

Eni in CÔTE D'IVOIRE

SUSTAINABILITY
LOCAL REPORT
2025



Mission

We are an energy company.

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

Global goals for a sustainable development

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



Eni in CÔTE D'IVOIRE

SUSTAINABILITY LOCAL REPORT 2025

Disclaimer

Eni Sustainability Local Report in Côte d'Ivoire 2025 is a document that contains certain forward-looking statements related to the different topics covered therein. The forward-looking statements are based on assessments, forecasts and beliefs of Eni's management which are deemed reasonable in light of the information available at the time they were formulated. 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. Therefore 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, development of scientific research, changes in the stakeholders' expectations and other changes to business conditions. The readers of the document are therefore invited to take into account a possible discrepancy between the forward-looking statements included and the results that may be achieved as a consequence of the events or factors indicated above. Eni Sustainability Local Report in Côte d'Ivoire 2025 also contains terms such as, for instance, 'partnership', which are used merely for convenience and have no technical or legal implication. In this report 'Eni' means Eni Côte d'Ivoire Ltd.

Photos

All the photos of the covers and the Eni Sustainability Local Report in Côte d'Ivoire 2025 come from the Eni photographic archive.

Translations

The original text of the Eni Sustainability Local Report in Côte d'Ivoire 2025 – where not otherwise indicated – is in English. Translations into other languages are taken from the original text. In the event of discrepancies, the contents of the English version shall prevail over translations into any other language.

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Message to our Stakeholders



Luca Faccenda
MD Eni Côte d'Ivoire

It is a great pleasure to present, for the third consecutive year, the sustainability performance of Eni in Côte d'Ivoire. Despite challenging global conditions, in 2025 we consolidated our progress and directly contributed to Côte d'Ivoire's greater energy self-sufficiency and transition. Building on the exceptional results of prior years, we welcomed Vitol into our joint venture to develop assets of strategic national importance.

Today, Baleine delivers over 62,000 barrels of oil and more than 75 million cubic feet of gas per day from Phases 1 and 2. With the development of Phase 3, total production is expected to rise to 150,000 barrels of oil and 200 million cubic feet of gas per day, cementing its role as a cornerstone of Côte d'Ivoire's domestic energy supply. In line with our global strategy, which is progressively shifting our portfolio towards gas production, in 2026 we announced a major discovery with Murene South 1X in Block CI-501. The Calao South find confirms the significant potential of the Calao channel complex and stands as the Country's second largest discovery after Baleine, with estimated resources of up to 5.0 Tcf of gas and 450 million barrels of condensate (roughly 1.4 billion barrels of oil equivalent).

Beyond production and exploration, our progress in 2025 advances local development and increased environmental protection in line with the national development plans and objectives. Our programmes to produce vegetable feedstock for biofuel and to promote carbon offsetting have scaled materially: the Hevea seed collection campaign more than tripled farmer participation year on year, engaging 18,500 farmers across 209 cooperatives and 172,000 hectares of rubber plantations - indirectly benefiting an estimated 92,000 household members. Improved cooking solutions have reached over 860,000 people across 1,837 villages, while the programme has set a target of reaching more than 680,000 households (approximately 3.4 million people) by 2030. Between June and August, we completed our inaugural reforestation campaign, planting over 100,000 native seedlings across 100 hectares in the Yapo Abbé and

Massé Mé forests - part of a broader restoration effort, developed with the Ministry of Water and Forests and local communities, that aims to plant up to 12 million native trees through community-managed nurseries by 2032.

Looking at our social footprint and investment in national human capital, we have promoted numerous initiatives. Several key milestones were achieved in 2025, including the successful completion of four local development projects that benefited more than 9,000 students and over 32,000 people through improved access to healthcare services. Additionally, 120 students participated in the fourth edition of the Mastère Professionnel Développement et Production des Gisements d'Hydrocarbures and the Mastère Professionnel Raffinage et Distribution des Produits Pétroliers at the Institut National Polytechnique Félix Houphouët-Boigny, while the 'Sustainable Jobs' project was launched to enhance youth employability in the Sud-Comoé region through ICT and digital skills development. Finally, to strengthen international cooperation and scale our impact, in June 2025 we signed a Letter of Intent with the Italian Agency for Development Cooperation (AICS) to identify joint initiatives in economic diversification, education, technical and vocational training, access to water, hygiene and sanitation, community health and youth entrepreneurship, paving the way for new programmes in the years ahead.

At Eni, we believe that long-term success is built on responsible partnerships, innovation and shared value. Our commitment extends beyond energy production: we are dedicated to supporting Côte d'Ivoire's ambitions for a progressive sustainable economic growth, social inclusion and environmental stewardship. Together with our partners, institutions and local communities, we will continue to deliver reliable energy while creating lasting opportunities for current and future generations.

I would like to express my sincere gratitude to the Government of Côte d'Ivoire, our institutional partners, local communities, employees, contractors and all stakeholders whose trust, collaboration and commitment have made these achievements possible. Their continued support inspires us to move forward with confidence as we build a more sustainable energy future for Côte d'Ivoire.

Luca Faccenda
MD Eni Côte d'Ivoire

Why read the Eni Sustainability Local Report in Côte d'Ivoire 2025?

Eni Sustainability Local Report in Côte d'Ivoire 2025 highlights Eni's contribution to a Just Transition, presenting the activities conducted at local level in the Country, combining the achievement of business objectives with sharing social and economic benefits with the workers, suppliers and communities involved in the context of operation, in an inclusive and transparent way.

Eni is present in Côte d'Ivoire to diversify the traditional upstream portfolio by maximising the value of natural gas, while strengthening the Country's role in the broader African energy system.

Furthermore, the development of a local vegetable oil supply chain, used as more sustainable feedstock for Eni's biorefineries, integrates the Country into the biofuel value chain.

Eni's activities proceed in parallel with local development projects, which are based on the knowledge of local specificities and on the willingness to work alongside Côte d'Ivoire to promote an increasingly sustainable development, also through partnerships with nationally and internationally recognised players.

The Sustainability Local Report is structured according to the five levers of the integrated business model which define Eni's scope of action to create long-term value for all stakeholders.

- [Eni Annual Report 2025.](#)
- [Eni for 2025 - A Just Transition.](#)



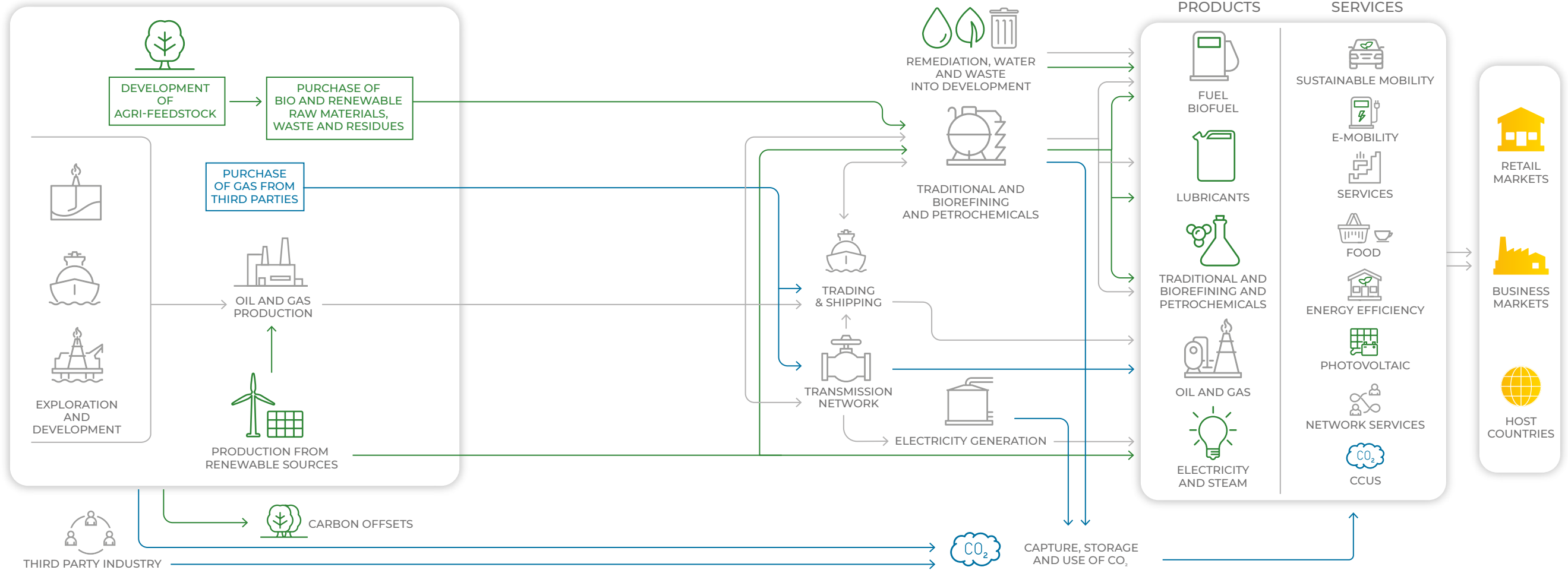
Eni's activities: the value chain

Eni is an energy Company, integrated along the entire value chain, operating in 62 Countries worldwide with over 32 thousand employees. It has a significant presence in the traditional activities of exploration and production of conventional oil and gas and in the marketing of gas/ LNG through an extensive supply portfolio. Eni is engaged through innovative business models in the development of new energies and decarbonisation services: renewables from solar/ wind, biofuels, biochemistry, CO₂ capture/sequestration and research lines on new energy paradigms (magnetic fusion, chemical recycling of plastics).

The development of effective sustainable solutions is leveraging on available technologies capable of immediately contributing to the reduction of emissions.

Eni's operations use a global supply chain for the procurement of capital goods, raw materials, works and services.

OUR VALUE CHAIN



Business Model

Eni'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.

Eni is committed to contribute to ensuring energy security, leveraging on a global portfolio and on alliances with producing Countries. At the same time, Eni implements a transition strategy based on a technologically neutral and pragmatic approach.

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

The operation of the business model is based on the best possible use of all resources (inputs) available to the organisation and their transformation into output, through the implementation of the strategy.

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

CARBON NEUTRALITY BY 2050

Eni is undertaking a pathway aimed at achieving the decarbonisation of its processes and energy products by 2050 through the deployment of both existing and emerging technologies, in line with the principle of technological neutrality. Eni complements the energy transition with a pragmatic, gradual and orderly approach, leveraging on a set of industrial and technological solutions aimed at progressively reducing emissions and expanding the supply of lower carbon intensity services and energy. In this context, natural gas plays a central role in the transition due to its lower carbon content compared to other fossil fuels and its flexibility, complementing other energy solutions that will become increasingly important in meeting energy demand.

ENVIRONMENTAL PROTECTION

Eni is committed to protect the environment through the search for innovative solutions aimed at reducing the impact of its operations, ensuring 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 maximising the recovery and valorisation of waste and scraps.

VALUE OF OUR PEOPLE

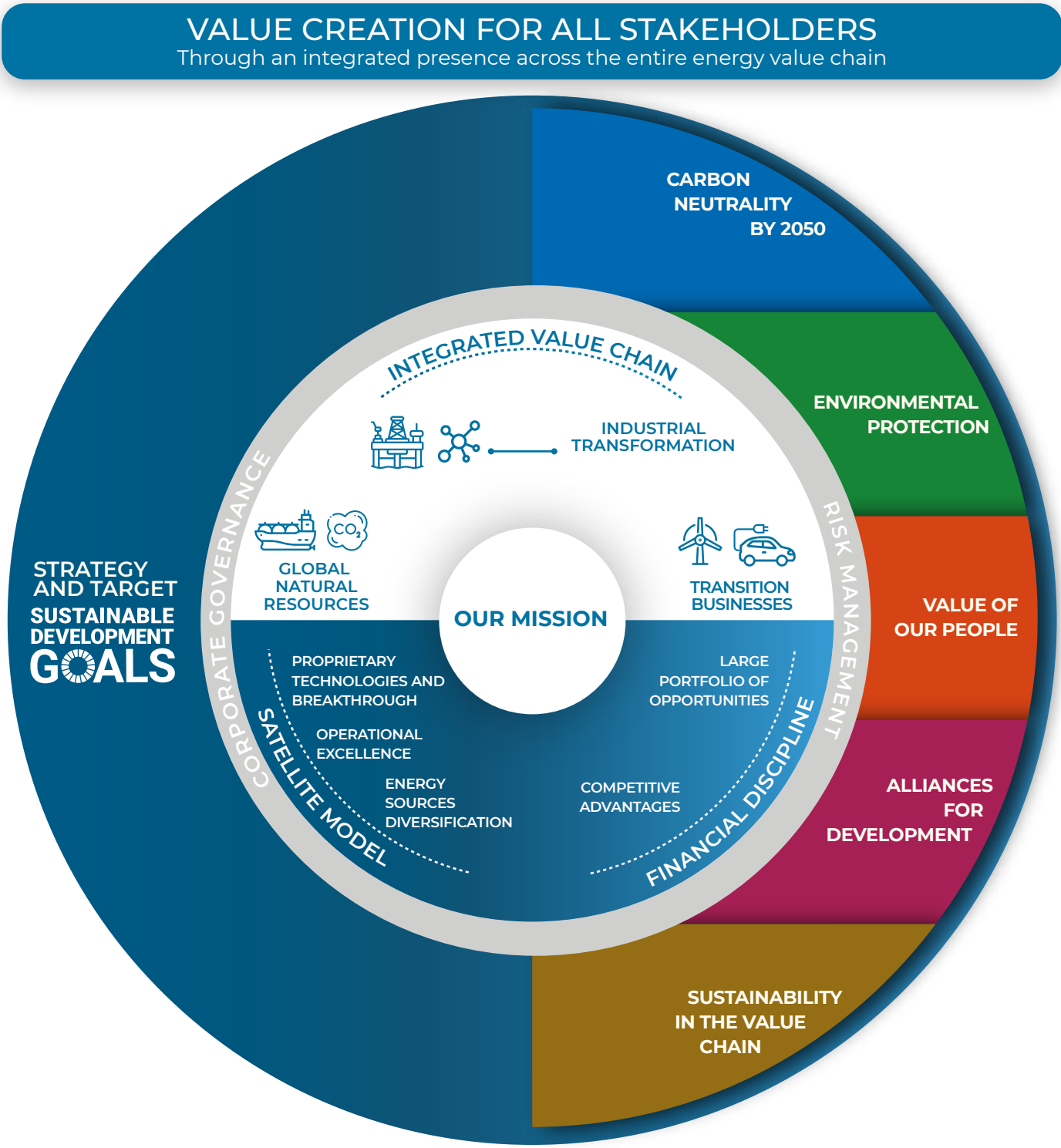
Eni recognises the value of its people as a fundamental element for the success of the Company and for this reason guarantees a working environment free from any form of discrimination that favours the full development of everyone's potential, promoting the development of a culture based on dissemination 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 aims to contribute to the reduction of energy poverty in the Countries in which it operates, integrating the development of industrial projects and initiatives aimed at host communities, transferring knowhow and skills to local partners. According to the so-called 'Dual Flag' approach, Eni's action is based on a deep respect for the individual, on knowledge of local instances and on the willingness to engage alongside Countries to promote the sustainable development, also through partnerships with nationally and internationally recognised actors. In these Countries, Eni promotes initiatives to support local communities to promote, in addition to the access to energy, economic diversification, training, community health, access to water and sanitation and land protection, in collaboration with international actors and in line with National Development Plans and the 2030 Agenda.

SUSTAINABILITY IN THE VALUE CHAIN

Eni promotes the sustainable development of its supply chain, recognising 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. Jointly, Eni 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 companies in Côte d'Ivoire

ENI CÔTE D'IVOIRE LTD

Eni Côte d'Ivoire Ltd is the Company involved in exploration and production activities in Côte d'Ivoire. It is mainly involved in the operation of the Baleine offshore facilities, an extensive oil and associated gas field discovered in 2021 and the Calao Channel Complex, discovered in 2024, which is estimated to hold up to 5 trillion cubic feet (tcf) of gas.

For all activities related to Oil & Gas upstream operations, Eni Côte d'Ivoire Ltd uses standard ISO 26000:2010 as a reference document for integrating social responsibility into its activities, policies, strategies, procedures and objectives.

ENI NATURAL ENERGIES (ENE)

The recently incorporated Eni Natural Energies Côte d'Ivoire (ENE), established in 2024, operates in the production of agri feedstocks derived from agro industrial and agricultural residues, supplied to the Enilive biorefineries. After an initial phase of operational consolidation, the production of rubber seed oil continued through collaboration with the Federation of Hevea Producers of Côte d'Ivoire (FPH CI), representing a key contribution to the value chain of more sustainable fuels and to local development. In 2025, the initiative scaled up significantly, engaging approximately 18,500 farmers and 209 cooperatives, further strengthening its contribution to responsible sourcing and rural development.



KEY HIGHLIGHTS IN THE COUNTRY

BALEINE AND CALAO HIGHLIGHTS

2.5 billions of standard barrels total oil present in the Baleine field
3.3 tera standard cubic feet total gas present in the Baleine field
5 trillion cubic feet of gas total potential resources of Calao

ENI BLOCKS IN CÔTE D'IVOIRE

11 operated blocks
10 blocks under exploration
2 blocks in production¹
1 new exploration block acquired in 2025

GAS DELIVERED TO THE DOMESTIC MARKET IN 2025

21.5 billion standard cubic feet (bscf)

NUMBER OF PEOPLE EMPLOYED IN THE COUNTRY

130

NUMBER OF COOPERATION AGREEMENTS AND MEMORANDUM OF UNDERSTANDING IN THE COUNTRY

7 Cooperation Agreements with NGOs
1 Cooperation Agreement with an International Organisation
2 Agreements with a Higher Education Institute
5 MoUs with Ivorian Ministries
(Health, Education, Water & Forest, Environment and Sustainable Development)

PAYMENT TO CÔTE D'IVOIRE GOVERNMENT IN 2025²

€358 million

¹ As Block CI-802 contains an exploration area and a development area, it is accounted for separately as exploration and production.
² Cash payments and in-kind payments, mainly relating to taxes, production entitlements, royalties and bonuses, made to governments as part of Eni's activities in the exploration, prospection, discovery, development and extraction of oil (including condensates) and natural gas. The figure includes all payments to the State and State-owned entities.

Stakeholder engagement activities

390+ Stakeholders mapped and monitored in 2025

Stakeholder engagement is central to Eni way of working, and the Eni SpA's Code of Ethics highlights the value of transparency. Eni is committed to ongoing dialogue with its stakeholders. Providing them with clear and honest information enables a just energy transition and their participation helps to maximise long-term value creation.

With its presence in the Country, Eni is actively involved in numerous stakeholder engagement activities at local level, aimed at establishing solid and candid relationships with all stakeholder groups and promoting a collaborative approach that generates positive impacts on the territory. Eni adopted the Company's 'Stakeholder Management System' (SMS) application which mapped over 390 stakeholders in 2025. Stakeholders were involved in the following initiatives:

ENI'S PEOPLE	• Monthly dialogue and engagement with employee representatives and trade unions to discuss benefits and improvements to working conditions and social life for agents/employees. • Breast Cancer Screening and Awareness Day. • Awareness campaign on food education, raising employees' awareness on good eating habits. • Team-building activity involving all employees to raise awareness on diversity & inclusion issues. • Sharing with all employees the Eni SpA Diversity & Inclusion Policy adopted in Côte d'Ivoire through internal channels.
LOCAL COMMUNITIES AND COMMUNITY-BASED ORGANISATIONS	• Behavioural Change Campaign of the Clean Cooking Programme to raise awareness about the benefits in terms of health, nutrition and lower environmental impact, associated with the use of improved cookstoves. • Concerning the Clean Cooking Programme, cooking demonstrations were organised with local and international chefs and nutritionists to raise awareness on food safety practices and the preparation of balanced and nutritious meals. This initiative also led to the publication of the book 'Culinary Art - Health and Energy.' • Continued collaboration with the Ivorian Federation of Rubber Producers (Fédération des Producteurs de Hévéa de Côte d'Ivoire - FPH-CI). • Working directly with local artisans and designers, particularly women and young people, we supported sustainable fashion sector. The project built local technical and professional skills, improved production standards and equipment, supporting more sustainable livelihoods for local communities. • Trainings and orientations sessions to youth in ICT, digital and marketing skills to increase their employability and fill the digital gap thanks to the "Sustainable Jobs" Project.
NATIONAL AND INTERNATIONAL INSTITUTIONS	• In April 2025, two stakeholder engagement sessions were held in Agboville and Adzopé to present the Conservation and Restoration of Classified Forests (CRCF) project, generating strong interest and positive feedback from national and local authorities and stakeholders.
CONTRACTORS, SUPPLIERS AND BUSINESS PARTNERS	• 50 local contractors have been engaged to provide a wide range of goods and services for asset maintenance, logistics and general services (up to 70 contracts), such as: ICT, Drilling, Project Management, Training, HSEQ, Health services, Event Management.
UNIVERSITIES, RESEARCH CENTRES AND INNOVATION HUBS	• Research and training agreements with the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB), Polytechnic University of Milan, University of Perugia and University of Pavia for strengthening knowledge on the energy sector.
ORGANISATIONS FOR DEVELOPMENT COOPERATION	• Letter of Intent (LoI) signed in June 2025 with the Italian Agency for Development Cooperation (AICS) that identifies economic development and diversification, education, technical and vocational training, Water Sanitation Hygiene (WASH), community health and youth employability and entrepreneurship as potential areas of cooperation for joint and/or synergistic initiatives.

The Stakeholder Management System (SMS) application allows the monitoring of stakeholders and timely management of their grievances and requests. No grievances were registered in 2025, and three grievance mechanisms have been adopted, respectively by Eni and their partners in the Clean Cooking Programme, the Forestry Project and the Hevea seeds collection activities.

For more information, please refer to the section [Stakeholders engagement](#) in the [2025 Eni Sustainability Statement](#).

FOCUS ON

Launch of the 2024 Sustainability Report in Côte d'Ivoire

The launch of the 2024 Local Sustainability Report in Côte d'Ivoire, reaffirmed Eni's commitment to a just energy transition capable of integrating economic growth, social inclusion, increased environmental protection and the enhancement of local human capital. An official event was held on the 3rd September 2025 bringing together institutional representatives, contractors, operators, NGOs, employees and the general public to announce the publishing of the report and share the accomplishments highlighted in the document.

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

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

The subject shifted to local development with a strong emphasis on environmental, social and governance (ESG) principles and local content. The conversation highlighted Eni's commitment to more sustainable practices that benefit both the Company and the communities it serves.

Finally, the last panel was dedicated to the development of partnerships, with a closer look at the partnerships with CUAMM Doctors with Africa NGO, the International Trade Centre (ITC) and Iveco Group. It was highlighted how the partnerships established by Eni create valuable educational and upskilling opportunities and contribute to the economic diversification of the region.

The day closed with a networking lunch, reinforcing connections and setting new paths for continued progress towards a more sustainable future for Côte d'Ivoire.



Human rights

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

HUMAN RIGHTS COMMITMENT Human rights have been incorporated into governance policies and processes, including through the structuring of appropriate training frameworks.	DUE DILIGENCE Eni has adopted a management system which includes a set of processes and tools to assess the most relevant issues, risks and impacts related to the respect for human rights.	ACCESS TO REMEDY Eni ensures that complaints are handled appropriately through its grievance mechanism and whistleblowing process, and participates in non-judicial institutional mechanisms, such as cases submitted to the National Contact Point in accordance with the OECD guidelines.
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HUMAN RIGHTS DUE DILIGENCE

Eni SpA has developed a risk-based human rights due diligence model, which is based on shared responsibility across various business functions that work together to identify, prevent, mitigate and report on impacts on human rights. The model follows a multidisciplinary approach that is integrated into business processes, enabling risks to be mapped, impacts to be assessed, appropriate mitigation measures to be adopted and their effectiveness to be monitored.

At every operational stage of the model, a central role is played by the stakeholder engagement process, which aims to gather their views and structure appropriate prevention and management measures. To facilitate the pursuit of remedies where impacts have been identified and, more generally, the continuous improvement of the system, access to complaint mechanisms and reporting channels is guaranteed and the management of related requests is ensured.

For further information, please refer to the [Human Rights section of Eni's 2025 Sustainability Statement](#) and [Eni for 2025 - A Just Transition](#), as well as [Eni for Human Rights 2024](#).

Anti-corruption

THE ANTI-CORRUPTION COMPLIANCE PROGRAMME

Eni SpA's Anti-Corruption Compliance Programme, adopted in 2009, is a comprehensive system of rules, controls and organisational safeguards aimed at preventing the offenses of corruption and money laundering. The system is certified both to ISO 37001:2016 'Anti-bribery Management Systems' (the first Italian Company to obtain this certification), and as of 2024, to ISO 37301:2021. Subsidiaries must adopt the Anti-Corruption Regulatory Instruments issued by Eni SpA, while non-controlled affiliates are encouraged to comply with specific anti-corruption standards. Relevant activities within the Anti-Corruption Compliance Programme and the planning of such activities for subsequent periods are the subject of an annual report, which is an integral part of the integrated Compliance Report to the Management and Control Bodies of Eni SpA. The Company also implements anti-corruption initiatives with respect to its value chain by including specific contractual clauses and compliance declarations that require adherence to the principles of Eni SpA's Code of Ethics and to the main internal anti-corruption regulations. Eni SpA applies a structured compliance risk assessment and monitoring process to identify, assess and track corruption risks, analyse risk trends through second-level controls and risk indicators, and support updates and risk-based Risk Treatment actions to ensure ongoing compliance and control effectiveness. (For more details, see the chapter [The Anti-Corruption Compliance Programme of Eni for 2025 - A Just Transition](#).)

ANTI-CORRUPTION MONITORING AND CONTROL ON THE SUPPLY CHAIN

Potential suppliers' corruption risk is monitored through a risk-based qualification process, assessing technical capacity, economic and financial reliability, ethical and reputational profile, and — where higher risk applies — the adoption of an Anti-Corruption Compliance Programme. Suppliers are also subject to counterparty risk assessment, including checks on Reference Lists, Related Parties and Persons of Interest, to ensure alignment with Model 231/Compliance Model principles, the Code of Ethics, the Supplier Code of Conduct, anti-corruption and anti-money laundering laws, and human rights standards.

Contracts include Business Integrity clauses providing audit rights for Eni SpA in high-risk cases and contractual remedies in the event of compliance breaches, in addition to compliance with the ECG Policy 'Anti-Corruption'. Subcontractors are equally subject to advance audits focused on ethical and reputational reliability. Their contracts — drawn up exclusively in written form — are expected to include compliance commitments equivalent to those of the main supplier.

ANTI-CORRUPTION TRAINING

Eni SpA promotes, across all Company levels, a culture grounded in legality, rule compliance, integrity and the principles of conduct and control adopted by the Company. To support this commitment, the Company delivers an anti-corruption training programme through e-learning modules and classroom sessions. Employees are systematically segmented by risk level using a dedicated risk assessment methodology to define the target training audience. The programme is structured into differentiated depth levels ('basic', 'specialist', and 'ultra-specialist'), assigned according to each employee's exposure to corruption risk. Classroom training is scheduled based on the risk profile of each Country/Company, determined through a set of carefully selected indicators. To enhance engagement and practical relevance, interactive case studies and multiple-choice questions are used to test understanding and stimulate discussion on organisation-specific issues. In Côte d'Ivoire, in 2025, Anti-Corruption training activities involved the participation of newly hired employees who completed the e-learning course 'Being Eni: Code of Ethics, Anti-Corruption and Corporate Responsibility.'

Carbon neutrality by 2050

ENI'S DECARBONISATION PLAN

The global energy system is facing increasingly complex challenges in the short and medium-term, also in light of the current geopolitical context and the economic dynamics affecting the security and stability of energy supply. In this scenario, the transition towards lower-emission energy systems must proceed while also ensuring energy availability and equitable access.

Eni SpA addresses these challenges through a strategy aimed at the progressive reduction of greenhouse gas (GHG) emissions associated with its business activities, while continuing to provide the energy products to its customers.

The commitment to managing and reducing emissions from its operations has long-standing roots: since the early 2000s, best practices adopted in asset management have led to the development of increasingly structured systems for monitoring and reporting GHG emissions, accompanied by initiatives aimed at reducing direct emissions. Starting from 2016, as the international context and stakeholder expectations evolved, this approach resulted in the definition of the first public targets aimed at improving the emissions performance of operated assets. Since 2020, Eni SpA further structured a decarbonisation pathway by extending its targets to include indirect emissions along the energy product value chain, with the goal of achieving Carbon neutrality by 2050. This pathway is articulated through a set of targets and intermediate milestones including, the achievement of Net Zero Scope 1 and 2 emissions in the Upstream business by 2030 and across the entire Company by 2035, as well as the progressive reduction of the GHG emissions intensity (Scope 1, 2, and 3) to Net Zero by 2050.

To achieve these targets, decarbonisation levers and technologies have been identified across different business activities and regions in which Eni SpA operates. These are implemented and tailored in a targeted manner, with time horizons that reflects the technological and commercial maturity of each solution. The pace of this transformation and the contribution of each lever will depend on a number of external variables, including market trends, scientific and technological developments, and the evolving regulatory framework.

Within this framework, Eni SpA promotes the development of projects and initiatives considering local socio-economic and environmental conditions, as well as stakeholders needs and expectations. The main actions carried out in Côte d'Ivoire are outlined below, broken down by area of intervention or decarbonisation technology.

FOR MORE INFORMATION

See [Eni for 2025 - A Just Transition](#) in the section [Carbon neutrality by 2050](#).

Reduction of methane emissions and gas flaring

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

As part of Eni's commitment to achieving the Gold Standard of the Oil and Gas Methane Partnership 2.0 (OGMP 2.0), Eni Côte d'Ivoire continued implementing key methane emissions monitoring and reduction initiatives across the Baleine development.

Baleine Phase 1

Following the LDAR campaign conducted in 2024 using an Optical Gas Imaging (OGI) thermal camera, fugitive emissions on Baleine Phase 1 continued to decrease in 2025, from 14.4 tCH₄/year to 13.1 tCH₄/year (-1.3 tCH₄/year), demonstrating the effectiveness of the monitoring and repair actions implemented on the FPSO and Onshore Receiving Facilities (ORF).

Baleine Phase 2

With the startup and increase of production from Baleine Phase 2, total fugitive emissions for the Baleine development reached 29.63 tCH₄/year. The additional 16.53 tCH₄/year corresponds to the contribution from Phase 2 facilities.

As part of the OGMP implementation roadmap, a desktop study for Baleine Phase 2 was completed in 2025, while on-site monitoring activities and emissions measurements are planned for 2026.

These initiatives highlight Eni Côte d'Ivoire's continued commitment to rigorous methane emissions management and reduction, supporting Eni's broader objectives concerning decarbonisation and environmental stewardship.

Reduction of fugitive emissions on Baleine Phase 1 in 2025:

-1.3 tCH₄/year

Baleine is set to become the first Net Zero emissions upstream project in Africa (Scope 1 and 2)

Residual emissions are fully offset through forestry and clean cooking projects



Gas-weighted portfolio

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

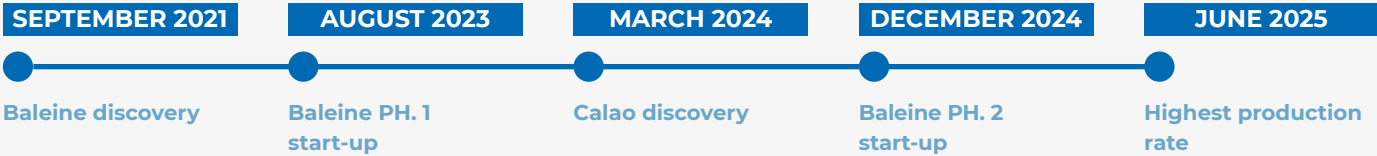
In 2021, Eni discovered an extensive oil and associated gas field 70 km off the coast of Abidjan at a depth of 1,200 metres. The discovery, named Baleine (the French word for 'whale'), is the largest hydrocarbon discovery ever made by an energy company in Côte d'Ivoire, and it is also the first commercial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

- 1. production via the first FPSO (Floating Production, Storage and Offloading unit), which started in 2023;
- 2. production via a second FPSO & FSO, which started at the end of 2024;
- 3. further developments are planned to increase total field production, targeting a peak daily rate of up to 150,000 bbl/d oil and 200 Mscf/d gas.

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

Baleine was developed with excellent HSE performances in record time thanks to Eni's unique fast-track approach, which consists in running the design, authorisation and execution phases in parallel. An innovative aspect of the project was the refurbishment of existing offshore production units for the project's Phase 1 and 2, which was technologically upgraded to ensure an accelerated startup. The refurbishment of the FPSO optimised costs and time and minimised the usage of energy and construction materials. The project also involved the construction of a 90 km gas export pipeline, with 80 km offshore and 10 km onshore, connecting the FPSO to the onshore receiving facility located in Abidjan. In early November 2023, the first gas produced from the Baleine field was transported onshore for power generation, thereby supporting the Country's energy demand. Baleine is set to be the first Net Zero emission Upstream project (Scope 1 and 2) in Africa. This is made possible by the adoption of best available technologies that minimise the operations' carbon footprint, including high-efficiency plant solutions, processes for energy recovery, reduction and control of fugitive emissions. Residual emissions are offset by leveraging forestry initiatives and clean cooking projects, which also contribute to value creation for local stakeholders, in line with Eni's approach to a more sustainable development. In addition, a wide range of social initiatives in the areas of vocational training, education, health and economic diversification complement Eni's collaboration with the Country and further demonstrate the Company's commitment to a Just Transition.

After the start-up of Phase 1 in 2023, in line with the timeline, in December 2024, Eni successfully started the Phase 2 production from the Baleine field, marking a crucial step in the development of Côte d'Ivoire's offshore. Thanks to this milestone, production reached 60,000 barrels of oil per day in Q2 2025 and around 80 million cubic feet of exported gas (equivalent to 2.2 million cubic metres per day). In Phase 2 the Floating Production, Storage and Offloading Unit (FPSO) 'Petrojarl Kong' is deployed alongside the Floating Storage and Offloading Unit (FSO) 'Yamoussoukro' for the export of oil, while 100% of the processed gas supplies the local energy demand through the connection with the pipeline built during the project's Phase 1. This achievement further consolidates Côte d'Ivoire's role as a producing Country on the global energy scenario, strengthening access to energy on a national and regional scale. The rapid development of Baleine Phase 2 confirms Eni's excellent time-to-market, enhanced also by the renovation and reuse of the 2 units.



CALAO: THE SECOND LARGEST OFFSHORE DISCOVERY IN THE COUNTRY

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

Murène-1X drilling operations were carried out between January and March 2024 approximately 45 kilometres off the coast, reaching a depth of 5,000 metres and in water depths of around 2,200 metres. The well encountered light oil, gas, and condensates in various intervals of Cenomanian age characterised by good to excellent permeability values. Preliminary assessments indicate potential resources ranging between 3 and 5 Tcf of gas.

Following the discovery, the Calao appraisal programme was approved in May 2025, including at least a two-well appraisal campaign aimed at confirming the full potential of the discovery and supporting future development options.

In February 2026, Eni announced Calao South, a major gas and condensate discovery drilled through the Murene South-1X well in Block CI-501, approximately 8 kilometers southwest of Murene-1X. The well confirmed the extension and potential of the broader Calao channel complex. Preliminary estimates indicated the volumes of up to 5 trillion cubic feet of gas and 450 million barrels of condensate, for a total of around 1.4 billion barrels of oil equivalent. With Calao South, the Calao complex was confirmed as Côte d'Ivoire's second-largest hydrocarbon discovery after Baleine.

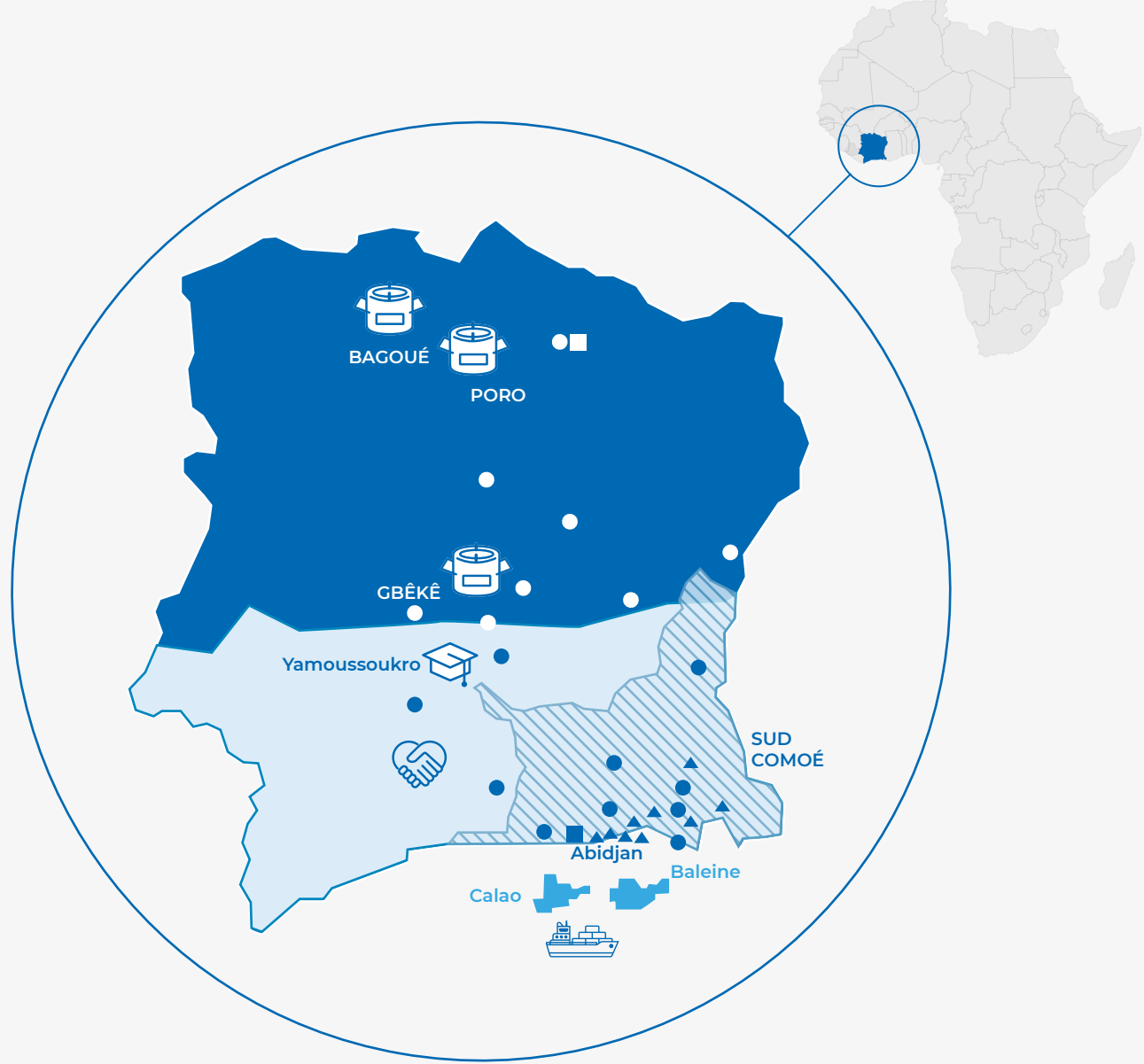
The strategic relevance of Calao has been further strengthened by the expansion of Eni's exploration portfolio in the Ivorian offshore. In December 2024, the company entered Blocks CI-504, CI-526, CI-706 and CI-708, covering a total area of approximately 5,720 square kilometres in water depths ranging from 1,000 to 3,500 meters. The proximity of these blocks to the Calao discovery provides a strategic opportunity to leverage the geological knowledge acquired and develop potential exploration and development synergies.

In September 2025, Eni further consolidated its presence in the Country through its entry on Block CI-707. The block displays geological continuity with nearby block CI-205, where the Calao discovery was made, and provides additional potential to identify analogous structures and create future development synergies.

5 Tcf of gas
in place
total potential resources



OUR PRESENCE IN CÔTE D'IVOIRE



SYMBOL LEGEND



Agri-feedstock
Production
of vegetable
oil from Hevea seed



Forestry Project
Lagunes & Comoé



**Upstream
Operations**



**Local Development
Projects Abidjan & Sud
Comoé**

▲ Public schools

● Health centres

■ Vocational training



**Improved
cookstoves
distribution**

Gbêkê, Poro and
Bagoué



INP-ESPE

Master upstream
and downstream,
Technical Training

Biofuels

PRODUCTION OF VEGETABLE OIL AS MORE SUSTAINABLE FEEDSTOCK FOR BIOREFINERIES

In 2021, Eni and the Republic of Côte d'Ivoire, represented by the Minister of Mines, Petroleum and Energy, signed an agreement to collaborate on projects focused on emissions offsetting, renewable energy and achieving a more sustainable development. Among these projects is the production of vegetable oil from agricultural byproducts in the rubber tree value chain, to be used as Agri-feedstock for the production of biofuels, in line with a circular economy approach and more responsible sourcing principles.

The initiative was operationally launched in July 2023 through the signature of an agreement with the Ivorian Federation of Hevea Producers (Fédération des Producteurs d'Hévéa - FPH-CI), which represents more than 200,000 families involved in latex rubber cultivation. The certification of the vegetable oil under the ISCC-EU scheme, one of Europe's main sustainability certification frameworks for renewable energy, highlights the project's environmental and social relevance. This collaboration enables the valorisation of rubber seeds – traditionally considered low-value or unused agricultural residues mainly destined for replanting – while at the same time generating direct economic benefits for farmers and cooperatives.

Since project kick-off, the operating model implemented in Côte d'Ivoire has been progressively strengthened, combining plantation geolocation, structured seed collection systems and data-driven monitoring tools. Rubber plantations involved in the initiative are well distributed across the coastal zone, the south-west of the Country near the border with Liberia, as well as central and eastern regions of Côte d'Ivoire, enabling broad geographic outreach and scalability. Eni supports seed collection activities by providing cooperatives with basic equipment such as small weighing scales, bags for proper seed handling and moisture meters, which are essential to ensure seed quality and optimise vegetable oil production. All field data are managed through an agronomic digital platform developed by Eni and adapted to African geographies, supporting traceability, monitoring and continuous improvement along the supply chain.

Once collected, seeds are processed locally in a pressing facility near Abidjan, operated by a third party and equipped with advanced extraction technologies. In October 2023, less than three months after signing the agreement with FPH-CI, the first Hevea seed oil was successfully produced, marking an important milestone in the operational development of the project. Throughout 2024, Eni focused on consolidating and stabilising the operating model, expanding farmer participation and strengthening engagement with cooperatives. During the year, around 6,000 farmers and 164 cooperatives actively participated in the Hevea seed campaign. In parallel, Eni continued to diversify its vegetable oil portfolio in Côte d'Ivoire, including by signing in September 2024 a one-year supply agreement for 6,000 tons of Cashew Nut Shell Liquid (CNSL).

In 2025, the Hevea seed campaign represented a major step change in scale and overall impact. The number of farmers involved more than tripled, compared to 2024, reaching approximately 18,500 farmers (6,000 in 2024), corresponding to an estimated 92,000 people indirectly involved when considering farmers' households. The campaign engaged 209 cooperatives, operating across approximately 172,000 hectares of rubber plantations nationwide, reflecting both the robustness of the operating model and the strong commitment of local farming organisations. During the year, support to the seed collection and post-harvest handling chain was further strengthened through the distribution of approximately 150 drying tarpaulins to cooperatives, improving seed drying practices, preserving quality and maximising oil extraction efficiency in view of subsequent pressing operations.

Overall, the Agri-feedstock initiative represents a relevant contribution to Eni's decarbonisation. Moreover, by generating additional income streams for farmers, strengthening cooperatives, supporting capacity building and creating employment opportunities along the value chain, the project contributes to inclusive growth and rural development, reinforcing Eni's long-term partnerships with local communities in Côte d'Ivoire.

Carbon offset solutions

172,000
improved cookstoves
distributed since June 2022

CLEAN COOKING PROGRAMME IN CÔTE D'IVOIRE

In June 2022, Eni launched its first Clean Cooking Programme in Côte d'Ivoire, in collaboration with the Ivorian government and AVSI Foundation (Volunteer Association for International Service). The programme aims to promote the adoption of improved cookstoves as a more efficient and more sustainable alternative to traditional cooking methods, such as three-stone fires and rudimentary braziers, particularly among vulnerable communities.

In rural areas of Côte d'Ivoire, households predominantly rely on wood and charcoal. While these are biomass resources, current harvesting and production practices are largely unsustainable, contributing to deforestation, land degradation and climate change. Improved cookstoves — tested in laboratories certified by the Clean Cooking Alliance — offer significantly higher efficiency, reducing biomass consumption and enabling the generation of high-quality carbon credits in line with international voluntary carbon market standards.

+860,000
people reached since
June 2022

At the end of 2025, the programme provided access to improved cooking solutions to over 860,000 people across 1,837 villages in central (Gbêkê region) and northern (Poro and Bagoué regions) areas of Côte d'Ivoire. Looking ahead, the programme aims to reach by 2030 over 680,000 households (equivalent to around 3.4 million people).

1,837
villages reached by
the initiative

The initiative also supports Eni's broader decarbonisation strategy by contributing to the offsetting of Scope 1 and 2 emissions from the Baleine Project. Following the milestone of December 2024, with the avoidance of 62,000 tonnes of CO₂, the programme underwent a second verification process in 2025 under Verra's Verified Carbon Standard (VCS). This process confirms the project's positive impacts and enables the issuance of certified carbon credits, supporting progress toward Baleine's Net Zero target.

To further enhance its impact, the programme is progressively transitioning from improved to advanced cooking solutions. As part of this effort, a pilot phase was launched in Bouaké, where 300 induction stoves were distributed in urban areas. In parallel, the Nawa Clean Cooking Feasibility Study was initiated in December 2025 in the western part of the Country.

This study focuses on the production and distribution of advanced cooking systems using agricultural residues. Key activities include the local production of 300 advanced cookstoves, the identification of 300 households in the Nawa region and the production of pellets. The study also includes community engagement and training to support the adoption and proper use of the new technology, as well as data collection on biomass consumption and cookstove performance.

The feasibility study further aims to maximise the valorisation of residues derived from the processing of Hevea seeds and to strengthen synergies between the ENE Agri-project and the Clean Cooking Programme in Côte d'Ivoire. The combined use of advanced cookstoves and pellets derived from agricultural residues is expected to generate high-quality carbon credits in line with circular economy principles. In addition, the pyrolysis process produces biochar as a by-product, which can be used in agriculture as a natural soil enhancement.

Over the coming months, the study will support the definition of a scalable business model and the assessment of the project's economic viability, while also evaluating household acceptance of the technology and collecting data across the value chain.

It is important to emphasise that the Clean Cooking Programme goes beyond the mere local production and distribution of cookstoves and is instead grounded in continuous engagement with the communities involved. Monitoring activities represents a key component of the programme, enabling a deeper understanding of the local socio-economic context, the actions to be taken to create value and raising awareness on critical issues.

For instance, in 2025, cooking demonstrations were organised with local and international chefs and nutritionists to raise awareness on food safety practices and the preparation of balanced and nutritious meals. This initiative also led to the publication of the book 'Culinary Art - Health and Energy,' which was presented to the Italian Ambassador to Côte d'Ivoire during the 'Italian Week' organised by the Italian Embassy in December 2025 in Abidjan.

In December 2025, a three-day HSE training was successfully conducted at Eni's offices in Abidjan for cookstove producers and distributors. The training focused on raising awareness of the importance of HSE aspects related to cookstove production. The event was attended by 13 participants representing more than five companies.

FOCUS ON

Cooking Shows for the initiative Culinary Art - Health and Energy

As part of the Clean Cooking Programme in Côte d'Ivoire, two cooking shows were conducted in February 2025 in the Gbêkê region under the initiative 'Culinary Art - Health and Energy,' aimed at promoting the adoption of improved cookstoves (ICS).

The two-day programme combined live cooking demonstrations, nutrition education and food safety training, reaching approximately 110 households. Complementary activities included health screenings, hygiene awareness and the distribution of educational materials, cooking kits and illustrated flyers to reinforce key behavioural change messages.

The initiative was led by chefs Fatmata Binta - United Nations World Tourism Organisation (UNWTO) Ambassador for Sustainable Tourism, Prisca Gilbert and nutritionist Ethmonya Kouamé, who demonstrated how traditional recipes can be adapted using improved cookstoves while preserving cultural identity and enhancing nutritional value.

The events engaged local partners and authorities, including representatives from the Regional Directorate of Agriculture and District Health Services, strengthening institutional collaboration and alignment with national priorities.

Overall, these activities support the carbon offset Projects by enhancing the integrity of carbon credits and contributing to long-term environmental sustainability, while fostering sustained engagement with local communities.



INTERVIEW WITH AKOBIE MARIE NADEGE, CLEAN COOKING PROGRAM



Akobie Marie Nadege
Focal Point of Ouassou
village

‘Being the focal point for this project is a source of great pride for me. Beyond the distribution of stoves, I see every day the real impact this project has on the lives of women, children and families in my community. When I see a woman telling me that she spends less time gathering firewood, that she coughs less or that she has more time for her activities, it motivates me even more to continue this work with commitment and determination. The clean cooking project does not just change cooking habits; it positively transforms the lives of communities.’

When and how did you become the focal point for the clean cooking programme? What was your main motivation?

I became the focal point for the clean cooking project run by AVSI in 2023, following my appointment by members of my community. This appointment did not come about by chance. For several years, I have been involved in community activities in my village, notably as chair of the women's group, a role that has enabled me to work regularly on issues related to household well-being, women's empowerment and improving families' living conditions. When the clean cooking project was introduced in our village, community members felt that my experience, my close ties with women and my ability to mobilise people made me the right person to support this initiative. I therefore accepted this responsibility with great enthusiasm. My main motivation was primarily human and social. In our villages, it is mainly women who bear the brunt of the hardships associated with traditional cooking: long hours spent gathering firewood, constant exposure to smoke, physical exhaustion, respiratory problems and a lack of time for other activities. Seeing this reality every day, I realised that this project could genuinely improve their daily lives. I therefore saw this project as a concrete opportunity to help women, especially mothers, to live better lives, to protect their health and that of their children, whilst helping to protect our environment. For me, being a focal point is not just a responsibility; it is also a way of serving my community.

What is your main role and what are your responsibilities within the project?

My main role as a focal point is to act as a link between AVSI and the beneficiaries at community level. I represent the project in my village and support households to ensure that the project's objectives are effectively achieved on the ground. In practical terms, my responsibilities are numerous and varied: raising awareness among households during community meetings, home visits or one-to-one discussions; regular monitoring of beneficiaries

to check if repairs or replacements are needed; preparing monthly reports; participating in meetings and training sessions. I also mobilise the community during important activities such as distributions, shelter replacements or demonstration sessions.

What are the key success factors in your role as focal point?

Several elements are necessary to succeed in my role. Good communication is essential. You need to be able to listen to the beneficiaries, understand their concerns and convey the right information to them in a clear and appropriate manner. For example, some women are initially reluctant to use the improved stove because they are used to their old methods. Being known and respected in the community makes my work much easier. The beneficiaries trust me, which in turn encourages their commitment to the project. This trust allows me to enter households easily and obtain honest information about their difficulties. Living in the same community as the beneficiaries is an advantage. I understand their realities, their habits and their daily constraints. This enables me to provide tailored solutions. A focal point must be readily available. Sometimes, a beneficiary faces an urgent problem with their stove; it is essential to be able to intervene quickly or direct them towards the right solution.

At community level, what are the main changes and benefits brought about by the project?

Since the project began, several positive changes have been observed in our community.

- Reduction in wood consumption. Previously, households used a lot of wood for cooking. Today, thanks to improved stoves, the amount of wood required has decreased significantly.
- Improved health. The smoke produced by traditional stoves often caused coughing, eye irritation and breathing difficulties. With improved stoves, smoke has been greatly reduced, which improves health conditions, especially for women and children who spend a lot of time in the kitchen.
- Time saved for women. Women now save time. Some of them use this time to develop small businesses or spend more time looking after their children.
- Improved comfort in households. Kitchens have become cleaner and safer. There is less dirt, less smoke and less risk of burns.
- Change in mindset. The project has also helped bring about a change in behaviour. People are gradually realising that protecting the environment starts with small, everyday actions, such as choosing a better way to cook.

Today, many people who were not beneficiaries are expressing an interest in joining the project.

PROTECTION AND RESTORATION OF FORESTS IN CÔTE D'IVOIRE

At the end of 2024, Eni signed an agreement with the Ivorian Ministry of Water and Forests (MINEF), for the implementation of the ‘**Conservation and Restoration of Classified Forests**’ (CRCF) project in the Comoé (south-east) and Lagunes (south) regions of the Country. This project focuses on the conservation and restoration of 12 classified forests and 2 Agro-forests, covering a total area of 145,000 hectares.

Key activities planned under the project include the protection of remaining natural forests, the planting of native tree species to restore degraded ecosystems, the promotion of more sustainable agricultural practices and the conservation of biodiversity while supporting local development. The initiative is expected to benefit approximately 300,000 people across the targeted communities.

The project is fully aligned with Eni's carbon offset strategy and the IPCC scenario³, which foresees the combined development of carbon avoidance activities (preventing emissions from deforestation and forest degradation) and carbon removal activities (removing CO₂ from the atmosphere through forest restoration). Over its lifetime, the project is expected to generate high-quality carbon credits that will contribute to offsetting Scope 1 and 2 greenhouse gas emissions from the Baleine Phase 3 project.

To support implementation, two project offices were established in 2025 — one institutional office in Abidjan and one operational office in Agboville — and 26 people were recruited on a permanent basis. In addition, 637 individuals (334 women and 303 men) were hired to support the project activities during the project's first year.

In April 2025, two stakeholder engagement sessions were held in Agboville and Adzopé, generating strong interest and positive feedback from national and local authorities and key stakeholders. The first site visit was conducted in May 2025 as part of the project validation process by the Validation & Verification Body (VVB), an independent third-party auditor under the Verra Verified Carbon Standard and Climate, Community & Biodiversity (VCS-CCB) certification framework.

Between June and August 2025, the project completed its first reforestation campaign, planting over 100,000 native seedlings over 100 hectares in the Yapo Abbé and Massé-Mé forests. A dedicated ceremony marked the official launch of the restoration programme, developed in close collaboration with MINEF and local communities. The project ultimately aims to plant up to 12 million native trees, with seedlings produced in community-managed nurseries and cooperatives by 2032. In parallel, local communities are actively involved in forest monitoring activities to prevent illegal logging and poaching, while also promoting sustainable agricultural practices.

Socio-economic studies were initiated during the first year of the project, engaging more than 7,000 people across 77 villages. These activities focused on data collection, the development of a community development strategy and the assessment of potential value chains to support local livelihoods. The socio-economic studies are expected to be completed in 2026.

In November 2025, a joint field mission with MINEF and SODEFOR assessed the results of the reforestation campaign, confirming positive outcomes with low seedling mortality rates. During the same week, a technical workshop was held in Agboville to present progress on conservation and biodiversity strategies, socio-economic study results for the first eight forests, forest and biodiversity inventories, and the validation of forest boundaries.

3 According to IPCC scenarios, achieving the Paris Agreement objectives requires a rapid reduction of greenhouse gas emissions combined with the enhancement of natural carbon sinks. The CRCF Project contributes to this pathway by restoring degraded forests, increasing carbon sequestration capacity and supporting long-term ecosystem resilience.

14 forests

+100,000
native plants were planted

637
temporary workers hired

In December 2025, the first eight Forest Management Plans, developed in close collaboration with national and local institutions, were submitted to MINEF. These plans set out the environmental, forestry and social interventions planned for each forest. The remaining six plans are currently under preparation and will be submitted to MINEF for review and validation.

In 2026, the project will focus on completing the certification validation process, finalising and submitting the remaining six forest management plans, completing the socio-economic studies and initiating the implementation of community development activities. Additional priorities include the establishment of a central nursery and nursery training programme, the launch of the 2026 reforestation campaign with the planting of around 600,000 native trees across 600 hectares, the implementation of biodiversity conservation and monitoring strategies and the rollout of the project’s social action plan.

Alongside the above-mentioned CRCF project, Eni has launched a feasibility study with a local partner to assess the implementation of a forest restoration and agroforestry project called the Goudi Restoration Project over an area of 9,000 hectares. This project will generate additional high-quality removal carbon credits that will contribute to offsetting of Baleine Phase 3. Further Nature based Solutions (NbS) initiatives will be evaluated as needed to enhance these outcomes.

For more information on Carbon offset see the section [GHG emissions offsets and removals](#) in [Eni’s 2025 Sustainability Statement](#) and the section [Carbon offset](#) in [Eni for 2025 - A Just Transition](#).



INTERVIEW WITH MIANKON CHO SOLANGE, FORESTRY PROJECT



Miankon Cho Solange
Women’s mobilisation officer
in Yakassé-Mé

‘My name is Miankon Cho Solange. I am a divorced woman and mother of three children, originally from Yakassé-Mé. I was a victim of domestic violence during my marriage and have faced challenges in supporting myself and looking after my children. For the project, I am responsible for mobilising women for daily labour’.

Before the project was launched, what were the main challenges and problems faced by your community in daily life?

Before the project, the main challenges and problems faced by my community were a lack of economic opportunities and low incomes, which made it difficult to put food on the table and access certain services.

What are the main activities you carry out as part of the yapo abbé classified forest reforestation project?

My tasks involve supervising the unloading of seedlings from transport lorries at the acclimatisation sites, sorting the seedlings by species, supervising the loading of the sorted seedlings into tricycles to transport them to the planting sites, supervising planting in the holes and weeding to support the growth of planted seedlings. On average, around 40 women are involved. I received training on the names and identification of tree species, as well as on the processes and stages of reforestation.

How is the wider community of Yakassé-Mé involved in the project, and what are the benefits for them?

In the village of Yakassé-Mé, young people and women are involved in reforestation activities. The women are mainly involved in the following activities: unloading seedlings from transport lorries at the seedling acclimatisation sites, sorting the seedlings by species, loading the sorted seedlings into tricycles to transport them to the planting sites, planting in the holes and weeding. Young men, for their part, are more involved in other stages of the reforestation process, particularly in marking out and laying out the planting lines.

The major benefit I see is the jobs the project creates, the additional income earned by women and young people and the new skills acquired that can be put to use in other opportunities.

What opportunities do you anticipate for your community in the future thanks to this project?

The project offers prospects for employment and diversification of income sources, particularly for young people and women. The project could further improve life in Yakassé-Mé by funding income-generating activities to improve the living conditions of women and young people, particularly in poultry farming and the production and processing of cassava.

Environmental protection

Eni's environmental priorities include efficient use of natural resources, such as water and waste management.

An Environmental, Social and Health Impact Assessment (ESHIA) has been conducted for both Baleine Phase 1 and Phase 2⁴, in accordance with applicable local regulations and Eni standards governing environmental activities for upstream projects. The findings of the assessment reflect compliance with the required regulatory and corporate frameworks.

Eni obtained the ISO 14001 certification, the global standard for Environmental Management Systems, in December 2024 for all the sites located in the Country. Subsequently, in 2025, a verification audit was conducted in accordance with the recommendations from the previous audit.

Water management

100%
of water withdrawals
come from seawater

In 2025, Eni's water usage in Côte d'Ivoire totalled approximately 25.66 million cubic metres, sourced entirely from the sea. This seawater primarily supports cooling systems on the Floating Production, Storage, and Offloading (FPSO) unit, where it is also desalinated for boiler operations and domestic use in the crew's quarters.

- To manage environmental impact, Eni employs a two-tiered disposal strategy:
- On-site Treatment: wastewater and rainwater are filtered through offshore drainage systems and treated before being released back into the ocean.
 - Offshore to Shore Disposal: more complex waste, such as slurry, is stored in specialised containers (skips) and transported by boat to the mainland. Once ashore, a licensed local contractor manages the final treatment and disposal.

⁴ The Baleine Phase 1 ESHIA process was held from February to September 2022, and the Baleine Phase 2 ESHIA process was held from May 2023 to February 2024.

Waste management

The waste produced by Eni's operations in Côte d'Ivoire is largely driven by drilling and FPSO (Floating Production Storage and Offloading) activities. In 2025, Eni produced a total of 0.29 million tons of waste⁵.

WASTE MANAGEMENT INITIATIVES

- The initiatives implemented by Eni to optimise its waste management are:
- beach cleaning at Port Bouet, where Eni's valves are located;
 - implementation of automatic tank cleaning, in conjunction with the slop treatment unit, which reduces the amount of waste treated onshore;
 - adoption of closed-loop drilling systems to reduce fluid waste;
 - enhanced contractor waste management practices and use of more environmentally friendly technologies such as pyrolysis, which has the potential to be an environmentally friendly waste management technology.

Spill management

In 2025, Eni implemented in Côte d'Ivoire a Spill Impact Mitigation Assessment (SIMA), a desktop study aimed at identifying the most suitable and sustainable mitigation actions considering hypothetical marine spill scenarios. Based on the IPIECA (International Petroleum Industry Environmental Conservation Association) methodological framework, this study took into consideration local environmental, social, economic and cultural sensitivities, optimising 'preparedness & response' capabilities at local level.

⁵ The increase in waste compared to 2024 is attributable to the fact that, last year, construction activities — which typically generate higher waste volumes — were more limited than in 2025.



Value of our People

Each of us

45%
of employees are Ivorian
nationals

Human capital is at the core of Eni SpA's strategy, which promotes the well-being of workers through welfare initiatives and invests in the development of employees' skills to foster their professional growth.

In 2025, Eni's direct workforce reached 130 people, thereby decreasing its presence in the area compared to the previous year (152 employees in 2024), with 59 Ivorian nationals.

Eni's approach to Diversity & Inclusion (D&I) is based on the fundamental principles of non-discrimination, equal opportunities, and inclusion of all forms of diversity, as well as of integrating and balancing work with personal and family concerns of Eni people. Some D&I initiatives were launched in 2025 such as: communication of local D&I activities and campaign of gender empowerment.



Training

Eni SpA considers training to be a key lever in supporting the Company through the process of change, in line with the strategies defined within the context of the energy transition and digital transformation. Targeted training initiatives that comprehensively cover all aspects of technical-professional, cross-functional and personal development, through appropriate upskilling and reskilling measures and an optimal mix of face-to-face and remote learning, remain key to building the skills of the future.

In 2025, the total number of training hours provided to Eni employees was 4,392, in line with the development of activities in Côte d'Ivoire.

The most relevant initiatives addressed to Eni Côte d'Ivoire's employees during the year included: technical courses on drilling and professional courses related to the energy transition and economics, safety courses (with the participation of an employee in the 18th edition of the HSEQ master's course launched in September 2024 at Eni HQ), 'behavioural safety' courses and courses on 'Zero Tolerance: violence and harassment at work', as well as courses on anti-corruption, the Eni Code of Ethics, and the compliance and sanctions system.

Following the Memorandum of Understanding between Eni, Eni Corporate University and the Institut National Polytechnique Félix Houphouët-Boigny (INP-HB), a series of training and capacity building initiatives for Ivorian students continued in 2025 according to the programmes launched in previous years. In 2024, the second edition of the multidisciplinary technical training programme for production and maintenance operators was completed and the joint academic management of the second editions of the 'Mastère Professionnel Développement et Production des Gisements d'Hydrocarbures' and the 'Mastère Professionnel Raffinage et Distribution des Produits Pétroliers' continued. These master's degrees are open to Ivorian students, and they involve Eni's internal lecturers in addition to the INP-HB faculty. A third edition for both programmes started in September 2024 and was completed in 2025, while the fourth edition started in September 2025 and will end in 2026.

MAJOR INITIATIVES IN COLLABORATION WITH INP-HB

UPSTREAM & DOWNSTREAM MASTER'S

In 2025, the 4th edition of the Master's was completed with 120 students enrolled.

SCHOLARSHIPS FOR IVORIAN STUDENTS

In collaboration with the Polytechnic University of Milan, the Polytechnic University of Turin, the University of Perugia and the University of Pavia, Eni grants scholarships with the aim of developing resources with a multidisciplinary background, encompassing integrated and synergistic areas of expertise (e.g. renewable energy, so called green chemistry, biomasses, biorefineries, big data, digitalisation, energy storage, etc.) to be placed alongside the 'traditional' skills model of the Oil & Gas sector.

In addition to funding the initiatives described above, Eni supports over 15 trainees carrying out on-the-job training in different departments of the Company for one year, such as in commercial activities, production and logistics.

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

4,392
training hours to employees
in Côte d'Ivoire

Safety

0.29 TRIR

(Total recordable injuries/
worked hours)

The safety of Eni SpA's workers and assets is not just a priority, but a value shared at every level of our organisation. As a Company, Eni continues to invest in implementing the necessary measures to eliminate accidents and ensure safe workplaces. This extends from the ongoing promotion of a safety culture to developing organisational models and tools for risk assessment and management and implementing training programmes to strengthen HSE skills.

In 2025, there was one minor work-related medical treatment case in Côte d'Ivoire involving a contractor, and no serious incidents were reported. The workforce's Total Recordable Injury Rate (TRIR) stood at 0.29, with zero employees recording a TRIR.

To ensure operational readiness, Eni conducts regular emergency drills designed to evaluate and refine its response protocols. These simulations test the coordination of emergency teams, the deployment of specialised equipment and the efficiency of communication with local authorities regarding potential risks to personnel, infrastructure and the environment.

2025 SAFETY & COMPLIANCE MILESTONES

- **Emergency Drills:** a total of five exercises were completed:
 - 3 First-Level Drills: field-based or localised responses.
 - 1 Second-Level & 1 Third-Level Drill: conducted as 'desktop exercises' to test high-level strategic coordination.
- **Certifications:** in November 2025, the Company successfully underwent surveillance audits to maintain the ISO 45001 (Occupational Health and Safety), obtained in 2024.

Several HSE projects and initiatives are underway to strengthen safety culture within workplaces, emphasising Human Safety Behaviour and enhancing Environmental Management. These activities, described in the box below, can be broadly categorised into two main pillars: Behavioural Safety & Environment, and Digitalisation.

MAJOR SAFETY INITIATIVES

SMART SAFETY & DIGITAL TOOLS

Operations strategy has strongly focused on the deployment of new technologies and pilot projects to optimise processes and reduce risk exposure through an integrated plan of digital plant initiatives and advanced technologies across Well operations, Logistics and Production. The applications implemented are already delivering concrete improvements in efficiency, safety and emissions, fully consistent with Eni's 'quick win' models:

- **Drilling and Completion automation:** reduced personnel exposure to risk; enhanced operational safety; removal of personnel from high-exposure areas (rig floor), mitigating typical dropped-object hazards.
- **Red Zone management:** digital tool on rigs for risk exposure reduction: dynamic Red Zone based on operations; real time detector of unauthorised personnel.
- **Safe Digital Lifting Assistant:** applied on Yamoussoukro FPO to perform safer and more efficient lifts: motion reporter; boom tip indicator; soft lifting assistant; people detector.
- **AI Cameras Project:** to support intelligent monitoring and risk prevention on Baleine FPSO.

SAFETY COMPETENCE ASSESSMENT

The Safety Competence Assessment (SCA) is implemented to evaluate employees' skills in safety and operational matters using role-specific questionnaires. This approach helps to identify areas where additional training may be needed to address knowledge gaps and enhance overall workplace safety.

PERSONAL COMMITMENT TO SAFETY

A digital tool available through the MyEni portal allows users to assess HSE engagement through a test, then plan activities such as site visits, meetings or HSE communication events. It also encourages best practices, including Stop Work Authority and Safety Stand Down.

PACT FOR SAFETY AND ENVIRONMENT

A system developed by Eni's Safety Competence Centre to increase awareness of human factors, which are widely regarded as the leading cause of accidents at Eni sites. It is founded on a collaborative agreement between Eni Côte d'Ivoire and its contractors, aimed at jointly reaching the shared goal of 'Zero Accidents' to protect both people's safety and the environment.

PROCESS SAFETY FUNDAMENTALS

The Process Safety Fundamentals (PSF) consist of a set of operational guidelines for frontline personnel working in process plants, designed to prevent process safety incidents. These guidelines serve as a practical resource for both employees and contractors, helping them focus on key factors that ensure process safety while also promoting a strong culture of safety and asset integrity.

PLAY & LEARN

Promotion of a new interactive platform that enables employees to enhance their understanding and awareness of the Safety Golden Rules and Process Safety Fundamentals.



People’s health and well-being

Physical and psychosocial well-being at Eni is protected and promoted through initiatives targeting both employees and communities, as defined within Eni SpA's Health Management System. This includes the following areas of work:

- Occupational Medicine and Hygiene and travel medicine.
- Medical Assistance and Emergency.
- Health promotion initiatives and Healthcare programmes and services.
- Health protection and promotion activities targeting communities (for further information, see the chapter **Alliances for Development**).

The health management system is implemented using both Eni’s internal human resources, which are periodically trained and upskilled, as well as a network of specialised external providers, such as universities and centres of excellence.

In 2025, in Côte d'Ivoire, activities aimed at protecting workers' health were implemented with regard to the working environment, work processes and occupational risk factors.

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

In 2025, 2,025 health services were provided to employees, their families and contractors, 729 accesses to health promotion initiatives were recorded.

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

HEALTH INFORMATION, COMMUNICATION AND AWARENESS	Internal communications campaigns on relevant health topics, such as hypertension, malaria and HIV-AIDS, addressed to all employees, for a total of 10 awareness communications in 2025.
PINK OCTOBER 2025 BREAST CANCER AWARENESS AND SCREENING	Carrying out a breast cancer awareness and information session for female employees, including the distribution of awareness materials and display of posters, along with provision of screening activities, with mammograms or ultrasounds and including clinical examination by a gynaecologist.
PROSTATE CANCER AWARENESS AND SCREENING	Carrying out a prostate cancer awareness session and screening through clinical examination by a urologist, specific blood analysis and ultrasound test for male employees.
MALARIA PREVENTION	Provision of Malaria Diagnostic and Curative Kits for employees and their families, as well as mosquito repellents.
HEALTHY EATING LIFESTYLE PROGRAMME	Implementation of an awareness and education campaign together with individual nutritional support and follow up for all employees.
MENTAL HEALTH AND WORK-RELATED STRESS MANAGEMENT	Implementation of awareness and education sessions, deployment of a work-related stress assessment survey and provision of individual psychological support for all employees.
HEALTH 4 ALL: PROMOTING ACCESS TO QUALITY HEALTH SERVICES FOR VULNERABLE POPULATION IN CÔTE D'IVOIRE	Implementation of a project that supports healthcare facilities run by Faith-Based Organisations (FBOs) by providing training for medical personnel, reorganising supply and management processes, procuring medicines and directly implementing structural improvements. In 2025, over 70,000 people received improved access to health services. For more information please see chapter Alliances for Development - Community Health .
HEALTH ACTIVITIES FOR COMMUNITIES	Implementation of activities to strengthen the health system in the Sud-Comoé Region. These activities include refurbishment, capacity building, equipment donation and community awareness-raising. In 2025, over 9,000 people were reached. For more information please see chapter Alliances for Development - Community Health .



Alliances for development

For Eni SpA, sustainability is an integral part of its business activities. This is also essential in the commitment to Just Transition, through the implementation of solutions in line with the specific characteristics and constraints of the Country. In addressing the transition, Eni SpA is focusing on a business model based on the diversification of energy sources and their supply, with the aim of contributing to the development of communities in the Countries in which it operates, through industrial and local development projects, also in partnership. For local development projects, Eni SpA has, over time, developed a systemic approach to define priority areas of intervention, implementing 'tailor-made' projects based on the needs of local populations, while contributing to the SDGs and the achievement of the sustainability objectives set out in the Group's Strategic Plan.

Eni local development cornerstone in Côte d'Ivoire is the Memorandum of Understanding (MoU) signed with the Republic of Côte d'Ivoire in December 2021, which entails the implementation of local development projects and carbon offsetting initiatives. The MoU identifies potential areas of cooperation between the Company and the Country through the mutual exchange of information, data and ideas in different areas of intervention, in line with the National Development Plans, the Sustainable Development Goals (SDGs) and Eni SpA's sustainability strategy.

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

Starting from 2022, six projects were kicked off, four of which were successfully closed out in 2025, and the remaining two are still under implementation.



Local development projects

ACCESS TO ENERGY

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

For further information see ■ **Clean Cooking Programme in Côte d'Ivoire** in the Carbon neutrality by 2050 section and ■ **Economic diversification** in this section.

QUALITY EDUCATION AND VOCATIONAL TRAINING

Over the past three years, Eni has launched three community projects in Côte d'Ivoire to promote access to quality education and professional training courses.

Support to Quality Primary Education in Côte d'Ivoire

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

More than
8,400 students and
170 teachers reached

Between 2022 and 2025, 8 schools in the commune of Port-Bouët (Abidjan) were fully renovated, and 14 other schools in Port-Bouët and in the Sud-Comoé Region underwent functional upgrading with new sanitary facilities and connection to the electricity grid. In addition, all the schools were equipped with new desks, mobile libraries, books and computer kits, as well as stationery and hygiene items according to their needs. The programme is tailored on the one hand to students, who are provided with new teaching materials and given the opportunity to attend remedial courses, and on the other hand to the school community: teachers are provided with dedicated training and capacity-building courses, and parents are involved in awareness-raising campaigns to promote the value of education within their homes and communities.

In 2024, after completing the infrastructure component, the project addressed specifically the safety and well-being of students at school. Indeed, students and teachers participated in peace and non-violence education courses, and child victims of violence were referred to and supported by social centres. Hearings for primary school students not registered in the civil registry were set up with the competent authorities to ensure the delivery of birth certificates. Overall, the Project reached more than 8,400 students and 170 teachers.



180
unemployed youths trained
in the ICT industry

‘Sustainable Jobs’

The ‘Sustainable Jobs’ project is currently under implementation in partnership with CERCO Côte d'Ivoire, aiming to contribute to job creation in the Sud-Comoé region by developing professional skills linked to market needs and fostering new careers. The objective is to deliver upskilling programmes that boost the employability of young people by offering specialised training in potential growth sectors, particularly in the ICT (Information and Communication Technology) industry. In fact, in 2025 180 unemployed youth received ICT industry training.

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

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

INTERVIEW WITH N’GATTA ANOH MARC ANTOINE CEDRIC, SUSTAINABLE JOBS PROJECT



N’Gatta Anoh Marc
Antoine Cédric
Student

Could you introduce yourself and tell us how you found out about the Eni Sustainable Jobs project programme in partnership with CERCO?

My name is N’Gatta Anoh Marc Antoine Cédric, and I am a beneficiary of the ENI/CERCO Sustainable Employment Programme. It was thanks to my aunt, who was kind enough to share the information with me, that I found out about this programme. I immediately seized the opportunity by applying via the link provided, and I was lucky enough to be selected in the South-Comoé region, in Bonoua. Sometimes, a single piece of well-shared information is enough to change a person’s destiny.

What was your situation before joining the training programme?

Before joining the programme, I was unfortunately unemployed. Like many young graduates in Côte d'Ivoire, I had a BTS qualification, but I lacked practical experience and a structured framework to put my skills to good use. The programme, funded by Eni in Côte d'Ivoire and run by CERCO, was the perfect opportunity that allowed me to turn my potential into reality.

How has the training benefited you both professionally and personally?

The training has brought about a profound transformation in me, both personally and technically. The inception phase instilled in me fundamental values: resilience, discipline and team spirit. On a technical level, I’ve gained solid skills in artificial intelligence and app development, backed up by certifications in Python, HTML/

CSS, Machine Learning, JavaScript and Lovable, etc. The practical fieldwork, particularly the drop shipping courses, also helped me develop a keen insight into the business world. I started the programme as an unemployed recent graduate; I finished it as a well-equipped and confident professional.

What was the most memorable moment for you during this journey?

Without a doubt, my participation in the national JETIC competition, organised by the African Higher School of Information and Communication Technologies (ESATIC). Our team, formed at ENI CERCO, took on the challenge of developing an epidemic alert app in just 72 hours - competing directly against renowned institutions such as INPHB, IUTA, Félix Houphouët-Boigny University and UVCI. At the end of this competition, we had the immense honour of winning first prize at the ESATIC 2026 Hackathon. To me, this award represents much more than just an honour: it is living proof that the training I received is of the highest standard.

What message would you like to send to young people and Eni’s partners?

To all young people who still doubt their abilities, I would like to say this: a few months ago, I was unemployed. Today, I am the winner of a national hackathon. I am currently on a pre-employment placement with the ‘Made in Côte d'Ivoire’ smartphone app development team. Never let an opportunity slip through your fingers. Seize it with determination and give it your all.

FOCUS ON

Pro-Jeunes Vocational Training Project

The ‘Pro-Jeunes’ project is the result of a three-party collaboration between Eni, the Iveco Group and International Rescue Committee (IRC), a global humanitarian and development non-governmental organisation, with an 8-year experience in supporting the employability of young people through a programme delivered in collaboration with the Department of Public Institutions of the Ministry of Technical Education, Vocational Training and Apprenticeship (METFPA) of Côte d'Ivoire.

The project, implemented over the course of two years, selected and trained more than 300 youths from vulnerable communities in the north and south of the Country, with a focus on areas with high unemployment rates. By participating to the project, students gained demand-driven skills, useful for successfully entering the job market in the energy and automotive sectors respectively, with around 30 students successfully accessing the job market.

More than
300
youths trained

The project included:

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

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

Key Lessons Learned

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



383
entrepreneurs and artisans
(67% of which women)
participated in the training
sessions

ECONOMIC DIVERSIFICATION

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

In November 2024, Eni and ITC inaugurated a more sustainable training and production centre in Abidjan, which was renovated and equipped to steer the development of a local and more environmentally sustainable fashion value chain. The inauguration event was organised by STUDIO 4, a social enterprise created as part of the project, in order to manage the production hub and promote vocational training programmes for industry fashion workers, artisans, designers, brands, industry companies and public institutions thereby creating a local network to sustain the hub's activity.

During the implementation of the project, which ended in 2025, STUDIO 4 workers were trained in patternmaking, commercial collections, quality control, processing of technical sheets for garments, and waste tracking tools.

Artisans of the STUDIO 4 network and other local enterprises participated in training on entrepreneurship, the application of ESG principles and social impact standards to promote increased sustainability of the value chain. Overall, 383 entrepreneurs and artisans (67% of which women) participated in the training sessions and 84 entrepreneurs and artisans were supported through the initiative.



INTERVIEW WITH MADAME KADIO-MOROKRO, STUDIO4



Madame Kadio-Morokro
Co-founder Studio4

How long have you been working with Eni in Côte d'Ivoire and how did this collaboration begin?

We met the Eni team at the premises housing, the co-working space I owned in 2023, and since then we have been in regular contact until the initial MoU was signed.

What types of projects do you carry out for Eni and how do these projects showcase local expertise?

We have taken part in training projects with weavers, which has given them new perspectives and made them aware of the importance of sustainability, not only for our own consumption but also if we wish to open up to the world. We also helped create a collection for the joint brand of certain beneficiaries of the EFI – Ethical Fashion Initiative - Hands of Fashion Côte d'Ivoire programme, featuring a clothing line made from fabrics woven from organic cotton sourced from Burkina Faso. We were able to take part in a presentation in Kenya.

We were able to carry out a project based on the circular economy with the AGNON project - which included sessions on creating upcycled pieces with students from the MICHELE YAKICE and CARINE N fashion training schools. We were also able to create a collection at STUDIO 4.

The AGNON project was carried out in partnership with fashion designer Vincent Esclade, who travelled from France to oversee the workshops with fashion schools, as well as the workshops held at the Institut Français de Côte d'Ivoire with children aged 9 to 18.

As part of this project, we also organised an exhibition on second-hand clothing, its social and

environmental impact, and the possibility of giving it a new lease of life through upcycling.

This project enabled us to form a partnership with the IFCI, supporting local and international creative industries: we ran the workshops, the exhibition and a round-table discussion on the circular economy in the fashion sector.

How has the training benefited you both professionally and personally?

Thanks to funding from Eni, we have been able to operate under the best possible conditions to offer our services, utilising tools such as computer-aided design (CAD) and solar energy – capabilities that have elevated us to a level where we can seek clients internationally. Furthermore, we benefited from EFI's support in our day-to-day operations. We also gained expertise through practical support for our workers, CAD training and finally, a consultant helped us gain an objective and clear view of our business model, offering suggestions on how to establish ourselves as a leading design consultancy in Abidjan and the sub-region in the long-term.

In your view, how does this partnership contribute to the development of local content in Côte d'Ivoire?

The supply of locally manufactured textile products is a major challenge for our Country. There is still a great deal to be done, but STUDIO 4 is the embryo of an even larger project, which will enable us to meet strong local demand, particularly if companies are required to source locally.

FOCUS ON

Joule activities in Côte d'Ivoire

In 2025, Joule launched its activities in Côte d'Ivoire with a project expected to last approximately 24 months, designed to support the growth of more sustainable solutions in the fields of clean cooking and energy transition. The initiative is structured around three main areas of intervention: the mapping of the local innovation ecosystem, the design of a professional training programme and the delivery of an HSE training pathway addressed to selected companies, which was completed in December 2025.

In the initial phase, the team carried out a structured mapping of the Ivorian innovation ecosystem, engaging startups, SMEs, local institutions, NGOs and stakeholders active in the clean cooking, more environmentally sustainable energy and so called 'green' entrepreneurship sectors, with the aim of identifying key players, needs and potential areas for collaboration.

At the same time, the design and structuring of a professional training programme dedicated to the development of technical and managerial skills in the energy sector was completed. This programme is part of the broader 'Green Horizon' initiative promoted by ELIS, which aims to strengthen local capabilities and foster youth employment. The programme is scheduled to be launched in the first quarter of 2026.

COMMUNITY HEALTH

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

- Cooperation Agreement with the NGO Doctors with Africa - CUAMM: a 3-year project (2023-2026) with the objective of improving health services — in particular for vulnerable groups such as pregnant women, newborns and children — by supporting the local health system in underserved areas of the Country.
- Cooperation Agreement with the NGO International Rescue Committee (IRC): a 2-year project (2023-2025) that targeted 6 public health centres and hospitals located in the Sud-Comoé Region, within the Area of Influence of the Baleine Project development, in response to the requests received by local communities during the public consultations held as part of the ESHIA process.

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

The project is supporting healthcare facilities managed by faith-based organisations (FBOs), coordinated by the Union de Religieux/euses qui travaillent dans la Santé et le Social en Côte d'Ivoire (URSSCI). This project aims to provide health services to underserved communities where the needs are most pressing. In 2025, three healthcare facilities were refurbished, including the construction of a vaccination centre, the establishment of sanitation service areas and the reorganisation of administrative archives. Moreover, eleven facilities received two tranches of essential medicines, alongside reinforced training on stock management.

Throughout the year, 169 health professionals benefited from a range of training activities, including emergency preparedness, essential care for maternal, newborn and child health (MNCH), and project development and management for the URSSCI secretariat. Additional support was provided to the secretariat to integrate the network of facilities into the public healthcare system and national health financing schemes, thereby strengthening the sustainability of the facilities.

Strengthening the Local Health System in the Sud-Comoé Region

In collaboration with the Ministry of Health, local Authorities, the NGO International Rescue Committee, community leaders and health workers, this project intervened in some health facilities in the region, focusing on various activities: from the redevelopment of infrastructure and access to drinking water, to the supply of medical equipment and ambulances, up to the training of health personnel and community awareness.

In 2025, three health centres in the Adiake and Grand Bassam districts were refurbished and new structures such as waste disposal areas, incinerators and placenta pits were constructed. Medical equipment was also provided.

Awareness-raising activities focused on best water sanitation & hygiene practices, reproductive health, vector control and vaccination were implemented among healthcare centres' patients and communities and within mapped households to disseminate health messages and other tools to support families. A total of 982 individuals benefited from these awareness-raising activities. A total number of over 9,000 individuals now have access to improved health services, such as general consultations, maternity services and preventive health programmes.

Local content

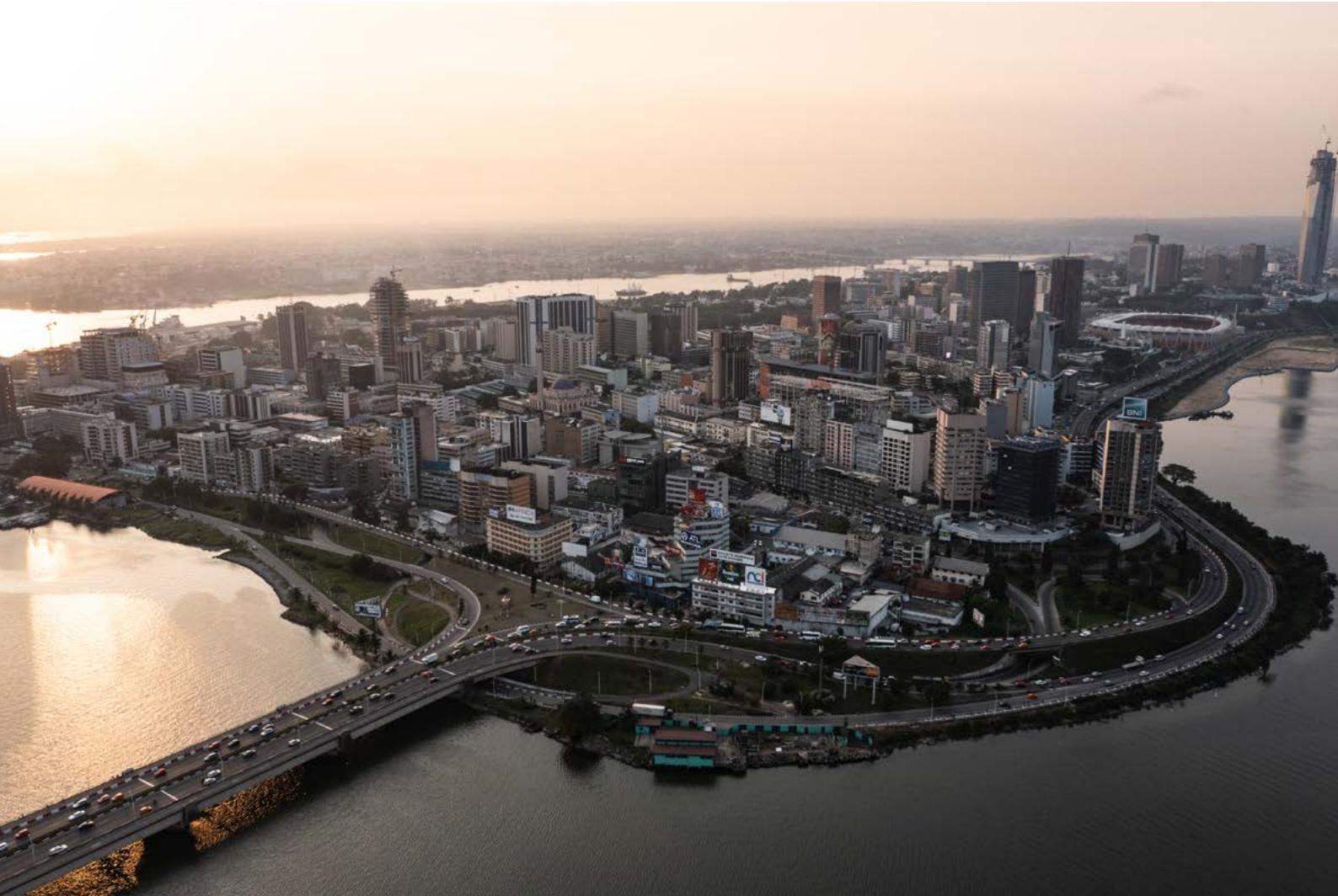
Local Content is the added value brought by Eni SpA's activities to the socio-economic system in the contexts where the Company operates, in terms of creation of local workforce, industrial and technological development, mobilisation of economic activities, know-how transfer and upskilling of human capital. For an industrial player such as Eni SpA, Local Content is a key element in building long-term relationships with local stakeholders. As a matter of fact, in June 2022, Côte d'Ivoire enacted a law on local content for oil and gas activities (Act no. 2022-408) which was published in the Journal Officiel in September 2022. This law, which is indeed a testament to the significance and centrality of the topic for the Country, aims to ensure that employment priority is given to Ivorian nationals and that preference is given to Ivorian companies during procurements processes and contract appointments, thereby encouraging the development of local resources and the growth of a national supply chain in the oil and gas sector. The importance that Eni assigns to local content is well aligned to the provisions of the law and sets the stage for a prosperous and durable collaboration with the Country.

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

- Activation of supply chains to increase the competitiveness of local companies and the economic impact on local industrial and manufacturing sectors. In this regard, market scouting activities have been conducted to identify Ivorian enterprises with the required technical skills and organisational capabilities to take part in the Baleine project, aiming to maximise the inclusion of local contractors and suppliers and fully leverage the potential of the national entrepreneurial ecosystem. To promote ESG (Environmental, Social, Governance) principles among contractors and local businesses, Eni has activated dedicated strategies to measure and improve their performance (see Sustainability in the value chain section).
- Integration of local personnel into Eni's operational structures, both through the involvement and direct recruitment of labour (the total number of employees in 2025 is 130, 59 of whom are Ivorian nationals) and by promoting employment throughout the supply chain.

169
health professionals trained

3
public health centres
refurbished



- Sharing and transfer of professional skills and knowledge in the energy and technology sectors through dedicated training for local staff as well as the development of courses and training programmes in collaboration with academic institutions. With respect to this last point, the third edition of the upstream and downstream Master's programmes were launched in 2024 in partnership with Eni Corporate University (ECU) and Institut National Polytechnique Félix Houphouët-Boigny (INP-HB) in Yamoussoukro. Overall, a total of 90 students have been enrolled in the three editions of the Master's programmes and 22 of them, from the first and second edition, were integrated into Eni's departments to complete the mandatory internship required for graduation. Other students were taken in by contractors, partners, and peers. In 2024, the second edition of the technical course for 40 production and maintenance operators was completed and 15 participants started apprenticeships at Eni. Finally, in 2025, Eni awarded six scholarships to local staff to participate in Eni-sponsored Master's programmes in Italy. In addition, both in-person and remote training courses were made available to personnel of Eni Côte d'Ivoire. Furthermore, eight employees were sent on job training assignments in Italy and the Republic of Congo.
- Interventions to support local communities aimed at fostering growth and economic diversification, involving local businesses and small enterprises, also with the aim of improving their production levels and efficiency. For example, the Clean Cooking Programme relied on the purchase of improved stoves from a local manufacturer, which enabled the latter to acquire new machinery, hire additional personnel and expand the production workshop in Abidjan. Another example is the Ethical Fashion Initiative, a social enterprise in the textile sector that was created in 2023 by Eni and ITC (see section **Economic diversification**), which activated a network of micro-enterprises for the commercialisation of ready-to-wear models, contributing to the creation of jobs. Other projects are in place with the aim of strengthening the professional skills of young people and increasing the competitiveness of local businesses in the automotive, energy and electronics sectors.

The development of human capital, supply chains and the entrepreneurial ecosystem that gravitates around industrial activities is an integral part of Eni SpA's business model applied to each context. The importance that Eni SpA gives to local content translates into the definition of integrated plans between different corporate functions to maximise value creation in compliance with existing regulations and often setting more ambitious objectives than those envisaged by the local legislative frameworks.

ELCE MODEL

Since 2016, Eni has been using the ELCE (Eni Local Content Evaluation) model, validated by the Politecnico di Milano, to measure the impacts of its activities in the Countries where it operates. This approach provides a quantitative assessment of the impacts of Eni's business activities by analysing the socio-economic effects generated at the national level through metrics that capture benefits in terms of economic output and employment.

The model estimates the direct effects generated by Eni's activities, the indirect effects related to the entire supply chain, and the induced effects linked to the increase in economic output resulting from higher wages injected along the value chain.

The impact is quantified along two dimensions: the production of goods and services generated by investments, and the additional employment created through supply chain activation, measured in terms of Full Time Equivalents (FTE).

APPLICATION OF THE ELCE MODEL TO THE BALEINE PROJECT (PHASE 1 AND 2)

Baleine is the largest hydrocarbon discovery made by an energy Company in Côte d'Ivoire. Fast-tracked from discovery to production, the project contributes significantly to Ivorian industrial growth and strengthens the Country's role as a regional energy hub.

Discovered in 2021, the field has been developed through a fast track approach, with Phase 1 starting production in 2023 and Phase 2 coming on stream in 2024.

The total purchases planned for Phases 1 and 2 of the Baleine project amount to over USD 7 billion, including both investments (CAPEX) and operating expenses (OPEX).

- The model was used to assess the positive impact that these expenses generate in terms of contribution to the Country's economy and employment.
- Every million euros invested generates an increase in national economic production of 0.37 million euros.
- In terms of employment, every million euros invested generates 48 Full Time Equivalent (FTE) jobs, considering the overall effects, including indirect supply chain and induced effects.

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

The model was then applied to assess the actual impact of the activities of the Baleine Project in 2024 on economic production and employment locally. During 2024, expenditures of over USD 1.4 billion on goods and services were estimated to generate USD 347 million in economic impacts, including direct, indirect (supply chain) and induced effects, reflecting economic output and employment supported by wages along the value chain. Employment impacts are estimated at over 40,000 FTEs.



For more information about the ELCE model see the [Alliances for development](#) section in the **Eni for 2025 - A Just Transition**.



TAILORED ELCE MODEL

Baleine Phase1 & 2 is set to be the first Net Zero Upstream development project in Africa (for Scope 1 and 2 emissions). Baleine’s greenhouse gas (GHG) emissions will be reduced by employing advanced technologies in terms of high efficiency plant solutions, processes for energy recovery and reduction and for the control of fugitive emissions. Residual emissions are offset by leveraging forestry initiatives and clean cooking projects which are already underway and which also contribute to value creation for local stakeholders, in line with Eni SpA’s approach towards a more sustainable development.

Eni Côte d'Ivoire’s sustainability approach also builds on the development of agricultural crops for the production of biofeedstock for the production of lower carbon fuels.

In light of the social impacts generated by these projects at the local level, the ELCE model was adapted to capture their socio economic impacts. Given the different nature of these initiatives compared to upstream activities, the analysis focused on direct and indirect effects associated with suppliers directly contracted by Eni, in order to assess the related economic and employment impacts.

Accordingly, effects along the wider value chain and induced impacts were not included in the assessment.

APPLICATION TO CARBON OFFSET PROJECTS

Carbon offset projects in Côte d'Ivoire, in addition to offsetting the residual emissions of the hydrocarbon production, also deliver benefits to local communities in terms of Local Content.

The Clean Cooking programme, designed in 2022, aims to promote the adoption of improved cookstoves, which represent a more sustainable and efficient alternative to traditional cooking methods (such as three stone fires or rudimentary braziers) for vulnerable communities. Over its 11 year project

lifetime, the distribution of improved cookstoves is expected to generate more than USD 25 million in local purchasing of goods and services and to support approximately 80 FTEs per year, created exclusively through Eni’s first tier suppliers involved in the production, distribution and implementation of the initiative.

The Forestry project was launched in 2024 and has a duration of more than 30 years. It will ensure the generation of high quality carbon credits aimed at offsetting Baleine’s Scope 1 and 2 greenhouse gas (GHG) emissions. In addition to the environmental benefits, these activities are expected to generate around USD 45 million in terms of goods and services local purchasing over the entire project lifetime. Moreover, these activities are expected to create employment opportunities also through Eni’s direct suppliers engaged in project implementation. In particular, the project supports approximately 140 FTE per year, reflecting employment generated by Eni and its first tier suppliers.

APPLICATION TO AGRI-FEEDSTOCK PROJECT

The newly incorporated Eni Natural Energies Côte d'Ivoire (ENE) operates in the production of agri-feedstocks derived from agro-industrial and agricultural residues, which are supplied to the Enilive biorefineries.

The Agri feedstock initiative in Côte d'Ivoire has been assessed over its full 10 year time horizon to estimate the positive impacts generated in terms of local procurement of goods and services and on direct and indirect employment quantified in Full Time Equivalent terms.

In addition to the benefits for local farmers, cooperatives and rural communities, the initiative contributes to job creation at the project implementation level. Employment is generated through Eni’s direct suppliers engaged in operational activities, with an estimated 480 FTE per year supported by the initiative.



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 founded on **three main pillars**: a systemic and inclusive approach, the development and valorisation of best practices, and the integration of ESG principles at every stage of the procurement process.

- The first pillar aims to engage companies in the supply chain in a path of improvement and sustainable development, through the sharing of common goals and the adoption of tailored solutions based on the ESG maturity of individual companies. Eni SpA aims to further strengthen the sustainable management of the supply chain by providing tools that enable suppliers to adopt and replicate the Group's model.
- The second pillar focuses on supporting companies by providing tools to improve their ESG performance. Eni SpA helps suppliers measure their level of ESG maturity, by offering customised solutions and free training courses.
- The third pillar focuses on the integration of ESG principles into 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 dimensions of sustainability, with a focus on priority ESG issues 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, together with technical, operational, ethical and reputational aspects, are fundamental at all phases of the procurement process, from supplier qualification and tender procedures to contract management and feedback gathering.

SUPPLIER QUALIFICATION

Eni Côte d'Ivoire's suppliers undergo structured qualification and Due Diligence processes, which include verifying their economic-financial, technical-organisational reliability and particularly their ESG profiles. To support this approach, Eni shares with its suppliers the mutual commitment to respect ESG principles through the signing of the Supplier Code of Conduct⁶, which is an integral part of the contractual conditions and guides relationships throughout the collaboration cycle. This document, expressly referenced in contracts, establishes obligations regarding human rights, health and safety, environmental protection, ethics, and integrity, in line with international conventions and OECD and United Nations standards.

PROCUREMENT PROCEDURES

In tender procedures, Eni applies objective and transparent evaluation criteria, with particular attention to sustainability. ESG criteria are integrated into the technical and commercial bid assessment models in relation to the specific subject of the tender, contributing to the identification of the most economically advantageous proposal. Contracts include specific ESG clauses, which impose obligations on suppliers

6 Eni Supplier Code of conduct.

regarding environmental and social performance, also through the Open-es platform, a collaborative digital system that enables companies to measure and improve their ESG (Environmental, Social, Governance) performance, promoting transparency and more sustainable development along the supply chain. In Côte d'Ivoire, 134 contractors have joined the platform and receive continuous support in meeting various ESG requirements through practical tools that facilitate increasingly sustainable development paths and strengthen the competitiveness of companies. In this context, respect for human rights in the supply chain is an essential aspect and is protected by a procurement process based on a dedicated assessment model, that pays particular attention to risks associated with forced labour and the right to freedom of association and collective bargaining. A new approach to emissions management has also been adopted, which involves the application of minimum requirements related to emissions and supply chain governance for each commodity code and/or allocation criteria that can be used in procurement processes for high-risk raw materials.

CONTRACT MANAGEMENT AND FEEDBACK

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

INTERVIEW WITH SOULEYMANE KONATE, ETS FAMAN



Souleymane Konate
Managing Director
ETS FAMAN

How has your partnership with Eni Côte d'Ivoire marked a turning point in your Company's development?

Our partnership with Eni Côte d'Ivoire has been much more than just a contract. Indeed, it has marked a real turning point in our history. It has enabled us to evolve from a developing local business into a well-structured organisation capable of meeting the demands of an international group. This partnership has given us confidence in our potential and has greatly strengthened our ambition.

Behind this growth, what concrete impact do you see today on local employment and skills?

Behind every stage of our growth, there are men and women. Thanks to this collaboration, we have been able to create jobs, strengthen our teams and offer real prospects to local talent. But beyond the figures, what we are seeing is a collective rise in skills. Our teams are now better qualified, more rigorous and prouder to be contributing to a project of national significance.

By working alongside an international player such as Eni, how have your operational standards evolved?

Working with Eni has pushed us to excel. The high standards in terms of quality, safety and

performance have led us to thoroughly review our working methods, further structure our processes and adopt international standards.

What initially seemed like a challenge quickly turned into a real opportunity: the chance to grow, to become more professional and to raise our Company to a level of sustainable excellence.

Today, these standards are an integral part of our DNA and enable us to enter new markets with greater confidence.

But beyond the standards, this partnership has had a profoundly human impact.

We have grown from around ten to nearly one hundred (100) employees, thereby impacting approximately seven hundred (700) people across families and communities.

This gives real meaning to our commitment and our growth.

In your view, how does this partnership illustrate the potential of local content in the Ivorian energy sector?

This partnership proves that Ivorian companies have a rightful place in large-scale energy projects. With the right support and the trust of partners such as Eni, we can not only meet international standards but also actively contribute to the Country's development.

We are proud to play our part, at our own level, in building a more inclusive and local energy sector.

Reporting and performance criteria

The ‘Eni Sustainability Local Report in Côte d’Ivoire 2025’ falls within the scope of Eni SpA’s sustainability reporting, which includes the ‘Eni 2025 Consolidated Sustainability Statement’, requested by law and included in the Annual Financial Report, and the voluntary report, ‘Eni for 2025 - A Just Transition’. The ‘Eni’s 2025 Consolidated Sustainability Statement’ has been prepared in accordance with Legislative Decree No. 125/2024 and the European Sustainability Reporting Standards (ESRS) and is subject to limited assurance by the same statutory auditor responsible for the financial statements. In addition, this reporting system is complemented by the information provided on the Eni SpA corporate website, to which reference is made for a more in-depth analysis of the issues covered by this report. The ‘Eni Sustainability Local Report in Côte d’Ivoire 2025’ was drafted to provide stakeholders with clear and detailed information on sustainability issues related to the presence of Eni SpA and its subsidiaries in Côte d’Ivoire.

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

The data in this document represents the portion of the KPIs reported at Group level in ‘Eni 2025 Consolidated Sustainability Statement’ and in Eni for 2025 - A Just Transition.

- Eni Annual Report 2025.
- Eni for 2025 - A Just Transition.

PRODUCTION DATA

		2024	2025
Oil in place (Baleine's potential)	(Billions of Standard Barrels - BSTB)	2.5	2.5

PAYMENTS TO CÔTE D'IVOIRE GOVERNMENT - FULL YEAR 2025^(a)

(in EUR thousand)

Payments per project	Production Entitlement	Taxes	Royalties	Bonuses	Fees	Infrastructure Improvements	Total
Baleine project	312,932 ^(b)	28,593 ^(c)	-	3,318	-	-	344,843
Block CI-707				3,540	-	-	3,540
Block CI-526				3,318	-	-	3,318
Block CI-706				3,318	-	-	3,318
Block CI-708				3,318	-	-	3,318
Total	312,932	28,593	-	16,812	-	-	358,337

Payments per government	Production Entitlement	Taxes	Royalties	Bonuses	Fees	Infrastructure Improvements	Total
Government	142,034 ^(d)	28,593 ^(c)	-	16,812	-	-	187,439
Petroci holding	170,898 ^(e)	-	-	-	-	-	170,898
Total	312,932	28,593	-	16,812	-	-	358,337

(a) Report payments governments 2025.
(b) Includes 5,671 KBOE paid in kind.
(c) Includes 472 KBOE paid in kind.
(d) Includes 2,605 KBOE paid in kind.
(e) Includes 3,066 KBOE paid in kind.

Carbon neutrality by 2050

Emissions

		2024	2025
Direct GHG emissions (Scope 1)	(million tonnes CO ₂ eq.)	0.518	0.746

Environmental protection

Protection of water

		2024	2025
Total water withdrawals	(million m ³)	13.17	25.66
of which: sea water		13.17	25.66
of which: fresh water		0	0

Waste

		2024	2025
Total waste from production activities:	(million tons)	0.02	0.29
of which: non-hazardous		0.0004	0.22
of which: hazardous		0.018	0.07
Total waste from remediation activities:		0	0
of which: non-hazardous		0	0
of which: hazardous		0	0

Certification of HSE management systems

		2024	2025
ISO 14001 certifications	(number)	1	1
ISO 45001 certifications		1	1

Value of our people

Employment

		2024	2025
Employees as of December 31 st	(number)	152	130
Resident in Côte d'Ivoire ^(a)		61	59
Employees by gender		152	130
Men		123	97
Women		29	33
Employees by contract		152	130
Permanent		114	108
Fixed-term		38	22
Employees by professional category		152	130
Senior managers		2	1
Middle managers		65	64
White collars		85	65
Blue collars		0	0
Employees by age		152	130
Under 30		14	13
30-50		121	100
Over 50		17	17

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

Training

		2024	2025
Training hours by type	(hours)	6,036	4,392
HSE and Quality		2,012	1,761
Language and IT		233	334
Conduct/Communication/Institutional		532	533
Professional - cross cutting		1,365	896
Professional - technical/commercial		1,893	868
Training expenditures	(€ million)	0.234	0.200
Training hours on safety	(hours)	1,772	1,168

Health

		2024	2025
Number of health services provided	(number)	1,752	2,025
Number of registrations to health promotion initiatives		735	729
of which: by employees		705	622
of which: by contractors		0	65
of which: by relatives		30	42

Safety

		2024	2025
TRIR (Total Recordable Injury Rate)	(Total recordable injuries/worked hours) x 1,000,000	0.26	0.29
Employees		0.00	0.00
Contractors		0.29	0.36
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)	10	8
Training hours on safety	(hours)	1,772	1,168

Alliances for development

Investments for local development

		2024	2025
Investments for local development	(€ million)	11,637	12,531



Eni SpA

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