

# Eni in MEXICO

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 MEXICO

## SUSTAINABILITY LOCAL REPORT 2025

### Disclaimer

Eni Sustainability Local Report in Mexico 2025 is a document that contains certain forward-looking statements related to the different topics covered therein. The forward-looking statements are based on assessments, forecasts and beliefs of Eni's management which are deemed reasonable in light of the information available at the time they were formulated. Nevertheless, by their nature, forward-looking statements involve an element of uncertainty as they relate to events and depend on circumstances that may or may not occur in the future and which are, in whole or in part, beyond Eni's control and reasonable prediction. Therefore actual results may differ from those expressed in such statements, depending on a variety of factors, including, without limitation: the fluctuation of the demand, the offer and pricing of oil and natural gas and other petroleum products; the actual operating performances, the general macroeconomic conditions, geopolitical factors and changes in the economic and regulatory framework in many of the Countries in which Eni SpA operates; the achievements reached in the development and use of new technologies; development of scientific research; changes in the stakeholders' expectations and other changes to business conditions. The readers of the document are therefore invited to take into account a possible discrepancy between the forward looking statements included and the results that may be achieved as a consequence of the events or factors indicated above. Eni Sustainability Local Report in Mexico 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 México, S.de R.L. de C.V.

### Photos

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

### Translations

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



# Summary

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# Message to our Stakeholders



**Massimo Insulla**  
Managing Director  
Eni Mexico, S. de R.L. de C.V.

2025 marks a significant milestone for Eni Mexico as we celebrated ten years of Exploration and Production activities in the Country. It is a privilege to be part of this important moment and to witness firsthand the strong foundation that has been built over the past decade. Since joining Eni Mexico, I have been impressed by the professionalism of our people, the strength of our partnerships, and the trust we have earned with our stakeholders. These achievements are the result of years of dedication and collaboration, and I am committed to building on this legacy to ensure we continue creating long-term value for Mexico.

This achievement reflects the commitment of our people, the trust of our partners, the support of government authorities, and the relationships established with the communities where we operate. Throughout this journey, the Eni Mexico team has built a strong track record of operational excellence and more responsible growth. It is a privilege to join this journey at such a meaningful moment, and I am committed to building on these achievements together with our people and stakeholders.

Sustainability goals are at the core of how we operate and how we define our contribution to Mexico. From strengthening local capabilities and supporting Mexican suppliers to promoting stronger environmental, social, and governance standards across our value chain, we aim to conduct our activities in a way that contributes to benefits that extend beyond our operational boundaries.

During 2025, we continued advancing initiatives together with communities, institutions, and organizations focused on areas such as health, education, community development, and capacity building. Notably, we launched key collaborations with UNESCO focused on water security and sustainable tourism - driving economic diversification, climate change resilience, and coastal erosion mitigation, while assisting authorities with water management tools tailored to local climate vulnerabilities. Furthermore, we reinforced local value chains by investing in productive capacities and market readiness for coconut and oyster producers, and maintained school monitoring committees to embed local governance and ensure the lasting sustainability of our educational infrastructure. In addition, we reaffirmed our collaboration with the state government of Tabasco through the renewal of a six-year Memorandum of Understanding (MoU). We also strengthened institutional relationships with federal, state, and municipal authorities, including IMSS-Bienestar, the state Ministry of Health, and the Cárdenas Municipal Health Jurisdiction, to advance health initiatives that benefit the communities in the region. These efforts are based on a simple conviction: long-term progress is achieved when we work together, share knowledge, and build solutions that contribute to responding to the needs of the people and territories where we are present.

The progress presented in this report demonstrates how the path towards greater sustainability continues to shape our decisions and our actions. Looking ahead, my commitment is to preserve and reinforce the value that Eni Mexico has created over the past decade by continuing to strengthen our safety culture, promoting responsible practices across our value chain, fostering trusted relationships with our stakeholders, and contributing to a responsible energy transition that supports Mexico's long-term development.

We remain convinced that lasting success is built on trust, transparency, and the ability to create shared value. With the commitment of our people and the collaboration of our partners and stakeholders, Eni Mexico will continue working to deliver energy responsibly while seeking to contribute positively to the Country's development.

**Massimo Insulla**  
Managing Director Eni Mexico, S. de R.L. de C.V.

# Why you should read the Eni Sustainability Local Report in Mexico 2025

This Local Report outlines Eni's commitment to a Just Transition, presenting the activities carried out at local level in Mexico, with the aim of achieving business objectives while sharing social and economic benefits with the workers, suppliers and communities involved in this journey, in an inclusive and transparent way.

Eni's operations, primarily through the Area 1 development project, have played a key role in advancing the Mexican energy sector. Central to this effort is the Floating Production Storage Offloading Unit Miamte, which will enable the achievement of the final production configuration.

Eni SpA's activities in the Country run in parallel with local development initiatives, grounded in a deep understanding of the local context and on the willingness to work alongside Mexico to foster a more sustainable development, also through partnerships with nationally and internationally recognised stakeholders.

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



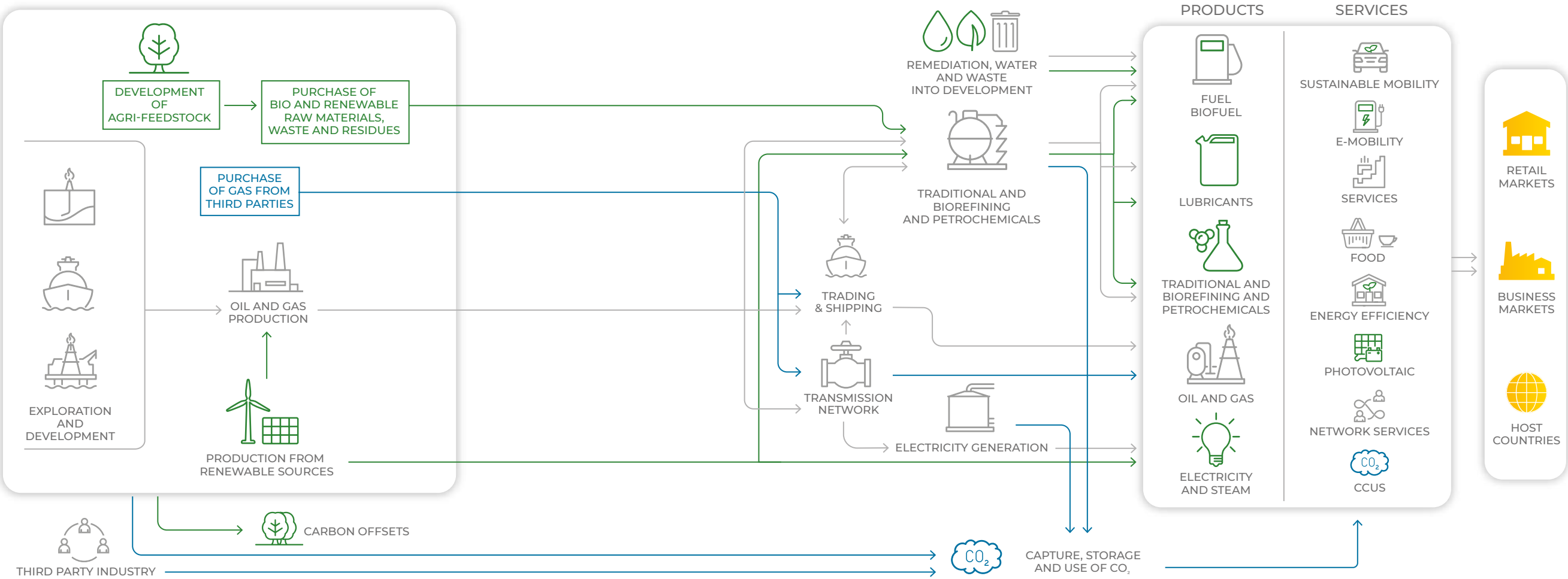
# Eni's activities: the value chain

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<sub>2</sub> 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

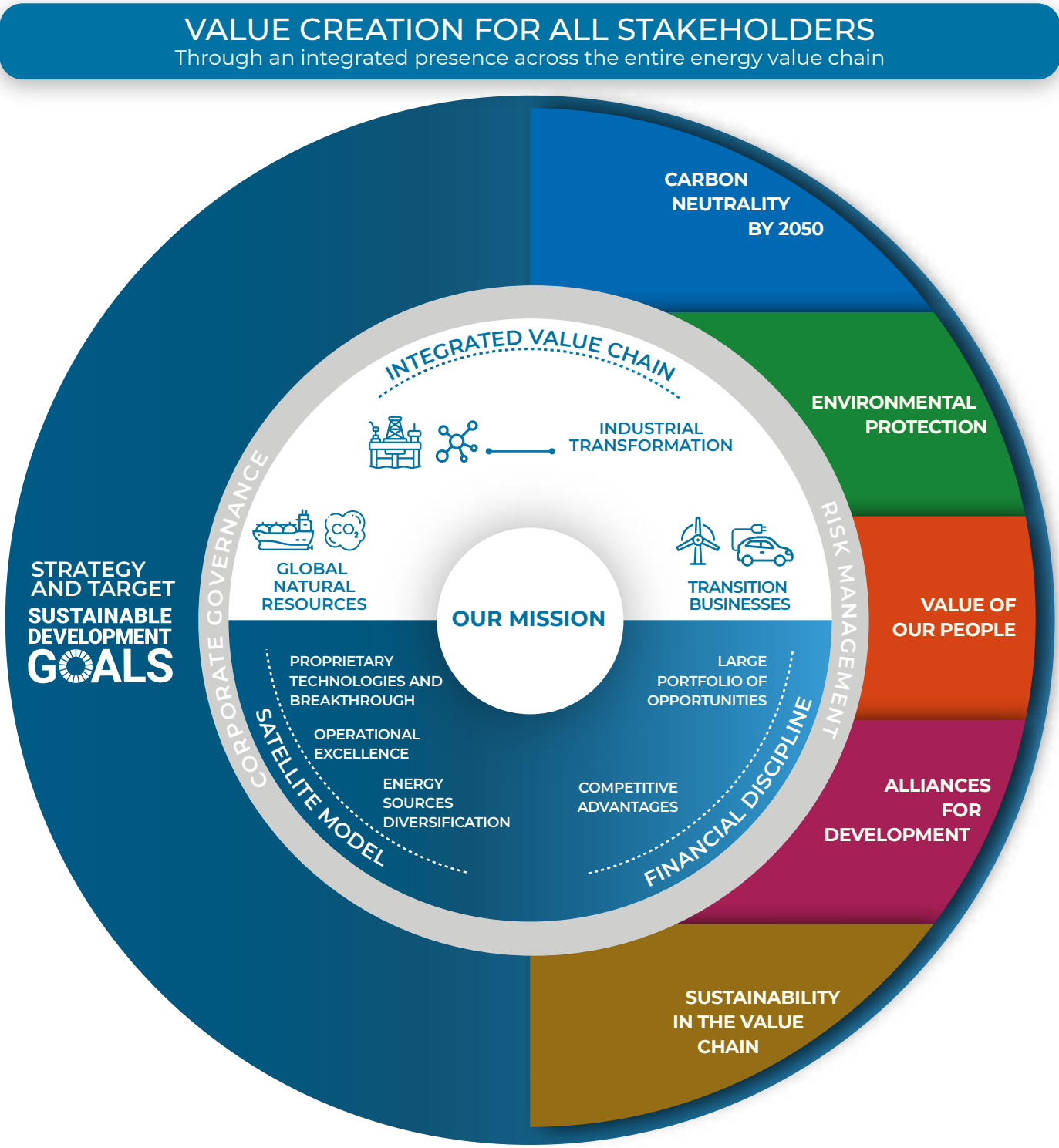
Eni recognises the value of its people as a fundamental element for the success of the Company and for this reason guarantees a working environment free from any form of discrimination that favours the full development of everyone's potential, promoting the development of a culture based on dissemination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



# Eni in Mexico

Eni operates in Mexico through several subsidiaries active in two main business sectors: Oil & Gas (upstream activities) and Chemicals (through Versalis). This Sustainability Report covers only the upstream activities carried out by Eni Mexico, S.de R.L. de C.V.

22 mmbbl  
annual oil production in 2025

211 million m<sup>3</sup>  
volume of natural gas  
delivered to the domestic  
market in 2025

68%  
of natural gas produced  
sent to the domestic market  
in 2025

24 mmboe  
annual hydrocarbon  
production in 2025

~90 Kboe/d  
peak production in Area 1  
as of November 2025

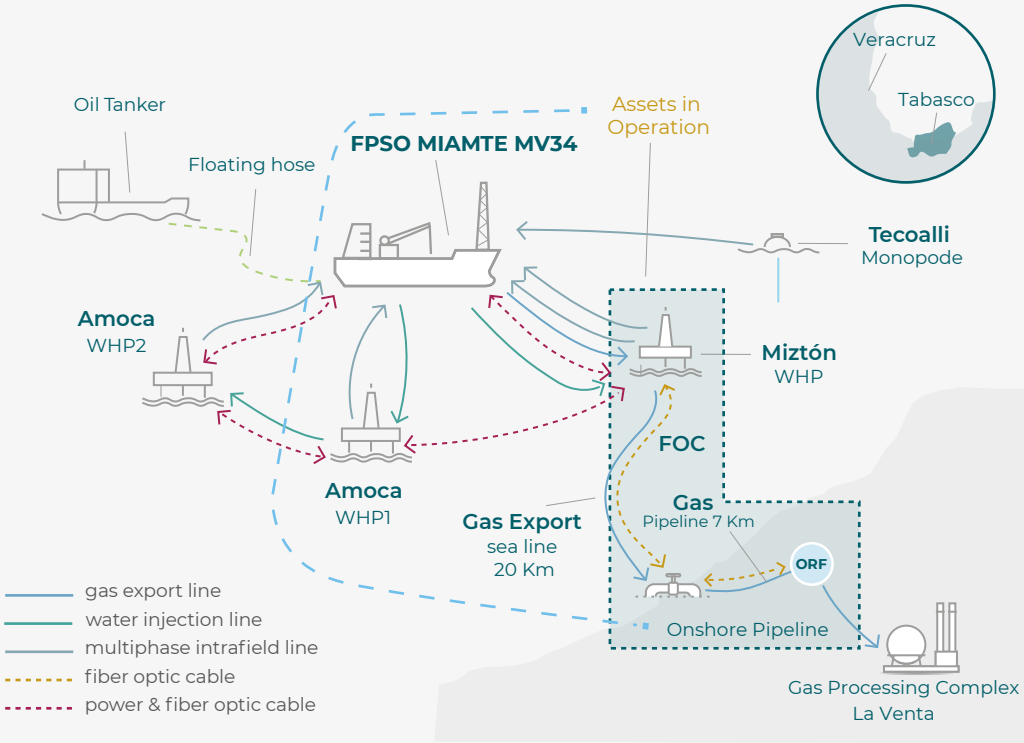
## Eni México, S. de R.L. de C.V.<sup>1</sup>

Eni Mexico works in the upstream sector by performing exploration and development of hydrocarbons, mainly through the Area 1 project located off the coast of the Gulf of Mexico. Through social investment initiatives, the Company supports programmes that strengthen local economies, encourage new sources of income and help protect the region's natural and cultural heritage.

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

Between 2019 and 2025, Eni discovered approximately 1.3 billion barrels of hydrocarbon initially in place (HIIP). In 2025, Eni supplied a certain volume of the total gas produced to the local markets, while the remaining gas is reused for facility power generation. In February 2022, Eni deployed the first Floating Production Storage and Offloading unit (FPSO) operated by a private company in Mexico.

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



<sup>1</sup> The variation between 2025 and 2024 data shown in the table is primarily attributable to the identification of new wells and the execution of 'Cinco Presidentes' stimulation jobs.

## FOCUS ON

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

Currently, Eni is the international leading operator in the Mexican exploration and production industry. It is the first private company in terms of both investment and production of hydrocarbons in the Country. With a peak production of approximately 90 thousand barrels of oil equivalent per day (kboe/d) in 2025, Eni has become a major contributor to the Country's oil output, particularly through its operations in the state of Tabasco. Production experienced significant growth, after the installation of the last two platforms, Tecoailli and Amoca, consolidating Eni Mexico's presence and operational performance throughout 2025.

Eni's presence in Mexico began with the opening of a representative office in 2006, signalling the Company's long-term strategic interest in the region. Eni commenced exploration and production activities in 2015. In 2019, it became the first private company to achieve oil production in Mexico and has maintained a consistent output ever since. The Company obtained the first production from Area 1 on June 30, 2019 – just 11 months after approval of the Plan of Development which represented a significant milestone. Today, Eni operates six exploration areas<sup>2</sup> and one producing area, Contractual Area 1, with on shore – off shore facilities under production sharing contracts (PSCs) with the Mexican state, all located in the Gulf of Mexico specifically in the Sureste Basin.

As part of its contractual obligations under the PSCs, Eni has made substantial progress in fulfilling its exploration commitments, achieving six oil discoveries from these campaigns, including one through an operated-by-others (OBO) arrangement.

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

The Company has invested over USD 5.6 billion in Mexico and has committed an additional USD 4 billion until 2040, reaffirming its long-term commitment and leadership in the Country's evolving energy sector.

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

<sup>2</sup> Exploration blocks: Area 7 (Eni's interest 64.29%), Area 9 (Eni's interest 50%), Area 10 (Eni's interest 76.47%), Area 14 (Eni's interest 60%), Area 24 (Eni's interest 65%), and Area 28 (Eni's interest 75%), while participating as a partner in Area 12 (Eni's interest 40%). The total exploration acreage amounts to around 5,232 square kilometres, of which 3,336 square kilometres are net to Eni.



# Stakeholder engagement activities

Stakeholder engagement is central to Eni way of working, and the Eni SpA's Code of Ethics highlights the value of transparency. Eni is committed to ongoing dialogue with its stakeholders. Providing them with clear and honest information enables a just energy transition and their participation helps to maximise long-term value creation. In 2025, Eni carried out many consultation initiatives, including:

|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ENI'S PEOPLE                                        | <ul style="list-style-type: none"><li>• Participation of new employees in a session that includes onboarding with the HSE and security teams, as well as an introduction to Eni's culture, policies and information technology systems.</li><li>• Sharing with all employees the Eni SpA Diversity &amp; Inclusion Policy adopted in Mexico.</li><li>• 2 to 3 town hall meetings are implemented to provide employees with updates on operations and overall company progress. These meetings serve as a platform for top management visits, allowing leaders to share insights on Eni worldwide and discuss strategic plans for Eni Mexico.</li><li>• Promotion of cultural awareness and team cohesion through recurring celebrations of important local festivities.</li><li>• Informal breakfast gatherings with different Head of Departments and colleagues are arranged periodically, encouraging open communication and strengthening relationships within the team.</li><li>• During the end-of-year celebration, raffles are held to give employees who have never visited offshore the opportunity to do so, as well as to visit sustainability projects. In addition, four colleagues are selected through a raffle to attend the Mexican Petroleum Congress in Veracruz.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| LOCAL COMMUNITIES AND COMMUNITY BASED ORGANISATIONS | <ul style="list-style-type: none"><li>• Establishment of a grievance mechanism to facilitate open dialogue with local communities, ensuring that concerns, complaints, and potential impacts are addressed in a timely and transparent manner.</li><li>• Three agreements were signed with fishing cooperatives and permit holders for coexistence in maritime spaces and respect for safety zones around platforms.</li><li>• Regular engagement with communities for follow-up on Local Development Projects (see the chapter <a href="#">Alliances for development</a>).</li><li>• Dedicated forum on the 2024 Eni Mexico Sustainability Report to present its key findings.</li><li>• Regular meetings with local NGOs for the identification of synergies and potential cooperation in different initiatives.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| NATIONAL AND INTERNATIONAL INSTITUTIONS             | <ul style="list-style-type: none"><li>• Engagement with key national stakeholders such as the Presidency, Ministries of Energy, Finance, Economy, Environment and Natural Resources, PEMEX, ASEA, Customs, SEMAR (Navy) and Health, among others to foster trust, transparency and institutional relations.</li><li>• Participation in the book 'The Energy of a People Vol. 4', published by the Mexican Association of Hydrocarbon Companies (AMEXHI), showcasing initiatives such as PROVENES, PROEDU, COCUNI, among others.</li><li>• Ongoing work in 2025 to establish a Memorandum of Understanding (MoU) aimed at strengthening relations with the Mexican Petroleum Institute, which is part of the Energy Ministry.</li><li>• Direct engagement with embassies and European institutions to support diplomatic and regulatory dialogue.</li><li>• Renewal in 2025 of the Memorandum of Understanding (MoU) with the State Government of Tabasco for an additional six-year period (2025-2030).</li><li>• Regular engagement with Tabasco Ministry of Education (SETAB) and Tabasco Ministry of Agricultural and Fisheries Development (SEDAP) for the identification of collaboration initiatives.</li><li>• Some MoUs were formalised and have been executed in 2025 as three-party agreements with IMSS-Bienestar and Health Jurisdiction of Cárdenas in Tabasco (see the chapter <a href="#">Alliances for development</a>).</li><li>• Cooperation Agreement signed with Instituto Nacional de Salud Pública in 2024, continued to be performed in 2025 for a nutrition research project, dedicated to childhood nutritional status improvements.</li><li>• Engagement with the National Commission for Fisheries and Aquaculture (CONAPESCA) for its involvement on projects and initiatives related to fishers.</li></ul> |
| CONTRACTORS, SUPPLIERS, AND COMMERCIAL PARTNERS     | <ul style="list-style-type: none"><li>• Capacity-building activities with Mexican suppliers to present processes, systems and minimum requirements to become a vendor.</li><li>• Engagement through the Open-es platform consisting of questionnaires, registration and availability of solutions and tools for improved ESG performance.</li><li>• Participation in governance committees representing the joint venture agreements in each exploration block, to address technical, financial, HSSE (Health, Safety, Social and Environment) and procurement matters.</li><li>• Organisation of regular forums dedicated to HSE and Sustainability topics for contractors and subcontractors.</li><li>• Awareness sessions on the Eni Code of Conduct for contractors who could interact with the local communities.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

## UNIVERSITIES, RESEARCH CENTRES AND INNOVATION HUBS

- In the context of the scholarship programme sponsored in Universidad Nacional Autónoma de México (UNAM) to study in an Italian university, Eni also keeps external relations with students, academic faculty and local personnel.
- Promotion of Technology Transfer mechanisms through partnerships with academic and research institutions to strengthen the national oil and gas sector, foster specialised talent and support Research & Development and sustainable energy development.
- Eni has established close collaboration with the Universidad Nacional Autónoma de México (UNAM) and has conducted needs assessments with the Instituto Politécnico Nacional (IPN) to identify the University's needs regarding laboratory equipment, materials and other resources related to technology transfer.
- Communication and collaboration with the University of Tabasco, which provides support for the implementation of the restoration of mangroves initiative.
- Collaboration with the Universidad Juárez Autónoma de Tabasco (UJAT), renowned regional institution for expertise on fisheries, to provide technical knowledge particularly on the impacts on fisheries as consequence of the Area 1 Project, as well as the sharing of expertise related to oyster farming and fisheries management.

## ORGANISATIONS FOR DEVELOPMENT AND COOPERATION

- Participation in the Mexican Branch of the UN Global Compact following recognition as a company with high standards for sustainability initiatives.
- Engagement with other United Nations agencies for potential collaboration on local development projects.
- MoU with UNESCO (2022) for the identification of initiatives that will contribute to boosting the development of the local economy through economic diversification, the protection of natural and cultural heritage, the access to basic services and the respect and promotion of human rights and inclusion.
- Local cooperation agreement (LCA) with AVSI Mexico to support youth development and participation, promote integration into the labour market and deliver capacity-building activities for students, parents and teachers from 13 elementary schools near Block 1.
- Participation in the Mexican Association of Hydrocarbon Companies (AMEXHI), a non-profit civil association that brings together the main oil and gas investors and operators in Mexico, in which Eni Mexico was part of the Board of Directors and External Affairs & Regulatory Committees.



CASE STUDY

Engagement in Action: a forum for exploring the 2024 Eni Mexico Sustainability Report

In conjunction with the launch of the 2024 Eni Mexico Sustainability Report, and to ensure a profound understanding of the Company’s strategic pillars among key stakeholders, a dedicated forum was held at the end of 2025 to present its key findings.

The forum was structured as a dynamic dialogue space, enabling local authorities, communities, implementing partners and internal collaborators to interact directly with the report’s findings. The methodology was centred on pedagogical gamification, breaking down the sustainability strategy into five critical dimensions:

- 1 SDG Alignment: enhancing knowledge of the corporate contribution to the 2030 Agenda through an association card game.
- 2 Human Rights Due Diligence: raising awareness and evaluating understanding of human rights principles through a competitive knowledge-based quiz.
- 3 Local Development and Shared Value: a dedicated space for direct dialogue between attendees and the people reached through the project, facilitating first-hand verification of social impact within the territory.
- 4 Environmental Sustainability Milestones: a review of environmental goals and achievements using the classic bingo game.
- 5 Stakeholder Communication Management: interactive games using sensory or information restrictions (e.g., non-verbal or limited sight) focused on critical communication barriers to improve the efficiency of information exchange.

Results and impacts

- Active Transparency: achieved the democratisation of the report’s technical information, making it accessible and understandable for non-technical audiences.
- Strengthening Social Capital: the participation of diverse actors – including authorities, communities and contractors – fostered an ecosystem of trust and co-responsibility.
- Direct Feedback: the forum functioned as an active listening mechanism, allowing Eni Mexico to capture real-time perceptions and insights from the people concerned.
- Closing Statement: this initiative reaffirms Eni Mexico’s commitment to proactive accountability, transforming a static document into a tangible engagement process. This ensures that sustainability remains a shared value across the entire value chain and within host communities.

CASE STUDY

HSE Forums

As part of its stakeholder engagement strategy, Eni conducts biannual HSE Forums to drive continuous improvement in health, safety and environmental performance. In the first half of 2025, the forum focused on enhancing safety performance through innovation and digital transformation. Key topics included the integration of artificial intelligence – featuring collaboration with Pixaera – smart monitoring systems and immersive training technologies to strengthen hazard identification and workforce preparedness. The forum also reinforced a structured approach to incident analysis through After-Action Reviews, promoting organisational learning and addressing critical behavioural factors such as risk perception, communication and leadership.

In the second half of 2025, the forum emphasised sustainability and the ‘culture of care,’ integrating HSE priorities into operational decision-making. Discussions addressed industrial hygiene, health risk management and leadership’s role in driving behavioural change through the BS&E coaching programme. Environmental stewardship remained a key focus, including circular economy practices, mangrove restoration initiatives in collaboration with local academic institutions and technical experts, and active participation in national beach and coastal conservation strategies alongside regulatory authorities. These initiatives further strengthened Eni Mexico’s commitment to protecting people, reducing environmental impact and supporting a more sustainable development.

INTERVIEW WITH ANDRÉS MORALES



Andrés Morales  
UNESCO representative  
in Mexico

Eni and UNESCO: a shared partnership for a better world

Andrés Morales: UNESCO Representative in Mexico since 2023. He previously served as Regional Advisor for Social and Human Sciences for UNESCO in Latin America and the Caribbean (2015–2023). In Colombia, he was Director of the Foundation for Press Freedom, Advisor on Democratic Governance at UNDP, international consultant for the Open Society Foundations and advisor to the Bogotá Secretariat of Education and the Unit for Victims’ Reparation.

UNESCO and Eni have been collaborating since the signing of a Memorandum of Understanding (MoU) in 2022. Why is this partnership important?

This partnership is highly significant for two main reasons. On the one hand, it enables a comprehensive approach that integrates education, science, culture and information to address key challenges faced by a state such as Tabasco. These include disaster risk prevention related to flooding, preparedness of schools for emergency situations and the promotion of the state’s rich biocultural heritage, particularly in the Sánchez Magallanes area. On the other hand, this partnership exemplifies UNESCO’s vision of collaborative work in practice. Any initiative aimed at improving people’s lives or contributing to a more sustainable development requires strong partnerships, and this programme effectively brings together government action, private sector commitment, academic knowledge, and, above all, the protagonism of communities within their own territories.

In addition to its broader commitments, UNESCO, with support from Eni in Mexico, implements projects focused on two major pillars: disaster risk mitigation and strengthening community resilience to build progressively more sustainable futures. How were the components and actions designed?

We developed evidence-based diagnostics and participatory processes involving institutions, key stakeholders and communities to identify needs, including flood risks in Tabasco’s main river basins. This led to the identification of the need to develop a participatory water security plan for the Mezcalapa-Samaria sub-basin, which will benefit more than 140,000 people who are at constant

risk. This involves working with communities, journalists and media outlets to improve early warning systems, as well as collaborating with academic and government institutions to update the plan.

At the same time, in the municipality of Cárdenas, in the Sánchez Magallanes area, we are working to strengthen resilience by implementing nature-based solutions, such as reforestation, to counter coastal erosion and rising sea levels, benefiting approximately 2,600 families living along the coast. In this context, children must be among the first to be prepared to respond to emergency situations, so we have been working with schools and teachers to enhance preparedness, strengthen capacities and improve pedagogical processes, benefiting more than 1,200 students in primary and upper secondary education.

Finally, the coast of Sánchez Magallanes was once a major tourist destination due to its natural beauty and cultural richness. We want to rescue this potential by promoting community-based and sustainable tourism, building on local gastronomy – such as oyster production – and developing a biocultural inventory to identify and promote this valuable heritage, which is fundamental to the area’s identity and development.

In relation to building a better world and enabling access to livelihoods at the local level, why is collaboration between private entities and multilateral organisations such as UNESCO important?

No one can achieve meaningful change by working alone or by leaving the responsibility to a few. I commend companies such as Eni for recognising that their operations have an impact on the development of Tabasco and that they can contribute positively. Achieving this requires partnerships, where the experience and international standards of an organisation like UNESCO are combined with Eni’s commitment and on-the-ground work, always placing communities at the centre. Communities are the ones who define the path forward. Together with Eni, government entities and partner universities, we help create the necessary conditions and provide technical expertise so that communities can lead the process.

# 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 (UNGPR) and the OECD Guidelines for Multinational Enterprises. In line with this commitment, Eni SpA has pledged to ensure respect for human rights in all its activities 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 the management of related requests is ensured.

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



## The implementation of the human rights action plan

The Human Rights Action Plan (HRAP) 2023-2025 is the second plan of its kind to be implemented, following the two impact assessments carried out in 2019 and 2022. The first assessment helped to identify key areas of concern and enabled the early design of human rights-related measures. The follow-up impact assessment was conducted to assess the results of the measures implemented and to suggest further improvements. The new HRAP is organised into five lines of action: Accountability and Transparency, Fishing communities, Local communities, Workplace and Security. As of 2025, 100% of the actions have been completed.

## Accountability and Transparency

Eni has been focused on fostering open and consistent dialogue with communities and stakeholders about the Company’s activities and commitments, particularly those focused on human rights respect and encouragement. The most relevant actions since 2019 have been focused on the sharing and promotion of Eni experiences and good practices through participation in forums and platforms such as the Asociación Mexicana de Empresas de Hidrocarburos (Mexican Association of Hydrocarbon Companies, AMEXHI), where Eni headed the gender subcommittee from 2023 to 2024. Additionally, there is a regular engagement with relevant experts on Business and Human Rights in the oil and gas sector in the Country, which includes the Comisión Nacional de los Derechos Humanos (Human Rights National Commission), the Mexican Branch of the UN Global Compact and the UN Office of the High Commissioner for Human Rights (OHCHR). A significant achievement regarding this line of action has been the publication of the first local sustainability report for the year 2024.

## Fishing communities

Eni has taken steps to understand and address the potential impacts of oil and gas activities on marine ecosystems and fishing communities in relation to the activities conducted in Area 1. Studies were performed through third parties (academy) to monitor and prevent specific impacts on fisheries and lagoon bodies in relation to the present and future operational activities. In 2025, Eni delivered fishing supplies, including fishing nets, outboard engines and freezers, to more than 70 fisher organisations operating approximately 300 vessels. Eni is currently working on a new project aimed at improving the environmental sustainability of the fishing sector within AC1’s area of influence.

## Local communities

Eni implements a broad and general engagement strategy with local communities. Regular communication is established related to general Eni Mexico activities. With regards to local development projects, Eni puts in place strict criteria throughout the project life cycle for guaranteeing the proper identification of needs, considering those of vulnerable groups with specific attention, as well as the implementation of adequate monitoring tools to address impacts on a short, medium and long-term.

## Workplace

Eni is committed to ensuring the right to just and favourable conditions of work for both Eni employees and contractor employees, as well as to encouraging the knowledge, respect and promotion of human rights within the subsidiary, its operators and its contractors. Motivational interviews are conducted with all Eni Mexico Local employees and, based on the outcomes, a 2026 action plan is developed, placing strong emphasis on employee feedback and training. For contractors, since 2019, the main actions implemented have been focused on monitoring their performance concerning human rights and good working conditions through social audits. Moreover, inductions and awareness campaigns were organised for contractors, with a focus on respectful engagement with the local communities and on Eni’s Code of Ethics.

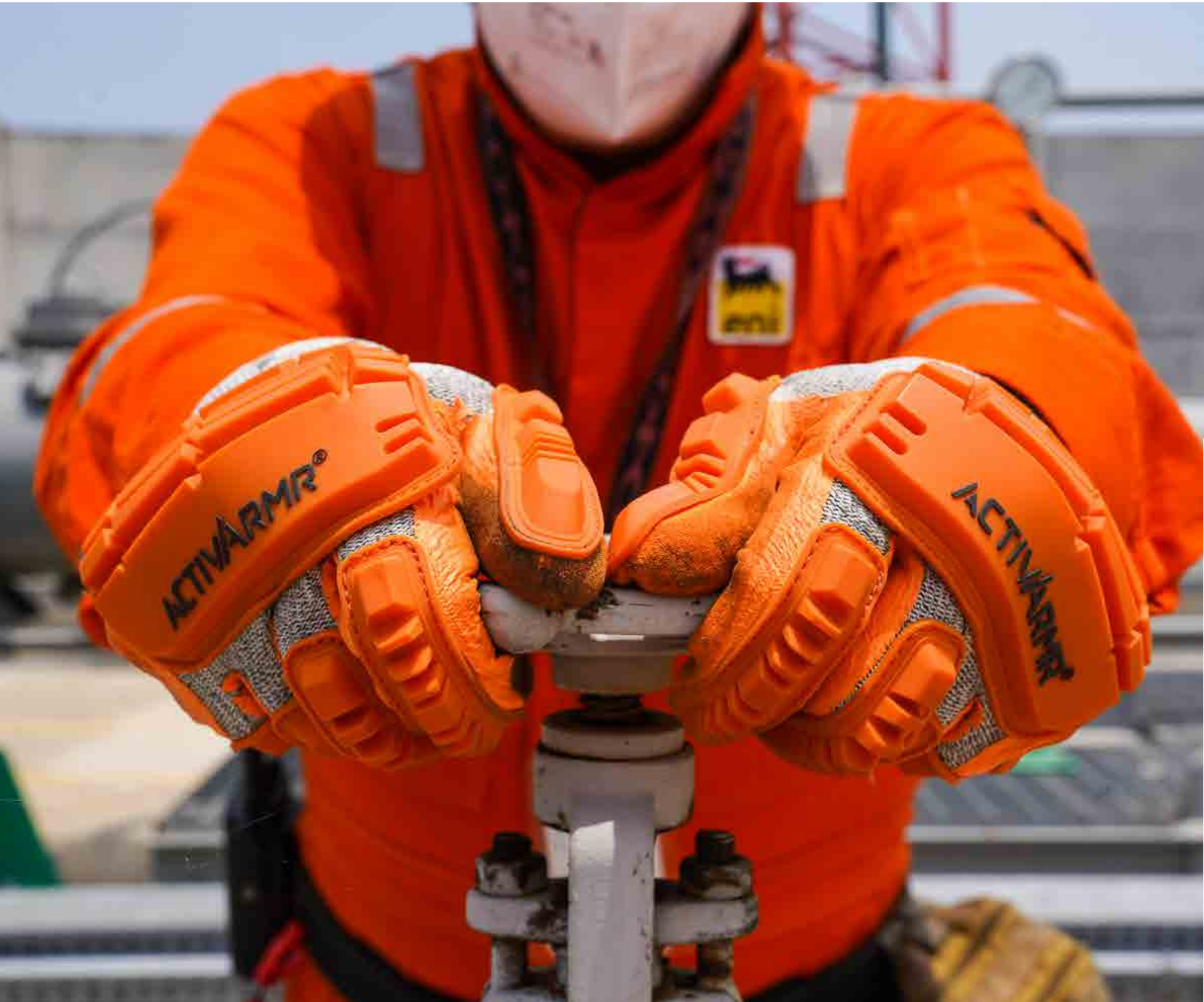
## Security

Eni believes that security-related activities should be conducted in line with human rights standards. Yearly training sessions on respect for human rights and potential use of force have been provided for security personnel. Awareness-raising efforts have also been extended to partners who are likely to interact directly with the public, reinforcing the principles outlined in Eni’s Code of Ethics and Eni’s commitment on the respect for 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 2024, to ISO 37301:2021. Subsidiaries must adopt the Anti-Corruption Regulatory Instruments issued by Eni SpA, while non-controlled affiliates are encouraged to comply with specific anti-corruption standards. Relevant activities within the Anti-Corruption Compliance Programme and the planning of such activities for subsequent periods are the subject of an annual report, which is an integral part of the Integrated Compliance Report to the Management and Control Bodies of Eni SpA. The Company also implements anti-corruption initiatives with respect to its value chain by including specific contractual clauses and compliance declarations that require adherence to the principles of Eni SpA's Code of Ethics and to the main internal anti-corruption regulations. Eni SpA applies a structured compliance risk assessment and monitoring process to identify, assess and track corruption risks, analyse risk trends through second-level controls and risk indicators, and support updates and risk-based Risk Treatment actions to ensure ongoing compliance and control effectiveness (for more details, see the chapter [The Anti-Corruption Compliance Programme of Eni for 2025 - A Just Transition](#)).



## ANTI-CORRUPTION MONITORING AND CONTROL ON THE SUPPLY CHAIN

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

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

## ANTI-CORRUPTION TRAINING

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

### FOCUS ON

#### Eni's tax contribution in Mexico in 2025

Transparency is a corporate value for Eni, which is why the Company is committed to the voluntary disclosure of payments to governments, promoting the responsible use of financial resources. Moreover, in line with EU reporting obligations, Eni SpA publishes the 'Report on payments to Governments' a document subject to independent assurance by the appointed audit firm PwC. The report details both cash and in-kind payments, mainly made to governments as part of Eni SpA's activities in the exploration, prospection, discovery, development and extraction of oil (including condensates) and natural gas. According to the 2025 Report, Eni SpA paid a total of €452 mln in production entitlements, royalties and fees in Mexico. The payments relate to various projects, for a comprehensive breakdown please refer to the [Report on Payments to Governments 2025](#). These externally verified figures reflect Eni's ongoing commitment to transparency and accountability.

# 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 Mexico 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 EMISSIONS AND FLARING MANAGEMENT

Eni continues to act in line with the target set by Eni SpA to reduce upstream fugitive methane emissions by 80% compared to 2014, which was achieved in 2019. Therefore, as part of the Area 1 development project, Eni has strengthened its zero routine flaring approach in its facilities and has ensured the reduction of methane emissions.

To further mitigate fugitive emissions, Eni carries out annual campaigns to detect and monitor methane leaks in both onshore and offshore facilities. In line with the Country’s robust legislative framework on emission control, Eni has planned to increase the frequency of inspections and the monitoring of fugitive emissions. Starting in 2025, quarterly campaigns have been planned and executed instead of annual ones.

As part of its commitment to transparent and verifiable methane emissions management, Eni SpA has successfully achieved the ‘Gold Standard Reporting’ recognition under the Oil and Gas Methane Partnership (OGMP) 2.0, a programme led by the United Nations Environment Programme (UNEP). As a subsidiary, Eni is fully committed to it and part of this ambitious OGMP Programme. As a part of this commitment, in 2025 Eni conducted OGMP 2.0 Level 5 measurement campaigns at the Onshore Receiving Facility (ORF) and at the Floating Production Storage and Offloading (FPSO).



# Gas-weighted portfolio

211 mln m<sup>3</sup>  
volume of gas to local  
markets in 2025

## AREA 1: OFFSHORE HYDROCARBONS IN THE GULF OF MEXICO

The Area 1<sup>3</sup> project exploits the important hydrocarbon fields in the shallow waters of Mexico, in the Southeast Basin at the Campeche Bay. Oil and gas are processed through a Floating Production Storage and Offloading (FPSO - MIAMTE MV34) unit, the only vessel owned by the private sector in Mexico, which features modern technology designed to meet safety and environmental standards as well as to guarantee operational excellence.

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

While oil is sold on the international market, associated gas is delivered through an onshore pipeline contributing to domestic market consumption: in 2025, 211 million cubic metres of natural gas were delivered to the domestic market, equivalent to 68% of the quantity produced, while the remaining gas was reused for on-site consumption and facility power generation.

The FPSO was also set up to reduce environmental impact, featuring energy-efficient systems and zero flaring technology. Continuous efforts are made to further increase the energy efficiency of the assets by optimising equipment performance and the operation of rotating machinery (e.g. gas compressors) to achieve an additional reduction in the quantity of yearly emissions.

The project commenced in 2018, with the Final Investment Decision (FID) approved in the same year. The development plan included 32 wells and was completed in 2025. Additional production optimisation activities are currently ongoing and planned for the coming years.

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

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

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

# Carbon offset solutions

## AMIGOS DE CALAKMUL

To safeguard forests and strengthen community livelihood, Eni SpA finances the startup of the Amigos de Calakmul (ACAC) Community Forestry REDD+ Project and undertakes to purchase credits to support community-led forest conservation. The project focuses on indigenous Ejido communities near the Calakmul Biosphere Reserve in Campeche, the largest tropical rainforest in Mexico. These communities face limited economic opportunities due to strict land-use rules, with legal logging often failing to meet their basic needs. This financial pressure pushes some residents toward harmful practices such as slash-and-burn farming or the leasing of land to exploitative industries. To contribute countering this, ACAC provides long-term conservation agreements that allow Ejidos to maintain forest ownership while receiving annual payments, often higher than logging income, on the condition that they protect the land. Forest protection efforts include community patrols carried out by Ejidos, who receive training and support in enforcement techniques and for the use of field-based technology. This approach includes significant engagement with the community, especially through social programmes. These include the promotion of more sustainable businesses not based on timber products, like the production of honey or medicinal plants, agroforestry and agricultural techniques to obtain better yields to support food security, as well as other social programmes involving water management, clinics and educational services. Moreover, the conservation agreements require the full inclusion of women in Ejido governance and ensure that they have direct access to the project's benefits.

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

Eni SpA plays an active role in the governance of the initiative and finances the project activities through the purchase of carbon credits over a 15-year period. The project validation by Verra is expected to be completed by Q2 2026, with credit generation starting in Q3 2026.

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



# Environmental protection

Eni’s environmental priorities include efficient use of natural resources, such as water; preventing and controlling pollutant emissions; waste management; and protecting biodiversity and ecosystems that support life. These priorities are embedded in Eni’s Environmental Management System, certified ISO 14001. To comply with international standards, in 2025 recertification of ISO 14001 was carried out and the certification of the energy management system ISO 50001 was obtained.



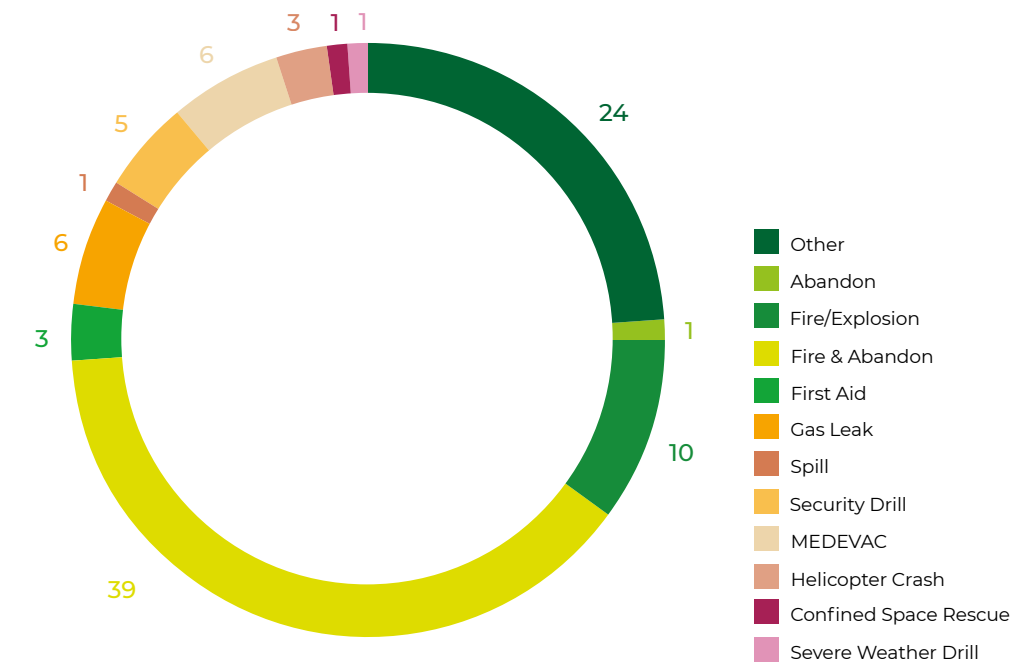
## Prevention and reduction of pollution

Eni promotes a strong environmental culture focused on responsibility and awareness, integrating preventive measures and continuous improvement into its day-to-day operations. This culture extends to all aspects of pollution prevention and control, with particular emphasis on offshore operations, where dedicated equipment for responding to pollution-related emergencies is present, and regular drills to ensure operational readiness are performed. No oil spills incidents occurred in 2024 and 2025, reflecting the high environmental awareness of Eni management systems.

In 2025, Eni conducted multiple emergency response drills, aimed at validating both equipment functionality and personnel preparedness. Throughout the year, 552 drills were carried out in all locations (see image below for details) and covered a variety of simulations and exercises. These activities are complemented by ongoing training programmes and awareness campaigns, which reinforce response capabilities and foster a shared sense of environmental responsibility among all workers.

In the same year, Eni implemented a Spill Impact Mitigation Assessment (SIMA), a desktop study aimed at identifying a more suitable and sustainable mitigation actions considering hypothetical marine spill scenarios. Based on the IPIECA (International Petroleum Industry Environmental Conservation Association) methodological framework, this study took into consideration local environmental and socio-economic sensitivities, optimising ‘preparedness & response’ capabilities at local level.

TYPES OF DRILLS PERFORMED (%)



Eni also maintains a proactive approach to air quality and noise management. In particular, in 2025, a noise and air quality monitoring campaign was carried out.

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

# Water management

Eni works in close coordination with contractors and service providers to ensure full adherence to the Company's internal procedures as well as the Mexican legal framework, promoting a more responsible use of water across all operations. As part of industry's best practices, 100% of the water produced is reinjected. To ensure continuous performance monitoring and improvement, specific key performance indicators have been implemented for water management, covering aspects such as consumption, reinjection efficiency, and discharge quality. This structured approach reinforces Eni's commitment to a more responsible use and safeguarding of water resources across all its operations.

# Waste management

Waste generated in Mexico sites primarily stems from operational activities related to the development in Area 1. In 2025, in line with the previous year, the total waste produced across all sites amounted to approximately 0.04 million tons, of which 73% hazardous and 27% non-hazardous.

Eni's approach to waste management adheres to the highest standards for final disposal in accordance with the technological capabilities available in Mexico and, specifically, within the state of Tabasco. Moreover, Eni collaborates with contractors and partners for the storage, treatment and transportation of waste generated from its operations. This includes managing waste from mechanical and maintenance activities, as well as handling plastics and petroleum residues, such as drilling mud and exhausted mud. To maintain supervision and promote continuous improvement, Eni has established and monitors specific key performance indicators that track both waste generation and final disposal. This structured system promotes transparency and Eni's ongoing commitment to reducing environmental impact throughout its value chain.

# Biodiversity

70 hectares  
of mangrove habitat  
established in 2025

Eni SpA applies a risk-based Biodiversity and Ecosystem Services (BES) management model across all its operations at Group level, embedding it into both new developments and existing projects throughout their life cycles. The Company conducts Comprehensive Environmental Impact Assessments (EIAs) in every Country where it operates. When activities are planned near areas of high biodiversity value or where the EIA has identified potential for significant residual impacts on priority BES features, tailored Biodiversity Action Plans (BAPs) are developed and implemented to monitor, mitigate and manage potential impacts. In Mexico, Eni has adopted a Biodiversity Action Plan for operations in Area 1, which is under review and update as of 2025. This area includes ecologically sensitive components such as coastal wetlands (Tulars), sea turtles and marine mammals. During the construction phase, targeted mitigation measures were implemented to avoid and minimise impacts on habitats and protected species.

- Key actions include:
- Diverting the overland pipeline route by 15 metres to avoid sensitive habitats.
  - Using underground tunnelling for 48% of the pipeline route rather than open trenching, thereby significantly reducing habitat disturbance.
  - On-site supervision by biologists during pipeline construction to ensure proper management and, when necessary, relocation of flora and fauna.

Furthermore, wetland restoration was carried out in temporarily affected areas, complemented by a project to establish 70 hectares of mangrove habitat in a nearby lagoon in the Carmen-Pajonal-Machona Lagoon System<sup>4</sup>. Other measures include regular biodiversity training for personnel at the Onshore Receiving Facility (ORF), monthly wildlife inspections with procedures for the safe relocation of protected species and potentially dangerous species, and annual offshore monitoring campaigns to assess the presence of birds, mammals and sea turtles. In 2024, a habitat survey of the entire onshore pipeline right of way was conducted using drone mapping in combination with on-site validation to verify habitat condition, identify additional mitigation and restoration opportunities, and provide a detailed and updated habitat map which can be used to compare against baseline data. These efforts contribute to Eni's broader commitment to contribute preserving biodiversity and enhancing ecosystem resilience in sensitive operational contexts.

## FOCUS ON

### Restoration of mangrove ecosystems

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

Initial restoration activities began in 2024, with the planting and monitoring of mangrove seedlings across an initial area of 12 hectares. The planting programme for the remaining 58 hectares was completed by the end of 2025, reinforcing Eni's long-term commitment to environmental stewardship.

Maintenance and monitoring activities are planned from 2025 through 2030 to contribute to the successful establishment and survival of the mangrove ecosystem.

The initiative includes regular coordination meetings with the University of Tabasco, ensuring technical alignment and fostering community engagement throughout the process. Beyond habitat recovery, this long-term effort also holds potential as Carbon Dioxide Removal activity and a carbon offset mechanism.

## FOCUS ON

### Coastal conservation

Eni in coordination with the Secretaría de Medio Ambiente (SEMARNAT) has joined the national initiative for beach conservation. This action emphasises Eni's reinforcing commitment towards environmental stewardship.

In November 2025, the Company carried out its first beach clean-up activity within its area of influence along the coast of Sánchez Magallanes. During this effort, a total of 0.8 tons of plastics and other waste were collected, contributing to the protection and restoration of coastal ecosystems.

This initiative supports the conservation of beaches, coastlines and their natural habitats, while also fostering environmental awareness and engagement within local communities.

<sup>4</sup> The establishment of mangrove habitats is an environmental compensation measure in areas that have not been degraded by Eni's operations. On the other hand, in 2025, a restoration strategy and programme, along with operational data collection protocols to assess potential impacts on habitats, marine fauna and birds, were developed for the 1.8 hectares of land degraded by Eni's pipeline installation.

# Value of our People

## Each of us

242  
employees in 2025 of which  
190  
Mexican 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.

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

In 2025, the Eni workforce reached 242, 190 of which are local employees, distributed between the offices in Mexico City and Villahermosa and onshore and offshore operating sites. Most employees are between 30 and 50 years old (84%) and 25% of the Company’s total workforce are represented by women. In 2025 there has been an increase in headcount compared to 2024 - from 235 to 242. Local workforce also increased from 77% to 79%. This is attributable to the Nationalisation Plan in place and employees pursuing international experiences or returning from them.

### FOCUS ON

#### Nationalisation Plan

The Nationalisation Plan aims to progressively transition expatriate roles to qualified Mexican professionals, as prescribed by the Mexican labour law, which requires that at least 90% of employees be Mexican nationals, and in line with Eni’s long-term objective of building local capabilities. Nationalising a position means transferring the responsibilities previously held by an expatriate to a local employee, thereby fostering autonomy, the transfer of knowledge and a more sustainable growth within the Country.

This initiative is fully aligned with Eni’s 4-year strategic workforce plan and reflects a commitment to investing in local talent and creating lasting value for both the organisation and the community. Progress in 2025 included the following achievements:

- 11 positions were successfully nationalised across departments (Human resources, Operations, Exploration, Development and Procurement).
- 9 local staff completed internal transitions, officially replacing expatriate colleagues.

By prioritising internal transitions, Eni is opening pathways for local professionals to advance and lead. This strengthens operational effectiveness and enhances Eni’s social licence to operate by investing in the national workforce.

This ongoing effort is supported by robust development plans for teams and individual employees. Through targeted training, mentoring and increased responsibilities, local staff are being prepared to take on critical roles. In some cases, selected local employees are even being prepared to take on international assignments, ensuring both global mobility and long-term knowledge continuity. Looking ahead, the target for 2026 is to nationalise an additional 13 positions, focusing on key areas such as Operations, Exploration, Development, HSE and Procurement. The Nationalisation Plan remains a strategic priority for Eni, rooted in the belief that empowering local talent is essential to the Company’s progressively sustainable growth and success.



INTERVIEW WITH SANDRA MAQUEDA



Sandra Maqueda  
Sustainability Manager  
Eni Mexico

Creating Long-Term Value Through Local Talent Development

How has your role within Eni evolved, and what has it meant for you to assume the Sustainability Management role?

My career at Eni Mexico has been a story of constant growth and a deep understanding of the business. I started my path in the company from a purely operational and support position, which gave me the opportunity to learn the internal procedures inside out, master day-to-day management, and build very fluid communication channels with all areas to drive projects forward. However, my solid background in the international cooperation sector and my prior experience in the energy industry – where my focus had been heavily on the renewable energy sector – served as the catalyst that allowed me to contribute a strategic vision from very early on and organically climb into leadership positions within the Company. Transitioning into the oil and gas industry with that specific background allowed me to solidify a much more mature, realistic, and robust vision of what a just energy transition truly entails. Understanding the big picture of both worlds provided me with the methodological tools needed to align social projects with the company’s strategies. Today, assuming the Sustainability Management role represents the great responsibility of directing Eni Mexico strategy in the Country, ensuring that our global goals translate into lasting well-being, clear methodologies, and true shared value for the communities.

What do you consider to be the fundamental pillars necessary to assume this strategic direction?

To successfully lead a strategic direction of this nature, I believe three fundamental pillars are necessary:

- Macro-Context Understanding: it is essential to possess a systemic thinking approach to thoroughly understand the macro context and effectively translate that big picture into solving very specific, local operational challenges on the ground.
- Ethics, Compliance, and Methodological Objectivity: managing sustainability requires a delicate balance between empathy, strict data, and unwavering transparency. It is vital to operate with the highest ethical standards, always ensuring full compliance with current regulations and the company’s internal procedures. Leaders must have the tools and methodologies needed to maintain absolute objectivity, ensuring that every social and environmental project is structured, audited, and measured with the exact same precision as any other operational area in the company. This technical rigor must be fueled by a genuine motivation to work closely alongside people in the community.
- Active Listening and Cross-Functional Collaboration: you cannot lead in isolation. A core pillar is the

ability to listen to, understand, and integrate feedback and comments from all internal teams. By being highly collaborative and working closely with other operational departments, a leader can align sustainability goals with broader business objectives, proving that these strategies actively support the entire organisation.

What is the main learning you share with those leading the transition toward a more responsible energy operation with shared value?

The most valuable lesson is understanding that sustainability is neither a peripheral function nor an act of philanthropy; it is the core that makes the future of the energy industry viable. Community development programs in our sector are often complex in their design and planning due to the highly dynamic environments in which we operate. However, the key to success lies in consistency and co-creation: it is not about bringing pre-packaged solutions but about sitting down with the community to design their own development. To those leading these efforts, I would say that true impact is not measured by the number of activities carried out, but by the long-term sustainability of the projects. When you empower a community to take ownership of an environmental or productive initiative, corporate social responsibility can evolve in a more lasting contribution to local well-being.

What advice would you give to young professionals in the company regarding career growth and their approach to sustainability?

I would give young professionals two key pieces of advice. First, regarding career growth, do not underestimate the value of operational and support roles at the beginning of your career. Being in pure operations gives you a unique opportunity to understand internal procedures inside out, master company processes, and build fluid communication channels across all areas; that is the technical foundation that later allows you to lead with confidence. Second, regarding sustainability, I would advise them to treat it exactly like any other core business area - as a fundamental pillar of corporate strategy. Do not view it as an isolated department, but as the engine that makes the future of the energy industry viable, especially in the current context of a just energy transition. Equip yourselves with solid methodological tools, always maintain absolute ethics and technical objectivity, but never lose your empathy or the motivation to listen and work hand-in-hand with the people in the territory. True sustainable leadership successfully balances business rigor with human impact.

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

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

FOCUS ON

Accountability in responsible conduct

Eni maintains a whistleblowing channel as part of its commitment to transparency and accountability, operating under a strict zero-tolerance policy toward misconduct. This policy involves a dedicated committee, which meets regularly to strengthen internal awareness and refine reporting protocols, supported by local initiatives and guidance from Headquarters. When a report is filed, the process includes confidential meetings with both the whistleblower and the reported individual, followed by a thorough investigation. Based on the findings, appropriate remediation measures are implemented to address any issues and prevent their reoccurrence, reinforcing a culture of integrity and responsibility within the organisation. For employees working in offices and at operational sites, Eni has held multiple workshops on company-wide policies to promote the policy and increase awareness of the whistleblowing channel. The Company also conducts one to one interviews with staff to identify any concerns that should be reported. To ensure the channel is accessible and well known, Eni distributes brochures and relevant Company policies and actively publicises the available whistleblowing options - voicemail, email and Eni’s website.



# Training

9,206  
hours of training to  
employees in Mexico

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

In 2025, the Company delivered 9,206<sup>5</sup> training hours on various topics: core training themes include health, safety and environment (HSE), the industrial cycle, operating procedures, and people management skills. Additional training focused on developing the skills of the local workforce in Eni by addressing areas of opportunity through targeted training, including soft skills such as teamwork, problem solving and critical thinking.

For employees working in offshore environments, participation in fundamental training, such as the Basic Offshore Safety Induction and Emergency Training (BOSIET) and the Tropical Further Offshore Emergency Training (T-FOET), is tracked, with reminders and support provided to ensure validity. Further training, for example the one related to the Seaman’s Book, ensures both compliance with safety regulations and continued professional development. Eni’s priority has always been to ensure that employees receive the necessary certifications and training to maintain a safe and compliant work environment. Eni also continued with its annual compliance training programmes in collaboration with Headquarters. As part of the training planning process, yearly meetings are held with department managers to assess the needs of their teams and a comprehensive training plan is built from this input. Courses may be offered either through Eni Corporate University or by identifying qualified external providers offering a wide range of high-quality programmes. Looking forward to 2026, Eni is committed to continuing to implement its yearly training plan, making sure staff can complete their courses effectively and continue their professional growth. As part of this commitment, a group coaching programme is being launched for six employees who are stepping into leadership roles. This programme is designed to strengthen key leadership capabilities such as decision-making, communication, team management and strategic thinking. It will provide a space for participants to reflect on real challenges, receive targeted feedback and accelerate their transition into leadership positions, ensuring they are well-equipped to lead their teams effectively.

In addition, at the beginning of 2026, a LEGO® Serious Play workshop was organised for all employees. This interactive session used hands-on building activities to encourage creativity, collaboration and problem-solving, while fostering cross-functional connections by bringing together employees from different departments to work and engage with one another.

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

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

## FOCUS ON

### Talent Management

In late 2024, managers began collaboratively developing an Action Plan for the Talent Management Project to address key findings from Eni’s talent mapping and risk assessment practices. The project focuses on strengthening employability, mitigating risks and bridging segmentation gaps to ensure a robust and future-ready talent pipeline. It aims to strategically manage Eni’s key talent by identifying high potential employees, strengthening retention efforts and aligning development plans. By addressing international opportunities and mitigating risk factors, Eni expects to enhance leadership, reduce talent loss and ensure long-term organisational success.

In 2025, the Talent Management Project has been actively implemented and monitored, with a sustained focus on the continuous development and retention of key talent. Throughout the year, employee tracking has been carried out to follow their career paths and professional growth within the organisation. In addition, the annual performance review process was conducted, which served as the basis for the corresponding salary review cycle.

As a result of this ongoing analysis, several position changes and promotions were implemented, aiming to better leverage individual skills and capabilities while aligning talent with organisational needs.

Furthermore, a comprehensive assessment of each employee has been maintained, focusing on key dimensions such as risk of loss and employability.

# Diversity & Inclusion

In line with its Mission, Eni recognises that integrating the principles of diversity and inclusion into business processes enables it to foster well-being of all Eni people, both as individuals and as part of the corporate system, whilst also generating greater drive towards innovation and sustainable development and stimulating individual contribution within an increasingly inclusive organisation. Eni’s approach to Diversity & Inclusion (D&I) is based on specific reference principles and commitments undertaken by Eni SpA, such as: the Valuing of Diversity, through which Eni is committed to recognised and respect individual characteristics; Equity, which promotes equal opportunities and access to corporate resources and opportunities; Uniqueness, which values each individual’s distinctive characteristics through listening and inclusion; and Inclusiveness, which fosters an open, collaborative working environment based on the values of transparency, sustainability and listening.

At Eni, diversity and inclusion are guided by a global corporate policy, ensuring alignment with broader standards while considering local context. The approach focuses on fostering an environment where all employees have the opportunity to share their perspectives, ideas and feedback, contributing to a more inclusive and respectful workplace.

Ongoing communication is intended to support awareness, encourage participation and promote a culture where diverse voices are heard and valued.

<sup>5</sup> The increase in training hours compared to 2024 is mainly attributable to the expansion of HSE and quality training, as well as professional and technical training.

Safety

0.36 TRIR

(Total recordable injuries/  
worked hours) x1,000,000  
(-0.19 compared to 2024)

The safety of Eni SpA's workers and assets is not just a priority, but a value shared at every level of the 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.

For this reason, Eni Mexico has committed to a Pact for Safety. This commitment extends to offshore facilities such as the FSPO MIAMTE MV34 and platforms, as well as onshore sites. Eni promotes a strong safety culture by implementing its Safety Golden Rules and Life-Saving Rules, reinforcing them through awareness campaigns and targeted training. Biannual HSE forums with contractors – each involving around 100 participants – serve as a platform to discuss safety trends, share best practices, and address key challenges. More information about the Biannual HSE forums is available in the Stakeholder Engagement Activities section. Behavioural coaching is also provided to both employees and contractors to strengthen individual competencies in safety-related practices. On-site training and support are further enhanced through the use of 3D virtual assistance tools. Monitoring and assessment activities are central to Eni's approach: safety data is regularly analysed to identify trends and root causes, supporting a proactive approach to incident prevention. In addition, recurring internal audits and certification assessments are carried out to ensure compliance with safety standards. Eni Mexico successfully renewed its ISO 45001 and ISO 14001 certifications and, for the first time, obtained the ISO 50001 certification. These achievements demonstrate the organisation's strong commitment to continuous improvement, as well as the dedication and active involvement of its personnel in maintaining high standards of health, safety, environmental and energy management.

In 2025, 2 work-related incidents of low-severity occurred in Mexico and zero incidents with serious consequences were recorded. The Total Recordable Injury Frequency Rate (TRIR) of the workforce was equal to 0.36 (with the TRIR of employees equal to 0.00). In addition, Eni periodically carries out emergency drills to test the effectiveness of emergency response procedures and implement improvement actions if necessary. 552 drills were conducted in 2025 alone, 10% of which were dedicated to fire and explosion scenarios and 1% to oil spills. The emergency drills simulate emergency scenarios with potential impacts on people, assets and the environment, through the activation of the emergency team and the use of emergency response equipment and means, testing internal and external communication flows with the Competent Authorities.

FOCUS ON

The implementation of AI solutions for safety

In 2025, Eni Mexico operated three drilling rigs for new wells and performed workovers to enhance the productivity of existing wells. An innovative artificial intelligence (AI)-based safety system was initiated in 2024 by a contractor to proactively manage and enhance safety in the high-risk Line of Fire area on the rig floor. The first camera was installed on the Ralph Coffman drilling rig during the first quarter of 2025.

The AI system uses cameras linked to the doghouse to monitor designated areas, particularly the red zone where unauthorised access poses critical hazards according to oil and gas industry safety statistics. The system employs dedicated signals (lights) to communicate access permissions. If an unauthorised person enters the red zone during operations, the system automatically triggers an alarm and notifies the driller, enabling immediate response and intervention. This AI-assisted monitoring significantly enhances real-time safety supervision and has been recognised as a best practice within the Company.

In addition, starting in 2025, Eni has also leveraged artificial intelligence to strengthen training for both Eni personnel and contractors through immersive 3D simulations, in collaboration with its contractor Pixaera. This approach enables users to engage in realistic, scenario-based training where potential hazards can be identified and managed in a safe, virtual environment. The system uses AI to adapt to scenarios, track user responses and provide immediate feedback, enhancing risk recognition, decision-making and overall safety awareness.

People’s health and well-being

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

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

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

In 2025, the Company underwent a third-party health check to ensure compliance with national regulations. All employees, both onshore and offshore, undergo regular health assessments, including vision tests for office staff. All health services are provided by medical personnel with proper licence and training.

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

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

FOCUS ON

Health promotion initiatives

Health promotion is a permanent process in Eni. In 2025 the following main programmes were implemented:

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

5,811

health services provided

2,592

participations health  
promotion initiatives

# Alliances for development

## Local development projects

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.

In Mexico, alongside hydrocarbon production, Eni is active in several areas of intervention to support a more sustainable development of the local economy, focusing on four main areas: community health, education, economic diversification and life on land. These initiatives are implemented in partnership with nationally and internationally recognised institutions, thereby contributing to the relevance, efficacy and success of the projects. To better understand and measure the value created, Eni SpA has collaborated with the Polytechnic of Milan to develop tools and methodologies that assess both economic and social impacts. Among these is the Eni Local Content Evaluation (ELCE) Model, which has been applied to Area 1 in Mexico and described in the dedicated section.

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

- State Government of Tabasco (2019, 2025).
- UNESCO (2022).
- Health Jurisdiction of Cárdenas, Tabasco (2022).
- Health Jurisdiction of Cárdenas, Tabasco (2023).
- Municipality of Cárdenas, Tabasco (2023).
- Ministry of Education of the State of Tabasco (2023).
- Health Services of the Mexican Social Security Institute for Wellbeing (IMSS-Bienestar) (2024).
- Instituto Nacional de Salud Pública (2024).

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

### COMMUNITY HEALTH

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

#### Manatinero Health Center

**Partners:** Health Jurisdiction of Cárdenas and IMSS-Bienestar

**Activity start- and end-dates:** 2022-2025

**Location:** Ejido El Alacrán-Manatinero, Cárdenas

2,068  
people directly involved

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

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

- construction of a new Health Centre in accordance with national and international standards;
- establishment of essential systems, including water for hygiene purposes and a solar power system.

Overall, the activities carried out in 2025 strengthened the operational readiness, energy resilience and long-term sustainability of the Health Centre handed over to the community in December 2024, reducing operational risks and enabling service continuity. Key efforts included the formal reception, technical validation and operational consolidation of installed systems, ensuring full functionality and alignment with performance standards.

The photovoltaic system was officially handed over, accompanied by targeted technical guidance for healthcare personnel on system operation, preventive maintenance and emergency protocols, strengthening local capacity and ownership. In parallel, follow-up visits were conducted in coordination with IMSS-Bienestar to monitor real-time implementation, assess infrastructure performance and support adaptive management.

By securing a reliable and diversified energy supply and reinforcing institutional and community-level capabilities, the project enhances resilience and ensures the uninterrupted delivery of primary healthcare services. As a result, it improves access to quality healthcare for the Manatinero community and surrounding areas – particularly for vulnerable populations – while strengthening institutional coordination and community engagement as key drivers of sustainable long-term impact.

In 2025 the Manatinero health centre provided care to 2,068 attendees.



1,845  
children involved in  
nutritional screenings

Nutrition and Maternal & Child Project

**Partners:** Health Jurisdiction of Cárdenas and IMSS-Bienestar  
**Activity start- and end-dates:** 2023-2026  
**Location:** Sánchez Magallanes shore area, Cárdenas

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

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

A series of community activities were conducted throughout 2025, focusing on the improvement of maternal and child nutrition and health in the Sánchez Magallanes coast. Key initiatives included: free medical screenings to assess their general health and identify medical risks; nutritional supplements delivered to children identified as at-risk during the screening, in coordination with local health authorities; awareness sessions with parents to increase engagement; and interactive workshops for children, teachers and parents on nutrition and personal hygiene.

Throughout 2025, Eni continued the implementation of the plan developed in 2024 in collaboration with the local health authorities to make sure children receive proper medical care based on screening results. Educational campaigns were launched in schools, reaching hundreds of students with workshops on healthy eating and hygiene, along with the distribution of healthy snacks. Interactive activities, including physical exercises, the provision of follow-up medical consultations for participating children, as well as the delivery of clinical study results to parents and caregivers to support informed health decisions were incorporated.

In parallel, field assessments and community visits were conducted to better understand living conditions and their relationship with dietary habits and health outcomes. These efforts were complemented by large-scale data collection activities, including anthropometric measurements (weight and height) and the application of health and nutrition questionnaires across multiple schools and communities. Hygiene kits and paediatric electrolyte supplements were distributed to reinforce preventive practices at the household level. In addition, oral hygiene workshops were conducted and dental hygiene kits were distributed to preschool and school-age children.

In collaboration with the National Institute of Public Health, the collection of data for the integration of a formal scientific investigation was completed in 2025. To conduct this activity a research protocol was developed in order to understand the target population’s health and nutritional status. In 2025, 1,845 children were directly involved and impacted.



EDUCATION

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

Project for Youth Development (PROVENES)

**Partners:** AVSI Mexico  
**Activity start- and end-dates:** 2022-2026  
**Location:** Coastal communities of Cárdenas

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

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

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

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

A labour market study was conducted in 2025 to identify workforce needs and opportunities in the area. Based on its findings, targeted skills training programmes will be implemented throughout 2026. As of December 2025, more than 600 young people were participating in artistic, cultural and sports activities, while over 850 youths had engaged in soft skills training programmes.

Laboratory infrastructure and equipment in Public Institutions

**Partners:** Universidad Nacional Autónoma de México (UNAM), Instituto Politécnico Nacional (IPN)  
**Activity start- and end-dates:** 2024-2030  
**Location:** Ciudad de México

In compliance with Mexican regulations and in accordance with the activity programme approved by the Ministry of Energy, Eni seeks to implement Technology Transfer mechanisms to strengthen Mexico’s oil and gas sector and to develop projects that support the optimal extraction of reservoirs. This is achieved by:

- promoting partnerships with academic and research institutions to develop projects that leverage existing national capabilities and resources;
- fostering the development of specialised local talent;
- promoting Oil Recovery, energy transition and sustainable development;
- contributing to Research and Development (R&D) initiatives in Mexico, while promoting technological advancement for the benefit of the Country.

During 2025, several activities were carried out to strengthen laboratory capabilities at the UNAM, including the coordination of meetings, the formalisation of Technology Transfer Agreements, the preparation of technical specifications, procurement processes, equipment installation and calibration, and specialised training for their use.

Moreover, four laboratory equipment units were delivered across different UNAM faculties. These included a tensiometer and a steady-state core flooding system for the Faculty of Engineering, an ICP mass chromatograph for the Faculty of Chemistry and an organic petrography microscope for the Institute of Geology. Additionally, in 2025 started the procurement process of 3 further laboratory equipment units with delivery expected in 2026.

850  
youths participated in soft  
skills training

These actions will benefit 778 students and 34 professors and researchers in disciplines such as Earth Sciences, Petroleum Engineering, Geology and Petroleum Chemistry, contributing to the strengthening of academic and technical capacities.

As a part of these efforts, a feasibility study to develop a support laboratory aimed at strengthening capabilities in petroleum engineering and geosciences was conducted in UNAM. The initiative focuses on upgrading existing infrastructure and providing high-performance servers with AI to support data storage, processing and visualisation for the use of specialised software. During 2025, several meetings were held with the institution to define the project scope, conduct site visits and perform an internal feasibility assessment.

In parallel, a needs assessment was conducted at the Instituto Politécnico Nacional (IPN) to evaluate the feasibility of equipping academic laboratories focused on hydrocarbon production, rock mechanics and well drilling, among other areas.

Technology Assimilation, specialised human resources training

Partners: Universidad Nacional Autónoma de México (UNAM), Instituto Mexicano del Petróleo (IMP)

Activity start- and end-dates: 2025- 2030

Location: Ciudad de México

In 2025, key activities included the procurement process for specialised courses on secondary and enhanced oil recovery, with implementation expected in 2026 in collaboration with the Instituto Mexicano del Petróleo (IMP). These initiatives aim to promote the development of national human resources by strengthening their capabilities, skills and competencies in Enhanced Oil Recovery, contributing to improved reservoir management. The courses will be designed based on experience from research centres and industry associations, as well as national innovation needs aligned with the characteristics of reservoirs in Mexico. In parallel, a feasibility assessment was conducted for a diploma programme in Energy Transition and Sustainability in collaboration with UNAM, including the definition of requirements, preliminary content and an operational model. The programme is expected to be launched in 2026. This initiative aims to enhance capacities in sustainability within the energy sector by integrating technologies within a broader energy transition framework, addressing energy scenarios, sustainability and climate change to better understand global and regional dynamics.

ECONOMIC DIVERSIFICATION

The aim of these projects is to promote food security and the development of entrepreneurial, agricultural, fisheries and infrastructure activities, fostering new business opportunities, the empowerment of women and young people, and promoting economic growth and the development of physical and digital infrastructure aimed at enhancing the socio-economic well-being of communities.

Oyster Farming with Australian Baskets

Partners: Universidad Juárez Autónoma de Tabasco (UJAT)

Activity start- and end-dates: 2022-2026

Location: Coastal communities of Cárdenas

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

The oyster farming initiative began with the implementation of a first pilot phase lasting one year, which objective was to assess the potential growth of oysters when using Australian baskets compared to Japanese strings, which were traditionally used for the cultivation of these molluscs. The results of the pilot phase were favourable, not only due to the observed growth, but also due to having a better presentation, size, and weight. Therefore, interested oyster producing groups were invited to implement the new method, reserving some lines in their farms for the introduction of Australian baskets. Besides the provision of supplies, the initiative includes training and technical support by the Universidad Juárez Autónoma de Tabasco, a recognised local university.

These interventions have led to tangible results. The use of the new baskets helped to increase the sale price of oysters and promote more sustainable aquaculture practices. 78,280 oysters have been farmed using this technology since 2024, benefiting 777 farmers from 12 cooperatives. To further enhance the sector, Eni is also working with local authorities to support continuous environmental monitoring in pursuit of oyster health certification in the lagoon system. This effort aims to improve hygiene and safety conditions, contributing to the long-term sustainability and commercial viability of oyster production.

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

Partners: Aosenuma

Activity start- and end-dates: 2023-2026

Location: Coastal communities of Cárdenas

To encourage economic diversification, Eni identified the coconut sector as a strategic area of intervention due to its economic potential and the significant challenges it faces, such as widespread crop damage caused by pests and diseases and the lack of a coordinated commercial strategy. The project focuses on improving the productivity of coconut crops through progressively more sustainable and regenerative agricultural practices, strengthening sales strategies for coconut and its derivatives to enhance economic returns, and fostering social cohesion by improving working conditions and promoting collective efficiency among producers.

The initiative combines productive development, environmental sustainability, capacity building and community organisation under an integrated intervention model. In this sense, the project strengthens local value chains and creates better conditions for producers to participate in formal and more profitable markets.

During 2025, the project had 121 hectares under continuous technical assistance for pest and disease control. A major milestone was the strengthening of producers’ organisation through the establishment of the Sociedad de Producción Rural (SPR), a legal structure that enables producers to improve their collective organisation and access formal markets, thereby increasing their opportunities and income. Together, the producers have named their organisation COCUNI, short for ‘United Coconut Community’ (Comunidad Cocotera Unida in Spanish). Now formally established, this is the brand under which they showcase and promote their collective efforts.

By the end of 2025, 24 producers were participating in the cooperative body, exceeding the annual target. In addition, the project advanced its commercial component through five commercial trainings and the first pilot sale through the community organisation.



777  
farmers from  
12  
cooperatives

Sustainable tourism opportunities

**Partners:** UNESCO  
**Activity start- and end-dates:** 2025-2027  
**Location:** Villa y Puerto Coronel Andrés Sánchez Magallanes

In 2024, Eni Mexico signed a collaboration agreement with UNESCO for a project focused on strengthening the capacity of coastal communities, protecting and managing their biocultural heritage and promoting sustainable tourism. This project aims to develop and manage not only innovative and sustainable tourist services and products centred on culture and natural heritage, but also the natural system associated with the coastal dunes to improve resilience to the impacts of climate change.

In 2025, key activities included the facilitation of workshops for the identification of natural and cultural heritage with the participation of 30 individuals, the curricular review of elementary educational materials for the development of a teacher's guide for School Zone 13, which included a workshop that benefitted 68 elementary level teachers. A coastal vulnerability assessment was also completed prior to the planned coastal dune restoration and revegetation activities.



LIFE ON LAND

Through these projects, Eni aims to enhance and protect the local natural heritage, restore ecosystems and contribute to the conservation and rehabilitation of aquatic ecosystems.

Water security for flood risk resilience

**Partners:** UNESCO  
**Activity start- and end-dates:** 2025-2027  
**Location:** Villa y Puerto Coronel Andrés Sánchez Magallanes

After the signature of the collaboration agreement in 2024 with UNESCO for the project aimed at strengthening the resilience of communities located in the flood risk zones of the Mezcalapa-Samaria subdivision, key activities were implemented in Tabasco in 2025. In particular, through the implementation of strategic actions contained in the Water Security Plan, different activities were conducted:

- a socio-demographic assessment, including an analysis of flood risk perception of at-risk communities that live along the riverbanks;
- a legal analysis of land tenure constraints affecting disaster risk management;
- the development of operational regulations for the formal establishment of the Technical Advisory Committee for the Water Security Plan, which intends to bring together national, state and local authorities, academia, civil society and other key stakeholders for the development of the Water Security Plan.

Additionally, a participatory media diagnostic was conducted with the involvement of 17 participants working in the communications sector. This approach aims to address the vulnerabilities faced by the main media outlets in Tabasco when communicating flood risks or related information.



# Local content

Local content is the added value brought by Eni SpA's activities to the socio-economic contexts where the Company operates, defined as the creation of local workforce, industrial and technological development, mobilisation of economic activities, know-how transfer and upskilling of human capital. For an industrial player such as Eni SpA, Local Content is a key element to build long-term relationships with local stakeholders.

Eni SpA's local content approach is structured along the following lines:

- activation of supply chains to increase the level of competitiveness of local companies and the economic impact on local industrial and manufacturing sectors;
- integration of local personnel into Eni SpA's operations, both through the involvement and direct recruitment of labour and by promoting employment throughout the supply chain;
- sharing and transfer of professional skills and knowledge in energy and technology sectors, through dedicated training for local staff and as well as the development of courses and training programmes in collaboration with academic institutions;
- interventions to support local communities aimed at fostering growth and economic diversification, involving local businesses and small enterprises, also with the aim at improving their production levels and efficiency.

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

## ELCE MODEL

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

## APPLICATION OF THE ELCE MODEL TO MEXICO AREA 1 PROJECT

- The total purchases planned for Mexico Area 1 project amount to over MXN 178 billion, including both capital expenditure (CAPEX) and operating expenses (OPEX).
- The model was used to assess the positive impact that these expenses generate in terms of contribution to the Country's economy and employment.
- Every MXN million invested generates an increase in national economic production of MXN 0.38 million.
- In terms of employment, every MXN million invested generates 0.38 Full Time Equivalent (FTE) jobs, considering the overall effects, including indirect supply chain and induced effects.
- The share of local contractors and employees has increased as the operational phase becomes more established.
- About one-third of the total contract value was awarded to Mexican suppliers since Eni's inception until 2025, contributing significantly to the local economy. These contracts primarily cover development activities, OCTG supplies and logistical support. Additionally, suppliers are also involved in community-based initiatives, linking procurement activities with local development efforts.

### ECONOMIC

**0.38 MMXN**  
of impact  
for 1 MMXN invested

### EMPLOYMENT

**0.38 FTE**  
generated  
for 1 MMXN invested



# Sustainability in the value chain

Eni SpA has developed a sustainable supply chain management strategy based on collaboration and shared values with its suppliers. The strategy is 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. Systemic and inclusive approach:** 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. Development and enhancement of best practices:** 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. Integration of ESG principles into the procurement process:** the third pillar focuses on the integration of ESG principles into the procurement process. Eni SpA has adopted the 'Sustainable Supply Chain Framework', a governance mechanism that combines corporate objectives, legislative requirements, targets and specific action plans that affect the procurement process and the broader supply chain. This framework takes the form of a cross-cutting monitoring of the various dimensions of sustainability, with a focus on priority ESG issues periodically identified on the basis of the corporate strategic plan and the evolution of the regulatory landscape.

The principles of environmental protection, social growth and economic development, together with technical, operational, ethical and reputational aspects, are fundamental at all phases of the procurement process, from supplier qualification and tender procedures to contract management and feedback gathering.

### SUPPLIER EVALUATION PROCESSES

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

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

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

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

### SUSTAINABLE PRACTICES PROMOTED ALONG THE SUPPLY CHAIN

Eni places strong importance on maintaining transparent and collaborative relationships with its suppliers, recognising them as key partners in ensuring operational efficiency and sustainability. These relationships are facilitated through the Open-es platform, a multistakeholder initiative which serves as a central hub for engagement, data sharing, and performance evaluation. Through Open-es, Eni actively monitors supplier ratings and sustainability profiles, aiming to build a supply chain that is both reliable and aligned with high environmental and social standards. By 2025, 57 suppliers were registered on Open-es.

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

In 2025, in line with company's procedures and the above-mentioned risk-based approach, 13 vendors with an active contract in place were assessed on human rights environment through the Open-es platform and achieved a positive outcome.

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

These initiatives serve as both a preventive and capacity-building tool, ensuring that suppliers are not only aware of Eni's requirements but are also equipped to align their practices accordingly. 190 suppliers were involved in awareness, measurement and collaboration initiatives on ESG and Human rights topics up to 2025.

In addition to these sustainable practices, ESG criteria are embedded in the procurement process through the application of the JUST evaluation methodology, which is applied to all tenders and issued to suppliers invited to participate in the bidding process. This ensures that all potential suppliers are assessed on governance, climate change and human rights before contract award.

As a result, 89% of Eni Mexico's active contracts<sup>6</sup> are with suppliers participating in ESG initiatives, demonstrating company's commitment and its collaborative engagement with contractors.

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

6 This refers to contracts falling under the procurement perimeter.

## Reporting and performance criteria

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

The 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 the Company is making in the Country.

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

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

### PRODUCTION DATA

|                                        |          | 2024 | 2025 |
|----------------------------------------|----------|------|------|
| Annual oil production                  | (MMbl)   | 12   | 22   |
| Annual Hydrocarbon production          | (MMboe)  | 14   | 24   |
| Average daily oil production in Area 1 | (Kboe/d) | 39   | 67   |

### PAYMENTS TO MEXICAN GOVERNMENT – FULL YEAR 2025<sup>(a)</sup>

(in EUR thousand)

| Payments per project | Production Entitlement | Taxes | Royalties             | Bonuses | Fees   | Infrastructure Improvements | Total   |
|----------------------|------------------------|-------|-----------------------|---------|--------|-----------------------------|---------|
| Area 1               | 341,587 <sup>(b)</sup> | -     | 99,723 <sup>(c)</sup> | -       | 355    | -                           | 441,665 |
| Exploration projects | -                      | -     | -                     | -       | 9,022  | -                           | 9,022   |
| Area 9               | -                      | -     | -                     | -       | 1,551  | -                           | 1,551   |
| Total                | 341,587                | -     | 99,723                | -       | 10,928 | -                           | 452,238 |

| Payments per government                  | Production Entitlement | Taxes | Royalties             | Bonuses | Fees   | Infrastructure Improvements | Total   |
|------------------------------------------|------------------------|-------|-----------------------|---------|--------|-----------------------------|---------|
| Fondo Mexicano del Petroleo              | 341,587 <sup>(b)</sup> | -     | 99,723 <sup>(c)</sup> | -       | 4,451  | -                           | 445,761 |
| Secretaria de Hacienda y Credito Publico | -                      | -     | -                     | -       | 6,477  | -                           | 6,477   |
| Total                                    | 341,587                | -     | 99,723                | -       | 10,928 | -                           | 452,238 |

(a) Report payments governments 2025.  
(b) Includes 6,479 KBOE paid in kind.  
(c) Includes 1,764 KBOE paid in kind.

## Carbon neutrality by 2050

### Emissions

|                                |                                      | 2024  | 2025  |
|--------------------------------|--------------------------------------|-------|-------|
| Direct GHG emissions (Scope 1) | (million tonnes CO <sub>2</sub> eq.) | 0.242 | 0.246 |

## Environmental protection

### Protection of water

|                                                     |                           | 2024  | 2025  |
|-----------------------------------------------------|---------------------------|-------|-------|
| Total water withdrawals                             | (million m <sup>3</sup> ) | 1.266 | 2.043 |
| of which: sea water                                 |                           | 1.260 | 2.039 |
| of which: freshwater                                |                           | 0.006 | 0.004 |
| of which: from surface water bodies                 |                           | 0     | 0     |
| of which: withdrawn from underground                |                           | 0.006 | 0.004 |
| Other                                               |                           | 0     | 0     |
| Freshwater withdrawals from areas with water stress |                           | 0     | 0     |

### Waste

|                                                          |                | 2024 | 2025 |
|----------------------------------------------------------|----------------|------|------|
| Total waste from production and construction activities: | (million tons) | 0.04 | 0.04 |
| of which: non-hazardous                                  |                | 0.01 | 0.01 |
| of which: hazardous                                      |                | 0.03 | 0.03 |

### Certification of HSE management systems

|                                      |          | 2024 | 2025 |
|--------------------------------------|----------|------|------|
| Total Certifications:                | (number) | 2    | 3    |
| ISO 14001 certification              |          | 1    | 1    |
| OHSAS 18001/ISO 45001 certifications |          | 1    | 1    |
| ISO 50001 certification              |          | 0    | 1    |

Value of our people

Employment

|                                           |          | 2024 | 2025 |
|-------------------------------------------|----------|------|------|
| Employees as of December 31 <sup>st</sup> | (number) | 235  | 242  |
| Resident in Mexico                        |          | 180  | 190  |
| Employees by gender                       |          | 235  | 242  |
| Men                                       |          | 178  | 181  |
| Women                                     |          | 57   | 61   |
| Employees by contract                     |          | 235  | 242  |
| Permanent                                 |          | 101  | 102  |
| Fixed-term                                |          | 134  | 140  |
| Employees by professional category        |          | 235  | 242  |
| Senior managers                           |          | 3    | 2    |
| Middle managers                           |          | 54   | 43   |
| White collars                             |          | 178  | 197  |
| Blue collars                              |          | 0    | 0    |
| Employees by age                          |          | 235  | 242  |
| Under 30                                  |          | 18   | 19   |
| 30-50                                     |          | 197  | 203  |
| Over 50                                   |          | 20   | 20   |

Training

|                                     |             | 2024  | 2025  |
|-------------------------------------|-------------|-------|-------|
| Training hours by type              | (hours)     | 4,068 | 9,206 |
| HSE and Quality                     |             | 1,303 | 5,900 |
| Language and IT                     |             | 39    | 241   |
| Conduct/Communication/Institutional |             | 552   | 626   |
| Professional - cross cutting        |             | 1,700 | 1,463 |
| Professional - technical/commercial |             | 474   | 975   |
| Training expenditures               | (€ million) | 0.146 | 0.371 |
| Training hours on safety            | (hours)     | 754   | 5,243 |

Health

|                                                         |          | 2024  | 2025  |
|---------------------------------------------------------|----------|-------|-------|
| Number of health services provided                      | (number) | 7,493 | 5,811 |
| Number of registrations to health promotion initiatives |          | 445   | 2,592 |
| of which: by employees                                  |          | 380   | 1,474 |
| of which: by contractors                                |          | 45    | 1,023 |
| of which: by relatives                                  |          | 20    | 95    |

Safety

|                                                                    |                                                                      | 2024 | 2025  |
|--------------------------------------------------------------------|----------------------------------------------------------------------|------|-------|
| TRIR (Total Recordable Injury Rate)                                | (Total recordable injuries/worked hours)<br>x 1,000,000              | 0.55 | 0.36  |
| Employees                                                          |                                                                      | 0.00 | 0.00  |
| Contractors                                                        |                                                                      | 0.62 | 0.39  |
| High-consequence work-related injuries rate (excluding fatalities) | (High-consequence work-related injuries/worked hours)<br>x 1,000,000 | 0    | 0     |
| Employees                                                          |                                                                      | 0    | 0     |
| Contractors                                                        |                                                                      | 0    | 0     |
| Total safety expenditures and investments                          | (€ million)                                                          | 0.30 | 0.20  |
| Training hours on safety                                           | (hours)                                                              | 754  | 5,243 |

Alliances for development

Investments for local development

|                                   |             | 2024 | 2025                |
|-----------------------------------|-------------|------|---------------------|
| Investments for local development | (€ million) | 7.12 | 4.40 <sup>(a)</sup> |

(a) Lower investments in comparison to 2024 are mainly related to the Education project (-1 mln in 2025), the Health centre rehab (-0.7 mln in 2025), the Tech transfer programme (-0.7 in 2025) and Master for non-Eni employees (-0.3 in 2025). Annual spending fluctuations reflect projects cycles.



## Eni SpA

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