Eni in EGYPT

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 EGYPT

SUSTAINABILITY LOCAL REPORT 2025

Disclaimer

'Eni in Egypt 2025 Sustainability Local Report' 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 Egypt 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 SpA subsidiaries and affiliates in Egypt, which includes, inter alia, Ieoc Production B.V., and where specified, Gastec and Damietta LNG (DLNG) SAE.

Photos

All the photos of the covers and the Eni Sustainability Local Report in Egypt 2025 come from the Eni photographic archive.

Translations

The original text of the Eni Sustainability Local Report in Egypt 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





Andrea Barberi
Ieoc Managing Director

I am pleased to present our 2025 Sustainability Local Report in Egypt. This report reflects our ongoing commitment to our stakeholders, who remain at the heart of everything we do, and creating long-term value for Egypt through our activities and partnerships.

For over seven decades, Eni has been part of Egypt's energy journey. Throughout this time, we have grown alongside the country, contributing to its energy security, economic development and international role in the energy sector. In 2025, we further continued to build on this shared legacy – leveraging the strengths of both Eni and Egypt to deliver sustainable growth across the pillars of our business model: Carbon neutrality, environmental Protection, Value of our People, Alliances for development, and Sustainability in the value chain.

During the year, we further strengthened our partnership with Egypt through license renewals and extensions, accelerated exploration activities, and the advancement of strategic development projects across Sinai, the Western Desert, the Nile Delta, and the Mediterranean offshore. These efforts support Egypt's ambition to grow its position as a leading regional energy hub while contributing to the country's energy security and economic resilience.

Moreover, Eni has made a significant contribution to meeting Egypt's domestic energy demand while also supporting the development of extensive infrastructure for gas transportation, processing and liquefaction in Egypt. Eni is also planning the connection of the Cronos field (50/50% partnership with TotalEnergies), a significant natural gas discovery located in Block 6 of Cyprus's Exclusive Economic Zone (EEZ), with the Egyptian facilities. These activities strengthen Egypt's role as a regional energy hub.

At the same time, we continued to improve the sustainability of our operations. We further reduced routine flaring, expanded the integration of renewable energy into our activities and reinforced methane emissions management practices. Our focus on safety remained unwavering, with strengthened risk monitoring systems and initiatives aimed at protecting the health, wellbeing and development of our people.

Beyond our operations, we remain committed to generating tangible impact and benefits to local communities. In 2025, we invested €758,000 in local development, more specifically in education, progressively more sustainable agriculture, and community health, supporting young people in acquiring skills relevant to the labor market, empowering women and farmers in remote areas through organic agriculture programs, and contributing to stronger, more resilient healthcare systems through training and capacity building. In 2025, Eni also cooperated with the Italian Agency for Cooperation and Development (AICS), to enhance technical education in Egypt.

These achievements are the result of close and continuous collaboration with the Egyptian Government, EGPC, EGAS, our joint ventures, and the communities we serve. We extend our sincere appreciation to all our partners for their trust and shared commitment that continue to make this partnership thrive.

Looking ahead, we remain firmly focused on delivering measurable progress and strengthening our partnerships, to create, together, a more sustainable, resilient, and inclusive future for Egypt.

Andrea Barberi
Ieoc Managing Director

Why you should read the Eni Sustainability Local Report in Egypt 2025

The Eni Sustainability Local Report in Egypt 2025 illustrates Eni's commitment to a Just Transition, showcasing the Company's activities in the country aimed at pursuing business objectives while equitably sharing social and economic benefits among employees, suppliers and the communities involved in this journey, through inclusive and transparent practices.

Eni operates in Egypt to enhance gas production while also diversifying towards alternative sources and reinforcing the country's role within the wider East Mediterranean energy system.

Eni's activities run alongside local development initiatives, which are based on the knowledge of local needs and on the willingness to work alongside Egypt to foster more sustainable development, including through partnerships with nationally and internationally recognised organisations.

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

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



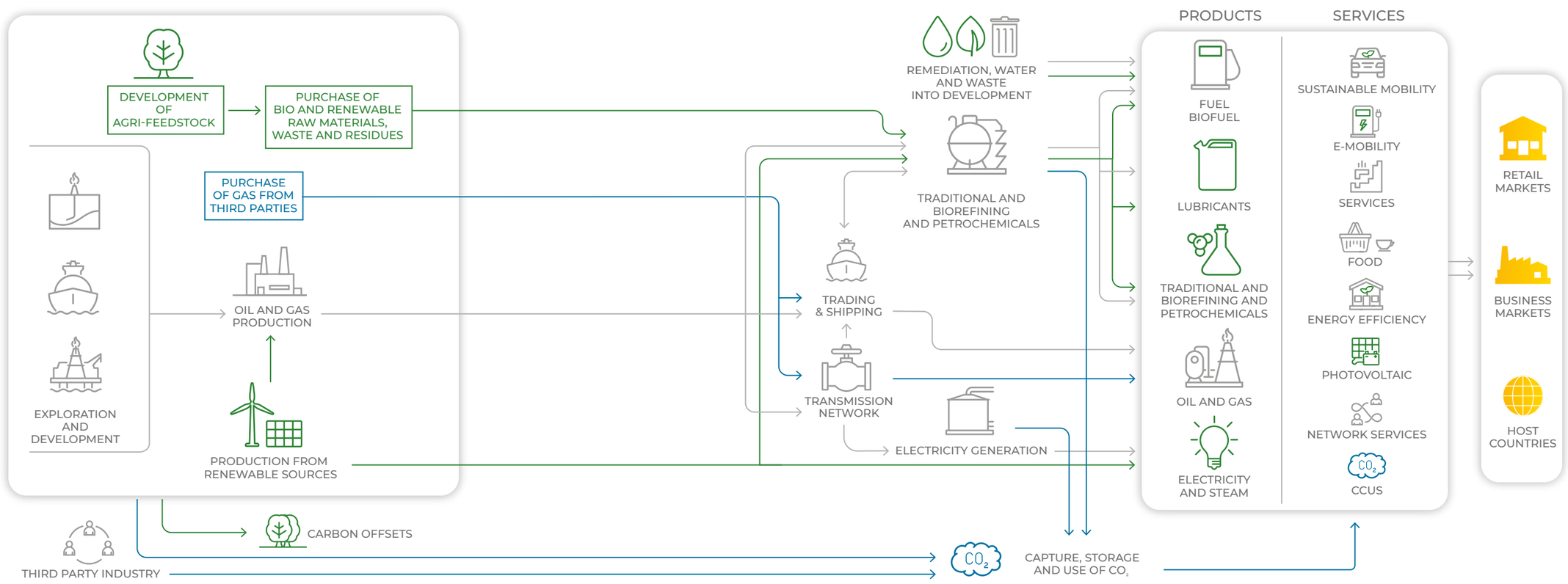
Eni's activities: the value chain

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, CO_2 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

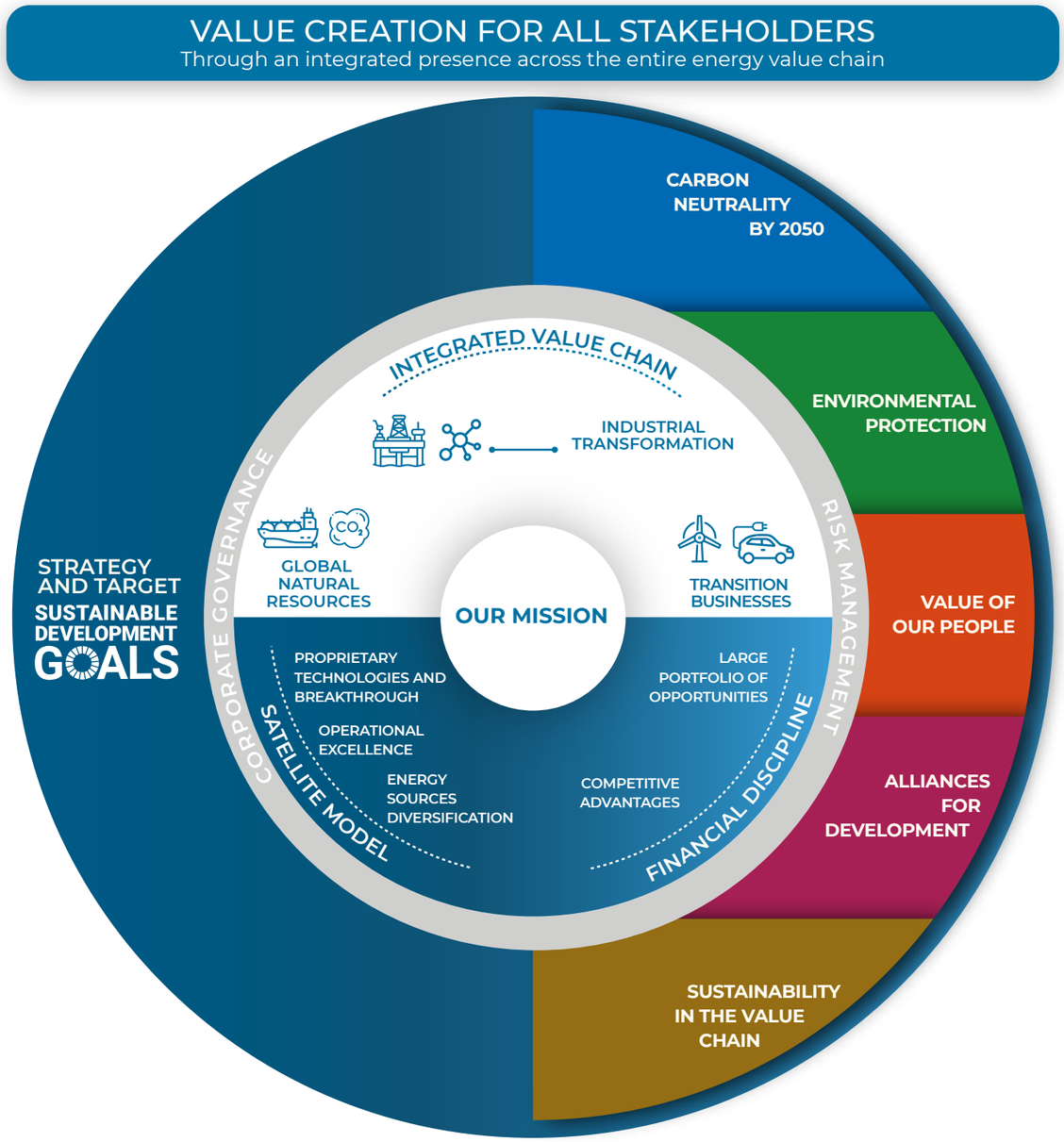
Eni recognises the value of its people as a fundamental element for the success of the company and for this reason guarantees a working environment free from any form of discrimination that favours the full development of everyone's potential, promoting the development of a culture based on dissemination 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 know-how 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.



The activities in Egypt

72 years
of continuous presence in the country

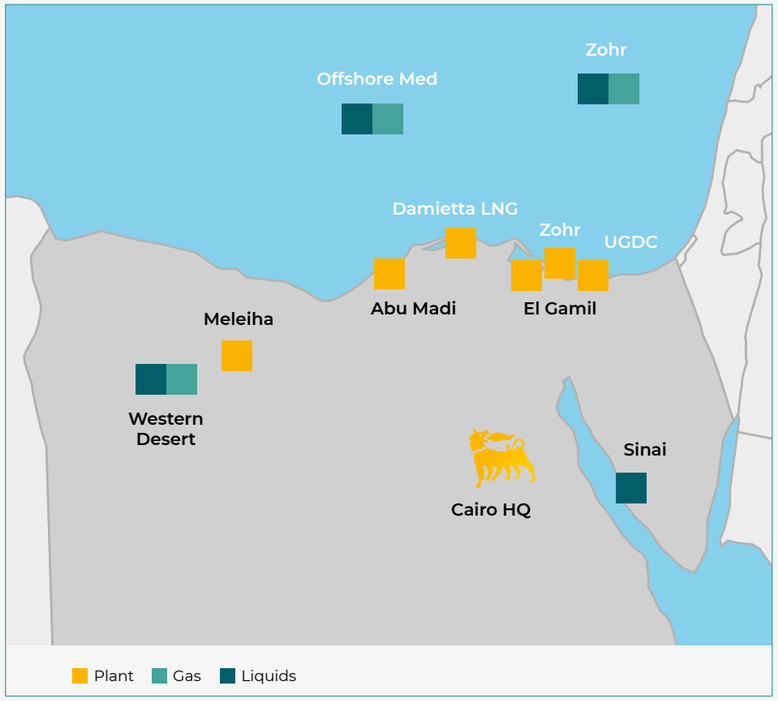
533 (kboe/d)
gross production recorded in 2025

Leading
producer of gas in the country

Eni's presence in Egypt dates to 1954 with 72 years of continuous presence and activities in the country, Eni's activities in Egypt have achieved significant successes, leading to major energy projects that have fostered the country's economic development. Eni SpA operates in Egypt through its subsidiary, Ieoc Production B.V. (Ieoc), which directly handles exploration. Development and production operations are managed by its jointly controlled operating companies, Petrobel and Agiba, among others, established with the Egyptian General Petroleum Corporation (EGPC) and Egyptian Natural Gas Holding Company (EGAS).

Ieoc Production B.V. ('Ieoc')

Eni SpA operates through its subsidiary Ieoc, which directly handles exploration, with more than 3,000 wells drilled since the company's establishment in the country. Ieoc holds 55 licences (44 operated) for a total acreage of around 40,500 square kilometres, distributed across three main hydrocarbon provinces: the Gulf of Suez/Red Sea, the Nile Delta/Mediterranean offshore and the Western Desert. Ieoc is recognised as one of the country's main producers, leading producer of gas (contributing to 52% of Egypt's domestic gas production in 2025) and second top producer of liquids (approximately 20% of Egypt's liquids production in 2025), boasting an equity production of 242 thousand barrels of oil equivalent per day (kboe/d) in 2025. Over recent years, Ieoc's exploration efforts have focused on unlocking Egypt's untapped gas potential, with a particular focus on near-field and short-cycle opportunities.



Agiba Petroleum Co (Agiba)

Agiba, a jointly controlled operating company of Ieoc and EGPC, has been active since 1981 with operations mainly focused on Eni's oil and gas concessions located in the Western Desert, a traditional oil province with a growing share of natural gas production. The company is classified as a joint venture in Eni's consolidated financial statements.

Notably, in the merged Meleiha concession, Agiba has been constructing a new gas plant, with a treatment capacity of 100 million standard cubic feet per day (MMscfd), as part of the Meleiha Phase 2 development project, with startup expected in 2026. The project also envisages a new collection network and gas export pipeline for the benefit of Meleiha and, potentially, third-party production.

Damietta LNG (DLNG)

Damietta LNG (DLNG) is an independent Egyptian joint operation in Eni's consolidated financial statements (Eni SpA through Eni Gas liquefaction B.V. 50%, Egyptian State authorities 50%) that operates Egypt's largest single-train liquefied natural gas (LNG) facility, on-stream since 2004. The plant has a liquefaction capacity of 7.56 billion cubic metres per year. Damietta LNG consolidates Eni's integrated development strategy by increasing both volumes and flexibility in its portfolio, in synergy with upstream assets. The plant is a key industrial asset, positioning the country as a natural gas processing and liquefaction hub for the East Mediterranean region.

United Gas Derivatives Company (UGDC)

UGDC is an Egyptian Joint Stock Company established in 2002, encompassing the following shareholders: Eni SpA, through Eni International BV, bp and Gasco with 33.3% participating share for each.
The company's principal business activity is to recover natural gas liquid (NGL) derivatives (primarily propane, LPG and condensate), supplying LPG (liquefied petroleum gas), condensate and propane, mostly serving the Egyptian domestic market.

Gastec

Eni SpA has an established presence in the Egyptian retail market through Gastec, a company established in 1996 with the aim of promoting the use of natural gas as fuel for the automotive sector. Eni SpA, through Eni International BV, holds a 40% share in the company, while public Egyptian companies own the remaining 60%. Gastec is the market leader in Egypt, with a 45% share of Compressed Natural Gas (CNG) sales with 377 stations, and 51% in terms of vehicle conversion to CNG.

Belayim Petroleum Co (Petrobel)

Since 1955, Petrobel, a jointly controlled operating company of Ieoc and EGPC, has overseen operations on behalf of Eni under oil and gas concessions in the offshore Mediterranean and Sinai area.

Petrobel's main oil and gas processing plants are El Gamil, Abu Madi and Zohr, which serve as major processing hubs for production from both operated fields and third-party assets. In its development and operational activities, Petrobel leverages on its unmatched subsurface expertise and application of new technologies to extend asset life and rejuvenate mature fields, consistently achieving its production targets. In 2025, Petrobel recorded a gross production of 922 thousand barrels of oil equivalent per day (kboe/d) making it the country's leading operating company.

EniProgetti Egypt Ltd (EPEG)

EniProgetti Egypt Ltd (EPEG) is an Egyptian engineering services company, subsidiary of EniProgetti SpA, founded in 2008, not only to support Eni's business in the country but also outside Egypt.
The company provides a complete set of engineering services to support its clients with a life-cycle approach in the management and the execution of industrial and sustainability projects, throughout the oil and gas value chain.

A long successful history in the country



In 1954, Eni[1] started operating in Egypt with the acquisition of shares of Ieoc, which would become fully owned in 1961. In 1957, the Compagnie Orientale des Pétroles d'Egypte (COPE) was established for the exploitation of oil fields in Sinai. In 1978, COPE changed its company name to Belayim Petroleum Company (Petrobel).
Egypt represents a strategic country for Eni, both for its long-standing operational presence and for its potential role as a regional energy hub connecting the Mediterranean, Africa and the Middle East.

Egypt was the first country where Eni expanded its activities and today it has reached over 70 years of continuous presence. With over 3,000 wells drilled, 74 offshore platforms, 10 onshore plants and a gross production of 533 thousand barrels of oil equivalent per day (kboe/d) in 2025, Eni has a well-established presence in the country.

Additionally, every year Eni reaches out to over 40,000 people through the social and health initiatives it implements in the main operating areas.

1954

Eni starts operating in Egypt, acquiring shares in Ieoc. **Ieoc became wholly owned by Eni in 1961**.

1955 - 1961

Discovery of Belayim onshore field (1955), the first oil discovery in the Sinai region of the Gulf of Suez and Belayim Marine (1961), offshore Gulf of Suez.

1967

First natural gas discovery in Egypt in Abu Madi (Nile Delta area).

1981-1987

Acquisition of Meleiha Concession in the Western Desert.

Discovery of the Port Fouad gas field offshore the Nile Delta. Agiba Petroleum is set up to conduct operations in the area.

2004

Start of operations of the **Damietta LNG plant**.

Start of the United Gas Derivatives Co. plant (UGDC).

2015

Two game-changing gas discoveries:

- **Zohr**, a world-class giant field in Shorouk Concession Agreement. The Zohr discovery is considered the largest in the Mediterranean.
- **Nooros** field in the Abu Madi West development lease in the Nile Delta.

2016

Discovery of the Baltim South West gas field.

2017

Record gas production of **1.1 billion cubic feet per day (bcf/d)** at Nooros.

First gas production at Zohr.

2019

New Gas discoveries in the East Mediterranean Offshore (Nour) and in the Nile Delta Onshore (EL Qara NE).

2021

Restart of Damietta LNG plant thanks to the gas discoveries at Zohr and Nooros.

Eni's historic record production of **1 million barrels of oil equivalent**.

2023

New Gas discovery in the East Mediterranean offshore (Nargis).

2024

Zero routine flaring achieved in all sites operated by Petrobel and Agiba. Start of the boosting of Zohr gas production through the El Gamil compressor station.

2025

Key concessions extended (Temsah, Belayim) paving the way for a major relaunch of investment activities.

New drilling campaign at Zohr.

Spudding of Denise well in October 2025.

Key agreements signed with Cyprus Block 6 (Cronos), enabling access to Zohr facilities and building a new gas hub for the East Mediterranean region.

1 When referring to the history milestones described in this section, Eni refers to Eni Group in its corporate structure at the time of the facts described.

Stakeholder engagement activities

71 Stakeholders

mapped and monitored in 2025

Stakeholder engagement is central to Eni's 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.

Eni adopted the company's Stakeholder Management System (SMS), an application that allows the recorded stakeholders to be mapped and monitored and the relationships with them to be timely managed. 71 stakeholders were mapped and monitored in 2025[2].

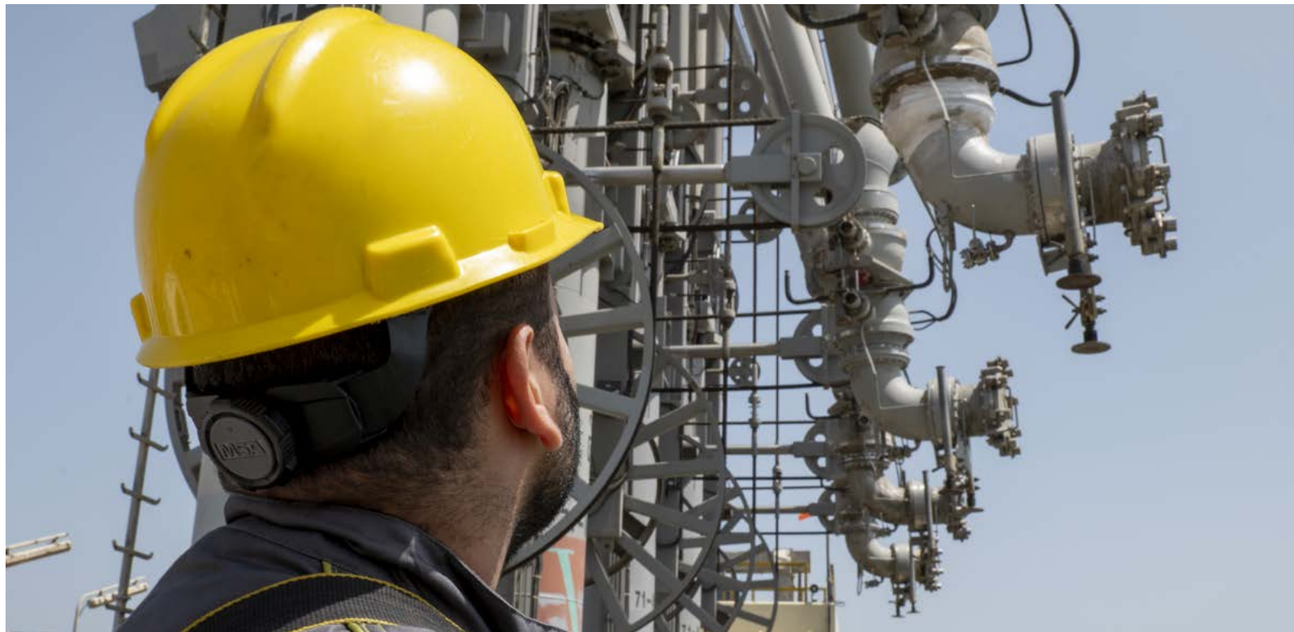
Eni maintains an ongoing dialogue with Egyptian institutions and stakeholders, contributing to a constructive environment for the continuity of its operations and the development of new investment and business opportunities in the country.

Moreover, in 2025, Eni continued to strengthen its relationships with key stakeholder groups through various activities and initiatives.

ENI'S PEOPLE	Eni places strong emphasis on the development and well-being of its employees through professional training, diversity and inclusion initiatives, and programmes aimed at creating a safe and collaborative work environment. • Engagement initiatives with female employees in Egypt to promote International Women's Day. • Team-building activities designed to encourage engagement and strengthen connections among colleagues. • Buddy programme created to support employees joining from other Countries during their first weeks in a new environment, fostering a sense of belonging and helping them integrate more quickly into the team and company culture.
LOCAL COMMUNITIES AND COMMUNITY-BASED ORGANISATIONS	Eni has a long-established relationship with communities in all the areas where it operates, including South Sinai, Port Said, Matrouh, Damietta and Nile Delta. These communities are engaged through: • Consultations related to new development and exploration activities, as well as regular communication on the progress of projects. • Local development projects aimed at addressing the needs and challenges of those communities, implemented in partnership with civil society organisations and aligned with the UN SDGs and with 'Vision of Egypt 2030'.
NATIONAL AND INTERNATIONAL INSTITUTIONS	Eni has been engaging with national and international institutions both at a central and a local level, notably: • Collaboration with EGAS and EGPC under the relevant Concession Agreements, as well as through dedicated Memorandums of Intent with the aim to reinforce shared commitments to reducing emissions, advancing more sustainable energy solutions and improving HSE capacity-building. • In 2025, Eni hosted the Egypt Annual HSE Day under the patronage of the Minister of Petroleum under the theme of 'Protecting People and the Planet through Sustainable Leadership'. • Social and health local development projects carried out in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), Minister of Education and Technical Education (MoE&TE), Ministry of Agriculture and Land Reclamation (MoALR), Ministry of Environment (MoEnv) and the Ministry of Health and Population (MoHP). • Local development projects carried out in collaboration with the Governorates of Port Said, Matrouh, South Sinai and Damietta. • Collaboration with the EU and AICS - Italian Agency for Development Cooperation on local development projects focusing on Technical Education. • Membership in the East Mediterranean Gas Forum, a regional association that promotes cooperation on gas policies across East Mediterranean Countries and brings together national and international energy companies, grid operators, service contractors and financial institutions. • Engagement with local authorities to define and implement security strategies and action plans aimed at safeguarding both Eni's assets and personnel, including JV employees. • Regular engagements with local authorities in relation to exploration activities.
CONTRACTORS, SUPPLIERS AND BUSINESS PARTNERS	Eni promotes more responsible supply chain practices by raising awareness, engaging suppliers in sustainability activities and implementing due diligence processes to mitigate risks, including those related to human rights, notably: • Supplier awareness-raising, engagement and training initiatives, as well as industry workshops, aimed at promoting sustainability awareness throughout the supply chain. • Expansion of the **Open-es** community and further strengthening of the initiative through additional tools and services (e.g. ESG training programmes). • Periodic meetings with security stakeholders within JVs to jointly review security developments, assess the impact of current events and discuss the precautionary measures needed to ensure the continued protection of Eni assets and property across all jointly controlled companies. • Theoretical and practical training on fugitive emissions was provided by Eni to GASCO personnel for replication of the monitoring campaign across other facilities. • Workshop on the Oil and Gas Methane Partnership 2.0 (OGMP 2.0) in collaboration with Minister of Petroleum in 2025. • HSE workshop focused on safe operations in production and maintenance activities with shareholders, jointly controlled companies and contractors.
UNIVERSITIES, RESEARCH CENTRES AND INNOVATION HUBS	Eni works together with national and international academic institutions to promote innovation, support the development of new technologies and contribute to education and training in areas relevant to the energy transition. • Partnership with Eni Corporate University (ECU), Politecnico di Milano University and El-Sewedy University of Technology (SUT) aiming at establishing a tertiary education programme in Energy Engineering Technology which will support the country's transition towards a lower carbon economy.
ORGANISATIONS FOR COOPERATION DEVELOPMENT	Eni has established relationships and formal partnerships with organisations for development cooperation, notably: • Ongoing dialogues with UN agencies to explore potential collaboration on local development projects. • Partnership with AICS (Agenzia Italiana per la Cooperazione allo Sviluppo - Italian Agency for Development Cooperation) to establish two Applied Technology Schools in the Matrouh and Damietta Governorates. • Collaboration with the Desert Research Centre to implement projects supporting access to water and small-scale agriculture in dry areas. • Collaborations with civil society organisations such as El-Sewedy Electric Foundation and SEKEM for sustainable development.

2 Mapped through the Stakeholder Management System (SMS) adopted by Eni SpA.

For more information, please refer to the section **Stakeholders engagement** in the **2025 Eni Sustainability Statement**.



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.

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 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**.

FOCUS ON

Human Rights workshops and Voluntary Principles on Security and Human Rights

Eni is committed every day to respecting human rights in the areas where it operates.

The projects and activities in which Eni has concentrated its efforts and resources in 2025 were based on achieving the dual objective of preventing the risk of human rights violations and/or complicity in abuses committed by third parties as well as expanding and promoting access to fundamental rights by people who live in communities where Eni has its operations.

Security activities are fundamentally important for the respect of human rights in relation to key issues such as protecting the physical safety of individuals, community relations and the respect of principles such as the right to life, health and freedom of expression.
Security requirements – aimed at preventing threats and limiting the active intervention of security forces – are designed to foster an environment of mutual respect between private entities, workers and local communities, and require operations in compliance with national and international law, particularly with regard to human rights.

Initiatives aimed at promoting the integration of Security and Human Rights in 2025 included workshops focused on Voluntary Principles on Security and Human Rights, which serve as a practical reference framework for balancing security needs with respect for and protection of human rights.



Anti-corruption and transparency

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 2023, 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 relevant training audience. The program 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 Egypt, in 2025, Anti-Corruption training activities were carried out as follows:

- **242**[3] participations of high-risk employees in ultra-specialised training sessions, including general workshops and job-specific training delivered in classroom and/or virtual classroom.

FOCUS ON

Eni's tax contribution in Egypt in 2025

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

According to the 2025 Report, Eni SpA paid a total of €589.3 M in taxes and bonuses in Egypt. The payments relate to various projects, for a comprehensive breakdown please refer to the **Report on Payments to Governments 2025**. These independently verified figures reflect Eni's sustained commitment to transparency and accountability.

3 The reported number of participations in anti-corruption training sessions exceeds the total number of employees, since some employees attended more than one course during the reporting period.

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 reflect 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 Egypt 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

METHANE EMISSION MANAGEMENT IN JOINTLY CONTROLLED ASSETS

Eni supports methane emissions management initiatives across its jointly controlled operating companies through monitoring activities, deployment of advanced technologies and capacity-building programmes aimed at enhancing the measurement, reporting and management of emissions.

In Egypt, Eni provides technologies and technical support to strengthen the management of methane fugitive emissions at local level, including imaging cameras and dedicated training programmes for the operational staff of its Jointly controlled Companies on Leak Detection and Repair (LDAR) methodologies.

These activities, implemented with the support of EniProgetti Egypt, have enabled jointly controlled operating companies to progressively strengthen the knowledge of fugitive methane emission sources and establish a strong foundation for managing methane emissions in line with the OGMP (Oil and Gas Methane Partnership) measurement requirements.

Building on the results achieved during the 2024 OGMP campaigns conducted across five sites in Egypt (Meleiha, Zohr, El Gamil, Abu Rudeis and Abu Madi), Eni will continue the methane emissions monitoring process in 2025 through dedicated OGMP campaigns. These activities combined drone-based surveys with source-level measurements, including fugitive, flaring and vented emissions.

The monitoring activities carried out in 2024 and 2025 supported the reconciliation and improvement of emissions data and contributed to identifying priorities for targeted methane abatement and reduction initiatives.

In July 2025, Eni collaborated with Egypt's Ministry of Petroleum and Mineral Resources (MoPMR), to organise an OGMP 2.0 workshop focused on methane emissions management and reduction in the oil and gas sector. The initiative promoted the adoption of advanced measurement-based methodologies for methane emissions monitoring, reporting, and verification, supporting the progressive transition of national companies from the use of generic emission factors to more accurate data-driven approaches, in line with Egypt's Vision 2030 for sustainable energy development.

Since 2015, Eni has aimed to eliminate routine flaring and has progressively expanded initiatives, especially in countries where logistical and market challenges had limited the use of associated gas. In this context, Eni SpA confirmed the achievement of its zero routine flaring target by 2025 for its operated assets.

In Egypt, also thanks to the installation of a compressor in Meleiha for the recovery of associated gas from the oil plant to the gas plant, completed at the end of 2024, Eni achieved the goal of zero routine flaring in the area during 2025.

Zero routine flaring
achieved in 2025

Energy efficiency programmes

In 2025, jointly controlled operating companies started the journey of aligning the energy management system to ISO 50001 standards. This certification helps to improve the management of significant energy uses (SEUs) and to reduce operational costs of alignment with the Egyptian Petroleum Sector Energy Efficiency Strategy 2022-2035. The initiative has led to the achievement of ISO 50001 certification for Port Fouad in Petrobel and to the start of the gap analysis for Agiba.

Gas-weighted portfolio

Up to
6 Bscf/d
gas treatment capacity through

3 onshore plants
(Zohr, El Gamil and Abu Madi)

12 offshore platforms
for gas in the Mediterranean Sea

Eni contributes to
half of Egypt's total gas
production

7.56 billion cubic metres
liquefaction capacity per year

EGYPT: GAS REGIONAL HUB

Eni's strategy supports a pragmatic and gradual energy transition that balances emissions reduction with energy security. Within this framework, natural gas plays an important role due to its lower carbon intensity compared with other fossil fuels and its complementary role alongside progressively expanding lower carbon energy solutions.

Egypt plays an important role in this approach as a regional leader in natural gas production. As the major gas producer in the country, Eni has contributed over the years to the supply of domestic demand while also supporting the development of extensive infrastructure for gas transportation, processing and liquefaction, thereby contributing to Egypt's ambition to strengthen its role as a major energy hub in the region.

An example of this approach is the planned connection of Cronos field (50/50% partnership with TotalEnergies) with the Egyptian facilities. The Cronos field is a significant natural gas discovery located in Block 6 of Cyprus's Exclusive Economic Zone (EEZ) in the Mediterranean Sea, discovered in 2022 by Eni and its partner TotalEnergies (50/50% partnership). The Project foresees the installation of an export pipeline connecting the subsea system to Zohr facilities in Egyptian EEZ. The gas will be processed at Zohr facilities and then sent through a new onshore pipeline to Damietta LNG to be liquefied for export. This deal strengthens Egypt's role as an energy hub and accelerates Cyprus's ability to monetise its offshore gas reserves.

A distinctive element of Eni's presence in Egypt is its integrated gas infrastructure model, which connects upstream production with midstream and downstream infrastructure. Through Petrobel, Eni participates in three onshore gas plants (Zohr, El Gamil and Abu Madi) with a capacity of up to 6B scf/d. These plants process gas from offshore projects such as Zohr and Nidoco (Nooros), as well as production from Temsah, Baltim North El Hammad and North Port Said concessions.

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

Through Agiba, in the Western Desert, Eni is also developing a new gas treatment plant with a capacity of 100 MMscfd, which will deliver gas to the Western Desert Gas Complex.

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

Egypt's gas infrastructure also includes liquefaction facilities such as the Damietta LNG plant, in which Eni SpA is a partner. The plant has been operational since 2004 as an LNG export terminal with a liquefaction capacity of 7.56 billion cubic metres per year.

Eni's integrated infrastructure plays a pivotal role in accelerating the monetisation of gas resources and reinforcing Egypt's status as a regional gas hub. It achieves this by improving energy security, reducing reliance on imports and boosting export capacity.

Operational efficiency and synergies are further enhanced through continuous investments in facility integration, digital asset management technologies and new processing capacity.

Renewables

PHOTOVOLTAIC PLANT: ABU RUDEIS FIELD

In partnership with the Egyptian authorities, Eni continued to advance Egypt's energy transition through the expansion of renewable energy infrastructure. Following the successful commissioning of a 6-MWp photovoltaic (PV) facility at the Abu Rudeis field in 2023, the project was expanded in 2024 with an additional 8 MWp, bringing the total installed capacity to 14 MWp.

Fully integrated with the national grid, the facility operates in synchronised alignment to provide a stable, reliable and efficient power supply to the field. Designed for self-consumption, the project utilises all renewable electricity generated to power Eni's operations, with no electricity exported to the grid.

The overall project is expected to deliver annual greenhouse gas emissions reductions of approximately 10,500 tCO_2e (Scope 2 emissions) while reducing dependence on electricity imported from the grid and the associated energy costs. The initiative further supports Eni's decarbonisation strategy and contributes to Egypt's broader sustainability and energy transition objectives.

14 MWp
total photovoltaic capacity at Abu Rudeis

10,500 tons CO_2
emissions reduction annually

Biofuels

ENI LEVERAGES ITS EXPERIENCE BY SIGNING AN AGREEMENT IN THE COUNTRY

In October 2025, Eni signed a cooperation agreement with the Egyptian authorities in order to conduct a feasibility study for the development of biogas production units based on the processing of animal and agricultural waste.

The study will assess the feasibility of building a biodigestion plant capable of processing agricultural and animal waste, particularly from livestock farming. The biogas produced by biodigestion can generate renewable electricity and heat, while also producing premium organic fertilizers for use in agriculture, further contributing to the circular economy. The initiative would also reduce greenhouse gas emissions from agricultural waste and by-products, while generating carbon credits.



Environmental protection

Eni's environmental priorities include efficient use of natural resources, such as water, waste management and protecting biodiversity and ecosystems that support life.

During 2025, Eni continued to ensure effective environmental monitoring and a strong commitment to environmental protection in line with its standards and policies. Internal and external audits were conducted and received as part of this framework, supporting the verification of processes and controls. Moreover, in 2025 Eni maintained ISO 14001 certification for its environmental management systems.

Water resources management

In line with Eni's efforts to reduce high quality freshwater withdrawals, the use of desalinators since 2021 has made it possible to eliminate and minimise the freshwater withdrawals at Zohr and Abu-Rudeis sites respectively.

Eni's water withdrawals in Egypt are from different sources: surface water, water wells and the municipal network. Water is mainly consumed for domestic use, processes and operational activities.

In 2025, Eni continued to strengthen its commitment to environmental protection in Egypt by developing and implementing a structured water management approach across its upstream activities. This commitment is demonstrated through the Local Water Risk Analysis carried out at operational sites to identify water risks and define mitigation strategies, together with the design of flowmeter installation plans to monitor and optimise freshwater use based on the freshwater network mapping performed in 2024. The periodic update of site-specific water balances enabled the development of a Site-Specific Water Management plan tailored to the operational and environmental conditions of the operational sites in order to ensure the highest standards of water stewardship. These actions represent important milestones in Eni's continuous pursuit of improved water stewardship and water management in Egypt.

Waste management

In 2025, Waste Analysis Initiatives were implemented, together with Eni, at Agiba (Meleiha) and Petrobel (Abu Madi, Abu Rudeis, El Gamil and Zohr). The use of this tool enabled the collection of more detailed and comprehensive data on waste generation and management practices. The resulting insights help identify opportunities for improvement and support the adoption of best practices aimed at promoting effective waste management.

In alignment with Eni SpA's strategy to improve the sustainability of its energy products and services in order to enhance environmental protection — through waste reduction, recovery and recycling, as well as the extension of product and asset lifespans via reuse or repurposing — in 2025, Eni continued to promote the recycling of plastic waste launched in 2024. This initiative involves the implementation of a 'Reverse Vending Machine', which collects plastic waste for subsequent transport to recycling facilities. This approach not only reduces waste generation but also facilitates post-recycling reuse of materials.

Biodiversity protection activities

Eni is committed to protecting biodiversity and preserving ecosystem services through the implementation of targeted measures designed to prevent, mitigate and minimise potential risks and impacts. Recognising that biodiversity is inherently site-specific, Eni adopts a tailored approach that takes into account the unique characteristics of each location, including its geographic context, environmental conditions, ecological dynamics and interactions. The lack of a single recognised metric for measuring global biodiversity makes it difficult to define aggregated objectives. For this reason, Eni adopts site-specific management, implementing, where necessary, environmental management plans that identify specific interventions and local indicators, which are then explored in greater depth. This approach enhances the ability to address the unique characteristics of each environmental context, driving concrete and measurable actions that effectively mitigate local impacts.

In Egypt, Eni is coordinating the implementation of a Biodiversity Action Plan (BAP) that specifically aims to mitigate impacts on modified desert habitats in the Sinai fields. The activities are carried out on behalf of the partners of the operating companies. The BAP defines objectives, monitoring activities, timelines, responsibilities and performance indicators, and it is updated periodically throughout the project's life cycle, ensuring effective risk management. Assessments are also underway for potential impacts on migratory bird species, which are crucial to the Key Biodiversity Area (KBA) status of the EL Qara plant, and on marine habitats.

Biodiversity conservation in exploration activities

Eni SpA strictly complies with all applicable regulations to safeguard and conserve biodiversity during its exploration activities. Seismic data acquisition represents one of the key operations within exploration activities and it is carried out using specialised seismic survey vessels. To ensure compliance with environmental legislation and mitigation requirements, each seismic vessel must have an on-board Marine Mammal Observer (MMO). The MMO is responsible for monitoring marine fauna, with particular attention to marine mammals.

Their duties include conducting visual observations from dedicated observation points, identifying species, recording behaviour and ensuring that safety zones around the vessel are clear of sensitive species before and during seismic operations. MMOs are also responsible for implementing mitigation protocols, such as delaying or shutting down air-gun operations if marine mammals enter exclusion zones. In recent years, Eni SpA, in collaboration with various universities, including 'La Sapienza' University of Rome, has developed several technologies aimed at reducing the environmental impact of seismic data acquisition.

Value of our People

Each of us

239
Eni employees in 2025

83%
of employees are Egyptian 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, the workforce of Eni's Egypt facilities totalled 239[4] people, 199 of whom were Egyptian nationals. These workforce numbers refer to direct Eni employees in Egypt and do not include the number of employees operating in the joint ventures.

Eni's approach to Diversity & Inclusion (D&I) is based on the fundamental principles of non-discrimination, equal opportunities and inclusion of all forms of diversity, as well as of integrating and balancing work with the personal and family concerns of Eni people. In Egypt, Eni places strong emphasis on local needs and perspectives through direct listening, enabling a deeper understanding of diversity, the assessment of D&I opportunities and shaping initiatives rooted in local contexts. On this topic, 2025 saw the promotion of the WOW- Wheels on Waves Around the World, an initiative that aims to demonstrate that any obstacle can be overcome using creativity, solidarity and advanced technology. The initiative involves a world tour aboard the catamaran 'Lo Spirito di Stella', which is accessible to people who use wheelchairs. As part of Eni's partnership with WOW, 'Lo Spirito di Stella' welcomed a delegation of employees on board, offering them the chance to explore the vessel and experience a fully accessible environment. The activity also included the participation of Eni's employees to dedicated workshops on ergonomics and health nutrition.

Training

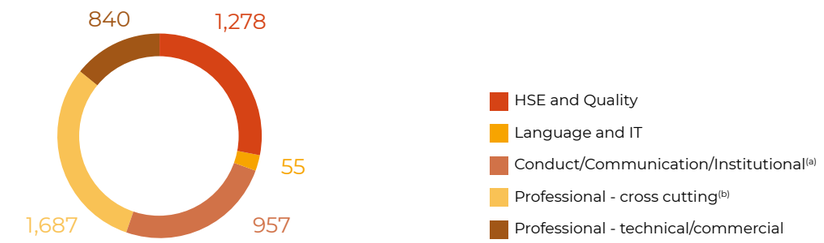
Eni SpA considers training to be a key lever in supporting the company through the process of change, in line with the strategies defined within the context of the energy transition and digital transformation. Targeted training initiatives that comprehensively cover all aspects of technical-professional, 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.

4 For information concerning the reporting boundary, please see **Methodological note**.

In 2025, the total number of training hours was 4,817[5] with an 18% increase compared to the previous year.

4,817
hours of training delivered to employees in Egypt recorded in 2025

TRAINING HOURS BY TYPE



(a) Training programmes/paths in the areas of corporate identity, human rights/sustainability and leadership.
(b) Compliance, professional training requested by the Businesses and training on new work approaches and the digital world.

In 2025, the most important initiatives for Eni's employees in Egypt included courses on safety, leadership and corporate identity and compliance (for more details see the box 'Master's courses' below).

In 2025, a total of eight participants from the joint ventures attended the Eni Specialised Master programmes, while an additional 437 participants including those in JVs were enrolled in the HSE Management programme focused on operational safety.

Eni has been investing in education for local communities, notably through the Applied Technology Schools established in the governorate of Port Said, Matrouh and Damietta, involving more than 1,000 students. Energy is the main topic taught within these educational programmes. In particular, the 'Tertiary education in Energy Engineering Technology' programme provides students with exposure to energy efficiency technology, while contributing to Egypt's pathway towards a lower carbon economy. See the **Alliances for Development** section for further details.

As part of Eni's commitment to promoting a strong safety culture across its joint ventures, a tailored onsite safety coaching programme has been introduced at operational sites. This initiative seeks to reinforce safety awareness, knowledge and practical competencies among company and contractor personnel, focusing on drilling through the Coaching Tool Pusher programme launched in 2020, and on production, maintenance and construction activities through dedicated safety coaching initiatives. Delivered directly in the field, the coaching programme supports continuous improvement in safety behaviours and operational discipline, contributing to safer and more reliable performance across assets.

MASTER'S COURSES

- HSEQ Master in cooperation with Eni Corporate University (ECU), the University of Pisa and the Quinn Consortium where one Eni employee and two JV employees participated in the 17th edition, while one Eni employee, two JV employees and three employees from the Ministry of Petroleum and Mineral Resources (MoPMR) participated in the ongoing 18th edition.
- Master MiNDS - Natural Resources, Development and Storage at the Polytechnic University of Turin, where one external Eni employee and 5 JV employees participated in the 2025/2026 edition.
- Master of Science in Georesources and Geoenergy Engineering at the Polytechnic University of Turin, where one Eni employee and one JV employee participated in the 2025/2027 edition.
- Master of Science (MSc) in Geology for Energy at the University of Perugia, where two JV employees participated in the ongoing 2024/2026 edition.

5 For information concerning the reporting boundary, please see **Methodological note**.

Safety

981
hours of training and awareness on safety delivered to employees in Egypt recorded in 2025, +22% vs. 2024

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.

Eni's commitment in Egypt on these topics is also demonstrated by the presence of management systems certified according to ISO 45001 and ISO 39001 (road traffic safety) standards. Internal and external audits were conducted during 2025 to maintain and confirm these certifications.

MAJOR SAFETY INITIATIVES

Eni broadened its safety competence evaluations and introduced advanced training programmes to further strengthen workforce capabilities.

Safety Pact and the Coaching Tool Pusher Programme

In 2025, the focus on the Safety Coaching programme was introduced as a new pillar for Egyptian operations, leveraging on the successful results of the Coaching Tool pusher programme implemented in all drilling and workover activities in line with the Safety Pact commitments.

The on site safety coaching supported production and maintenance personnel in strengthening risk awareness, contributing to improved hazard spotting skills and reinforcing the implementation of Safety Golden Rules as well as Process Safety Fundamentals.

The implementation of the first Behavioural Safety & Environment Coaching programme tailored for Egypt, launched in July 2025, not only addressed technical skills, but also behavioural skills. The programme aims to strengthen communication and active listening skills to foster a more effective and inclusive HSE culture, with content tailored to Egyptian cultural and operational contexts.

The Coaching Tool Pusher Programme strengthens safety performance in drilling operations by providing expert on site supervision focused on identifying risky behaviours, correcting operational deviations and reinforcing disciplined work practices. Its continuous field presence supports improved safety performance, enhanced contractor-supervisor communication and stronger adherence to HSE standards across drilling activities.

AI-based solutions implemented in drilling

In 2025, a pilot initiative was launched to implement an AI based system for HSE risk management within drilling operations, with the objective of enhancing safety performance through continuous data driven monitoring.

The system, leverages artificial intelligence and computer vision technologies to automatically detect, measure and analyse exposure to safety risks in operational areas, with a specific focus on high risk ('Red Zone') environments and Personal Protective Equipment (PPE) compliance.

The AI-based system continuously processes visual and operational data to generate quantifiable HSE Key Performance Indicators (KPIs), enabling a shift from reactive and manual safety controls to a proactive and analytical risk-based approach.

The indicators provide objective measurements of frequency and duration of exposure to high risk activities, supporting improved work planning, risk assessment and mitigation actions.

This enables the identification of recurring non compliant behaviours, high risk activities and areas requiring targeted corrective actions or additional training.

With regard to the Permit to Work System, the Electronic Work Permit (E-WP) system has been fully implemented across all Ieoc operated sites, ensuring consistent oversight and predictive risk analysis across activities. The Jointly Operated Companies also adopted the Electronic Work Permit several years ago to cover all the activities executed in the oil and gas plants and offshore installations.

Security of personnel and assets

Eni is committed to providing comprehensive security services to all personnel and assets operating within the country. The security of joint venture (JV) employees is a shared responsibility among all partners.

To fulfil this commitment, Eni and its JV partners work closely to assess and define security requirements, ensuring that appropriate and effective security measures are in place.

In 2025, as a part of its comprehensive security framework, Eni remained actively involved in overseeing security across all operations, further strengthening its role in protecting personnel, infrastructure and corporate operations in the country. To achieve this, Eni implements, among others, the following activities:

- **Raise security awareness**: to strengthen employees' security awareness and improve their understanding of country-specific risks and threats, Eni regularly issues security notices, structured communications and real-time emergency alerts. Each week, Eni publishes short security-awareness videos to help employees avoid and appropriately manage potential risks in everyday situations. The company also shares risk assessments with both management and employees to support transparent and informed decision-making and requires all new hires to complete security training as part of onboarding.
- **Travel monitoring**: comprehensive travel monitoring, such as welcome calls and messages to incoming expatriates to confirm their safe arrival, is implemented to further safeguard personnel during both domestic and international movements. These measures ensure secure transportation arrangements, further reinforcing the organisation's commitment to employee well-being, safety and its duty of care.
- **Security systems**: critical security systems, such as CCTV, access control and entry management are also regularly upgraded and integrated with uninterruptible power supply systems in order to ensure continuous operation during power outages and strengthen business continuity as well as the protection of people and assets.

Moreover, in 2025 Eni conducted workshops focused on Voluntary Principles on Security and Human Rights, explaining how to reconcile security requirements and human rights protection. For more information about these workshops, please refer to the **Human Rights** section.

Eni believes that a proactive approach to safety and security is essential to achieving more sustainable success. The company remains committed to upholding the highest standards in all its operations.



People's health and well-being

19,388
health services provided

6,685
participations in health promotion initiatives

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:

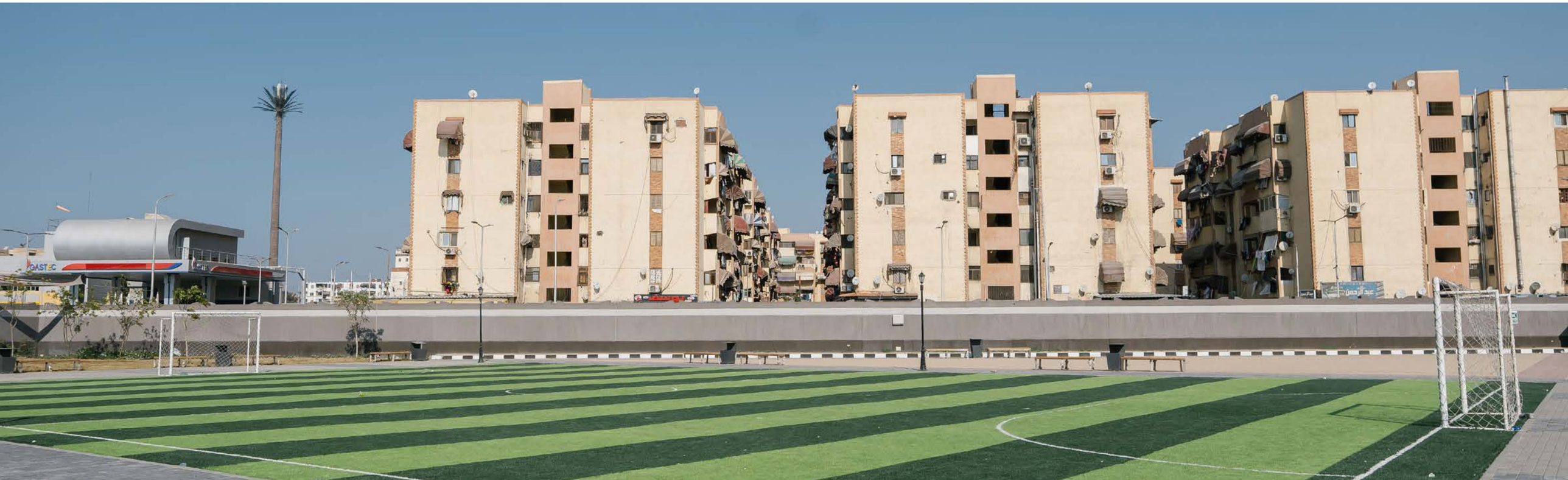
- Occupational Medicine and Hygiene and travel medicine.
- Medical Assistance and Emergency.
- Health promotion initiatives and Healthcare programmes and services.
- Health protection and promotion activities targeting communities (for further details, see the chapter Alliances for Development).

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

In 2025, in Egypt, occupational health and hygiene activities were implemented for all employees by assessing workplaces and processes in relation to professional risk factors. Medical services were guaranteed to improve the health of Eni employees and their families. The monitoring of epidemic and pandemic events continued as well as the strengthening of emergency preparedness and response measures.

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

OCCUPATIONAL HEALTH ACTIVITIES	In 2025, routine health inspections were conducted to assess workplace conditions, identify health risks, and ensure compliance with safety and hygiene standards. Based on the findings and specific risks identified during the inspections, a series of industrial hygiene measures were carried out. These measures reflected the company's commitment to proactive risk management and the continuous improvement of occupational health and safety conditions across all operational areas. Occupational health training on Egypt's major health risks is organised periodically, involving all employees. Moreover, workers starting their professional activity in Egypt as well as Eni employees who are planning a mission abroad are informed about the health risks in the destination country.
HEALTH PROMOTION ACTIVITIES FOR AWARENESS-RAISING AND EDUCATION	Healthy Diet & Healthy Living: a health promotion project, with awareness-raising sessions and screening activities, was conducted throughout the year including workshops conducted in the Ieoc head office and at operational sites all over Egypt. Educational activities focused on healthy nutrition and healthy foods for different chronic medical conditions and disorders were implemented. Moreover, consultations were conducted for employees to design a personalised diet and healthy living plan. Finally, training for doctors from the Ieoc office and operational sites was held in Milan by the San Donato Hospital focusing on metabolic disorders and obesity management and prevention. Extreme temperatures: an awareness-raising activity for employees was implemented focusing on prevention and management of hot weather effects and practical advices were given. Seasonal flu vaccination campaign for all Ieoc company employees, families and contractors. Healthy Ergonomics: a campaign for ergonomic awareness was implemented including two interactive workshops and one-to-one meeting and assessment was done for employees in the Ieoc head office. Regular screening for early detection of chronic diseases and medical disorders such as diabetes mellitus, dyslipidaemia and hypertension was implemented throughout 2025.



Alliances for development

1,300+
persons directly benefiting from Eni Local development projects in 2025

€758,000[6]+
invested for local development in 2025

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.

Since 2016, Eni has adopted a fully-integrated approach to embedding sustainability objectives within its business. Key parts of this approach are the local development projects, which aim to support communities living near the operating areas, designed and implemented according to the highest social development standards.

In Egypt, Eni has identified three main areas of intervention in cooperation with national authorities: (i) technical education, (ii) sustainable agriculture, and (iii) community health. Local development projects and initiatives in these areas are inspired by Eni's vision and strategy for sustainable development and are fully aligned with the Egypt Vision 2030. All projects and initiatives are designed based on thorough context analysis and assessment of the needs of local communities. In line with Eni's 'Dual Flag' approach – which combines profound respect for the individual with deep knowledge of local issues – our action is built on a participatory design model that engages communities, integrates gender perspectives and promotes access to essential rights (energy, water, food, education and health).

All the local development projects (LDPj) are identified and designed in coordination with the Ministry of Petroleum and Mineral Resources (MoPMR) and the most relevant local authorities, depending on the scope of the projects. Implementation is carried out in cooperation with public and private partners, including top-notch Egyptian partners, which are selected according to their extensive experience in the identified thematic areas. This collaborative approach ensures that our local development strategy supports a just transition – one that is people-centred and drives technological, cultural, social and economic change – while creating shared value for all stakeholders.

6 The data regarding the financial investments in local development projects refers to Eni's share. Moreover, the reduction of the investment compared to 2024 is primarily driven by the completion of projects and activities in the Community Health and Education sector.

Local development projects

EDUCATION AND TRAINING

In the field of education and training, local development projects aim to enhance access to education and ensure quality learning for secondary school students. Eni's approach towards an increased sustainability strategy places a strong emphasis on technical education, recognising its importance for societal improvement and skill development to drive economic growth in Egypt. This approach is particularly crucial given the country's high demographic growth rate, youth unemployment and issues related to migration.

Following this approach, Eni contributes to youth development primarily through supporting the Ministry of Education and Technical Education's (MoE&TE) strategy of establishing Applied Technology Schools (ATS). This new model of technical education aims to upgrade the traditional model of technical education, ensuring a better alignment between the supply and demand sides of the labour market.

Three local development projects were ongoing in 2025 in the educational sector: (i) ATS Matrouh, (ii) ATS Damietta, and (iii) Tertiary education in Energy Engineering Technology.

4
local development projects (education and agriculture sectors) in implementation phase in 2025

3,000+
people involved from 2021 to 2025 in educational projects

2017
→ Reconstruction of Garabaa Primary Health Care Centre.

2018
→ Continuous support to the Italian Hospital in Cairo.

2020
→ Inauguration of Youth Centre and Health Centre in Port Said

2022
→ Launch of the Centre of Excellences Project in Port Said.

2023
→ Launch of two agricultural projects in Matrouh and South Sinai governorates.

2024
→ Launch of New Alamein and New Damietta Applied Technology school projects.
→ 1st graduation of Zohr ATS Students in Port Said.
→ Launch of the Tertiary Education project.

2025
→ Launch to the Towards Organic Agriculture Project in Matrouh.

FOCUS ON

Applied Technology Schools in Matrouh and Damietta

32
students enrolled and
12
school staff hired and trained in 2025

The success of the Zohr ATS in Port Said has led to the replication of this model, attracting interest from the Ministry of Education and Technical Education (MoE&TE), the European Union Delegation in Cairo (EUD) and the Italian Agency for Cooperation and Development (AICS) to replicate such school model in the Matrouh and Damietta Governorates through a co-financing strategy between Eni and EUD. Both ATS projects are set to last four years and aim to establish Applied Technology Schools in Matrouh and Damietta Governorates, enhancing the technical and life skills of young people. This initiative aligns with both the aspirations of young people and the needs of the labour market, providing a coherent study path.
In accordance with the cooperation strategy between Eni, DLNG and AICS within the Memorandum of Understanding for '***Technical Education and Job Prospects for Youth in Egypt - ATS Energize*** - *TEJPA project*', Eni and DLNG are primarily responsible for the establishment and management of the schools, while AICS (**Italian Agency for Development Cooperation**) focuses on refurbishing and equipping the identified buildings. Through this new agreement signed in 2025, Eni, DLNG and AICS signed an MOU to enhance technical education in Egypt. Both initiatives are managed in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), the Ministry of Education and Technical Education (MoE&TE), EGAS and the Governorates of Matrouh and Damietta, respectively.
Implementation is carried out by Agiba and DLNG, respectively for ATS Matrouh and ATS Damietta. Both schools are managed by the Sewedy Electric Foundation. During 2025, 32 students enrolled and 12 new school staff were hired and trained for the project; three business partners are collaborating to train the students in their premises, with a 100% success rate for all students enrolled in previous years.

Tertiary Education in Energy Engineering Technology

72
students enrolled in 2025 and
25
Academic staff hired and trained in 2025

In line with Eni's strategy to support technical education in the country, and as a scaling up of the project, started in 2024 with a duration of four years, this initiative aims to contribute to Egypt's pathway toward a lower carbon economy and inclusive growth through tertiary education, encouraging young people to participate in this journey. The project aims to establish a Bachelor of Energy Engineering Technology at Sewedy University of Technology (SUT). It involves the participation of Eni Corporate University (ECU) and the Politecnico di Milano, providing scientific support for the course definition.
In 2025, 72 students enrolled, supported by 25 academic staff trained by Politecnico di Milano ('PoliMi'); a top notch academic lab has been provided and integrated to support the quality education of the students, all of whom will benefit from a scholarship scheme. Additionally, students from Port Said will have access to a dedicated scholarship programme. This project is managed in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), the Governorate of Port Said, EGAS and Eni Corporate University (ECU). It is implemented by Petrobel and Sewedy University of Technology.

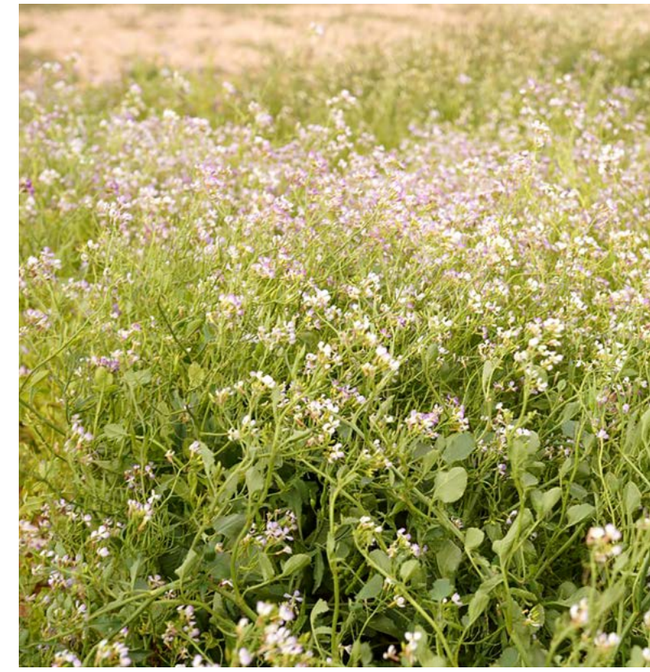


ECONOMIC DIVERSIFICATION (SUPPORT TO A MORE SUSTAINABLE AGRICULTURE AND ACCESS TO WATER)

Supporting local communities in the agricultural sector is an important way to preserve the natural capital of the country by improving the management of natural resources. This approach promotes better livelihoods for smallholder farmers living in remote dry areas, with particular emphasis on access to water and the introduction of new and more sustainable agriculture practices. Consistent with Eni's development strategies and the Egypt Vision 2030 and built upon a thorough understanding of local contexts and community needs, Eni Ieoc is committed to supporting livelihoods in areas close to its operations, such as South Sinai and Matrouh, which are most in need. Eni Ieoc is active in this sector with a set of successful projects: two were successfully concluded, and a new one started this year. In 2025, Eni launched an innovative local development project focused on more sustainable agriculture and livelihood, which started in March 2025 for two years in Matrouh Governorate. The project, titled 'Toward Organic Agriculture', aims to promote organic farming practices and other supportive activities to benefit local farmers, women and their families, implemented in cooperation with public and private partners.

8,000+
people benefited by agricultural projects from 2023 to 2025

2,000+
hectares cultivated from 2023 to 2025





460+
farmers involved in 2025

30 women
benefited by the project in 2025

Toward organic agriculture in the Matrouh Governorate

Designed in 2024, the project entered the implementation phase in the first quarter of 2025 and has a duration of two years. Supporting more sustainable and organic agriculture is a key strategy for improving environmental preservation and enabling farmers to access premium markets through a transition from conventional to organic farming. During 2025, the following targets were reached: 461 smallholder farmers trained and provided with inputs cultivating 1,247 hectares using new sustainable agriculture practices; provision of more than 52,000 seedlings, 24 renewable energy units and 75 water infrastructure units for irrigation. On top of that, 30 women were actively involved in a dedicated women's training programme. The results of the first year of implementation have garnered strong community acceptance, reflecting trust in Eni Ieoc's participatory approach and the tangible benefits delivered. The project is managed in collaboration with the Ministry of Petroleum and Mineral Resources (MoPMR), the Governorate of Matrouh, and EGPC. It is implemented by Agiba and SEKEM, a pioneering organisation in biodynamic agriculture in Egypt.



COMMUNITY HEALTH

78
healthcare professionals were trained in Port Said in 2025

The New Training Centre (NTC)

Community health initiatives aim to strengthen the national healthcare system and improve access to quality health services for local communities, in alignment with the Ministry of Health and Population (MoHP) priorities and international best practices. These initiatives focus on upskilling health personnel through structured training programmes, reinforcing institutional capacities and establishing sustainable mechanisms for continuous professional development.

In this context, the New Training Centre (NTC) in Port Said represents a strategic intervention designed to institutionalise the professional development of doctors, nurses and key decision-makers. Conceived as a hub of excellence, the Centre will offer accredited training programmes aligned with international standards and supported by dedicated structures, updated curricula and appropriate governance mechanisms. The NTC aims to create a consistent, high-quality training environment that can support the long-term development of Egypt's healthcare workforce.

The NTC builds on several years of previous virtual and on-the-job training initiatives that revealed the need for a permanent facility capable of scaling and standardising training efforts. Over the past year, foundational technical work, including feasibility studies, assessments and the definition of affiliation pathways, has laid the groundwork for the Centre. As the MoHP proceeds with the rehabilitation of the facility, technical activities continue to progress. In 2025, 78 healthcare professionals were trained on workforce assessment tools, contributing to improved planning, distribution and management of human resources for health.

Improving healthcare infrastructure

The community health interventions carried out in previous years in Port Said have generated significant impact in 2025: over 207,000 people benefited from enhanced services across supported facilities, including Al Zohoor, Al Salam, Al Hayah, Garabaa and Emirates health centres. These improvements reflect the combined effect of service delivery enhancement, infrastructure development and the strengthening of clinical and managerial capabilities. The results confirm the importance of adopting a dual approach that invests both in workforce development and in the improvement of service quality across the care continuum.

Over 207,000
people benefited from improved infrastructure and medical equipment in 2025

Building on these achievements, technical working groups were established in 2025 with MoHP and HIO (Health Insurance Organisation) to design a new initiative aimed at consolidating progress on capacity building and supporting the transition toward a more robust, more sustainable and long-term-oriented health training system.



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.

1) 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.
2) 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.
3) 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.

OPEN-ES PLATFORM

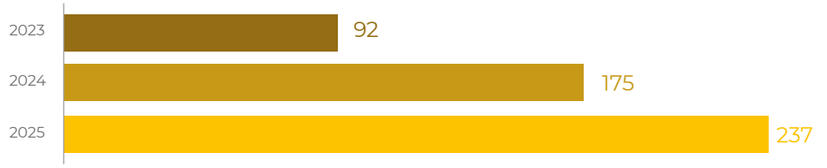
Eni SpA has launched the Open-es initiative, the digital platform to all companies that allows them to measure and share their sustainability performance and identify priority actions to be implemented to grow and improve through a simple and flexible approach.

All the vendors with active contracts were invited to visit Open-es in order to:

- register their companies on the Open-es Platform, joining the community of companies that have already started their sustainable development journey;
- share and make their sustainability positions visible to Eni.

According to the above, Eni's procurement team invited the vendors involved in procurement processes to join the Open-es Platform, and many workshops were conducted to support them in the registration process, where a total of 237 vendors finalised the process in 2025, 35% more compared to 2024.

OPEN-ES (Suppliers, Egypt data)



RELEVANT KPIS

		2025
Suppliers involved in awareness, measurement and collaboration initiatives on ESG topics[a]	(number)	159
Active contracts with suppliers involved in awareness, measurement and collaboration initiatives on ESG topics[b]	(%)	71
Value of active contracts with suppliers involved in awareness, measurement and collaboration initiatives on ESG topics[c]		47

(a) Number of suppliers registered on the Open-es platform.
(b) Ratio between the total number of active contracts awarded to suppliers registered on Open-es and the total number of active contracts.
(c) Ratio between the total value of active contracts awarded to suppliers registered on Open-es and the total value of active contacts.



Methodological note

The ‘Eni Sustainability Local Report in Egypt 2025’ falls within the scope of Eni SpA’s sustainability reporting, which includes the ‘Eni’s 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 Eni SpA corporate website, to which reference is made for a more in-depth analysis of the issues covered in this report. The ‘Eni Sustainability Local Report in Egypt 2025’ was prepared to provide stakeholders with clear and detailed information on sustainability issues related to the presence of the company and its subsidiaries in Egypt.

The 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.

Eni SpA

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