

Eni in *Indonesia*

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 *Indonesia* 2024 SUSTAINABILITY LOCAL REPORT

Disclaimer

Eni Sustainability Local Report in Indonesia 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 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 Indonesia 2024 also contains terms such as 'partnership', which are used merely for reference and have no technical or legal connotation. In this report, 'Eni' means Eni SpA subsidiaries and affiliates in Indonesia, which includes: Eni Muara Bakau B.V., Eni East Sepinggan Ltd, Eni Rapak Deepwater Ltd and Eni Makassar Ltd.

Photos

All the photos on the covers and in the Report come from the Eni photographic archive.

Translations

The original text of the Eni Sustainability Local Report in Indonesia 2024 – unless 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 Indonesia 2024?

Eni in Indonesia describes Eni's contribution to a Just Transition, illustrating the activities developed at local level in the Country in order to achieve business objectives, while ensuring an inclusive and transparent sharing of social and economic benefits with workers, suppliers and the communities involved in this journey.

Eni activities in Indonesia are concentrated in the Kutei Basin, area where it has a rich portfolio of exploration, development and production activities, with both onshore and offshore assets. Hydrocarbon production mainly takes place in the Jangkrik and Merakes fields. Recently, Eni has also obtained the approval of the Northern Hub Development Plan, which is in line with the Company's decarbonization and energy security strategy thanks to the significant discovery of natural gas. This is supplemented by the pilot initiatives concerning carbon offsetting projects and agri-feedstock programmes.

Eni invests in its people by developing their skills, fostering diversity, and safeguarding health, safety, and human rights. In parallel, it integrates environmental awareness throughout every stage of its operations while actively supporting initiatives that create long-term value and positive impacts in the regions where it operates. In doing so, Eni ensures that business growth contributes to the sustainable development of local communities.

The Report is structured according to the five levers of Eni SpA's 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](#)

LEGEND

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

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Message to our stakeholders



It is with great pride that we present you the first Sustainability Local Report of Indonesia. Let us walk you through our goal-achieving, heartwarming journey in this beautiful Country.

It's about targeted growth.

We began the journey in Indonesia in 2001 and shortly acquired the Muara Bakau block in the Kutei Basin in 2002. We confirmed our capability of fast-track project development through the first gas of the Muara Bakau Jangkrik Project in 2017, only 3.5 years after the Plan of Development (PoD) was approved. Following the success of Jangkrik, the Merakes field of the East Sepinggan block – also located in the Kutei Basin – received PoD approval in 2018 and its first gas in 2021.

As we continue on the path to becoming one of the major operators in the Kutei Basin, 2023 marked the start of our widened portfolio. In July 2023, we announced the acquisition of Ganal, Rapak, and Makassar Straits PSCs in the Kutei Basin, previously operated by Chevron Indonesia. These assets guarantee synergies with the existing Jangkrik facilities and access to the Bontang LNG facility, and eventually integration into domestic gas market, thereby strengthening Eni's position as a major gas producer in Indonesia.

A few months later, in October 2023, we secured the significant gas discovery from the Geng North-1 exploration well drilled in North Ganal PSC, about 85 km off the coast of East Kalimantan. With an estimated indication of a total discovered volume of 5 trillion cubic feet (Tcf), the discovery features among the 3 biggest gas discoveries worldwide in 2023.

At the moment, we are finalising the 3D & 4D Mega Seismic acquisition, which will commence in 2025. 3D seismic is a transfer of remaining firm commitment of cooperation contract for the Arguni I PSC working area to an open area and, taking advantage of the opportunity, the 4D seismic acquisition will also be conducted at East Sepinggan block. The seismic acquisition will cover a total of 11,000 sqkm in the Kutei Basin, Makassar Strait. The survey results are expected to enrich the national seismic data repository, thereby providing strategic value to Indonesia's energy development.

From a development project perspective, we are involved in two big projects: Kutei Northern Hub under North Ganal PSC and Gendalo & Gandang under Ganal Deepwater PSC. Preparations are underway and the relevant surveys are being carried out. We are working hard to ensure their success in 2027-2028, thereby adding big points to the portfolio.

Eni's joint venture with PETRONAS is another major focus. Together with Head Quarters, we create a seamless integration between the two parties to potentially become a leading operator in the region's LNG sector.

For us, the idea is to grow on purpose setting clear goals. Our portfolio shows how hard we work - from maintaining the existing production to developing the ongoing projects and meaningful discoveries, we intend to contribute as much as we can to the Country and the people living there.

Impact - the huge ones.

Our presence in the Country has a considerable impact on the people. We provide job opportunities that support the company both directly and indirectly. This tallies to the continuous improvement of knowledge and professional skills. From continuous trainings to the care for well-being, we excitedly grow along with hundreds of Eni families in Indonesia. The multiplier effects created from the

integration of the Kutei Northern Hub with the Bontang LNG facility is also proof of the opportunity to bring back the LNG refinery's productivity, thereby contributing to Indonesia's energy resilience.

Then we go on to talk about the impacts to our community who resides, cares, and supports company operations in the area. Our sustainability activities go hand in hand with operations of the Muara Bakau and East Sepinggan PSCs. The most important aspect of Indonesia's micro-initiative approach is that it involves the main pillars of education, health, economy, infrastructure, environment, and culture. Tens of thousands of community members have benefited from it so far.

As the company grows, so do the community development programmes. The Kutei Northern Hub programmes provide a wider support, from environmental aspects to human capacity building. The same plan applies to the Gendalo & Gandang project, which focuses on agriculture, waste management, and entrepreneurship. These sustainability activities will serve their purpose, for instance to contribute to a self-reliant community supported by viable blueprints and reliable infrastructure.

The expected growth of the local supply chain participation must also not be disregarded. Aligned with the government's Domestic Component Level (TKDN) policy, the upcoming projects will prioritize the use of local first-tier goods and service providers to support our operations.

In short, acquisitions, new projects, and joint venture are shaping Eni Indonesia today. We understand that we are going through the most significant phase, yet challenges and surprises continue coming our way. Indonesia is a resilient country, and so are we. We will constantly be learning, and keep growing through our exploration and development activities, continuing our journey hand in hand with all stakeholders with special focus to growth and values of our hosting communities.

Roberto Daniele

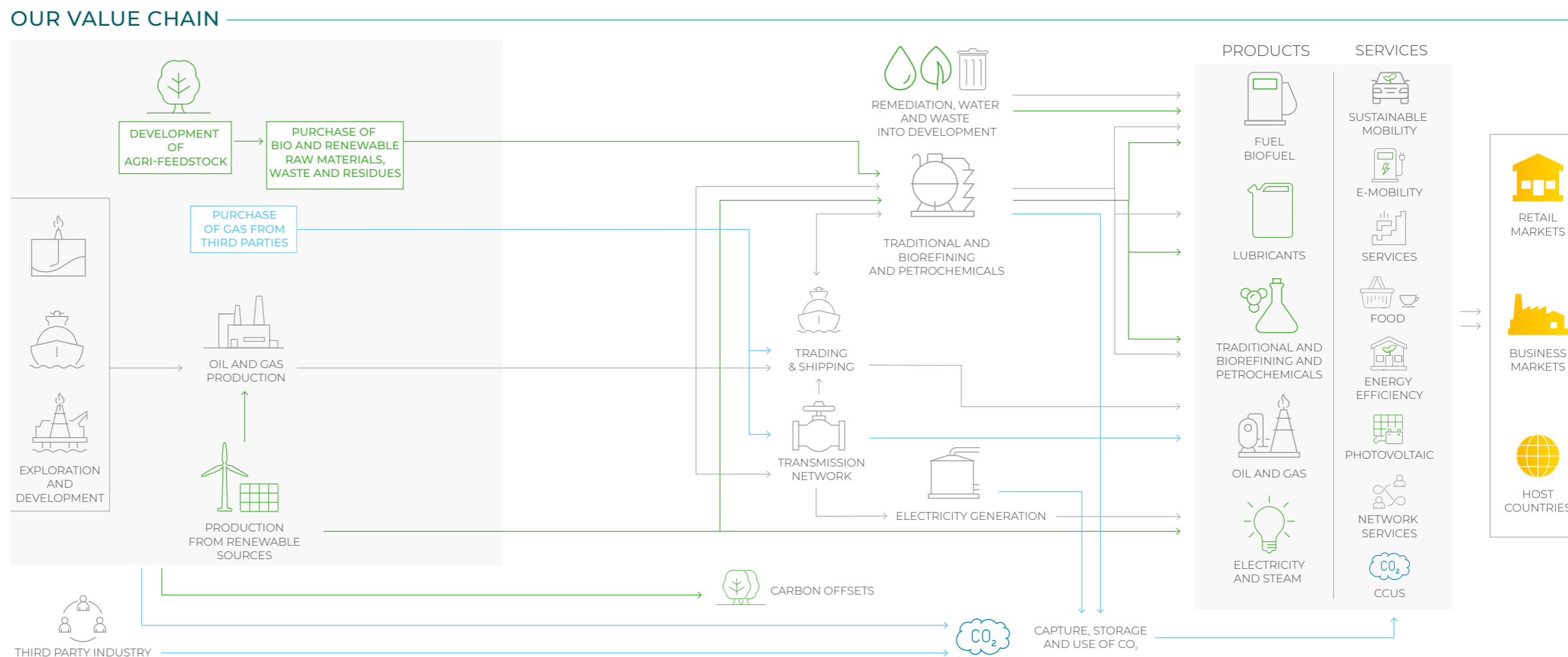
Managing Director of Eni in Indonesia

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 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. 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.

Eni has been active in Indonesia since 2001 and currently holds a large portfolio encompassing exploration, development, and production activities. The Company operates multiple Production Sharing Contracts¹ (PSCs) across various locations in the Country, primarily in deep water areas within the Kutei Basin, where Eni serves as the operator. In 2023, Eni acquired the assets previously operated by Chevron, including the Gehem field. In 2024, Eni also finalized the acquisition of Neptune Energy's assets: this included a share in the Geng North discovery. The joint development of the Geng North and Gehem fields, now referred to as the North Hub development project, was designated as one of Indonesia's National Strategic Projects (PSN).



¹ A Product Sharing Contract is a contractual agreement under which a host government grants a company (or consortium) the right to explore and produce hydrocarbons in a specific area. In return, the company bears the exploration and production costs and, if successful, shares the produced hydrocarbons with the government according to a pre-agreed formula.



Business model

Eni SpA's business model supports the company's commitment to a just 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 2030 Agenda of the United Nations.

Eni SpA is committed to 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 social sustainability.

These objectives leverage on a diversified geographical presence and a portfolio of 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 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.

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 the 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 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 the Eni SpA decarbonization path and the 2050 carbon neutrality goal, activities in Indonesia are focused on increasing the efficiency of hydrocarbon exploration and production, with an emphasis on natural gas, on reducing methane emissions and gas, as well as on assessing opportunities for carbon offset solutions and agri-feedstock initiatives.

ENVIRONMENTAL PROTECTION

Eni is committed to protecting the environment through the search for innovative solutions aimed at reducing the impact of its operations, promoting a more efficient use of natural resources, the protection of biodiversity and water resources, and the fostering of development models based on regenerative principles of the circular economy, with the aim of maximizing the recovery and valorisation 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, ensures a working environment free from any form of discrimination that favours the full development of everyone's potential, promoting the development 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.

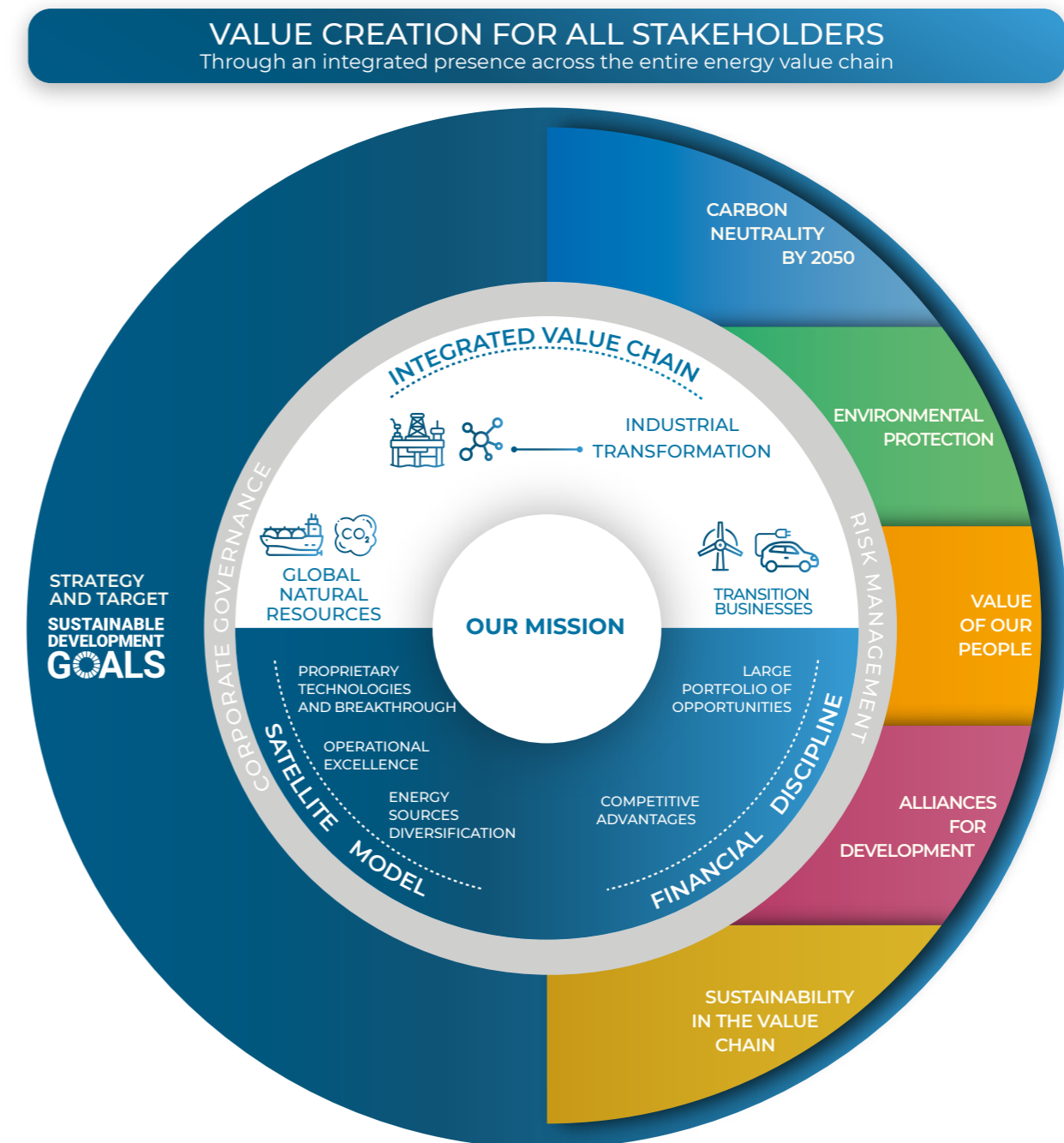
ALLIANCES FOR DEVELOPMENT

Eni promotes initiatives that support the development of local communities, facilitating access to health services and economic diversification, while sustaining quality education and vocational training in the territory as well as protecting life on land, all in collaboration with key stakeholders.

SUSTAINABILITY IN THE VALUE CHAIN

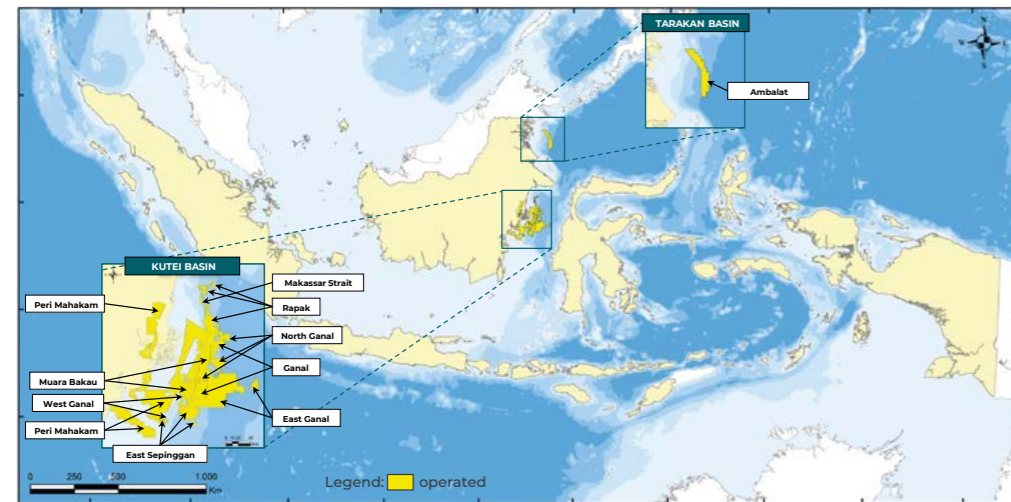
Eni promotes a more sustainable development of its supply chain, recognizing its key role in the transformation path undertaken. Through a systemic and inclusive approach, Eni shares values, commitments and targets with its suppliers, supporting and involving them in the growth path. Eni also supports its customers by offering cutting-edge energy solutions that help them play an important role in the energy transition, and communicates with them in an honest and transparent way, providing quality products and services in line with their needs.

Eni SpA's 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 SpA is committed to guaranteeing 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.



Eni in Indonesia

Eni in Indonesia²



16,155 health services provided

349 employees residents in Indonesia

€383,000 in community investments

Eni Muara Bakau B.V.

Eni acquired the operatorship of Muara Bakau block in 2002. The Muara Bakau PSC is located in offshore Kutei Basin at about 70 km off the shoreline of East Kalimantan. The first discovery was made in 2009 in the Jangkrik-1 well. In the same block at about 20 km north east of Jangkrik field, Jangkrik North East field was discovered in 2011. Indonesia's government approved the Plan of Development (PoD) of Jangkrik field in 2011 and Jangkrik North East field in 2013. The approved PoD of Jangkrik North East initiated the integration of both Jangkrik fields development into a single project denominated 'Jangkrik Complex project'. On 15 May 2017, Eni started its first gas production from the Jangkrik Complex, which was ahead of the schedule mentioned in RENSTRA ESDM 2015-2019. The gas production from the 10 (ten) subsea wells flow through subsea flowlines connected to the Jangkrik Floating Production Unit (FPU). Once fully processed at the FPU, the gas is transferred through export pipelines of 79 km length to the Onshore Receiving Facility (ORF) which was built by Eni, through East Kalimantan System (EKS), until its arrival in LNG Badak refinery in Bontang. The overall project execution only took 3.5 years since the PoD approval, which confirmed Eni's capability in fast-track project development. With the gas from Jangkrik field, Eni is currently supplying the LNG to both domestic and international markets to significantly contribute to Indonesia's current energy demand and future economic development.

Eni East Sepinggan Limited

Eni acquired the operatorship of East Sepinggan block in 2012. The East Sepinggan PSC is located offshore Kutei Basin approximately 80 km from the shoreline of East Kalimantan or 35 km from the existing Eni Jangkrik FPU. The first discovery was made in 2014 in the Merakes-1 well. The Government of Indonesia approved the Merakes Field PoD in 2018. Merakes is a deep-water gas field development at offshore Kutei Basin with approximately 1,500 meters water depth. The field is operated by Eni East Sepinggan Limited in joint venture with PT Pertamina Hulu Energi East Sepinggan. Merakes field development is designed for 20 years production lifetime. The produced gas from Merakes deep-water subsea wells will be gathered at the subsea manifold and exported through subsea pipeline to the existing Jangkrik FPU that is located approximately 45 km from Merakes manifold. The gas from the Merakes field will be processed at Jangkrik FPU and exported to the ORF at Senipah via existing Jangkrik export pipelines.

Eni Rapak Deepwater Limited and Eni Makassar Limited

In October 2023, Eni acquired the Ganai, Rapak, and Makassar Straits PSCs in the Kutei Basin, offshore East Kalimantan. These assets, previously operated by Chevron Indonesia, strengthen Eni's position to accelerate the Indonesia Deepwater Development (IDD) project. West Seno and Bangka are the deepwater offshore fields included in the IDD project, which are in Kutei Basin area in the Makassar Strait. West Seno field, operated by Eni Makassar Limited, is located 52 km east of Bontang in a water depth of 1,030 meters. West Seno field oil and gas production is exported via an export pipeline to the ORF at Santan Terminal. The gas is sent to Bontang LNG plant and the domestic gas supply via the EKS, while the oil is handled and stored at Santan Terminal for export loading. Bangka field, operated by Eni Rapak Deepwater Limited, is located approximately 17 km north of West Seno field. The Bangka production is handled at the West Seno FPU and exported onshore through the existing export pipeline commingled with the West Seno production. The gas production received onshore is then delivered to the Bontang LNG plant and domestic gas supply along with the West Seno gas via a gas delivery pipeline from the West Seno ORF tie-in to the EKS. The acquisition builds on Eni's existing operations in the region, leveraging synergies with the Jangkrik facilities, access to the Bontang LNG facility, and integration into the domestic gas market.

² Eni operates several PSCs in the Kutei Basin, including Muara Bakau (88.334% participating interest (PI)), East Sepinggan (85% WI), West Ganai (70% WI), North Ganai (88.26% WI), Ganai (82% WI), Rapak (82% WI), Peri Mahakam (49% WI), East Ganai PSC (100% WI), Makassar Strait (72% WI), and Ambalat (66.25% WI, currently frozen).

Focus on

Eni's growth and expansion in the Kutei Basin

Eni's history in Indonesia dates back to 1968, when it signed its first exploration agreement, before going back in 2001 with new exploration and production activities. Since then, the Company has consistently strengthened its role in the Country, with the Kutei Basin emerging as a key growth area.

Eni has been steadily expanding its role in the Kutei Basin, one of Indonesia's most important offshore energy regions. In July 2023, the Company took a major step by acquiring Chevron's interests in the Ganai, Rapak, and Makassar Strait PSCs, securing operatorship in the area. These assets build on Eni's existing stake in the basin and unlock faster development of key gas projects. Among them are the Gendalo and Gandang fields, which together hold an estimated 2 trillion cubic feet of natural gas. This is in addition to the producing Bangka gas field, the Gehem and Ranggas discoveries, as well as the significant exploration potential in the northern part of the assets, all of which represent a further relevant consolidation for Eni's operations in the East Kalimantan area. Their proximity to Eni's Jangkrik facilities and the Bontang LNG plant makes it possible to link new production with the existing infrastructures.

In 2024, Eni finalized the acquisition of Neptune Energy, integrating assets that include a share in the Geng North discovery and further strengthening its Indonesian portfolio. Later in 2024, Indonesian authorities approved the development plans for Geng North, Gehem, Gendalo, and Gandang fields. The projects are expected to strengthen Indonesia's energy resilience while creating opportunities for local businesses and jobs. Community development and supply chain participation are also expected to benefit from these activities. With further exploration and seismic campaigns under way, the Kutei Basin is set to remain a central focus of Eni's work in Indonesia.

Focus on

Eni and PETRONAS - a new energy hub

In November 2025 Eni and PETRONAS have signed an agreement to establish an independent company (NewCo) under equal ownership, by combining their respective upstream assets. The creation of NewCo (New Company) brings to life a new energy player with a key role in Asia Pacific, particularly in the growing liquefied natural gas (LNG) market. NewCo is underpinned by a business combination that integrates Eni's and PETRONAS's gas upstream assets. Specifically, the business combination comprises a total of 19 assets – 14 of which in Indonesia – resulting in a significant enterprise value and a strong regional presence for the new entity. The transaction consolidates the central role of natural gas in both companies' energy transition strategies and reflects their commitment to decarbonization.

The NewCo applies the principles of Eni SpA satellite model, establishing dedicated, financially self-sufficient entities designed to accelerate industrial growth and value creation.

Focus on

Eni's tax contribution in Indonesia 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, prospecting, discovery, development, and extraction of oil (including condensates) and natural gas. According to the 2024 Report, Eni SpA paid a total of €917.4 millions in production entitlements, taxes and bonuses in Indonesia. For a comprehensive breakdown on the payments related to various projects, please refer to the [Report on Payments to Governments 2024 page 16](#). These externally verified figures reflect Eni's ongoing commitment to transparency and accountability.

Stakeholder Engagement Activities

ENI'S PEOPLE

- Internal communication on various Company topics and milestones via email, posters, campaigns, and town hall meetings.
- Open Day for the children of employees and university students to introduce them to the Company.
- 'Get to Know Eni' programme for staff to learn more about Company operations.
- Recurring expatriate and cultural days to celebrate employee diversity and promote inclusion.
- Sharing with all employees the Eni SpA Diversity & Inclusion Policy adopted in Indonesia.

LOCAL COMMUNITIES AND COMMUNITY BASED ORGANISATIONS

- Engagement through technical meetings and hearings participated by authorities, local NGOs and the communities for review and feedback. The feedback received is referenced and binding in the development of environmental studies for the proposed oil and gas activities.
- Engagement with the Government of the East Kalimantan Province, the Government of Balikpapan City, and the Government of the Kutai Kartanegara Regency where the Eni operation facilities are located.
- Participation in the joint activities initiated by the SKK Migas³ Kalimantan & Sulawesi Representative Office, such as the Upstream Oil and Gas Executive Meeting and the Community Development Forum where various local government bodies, Eni and other stakeholders discuss and gather insights on the upstream oil and gas and local development issues that require further attention from the local governments in the Kalimantan and Sulawesi areas.
- Design and execution of six public consultations and awareness sessions, engaging around 170 fishermen across various locations near the Company's operations, which are primarily located in the open waters of the Makassar Strait, a traditional fishing ground for communities from the Kalimantan and Sulawesi islands.
- Periodic engagements are also conducted with community leaders, leading figures, and community empowerment groups to maintain continuous communication regarding the Company's activities.
- Community engagement is achieved in the form of public consultations, Focus Group Discussions (FGD) and continuous coordination, in the following Company's main area of intervention:
 - Kutai Kartanegara Regency in East Kalimantan Province, which are Villages of Handil Baru, Handil Baru Darat, Muara Sembilang of Samboja District; Villages of Muara Jawa Ulu, Muara Jawa Tengah, Muara Jawa Ilir, and Muara Jawa Pesisir of Muara Jawa District;
 - New Capital City 'Nusantara';
 - Majene Regency in West Sulawesi Province, which is Bonde Utara Village of Pamboang District;
 - Polewali Mandar Regency in West Sulawesi Province which is Karama Village of Tinambung District;
 - Penajam Paser Utara Regency in East Kalimantan Province.
- Public consultation, technical meetings, hearings, and correspondence with the above local stakeholders as necessary to obtain mutual understanding in the Company's operation stage and align the community development initiatives.

NATIONAL INSTITUTIONS

- Meetings including workshops, seminars, hearings and periodical correspondence with SKK Migas to discuss technical matters, budget approval and environmental management in compliance with the applicable regulations.
- Engagement with SKK Migas through technical meetings and correspondences regarding any new venture activities (e.g. exploration block bidding process) and approval for PSC extension (including for both licensing and relinquishment requirements).
- Engagement with SKK Migas and experts from Indonesian universities for support in the Eni Front End Engineering Design (FEED) process for the North Hub project.
- Technical meetings, workshops, seminars and correspondence with the Ministry of Environment, other relevant ministries, respective ministers and agencies, and Regional Environmental Agencies (Province & Regency levels) as required under the relevant regulations, to obtain further technical assessments for new development projects. This engagement aims to further develop environmental documents and obtain further environmental permitting, for requests concerning directives and guidance on environmental management and protection-related activities, and for reporting on environmental management and monitoring.

continued

NATIONAL INSTITUTIONS

- Courtesy meeting between the Eni SpA CEO Claudio Descalzi and the 7th President of Indonesia H.E. Joko Widodo in Indonesia. Announcement of a MoU between Eni and the Ministry of Energy and Mineral Resources (MEMR) regarding cooperation in energy transition and decarbonization on the occasion.
- Regular technical discussions, especially on permitting, with the Directorate General of Oil and Gas as part of the relations with the Ministry of Energy and Mineral Resources (MEMR). In 2024, the Directorate facilitated coordination with the other relevant directorates to implement the MoU on renewable energy cooperation.
- Interview and discussion with the Regional Health Department and Government on 29 July 2024 on the topic of the stunting programme.

CONTRACTORS, SUPPLIERS AND COMMERCIAL PARTNERS

- Implementation of the Join Us in a Sustainable Transition (JUST) programme for a more sustainable energy transition involving suppliers.
- Sharing of internal policies, procedures, and approaches to contractors and suppliers to ensure alignment with Company standards on HSEQ matters.
- Participation in the Supply Chain Summit, which focuses on supply chain management activities and involves relevant government authorities, Production Sharing Contractors, suppliers, and the public.
- Member of the Board of Directors and committee panels of the Indonesia Petroleum Association (IPA) and annual participation in the IPA Convention and Exhibition, an event organized by IPA and supported by a wide range of stakeholders. The Indonesian government, Production Sharing Contractors, suppliers, and the broader oil and gas community such as experts, universities and investors attend the event. The event is open to the public.
- Eni was awarded 2nd place in the Best Booth Design category at the 2024 IPA Convention and Exhibition. Eni Indonesia Managing Director Roberto Daniele also participated in the convention as one of the speakers for the 'Acceleration and Alignment on Field Development Projects to Address Energy Security' panel.

UNIVERSITIES AND RESEARCH CENTRES

- Engagement with Universities for the following purposes:
- recently, Eni embarked on a G&G field trip to the Mahakam Delta in East Kalimantan for the purpose of a study (for the detained PSC) or joint study, as part of new venture activities (block direct offer process) involving the Institut Teknologi Bandung, a well-known local technology institute in Indonesia. Currently for the preparation of the JSA that will be conducted at the end of 2025;
 - conduction of a feasibility study as part of the preparation of future local development projects involving the Institut Pertanian Bogor, Universitas Gadjah Mada, and Universitas Mulawarman. These institutions are state universities known for their expertise in relevant studies;
 - non-binding joint activities in the form of guest lecture, where knowledge transfers are conducted from professional experts to the participants (both lecturers and students).

³ SKK Migas is the government authority that organizes the management of upstream oil and gas activities in Indonesia.

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 the Company interacts. Eni SpA has adopted the 'ECG Policy on Respect for Human Rights in Eni', developed in line with the United Nations Guiding Principles on Business and Human Rights (UNGPR) 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 centre 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 structuring 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 shaping 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 promotes the continuous improvement of the system.

Focus on

The attention to the human rights in local communities

In the context of community relations, Eni makes sure that all industrial activities are preceded by free, prior, and informed consultations. By actively involving the interested communities and stakeholders, Eni communicates openly and provides comprehensive explanations to ensure that the community is fully informed and understands the activities planned.

During day-to-day operations, dedicated community relations personnel are on standby and available for community members who wish to express their concerns, ask questions, or offer input that is relevant to Company activities. The personnel also serve as the primary liaison between the Company and the community, facilitating access, supporting risk management efforts, and upholding the Company's core principles of community engagement through effective communication. Eni focuses on inclusive participation by engaging and consulting women, youths and the elderly.

Within the context of Intervention for the Territory and Community (IfTC) and local development projects, Eni ensures stakeholder involvement throughout every stage: from planning to monitoring and evaluation. In 2024, Eni held focus groups and meetings to discuss an IfTC plan for the year. At the meeting, village officers and community representatives were involved to discuss alignment between local government's strategic development and Eni's IfTC plan. This inclusive approach provides stakeholders with the opportunity to express their core needs, ultimately fostering shared value in each project implemented by the Company.

Eni upholds the fundamental rights of its workforce by adhering to collective labour agreements, which establish clear terms for employment conditions, workers' rights, and social dialogue. Eni also maintains transparent disciplinary procedures and sanctions: central to the Company's commitment to integrity is its Code of Ethics, which sets the standards for professional conduct and provides a secure whistleblowing system that enables employees to report unethical behavior.

To further reinforce its human rights commitments, Eni requires all employees and local contractors to complete a dedicated Human Rights e-learning course provided by the Eni Corporate University (ECU). Through these initiatives, Eni fosters a culture of accountability, respect, and ethical responsibility, thus promoting a safe, inclusive workplace for all. Personnel need to retake the course every few years to refresh their knowledge and insight regarding the topics.

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. These instruments are adopted by Eni.

ANTI-CORRUPTION SAFEGUARDS

According to the anti-corruption regulatory instruments of Eni SpA, commercial partners, also in joint ventures, 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 convictions 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. The corruption risk of suppliers is monitored via a qualification process, which includes due diligence checks, reference checklists, and related party evaluations at certain stages of the process. Additionally, performance feedback from the Contract Holder is required to evaluate the supplier's performance in delivering goods and/or services.

In cases where tailor-made due diligence is required due to the specific nature of a partnership or project, Headquarters provide clear guidance and specify ESG topics in the terms to be included in the agreement, ensuring consistency with corporate policies and ESG principles.

When partnership agreements are formalized, all parties are also required to respect the Eni SpA Code of Ethics. Due diligence processes are renewed every five years to maintain high standards of integrity, while governance reports are compiled on an annual basis to address any instances of misconduct, whistleblowing, or other relevant events.

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. All employees must attend mandatory compliance courses with modules on anti-corruption. Employees that joined Eni following the acquisition of assets and companies in recent years are also required to do so.

In 2024, 11 topics were covered in training activities, which mainly focused on the Anti-Corruption Compliance Programme, the Code of Ethics, the Corporate Administrative Liability, and privacy and consumer protection. Each course is repeated periodically to refresh the personnel's knowledge, with the course retake schedule referring to the validity of the certificate.

11 training courses were organized for the Eni staff in 2024

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 the reduction of GHG emissions 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 objectives, decarbonization levers and technologies have been identified that cut across Eni SpA's different business activities, as well as and 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 chapter](#). 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 Indonesia, divided by area of intervention or decarbonization technology, that contribute to Eni SpA's overall emission reduction journey.

In particular, in Indonesia, among other, Eni is increasing its share of natural gas production, expanding its portfolio of low emission and cost-competitive assets to support the Group's growth strategy as described below.

Feasibility study completed for a nature-based carbon offset project covering 60,000 hectares of forest in East Kalimantan

Eni believes that natural gas has a role to play in the energy transition, due to its accessibility, reliability, versatility and lower carbon content compared to other fossil fuels, as well as its complementarity with other technological and energy solutions that will gradually become increasingly relevant in meeting energy demand.

In particular, as electricity generation from renewable sources expands – source characterized by intermittent and seasonal production – natural gas will help ensure stability and continuity in energy supply, compensating for both the unpredictability of weather conditions affecting renewables and fluctuations in demand. In addition, natural gas contributes to emission reductions in the power sector by offering an alternative to coal with a significantly lower carbon footprint.

JANGKRIK, OFFSHORE HYDROCARBON PRODUCTION IN INDONESIA

Area of intervention: [Upstream portfolio \(gas\)](#)

Hydrocarbon production in Indonesia mainly takes place in the Jangkrik gas field, active thanks to the presence of the Jangkrik Floating Production Unit (FPU). The Jangkrik field is located in the Muara Bakau block within the offshore Kutei Basin and has been developed with 12 subsea wells, alongside the Jangkrik FPU that treats the gas and associated condensate and boosts them to the onshore East Kalimantan distribution network.

The name 'Jangkrik', which means cricket in Indonesian, was chosen to reflect the project's ambition to be fast and agile. Since the successful exploration of the well in 2009, the project execution activities began in 2014 and achieved the first gas production in May 2017 from the FPU with an initial rate of 450 million standard cubic feet per day (mmscfd), later reaching a peak production of 600 mmscfd.

The project's excellent time-to-market was further supported by synergies with the nearby Bontang Liquefied Natural Gas (LNG) terminal and the existing onshore East Kalimantan network in the region. Moreover, Jangkrik FPU has been designed with advanced technologies to enhance operational efficiency while reducing environmental impact. Among these measures there is the installation of variable frequency drivers (VFDs), which optimize the speed and energy consumption of electric motors, contributing to greater energy efficiency across the facility.

MERAKES, THE GAS FIELD OFF THE COAST OF INDONESIA

Area of intervention: [Upstream portfolio \(gas\)](#)

The Merakes project, offshore Indonesia at a water depth of about 1,500 m, has been developed with 5 gas wells as a near field tie-back to the Jangkrik FPU, which means that the gas extracted from the subsea wells uses the transport infrastructure and processing plants already used for Jangkrik, exploiting all the advantages and synergies of existing facilities, optimizing use of resources, improving efficiency, boosting productivity and contributing to emission reductions in the power sector by offering an alternative to coal with a significantly lower carbon footprint.

In particular, the Merakes gas production, mixed with that coming from Jangkrik at the FPU, is jointly transported via existing pipelines to the Onshore Receiving Facility (ORF) in Handil Baru for domestic supply, while the balance is sent to the Bontang LNG liquefaction plant for processing, liquefaction and export. The first successful assessment well for the Merakes project was drilled in 2017⁴, commencing production in April 2021. In October 2023, an agreement was signed with other Merakes LNG sellers to increase the availability of liquefied natural gas at the Bontang facility, further strengthening the Eni LNG portfolio.

Both Merakes and Jangkrik are located in a region of great importance for natural gas supplies as they are at a crossroads for markets in Asia, the Pacific and the Americas, contributing to strengthening access to energy and security of supply.

⁴ First well was drilled followed by the government's approval of the Plan of Development in April 2018 and the investment plan finalized in December 2018. In December 2018, a new gas discovery, Merakes East, was announced and a new gas well has been considered to be connected to the original Merakes development.

GENG NORTH AND GEHEM: KUTEI BASIN'S NORTHERN HUB

Area of intervention: Upstream portfolio (gas)

In October 2023, Eni announced a significant natural gas discovery at the Geng North-1 well, located offshore of East Kalimantan, Indonesia and south of the Gehem field. Early estimates suggest the discovery contains around 5 trillion cubic feet of gas and up to 400 Mbbls of condensate. Due to its size and location, the Geng North discovery could become a major new production centre in the northern Kutei Basin⁵. It is expected to connect with existing LNG facilities in Bontang, thereby maximizing available capacity.

Eni will integrate the development of Geng North with the Gehem gas field as part of the previously approved Kutei Basin Deepwater Plan of Development (PoD)⁶. The integrated development of the two fields will create a new production hub, called Northern Hub, in the Kutei Basin.

The Northern Hub Development PoD has been approved by the Government of Indonesia in August 2024 and given the proximity of Geng North to the Gehem fields, Eni – as the operator of both PSCs, and together with its PSC partners – has elected to develop the fields together with a hub development concept. The PoD also envisages a newly-built FPSO with a handling capacity of about 1 BCFD gas and 80,000 barrels of condensates per day, both for domestic and international markets, and a storage capacity of 1 million barrels. Gas will be treated onboard the FPSO and then piped to the onshore receiving facilities at the Santan Terminal and to the East Kalimantan pipeline network. It will be partly liquefied at the Bontang LNG facility and partly piped for the domestic market. The production of condensates will be stabilized and stored onboard the FPSO and then transported via shuttle tankers.

More than 50% of KNH gas production will be consumed locally in the east Kalimantan region, implying reduced carbon content compared to other fossil fuels (like coal, very common in that area characterized by coal mining) and offsetting the increasing gas demand in the next years. The remaining gas production will be sent to Bontang LNG plant and then sent to other Indonesian users and the part to export is mostly sent to South Asia region users. Such relatively short transportation of LNG implies limiting losses during transportation and limiting associated GHG emissions.

The KNH FPSO has been designed to fulfil the Zero Routine Flaring approach during normal production and energy efficiency solutions have been adopted across the plant (e.g. Waste Heat Recovery Unit – WHRU – that recovers and reuses the gas turbines exhaust heat and Low-Losses Power Transformers).

⁵ The Geng North field is located within the North Ganal PSC, of which Eni North Ganal Ltd. is the PSC operator.
⁶ Kutei Basin Deepwater Plan of Development (PoD) was approved in 2008 by the Ministry of Energy and Mineral Resources for the integrated development of five deepwater fields: 1) Gendalo, which straddles across the Ganal PSC (98.2%) and the West Ganal PSC (1.8%, formerly Makassar Strait PSC); 2) Maha, which straddles across the West Ganal PSC (81.8%, formerly the Makassar Strait PSC), the Ganal PSC (15.9%) and the Muara Bakau PSC (2.3%), Gandang; 3) Gehem, which straddles across the West Ganal PSC (81.8%, formerly the Makassar Strait PSC), the Ganal PSC (15.9%) and the Muara Bakau PSC (2.3%); Bangka. All these are collectively known as the Indonesia Deepwater Development (IDD) Project.

Focus on

Major exploration milestones in Indonesia

Eni adopts a focused, responsible, and opportunity-driven approach to exploration in Indonesia, with a primary emphasis on natural gas in the deepwater areas offshore of the Kalimantan Islands. The Company systematically identifies and assesses prospects through geological studies, seismic data processing, and exploration drilling, often operating in water depths exceeding 300 meters and, in some cases, such as the recent Geng North discovery, in ultra-deepwater environments reaching depths of around 2,000 meters. Eni operates under Production Sharing Contracts (PSCs) awarded by the Indonesian government, which grant exploration rights for up to six years, during which annual activity reports and proposals must be submitted for regulatory approval. In line with its energy transition strategy, Eni concentrates its efforts on gas exploration, considering that gas is a key resource to support both business objectives and a lower-carbon energy future. Much of the gas produced is intended for the Far East Asian markets, including Indonesia itself, leveraging existing infrastructure such as the gas facilities originally developed by TotalEnergies, now operated by Pertamina and accessible to Eni.

Over 40 exploration wells have been drilled since 2001, the year when Eni first started its operations in Indonesia. Below are the highlights of the recent, successful milestones of Eni activities.

2017	DECEMBER 2018	JUNE 2021	OCTOBER 2023
In 2009, Eni discovered the Jangkrik prospect in the Muara Bakau block, offshore Kalimantan, followed up by the discovery of the Jangkrik North East prospect in 2011. Both discoveries started producing the first gas in 2017.	Eni successfully drilled and tested the Merakes East prospect in the East Sepinggan block, in Offshore Kalimantan.	Eni successfully drilled and tested the Maha 2 appraisal well, located in West Ganal block offshore Kalimantan.	Eni announced a significant gas discovery from the Geng North-1 exploration well drilled in North Ganal PSC, about 85 km off the coast of East Kalimantan.



Investing in new energy

REDUCING METHANE EMISSIONS AND GAS FLARING

Area of intervention: Reducing methane emissions and gas flaring

Eni implements various measures to limit the effects of its operations on the environment, with a particular focus on reducing gas flaring and methane emissions. Zero routine flaring⁷ is implemented, with flaring only performed for safety and emergency reasons. Flaring gas recovery systems are put in place to capture gas that would otherwise be flared, allowing it to be reused as a product. This contributes to a more efficient use of resources and a reduction in emissions.

Regarding flaring optimization, Eni implements the Flash Gas Compressor (FGC) technology, which consists of three compression system stages that aim to compress the flash gas produced from the condensate stabilization process and flow it back to the gas procession system. The FGC system can greatly reduce the flaring volume.

In addition to reducing flaring, Eni implements robust monitoring and control measures to address methane emissions, including fugitive emissions. Regular survey campaigns are conducted, and advanced detection equipment such as FLIR (Forward Looking Infrared) cameras are used to identify and control potential emission sources. Equipment maintenance plays a key role in preventing unintentional leaks. Periodic maintenance for the Export Gas Compressor (EGC) is conducted, which covers generator machine replacement and routine maintenance of the compressor units, helping reduce fuel gas consumption.

FORTHCOMING CARBON OFFSETTING SOLUTIONS

Area of intervention: Carbon offset solutions

The regulatory framework in Indonesia with regards to carbon credits is still evolving. Therefore, Eni monitors any changes and keeps in communication with the local authorities, all the while conducting studies and assessments to evaluate the potential for both nature-based and technology-based carbon offset projects.

The Country presents substantial potential for nature-based carbon offsetting solutions, including afforestation, reforestation and forest conservation under frameworks such as REDD+. These efforts would primarily target degraded land and forested areas, contributing to carbon sequestration while potentially supporting biodiversity and land rehabilitation goals.

In parallel, the potential for technology-based carbon offset solutions is being assessed, with an initial focus on clean cooking technologies. These projects aim to reduce household emissions and improve air quality by replacing traditional biomass-burning stoves with cleaner alternatives.

These initiatives are in exploratory phases and will be shaped by forthcoming policy developments, community engagement, and technical feasibility assessments.

⁷ Zero routine flaring is defined as the elimination of the intentional and continuous burning of natural gas during oil production operations under normal operating conditions.

GROWTH AND EXPANSION OF AGRI-FEEDSTOCK

Area of intervention: Agri-feedstock initiatives

As part of the broader efforts to secure more sustainable feedstock for biofuel production, a series of agri-feedstock initiatives are underway with the aim of developing a vertically-integrated supply chain to produce bio-feedstocks to be used in Enilive biorefineries, particularly for Sustainable Aviation Fuel (SAF) and Hydrotreated Vegetable Oil (HVO).

In 2024, the Ministry of Energy and Mineral Resources of the Republic of Indonesia and Eni signed a Memorandum of Understanding (MoU) to cooperate in the fields of energy transition and decarbonization. The MoU allows Eni to assess the potential production of agri-feedstock, mainly from agro-industrial and forestry residues.

In this framework, initiatives to valorize agro-industrial residues, such as used cooking oil and vegetable oil production residues, are underway. Even though a market for used cooking oil already exists, efforts are in progress to develop cost-competitive industrial and domestic collection chains currently not part of the international biomass trader business.

In addition, pilot initiatives are underway to assess forestry residues such as rubber seeds, as a source of a more sustainable vegetable oil for biofuel production. Moreover, Eni is scouting further opportunities related to intermediate crops and cultivation on degraded lands.

The Eni SpA agri-feedstock supply chains are certified under the ISCC-EU (International Sustainability and Carbon Certification) scheme, one of the main voluntary standards recognized by the European Commission for the sustainability certification of biofuels (EU RED II)⁸.

⁸ Find more information on the Eni SpA agri-feedstock projects [here](#).

Agri-feedstock initiatives are underway to achieve advanced biofuel production



Rubber seeds: a potential source of bio-feedstock

Environmental protection

Eni integrates environmental awareness across all phases of its operations in Indonesia, from acquisition to post-decommissioning. For each development, all required environmental documentation is formulated in accordance with both Eni SpA's internal standards and Indonesian regulatory requirements. Government authorities have the right to audit and verify Eni's environmental compliance at any stage of the project lifecycle.

During the exploration and development phases, comprehensive environmental and social impact assessments are conducted to identify potential risks and impacts. These assessments serve as the foundation for developing mitigation, management, and monitoring measures, which are mandatory to reduce environmental impact and promote responsible resource development.

The following key pillars structure Eni's environmental approach in Indonesia, in line with the applicable regulatory requirements:

<p>ENVIRONMENTAL STUDIES AND PERMITTING</p>	<p>Environmental studies are carried out to identify environmental conditions and the potential impacts of activities on the environment, and to determine management and monitoring efforts to reduce impacts on the environment and meet regulatory and environmental standards. For each phase of activity, a different type of study is required to obtain the mandatory environmental approval. For example, in the initial acquisition stage, an Environment Baseline Assessment (EBA) study is required, followed by UKL UPL (Upaya Pengelolaan dan Pemantauan Lingkungan), AMDAL (Analysis Mengenai Dampak Lingkungan) and ESHIA (Environmental, Social and Health Impact Assessment). The preparation of these environmental documents includes Technical Studies at the exploration and development stage for obtaining Technical Approvals (dumping, wastewater and emission discharge). Furthermore, in the post-operation phase, an Environment Final Assessment (EFA) study including post operation audit is required.</p>
<p>ENVIRONMENTAL MANAGEMENT AND MONITORING</p>	<p>As mentioned above, the assessment and implementation of appropriate environmental management and monitoring activities are required under environmental approval procedures, applicable regulations and standards. This includes the oversight and supervision of waste, water and wastewater, emissions, ambient air, greenhouse gases, biodiversity, and energy management.</p>
<p>CONTINUOUS IMPROVEMENT</p>	<p>Efforts for minimizing environmental impact and upholding greater responsibility are implemented through the establishment of an environmental and energy management system that is integrated with the HSEQ system. To achieve continuous improvement, Eni sets objectives and conducts measurements, monitoring, audits and reviews, and also determines follow-up actions.</p>

These activities are complemented by an environmental awareness campaign that is conducted for all employees, both in the offices and at the sites. The topics of the campaign are related to Eni's Environment Golden Rules and include waste management, energy saving, water resources and discharges and emission management, among others.

Focus on

Improving energy efficiency in operations

Eni applies a structured approach to energy management in Indonesia, with the objective of promoting energy efficiency and reducing overall consumption across its operations. As part of this commitment, Eni⁹ voluntarily adheres to the principles of ISO 50001, the international standard for energy management systems. This framework supports continuous improvement in energy performance through monitoring, optimization, and the implementation of energy-saving initiatives. Eni also focuses on energy conversion efforts and on the use of more energy-effective industrial processes to reduce environmental impact. These measures contribute to maintaining lower energy consumption levels across operational activities, in line with Eni SpA's broader decarbonization path.

Pollution prevention and reduction

Eni is committed to implementing actions aimed at safeguarding natural resources. Wastewater quality monitoring is conducted on a monthly basis, while air emission, ambient air, odor, noise, vibration, and seawater quality monitoring are conducted every six months. The results are compliant to regulation requirements, as certified by the BLUE PROPER rating¹⁰ for wastewater quality standards, emissions and waste management. The monitoring and laboratory analysis is performed by a third-party accredited laboratory and results are reported to the related authority.

Moreover, an Oil Discharge Monitoring System (ODMS) is installed at the outlet of produced water to ensure that the oil content in the wastewater is within the threshold limit prior to its discharge into the environment.

Water resource management

Eni's water withdrawals in Indonesia are almost entirely limited to seawater and, in 2024, amounted around 46.9 Mm³, mainly used for cooling water systems in operations and industrial uses. Compared to the 2.11 Mm³ of 2023, the increase is attributable only to the improvement in reporting and measuring mechanisms of Jangkrik FPU. All wastewater is treated in the wastewater treatment plant to ensure that the quality parameters are in line with the threshold limit prior to discharge in the environment. Moreover, the following additional requirements on wastewater discharge management must be fulfilled:

- approval and permit from the Government;
- compliance with specific characteristics such as flowrate, quality and location;
- other technical requirements referring to applicable regulations.

Water withdrawals in Indonesia are almost entirely seawater

⁹ Eni Muara Bakau and Eni East Sepinggan.

¹⁰ PROPER is an evaluation mechanism by the Indonesia Government to assess a company's compliance with environmental regulations.

Biodiversity

Eni integrates environmental protection and biodiversity conservation as core elements of its activities in Indonesia. All operations are subject to strict environmental baseline assessments, which are a mandatory requirement to identify and mitigate potential impacts on the flora, fauna, and sensitive ecosystems. Offshore activities, including those in deep-water areas, are carefully managed, even though Eni operates in locations that are not designated as protected areas. In coastal and territorial zones, particular attention is given to the mangrove ecosystems which, while not formally protected, are recognized for their high biodiversity value and ecological importance. Eni performs periodic flora and fauna monitoring along the nearshore and onshore pipeline route, including fish abundance in the nearby coastal areas. This up-to-date baseline information is reported periodically to the relevant authorities in the implementation of environmental approval. In addition, this information is used for the development of the Environmental Sensitivity Index (ESI) mapping to support emergency preparedness. Through this approach, Eni aims to ensure that exploration and production activities are carried out with respect for the surrounding environment, in line with national regulations and international best practices.

Focus on

Environmental awareness in offshore operations on the Jangkrik FPU

The Jangkrik Floating Production Unit (FPU) operating in the Jangkrik and Merakes gas fields has particular technical and operational characteristics that contribute to reducing its environmental impact. Firstly, the FPU has been equipped with a Waste Heat Recovery Unit (WHRU) since production started. Heat exchangers capture waste heat from gas compressor exhausts and reuse it in other energy-intensive operations to reduce reliance on fuel and, therefore, emissions. The installation of the WHRU has eliminated the fuel consumption used by the Monoethylene Glycol (MEG) Regeneration Unit (MRU). MEG is a chemical injected into subsea pipelines to prevent the formation of gas hydrates, which can block flowlines under high-pressure, low-temperature conditions. In the MRU, 'rich' MEG (contaminated with water and salts after use) is reprocessed to remove impurities. The treated MEG is then blended with a portion of fresh MEG and reinjected into the subsea system, allowing continuous reuse and reducing chemical consumption. This process is essential to maintaining an uninterrupted flow from the wells to the FPU. Furthermore, the facility also has a water treatment plant that converts seawater into clean water for operational use. Additionally, any water produced during oil and gas extraction is treated in the Produced Water Treatment (PWT) unit to remove hydrocarbons and other contaminants before being discharged overboard.

Waste management

2 campaigns implemented to encourage a culture of waste reduction

In 2024, the total waste produced in Indonesian sites amounted to 0.004 million tons, mainly related to drilling and production activities. Compared to the 0.002 of 2023, the increase is attributable to acquisition of Eni Makassar and Eni Rapak Deepwater in October 2023. When it comes to waste management, Eni pays particular attention to the traceability of the entire process. As indicated by Eni SpA procedures, waste is separated in hazardous and non-hazardous, and each storage container is labelled in accordance with the applicable regulation. All the waste is stored in dedicated areas, differentiated based on its characteristics. Hazardous waste is temporarily stored in an area in compliance with the requirements in the applicable regulations.

All waste is properly recorded on a logbook prior to any shipping from the waste originating site. When transferring hazardous waste to a licensed third party, it is accompanied by a hazardous waste manifest. Third parties who handle hazardous waste resulting from Eni activities in Indonesia area must acquire the technology, process, and legal permits from the Ministry of Environment. Eni also implements and maintains waste tracking records for non-hazardous waste.

Waste data is periodically monitored and reported internally through a dedicated system and also externally to the related authority.

As part of the effort to promote Environmental Golden Rules and to specifically encourage a culture of waste reduction among its employees, Eni has implemented two campaigns. One encourages less paper use through the integration of a Smart Printing System that requires multiple confirmation by the users before printing a document, and a second campaign focuses on the use of tumblers instead of plastic, single-use water bottles. Moreover, Eni holds 'Environment Talk' sessions to deliver information on environmental regulations and requirements so as to improve employee knowledge and awareness on the topic.



Value of our people

Employment challenges

349 of Eni employees are resident in Indonesia out of a total of **383** Eni employees in the Country

Eni is committed to developing its people by investing in skills, promoting diversity, and ensuring health, safety, and human rights. Continuous learning is key to supporting employees to adapt in an evolving energy sector. The Company fosters an inclusive culture that values different perspectives and supports employee well-being through various welfare programmes. In doing so, Eni is always ready to seize the opportunities arising from potential changes in the energy market, to continue its ongoing business transformation, and to foster the development of the local areas where it operates.

The Company recruits manpower based on organizational needs and qualifications, providing equal opportunity to all candidates without discrimination, in line with relevant national law (Act No. 13 of 2003 Concerning Manpower article 5). The Company also respects Local Regulation of Kutai Kartanegara No. 5 of 2024 concerning implementation and protection of local labour: even if this policy was issued after operations began and initial manpower needs were fulfilled, the Company ensures all recruitment follows standard processes.

In 2024, the total number of employees in Indonesia were 383, with 349 employees residing in Indonesia.

Training

19,604 training hours to employees in Indonesia

Eni considers training a fundamental tool to support change and ensures access to it through classroom and remote learning. Every year, Eni creates a training plan based on local regulations, operational necessities and each employee's competency matrix. The process involves collaboration with relevant internal departments and external parties. While training is assigned by the head of each department, submitted to HR, and planned according to the type of professional category, top priority is given to HSE and technical training to ensure safety and operational excellence. In addition, employees can participate in seminars and soft-skill training opportunities covering topics such as mental health, physical health, personal finance, and retirement planning.

In 2024, the total number of training hours was 19,604.

The total number is lower than the previous year because in 2023, the local government issued a new mandate for engineers to have a lifetime certification. The programme included an 8-month training programme prior to obtaining the certification. This programme was a one time requirement, hence no recertifications were conducted in 2024.

The training activities are categorized as follows:

HSE TRAINING AND CERTIFICATIONS	Training on HSE topics as identified with the HSEQ manager. Examples of topics include Work at Height & Vertical Rescue, Tropical Basic Offshore Safety Induction and Emergency Training (TBOSIET) and Compressed Air Emergency Breathing System (CAEBS), Electrical Equipment Hazardous Area (EEHA).
PUBLIC AND MANDATORY CERTIFICATIONS	Technical training based on the employee's position and responsibilities and as identified with department managers. Examples of the certifications include: Certified Professional in Logistics Management (CPLM), Merger and Acquisition in Upstream Oil and Gas, and Retirement Readiness.
CONFERENCES AND SEMINARS	These refer to non-class-based learning activities and include the Society of Petroleum Engineers (SPE) International Conference and Exhibition on Formation Damage Control as well as the Indonesia Petroleum Association Convention and Exhibition.
MANDATORY E-LEARNING	Mandatory online training provided by Eni SpA that includes the Contract Administration Exam (PACM), the Anti-Corruption Compliance Programme, and Corporate Administrative Liability - ex Model 231.
INDONESIAN LANGUAGE COURSE	A three-month course required by the local government for expatriate workers. The course includes lessons on Indonesian culture as well as visits to parks and museums relevant for Indonesian traditional culture and arts.

In addition, there are several channels for employees to further familiarize themselves with information related to Eni and the oil and gas industry. For example, employees receive a daily news summary and may attend webinars such as, among others, a Case Study on the Jangkrik Northeast Pipeline; Innovative Technological Solutions for Corrosion Problems in FPU's Fresh Water Tank.



*Focus on***Master's programmes for the employees and locals**

Eni is committed to fostering continuous professional development and national capacity building through its specialized Master's programmes. The overseas master courses – such as the Master in Energy and Environmental Management and Economics (MEDEA), the Master in HSEQ, and the Master in Natural Resources Development and Storage (MiNDS), the Master in Energy Innovation, the Master in Georesources & Geoscience Engineering – are accessible not only to Eni employees but also to external participants and local stakeholders, in line with the agreement with the Indonesian government.

Over the past five years, a total of 25 internal and external students has participated in the five Masters mentioned above. This approach promotes inclusive learning and knowledge sharing. The selection process for these programmes is conducted with strict adherence to equal opportunity principles, overseen by representatives of several internal departments to ensure the best fit candidate for each master course. Eni further supports participants by covering essential expenses including financing, accommodation, visas, and travel. Additionally, Eni encourages employees who wish to pursue higher education at local universities by providing financial support, thereby reinforcing the Company's dedication to nurturing talent both internationally and within local communities.

**25 internal
and external
students enrolled
in Master programs**

To ensure consistency and fairness, career development and performance reviews are conducted in line with Eni SpA's internal framework and procedures. The process follows a structured Management by Objectives (MBO) approach, combined with segmentation to account for different roles and responsibilities.

Diversity & Inclusion

Diversity and Inclusion at Eni focus primarily on promoting cultural diversity and gender empowerment. To support cultural integration, Eni has implemented a Buddy Programme, pairing expatriates with local employees to help them adapt, share knowledge, and receive practical guidance. Eni also celebrates Indonesian Independence Day with team-building activities that foster collaboration and strengthen relationships among employees from diverse backgrounds. Diversity of cultures is promoted also by the Indonesian Language & Culture programme available for expats. Promoting gender equality remains a key priority, highlighted by events such as Kartini Day, which celebrates women's empowerment and their role in the workplace. Eni encourages participation in Company communities to build connections across teams and cultures. Additionally, sports activities are organized to further promote inclusion, providing informal spaces for employees to engage and bond beyond their professional roles. These values are communicated to employees through internal communication channels, socializations and town-halls open to all employees, including those in the field.

Safety

The safety of people is of fundamental importance throughout all Eni activities, and the Company is committed to strengthening a safety culture in all its operations.

No work-related incidents occurred in Indonesia to employees or contractors in 2024, in line with the 2024 HSEQ annual plan and the defined objective to create an accident-free environment, with an indicator of recorded accidents equal to zero. This important result was achieved thanks to several procedures and initiatives in place that prioritize a safe work environment.

Safety is ensured through the implementation of the HSEQ Integrated Management System, which was established consistent with the applicable regulations in Indonesia, the Eni SpA Management System Guideline, and international standards such as but not limited to ISO 9001 as well as ISO 14001, ISO 45001 and ISO 50001.

In Indonesia, Eni implements an organizational structure which establishes roles and responsibilities that are suitable to ensure the effective implementation of the HSEQ Management System. The organization assigns personnel that have been properly trained and qualified for the role, and periodically monitors and updates the assignment process as necessary in accordance with the organization's needs. For the roles required by law, this list must be complemented with the specific skills required for the duties, associated responsibilities, and formal appointments.

*Focus on***Engagement for worker safety responsibility**

Eni ensures that all personnel, including personnel who collaborate with Eni companies, have the right to work safely and an obligation to work in a safe manner. Some activities that include worker participation include:

- 1 Risk assessments and safety meetings prior to undertaking the work.
- 2 Participation in HSE programmes and initiatives for all personnel, office and fields, such as the HSEQ forum, competitions, quizzes, which align with the Company yearly programme and campaign.
- 3 Participation in audit programmes as auditor (i.e. as an internal auditor for internal and contractor audits) and as auditee.
- 4 Participation in the definition of training plans based on competence and assigned roles. Workers also attended training both in internal and external settings.
- 5 Identification of hazards and assessment of risks and opportunities.
- 6 Identification of actions to eliminate hazards and reduce HSEQ risks.
- 7 Investigation of incidents and non-conformities and determination of corrective actions.

Eni management ensures the availability of essential resources to ensure the competence of employees and contractors through proper selection, training and assessment. This is to make sure that personnel have the appropriate qualifications, skills and knowledge to perform their work activities in a safe, efficient and environmentally more responsible manner. Training on safety topics includes 'mandatory training', required to all workers who enter the Eni facilities, 'functional training', required for personnel assigned to specific roles such as the emergency team, office floor warden, office first aider, certification for critical work, auditor, investigator, etc., and 'professional training' targeted at HSEQ personnel as part of the specific HSE development programme.

Moreover, Eni has developed emergency preparedness mitigations for promoting minimum impact to the people, environment, and assets, covering the following main phases:

- identification and assessment of possible accident scenarios and their impacts;
- establishment of the HSE emergency and crisis management team;
- drills and follow-up activities.

Eni conducts emergency response drills on regular basis and where possible to maintain a high level of readiness for the emergency response, checking the effectiveness of the measures in place. In addition, Eni periodically carries out emergency drills to test the effectiveness of emergency response procedures and implement improvement actions if necessary. In 2024, 38 first-level emergency drills and 49 HSE Emergency Exercise - Table Top drills were carried out. The results of the drills are subsequently analyzed to assess the adequacy of the emergency management system and, where necessary, to make improvements.

As for the audit programme and as part of assurance process, site-level, subsidiary and HQ Audits are carried out concerning both technical and regulatory conformity, as well as to address safety certification requirements. In 2024, Eni¹¹ conducted 13 HSE related audits.

People's health and well-being

Eni considers health, in its physical, mental and social dimensions, a fundamental human right. In order to protect and promote and protect the well-being of workers, families and communities and to 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. This system is based on the principles of precaution, prevention and promotion, and enables risk management geared toward continuous improvement, in compliance with Indonesian regulations and the highest international standards.

In 2024, medical services and benefits were guaranteed for Eni employees and their families. Eni is fully committed to complying with all Indonesian regulations related to BPJS Kesehatan and BPJS Ketenagakerjaan. Both are mandatory social security programmes established by the Government of Indonesia to provide comprehensive protection for employees. BPJS Kesehatan¹² provides health insurance coverage for all Indonesian citizens, while BPJS Ketenagakerjaan¹³ offers employment-related benefits including work accident, old-age savings, pension, and death benefits. Eni makes sure that all eligible employees are properly registered and that contributions are made accurately and on time in accordance with the applicable laws.

Yearly medical check-ups for all employees and their spouses are conducted not only to provide individual recommendations but also as a basis for designing Company-wide events. Monitoring of any catastrophic or unexpected events also continued, with the strengthening of prevention measures and devices for managing health emergencies.

In 2024, 16,155 health services were provided to employees and there were 10,828 participations in health promotion initiatives. 378 employees included in health surveillance programmes.

Mental health support was offered throughout the year for all employees and dependents. Specific health services were provided for women including breast and cervical screenings.

To encourage an active lifestyle, Eni provides access to sports programmes, including football and swimming, in line with government endorsement. In 2024, the so-called 'Endorphins' campaign was implemented, integrating the services already in place for the well-being of employees.

16,155

health services provided

10,828

participations in health promotion initiatives

378

employees included in health surveillance programs

11 In this case, Eni means Eni Muara Bakau and Eni East Sepinggan.
 12 BPJS Kesehatan is regulated under Law No. 24 of 2011 and Presidential Regulation No. 82 of 2018.
 13 BPJS Ketenagakerjaan is based on Law No. 24 of 2011 and Government Regulation No. 44 of 2015.

Case study

Endorphin program

A dedicated health campaign titled Endorphins: Eni Cardio Exercise and Physical Activity within Solidity was introduced for personnel in Indonesia. This programme is designed to encourage the adoption of a healthier lifestyle among employees through structured health education, nutrition awareness, and physical activity interventions, with the specific aim of reducing the prevalence of pre-diabetic conditions among workers.

The Endorphins initiative, launched in October 2023 for personnel at the Floating Production Unit (FPU) and Onshore Receiving Facility (ORF), involves approximately 300 employees who volunteered to participate. The programme is structured as a 90-day plan to promote the development of long-term healthy habits and more active living. The launch event was attended by the operational and health leadership, including the Onshore and Offshore Installation Managers (OIM), the Operations Vice President, the Senior Health Manager, as well as representatives from HSEQ and Human Resources. The event reflected the strong support of management for employee health and well-being. The programme incorporates a variety of structured activities to engage employees, both in the workplace and at home. Key components include:

- **Walking Challenge:** participants are encouraged to walk a minimum of 5,000 steps a day, earning one point for every 1,000 steps. The cumulative target is 420 points over the course of the programme.
- **Exercise Challenge:** weekly exercise routines are shared with participants, who are encouraged to complete and replicate them to accumulate additional points.
- **Healthy Eating Challenge:** weekly themes promote healthy dietary practices, with participants submitting photos or videos of their meals in line with the theme to earn points.
- **Family Challenge:** recognizing the importance of extending healthy habits beyond the workplace, the programme also engages the families of employees. The first theme, 'Cook from Home,' encourages the preparation of nutritious meals in collaboration with family members.

Points accumulated through these activities are tracked on weekly and monthly leaderboards, with recognition and prizes awarded to high-performing individuals and groups. This approach fosters friendly competition while encouraging positive health behaviours.

In addition to the challenges, the programme includes monthly health talks, weekly health bulletins, interactive quizzes, and group coaching sessions delivered by professionals in sports medicine and nutrition.

Eni believes that the protection of health is a fundamental requisite, as it promotes the psychological and physical well-being of its people. This also includes implementation of substance abuse procedures. For this reason, the Company has initiatives in place such as random screening of alcohol and drugs, at worksites and at points of embarkation to the worksites.



Alliances for development

“Eni’s programs, carried out to support the socio-economic development around the Company’s facilities, are aligned with Indonesia’s Oil and Gas (IOG) 4.0 plans and strategic roadmap (Renstra). Several programs have been running very well and show excellent results, such as Joglo Tani Kolong Langit, Taman Buah Puspantara, and other community development initiatives. The implementation of these programs not only supports the continuity of upstream oil and gas activities but also strengthens synergy between upstream oil and gas sector and local governments – especially the Kutai Kartanegara Regency – in developing communities in the operational areas.”

AZHARI IDRIS HEAD OF SKK MIGAS KALIMANTAN & SULAWESI

Eni’s local development projects aim to generate long-term value and positive impacts in the areas where it operates, making sure that business growth goes hand in hand with the development of local communities. Eni adopts a systemic, needs-based method, designing tailored projects that address the priorities of local populations. According to the so-called **‘Dual Flag’ approach**, Eni SpA’s actions are based on a profound respect for individuals, on the knowledge of the local context and on the willingness to work alongside Countries to promote sustainable development, also through partnerships with the government from local to national levels. These Alliances for Development support Eni’s actions for a Just Transition, which is focused on people and requires technological, cultural, social and economic change.

Eni’s engagement with the Government of Indonesia on both a national and regional level as well as with partners remains proactive and close. In the territories where it is present, Eni is active in several areas of intervention with the aim to contribute to a more sustainable development of the local economy, through initiatives focused on six main areas: community health, education, access to water and sanitation, life on land, access to energy, and economic diversification.

In line with Indonesia’s regulatory framework, particularly regarding the implementation of corporate social responsibility (CSR) programmes as an integral component of sustainable development, Eni strives to align its initiatives with both national priorities and local community needs.

Local Development Projects

Eni signed a Memorandum of Understanding with the Kutai Kartanegara Regency, Samboja Districts, Muara Jawa Districts, and Bonde Utara Village of Pamboang District to support the implementation of community development in the area and strengthen the local health systems and infrastructure. The MoUs establish the three programs related to Community Health, which are described below.

COMMUNITY HEALTH

Renovating school healthcare facilities

Counterparts: Local Education Technical Implementation Unit and Primary Health Care Facilities

Activity start- and end-dates: March-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province

Eni worked to improve access to water, sanitation and hygiene, and to strengthen the health facilities of local schools in the Muara Jawa and Samboja Districts, Kutai Kartanegara Regency, East Kalimantan Province and Bonde Utara Village of Pamboang District, Majene Regency, West Sulawesi Province. In addition, health campaigns are organized to raise awareness about the importance of clean water and promote good hygiene practices.

Eni has actively contributed to improving Water, Sanitation, and Hygiene (WASH) conditions for local communities in the operation areas through targeted initiatives. These efforts included the renovation and construction of school healthcare facilities, particularly within school health units (UKS), canteens, and bathrooms. A total of six facilities were either revamped or newly built, comprising two new UKS units, three healthy canteens (2 new and 1 renovated), and one revamped healthcare facility. In parallel, Eni conducted three Health Talk sessions focused on personal hygiene and adolescent reproductive health, aiming to raise awareness and promote clean and healthy behaviors among the youths and community members. The initiative improves the ability of the personnel and infrastructure to deliver essential healthcare services to the community and support the local stunting prevention/nutrition programme.

Total beneficiaries: 1,673 students

Enhancing local health access through facility upgrades and staff training

Counterparts: Local Primary Health Care of Handil Baru (Samboja), Muara Jawa, and Pamboang

Activity start- and end-dates: June-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province, and Pamboang District, Majene Regency, West Sulawesi Province

As part of its commitment to strengthening the local healthcare systems, Eni conducted initiatives in 2024 aimed at improving access to and the quality of public health services in Indonesia. The initiative focused on equipping selected primary healthcare facilities and enhancing the skills of healthcare personnel. Eni provided three medical equipment packages to the health centers in Handil Baru (Samboja), Muara Jawa, and Pamboang Districts, to support broader coverage and improve the accessibility to essential medical services. In addition, 45 doctors and nurses completed their certification in Basic Trauma Cardiac Life Support (BTCLS), thereby improving their ability to respond effectively to emergencies. The programme also supported 76 local health cadres through refresher training focused on stunting prevention and health screening for the reproductive age group, thereby reinforcing the provision of healthcare services on a community level.

Total beneficiaries: 46,773 people

“The Company’s support is not only directed toward the Community Health Center but also extends to the Integrated Health Posts, helping to improve health infrastructure and strengthening the capacity of health workers. This support has made the healthcare system accessible to the most remote areas, making it more efficient for the community.”

MISRAN HEAD OF HANDIL BARU COMMUNITY HEALTH CENTER, SAMBOJA DISTRICT

Supporting the local stunting prevention and nutrition programme

Counterparts: Local Primary Health Care of Handil Baru (Samboja), Muara Jawa, and Pamboang

Activity start- and end-dates: July-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province, and Pamboang District, Majene Regency, West Sulawesi Province

Eni implemented an initiative to support local stunting prevention and nutrition programmes, focusing on improving maternal and child health outcomes in the Samboja, Muara Jawa and Pamboang areas. As part of this effort, an ultrasound (USG) screening programme and health talk sessions were conducted for 200 pregnant women, led by obstetric specialists. These sessions aimed to monitor fetal development and raise awareness on maternal health, thereby contributing to the reduction of maternal and child mortality. Additionally, in collaboration with local health centers and health managers, Eni supported a 48-day supplementary feeding programme for 75 children identified as being at risk of stunting. The initiative also included a community health campaign, the ‘Healthy Toddler Competition’ which involved 32 mothers and children. The campaign promoted healthy lifestyles, proper hygiene, and balanced nutrition for toddlers, thereby reinforcing the importance of early childhood health interventions.

Total beneficiaries: 307 people

EDUCATION

Quality Improvement for Education

Counterparts: Educational Technical Implementation Unit of Samboja and Muara Jawa Districts

Activity start- and end-dates: January-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province

To support the improvement of primary education in the Samboja and Muara Jawa districts, Eni implemented a comprehensive initiative aimed at improving both the educational infrastructure and local skills. The project combines the renovation and construction of school buildings with skill-building activities for teachers, students and community members. Among other things, in 2024 Eni supported the renovation of two elementary schools (meeting hall and road access), helped improve ‘Rumah Pintar’, a public learning facility, conducted an Eni Mengajar (Eni Teaching), i.e. a collaborative session where Eni employees take part in sharing various topics to school students, and hosted non-formal educational activities for elementary students called Sekolah Alam that promotes practical knowledge in areas such as agriculture, waste management, and the arts.

Community members were also actively involved through dedicated workshops on various topics. Through this integrated approach, the project contributes to improving educational quality and strengthening community ties.

Total beneficiaries: 923 people¹⁴

Training of local educators

Counterparts: Educational Technical Implementation Unit of Samboja & Muara Jawa Districts

Activity start- and end-dates: January-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province

The project aims to strengthen the quality of education by equipping teachers with the knowledge and tools needed to deliver effective, engaging lessons in line with national education guidelines set by the Ministry of Education, Culture, Research and Technology.

Through targeted training programmes, local teachers can deepen their professional skills and adopt modern, student-centered teaching methods.

Total beneficiaries: 26 people

¹⁴ This number is beneficiaries from initiatives implemented in Muara Jawa District only.

Sanitary unit for primary schools



Sekolah Alam, the annual extracurricular activity aimed at introducing the participants to various fun learning sessions



Preserving Traditional Culture

Counterparts: Samboja and Muara Jawa Districts

Activity start- and end-dates: January-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province
The districts of Samboja and Muara Jawa in Indonesia are known for their rich artistic and cultural heritage, which plays an essential role in shaping community identity. To help preserve this heritage and engage the younger generations, Eni launched a multi-year initiative focused on promoting traditional arts and developing dedicated cultural spaces.

Included in the programmes is the creation of cultural centre and the organisation of traditional dance classes in local schools, offering students the opportunity to reconnect with their roots while developing artistic and non-formal skills. An annual Festival of Religious Art also further celebrates local traditions and provides local youths with the chance to actively participate in the event's organisation and management. On a larger scale, the support to cultural events and commemorations is one of the annual highlights, from the Indonesian Independence Day to various religious/cultural/sport events. Through this initiative, Eni supports cultural preservation while fostering youth development and community pride. The initiative aims to reach the populations of Samboja and Muara Jawa Districts.

ACCESS TO ENERGY

Renewable Energy for the Community

Counterparts: Samboja and Muara Jawa Districts

Activity start- and end-dates: January-December 2024

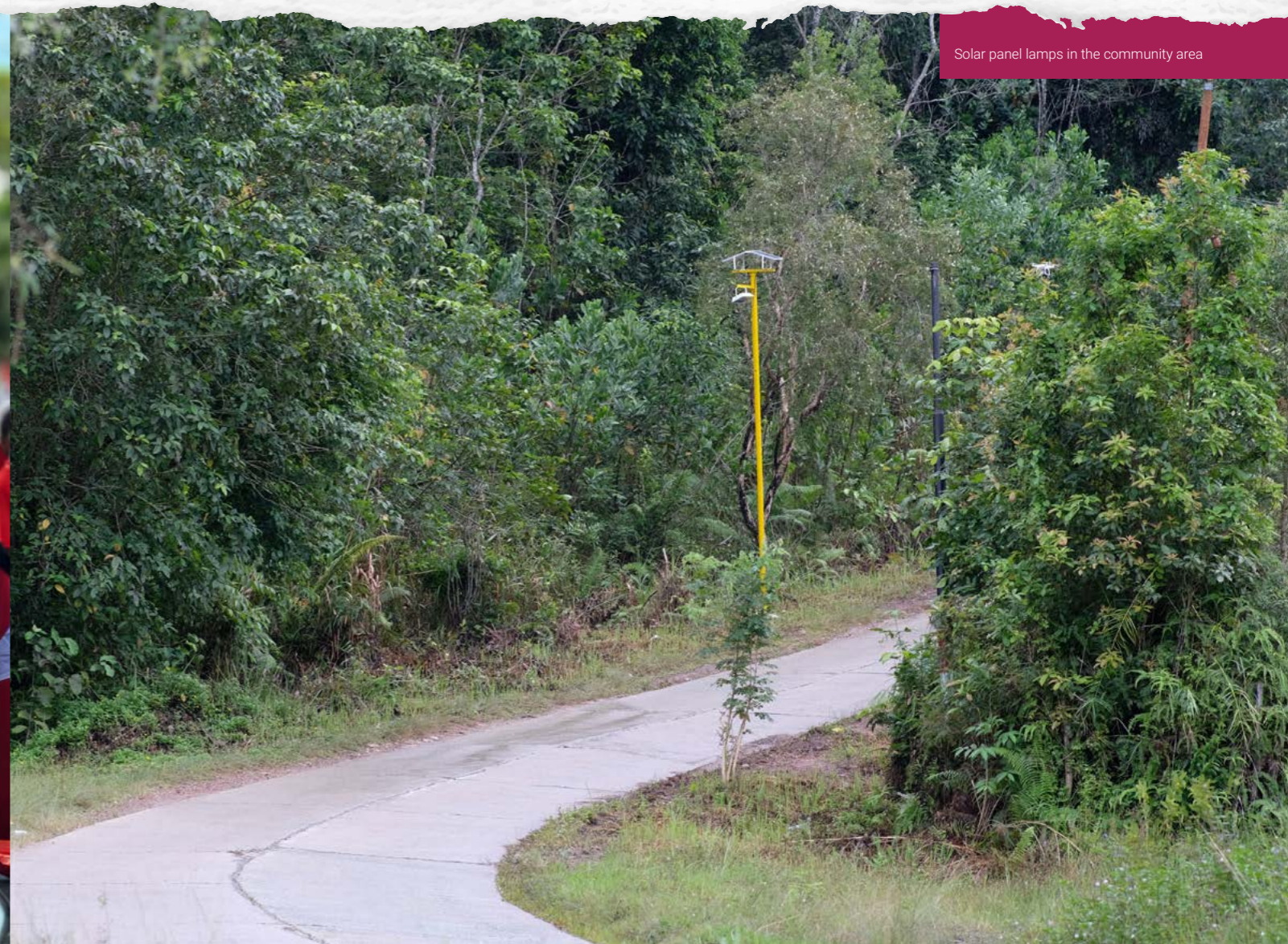
Location: Muara Jawa and Samboja Districts, Kutai Kartanegara Regency, East Kalimantan Province
Renewable energy is a crucial component of environmental initiatives, which include the promotion of sustainability within the local communities. In this regard, 38 solar panel lamps have been installed in both districts. The installations were initially carried out mainly in remote areas throughout Samboja and Muara Jawa, as they lacked access to reliable electricity from the centralized grids. This was done to avoid the potential crimes and accidents that could take effect from insufficient lighting in the off-grid areas. This strategy contributes to environmental improvement and serves crucial purposes to the community.

Total beneficiaries: 7,938 community members¹⁵

¹⁵ This number is beneficiaries from initiatives implemented in Samboja District only.



The community celebrates the Indonesian Independence Day



Solar panel lamps in the community area

ACCESS TO WATER AND SANITATION

Safe water for life and livelihood

Counterparts: Samboja and Muara Jawa Districts

Activity start- and end-dates: January-December 2024

Location: Muara Jawa and Samboja Districts, Kutai Kartanegara Regency, East Kalimantan Province

Eni is committed to developing the local infrastructure, especially to fulfil the essential need for clean water. The communities residing along the coastal line of the Samboja and Muara Jawa Districts often have difficulties accessing clean water for daily consumption and for cleaning. During the dry season, communities are sometimes forced to purchase clean water, resulting in a higher living cost. This challenge is taken seriously by Eni, so much so that it has provided continuous support for the drilling of 3 water wells in Samboja District and the installation of 3 water pipelines in Muara Jawa District, thereby making sure that clean water is accessible to all communities.

Total beneficiaries: 2,959 community members¹⁶

LIFE ON LAND

Quality improvement for the environment

Counterparts: Samboja and Muara Jawa Districts

Activity start- and end-dates: January-December 2024

Location: Muara Jawa District of the Kutai Kartanegara Regency and Ibu Kota Nusantara, East Kalimantan Province

The aim of the project is to contribute to environmental protection and promote more sustainable practices in line with government plans and community needs by planting trees and supporting waste management. As part of this initiative, a total of 831 fruit trees have been planted in Muara Jawa and Ibu Kota Nusantara to protect the environment, improve community health, and support the local livelihood. An initiative for waste management in Muara Jawa focuses on waste reduction and resource recovery. In collaboration with district-level authorities, continuous support was provided by Eni to the local integrated waste management site, thereby contributing to both environmental protection and circular economic efforts. In 2024, the activity focused on equipment support and on an educational campaign on waste management to primary school students.

Total beneficiaries: 3,650 people¹⁷

¹⁶ This number is beneficiaries from initiatives implemented in Samboja and Muara Jawa District only.

¹⁷ This number is beneficiaries from initiatives implemented in Samboja and Muara Jawa District only.

“Our waste management system has now become a reference for other districts in the Kutai Kartanegara Regency. Many people come to learn about the waste management practices that have been successfully implemented here.”

MUHAMMAD RAMLI HEAD OF MUARA JAWA DISTRICT

ECONOMIC DIVERSIFICATION

Joglo Tani Kolong Langit, a center of agriculture

Counterparts: Farmers group in Samboja and Muara Jawa Districts

Activity start- and end-dates: January-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province

Eni is supporting the development of local farmers through training programmes, adequate farming systems and modern equipment, aimed at improving food self-sufficiency and promoting more sustainable agricultural practices. Many of these communities live near the Eni onshore facilities, on land that is often underutilized for productive agriculture. The project responds to the community’s need for reliable access to vegetables and other essential food crops, thereby helping reduce dependence on market fluctuations and promoting greater resilience.

At the heart of this initiative is the Joglo Tani Kolong Langit (JTKL) agricultural centre in Samboja, which started being developed by Eni in 2017, quickly becoming a regional landmark and point of reference for agricultural development. The centre offers open-air training on integrated farming, protein source cultivation, organic fertilizer use, and vegetable gardening. Due to the success of JTKL and ongoing knowledge-sharing within the community, an increasing number of farmers are improving their cultivation techniques, increasing their harvest, and achieving food self-sufficiency for their households. The project not only meets immediate food needs but also creates long-term opportunities for a more sustainable land use and career development in agriculture.

Total beneficiaries: 50 members of Joglo Tani Kolong Langit farmer group¹⁸

“Joglo Tani Kolong Langit has grown into a self-sufficient agricultural and rural center with national recognition. Our close collaboration with Eni has made sure we get the right support at each stage, based on what we really need on the ground.”

ACHMAD MUCHTADIN LEADER OF JOGLO TANI KOLONG LANGIT FARMERS GROUP, SAMBOJA DISTRICT

¹⁸ This number is Joglo Tani Kolong Langit members in Samboja District only.

Taman Buah Puspantara, fruit trees planting program in Ibu Kota Nusantara



Chili harvesting session at Joglo Tani Kolong Langit, Handil Baru Village, Samboja District



Strengthening Local Enterprises

Counterparts: Samboja and Muara Jawa Districts

Activity start- and end-dates: January-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province

Recognizing the vital role that micro, small and medium-sized enterprises play in driving economic development and creating employment opportunities in local areas, Eni has launched a series of initiatives to support local entrepreneurs. These activities focus on strengthening business skills, improving product quality, and enhancing market competitiveness for small businesses in the areas near Eni's operations.

Through the dedicated workshops and training sessions delivered from 2022 to date, local entrepreneurs making homemade snacks, catering service providers, and small scale tailors have the opportunity to develop practical knowledge in areas such as brand innovation, product development, and financial management. The initiative aims to foster self-sufficiency, promote economic diversification, and equip participants with the tools needed to grow their businesses sustainably, thereby contributing to the overall development of the local economy.

Total beneficiaries: 60 people¹⁹

“Kelompok Wanita Tani (KWT) Rahmatika is a women farmers group supported by Eni, focused on advancing the Sustainable Food House Area (KRPL) concept, which promotes planting vegetables and medicinal plants in household gardens. Through this program, housewives are encouraged to be productive and financially independent. Since Eni's involvement, KWT experienced significant improvement, becoming a locally recognized, self-managed organization.”

RENI LEADER OF KWT RAHMATIKA, SAMBOJA DISTRICT

Digital Village, Technology at the Service of the Community

Counterparts: Samboja and Muara Jawa Districts

Activity start- and end-dates: January-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province

As digitalization is never a topic separate from the everyday life of the communities, Eni introduced the 'Digital Village' to support the Samboja and Muara Jawa Districts to be fully equipped and familiar of the digital world in many sectors. The project focuses on improving digital literacy and providing access to technology to support digital inclusion, education, local businesses, and the public administration.

In 2024, Eni held an intensive workshop on web and app design for high schoolers, allowing the students to produce good design products beneficial for all creative purposes, while acquiring additional skills for their future opportunities.

By improving both the physical infrastructure and digital skills of the digital community of local youths, the initiative helps community members — including local leaders — develop practical skills in digital communication. Vocational training and workshops provide participants with the opportunity to strengthen their knowledge in areas such as digital photography and videography, and the use of digital tools for managing community information. Ultimately, the initiative supports the creation of a more technologically capable, connected, and self-reliant community.

Total beneficiaries: 40 people²⁰

¹⁹ This number is beneficiaries from initiatives implemented in Samboja District only.

²⁰ This number is beneficiaries from initiatives implemented in Muara Jawa District only.

Fiber Boat, a new skill for fishermen as an alternative livelihood

Counterparts: Samboja and Muara Jawa Districts

Activity start- and end-dates: January-December 2024

Location: Samboja and Muara Jawa Districts, Kutai Kartanegara Regency, East Kalimantan Province

The Company's offshore activities mean the engagement with the fishermen community is important. Every year, Eni works to continuously enhance the skills, knowledge, and equipment of local fishermen to boost their productivity, income, and sustainability.

One of the main activities in Muara Jawa District in 2024 was the fiber boat workshop, an alternative income-generating activity during the off-season. The fishermen learned to build fiber boats, which are more efficient and long-lasting compared to traditional boats. They can also sell them to other fellow fishermen and provide maintenance services. This activity serves two purposes: increasing the efficiency and sustainability of traditional fishing activities and adding value in this new local fishery sector.

The Company operates mainly at Makassar Straits, which is also fishing area for artisanal fishermen from both East Kalimantan and West Sulawesi. Additional to the fiber boat activities, Eni also gives continuous support in the form of various fishing gears, including technology-based equipment such as fish finders, to fishermen in Pamboang District, Majene Regency, in the West Sulawesi Province.

Total beneficiaries: 80 people²¹

“The Company's approach has opened the minds of the team members and encouraged collaboration; trust and respect have been developed between the fishermen community and the Company.”

NANANG LEADER OF RUBY SNAPPER FISHERMEN GROUP, MUARA JAWA DISTRICT

²¹ This number is beneficiaries from initiatives implemented in Majene District only.



Ruby Snapper fishermen group during fiber boat workshop session

Local Content

Local Content is the added value brought by Eni SpA's activities to the local socio-economic system in the Countries where the Company operates, in terms of creation of local workforce, industrial and technological development, transfer of skills and enhancement of human capital. Local Content represents a founding element of Eni SpA's action both as an industrial entity and development player and gives evidence of the actual impact generated by the Company in the territories. Given the transversal relevance of the topic in all the geographies in which Eni SpA operates, local content is an effective tool for dialogue with stakeholders, fostering the building of long-term relationships.

Eni SpA's local content approach is structured along different lines of intervention:

- Impact on the Local Economy, through the value of goods and services purchased by Eni SpA directly from the first-tier local suppliers to realize the operational activities and indirectly produced along the upstream local supply chain. This impact also includes the value of goods and services locally manufactured.
- Impact on the employment, which considers the number of local FTE 'Full Time Equivalent' directly employed by Eni SpA in the construction and operation phases and also those indirectly employed along the upstream local supply chain for the production of goods and services associated to the activities.
- Sharing and transferring professional skills and knowledge in energy and technology sectors, through dedicated training for local professionals and developing courses and programs in cooperation with academic institutions.
- Implementation of community support initiatives that promote income-generating activities, increasing small-scale local entrepreneurship to improve production levels and efficiency in different economic sectors.

The development of human capital, supply chains, and the entrepreneurial ecosystem surrounding industrial activities is, as described, an integral part of the Eni SpA business model which is applied to each territorial reality according to its characteristics. The importance that Eni SpA 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 territories, while respecting current applicable regulations and setting more ambitious goals than those established by it.

Application: Domestic Component Level (TKDN)

In Indonesia, local content is defined as a Domestic Component Level (Tingkat Komponen Dalam Negeri, TKDN) and as the proportion (or percentage) of domestic components contained in goods, services, or a combination of both.

Upstream oil and gas activities in Indonesia are governed by regulations that specifically mandate the implementation of local content in the procurement activities of both goods and services under Production Sharing Contracts (PSCs):

- During the prequalification process, Eni requires vendors/suppliers to commit to a minimum TKDN percentage, as stipulated by Indonesian regulations. This percentage varies based on the scope of work and serves as a key filtering criterion for participant registration. For goods tenders, if the required goods are already produced domestically (as verified by a TKDN Certificate issued by the Ministry of Industry), the prequalification is exclusively open to domestic manufacturers, and imported goods are prohibited from participating.
- During the tender phase, vendors or suppliers who have passed the prequalification stage are required to submit their TKDN commitment. Vendors who submit a TKDN commitment below the minimum requirement stated in the bid documents are disqualified. The submitted TKDN commitment is compared in a commercial evaluation using a mechanism called HEP (or the Evaluated Bid Price), in which a price preference is applied based on the committed TKDN value in accordance with applicable regulations. The ranking resulting from this mechanism determines the order in which vendors are invited for further negotiation, starting from the vendor ranked first.

- In the contract execution phase, vendors or suppliers awarded the contract are obligated to fulfill the TKDN commitment stated during the tender by utilizing domestic goods and services, engaging local subcontractors for activities such as fabrication, logistics, and installation, and prioritizing the use of the national/local workforce in service execution. Vendors or suppliers are required to report the actual local content realization throughout the contract period. This data is then verified and compiled as part of the formal TKDN monitoring and reporting process.
- Post Audit, in compliance with the applicable regulations and upon contract completion, the TKDN achievement is verified either by an independent third-party surveyor or by certified Company personnel, depending on the contract value.

The verified TKDN result is then reported to the Government through the SKK Migas information system called SIPRS (Supply Chain Information System). Failure to meet the committed TKDN may result in administrative and/or financial sanctions being imposed on the vendor.

In 2024, the overall TKDN commitment from awarded goods and services providers across all Eni affiliates reached 47.1%, equivalent to USD 302 million in total domestic content value committed by vendors/suppliers (excluding margin, VAT, and overheads). This comprises a 55.7% TKDN commitment for goods procurement, valued at USD 76 million, and a 44.8% TKDN commitment for service procurement, valued at USD 226 million.



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 aims to engage all companies in the supply chain in a path of improvement and sustainable development by sharing common goals and adopting differentiated solutions according to the maturity of individual companies on ESG aspects (Environmental, Social and Governance).
2. Development and valorization of best practices, supporting companies by providing tools to improve their ESG performance. Eni SpA helps suppliers measure their level of ESG maturity by offering customized solutions and free training courses.
3. The integration of ESG principles at every stage of the procurement process. Eni SpA has adopted the 'Sustainable Supply Chain Framework', a governance mechanism that combines corporate objectives, legislative requirements, targets and specific action plans that affect the procurement process and the broader supply chain. This framework takes the form of a cross-cutting monitoring of the various sustainability dimensions, with a focus on priority ESG topics periodically identified on the basis of the corporate strategic plan and the evolution of the regulatory landscape.

The principles of environmental protection, social growth and economic development – as well as the technical-operational, ethical and reputational aspects – are fundamental in all phases of the procurement process, from supplier qualification and tendering procedures to contract management and feedback gathering.

Focus on

Open-es platform

Eni SpA has launched the Open-es initiative, the digital platform available 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, socializations were conducted to support them in the registration process, where a total of 117 vendors joined Open-es. Eni encourages suppliers to complete the ESG questionnaires available on the Open-es platform to support the development of their sustainability profiles. Among the themes of supplier sustainability performance, Eni focuses on the human rights dimension by conducting evaluations and designating corrective action plans should deficiencies be identified.

SUPPLIER EVALUATION PROCESS

The Indonesian upstream oil and gas sector has strict national regulations governing procurement and supply chain activities. The framework includes procedures for managing supplier participation in tenders. To qualify as an Eni supplier, vendors must successfully complete the pre-qualification and qualification processes. First, they need to meet a set of specific criteria during the pre-qualification stage, which

focuses on general requirements rather than detailed technical information that typically emerges later in the tender process. Important considerations at this stage include human rights practices, Cyber Security standards, and alignment with commodity codes, which determine whether certain goods or services require mandatory local content or other special requirements.

In line with Indonesian regulations and the Eni sustainability objectives, vendors are also asked to complete the JUST questionnaire, which assesses their contributions to sustainability, and their alignment with the UN Sustainable Development Goals (SDGs) in particular. This questionnaire can result in either pass/fail outcomes or scored assessments, depending on the specific tender or assessment.

Eni's supply chain network in Indonesia, which is registered in Centralized Integrated Vendor Database (CIVD) platform, is extensive and consists of approximately 12,000 vendors. In 2024 alone, Eni awarded a total of 314 contracts and amendments to 116 suppliers. These suppliers consist of both large enterprises and small to medium-sized enterprises (SMEs), depending on the characteristics of each tender - such as criticality, complexity, and contract value. Eni primarily procures drilling equipment, production and maintenance support, logistic services, and other supporting materials and services. Most of the Eni suppliers are located within the Indonesian territory. This local preference aligns with the Indonesian regulations, which mandate the use of local vendors and products as part of the local content obligations particularly for specific contract values, unless certain exemptions apply for national or international suppliers. Additionally, suppliers of mandatory goods must provide certificates verifying the percentage of local content in their products. However, for certain high-value contracts, and in accordance with the applicable regulations, foreign companies may participate in tenders through a consortium with a domestic or national company.

Focus on

Contractor HSE Forum

External communication is important to exchange HSEQ best practices to relevant stakeholders, and to ensure compliance with legislative requirements with restrictive information. Every year, Eni holds the Contractor HSE Forum, an event aimed at high-risk contractors working for Eni. On this occasion, Eni addresses the topics of collaboration, awareness and competency of personnel to support the achievement of Company HSE targets and objectives.



Reporting and performance criteria

The 'Eni Sustainability Local Report in Indonesia 2024' falls within the scope of Eni SpA's sustainability reporting, which includes the 'Eni's 2024 Consolidated Sustainability Statement', subject to limited assurance by the appointed independent company 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 in this report. The Eni Sustainability Local Report in Indonesia 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 Indonesia.

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 and providing 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 Indonesia. In particular:

- Quantitative data concerning employment, training and health refers to Eni Muara Bakau B.V. and Eni Rapak Deepwater Ltd.
- Quantitative data regarding production, safety and environmental protection refers to Eni Muara Bakau B.V., Eni East Sepinggan Ltd, Eni Rapak Deepwater Ltd, Eni Makassar Ltd.
- Quantitative data regarding investments for local development refers to Eni Muara Bakau B.V. and Eni East Sepinggan Ltd.

[Eni's 2024 Consolidated Sustainability Statement](#)

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

PRODUCTION DATA

		2023	2024
Annual oil/condensate production	(mmbbl - millions barrels)	0.66	0.82
Annual gas production	(bcf - billion cubic feet)	257.55	238.36
Annual hydrocarbons production (Equity)	(mmbae - millions of barrels of oil equivalent)	28.75	35.48
Liquefied Natural Gas supplied	(tbtu - trillion British thermal unit)	166.74	148.73
Daily oil/condensate production capacity	(kboed - thousand barrels of oil equivalent per day)	64.10	64.10
Daily gas production capacity	(mmscfd - million standard cubic feet per day)	~900	~900

PAYMENTS TO INDONESIAN GOVERNMENT – FULL YEAR 2024^(a)

(in EUR thousand)

Payments per project	Production Entitlement	Taxes	Royalties	Bonuses	Fees	Infrastructure Improvements	Total
East Sepinggan	406,041	-	-	-	-	-	647,706
Jangkrik	101,314 ^(b)	241,665	-	1,848	-	-	234,643
West Seno	13,516 ^(c)	131,481	-	-	-	-	18,796
GENDALO	-	5,280	-	9,240	-	-	9,240
BANGKA	3,774 ^(d)	-	-	-	-	-	3,774
GEHEM	-	-	-	2,772	-	-	2,772
Payments not attributable to projects	-	-	-	-	-	-	499
Total	524,645	378,925	-	13,860	-	-	917,430

Payments per government	Production Entitlement	Taxes	Royalties	Bonuses	Fees	Infrastructure Improvements	Total
State Treasury, Ministry of Finance of Republic of Indonesia	-	378,925	-	13,860	-	-	392,785
SKKMIGAS (Satuan Kerja Khusus Pelaksana Kegiatan Hulu Migas)	282,047 ^(e)	-	-	-	-	-	282,047
PT Pertamina Hulu Energi East Sepinggan	196,157	-	-	-	-	-	196,157
PT Saka Energi Muara Bakau	43,468 ^(f)	-	-	-	-	-	43,468
PT Pertamina Hulu Energi MAKASSAR STRAIT	2,973 ^(g)	-	-	-	-	-	2,973
Total	524,645	378,925	-	13,860	-	-	917,430

(a) [Report payments governments 2024.](#)

(b) Includes 107 KBOE paid in kind.

(c) Includes 168 KBOE paid in kind.

(d) Includes 5 KBOE paid in kind.

(e) Includes 237 KBOE paid in kind.

(f) Includes 19 KBOE paid in kind.

(g) Includes 24 KBOE paid in kind.

Carbon neutrality by 2050

	2023	2024
Direct GHG emissions (Scope 1) ^(a)	(million tons CO ₂ eq.) 0.19	0.28

(a) The data presented refers to Eni Muara Bakau B.V., Eni East Sepinggan Ltd, Eni Rapak Deepwater Ltd, Eni Makassar Ltd only.

Environmental protection

Protection of water^(a)

		2023	2024
Total water withdrawals ^(b)	(million m ³)	2.11	46.87
of which: sea water		2.11	46.86
of which: fresh water		0.00	0.01

(a) The data presented refers to Eni Muara Bakau B.V., Eni East Sepinggan Ltd, Eni Rapak Deepwater Ltd, Eni Makassar Ltd only.
 (b) The increase in water withdrawals is attributable only to the improvement in reporting and measuring mechanisms of Jangkrik FPU.

Waste^(a)

		2023	2024
Total waste from production activities:	(thousand tons)	1.85	4.42
of which: non-hazardous		0.08	0.10
of which: hazardous		1.77	4.31
Total waste from remediation activities:		0	0
of which: non-hazardous		0	0
of which: hazardous		0	0

(a) The data presented refers to Eni Muara Bakau B.V., Eni East Sepinggan Ltd, Eni Rapak Deepwater Ltd, Eni Makassar Ltd only.

Certification of HSE management systems^(a)

		2023	2024
Total Certifications:	(number)	6	8
ISO 14001 certification		2	2
EMAS certifications		0	0
ISO 9001 certifications		2	2
OHSAS 18001/ISO 45001 certifications		2	2
ISO 50001 certifications		0	2

(a) The data presented refers to Eni Muara Bakau B.V., Eni East Sepinggan Ltd, Eni Rapak Deepwater Ltd, Eni Makassar Ltd only.

Value of our people

Employment

		2023	2024
Employees as of December 31st	(number)	369	383
Resident in Indonesia		347	349
Employees by gender		369	383
Men		307	318
Women		62	65
Employees by contract		369	383
Permanent		364	379
Fixed-term		5	4
Employees by professional category		369	383
Senior managers		3	4
Middle managers		72	75
White collars		272	282
Blue collars		22	22
Employees by age		369	383
Under 30		5	8
30-50		312	315
Over 50		52	60
Employees by educational qualification		369	383
Degree		330	337
Secondary school diploma		36	37
Less than secondary school diploma		3	9

Training

		2023 ^(a)	2024
Training hours by type	(hours)	65,259	19,604
HSE and Quality		7,518	6,930
Language and IT		1,420	384
Conduct/Communication/Institutional		1,755	685
Professional - cross cutting		4,599	7,785
Professional - technical/commercial		49,966	3,821
Training expenditures	(€ million)	0.518	0.565
Training hours on safety	(hours)	7,003	6,512

(a) In 2023, the local government issued a new mandate for engineers to have a lifetime certification. The programme included an 8-month training programme prior to obtaining the certification. This programme was a one time requirement, hence no recertifications were conducted in 2024.

Health^(a)

		2023	2024
Employees included in health surveillance programs	(number)	352	378
Number of health services provided		13,730	16,115
Number of registrations to health promotion initiatives		9,674	10,828
of which: by employees		3,967	3,544
of which: by contractors		5,504	7,060
of which: by relatives		203	224

(a) The data presented refers to Eni Muara Bakau B.V. and Eni Rapak Deepwater Ltd. An inseparable part of Eni Muara Bakau B.V. includes data related to Eni Energy Muara Bakau B.V., a company consolidated through the acquisition of Neptune Energy.

Safety^(a)

		2023	2024
TRIR (Total Recordable Injury Rate)	(total recordable injuries/worked hours) x 1,000,000	0	0
Employees		0	0
Contractors		0	0
High-consequence work-related injuries rate (excluding fatalities)	(high-consequence work-related injuries/worked hours) x 1,000,000	0	0
Employees		0	0
Contractors		0	0

(a) The data presented refers to Eni Muara Bakau B.V., Eni East Sepinggan Ltd, Eni Rapak Deepwater Ltd, Eni Makassar Ltd only.

Alliances for development**Investments for local development**

		2023	2024
Investments for local development	(K €)	336	383



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Capital Stock as of December 31, 2024: € 4,005,358,876.00 fully paid

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