

Eni in *Mexico*

2024

SUSTAINABILITY
LOCAL REPORT



Mission

We are an energy company.

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

Global goals for a sustainable development

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



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Disclaimer

'Eni Sustainability Local Report in Mexico 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 Mexico 2024 also contains terms such as, for instance, 'partnership' used for convenience only, without a technical legal implication. In this report 'Eni' means Eni México, S.de R.L. de C.V. The reporting of GHG emissions and related targets is not to be understood as the assumption of any legal responsibility in relation to the effects of said GHG emissions.

Photos

All the photos on the covers and in the 'Eni Sustainability Local Report in Mexico 2024' come from the Eni photographic archive.

Translations

The original text of the 'Eni Sustainability Local Report in Mexico 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 Mexico 2024?

This Local Report illustrates Eni's contribution to a Just Transition, presenting the activities developed at local level in Mexico, in order to achieve business objectives with a view to sharing social and economic benefits with the workers, suppliers and communities involved in this path, in an inclusive and transparent manner.

Eni's activities, majorly through the Area 1 development project, have contributed to the development of the Mexican energy sector. At the core of this operation is the Floating Production Storage Offloading Unit Miamte, which will allow the achievement of the final production configuration.

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

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

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Message to our stakeholders



This year marks the tenth anniversary of Eni's hydrocarbon exploration and production activities in Mexico, underpinned by environmental protection as a guiding principle. The Floating Production Storage Offloading Unit Miamte incorporates advanced technology to minimize its environmental impact, including water injection systems for responsible reinjection, zero gas flaring operations, and a strict zero-discharge policy to protect marine ecosystems. These efforts aim to ensure operational excellence while preserving natural resources.

At Eni, we believe that business development must go hand in hand with community development. That is why social investment and sustainability initiatives are fundamental pillars of our operations. When selecting contractors, we evaluate not only their technical expertise but also their commitment to environmental, social, and governance (ESG) standards. This ensures that our partners share our values and contribute to responsible and inclusive growth.

Our approach to local content and training has made this journey a continuous and enhancing learning experience, fostering innovation, resilience, and shared success among our teams and stakeholders. Through these efforts, we aim to promote community well-being and strengthen our vision of an increasingly sustainable energy model that drives social and economic progress, creating a lasting and positive impact on people and the planet.

We reaffirm our commitment to environmental stewardship and transparent collaboration. The road ahead requires responsibility and strong partnerships – and we are proud to walk down that road together.

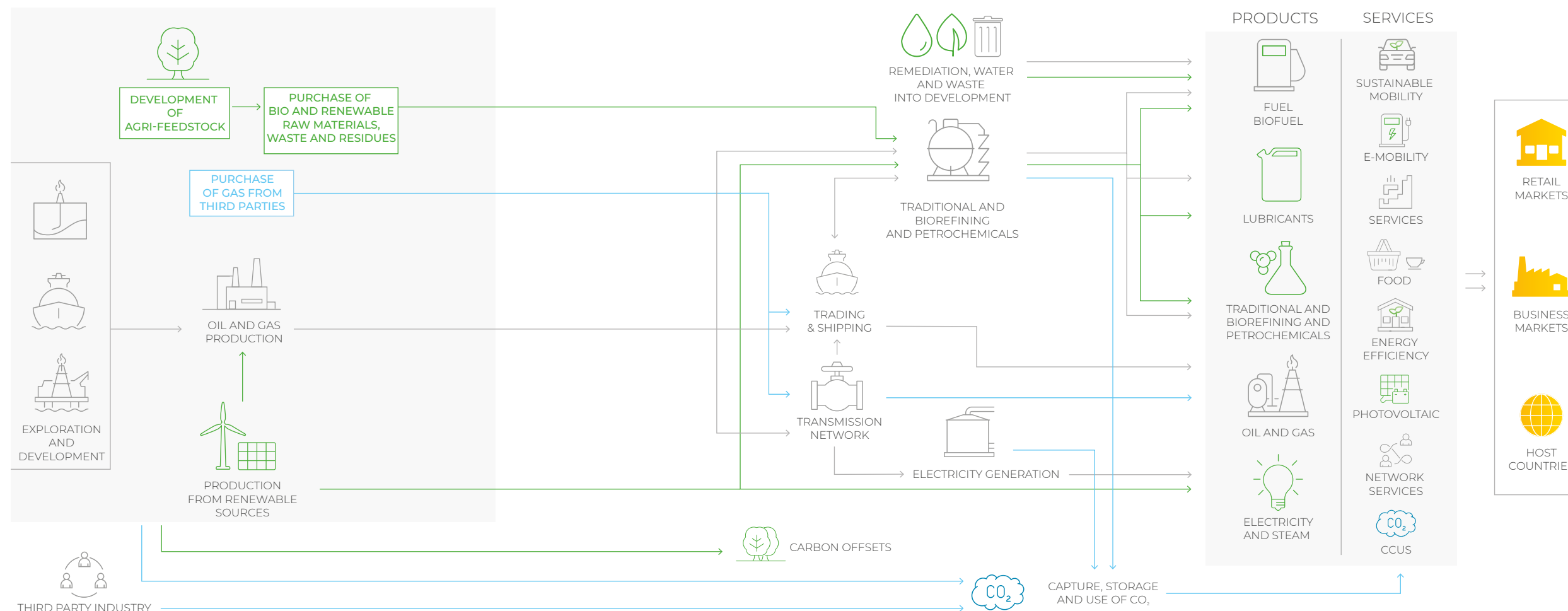
Giorgio Guidi
Managing Director,
Eni México, S.de R.L. de C.V.

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 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.

In particular, Eni SpA develops activities in the exploration and production sector in Mexico. In 2019, Eni started its hydrocarbon production in Area 1, located offshore of the Gulf of Mexico, through a peculiar development scheme that included a floating production, storage, and offloading (FPSO) vessel – the only asset of this kind owned by a private entity in the Country. This FPSO is central to the development and operation of Eni's production block and exemplifies the Company's technical innovation and investment strength. Two new discoveries were made in 2024, rewarding the exploration efforts in the Sureste Basin and confirming the value of Eni's exploration portfolio in Mexico. Moreover, Eni is partnering with the Country to strengthen its role as a regional energy hub with a portfolio of activities, mainly hydrocarbon production, which plays a key role in supporting domestic industrial development.

OUR VALUE CHAIN



Business model

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

Eni SpA is committed to contributing to ensuring energy security, leveraging on a global portfolio and on alliances with producing Countries. At the same time, Eni SpA implements a transition strategy based on a technologically neutral and pragmatic approach, aimed at maintaining the competitiveness of the production system and 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 to 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 Mexico are focused on hydrocarbon exploration and production, including natural gas, and on reducing methane emissions and gas in the Gulf of Mexico, as well as on carbon offset solutions near the Calakmul Biosphere Reserve in Campeche.

ENVIRONMENTAL PROTECTION

Eni is committed to increase protection of the environment through the search for innovative solutions aimed at reducing the impact of its operations, ensuring a more efficient use of natural resources, the protection of biodiversity and water resources, and the promotion 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 guarantees 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 dissemination of knowledge. Eni also complies with the highest international standards in terms of health and safety and adopts appropriate measures aimed at protecting people and assets.

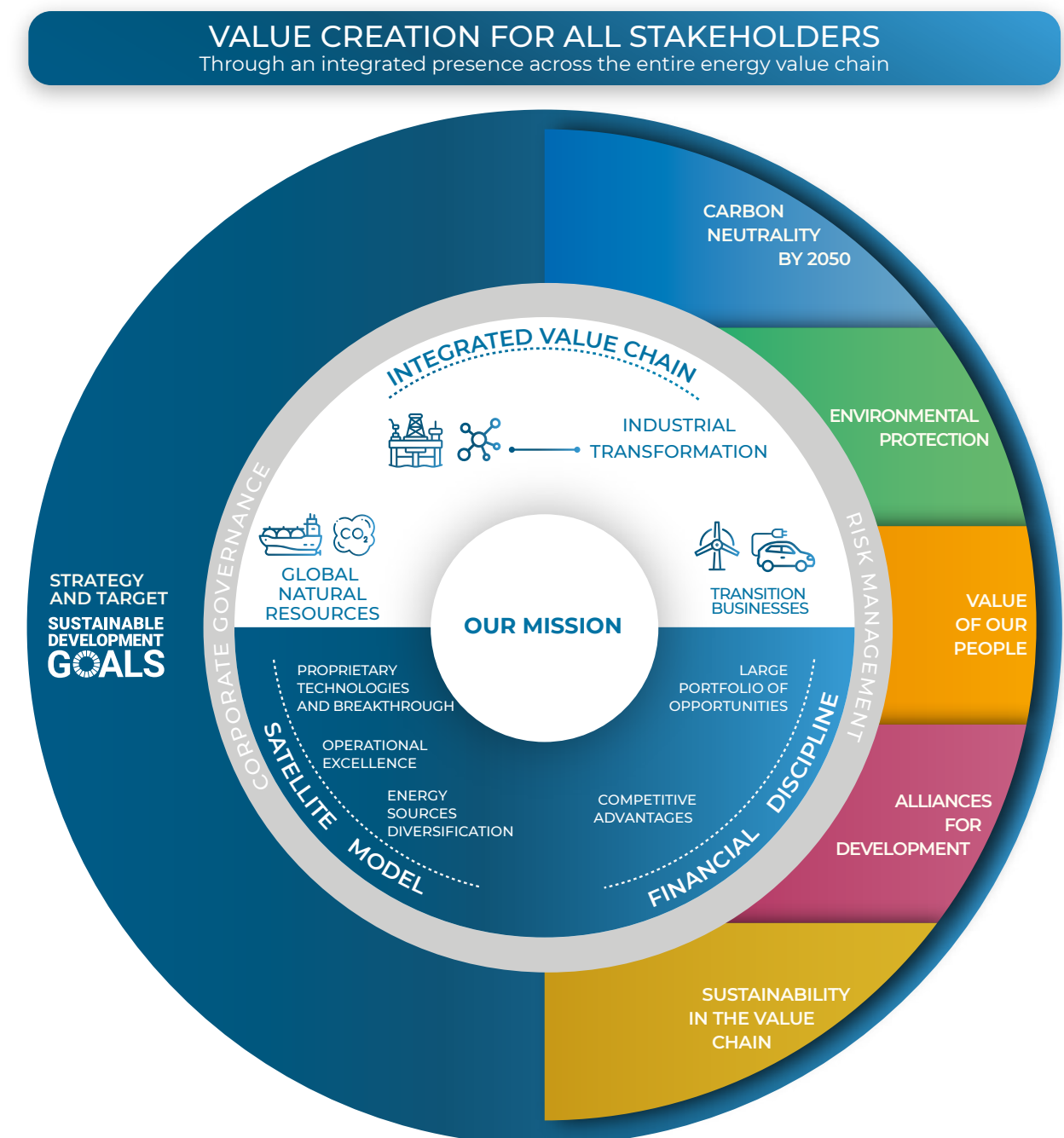
ALLIANCES FOR DEVELOPMENT

Eni promotes initiatives to support the local development of communities, guaranteeing access to health 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 players.

SUSTAINABILITY IN THE VALUE CHAIN

Eni promotes the 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 to help them play a leading 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 guarantees respect for human rights in the context of its activities and promotes them with its partners and stakeholders, also pursuing operations based on the values of responsibility, integrity and transparency.



Eni in Mexico

Eni México, S. de R.L. de C.V.

The Company is one of the main private producers in the Country through Area 1, an area located offshore in the Gulf of Mexico that includes the Amoca, Miztón, and Tecoailli fields, and holds interests in seven exploration blocks in the Southern Basin, six of which as an operator. An offshore exploration block is a geographically defined area in marine territory allocated by the national government to Eni for the purpose of carrying out activities to identify and develop hydrocarbon resources.

Between 2019 and 2024, Eni discovered approximately 1.3 billion barrels of hydrocarbon initially in place (HIIP) in Blocks 7, 9 and 10. In 2024, Eni supplied all the gas produced to the local markets. In February 2022, Eni deployed the first Floating Production Storage and Offloading unit (FPSO) operated by a private company in Mexico.

12 mmbbl
annual oil production in 2024

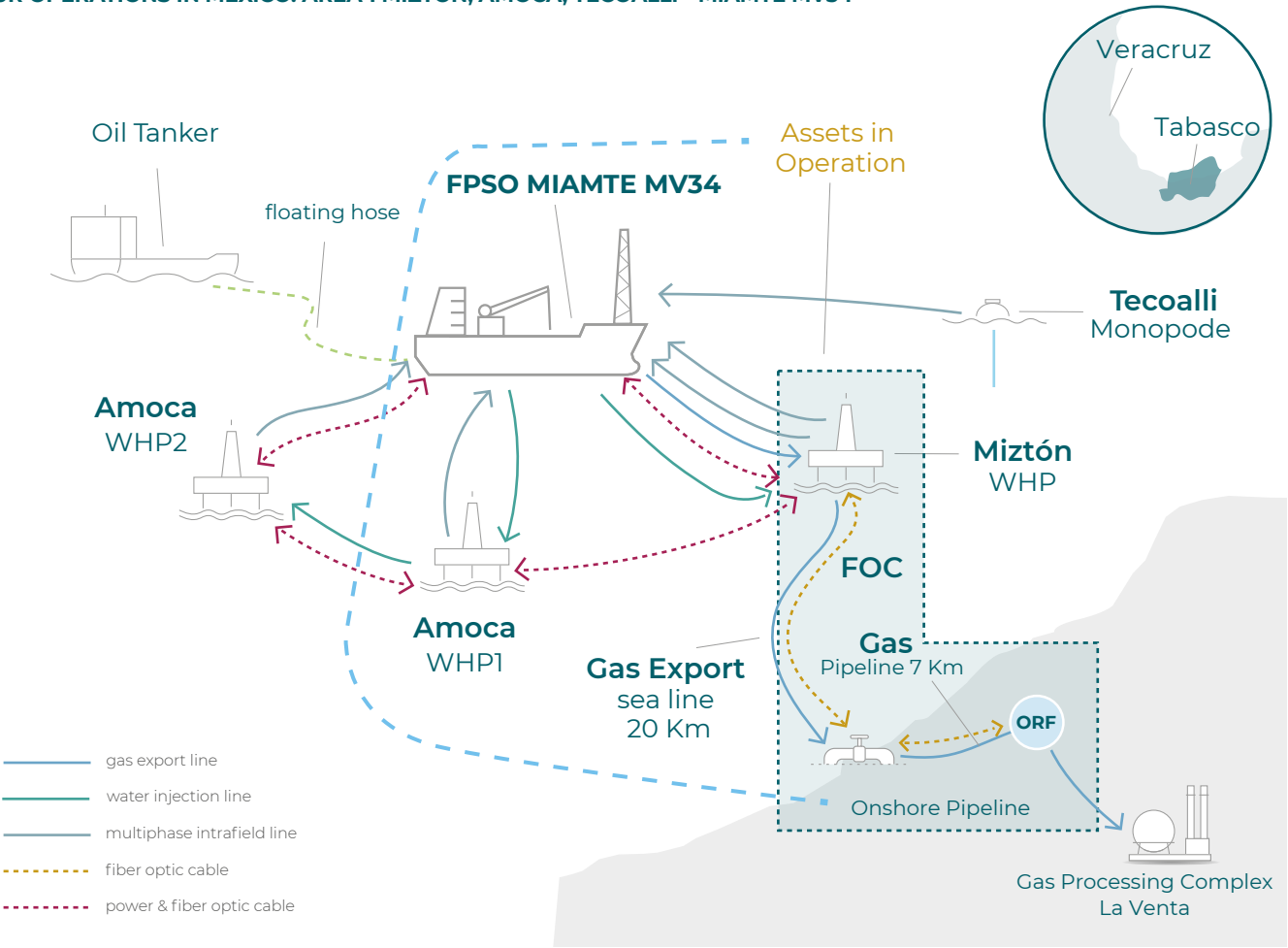
173 million m³
volume of natural gas delivered
to the domestic market in 2024

100%
of natural gas produced sent
to the domestic market

14 mmbbl
annual hydrocarbon
production

39 Kboe/d
average daily oil
production in Area 1

OUR OPERATIONS IN MEXICO: AREA 1 MIZTÓN, AMOCA, TECOALLI - MIAMTE MV34



Focus on

Eni in Mexico: contributing to the development of the energy sector

Following Mexico's 2013 energy reform, the Country's hydrocarbons sector was opened to private and foreign investment. Eni is currently the leading operator in the Mexican exploration and production industry. It is the first private company in terms of both investment and production of hydrocarbons in the Country. With a peak production of approximately 39 thousand barrels of oil equivalent per day (kboe/d) in 2024, Eni has become a major contributor to the Country's oil output, particularly through its operations in the state of Tabasco. Production experienced significant growth throughout 2024, after the installation of the last two platforms - Tecoailli and Amoca WHP2.

Eni's presence in Mexico began with the opening of a representative office in 2006, signalling the Company's long-term strategic interest in the region. Following the 2013 Energy Reform, Eni commenced exploration and production activities in 2015. In 2019, it became the first private company to produce oil under the new framework and has maintained a consistent output ever since. The Company obtained the first production from Area 1 on June 30, 2019 - just 11 months after approval of the Plan of Development which represented a significant milestone. Today, Eni operates six exploration areas¹ and one producing area – Contractual Area 1 – with onshore-offshore facilities under production sharing contracts (PSCs) with the Mexican state, all located in the Gulf of Mexico, and specifically in the Sureste Basin.

As part of its contractual obligations under the PSCs, Eni has made substantial progress in fulfilling its exploration commitments, achieving six oil discoveries from these campaigns, including one through an operated-by-others (OBO) arrangement. Notably, 2024 was marked by two significant discoveries, thereby reinforcing the geological value of the Company's assets in the region and underlining the continued potential of the Sureste Basin.

These PSCs grant Eni full responsibility for the investment and the execution of operations. The remaining production can be exported under established agreements, thereby strengthening Eni's global integration and contribution to Mexico's energy economy.

The Company has already invested USD 5 billion in Mexico and has committed an additional USD 4.5 billion until 2040, reaffirming its long-term commitment and leadership in the Country's evolving energy sector.

Eni contributes to increasing access to energy by channeling all gas produced into local markets. This resource offers a valuable opportunity to generate electricity for both industrial and residential needs, as well as for direct use.

Focus on

Eni's tax contribution in Mexico in 2024

Transparency is a corporate value for Eni, which is why the company is committed to the voluntary disclosure of payments to governments, promoting the responsible use of financial resources. Moreover, in line with EU reporting obligations, Eni SpA publishes the 'Report on payments to Governments' a document subject to independent assurance by the appointed audit firm PwC. The report details both cash and in-kind payments, mainly made to governments as part of Eni SpA's activities in the exploration, prospection, discovery, development, and extraction of oil (including condensates) and natural gas. According to the 2024 Report, Eni SpA paid a total of €315.0 M in production entitlements, royalties and fees in Mexico. The payments relate to various projects, for a comprehensive breakdown please refer to the Report on [Payments to Governments 2024 pag. 15](#). These externally verified figures reflect Eni's ongoing commitment to transparency and accountability.

¹ Exploration blocks: Area 7 (Eni interest 64.29%), Area 9 (Eni interest 50%), Area 10 (Eni interest 76.47%), Area 14 (Eni interest 60%), Area 24 (Eni interest 65%), and Area 28 (Eni interest 75%), while participating as a partner in Area 12 (Eni interest 40%). The total exploration acreage amounts to around 5,232 square kilometres, of which 3,336 square kilometres are net to Eni.

Stakeholder Engagement Activities

Stakeholder engagement is a central issue and strategic lever for Eni to pursue a fair and equitable transition, as such participation helps maximize long-term value creation while reducing business risks. Eni maintains regular collaborations with key stakeholders as a central element of its engagement strategy. This effort is guided by a structured matrix that organizes stakeholders by level of relevance and evolves in response to developments such as changes in public administration. External relations are managed proactively to ensure timely, strategic interactions that foster dialogue and institutional alignment. These elements are also included in a business-focused Stakeholder Engagement Plan.

ENI'S PEOPLE	• New employees participate in a session that includes onboarding with the HSE and security teams, as well as an introduction to Eni's culture, policies and information technology systems. A welcome kit is included. • Sharing with all employees the Eni SpA Diversity & Inclusion Policy adopted in Mexico on diversity and inclusion. • Every two years, Eni organizes a family open-day event where the families of employees, including their children, are invited to visit and engage with the Company, fostering a sense of inclusion and community. • To foster cultural awareness and strengthen ties within the workforce, there are recurring celebrations of significant local festivities. • Informal breakfast gatherings with the Managing Director and colleagues are arranged periodically, encouraging open communication and strengthening relationships within the team.
LOCAL COMMUNITIES AND COMMUNITY BASED ORGANISATIONS	• Establishment of a grievance mechanism to facilitate open dialogue with the local communities, to make sure that concerns, complaints, and potential impacts are addressed in a timely and transparent manner. • Three agreements were signed with fishing cooperatives and permit holders for coexistence in maritime spaces and respect for safety zones around the platforms. • Consultation with local communities, school, youth, and representatives for the design and implementation of local development projects (see the chapter Alliances for Development). • Forum on 'Shared Perspectives for Local Development' with the aim of exchanging experiences and reflecting on the impacts and opportunities of Eni's social investment projects in the region. • Awareness campaigns provide information about the grievance mechanism, as well as the health, safety, and environmental (HSE) measures in place. • Regular meetings with local NGOs for the identification of synergies and potential cooperation in different initiatives.
NATIONAL AND INTERNATIONAL INSTITUTIONS	• Engagement with key national stakeholders such as the Ministries of Energy, Finance, Economy, Environment and Natural Resources, PEMEX, ASEA, Customs, SEMAR (Navy) and Health, among others to foster trust, transparency, and institutional relations. • Ongoing work in 2024 to establish a Memorandum of Understanding (MoU) aimed at strengthening relations with the Mexican Petroleum Institute, which is part of the Ministry of Energy. • Direct engagement with embassies and European institutions to support diplomatic and regulatory dialogue. • Implementation of multiple Memoranda of Understanding (MoU) with the State Government of Tabasco, the Municipality of Cárdenas, the Ministry of Education, and the Health Jurisdiction of Cárdenas to support initiatives in key areas such as education, health, socio-economic development, and the environment. Some MoU were formalized as three-party agreements with IMSS-Bienestar (see the chapter Alliances for Development). • Cooperation Agreement signed with Instituto Nacional de Salud Pública in 2024 for a nutrition research project dedicated to childhood nutritional status improvements. • Meetings with the State Government of Veracruz and the municipalities of Coatzacoalcos and Agua Dulce as well as the State Government of Tabasco and the Municipalities of Paraíso and Cárdenas for the follow up on activities concerning exploration blocks.

(continued) NATIONAL AND INTERNATIONAL INSTITUTIONS	• Presentation of findings from the first Human Rights Impact Assessment to the Human Rights National Commission (CNDH) and other authorities to implement activities under related action plan. • Engagement with the National Commission for Fisheries and Aquaculture (CONAPESCA) for its involvement on projects and initiatives related to fishers. • Participation in the V Regional Forum on Business and Human Rights for Latin America and the Caribbean (LAC) organized in 2020 to exchange experiences concerning human rights due diligence at project level. • Participation in the compilation of business experiences and practical tools on human rights due diligence organized in 2021 by the UN Office of the High Commissioner for Human Rights (OHCHR), within the framework of the Responsible Business Conduct Project for Latin America and the Caribbean (CERALC Project, by its Spanish acronym).
CONTRACTORS, SUPPLIERS AND COMMERCIAL PARTNERS	• Capacity-building activities with Mexican suppliers to present processes, systems, and minimum requirements to become a vendor. • Engagement through the Open-es platform consisting of questionnaires, registration and availability of solutions and tools for improved ESG performance. • Participation in governance committees representing the joint ventures in each exploration block – whether as Operator or not – to address technical, financial, HSSE (Health, Safety, Social and Environment) and procurement matters. This fulfils expectations on the updating and sharing of developments on the activities conducted. • Organization of regular forums dedicated to HSE and Sustainability topics for contractors and subcontractors. • Awareness sessions on the Eni Code of Conduct for contractors who could interact with the local communities. • Participation in the Mexican Association of Hydrocarbon Companies (AMEXHI), a non-profit civil association that brings together the main oil and gas investors and operators in Mexico, in which Eni headed the gender and HSE subcommittees.
UNIVERSITIES, RESEARCH CENTRES AND INNOVATION HUBS	• In the context of the scholarship programme sponsored within the Universidad Nacional Autónoma de México (UNAM) to study in an Italian university, Eni also keeps external relations with students, the faculty and local personnel. • Eni promoted the involvement of new talents and young students through various initiatives included in the Training and Technology Transfer Programme, with a sustained impact on strengthening the human capital of the national energy sector. • In 2024, following the Comisión Nacional de Hidrocarburos' (CNH) approval of technology transfer programmes, Eni launched a competitive tender to supply advanced laboratory equipment to Universidad Nacional Autónoma de México (UNAM), with delivery expected in 2025. The company also engaged with national institutions to define strategies for fulfilling programme obligations, including lab construction and technology assimilation courses, in line with its commitments and CNH expectations. • Communication and collaboration with the University of Tabasco, which provides support for the implementation of the mangrove restoration initiative. • Collaboration with the Universidad Juárez Autónoma de Tabasco (UJAT), a renowned regional institution for expertise on fisheries, to provide technical knowledge particularly on the impacts on fisheries as a consequence of the Area 1 Project, as well as the sharing of expertise related to oyster farming and fishery management.
ORGANIZATIONS FOR DEVELOPMENT AND COOPERATION	• Participation in the Mexican Branch of the UN Global Compact following acceptance to become part of it. • MoU with UNESCO (2022) for the identification of initiatives that will contribute to boost the sustainable development of the local economy through economic diversification, the protection of natural and cultural heritage, the access to basic services and the respect and promotion of human rights and inclusion. • Local cooperation agreement (LCA) with AVSI Mexico to support youth development and participation, promote integration into the labour market, and deliver capacity-building activities for students, parents, and teachers from 13 elementary schools near Block 1.

Case study

Sustainability Forum on Shared perspectives for local development

On December 9, 2024, Eni held a forum titled ‘Shared Perspectives for Local Development’ in Villahermosa, Tabasco, in collaboration with Aosenuma². The forum brought together 56 representatives from key sectors, including the authorities, academia, suppliers, NGOs, and local communities, with the aim of exchanging experiences and reflecting on the impacts and opportunities of Eni’s social investment projects in the region. Using the World Café methodology, seven discussion tables were organized, each focusing on specific topics: overcoming challenges, benefits observed, future opportunities, gender equality, communication, local strengthening, and cross-sectoral cooperation. The results from these discussions indicate a strong interest among local actors in strengthening their relationship with Eni and in consolidating more sustainable initiatives within the community. Effective communication, co-responsibility, productive diversification, and local capacity building will be crucial to achieve this. These findings will guide future social investment actions, ensuring their alignment with the needs and expectations of the various sectors involved.

Human rights

Eni SpA's commitment is driven by a sense of responsibility to contribute to the well-being of the people and local communities with whom it interacts. Eni has adopted the ECG (Ethics, Compliance & Governance) Policy on Respect for Human Rights at 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 adopting the appropriate prevention and management measures. In addition, the continuous and adequate access to grievance mechanisms/ reporting channels and the timely management of the requests facilitate the pursuit of the remedy in case of occurred impacts and promotes the continuous improvement of the system. In Mexico, a grievance mechanism has been in place since onshore operations began in 2020. Several channels can be used to raise concerns and share opinions: mailbox, phone line, email, and face-to-face meetings.

2 Consulting firm based in Mexico City specialized in ESG and Sustainability consulting.

After receiving a grievance, Eni determines its admissibility and, if confirmed, conducts the necessary investigations, sometimes involving other internal functions, to provide an answer. Response times will vary depending on the severity and scope of the grievance. Three grievances and more than 40 information requests have been received since 2020, all of which have been solved. To ensure the most possible reach of the grievance mechanism, access to the mechanism and its functioning was also disseminated via presentations, brochures, and engagement with local authorities and contractors.

THE IMPLEMENTATION OF THE HUMAN RIGHTS ACTION PLAN

The Human Rights Action Plan (HRAP) 2023-2025 is the second plan of its kind to be implemented, following the two impact assessments carried out in 2019 and 2022. The first assessment helped identify key areas of concern and enabled the early design of human rights-related measures. The follow-up impact assessment was conducted to assess the outcomes of the measures implemented and to suggest further improvements. The new HRAP is organized into five lines of action: Accountability and Transparency, Fishing communities, Local communities, Workplace and Security. As of 2024, 18 actions have been completed, representing an achievement of 86% of the Plan, with the remaining three planned for 2025.

Accountability and Transparency

Eni has been focused on fostering open and consistent dialogue with communities and stakeholders concerning the Company's activities and commitments, particularly those focused on respect for and encouragement of human rights. The most relevant actions since 2019 have been focused on the sharing and promotion of Eni experiences and good practices through participation in forums and platforms such as the *Asociación Mexicana de Empresas de Hidrocarburos* (Mexican Association of Hydrocarbon Companies, AMEXHI), where Eni headed the gender subcommittee. Additionally, there is a regular engagement with relevant experts on Business and Human Rights in the oil and gas sector in the Country, which includes the *Comisión Nacional de los Derechos Humanos* (Human Rights National Commission), the Mexican Branch of the UN Global Compact and the UN Office of the High Commissioner for Human Rights (OHCHR).

Fishing communities

Eni has taken steps to understand and address the potential impacts of oil and gas activities on the marine ecosystems and fishing communities in relation to the activities conducted in Area 1. Studies were performed through third parties (academy) to monitor and prevent specific impacts on fisheries and lagoons in relation to present and future operational activities. In 2024, a pilot consultation with fishermen was launched as part of an effort to better understand the specific needs of the groups affected. As operations in Area 1 proceed to the final stage, the previous approach will be replaced by longer-term solutions, such as the support of aquaculture projects.

Local communities

Eni implements a broad and general engagement strategy with the local communities. In 2024, an awareness campaign was implemented to inform communities about the health, safety, and environmental (HSE) measures put in place, including those aimed at preventing and mitigating potential incidents such as oil spills. As a core part of the engagement strategy, Eni put in place a grievance mechanism with four communication channels that include telephone, email, mailboxes and face-to-face meetings. An assessment was carried out in 2024 to assess the efficiency of this mechanism to identify improvement areas such as accessibility, equity, transparency and predictability. With regards to local development projects, Eni put in place strict criteria throughout the project life cycle for guaranteeing the proper identification of needs, considering those of vulnerable groups with specific attention, as well as the implementation of adequate monitoring tools for the follow up of impacts on a short, medium and long-term.

Workplace

Eni is committed to ensuring the right to just and favourable conditions of work for both Eni employees and contractor employees, as well as to encouraging the knowledge, respect and promotion of human rights within the subsidiary, its operators and its contractors. Since 2019, the main actions implemented have been focused on monitoring the performance of contractors concerning human rights and good working conditions through social audits, as well as inductions and awareness campaigns to contractors, with a focus on respectful engagement with the local communities and on the Eni Code of Ethics.

Security

Eni believes that security-related activities should be conducted in line with human rights standards. Yearly training sessions on respect for human rights and the potential use of force have been provided for security personnel. Awareness-raising efforts have extended to partners who are likely to interact directly with the public, reinforcing the principles outlined in the Eni Code of Ethics and Eni's commitment on respect for human rights.

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

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

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

Decarbonizing the energy of today

AREA 1: OFFSHORE HYDROCARBONS IN THE GULF OF MEXICO

Area of intervention: Upstream portfolio (gas)

The Area 1³ project exploits the important hydrocarbon fields in the shallow waters of Mexico, in the Southeast Basin at the Campeche Bay. Oil and gas are processed through the MIAMTE Floating Production Storage and Offloading (FPSO) unit, the only vessel owned by the private sector in Mexico, which features modern technology designed to meet safety and environmental standards as well as to guarantee operational excellence.

The MIAMTE FPSO, which enables the production, storage, and offshore offloading of hydrocarbons, has a processing capacity of around 90,000 barrels of oil per day, a crude oil storage capacity of around 700,000 barrels, and a gas processing capacity of around 75 million standard cubic feet per day.

While oil is sold on the international market, associated gas is delivered through an onshore pipeline contributing to domestic market consumption: in 2024, 173 million cubic meters of natural gas were delivered to the domestic market, equivalent to 100% of the quantity produced.

The FPSO was also set up to minimize environmental impact, featuring energy-efficient systems and zero flaring technology. Continuous efforts are made to further increase the energy efficiency of the assets through electrification and efficiency in the use of rotating machinery (e.g. gas compressors) to further reduce the quantity of yearly emissions.

The project began in 2018, with the Final Investment Decision (FID) approved in the same year. The development plan included 32 wells, supported by two drilling rigs. The remaining wells are expected to be completed in 2025, the same year that the close-out process for the project is scheduled for.

The development of the FPSO involved five shipyards across three countries, with five production modules and a mooring system jacket built specifically for this purpose. Construction required over 17 million man-hours and adhered to stringent health, safety, and environmental (HSE) standards.

Moreover, the start of the project in a short time confirms the efficiency of Eni's distinctive fast-track approach, which consists of carrying out the acquisition, exploration, development and production phases of the fields in parallel, in order to respond to market demand more promptly. In this sense, Area 1 represents a significant offshore development effort, supporting energy distribution to the international markets and contributing to the security of supplies.

173 mln m³
volume of gas to
local markets

³ Area 1 is the only production block Eni operates in Mexico with 100% interest.



AMIGOS DE CALAKMUL MEXICO

Area of intervention: Carbon offset

To protect forests and improve community livelihood, Eni SpA finances the start-up of the Amigos de Calakmul (ACAC) Community Forestry REDD+ Project and undertakes to purchase credits to support forest conservation by the communities involved.

The scope of the project concerns the indigenous Ejido communities near the Calakmul Biosphere Reserve in Campeche, the largest tropical rainforest in Mexico. These communities face limited economic options due to strict land-use rules, with legal logging often failing to meet their basic needs. This financial pressure pushes some toward harmful practices like slash-and-burn farming, or the leasing of land to exploitative industries. To counter this, ACAC provides long-term conservation agreements that allow Ejidos to maintain forest ownership while receiving annual payments, often for more than they would earn from logging, on the condition that they protect the land. Forest protection efforts include community patrols carried out by Ejidos, who receive training and support in enforcement techniques and for the use of field-based technology.

This approach includes significant engagement with the community, especially through social programmes, including the promotion of more sustainable businesses not based on timber products, like the production of honey or medicinal plants, agroforestry and agricultural techniques to obtain better yields to support food security, and other social programmes involving water management, clinics and educational services. Moreover, the conservation agreements require the full inclusion of women in Ejido governance and ensure that they have direct access to the project's benefits.

The Project protects more than 200,000 hectares of forest. Located in a biodiversity hotspot, it is home to several species of flora and fauna, some of which are endangered. It also supports migratory corridors. Additionally, the forest provides essential ecosystem functions including air purification, water storage, and climate regulation.

Eni SpA plays an active role in the governance of the initiative, and finances project activities through the purchase of carbon credits over a 15-year period. The project validation by Verra will be completed by the end of 2025, and credit generation is expected to start by Q1 of 2026.

The project was developed in accordance with the VM0010 method under the Verified Carbon Standard (VCS) and the Climate, Community & Biodiversity (CCB) Standards, both issued by the Verra international certification body.

METHANE EMISSIONS AND FLARING MANAGEMENT

Area of intervention: Reducing methane emissions and gas flaring

Eni continues to act in alignment with the achieved target set by Eni SpA to reduce upstream fugitive methane emissions by 80% compared to 2014. Therefore, as part of the Area 1 development project, Eni has strengthened its zero routine flaring approach in its facilities and has ensured the minimisation of methane emissions, including fugitive emissions and venting.

To further mitigate fugitive emissions and venting, Eni carries out annual campaigns to detect and monitor methane leaks in both onshore and offshore facilities. In line with the Country's robust legislative framework on emission control, Eni has planned to increase the frequency of inspections and the monitoring of fugitive emissions and venting starting from 2025, planning and carrying out quarterly campaigns rather than annual ones.

As part of its commitment to transparent and verifiable methane emission management, Eni SpA successfully achieved the 'Gold Standard Reporting' recognition under the Oil and Gas Methane Partnership (OGMP) 2.0, a programme led by the United Nations Environment Programme (UNEP). As a subsidiary, Eni is fully committed to and is part of this ambitious OGMP Programme.

In particular, in 2024, Eni reached OGMP Level L4, insofar as it is able to monitor the methane emissions of the two installations with adequate level of materiality (i.e. MIAMTE FPSO and the Onshore Receiving Facility) with a high level of accuracy thanks to high-level technology instruments.

Internal training initiatives have been conducted as part of this strategy to enhance the technical capabilities in OGMP methodologies, with a focus on improving accuracy and consistency in methane monitoring and reporting across its operations.



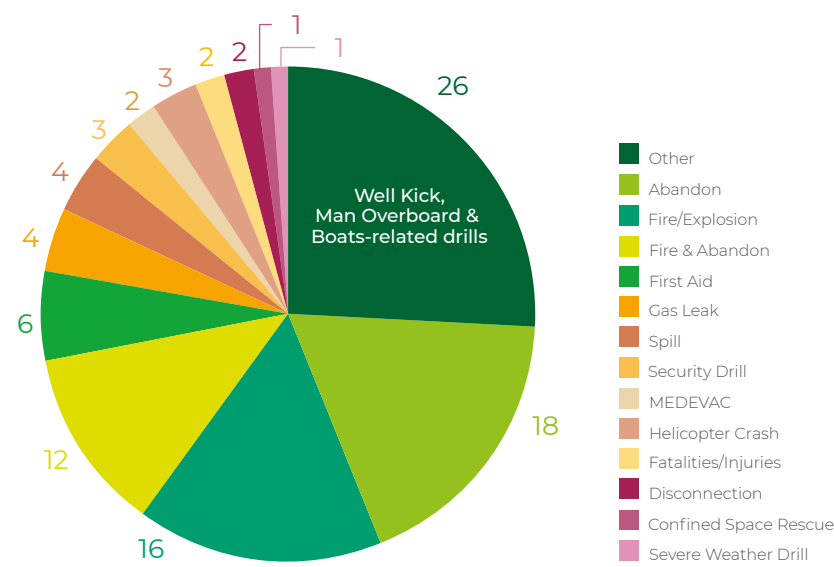
Environmental protection

Commitment to increased environmental protection and responsibility are at the forefront of all operations carried out by Eni. Operations are executed with attention to environmental aspects, especially air emissions, noise generation, water and waste management, and area compensation, integrating operational planning with a commitment to health, safety, and environmental (HSE) standards and rigorous due diligence as described in the following chapters. The approach is embedded in Eni's Environmental Management System, certified by ISO 14001. To comply with international standards, a 3rd party HSE audit to obtain the renewal of the ISO 14001 was carried out in 2024 as well as a gap analysis to obtain the certification of the energy management system according to ISO 50001.

Prevention and reduction of pollution

Eni promotes a strong environmental culture focused on responsibility and awareness, integrating preventive measures and continuous improvement into its day-to-day operations. This culture extends to all aspects of pollution prevention and control, with particular emphasis on offshore operations, where dedicated equipment for responding to pollution-related emergencies are present, and regular drills to ensure operational readiness are performed. No oil spills incidents occurred in 2023 and 2024, reflecting the high environmental awareness of Eni management systems. In 2024, Eni conducted multiple emergency response drills, aimed at validating both equipment functionality and personnel preparedness. Throughout the year, 469 drills were carried out in all locations (see image below for details) and covered a variety of simulations and exercises. These activities are complemented by ongoing training programmes and awareness campaigns, which reinforce response capabilities and foster a shared sense of environmental responsibility among all workers.

TYPES OF DRILLS PERFORMED (%)



Eni also maintains a proactive approach to air quality and noise management, in line with applicable local environmental regulations. In particular, a noise and air quality monitoring campaign was carried out in 2024.

In addition, two cloud-connected air monitoring stations were installed at the logistic base - strategically located in Paraiso near other operational facilities. These stations collect real-time data on air quality and atmospheric emissions, which is used to monitor compliance and assess potential impacts on human health and the surrounding environment.

Water management

Eni ensures strict compliance with national environmental regulations concerning water withdrawals and discharges. The Company works in close coordination with contractors and service providers to ensure full adherence to Eni's internal procedures and the Mexican legal framework, promoting a more responsible use of water across all operations.

As part of industry best practices, 100% of water produced is reinjected, thereby reducing environmental impact and supporting a more sustainable resource management. To ensure continuous performance monitoring and improvement, specific key performance indicators were implemented concerning water management, covering aspects such as consumption, reinjection efficiency, and discharge quality. This structured approach reinforces Eni's commitment to a responsible use and protection of water resources throughout its operations.



Waste management

Waste generated in Mexican sites primarily stems from the operational activities related to the developments in Area 1. In 2024, the total waste produced across all sites amounted to approximately 0.04 million tons, of which 75% hazardous and 25% non-hazardous.

Eni’s approach to waste management adheres to the highest standards for final disposal in accordance with the technological capabilities available in Mexico and, specifically, within the state of Tabasco. The Company makes sure that all waste management service providers are duly authorized and meet the legal and technical requirements to carry out their operations responsibly. Indeed, Eni collaborates with contractors and partners for the storage, treatment, and transportation of waste generated from its operations. This includes managing waste from mechanical and maintenance activities, as well as handling plastics and petroleum residues, such as drilling and exhausted mud.

To maintain supervision and promote continuous improvement, specific key performance indicators were developed and are monitored to track both the generation and final disposal of waste. This structured system supports transparency, regulatory compliance, and Eni’s ongoing commitment to minimizing environmental impact throughout its value chain.



Biodiversity

Eni SpA applies a risk-based Biodiversity and Ecosystem Services (BES) management model across all its operations at Group level, integrating it into both new developments and existing projects throughout their life cycles. Comprehensive Environmental Impact Assessments (EIAs) are carried out in every Country where Eni SpA operates. When activities are planned near areas of high biodiversity value or involve threatened species, tailored Biodiversity Action Plans (BAPs) are developed and implemented to monitor, mitigate, and manage potential impacts.

In Mexico, Eni adopted a Biodiversity Action Plan for operations in Area 1, which is under review as of 2024. The area includes ecologically sensitive components such as coastal wetlands (Tulars), sea turtles, and marine mammals. As part of this plan, targeted mitigation measures have been put in place to protect key BES features in both onshore and offshore environments.

- Key actions include:
- Diverting the overland pipeline route by 15 meters to avoid forest areas.
 - Utilizing underground tunnelling for 48% of the pipeline route rather than open trenching, thereby significantly reducing habitat disturbance.
 - On-site supervision by biologists during pipeline construction to ensure proper management and, when necessary, the relocation of flora and fauna.
 - Wetland restoration efforts in temporarily affected areas, complemented by a project to restore 70 hectares of mangrove habitat in a nearby lagoon.

Further measures include regular biodiversity training for personnel at the Onshore Receiving Facility (ORF), monthly wildlife inspections with procedures for the safe relocation of potentially dangerous species, and annual monitoring campaigns to assess the presence and seasonality of birds, mammals, and sea turtles. These efforts contribute to Eni’s broader commitment to preserving biodiversity and enhancing ecosystem resilience in sensitive operational contexts.

70 hectares
of mangrove habitat
to be restored, of which
12 hectares
already restored

Focus on

Restoration of mangrove ecosystems

In 2024, Eni launched habitat restoration and biodiversity conservation initiatives in Mexico, with a primary focus on the ecological restoration of mangrove ecosystems. The project, developed in collaboration with the Universidad Juárez Autónoma de Tabasco (University of Tabasco), and authorized by local environmental authorities, aims to reforest a total of 70 hectares of mangrove habitat between Villahermosa and the coastal region.

Initial restoration activities began in 2024, with the planting and monitoring of mangrove seedlings across an initial area of 12 hectares. The programme is scheduled to expand in 2025 to include the remaining 58 hectares, reinforcing Eni’s long-term commitment to environmental stewardship.

The initiative includes regular coordination meetings with the University of Tabasco, ensuring technical alignment and fostering community engagement throughout the process. Beyond habitat recovery, this long-term effort also holds potential as a carbon offset mechanism, leading the way to additional benefits in terms of lower environmental impacts.

Finally, Eni celebrates the World Environment Day every year, aligning its activities with the theme designated by the United Nations Environment Programme (UNEP) each year. In 2024, the theme was land degradation and restoration, and a workshop to sensitize personnel on the topic was organized. The organization is deeply committed to raising awareness of global environmental issues and actively promotes this consciousness among its employees and contractors.

Value of our people

Each of us

235 employees of which

180 local employees in 2024

Eni's dedication to people is reflected in the strengthening of skills, the promotion of diversity, the protection of health and safety, and the respect for human rights. Eni acknowledges the value of continuous learning to enhance the skills and adaptability of employees in a rapidly changing energy sector. Diversity is promoted by encouraging a workplace culture that values different perspectives and celebrates all backgrounds. To promote the well-being and health of workers, Eni has put in place several welfare opportunities. Respect for human rights guides Eni operations, particularly in sensitive contexts, ensuring that business activities are conducted with attention to fairness, dignity, and legal compliance. These principles allow the Company to seize the opportunities arising from potential changes in the energy market, continue its ongoing business transformation, and foster the development of the local areas where it operates.

In 2024, the Eni workforce reached 235, 180 of which are local employees, distributed between the offices in Mexico City and Villa Hermosa and the onshore and offshore operating sites. Most employees are between 30 and 50 years old (84%) and 24% of the Company's total workforce are represented by women. In 2024 there has been a decrease in headcount compared to 2023 - from 274 to 235. The decrease has affected expatriate employees whilst local workforce remained stable and its share increased from 66% to 77%. This is also attributable to the Nationalization Plan in place. The variation is also a result of employees pursuing international experiences or returning from them.

Focus on

Nationalization Plan

The objective of the Nationalization Plan is to gradually replace expatriate roles with qualified local professionals, in alignment with Eni's long-term strategy to build and empower local skills and the Mexican labour law which states that at least 90% of employees must be Mexican nationals. Nationalizing a position means transferring the responsibilities previously held by an expatriate to a local employee, thereby fostering autonomy, the transfer of knowledge, and sustainable growth within the Country.

This initiative is fully aligned with Eni's 4-year strategic workforce plan and reflects a commitment to investing in local talent and creating long-term value for the organization and the community.

In 2024, Eni made progress in the following area:

- 27 positions were successfully nationalized across departments (Human resources, Operations, Exploration, Development, Procurement).
- 7 local staff completed internal transitions, officially replacing expatriate colleagues.

By closing these expatriate positions and prioritizing internal transitions, Eni is actively creating space for local professionals to grow and lead. This approach not only reinforces operational efficiency but also strengthens Eni's social license to operate by investing in the Country's workforce.

This ongoing effort is supported by robust development plans for teams and individual employees. Through targeted training, mentorship, and increased responsibilities, local staff are being prepared to assume critical roles. In some cases, selected local employees are also being prepared to take on international assignments, ensuring both global mobility and long-term knowledge continuity.

Looking ahead, the target for 2025 is to nationalize an additional 9 positions, focusing on key areas such as Operations, Exploration, Development, and Procurement.

The Nationalization Plan remains a strategic priority for Eni, rooted in the belief that empowering local talent is essential to the Company's sustainable growth and success.

Eni values employees until the end of their tenure. When an employee leaves, feedback is gathered from both the individual and their supervisor to understand the reasons for their departure. The Company also focuses on managing the impact of turnover on teams, ensuring smooth transitions and maintaining team cohesion. These interviews are conducted with respect and the appropriate level of confidentiality, and provide insights into workforce dynamics, safety culture, and leadership practices.

Focus on

Accountability in responsible conduct

Eni maintains a whistleblowing channel as part of its commitment to transparency and accountability, and implements a strict zero-tolerance policy toward misconduct. This policy involves a dedicated committee, which meets regularly to strengthen internal knowledge and reporting procedures. These efforts are supported by both local initiatives and guidance from Headquarters. When a report is received, the process includes confidential meetings with both the reporter and the reported individual, followed by a thorough investigation. Based on the findings, appropriate remediation measures are implemented to address any issues and prevent their reoccurrence, reinforcing a culture of integrity and responsibility within the organization.

Specifically for employees and staff in offices and on sites, several workshops on Company-wide policy were held to promote the policy and create awareness of the whistleblowing channel, as well as individual interviews with the colleagues to learn about any situations that need to be reported. Eni supports the availability of this channel in the workplace by disseminating brochures and the applicable Company policies, and by promoting the reporting channels (voicemail, email and Eni website).

Eni has set up procedures aimed at safeguarding human rights in the workplace, with a focus on ensuring non-discrimination and equal treatment for all employees, regardless of their gender, age, ethnicity, religion, disability, or sexual orientation. The Company prohibits forced and child labour and adheres to regulations concerning working hours, overtime, and conditions for specific categories of workers, such as those on night shifts. These measures are intended to align daily operations with national labour laws and international standards, contributing to a work environment that meets expectations of fairness and legal compliance. For more information see section 'Human Rights'.



Training

4,068
hours of training to
employees in Mexico

Training and development at Eni follow a structured approach that includes both technical and soft skills, tailored to operational needs and individual roles. In 2024, Eni conducted 4,068 training hours on various topics: core training themes include health, safety, and environment (HSE), the industrial cycle, operating procedures, and people management skills. Further training focused on developing the skills of the local workforce in Eni by addressing areas of opportunity through targeted training, including soft skills such as teamwork, problem solving, and critical thinking.

Participation to fundamental training for individuals working in offshore environments, such as the Basic Offshore Safety Induction and Emergency Training (BOSIET) and the Tropical Further Offshore Emergency Training (T-FOET), is tracked, and reminders and support are provided to ensure validity. Additional training, e.g. related to the Seaman's Book, ensures both compliance with safety regulations and continued professional development. Eni's priority has always been to ensure that employees receive the necessary certifications and training to maintain a safe and compliant work environment.

Additionally, Eni continued with annual compliance training programmes in collaboration with the Headquarters. As part of the training planning process, yearly meetings are held with department managers to assess the needs of their teams. A comprehensive training plan is developed based on this input. Courses may be offered either through the Eni Corporate University or by identifying qualified external providers offering a wide range of high-quality programmes. Looking forward to 2025, Eni is committed to fully implementing its yearly training plan, making sure staff can complete their courses effectively and continue growing professionally.

Additionally, Eni provides employees with access to advanced training opportunities, including the possibility to pursue master's programmes in Italy. These initiatives support professional growth and align with the Company's commitment to long-term skill development.

Eni offers further career opportunities for growth and development through a cross-posting initiative with Eni SpA offices worldwide or Headquarters (Italy).

Focus on

Talent Management

An Action Plan, developed collaboratively with managers, has been in place since October 2024. This project addresses key findings from talent mapping and risk assessment practices conducted by Eni. It focuses on strengthening employability, mitigating risks, and bridging segmentation gaps to ensure a robust and future-ready talent pipeline. The aim is to strategically manage Eni key talent by identifying high potential employees, strengthening retention efforts, and aligning development plans. By addressing international opportunities and mitigating risk factors, Eni will enhance leadership, reduce talent loss, and ensure long-term organizational success.

Concerning the development of employees, Eni conducts an annual performance review, involving goal setting by employees, review by support staff, and assessment by managers. The process compares current performance to the previous year and aligns with parameters set at corporate level. Performance assessments, along with qualifications and role requirements, inform career progression discussions and salary reviews. These reviews take into account market conditions, inflation, and internal benchmarks. Career development is further supported by the regular sharing of assessment files with Headquarters to ensure alignment and adaptation of roles over time. Proposals for progression or adjustment are initiated locally and then shared with the managing director for further consideration. Compliance with national social security requirements is monitored every two months, alongside tax reviews, to ensure regulatory adherence in all employment matters.

Diversity & Inclusion

At Eni, diversity and inclusion efforts are guided by the broader corporate policy to ensure alignment with global standards and matched with local realities. To promote the values on an internal level, a D&I Committee was set up: it acts as a point of contact for ongoing engagement. Through the Committee, employees can share their opinions on how to make the workplace a more inclusive and welcoming space for everyone. Several workshops on Company-wide policy were held in 2024 in collaboration with the Headquarters, the Committee and local staff, providing an additional space for discussion and learning. Regular training opportunities, including courses through the internal training platform, support awareness and capacity-building across the organization too. Finally, to maintain momentum and visibility, biweekly communications highlight key D&I topics, fostering continued reflection and dialogue among staff.



Safety

0.55
TRIR (Total recordable
injuries/worked hours)
x 1,000,000

Eni prioritizes safety across all its operations, focusing on both employee safety and asset integrity. Also, for this reason, Eni has committed to a Pact for Safety. This commitment extends to offshore facilities such as the MIAMTE FSPO MV34 and platforms, as well as onshore sites. Eni promotes a strong safety culture by implementing its Safety Golden Rules and Life-Saving Rules, reinforcing them through awareness-raising campaigns and targeted training. Biannual HSE forums with contractors – each involving around 100 participants – serve as a platform to discuss safety trends, share best practices, and address key challenges. Behavioural coaching is also provided to both employees and contractors to strengthen individual competencies in safety-related practices. On-site training and support are further enhanced through the use of 3D virtual assistance tools. Monitoring and assessment activities are central to Eni’s approach: safety data is regularly analysed to identify trends and root causes, supporting a proactive approach to incident prevention. In addition, recurring internal audits and certified assessments are carried out to ensure compliance with safety standards. In 2024, this included a 3rd party periodical HSE audit to obtain the renewal of the ISO 45001 certification.

In 2024, 3 low-severity work-related incidents occurred in Mexico and zero incidents with serious consequences were recorded. The Total Recordable Injury Frequency Rate (TRIR) of the workforce was equal to 0.55 (with the TRIR of employees equal to 0.00). In addition, Eni periodically carries out emergency drills to test the effectiveness of emergency response procedures and implement improvement actions if necessary. 469 drills were conducted in 2024 alone, 16% of which dedicated to fire and explosion scenarios and 4% to oil spill. They included over 40 Eni employees assigned to operational facilities and over 550 personnel from contracted companies. The emergency drills simulate emergency scenarios with potential impacts on people, assets and the environment, through the activation of the emergency team and the use of emergency response equipment and means, testing internal and external communication flows with the Competent Authorities.

Focus on

The implementation of AI solutions

Eni currently operates three drilling rigs for new wells and performs workovers to enhance the productivity of existing wells. In 2024, an innovative artificial intelligence (AI)-based safety system was implemented on one of these rigs – the Ralph Coffman drilling rig – by a contractor to proactively manage and enhance safety in the high-risk Line of Fire area on the rig floor. The AI system uses cameras linked to the doghouse to monitor designated areas, particularly the red zone where unauthorized access poses critical hazards according to oil and gas industry safety statistics. The system employs dedicated signals (lights) to communicate access authorisations. If an unauthorized person enters the red zone during operations, the system automatically triggers an alarm and notifies the driller, enabling immediate response and intervention. This AI-assisted monitoring significantly enhances real-time safety supervision and has been recognized as a best practice within the Company.

Health

Eni considers health, in its physical, mental and social dimensions, a fundamental human right. To protect and promote the well-being of workers, families and communities and ensure adequate risk management in working environments, the Company has developed a health management system that includes occupational medicine and industrial hygiene, health assistance and emergencies, travel medicine, health promotion and global health. The system is supported by qualified healthcare providers and collaborations with universities, institutions and research centres.

In 2024, the Company underwent a third-party health check to ensure compliance with national regulations. All employees, both onshore and offshore, undergo regular health assessments, including eye tests for office staff. All health services are provided by medical personnel with proper license and training. Moreover, 'Fitness to Work' examinations are performed in a local hospital that is properly authorized and selected via a procurement process. All health providers must follow Company and applicable local legislation.

Eni also promotes optional health campaigns on vaccinations and regular health checks, to encourage proactive health management. First aid and Cardiopulmonary resuscitation (CPR) training programmes have been successfully implemented, equipping employees with essential emergency response skills. Additionally, psychological support services such as counselling for all employees are available. To further support well-being, Eni guarantees free health insurance for all workers and their family members, as well as practical benefits such as gym memberships and grocery coupons, ensuring comprehensive care for both staff and their families.

Eni has set up a surveillance programme that complies with local legal and Company requirements. This programme applies to all its employees, contractors, and subcontractors.

+7,490
health services
provided to workers
and families

445
participants in health
promotion initiatives

235
employees included
in health surveillance
programs

Focus on

Health promotion initiatives

Health promotion is a permanent process at Eni. The following main programmes were implemented in 2024:

- The 'Nutrition and healthy food habits' awareness-raising campaign was made available to all employees, with two professional nutritionists providing dedicated support and assessments to those interested.
- A prevention campaign on chronic diseases, focusing on cardiovascular diseases, was launched in collaboration with the Ministry of Health and the Health National Service (IMSS).
- Vaccination campaigns dedicated to Covid-19, the influenza virus, and Pneumococcus were offered to all employees and their family members.
- An awareness campaign on breast cancer prevention was promoted in recognition of Breast Cancer Awareness Month.

Alliances for development

Local Development Projects

A key dimension of Eni’s strategy is to contribute to generating lasting, positive impacts in the areas where it operates. In Mexico, in parallel with the production of hydrocarbons, Eni is active in several areas of intervention aimed at the contribution to more sustainable development of the local economy, through initiatives focused on four main areas: community health, education, economic diversification, and life on land. These initiatives are implemented in partnership with nationally and internationally recognized institutions, thereby contributing to the relevance, efficacy and success of the projects. To better understand and measure the value created, Eni SpA has collaborated with the Polytechnic of Milan to develop tools and methods that assess both economic and social impacts. Among these is the Eni Local Content Evaluation (ELCE) Model, which has been applied to Area 1 in Mexico and is described in the dedicated section.

Eni’s approach to local development is defined by the alignment to local development plans and the UN 2030 Agenda, and is implemented through the development of partnerships with all actors operating in the territory, leveraging resources and human capital. In this sense, Eni has signed different Memorandums of Understanding with the following stakeholders:

- State Government of Tabasco (2019).
- UNESCO (2022).
- Health Jurisdiction of Cárdenas, Tabasco (2022).
- Health Jurisdiction of Cárdenas, Tabasco (2023).
- Municipality of Cárdenas, Tabasco (2023).
- Ministry of Education of the State of Tabasco (2023).
- Mexican Social Security Institute (IMSS-Bienestar) (2024).

Eni is convinced that business development should go hand in hand with the development of communities. That is why social projects are a fundamental pillar of its operations. Since 2019, Eni has strengthened local partnerships through initiatives such as the Cooperation Agreement in Tabasco, focusing on education, health, employment, diversification, economy, security, and increased environmental sustainability.

COMMUNITY HEALTH

To protect and promote the health of communities, Eni implements health development and health promotion programmes aimed at supporting local governments in achieving the Country’s health priorities.

Manatinero Health Center

Partners: Health Jurisdiction of Cárdenas and IMSS- Bienestar

Activity start- and end-dates: 2022-2025

Location: Manatinero

In August 2022, Eni signed a Memorandum of Understanding (MoU) for Health Initiatives in Mexico, effective for three years, with the Ministry of Health through the Cárdenas Health Jurisdiction. In December 2024, an amendment to the agreement was signed to include IMSS-Bienestar.

The project aims to improve the living and health conditions of the Manatinero Community, especially those of vulnerable groups, by increasing access to and utilization of Primary Health Care services through the following actions:

- Construction of a new Health Center in accordance with national and international standards.
- Provision of medical equipment and furniture that meet national and international standards.
- Establishment of essential systems, including water for hygiene purposes and a solar power system.
- Training of Health Center staff, with a focus on Health Information Systems and Epidemiological Surveillance.

The project made significant progress in 2024, with all major construction work completed on time. The new health center was completed and handed over in December 2024. Built on a site of approximately 1,400 square meters, the facility includes a constructed area of around 400 square meters, with foundations, structural works, roofing, plumbing and electricity systems. The project also included landscaping and improvements to the surrounding area.

The Health Center is now fully functional and ready to serve the community, providing a crucial healthcare resource. The project culminated in a formal event in December 2024, which was attended by the State Minister of Health and the Head of the State Coordination Office of IMSS-Bienestar. Their presence highlighted the strong institutional support and inter-agency collaboration behind the project, underscoring its importance to the region.

The people directly impacted are 1,500 from the Ejido El Alacrán-Manatinero community (Cárdenas, state of Tabasco).

1,500
people directly involved



The new Manatinero Health Center

Nutrition and Maternal & Child Project

Partners: Health Jurisdiction of Cárdenas and IMSS-Bienestar

Activity start- and end-dates: 2023-2026

Location: Sanchez, Cárdenas

Within the framework of the MoU for health initiatives in Mexico, which was signed between Eni and the Ministry of Health through the Cárdenas Health Jurisdiction and extended in December 2024 to include IMSS-Bienestar, Eni is implementing a project that contributes to the achievement of the following objectives established in the Health Sector Programme of the State of Tabasco. These include:

- effective access to quality Maternal and Child health services;
- the reduction of the maternal mortality rate;
- the improvement of the Nutritional status of children between the ages of 3-12.

A series of community activities were conducted throughout 2024, focused on improving maternal and child nutrition and health in the Sánchez Magallanes coast. Key initiatives included: free medical screenings reaching over 900 children to assess their general health and identify medical risks; nutritional supplements delivered to children identified as at-risk during the screening, in coordination with local health authorities; awareness sessions with parents to increase engagement; and interactive workshops for children, teachers, and parents on nutrition and personal hygiene.

A comprehensive healthcare plan was developed in collaboration with the local health authorities to make sure children receive proper medical care based on screening results. Educational campaigns were launched in schools, reaching hundreds of students with workshops on healthy eating and hygiene, along with the distribution of healthy snacks. Interactive activities, including physical exercises, were incorporated into the sessions to reinforce these lessons.

The programme successfully promoted healthier habits among children and families, supported by continuous monitoring and educational efforts led by trained facilitators and health professionals. The people directly involved and impacted are 1,500 children of the Sánchez Magallanes shore area.

Children learning about personal hygiene



900
children involved
in nutritional
screenings

EDUCATION

The objective of these projects is to help ensure access to quality, effective and inclusive education in the long-term for people in the local communities.

Elementary Education Project (PROEDU)

Partners: AVSI Mexico

Activity start- and end-dates: 2020-2024

Location: Coastal communities of Cárdenas

Eni cooperated with AVSI Mexico to benefit students, parents and teachers from the School Zone 46, which includes 13 elementary schools. Eni's strategy is to make school spaces safer and more comfortable to reduce absenteeism rates and, at the same time, develop programmes to increase teacher skills, promote parent involvement, and increase pupil performance. All 13 schools were involved by the end of 2024 impacting over 2,000 students, and over 2,700 extracurricular and academic support activities were conducted. Overall, 79% of the students achieved a satisfactory level in reading, highlighting the positive contribution of the initiative to literacy levels.

Additional initiatives included a 'School for Parents', offering over 60 sessions focused on information, guidance, and training to support children education. Literacy courses were provided for adults to further promote parent involvement. Committees were established in 13 schools to foster leadership and the engagement of students, teachers and parents. These committees were set up to follow the implementation and monitoring of initiatives developed during the project:

- School Library Programme, implemented to improve and encourage literacy skills.
- School Gardening, which introduced best practices on a good diet.
- Hygiene Programme, which produced educational manuals on best practices.

Project for Youth Development (PROVENES)

Partners: AVSI Mexico

Activity start- and end-dates: 2022-2026

Location: Coastal communities of Cárdenas

Eni identified the need to assist the young population of the communities close to its operations, who face problems related to inadequate access to vocational training, insufficient public recreational spaces, scarce work opportunities, and low participation in the public life of their communities. To this end, a project was formulated to create an enabling environment for the development and integration of young people between the ages of 15 to 24, which focuses on two specific areas:

- promote social integration and a sense of belonging through initiatives to increase the participation of young people in their communities,
- improve the path to economic and personal autonomy of young people through technical and human training.

With the collaboration of AVSI Mexico, the project started in 2022 and seeks to benefit more than 1,500 young people of the coastal zone of the Municipality of Cárdenas. Activities include:

- the construction of a cultural and educational space in the main urban community of the area,
- the acquisition of a mobile classroom for young people from remote communities,
- artistic, human and professional training initiatives,
- the creation of a youth network,
- and the establishment of committees (or other mechanisms of participation) and initiatives led by young people.

A photography contest was organized in 2024: people involved strengthened their sense of belonging to the community through artistic expression.

As for December 2024, more than 600 young people were participating in artistic, cultural, and sports activities.

13
schools involved

600
students participated
in artistic, cultural,
and sports activities

Museography and recovery of the Introductory Hall in La Venta Park-Museum

Partners: UNESCO

Activity start- and end-dates: 2023-2024

Location: Villahermosa, Municipality of Centro

To strengthen the educational, preservation, research, and dissemination functions of the La Venta Park-Museum, Eni and UNESCO developed a project to recover its original idea, and its aesthetic and historical value as a unique site in Latin America. Today, the innovative museography combines interactive and audiovisual elements to illustrate the history of the Museum Park, the La Venta archaeological site, the role of its founder Carlos Pellicer, and the Olmec culture, and includes modules for people with hearing and visual disabilities. This intervention benefitted 160,000 visitors, locals and tourists, more than 1,000 schools and over 230,000 students in the municipality of Centro.

ECONOMIC DIVERSIFICATION

Oyster Farming with Australian Baskets

Partners: Universidad Juarez Autonoma de Tabasco (UJAT)

Activity start- and end-dates: 2022-2026

Location: Coastal communities of Cárdenas

Fishing and aquaculture are among the most important economic and cultural activities for local communities in the areas where Eni operates, with oyster production being the main sector. To support oyster farmers, Eni has provided equipment and new materials such as Australian baskets and accessories designed for a more productive oyster farming, supporting the sustainable development of the oyster sector in the block 1 area in Cárdenas, Tabasco.

The oyster farming initiative began with the implementation of a first pilot phase lasting one year, whose objective was to assess the growth potential of oysters when using Australian baskets compared to Japanese strings, which had traditionally been used for the cultivation of this mollusc. The results of the pilot phase were favourable, not only due to the growth observed, but also due to their better

appearance, size, and weight. Therefore, interested oyster producing groups were invited to implement the new method and dedicate some lines to the introduction of Australian baskets. Besides the provision of supplies, the initiative includes training and technical support by the Universidad Juárez Autónoma de Tabasco, a recognized local university.

These interventions have led to tangible results. The use of the new baskets has helped increase the sale price of oysters and promote more sustainable aquaculture practices. 29,400 oysters have been farmed using this technology since 2024, benefiting 576 farmers from 11 cooperatives. To further improve the sector, Eni is also working with local authorities to support continuous environmental monitoring in pursuit of oyster health certification in the lagoon system. This effort aims to improve hygiene and safety conditions, thereby contributing to the long-term sustainability and commercial viability of oyster production.

Integrated, responsible, and sustainable project for the production and marketing of coconut

Partners: Aosenuma

Activity start- and end-dates: 2023-2026

Location: Coastal communities of Cárdenas

To encourage economic diversification, Eni identified the coconut sector as a strategic area of intervention due to both its economic potential and the significant challenges it faces, such as widespread crop damage caused by pests and diseases and the lack of a coordinated commercial strategy. The project focuses on improving the productivity of coconut crops through more sustainable and regenerative agricultural practices, strengthening sales strategies for coconut and its derivatives to increase economic returns, and fostering social cohesion by improving the working conditions and promoting collective efficiency among producers. As part of this effort, more than 24,000 new coconut palms were acquired, and more than 100 hectares were targeted for plantation and reactivation activities in 2024. The initiative has positively impacted more than 100 coconut producers, improving their livelihoods and contributing to the revitalization of the local economy.

576
farmers from
11
cooperatives



Inside the Introductory Hall



Demonstration of plants

Feasibility study for sustainable tourism opportunities

Partners: UNESCO

Activity start- and end-dates: 2023-2024

Location: Villa y Puerto Coronel Andres Sanchez Magallanes

In 2023-2024, a feasibility study on sustainable tourism opportunities in Villa y Puerto Coronel Andres Sanchez Magallanes was conducted with the aim of identifying the possibilities of promoting this activity as an alternative for economic diversification in the regional communities, along with suggestions to contribute to the preservation of a social and environmental balance from an intercultural, human rights, and ethical point of view. In 2024, after the conclusion of the feasibility study, Eni signed a new cooperation agreement with UNESCO to implement a project which aims to strengthen the management of the cultural and natural heritage to promote a more sustainable development through increasingly sustainable tourism activities and improve resilience to the impact of climate change. The expected people to be involved are local traditional cooks, cooperatives and small businesses that offer services for tourists, artisanal producers of local goods, elementary school teachers and students, and individuals interested in protecting land ecosystems due to coastal erosion.

LIFE ON LAND

Through these projects, Eni intends to promote and protect the local natural heritage, restore the ecosystems and contribute to the preservation and restoration of aquatic ecosystems.

Repopulation of native species

Partners: Universidad Juarez Autonoma de Tabasco (UJAT)

Activity start- and end-dates: 2022-2025

Location: Coastal communities of Cárdenas

With the specific objective to preserve the local ecosystems and a commitment to environmental stewardship, Eni has launched an initiative focused on preserving biodiversity through the repopulation of native species. Four native fish species were identified and as part of this project, 130,000 fish were released back into their natural habitat and ecological impact studies were carried out to monitor the progress. This project advanced specie conservation and healthy ecosystems.

Feasibility study to improve community resilience against floods

Partners: UNESCO

Activity start- and end-dates: 2023-2024

Location: Mezcalapa-Samaria Sub-basin, Tabasco

Eni is supporting a water security initiative in collaboration with UNESCO, with a focus on strengthening the resilience of communities located in flood risk areas of the Mezcalapa-Samaria sub-basin. A feasibility study to improve community resilience against floods was conducted first between 2023 and 2024. As a result, in November 2024, after the conclusion of the feasibility study, Eni signed a new cooperation agreement with UNESCO to implement a project in 2025 that will result in the creation of a Water Security Plan to be jointly drafted with the communities, as well as in the updating of the maintenance programmes, the development of flood protection plans for priority infrastructures (including shelters), the development, piloting, and implementation of an early warning system, the dissemination of early warnings by the media, the creation of a manual for flood-responsive housing adaptation with a gender perspective, and the creation of a virtual museum of water in Tabasco.

Eni and UNESCO working together to boost flood resilience in Mezcalapa-Samaria

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 leveraging of human capital. Local content represents a founding element of Eni'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 areas where Eni SpA operates, local content is an effective tool for dialogue with stakeholders, fostering the establishment 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 directly from tier one local suppliers to carry out the operational activities and indirectly produced along the upstream local supply chain. This impact also includes the value of locally manufactured goods and services.
- Impact on **employment**, which considers the number of local FTE 'Full Time Equivalent' directly employed by Eni in the construction and operation phases, as well as those indirectly employed along the upstream local supply chain for the production of goods and services associated to the activities.
- Sharing and transferring of **professional skills and knowledge** in the energy and technology sectors through dedicated training for local professionals, and development of courses and programmes 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 forms, 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 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, in line with current applicable regulations and setting more ambitious goals than those established by the local legislation framework, which is also being applied.

ELCE MODEL

Since 2016, Eni has been using the ELCE (Eni Local Content Evaluation) model, validated by Politecnico di Milano, to measure the impact of its activities in the Country where it operates. This model was applied to the Mexico Area 1 project to provide a quantitative estimate of the impacts of the Project on the Country in terms of economic production and employment. The model estimates the 'direct' effects generated in the Country by the project's activities, the 'indirect' effects related to the entire supply chain and the resulting 'induced' effects linked to the increase in economic production due to the rise in wages throughout the supply chain.

Application of the ELCE Model to Mexico Area 1 Project

- The total purchases planned for Mexico Area 1 project amount to over 178 billion MXN, including both capital expenditure (CAPEX) and operating expenses (OPEX).
- The model was used to assess the positive impact that these expenses generate in terms of contribution to the Country's economy and employment.
- Every million MXN invested generates an increase in national economic production of 0.38 MMXN.
- In terms of employment, every million MXN invested generates 0.38 Full Time Equivalent (FTE) jobs, considering the overall effects, including indirect supply chain and induced effects.
- The share of local contractors and employees has increased as the operational phase becomes more established.
- About one-third of the total contract value was awarded to Mexican suppliers in 2024, contributing significantly to the local economy. These contracts primarily cover development activities and logistical support. Additionally, suppliers are also involved in community-based initiatives, linking procurement activities with local development efforts.

ECONOMIC

0.38 MMXN
of impact
for 1 MMXN invested

EMPLOYMENT

0.38 FTE
generated
for 1 MMXN invested

Sustainability in the value chain

Eni SpA has developed a 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 ESG maturity of individual companies.
2. Development and valorisation 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 the gathering of feedback.

SUPPLIER EVALUATION PROCESSES

Eni has established a set of tools and procedures to make sure that suppliers meet expectations when it comes ethical business conduct, respectful treatment of workers, as well as key HSE performances. The supplier assessment process is defined by Group-wide policies and tailored to the local context. Suppliers are contractually obligated to adhere to the principles outlined in the Supplier Code of Conduct, that leverages applicable national and international regulations, as well as guidelines and best practices aimed at preventing human rights violations.

Eni uses a risk-based approach to classify potential suppliers according to commodity codes that assess human rights, HSE (Health, Safety, and Environment), and security risks. Due diligence is conducted to identify any involvement in human rights violations, regardless of the associated risk level. This is carried out through open-source research, qualification checks, performance indicators, documentary reviews, and questionnaires applied according to the risk level, in order to minimize the likelihood of violations. Based on the risk category identified, specific additional assessment procedures are applied, including checks on whether a vendor is subject to sanctions.

During the tender phase, suppliers must meet minimum human rights requirements, particularly when the contracted activities pose significant risks. If critical issues are identified regarding human rights aspects during the qualification phase, Eni defines improvement plans focused on human rights compliance and requires the implementation of corrective actions. Lastly, the Company reserves the right to take appropriate measures against parties that fail to comply with the expectations or act in violation of the principles established in the Eni policies.

Companies must sign the Supplier Code of Conduct to acquire or retain the supplier status. At the time a contract is awarded, specific clauses are introduced to ensure compliance with human rights and anti-corruption standards. These may include provisions for on-site inspections by Eni. Throughout the execution of the contract, Eni continuously monitors contractors and subcontractors, also through social audits, using documentary verifications and performance feedback.

SUSTAINABLE PRACTICES PROMOTED ALONG THE SUPPLY CHAIN

Eni places strong importance on maintaining transparent and collaborative relationships with its suppliers, recognizing them as key partners in ensuring operational efficiency and a higher sustainability. These relationships are facilitated through the Open-es platform, a multistakeholder initiative which serves as a central hub for engagement, data sharing, and performance assessment. Through Open-es, Eni actively monitors supplier ratings and sustainability profiles, aiming to build a supply chain that is both reliable and aligned with high environmental and social standards. At the end of 2024, 128 suppliers were registered on Open-es.

In particular, vendors are required to complete a multiple-choice questionnaire within the platform, which generates an ESG profile. Responses indicating potential issues – particularly concerning human rights – are flagged and trigger a remediation process. Eni responds by providing a checklist of corrective actions that vendors must implement to maintain the business relationship.

Eni places strong emphasis on awareness and training, in line with Group-wide policies on human rights and anti-corruption. Induction sessions summarizing the Supplier Code of Conduct are held with contractors to reinforce these standards among the supply chain.

These initiative serve as both a preventive and capacity-building tool, ensuring that suppliers are not only aware of Eni's requirements but are also equipped to align their practices accordingly. 53 Suppliers were involved in awareness, measurement and collaboration initiatives on ESG and Human rights topics in 2024.

Additionally, contracts awarded to private security firms providing personnel for offices and sites are subject to specific minimum requirements to ensure alignment with the Eni ethical, HSE and human rights standards.



Reporting and performance criteria

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

The external significance of the topics derives from the context where Eni operates and from the requests and interests directly and indirectly received by Eni from various stakeholders in the reporting year, assessed based on a frequency and relevance analysis, and providing an overview of the investments that the Company is making in the Country. The data in this document represent the portion of the KPIs reported at Group level in the ‘Eni 2024 Consolidated Sustainability Statement’, subject to limited assurance by the appointed independent company and in ‘Eni for 2024 - A Just Transition’.

Unless otherwise specified, the information and quantitative data included in this document refers to Eni México, S.de R.L. de C.V.

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

PRODUCTION DATA

		2023	2024
Annual oil production	(MMbbl)	11	12
Annual hydrocarbon production	(MMboe)	13	14
Average daily oil production in Area 1	(Kboe/d)	35	39

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

(in EUR thousand)

Payments per project	Production Entitlement	Taxes	Royalties	Bonuses	Fees	Infrastructure Improvements	Total
Area 1	225,326 ^(b)	-	73,003 ^(c)	-	374	-	298,703
Exploration projects	-	-	-	-	14,979	-	14,979
Area 9	-	-	-	-	1,284	-	1,284
Total	225,326	-	73,003	-	16,637	-	314,966

Payments per government	Production Entitlement	Taxes	Royalties	Bonuses	Fees	Infrastructure Improvements	Total
Fondo Mexicano del Petroleo	225,326 ^(b)	-	73,003 ^(c)	-	9,657	-	307,986
Secretaria de Hacienda y Credito Publico	-	-	-	-	6,980	-	6,980
Total	225,326	-	73,003	-	16,637	-	314,966

(a) [Report payments governments 2024](#).
(b) Includes 3,604 KBOE paid in kind.
(c) Includes 1,086 KBOE paid in kind.

Carbon neutrality by 2050

		2023	2024
Direct GHG emissions	(million tonnes CO ₂ eq.)	0.17	0.181

Environmental protection

Protection of water

		2023	2024
Total water withdrawals	(million m³)	2.21	1.27
of which: sea water		2.20	1.26
of which: freshwater		0.005	0.006
of which: from surface water bodies		0	0
of which: withdrawn from underground		0.005	0.006
other		0	0
freshwater withdrawals from areas with water stress		0	0

Waste^(a)

		2023	2024
Total waste from production and construction activities:	(million tons)	0.09	0.04
of which: non-hazardous		0.04	0.01
of which: hazardous		0.05	0.03

(a) In 2023, the reporting perimeter in the database excluded one off shore location, the wellhead platform Mitzón, while it is included in 2024, thus accounting for the decrease in tons of waste produced.

Certification of HSE management systems

		2023	2024
Total Certifications:	(number)	2	2
ISO 14001 certification		1	1
ISO 45001 certifications		1	1

Value of our people

Employment

		2023	2024
Employees as of December 31 st	(number)	274	235
Resident in Mexico		182	180
Employees by gender		274	235
Men		207	178
Women		67	57
Employees by contract		274	235
Permanent		141	101
Fixed term		133	134
Employees by professional category		274	235
Senior managers		5	3
Middle managers		71	54
White collars		198	178
Blue collars		0	0
Employees by age		274	235
Under 30		31	18
30-50		211	197
Over 50		32	20

Training

		2023	2024
Total training hours	(hours)	4,550	4,068
HSE and Quality		1,009	1,303
Language and IT		74	39
Conduct/Communication/Institutional		436	552
Professional - cross cutting		924	1,700
Professional - technical/commercial		2,107	474
Training expenditures	(€ million)	0.307	0.146
Training hours on safety	(hours)	672	754

Health

		2023	2024
Employees included in health surveillance programs	(number)	274	235
Number of health services provided		5,079	7,493
Number of registrations to health promotion initiatives		389	445
of which: by employees		320	380
of which: by contractors		64	45
of which: by relatives		5	20

Safety

		2023	2024
TRIR (Total Recordable Injury Rate)	(Total recordable injuries/worked hours) x 1,000,000	0.49	0.55
Employees		0.00	0.00
Contractors		0.56	0.62
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
Total safety expenditures and investments	(€ million)	0.17	0.30
Training hours on safety	(hours)	672	754

Alliances for development

Investments for local development

		2023	2024
Investments for local development	(€ million)	4.25	7.12



Eni SpA

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

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