. As part of Eni comprehensive security framework, all new employees are required to complete security induction session which is designed to:

- Raise security awareness to improve understanding of potential security risks and threats in the Country.
- Enhance preparedness to equip colleagues with the knowledge and skills needed to identify, mitigate, and respond to security incidents.
- Ensure Compliance to ensure updating with any developments in the field of security.

Eni believes that a proactive approach to safety and security is essential for sustainable success. The Company remains dedicated to upholding the highest standards in all its operations.

Focus on

Damietta Port International Ship and Port Facility Security (ISPS) certification

Ensuring compliance with the International Ship and Port Facility Security (ISPS) code is a top priority for Eni. With respect to that, the Company has implemented standardized measures at Damietta Marine Base (DMB) to maintain the highest levels of security. At the beginning of 2025, the Damietta Plant successfully completed the ISPS certification renewal process. This process began in 2019, and it has involved regular interim audits and security assessments to ensure continued compliance with ISPS requirements. The ISPS Code provides a comprehensive set of measures designed to strengthen port security. Some of the ways it contributes to the security of port facilities include:

- Risk Assessment: the ISPS Code requires ports to assess and evaluate potential risks and threats, ensuring proactive measures are in place to prevent security breaches.
- Security Plans: ports must implement security plans that include physical security measures, surveillance, access controls, and emergency protocols.
- Employee Training: the ISPS Code mandates that all port employees receive training on security awareness, enabling them to identify and respond to security threats effectively.

The ISPS Code has had a significant impact on port security by providing essential guidelines that mitigate the risk of terrorism and other unlawful acts. By ensuring proper implementation of the Code, ports can secure their operations, minimize risks, and contribute to safer global maritime trade. With this successful renewal, a new five-year certification cycle has commenced, guaranteeing continued adherence to the ISPS code and further reinforcing the safety and security of all operations at the Damietta Marine Base.

People's health and well-being

Eni considers health, in all its physical, mental and social aspects, a fundamental human right. To protect and promote the well-being of employees, families and communities and ensure adequate risk management in working environments, Eni has developed a health management system that includes occupational medicine and industrial hygiene, health assistance and emergencies, travel medicine, health promotion, health impact assessments and community health activities (for health activities targeting communities please see section 'Community Health' in the Alliances for development chapter). The system, integrated into all operational areas, is supported by qualified healthcare providers and collaborations with universities, institutions and research centres.

In 2024 in Egypt, activities to protect employees' health were implemented, in relation to the working environment, the methods of carrying out work activities and professional risk factors. Medical services and benefits were guaranteed for Eni employees and their families. The monitoring of any epidemic and pandemic events continued as well as the strengthening of emergency preparedness and response measures.

21,700+
health services
provided to employees
and families

5,010
participations in health
promotion initiatives

201
employees included
in health surveillance
programmes

HEALTH AND WELL-BEING INITIATIVES FOR EMPLOYEES, FAMILIES AND COMMUNITIES:	
OCCUPATIONAL HEALTH ACTIVITIES:	Occupational health courses on the main risks in the Country are periodically organized involving all employees - both employees starting their professional activity in Egypt as well as Eni employees who are planning a mission abroad are informed on health risks in the destination Country.
	In 2024, routine health inspections were conducted to assess workplace conditions, identify health risks, and ensure compliance with safety and hygiene standards. Based on the findings and specific risks identified during the inspections, a series of activities concerning industrial hygiene were performed. These measures reflected the company's commitment to proactive risk management and the continuous improvement of occupational health and safety conditions across all operational areas.
HEALTH PROMOTION & HEALTH AWARENESS & EDUCATION:	Campaign on Healthy Nutrition, Healthy Food & Healthy food advice for Different Chronic Medical Conditions & Disorders.
	Awareness-raising activity on Hot weather Effects & advice to Protect against Extreme Hot Weather Effects Protection & Management.
	Seasonal flu vaccination campaign.
	Campaign on Obesity Causes, effects & how to manage it by Advice for proper Eating Habits & Advice for Healthy Lifestyle & Promotion of Physical activities.
	Regular Screening for Early Detection of Chronic Diseases & Medical Disorders for Diabetes Mellitus, Dyslipidaemia, Hypertension was implemented throughout 2024.

Alliances for development

€1.5 million
invested for local
development in 2024
(vs. €1.2 million in 2023)⁸

Alliances for sustainable development, in line with Eni SpA’s decarbonization strategy and the 2030 Agenda, contribute to the creation of value for all stakeholders and support the Company’s action for a Just Transition which is focused on people and requires technological, cultural, social and economic change. According to the so-called ‘Dual Flag’ approach, Eni’s action is based on a profound respect for the individual, on knowledge of local issues and on the willingness to work alongside countries to promote an increasingly sustainable, also through partnerships with nationally and internationally recognized players.

In this respect, over the years Eni has supported several social and health entities and initiatives, from the Italian hospital in Cairo (since 2001) to the Children Cancer Hospital (since 2005), from the refurbishment of part of St. Catherine Monastery (2009) to the reconstruction of housing affected by flood in Sinai (2010).

Since 2016, Eni adopted the approach of full integration of sustainability objectives into the business. Key parts of this approach are the local development projects, which aim at supporting communities living near the operating areas, designed and implemented according to the highest social development standards.

In Egypt, Eni has identified three main ‘areas of intervention’ in cooperation with national authorities: (i) Technical Education, (ii) Small-scale agriculture, (iii) Community Health.

All the local development projects (LDPj) are identified and designed in coordination with the Ministry of Petroleum and Mineral Resources (MoPMR) and the most relevant local authorities, according to the projects’ scope. The projects are implemented by top-notch Egyptian partners, which are selected according to their extensive experience in the identified thematic areas.

Local Development Projects

EDUCATION

In the field of education, Local Development Projects aim to enhance access to education and ensure quality learning for secondary school students. Eni’s approach towards an increased sustainability strategy places a strong emphasis on technical education, recognizing its importance for societal improvement and skill development to drive economic growth in Egypt. This approach is particularly crucial given the Country’s high demographic growth rate, youth unemployment, and issues related to migration. Following this approach, Eni contributes to youth development primarily through supporting the Ministry of Education and Technical Education’s (MoE&TE) strategy of establishing Applied Technology Schools. This new model of technical education aims to upgrade the traditional model of technical education, ensuring a better alignment between the supply and demand sides of the labour market. Six local development projects were ongoing in 2024 ‘in educational sector’: (i) Zohr ATS, (ii) Centre of Excellence for access to employment, (iii) Youth Community Education, (iv) ATS Matrouh, (v) ATS Damietta, (vi) Tertiary education.

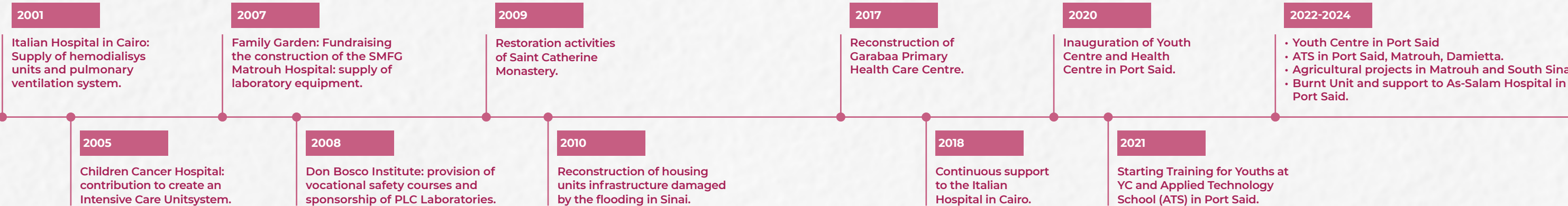
8 Local development projects (education and agriculture sectors) in implementation phase in 2024

Zohr Applied Technology School (ATS) of Port Said

The project has established an Applied Technology School by converting an existing technical school, refurbishing three buildings and one outdoor area, and providing necessary equipment, furniture and staff. The project began in 2021 and concluded in December 2024 and was the first of its kind implemented by Eni. The ‘Zohr ATS’, which continues to run after the conclusion of the project, is a secondary school for students aged 15-18 and, over the four years of the project, approximately 270 students per year enrolled, totalling over 1,000 students. The average score of students in final exams was 98%.

1,000+ students enrolled from 2021 to 2024

The ‘Zohr ATS’ stands as a flagship project for both Eni and Egypt. This initiative was managed in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), the Ministry of Education and Technical Education (MoETE), the Governorate of Port Said, EGAS, and implemented by Petrobel and the Sewedy Electric Foundation, an Egyptian non-profit entity with extensive experience in technical education.



⁸ The data regarding the financial investments in local development projects refers to Eni’s share.

Centre of Excellence for access to employment of Port Said

220+ youths supported in access to employment

The Centre of Excellence for access to employment of Port Said represents a continuation of the educational services provided at 'Zohr ATS'. Started in 2022 and concluded in December 2024, the Centre of Excellence (CoE) is housed in a brand-new building, equipped with state-of-the-art facilities and staffed by highly skilled professionals.

Inspired by the Active Labor Market Policy (ALMP), the Centre of Excellence aims to facilitate employment opportunities for the younger generation. The Centre of Excellence features a labour market observatory that continuously monitors market dynamics and needs. Based on that, groups of young job seekers are identified and trained in line with companies' requirements, then placed to jobs.

Additionally, the Centre of Excellence hosts an incubator for start-ups and offers courses for ministerial staff involved in education and employment access. Over its two-year duration, the project successfully facilitated job access for more than 220 young individuals, supported the creation of eight startups, and trained over 120 ministerial staff members.

This initiative was managed in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), the Ministry of Education and Technical Education (MoETE), the Governorate of Port Said and the Egyptian Natural Gas Holding Company (EGAS). The implementation was carried out by Petrobel and the Sewedy Electric Foundation.

Youth Community Education in Port Said

1,000+ youths trained since 2021

The project, which began in 2018 and concluded in December 2024, has established a youth centre to meet the educational and recreational needs of young girls and boys in the suburbs of Port Said. The project aimed to encourage socio-economic inclusion for the younger generation, promote their involvement in community life, and support women's rights and empowerment. To achieve this, the youth centre was equipped with facilities such as a gym, library, sewing room, computer room, and several sports courts in the outdoor area. These services were made available to all residents of the Emirates district, making the centre a landmark for the entire community.



The centre trained around 230 youths each year, totalling approximately 1,000 youths aged 18 to 35 over the project's duration, with 90% of them being women. This project was managed in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), the Ministry of Youth and Sports (MoYS), the Governorate of Port Said and the Egyptian Natural Gas Holding Company (EGAS). It was implemented by Petrobel and Engineering for the Petroleum & Process Industries (Enppi), an affiliated company of MoPMR.

Focus on

Applied Technology Schools in Matrouh and Damietta

The success of the Zohr ATS in Port Said has garnered interest from the Ministry of Education and Technical Education (MoETE), the European Union Delegation in Cairo (EUD), and the Italian Agency for Cooperation and Development (AICS), to replicate such school model in the Matrouh and Damietta Governorates through a co-financing strategy between Eni and EUD.

Both ATS projects are set to last four years and aim to establish Applied Technology Schools in Matrouh and Damietta Governorates, enhancing the technical and life skills of youth. This initiative aligns with both the aspirations of young people and the needs of the labour market, providing a coherent study path.

In accordance with the cooperation strategy between Eni and AICS, Eni is primarily responsible for the establishment and management of the schools, while AICS focuses on refurbishing and equipping the identified buildings.

Both initiatives are managed in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), the Ministry of Education and Technical Education (MoETE), EGAS, and the Governorates of Matrouh and Damietta, respectively.

The implementation is carried out by Agiba and by DLNG, respectively for ATS Matrouh and ATS Damietta. Both schools are managed by Sewedy Electric Foundation.

By the end of the project, the New Alamein ATS is expected to enrol a total of 224 students, while the Damietta ATS is expected to enrol a total of 860 students.

Eni and AICS sign a MOU to enhance technical education in Egypt | Eni

Tertiary Education in Energy Engineering Technology

The project, started in 2024, with a duration of four years, aims at contributing to Egypt's pathway toward lower carbon economy and inclusive growth through tertiary education, encouraging youth to participate in this journey. The project aims to establish a Bachelor of Energy Engineering Technology at Sewedy University of Technology (SUT). It involves the participation of Eni Corporate University (ECU) and Polytechnic University of Milan, providing scientific support for the course definition. The expected direct beneficiaries are 900 students (approximately 230 students per year), all of whom will benefit from a scholarship scheme. Additionally, students from Port Said will have access to a dedicated scholarship programme.

This project is managed in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), the Governorate of Port Said, EGAS, Eni Corporate University (ECU). It is implemented by Petrobel and Sewedy University of Technology.

1,100 students are expected to be enrolled by end of projects

900 to be enrolled by end of project

ECONOMIC DIVERSIFICATION (SUPPORT TO SMALL-SCALE AGRICULTURE)

Supporting small-scale agriculture is an important way to preserve the natural capital of the Country through improved management of natural resources. This approach ensures a better livelihood for small-holder farmers living in remote dry areas, with particular emphasis on access to water. Eni is committed to supporting small-scale agriculture and enhancing livelihoods through local development projects in areas close to its operations, such as South Sinai and Matrouh, which are most in need. In 2024, Eni had two ongoing local development projects focused on ‘sustainable agriculture and livelihood.’ Looking ahead to 2025, a new project titled ‘Toward organic agriculture’ is set to be implemented, aiming to promote organic farming practices. Additionally, a fourth project, ‘feedstock to energy,’ has been identified for a feasibility study to be carried out in 2025.

Integrated Development for Rainfall Communities in Matrouh Governorate

4,168
beneficiaries

The project implemented from January 2023 to December 2024 aimed to enhance the livelihoods of the rural communities living in the so-called ‘Seventh Community’ by improving agricultural productivity, promoting sustainable food production systems, and improving access to basic services. Notably, the project created 36 water facilities, trained 450 farmers, restored more than 500 hectares of degraded land, and renovated 50 houses. Within the project framework, more than 200 women were involved in a specific path called ‘Women Economic Empower’ aiming at providing them with a comprehensive support to access to market (literacy, training, inputs, connections with specialized institutions, etc.). The project had a direct impact on about 600 households, benefiting 4,168 people in the target area. The initiative is managed in collaboration with Ministry of Petroleum and Mineral Resources (MoPMR), Ministry of Agriculture and Land Reclamation (MoALR), Governorate of Matrouh, EGPC, and it is implemented by Agiba and the Desert Research Centre DRC.

500+
hectares restored

Smart Sustainable Integrated Communities in South Sinai

3,500
People benefited
from the initiative

The Smart Sustainable Integrated Communities project, running from January 2023 to December 2024, mirrors the initiative in Matrouh but is tailored to the unique environment of South Sinai. The project aimed to enhance the livelihoods of the rural communities living in the vicinities of Abu Rudeis, Wadi Mukattab area, by improving agricultural productivity, promoting more sustainable food production systems and improving access to water. Notably, the project established 5 water desalination facilities, trained 125 farmers, restored over 250 hectares of degraded land, and improved livestock productivity. The project had a direct impact on about 3,500 people living in the target area and it is managed in collaboration with Ministry of Petroleum and Mineral Resources (MoPMR), Ministry of Agriculture and Land Reclamation (MoALR), Governorate of South Sinai, EGPC, and it is implemented by Petrobel and the Desert Research Centre DRC.

250+
hectares restored

Toward organic agriculture in Matrouh Governorate (started in 2025)

700
small-holder farmers
will be assisted

The ‘Toward Organic Agriculture’ project in Matrouh Governorate was designed in 2024 and entered in implementation phase in the first quarter of 2025, with a duration of two years. Supporting organic and regenerative agriculture is a key strategy to contribute to a better preservation of the environment and ensuring farmers have access to premium markets. This project will assist 700 small-holder farmers in transitioning from conventional agriculture. The project will be managed in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), the Governorate of Matrouh, EGPC. It will be implemented by Agiba and SEKEM, a pioneering organization in biodynamic agriculture in Egypt.

COMMUNITY HEALTH

Community health initiatives consist of the implementation of specific projects for the improvement of health conditions and the promotion of the well-being of local communities in the Countries of presence and represent a contribution of the Company to local development. The projects are implemented in collaboration with the Ministry of Health and Population (MoHP) of Egypt, in line with National Health Programmes, and international best practices, and aim to strengthen the health system. Eni supports **local health** services by focusing on three main areas of intervention: (i) modernizing the hospitals through infrastructure work; (ii) upskilling health personnel through training programmes; and (iii) raising awareness of locals through ad hoc campaigns. In 2024, Eni implemented activities under a Memorandum of Understanding with the MoHP for the areas of Port Said. Within the year, these interventions resulted in a total of almost **200,000 beneficiaries**. In particular in Port Said, Eni has focused on improving healthcare infrastructure by supplying the Al Zohoor, As Salam and Al Hayah Hospitals with medical equipment for cardiology, urology, neurology, and gynaecology services. Additionally, Eni has built and revamped two health centres in the Emirates district and Garabaa community (both in Port Said Governorate). These efforts help improve diagnostic accuracy, treatment speed, and service delivery which leads to increased survival rates, and stronger public health protection, especially for vulnerable populations like paediatrics. Contribute to ensuring that local communities in Port Said have regular access to a range of health services, such as emergency rooms, pharmacies, paediatrics, and vaccinations. As a result, in 2024 solely, almost 100,000 people benefited from the improved infrastructure and medical equipment provided.

Furthermore, to fulfill a need identified in cooperation with the MoHP a new project has been implemented to establish a training centre of excellence for health personnel in Port Said Governorate. In 2024, high-level capacity-building workshops were organized with two main goals: firstly, to enable MOHP to forecast healthcare workforce needs and better allocate resources to address any gaps in healthcare providers; and secondly, to work hand in hand with MOHP to establish and maintain partnerships with potential donors, ensuring the sustainability of fundraising for health interventions. During those workshops, about 160 attendees, among health care professionals’ decision makers and health public officials attended. Eni has conducted awareness-raising campaigns on communicable diseases in primary schools in the Governorate of Port Said with the aim of increasing awareness and prevention of communicable disease by promoting hygiene practices. The campaign has been concluded in 2024 reaching about 100,000 students.

200,000
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Sustainability in the value chain

Eni SpA's has developed a more sustainable supply chain management strategy based on collaboration and shared values with its suppliers. The strategy is based on three main pillars:

- 1) Systemic and inclusive approach which seeks to involve every level of the supply chain in a journey of improvement and more sustainable development, sharing goals and adopting a diversified model according to the ESG maturity of companies.
- 2) ESG pervasiveness in the procurement process, integrating the principles towards environmental protection, social growth, safety and economic development in all phases of the procurement process through the 'Sustainable Supply Chain Framework'. This is a governance mechanism that combines corporate objectives with regulatory requirements and translates into specific targets and action plans to guard against supply chain-related risk.
- 3) Development and enhancement of best practices, supporting suppliers in fulfilling the various ESG requirements, providing tools to support their sustainable development path and, more generally, the competitiveness of their business. In this context, for Eni SpA, respect for human rights within the supply chain is an essential aspect. It is protected by a procurement process based on a dedicated assessment model, paying particular attention to risks associated with forced/compulsory labour and the right to freedom of association and collective bargaining.

The principles seeking environmental protection, social growth and economic development as well as the technical operational, ethical and reputational are an integral part of Procurement Process, from qualification, tender processes, to contract management and feedback.



OPEN-ES PLATFORM

Eni SpA has launched the Open-es initiative, the digital platform to all companies that allows them to measure and share their sustainability performance and identify priority actions to be implemented to grow and improve through a simple and flexible approach.

- All the vendors with active contracts were now invited to visit [open-es](#) in order to:
- Register their companies on the Open-es Platform joining the community of companies that have already started their sustainable development journey.
 - Share and make visible to Eni their sustainability positions.

According to the above, Eni procurement Team invited the vendors involved in Procurement Processes to join the Open-es Platform, and many workshops were conducted to support them in the registration process, where a total of 175 vendors finalized the process as follows:

OPEN-ES (Suppliers, Egypt data)



RELEVANT KPIS

	Unit of Measurement	2024
Number of suppliers actively involved in awareness, measurement, and collaboration initiatives on ESG topics (e.g., presence on the Open-es platform)	(number)	157
% of active contracts with suppliers involved in awareness, measurement, and collaboration initiatives on ESG topics (e.g., presence on the Open-es platform)	(%)	36%
% of the value of active contracts with suppliers involved in awareness, measurement, and collaboration initiatives on ESG topics (e.g., presence on the Open-es platform)		53%



Eni in 2024 Egypt



Methodological note

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

The external significance of the topics derives from the context in which Eni operates and from the requests and interests directly and indirectly received by Eni from various stakeholders in the reporting year and they provide an overview of the investments that Eni is making in the Country.

- The information included in this document refers to the Company’s activities in Egypt. In particular:
- 2024 quantitative data concerning employment and training refers to leoc Production BV, Eni Energy Egypt B.V. and EniProgetti Egypt Ltd. In particular, 2023 data regarding training refers only to employees included in leoc Production BV.
 - 2024 quantitative data concerning health refers to leoc Production BV.
 - 2024 quantitative data regarding the financial investments in local development projects refers to Eni’s share of expenditure on local development initiatives.

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



Eni SpA

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