Eni for
A JUST TRANSITION

SUSTAINABILITY 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.

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Disclaimer

Eni for 2025 is a document drafted and published annually that contains 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 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 for 2025 also contains terms such as, for instance, 'partnership' or 'public/private partnership' used for convenience only, without a technical legal implication. In this report 'Eni' means the parent company Eni SpA and its consolidated subsidiaries. The reporting of GHG emissions and related targets is not to be understood as the assumption of any legal responsibility in relation to the effects of said GHG emissions.

Photos

All the photos of the covers and the Eni for 2025 Reports come from the Eni photographic archive.

Translations

The original text of Eni for – unless otherwise indicated – is in Italian. Translations into other languages are taken from the original text. In the event of discrepancies, the contents of the Italian version shall prevail over translations into any other language.

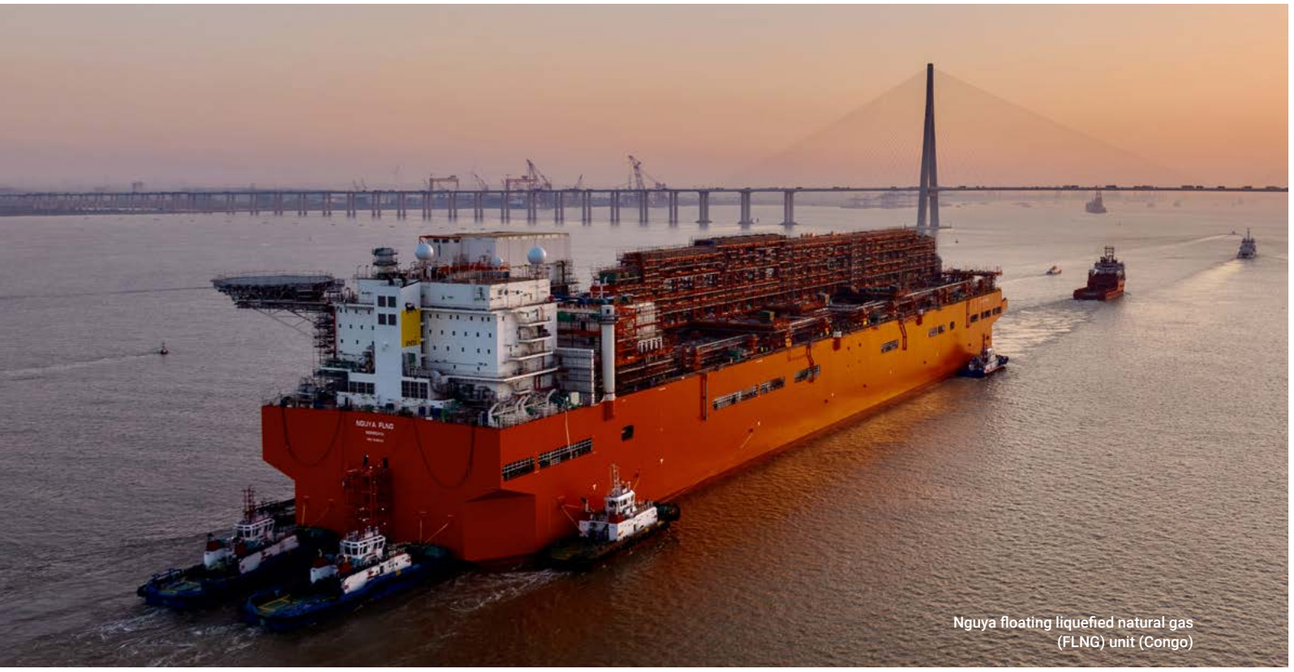
Summary

Coral South (Mozambique)

LEGEND

External links Internal links

Message to our stakeholders



Nguya floating liquefied natural gas (FLNG) unit (Congo)

In a macroeconomic and geopolitical context marked by uncertainty and volatility, exacerbated by the prolonged conflict in Ukraine and the recent escalation of tensions in the Middle East, the global energy system is experiencing a phase of profound turbulence. In this environment, it is imperative to address energy security, economic competitiveness and environmental and social sustainability objectives in an integrated manner. Pursuing these objectives in a balanced way, without which there can be no just transition for people and territories, requires industrial choices guided by a long-term vision.

Eni is addressing these challenges through a distinctive industrial model that pragmatically combines traditional businesses with new energy sources, while integrating technological innovation, operational efficiency and value chain integration. Our business model places people at its core, safeguarding the health and safety of all those who work at Eni and on Eni's behalf, contributing to the well-being of the communities in which we operate and ensuring a progressively higher level of environmental protection. We promote these values across our business relationships, with partners, customers and throughout the supply chain.

This approach enables us to respond resiliently to disruptions in the external environment and to continue advancing our transformation journey with consistency. The results achieved in 2025 confirm the robustness of our strategy and the effectiveness of its execution, which has allowed us to grow across all our businesses: from Upstream, through the discovery and start-up of significant new energy resources and the expansion of our LNG activities, to growth in biorefining and renewable energy businesses. These achievements have been accompanied by improved economic performance and a strengthened financial structure.

In 2025, net greenhouse gas emissions from Upstream operations decreased by 31% compared to 2024 and by 68% compared to the 2018 baseline, in line with our pathway to achieving net zero Scope 1 and 2 emissions in Upstream by 2030 and across Eni by 2035.

These results reflect our approach of embedding net zero operational emissions from the design phase of new projects, such as Baleine in Côte d'Ivoire and Argo/Cassiopea in Italy, as well as the continuous monitoring of methane emissions, with Upstream methane intensity maintained below the 0.2% threshold, and flaring reduction initiatives that enabled us to achieve the target of zero routine flaring in operated activities in 2025.

At the same time, we continue to decarbonise the value chain of the energy products sold by Eni, as demonstrated by the reduction in the net Scope 1+2+3 emissions intensity indicator, in line with our objective of achieving Carbon Neutrality by 2050. This pathway is supported by a set of levers that, in addition to reducing Scope 1 and 2 operational emissions, include the contribution of a lower carbon footprint from the evolution of our production mix towards gas and the diversification of our energy portfolio through the growth of lower-carbon businesses developed by Enilive and Plenitude.

In particular, we have increased installed renewable capacity and aim to significantly scale up biofuels production through the development of new biorefineries and the progressive integration of the agri-feedstock supply chain. In 2025, Plenitude reached 5.8 GW of installed renewable capacity (+41% year-on-year), completed its largest battery energy storage system in Texas (200 MW), and, supported by its project pipeline, progressed towards its 2030 target of 15 GW, approximately three times its current capacity.

Enilive is developing three new biorefineries – in Livorno, South Korea and Malaysia – as well as two additional projects in Italy, in Priolo and within the Sannazzaro de' Burgondi refinery. By 2030, Enilive will reach processing capacity of over 5 million tonnes, up from the current 1.65 million tonnes, for the production of HVO biofuels and Sustainable Aviation Fuel (SAF).

Furthermore, a Carbon Capture and Storage (CCS) satellite company has been established through a joint venture with private equity fund GIP, aimed at enhancing and scaling decarbonisation projects within Eni's portfolio.

These results confirm the effectiveness of our satellite model: an innovative financial approach applied to integrated business models and high-potential business combinations, enabling the attraction of dedicated capital, the unlocking of value in individual businesses and the acceleration of their growth, while ensuring their economic sustainability.

Technology and innovation are the primary drivers of our Transition model. To fuel this value driver, in 2025 we allocated more than €460 million (+18% compared to 2024), including R&D expenditure (€207 million, 80% of which dedicated to technologies supporting our decarbonisation goals), investments in open innovation vehicles and the development of advanced digital solutions, including High Performance Computing (HPC) systems and frontier technologies.

Investments in breakthrough technologies will enable us to access extraordinary long-term business opportunities. Magnetic confinement fusion, supercomputing and quantum computing represent the most promising research areas. For fusion, industrial-scale application is expected within the next decade. Supercomputing is underpinned by the exceptional computational capabilities of HPC6, the world's most powerful supercomputer for industrial applications. In quantum computing, Eni is working to develop an integrated hardware-software machine capable of solving highly complex problems.

Eni's technological innovation also focuses on biorefining technologies (Ecofining™), chemical recycling of plastics (Hoop®), waste-to-chemicals processes for methanol and hydrogen production, Carbon Capture and Storage (CCS) and energy storage solutions.

Another key transformation stream concerns downstream activities, where we are implementing a structured industrial reconversion pathway in line with just transition principles. This process is being carried out in collaboration with institutions, trade unions and local economic players, with the aim of supporting the transformation of industrial sites while safeguarding skills and creating new development opportunities for local communities.

We operate in compliance with the highest ethical standards and leading sustainability frameworks, adopting integrated HSE risk management models. A concrete example is the strengthening in 2025 of initiatives with the International Labour Organization (ILO) in the Republic of Congo, promoting safe and inclusive working conditions. We continuously enhance our human rights management model to prevent and mitigate potential negative social impacts on workers, communities, consumers and suppliers, in line with the OECD Guidelines for Multinational Enterprises. This commitment was recognised through Eni's first-place ranking in the Corporate Human Rights Benchmark published in January 2026 by the World Benchmarking Alliance. In addition, Eni obtained gender equality certification in accordance with the UNI PdR 125:2022 standard.

Eni's people play a central role in this journey. Our strategy in this area includes, among other initiatives, welfare and health protection measures, training and skills development, women's empowerment and initiatives to prevent and combat gender-based violence, both within and beyond the company. In 2025, we launched a corporate volunteering programme in Italy, through which Eni employees carried out over 500 volunteering days with Third Sector organisations, directly contributing to the well-being of local communities and strengthening individual and team skills.

We adopt a systemic approach to maximising positive impacts for the communities with which we collaborate, reaching approximately 3 million people in 2025, with €81 million invested in local development projects focused on access to energy, water and healthcare services, economic diversification, education and community health.

These results are the outcome of the commitment of our people and the collaboration with our stakeholders – partners, institutions, NGOs, investors and local communities – with whom we build long-term relationships based on trust, transparency and continuous dialogue. Our distinctive strategy for business transformation and progressive decarbonisation, the quality of our portfolio and our exploration and project execution capabilities consolidate Eni's role as a key player in addressing global energy challenges. We firmly believe that only through an integrated approach, capable of combining growth, responsibility and industrial discipline, can lasting value be generated. We will therefore continue to operate with vision and pragmatism, contributing to the development of an energy system that is more secure, inclusive and progressively more sustainable.

Claudio Descalzi
Chief Executive Officer, Eni

Why read Eni for 2025

Cassiopea plant (Gela, Italy)

Eni's voluntary sustainability report and sets out the company's commitments and progress towards a Just Transition. Within the new European regulatory framework, defined by the entry into force of the European Corporate Sustainability Reporting Directive (CSRD) and the related reporting standards (European Sustainability Reporting Standards - ESRS), the 2025 edition of Eni for accompanies the Sustainability Statement, a mandatory document included in Eni's **2025 Annual Report**.

In this context, Eni for is confirmed as a complementary and integrative document to the Sustainability Reporting, designed to make information on Eni's sustainability performance more accessible to stakeholders. It enriches and explores key topics in greater depth through case studies, thematic insights and interviews that concretely illustrate the commitments made and the actions undertaken.

For certain specific aspects, such as the internal control system and the integrated risk management model, Eni for includes precise cross-references to the relevant sections of the Sustainability Statement, thereby facilitating consultation for readers wishing to explore these topics in more detail. The 2025 materiality analysis, updated in accordance with ESRS standards and applying the principle of double materiality, also serves as the reference for Eni for in identifying the sustainability issues most relevant to the company and its stakeholders. A detailed description of the process and outcomes of this analysis is provided in the Sustainability Statement.

Unlike the Sustainability Report, whose structure is determined by the order of presentation in the ESRS standards, the content of Eni for is organised according to the pillars of the business model. This approach enables progress and results to be presented according to five main pillars: Carbon Neutrality by 2050, Environmental Protection, The Value of Our People, Alliances for Development and Sustainability in the Value Chain. An introductory chapter dedicated to the cross-cutting elements of Eni's approach to sustainability precedes the thematic chapters. The "Indicator Tables" section lists the indicators included in the Sustainability Statement, which has undergone limited assurance by the appointed audit firm, together with some additional KPIs, that respond to the specific information needs of certain stakeholder groups. Quantitative data is provided for the last three years and complies with the scope described in the "Methodological Principles and Criteria" section of the Sustainability Statement.

Eni for forms part of Eni's sustainability reporting system, which is part of a broader commitment to transparency and disclosure. This system includes both mandatory reporting documents, such as the Sustainability Statement and the Slavery and Human Trafficking Statement, and voluntary publications, including local reports, reports by subsidiaries and dedicated thematic reports (for example, on human rights, methane emissions, and people-centred transition). Further information on Eni's sustainability reporting can be found in the **Our sustainability reports** section on eni.com.

Eni in the world

Congo LNG

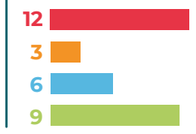
In a global context marked by increasingly complex energy, environmental and social challenges, Eni recognizes the central role of energy as key enabler of development and inclusion. The Company is actively committed to Just Transition, considered one of the energy sector's key strategic challenges. The industrial and financial transformation initiated in 2014 enables the Company to respond more effectively to global challenges and to develop a strategy aimed at progressively implementing more environmentally, socially and economically sustainable solutions. Within this framework lies Eni's path towards Carbon Neutrality by 2050, with intermediate targets, leveraging scientific research, innovation and the diversification of supply sources. At the same time, Eni promotes a strong health and safety culture and enhances its human capital - represented by more than 32,000 employees - by updating the skills required to address the new challenges of the sector. The Company operates transparently and works in partnership with suppliers, customers and stakeholders, supporting them along with their sustainable development journey. Finally, Eni contributes to the growth of the Countries in which it operates through local development projects, as well as by fostering local value chains, supplying energy to local markets, and carrying out training and capacity building activities.

AMERICAS
7 COUNTRIES

EUROPE
23 COUNTRIES

AFRICA
13 COUNTRIES

ASIA AND OCEANIA
19 COUNTRIES



- Exploration & Production*
- Global Gas & LNG Portfolio and Power
- Enilive and Plenitude
- Refining and Chemicals

* CCUS and agri-business included

62
Countries of presence

2,790
new hires

-97% vs. 2014
Upstream fugitive methane emissions

80%
R&D expenditure in decarbonisation, circular economy and energy transition

1° rank
in the Corporate Human Rights Benchmark of the World Benchmarking Alliance (WBA)

~3 mln
people reached throught initiatives supporting local communities (including clean cooking projects)

-68%
Net Scope 1+2 Upstream emissions vs. 2018 (-40% Net Scope 1+2 Eni)

€81 mln
Investments in local development

~460 mln
Total innovation spending

Key facts 2025

SUSTAINABLE MOBILITY

- Construction of biorefineries has begun in Malaysia (Enilive, PETRONAS, and Euglena) and South Korea (Enilive and LG Chem)
- Letter of Intent between Eni and BMW Italia to develop initiatives to support the energy transition in the road transport sector
- First Agri-hub inaugurated in the Republic of Congo
- Agreement with KKR to increase stake in Enilive
- Start of the conversion process of part of the Sannazzaro de' Burgondi refinery into a biorefinery
- Sustainable Aviation Fuel (SAF) production plant launched in Gela

CHEMICALS

- The planning permission process has begun in Priolo for the new biorefinery and the chemical plastics recycling plant
- Agreements between Versalis, Acea Ambiente and Veritas to promote advanced plastics recycling
- Partnership between Prysmian and Versalis for the recovery of plastic waste from cables
- Recycled polymers: Versalis's new plant for the production of recycled polymers launched in Porto Marghera
- Chemical recycling of plastics: Versalis's Hoop® demonstration plant launched in Mantua

PEOPLE AND COMMUNITIES

- Egypt: MoU signed with AICS to enhance technical education
- Republic of the Congo: partnership with the ILO on safety, health and social protection expanded
- Eni SpA obtained gender equality certification in accordance with the UNI PdR 125:2022 Reference Standard
- Employee Share Ownership Scheme extended to employees of overseas companies and the 2025 allocation finalised
- Italy: launch of the "Corporate Volunteering" programme
- Healthcare initiative launched by Eni Natural Energies Angola to strengthen paediatric services in Luanda
- Ivory Coast: vocational training project launched for 180 young people in artificial intelligence, digital marketing and electronic equipment assembly, in partnership with the CERCO institute
- Tunisia: photovoltaic systems installed in 14 state schools in the Tataouine Governorate, benefiting over 6,800 pupils
- Italy: Val D'Agri, a project has been implemented to promote digital and technological skills among around 200 students and entrepreneurs

PEOPLE EXPLORATION AND UPSTREAM

- OGMP 2.0 "Gold Standard" confirmed
- Launch of Phase 2 of Congo LNG and achieved zero routine flaring for operated assets with the startup of Nguya
- Gas production commenced at the Merakes East field in the Indonesian offshore
- New gas discovery in the Kutei Basin in Indonesia
- Increased gas volumes supplied to the Ivory Coast's power generation system
- Investment agreement with PETRONAS for a new joint venture in Indonesia and Malaysia
- Memorandum of understanding with Sonatrach to strengthen cooperation on hydrocarbons, energy security, renewables and the energy transition
- Agreement with Vitol for the sale of stakes in oil and gas assets in the Ivory Coast and the Republic of the Congo
- Memorandum of Understanding signed between Eni, Vitol, Ghana National Petroleum Corporation (GNPC) and the Government of Ghana to increase production and promote new social initiatives

CARBON CAPTURE AND STORAGE

- GIP (Blackrock) acquires a 49.99% stake in Eni CCUS Holding
- Liverpool Bay CCS: financial agreement signed with the UK Government and entry into the implementation phase

INNOVATION

- Agreement between Eni Next and the Azimut Group to launch a venture capital ELTIF fund dedicated to energy tech
- Fusion energy: agreement with Commonwealth Fusion Systems to purchase fusion energy worth over $1 billion
- HPC6: Call4Innovators initiative to select innovative projects proposed by start-ups on energy transition and technological competitiveness
- Eni Award 2025 granted for scientific research and technological innovation in the fields of energy and the environment
- Joint venture agreement with Khazna Data Centers for the development of an AI Data Centre Campus in Ferrera Erbognone (500 MW)
- Perovskite photovoltaics: new venture (SunXT) established between Eniverse and FuturaSun

RENEWABLES AND STORAGE SYSTEMS

- Plenitude's installed capacity in Spain has grown (+619 MW)
- Photovoltaic plants: agreement with Marelli to build three plants in Italy and establish an Energy Community; agreement with COESA to design and install plants to be included in the national Renewable Energy Community (WeCER)
- Agreement with EDP for the acquisition of two solar farms and a storage facility in the United States (245 MW)
- New photovoltaic project launched in Kazakhstan (50 MW)
- Agrivoltaic plant: construction completed in Montalto di Castro (37 MW) through the joint venture with Infrastrutture SpA
- Plenitude signs agreement for the acquisition of ACEA Energia
- Finalisation of the entry of Ares (20%) and EIP (10%) in the share capital of Plenitude
- Battery storage: in operation Plenitude's largest facility (200 MW) in Texas
- Stationary lithium batteries: joint venture with Seri Industrial for the development in Brindisi of a facility with a capacity of over 8 GWh/year Renewable Investments for the development of offshore wind farms in Spain

Eni's activities: the value chain

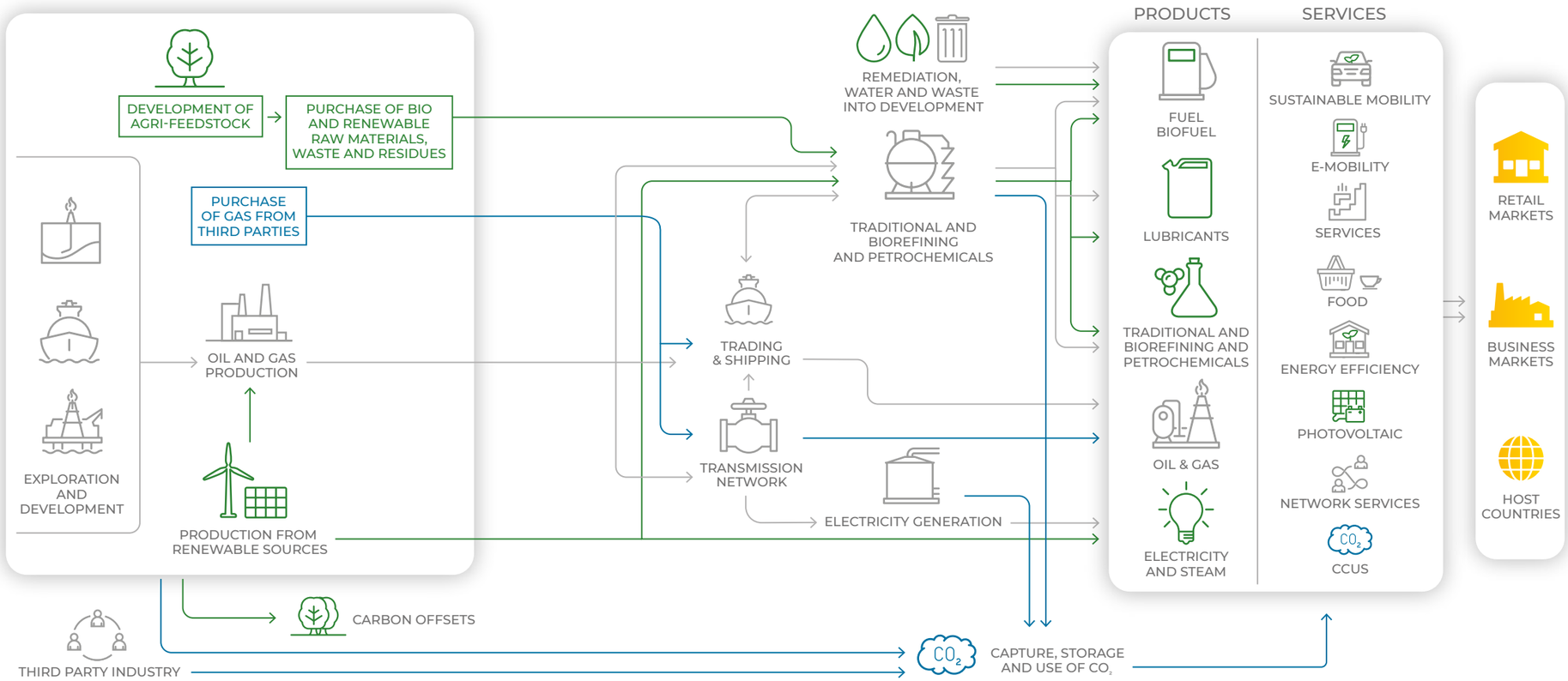
Eni is an energy company, integrated along the entire value chain, operating in 62 Countries worldwide with over 32 thousands employees. It has a significant presence in the traditional activities of exploration and production of conventional oil and gas and in the marketing of gas/LNG through an extensive supply portfolio. Eni is engaged through innovative business models in the development of new energies and decarbonisation services: renewables from solar/wind, biofuels, biochemistry, CO_2 capture/sequestration and research lines on new energy paradigms (magnetic fusion, chemical recycling of plastics). Eni has a large customer base of both industrial and end-user customers. The Group's distinctive strategy is founded on competitive advantages, in-house expertise and proprietary technologies as reference points with the aim to grow, create value and transform the Company. In traditional activities, growth and returns leverage on successful exploration, with an option for early monetisation of discoveries, efficient resource development and the establishment of independent entities in synergy with qualified partners, in focused geographic areas, to pursue development opportunities and profitability. In the downstream oil/petrochemicals industry, a major process of transformation and reconversion is underway. In activities related to the energy transition, Eni's satellite model involves the establishment of entities engaged in the development of products and solutions with reduced carbon footprint, capable, thanks to the entry of dedicated capital, of growing autonomously and financially independently, releasing value for the parent company, as evidenced by the successes of Enilive and Plenitude. The effective execution of the strategy is based on financial discipline in costs and investments and a robust capital structure, with the help of solid corporate governance and risk identification and management processes, allows for continued investment in the business and competitive returns to shareholders.

The development of effective sustainable solutions are leveraging on capable of immediately contributing to the reduction of emissions, such as:

- gas component as a bridge energy source in the transition, flanked by investments to reduce CO_2 and methane emissions;
- traditional refining technologies applied in the production of biofuels, using raw materials of organic origin, not competing with the food chain in the context of the development of agri-business to contribute to the decarbonisation of transport without sudden changes to existing infrastructures;
- renewables through increased installed capacity and integration with the retail business, leveraging a large customer base;
- Carbon Capture Utilization and/or Storage (CCUS), able to provide a concrete contribution to the reduction of emissions, in particular in hard-to-abate sectors, thanks to the development of hubs for the storage of CO_2;
- technologies for the production of bioplastics and mechanical recycling of used plastics.

Eni's operations use a global supply chain for the procurement of capital goods, raw materials, works and services. The main assets procured were logistics support for the well area and ancillary services, offshore installations, engineering services for the oil and gas sector, professional services and well drilling services.

OUR VALUE CHAIN



Casalborsetti plant (Italy)

Business model

Gela biorefinery (Italy)

The significant industrial and economic-financial results achieved in 2025 thanks to the implementation of our growth and value creation strategy, developed over recent years by leveraging our asset portfolio, satellite model and transition businesses, demonstrate the strength of Eni's 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. The Company's mission integrates the Sustainable Development Goals (SDGs) of the 2030 Agenda of the United Nations.

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, aimed at maintaining the competitiveness of the production system and social sustainability.

These objectives leverage on a diversified geographical presence and a portfolio of solutions technologies that will create an increasingly decarbonized energy mix. Essential to achieve these objectives, the partnerships and alliances with stakeholders are used to ensure an active involvement in the definition of Eni's activities and in the transformation of the energetic system.

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 finance their growth and, at the same time, to bring out the real value of each business.

Eni is present along the entire value chain – from exploration, development and extraction of resources to the marketing of energy, products and services to end customers – developing robust models of integrated business that enhance their industrial assets and customer base.

This integrated model is supported by the Corporate Governance system, based on the transparency and integrity principles, and the Integrated Risk Management process, which is functional to ensure, through the assessment and analysis of the risks and opportunities of the reference context, informed and strategic decisions and the materiality analysis that explores the most significant impacts generated by Eni on the economy, environment and people, including those on human rights.

The operation of the business model is based on the best possible use of all resources (inputs) available to the organization and their transformation into output, through the implementation of the strategy. Intangible resources are an integral part of the Eni's value creation process and include people's skills, innovation and relations with stakeholders, which is matter of disclosure in the sustainability reporting. Eni also organically combines its business plan with the principles of environmental and social sustainability, articulating its actions along five guidelines, each oriented towards specific results (outcomes).

Eni's business model is developed along these five lines by leveraging the development and application of innovative technologies and the process digitization. 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 decarbonization 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 maximizing the recovery and valorization of waste and scraps.

VALUE OF OUR PEOPLE

Eni recognizes the value of its people as a fundamental element for the success of the company and for this reason guarantees a working environment free from any form of discrimination that favors 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 recognized 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, recognizing its key role in the transformation path undertaken. Through a systemic and inclusive approach, Eni shares values, commitments and targets with its suppliers, supporting and involving them in the growth path. 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.

VALUE CREATION FOR ALL STAKEHOLDERS

Through an integrated presence across the entire energy value chain

INPUT → OUTCOME AND OUTPUT

FINANCIAL RESOURCES

Net Invested Capital (€ bln) 68

Capex (€ bln) 8.5

Contribution of portfolio operations (€ bln) 7.2

INDUSTRIAL ASSETS

Biorefinery capacity (mln tons/y) 1.65[2]

Group renewable capacity (GW) 5.8[1]

RESEARCH AND DEVELOPMENT

★ R&D expenditure (€ mln) 207

★ Patents 9,520

ENERGY AND NATURAL RESOURCES

Oil & gas exp/development licenses (thousand km^2) 206

Net proved reserves (bln boe) 6.9

Fresh water withdrawals (Mm^3) 114

PEOPLE AND SKILLS

Employees 32,349

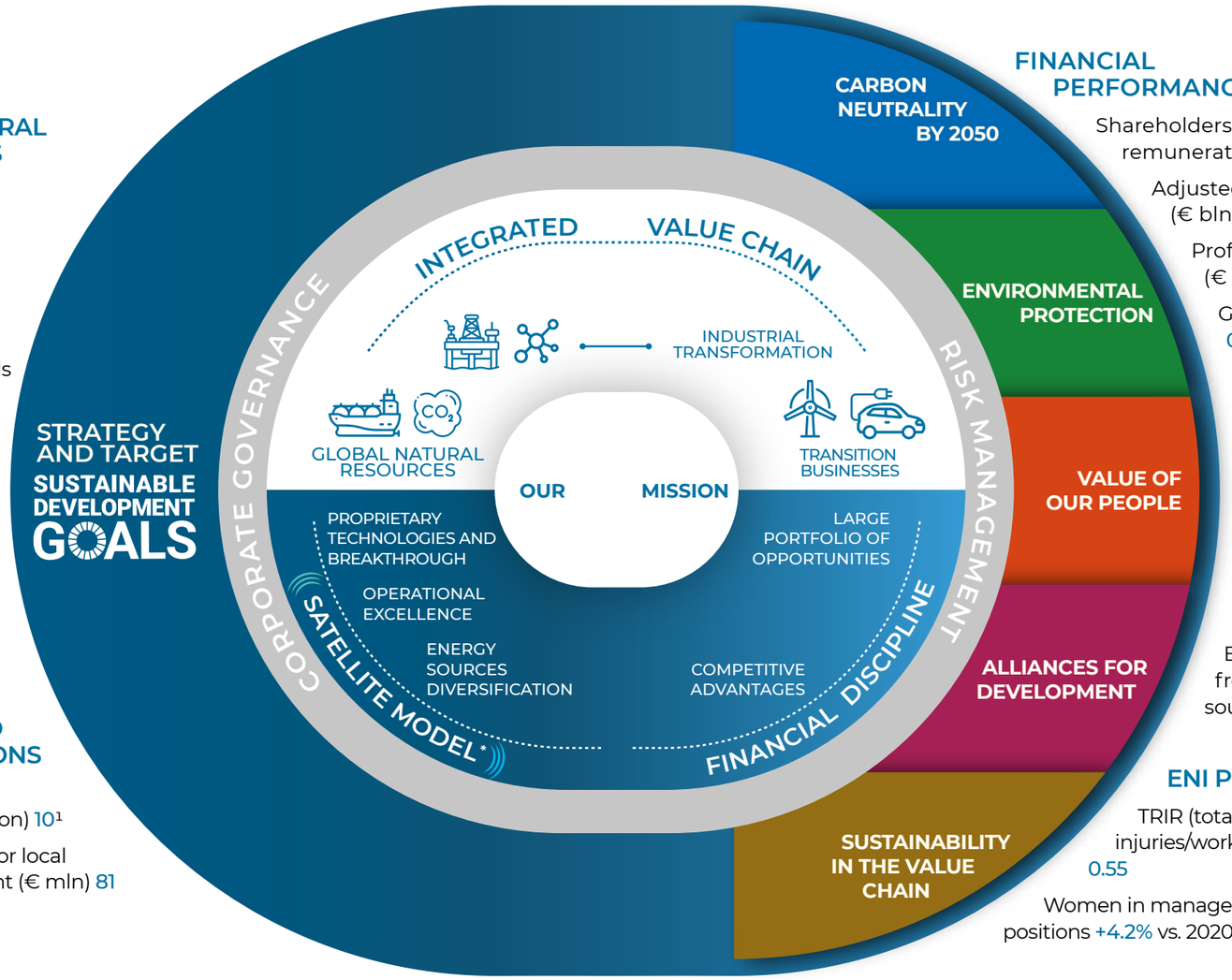
Women in the Labour force (%) 29

★ Training hours (thousand) 1,059

RELATIONS AND COLLABORATIONS

★ Gas & power customers (million) 10[1]

Investments for local development (€ mln) 81



FINANCIAL PERFORMANCE

Shareholders remuneration(€ bln) 5

Adjusted Cash Flow (€ bln) 12.5

Proforma adj EBIT (€ bln) 12.2

Gearing proforma 0.14

ENVIRONMENT

Net Scope 1+2 Eni (mln ton CO_2eq.) 21.4

Net Scope 1+2 upstream (mln ton CO_2eq.) 4.7

Reuse of fresh water (%) 90

INDUSTRIAL PERFORMANCE

Production of hydrocarbons (Kboe/d) 1,728

LNG volumes contracted (MTPA) 15

Energy production from renewable sources (TWh) 5.6[1]

LOCAL COMMUNITIES

Taxes paid (€ bln) 3.7

People reached with local development projects around 3 mln

CUSTOMERS AND CONSUMERS

EV charging points (thousand of units) around 23

Biofuels sales (ktons) 925[2]

Natural gas sales (bcm) 43.7

ENI PEOPLE

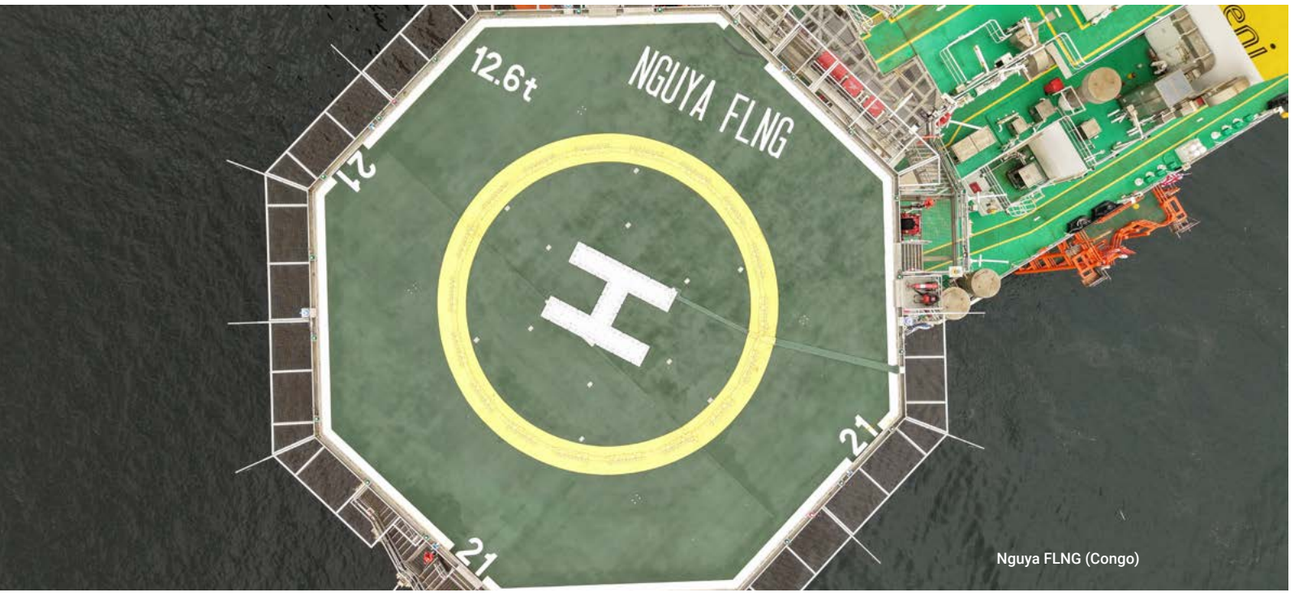
TRIR (total recordable injuries/worked hours) 0.55

Women in managerial positions +4.2% vs. 2020

★ Intangibles

1) 100% Plenitude, 2) 100% Enilive

A responsible and sustainable approach



Nguya FLNG (Congo)

Why is it important for Eni?

Eni's responsible and sustainable approach stems from a coherent and consistent strategic vision over time. This has enabled us to navigate complex scenarios without losing our direction. It has also enabled us to stay on track in a constantly evolving world, where others have revised or adjusted their priorities. This continuity is essential to create lasting value and achieve real change. It is with the same approach that we pursue sustainability objectives, an integral part of our industrial pathway. Our actions are grounded in pragmatism, innovation, technological neutrality and ongoing dialogue with stakeholders. From this perspective, the Just Transition is a gradual and tangible process that respects people, the environment and community development, and is based on transparency, integrity and respect for human rights.

GUIDO BRUSCO CHIEF OPERATING OFFICER, GLOBAL NATURAL RESOURCES AND GENERAL MANAGER AT ENI

FIND OUT MORE

FOR FURTHER INFORMATION ON:

The Board of Directors; Self-assessment activities and Board induction; Roles and responsibilities in sustainability governance; The internal control and risk management system

See the 2025 Annual Financial Report and the 2025 Report on Corporate Governance and Ownership Structure.

Governance and sustainability oversight

BOARD OF DIRECTORS AND COMMITTEES

Eni's corporate governance system is based on integrity and transparency and supports the integration of sustainability across its business model and corporate strategy. This approach adheres to the Corporate Governance Code (Governance Code), which identifies "sustainable success" as the main objective guiding the actions of the Board of Directors. It is also embodied in the long-term value created for shareholders, while taking into account the interests of other relevant stakeholders.

ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS, CHIEF EXECUTIVE OFFICER, CHAIRMAN OF THE BOARD OF DIRECTORS AND COMMITTEES ON SUSTAINABILITY ISSUES

BOARD OF DIRECTORS

Defines:
- the Corporate Governance system;
- the fundamental principles of our organisational, administrative and accounting structure and the guidelines for the internal control and risk management system;
- our strategic guidelines and objectives, put forward by the CEO, including monitoring their implementation. This is designed to pursue sustainable success and also promotes dialogue with shareholders and other relevant stakeholders.

Examines or approves:
- the fundamental principles of our internal regulatory framework and the main corporate regulatory instruments;
- our multi-year Strategic Plan, which includes business targets, financial results and sustainability targets, including medium- to long-term emissions targets;
- the main risks and impacts, including those of a socio-environmental nature;
- the remuneration policy for directors and executives with strategic responsibilities;
- financial and sustainability reporting.

CHIEF EXECUTIVE OFFICER
- The person in charge of managing the Company, without prejudice to the duties reserved for the Board;
- implements resolutions by the Board, informs and submits proposals to the Board and Committees;
- is responsible for establishing and maintaining the internal control and risk management system.

CHAIRMAN OF THE BOARD OF DIRECTORS
- Plays a central role in the internal control system;
- leads Board activities and oversees director training, including on sustainability issues.

COMMITTEES

Sustainability and Scenarios Committee
Investigates sustainability issues, advises the Board and recommends initiatives and activities. Oversees the Company's commitment to sustainable development throughout the value chain, particularly on climate transition and technological innovation issues, the environment, and energy efficiency, local development, human rights, integrity and transparency, and diversity & inclusion.

Control and Risk Committee
Supports the Board in assessments and decisions relating to the internal control and risk management system and pays careful attention to the quarterly review of key risks, including those relating to ESG. This committee also approves financial and sustainability reports.

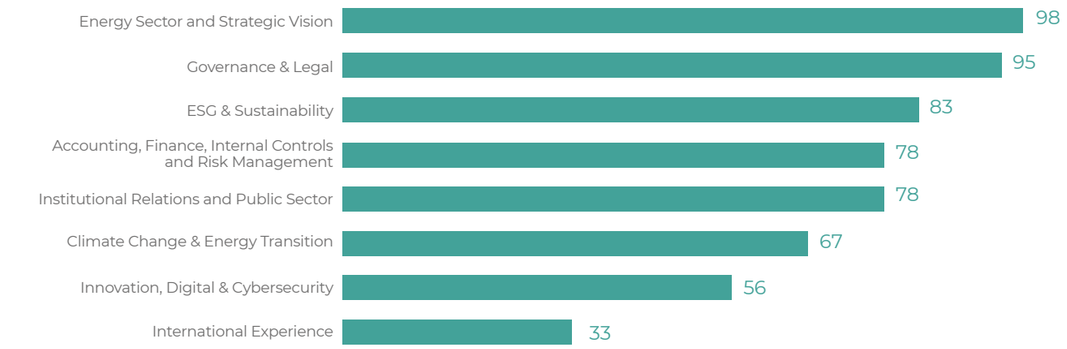
Remuneration Committee
Draws up remuneration proposals for the Board and provides advice. This committee also proposes annual and long-term incentive schemes, including defining their objectives and ensuring they support Eni's sustainability guidelines.

Nomination Committee
Supports the Board in making appointments, in regular assessments of what is required of directors and in the self-assessment process. This committee also advises the Board on its own composition as well as that of committees, including skills needed.

BOARD OF DIRECTORS' KNOWLEDGE AND SKILLS

In 2025, the Board conducted its annual self-assessment process ("Board Review") using questionnaires and individual interviews. The process[1], conducted in the third and final year of its term of office, focused on the current and future size and composition of the Board and its committees. This will enable the Board to provide guidance to shareholders on the optimal Board in future. As in 2024, Board dynamics were also analysed, along with ESG/sustainability priorities. These priorities had already emerged as an area of excellence, including in relation to the impacts, risks and opportunities Eni had identified. The process confirmed that the directors have the right skills. These were further strengthened in 2025 by the "board induction" training programme for directors and statutory auditors.

SELF-ASSESSMENT OF THE OVERALL SKILLS, KNOWLEDGE AND EXPERIENCE OF THE BOARD OF DIRECTORS (%)



1 The process is supported by an external consultant.


Gela biorefinery (Italy)

Eni's objectives and commitments

Eni's Mission clearly expresses the Company's commitment to supporting a socially just energy transition, with the aim of preserving the planet and promoting efficient and sustainable access to energy resources for all, contributing to the achievement of the Sustainable Development Goals (SDGs). Eni's objective is to achieve net-zero emissions by 2050, while sharing social and economic benefits with workers, the value chain, communities and customers in an inclusive, transparent and socially equitable manner. Furthermore, in order to contribute to the growth of the Countries in which it operates, Eni is committed to implementing local development projects, also through partnerships with national and international development cooperation actors. In support of a just and sustainable transition, Eni has for years defined, within its strategic plan, measurable targets with defined timelines, as well as specific commitments, representing a concrete contribution to the creation of shared value for local communities, environmental protection and the promotion of responsible and transparent governance.

	MAIN TARGETS AND COMMITMENTS[2]	KEY RESULTS OF 2025	SDGs
Carbon Neutrality by 2050	• Net Zero Scope 1+2 Upstream emissions by 2030 ($MtCO_2eq.$) • Net Zero Scope 1+2 Eni emissions by 2035 ($MtCO_2eq.$) • Net Zero Intensity Scope 1+2+3 emissions by 2050 ($gCO_2eq./MJ$) • Zero routine flaring Upstream emissions by 2026, with performance levels maintained through 2030 • Upstream fugitive methane emissions **-80%** by 2025 • Upstream methane emissions intensity below **0.2%** by 2025, with performance levels maintained through 2030	• Net Scope 1+2 Upstream emissions: **4.7** $MtCO_2eq.$ (**-68%** vs. 2018) • Net Scope 1+2 Eni emissions: **21.4** $MtCO_2eq.$ (**-40%** vs. 2018) • Net Intensity Scope 1+2+3 emissions **59 g** $CO_2eq./MJ$ (**-6%** vs. 2018) • Zero routine flaring Upstream emissions: target achieved for operated assets by 2025 • Upstream fugitive methane emissions: **-97%** vs. 2014 (target achieved) • Upstream methane emissions intensity: **0.09%** (target achieved)	7 9 12 13 15 17
Environmental protection	• **Safeguarding water and soil resources**, air quality and minimising risks and impacts from emissions affecting the environmental matrices • **Water positivity by 2035 for at least 30% of operated sites** with high-quality freshwater withdrawals greater than 0.5 Mm^3/year in water-stressed areas as of 2023, with the ambition to reach water positivity by 2050 at operated sites	• Air emissions decreased vs. 2024: SO_x (**-7%**), NO_x (**-16%**), NMVOC (**-26%**) and PM (**-33%**) • Hydrocarbons in wastewater: **53.4 t**, in significant reduction (**-50%**) vs. 2024 • Operational oil spills >1 barrel: **-68%** vs. 2024 • Freshwater withdrawals: over **-10%** vs. 2024	3 6 9 11 12 14 15
Value of our people	• **+4 p.p.** in the share of women in the workforce and **+3.8 p.p.** increase in women in leadership roles (Senior managers and Middle managers) by 2030 vs. 2020 • **+6.5 p.p.** employees under 30 by 2030 vs. 2020 • **+10%** training hours by 2029 vs. 2025 • **+2 p.p.** increase in non-Italians employees in leadership roles by 2030 • Total Recordable Injury Rate (TRIR) **≤0.50** by 2026-2030 • **85%** employees with access to psychological support services in Italy and abroad by 2028	• **31,523** employees (head count) • **9,028** women employees; **+4 p.p.** vs. 2020 • **2,965** employees under 30; **+2.8 p.p.** vs. 2020 • **30.8%** % women in leadership roles (Senior managers and Middle managers); **+4.2 p.p.** vs. 2020 • **33.5** average training hours per employee **+4.4%** vs. 2024 • Rate of turnover: **7.5%** • **10%** Gender pay gap (**+3% p.p.** vs. 2024) • **16.7%** non-Italians employees in leadership roles (**-1.9 p.p.** vs. 2020) • Total Recordable Injury Rate (TRIR): **0.55**, improved compared to 2024 (0.70) • **80%** employees with access to psychological support services	2 3 4 5 6 8 9 10
Alliances for development	Over **20 million** people reached by 2030 through initiatives supporting local communities in the areas of energy access (including clean cooking initiatives); education; water; economic diversification, health and protection of the territory	• **~3 million** people reached • **€81 million** invested in local development initiatives	1 2 3 4 5 6 7 8 9 10 13 15 17
Sustainability in the value chain	• **30,000** installed proprietary EV charging points by 2030[3] • Maintenance of ESG evaluations in procurement processes for more than **90%** of procurement volumes n Italy • Maintenance of **100%** of strategic suppliers worldwide assessed on their sustainable development pathway • **90%** of the value of active contracts awarded to suppliers involved in new safety-related initiatives, for a continuous improvement	• **97%** of procurement awarded based on ESG criteria in Italy • **100%** of strategic suppliers worldwide assessed on their sustainable development pathway	3 5 7 8 9 10 12 13 16 17

2 For the complete list of targets and commitments, please refer to the dedicated chapters of the Sustainability Statement.
3 The installation plan for charging points has been updated compared to the disclosures set out in 2024, in response to market trends.

Stakeholder engagement activities

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

- discussions with **some NGOs**, in relation to: (i) gas projects in Ghana; (ii) actions to reduce methane emissions (including implementation of the EU Methane Regulation); (iii) CO_2 storage safety within carbon capture and storage (CCS) projects; (iv) feedstocks used for biorefineries; (v) respect for human rights in the agri-feedstock sector; and (vi) Eni's participation in a tender launched by Israel in 2022 for the granting of exploration rights in the offshore area known as "Zone G";
- with **trade unions**, for example regarding the Versalis industrial transformation plan;
- with national and international **institutions**;
- through responses to **specific requests** (such as the response to the Office of the High Commissioner for Human Rights (OHCHR) regarding the sale of NAOC to Oando), and through participating in public consultations on relevant regulations;
- with ESG investors on all ESG issues, including via dedicated roadshows.

For more detail about stakeholder engagement activities, see the Stakeholder Engagement Activities section of this **Sustainability Statement**.

Eni is committed to constructive dialogue with stakeholders on sustainability issues despite lawsuits and media campaigns launched by some NGOs regarding alleged liabilities, including criminal liability, relating to climate change. These lawsuits have forced us to defend our reputation and that of our employees and stakeholders, including through **litigation and in the media**, in all cases without seeking to intimidate nor making any claims for damages.

MAIN STAKEHOLDER CATEGORIES

FOCUS ON

Events to spread Eni for contents and local sustainability reports

In 2025, numerous events took place to share Eni's approach to sustainability and its energy transition journey with relevant stakeholders. One in September in Rome, at Gazometro complex in Rome, **focused on Eni's industrial transformation** in Italy, as well as the main themes from the "Eni for 2024" voluntary sustainability report. Around 100 stakeholders attended, including suppliers, consumer associations, trade associations, academia, NGOs/the third sector, international organisations and institutional stakeholders. Eni employees were able to watch the event via a livestream on the Company intranet.
Further initiatives involving local stakeholders were also organised in the Ivory Coast, Mexico, Mozambique and Italy (Ravenna) to mark the publication of **voluntary local sustainability reports**.
Finally, a meeting in Brussels with representatives of national and European institutions outlined Eni's approach to the transition, its commitment to transparency and ongoing dialogue with local communities, and the importance for Eni of innovation and technology.

G•row - Evolving through Risk & Control Governance

In 2025, Eni launched the initiative "G•row - Evolving through Risk & Control Governance"[4]: an alliance between companies with the objective of promoting the evolution and progressive **strengthening of risk management and control systems** along the entire **value chain**. The initiative intends to promote, with a solidarity-based approach, the growth of the corporate ecosystem and the progressive development of distinctive Risk & Control Governance skills by involving partners, suppliers and stakeholders. By working with third parties, Eni intends to support its ecosystem's ability to prevent and govern risks. G•row conveys a **new vision** of the risk management and control system, moving from an "internal" to a "widespread, collaborative and distributed" approach along the value chain. G•row supports companies – especially SMEs – in their evolution. The Alliance, launched with the strategic support of McKinsey and the technological support of SAP Italy, is supported by leading national partner companies and sees the involvement of national and international Institutions. G•row is realised through a **digital platform** that offers tools and resources for self-assessment, comparison with comparable businesses and the initiation of organic and continuous improvement. The platform will be progressively opened up to new companies and supply chains, thus expanding the Alliance's reach and impact. In addition, the G•row website (**www.g-row.io**) is online, providing a gateway to the key principles and contents of the initiative and providing useful information for all companies interested in joining the initiative[5].

Engagement survey

Eni employees took part in an engagement survey during 2025. This was designed to gain an in-depth understanding of their experiences during the transformation process so far and to guide change through gathering quantitative and qualitative data. The survey enabled **shared priorities to be identified** and an action plan to be developed based on solid evidence analysed using artificial intelligence tools.
Carried out between May and June 2025, 64% of employees submitted responses. This was lower than the previous survey, conducted after the Covid pandemic, which had strengthened engagement and a sense of belonging within Eni and worldwide. The quantitative data was supported by **60,000 open-ended comments** that enriched the understanding of opinions about the ongoing transformation.
The results converge on three key priorities: (i) enhancing opportunities for growth, mobility and development; (ii) making the Company even more efficient and integrated; and (iii) increasingly transparent communication and continuing listening initiatives. The survey revealed that Eni employees strongly recognise the Company's stability, safety, professionalism, collaboration, international role and safe, high-quality working environments and conditions.
A Post-Engagement Survey Action Plan is currently being implemented to address the areas for improvement highlighted by the survey. It covers both cross-functional initiatives and those specific to business areas/companies.

Bio & Circular Plastics Pact

Eni and Versalis promoted a structured dialogue process with consumer associations aimed at enhancing sustainable applications in the recycled and bio-based, biodegradable and compostable products sectors, while fostering greater awareness of the benefits of the bioeconomy. The dialogue resulted in the signing, in September 2025, by **14 associations affiliated with the CNCU**, of the 'Pact for Bio-based and Circular Plastics', a shared document that consolidates and strengthens, through ten key points, the **principles and commitments** for a more responsible and sustainable use of plastic packaging.

4 In the name G•row, the "G" stands for Governance, the heart of the alliance, while "row" refers both to aligning on common practice and the desire to row together towards the evolution of the business ecosystem.
5 The initiative is non-profit, voluntary and does not constitute any form of certification of the participants' internal control and risk management systems; participants retain sole responsibility for the design, implementation and maintenance of their own systems. The initiative does not constitute, nor should it be considered, any form of rating, score or qualitative opinion regarding the reliability or completeness of the participants' internal control and risk management systems.

FOCUS ON

Eni in Mozambique: stakeholder dialogue in complex situations

Eni has been operating in Mozambique since 2006 and is currently active in the Coral South gas production project and the development of the Coral North and Rovuma LNG projects. These help strengthen Mozambique's role as an energy producer. Mozambique ranks 182nd out of 193 Countries in the Human Development Index (HDI) published by UNDP[6] rin 2025. Because of this complexity, stakeholder engagement and transparency initiatives carried out in Mozambique during 2025 include:

VALUE CHAIN	"Eni Open Days" were organised in the cities of Pemba (Cabo Delgado Province) and Maputo, involving over 200 companies, to develop and strengthen the local supply chain. These events helped strengthen dialogue with suppliers, enhance transparency and encourage local enterprises to participate in Eni's procurement processes.
TRANSPARENCY AND ENGAGEMENT	The second local sustainability report, NUNNUAKA NKHAY - JUNTOS CRESCEMOS ("Together We Grow"), was launched during the Mozambique Gas & Energy Summit on 22 September. This event brought together representatives of Mozambican and international authorities, energy-sector stakeholders and third-sector organisations and international institutions, enabling partners and beneficiaries to share their experiences.
HUMAN RIGHTS	Eni continued to participate in "Working Groups on Voluntary Principles on Security & Human Rights - VPSHR and to co-operate with the Ministry of Justice and the Mozambican National Human Rights Authority. In 2025, this collaboration led to the launch of the new Train the Trainers project, aimed at strengthening the capabilities of public security forces in security and human rights. The Action Plan resulting from the human rights studies related to AREA4 was implemented in 2025.
COMMUNITY-BASED ORGANISATIONS DIALOGUE	The annual Stakeholder Information Forum for the Coral South Project was expanded to two days in 2025. Held on 22 and 23 November in Pemba, this further strengthened dialogue with the Cabo Delgado authorities, third-sector organisations/NGOs and the tourism and fishing industries.
ALLIANCES FOR DEVELOPMENT	A Letter of Intent was signed between AICS Mozambique and Eni Rovuma Basin on 20 June. The collaboration was subsequently formalised in November through the launch of the Ibo Blu Niri project in Pemba, under an agreement signed with the Secretary of State of Cabo Delgado Province. The initiative aims to equip fishers, farmers and traders in the Ibo District to earn more.

6 UNDP, Human Development Report, 2025.

Human rights

Scarabeo 5 (Congo)

Why is it important for Eni?

In today's context, we consider it important to contribute to the well-being of those we interact with by promoting respect for the dignity of every individual and for human rights, which are principles guiding the way we operate.
Our actions are guided by a structured approach based on principles and processes aligned with international standards, clearly set out in the Code of Ethics and in Eni's Human Rights Policy, and translated into concrete tools for the prevention, management and remediation of potential impacts arising from our activities.
In pursuing these commitments, we maintain an ongoing dialogue with our stakeholders, with the aim of understanding their perspectives and priorities, fostering a culture of respect and responsibility, and sharing our expectations with those who work with us.

FRANCESCA CIARDIELLO HEAD OF SUSTAINABILITY AT ENI

HUMAN RIGHTS GOVERNANCE

Eni's approach to human rights is embedded in its Mission and set out in the Respect for Human Rights at Eni policy, approved by the Board of Directors. This policy outlines priority areas of commitment, in line with the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises, as well as Eni's own Code of Ethics. Additionally, Eni requires that companies

it works with in turn commit to and respect the principles set out in the policy. This includes specific commitments that Eni has undertaken, as set out in the Supplier Code of Conduct. Eni is committed to making every effort to effectively exercise its influence, including by adopting **measures** aimed at identifying and preventing human rights violations within the value chains of its business partners.
Eni's Sustainability and Scenarios Committee (CSS) is made up of Board members. It carries out investigative and advisory functions regarding Board processes, initiatives and activities aimed at safeguarding Eni's commitment to increasingly sustainable development – including respect for human rights – throughout the **value chain**. Each year, the CSS is presented with the main updates to the human rights management system, key focus areas and activities carried out. The CSS also analyses Eni's Slavery and Human Trafficking Statement, a document drawn up in compliance with UK and Australian legislation on modern slavery (Modern Slavery Act) and approved by the Board.

ENI'S APPROACH TO HUMAN RIGHTS

GOVERNANCE E COMMITMENT
Human rights are embedded in governance policies and processes, including through establishing appropriate ongoing training mechanisms.

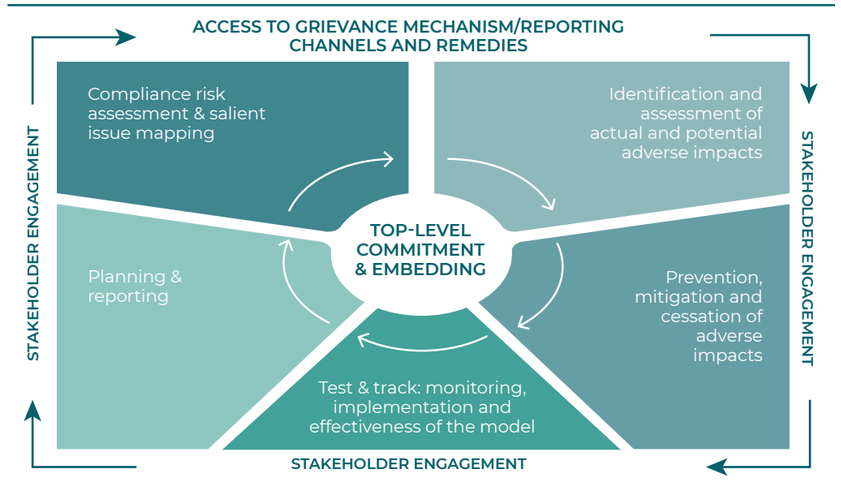
DUE DILIGENCE
Eni has adopted a management system that includes processes and tools to assess the most significant human rights issues, risks[7] and impacts.

REMEDIAL ACCESS
Eni ensures the proper handling of complaints through a grievance mechanism and whistleblowing process. Eni also participates in non-judicial mechanisms, such as submissions to the National Contact Points for Responsible Business Conduct in accordance with OECD guidelines.

Work in recent years to promote and consolidate a culture that respects human rights has resulted in strengthened due diligence, as outlined in the Respect for Human Rights at Eni policy. Due diligence is based on shared responsibility among the various functions responsible for the processes most exposed to potential human rights risks. As part of this, annual incentives linked to human rights performance are awarded to management-level employees, with specific targets set for various managerial levels.

Human rights due diligence

Due diligence is an ongoing process focusing on any implications that Eni's operations may have on human rights. The human rights management model, a multi-disciplinary, multi-level model that is integrated into business processes, is characterised by a risk-based approach aimed at identifying, preventing, mitigating and reporting on adverse impacts.



7 Assessed from two perspectives: (i) the risk of causing (or contributing to causing) actual or potential adverse impacts, with reference to the UNGPs and OECD Guidelines; (ii) the risk of incurring sanctions, significant financial losses or reputational damage (so-called compliance risk).

This model is based on mapping Salient Human Rights Issues (see definition below) and a compliance risk assessment. Together, these enable **potential negative impacts** that Eni's activities, products, services and business relationships may cause, or contribute to causing, to be identified and assessed, and appropriate safeguards established to address them[8]. These safeguards involve defining and implementing measures to prevent, mitigate or manage risks and impacts, as well as providing for remedial measures in cases where a negative impact has occurred. The model's effectiveness is assured through regular monitoring of key qualitative and quantitative indicators. Finally, planning and reporting activities define planning guidelines and provide an overview of human rights activities and performance.

Eni's approach to human rights ranked first in the Corporate Human Rights Benchmark

In all operational phases, the **stakeholder engagement** process plays a central role, gathering perspectives which help shape appropriate measures for preventing and managing any impacts on human rights. Establishing and operating channels where complaints can be made, such as the grievance mechanism and the whistleblowing process, as well as access to non-judicial mechanisms, such as complaints submitted to the National Contact Points for Responsible Business Conduct established in OECD member Countries, facilitate **pursuing remedies** where impacts have been established and, more generally, continuous improvement across the system.

Eni's approach to human rights has been deemed particularly robust and well-structured by the World Benchmarking Alliance, which awarded the company first place in the Corporate Human Rights Benchmark[9] (CHRB).

Salient Human Rights Issues

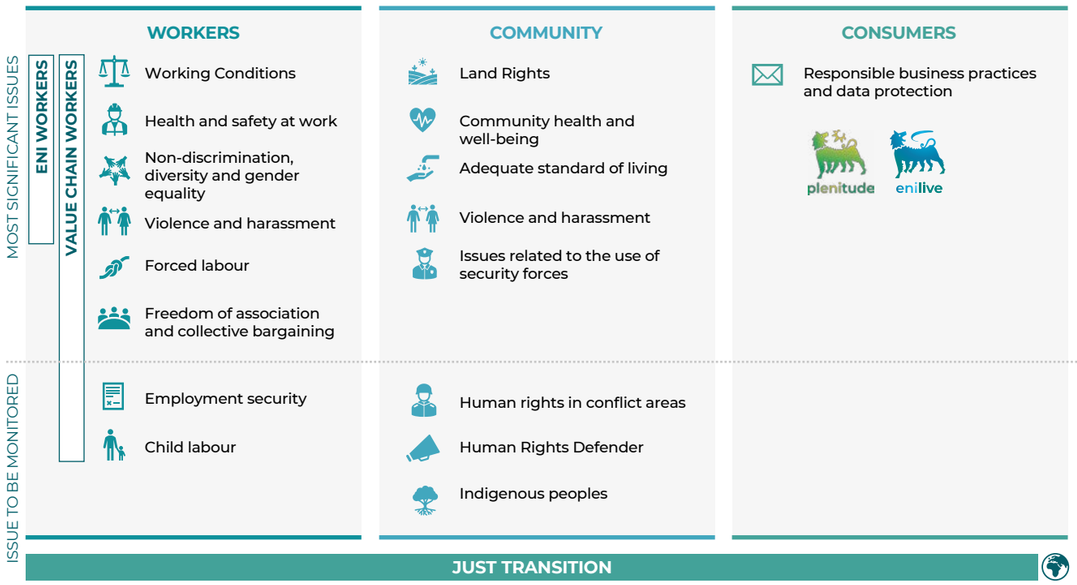
A company's Salient Human Rights Issues are those considered most significant in terms of potential risk of adverse impact across its operations or business relationships. The risk to individuals, rather than to the company, is used as a starting point, while recognising that there is a strong convergence with company risk where these are greatest. Eni's Salient Human Rights Issues were first identified in 2017 and updated in 2024 in light of changes in business activities and where the Company operates. The Salient Human Rights Issues resulting from this update were then grouped into the categories most affected by them: workers, both direct and in the value chain; communities; and, for the first time, consumers.

This mapping revealed a number of **emerging issues**, in addition to the known ones already tracked in the human rights management model. These concern specific business segments, new activities or particular geographies and will be subject to appropriate analysis and monitoring.

Although the **Just Transition** is not expressly included among the salient issues, it has also been identified as a linked topic. This is because of the potential negative impacts on worker, community and consumer rights associated with "transition out" activities – such as the closure or conversion of certain sectors of high-carbon activity – and "transition in" activities – like the development of new types of businesses, infrastructure and products.

8 Such assessments may also be carried out through specific studies, such as Human Rights Impact Assessments or Human Rights Risk Analyses (discussed in detail in the chapter on **Alliances for development**).
9 CHRB assesses around 100 companies operating in five high-risk sectors and examines their performance across five measurement areas: commitments made at the level of corporate policy; accountability at board level; integration of respect for human rights into corporate culture and management systems; human rights due diligence; and remedy and grievance mechanisms.

ENI'S SALIENT HUMAN RIGHTS ISSUES



The list of issues was produced as a result of extensive consultation between Eni corporate functions and Group companies that also involved other key stakeholders, including institutions, specialist think tanks, sector organisations, civil society organisations and NGOs. The results of the mapping exercise were shared with all levels of management and senior leaders.

FOCUS ON

Human rights training

Training for Eni employees on human rights comprises initiatives covering the Company's regulatory framework (for example, the Code of Ethics, Zero Tolerance Policy and HSE procedures), a specific course on business activities and human rights, and thematic modules for employees involved in processes with notable exposure to human rights issues (such as resource management, procurement and security activities). It also includes workshops and initiatives on specific topics.

There are also training initiatives for Eni's suppliers. In addition to courses created in-house, a 12-module online course has been developed with the International Petroleum Industry Environmental Conservation Association (IPIECA). This is designed to raise awareness of working conditions, improve understanding of workers' rights and guide the identification, management and mitigation risks of non-compliance with these rights.

Training initiatives on human rights for security providers also continued in 2025, including through Train the Trainers programmes (see the section on Human Rights and Security in **Alliances for development**).

Access to remedial measures and reporting and grievance mechanisms

Eni is committed to adopting remedial measures in response to any adverse human rights impacts it causes (or to which it has contributed). This includes making every effort to **promote a remedy** where the impact is directly linked to its own activities, products or services, as well as collaborating with third parties. To this end, Eni undertakes to use its influence with third parties to ensure that any adverse impacts on human rights directly linked to their activities are remedied.

Eni prohibits, and undertakes to prevent, any retaliation against workers and other stakeholders who report issues, and does not tolerate or contribute to threats, intimidation, retaliation or attacks (physical or legal) against them. Additionally, Eni never impedes access to judicial or extrajudicial remedies and co-operates in good faith with such mechanisms.

Two specific tools are available to stakeholders to use in the event of an alleged human rights violation: (i) the reports (whistleblowing) management process; and (ii) local grievance mechanisms.

The whistleblowing channel allows anyone – employees or third parties – to report any issues relating to the Internal Control System or other matters breaching the Code of Ethics. This can be done confidentially or even anonymously. For further details, see the section on **Reporting and Verification Mechanisms for Breaches of the Code of Ethics, anti-corruption rules and other regulations**.

The grievance mechanisms ensure a structured process for requests or complaints to be submitted, managed and resolved. Grievances relating to human rights classified as "salient" are subject to a specific procedure for analysis and response. Eni has defined guiding principles for managing grievance mechanisms, entrusting operational responsibility for implementing them to subsidiaries and districts. For details on operational procedures, tracking and monitoring systems, and grievances handled in 2025, see the grievance mechanism section in the **Alliances for development** chapter.

Disputes and non-judicial mechanisms

Eni co-operates with other non-judicial mechanisms, such as those provided for and governed by the OECD Guidelines and established at OECD National Contact Points in various Countries.

FIND OUT MORE

For a specific discussion of how the model is applied and the specific initiatives for each category of rights-holder, see the chapters: **The Value of Our People** **Alliances for development** **Sustainability in the Value Chain** and the dedicated report **Eni for Human Rights**.

FPSO (Ghana)

ENI'S STRATEGY ADDRESSING VIOLENCE AGAINST WOMEN

Eni is committed to contributing towards achieving SDG goal 5.2, which aims to "End all forms of violence against all women", recognising the vital role that private companies can play in preventing and combating gender-based violence.

SINCE 2020

Participation in the United Nations "16 Days of Activism" (Orange the World) campaign, marking the International Day for the Elimination of Violence against Women and Girls

2021

Signed the Women's Empowerment Principles (WEPs) of UN Women and the UN Global Compact and published the first Zero Tolerance Policy

2023

Updated the Zero Tolerance Policy against harassment and violence in the workplace

2024

Establishment of a dedicated cross-functional Eni working group to (i) defining and implementing a corporate strategy (ii) developing specific initiatives (iii) coordinatig the implementation and monitoring of initiatives by networking, including through partnerships, with civil society organisations specialising in gender-based violence (iv) promoting a proactive corporate culture focused on preventing and combating gender-based violence

2025

The Action Plan on the prevention and combating of gender-based violence has been strengthened through the introduction of new initiatives and measures

RISK OF VIOLENCE AGAINST ENI EMPLOYEES IN THE WORKPLACE OR DURING WORK ACTIVITIES:

- **specialist training** for staff handling investigations via the reporting channel (in collaboration with Fondazione Libellula);
- raising awareness among partner hotels regarding precautions to be taken during business trips;
- industrial relations: at a global level, integration of the issue with specific reference to the Zero Tolerance policy, ILO Convention 190 and Recommendation 260 in the renewal of the Global Framework Agreement;
- consolidation of existing **support tools** relating to: the management of reports and the helpline for harassment and violence in the workplace; the psychological support service; the monitoring of harassment and violence in the workplace.

RISK OF VIOLENCE AGAINST ENI EMPLOYEES OUTSIDE THE WORKPLACE:

- availability of managerial, financial and organisational support measures for employees in situations of risk in the workplace;
- awareness-raising activities via dedicated webinars (in collaboration with Fondazione Libellula);
- theoretical and practical "Personal Security" self-defence course for Eni employees.

RISK OF VIOLENCE AGAINST WOMEN IN THE COMMUNITIES WHERE ENI OPERATES:

- consolidation of existing initiatives relating to the integration of this issue into business project **impact assessments**, consultations and training on security and human rights for public and private security forces operating at Eni sites;
- integration of the risk of harassment and gender-based violence in the agri-feedstock sector (pilot project in Kenya);
- renewal of the project in collaboration with the **anti-violence centre** (CAV) in Ravenna, which enables children of women supported by the CAV to access day summer camps, summer holidays and sports activities reserved for children of Eni employees, and includes an annual awareness-raising event involving around 200 Eni employees (partnership with the Linea Rosa Association);
- translation into English and distribution of the **practical guide "Ti riguarda!"** (Enilive partnership with the DonneXstrada Association), at service stations, Enilive cafés and ALT, via magazines such as Donna Moderna and Divercity, and on AdR and Itabus's social and digital channels;
- agreement between Enilive Iberia and Caritas Spain for vocational training and job placement for vulnerable people, including women who are victims of violence.

CROSS-CUTTING AWARENESS-RAISING INITIATIVES:

- Men's role: UN Global Compact online course available to the entire workforce on the alliance between men and women against gender-based violence;
- **international Day for the Elimination of Violence against Women** - 25 November: Internal online event to mark 25 November (in collaboration with Fondazione Libellula) on the role of the private sector and individual and collective responsibility in preventing and combating gender-based violence; Plenitude internal event "How to recognise and combat psychological violence" (in collaboration with SVS Donna Aiuta Donna);
- empowerment and networking: Initiatives on women's empowerment and networking among women, as preventive factors against violence against women, including through the launch of an Employee Resource Group dedicated to gender (see the section Diversity & Inclusion: The Value of Uniqueness in the chapter the **Value of our people**);
- role of parents: as part of the "Parent and Child Wellbeing" project, a consultation room was set up on the topic of emotional education for parents of children aged 12-18, to prevent gender-based violence among adolescents;
- sponsorship of an initiative by Fondazione Onda offering free screening for women who are victims of violence;
- Plenitude awareness campaign, **"Indelible Words"**, on psychological violence.
- publication of the national anti-violence helpline number 1522 on Plenitude bills between November and December 2025.

The working group's initiatives were highlighted in an internal communication and social engagement campaign that gave a voice to all Eni employees. This reached more than 26,000 employees and had very high engagement rates.

INTERVIEW WITH LAURA VITELLI

Laura Vitelli

Member of the board of directors of Fondazione Libellula, with in-depth knowledge of projects related to organisational well-being linked to D&I issues.

The role of businesses in preventing and combating gender-based violence

What does Fondazione Libellula do?

Fondazione Libellula was established in 2017 to prevent and combat gender-based violence and all forms of discrimination, as well as bring about profound cultural change through training, awareness-raising, education and creating a network of companies. The workplace is one of the areas where gender-based violence manifests itself: harassment, microaggressions and discrimination are part of a wider system. This is why we support companies in recognising these dynamics and taking action to overcome them, and in seeing themselves as active agents of change.

Combating gender-based violence means going beyond the immediate crisis to address its cultural, social and structural roots. Violence – whether physical, psychological or economic – remains deeply rooted in an unequal view of power relations between genders. This is why we are committed to prevention, providing companies with practical tools to promote a culture of respect, consent and equity.

What role do businesses play in preventing and combating gender-based violence?

Gender-based violence is a highly complex phenomenon that requires a systemic response. Engaging businesses means recognising the strategic role they play in socio-economic processes and cultural change. At Fondazione Libellula, we work within organisations to develop programmes that equip companies with skills, tools and shared responsibility, so they become increasingly autonomous in driving forward projects and initiatives on this issue. The companies we work with want to transform workplaces into safe and welcoming spaces, but that is not true of all companies. Raising awareness and sensitivity among staff about the forms gender-based violence can take and how to prevent and combat this has an impact that extends beyond the workplace, into the private sphere, including everyday relationships. Companies are not "just" workplaces but genuine social ecosystems, and as such they can play their part in combating gender-based violence. Responsibility is collective and concerns everyone: only in this way can we address patterns of violence that are still widespread and often normalised.

What has the collaboration with Eni focused on?

Our collaboration with Eni, which started in 2024, takes a 360-degree approach to the issue of gender-based violence, involving both women and men. It has covered various areas of intervention through awareness-raising activities, specialist training, consultancy and analysis.

We have developed a specialist training programme for the Eni team responsible for the reporting channel on harassment and violence in the workplace, as well as two online workshops – aimed respectively at the HR department and the wider workforce across Italy – on gender-based violence outside the workplace and the package of support measures available for female employees leaving violent situations.

Among the areas we collaborated on, one focus concerned the role of men in preventing and combating gender-based violence. Deconstructing gender stereotypes and roles, which produce inequalities and normalise discrimination and violence, provides an opportunity to create spaces for authentic expression, inclusive daily practices and healthy relationships, for both women and men. Building on this awareness, Eni has launched a pilot programme of online meetings for male managers, with the aim of identifying possible future strategies to promote the concept of gender alliance and acting as agents of change among male staff.

On 25 November, to mark the International Day for the Elimination of Violence Against Women, we jointly organised an awareness-raising webinar for the entire Eni workforce, streamed live worldwide, during which we shared the findings of two recent studies by Fondazione Libellula on women's and men's perceptions of gender-based violence and discrimination in the workplace.

All these initiatives form part of the strategy to prevent and combat gender-based violence that Eni defined in 2024.

Transparency, Anti-corruption and Tax Strategy

Eni Headquarters, San Donato Milanese (Italy)

Why is it important for Eni?

Eni's commitment to ethical conduct is a fundamental part of its corporate identity. The Code of Ethics is rooted in the Company's values and reflects a governance model based on legality which is integrated into the broader regulatory framework. Eni prohibits and combats all forms of corruption, in line with the "Zero Tolerance" principle enshrined in the Code of Ethics.
Eni's reputation depends on operating with loyalty, fairness, transparency and integrity. Its Anti-Corruption Compliance Programme is designed to identify and manage potential corruption risks, including any that may arise during the Company's transition towards carbon neutrality.

GENNARO MALLARDO HEAD OF BUSINESS INTEGRITY AND COMPLIANCE AT ENI

FIGHT AGAINST CORRUPTION

Eni implements measures aimed at ensuring adequate oversight of potential corruption, confirming the importance that the Company attaches to conducting business with loyalty, fairness, transparency, honesty and integrity. In this regard, Eni always complies with the laws, regulations, mandatory rules, international standards and italian and foreign guidelines to which the Company is subject.

THE ANTI-CORRUPTION COMPLIANCE PROGRAMME

Adopted by Eni in 2009, the Anti-Corruption Compliance Programme is a comprehensive system of rules, controls and organisational safeguards that are designed to prevent corruption and money-laundering offences. The programme has evolved over time and is **continuously improved**.

In January 2017, the programme was certified as meeting the international standard ISO 37001:2016 for "anti-bribery management systems". Eni was the first Italian company to achieve this certification. In 2024, Eni's entire compliance management system was certified as reaching the relevant ISO 37301:2021 standard for this activity. Subsidiaries, in Italy and abroad, are required to adopt the Anti-Corruption Regulatory Instruments issued by Eni, while non-controlled investees are encouraged to comply with anti-corruption standards by establishing and maintaining an internal control system consistent with applicable legal requirements.

The programme's annual report, which also outlines planned activities for subsequent periods, forms a key part of the integrated compliance report to Eni's management and supervisory bodies[10]. Eni also implements **anti-corruption initiatives** across its **value chain** through specific contractual clauses and compliance declarations which require adherence to the Company's Code of Ethics and the main internal anti-corruption regulations (see the section on anti-corruption initiatives across Eni's value chain in the **Sustainability Statement**).

Lastly, **Eni's compliance risk assessment and monitoring** process aims to identify, assess and track corruption risks across the Company's business activities. Periodically, Eni analyses risk trends by monitoring the performance of specific second-level controls and evaluating risk indicators. The aim is to ensure compliance with regulatory requirements and assess the effectiveness of models, regulatory tools and control mechanisms. These are updated when possible risk treatment actions are identified. For further details, see the chapter on the "Anti-Corruption Compliance Programme" in the **Sustainability Statement**.

Eni's compliance risk assessment and monitoring process aims to identify, assess and track corruption risks across the Company's business activities

10 For details on the role of the Board of Directors regarding the Internal Control and Risk Management System (SCIGR) and business conduct issues, please see the **Management Report**.

FOCUS ON

Participation in international working groups

As part of its anti-corruption efforts, Eni participates in international events and working groups such as the International Chamber of Commerce (ICC) and the B20 South Africa 2025 Integrity & Compliance Task Force. Internationally, Eni contributes to the promotion of a culture of legality and transparency through the drafting and updating of rules that are designed to prevent corruption and money-laundering offences.

TRAINING IN BUSINESS INTEGRITY AND COMPLIANCE

Eni strongly believes in fostering a culture of legal and regulatory compliance at all levels of the organisation. To this end, Eni employees receive training in **business integrity compliance**, including corporate administrative liability, anti-corruption and anti-money laundering. This training is delivered via online courses (e-learning) and classroom or virtual classroom workshops.

To identify the target audience for training, Eni employees are categorised using a risk assessment methodology. The programme delivers "basic", "specialist" and "ultra-specialist" training, depending on the employee's risk exposure. In addition, the frequency of classroom-based training activities depends on the risk level of each Country and subsidiary, as determined by relevant indicators.

An interactive format based on practical case studies with multiple-choice questions has been designed to make the training experience more engaging. It aims to test the level of understanding of the topics covered and stimulate classroom discussion on issues relevant to the training context.

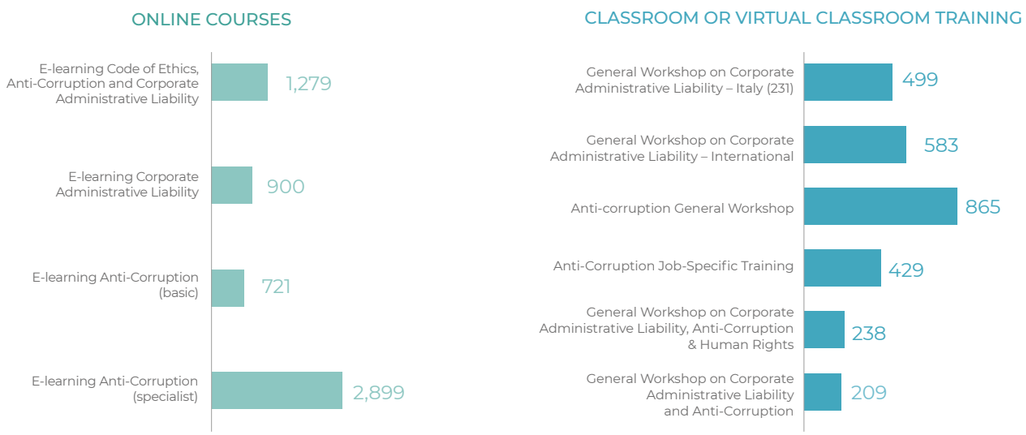
Key initiatives in 2025 included the continuing "Code of Ethics, Anti-Corruption and Corporate Administrative Liability" online course, which is aimed at all Eni staff. Three further e-learning courses were delivered on Anti-Corruption ("basic" and "specialist") and Corporate Administrative Liability.

Classroom and virtual classroom courses also included a competitive anti-corruption seminar, to show employees how addressing corruption can improve the Company's competitiveness by strengthening business integrity. This new training method involved employees from the business compliance units and from Enimoov[11], including its CEO. Participants competed individually or worked in teams in test sessions, tackling business cases with the support of a dedicated app.

The training programme also included **job-specific training** in anti-corruption and **general workshops** on Anti-Corruption and Corporate Administrative Liability for Eni and its subsidiaries in Italy and around the world. In addition, training sessions on Corporate Administrative Liability, Anti-Corruption, Anti-Money Laundering and human rights were provided in 2025 at Eni's subsidiaries in Mozambique, Congo and Kenya. Sessions were also organised for third parties such as the SONATRACH-Eni joint venture GSE in Algeria and agents working for Enilive.

Lastly, Eni continued to support awareness-raising activities. A dedicated informational video covering law 231-related issues is shown at the start of workshops for employees of Eni group companies incorporated under Italian law.

EMPLOYEE TRAINING SESSIONS IN 2025 AND NUMBER OF PARTICIPANTS



11 A subsidiary controlled by Enilive that operates a significant number of service stations.

REPORTING AND VERIFICATION MECHANISMS FOR BREACHES OF THE CODE OF ETHICS, ANTI-CORRUPTION RULES AND OTHER REGULATIONS

Since 2006, Eni has had internal regulations to manage whistleblowing reports[12].These regulations have been updated regularly, most recently in November 2025, allowing employees and third parties **to report information about alleged violations** in the workplace. A dedicated team handles reports in accordance with objectivity, competence and professional diligence principles, and ensures that the whistleblower receives a response.

MANAGING REPORTS

A dedicated online platform **whistleblowing** helps to protect the **whistleblower's identity** and the content of written or oral reports, including the identity of the person reported. This link is advertised on the Company's websites and is accessible to all employees. The platform provides separate channels for Eni SpA employees and employees at EU subsidiaries (so-called "local channels"), in accordance with EU Directive 2019/1937. Whistleblowers at EU subsidiaries can still submit reports via the Eni SpA channel, where they are handled in accordance with relevant Italian legislation.

Some subsidiaries have also established alternative methods for receiving reports, such as dedicated physical post boxes. These methods can be used, for example, when it is difficult to access the internet.

The identity of the whistleblower and any other information that could enable them to be identified, directly or indirectly, may not be disclosed without their consent, except in cases provided for by law.

The whistleblower is protected from any act of retaliation or discrimination, direct or indirect, for reasons related to the report.

Any breach of the prohibition on retaliatory and discriminatory conduct may result in Eni initiating disciplinary proceedings against the individual responsible, and appropriate disciplinary or support measures for the parties involved.

12 A report is defined as any communication received by Eni concerning Eni personnel or anyone who operates or has operated in Italy or abroad on behalf of Eni whose past or potential future conduct, including attempts to conceal it, raises well-founded, concrete suspicions that it could breach national or European Union laws and regulations, authority rulings, the Code of Ethics, Model 231 or Compliance Models for foreign subsidiaries, and internal regulations such as the ECG "Anti-Corruption" Policy, in accordance with the specific provisions of the implementing legislation of Directive (EU) 2019/1937 applicable locally.

ENI'S TAX STRATEGY AND PAYMENT TRANSPARENCY

Since 2005, Eni has been a supporter of the Extractive Industries Transparency Initiative (EITI) and a member of local Multi-Stakeholder Groups

Eni's tax strategy has been approved by the Board of Directors and is available on the **Company's website**. It is based on the principles of transparency, fairness, integrity and good faith, as set out in Eni's Code of Ethics and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. The strategy aims to ensure the timely and correct fulfilment of tax obligations in the various Countries where Eni operates, complying with both the letter and the spirit of the law, thereby contributing to the tax revenue of the Countries where the Company is active.

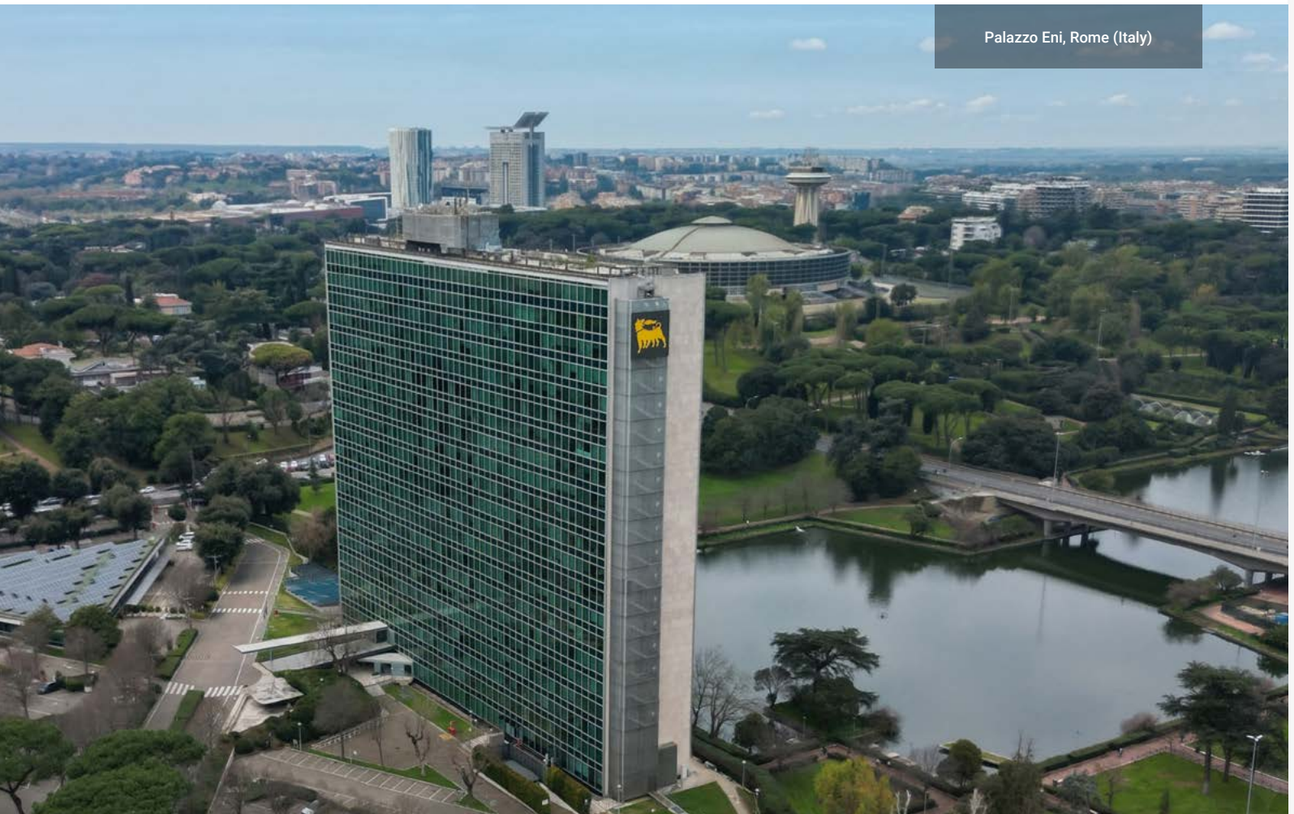
With these goals in mind, the strategy covers tax risk management, collaboration with local tax authorities and the rejection of aggressive tax policies, such as the relocation of taxable income to so-called tax havens. As part of its internal control system, Eni has established a dedicated Tax Control Framework.

In 2025, no Group company was involved in any tax litigation for regulatory breaches or for tax fraud that resulted in a final conviction. Further information about the Group's tax litigation status can be found in the litigation section of the consolidated financial statements.

Since 2005, Eni has been a member of the global **Extractive Industries Transparency Initiative (EITI)**. EITI promotes responsible governance of the income generated by the extractive sector, focusing on greater information transparency and the accountability of governments and international companies to civil society through revenue allocation. Eni actively supports EITI and is a member of its local multi-stakeholder groups, in which governments, extractive companies and civil society work together to implement initiative goals effectively. Since 2023, Eni has also been represented on EITI's main governing board as an alternate member in the oil and gas constituency.

Membership of EITI requires Eni to comply with the initiative's reporting and sustainability standards, known as **"expectations"**. Since 2021, these expectations have included an assessment framework for identifying best practices and opportunities for improvement. In 2025, out of nine expectations, Eni fully met eight and partially met one following EITI's compliance assessment. This compared with seven fully met expectations in 2024.

Lastly, Eni encourages governments to comply with EITI's requirement to publish contracts. The Company also supports efforts by individual Countries to promote transparency in this area.



Palazzo Eni, Rome (Italy)

FOCUS ON

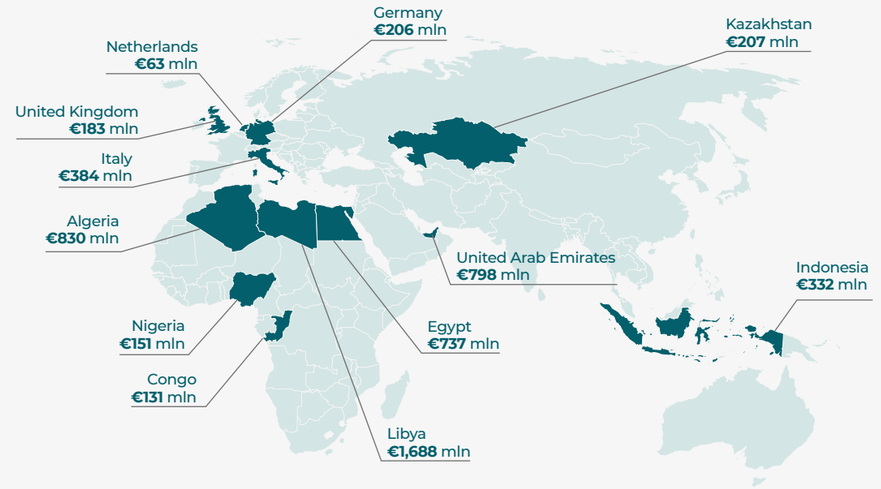
Disclosure of payments to governments

Eni's activities contribute significantly to the tax revenue of the countries in which it operates, supporting their economic development and social welfare. Further information can be found in Eni's Country-by-Country Report and its Report on Payments to Governments.

Eni prepares its Country-by-Country Report (CbCR) in accordance with Italian Law No. 208/2015 on the exchange of information with agencies in other countries, as required under the OECD's "Base Erosion[13] and Profit Shifting (BEPS)" project[14]. Eni makes its CbCR available in the interests of transparency, although there are no[15] publishing requirements. It includes information on turnover, profits and taxes, and on other major economic indicators. This information is presented for each tax jurisdiction in which the Group operates. The scope of the report covers all companies controlled directly or indirectly by the parent company Eni SpA, which is responsible for submitting the data to Italy's Revenue Agency.

INCOME TAXES PAID BY ENI GROUP IN 2024[16]

€5.9 bln
Total taxes paid by the Eni Group



The Report on Payments to Governments is prepared annually in accordance with Directive 2013/34/EU and Legislative Decree 139/2015. It details payments made by Eni SpA and the Group's consolidated companies to national, regional and local governments in the extractive sector, effectively mirroring the typical payment streams covered by the EITI initiative. These include payments in cash and in kind relating to taxes, production fees, royalties and bonuses from upstream activities[17]. The document is subject to limited assurance and enables Eni to fully meet EITI's Expectation No. 3 regarding the publication of significant payments made to governments. It is broken down by project or type, in all Countries of operation. In 2024, the most recent year for which data is available, Eni transferred a total value of approximately €8.4 billion to the Countries in which it carries out extraction activities. The summary map shows the main countries where the Group operates in the upstream sector, ranked by size of payments.

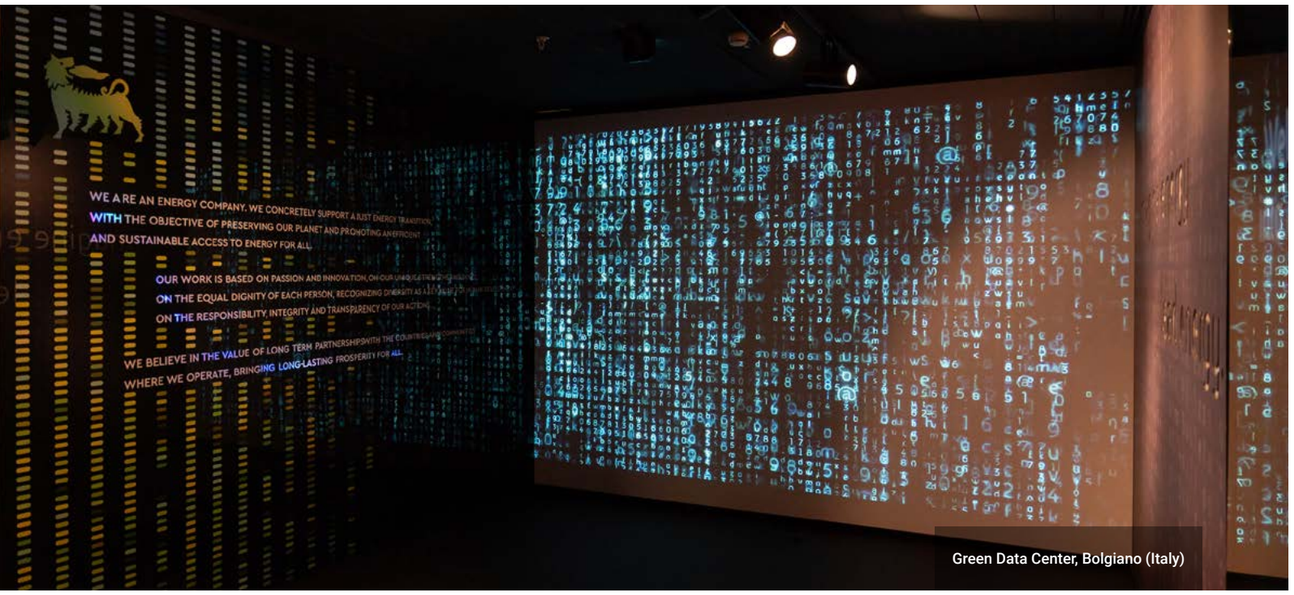
DISTRIBUTION OF ENI'S MAIN COUNTRIES OF UPSTREAM OPERATIONS ACCORDING TO THE SIZE OF PAYMENTS MADE

€8.4 bln
total value transferred to governments in Countries where Eni conducts extractive activities.

>€1 bln	<€1 bln and >€500 mln	<€500 mln and >€200 mln	<€200 mln and >€50 mln	<€50 mln
Libya	Indonesia	Congo	Italy	Netherlands
United Arab Emirates	Egypt	Mexico	Ivory Coast	Iraq
Algeria	Nigeria	Ghana	United Kingdom	Timor Leste
		Kazakhstan	Tunisia	Australia
		United States	Turkmenistan	Oman
				Cina
				Cyprus
				Argentina

13 "Base erosion" refers to the loss of tax revenue in a Country caused by "profit shifting". This is the reallocation of a company's tax base through the creation of artificial contractual and corporate structures which aim to minimise the tax burden on the company's total income.
14 A project aimed at ensuring transparency for tax authorities regarding the profits of multinational companies.
15 In 2024, EU Directive No. 2021/2101 was transposed into Italian law, requiring the mandatory publication of certain elements of Country-by-Country Reporting (CbCR) starting from the 2025 tax period.
16 As of the drafting date, 2024 is the most recent year for which data are available. Any updates will be published and accessible in the dedicated section of the eni.com website **eni.com**
17 Exploration, prospecting, research, development and extraction of oil (including condensates) and natural gas.

Innovation, Digitalisation and Cybersecurity



Green Data Center, Bolgiano (Italy)

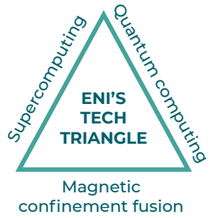
Why is it important for Eni?

For Eni, innovation is not an option, but a necessary condition to drive our industrial transformation. We actively contribute to the Company's decarbonisation strategy through the development of technologies, digitalisation, and the ability to turn research projects into industrial reality.
Our projects, including those at the technological frontier, also support access to secure, long-term and decarbonised energy sources.

LORENZO FIORILLO DIRECTOR OF TECHNOLOGY, R&D & DIGITAL AT ENI

INNOVATION

Technological innovation is a central element of Eni's strategy for achieving carbon neutrality. As a **Global Energy Tech Company**, Eni is at the forefront of developing cutting-edge technologies that contribute to a more sustainable, secure and accessible energy future for everyone.
The energy transition requires a broad and flexible technology mix capable of adapting to emerging needs. For this reason, Eni's technology development pathways have recently been updated. They include: CO_2 management technologies and energy solutions based on blue power[18]; biofuels and low carbon fuels; renewables, magnetic confinement fusion and advanced materials; chemical products using bio-based, recycled or lower carbon raw materials and new materials with a reduced environmental footprint. They also include technologies for the safety, efficiency and sustainability of industrial operations; advanced cross-cutting solutions; and technologies that are potentially significantly disruptive.
In addition, Eni launched its **Dual Innovation Model** in 2025 for certain technological innovation projects (see Dual Innovation Model Focus Area). The model aims to enhance Eni's technological innovation by seeking industrial, technological, commercial and financial partners to accelerate industrialisation and reduce time-to-market.
Eni's technological expertise is unique within the energy sector and encompasses the so-called "frontier innovation triangle" of supercomputing, magnetic confinement fusion and quantum computing. Thanks to the power of HPC6, the world's most powerful supercomputer for industrial use, Eni has an extraordinary innovation accelerator. For example, HPC6 makes it possible to deepen the understanding of plasma physics, to the benefit of the advancement of fusion and its future industrial development. The quantum computer currently under construction at Eni will make it possible to explore new applications. It will be integrated with the supercomputer, increasing its potential even further.
Overall, Eni's technological capability is based on three key assets: the skills of its people; the ability to integrate knowledge from different fields; and the development of world-class scientific and industrial partnerships.



THE MOST TRASFORMATIVE CUTTING-EDGE TECNOLOGIES

SPARC Progress more than 70%. Ready for startup by the late 2020s.
ARC Power delivery to grid (early 2030s.)
H3AT Costruction ongoing. Ready for startup in 2028.
ENI QUANTUM COMPUTER Building in progress. Prototype ready in 2027.
HPC Upgrade to reach one ExaFLOP in 2026.

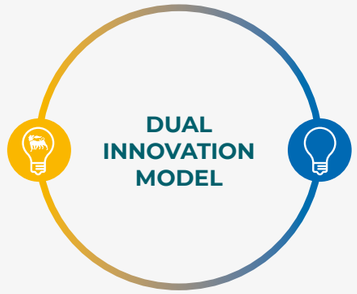
FOCUS ON

Focus area: Dual Innovation Model (DIM)

As part of Eni's technological innovation strategy, the new Dual Innovation Model approach has been adopted for specific projects since 2025. The model draws on Eni's experience as a global leader in upstream exploration and aims to **accelerate the transformation** accelerate the transformation of ideas into concrete industrial solutions.

From the outset, the DIM leverages an ecosystem of partnerships, expertise and capital to tackle the challenges of decarbonisation and the energy transition. The model rests on four fundamental pillars:
- co-development and risk mitigation through involving external partners from the earliest stages to share technological and industrial challenges and gain an early insight into the market;
- reduction of time-to-market by integrating technologies and capital to accelerate industrialisation;
- flexible and modular governance, which adapts contracts and intellectual property to attract the most suitable partners for each project phase;
- financial optimisation, which leverages cost-sharing and external commercialisation of technologies through licensing or spin-offs.

This approach allows us to operate simultaneously in an internal market that applies innovations to Eni's assets, and an external market that creates new value through alliances and entrepreneurial initiatives.
The Dual Innovation Model complements rather than replaces conventional and fast-track development models. It positions Eni as the preferred choice for **capital-intensive innovations**, thereby maximising competitive advantage in a constantly evolving energy landscape.



TECHNOLOGICAL INNOVATION AS A LEVER OF VALUE

4 technology ventures created
More than doubled the equity value of the ventures
23 startups in Eni Next portfolio since 2018
Multiple ~3x capital invested

18 "Blue power" is a low carbon source of electricity produced by natural gas power stations, whose CO_2 emissions are captured and stored.

INTERVIEW WITH ALESSANDRO BARIN

Alessandro Barin
Chief Executive Officer of SunXT

New-generation photovoltaics

What does SunXT do and what technology does it develop?
SunXT is the new venture formed by Eniverse, Eni's Corporate Venture Builder, and FuturaSun, to bring to market a new generation of photovoltaic modules based on perovskite-silicon tandem technology. The company was founded to combine Eni's research into innovative perovskite materials with the industrial expertise of Solertix and FuturaSun in producing photovoltaic cells. The result is a four-terminal architecture, in which a perovskite module is paired with a silicon module, capturing more light and converting it into energy more effectively than conventional solar panels.

What are perovskite panels and why are they considered strategic?
Perovskite panels are made from a family of materials whose crystalline structure gives them optical and electronic properties ideal for photovoltaics. Compared with traditional silicon, perovskite absorbs light more efficiently, can be processed at low temperatures and can be formed into thin, lightweight, potentially flexible layers. In the laboratory, perovskite cells have already demonstrated they are highly efficient and, paired in tandem architectures with silicon, far exceed the performance of today's technologies. That is why perovskite is seen as the most promising platform for next-generation photovoltaics and a strategic pillar of the energy transition.

What is Eniverse's role within SunXT?
Eniverse is SunXT's strategic partner and plays a central role in building the venture. As Eni's Corporate Venture Builder, it has turned technology developed in the company's laboratories into a full industrial initiative. SunXT is the vehicle through which Eniverse brings Eni's most advanced photovoltaic technology to market, helping to create a future Italian perovskite supply chain.

What are the next steps in 2026?
In 2026, SunXT's technical-industrial roadmap will begin to take shape, paving the way for the pilot line that will launch experimental production of tandem modules. This year marks the first stage of that roadmap, focused on the characterisation work needed to ensure the stability and reproducibility of the cells – essential for moving from the laboratory to a controlled production environment. In parallel, preparation for the pilot line itself is underway, so construction of the plant can begin in 2027. 2026 is therefore the year in which SunXT builds the technical capacity to make the pilot line the platform for the first four-terminal modules, marking the transition from research to production.

DIGITALISATION

Digitalisation is a strategic driver of innovation and sustainability, across Eni. The technologies deployed are designed to improve operational efficiency, accelerate the transition to a more sustainable energy system and reduce environmental impact. In 2025, Eni continued to develop its digital transformation journey, including through the initiatives discussed below.
Digital sustainability is a growing priority for Eni and covers the practices, processes and tools that enable its design, shrink the carbon footprint of digital products and services and improve how people work with them. The aim is to make digital innovation work for people, delivering benefits across the value chain, and supporting the energy transition.

Supercomputing as a lever for internal research and open innovation

In 2025, Eni launched several **High Performance Computing** (HPC) projects in areas such as materials science, fluid dynamics, meteorology, large-scale optimisation and quantum emulation.
These applications improve the energy efficiency of Eni's operations, accelerate the time-to-market for new and breakthrough technologies, and keep Eni at the technological frontier.
In 2025, with AMD, HPE and Cineca, Eni launched **"Call4Innovators"**, an open innovation programme that builds partnerships with start-ups, scale-ups, academic research centres and small and medium-sized enterprises in Eni's areas of interest. Ten of the 99 applicants were selected; from February 2026, they have been able to access HPC6 to run proof-of-concept projects with Eni. The initiative reflects Eni's commitment to responsible innovation, knowledge sharing and technological leadership, and supports a wider strategy of using supercomputing to drive sustainable competitiveness across the business and to deepen collaboration with outside partners.
In 2025, work continued on upgrading the Green Data Centre for the next generation of ultra-high-performance supercomputers, increasing its computing capacity and energy efficiency.

Data and artificial intelligence

Eni's AI strategy focuses on creating tangible business value, driving innovation and ensuring responsible adoption across the company. In 2025, Eni integrated its first agent-based AI capabilities and launched a wide range of **AI literacy** programmes covering both technical and soft skills, strengthening its digital culture and readiness for the future. For further details, see the Training section in the chapter Value of our people.

AN ALLY TO IMPROVE EFFICIENCY AND COMPETITIVENESS

Digital plant Production enhancement (2-3%) and emissions reduction (2-3%)
Drillink automation 35% drilling time reduction, robust and safe operations
Eni AI Use cases: around 300 (+40% vs. 2024); growing number of AI Agents (~20)

Infrastructure resilience and application modernisation

In 2025, the digital strategy focused on robust infrastructure, security-by-design and operational continuity to support growth and the reliability of industrial processes and data-driven platforms. **Application modernisation** programmes accelerated the transformation of core processes through hybrid cloud, data platforms, automation and advanced cybersecurity, driving competitiveness and scalability for new business models, while improving management of operational and cyber risks.

New ways of working and skills

Eni continues to develop flexible working models that support work-life balance, through digitalisation, better tools and services, and improved digital literacy. Training initiatives help embed technology in daily working life, while specific programmes build awareness and skills in cutting-edge fields, including supercomputing, data, Responsible AI, Agile approaches and cybersecurity. External training on AI and cybersecurity continues through school workshops and postgraduate Master's scholarships. Digital sustainability remains central to Eni's strategy for cutting its carbon footprint and improving working practices, **accessibility and inclusion**.

~551 million
attacks (including automated ones) on internet-facing applications

~2,500
phishing campaigns

~21 million
malicious emails

CYBERSECURITY

Geopolitical and security tensions continue to shape the cyber threat landscape, so Eni **monitors cyber events continuously**, including outside the corporate perimeter, to detect threats and digital espionage, and respond immediately to any incidents. Taking a risk-based approach, the company has put in place defensive measures to prevent incidents and limit their impact. The **Cyber Security Culture** programme ran more than 150 initiatives in 2025 to embed "cyber-aware" behaviour across the workforce. Eni also launched a project to comply with the NIS 2 Directive, namely, the new European standard for cybersecurity, further strengthening organisational resilience. Partnerships with universities and institutions continued, including with the SERICS Foundation (Security and Rights in CyberSpace) under Italy's National Recovery and Resilience Plan (PNRR) and with the National Cybersecurity Agency (ACN) on the HyperSOC project, which has improved threat prevention and response, and supported national sharing of best practices. Also notable among these initiatives is Cybersecurity 4 (see **Alliances for development**).

OPEN INNOVATION

Eni takes an open innovation approach, monitoring the innovation ecosystem through a network of more than 70 partners, including innovation enablers, universities, research centres, investors, institutions and start-ups. The company has developed four open innovation levers: **Joule**, Eni's business school for innovative and sustainable start-ups building an entrepreneurial ecosystem around the energy transition; **Eni Next**, the Corporate Venture Capital arm investing in high-potential start-ups; **Eniverse**, the Corporate Venture Builder turning Eni's technology and know-how into new ventures for a just transition; and **Engine**, the Corporate Venture Client connecting start-ups and scale-up solutions with business needs. Engine's activities span industrial operations and the energy transition, with over 3,300 start-ups analysed, more than 50 business functions involved and initiatives in 25 regions. By 2025, over 30% of the 2023-2024 pilots had become operational, and around 60 new technological trials had launched. Application areas reflect Eni's industrial priorities (asset integrity, operational excellence and safety) and strategic priorities (the energy transition, carbon capture and storage, and sustainable mobility).
Joule, Eni Next, Eniverse and Engine work in concert: presence in the technology market, faster innovation, and stronger technological assets, skills and talent.

	MISSION	
Joule	**Accelerating innovative and sustainable startups** and spreading the culture of entrepreneurship inside and outside Eni.	IDEA
TECH OPEN INNOVATION engine	Developing innovation ecosystems and **researching innovative business solutions**	PROTOTYPE
eniverse	**Valorizing Eni's technological assets** by creating new ventures in new markets.	PRODUCT
eni next	**Investing in the growth of startups** with high technological potential by establishing long-term relationships.	BUSINESS SCALE-UP

FOCUS ON

ENIQUANTIC

Eniquantic, a joint venture between Eni and start-up ITQuanta, is developing a full-stack **digital quantum computing system**, integrating hardware and software to tackle complex computational problems for the energy transition.

The company develops proprietary quantum computing hardware on a platform based on ytterbium neutral atoms trapped by "optical tweezers"[19]. It also develops algorithms and application use cases in fields relevant to Eni: mathematical optimisation (for complex networks and operations, for example), methods for solving complex problems and differential equations, and new materials for technologies such as fusion.
HPC6 enables Eniquantic to run advanced simulations of both the quantum hardware and the algorithms, accelerating development and enabling future integration between HPC and quantum resources.

A growing multidisciplinary team of physicists and engineers, with international academic and industrial experience, is carrying out this work and building Italy's expertise in quantum technologies.

CASE STUDY

Joule: accelerating startups to create value

In 2025, Joule continued as a partner in Italy's main **accelerator programmes** accelerator programmes. Through CDP Venture Capital's National Accelerator Network, it joined the second edition of CrossConnect in the Infrastructure Technology sector in Catania, and the fourth edition of FAROS, in the blue economy sector in Taranto.
As a main partner in the fourth edition of ZERO, the Rome-based cleantech accelerator, Joule has launched a strategic collaboration with EXE Engineering for Environment on carbon-offsetting projects in Africa. EXE patented is an integrated software-hardware system that automates landfill biogas management, increasing capture by up to 70% over manually managed systems.
The ZERO programme paved the way for Eni Next's investment in EXE Engineering for Environment itself. The transaction, completed in December 2025, validates Eni's **integrated open innovation model** - acceleration, experimentation and corporate venture capital working together.

JOULE IN 2025

168 startup
in the portfolio
(up 10% vs. 2024)

1 Eni Next investment completed

3 joint development agreement
signed with startups

2.4 Social Return
on Investment (SROI)[20]
from the ZERO accelerator

300+ Eni staff
at the Joule Expert Academy

750+ Eni employees
in entrepreneurial culture programmes

19 A solution operating at room temperature that enables creation of stable and scalable qubits, usable in both analogue and digital modes.
20 An index that expresses, in monetary terms, the social, environmental and economic impact generated by an initiative. An SROI index greater than 1 indicates that, for every euro invested, the investment has generated value.

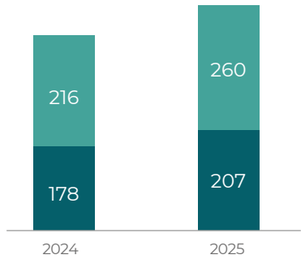
RESEARCH AND TECHNOLOGICAL INNOVATION

€165 mln
in R&D for decarbonisation

Research and innovation underpin Eni's business model and the energy transition. R&D spending reached **€207 million**, in 2025, with €165 million (80%) allocated to lower carbon processes, the circular economy, renewable energy and magnetic confinement fusion.

Total innovation spending reached around **€460 million** in 2025, with an increase of approximately 18% compared to 2024. It covers R&D, investments in Open Innovation vehicles — including Eni Next for Venture Capital, Eniverse for Venture Building and Joule for the business school — and the development of digital solutions, including HPC systems and frontier technologies.

TOTAL SPENDING R&D AND TECHNOLOGICAL INNOVATION (M€)



€1,385 mln
tangible value generated by Research and Technological Innovation

In 2025, open innovation initiatives, venture capital, venture building and technological insourcing strengthened Eni's ability to utilise external innovation and put it to industrial use. This resulted in gains to operational efficiency, sustainability and costs, and innovation embedded across business lines from upstream to downstream, including biorefineries and new energy production.

Innovative technologies delivered €1,385 million of measurable value in 2025, through lower operating costs and improved efficiency and sustainability.

42
new first filing patent applications

In 2025, Eni and its subsidiaries filed 42 new patent applications. Of these, 21 cover **technologies from renewable sources** (biofuels, solar energy, "bio" and circular chemistry), as well as magnetic confinement fusion. A further nine intellectual property titles were registered, relating to copyright protection for software supporting Asset Integrity and Reservoir operations, and design patents in compounding. Eni also acquired six patent families to protect key technologies: one in heavy oil upgrading and five in green chemistry. The portfolio totals 9,520 titles, around 7% below 2024's 10,244, mainly through portfolio streamlining and patent transfers to Eniverse's venture-building initiatives.

MAGNETIC CONFINEMENT FUSION

Eni's work on magnetic confinement fusion shows its commitment to developing proprietary, transformative technologies. Technology and industrial development are the foundation, but an enabling ecosystem is equally important to turn these innovations into **practical solutions**.

To that end, Eni has funded the training of young fusion-energy professionals through numerous co-funded PhD programmes. In 2025, it launched a Master's programme in new nuclear technologies (see the **Value of our people**).

Eni also joined **GO4FUSION** in 2025, an EU-funded initiative paving the way for a future co-programmed public-private partnership (PPP) in fusion. The project brings together leading industrial and research players to identify and tackle technological challenges and advance fusion energy towards commercialisation.

FUSION PARTNERSHIPS

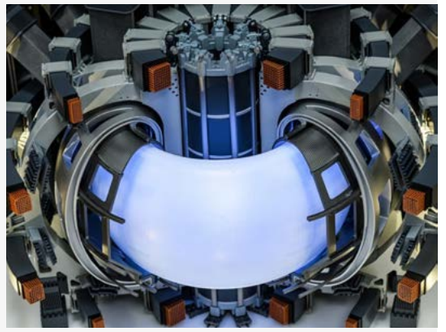
Eni is involved in several projects for the development of fusion energy in collaboration with leading scientific partners and companies.

COMMONWEALTH FUSION SYSTEMS (CFS)

Eni was among the first energy companies to invest in magnetic confinement fusion, as well as being a strategic shareholder and technological partner in Commonwealth Fusion Systems (CFS), a spin-off start-up from the Massachusetts Institute of Technology in Boston. A key milestone has already been achieved with the testing of the first magnet prototype using High Temperature Superconductors (HTS) technology, a technological breakthrough that represents a decisive step towards the creation of more compact and efficient fusion plants. Today, CFS is engaged in the construction of the SPARC pilot plant, which aims to demonstrate net energy generation from fusion. In 2025, Eni strengthened this collaboration with a strategic commercial agreement for the purchase of decarbonised electricity produced by ARC, CFS's future fusion plant in the United States. ARC will be the world's first industrial-scale plant capable of feeding electricity generated by fusion into the grid using a process that produces no CO_2 or other greenhouse gas emissions.

ENEA

Eni has formed a strategic alliance with the National Agency for New Technologies, Energy and Sustainable Economic Development (ENEA) to establish a major scientific and technological centre dedicated to magnetic confinement fusion, the Divertor Tokamak Test (DTT), at the ENEA Research Centre in Frascati. The aim of the DTT is to provide scientific answers to certain technical aspects of fusion, such as managing extremely high temperatures inside the fusion machine, acting as a test facility for the most advanced technological solutions that will be implemented in major international fusion projects.



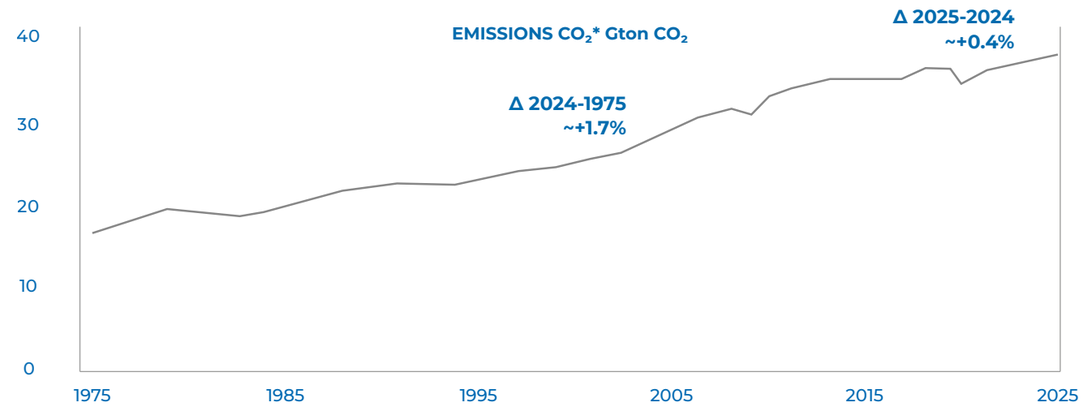
UNITED KINGDOM ATOMIC ENERGY AUTHORITY (UKAEA)

Eni has signed an agreement with the United Kingdom Atomic Energy Authority (UKAEA) to conduct research and development in the field of fusion energy. The first joint project is the construction of the UKAEA-Eni H3AT Tritium Loop Facility, the largest and most advanced facility for the management of tritium, a key fuel in the fusion process. The new facility will be built at the UKAEA site in Culham (Oxfordshire, UK) by 2028 and will enable the development of innovative solutions for the processing, storage and recycling of tritium, helping to make nuclear fusion energy increasingly efficient and closer to commercialisation.

Carbon neutrality by 2050

CONTEXT

EMISSIONS TRENDS IN THE ENERGY SECTOR



In 2025, global CO_2 emissions linked to the energy sector are estimated to have risen by +0.4% compared to 2024 (>38 Gt), reaching a new all-time high. While global emissions continue to follow an upward trend, the pace of growth remains below the historical average of approximately +1.7%.

Source: Eni calculations based on IEA and Global Carbon Project data

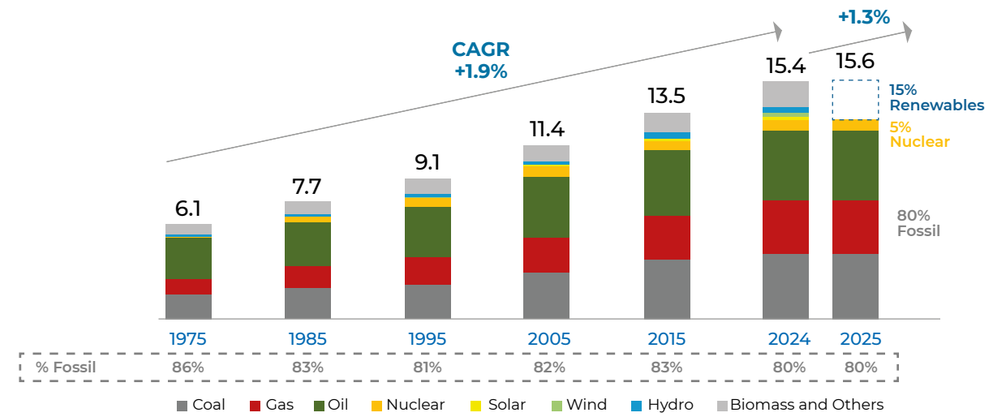
* Includes emissions from industrial processes.

EVOLUTION OF THE ENERGY MIX

With regard to the energy mix, demand continues to increase and fossil fuels remain predominant, accounting for around 80% of total consumption (over 50% from oil and gas). Renewables continue to expand, driven primarily by the roll-out of intermittent sources; however, their overall share remains at around 15%, broadly stable over the past three years.

As for future developments, the IEA's Net Zero Emissions by 2050 Scenario was revised in the latest World Energy Outlook 2025, shifting from a pathway involving limited temperature overshoot above 1.5°C to one characterised by a high overshoot. For a comparison with IPCC trajectories, both in terms of overall emissions trends and fossil fuel consumption levels, reference should be made to the Annual Financial Report 2025 – Sustainability Statement, in the chapter *Climate Change*.

WORLD ENERGY MIX (Gtoe)



Source: Eni calculations based on IEA data.

Carbon neutrality by 2050

Onshore receiving facilities (Ghana)

Why is it important for Eni?

In a complex global context, the energy transition continues to represent a crucial challenge. At Eni, we are tackling it with determination and pragmatism, providing the energy that the system requires today and keeping our eyes on the future to achieve carbon neutrality by 2050. Aware of the external variables that influence the pace of decarbonization, we are accompanying the energy transition with a gradual and orderly approach, leveraging energy efficiency measures and projects inspired by the principles of the circular economy, developing CO_2 capture and storage technologies and renewable energy sources, expanding our range of low-emission products and services, and prioritizing the use of gas as a key fuel in the energy transition.

CRISTIANA ARGENTINO - HEAD OF SCENARIOS, STRATEGIC OPTIONS AND CLIMATE CHANGE AT ENI

FIND OUT MORE

FOR MORE INFORMATION:

See the Climate Change chapter of the Sustainability Statement.

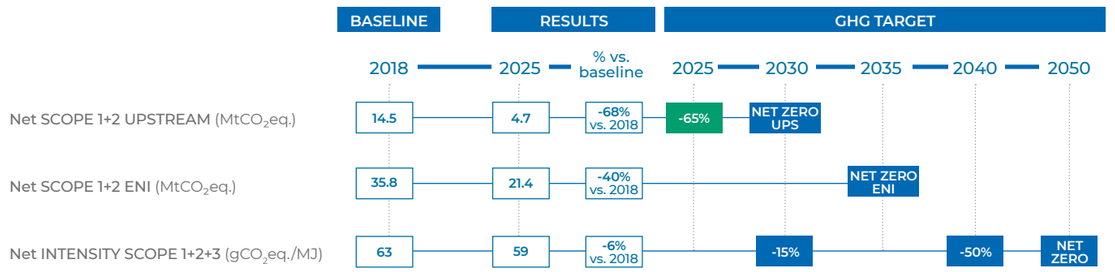
Eni's decarbonisation plan

The global energy system faces increasingly complex challenges in the short and medium term, with the current geopolitical landscape as well as economic dynamics affecting supply security and stability. Against this backdrop, the transition to lower-carbon energy systems must take into account the need to ensure energy availability and equitable access.

Eni's strategy to address these challenges combines progressively reducing the greenhouse gas (GHG) emissions associated with its operations, while continuing to supply the energy products required by its customers. The commitment to manage and reduce operations emissions has deep-rooted origins. Since the early 2000s, the 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. From 2016 onwards, as the international landscape and stakeholder expectations have evolved, this approach resulted in the definition of the first public targets aimed at improving the emissions performance of operated assets. Since 2020, we have embarked on a decarbonisation pathway to achieve carbon neutrality by 2050, extending its targets to include indirect emissions associated with the energy products value chain. Milestones of this decarbonisation pathway were identified by prioritising intervention levers, based on internal analyses and the main international energy and climate scenario proposals. These indicate trajectories consistent with limiting the rise in the global average temperature to 1.5°C by 2100.

To reduce Scope 1 and Scope 2 GHG emissions, Eni is prioritising actions in the upstream sector, where established and economically viable technological solutions exist. In line with this approach, Eni has set a target of net-zero Scope 1 and 2 GHG emissions for its upstream activities by 2030, and for Eni as a whole by 2035. Eni has also defined a net zero target for Scope 1, 2 and 3 GHG emissions by 2050, associated with energy products sold and expressed in terms of emissions intensity. For all targets, residual emissions are offset using high-quality carbon credits[1] generated mainly by projects within the Natural Climate Solutions framework and, increasingly, by initiatives based on technological solutions, such as those related to clean cooking. Both types generate environmental and socio-economic benefits in the areas involved.

ENI'S DECARBONISATION TARGETS[2]



1 Certificates issued in accordance with internationally recognised voluntary market standards, accompanied by additional certifications to attest to the socio-environmental benefits of the project activities.
2 In 2025, the GHG emission reduction targets were recalibrated to align them with the financial boundary, in line with the European CSRD regulatory framework. For further details on the boundary and reporting methodology for the targets, please refer to the "Decarbonisation Plan" section of Eni's 2025 Sustainability Report.

NET SCOPE 1+2 UPSTREAM: represents Scope 1+2 GHG emissions associated with upstream activities operated by Eni or third parties, accounted for under the financial control boundary and net of carbon credits. In 2025, this indicator decreased by around 31% compared to 2024, driven mainly by optimisation measures in operational management and by project activities that generate carbon credits. Since 2018, Net Scope 1 and 2 upstream emissions have decreased by approximately 68%, exceeding the 65% target. This trajectory is in line with achieving the Net Zero Upstream target by 2030.

NET SCOPE 1+2 ENI: represents Scope 1+2 GHG emissions associated with activities carried out by Eni or third parties, accounted for under the financial control boundary and net of carbon credits. In 2025, this indicator decreased by around 10% compared to 2024, driven primarily by optimisation measures in operational management and by project activities that generate carbon credits. Compared with 2018, the indicator has decreased by around 40%, in line with the trajectory towards the Net Zero Eni target for 2035.

NET INTENSITY SCOPE 1+2+3: represents the ratio between Eni's Scope 1+2+3 GHG emissions (net of carbon credits) and the energy associated with energy products. By 2050, achieving the Net Zero Intensity Scope 1+2+3 target will involve the use of carbon credits up to a limit of 10% of the baseline value of Scope 1+2+3 emissions. In 2025, this indicator has decreased (by approximately 0.4%) compared to 2024, thanks to the lower emissions impact of our portfolio mix. Compared with 2018, the indicator has decreased by around 6%.

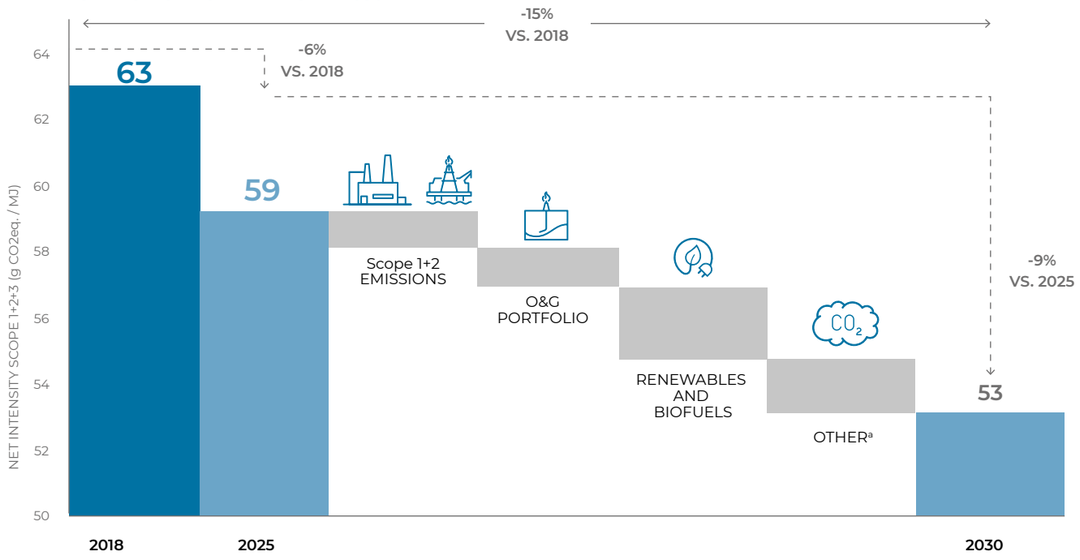
Decarbonisation levers

Levers and technologies identified in Eni's Decarbonisation Plan cut across the Company's various businesses and are adopted and tailored in a targeted manner, with time horizons that take into account the technological and commercial maturity of each individual solution. From 2018 to 2025, Eni implemented measures that contributed to the reduction of Scope 1+2 emissions associated with its operations, primarily in flaring and methane, and through energy efficiency initiatives aimed at reducing fossil fuel consumption.
These actions have also contributed to the reduction of emissions across the value chain (Scope 3), particularly through synergies between traditional activities and businesses linked to the energy transition, as well as portfolio changes. Alongside continuing with these measures, the initiatives planned by Eni to reduce the Net Intensity Scope 1+2+3 emissions will be structured along multiple lines, addressing both operational emissions and the evolution of the energy portfolio. By 2030, a significant contribution to decarbonisation will come from improved operational performance, actions within the Oil & Gas portfolio and an evolving production mix.
In particular, **efficiency measures and the rationalisation of industrial assets** will enable reduced Scope 1 and 2 emissions. Furthermore, **the gradual increase of gas (including condensates) as a proportion of total production (over 60% by 2030)** will enable reduced overall emissions intensity compared to a higher proportion of oil, as natural gas has lower carbon intensity. Another significant contribution will be the gradual diversification of our portfolio towards lower-carbon solutions, helping to reduce the carbon intensity of our products and services.
Biofuel development will be a central element of this strategy, offering an opportunity to convert and downsize current traditional refining capacity.

Baleine (Côte d'Ivoire)

During 2025, Enilive's biorefining capacity was 1.65 million tonnes. It expects to reach 5 million tonnes by 2030, with potential to produce over 2 million tonnes of Sustainable Aviation Fuel (SAF) to contribute to gradually decarbonising hard-to-abate sectors such as aviation, maritime transport and heavy goods transport. In parallel, **electricity** generation **from renewable sources**, developed through Plenitude, will support the gradual reduction of our energy portfolio's carbon intensity. By the end of 2025, Plenitude reached an installed renewable capacity of 5.8 GW, recording an annual growth rate of over 40%, in line with expansion targets to reach 15 GW by 2030. To complement industrial and portfolio initiatives, a potential reduction in emissions is being considered in response to changing consumption patterns. This is linked to **the gradual increase in the share of Oil & Gas allocated to lower-carbon sectors** (e.g. non-energy uses) and/or the **offsetting of residual emissions** through high-quality carbon credits (offsets) derived primarily from Natural Climate Solutions (up to a maximum of 15 $MtCO_2eq.$ by 2030).

MAIN DECARBONISATION LEVERS BY 2030



(a) In line with trends in final energy consumption, the 'Other' category may include a gradual increase in the share of oil and gas allocated to lower carbon sectors (such as non-energy uses) and/or the contribution of carbon offsets (up to a maximum of 15 $MtCO_2eq.$ by 2030).

In the long term, the pathway towards carbon neutrality by 2050 will continue along the same lines, with a further increase in the share of gas (to around 90% by 2050), consolidating lower-carbon solutions and an increase in Plenitude's renewable capacity (60 GW by 2050). Carbon capture and storage (CCS) represents a further decarbonisation lever. Post-2030, as the technology and projects mature, CCS will play a role in reducing Eni's operational emissions linked to energy consumption. Using offsets and removals through Natural Climate Solutions (NCS) and technological solutions is envisaged for residual emissions. Finally, Eni also contributes to the energy transition through activities which, whilst not directly affecting its own emissions, promote decarbonisation of third parties and hard-to-abate sectors. These include research and development (R&D), the Plenitude range of solutions and services aimed at the electrification of consumption and energy efficiency and developing CCS projects for third-party industrial clients.

The pace of transformation, and the relative contribution of each lever, will depend on external variables including market trends, scientific and technological developments, and the regulatory framework.

REDUCTION OF METHANE EMISSIONS AND GAS FLARING

Maintaining methane emission intensity close to zero by 2030

Measures to reduce methane emissions and routine flaring are a central component of Eni's decarbonisation strategy and contribute significantly to reducing direct Scope 1 emissions. Eni has been committed to reducing methane emissions in its operations for over a decade, focusing primarily on upstream operations.

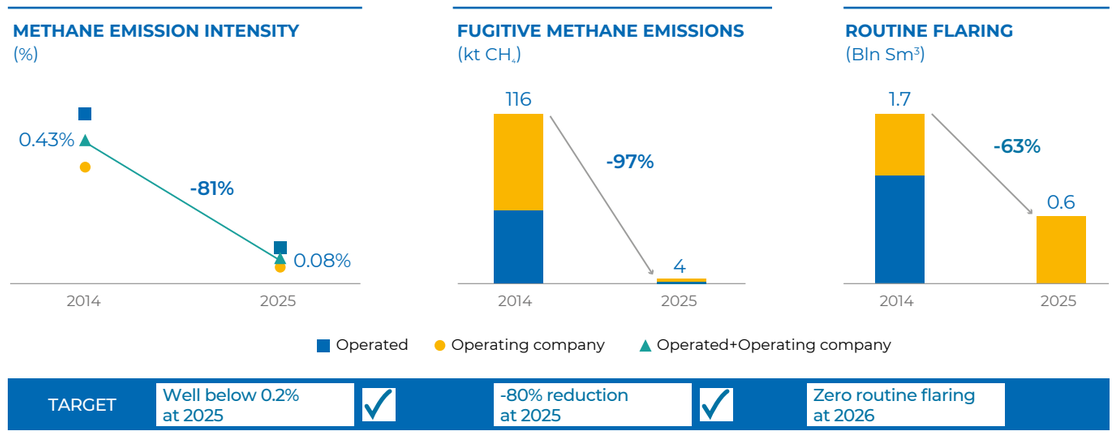
These initiatives follow structured programmes for monitoring, quantifying and mitigating emissions that have been developed in line with international guidelines including those of the Oil & Gas Methane Partnership (OGMP). Eni uses advanced detection technologies, including Optical Gas Imaging (OGI) thermal cameras, to carry out yearly LDAR (Leak Detection and Repair) inspections across its operated assets. These enable any methane leaks to be identified and repaired promptly. Alongside LDAR interventions, Eni is developing advanced technological solutions to better identify and measure emissions. This includes continuous source-monitoring systems such as the proprietary **Gas Sensor Node** (see **Gas Sensor Node, Eni's new technology for quantifying fugitive emissions**).

Thanks to these initiatives, Eni cut fugitive methane emissions by 80% in 2019, compared to 2014 levels, a target originally set for 2025.

Since 2022, Eni has been a signatory to the Aiming for Zero Methane Emissions initiative promoted by the Oil & Gas Climate Initiative (OGCI), which aims to reduce methane emissions from operated assets to the technical minimum by 2030, and has identified an emissions intensity threshold of 0.2% as the industry benchmark for near-zero emissions. In 2025, Eni's methane emission intensity stood at 0.09% (0.08% including operating companies[3]), well below the 0.2% threshold. Eni has confirmed it will maintain methane emission intensity below the 0.2% threshold for its upstream operated assets until 2030.

Parallel to this, Eni is devoting increasing efforts to identifying and implementing initiatives to mitigate gas flaring. In 2015, the Company set a target for eliminating routine flaring. Since then, it has progressively strengthened initiatives to cut flaring, particularly in Congo, Libya and Egypt, where major logistical, operational and market barriers limited the use of associated gas. Some projects have enabled the recovery and use of gas previously destined for flaring, contributing to both emissions reduction and development of local energy infrastructure. A case in point is the **Congo LNG project** (see **Reducing routine flaring and gas utilisation in the Republic of the Congo**).

Eni achieved its target of zero routine flaring in 2025 for the assets it operates. For activities carried out through operating companies, achieving this target is linked to the completion of projects in Libya, expected in 2026. Eni has confirmed that it will maintain these performance levels and consolidate its commitment to zero routine flaring across its operated portfolio until 2030, ensuring continuity and in line with the World Bank's Zero Routine Flaring by 2030 initiative.



3 A legal entity delegated to operate Oil & Gas activities in a Country on behalf of the partners (typically a joint structure between National Oil Companies and International Oil Companies).

The quality and transparency of Eni's methane reporting have been recognised by UNEP through the award of the Gold Standard Reporting under OGMP 2.0 as reported in the IMEO methane emissions reports published in 2024 and 2025.

Finally, a key aspect of Eni's approach to reducing methane emissions involves collaborating with other industry players and international organisations. This is aimed at sharing knowledge, developing common standards and promoting effective technologies and practices. These collaborations are outlined in the **Partnerships for Decarbonisation** section of this chapter.

FOCUS ON

Gas Sensor Node, Eni's new technology for quantifying fugitive emissions

Gas Sensor Node (GSN) is an innovative technology developed by Eni to continuously monitor and quantify fugitive methane emissions directly at source. The solution, designed for field use, is easily replicable at scale and can be deployed in various operational contexts, including in hard-to-reach environments.

The device integrates methane sensors, low-power electronic components and wireless communication systems. It can be connected to a solar panel, or alternatively, battery power, enabling energy autonomy, which allows the sensor to be installed and operate permanently on critical plant components such as valves, flanges and gaskets, allowing direct emissions measurement at source. The data collected is transmitted in real time to a centralised e-leakWatch platform, which uses the *Quantisense* algorithm to convert concentration measurements into emission fluxes even in complex industrial settings. The platform also identifies any intermittent emissions. This approach enables a more comprehensive assessment of methane emissions.

By generating continuous, granular data at the level of individual emission source, the Gas Sensor Node solution conforms to the monitoring requirements set out in OGMP 2.0 (Level 4). The continuous availability of usable data also supports timely action and proactive maintenance, thereby improving the efficiency, reliability and safety of LDAR activities.

The technology has been available at Eni's onshore and offshore facilities in Italy since the second quarter of 2025 and has demonstrated a high capacity to detect and quantify fugitive methane emissions even at low concentrations.

FOCUS ON

Reducing routine flaring and gas utilisation in the Republic of the Congo

Reducing routine flaring is a key lever for cutting emissions in the Oil & Gas sector, which in turn provided the impetus for Congo LNG, the first liquefied natural gas (LNG) project in the Republic of the Congo. It has been developed by Eni using a zero-flaring technological approach.

According to the Global Flaring and Methane Reduction Partnership (GFMR), routine flaring is the flaring of associated gas that occurs during oil production operations when adequate infrastructure or suitable geological conditions are not available for gas reinjection, on-site use or transport to market. This practice can be reduced through initiatives and technologies that enable gas recovery and use. The Congo LNG project involves constructing new infrastructure and optimising existing infrastructure to utilise gas resources, both associated and non-associated, contributing to the supply of energy for the local electricity market and to exports. The project includes onshore gas processing facilities and two floating liquefied natural gas (FLNG) units installed at the Nenè and Litchendjili fields. An early start to production at the Nguya FLNG unit, in December 2025, marked the launch of Phase 2 of the project. Gas previously sent to flaring is now being utilised, and this in turn contributed to Eni achieving its Zero Routine Flaring target for 2025 for assets operated by the Company.

INTERVIEW WITH BJØRN OTTO SVERDRUP

Bjørn Otto Sverdrup
Chair of OGCI Executive Committee and head of OGDC Secretariat

Scaling methane emissions reductions through collective action

As the global energy sector works to reach net zero emissions, what role does methane emissions reduction play within the industry's overall climate strategy?

Achieving near-zero methane emissions from oil and gas by 2030 is one of the fastest, most effective short-term levers for our industry to slow climate warming. There's no realistic pathway to Net Zero without tackling methane emissions.

The good news is, it's a realistic ambition. OGCI members have shown what's possible for the rest of the industry. Since 2017, our 12 member companies have cut their aggregated upstream operated methane emissions by 63% and reduced routine flaring by 72%. In 2024, OGCI members' aggregated upstream methane intensity was 0.12%, significantly lower than the global industry average.

Reducing methane emissions has helped lower member companies' carbon intensity by 24% since 2017 and is also reflected in our members' aggregate reduction in Scope 1 and 2 emissions by 25% over the same period.

Scaling this success across the entire industry is our priority. That's why we're continuing to work through the Oil & Gas Decarbonisation Charter. We're sharing our non-commercial learnings and best practices with the group's signatories to support and enable them to meet the Charter's ambition of near-zero methane emissions by 2030.

The Decarbonisation Charter numbers 56 signatories producing around 40% of the world's oil and gas. This represents a significant opportunity to have a big impact on methane emissions reduction in oil and gas. We are seeing a high level of participation and enthusiasm from the signatories - showing increased awareness of the need to act on methane emissions.

Looking ahead, which measurement technologies and approaches do you consider most promising for accelerating methane emissions reduction globally?

Improving measurement and increasing transparency is key to unlocking and accelerating further action and that's why our members are committed to enhanced monitoring, measurement and transparency.

We're seeing real momentum from satellite detection, continuous monitoring, and advanced analytics, which are transforming methane from an invisible risk into a measurable, actionable signal.

OGCI's recent work – from our successful satellite monitoring campaigns to a new methane detection response playbook – helps turn the data that's collected into opportunities to mitigate methane for use by the broader industry.

The direction of travel is clear: we're moving from generic emission factors to direct, high-frequency measurement. That improves transparency, builds trust, and helps operators prioritize the biggest sources of methane emissions and fix them faster.

Many methane mitigation technologies and practices are already available, yet implementation remains uneven across regions and operators. How can collaboration and the exchange of operational best practices accelerate progress and raise the performance of the entire industry?

Collaboration is vital to understand what works and to implement best practices. We have seen examples of this at OGCI, where working together has helped member companies significantly reduce their individual methane emissions and flaring.

We've seen how extending this model beyond our membership can scale impact. Here, the Decarbonisation Charter is already playing a critical role as a platform to help increase non-commercial learnings on leak detection, flaring reduction, and equipment upgrades to help drive performance.

Other initiatives we work through include the Aiming for Zero Methane Emissions initiative, which helped to raise awareness in the industry on the need to lower methane emissions, and set standards for the industry to strive for.

OGCI's satellite monitoring campaign demonstrated the effectiveness of satellites to detect methane, and our unique model of structured peer-to-peer engagement with local operators helped enable them to mitigate methane emissions and deploy those learnings across assets.

The bottom line is that our unique model of collaboration accelerates adoption, supports broader capability-building, and closes the gaps, which is exactly what's needed to deliver methane reductions at global scale.

ENERGY EFFICIENCY PROGRAMMES

GHG emission reduction measures also include energy efficiency initiatives. These contribute directly to the reduction of Scope 1 emissions by lowering operational energy consumption and, indirectly, to lower Scope 2 emissions by reducing demand for purchased electricity and heat. In 2025, energy efficiency initiatives applied mainly in upstream projects (77%) resulted in primary energy savings of more than 308 ktep/year compared to baseline consumption. The associated reduction in Scope 1 emissions was approximately 765,000 tonnes of CO_2eq.; when reduced Scope 2 emissions from purchased electricity and heat are included, the total savings rise to approximately 800,000 tonnes of CO_2eq.

The most significant energy efficiency measures involved process modifications and management and operational optimisation initiatives. Key examples include revamping gas compression units for export or reinjection, adapting equipment to new operating conditions and thermal integration between neighbouring plants. These were complemented by measures to optimise production networks, as well as to improve electricity generation systems management and electrification with imports from the national grid. Measures aimed at reducing Scope 1 emissions from stationary combustion include fuel substitution, for example, the use of fuel gas instead of diesel, and using renewable energy.

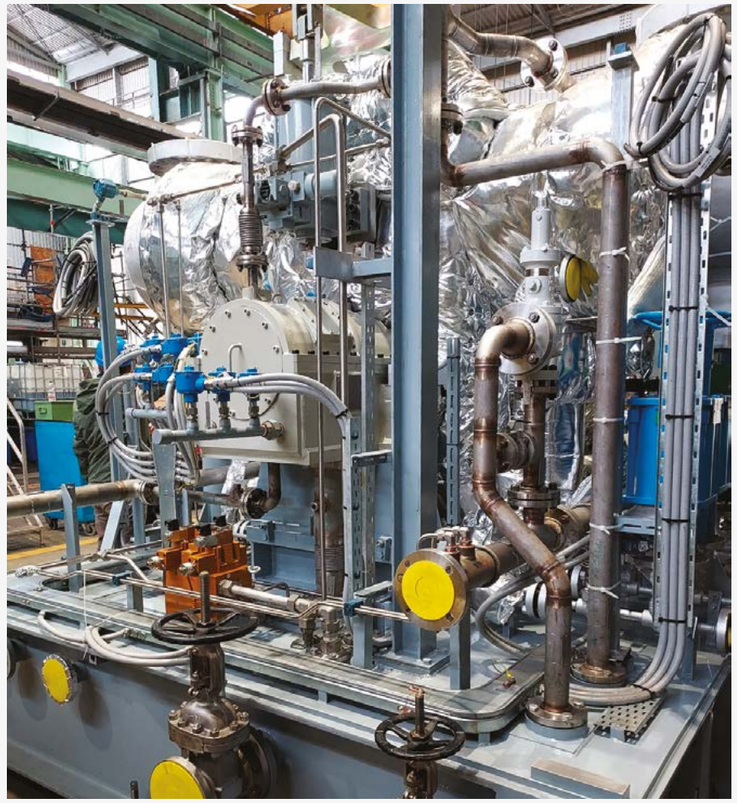
CASE STUDY

Energy efficiency in steam production

At Enipower's thermal power station in Mantua, a new back-pressure steam turbine (TuVa), which recovers energy from the steam used in industrial processes, was commissioned in 2025.

Previously, the medium-pressure steam produced was passed through a throttling valve to lower its pressure before being used in industrial processes, thereby dissipating the energy associated with the pressure drop. The new turbine harnesses the pressure reduction to generate electricity while maintaining heat supply to industrial processes.

The TuVa system has been integrated into the power station's combined cycle to convert part of the steam energy into electricity, increasing power output and improving the plant's efficiency. The project enables primary energy savings of approximately 5,800 toe/year, equivalent to a reduction in emissions of approximately 13,500 tCO_2/year. The nominal electrical output of the TuVa is equal to 7% of the nominal electrical output of one of the combined-cycle steam turbines at the site.



OIL & GAS PORTFOLIO MIX

Eni believes that natural gas has a central role to play in the energy transition due to its accessibility, reliability, versatility and lower carbon content compared to other fossil fuels. Natural gas also serves as a **complementary solution** to other technologies and energy sources that will gradually become more important in meeting energy demand. With the growth in electricity from renewable sources, characterised by intermittent and seasonal production, natural gas contributes to ensure stability and continuity in energy supplies. As a result, Eni is increasing the share of natural gas in its **upstream development portfolio** and prioritising activities with lower emissions and competitive costs. This evolution will lead to a gradual increase in the share of gas in total production, to more than 60% by 2030 and around 90% by 2050. The evolution of the production mix will reduce the overall emissions intensity of upstream activities, in accordance with the Group's decarbonisation pathway.

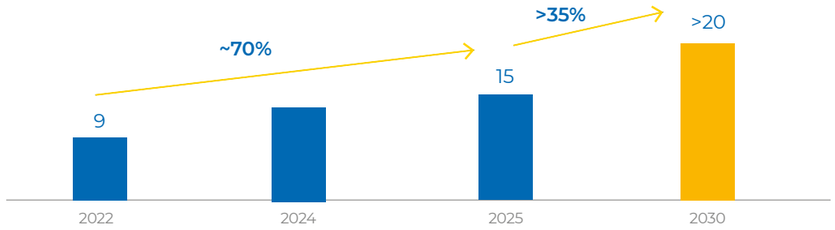
Gas component
>60%
by 2030 of total production

In 2025, Eni strengthened its presence in the liquefied natural gas (LNG) market, expanding and diversifying its portfolio by leveraging stable and long standing relationships in key markets. The goal is to reach 20 MTPA of contracted LNG by 2030. At the same time, the company has strengthened its trading activities. During the year, LNG sales reached 12.1 billion cubic metres, up 23.5% compared to 2024, with volumes mainly originating from Nigeria, Indonesia and the United States and destined for European and Asian markets.

LNG makes two key contributions to the energy transition. The fact it can be transported on ships provides advantages in terms of **security** and **flexibility** of supply, as it is not exclusively dependent on fixed pipeline networks and compressor stations that often cross countries and regions affected by geographical and geopolitical complexities. In addition, LNG has a lower carbon footprint than other fossil fuels, particularly coal. According to the International Energy Agency (IEA)[4], global GHG emissions intensity across the entire lifecycle of electricity generated from LNG is on average around 40% lower than that of electricity generated from coal. Furthermore, LNG results in approximately 25% fewer emissions than coal across various end-use energy applications. Under the assumption that gas replaces higher-emission fossil fuels such as oil and coal for generating electricity, Eni estimates that in 2025 its LNG sales helped avoid approximately 13.2 $MtCO_2$eq.

For further details on portfolio activities in the areas of exploration and Global Gas & LNG, please refer to the **Exploration & Production** and **Global Gas & LNG Portfolio and Power** sections of the 2025 Annual Report.

LNG CONTRACTED VOLUMES (MTPA)



Growth based on equity volumes

4 "Assessing Emissions from LNG Supply and Abatement Options" (IEA, 2025).

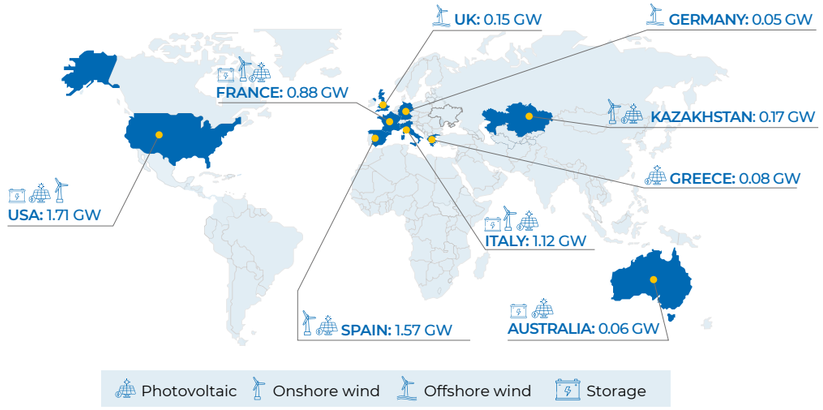
RENEWABLES

15 GW
by 2030 of installed capacity from renewable sources

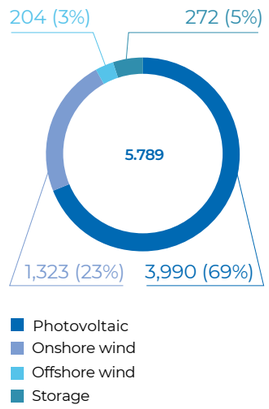
In 2025, Plenitude's portfolio of installed renewable electricity capacity continued to grow in line with the development path pursued in recent years. Installed capacity reached 5.8 GW, an **increase of 41%** compared to 4.1 GW in 2024. This achieved the target of exceeding of 5.5 GW for 2025 and is in line with plans to reach an installed capacity of 15 GW by 2030. Growth was mainly driven by expansion outside Italy, where the share of installed capacity rose from 74% in 2024 to 81% in 2025. Projects in Spain (+619 MW) and the acquisition of a portfolio of plants in France (+757 MW) increased Europe's share of total installed capacity from 54% to 64%. Plenitude also completed its first plant in Greece.

Plenitude's technology mix remains broadly unchanged, with solar power accounting for the largest share of installed capacity (69% compared to 66% in 2024), followed by onshore wind (23%), offshore wind (3%) and storage systems (5%). Within this mix, however, certain technologies are growing in importance. In particular, offshore wind capacity almost doubled, from 109 MW in 2024 to 204 MW by the end of 2025, mainly thanks to progress on the Dogger Bank A project (in which Plenitude has a stake) in the United Kingdom, now nearing completion. The development of storage systems continues, mainly in the United States, with the completion of the Sandrini storage plant (92 MW/368 MWh) in 2025, in which Plenitude holds a 49% stake, and the Guajillo plant (200 MW/200 MWh) in 2024.

INSTALLED CAPACITY OF RENEWABLE ELECTRICITY GENERATION PLANTS BY COUNTRY AND TECHNOLOGY AS OF 31 DECEMBER 2025 (GW)



INSTALLED CAPACITY AS OF 2025 BY TECHNOLOGY (MW)



COUNTRY	CAPACITY INCREASE IN 2025	TECHNOLOGY	DETAILS OF INITIATIVES
France	+757 MW	Solar/wind/storage	Acquisitions: 37 solar power plants (506 MW, Plenitude's share), 14 onshore wind farms (245 MW, Plenitude's share) and 1 storage facility (6 MW, Plenitude's share).
Spain	+619 MW	Solar	Completed: plants in Badajoz (330 MW, +244 MW vs. 2024) and Guillena (230 MW, +64 MW vs. 2024). Additionally, the Villarino (221 MW) and La Flota (90 MW) plants were completed.
United Kingdom	+95 MW	Wind	Progress on the Dogger Bank A project (three turbines installed out of a total of 95), for a total capacity of 1,175 MW (153 MW attributable to Plenitude).
Greece	+80 MW	Solar	Completion of the Toumba solar power plant (80 MW): Plenitude's first plant in the Country.
Italy	+77 MW	Solar	Projects in the pipeline: Assemini (formerly CSP) (10 MW), Ferrandina (9 MW), Priolo (8 MW), Treia (5 MW). Plants under development as part of the partnership with Hergo (6 MW attributable to Plenitude) and GreenIT (9 MW attributable to Plenitude). An increase of 28 MW from small-scale plants.
USA	+46 MW	Storage	Completion of the Sandrini storage facility (92 MW/368 MWh) near the Sandrini 100 and 200 solar power plants in California, acquired in 2024, in which Plenitude holds a 49% stake.
Kazakhstan	+26 MW	Solar	The Mangystau solar power plant (50 MW, of which 26 MW is owned by Plenitude) has been completed in partnership with KazMunayGas, as part of the development of a hybrid plant combining solar and wind power with natural gas-fired electricity generation.

FOCUS ON

New capacity in Spain

In 2025, Plenitude significantly expanded its installed renewable energy capacity in Spain, with an increase of +619 MW. The completion of the photovoltaic Caparacena plant in Granada is noteworthy. It covers 264 hectares and has a total installed capacity of 150 MW, comprising three photovoltaic parks of approximately 50 MW each, capable of generating around 320 GWh of electricity per year. Another significant project is the Renopool solar park in Badajoz, where the northern block began production in 2025. When completed, the solar park will have seven plants in two blocks and a total capacity of 330 MW.

FOCUS ON

Eni's contribution to the Italian electricity system through thermal power stations and storage systems

Enipower's contribution

Enipower, established in November 1999, currently owns – directly or through its subsidiaries – five power plants located in Brindisi, Ferrara, Mantua, Ravenna and Ferrera Erbognone (Pavia), as well as a cogeneration plant in Bolgiano (San Donato Milanese). This generation fleet places the company among Italy's leading electricity producers and as the Country's foremost producer of process steam.
Through their participation in the Capacity Market[5], Enipower's thermal power plants make a significant contribution to the adequacy[6] of the national electricity system, leveraging the high reliability of the assets and their rapid ramp-up capabilities, thereby ensuring energy supply even during periods of peak demand.
At the same time, the operational flexibility of Enipower's plants supports the safe operation[7] of the system within an increasingly complex environment driven by the growing integration of renewable energy sources, enabling the grid operator to manage fluctuations in both demand and non-dispatchable generation.
Within this context, Enipower's initiatives aimed at enhancing operational flexibility and plant efficiency are particularly relevant, delivering benefits that include, among others, a reduction in GHG emissions.

The contribution of Eni Storage Systems and Plenitude's storage systems

Eni is investing in developing electrical storage systems that enable excess energy to be stored and fed back into the system during periods of lower generation. These systems provide essential frequency and voltage regulation services, helping to maintain grid stability.
Plenitude has built its first utility-scale plant connected to the transmission grid in Assemini (Cagliari), that has been operational since June 2023[8]. The plant, with a capacity of approximately 15 MW and a storage capacity of 9 MWh, provides Italian national grid operator Terna with a *fast reserve* service for ultra-rapid frequency regulation. In 2025, Plenitude was awarded two further projects at auctions conducted by the Mechanism for the Procurement of Electrical Storage Capacity (MACSE) and promoted by Terna to facilitate renewable energy integration into the Italian electricity system. The projects, located at Eni's sites in Gela and Assemini, will offer a total capacity of 85 MW and 500 MWh, equivalent to approximately six hours of storage.
Additionally, Eni Storage Systems, a joint venture with Seri Industrial, was established to build a facility in Brindisi for the production of over 8 GWh/year of lithium-iron-phosphate (LFP) batteries intended primarily for stationary electricity storage systems.

5 The Capacity Market is a mechanism through which Terna, Italy's transmission system operator (TSO), procures the availability of generation capacity via long-term contracts awarded through competitive auctions.
6 The structural capability of an electricity system's infrastructure to meet consumers' electricity demand at all times, while complying with safety and quality-of-service standards. An adequate system ensures that available resources are sufficient to cover expected demand even under extreme conditions.
7 The capability to cope with sudden disturbances, maintaining normal system operation or ensuring rapid recovery, thus avoiding blackouts.
8 Internationally, in 2025 Plenitude brought into operation the Guajillo energy storage facility in Texas (USA), with an installed power of 200 MW and a storage capacity of 200 MWh, contributing to the stability of the local electricity grid.

FOCUS ON

Electric mobility

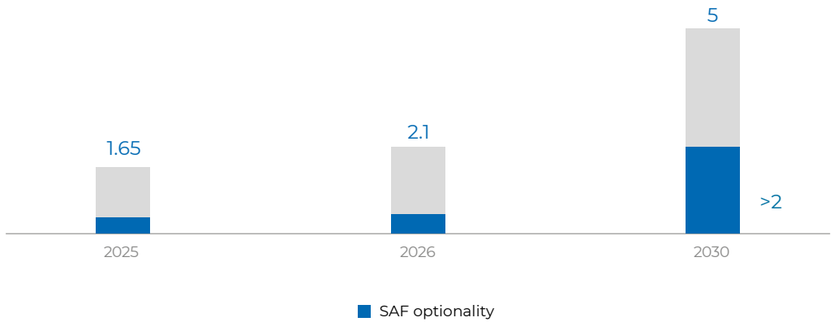
As the second-largest EV charging operator in Italy, Plenitude charging points are supporting the growth of electric mobility and are integrated into the electricity system. As of the end of 2025, the proprietary electric mobility network totalled approximately 23,000 charging points, up 7% compared to 2024. This was driven by an increase of over 50% in the overseas network. The e-mobility business is projected to reach 30,000 charging points by 2030. For further information on the products and services provided by Plenitude to support its customers' changing energy needs, please refer to the **Sustainability in the Value Chain** section of this document. For further details on Plenitude's activities, please refer to Plenitude's 2025 Sustainability Report and Impact Report.

5 million tonnes per year (MTPA) of biorefinery capacity by 2030

BIOFUELS

Biofuel production is another key lever through which Eni is reducing the emissions intensity of its operations. Traditional refineries are being gradually converted into biorefineries that produce fuels from biogenic feedstocks. At the same time, biofuels represent a viable solution – among those immediately available – for the decarbonisation of the transport sector, particularly in hard-to-abate segments such as heavy-duty road transport, aviation and maritime transport.
Biorefining activities are carried out by Enilive, which uses the proprietary Ecofining™ technology – developed by Eni starting in the early 2000s and licensed in 2007 in collaboration with Honeywell UOP – capable of converting biogenic feedstocks, such as waste, residues and vegetable oils, into biofuels. Enilive's current renewable feedstock processing capacity stands at 1.65 million tonnes, with a target of reaching 5 million tonnes per year by 2030, alongside a target production capacity of more than 2 million tonnes per year of Sustainable Aviation Fuel (SAF) by 2030.

BIOREFINING CAPACITY AND SAF OPTIONALITY (MTPA)



One of the year's key developments in Italy was the launch of the first plant dedicated to producing SAF-biojet at the Gela Biorefinery, which has an annual capacity of 400,000 tonnes[9]. Work has also begun on converting part of the Sannazzaro de' Burgondi refinery (Pavia) into a biorefinery to produce SAF-biojet and HVO (hydrotreated vegetable oil) diesel with an annual capacity of 550,000 tonnes per year. (For further details, see the section **Industrial transformation of the downstream sector**).

Internationally, the construction of the first HVO and SAF-biojet production plant was initiated in South Korea in 2025 through the LG–Eni BioRefining joint venture. Due to be operational in 2027, the plant will process approximately 400,000 tonnes per year of sustainable biogenic feedstocks. The Pengerang biorefinery in Malaysia, built in partnership with Petronas and Euglena, is also under development. It will be operational by 2028, with a processing capacity of 650,000 tonnes per year of renewable feedstocks to produce SAF-biojet, HVO diesel and HVO naphtha.

9 Equivalent to approximately one-third of the European demand forecast for 2025 and in line with the European targets set out in the ReFuelEU Aviation Regulation.

	COUNTRY	PLANT	FEATURES	STATUS
EXISTING BIOREFINERIES	Italy	Gela	**Capacity**: 736,000 tonnes/year **SAF capacity** up to 400,000 tonnes/ye 100% Enilive	Operational since 2019
		Venice	**Capacità**: ~400,000 tonnes/year 100% Enilive	Operational since 2014
	USA	Chalmette, Louisiana	**Capacity**: 1.1 million tonnes/year JV with PBF Energy	Operational from 2023

	COUNTRY	PLANT	CHARACTERISTICS	STATUS
FUTURE DEVELOPMENTS	ITALY	Venice (expansion)	**Capacity**: up to 600,000 tonnes/year (total) 100% Enilive	Start-up by 2027
		Livorno	**Capacity**: ~5500,000 tonnes/year 100% Enilive	Start-up by 2026
		Sannazzaro	**Capacity**: 550,000 tonnes/year 100% Enilive	Start-up by 2028
		Priolo	**Capacity**: 500,000 tonnes/year JV with Q8 Italy	Start-up by 2028
	SOUTH KOREA	Daesan/Seosan	**Capacity**: 400,000 tonnes/year JV with LG Chem	Start-up by 2027
	MALAYSIA	Pengerang	**Capacity**: 650,000 tonnes/year JV with PETRONAS and Euglena	Start-up by 2028

PROPRIETARY ECOFINING™ TECHNOLOGY

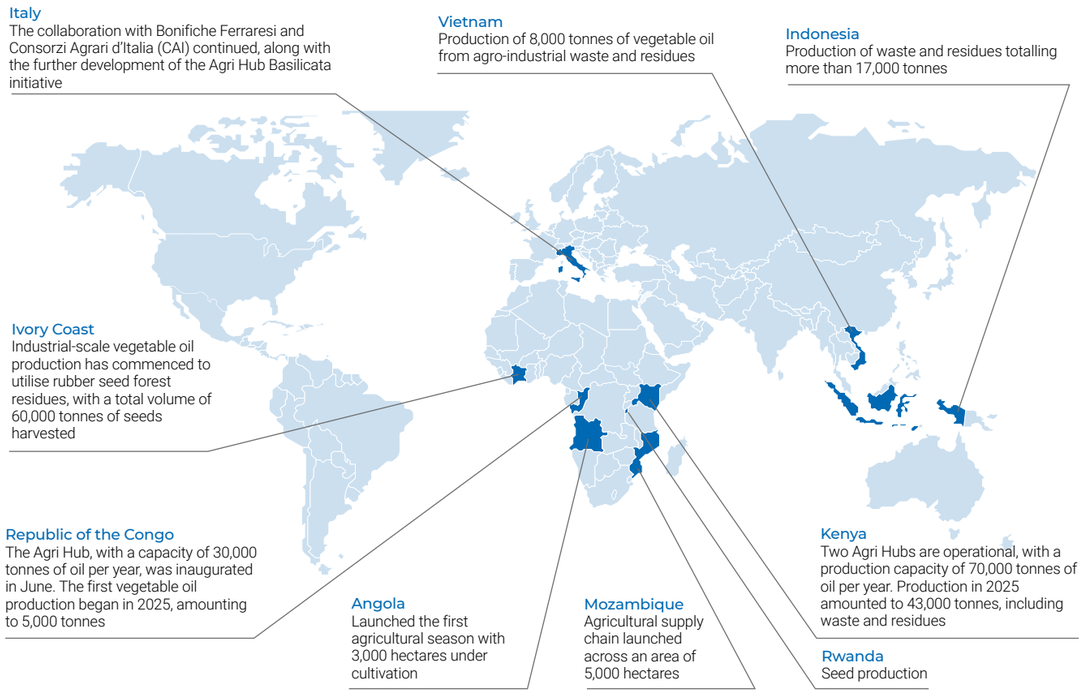
Enilive is also committed to developing HVO diesel biofuel, derived from 100% biogenic feedstocks, for the marine sector. This can be used in its pure form in vessels with the necessary approvals and thus contribute immediately to decarbonising the sector. Enilive started supplying HVO diesel for the marine sector in the Italian ports of Ravenna, Genoa and Venice since July 2025. It has agreements with shipowners operating in various segments, including cruise ships, roll-on/roll-off vessels, container ships and chemical tankers.

AGRI-FEEDSTOCK INITIATIVES

The development of the agri-feedstock supply chain complements the growth of Eni's biorefining activities, helping to secure and diversify the supply of raw materials for biofuel production. Eni's model for developing agri-feedstock initiatives avoids competition with the food chain. It sources raw materials from the cultivation of degraded land, rotation crops and waste from agro-industrial and forestry sectors to supply vegetable oils for its own processing facilities. Through an end-to-end approach, the model promotes the supply of vegetable oil at competitive costs and supports the expansion of Eni's biorefining activities while generating positive impacts in terms of employment and local economic development.
Processing by-products are also recovered and utilised in the feed and fertiliser sectors, with food security benefits for the regions and countries involved. Eni's agri-feedstock supply chains are certified

under the ISCC-EU (International Sustainability and Carbon Certification) scheme, one of the main voluntary standards recognised by the European Commission for the sustainability certification of biofuels (EU RED III). In 2025, production from these supply chains amounted to 211,000 tonnes, an increase of 62% compared to 2024, with a significant contribution coming from waste and residues from the agro-industrial supply chain. The target is to reach approximately 1 million tonnes by 2030. Eni's agri-feedstock activities in 2025 took place mainly in the Republic of the Congo, Kenya, Ivory Coast, Angola, Mozambique, Italy, Rwanda, Vietnam and Indonesia.

AGRI-FEEDSTOCK 2025



Agri-hub, Kenya

CCS PROJECTS

>40 Mton
CO_2 /year transport and storage capacity after 2030

Carbon capture and storage (CCS) is a relevant technological process for the energy transition, particularly for the decarbonisation of industrial sectors characterised by emissions that are difficult to reduce (hard-to-abate), as well as for certain applications in electricity generation. Eni is therefore developing CCS projects both to cut its own industrial emissions from 2030, and to make CO_2 storage capacity available to third-party operators.

In line with the satellite model adopted by Eni, a subsidiary dedicated to carbon capture and storage, Eni CCUS Holding, was established in 2025. This consolidates the Group's main CCS projects into a single entity and helps their industrial development. During the year, the entry of Global Infrastructure Partners (GIP), a leading global infrastructure investor belonging to the BlackRock group, was also finalised, with a 49.99% stake under joint control in the capital of the company which is developing, through its subsidiaries, the Liverpool Bay and Bacton projects in the UK, as well as the L10-CCS project in the Netherlands. Eni CCUS Holding also has the right to acquire Eni's 50% stake in the Ravenna CCS project in Italy and may include other potential projects within a broader platform of CCS initiatives in the medium to long term.

Eni has developed a model for its CCS projects that leverages the expertise gained in natural gas storage and envisages the reuse of depleted gas fields for CO_2 storage in Italy and abroad. In **Italy**, Eni is developing, as operator in partnership with Snam, the Ravenna CCS project designed to support industrial decarbonisation at national level and in south-western Europe through the storage of CO_2 emissions in depleted offshore gas fields in the Adriatic Sea. Phase 1, launched in August 2024, was completed with results in line with the project's objectives. In 2025 Eni began seeking authorisation for Phase 2, which involves industrial-scale development for transport and storage capacity of 4 million tonnes of CO_2 per year by 2030, with the potential to expand to 16 million tonnes per year. In **the United Kingdom**, Eni CCUS Holding has established a leading position with the Liverpool Bay CCS project. This is part of the HyNet North West industrial cluster, selected by the British government as one of two priority projects for the development of CCS in Britain. The execution phase of the project began in 2025. This involves converting and reusing offshore infrastructure and depleted gas fields to store CO_2 from industrial districts in north-west England and north Wales. The transport and storage infrastructure will be available from 2028 with an initial capacity of 4.5 million tonnes per year, growing to 10 million tonnes per year after 2030. Eni is also in the engineering phase of developing the Bacton CCS project in the UK. This will help decarbonise the south-east of the Country by storing CO_2in the depleted Hewett offshore gas field. In **the Netherlands**, Eni CCUS Holding has a 39% stake in the L10 CCS project, which will store approximately 5 million tonnes of CO_2 per year in depleted reservoirs in the North Sea. The project is under development and aims to provide storage capacity for industrial emission from the Netherlands and neighbouring countries in north-western Europe, including Germany, France and Belgium.

FOCUS ON

CCS technology for decarbonising data centres

The rapid expansion of artificial intelligence and digital services is driving a significant increase in demand for computing power and, consequently, for energy. Data centres are strategic IT infrastructure housing thousands of servers, cloud services and artificial intelligence systems, and need a continuous and reliable electricity supply. In response, Eni is drawing upon its expertise to propose an innovative approach that integrates electricity generation with CO_2 capture and storage. This makes it possible to supply data centres with "blue power" – low-emission electricity produced from natural gas in highly-efficient power stations, combined with CO_2 capture and storage technologies. This reduces emissions by up to 90% by combining the reliability of thermal power stations with a reduced carbon footprint.

A concrete application of this model is the partnership with Khazna Data Centers to develop an "AI Data Centre Campus" in Ferrera Erbognone, Lombardy, with a total IT capacity of 500 MW. The infrastructure will initially be powered by the existing Enipower plant in Ferrera Erbognone, but future expansion of the Data Centre Campus will be supplied with "blue power" produced by a new, more efficient power plant combined with a CO_2 capture facility. The emissions will be stored at the CCS hub in Ravenna. This is a pioneering IT infrastructure proposal in Italy, creating a synergy between decarbonised energy and next-generation computing.

FOCUS ON

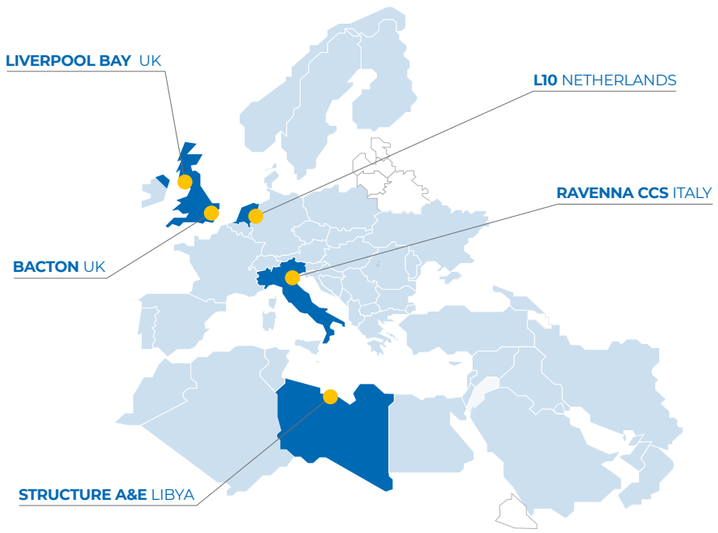
Carbon Capture and Storage safety standards

Carbon Capture and Storage (CCS) is considered an activity with high safety standards because it uses established technologies within a robust regulatory framework. The safety of storage sites is guaranteed by a rigorous site selection process and authorisation procedure. Official authorisation for permanently storing CO_2 is subject to the completion of geological studies using internationally recognised and established methodologies and tools that assess all possible impacts associated with the injection of CO_2 into the reservoir area. To carry out these studies, Eni can draw on decades of experience in the energy sector and the power of its supercomputers. A recent IEAGHG publication[10] says that "CO_2 leaks from a suitably selected geological storage site are considered unlikely, and any environmental impacts are small compared to the impact of other human activities". The study also describes the probability of leaks from storage in depleted gas fields as "negligible". These geological structures have already demonstrated their ability to contain natural gas for millions of years - as in the example of the Adriatic gas fields converted for permanent CO_2 storage as part of the Ravenna CCS project.

For transporting CO_2 there is also significant global experience in constructing and managing CO_2 pipelines, which are no riskier than those already safely transporting natural gas. In the United States, for example, an 8,000 km CO_2 pipeline network has been in operation for decades, with average leakage rates of less than 0.001% of the volumes transported annually[11].

Finally, a fundamental role in ensuring the safety of CCS projects is played by continuous monitoring of storage sites, using advanced technologies such as ground deformation measurement, microseismic monitoring and the continuous comparison of the reservoir's response with predictive models. In the Ravenna CCS project, for example, Eni draws upon both its geological knowledge of the Ravenna area gained during natural gas production and the related monitoring network.

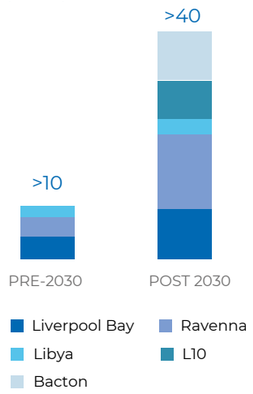
STORAGE SITES



Storage sites under development

(*) Includes potential developments in the Mediaterranean, North Sea & Asia-Pacific.

CO_2 STORAGE CAPACITY (MTPA)



~3 Gton
total storage capacity*

10 Reviewing the implications of unlikely but potential CO_2 migration to the surface or shallow subsurface - IEAGHG 2025.
11 A Review of the Safety Record of CO_2 Pipelines in the United States - Great Plains Institute 2024.

CARBON OFFSET SOLUTIONS

Eni supports the development of projects aimed at generating carbon credits to offset GHG emissions that cannot otherwise be reduced through medium- and long-term agreements with partners and local authorities. Eni monitors the quality and integrity of these projects. Currently, carbon credits used by Eni to achieve its Net Zero targets are generated by activities that reduce CO_2 emissions that would otherwise be released into the atmosphere. These include Natural Climate Solutions (NCS) initiatives aimed at the protection and sustainable management of land. Examples include the REDD+ projects[12], the first initiatives promoted by Eni, which aim to conserve forests, protect biodiversity and promote local sustainable development in the Ivory Coast, Mexico, Mozambique, Tanzania, the Democratic Republic of the Congo and Zambia.

Technology-Based Solutions (TBS) complement the NCS initiatives. These include the "Eni for Clean Cooking" programme, launched in 2018 to promote the introduction of improved cookstoves that use less non-renewable biomass[13], with the aim of improving people's health and conserving forests. This programme is being implemented in Angola, Congo, Ivory Coast, Madagascar, Mozambique, Rwanda and Tanzania. During 2025, feasibility studies were launched for the use of "advanced" clean cooking systems, which envisage induction cookstoves being distributed in urban areas and pyrolysis cookers in rural areas. These promote the use of agricultural waste, including by-products from Eni's agri-feedstock supply chain, in a circular economy approach. The clean cooking programme combines emissions reduction with equitable and sustainable local development. Among the programme's objectives is also to promote the local production of cookstoves, aiming to support employment and the host country's supply chain, while improving local technological know-how and production capacity. For more on the social impacts of the "Eni for Clean Cooking" programme, see the chapter on **Partnerships for Development**.

Eni's strategy involves progressively increasing the proportion of credits derived from so-called Carbon Dioxide Removal (CDR) projects. These are NCS or TBS solutions that remove CO_2 directly from the atmosphere, such as ecosystem restoration, or increase CO_2 stocks in the soil through appropriate agricultural practices. For example, Eni has launched the Makueni Agroforestry Carbon Project (MACP) in Kenya to promote Sustainable Agriculture and Land Management (SALM)[14] and the Conservation & Restoration of Classified Forests (CRCF) project in Ivory Coast. In 2025, Eni utilised credits for 7 million tonnes of CO_2e.

Max. 15 Mton
CO_2e/year of carbon offsets by 2030

12 "Reducing Emissions from Deforestation and Forest Degradation", a scheme defined and promoted by the United Nations.
13 Non-renewable biomass (often referred to by the acronym fNRB - fraction of Non-Renewable Biomass) refers to wood, coal or other biomass used as fuel that is extracted from forests or ecosystems in an unsustainable manner, exceeding the natural capacity of vegetation to regenerate.
14 Actions falling under the SALM category include the use of agricultural practices capable of increasing the organic carbon content in the soil and the integration of tree species into agricultural crops.

FOCUS ON

Natural Climate Solutions (NCS) - Carbon Dioxide Removal

In November 2024, in partnership with the Ministry of Water and Forests of Côte d'Ivoire, Eni launched the Conservation and Restoration of Classified Forests (CRCF) in 14 locations. This is one of the first agreements in the country signed by a private company to generate carbon credits. The initiative covers approximately 156,000 hectares, involves 300,000 people and includes forest protection, ecosystem restoration through planting native species, promoting sustainable agricultural practices and biodiversity protection.

The project combines carbon avoidance activities aimed at preventing emissions arising from deforestation and forest degradation (REDD+), with carbon removal, through the removal of CO_2 from the atmosphere by restoring forest ecosystems. The carbon credits generated and certified according to the international standard Verra will contribute to offsetting the Scope 1 and Scope 2 emissions of the upstream Baleine offshore oil and gas project in Ivory Coast.

In 2025 socio-economic studies were completed for the first 100 villages and the first site visit for the project validation process was conducted by the Validation & Verification Body (VVB), an independent third-party body according to the international standard Verra. Over 100,000 native trees were planted, and eight forest management plans were developed in collaboration with local authorities.

FOCUS ON

Industrial transformation of the downstream sector

Industrial transformation is one of the main tools through which Eni is evolving in the context of the **energy transition**, with the aim of responding to and adapting to changes in the energy and materials markets, **ensuring the safety and efficiency of assets** whilst enhancing **skills**, **technologies** and **existing industrial infrastructure**, combining decarbonisation, competitiveness and production continuity with a view to **organic growth**. The transformation initiatives are coordinated by **Eni's Industrial Transformation Department**, which invests in the conversion of industrial sites and the development of new lower carbon value chains with a technologically neutral and pragmatic approach focused on safeguarding human and industrial capital, whilst maintaining industry's central role in the economic and social growth of local areas.

New lower carbon value chains: biochemistry, biofuels, circularity and specialisation

The transformation underway in the chemicals sector is a concrete example of this approach. **The evolutionary path of industrial transformation**, launched over a decade ago in refining, is also **continuing in the basic chemicals sector**. Versalis has in fact embarked on a path geared towards the development of **new platforms** based on **biochemistry**, **circularity** and **advanced specialisation** to respond to the structural crisis of traditional chemicals in Europe, with the aim of boosting competitiveness and promoting long-term sustainability objectives in relation to the Versalis business.
In this context, for example, in the field of biochemistry, by **acquiring Novamont**, a bio-based materials company, Versalis has expanded its production to include bioplastics, biochemicals and biodegradable and/or compostable products.

Versalis' four-year, €2 billion transformation and revitalisation plan is based on an industrial vision that integrates the social dimension of the transition. The plan is structured around three main pillars: reducing Versalis' CO_2 emissions in Italy (to around 1 Mt/year, a 40% reduction), maintaining industrial production on the sites, and maintaining employment levels without resorting to layoffs. **Safeguarding employment is central to the transformation process**: the new industrial projects aim to ensure employment continuity by maintaining industrial production, reskilling and upskilling staff, and involving stakeholders at all stages of the transformation.
Eni is also focusing on circularity. A chemical recycling demonstration plant based on proprietary Hoop® technology was inaugurated in Mantua in 2025. This technology enables mixed plastics to be turned into polymers, a new raw material. The technology will subsequently be implemented at industrial-scale also at the **Priolo** site, where a **new biorefinery** based on proprietary Ecofining™ technology to produce biofuels is also planned. **A mechanical recycling plant with an annual capacity of 20,000 tonnes came into operation at the Porto Marghera site in 2025**, further contributing to the development of the Italian plastics recycling sector.

Another area of industrial transformation concerns **the conversion of traditional refining assets into biorefineries**, in line with applying circularity principles to asset management and with Eni's approach to the Just Transition. Following the transformation of the Venice and Gela refineries, thanks to investments, proprietary technologies and skills development, Eni has launched new industrial conversion projects. These include **converting the Livorno refinery**, which involves constructing a biorefinery with a capacity of 500,000 tonnes per year. This is due to come on stream in 2026. **The conversion of some units at the Sannazzaro de' Burgondi refinery (Pavia)** is also planned. This project, which will be operational in 2028, will not alter the existing refinery's capacity but will complement existing operations, helping to broaden products offered. The biorefinery will have a capacity of 550,000 tonnes per year and will help increase the production of HVO diesel and SAF biojet fuel for the aviation sector.

Beyond chemistry: new industrial pathways for the transition

In parallel with the development projects for new chemical platforms, industrial transformation is extending to supplying materials for new technological solutions, such as **energy storage systems**.

In **Brindisi**, Eni is developing a **hub dedicated to making lithium iron phosphate (LFP) cells and the assembly of BESS (Battery Energy Storage System) modules**, which are essential for integrating renewable energy sources into the grid and to ensure the electricity system remains stable as it becomes more flexible. This new industrial sector, with high growth potential, contributes to value creation and job security, strengthening the role of Italian industry in the energy transition.

An inclusive transformation: communities, skills and partnerships

In 2026, as part of the evolution of the Group's organisational model, **the new company Eni Industrial Evolution (EIE)** was launched, with the aim of guiding the transformation of refining and logistics assets in Europe and the Middle East and supporting the development of new industrial supply chains. EIE's approach aims to leverage the expertise and technologies developed in the downstream sector, accelerating the conversion of assets in line with the principles of the circular economy and consistent with the three pillars of sustainability: environmental, economic and social.
Industrial transformation requires **the involvement of local territories, communities and the entire value chain**, through dialogue with stakeholders, including institutional ones, and the adoption of social protection measures, with the aim of generating new opportunities and contributing to a just transition. In this process, **industrial partnerships** are a key element in achieving the transition objectives and contribute to strengthening the competitiveness of projects, promoting the sharing of know-how and the evolution of technologies, thanks in part to risk reduction and the complementarity of skills. **The initiatives promoted reinforce the path undertaken by Eni and demonstrate how the energy transition can become a concrete opportunity for industrial revitalisation**.

DECARBONISATION PARTNERSHIP

Eni has long collaborated and engaged in dialogue with academia, civil society, institutions and businesses to promote the energy transition by generating knowledge, sharing best practices and promoting initiatives capable of creating value for both the company and its stakeholders. Eni has signed collaboration agreements with national oil companies (NOCs) and joint venture partners including EGAS, Sonatrach and SOCAR to share its expertise in managing and reducing methane emissions. Eni has also established partnerships with energy-intensive companies to develop and roll out lower carbon solutions. In particular, Eni has joined the "Pact for the Decarbonisation of Air Transport" (PACTA), an initiative launched in collaboration with Aeroporti di Roma to chart a roadmap for decarbonising air transport by 2050. Eni is also working on innovative solutions alongside universities and start-ups, for example in magnetic confinement fusion. Finally, collaborations with international organisations and participation in global initiatives aim to develop best practices for monitoring, reporting and reducing emissions, and to promote the adoption of new technologies across the Oil & Gas sector.

GLOBAL ORGANISATIONS AND INITIATIVES

Oil & Gas Methane Partnership (OGMP)	Eni is a founding member of the Oil & Gas Methane Partnership 2.0 (OGMP 2.0), the United Nations Environment Programme's (UNEP) flagship programme for reporting and mitigating methane emissions in the Oil & Gas sector.
Oil & Gas Climate Initiative (OGCI)	Eni is a founding member of the Oil & Gas Climate Initiative (OGCI), an organisation bringing together 12 of the world's largest Oil & Gas companies to lead the industry's response to climate change. OGCI members have established Climate Investment (CI), an investment fund specialising in decarbonisation. This aims to reduce greenhouse gas emissions in the short-term through investments and promoting wider adoption of innovations from portfolio companies, thanks to a network of investors and global partnerships.
IPIECA and IOGP	Eni actively participates in expert groups such as the International Petroleum Industry Association for Environmental and Social Performance across the Energy Transition (IPIECA) – the first trade association focusing on environmental and social issues for the Oil & Gas industry – and the International Association of Oil & Gas Producers (IOGP), a forum aimed at sharing knowledge and best practices in the fields of safety, health, the environment, engineering and, now, the industrial and energy transitions.
Oil & Gas Decarbonization Charter (OGDC)	Eni is a signatory to the Oil & Gas Decarbonization Charter (OGDC), a collaboration aimed at accelerating the decarbonisation of the Oil & Gas sector globally and promoting industry cooperation and knowledge sharing. Already endorsed by companies representing 43% of global Oil & Gas production, the Charter sets out a series of targets to achieve Net Zero emissions from operations by or before 2050.
Global Flaring and Methane Reduction (GFMR)	Eni has joined the Global Flaring and Methane Reduction (GFMR) Trust Fund, an initiative launched by the World Bank to support governments and operators in developing Countries seeking to eliminate routine flaring, as well as in reducing methane emissions from the Oil & Gas sector to near zero by 2030. The fund aims to provide technical assistance, facilitate policy and regulatory reforms, strengthen institutions and mobilise funding to support the actions of governments and operators.

CASE STUDY

Eni's support to the Libyan NOC for detecting and reducing methane emissions

In 2025, Eni launched a collaboration with UNEP's International Methane Emissions Observatory (IMEO) and Carbon Limits to provide training to Libyan National Oil Corporation (NOC) employees, with the aim of enabling them to detect and repair methane leaks.
The three-day workshop took place at Eni's headquarters and the Ravenna gas processing plant. It was structured around theoretical sessions followed by practical activities, during which participants were able to use the equipment to identify and monitor methane leaks. During the training, NOC technicians were shown how to use tools such as methane "sniffer" probes and optical gas imaging cameras, which enable any leaks to be detected and visualised in real time.
The workshop focused on the LDAR approach and explored measurement and detection methodologies, data interpretation and the integration of LDAR practices into upstream operations. The training supports the NOC's efforts to monitor its methane emissions and progress towards more advanced reporting levels under UNEP's Oil & Gas Methane Partnership 2.0.
The initiative is part of Eni's commitment to sharing expertise and best practices with its stakeholders, recognising that these are key to reducing methane emissions.

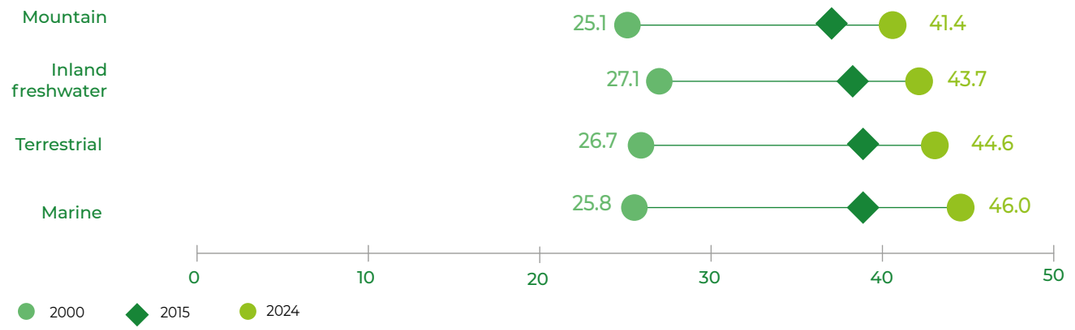
Environmental protection

CONTEXT: CHALLENGES AND OPPORTUNITIES

KEY BIODIVERSITY AREAS (KBAs) AND PROTECTED AREAS

Globally, about 17.6% of terrestrial areas and inland waters are designated as protected areas. In 2022, the Kunming-Montreal Global Biodiversity Framework set the goal of increasing this share to at least 30% by 2030. Key Biodiversity Areas (KBAs) are sites identified at the international level as particularly important for the conservation of species and ecosystems, but they are not automatically subject to legal protection. To date, about 68% of KBAs fall partially or entirely within protected areas. A globally used indicator also measures the average proportion of KBA surface area effectively covered by protected areas. This value has increased from 25 in 2000 to 44 per cent in 2024, with similar levels across mountain, inland freshwater, terrestrial, and marine ecosystems. After more rapid growth in the early 2000s, progress in this indicator has been more limited since 2015.

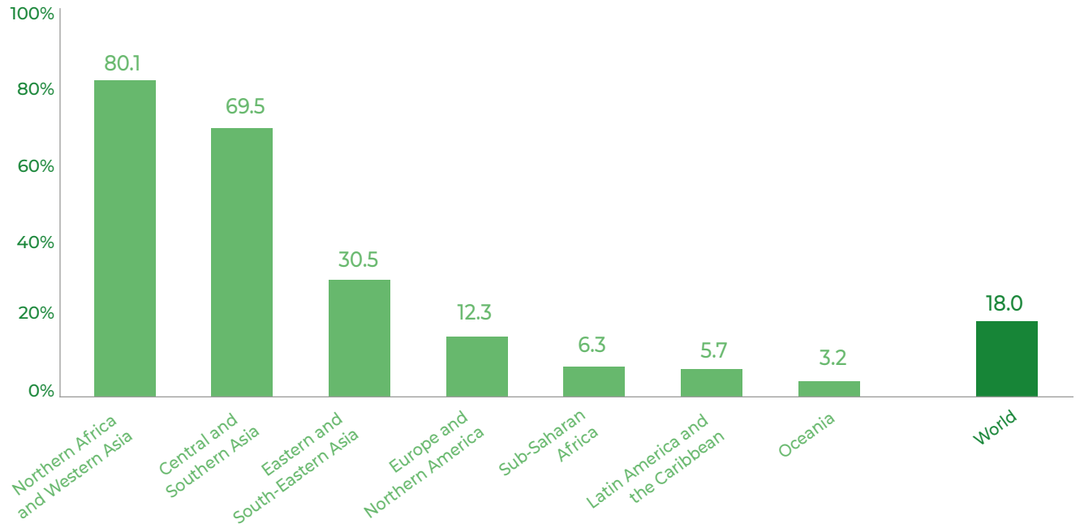
MEAN PROPORTION OF MOUNTAIN, INLAND FRESHWATER, TERRESTRIAL AND MARINE KBAs COVERED BY PROTECTED AREAS, 2000, 2015 AND 2024 (PERCENTAGE)



Source: © 2025 United Nations, The Sustainable Development Goals Report 2025, New York. https://unstats.un.org/sdgs/report/2025/

GLOBAL WATER STRESS

Global water stress remained steady at 18 per cent in 2022 – unchanged since 2015, but regional disparities are stark. Many Countries in Northern Africa and Western Asia, and Central and Southern Asia face critical water stress levels exceeding 75 per cent. Northern Africa and Western Asia have also experienced a concerning 12 per cent increase in water stress since 2015. About 10 per cent of the global population now live under high or critical water stress.
Addressing water stress demands smarter water management, improved agricultural water-use efficiency, strategic investments and policy reforms.



Source: © 2025 United Nations, The Sustainable Development Goals Report 2025, New York. https://unstats.un.org/sdgs/report/2025/

Environmental protection

Minciaredda Area remediation (Porto Torres)

Why is it important for Eni?

Eni's commitment to the environment is reflected in the research and implementation of solutions we develop to prevent, minimise and mitigate the environmental impact of our operations. This ensures we use natural resources efficiently and protect biodiversity and water systems, including through a circular economy approach to our activities and products. We work to build a shared environmental culture, both within the organisation and in the communities where we operate, involving all stakeholders in common responsibility. These principles underpin our goal of carbon neutrality and our ambition to be water positive in water-stressed areas by 2050 – returning more freshwater to the environment than we consume.

STEFANO ALLIEVI ENI'S ENVIRONMENTAL MANAGER AT ENI

FIND OUT MORE

FOR FURTHER INFORMATION:

See the Environment and Eni's management system chapter in the Sustainability Statement.

Management of 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. All of this are managed whithin a single integrated HSE (Health, Safety and Environment) management system that defines the roles, responsibilities and procedures for managing environmental impact, as well as health and safety elements addressed in the following sections, across all sectors. All entities classified as significant HSE risks are ISO 14001 and ISO 45001 certified, or plan to obtain these certifications: by the end of 2025, 94% had achieved ISO 45001 certification and 93% ISO 14001. Entities classified as limited risk have implemented an HSE management system or plan to develop one.

POLLUTION PREVENTION AND REDUCTION

Eni is constantly committed to implementing actions aimed at safeguard water, air quality and soil through an approach focused on preventing and minimising risks and impacts, with twice-yearly monitoring of actions taken. Wherever it operates, Eni is committed to reducing and minimizing negative environmental impacts by adopting international best practices and Best Available Techniques (BAT)[1], both technical and managerial. At operational sites, this means the efficient use of natural resources, managing pollutant emissions to air and water, preventing oil spills, and continuous monitoring of the effectiveness of these actions.

1 Based on the European Commission BREF-BAT reference document.

FOCUS ON

Environmental culture

Since 2019, Eni has run a programme to raise awareness and strengthen everyday environmental culture across our organisation and supply chain. The approach is tailored to each site and its local context, and is designed to encourage observation of daily activities, rather than audits or compliance checks. It directly involves people, drawing on the experience they have gained in their workplace to promote dialogue and broaden participation.

The plan initially covered operational sites in Italy and is being extended to overseas subsidiaries, including through Environmental and Safety Agreements that commit suppliers to specific, measurable improvements. In 2025, Eni continued to support good practice by employees and suppliers, in line with Eni's values, commitments and standards. Eni does this by sharing our learning across the business and by applying the updated **Environmental Golden Rules**, which set out the principles for environmental performance.

CASE STUDY

Bioventing and soil vapour extraction at the Manfredonia - Monte Sant'Angelo site

The Manfredonia and Monte Sant'Angelo Site of National Interest[2] covers 216 hectares. Eni Rewind, Eni's environmental company, owns around 96 hectares across 17 plots. Work to clean up contaminated soil, which began in the late 1990s, has made 95% of this land available for new development, while the active remediation project covering 1.6 hectares on Island 16 is nearing completion.

Since 2016, a pumping and hydraulic barrier system has been treating contaminated groundwater from an aquifer – an underground layer of water-bearing rock. The water is extracted, sent to a dedicated treatment plant and reinjected. This prevents water depletion, and effectively manages saline intrusion[3].

On plot 16, contaminated soil has been excavated and disposed of, and the topography restored. Bioventing and Soil Vapour Extraction (SVE) technologies are now being applied, with surface capping – a protective covering layer – as a possible addition. These in-situ solutions treat soil up to 14 meters deep without excavation, transport or off-site treatment, reducing the overall environmental impact of the work.

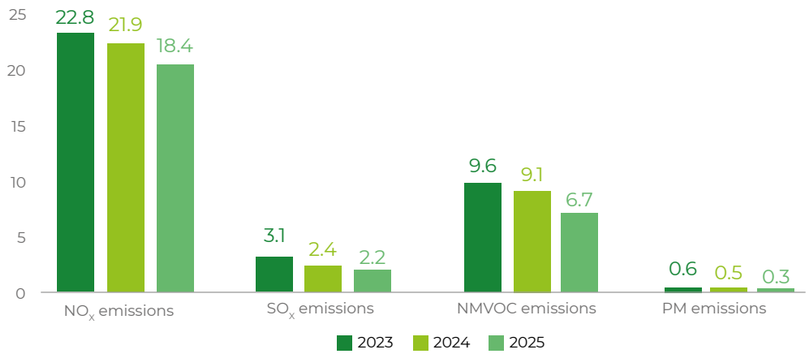
Bioventing harnesses natural biodegradation by injecting low-flow air into the subsoil to stimulate indigenous aerobic bacteria and speed up the breakdown of organic pollutants. SVE, in contrast, extracts vapours from the subsoil. This creates a vacuum that draws out volatile contaminants, which are treated and abated by systems such as activated carbon filters or thermal oxidisers. The two technologies can be combined[4] to optimise energy use.

AIR QUALITY PROTECTION

Eni continuously monitors and limits atmospheric emissions at its operational sites, eliminating pollution entirely where possible, as well as reducing the risks associated with air pollution and their potential effects on local air quality. These measures go beyond regulatory minimums and apply BATs throughout the plant life cycle, from design to operation. Eni monitors and controls each emission source directly, focusing on atmospheric and odour effects operate in line with the standards and requirements set out by the environmental authorizations and with the fundamental principles of prevention, protection and mitigation of environmental impacts, orienting their actions towards continuous improvement of environmental performance. Within the EU, for activities subject to the Industrial Emissions Directive (IED) Eni operates to ensure compliance with the provisions of the Monitoring and Control Plan and apply specific BATs according to the different types of emissions – channeled diffuse, fugitive and odorous. For fugitive emissions, for example, Eni runs periodic Leak Detection and Repair (LDAR) campaigns where applicable, fixing any leaks found.

2 Sites of National Interest are extensive areas of environmental value, encompassing any surface water bodies and associated sediments, identified by law for the purposes of remediation.
3 Saline intrusion is a natural phenomenon, typical of coastal areas, involving the ingress of seawater into surface and groundwater.
4 Vapour extraction promotes the entry of fresh air into the soil, enhancing the effectiveness of bioventing and accelerating remediation processes.

EMISSIONS OF POLLUTANTS INTO THE ATMOSPHERE (THOUSANDS OF TONNES)



Emissions fell across the board in 2025. SOx (sulphur oxide) emissions fell by 7%, mainly thanks to reduced output at the Sannazzaro, Taranto and Livorno refineries – Taranto from plant shutdowns, Livorno from restructuring linked to its ongoing biorefinery conversion – and lower fuel-oil use in steam cracking at the Dunkerque petrochemical plant. NOx (nitrogen oxide) emissions fell by 16% and NMVOC (volatile organic compound) emissions fell by 26%, driven by the divestment of upstream assets in Nigeria at the end of 2024, the Livorno biorefinery conversion mentioned above, and shutdowns at the Brindisi, Priolo, Ragusa and Grangemouth petrochemical plants. PM (particulate matter) emissions fell by 33%. Alongside the Nigeria divestment, the main contributions came from other upstream reductions – notably lower non-routine flaring in Ghana and the sale of the M'Boundi field in the Republic of the Congo – and from the Sannazzaro refinery, where new emissions-measurement procedures produced a lower reported figure.

WATER EMISSIONS MANAGEMENT

Across both construction and operations, Eni applies ongoing measures covering:

- **preventing, monitoring and controlling** emissions in water discharges to safeguard both water resources and the aquatic environment;
- developing **water treatment** technologies **and applying BATs**;
- **monitoring** total oil content in **produced water** discharged, related to Upstream operations.

To track discharge quality, Eni applies internal early-warning thresholds for specific pollutants, triggering corrective action where needed.

OIL SPILL MANAGEMENT

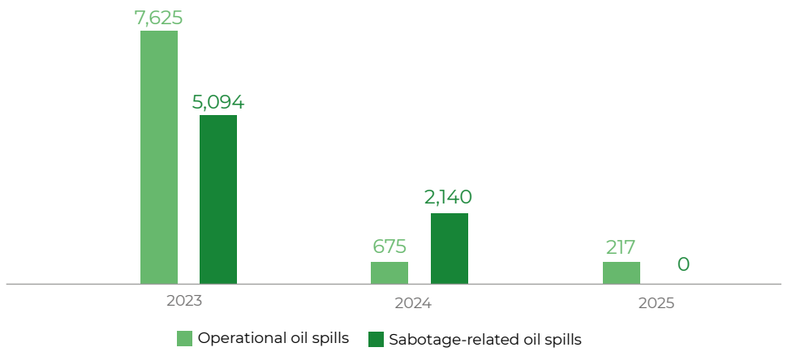
Eni's operations do not release emissions into the ground, so any contamination comes from accidents, such as spills or leaks of oil or chemicals. Eni manages spill risks to soil and water across three stages: monitoring and prevention beforehand, preparedness and response when incidents occur, and restoration afterwards.

One such prevention measure is e-vpms® (Eni Vibroacoustic Pipeline Monitoring System), a remote monitoring technology initially used on Italian oil pipelines most vulnerable to leaks, third-party damage or ground movements. In 2025, Eni extended the system to a section of an offshore field in the Ivory Coast. The technology continues to be upgraded, including to detect third-party interference and prevent break-ins.

Eni invests in proprietary technology, e-siam® (Eni Structural Integrity Acoustic Monitoring) to detect and locate corrosion and leaks in tanks and pipelines, through continuous testing and trials. Spills from storage tanks are a particular focus. Eni checks, monitors and replaces onshore and offshore pipelines on schedules tailored to each asset. For tanks, Eni runs a programme of inspection and repair, fitting or replacing double bottoms – secondary floors to contain leaks – where needed. To improve marine spill response, Eni participates in regional industry initiatives, such as GI WACAF (Global Initiative for West, Central and Southern Africa) and OSPRI (Oil Spill Preparedness Regional Initiatives in the Black Sea, Caspian Sea and Central Eurasia), some run in partnership with the global oil and gas industry

association IPIECA and the International Maritime Organization. After spills, Eni rectifies affected sites in accordance with regulations; in 2025, for example, remediation work was certified complete at certain service areas.

OIL SPILL VOLUMES (>1 barrel)



Operational **oil spills fell sharply in 2025:** 217 barrels across nine incidents, down from 675 barrels and 18 incidents in 2024, a 68% reduction in volume. Performance improved both upstream and at refineries. The 2025 incidents occurred in three Countries: Germany (88% of volume spilled), Italy (11%) and Tunisia (1%).
The largest single incident, at a German service station, accounted for 157 of the 217 barrels lost. In some cases, recovery is still being planned with the relevant authorities. In 2025, no oil spills resulting from sabotage were recorded, partly because of divestment from Nigeria, where such incidents had historically been concentrated. **Chemical spills** fell sharply, too – four upstream incidents in 2025 spilled 0.3 barrels, down from 70 barrels in 2024.

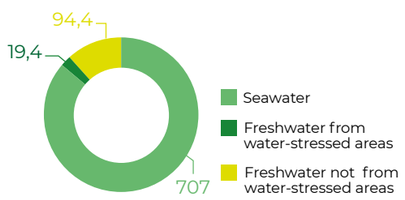
WATER RESOURCE MANAGEMENT

Eni's ongoing commitment to safeguarding water resources has seen us sign up to the CEO Water Mandate and publish **Eni's Position on Water**. In 2024, Eni announced its ambition to achieve water positivity by 2050 in its operated sites.
Our approach to water safeguarding draws on the Positive Water Impact (PWI) set out by the CEO Water Mandate and takes account of what happens at the river basin level. Water safeguarding will focus on what is most critical for each territory in terms of availability, quality and accessibility. In this way, any action will be tailored to the needs of specific operational sites, with priority given to those located in highly water-stressed basins.
As an intermediate milestone towards our 2050 ambition, Eni is committed to achieving water positivity by 2035 for at least 30% of our sites that withdraw more than 0.5 Mm³/year of freshwater in areas identified as water-stressed, based on 2023 data (priority sites[5]). This commitment therefore entails the identification of actions aimed to safeguard water resources monitoring progress over time.
In 2024, Eni verified the PWI approach as applied to the Oil & Gas sector with a pilot study at one of our operational sites. In 2025, three priority sites have been analysed to identified the impacts and opportunities in line with PWI principles. The results are still being assessed.

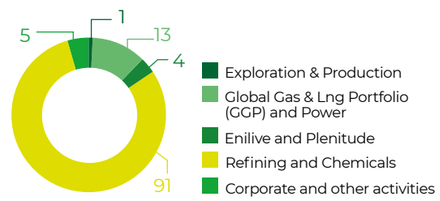
5 Priority sites (with withdrawals above 0.5 Mm³ in 2023) accounted for over 90% of Eni's high-quality freshwater operated withdrawals in waterstressed areas in 2023 (baseline).

Eni recognises the importance of responsible water management and closely monitor water withdrawals, discharges and consumption across all operations. Eni also conducts an annual analysis of assets to assess water risk[6], focusing on freshwater to identify improvement areas for water management. Any interventions are prioritised by business activity. This analysis has identified areas for improvement, targeted at the most significant freshwater withdrawal sites in water-stressed areas. These have been identified in our downstream industrial activities in central and southern Italy and in upstream operations in North Africa.
Finally, Eni's commitment to increasing the share of produced water[7] reinjected reduces the amount of salt or brackish water withdrawn, and enhances hydrocarbon recovery.
Partnerships and the active engagement of stakeholders are promoted, for water management in harmony with the needs of the territory, fostering social development and safeguarding ecosystems. To this end, procedures to inform and engage stakeholders are established, including promoting open and informed consultations ahead of any new activities, projects or developments in order to take into account their views.

TOTAL WATER WITHDRAWALS BY SOURCE[8] (mln m³)



FRESHWATER WITHDRAWALS BY SECTOR (mln m³)



6 Water risk: the likelihood that current and future water challenges will affect people, the environment and/or a company's sustainability, arising from a company's activities and from external environmental and social factors (Ipieca, "Water Stewardship" 2024).
7 Water associated with hydrocarbon extraction that is naturally present in the reservoir and may contain contaminants. Such water, when suitably treated, can be reused for production purposes to reduce water withdrawal.
8 Total water withdrawals also include brackish water equal to 0.2 mln m³.

FOCUS ON

Water positivity

Water positivity means ensuring that water management initiatives at the river basin level generate benefits that outweigh any negative impacts of an operational site. These impacts may be linked to water withdrawal for industrial processes or the quality of the water returned to the environment.
Inspired by the CEO Water Mandate's PWI framework, actions to protect water resources fall under one of three pillars: minimising impact, balancing the water footprint and collaborating with the local community. Each pillar addresses the challenges linked to the three water-stress challenges: availability, quality and accessibility.
This approach is in line with Eni's commitment to achieving SDG 6.

CASE STUDY

BRINE project for the reuse of brackish water at the Eni power site in Ferrara

SEF (Enipower Ferrara) is committed to reducing its freshwater withdrawal in accordance with the CEO Water Mandate. As a provider of clarified/demineralised water for nearby companies, it is among sites with the highest freshwater withdrawals, in this case drawing from the Po river.

The Ferrara plant's BRINE project reuses the brackish water – also known as brine – discharged from the DEMI3 Osmosis plant and recirculates it through the cooling towers, thereby reducing the amount of water withdrawn from the Po river for cooling.

A new pumping station was built with a 50 m³ capacity storage tank and three centrifugal pumps, each with a nominal flow rate of 50 m³/h. Project data indicate that using brine in the cooling towers saves the equivalent of approximately 26.2 m³/h of make-up water for the same production. Over a year, assuming 8,280 hours of operation, this translates to approximately 217,000 m³ of water that isn't withdrawan from the Po river.

Eni has two strategies to **safeguard water resources**: optimising efficiency through internal recycling of freshwater and replacing high-quality freshwater sources[9] with lower-quality alternatives. Examples of measures aimed at replacing high-quality water in water-stressed areas include:

DESCRIPTION	MAIN ENI ACTIONS
Wastewater **Combination of civil and industrial discharge as well as rainwater collected and drained through sewerage networks or drainage systems.**	Initiatives to reduce water withdrawal through reusing wastewater: • the Ravenna petrochemical complex, where a wastewater reuse plant is due to be operational in 2026; • Brindisi Petrochemical Complex, where a plant to reuse approximately 0.4 million m³ of wastewater per year is due to be operational by 2026[10]; • the Gela biorefinery, which has increased the reuse of urban wastewater for industrial purposes since August 2024.
Remediation water **Contaminated groundwater from remediation sites that requires treatment to remove pollutants before reuse or discharge.**	Process to reduce the need to withdraw high-quality freshwater by treating remediation water for reuse. For example, Eni Rewind treats contaminated groundwater at various sites, including Porto Torres, Priolo and Gela, so it can be reused in industrial processes.
Produced water **Water associated with hydrocarbon extraction that is naturally present in the reservoir. It may contain contaminants (oils, heavy metals or other harmful compounds).**	Treatment and reuse of produced water, limiting its disposal and prioritising its recovery through reinjection into the reservoir to increase oil recovery: • the Meleiha site (Agiba, Egypt), where the old reinjection facility was upgraded in 2023 and a new one built in 2025 to enable full reinjection for production purposes; • the Burun site (Turkmenistan), where an initiative to eliminate reinjection for disposal was completed in October 2024.
Desalinated water **Seawater or water from other high-salinity sources that has had salt and other impurities removed.**	Reduction of withdrawals of high-quality freshwater, replacing it with desalinated water, as well as improving the efficiency of our water distribution network: in Egypt, both the Zohr and Abu Rudeis sites use desalinated water to minimise freshwater withdrawals.

9 High-quality freshwater is defined as water sourced from aquifers, surface water, the municipal water supply or third parties.
10 This initiative may be subject to change due to ongoing industrial transformation.

Eni is also committed to safeguarding water resources in areas that are not water stressed and has undertaken a number of successful projects. Examples include: (i) the Enipower Ferrera Erbognone power station, where an innovative water filtration system has increased water efficiency; (ii) the Versalis petrochemical plant in Mantua, which has increased its recycling of freshwater for cooling; (iii) the 2024 memorandum of understanding between Versalis, Enipower and Ferrara's local stakeholders setting out priority ways to reduce water withdrawal from the Po river. For further details, see the case study ■ **BRINE project for the reuse of brackish water at the Eni power site in Ferrara**.

In addition to these internal programmes, Eni regularly assesses its suppliers and continuously monitors their performance and positioning on water management, encouraging them to adopt management systems compliant with key international standards (ISO 14001).

Within IPIECA, Eni is committed to promoting best practice in water resource management through a programme of training and knowledge sharing. Eni has contributed to the drafting of a guide on water stewardship for the O&G sector and alternative energies including solar, wind, CCS, hydrogen and biofuels, is actively involved in defining the implications of the energy transition for water resources.

CASE STUDY

Recovering civil wastewater for irrigation at the Zubair camp - Eni Iraq

In southern Iraq, which has increasing levels of water stress, Eni Iraq has launched a more sustainable water management programme at the Living Support Camp (LSC), home to around 450 people. The programme aims to reduce the camp's freshwater consumption and promote a circular approach through the reuse of treated wastewater for irrigation.

The first phase involved analysing the site's water flows to determine the quantity and quality of the wastewater and the irrigation requirements (150 m³/day). From this assessment, stemmed the design of a system capable of efficiently recovering, treating and reusing the wastewater. In 2024, the first treatment plant was completely refurbished. This included replacing obsolete components, upgrading the equalisation tanks and introducing MBBR (Moving Bed Biofilm Reactor) technology, which uses bacterial biofilms in the purification process (aeration, sedimentation and disinfection).

In 2025, a second, more compact plant was built to carry out the same processes – biological treatment, mechanical filtration, chlorination and carbon filters. Both plants ensure treated water is compliant with ISO 16075 standards and fit to reuse in irrigation. Treated-water quality is monitored quarterly to guarantee continuity, safety and efficiency. Today, the treated water is fed into the irrigation network, which has adjustable outlets to optimise distribution. Besides benefitting from this more sustainable irrigation system, the area has also been enhanced by planting 3,500 Conocarpus lancifolius, the damas tree, an evergreen species resistant to heat and drought. The daily combined capacity of the two plants reaches between 110 and 145 m³ of reused wastewater, depending on the season.

TAF - Groundwater Treatment Plants - Eni Rewind (Priolo, Italy)

INTERVIEW WITH MARCO PETRANGELI PAPINI

Marco Petrangeli Papini
Full Professor of Chemical Process Engineering at the Department of Chemistry, Sapienza University of Rome.

Innovation in environmental remediation: collaboration between industry and academia

How important are new technologies and innovation when it comes to environmental remediation?
Technological innovation is fundamental because remediation covers soil, subsoil and groundwater, where much is still unknown. Innovation is not just needed when it comes to new technologies to remove contaminants, but also to find new solutions that can be applied to the entire process. This includes understanding a site's contamination status and delineating contamination sources, as well as identifying contaminant movement mechanisms – and then selecting the most appropriate technological solutions.
For example, in recent years, technologies have been developed that allow for a more comprehensive audit of sites compared to traditional surveys. These tools are particularly useful in complex contexts such as those in which Eni Rewind operates, managing remediation activities linked to historic multi-company sites. Another important element of this is linked to the digital transition, because IT tools and applications based on artificial intelligence enable the collection, organisation and analysis of the vast amount of data generated by these advanced techniques.

What role can partnerships between businesses and universities play in promoting development and adoption of technologies in a responsible manner?
Collaboration between academia and industry is essential to environmental remediation where research is never an end in itself, but rather focuses on processes that must be applied to restore the quality of environmental matter at contaminated sites. New technologies and methods can be developed in the laboratory, but without field validation, a crucial step in scaling up is missing. This is essential for developing truly useful and applicable solutions. By collaborating, businesses can draw on universities' expertise and unconventional approaches that would not be available on the traditional market.

What is special about the collaboration between Sapienza and Eni Rewind?
We get to work on a wide range of cases because of the variety of contamination present at sites due to the varied nature of historical activities that took place there. For Eni Rewind, the advantage is having access to constant technological advancements applied directly to its operational sites.
We have been collaborating for many years with Eni Rewind on environmental remediation at sites including Manfredonia, Gela, Ferrandina, Assemini and Rho, tackling real-world problems that require unconventional approaches. This work has led to a number of innovative solutions including at the Gela and Manfredonia sites.
Advanced technologies are being deployed at both sites to treat water contaminated with arsenic (and, in the case of Gela, with hydrocarbons, too). In both cases, the aim is to recover the treated water directly on-site and return it to the groundwater, rather than sending it to treatment plants and then discharging it. This solution reduces costs and has a lower environmental footprint. These processes also integrate with existing systems and help to accelerate site remediation, providing a practical example of how innovative approaches can replace conventional ones.
The benefits are mutual: Eni Rewind draws on the University's expertise; for us, the collaboration offers an extraordinary opportunity for growth, allowing us to work on many real-world sites, building a unique and consolidated body of knowledge based on skills that could not have been developed by studying theoretical cases alone.

Biodiversity


Côte d'Ivoire

Biodiversity plays a fundamental role in human wellbeing. It provides essential resources such as food, medicines, energy, clean air and water, as well as contributing to safety from natural disasters and offering cultural and recreational value. Every ecosystem has unique characteristics, which vary greatly depending on geographical areas, environmental conditions and ecological interactions.
As a global operator working in regions with different ecological sensitivities, Eni recognises the importance of assessing, preventing and mitigating potential impacts of its activities on biodiversity. This involves taking into account the type and complexity of projects, the site's biodiversity characteristics and the social context.

To manage these effectively, Eni has adopted a **Biodiversity and Ecosystem Services (BES)** management model. It is used at Eni operational sites and developed through long-term collaborations with leading international organisations in biodiversity conservation. The BES management model is integrated with the Environmental Impact Assessment (EIA) process, through which potential effects of the Company's activities on the environment are analysed. In addition, Eni maps its sites and concessions annually to verify their relation to legally protected areas and those important for biodiversity conservation (known as Key Biodiversity Areas/KBA). This screening activity enables areas with the highest risk of biodiversity loss to be identified and guides any further investigations (BES assessments). Where any significant residual impacts are identified, these are managed through measures included in the sites' environmental management plans or, where necessary, through Biodiversity Action Plans (BAPs). BAPs define objectives, monitoring, timelines, responsibilities and performance indicators, and are updated periodically throughout the project's life cycle, ensuring effective risk management. Impacts are managed through the systematic application of the Mitigation Hierarchy, which prioritises preventative measures over corrective ones to avoid net loss of biodiversity and, where possible, achieve a net gain.

For details on the results of the 2025 site mapping and on the BAPs currently being implemented, please refer to the **Sustainability Statement** and the **eni.com** website.

POSITIONING

"No Go" Policy
Eni does not carry out hydrocarbon exploration or development activities within the boundaries of Natural Sites included on the UNESCO World Heritage List.

Eni BES Policy
Eni recognises the importance of biodiversity and adopts an active and integrated management approach, considering the various ecological sensitivities and regulatory contexts in which it operates.

Position on water
Eni promotes responsible and efficient water resources management, contributing to the protection of marine and freshwater ecosystems.

Position on biomass
Eni uses certified biomass, excluding raw materials derived from the conversion of areas of high biodiversity value and ecosystems important for carbon capture and storage.

BES MANAGEMENT MODEL

Risk exposure assessment
Analysis conducted using internal tools and processes to identify and prioritise sites with a potential risk of impact on BES.

Implementation of BAPs
Plans defining actions to mitigate impacts and actions to conserve or enhance biodiversity.

Mitigation Hierarchy
The principle underpinning the BES management model, which sets out a preferred sequence of actions: prevent and avoid impacts, but where this is not possible, minimise them and restore the affected habitats. Where significant residual impacts remain, provide for compensation measures.

CASE STUDY

Biodiversity conservation project in Spain (Plenitude)

In 2025, the ongoing campaign to protect and conserve numbers of the lesser kestrel (Falco naumanni) continued at Cuevas wind farm, which has been operational since 2022 in the Castilla-La Mancha region of Spain. The 2025 activities were aimed at identifying and protecting nests, preventing potential damage during the harvest season. Results were positive: 11 birds and three breeding pairs were observed, with two nests and at least seven new chicks fledging. A documentary was also produced to raise awareness of species monitoring and conservation activities.

In 2025, Plenitude began building six utility-scale solar power plants in Spain, located in Renopool, Guillena, Caparacena, Grijota, La Flota and Villarino. All include mitigation measures designed to promote biodiversity and local species conservation, as required by environmental permits. Among the most significant are:
- installing nesting boxes for pollinating insects, as well as various species of birds and bats;
- placing "stepping stones[11]" within the plant perimeter to help wildlife move between fragmented habitats;
- leasing land outside plant sites to improve habitats for steppe birds and birds of prey;
- constructing watering points for wildlife;
- creating ponds for amphibians;
- providing shelters for mammals;
- installing perches for birds of prey and nesting towers for the lesser kestrel.

Monitoring the effectiveness of these measures will begin in 2026 and continue throughout the plants' operational cycle.

11 Elements that facilitate the movement of fauna between fragmented and isolated habitats.

Circular economy

Eni integrates circularity principles into its business model, applying them to new product supply chains as well as existing ones, to improve resource efficiency and extend the life cycle of assets and products. This approach is applied throughout the value chain and across the Group's various industrial activities, adapting to each business's specific operational requirements. To support its initiatives, Eni has developed, in collaboration with the Scuola Superiore Sant'Anna, a model and tool for measuring circularity, incorporating the requirements set out in the relevant UNI 11820 and ISO 59020 standards. Eni has also obtained third-party verification of its circularity level in accordance with UNI 11820, both for business support processes and services provided at head offices and branch offices in Italy and for the Gela biorefinery. This puts in place a structured process of analysis and continuous improvement of circularity performance, in line with the Company's commitment to transparency and accountability.

TYPE OF INTERVENTION	KEY ACTIONS
Extension of useful life, conversion and refurbishment of assets **Converting, refurbishing and extending the useful life of assets represents a key lever in Eni's circular economy approach. The aim is to maximise the value of existing infrastructure throughout its entire life cycle, while reducing consumption of new resources. Transforming traditional refineries into biorefineries is central to this.**	• In 2024, the **conversion** of the Livorno refinery so it can produce HVO began, with operations set to commence in 2026. Livorno will join the Enilive biorefineries in Venice and Gela. • To **extend the useful life** of its plants, Plenitude actions include maintenance, targeted replacement of components, repowering projects, optimisation of existing infrastructure and synergies. For example, reclaimed industrial areas have been converted into sites to produce renewable energy, in collaboration with other Group companies. These sites integrate environmental remediation and new production capacity with site regeneration. As of 2025, another new Plenitude photovoltaic plant will be operational in Porto Marghera, joining other similar initiatives implemented in Porto Marghera, Assemini, Gela, Porto Torres, Priolo and Ponticelle. • The principles of **leveraging mature assets** are being applied in the upstream business, too. The Company is assessing the feasibility of transforming offshore platforms in the Adriatic and Mediterranean Seas into infrastructure for subsea data centres or converting Italian industrial sites into areas dedicated to renewable energy, logistics or data centres.
Use of circular raw materials and alternative feedstocks **The use of circular raw materials and alternative feedstocks is a key element in reducing reliance on virgin resources. Promoting the reintegration of materials into production cycles contributes to closing their life cycle. Examples of this in action include initiatives in biorefining, producing advanced biofuels and recovering residues and by-products. It also covers developing industrial solutions focused on the use of circular materials in various applications.**	The main initiatives include producing advanced biofuels, mainly from waste, such as used cooking oil, and biomethane derived from organic residues such as agricultural and agro-industrial by-products, livestock effluents and organic waste. For biofuel production, vegetable oils derived from cultivating oilseed crops via certified supply chains (including programmes to restore degraded land in various Countries across Africa, South-East Asia and Central Asia) are also used, albeit to a lesser extent. By-product are also transformed into animal feed and fertilisers, reinforcing the circular supply chain approach. In the chemicals sector, Versalis aims to diversify feedstock sources using raw materials from renewable sources, such as biomass, and through developing products from recycled secondary raw materials[12]. Other circular solutions currently under development include using waste materials for road infrastructure, recycled plastics or alternative raw materials to produce furniture and using recovered post-industrial residues.
Recycling and recovery technologies **Initiatives based on adopting innovative recycling and recovery technologies to promote material recovery and reintroduction of waste into production cycles.**	In the chemicals sector, investments are being made in developing recycled materials and various technologies for the recycling of plastics and rubber, including through collaborations with supply-chain partners. New plants have been launched that transform plastic waste into new raw materials that can be used in production processes and agreements have been signed with other operators to recover and valorise various types of plastic waste, transforming them into new materials or products. In the remediation sector, Eni Rewind is developing solutions to recover and reuse both waste and contaminated soil. For example, new platforms dedicated to waste treatment and soil remediation are currently being built at the Ponticelle (Ravenna) site, which is scheduled to come into operation in the third quarter of 2026. Finally, further technologies that enable the recycling of precious metals and rare earths, with particular reference to the renewable energy sector.

12 Secondary raw materials are recycled materials that can be used in production processes instead of, or alongside, virgin raw materials.

CASE STUDY

Complementary technologies for plastics recycling

Managing plastic waste is a vital element in the transition towards an increasingly circular economy. Mechanical recycling remains a key solution for plastics that are easily sorted and have low levels of contamination. Connected this, in 2025 Versalis announced the launch of a new plant in Porto Marghera that will produce plastics made, wholly or partly, from mechanically recycled raw materials.

At the same time, the wide variety of plastic waste currently in circulation requires a portfolio of complementary technologies. Multi-layer, composite, contaminated or difficult-to-separate materials benefit from additional solutions such as chemical recycling, which allows recovery of a greater proportion of the materials than would be possible through mechanical processes.

An integrated approach, where different technologies work together, enables maximum resource recovery and, consequently, a broader range of recyclable materials. That in turn contributes to an increase in recycled content available on the market.

This is the context for HOOP®, the pyrolysis-based chemical recycling technology developed by Versalis, which can process different components of plastic waste that would otherwise be destined for waste-to-energy. This remains the case even when they contain additives, pigments or contain multi-layered structures. The process transforms these materials into recycled oil (r-oil), which can be used alongside traditional virgin raw materials as an alternative feedstock to produce new intermediates and polymers.

At the heart of this technology is a high-thermal-efficiency reactor, integrated with artificial intelligence systems that enable real-time monitoring and optimisation of operating parameters. This configuration ensures flexibility regarding feedstock and process stability, even in the presence of mixed and contaminated plastics.

In 2025, Versalis launched the HOOP® demonstration plant in Mantua, with a nominal input capacity of 6 ktonnes per year. This is the first step towards the industrial scale-up planned for Priolo, as part of the Memorandum of Understanding for the Eni-Versalis Chemical Transformation Plan.

Creating synergies across the entire supply chain is essential to continue driving shared innovation and strengthen supply chains dedicated to producing high-quality recycled plastics. To advance this, during 2025 Versalis began collaborations with industrial partners including Acea Ambiente, Veritas and Prysmian, aimed at identifying and developing integrated supply chain recycling processes, focusing on waste recovery and generating new raw materials.

For further details, please visit the **Versalis** website.

FOCUS ON

Focus on the Milan-Cortina 2026 Olympic and Paralympic torches

As part of Eni's activities as a Premium Partner of the Milan Cortina 2026 Winter Olympic and Paralympic Games, the **Olympic and Paralympic torches, named Essential**, were created in collaboration with Versalis.

The two torches, which weigh just 1,060 grams each (excluding the gas cylinder), are made primarily from recycled materials, specifically an aluminium and brass alloy. Furthermore, an internal system allows them to be reused and recharged 10 times, helping to reduce the number of torches required for the Torch Relay and, consequently, the environmental impact. The handle features an insert made of XL EXTRALIGHT®, an ultra-lightweight polymeric material produced by Finproject, a Versalis company, and derived from a Versalis polymer made with 60% bionaphtha derived from renewable raw materials. Finally, the burner, the torch's technological heart, was fuelled by bio-LPG, produced at the Enilive biorefinery in Gela from 100% renewable raw material. The torches were given ReMadeTM certification for the degree of recycled material used in their production.

WASTE

In waste management, Eni pays particular attention to whole-process traceability and to verifying parties involved in the disposal/recovery chain. The company seeks every feasible solution aimed at waste prevention. In Italy, for example, almost all Eni waste is managed by Eni Rewind, which has consolidated the digitalisation project launched in 2020 to improve the efficiency and monitoring of its waste management process. To limit potential negative impacts associated with waste the Company prioritises recovery solutions over disposal, in line with priority criteria set out in EU and national legislation. Based on the characteristics of each waste type, Eni Rewind selects technically viable recovery and disposal solutions, prioritising, in order: recovery; treatment operations that reduce the quantities to be sent for final disposal; and finally suitable on-site facilities located closest to the waste generation site. In addition, suppliers are subject to periodic audits, during which their operational waste management is assessed. Waste treatment is mainly carried out at third-party off-site facilities, which are authorised in line with local regulations. Eni is committed to reducing environmental impacts associated with various stages of waste management, in addition to complying with current waste legislation, in all locations where it operates.

GUIDING PRINCIPLES	KEY ACTIONS
Sustainability in operational waste management	This approach prioritises recovery solutions over disposal. In Italy, for example, through Eni Rewind's intermediary activities, technically viable solutions are selected based on waste characteristics, prioritising recovery operations, followed by treatments that reduce quantities destined for disposal, and finally selection of suitable facilities located as close as possible to the production site.
Verifying third-party reliability	This is ensured through ad hoc checks on parties involved throughout the supply chain and through periodic supplier assessments carried out by specialist technical departments (including audits and operational checks). In particular, in Italy and where required by current legislation, Eni relies exclusively on authorised entities.
Monitoring waste generated by production activities	For Italian sites, the traceability of special waste is ensured from the moment of production to the final destination. At almost all sites, this is achieved using management software capable of interfacing with the traceability tool (RENTRI) provided by the Ministry of the Environment and Energy Security.

Eni Rewind plant (Gela, Italy)

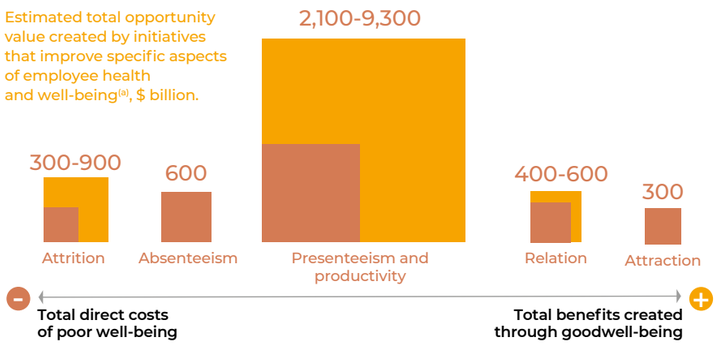
Value of our people

CONTEXT: CHALLENGES AND OPPORTUNITIES

EMPLOYEES HEALTH

Health is more than the absence of disease or infirmity, but includes mental, physical, and social function. Health should be at the center of the world of work, to protect people and ensure business continuity. A healthy workforce is not just a matter of corporate and societal responsibility; it is a strategic need and a substantial business opportunity. Investing in employee health and well-being could generate up to $11.7 trillion in global economic value. Prioritizing health often results in significant improvements in productivity, reduced absenteeism, lower healthcare costs, and increased employee engagement and retention. An health workplace brings benefits not only to employees but also to their families and the community where they live.

BY INVESTING IN EMPLOYEE HEALTH, AMONG THE BIGGEST BENEFITS ARE REDUCED PRESENTEEISM AND IMPROVED PRODUCTIVITY



Source: McKinsey, 2025 report Thriving workplaces how employers can improve productivity and change lives.

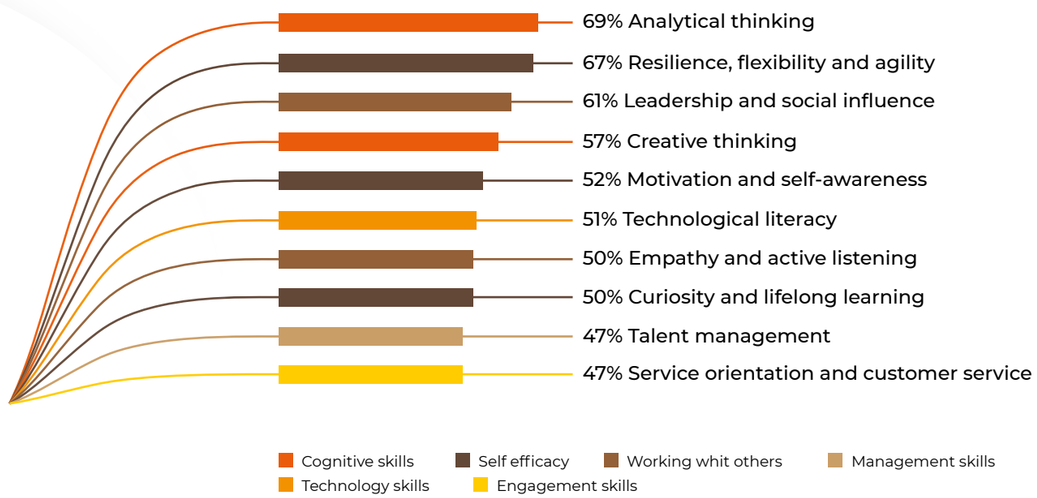
(a) Estimated total opportunity value created by initiatives that improve specific aspects of employee health and well-being.

Source: Expert interviews, McKinsey Health Institute Employee Holistic Health Survey, 2023.

10 CORE SKILLS FOR EMPLOYERS

According to a World Economic Forum survey aimed at identifying the skills currently required to work, analytical thinking emerges as the key core competence for employers, followed by resilience, flexibility and agility, together with leadership and social influence, underscoring the crucial role of adaptability and collaboration alongside cognitive abilities. This combination of cognitive, self-efficacy and interpersonal skills among the top five highlights the importance respondents place on an agile, innovative and collaborative workforce, where both problem-solving capabilities and personal resilience are decisive factors for success.

10 CORE SKILLS IN 2025
(Share of employers who consider to be core skills for their workforce)



Source: World Economic Forum, Future of Jobs Survey 2025.

People-centered transformation

CR62 Versalis plant, Priolo (Italy)

Why is it important for Eni?

Eni's people are the driving force behind the energy transition, a journey enabled by technological transformation but made possible, first and foremost, by the value, skills, and commitment of our people. Human capital has always been a pillar of our identity and a strategic lever to create sustainable long-term value. We invest through a structured approach in the development of skills and behaviors based on fair, inclusive and transparent principles, with the aim of strengthening an innovation-oriented mindset and fostering a leadership capable of inspiring, guiding, and accompanying Eni's evolution, including the consolidation of the satellite business model. In this context, we maintain a constant commitment to strengthening employee engagement and supporting the overall well-being of our people, through an advanced and distinctive offer of Welfare and People Care, contributing to a sustainable balance between professional and personal life.

LUCA DE SANTIS HEAD OF HUMAN RESOURCES AND ORGANISATION AT ENI

READ MORE

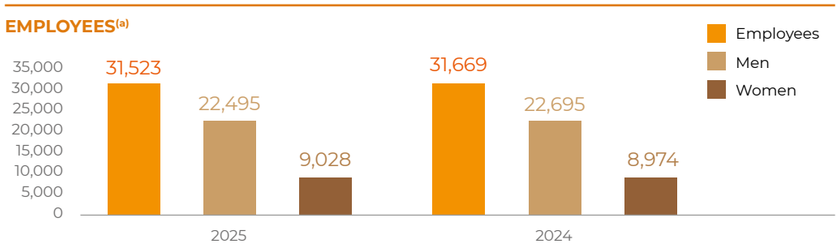
FOR MORE INFORMATION:

See the section Eni workforce in the Sustainability Statement.

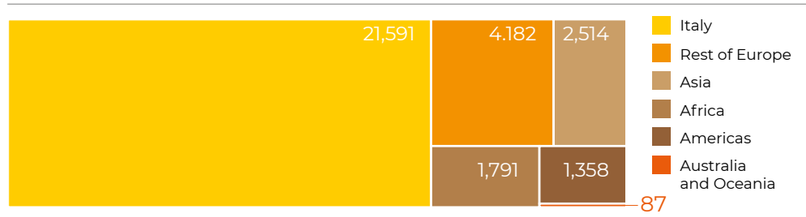
Human capital[1] is at the core of Eni's strategy, which promotes the well-being of workers through welfare initiatives and invests in the development of employees' skills to foster their professional growth. The evolution of the business and labour market, new strategic directions and technological transformations require a continuous commitment to **upskilling** and **reskilling** programs, in order to update and reorient skills, attract talent and develop emerging technologies and businesses by exploiting the opportunities offered by the market. In line with Just Transition, Eni favours the redeployment of workers in new or transformed activities. In 2025, actions aimed at updating skills continued, including both soft and hard skills, through initiatives designed to disseminate and embed into the corporate culture a new model of capabilities and behaviors focused on effectively managing the transition, launching processes to review professional models in order to foster the development of more comprehensive and integrated expertise, with a view to continuous upskilling. In this context, training initiatives were carried out on topics such as circular economy, decarbonization, renewable energy, and artificial intelligence. Eni also adopts a resource management model that provides personalized development paths to enhance diverse professional profiles, encouraging inclusion, motivation, a sense of belonging, and proactiveness. The company also implements structured orientation programs to guide new generations toward more informed choices regarding their educational and professional paths, along with Talent Attraction plans – both general and sector specific – aimed at Expert and Junior profiles. At the same time, initiatives are developed to prepare some employees capable of effectively representing Eni's Strategy and businesses (Global Ambassador Programme). Finally, the Employer Branding activities implemented through recruiting campaigns on the main media,digital and traditional channels remain central.

The overall number of Eni employees in 2025 remains broadly aligned with 2024 (146 units). M&A operations — mainly the deconsolidation of certain assets in the Natural Resources business abroad (for example in Tunisia and Congo) as well as companies operating in CCS in the United Kingdom — together with expatriate staff movements toward companies outside the consolidation perimeter were offset by a slightly positive balance between hires and terminations. In 2025, 2,790 hires were carried out (6.4% vs. 2024) of which 2,486 with permanent contracts (5% vs. 2024). About 46% of permanent hires involved employees aged up to 30. There were 2,703 terminations occurred (700 in Italy and 2,003 abroad), of which 2,378 were permanent contract employees with an incidence of female staff equal to approx. 39%. The average presence of local staff abroad remained substantially stable, at around 85% in the last three years[2]. The average age of Eni's people worldwide is 45.3 years (46 in Italy, 43.6 abroad), showing a slight increase compared with 2024 (44.9 years), mainly due to a marginal reduction in turnover.
The percentage of non Italian personnel in managerial positions stands at 16.7%.

EMPLOYEES[(a)]



31,523
Eni people



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Nationalities

(a) Figures differ from those published in the Annual Report, Eni in the world and the Business Model in this document because they only include fully consolidated companies.

1 Represented by all direct employees operating in Italy and abroad.
2 The percentage of local employees in all countries of presence (including Italy) is 95%.

HUMAN RIGHTS IN THE WORKPLACE

Since 2020, Eni has introduced a risk-based model for assessing the safeguarding of human rights in the workplace aimed at segmenting Eni companies on the basis of quantitative and qualitative parameters that capture the characteristics and specific risks of the Country/operating context and that are linked to the human resources management process (including the prevention of all forms of discrimination, gender equality, working conditions and freedom of association and collective bargaining). This approach enables the identification of potential risks and areas for improvement, for which specific actions are defined and monitored over time. In a continuous improvement perspective, the model is pediorically updated to reflect changes in external and internal regulatory framework. Mitigation actions identified through the model are shared with all Eni companies.

INDUSTRIAL RELATIONS

Renewal of the Global Framework Agreement on International Industrial Relations, Corporate Social Responsibility and a Just transition (GFA)

A central role in building the relationship with workers and protecting their rights is represented by Eni's industrial relations model. In Italy, Eni involves its workers both through the meetings under the **INSIEME Protocol**, such as the Strategic Committee, which deals with issues such as the sale of business units, staff streamlining and generational turnover, reconversion of production sites and significant organizational reviews (every six months or when necessary) and through other tools including the Bilateral Commission on Agile Work, which verifies the application of the agreement on Agile Work, analyses its impacts on the organization of work, manages local critical issues and periodically reports the results to the signatory parties. At European level, Eni established its **European Works Council**[3] (EWC) in 1995, which focuses on issues relating to business plans/investments/acquisitions or disposals, employment prospects, health and safety at work, environmental policies and sustainability. It includes representatives of Italian and European Eni's workers, representatives of Italian trade unions, and a representative of the IndustriAll European Trade Union. Another tool at European level is the **European Observatory on Workers' Health, Safety and Environment**, where data, analysis and management tools on the following topics are shared: injuries, accidents and occupational diseases, regulatory evolutions, environmental and health aspects, monitoring of climate issues and energy efficiency. In 2025, the annual meeting of the EWC and the European Observatory on Workers' Health, Safety and Environment were held, as well as the three annual meetings of the EWC Select Committee with the competent functions of Eni, held at the DICS site in Ravenna, the Venice biorefinery and the Plenitude headquarter in Milan. Lastly, at global level, Eni signed in January 2026, the **Global Framework Agreement on International Industrial Relations, Corporate Social Responsibility and a Just transition (GFA)**, where the meeting between the Parties took place.

In Italy, 100% of employees are covered by collective bargaining in accordance with current regulations. Abroad, in relation to the specific regulations in force in the individual Countries of presence, this percentage stands at 48.3%. In Countries where employees are not covered by collective bargaining, Eni ensures in any case full compliance with international and local legislation applicable to the employment relationship, as well as some higher standards of protection guaranteed by Eni throughout the Group through the application of its company policies worldwide.

3 Workers' representative body provided for in European Directive 94/45/EC on the promotion of transnational information and consultation of workers in Community-scale undertakings and Community-scale groups, recast in Directive 2009/38/EC of the European Parliament and of the Council of 6 May 2009.

INITIATIVE	CONTENTS	SIGNATORIES
NOI - Protocol on initiatives and services for the well-being of Eni employees	Initiatives and services for well-being through the enhancement of measures in the areas of health, social security, income support, housing and family management, with the aim of striking the proper balance between work and an increasingly focus on personal and social sphere. The aim of the Protocol is to develop Eni's welfare offer in line with the changing external context and the new needs of the workforce, updating and improving the range of services, initiatives and tools to enhance the quality of work and life for employees and their families, making them easier to access and ensuring a more equitable provision across the territory. The welfare enhancement plan has included measures in the areas of health, social security, income support, housing and family support.	**Eni, Trade Unions**
INSIEME Protocol	Among the tools to foster employee engagement on issues relating to sustainable transition. The agreement establishes a new model of industrial relations, designed to effectively support transformation processes and to share a Generational Pact that enables the renewal and updating of professional skills and the development, together with stakeholders, of a clear regulatory framework favorable to investment and able to combine economic and financial sustainability with environmental and social sustainability.	**Eni, Trade Unions**
Global Framework Agreement on International Industrial Relations, Corporate Social Responsibility and a Just Transition (GFA)	The Agreement represents a concrete commitment by Eni to guide sustainability policies, to define strategies based on the principles of integrity and transparency, to promote the fight against corruption, respect for human rights, labour rights, and the health and safety of people, and to protect the environment and support sustainable development. The annual meeting involves Eni's European and non-European employee representatives, representatives of Italian trade unions and a representative of the global trade union IndustriALL Global Union. For each meeting, detailed documentation is shared and, following the meeting, minutes are drawn up and signed by both parties, setting out what has been agreed and discussed.	**Eni, IndustriALL Global Union and the trade unions Ficltem Cgil, Femca Cisl, Uiltec Uil**

Remediation activities
Eni Rewind, Gela (Italy)

INTERVIEW WITH ATLE HØIE

Atle Høie
General Secretary of IndustriALL Global Union since 2021, after five years as Assistant General Secretary. Previously he was the International Secretary of Fellesforbundet in Norway. He has extensive global union experience developed during more than 30 years.

Eni Global Framework Agreement: a tool for sustaining social dialogue and new global commitments

In a constantly evolving global context and on the path towards energy transition, what role can the GFA play in the present and future challenges for Eni's workers and those employed along the value chain?

In a global landscape shaped by geopolitical instability and the dual pressures of decarbonisation and digitalisation, as well as increasingly complex supply chains, protecting fundamental labor rights has become a critical priority. As highlighted by the unions, rather than a static document the Global Framework Agreement shall be considered as a "living instrument", an evolving instrument capable of responding to the major challenges of today and tomorrow. Global Framework Agreements are the best tool to guarantee social dialogue and the protection of labour rights worldwide.

How was the negotiation process for the new Agreement conducted, and what are its innovative features compared to its predecessor?

The renewal of the Agreement marks the continuation of more than two decades of social dialogue and global cooperation between the Italian energy company and the international trade union movement. The negotiation process lasted two years and involved active participation by trade unions across multiple countries and sectors in which Eni operates. It stands as a clear example that global bargaining and transnational cooperation continue to be effective tools for protecting workers in a rapidly changing world.

At the signing ceremony held in Milan on 13 January, representatives of Eni's global management, Italian trade unions, and an international delegation from IndustriALL underscored the significance of the agreement as a living instrument for social dialogue and the protection of labour rights throughout the company's global value chain.

All of the members of the global committee gave concrete examples where they had used the GFA to achieve important wins for their members. Both parties are committed to developing the social dialogue in all Countries where Eni operates to include Eni's supply chains in the discussions.

In terms of innovative aspects, the renewed agreement includes several key improvements over the previous version:

- integration of ILO Convention 190 on violence and harassment in the world of work, a crucial step forward in protecting all workers from physical and psychological violence in the workplace;
- strengthened commitment to human rights due diligence: Eni reaffirms its willingness to implement robust human rights due diligence policies across its entire supply chain, in collaboration with trade unions;
- explicit recognition of social dialogue as a vital tool to accompany the company's transformation processes, particularly those linked to the energy transition and organizational restructuring;
- a people-centred approach to the energy transition: the agreement acknowledges the need for a Just Transition for workers, based on training, inclusion, and the creation of sustainable jobs.

What, in your opinion, does the renewal of the GFA between IndustriALL and Eni represent?

This renewed agreement is not just symbolic, it's a real commitment to fundamental labour rights, corporate responsibility and a Just Transition. Showing this kind of commitment in such difficult times puts Eni in Ligue 1 when it comes to responsible labor relations and IndustriALL with its global trade union presence will work with Eni to fulfil the commitments and show the world that this model is sustainable in all aspects of the ESG context. For instance, the fact that a company like Eni is reinforcing its due diligence practices in today's global context and among others, integrating ILO Convention 190 sends a strong signal of leadership. But beyond the text, what really matters is implementation and working together to continue to make these commitments a reality everywhere Eni operates.

DIVERSITY & INCLUSION: THE VALUE OF UNIQUENESS

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, such as: the Valuing of Diversity, through which Eni is committed to recognized 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.

In 2025, in response to an evolving external context, Eni updated its D&I framework. The objective was twofold: on one hand strengthen and harmonise the initiatives already in place, and on the other hand evaluate how evolve and enrich them through a listening phase. This phase involved internal and external stakeholders through a market benchmark supporting the identification of best practices to integrate into the renewed framework. The result is a new D&I framework, enriched with initiatives linked to each strategic lever, aimed at spreading an Inclusive Mindset and achieving Eni's priority D&I objectives. The enhancement of initiatives strengthens and enriches the company by promoting inclusion and valuing different diversity areas: age, internationality, gender, disability, and sexual orientation and gender identity.

During the year, special attention was devoted to parenthood, culminating in the publication of the Parenthood Guide, which collects Eni's initiatives to support people in balancing professional and family life.

Collaborations with external partners continued, reinforcing networks dedicated to promoting inclusion and the sharing of best practices. On 23 December 2025, Eni SpA Italia obtained **Gender Equality Certification** (UNI/PdR 125:2022), confirming its commitment to inclusion and the enhancement of diversity.

In 2025 Eni SpA Italia obtained Gender Equality Certification (UNI/PdR 125:2022)

SPECIFIC GOALS

1. **AGE**
   Addressing intergenerational differences to enable effective ways of working
2. **INTERNATIONALITY**
   Enhancing cultural diversity within corporate strategies and processes
3. **GENDER**
   Strengthen and maintain the achieved positioning
4. **DISABILITY**
   Increase collective awareness to consolidate tangible actions
5. **SEXUAL ORIENTATION & GENDER IDENTITY**
   Increase collective awareness

FOCUS ON

D&I Initiatives

8
new editions of D&I courses

Training

- **D&I Matters:** the course, open to all employees, continues to be rolled out, offering modular and interactive training with a focus on self-limiting prejudices, bias and artificial intelligence.
- **Inclusive Language:** through reflection, in-depth analysis and practical exercises, the programme engages participants to practice a conscious use of language in order to relate authentically to others and co-create an inclusive communication. In 2025, four editions were delivered.
- **Easy Landing Course:** to facilitate the understanding and management of intercultural differences and to develop key soft skills useful for working and living in a different Country, the course was enhanced in 2025 with a focus on psychological well-being during expatriation and upon return to the home Country.
- **Inclusive Leadership Course:** the course aims to support participants in developing a deeper understanding of inclusion and the promotion of diversity. In 2025, four editions were delivered.
- **Gender Equality Course:** in 2025, a flexible training programme was designed to promote a culture of gender equality within the company. Through short modules, the principles of the UNI/PdR 125 Reference Practice are presented, along with the path undertaken by Eni to obtain Gender Equality Certification, including practical examples to recognise unconscious bias, value differences and strengthen employee engagement. The course is available to all Eni employees.

7
events organised in Italy

6
events abroad

1
webinar

6
"Born to be Unique" videos

Communication and awareness-raising

- In 2025, sport was chosen as a means of communicating D&I-related issues to Eni employees, through the involvement of external testimonials from football, rugby, sailing and Formula 1 context to raise awareness on intergenerationality, gender, disability and internationality.
- In 2025, the event "Speak with Care: The Power of Positive Language" was held for both Eni employees and external stakeholders through a LinkedIn live broadcast, in collaboration with the Parole O_Stili Association. In 2023, Eni signed up to the Manifesto for Non-Hostile Communication, reinforcing its commitment to promoting a culture of mindful language, and collaborates with the association on awareness-raising and training activities to highlight the role of words in professional relationships and digital spaces.
- Internal awareness-raising activities on D&I topics were complemented in 2025 by communication initiatives through social media, including the production of videos and posts shared externally. The eni.com website was also enhanced with a section dedicated to the uniqueness of Eni's people.
- Abroad, D&I-focused workshops were organised, involving Eni employees on country-specific issues with a particular focus on internationality, gender and well-being.

+320
interviews with employees from the Global Natural Resources and Industrial Transformation business areas

26
Countries involved overall (including 2 in 2025)

+230
applications for the ERGs

Listening and co-creation

- Listening initiatives targeting Eni employees continued. In Italy, using the design thinking methodology, the focus was on disability and intergenerationality related issues. At subsidiaries in Egypt and Nigeria, a listening and assessment process was launched to evaluate D&I maturity of the local operations, with the aim to analyse results and compare them respect to the same activity carried out in 2022.
- At the end of 2025, Eni's first Employee Resource Groups (ERGs) were launched. These are voluntary groups of employees with a strong interest on gender equality and diversity issues who have choosen to work together to promote a diverse and inclusive working environment, aligned with Eni's mission, values, objectives, corporate practices and goals.

FOCUS ON

Eni SpA Italy obtains Gender Equality Certification

In December 2025, Eni SpA Italy obtained the Gender Equality Certification, issued in accordance with the UNI/PdR 125:2022 standard, as evidence of Eni's ongoing commitment to promoting policies and processes geared towards inclusion and the promotion of diversity.
The **Gender Equality Management System** adopted by Eni comprises the organisational structures, policies, processes and procedures designed to monitor and improve gender equality standards.
In June 2025, Eni's **Gender Equality Committee** was established to define strategic guidelines and objectives regarding gender equality, oversee the monitoring and evaluation of the indicators defined in this area, and provide guidance on any corrective actions.
As part of its management system, Eni has adopted the ECG Diversity & Inclusion Policy, supplemented by the Gender Equality Management System Manual, and implements the **Gender Equality Plan**, which sets out the objectives, actions, resources and monitoring procedures required for the implementation and continuous improvement of the company's policies in this area.
For Eni, this is not an end pont, but a crucial step towards an increasingly inclusive and responsible future.

WOMEN'S EMPOWERMENT

Efforts to attract female talent continue, through initiatives guiding students towards STEM (Science, Technology, Engineering and Mathematics) subjects and the energy sector. Collaboration continued with Valore D and, in the procurement sector, with Open-es to promote D&I strategies across the supply chain, with a focus on SMEs. In the first half of 2025, the WIP (Women in Power) project was implemented, aimed at promoting women's empowerment. The initiative involved 37 Eni employees in 2025 (in addition to the 17 participants in the 2024 edition), their managers and the relevant HR departments, and comprised a training component and the development of a specific action plan for each participant. Finally, Eni renewed the partnership with Woman X Impact, the annual summit dedicated to issues related to gender parity, female leadership and self-branding through women's networking.

Laboratory, Viggiano (Italy)

INTERVIEW WITH ROSY RUSSO

Rosy Russo
Founder and President of Parole O_Stili, creator of MiAssumo – a free career guidance platform involving thousands of teachers and young people, as well as major Italian companies – and founder of the communications agency SpazioUau. She was a member of the Working Group on the phenomenon of online hate, established by the Minister for Technological Innovation and Digitalisation.

Positive language as a tool for inclusion

How can words promote – or hinder – inclusion, the recognition of differences and a sense of belonging in social and professional relationships?
Words are never just words. They shape the environment in which we live and work; they build bridges or erect invisible walls.
Language promotes inclusion when it recognises people before labels, when it acknowledges differences without turning them into distance, when it creates spaces for listening and allows everyone to feel seen and validated. In these cases, trust is born and a sense of belonging grows: people do not have to adapt to be accepted, but can bring their whole selves.
It hinders inclusion when it becomes a shortcut: stereotypes, generalisations, seemingly harmless jokes that, over time, lead to silence and self-censorship. Not because there is a lack of ideas or skills, but because there is a lack of confidence in being able to express them.
This is why language is a shared responsibility. It is not merely a tool: it is the relational environment in which we meet. Choosing words thoughtfully means creating space for dialogue and building a "we" capable of valuing differences without flattening them.

What is the value of an ongoing collaboration such as the one between Eni and Parole O_Stili?
For me, it lies in working on culture, not on individual messages. And I recall that "culture" comes from the Latin verb "colere", meaning "to cultivate". Words do not change by legislative decree and are not transformed by a webinar or even a campaign: they change when they become daily practice, day after day. Parole O_Stili starts from the idea that language is the invisible infrastructure of organisations. The way we communicate affects the working environment, decision-making, conflict management and who feels to have voice. Working on language means nurturing relationships. In a structured collaboration, such as the one with Eni, this translates into concrete changes: language becomes a shared practice consisting of listening, multi-voiced narratives and safe spaces where cultivate a more conscious awareness of differences. It is not a matter of adding new words, but of reviewing attitudes and automatic behaviours that, often unintentionally, exclude others.

What message did the event "Speak with Care: The Power of Positive Language" convey?
The event, promoted by Eni in collaboration with Parole O_Stili, reminded us of a simple yet powerful message: language is not an accessory to inclusion, but one of its driving forces. Bringing together disability, hyper-connectivity and generational differences was a deliberate choice: different spheres united by the fact that exclusion often stems more from words than from intentions.
We reiterated that words can either harden positions or open up possibilities: they can transform disability into a space of recognition, the digital realm into a space of trust, and generational differences into a meeting ground.
The most powerful message? The realisation that there can be no inclusive workplaces without language that makes them possible.
The call to organisations is to treat language as a daily practice of responsibility: this means questioning how we speak in meetings, in feedback, and in internal communications; it means creating safe spaces for dialogue; and practising active listening. In other words, moving from saying the right things to saying them with care.
That is where the power of language becomes truly transformative. As Maya Angelou so aptly put it: "People will forget what you said, they will forget what you did, but they will never forget how you made them feel." This is the marvellous power of words.

REMUNERATION

In the Countries where it operates, Eni establishes remuneration policies for its employees that are fair and competitive in relation to their roles and professional experience, and which are also designed to ensure a decent standard of living, exceeding mere subsistence levels, statutory/contractual minimums and the minimum wages found in the local market. In every Country where it operates, Eni applies salary benchmarks that are significantly higher than statutory or contractual minimums, as well as the 1st decile of the local remuneration market, and reviews the remuneration positioning of its employees annually, taking any necessary corrective action. The benchmarks Eni uses for comparison are the legal or contractual minimums in each country and the market minimums of local medium-sized and large companies, which are well above the poverty thresholds established by Eurostat for the European Union and by Wage Indicator for other Countries.

PAY RATIO WITH LEGAL AND MARKET MINIMUM WAGES

Country	Ratio of Eni 1st decile to market 1st decile[a]	Ratio of Eni 1st decile to statutory minimum wage[b]		
		women	men	**total**
Italy	●	●	●	●
Algeria	●	●	●	●
Austria	●	●	●	●
Belgium	●	●	●	●
China	●	●	●	●
Egypt	●	●	●	●
France	●	●	●	●
Germany	●	●	●	●
Ghana	●	●	●	●
Greece	●	●	●	●
India	●	●	●	●
Indonesia	●	●	●	●
Nigeria	●	●	●	●
United Kingdom	●	●	●	●
United States	●	●	●	●
Tunisia	●	●	●	●
Hungary	●	●	●	●

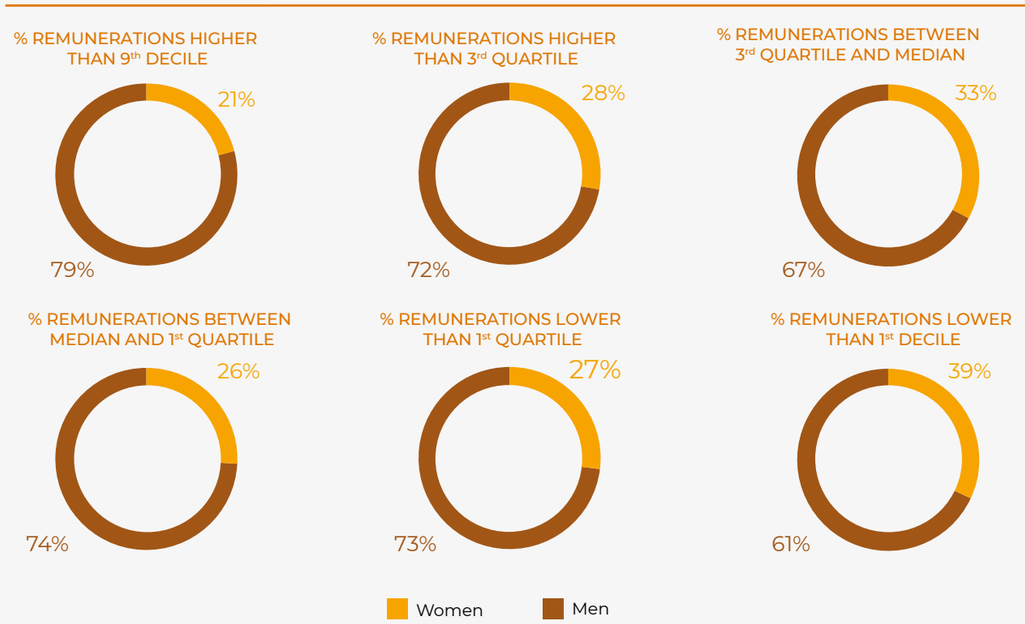
Legend
- Eni minimum >250% of minimum benchmark.
- Eni minimum between 201% and 250% of minimum benchmark.
- Eni minimum between 151% and 200% of minimum benchmark.
- Eni minimum between 111% and 200% of minimum benchmark.
- Eni minimum between 90% and 110% of minimum benchmark.
- Eni minimum between <90% of minimum benchmark.

(a) Ratio refers to fixed and variable remuneration of blue collars or white collars for Countries where Eni has no blue collars (market data from Korn Ferry).
(b) Minimum salaries as defined by law in the various Conutries or, if not applicable, in national collective bargaining agreements.

FOCUS ON

Gender pay gap

The gender pay gap at Eni – that is, the pay gap between men and women at a global level – stands at +10%, an increase compared to 2024 due to the integration of newly acquired companies abroad in Countries where the population distribution and pay levels differ from those in other Countries. The indicator may be influenced by objective, non-discriminatory factors not taken into account by the indicator, such as: professional category and role held, length of service in the role, working hours and conditions (e.g. shifts and related allowances), individual performance, as well as the size and distribution of the female workforce in different Countries and professional categories compared to the male workforce. Therefore, Eni carries out further analyses, controlling for the objective factors mentioned above, in order to identify any unjustified gaps and take appropriate corrective action. In particular, in 2025, the analysis controlling for role level and length of service revealed an average global pay gap of 2.3%. Eni's commitment to eliminating the gender pay gap translates into an integrated approach based both on specific remuneration measures and on broader initiatives aimed at providing support for women in accessing job opportunities and advancing their career paths. For example, Eni promotes initiatives focused on engaging female students in STEM programmes and raising awareness of gender stereotypes and diversity. The following charts analyse the global representation of women across descending remuneration levels, represented by the statistical measures of the 9th decile, 3rd quartile, median and 1st quartile[4]. In particular, compared to an overall female representation at Eni of 28.6%, there is a lower representation in the highest remuneration levels (above the 9th decile, at 21%). Compared to 2024, there has been a general increase in the proportion of women across all quartiles and deciles, and in particular in pay levels below the 1st quartile, due to the integration of newly acquired companies in Countries where the population is concentrated in the lower quartile.



4 The statistical pay reference points are as follows: ninth decile: 90% of pay is below the reference point; third quartile: 75% of wages are below the benchmark; median: 50% of wages are below the benchmark; first quartile: 25% of wages are below the benchmark; first decile: 10% of wages are below the benchmark.

WELFARE

Eni has established a corporate welfare and benefits system comprising a range of services, initiatives and tools designed to improve employees' well-being, including flexible working arrangements, initiatives supporting parenthood, health and work-life balance.

Smart Working

Eni's new Smart Working model (SW), introduced in 2021 in a structured way, provides all employees in Italy with a flexible working mode:

- flexible working arrangements that include a standard package of 8 days per month for office staff, 4 days per month for operational sites, and 12 days per month for Plenitude and Eniprogetti, as well as the possibility to increase the number of days through a wide range of welfare options implemented to support, in particular, parenthood, health, and disability;
- this model has been progressively extended to the Countries where the company operates, in compliance with local regulations.

In 2025, the New Smart Working Model was launched, introducing new features to ensure greater flexibility and inclusiveness in support of work-life balance, through a welfare package including additional days, the possibility to work from abroad, and further measures supporting parenthood and health.

Parenting

In all Countries of presence, Eni guarantees conditions no less favorable than those provided for by local legislation. In addition, Eni ensures:

- a minimum of 14 weeks of leave for the primary carer as per ILO Convention and payment of 100% of the salary received in the previous period;
- 20 working days paid at 100% for the second parent;
- a contribution for the reimbursement of childcare and babysitting expenses.

In 2025, in Italy, Eni joined the intercompany project "Cresciamo il Futuro" in collaboration with the Ministry of Labour and Social Policies, which provides employees's children with access to a widespread network of corporate nurseries.

Income support measures

Eni provides tools aimed at supporting the income of emplyees:

- supplementary pensions;
- supplementary health care;
- subsidized loans;
- insurance benefits.

In 2025, a new platform was launched offering a selection of agreements and discounts for employees.

Welfare services

Eni offers a plan of initiatives aimed at meeting the needs of families, promoting services to facilitate them in:

- educational and recreational assistance for children,
- assistance for nonself-sufficient family members,
- health and psychophysical well-being, through dedicated prevention initiatives (for more details about the initiatives, see section **People's health and well-being**).

FOCUS ON

Employee Stock Ownership Plan

The 2025 allocation of the widespread Stock Ownership Plan was successfully completed, with over 26,000 employees participating and more than 3 million shares allocated. The initiative, which was entirely free of charge in 2024 and 2025, was extended to most of the Countries where the company operates, achieving a participation rate of over 70% among the approximately 6,200 employees in 37 Countries, confirming a participation rate of around 95% among the more than 22,700 employees in Italy. In 2026, the Plan will be implemented through a co-investment scheme whereby, in return for the purchase of shares by the employee, free shares equal to 50% of the shares purchased will be allocated, up to a maximum value of €1,000. Eni is among the first companies in Italy to adopt a scheme of this scale and scope, the aim of which is to engage its people by making them shareholders, thereby involving them even more closely in the company's activities and strengthening the sense of belonging and shared responsibility between the company and its employees.

FOCUS ON

Eni Corporate Volunteering

In April 2025, the Corporate Volunteering Programme (VDI) was launched for all Eni employees in Italy. It offers the opportunity to undertake up to **two paid days of volunteering per year** with Third Sector Organisations (TSOs) duly registered with the RUNTS (National Single Register of the Third Sector).
The objectives achieved included supporting local communities in the areas where Eni operates, team building among colleagues, and the development of additional skills that are also useful in the workplace.
The ten ETS organisations with which Eni has entered into partnership agreements were AICCA, AISM, Fondazione Albero della Vita, Fondazione ANT, CEFA, COOPI, Fondazione Banco Alimentare, Fondazione Francesca Rava, Fondazione Maria Letizia Verga and Fondazione Terre des Hommes Italia, which offered opportunities in the sectors of food security, healthcare and support for vulnerable families. In addition, Eni employees were given the opportunity to choose their own NGOs independently.
Thirty companies within the Eni Group took part in the initiative, and over the course of the year, **500 days** of volunteering were donated, of which **350 went to partner organisations** and **150 to organisations chosen independently**.
The main activities included: collecting medicines, helping to prepare food parcels, fundraising, maintenance work, educational support and activities for vulnerable young people, and support for animal welfare organisations, etc. Remote volunteering activities were also carried out.
There are plans to expand the programme through new partnerships and a number of pilot projects abroad.

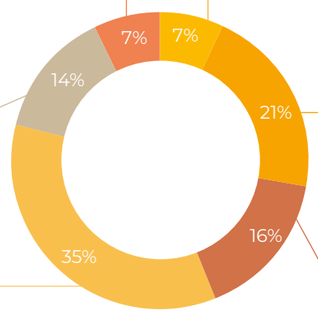
TRAINING

Eni 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. During 2025, a course on the basic skills required for the responsible use of Artificial Intelligence was designed and delivered for the entire workforce (attended by 74% of employees in 2025), focusing on raising awareness of regulations, rules, ethics and applications within the company, on data literacy, and on the personal skills necessary for the informed use of AI. The training programme will continue in 2026 with further modules, both to enhance the soft skills of the Eni workforce and to develop specialist skills for those who work most closely with this technology.
Overall, in 2025 there was a 3% increase in total training hours and a 4.4% increase in the average total hours per employee compared with 2024. More than 1 million hours of training has been delivered during the year, with 77% attended by men and 23% by women, in line with the previous year, but with a 1.5% increase in the average hours for women, reflecting a greater commitment to supporting the presence and development of female professionals within the company.

ENVIRONMENT, HEALTH, QUALITY AND HSEQ BEHAVIOUR
Enhancement of professional skills in the field of environmental regulations, health and behavioral pathways in HSE.

BEHAVIUOURAL/COMMUNICATION/ CORPORATE IDENTITY
Behavioural training in "Corporate Identity" and paths for all those involved in leadership on a daily basis through tools for better management and development of their role.

SAFETY
Mandatory training, both distance and in-presence, required for all obliged parties and operational training provided in-presenec at certified training centers.



LANGUAGE AND IT
New skills and updates on IT and languages.

CROSS-FUNCTIONAL TRAINING
Compliance, professional courses requested by the Business units, and programs aimed at new approaches to work and the digital world, such as the course on the basic skills for AI.

PROFESSIONAL TECHNICAL COMMERCIAL
Training courses for the development and maintenance of the core competencies of the various professional areas in the technical area, including on issues related to "Energy Transition, Climate Change and Circular Economy."

CASE STUDY

Advanced university training for the development of skills related to nuclear fusion

The first intake of **the Next-Gen Nuclear Power Master's programme** concluded in 2025 with 19 students. This advanced university training programme, run in collaboration with the Polytechnic University of Turin, is dedicated to developing specialist skills in the most innovative technologies related to nuclear fusion. The initiative was launched with the aim of training new professionals in a highly strategic and rapidly evolving sector, helping to strengthen the scientific and engineering knowledge essential for tackling the energy challenges of the future. The programme comprised eight months of teaching activities during which the trainees had the opportunity to explore theoretical and experimental content in depth, followed by four months of project work carried out within the company's facilities. The value and impact of the programme have led to its renewal for a second edition, currently underway for the 2025-2026 academic year.

FOCUS ON

Promoting an entrepreneurial culture

For Eni, the development of an internal entrepreneurial culture represents a strategic lever for value creation. Two initiatives fit into this framework: GNR Factor and the Unlocking Value Award, promoted by Joule with the aim of expanding people's entrepreneurial skills and promoting innovative ideas.

The GNR Factor programme, designed in collaboration with the **Global Natural Resources (GNR)** business, involved 450 people globally in 2025, through a four-stage programme:

- **Meet the Changers:** meetings with entrepreneurs, innovators and managers to explore innovation as a cultural lever.
- **GNR Stories:** sharing experiences to analyse the success factors of corporate projects.
- **Unlock Your *GNR Factor:*** co-creation activities with around 30 change agents to gather ideas and tools useful for spreading the entrepreneurial mindset.
- **GNR Marathon:** an internal challenge to develop new ideas on topics of particular interest to the GNR business.

To foster the entrepreneurial spirit of Eni's people, the **Unlocking Value Award** initiative was also launched, a call for ideas open to everyone in Italy and abroad. Launched in November 2024 and concluded in June 2025, the initiative gathered around 300 proposals from 16 Countries, selected 18 finalists and saw 5 projects awarded by the CFO during the final event. In the second half of 2025, the winning teams underwent an incubation programme coordinated by the relevant departments, and three ideas are currently being implemented.

Occupational and process safety

Steam Reforming plant, Gela biorefinery (Italy)

Why is it important for Eni?

Our operational excellence is a reflection of our constant commitment to minimise risks, ensure the safety of our workers and focus on continuous improvement. This includes exploring opportunities in technological innovation. We are committed to reinforcing and promoting the importance of safety when it comes to applying rules, standards and processes. We're equally focused on a shared desire to strengthen our culture; nurturing behaviours that protect us and those around us with the aim of transforming potentially dangerous habits into safe, sustainable practices.

CHIARA CERRUTI HEAD OF SAFETY, INDUSTRIAL HYGIENE AND HSE EMERGENCIES ATE ENI

READ MORE

FOR MORE INFORMATION:

See the section Health & Safety in the Sustainability Statement.

OCCUPATIONAL AND PROCESS SAFETY

The safety of our workers and assets is not just a priority, but a value shared at every level of our organisation. As a company, we continue to invest in implementing the necessary measures to eliminate accidents and ensure safe workplaces. This extends from the ongoing promotion of a safety culture to developing organisational models and tools for risk assessment and management, and implementing training programmes to strengthen HSE skills. In 2025, in addition to ongoing updates to our HSE procedural and regulatory framework, core programmes aimed at prevention measures and protecting people and assets included: promoting initiatives to raise awareness and encourage adoption of safe behaviours among employees and contractors; implementing measures to improve emergency preparedness and response; and adopting IT applications and digital technologies to support operational safety and HSE processes. Optimising safety is a core value for Eni and an essential part of our Company's activities. Our efforts continue to be prioritised thanks to: management commitment; dissemination of the **Golden Rules and Principles of Safety** and **Process Safety Fundamentals**; raising awareness of the need for timely and accurate reporting of hazardous conditions and actions; promoting the Stop Work Authority principle; and training aimed at reinforcing safety-first leadership and safe conduct, both in working and everyday contexts.

Main safety initiatives

THEME (The Human Error Model for Eni)

Implementation of the THEME methodology at a further three sites (bringing the total to 25). This involves conducting an integrated analysis of the human factor, operational behaviours and working environment. The aims are to identify conditions that lead to errors, and to strengthen human barriers in accident prevention. A combination of employee focus groups, field observations, interviews and structured assessments have enabled us to define targeted strategies to strengthen human barriers and improve our safety culture.

Safety Presence

Implementation of the proprietary tool to detect potential accident dynamics based on "weak signals" being recorded, enabling fast implementation of effective actions. The tool, which utilises natural language processing, generative AI and predictive models, generated approximately 150 automatic alerts in 2025, resulting in 180 preventative actions being implemented. The system's database was also enhanced by adding incident data from the IOGP annual reports of peer companies.

Smart Safety 4.0

Within the Smart Safety project, launch of a trial of new mobile devices and apps, with features for real-time monitoring of workers in high-risk environments. These tools provide automatic alerts in emergency situations (such as falls or immobility) and enable geolocation - thus improving safety and emergency response. Also, launch of a computer-vision pilot project, enabling real-time monitoring of workplaces via cameras to identify unsafe conditions.

SACheR (Safety Assessment Chemical Risk)

Development and go-live of an application to assess chemical risks for worker safety, in compliance with Directive 98/24/EC. A dynamic rollout plan will see this extend across our Italian sites to ensure a consistent, scalable approach focused on the continuous improvement of chemical risk management.

In 2025, there was a significant improvement in the Total Recordable Injury Rate (TRIR) for both contractors and employees compared to 2024. For both categories, a significant reduction in the number of events was recorded (44 injuries in 2025 compared to 69 for contractors in 2024 and 34 compared to 42 in 2024 for employees). In addition, during the year there were neither fatal events nor events resulting in permanent disability.

Eni's ongoing commitment to improve **process safety** performance and reduce incidents caused by containment failures has led to the launch of an intensive review of its Process Safety Fundamentals. The aim is to determine if and when new rules are needed for plant operations. Issues relating to process safety within the ever-evolving landscape of new energy value chains have also been examined in depth, with a review of internal standards and specific risk assessments in the fields of fusion, CCS and Agri Hub.

CASE STUDY

HSE for new energy value chains - safety and innovation at the heart of the transition

The global energy sector is changing rapidly. Technologies such as **magnetic confinement fusion**, **CCS** and **Agri Hubs** open new paths for decarbonisation, but also introduce unprecedented risks that need to be managed.

New energy value chains require a proactive approach:

- in identifying emerging hazards and risks;
- adapting to entirely new industrial contexts;
- capable of creating standards, methodologies and requirements where they don't yet exist.

The aim is to systematically integrate safety and sustainability requirements from the very early stages of projects. In this context, Eni has set itself the goal of leading the ongoing evolution.

In the field of **fusion**, in addition to supporting all major ongoing initiatives (in particular, the DTT, H3AT and CFS projects), Eni has launched a strategic collaboration with the University Politecnico di Torino (PoliTO). The aim is to define a baseline of Eni HSE know-how, leveraging the university's expertise and Eni's experience in traditional energy sectors, and create a proprietary model that guides how HSE principles can be applied to emerging technologies.

With regard to **CCS**, as relevant technologies to decarbonisation, 2025 saw the development of ad-hoc risk-assessment methodologies, defining specific criteria and technical requirements. One area of focus was the **Agri Hub**. This new industrial context required a shift in HSE approach due to diverse processes not typical of the energy sector. Specific risks include the management of organic dust and the need to standardise methods, controls and operational requirements while avoiding onerous and non-essential requirements typical of more complex industries.

To reaffirm our commitment to a zero-accident objective, a seminar was organised at the end of the year to compare and share results and knowledge. In this constantly evolving context, it's essential that HSE evolves to respond proactively to new challenges.

EMERGENCY PREPAREDNESS AND RESPONSE

Eni's Emergency Preparedness and Response process is vital to safeguarding both Company's overall value and the context in which operational activities take place. Emergency management is fundamental in case critical situations arise – due to industrial or natural events – which could expose people, the environment or assets to potentially dangerous situations. **Emergency preparedness** is therefore regularly tested during more than 5,000 drills a year at sites. In 2025, more than 100 of these drills were Level 2 and 3. **Response capability** is tested against dedicated plans, including timely alerting of the chain of command and deploying resources required to manage the incident. This involves Eni's own facilities and resources and, in the case of complex drills, also local authorities, prefectures, police forces, harbour master's offices and the fire service. Furthermore, these activities focus on the planning and management of emergency scenarios caused by natural hazards, supporting Eni's business and the wider community through established collaboration with the National Civil Protection Agency.

Emergency exercise with Fire brigade at Cova, Viggiano (Italy)

FOCUS ON

Natural hazards - Eni continues its journey of raising awareness

Eni continues to collaborate with Italy's Department of Civil Protection (including through specific initiatives under the Memorandum of Understanding, which has been extended until 2026). Raising awareness of natural risks is an integral part of our strategy to protect our people and assets against potential phenomena that could impact them. In 2025, there were two such initiatives. The first was a workshop dedicated to flood risk in Emilia-Romagna - a region in Italy directly affected by floods in 2023 and 2024. The workshop provided an opportunity for technical and scientific discussion with experts in the field, along with experience-sharing between the sites directly involved, solutions adopted during the emergency and measures taken to mitigate future risks. The second initiative involved creating an information stand for the Io Non Rischio (I Don't Take Risks) campaign at our Rome headquarters at Palazzo Mattei. The aim was to raise colleagues' awareness of meteorological, hydrological and seismic risks and provide best-practice solutions to address them.

INTERVIEW WITH LUCA FERRARIS

Understanding the complexity to address water crises

Luca Ferraris
President of the CIMA Research Foundation, International Centre for Environmental Monitoring; member of the National Commission for the Forecasting and Prevention of Major Risks; and Professor of Hydraulic Engineering at the University of Genoa.

What is the CIMA Foundation?
The CIMA Foundation is a research body that, for 30 years, has been involved in the study, forecasting and prevention of risks linked to climate change. This includes floods, wildfires, droughts and terrestrial and marine biodiversity loss. It's a centre of expertise for the Italian Civil Protection Department, providing ongoing technical, scientific and operational support to the National Civil Protection Service.

For years, the WEF's Global Risks Report has identified environmental risks as among the main global threats - which is highly topical and significant for Eni. How does CIMA's work address these challenges?
The increasing frequency and impact of extreme events, exacerbated by human activities, are linked with constantly evolving vulnerabilities and exposures. This is true both globally and locally. The complexity of interactions between human and natural factors makes a systemic and integrated approach essential. This approach is structured around four pillars: research, aimed at developing new knowledge around risks - extending from natural sciences to social sciences; technology, which provides advanced tools to support research and the implementation of operational systems; capacity building, ensuring solutions can be used effectively; and service, in the form of a 24-hour operations centre supporting institutions and communities.

Does political instability increase global uncertainty? How does it affect an organisation that must use planning as a tool to respond to environmental crises?
In more than one project we've adapted to a new crisis context, such as in Ukraine or Sudan, where the integration of civil protection and humanitarian action becomes essential to save lives and protect livelihoods. Early-warning and early-action systems have become fundamental tools not only for emergency response, but also for laying the foundations for rapid and sustainable recovery.

Resilience must embrace a multi-crisis system. Responses are effective only through multidisciplinary approaches. What is CIMA's experience of this?
Risk management is no longer merely a technical matter, and actions based on traditional paradigms, such as disaster risk-reduction and adaptation to climate change, have so far proved insufficient. The future resilience of societies and economies will be influenced by how and what investments are made today. Risk must therefore be viewed in the context of development; where science can inform decision-makers and communities. Investing in science, education and technology means protecting human lives and preserving skills even in the darkest times.

People's health and well-being

Inauguration of the CT scanner at the provincial hospital in Pemba, Cabo Delgado (Mozambique)

Why is it important for Eni?

For us, people's health, as a fundamental human right, is of inestimable value and is therefore a priority in all our business activities. With this in mind, we are committed every day to safeguarding and promoting the well-being of our people. We do this by fostering a Culture of Health through projects and services that take into account physical, mental and social aspects. Our work is based on the principles of prevention, precaution, protection and promotion. We work in collaboration with health authorities and other key stakeholders in the countries where we operate, in accordance with local regulations and the highest international standards.

FILIPPO UBERTI HEALTH MANAGER AT ENI

READ MORE

FOR MORE INFORMATION:

See the section Health & Safety in the Sustainability Statement.

Eni promotes physical and psychosocial well-being through initiatives to safeguard and improve health, aimed at both its own workers and, where applicable, their families, as well as workers within its value chain and local communities.

Eni's health management system is implemented across all operational sites, involving the entire Eni workforce, through Eni's healthcare and management professionals, and through a network of specialised external providers, such as universities and centres of healthcare and research excellence. The system provides for continuous monitoring through audit activities; furthermore, Eni staff receive regular training and updates on priority issues.
The health management system includes the following activities:

- occupational health, industrial hygiene and travel medicine;
- healthcare and medical emergency management;
- health promotion, aimed at fostering a culture of health, including through health and welfare programmes and services;
- health protection and promotion aimed at communities (for further details, see the chapter **Alliances for Development**).

In the field of occupational health and industrial hygiene, Eni carries out the assessment, identification and control of risk factors that may impact workers' well-being, including through scientific research. Furthermore, in 2025, the measurement of the healthiness and comfort of indoor work environments at onshore operational sites in Italy and abroad continued, using 140 devices equipped with sensors. The proper management of health-related risks and any medical emergencies is also ensured through the constant updating of health profile analyses of the Countries in which we operate, including the assessment of any potential outbreaks. In 2025, corporate healthcare and welfare services were also expanded and strengthened; these comprise a range of initiatives and tools aimed at improving the well-being of employees and, where applicable, their families, with a particular focus on the prevention, diagnosis, treatment and management of acute and chronic conditions, the promotion of mental and cognitive health, and gender inclusion.

In 2025, the number of healthcare services provided by Eni amount of over 213,000, of which 70% were for employees, 15% for family members, 14% for contractors and 1% for other individuals (e.g. visitors). Health promotion initiatives recorded a total of over 156,000 visits, of which 73% were by employees, 24% by contractors and 3% by family members.

FOCUS ON

Healthcare welfare and health promotion services

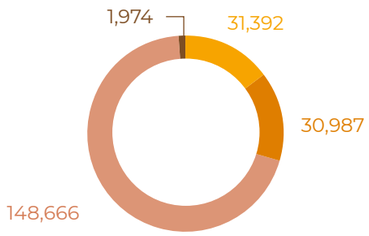
In 2025, particular emphasis was placed on voluntary programmes aimed at promoting well-being and inclusion.

- **Previeni con Eni (Prevention with Eni):** the free biennial check-up service for cancer and cardiovascular disease prevention has been extended to new Italian cities, reaching 97% of Eni's workforce in Italy.
- **Più Salute:** a package of free 24-hour healthcare services for Eni staff and their families in Italy (telemedicine, home medical services, appointments and medical history consultations). The tool incorporates features designed to enhance inclusivity, such as Italian Sign Language (LIS) and voice commands within the app for visually impaired or blind users. 93% of users said they were satisfied with the service.
- **Awareness-raising and screening:** activities continued to promote a culture of health among employees and their families, including: awareness-raising and screening for endemic diseases such as tuberculosis and malaria, sexually transmitted diseases, and non-communicable diseases such as diabetes, hypertension and cardiovascular diseases; the promotion of healthy lifestyles; the dissemination of ergonomic principles; and the delivery of the flu vaccination campaign in Italy.
- **Cancer Information Desk:** in collaboration with AIMaC (Italian Association of Cancer Patients, Relatives and Friends), Eni provides a service offering targeted, personalised and interdisciplinary support (the experts include: lawyers, clinical oncologists, psychologists/psychotherapists, etc.) to employees who are facing a cancer-related issue, either as patients or as family members.

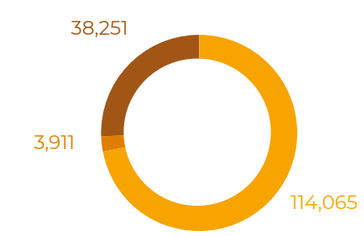
213,019
health services provided

156,227
accesses to health promotion initiatives

NUMBER OF HEALTH SERVICES PROVIDED IN 2025



NUMBER OF ACCESSES TO HEALTH PROMOTION INITIATIVES IN 2025



In 2025, collaboration continued with the FEEM Health Committee, a scientific advisory body comprising experts in the medical, epidemiological and health economics fields, established in 2021, which supports Eni in navigating the complexities of new business models and digital technologies, in defining approaches and strategies for a just energy transition where the health of workers and communities remains protected.

Collaboration with international organisations continued throughout the year. Eni actively contributes to the work of the Health Committee of IOGP – the International Association of Oil & Gas Producers – and IPIECA - the industry association on global sustainability issues.
Finally, as part of a global partnership with the ILO – the International Labour Organisation – Eni is implementing a structured programme aimed at strengthening occupational health and safety and expanding access to social protection along the agribusiness value chain. For further details, please refer to the "Agri-feedstock" section within the **Alliances for Development** chapter.

FOCUS ON

Eni's services for psychological, cognitive and emotional well-being

For Eni, psychosocial well-being is an essential component of health. For this reason, it runs initiatives for its people dedicated to cognitive prevention and the enhancement of emotional, psychological and social skills.

- An **online psychological support** service is available to employees in Italy and abroad, 24/7, anonymously and free of charge. 80% of employees are covered by the service, with plans to extend this to 85% by 2028. In 2025, the service was enhanced to provide an even more tailored and inclusive response to people with disabilities.
- **Critical Incident Stress Management service**: a service provided in Italy and abroad by qualified experts in the management of stress, anxiety and potentially traumatic experiences, dedicated to all those involved in catastrophic events and/or crisis situations relating to the corporate environment.
- **Psychological First Aid (PFA)**: a voluntary support service provided by Eni employees who have been trained by the company to assist people affected by a traumatic event whilst awaiting the arrival of qualified emergency response experts.
- **Specific services providing support against all forms of harassment**: in Italy, a helpline is available 24/7 for victims of harassment and gender-based violence, offering psychological and legal support as well as local guidance.
- **Social support**: a face-to-face counselling and listening service, available at our offices in Rome, San Donato Milanese, Ravenna, Bolgiano, Viggiano and Gela.
- **NutriMente course**: an awareness programme open to all employees to improve their mindset towards food.
- **Expat Experience - Easy Landing course**: an open training programme designed to support employees at every stage of their expatriate experience abroad, with a particular focus on psychological well-being.
- **Train the Brain**: a cognitive prevention programme, launched in 2025, dedicated to workers over 50, offering free, voluntary and confidential consultations with a neuropsychologist via remote sessions.
- **Parent and Child Well-being**: a new project launched in 2025 featuring interactive sessions (listening rooms) led by psychologists and digital content (videos and editorial materials, available on the company intranet) to offer parents opportunities for sharing and support on topics relevant to the various stages of their children's development, from early childhood to adolescence.

INTERVIEW WITH GIANLUCA POLVANI

Prevention and training: the Monzino-Eni model for cardiac surgery for workers and communities

Gianluca Polvani
Director of the Department of Cardiovascular Surgery and Director of the Cardiac Surgery Unit at the Monzino Cardiology Centre IRCCS, is a Full Professor in the Department of Biomedical, Surgery and Dentistry at the University of Milan.

The Monzino Cardiology Centre is recognised as the leading hospital in Italy and one of the world's leading institutions in the field of cardiology and cardiac surgery: could you describe the uniqueness of the model?
The "Monzino Model" is based on highly specialised clinical care in cardiology and cardiac surgery using the most advanced techniques; cutting-edge cardiac imaging; the management of the cardiac surgery pathway at home and regional monitoring of complex conditions with the support of telemedicine; cutting-edge scientific research; and an international technical and scientific cooperation network. The value of Monzino also lies in its doctors and researchers, who translate research findings directly into clinical practice.

The collaboration between Monzino and Eni brings this model to Eni's sites in Italy and Angola. Can you tell us about the results you are achieving together?
The collaboration in Italy, which has been active for over twenty years, aims to protect Eni employees from cardiovascular risk through primary and secondary prevention, early diagnosis and timely management. Primary prevention is based on a set of behavioural recommendations. The effectiveness of these interventions, made possible in part by employees' strong understanding of the importance of prevention, has been demonstrated by improvements in employees' key risk factor profiles compared to the values recorded when they joined the programme. Secondary prevention, implemented through specific diagnostic screenings for employees over 45, allows us to identify potential health issues at an early stage. It should be emphasised that the significant results the programme is achieving, which lead to the prevention or delay of any acute events, are valuable not only for Eni employees and their families, but also have positive impacts for the company and the healthcare system.
In Angola, Monzino and Eni have been working together since the end of 2022, and since 2023 also with Azule Energy (the BP and Eni joint venture), at the Cardeal Dom Alexandre do Nascimento hospital complex in Luanda, through a training programme aimed at strengthening the healthcare and management skills of staff. It should be noted that in Angola, cardiovascular diseases are the second leading cause of death, after malaria, and Cardeal is the Country's only cardiac surgery unit. The project has launched pathways, defined and developed in collaboration with the Angolan Ministry of Health, which combine theoretical lessons, on-the-job training in Angola and placements in Italy, and has ensured the training of over 500 people between 2023 and 2025. The programme has been extended until 2028 and provides for the expansion of cardiology training to peripheral facilities and the development of a referral system for cardiac patients to ensure continuity of care.

Equity in access to care, including highly specialised care, is an issue that unites the missions of Monzino and Eni. How can this project become a standard for global health?
Although the Monzino model originated in a highly technology-intensive context, it can be transferred – albeit naturally to a limited extent – to areas with more limited resources, as we are demonstrating in Angola. Training local staff using the "train the trainers" approach, focusing on the most common cardiovascular conditions in these areas and on adaptable diagnostic and therapeutic techniques, acts as a multiplier of skills. This approach ensures that the transfer of know-how is sustainable and not limited to the period of support in local operational units.

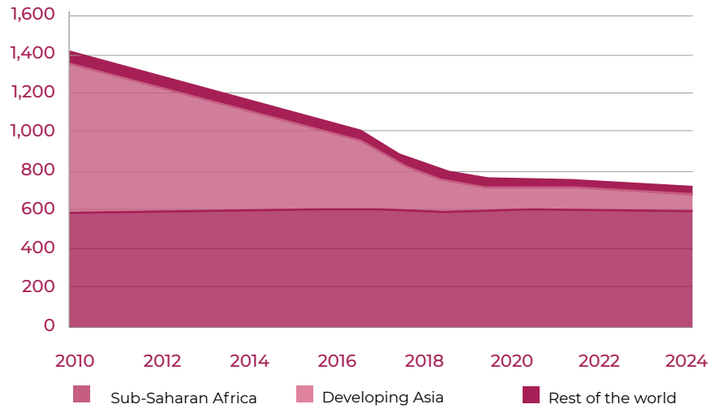
Alliances for development

REFERENCE CONTEXT

POPULATION WITHOUT ACCESS TO ELECTRICITY (MLN PEOPLE)

The latest IEA data show that in 2024 around 730 million people worldwide still lacked access to electricity, with only a very limited reduction compared to 2023. Progress remains fragile and slower than in the pre-pandemic period, particularly in Sub-Saharan Africa, where population growth continues to outpace electrification. High levels of indebtedness, the impacts of the energy crisis and the reduction in international aid have meant that the number of people without access to electricity has remained broadly unchanged since 2020.

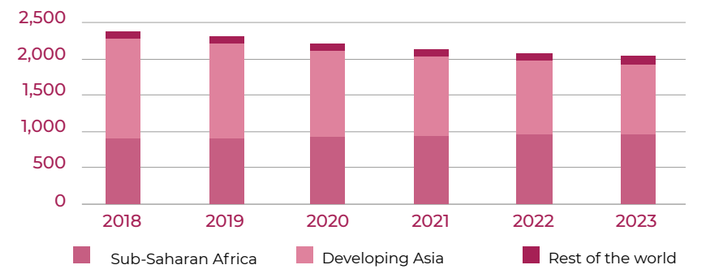
Source: IEA (2025), Access to electricity stagnates, leaving globally 730 million in the dark, IEA, Paris.



POPULATION WITHOUT ACCESS TO CLEAN COOKING (MLN PEOPLE)

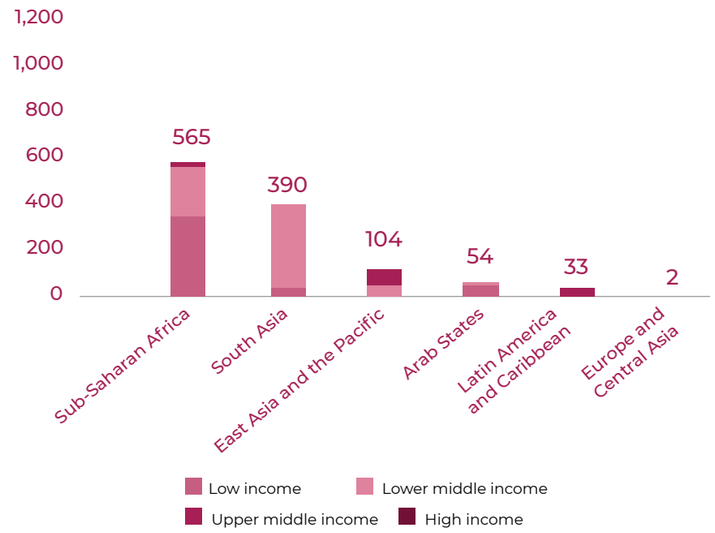
The World Health Organisation estimates that 2.9 million premature deaths occur each year due to household pollution and it is internationally recognised that clean cooking projects deliver significant health benefits to families, particularly for women and children, as reducing harmful household smoke emissions helps lower the incidence of burns, respiratory and cardiovascular diseases, as well as eye disorders.

Source: International Energy Agency (2023) - (2024), IEA, Paris.



PEOPLE LIVING IN POVERTY, BY GEOGRAPHIC AREA AND NATIONAL INCOME GROUPS (MLN PEOPLE)

The Multidimensional Poverty Index (MPI) measures acute poverty based on deprivations across three key dimensions: health, education and living standards. In 2025, approximately 1.1 billion people live in conditions of acute multidimensional poverty, with a higher incidence among younger populations (over half are children), rural communities and areas with low human development. This condition is often associated with a lack of access to clean cooking solutions (970 million people), adequate housing (878 million) and adequate sanitation services (830 million people). More than half of the multidimensionally poor (55.5%) live in lower-middle-income countries, while 83.2% reside in Sub-Saharan Africa and South Asia. In addition, 67.5% live in households where at least one member is undernourished and, among the 140 million poor people living in households affected by child mortality in the past five years, 69.4% reside in lower-middle-income countries.



Source: The Global MPI Report 2025: Overlapping Hardships: Poverty and Climate Hazards, ottobre 2025, OPHI and UNDP.

Alliances for development

Local Development Project (Côte d'Ivoire)

Why is it important for Eni?

Through strategic partnerships with authorities and other local and international stakeholders, Eni invests in key areas for sustainable development – such as education, community health, employment and economic diversification – adopting a transparent, results oriented approach based on internationally recognised methodologies. This collaboration ensures policy coherence and cross-sector coordination necessary to achieve the goals of the 2030 Agenda. In this way, Eni integrates its activities in the energy sector with initiatives supporting social well-being, viewing private sector investment as a lever to support equity, a just energy transition and long-term sustainability.

SANDRA LETICIA MAQUEDA TENORIO – SUSTAINABILITY MANAGER ENI MÉXICO

Eni as a local development player

For Eni, sustainability is an integral part of all business activities: from the phases of entering a new Country to decommissioning activities. This is also essential in the commitment to Just Transition, through the implementation of different solutions in line with the specific characteristics and constraints of each Country, with differentiated approaches between Countries with advanced economies and Countries with emerging economies. In addressing the transition, Eni 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 where it operates, through industrial and local development projects, also in partnership. For local development projects, Eni 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 Strategic Plan.

BUSINESS AND LOCAL DEVELOPMENT PROJECTS

Eni's local approach

The relevant communities are identified before starting business activities where Eni is the operator (but also in some joint ventures in which Eni has a significant role in managing local stakeholders), considering the agreements with the host Country and the priorities outline in the National Development Plans, socio-economic and political analysis and the results of ESHIA (Environmental, Social, and Health Impact Assessment) and HRIA (Human Rights Impact Assessment) conducted in the preliminary business phases. These communities may also be identified outside the area of influence (i.e. the scope of analysis defined by the ESHIA).

The activities in which Eni invests create opportunities for workers, economies and local communities through:

THE REALIZATION OF TRADITIONAL AND INNOVATIVE BUSINESS PROJECTS

LOCAL DEVELOPMENT PROJECTS IN 6 SECTORS OF INTERVENTION:

In partnership with nationally and internationally recognized actors

Eni's presence in the territories follows a five-step approach

1. Knowledge of the Country's socio-economic, environmental and cultural contexts
2. Involvement of local stakeholders by analyzing their requests (and/or possible grievances)
3. Analysis and mitigation of potential impacts of activities on environment, health and people, including human rights
4. Definition and implementation of local development programmes along 5 lines of action: Human Rights in Communities, Land Management, Local Content, Stakeholder Engagement and Local Development Projects
5. Evaluation and measurement of local development generated through the use of tools and methodologies (ELCE - LFA)

Eni has defined a five-step approach:

1 - KNOWLEDGE OF THE CONTEXT IN ORDER TO:

Support the various project phases of the business, ensuring greater efficiency and a systematic approach to decision-making. Identify and understand the needs of local communities, in relation to the maturity of the company's presence in the Country, exploring various issues through specific indices such as the MPI to analyse poverty levels. Plan the strategy for implementing development projects, in line with the long-term needs of local populations. Understand and analyse the most vulnerable groups (women, children, migrants, etc.).

2 - DEVELOP RELATIONSHIPS WITH LOCAL STAKEHOLDERS TO:

Support understanding of the context by involving indigenous peoples, vulnerable groups and stakeholders, taking into account their concerns, needs and expectations (stakeholder engagement activities). Ensure the stakeholder relationship through regular consultations and grievances management and monitoring. Define appropriate channels of access and dialogue methods, manage potential conflicts and conduct specific consultations with local communities, especially in critical contexts (i.e. where there is a high number of grievances or in the event of economic or physical

relocation of communities). Identify and provide remedies in the event of adverse human rights impacts, through a continuous due diligence process covering all activities (Human Rights).

3 - IMPACT ANALYSIS IN ORDER TO:
Prevent possible negative impacts due to the presence of activities through integrated impact assessments on the environment, health and people, including those relating to human rights (by conducting integrated ESHIAs or specific studies, such as Human Rights Impact Assessments). Ensure that activities comply with international standards and involve key stakeholders in evaluations to protect their interests. Understand the effects on local areas and communities by identifying critical issues, assessing potential direct and indirect impacts, and implementing any necessary mitigation measures. Reduce risks and capitalise on opportunities, redirecting investment strategies as needed. Support the definition of interventions in the local area.

FOCUS ON

Community health impact assessments

In the areas where Eni operates, the Company adopts tools and methodologies to identify potential direct and indirect impacts, from earliest project phases, of preventing and/or mitigating them through health development plans and initiatives. To this end, Eni carries out Health Impact Assessments (HIAs), which may be developed as stand-alone documents or integrated within Environmental, Social and Health Impact Assessments (ESHIAs). These ensure alignment with internationally recognised standards and guarantee stakeholder engagement in order to safeguard their interests, identify critical issues, assess potential impacts and implement any mitigation measures, which are duly monitored.
In 2025, with the aim of assessing the potential health impacts on the communities involved, Eni completed 11 studies, of which 7 were integrated into ESHIAs in Oman, Indonesia and Cyprus, and 4 were specific health studies, of which 3 were in Italy and 1 in the Ivory Coast.

4 - LOCAL DEVELOPMENT PROGRAMMES:
Aimed at maximising positive impacts for the territory and stakeholders and promoting sustainable development, through activities defined in line with local needs analysis, corporate sustainability objectives, National Development Plans, the 2030 Agenda and Nationally Determined Contributions. Developed along 5 lines of action: Human Rights in communities, Land Management, Local Content, Stakeholder Engagement and Local Development Projects on 6 sectors of intervention. In collaboration with local, national and international actors to pool resources and human capital (Partnerships).

5 - EVALUATION AND MEASUREMENT OF LOCAL DEVELOPMENT:
Ensure the evaluation and measurement of the Local Development generated ("learn and adapt") through methodologies and project cycle management tools and measurement of the contribution generated, including in collaboration with academic institutions. Evaluate projects with Local Content Evaluation (ELCE) to quantify the added value generated. Monitor progress and results achieved through the adoption of the Logical Framework Approach (LFA) and the results-based management approach.

HUMAN RIGHTS IN LOCAL COMMUNITIES

Since 2018, Eni has adopted a risk-based model which, using contextual elements such as the risk indices from Verisk Maplecroft and project characteristics, enables business activities to be classified according to their potential risk of negative impact on human rights. Projects at higher risk are subject to specific in-depth analysis through dedicated studies, such as "**Human Rights Impact Assessments**" (HRIAs), aimed at identifying and assessing, including through engagement with rights holders, potential impacts and defining recommendations to be translated into prevention and management measures within Action Plans. During 2025, the Action Plans of the human rights studies conducted previously were implemented in: Mozambique regarding Area 4; Mexico, where a new set of actions was adopted based on the follow-up carried out at the conclusion of the previous three-year Action Plan (2020-2022); and the activities of the Southern District (DIME) in Basilicata, Italy. The reports of the main HRIAs and the related Action Plans adopted are publicly available on the Eni website.

During the year, strong focus was placed on agricultural initiatives (agri-feedstock) for the production of vegetable oils for the manufacture of biofuels, as well as on biofeedstock sourcing supply chains. Eni's agri-feedstock model has the potential to deliver socio-economic benefits to the local communities involved. At the same time, the specific nature of these activities required the development of a **dedicated framework** of measures to safeguard human rights along agricultural supply chains. This framework was implemented over the year through specific support activities for subsidiaries, particularly in Kenya, the Republic of Congo, Angola and Mozambique. The implementation of the measures set out in the Framework in Countries where agri-feedstock initiatives are present will continue in 2026 and in the following years.
With regard to biomass trading activities, an Action Plan to strengthen responsible sourcing safeguards was implemented during 2025.

The development of projects involving the use of natural resources may require the acquisition and/or use of land by local communities. For all individuals who carry out activities or reside in areas where Eni operates, the Company ensures (in accordance with the international standard on involuntary resettlement[1]), the adoption of fair, transparent and sustainable c**ompensation mechanisms**, with the aim of minimising, as far as possible, the loss of assets that could compromise sources of income or livelihoods for the affected communities (Project Affected People, PAP).
In some Countries, such as Australia and Kenya, Eni operates in areas where indigenous peoples or tribal groups are present; for these communities, it has adopted specific policies and procedures aimed at protecting their rights, tangible and intangible cultural heritage, traditions, lifestyles, institutions, ties to their ancestral lands and development models, in line with international standards, whilst promoting their prior, free and informed consultation.
Finally, with regard to local development initiatives, Eni applies the Human Rights-Based Approach (HRBA), which recognises and aims to empower all beneficiaries as rights-holders and, at the same time, to strengthen the capacity of States and other duty-bearers to respect, protect and promote human rights.

1 IFC PS5 International Finance Corporation: international guidelines for managing environmental and social risks responsibly. With regard to any economic and physical displacement relating to involuntary temporary or permanent resettlement, Eni uses IFC Performance Standard 5 as a reference.

FOCUS ON

A framework for respecting human rights in agricultural activities

Within the agri-feedstock initiatives, with the aim of appropriately managing the risks associated with the development of agricultural supply chains or with the collection and processing of agro industrial and forestry residues/waste, a dedicated set of **human rights safeguarding measures** has been developed, tailored to this specific business model. The framework includes a number of cross cutting measures, among which the adoption of a dedicated Code of Conduct that defines the ethical and operational principles for all actors involved in agricultural supply chains for feedstock production. The Code is based on two pillars: respect for human and labour rights, and environmental protection, and reflects the principles and commitments set out in Eni's **Code of Ethics** and the **"Respect for Human Rights in Eni"** Policy. Through the Code of Conduct, Eni's business partners are required to ensure respect for human rights also by subcontractors and third parties involved in their activities, as well as to accept verification processes aimed at assessing compliance with Eni's human rights commitments. Adherence to the Code of Conduct is embedded in a structured screening and selection process for counterparties, as well as in contractual safeguards designed to ensure respect for human rights throughout the agricultural supply chain.
The framework also includes specific measures, such as human rights training for Eni's agricultural counterparties and agricultural supervisors, who were involved during the year in dedicated initiatives supported by the sharing of guidelines and operational tools for on-site monitoring activities. In addition, third party technical audits have also been launched to verify respect for human rights along the agricultural supply chain.

These measures are complemented by **partnerships** and agreements with international institutions, such as the ILO - International Labour Organization, or by investments from the International Finance Corporation (IFC) in Kenya, as well as joint programmes, such as the one with IRENA (International Renewable Energy Agency) to facilitate dialogue and the sharing of experiences on accelerating the energy transition and developing renewable energy in fossil fuel-exporting Countries.
For further information on the Countries involved in Eni's agri-feedstock activities in 2025, see the chapter on **Carbon neutrality by 2050**.

Understanding the context, including the cultural one, makes it possible to develop and promote adequate access channels and to adopt the most appropriate methods for dialogue, information and management of any conflicts

COMMUNITY ENGAGEMENT

While operating in different socio-economic contexts, it is essential to understand the expectations of stakeholders and share choices to build relationships based on mutual trust, to detect actual, potential or perceived impacts, and to identify the most effective ways of engagement. Understanding the context, including the cultural one, makes it possible to develop and promote adequate access channels and to adopt the most appropriate methods for dialogue, information and management of any conflicts. The involvement of local communities[2], including indigenous peoples and vulnerable groups, is carried out by Eni and its subsidiaries through **free, prior and informed consultations**, for which responsibility is assigned to the local Managing Director, with the support of the Sustainability unit at both local and central levels. In some contexts, specific figures are identified to develop a constant relationship, also through periodic consultations in the different phases of business activities. For each new business development initiative, engagement takes place through public hearings open to local communities (unless this is in contrast with the Country's regulations) and by ensuring the **active participation** of authorities (including indigenous peoples) and local representatives, to guarantee both accurate information on business developments and the receipt of any feedback. This involvement does not end with the permitting phase but continues throughout the entire project cycle, including the construction and operational phases. Depending on the operational context, these consultations take the form of information sessions, focus groups, and the sharing of information and reports, with regular updates on the progress of business projects and awareness campaigns on health issues. In particular, in the event of involuntary economic or physical resettlement of communities, dedicated meetings are held to provide transparent and comprehensive information to the communities concerned, with particular attention to the most vulnerable people. Eni also identifies, where pertinent, the women's associations active in the territories in which it operates, in order to involve them in consultations or propose collaborations.

GRIEVANCE MECHANISM

Eni has defined and applies guiding principles for managing 'Grievance Mechanisms', responsibility for which, at the operational level, lies with all the subsidiaries and the districts who analyse and agree on the solution with the claimants (individuals or communities). Any request or complaint received is **managed** and **monitored** until closure through agreements with the parties involved, providing a response even if they are not related to Eni's activities. Grievances can be transmitted through online channels, including dedicated email addresses and institutional websites of local companies, or physically at the administrative/operational headquarters or through collection boxes located in areas where the project is located. Eni prohibits any retaliation against stakeholders who have reported issues and, as set out in the Policy on "Respect for Human Rights in Eni", does not tolerate or condone threats, intimidation, retaliation or attacks (physical or legal) against human rights defenders and other stakeholders, with whom it is committed to collaborating in order to create opportunities for engagement and dialogue. Furthermore, the confidentiality of the content of the grievance is safeguarded in a manner that protects the complainant's anonymity. All grievances are tracked in the **Stakeholder Management System (SMS)**[3], which allows them to be classified by topic and relevance, and enables the monitoring of progress and handling times. The information gathered supports the analysis of any recurring critical issues and the adjustment of engagement strategies. To ensure the effectiveness and robustness of the mechanism, the methods of access for complainants are assessed in every context, including linguistic implications and any need for assistance in completing the form, the methods of publicising the mechanism, and adequate information on how it operates; the results are then shared. Upon completion of the analysis process, Eni shares the proposed resolution with the complainant, initiating a dialogue and gathering any comments or alternative solutions, ensuring these are tracked and archived. In the event of dissatisfaction, Eni examines the reasons and, where necessary, initiates the review and response process, including the involvement of third parties. In relevant Countries, Eni conducts quarterly reviews of the status of grievances, monitoring specific indicators. During 2025, 21 grievances were received. During the year, 18 grievances were resolved (of which 13 were received in 2025), mainly concerning issues related to: supplier relations and requests for compensation for impacts on local activities; management of green spaces near facilities, odorous emissionsand actions to mitigate the effects of climate change

2 For further details, see also the chapter ■ **Stakeholder Engagement Activities** and the 🔗 **ECG Policy "Respect for Human Rights in Eni"**.
3 Management tool for mapping stakeholder relationships.

FOCUS ON

Train of the Trainers Project

In 2025, the new **Train the Trainers Project** was launched, involving the subsidiary in Mozambique (Eni Rovuma Basin). The initiative aims to train public security forces on Security and Human Rights, through the involvement of an external consultant, enabling them in turn to develop the capacity to train other security forces in this area.This project represented the first application of a training module that can be replicated in other Eni operations worldwide. The project was carried out in collaboration with the Ministry of Justice and the Mozambican National Human Rights Authority. The training lasted five days and was attended by 21 trainee trainers (including six women), from the Ministry of Justice, the Home Office and the Ministry of Defence, the Prison Service and the Immigration Police.

HUMAN RIGHTS AND SECURITY

Security incidents can affect a wide range of human rights, including economic, social and cultural rights. They can have a significant impact, both negative and positive, on freedom of expression and the ability to participate in political processes. Eni manages its security operations in compliance with the international principles set out in the Voluntary Principles on Security and Human Rights promoted by the Voluntary Principles Initiative[4] (VPI), and expects its Business Partners to manage these activities, in collaboration with and/or in the interest of Eni, with full respect for the human rights and fundamental freedoms of individuals. Eni has been a full member of the VPI since 2022, and in 2025, conducted a series of actions to confirm its commitment and to increase the level of sensitivity and awareness in managing potential impacts on communities where it operates. Since 2009, Eni has been promoting a training programme aimed at public and private security personnel in the Countries where it is present in order to disseminate corporate best practices in line with international principles. In 2025, the **"Security & Human Rights" workshop** was held in Pointe Noire, Congo, attended by Eni's Head of Global Security, the Italian Ambassador to Congo and the Minister of Justice of Congo. The initiative was aimed at raising awareness among security forces in Congo, both public and private, not only on issues related to security and human rights, but also on violence against women, women's rights and the conduct expected of security forces. The workshop represented a valuable opportunity for dialogue among local authorities, Eni personnel, institutional security representatives of Congo and the trainer. During 2025, commitment also continued in the implementation of the **"In-Country Workshops on Security & Human Rights" project**, under which subsidiary Security Managers delivered training workshops on security and human rights for local private security forces. These workshops were carried out in Ghana, Indonesia, Algeria, Egypt, Iraq, Kenya and Libya.

ACCESS TO ENERGY

The role of natural gas for local development

Eni's vision is to promote accessible and sustainable energy for a growing number of people. This objective is in line with SDG 7 (access to affordable, reliable, sustainable and modern energy systems) of the 2030 Agenda for Sustainable Development of the United Nations.
Natural gas plays a significant role in the energy transition pathway. In emerging economies, and in particular in many of the countries where Eni operates, it makes a substantial contribution to meeting the growing demand for electricity from households and local businesses. Furthermore, the flexibility of gas fired power plant, capable of providing baseload power and responding to peak demand, acts as an enabling factor for the future expansion of renewable energy sources.

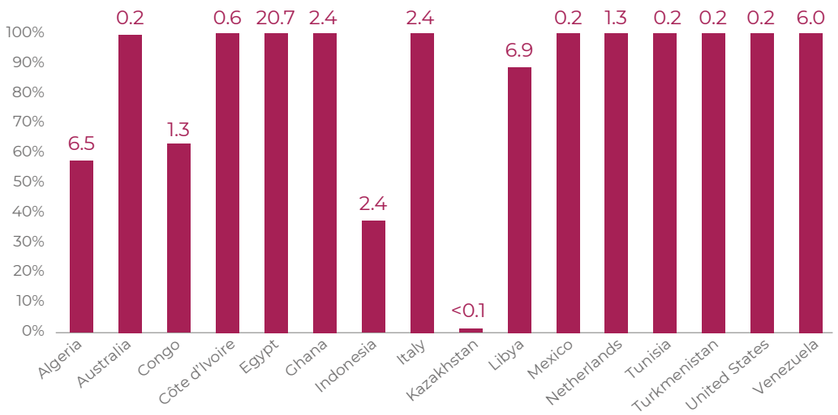
4 A multistakeholder initiative bringing together leading energy companies in the protection and promotion of human rights.

Production and distribution of natural gas

Eni supplied 51.5 billion Sm³ to local markets from operated fields, equivalent to 70% of the total volume produced. In Africa, 77% of Eni's total production on the continent was supplied to local markets, amounting to 38.6 billion Sm³.

Eni's commitment to supplying lower carbon energy to the Countries in which it operates is reflected in a high – and consistent over the years – percentage of gas supplied to local markets.

VOLUME OF GAS TO LOCAL MARKETS* (billion Sm³)



(*) Gross gas volumes operated by Eni. The percentage refers to the quantity sold in the country compared to the total produced.


Baleine, Phase 2 (Côte d'Ivoire)

FOCUS ON

Eni's contribution to energy access in Ghana

Over the past twenty years, Ghana's electricity system has made significant progress, with a steady increase in electricity access and a strong growth in energy consumption. Final electricity consumption has more than doubled compared to 2000, while the share of the population with access to electricity increased from 45% to 89% in 2023. This represents a significant improvement for a Country in Sub-Saharan Africa, with positive effects on both household well-being and national productive capacity.

To meet growing demand, Ghana's generation mix has progressively increased the use of natural gas, which has become the main source of electricity generation in recent years. In 2023, gas accounted for around 59% of the electricity generated (IEA data), ensuring greater stability and flexibility for the system. The electricity produced powers both the residential sector (40% of consumption) and the industrial sectors (60% of consumption).

In 2025, Eni supplied 2.4 billion Sm³ of natural gas to the local market. Based on national energy balances (IEA and World Bank), this volume corresponds to approximately 8,322 GWh of electricity, equal to 44% of the Country's total electricity consumption in 2023. This contribution supported further progress in electricity access for the population and strengthened the competitiveness and operational capacity of local businesses, reinforcing the overall productive system.

The value of liquefied petroleum gas in the energy transition of producing Countries

Liquefied petroleum gas (LPG) is recognised as one of the most suitable lower carbon fuels for ensuring access to cleaner cooking methods that are less harmful to people's health.

To this end, Eni produces and distributes LPG locally for residential use. In particular, in 2025, a total of 70% of the LPG produced in the Countries (Algeria, Egypt, Libya, Côte d'Ivoire and Tunisia) by Eni was supplied to local markets, amounting to approximately 11.9 million barrels per year.

17 mln bbl/year produced

11.9 mln bbl/year supplied to local market

70% of total volumes supplied to local markets

KEY RESULTS FOR 2025 BY ENERGY SOURCE

ELECTRICITY PRODUCTION FROM GAS

Eni is active in the operation of thermoelectric power plants, with the aim of increasing the quality and reliability of supply.

CONGO

CEC power plant: 2.4 TWh (2025), equivalent to approximately 50% of the electricity produced in Congo.

ELECTRICITY PRODUCTION FROM RENEWABLE SOURCES

In addition to Plenitude initiatives, Eni has built plants powered by renewable energy with the aim of reducing CO_2 emissions associated with upstream activities, contributing significantly to the reduction of Scope 1 and Scope 2 emissions.

Some examples:

Adam PV in Tunisia: located in the governorate of Tataouine, this photovoltaic plant has a peak capacity of 5 MW.

Bir Reeba North PV in Algeria: a 10 MW photovoltaic plant located in the Berkine Basin in south-eastern Algeria.

Abu Rudeis in Egypt: with a capacity of 14 MW and approximately 17 GWh of annual energy produced.

CLEAN COOKING

Eni also promotes access to modern cooking solutions, through the replacement of traditional cookstoves with improved models, which contribute to reduced domestic pollution, reduced exploitation of forest resources and an improved quality of life for the communities involved.

By 2025:

Around 440,000 improved stoves distributed in Angola, Congo, Côte d'Ivoire, Madagascar, Mozambique, Rwanda and Tanzania.

People reached: approximately 2,200,000 people (1 improved stove per family with, on average, 5 members).

Eni contributes to energy access in line with SDG 7, including through its local development projects.

Eni is committed to ensure access to clean cooking for over 10 million people in Sub-Saharan Africa by 2027, with the aim of reaching 20 million people by 2030

CLEAN COOKING PROGRAMME

In 2018, Eni launched the "Eni for Clean Cooking" programme, a wide-ranging initiative promoting the replacement of traditional cookstoves with more efficient ones that reduce emissions associated with combustion. Eni is committed to ensure **access to clean cooking** for over 10 million people in Sub-Saharan Africa by 2027, with the aim of reaching 20 million people by 2030. The programme has been launched in Côte d'Ivoire, Congo, Mozambique, Angola, Rwanda, Tanzania and Madagascar, and is being evaluated for expansion to other Countries in Sub-Saharan Africa.

By 2025, around 2.2 million people in Sub-Saharan Africa had been reached, bringing the cumulative total to approximately **3.7 million** people since the programme's launch.

The use of improved cookstoves also enables families to save time spent gathering fuel and preparing meals, and to reduce expenditure on fuel purchases.

The World Health Organization estimates that 2.9 million premature deaths each year are attributable to household air pollution[5], including respiratory and cardiovascular diseases. It is internationally recognized that Clean Cooking projects provide significant improvements in family health, particularly for women and children. In addition, clean cooking can reduce the risk of pregnancy-related and neonatal complications, such as low birth weight[6]. In 2025, in Angola, Mozambique, Côte d'Ivoire, Rwanda, Congo, and Madagascar, Eni's Clean Cooking activities were therefore accompanied by interventions aimed at monitoring the health of households receiving improved cookstoves, as well as awareness-raising initiatives, with particular attention to proper nutrition, hygiene, and food safety. Furthermore, in Mozambique, assessments were carried out to evaluate changes in household air pollution[7] resulting from the introduction of improved cookstoves.

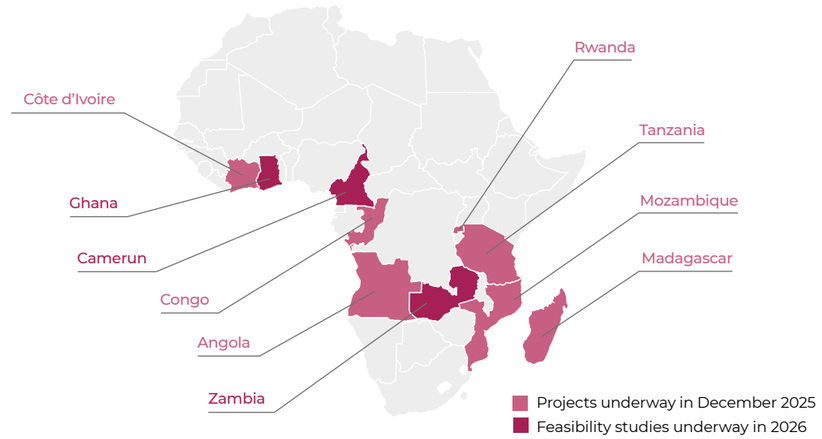
One of the distinctive features of the Eni model is the **free distribution** of high-efficiency cookstoves, which helps overcome financial barriers and ensures accessibility even in highly vulnerable areas. The "Eni for Clean Cooking" programme also represents an opportunity to promote entrepreneurship by creating job opportunities within communities. Eni supports the local production of cookstoves, assessing the potential of manufacturers and helping to strengthen their technical and entrepreneurial skills, while facilitating access to technology, capital and markets. Furthermore, the stoves are distributed through local and international organisations already established and deeply rooted in the area, which ensure careful and appropriate engagement with communities and families and raise their awareness of the benefits of the new systems, whilst also promoting behavioural change. The adoption of improved cookstoves by families who choose to participate in the project has a tangible impact on their household savings, reducing the amount of fuel they need to collect or purchase, as well as the time required for food procurement and cooking. As well as being more efficient and cleaner, the improved stoves are also safer and reduce the risk of burns, fires or other domestic accidents. Finally, the **gender perspective** of the entire programme should be highlighted: the domestic workload involved in collecting fuel and preparing food is traditionally entrusted to women and girls, often compromising school attendance or employment opportunities and exacerbating gender inequalities within the family. The adoption of clean cooking systems significantly reduces these time-consuming and labour-intensive tasks, freeing up time and energy for more rewarding or educational activities and contributing to women's empowerment.

The "Eni for Clean Cooking" programme is one of the technological solutions applied as a lever for offsetting residual emissions. For further details, see the chapter on **Carbon neutrality by 2050**.

Furthermore, Eni is committed to encouraging the transition from improved stoves to more advanced solutions; for further details, see the focus on **"Technological evolution of the 'Eni for Clean Cooking' Programme"**.

5 WHO data 2021.
6 Data from Clean Cooking Alliance.
7 Through the radiello® device, a sampling system developed by the Maugeri Environmental Research Centre.

CLEAN COOKING PROGRAMME



FOCUS ON

Technological evolution of the "Eni for Clean Cooking" Programme

In 2025, Eni started distributing **advanced cookstoves**, including induction cookers for urban areas and pyrolytic or gasification stoves for rural areas. These solutions promote, in line with a circular economy approach, the use of agricultural residues, including by products from Eni's agri feedstock supply chain. This development will further help address deforestation by progressively eliminating the use of non-renewable biomass, with significant benefits for both forest conservation and human health.

In this context, feasibility studies for projects involving induction and pyrolytic stoves have already been launched in Mozambique, the Republic of Congo, Rwanda, Côte d'Ivoire, Zambia, Cameroon and Ghana.

Clean cooking project (Côte d'Ivoire)

CASE STUDY

Entrepreneurial development for clean cooking

Rwanda

Training and new technical skills are the pillars of Joule's support in Rwanda. Following the **entrepreneurial culture** development course held in 2024, in October 2025 Joule launched a new programme to strengthen **the technical and entrepreneurial skills** of local producers of improved cookstoves, promote skilled employment and the sustainable development of the communities involved. The initiative was implemented by Joule together with Eni Natural Energies Rwanda, in collaboration with ELIS and the Salesians of Don Bosco of Kigali. The programme involved **30 employees from a local SMEs and 10 students**, who took part in a one week course designed to provide technical skills for **the safe and efficient production of improved cookstoves** for the local market. The project successfully combined theoretical and practical training, effectively creating a bridge between education and the world of work.

Zambia

Koalisation, an Italian climate-tech start-up, accelerated by Joule, has developed a "Proof of Concept" to assess the possibility of replacing the woody biomass used for cooking food in traditional African stoves (three-stone fire) with a biofuel derived from agricultural and forestry waste to power **advanced pyrolytic cooking systems**. The subsequent feasibility study tested the entire biomass supply chain in Zambia's Copperbelt, from harvesting to the use of the cookstoves. Koalisation has established a rural demonstration centre to show local farmers agroforestry processes for growing fast-growing plants and shrubs on non-agricultural land and converting biomass into pellets, as well as an urban hub in Chipulukusu for the **distribution of pyrolytic cookstoves** (250 cookstoves by 2025) and the sale of pellets at an affordable price for households.

Côte d'Ivoire

In 2025, Joule also launched its activities in the Côte d'Ivoire, with a project expected to last around 24 months, designed to support the growth of sustainable solutions for **clean cooking** and energy transition. The initiative is structured around three main areas of intervention: 1) mapping the local innovation ecosystem (involving start-ups, SMEs, local institutions, NGOs and stakeholders active in the sectors of clean cooking, sustainable energy and green entrepreneurship), to identify key players, needs and potential areas for collaboration, 2) the development of a vocational training programme dedicated to building technical and managerial skills in the energy sector[8] launched in the first quarter of 2026) aimed at **strengthening local capacities and promoting youth employment**; and 3) the delivery of an HSE training course for selected companies, which concluded in December 2025.

8 The programme forms part of the wider "Green Horizon" project promoted by ELIS, aimed at strengthening local capacities and promoting youth employment.

INTERVIEW WITH FATIH BIROL

Fatih Birol
Executive Director at International Energy Agency (IEA)

Clean Cooking: closing the access gap

What are the key benefits associated with reaching access to clean cooking globally?
Nearly 2 billion people still rely on traditional fuels such as wood and charcoal, exposing households to harmful smoke that contributes to around 2.5 million premature deaths each year. In many rural communities, women and girls spend up to four hours a day collecting firewood-time that could otherwise be used for education or employment. Closing the access gap comes with immense health, development and socio-economic benefits, and would create 460,000 additional jobs across Africa according to IEA analysis.
For these reasons, the IEA has made clean cooking a central priority for more than two decades and convened the first leaders-level Clean Cooking Summit in 2024, which mobilised USD 2.2 billion in new public and private commitments, including a pledge by Eni to provide 20 million households with clean cooking by 2030.

Why does expanding access to clean cooking play an important role in achieving global climate and environmental goals?
The use of wood and charcoal in inefficient cooking methods contributes significantly to deforestation, land degradation and greenhouse gas emissions, including methane and other climate pollutants. IEA analysis shows that universal access to clean cooking could reduce global greenhouse gas emissions by over 1.2 Gt CO_2eq. annually by 2040 - the equivalent CO_2 emissions from all international shipping and aviation today.

What role can carbon finance play in mobilising private sector investment for clean cooking solutions?
More investment is needed to close the clean cooking gap, which is why the IEA is hosting a second Summit on Clean Cooking in Africa on July 9-10 in Nairobi to further elevate this important issue and mobilise additional commitments.
The IEA estimates that closing Africa's clean cooking access gap would require around USD 2 billion per year through 2040 - less than 0.1% of global annual energy spending. Mobilising this level of investment requires a mix of private and public finance, which could include carbon finance, which already accounts for around 35% of cookstove project revenues in Africa today.

AGRI-FEEDSTOCK

As part of the distinctive vertical integration model for the production of vegetable oil (agri-feedstock) for biofuel production, the production of feedstock in the agricultural chain is left to farmers, who cultivate their own land or collect forest residues. For the production of vegetable oil, the seeds and agricultural and forest residues are then pressed in processing plants, so-called **Agri Hubs**, either in-house or third party, depending on the industrial maturity of the Country of production. The by-products of vegetable oil processing can in turn be recovered and valorized in the feed and fertilizer chains, with important advantages for the food security of the territories involved. November 2025 saw the conclusion of the third edition of the "Kenya Agribusiness Entrepreneurship Program", the acceleration programme for local agritech start-ups was promoted by Eni Natural Energies (ENE) Kenya and Joule, in collaboration with the E4Impact Foundation. The five-month programme included training on idea validation, market analysis, business model development, prototyping and scale-up. During the final event, 10 start-ups presented their solutions to a jury comprising investors and industry stakeholders. Five projects were selected and received a grant of €10,000. Launched in 2023, the programme assessed over 300 projects, accelerated 30 start-ups and led some of them to sign contracts with ENE Kenya. As part of its **partnership with the ILO** Eni collaborates with small and large farmers, aggregators, cooperatives and producers, contributing to the improvement of working conditions and alignment with international labour standards. In Kenya, the initiatives have reached an advanced stage of implementation, translating the findings from the assessments carried out in 2024 into concrete actions at an operational level. In 2025, the programme was also extended to the

Côte d'Ivoire, where specific assessments were carried out during the year to identify priority areas for action; and subsequently to the Republic of Congo, where activities focused on engaging local stakeholders and defining a programme suited to the local context.

In 2025, an **agreement was signed with the IFC** (International Finance Corporation) aimed at expanding collaboration to other African Countries to support Eni's activities in the areas of Agri-Feedstock, Clean Cooking and Waste to Energy. Thanks to this partnership, Eni is supporting the development of local communities, fostering the creation of economic opportunities and improving the resilience of the agricultural sector.

LOCAL CONTENT

Eni measures the impact of its activities on the countries in which it operates in terms of economic output and employment.

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

Eni'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'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's business model applied to each context. The importance that Eni gives to local content translates into the definition of integrated plans between different corporate functions to maximize value creation in compliance with the existing regulations and often setting more ambitious objectives than those envisaged by the local legislative frameworks.

FOCUS ON

The ELCE model

Since 2016, Eni has been using the ELCE (Eni Local Content Evaluation) model, validated by the Politecnico di Milano, to measure the impact of its activities on the Countries where it operates. This approach provides a quantitative estimate of the impact of Eni's activities, analysing the socio-economic effects generated at national level through metrics that measure benefits in terms of economic output and employment.
The model estimates the **"direct" effects** generated by Eni's activities, the **"indirect" effects** relating to the entire supply chain, and the resulting **"induced" effects** linked to the increase in economic output occurs thanks to the increase in wages injected along the entire supply chain.

The impact is measured across two levels: the **production of goods and services** generated by Eni's investments, and **the additional employment created** through the activation of the supply chain, measured in terms of Full-Time Equivalent (FTEs)

CASE STUDY

Application of the ELCE model to the 2026-2030 Strategic Plan in Italy

Eni's 2026–2030 Strategic Plan assigns a role of particular importance to Italy, which is set to receive a significant share of investments, primarily in activities related to the energy transition. These include investments in the biorefining sector (Livorno, Priolo, Sannazzaro) as well as the Ravenna Carbon Capture and Storage (CCS) project. The conversion of these sites forms part of a strategy to decarbonize Eni's products, while also helping to preserve an industrial and manufacturing supply chain originating from the traditional refining and hydrocarbons production sectors. Alongside these investments are activities aimed at the upkeep and maintenance of Eni's industrial sites already operating in low-carbon sectors (for example, the biorefineries in Gela and Venice) and in Eni's traditional activities related to fuel and hydrocarbon production. These activities, especially those connected to the upstream sector, are deeply rooted in the Italian economy, with a significant share of local suppliers supporting the value chain and, consequently, a substantial impact in terms of contribution to Italy's GDP.
The estimates made using the ELCE model help to provide a quantitative overview of the impacts generated by Eni throughout the Strategic Plan across the entire Italian production supply chain, both in terms of economic output and employment.

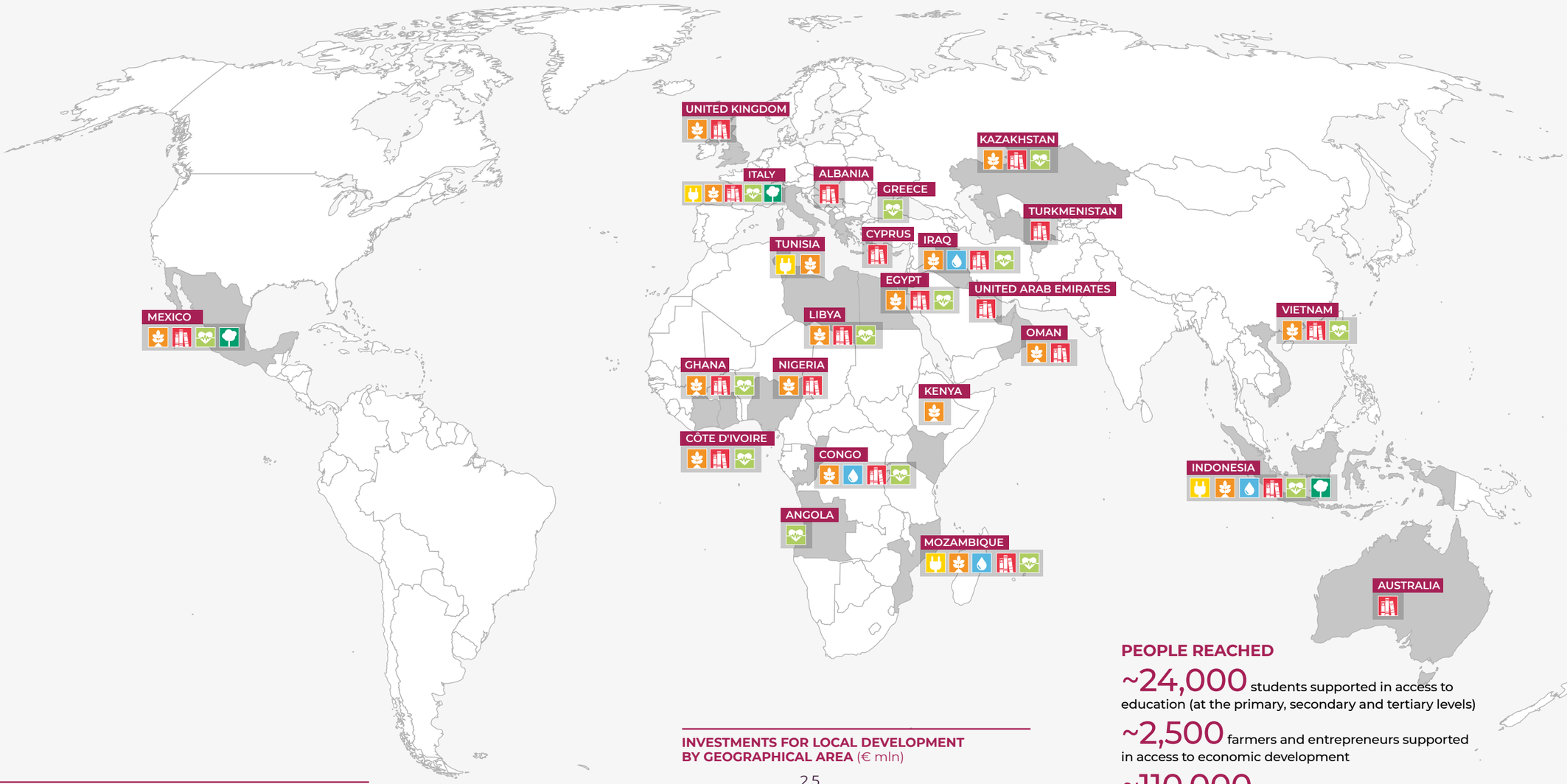
ECONOMIC IMPACT	OCCUPATIONAL IMPACT
>30 bln €	>35.000 FTE/year

The methodology uses Eni's gross investments in Italy under the Strategic Plan as input, including joint ventures established for the implementation of industrial projects.

Female representation of CCPs (Community Fisheries Councils): artisanal fishers and fish traders in Ruela, Cabo Delgado Province (Mozambique)

Local development projects around the world

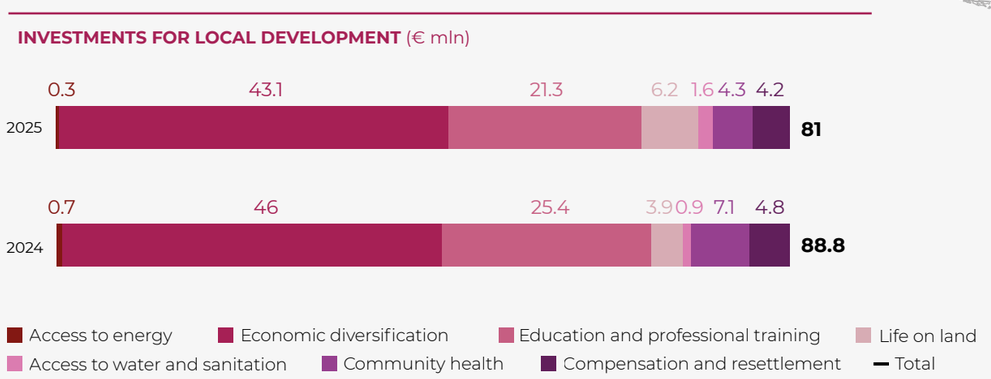
SECTORS OF INTERVENTION	SDG
Access to energy	7
Economic diversification	2 8 10
Education	4
Life on land	15
Access to water and sanitation	6
Community health	2 3 6



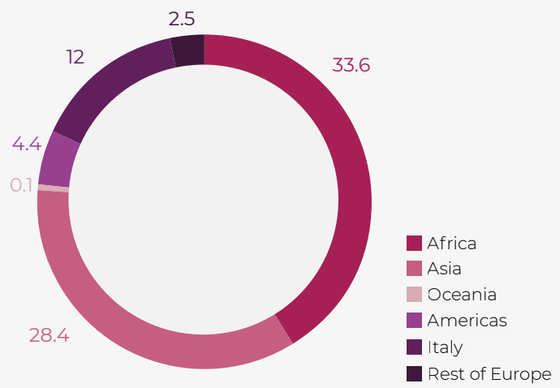
Active projects in 24 Countries

64 cooperation agreements signed during the year

INVESTMENTS FOR LOCAL DEVELOPMENT (€ mln)



INVESTMENTS FOR LOCAL DEVELOPMENT BY GEOGRAPHICAL AREA (€ mln)



PEOPLE REACHED

~24,000 students supported in access to education (at the primary, secondary and tertiary levels)

~2,500 farmers and entrepreneurs supported in access to economic development

~110,000 people supported in the access to drinking water (including awareness campaigns)

~600,000 people supported in access to health services

~7,000 people supported in access to sustainable energy (electricity)

~5,500 people involved in environmental and biodiversity protection activities[a]

(a) The initiatives include support actions for community water management, the rehabilitation of disposal sites, remediation actions aimed at restoring native vegetation, tree planting, biodiversity conservation, and awareness-raising campaigns on the risks associated with pollution from oil spills and on the importance of biodiversity protection.

PROJECTS IN THE WORLD

Eni plans and implements initiatives to support the communities hosting its business activities, with the aim of promoting human development from an integrated and inclusive perspective. The local development initiatives designed aim to strengthen access to fundamental rights — energy, water, food, education and health — contributing to the improvement of living conditions for the populations involved. At the same time, Eni supports economic diversification through agricultural projects, microcredit programmes, entrepreneurial and infrastructure initiatives, as well as environmental protection and vocational training activities aimed at generating new employment opportunities. Partnerships are a strategic element in achieving the objectives of development and inclusive growth: Eni collaborates with local stakeholders, leveraging resources, skills and human capital to maximise the impact of local initiatives.

In 2025, **64 cooperation agreements** were in place, of which 17 socio-economic and 7 related to community health initiatives, signed during the year. In defining and implementing projects, Eni adopts a participatory approach and integrates relevant cross-cutting issues (such as gender), implements tools and methodologies in line with key international standards, such as the Logical Framework Approach to structure local interventions and the Monitoring, Evaluation and Learning components to monitor, evaluate and, where necessary, adapt them in order to maximise benefits for communities. Local development projects aim to achieve results and objectives that contribute to the socio-economic development of the communities where Eni is present. Their goal is to generate **positive and lasting change** for people as they involve the communities during the various project phases.

Since 2020, Eni has adopted a gender-mainstreaming approach in its business and local development projects, to ensure that the impacts on women in local communities are properly identified, to maximise positive impacts and prevent potential negative consequences. This approach involves specific actions and tools for the various sectors of intervention and the integration of the gender perspective throughout the different project phases.

38 initiatives
aimed at improving the health of local populations

COMMUNITY HEALTH

To protect and promote the health of communities in the Countries where Eni operates, the company implements health development and health promotion programmes that can be integrated into business activities (see the sections **Clean Cooking Programme** and **Agri-feedstock**) or initiatives aimed at supporting local governments in achieving the Country's health priorities.

In the areas where Eni is present, community health initiatives involve the implementation of specific projects aimed at improving health conditions and promoting the well-being of local communities, representing an important tool for contributing to local development. Indeed, the projects are implemented in line with local health policies and international best practices and aim to safeguard the right to health, strengthening the host Countries' health systems to improve health conditions and contributing to socio-health development.

The main areas of intervention in 2025 focused on: support for maternal and child health, strengthening primary health, prevention of communicable and non-communicable diseases, nutritional support, access to safe water and sanitation, as well as support for medical emergencies. During the year, Eni carried out 38 initiatives in 14 Countries, with a **total expenditure of €4.3 million**, aimed at improving the health of local populations by strengthening the skills of health staff, for example in Angola, Egypt, Mozambique and Libya; the construction and refurbishment of healthcare facilities and their equipment, for example in Côte d'Ivoire, Indonesia, Congo, Egypt, Mozambique and Italy; and information, education and awareness-raising on health issues for the communities involved, for example in Côte d'Ivoire, Egypt and Ghana. The projects are carried out in collaboration with local health authorities and with the involvement of civil society organisations, strengthening cooperation between the Company and its stakeholders. Furthermore, for the implementation projects, Eni develops partnerships with leading medical and scientific institutions. In 2025, **26 agreements** were in place, of which 7 were newly signed during the year, with:

- Local institutions, including: the Angolan Ministry of Public Health to support the pediatric health system in Luanda, Icolo and Bengo; the State Institutions of the Akim of the city of Zhanaozen (Kazakhstan) for a training and health emergency management programme; the Azienda USL Toscana Nord Ovest (ATNO) for the introduction of robotic technology in local hospitals;
- civil society organisations, such as the AVSI Foundation for the nutrition project in the state of Tabasco, Mexico;
- hospital institutions, such as the Gaslini Academy (IRCCS Istituto Giannina Gaslini) for training activities and the strengthening of the pediatric health system in Angola.

CASE STUDY

Some examples of community health projects

South Comoé, Côte d'Ivoire (2023–2025)

OBJECTIVE: strengthening local health system in the South Comé region.

ACTIVITIES: the project involved the refurbishment of six health facilities, including their equipment and the rehabilitation of sanitation facilities, alongside the supply and maintenance of 12 ambulances. 71 health and community workers from 3 Regional Directorates were trained, with a particular focus on strengthening maternal, neonatal and child health services and increasing DTP3[9] vaccination coverage. Infection prevention systems were also improved through training and the definition of monitoring systems.

Finally, awareness-raising activities and outreach interventions were carried out across the region, through mobile clinics and in schools, enhancing the knowledge of the community, teachers and pupils regarding water and sanitation.

RESULTS: in 2025, over 9,500 people gained access to improved health services and almost 1,000 participated in community awareness sessions. Over the period 2023-2025, a total of over 32,000 people benefited from the project, includingmore than 6,600 participants reached through community awareness activities, as well as medical staff and community health workers.

Mangystau, Kazakhstan (2025)

OBJECTIVE: strengthening the emergency health system in the city of Zhanaozen.

ACTIVITIES: the project involved the donation of two fully equipped ambulances for advanced medical support to the emergency operations centre and the hospital in Zhanaozen, in the Mangystau region. At the same time, a training programme was delivered for health staff of the centre, comprising technical training on the use and maintenance of ambulance equipment and a psychological preparation module on stress management. Furthermore, was implemented transport service for people with disabilities and reduced mobility, thanks to the donation of a dedicated vehicle to the municipality.

RESULTS 2025: 71 healthworkers trained. The new ambulances are expected to serve a population of around 20,000 people.

Samboja, Muara Jawa e Pamboang, Indonesia (2022-2028)

OBJECTIVE: strengthening community health through the enhancement of health services and the active role of schools in health promotion.

ACTIVITIES: in 2025, the project integrated interventions in schools and health settings. In schools, health and nutrition education programmes were implemented, along with first-aid training for teachers, anaemia screening and structural improvements (toilets, healthy canteens and School Health Units). In health centres, prevention and treatment services were strengthened through infrastructure improvements, the provision of medical equipment, staff training, and programmes for the prevention of malnutrition and care for pregnant women.

RESULTS 2025: over 13,000 community members, including students, teachers and people who have accessed health facilities.

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. Examples of the activities implemented are: rehabilitation or construction of school buildings; distribution of school materials and kits for students; teacher training, awareness campaigns to promote school participation; support for educational programmes for young students, such as workshops, scholarships, courses and vocational training programmes; and initiatives to develop skills and knowledge in the energy and natural resources sector. By 2025, Eni had built and/or renovated 5 school and educational facilities, supporting the training of approximately 580 national school staff (teachers, school staff and headmasters) to improve professional and soft skills, including child protection practices and teaching methodologies. To promote a sense of 'belonging' to the school and help strengthen parental responsibility, over 350 parents were involved in awareness-raising activities on various topics such as child protection, education, sport, the environment, nutrition, health, hygiene, equal opportunities, etc. Furthermore, more than 15,000 people took part in non-formal educational activities (workshops, vocational training courses, human rights awareness-raising), mainly in

In 2025, Eni supported access to primary, secondary and tertiary education, as well as non-formal educational activities, for approximately 24,000 students

9 Diphtheria tetanus toxoid and pertussis.

Indonesia, Italy, Kazakhstan, Mexico, Mozambique and the United Kingdom. Throughout the year, through the programmes and scholarships provided by Eni Corporate University, Eni supported the **academic training** and **professional development** of more than 2,000 students, whose projects are carried out in collaboration with local authorities, international organisations and with the engagement of civil society organisations. In Italy, Eniscuola engaged, during 2025, around 8,000 young students from primary and secondary schools in training initiatives on topics such as new technologies, energy transition, cyber security and new forms of communication; furthermore, more than 2,000 teachers took part in online training courses on digital skills and innovation in schools. In 2025, there were 13 active agreements on education, including two new ones signed with UNESCO in Congo and with the Terra Felix Social Cooperative in Italy.

CASE STUDY

Some examples of projects contributing to access to quality education

Agrivanda - (2025–2028) - Val d'Agri, Basilicata (Italy)

OBJECTIVE: contributing to the socio-economic and sustainable growth of the region, strengthening skills and professionalism in the Agriculture 4.0 sector and promoting new agricultural supply chains.
ACTIVITIES 2025: implementation of the digital Pathways for Transversal Skills and Orientation (Percorso per le Competenze Trasversali e l'Orientamento PTCO) programme 'Energy in Basilicata' focused on sustainability and the energy transition; field-based educational visits; inclusive community activities, with particular attention to members of the Lucanian Autism Association (ALA); the awarding of scholarships; and the organisation of outreach events and educational workshops.
RESULTS 2025: 300 students trained; 150 teachers involved; 10 scholarships awarded; 910 people involved in non-formal training activities; 700 people involved in environmental activities.

Promoting youth employment in southern Libya (2023-2027)

OBJECTIVE: improving access and quality of technical and vocational education and training, and increasing employment opportunities and the socio-economic inclusion of young people in the Fezzan region of southern Libya, through enhanced TVET (technical and vocational education and training) infrastructure and the development of professional and entrepreneurial skills.
ACTIVITIES 2025: the project was launched in 2024 in collaboration with the International Organization for Migration (IOM), with renovation work carried out on a technical and vocational training centre. During 2025, training activities were also organised at a new vocational center's, pending the opening of the project's TVET centre, alongside technical and entrepreneurial training courses and capacity-building initiatives for trainers.
RESULTS 2025: the infrastructure component of the project was completed with the construction of the TVET centre, for the launch of training activities at full capacity in 2026. During the year, around 300 beneficiaries were trained at other vocational centres, whilst 10 trainers enhanced their skills through dedicated training courses. The activities helped to improve access to vocational training and strengthen employability prospects in a context characterised by high socio-economic vulnerability.

Sustainable employment in the South-Comoé region of Côte d'Ivoire (2025-2026)

OBJECTIVE: promoting job creation in the South-Comoé region through the development of relevant professional skills and access to careers. The main objective is to address the mismatch between labour market demand and skills supply, improving the employability of young people through specialised training programmes in sectors with high growth potential, particularly in ICT and the assembly and repair of smartphones.
ACTIVITIES: in 2025, the project became fully operational with the completion of the laboratories (IT and electronics) and the installation of computers equipped with biometric monitoring and video surveillance systems. All participants completed the training and the certification programme was launched, offering courses in programming, applied electronics and digital marketing. In October, career guidance activities began in 2 of the region's 6 secondary schools, featuring testimonials, practical demonstrations of technology, virtual reality and electronics, and interactive sessions on ICT professions.
RESULTS 2025: 180 students trained and 1,255 students involved in career guidance activities.

ACCESS TO WATER AND SANITATION

The objective of these initiatives is to support local communities in accessing clean, safe water and sanitation services to improve the living conditions and health of people, especially in areas where access to clean water is limited or non-existent. Activities may include the construction of wells, water treatment systems, water network upgrades and distribution improvements, provision of sanitation facilities, hygiene education programmes and initiatives in schools and communities, and training in community-based management of water treatment systems. By 2025, **10 drinking water access points had been built or renovated**, and awareness-raising activities on hygiene practices had been carried out for around 60,000 people. In 2025, a partnership with OIKOS was active in Mozambique to increase access to safe drinking water for local communities.

By 2025, over 110,000 people have improved their access to drinking water (including awareness campaigns)

CASE STUDY

Examples of water access projects

Water access for the population of Basra - Phase b (2024-2025) – Iraq

OBJECTIVE: increasing access to safe drinking water for the population of Basra.
ACTIVITIES 2025: in partnership with the Basra Water Directorate, the Al-Baradhiya water treatment plant was constructed to ensure access to drinking water for the population of Basra Governorate. In 2025, Phase B of the plant was commissioned, thus completing the project, including a training programme for future operators of the Basra Water Directorate, to ensure the sustainable and efficient management of the facility.
RESULTS 2025: in 2025, Phase B became operational, which made it possible to reach an additional over 50,000 people and bringing the total population with access to drinking water to more than 100,000. Over 3 million cubic metres of drinking water were supplied to the Basra water network.

Access to water in the districts of Samboja and Muara Jawa (2025) - Indonesia

OBJECTIVE: promoting access to safe drinking water for local communities.
ACTIVITIES 2025: projects have been implemented to support communities in the districts of Samboja and Muara Jawa, in the regency of Kutai Kartanegara, in the province of East Kalimantan. The initiatives include the construction of 2 new wells in the community of Handil Baru Darat, in the district of Samboja, and 1 well in the community of Muara Jawa Tengah, in the district of Muara Jawa. The project ensures that local communities have access to clean water for daily consumption.
RESULTS 2025: by 2025, the projects have reached 3,067 members of the local communities living in the villages concerned.

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. Initiatives also include support activities in waste management for communities, rehabilitation of disposal sites, restoration activities to restore native vegetation, tree replanting, biodiversity conservation, and awareness-raising campaigns on the risks of pollution from oil spills and the importance of biodiversity protection. In this context, in 2025 Eni continued its collaboration with UNESCO in Mexico to implement a **comprehensive water security plan** for the Mezcalapa-Samaria sub-basin in the state of Tabasco to address frequent flooding, and signed a new agreement with the Information-Analytical Centre for Water Resources (IACWR) in Kazakhstan for flood prevention and water resource management.

By 2025, around 5,500 people involved in environmental and biodiversity protection activities

CASE STUDY

Some examples of projects for life on land

Reintroduction of native species in the Carmen-Pajonal-Machona Lagoon System, Cárdenas, Tabasco (2022-2025) - Mexico

OBJECTIVE: ensuring the recovery and sustainability of native fish populations within the lagoon system.
ACTIVITIES 2025: the initiative was carried out in collaboration with the Autonomous University of Juárez in the state of Tabasco (UJAT). The activities carried out mainly included: (i) the conducting of a comprehensive assessment on species diversity and abundance, following the release of 140,000 fry between 2022 and 2024; (ii) the organisation of awareness-raising workshops and technical training sessions on sustainable fishing practices.
RESULTS 2025: the production of native fish species resulting from restocking activities has tripled compared to the 2022 baseline. A total of 112 local fishermen has been successfully trained in sustainable practices and ecological impact management.

Biomonitoring of the Val d'Agri ecosystem (2025-2028) - Val d'Agri, Basilicata (Italy)

OBJECTIVE: protecting and enhancing local ecosystems through biomonitoring activities using bees and lichens, raising awareness among students and communities about biodiversity conservation.
ACTIVITIES 2025: training days and guided tours at biomonitoring stations; educational workshops on bees and lichens; use of smart hives and lichen bags for demonstration activities. Signing of a major Framework Agreement involving the academic world (UNIBO) and leading industrial companies (Lamborghini and Philip Morris).
RESULTS 2025: 2,000 people involved in activities on biodiversity and the environment.

ECONOMIC DIVERSIFICATION

In 2025, over 2,500 farmers/ entrepreneurs were supported in accessing economic development through economic diversification initiatives

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. Some examples of these initiatives include: micro-entrepreneurship and job placement projects; employment and self-sustenance projects (e.g. sustainable agriculture, responsible tourism, local handicrafts, production of goods and services); entrepreneurial training, mentoring and consultancy programmes for small businesses and startups; environmental management; construction of civil works, museums, irrigation wells, etc. Eni has supported the **training of around 2,300 farmers** and **producers**, backed 14 cooperatives and associations in the agri-food sector in Congo, Italy, Kenya, Mexico and Mozambique, and trained 200 people in entrepreneurship, financial literacy and business management. Finally, as part of its agri-feedstock projects, Eni contributed to training activities involving over 35,000 farmers and producers. There were **16 active partnerships** in 2025, of which 8 were new: 2 in Egypt, 1 with SEKEM and 1 with AICS; in Côte d'Ivoire with CERCO Côte d'Ivoire; in Kenya with E4Impact; in Mozambique with the National Secretariat of State; in Kazakhstan with EFCA; in Italy with Fondazione Banco Alimentare; and in Oman with the Wali Office.

Batys Agri Hub (Kazakhstan)

CASE STUDY

Some examples of economic diversification projects

Towards organic farming in Matrouh (2025-2026) - Egypt

OBJECTIVE: increase climate and economic resilience of smallholder farmers in some areas of the Matrouh Governorate through the transition to organic farming.
ACTIVITIES 2025: implementation of the project in collaboration with local partner SEKEM, with training and technical support aimed at the adoption of organic farming practices. Activities included improving soil fertility and quality using sustainable farming practices, aiming to strengthen access to more profitable and diversified markets.
RESULTS 2025: in 2025, the project reached around 460 beneficiary farmers, who enhanced their technical and organisational capacities through targeted training programmes. This contributed to a more sustainable and long-term transition to organic farming and strengthened economic resilience in an area highly vulnerable to the impacts of climate change. More than 1,200 hectares were cultivated using sustainable practices, also supported by the installation of approximately 50 kW of renewable energy generated through photovoltaic systems.

Batys Agro-hub: Capacity Building Centre for Agricultural Development - (2025-2027) - Kazakhstan

OBJECTIVE: promoting agricultural development and improving the quality of life in the Western Kazakhstan region. The project aims to develop cooperative partnerships among local farmers to increase productivity and create sustainable income opportunities.
ACTIVITIES 2025: the project targets rural areas and small-scale farmers with growth potential, providing them with capacity-building activities, agricultural supplies, improved market access and support in seeking funding opportunities.
RESULTS 2025: 25 farmers were trained in sustainable agricultural production, built greenhouses and harvested 20 tonnes of vegetables during the summer season, and 10 agricultural fairs were organised to sell these products.

Project for the development of small-scale fisheries - (2022-2025) - Mozambique

OBJECTIVE: contributing to the development of sustainable small-scale fisheries in the districts of Pemba and Metuge (Cabo Delgado), by strengthening the capacities of fishermen's associations, improving the management and processing of fish catches, and facilitating access to fish markets.
ACTIVITIES: in collaboration with the NGO OIKOS, during 2025 the project finalised the supply of new fishing kits for small-scale fishermen and fish traders who are members of the CCPs (Conselhos Comunitários de Pesca).
RESULTS 2025: 1,154 fishermen belonging to 3 cooperatives were supported.

ACCESS TO ENERGY

The aim of these activities is to provide access to energy to communities and areas where availability is limited or absent. Some projects aim to reduce the use of non-renewable energy sources and mitigate the effects of climate change, to provide energy for agriculture, the production of local goods and services, and for the development of small businesses. Activities carried out include: the development of micro-grids in rural areas supply and installation of electrical components; the construction of transmission lines and connection to the national grid; awareness-raising activities in local communities on energy efficiency and savings and renewable energy sources; installation of photovoltaic panels; installation of more efficient energy systems. In this context, 4 partnerships were active in 2025, including a new one in Tunisia with the Tataouine Governorate.

In 2025, around 7,000 people improved their access to electricity (through the installation of photovoltaic panels)

CASE STUDY

Example of an energy access project

Tataouine Governorate (2025) - Tunisia

OBJECTIVE: enhancing the availability and reliability of the electricity supply, ensuring the smooth and continuous running of teaching activities in 14 public schools in the Tataouine Governorate.
ACTIVITIES 2025: installation of photovoltaic systems to serve school infrastructure, with a total capacity of 186 kWh.
RESULTS 2025: approximately 6,800 students and teaching staff at the public schools benefiting from the project.

PARTNERSHIPS FOR DEVELOPMENT

As part of the initiatives promoted to foster sustainable socio-economic growth in the Countries hosting its activities, Eni makes use of public-private partnerships with different development cooperation players: from International Organizations to National Cooperation Agencies, from the private sector to civil society (universities, NGOs, ...). The partnerships are in line with the United Nations 2030 Agenda, the National Development Plans and the Guiding Principles on Business and Human Rights (UNGPs), enable the impact of initiatives to be expanded for the benefit of local communities. The added value is created through the integrated sharing of financial resources, people, infrastructure and technical expertise, enabling a synergistic approach that enhances the effectiveness of interventions and delivers longer lasting benefits for local communities.

FOCUS ON

The accreditation portal dedicated to Civil Society Organisations (CSOs)

To strengthen collaboration with local stakeholders and, in particular, with Civil Society Organisations (CSOs) that have direct and in-depth knowledge of local needs, in 2023 Eni launched an online portal to profile CSOs wishing to become partners in local development initiatives.

The "SMS Connect" portal enables a structured expansion of the pool of strategic partners, facilitating the alignment of communities' priority needs with the expertise of organisations engaged in development cooperation. This tool allows a more effective identification of project synergies, promotes more inclusive selection processes and ensures broader and more transparent engagement of local stakeholders in sustainable development projects[10].

FOCUS ON

Eni's commitment to supporting artistic and cultural heritage

In line with Eni's commitment to safeguarding Italy's artistic and cultural heritage, 2025 marked the completion of two major projects of strong symbolic significance:

- the structural monitoring and subsoil investigation project at St Peter's Basilica;
- the reopening and return to the local community of the Basilica of San Benedetto in Norcia.

This commitment builds on Eni's previous initiatives, including the restoration of the façade of Milan Cathedral, the reconstruction of the Basilica of Collemaggio in Aquila, and other sites of outstanding artistic and symbolic value.

The digital mapping project of St Peter's Basilica, from its foundations to the dome, was carried out in collaboration with the Fabbrica di San Pietro, the institution that has administered and protected the monument for over six centuries. The use of cutting-edge technologies, normally employed by Eni in its own research and offshore projects, was strategic.
The evocatively named project, "Beyond the Visible", was carried out in the heart of the Basilica, where Eni analysed the foundations and the invisible structural balance of the Basilica directly and with millimetre precision, bringing to light the design insights that, century after century, have shaped the architectural masterpiece. The analysis, conducted using the most sophisticated geospatial technologies available, has led to the creation of a true "digital twin" of the Basilica, which does not merely capture its current state but provides a guide for the future.
Indeed, the processing of archaeological, geological and structural data carried out by Eni has generated an integrated information model with unprecedented precision and will enable the Fabbrica di San Pietro to plan, with a new understanding, targeted interventions to ensure the monument's conservation for years to come.

The same underlying values guided Eni's support for the Basilica in Norcia. On 30 October 2025, nine years after the earthquake that struck central Italy and severely damaged Norcia's artistic heritage, the fully restored Basilica of St Benedict was reopened. As a result of the earthquake, the Basilica had suffered severe structural damage, retaining only the main façade and part of the apse intact.
In 2021, Eni signed a sponsorship agreement with the relevant authorities and the Archdiocese of Spoleto and Norcia with the aim of contributing to the reconstruction of the Basilica. Eni has made its technological and managerial expertise available and has directly overseen certain reconstruction works, prioritising the conservation, safety and seismic reinforcement of the Basilica, whilst respecting its historical, artistic and cultural values.

10 Civil Society Organisations interested in cooperating with Eni to promote shared sustainable development can register through the dedicated portal by submitting a request to the email address Slt.Sost@eni.com.

INTERVIEW WITH ANDRÉS MORALES

Andrés Morales
UNESCO Representative in Mexico

Exploring the partnership with UNESCO in the State of Tabasco

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 sustainable development requires strong partnerships, and this program effectively brings together government action, private sector commitment, academic knowledge, and, above all, the protagonism of communities within their own territories.

Through Eni's support in Mexico, UNESCO implements projects focused on two major pillars: disaster risk mitigation and strengthening community resilience to build 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 organizations such as UNESCO important?
No one can achieve meaningful change by working alone or by leaving responsibility to a few. I commend companies such as ENI for recognizing 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 organization like UNESCO are combined with ENI's commitment and on-the-ground work, always placing communities at the center. 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.

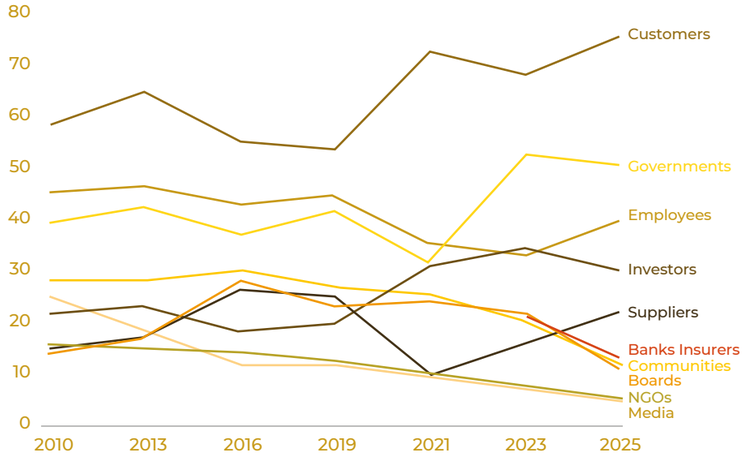
Sustainability in the value chain

CONTEXT

INFLUENCE OF CUSTOMERS AND CONSUMERS ON CEOs

The UNGC-Accenture survey, "CEO Study 2025," analyzes the main pressures driving CEOs to strengthen sustainability initiatives. The study presents the results of an assessment conducted among nearly 2,000 CEOs from companies participating in the Global Compact. The main drivers for advancing sustainability are consumer demand and preferences, as highlighted by 60% of the CEOs who responded to the survey. The analysis shows that the supply chain is emerging as a strategic partner within an increasingly interconnected system of cooperation among companies.

QUESTION TO CEOs: WHICH STAKEHOLDER GROUP DO YOU BELIEVE WILL HAVE THE GREATEST IMPACT ON THE WAY YOU MANAGE SUSTAINABILITY OVER THE NEXT FIVE YEARS?



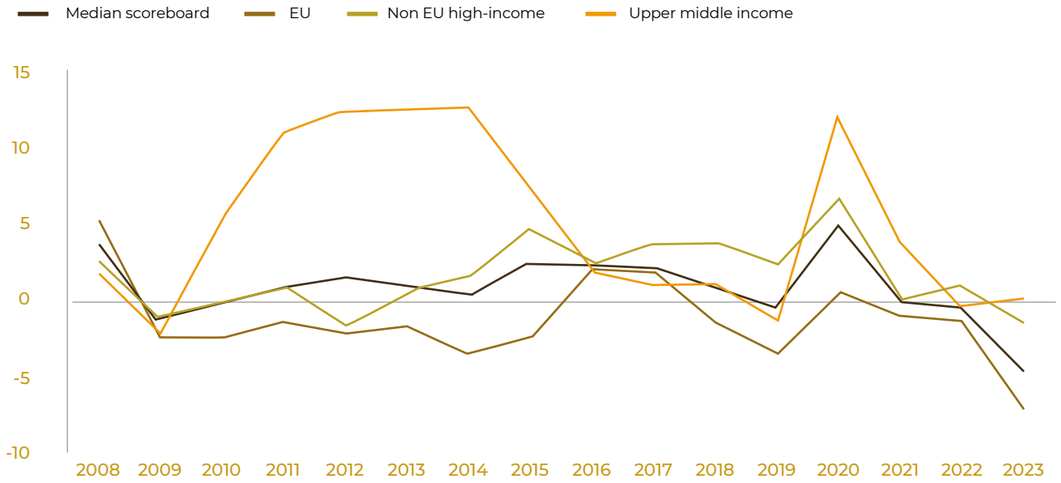
Source: © 2025 United Nations, United Nations Global Compact-Accenture 2025 CEO Study, New York.

ACCESS TO CREDIT TO SME ENTERPRISE

According to OECD data, new loans to SMEs fell by 9% globally, with an even sharper decline in Europe (-12%). The stock of loans also fell by 4.7% (compared with -0.6% in 2022). Analysing trends by Country group, the most significant reduction was recorded in the EU (-7% in 2023), followed by high-income non-EU Countries (-4%). In the EU, the stock of loans to SMEs has been declining since 2020, and in some Countries, there has been a gradual shift from long-term to short-term loans, likely linked to greater demand for financing to meet immediate operational needs, at the expense of long-term investment.

OUTSTANDING STOCK OF SME LOANS

median YoY growth rate (%)



Source: OECD Financing SMEs and Entrepreneurs Scoreboard: 2025 Highlights.

Customers and consumers

EV Charging Point, Plenitude On the Road (Italy)

Why is it important for Eni?

Putting the customer at the centre means taking on a responsibility that goes beyond simply supplying energy. Our relationship with customers and consumers is built on daily trust, where value is created over time through transparency, quality of service and practical solutions that guide individuals and families towards an increasingly responsible use of energy. This is why we are committed to making technologies, tools and services accessible that simplify everyday life and, at the same time, are key allies on the path towards the energy transition. Listening, partnership and innovation guide the way we work, with the conviction that only an informed, protected and engaged customer can play an active part in lasting change.

FLAVIA CAVALLO HEAD OF CUSTOMER VALUE MANAGEMENT VALUE STREAM AT PLENITUDEE

READ MORE

FOR MORE INFORMATION:

See the Customers and consumers chapter of the Sustainability Statement.

PLENITUDE - CUSTOMER CENTRICITY AND PROMOTION OF A CULTURE OF SUSTAINABLE ENERGY USE

Plenitude adopts a business model that integrates the generation of electricity from renewable sources, the sale of energy and energy solutions, and an extensive network of proprietary charging points for electric vehicles. By 2025, the Company had provided its services to 10 million customers, located mainly in Italy (79%), but also in France, Greece, the Iberian Peninsula and Slovenia. Since 2022, Plenitude has been offering all Business to Consumer (B2C) customers electricity certified through European guarantees of origin, as fed into the grid and produced by plants fuelled by 100% renewable sources, in accordance with current legislation on the subject[1]. In 2025, Plenitude recorded an increase in the percentage of power certified through guarantees of origin relative to the total energy sold in Europe, rising to 76% from 74% in the previous year.

14.14 TWh
of power certified through guarantees of origin sold in Europe in 2025

Energy efficiency solutions

The energy efficiency in buildings, the distributed power generation from photovoltaic systems, and high-efficiency heating and air conditioning products are key tools supporting the energy transition. Thanks to its collaboration with a wide network of business partners, Plenitude offers its customers a wide range of energy efficiency solutions through energy retrofitting of buildings, the installation of photovoltaic systems, relamping, cogeneration, and systems for the remote management and optimisation of installations (BEMS), as well as various services including support for tender applications for subsidised initiatives, energy audits and feasibility studies.

ENERGY REQUALIFICATION OF BUILDINGS

Plenitude offers solutions for energy requalification and seismic retrofitting through "CappottoMio". The planned interventions include thermal insulation, the refurbishment or replacement of heating systems and windows, seismic retrofitting, and the installation of photovoltaic systems, energy storage systems and electric vehicle charging points. Interventions carried out in this area involved around 3,600 buildings in 2025. Plenitude has also carried out refurbishment and energy efficiency improvements for large enterprises and SMEs through the signing of **Energy Performance Contracts** (EPCs). The services provided under EPC contracts include energy studies and analyses of production facilities and the identification of innovative solutions to improve plant efficiency, the installation of remote monitoring and optimisation systems, and relamping. Project management activities to obtain **Energy Efficiency Obbligations** also continued.

SALE, INSTALLATION AND MANAGEMENT OF PHOTOVOLTAIC SYSTEMS

In Italy, Plenitude provides energy efficiency, self-consumption and optimisation services through the installation, management and monitoring of photovoltaic systems directly at end-customers premises, both residential and industrial. It is active throughout the Country and has a network of highly qualified technical partners who are able to support companies from the design and the construction of systems to their monitoring. By the end of 2025, Plenitude had 173 MW of distributed capacity across photovoltaic systems, either owned or managed throughout Italy (+15% compared to the 150 MW recorded at the end of 2024). In 2025, to encourage the spread of Energy Communities, Plenitude has specialised its processes for the design, construction and management of configurations to align with the three types provided for by the regulations, simplifying activities for promoters and participants in the communities.

1 The electricity consumed by residential customers will not necessarily come from a renewable energy generation plant, but Plenitude undertakes to purchase guarantees of origin from third-party renewable energy producers, certifying that electricity generated from renewable sources has been fed into the grid in a quantity corresponding to the customer's annual consumption.

OTHER INTEGRATED SOLUTIONS

Plenitude supports its customers improving their energy efficiency, offering integrated smart home solutions, high-efficiency appliances and air conditioning technologies.

The offered solutions include **Eugenio**, the **smart energy** ecosystem designed to encourage a more efficient use of residential energy. Thanks to a scalable infrastructure that can be integrated with devices such as inverters, storage systems, sensors and actuators, Eugenio collects and sends data to the cloud via an internet connection, making it available on a mobile app and thus allowing users to monitor consumption and improve energy management. In addition, Plenitude offers its customers a range of **energy-efficient household appliances**, as well as **heating and air conditioning solutions**, such as boilers, water heaters, air conditioners and heat pump heating systems, for residential or equivalent use. These products, supplied by partner companies, have a high energy efficiency rating and are also available with advanced temperature control systems to reduce consumption. To support the transition to electric mobility, Plenitude provides its residential and business customers (condominium and companies) with an installation service for charging points and **wallboxes**, with subsequent management and monitoring, which can also be sold in combination with other services, such as the supply of power from renewable sources or the installation of a photovoltaic system. Finally, in October 2025, Plenitude expanded its integrated range of home services with the launch in Italy of **Plenitude Fibra**, a fibre-optic connectivity solution offering ultra-fast internet.

Electric mobility

Approximately 23,000 proprietary charging points

In 2025, Plenitude consolidated its role as a strategic partner for increasingly sustainable and forward-looking mobility, **developing a charging infrastructure** powered almost exclusively by electricity certified through guarantees of origin, fed into the grid and produced from renewable sources, and distributed extensively across Italy and Europe. During 2025, Plenitude continued to develop its public and private charging infrastructure, installing around 1,500 Plenitude On The Road charging points in Italy and across Europe. As at 31 December 2025, the company's own network had reached approximately 23,000 charging points, recording an overall growth of 7% compared to 2024, driven by an increase of over 50% in the international network. This result confirms Plenitude's position as one of the leading European players in the electric mobility sector, strengthening its ability to offer solutions that are more environmentally sustainable and tailored to the needs of both the public and private markets. Plenitude is also working with Enilive on the synergistic development of a network of electric charging infrastructure at Enilive service stations across Europe. The e-mobility business development plan aims to reach 24,000 installed charging points by the end of 2026 and 30,000 by 2030.

Engaging customers in the energy transition

Plenitude has strengthened its commitment to engaging customers along the energy transition pathway, developing tools, services and initiatives aimed at promoting responsible behaviour.

Since 2024, Plenitude offers customers in Italy the **energy tracker**, a service for **monitoring energy consumption**. By signing up to the initiative and sharing some information about their home (e.g. type of appliances, presence of a solar panel system, etc.), users gain a clearer picture of their consumption and how it is distributed over time. Analysis of the collected data shows that customers using this service demonstrate a proactive approach (over 20% of customers sign up voluntarily and monitor their consumption independently) and an interest in improving home energy efficiency through a more precise understanding of their consumption habits. Furthermore, there is a tendency to change energy-related habits or reduce the use of less efficient appliances.

In 2025, Plenitude also made the photovoltaic estimator available to its customers, enabling them to estimate the electricity production from a residential photovoltaic system, thus allowing, during the quotation assessment phase, the potential savings estimated on the basis of customer's consumption habits. Furthermore, from 2025, a similar but simplified tool has been created, dedicated to Plenitude's other energy efficiency solutions.

In addition to building a long-lasting and valuable relationship with customers, the **"Plenitude Insieme"** loyalty programme offers initiatives designed to raise awareness and knowledge about energy efficiency. In 2025, the participation rate among members remained high (over 80%), continuing to engage them in the energy transition process. Through the "Conscious Actions" section, the programme provides tools and content that encourage a deeper understanding of energy efficiency issues in a continuous and engaging manner. In 2025, 83% of subscribers interacted with the programme at least once, and more than 390,000 people deepened their knowledge of energy efficiency (a 95% increase compared to 2024). Furthermore, the program includes contests, reward initiatives, and special offers for customers, with prizes including products with a reduced environmental impact.

Besides the initiatives developed in Italy, Plenitude has also promoted services and tools abroad aimed at a more conscious and efficient use of energy, tailoring solutions to local contexts and strengthening the adoption of responsible energy behaviors.

FOCUS ON

Adopt a Panel

In 2025, Plenitude introduced the "Adopt a Panel" service in Italy, which allows residential customers to virtually consume the solar energy produced in real-time by panels located in Plenitude-owned photovoltaic plants (Porto Torres and Assemini), without installing a domestic system. The service allows customers to receive a 100% discount on their electricity bills for the energy produced by the panel and consumed at the same time. It requires no installation and also allows customers to monitor production and receive energy efficiency advice via the Plenitude app or their personal online account.

With this option, Plenitude strengthens the integration between the production and sale of renewable electricity, also involving people who cannot or do not wish to install their own photovoltaic system.

Plenitude customer satisfaction

Every year, Plenitude conducts market surveys, both qualitative and quantitative, through various channels (online, telephone or face-to-face), with the support of research institutes or specialist firms operating in Italy and abroad. During 2025, over 120 research projects were carried out involving more than 190,000 existing and potential customers, and an initiative to monitor calls made to the toll-free number also continued. Relational customer satisfaction (calculated as the percentage of customers giving a rating over 7 out of 10) is monitored on an ongoing basis, in terms of overall satisfaction with Plenitude as an energy provider. In order to assess the effectiveness of engagement channels, other specific indicators are also monitored, such as the Net Promoter Score (NPS), which measures the percentage of customers who would recommend Plenitude as a provider, and the complaint rate. Furthermore, in Italy, dialogue and ongoing consultation with consumer associations are promoted to improve customer satisfaction and the quality of the service provided. This dialogue takes place through dedicated channels, such as the Joint Conciliation Protocol, a procedure for the out-of-court resolution of disputes between the Company and customers, in accordance with Alternative Dispute Resolution procedures. Furthermore, consumer associations are guaranteed the opportunity to report potential service shortcomings and product malfunctions on behalf of customers via a telephone service and a dedicated web platform.

In order to ensure constant monitoring of service quality, the progress of activations of supply contracts and other products (e.g. boilers, air conditioners) and services (e.g. insurance policies) is monitored on the systems, with a particular focus on failed activations. The progress of supply point contract activations is reported, and any critical issues that may arise after the customer has signed the contract are monitored, preventing the contract from being effectively activated.

Plenitude customer protection

Plenitude has signed the **Protocol on unsolicited marketing** with the associations belonging to the National Council of Consumers and Users, to strengthen consumer protection measures aimed

at protecting consumers and, more generally, addressing conduct linked to unfair commercial practices. In addition, the Joint Alternative Dispute Resolution scheme is in force, as alternative dispute resolution procedure that offers the advantage of providing a quick, simple and out-of-court solution to disputes between consumers and businesses.

Plenitude is committed to protecting its customers against any unfair commercial practices by third parties, such as unsolicited activations. Plenitude has consumer protection mechanisms in place that also extend to intermediaries carrying out commercial activities on its behalf: all sales agents undergo a preliminary assessment to verify their financial viability, experience in the relevant sector, the adequacy of their commercial structure, and their technical and commercial training requirements. If this assessment is successful, operators' staff authorised to carry out activities on behalf of Plenitude are required to participate to a mandatory training programme designed in compliance with the company's processes and quality standards. There is also a system in place to monitor the activities of commercial partners through continuous analysis of performance and quality indicators, which are discussed by management in sessions focused on customer protection, thereby ensuring proactive and systematic oversight of the entire process.

With regard to fraud attempts, Plenitude has implemented numerous initiatives to support customers who are victims of potential fraud, providing them with specific tools for defence and verification of the identity of those contacting them, including: informative alerts regarding fraud attempts, a dedicated number to handle reports of suspicious calls, and a service to verify that the number from which they are contacted is indeed attributable to a Plenitude operator. The latter service, launched in 2020, received 1,150 reports during 2025, all relating to numbers not registered in the Single Call Centre Operator Register and therefore in breach of the law and potentially fraudulent.

With regard to the management of personal data and confidential information, Plenitude adopts an integrated and interdisciplinary approach, ensuring that all processing takes place in full compliance with the principles of lawfulness, fairness, transparency and data minimisation set out in Regulation (EU) 2016/679 (GDPR). The company promotes a **widespread culture of privacy**, supported by specific training and awareness-raising activities for staff and the adoption of procedures and tools designed to strengthen data security and protection throughout the entire information lifecycle. This commitment translates into constant monitoring of processes and the continuous updating of technical and organisational measures, in line with regulatory and technological developments in the sector.

ENILIVE - TOWARDS MORE SUSTAINABLE MOBILITY

Enilive is the Eni's company focused on the transformation of mobility in the road, aviation and maritime transport sectors through a diversification strategy that combines the production of biofuels and biomethane with the provision of energy products and smart mobility services. It brings together all of Eni's mobility-related activities, including biorefining and biomethane assets, smart mobility solutions such as the Enjoy car-sharing service, evolving in a station-based model, the production and marketing of all energy carriers through a network of over 5,000 service stations across Europe, and services supporting people on the move, with a particular focus on the food segment.

Mobility solutions

Enilive is a strategic partner for its customers, offering practical solutions that promote the decarbonisation of private mobility and the transport sector, thereby contributing to the energy transition. Through a range of innovative products and services, Enilive Stations are evolving into multi-energy hubs – strategic locations where, alongside traditional fuels, **new energy carriers** – including biofuels and electric charging services – are being introduced to meet customer needs and facilitate the transition towards more sustainable transport models. The new energy vectors offered include the pure biofuel HVOlution, produced from waste materials, vegetable residues and a residual percentage of vegetable oils, already available at over 1,500 Enilive Stations in Italy and around 80 across Europe. Enilive is also committed to developing biofuels for the aviation sector, such as SAF-biojet produced at the Gela biorefinery using Ecofining™ technology.

FOCUS ON

Partnerships for a more sustainable mobility

Recognising that the transformation of hard-to-abate sectors requires a collaborative approach, Enilive supports partnerships to promote innovation, efficiency and solutions with reduced environmental impact.
Itabus: the partnership with Itabus, a long-distance road transport company whose fleet makes use of HVOlution diesel, represents a model of integrated mobility that aims for greater sustainability, offering shared transport solutions that reduce environmental impact and promote the use of renewable energy.
Poste Italiane: Enilive will supply biofuels to Poste Italiane's road vehicles and aircraft. For road transport, Enilive will supply HVOlution diesel. For air transport, the agreement provides for the supply of SAF-biojet.
Enilive has signed agreements with EasyJet and Volotea for the supply of SAF-biojet, thereby contributing to the decarbonisation of the aviation sector:

- a Letter of Intent has been signed with **EasyJet** for the potential supply of approximately 30,000 tonnes of pure SAF-biojet at Italian airports where EasyJet operates;
- **Volotea:** the agreement consists of the long-term supply of SAF-biojet fuel at 15 Italian airports where Volotea operates. The agreement could enable Volotea to access up to 15 million liters of SAF-biojet fuel between 2025 and 2030.

For **maritime transport**, Enilive began supplying HVO diesel in 2025, through agreements and supplies with multiple shipowners operating different types of vessels (such as cruise ships, Ro-Ro vessels, container ships, chemical tankers, etc.), developing an HVO diesel delivery service at the ports of Ravenna, Genoa and Venice. Notable among the supply agreements finalised in 2025 are: the pilot agreement with MSC Cruises, the supply agreement with the Grimaldi Group, supplies to the Eni Trading and Biofuels fleet for the decarbonisation of the maritime transport of Eni's petroleum products within Italy, and the commencement of supplies for Eni's Upstream activities.

Smart mobility is a pillar of Enilive's strategy, offering innovative solutions that combine more environmental sustainability, efficiency and user-friendliness. Through strategic partnerships and integrated services such as Enjoy and electric charging infrastructure, Enilive supports its customers in moving towards more connected and environmentally responsible mobility mobility. **Car sharing** offers an alternative to private vehicles, allowing customers to hire a vehicle according to their mobility needs. Enjoy, launched in 2013, is one of the enabling tools of the smart mobility model. In 2025, the service evolved from a free-floating model to a station-based rental model. Approximately 180 Enilive Stations across Italy have introduced Enjoy Points, where customers can hire Enjoy cars on a short- or medium-term basis. This model ensures a high standard of vehicles maintenance and care, thanks to the support of Enilive Station operators. Furthermore, Enilive has developed Parking, with the aim of integrating the mobility network by enhancing and redeveloping disused owned assets. Parking offers smart parking solutions at enabled Enilive Stations and redeveloped Enilive sites, accessible 24 hours a day, 7 days a week. The service also aims to meet intermodal needs through integration with car-sharing services, where available, to facilitate easier access to city restricted traffic zones (ZTL).

Mobility hubs

Enilive Stations are gradually evolving into multi-service hubs, where the traditional refuelling function is complemented by a wider range of services – from smart mobility to banking and postal services, from parcel collection to the activation of Telepass devices – designed to support customers' mobility and daily needs.
This transformation responds to the need to offer a **diverse range of services within a single infrastructure**, simplifying and improving the overall user experience and making daily operations more accessible, centralised and consistent, thereby reducing time, travel and complexity for customers.

- Electronic toll collection thanks to the partnership between Enilive and Telepass;
- Parcel delivery, with self-service solutions for collecting, returning and sending parcels;
- Banking and postal services in partnership with Poste Italiane and Postepay;
- Truck centres located at motorway junctions, designed for heavy goods vehicles, with secure areas equipped with toilets, laundries, WiFi, refuelling and electric charging;
- Eni Wash, the car wash service using advanced technologies;
- Multicard, Enilive's business payment system.

Furthermore, Self per Tutti programme is available since 2019 to promote increasingly inclusive and accessible mobility. This programme, developed in collaboration with the Federation of Italian Paraplegic Associations (FAIP) and UNEM, offers assistance with self-service refuelling to customers with disabilities, ensuring inclusion and accessibility.
Finally, in 2025, Enilive won a european funding tender for the development of certified Truck Points - service stations specifically designed for lorries and heavy goods vehicles, offering refuelling, parking and 24-hour refreshment facilities. The design took into account aspects relevant to the safety, health and well-being of lorry drivers, such as toilet facilities with hot showers, free internet access and secure, monitored parking areas for vehicles. The contract was awarded in 2025 and works will begin in 2026, with completion expected between late 2026 and early 2027.

Food sector

As part of the transformation of service stations, Enilive has launched a project to expand its offering into the food sector, with the aim of providing high-quality, affordable and carefully selected products. The initiative is part of a broader strategy to transform retail outlets, conceived not only as refuelling points but also as multifunctional spaces, focused on the quality of service and the daily experience. Enilive's food offering is structured around two main formats, ensuring a range of products and services designed to accompany customers on the move throughout the day: Enilive Café and ALT-Stazione del Gusto. Enilive Café is the format offering a service dedicated to breakfast and light lunches with around 1,200 outlets across Europe. Alongside Enilive Café, Enilive Café & Shop formats are also available. Formerly known as Emporium, these locations were renamed following the 2025 rebranding and provide convenience retail services designed to meet the needs of customers on the move, offering food products and essential everyday goods. ALT Stazione del Gusto, on the other hand, born from the collaboration between Enilive and the Niko Romito Academy, offers simple yet refined dishes, with a focus on the quality of ingredients and minimising food waste. There are 21 ALT Stazione del Gusto outlets, of which 18 are located in Italy, 1 in Austria and 2 in Germany, mainly at Enilive service stations. However since the end of 2025 they have also been opened in city centres, bringing a gastronomic format of excellence to an ever-growing number of people.

FOCUS ON

The innovation that brings together cuisine and mobility: the MEAL programme

MEAL is the first co-innovation programme in the food-tech sector, born from the collaboration between Enilive, the Niko Romito Academy and Eni through Joule and its School for Enterprise. With its first project, "Lab to Market", combining research and tradition, cuisine and technology, MEAL aims to create healthier, more sustainable and accessible products for Enilive's food formats.
The programme includes an international call to action, targeting startup and SMEs, which seeks to identify innovative solutions in three key areas: next-generation ingredients, cutting-edge products and sustainable packaging. The selected organisations will begin a six-month co-innovation journey taking place both at the Joule hub, at the Gazometro Ostiense, and in Castel di Sangro, home to the Niko Romito Academy.
The programme will run for a total of three years, with the aim of having five products ready for the market by 2026. The scouting process will be international, though with a strong focus on Made in Italy and locally sourced produce.

Suppliers

Open-es event (Rome)

Why is it important for Eni?

Our supply chain is a strategic factor in the ongoing industrial transformation: this is why we invest in developing our suppliers' skills, in strengthening the competitiveness of their businesses in line with market demands, and in consolidating a culture of safety, which is a non-negotiable principle. Our work is enriched by ongoing dialogue with the business lines, to share strategic directions and pragmatic initiatives aimed at fostering dynamism and openness to innovation across the entire supply chain, in line with the energy and digital transition we are currently experiencing.

CLAUDIA ALMADORI HEAD OF PROCUREMENT AT ENI

READ MORE

FOR MORE INFORMATION:

See the Sustainable supply chain management of the Sustainability Statement.

HUMAN RIGHTS IN THE SUPPLY CHAIN

Respect for human rights in the supply chain is an essential requirement for Eni in relations with its suppliers, protected through a procurement process that envisages the adoption of a **risk-based assessment model** taking into account the Country context and the activities performed. The assessment model is applied at all phases of the procurement process, from qualification to contract execution, through various controls by all units involved in the relationship with suppliers, subjecting the supplier to a continuous monitoring process aimed at periodically verify the effectiveness of the actions they have taken and update the assessments relating to their qualification status on the Eni suppliers register.

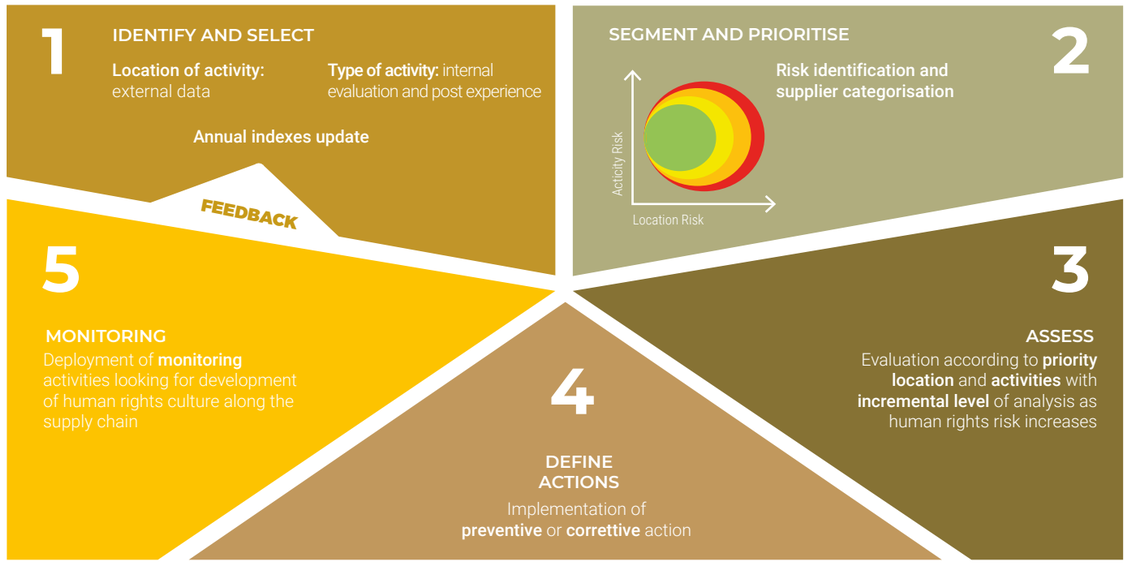
The model is based on two main aspects of risk: a) country risk, meaning the geographical context in which the supplier is based (identified using information provided by Maplecroft), in order to assess the likelihood of potential human rights violations; and b) risk linked to the supplier's activities, which considers factors such as the labour intensity, the required skills level, and risks related to health, safety and the environment. Eni adopts differentiated control measures based on an incremental approach, depending on the severity of the risk, inspired by international standards such as SA8000, as well as monitoring plans designed to support the supplier in adopting and developing a culture of human rights. The higher the risk of human rights violations – related to modern slavery, forced labour, child labour, inadequate health and safety, discrimination, contribution and salary irregularities, and any other negative impact on workers – the more detailed the assessments and corrective actions.

To acquire or maintain qualified supplier status on Eni's suppliers register, all companies are required to sign the Supplier Code of Conduct, which explicitly establishes the obligation to respect human rights, and to complete a qualification questionnaire that does not reveal any critical issues in this area. Furthermore, specific contractual safeguards are in place to enable Eni to carry out checks at the supplier's premises and to suspend or terminate the contract in cases of serious violations. As part of the management of Eni's supplier base and depending on the level of risk, specific checks are carried out – based on performance indicators, document analysis and dedicated questionnaires, or on-site audits at the supplier's premises and/or at the construction sites where the supplier operates – to assess how the supplier safeguards and ensures respect for human rights. Should any critical issues emerge from these checks, an improvement plan may be drawn up, the implementation of which is verified through specific follow-ups. Furthermore, during the tender phase, minimum requirements to protect against the risk of human rights violations are requested and assessed, whilst, during the execution of the contract, Eni monitors suppliers and subcontractors through specific performance feedback and questionnaires from contract managers. During 2025, more than 1,000 human rights audits were carried out, both documented-based and on-site, on contractors and subcontractors. As a result, suppliers with evidence of non-compliance had their participation in tenders restricted, and corrective action plans were agreed. A notable example of non-compliance management concerns Eni Algeria, where certain critical issues relating to personnel management by a contractor led Eni to implement close monitoring on-site, issue periodic performance feedback, place the supplier on a watch list and launch a new tender in which the supplier was not included.

During 2025, more than 1,000 human rights audits were carried out, both documented-based and on-site, and over 1,000 improvement plans and follow-up were assigned to suppliers

Eni organises workshops and training sessions to raise suppliers' awareness of ESG issues, including human rights in the supply chain. In 2025, suppliers were involved in workshops dedicated to responsible supply chain management and due diligence activities on the Open-es platform. Furthermore, the platform features an area called the Open-es Human Rights Card for measuring compliance with human rights – accessible to Eni's suppliers, the supply chain and, more generally, businesses within the Open-es community – through which companies receive feedback on their performance and suggestions for improvement. The company also promotes awareness of human rights among employees through training programmes and specific courses for those managing suppliers of overseas subsidiaries. During the year, the roll-out of the "IPIECA: Online Labour Rights training" course continued for employees of overseas companies and for employees of their suppliers. Eni adopts further measures to combat modern slavery, human trafficking and the exploitation of minerals associated with human rights violations in the supply chain. These issues are addressed in the Slavery and Human Trafficking Statement and in the Position on "Conflict Minerals". The latter describes policies for the procurement of minerals such as tantalum, tin, tungsten and gold, with the aim of reducing the risk that these minerals finance human rights violations, particularly in conflict zones in Central Africa, where illegal armed groups operate.

ENIS' APPROACH TO ASSESS AND MANAGE RISKS ALONG THE SUPPLY CHAIN



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Eni 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 valorization of best practices, and the integration of ESG principles at every stage of the procurement process.

Systemic and inclusive approach

The first pillar aims to engage all 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 aims to further strengthen the sustainable management of the supply chain by providing tools that enable suppliers to adopt and replicate the Eni model. An example of this commitment is the Open-es initiative, which brings together over 30 partners, including large industrial companies, financial institutions and associations. This initiative aims to support companies in **measuring and improving their ESG performance**, with over 40,000 companies taking part, of which around 9,000 are linked to the Eni supply chain.

Development and enhancement of best practices

The second pillar focues on supporting companies by providing tools to improve their ESG performance. Eni helps suppliers measure their level of ESG maturity, by offering customized solutions and free training courses. A significant initiative in this regard is the **Sustainable Supply Chain Finance programme**, launched in 2023, which allows suppliers to receive early payments of invoices without credit impact, incentivising improvements to their ESG profile. In 2025, early payments totalling approximately €240 million were granted. Eni also rewards companies that stand out in the ESG area through the Supply Chain Awards, promoting the adoption of best practices. Finally, in 2025, the "Energia di Filiera" programme was launched, a supplier development initiative focused on the industrial sectors most affected by the transformation of Eni's businesses, with the aim of encouraging and supporting suppliers in defining a plan for improvement and competitiveness within an evolving market context. In 2025, the programme focused on the Versalis Chemicals Transformation Plan and involved more than 200 SMEs.

Integration of ESG principles into the procurement process

Finally, the third pillar focuses on the integration of ESG principles into the procurement process. Eni 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. In particular, this cross-cutting oversight involves: (i) signing of the principles set out in the Supplier Code of Conduct by all suppliers, as a mutual commitment to recognising Eni's values, and the assessment of all new suppliers, including against social criteria; (ii) periodic qualification reviews and due diligence activities to minimise risks along the supply chain by verifying suppliers' ESG positioning, as well as their ethical and reputational, economic and financial, and technical and operational reliability, and the application of safeguards relating to health, safety, environment, governance, Cyber Security and human rights; (iii) contract awarding criteria based on ESG characteristics relevant to the subject of the contract; (iv) periodic monitoring of compliance with commitments undertaken and of the supplier's behaviour through performance feedback management; (v) sharing of improvement measures with the supplier where critical issues arise at any stage of the relationship, and limitation/inhibition of participation in tenders if the supplier fail to meet the minimum acceptability standards set. In addition to cross-cutting oversight, also in 2025, dedicated checks and in-depth analyses continued with respect to certain ESG dimensions that are priorities for Eni (such as climate change, supply chain governance, human rights, Cyber Security and safety), using specific minimum criteria for the evaluation of bids, as well as dedicated standard clauses in contracts.

ESG OVERSIGHT IN THE PROCUREMENT PROCESS

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

SUPPLIER QUALIFICATION

Eni subjects all suppliers to qualification process and due diligence to verify their ESG reliability. It shares a mutual commitment to ESG principles with its suppliers through the signing of the Supplier Code of Conduct, an agreement that guides and characterises relationships with suppliers at all stages of collaboration with Eni.

PROCUREMENT PROCESSES

Eni considers in the logics of contracts assigning, objective and transparent evaluation criteria that include relevant sustainability elements with respect to the specific object of the tender, and adopts ESG criteria in the bid evaluations and contract safeguard to enhance the commitment and contribution of suppliers for the achievement of sustainability goals through the implementation of concrete actions.

CONTRACT MANAGEMENT AND FEEDBACK

Eni monitors compliance with sustainable development commitments undertaken by the supplier at the various stages of the procurement process through feedback and supports suppliers in the identification of priority actions to be implemented to improve their ESG positioning.

FOCUS ON

Sustainability in the biomass supply chain

To ensure sustainable management of the biomass supply chain, Eni has defined general principles and criteria that meet sustainability standards in supplier selection, setting out specific clauses in supply contracts. In 2025, more than 95% of the raw materials feeding the Venice and Gela biorefineries were classified as waste and residues, including UCO (Used Cooking Oils), soap slurry, animal fats and other processing residues such as POME (Palm Oil Mill Effluent) and PFAD (Palm Fatty Acid Distillate – certified as a processing residue as it does not represent the primary purpose of the production process and does not contribute to the demand for palm oil). 100% of the biomass used in biorefineries in Italy is certified under voluntary EU schemes or under the National Certification System.

For further details, see the section **Appendix - Tables of indicators**.

Agri-Feedstock Code of Conduct

As part of its biomass procurement for biofuel production, Eni has adopted the **Agri-Feedstock Code of Conduct**, which sets out ethical and operational principles for suppliers and is based on two pillars: respect for human and labour rights, and environmental protection.
Suppliers undertake to respect freedom of association, to prohibit forced and child labour, to ensure non-discrimination, and to provide safe working conditions and fair wages. Contractual transparency is required, as is respect for the rights of local communities, including land rights, with no tolerance for any form of exploitation or violence. Furthermore, the code commits suppliers to ensure that their activities do not cause deforestation, soil degradation or damage to protected areas, thereby safeguarding biodiversity and nature.
The aim is to create a responsible supply chain that promotes sustainable development, respect for rights and environmental protection, fostering a fair and inclusive energy transition.

For further information, see the chapter **Alliances for development**.

FOCUS ON

The "Energia di Filiera" programme

In 2025, Eni gave further momentum to the development of a competitive, sustainable and transformation-oriented supply chain through the "Energia di Filiera" programme, an initiative dedicated to suppliers – with a particular focus on small and medium-sized enterprises – to support them on a path of organisational strengthening and growth. The programme stems from the need to support companies in the structured identification of priorities for action, in defining operational development plans and in implementing concrete measures aimed at improving performance, skills and the ability to respond to market challenges, in line with Eni's business transformation guidelines.
A central element of the process is a self-assessment based on the company's positioning on key aspects for business competitiveness in the current market context and the evolving needs along the supply chains – including organisational structure, skills, innovation, economic and financial soundness, and ESG considerations. The results obtained are the basis for companies to identify priorities for action in order to define a concrete action plan. This phase is accompanied by an intensive programme of one-to-one meetings with the participating companies, aimed at exploring the findings in greater depth, verifying their consistency with the actual business context, and gaining a close understanding of specific characteristics, operational models and development ambitions. This direct dialogue has enabled us to grasp the unique characteristics of each business and to support them in tailoring their Action Plans even more precisely, defining concrete, measurable objectives that are consistent with the distinctive features of each company.
Finally, training activities and specific services made available to companies allow them to define path and monitor progress over time, in full alignment with the evolution of the market context and Eni's business operations.
"Energia di Filiera" therefore provides an integrated set of operational tools and services to support the key areas identified during the self-assessment process, accompanying companies during the implementation phase through dialogue, practical training and progress monitoring, with a view to continuous improvement and strengthening collaboration along the supply chain.

Tables of indicators

This section includes main sustainability performance indicators, disclosed following Eni for index. Part of them is also disclosed in the Eni Sustainability Statement, references are made for a comprehensive overview. All Key Performance Indicators (KPIs) disclosed in the Sustainability Statement are subjected to limited assurance by the same audit firm of the consolidated report. For more details related to the indicator's boundary and methodology calculation, see the **Sustainability Statement** - section Reporting principles and criteria. In addition, this section includes some additional KPI compared to the Sustainability Statement in line with specific needs of certain stakeholders.

Responsible and sustainable approach

GOVERNANCE AND SUSTAINABILITY SAFEGUARDS

Indicator		2023[a]	2024	**2025**
Total Remuneration Ratio[b]	(number)	180	157	138
Members of Eni SpA Board of Directors		9	9	9
of which women		4	4	4
Eni SpA Board of Directors Annual Meetings		15	15	14
Average attendance at Eni SpA Board of Directors		96.3	98.5	98.4
Annual board induction sessions/ongoing training of Eni SpA Board of Directors		7	12	11

(a) For the composition, refer to the Board in office from the 10th of May 2023.
(b) Ratio between the remuneration of the CEO/Managing Director and the median employee remuneration, calculated as the ratio between the remuneration of the highest-paid employee in the organisation and the median remuneration of all other employees, at global level. The indicator is based on fixed remuneration and total remuneration, which from 2024 onwards, also includes benefits in kind and allowances.

HUMAN RIGHTS

For additional metrics related to Human rights, see **Sustainability Statement** chapter Human rights for Eni.

Whistleblowing files on human rights violations

Indicator		2023	2024	**2025**
Whistleblowing files (assertions) on human rights violations - closed during the year [a]	(number)	46 (62)	32 (64)	40 (68)
Substantiated assertions		8	10	16
Unsubstantiated assertions/not ascertainable[b]/not applicable[c]		54	54	52
Inherent incidents of discrimination		6[e]	3[e]	7[d]
Whistleblowing files (assertions) on human rights violations with potential socio-economic impacts on local communities		0	0	1[f]
Whistleblowing files (assertions) on human rights violations with potential impacts on health. safety and/or well-being of local communities		1 (2)[g]	1 (2)[g]	0

(a) The indicator refers to whistleblowing files (assertions) relating to Eni SpA and its subsidiaries, closed during the year and concerning human rights.
(b) Assertions that do not contain substantiated, precise and/or sufficiently detailed elements and/or for which, based on the investigation tools available, it is not possible to confirm or exclude the validity of the reported facts.
(c) Assertions in which the reported facts coincide with issues already subject to pre-litigation actions, legal proceedings or ongoing investigations by public authorities. The assessment is carried out following the opinion of the Legal Affairs and/or Legal and Labour Disputes function.
(d) Of which one episode showed elements of substantiation.
(e) The alleged episodes of discrimination did not show elements of substantiation.
(f) The allegation relating to the relevant case file did not show elements of substantiation.
(g) Both allegations relating to the relevant case file did not show elements of substantiation.

Indicator		2023	2024	**2025**
Human rights training hours[a]	(hour)	1,182	955	1,544
Employees who have received human rights training[b]	(%)	77	78	76

(a) In 2025, as in 2024, the number of training hours completed reflect the absence of large-scale training campaigns during the year.
(b) The indicator is calculated as the ratio between the number of enrolled employees who completed a training course and the total number of enrolled employees.

TRANSPARENCY, ANTI-CORRUPTION AND TAX STRATEGY

For additional metrics related to Transparency, anti-corruption and tax strategy, see **Sustainability Statement** - chapter Business conduct (ESRS G1-1).

Indicator		2023	2024	**2025**
Audit interventions[a]	(number)	64	65	62
Planned audits		48	46	44
Spot audits		2	2	2
Follow-up		12	10	11
Advisory review		2	7	5

(a) During the three-year period 2023-2025, planned audits ensured that all core business processes were covered. In 2025, the audit activities that included anti-corruption checks on compliance with Anti-corruption Compliance Program involved companies operating in countries equal to 26% of total countries where Eni operates. This indicator reflects the level of coverage of anti-corruption compliance audit across the Group's entire geographical presence.

Indicator		2023	2024	**2025**
Whistleblowing files opened during the year categorized according to the process that is the subject of the report	(number)	77	71	71
Procurement		19	23	27
Human resources		42	21	26
Maintenance		2	-	-
Commercial		6	16	7
Logistics. raw materials and products		-	1	-
HSE		6	6	6
Others (security. operations. portfolio management and trading)		2	4	5

RESEARCH & DEVELOPMENT

For additional metrics related to Research and Development, see **Sustainability Statement** - chapter Climate change (ESRS E1).

Indicator		2023	2024	**2025**
Existing patents[a]	(number)	9,893	10,244	9,520
Patent application first filings		28	39	42
of which: related to renewable energy sources		14	23	21

(a) The figure refers to the perimeter of the Fully Consolidated Companies.

Carbon Neutrality by 2050

For additional metrics and methodology applied for the calculation of GHG emissions, see **Sustainability Statement** - chapter Climate change (ESRS E1).

GHG EMISSIONS SCOPE 1 AND 2

		2023		2024		**2025**	
		Total (ESRS)	Of which consolidated[a]	Total (ESRS)	Of which consolidated[a]	**Total (ESRS)**	**Of which consolidated[a]**
Direct GHG emissions (Scope 1)	($MtCO_2eq.$)	32.3	27.9	31.1	27.4	28.4	26.2
of which: CO_2 equivalent from combustion and process		*26.5*	*23.5*	*25.3*	*22.9*	*23.5*	*21.9*
of which: CO_2 equivalent from flaring		*3.9*	*2.7*	*3.6*	*2.5*	*2.7*	*2.3*
of which: CO_2 equivalent from venting		*1.7*	*1.6*	*2*	*1.9*	*2*	*1.8*
of which: CO_2 equivalent from methane fugitive emissions		*0.2*	*0.2*	*0.2*	*0.1*	*0.1*	*0.1*
Percentage of Scope 1 GHG emissions covered by regulated emission trading systems	(%)	57	-	58	-	61	-
Indirect GHG emissions (Scope 2) location-based	($MtCO_2eq.$)	0.7	0.7	0.8	0.7	0.7	0.6
Indirect GHG emissions (Scope 2) market-based		0.9	0.9	0.9	0.9	0.8	0.7

(a) The value reported in this column refers to consolidated companies. as required by the ESRS (E1-6 50a). The difference between the total value — calculated according to the ESRS methodology — and the consolidated companies relates to non-consolidated operated activities (as required by ESRS E1-6 50b). In 2025, non-consolidated operated Scope 1 GHG emissions amounted to 2.2 $MtCO_2eq.$ For further details related to the indicator's boundary and methodology calculation, see the **Sustainability Statement**.

GHG EMISSIONS SCOPE 3 AND OTHER INDICATORS

		2023	2024	**2025**
Relevant Indirect GHG emissions (Scope 3)				
Category 11. Use of sold products[a]	($MtCO_2eq.$)	173.7	181.0	182.3
Total GHG emissions				
Total GHG emissions location-based		206.8	212.8	211.4
Total GHG emissions market-based		207.0	212.9	211.5
Other indicators				
Net Scope 1+2 Upstream [b]		9.0	6.8	4.7
Net Scope 1+2 Eni[b]		26.7	23.8	21.4
Intensity Net Scope 1+2+3[c]	($gCO_2eq./MJ$)	60.1	59.2	59.0
Other indicators - 100% Operated[d]				
Direct GHG emissions (Scope 1)	($MtCO_2eq.$)	22.7	21.2	18.6
Indirect GHG emissions (Scope 2) location-based		0.6	0.6	0.5
Direct methane emissions (Scope 1)	($kt\ CH_4$)	16.6	16.0	14.8
of which: upstream fuggitive		*2.0*	*1.7*	*1.1*
Emissive intensity of methane Upstream[e]	(%)	0.10	0.09	0.09
Volume of hydrocarbons sent to flaring[f]	($billion\ Sm^3$)	0.89	0.84	0.47
of which: routine Upstream		*0.24*	*0.12*	*0.00*

(a) Category 11 of the GHG Protocol - Corporate Value Chain (Scope 3) Standard. Estimated on the basis of Upstream production sold on an Eni share, in line with IPIECA methodologies. Emissions from consolidated companies alone amounted to 134.1 $MtCO_2eq.$ in 2025. For more details related to the indicators boundary, see the **Sustainability Statement** - section Reporting principles and criteria.
(b) KPIs calculated on a consolidated basis. The 2024 and 2023 data are reported accordingly. For more details related to the indicator's boundary, see the **Sustainability Statement** - section Reporting principles and criteria.
(c) KPI includes Scope 1+2 emissions (consolidated scope) and Scope 3 emissions from the use of products sold (Cat. 11), estimated on the basis of Eni's equity share of upstream production. The 2024 and 2023 data are reported accordingly. For more details related to the indicator's boundar, see the **Sustainability Statement** - section Reporting principles and criteria.
(d) The operated boundary, consistent with industry practice, includes Eni SpA, subsidiaries, relevant leasing contracts, and accounts for 100% of operated Joint Operations (incorporated and unincorporated) as well as 100% of data from operated Joint Ventures and Associates. The indicator refers to operated consolidated activities (i.e. the portion of emissions pertaining to consolidated companies. as required by ESRS E1-6 50a) and to operated but non-consolidated activities. Unlike the total ESRS indicator, emissions from consolidated but non-operated companies are therefore excluded. For business-segment views, see **Operating review**, of Eni Annual report 2025. For more details related to the indicaindicator'sary, see the **Sustainability Statement** - section Reporting principles and criteria.
(e) Ratio between direct methane emissions, expressed in m^3 of CH_4, and the sold natural-gas production of Upstream operated assets.
(f) Volume of hydrocarbons sent to flare for combustion (flaring). Specifically, a distinction is made between total hydrocarbons sent to flaring and volumes sent to routine flaring in the Upstream sector, which includes routine well operations, gas/oil treatment facilities and compressor stations in cases of excess gas.

Environmental protection

Indicator		2023	2024	**2025**
ISO 45001 certifications	(number)	99	101	108
ISO 14001 certifications		90	92	100
Percentage of coverage of ISO 14001 certifications	(%)	83	84	93
Percentage of coverage of ISO 45001 certifications		84	86	94
Percentage of energy consumption of Eni sites covered by ISO 50001 certification		81	86	93

POLLUTION PREVENTION AND REDUCTION

For additional metrics related to pollution prevention and reduction, see **Sustainability Statement** - chapter Pollution (ESRS E2).

Indicator[a]		2023	2024	**2025**
NO_x (nitrogen oxides) emissions[b]	(kt NO_2eq.)	22.8	21.9	18.4
SO_x (sulphur oxides) emissions[c]	(kt SO_2eq.)	3.1	2.4	2.2
NMVOC (Non-Methane Volatile Organic Compounds) emissions[d]	(kt)	9.6	9.1	6.7
PM (Particulate Matter) emissions[e]		0.6	0.5	0.3
Air protection expenditures and investment	(€ million)	63.42	45.84	37.52
Spill prevention expenditures and investments		42.36	42.30	40.67
Operational oil spills (>1 barrel)[f]	(number)	16	18	9
Oil spills due to sabotage (including thefts)[g] (>1 barrel)		373	95	0
Hydrocarbons in wastewater[h]	(t)	110.7	106.4	53.4
NO_x emissions/100% operated hydrocarbon gross production (upstream)	(tonnes NO_2eq./kboe)	0.039	0.045	0.040
SO_x emissions/100% operated hydrocarbon gross production (upstream)	(tonnes SO_2eq./kboe)	0.003	0.004	0.005
SO_x emissions /crude oil processing and semi-processed oil (refineries)	(tonnes SO_2eq./ktonnes)	0.138	0.096	0.076

(a) The data for the following pollutants correspond to Eni's total emissions and not only to those from sites above the thresholds set by the E-PRTR Regulation. These data result from a combination of direct measurements, calculations and/or estimates, as for example, for the calculation of NMVOC generated by fugitive emissions, estimates are applied in accordance with the EPA Method A21/2017 methodology. Where available, measured data are preferred, particularly for sources subject to direct monitoring, mostly arising from regulatory requirements.
(b) Total direct emissions of nitrogen oxides due to combustion processes, including emissions from flaring activities, sulfur recovery processes, FCC regeneration, etc., including emissions of NO and NO_2, and excluding N_2O emissions.
(c) Total direct emissions of sulfur oxides, including emissions of SO_2 and SO_3.
(d) Total direct emissions of hydrocarbons substituted and oxygenated that evaporate at ambient temperature. LPG is included and methane is excluded. For non-channelled emissions of Non-Methane Volatile Organic Compounds (fugitive and diffuse emissions), estimates are derived from the results of leak detection and repair campaigns and from the application of recognised algorithms for calculating tank-related emissions.
(e) Direct emissions of finely divided solid or liquid particulate matter suspended in gaseous streams.
(f) Unintended spill into the environment from primary or secondary containment of crude oil, refined petroleum products or petroleum waste occurring during operational activities.
(g) Spill into the environment from primary or secondary containment of crude oil, refined petroleum products or petroleum waste due to actions that hinder operational activities and to subversive acts by organised groups.
(h) Total hydrocarbons released into the environment through final discharges into the receiving environment (surface waters or sea) and through partial discharges into third-party sewer networks. With regard to pollutants in waterdischarges, final discharges are monitored in accordance with authorization requirements and are based on measurements carried out using certified sampling and analytical methods.

WATER RESOURCE MANAGEMENT

For additional metrics related to Water resource management, see the **Sustainability Statement** - chapter Water resources (ESRS E3).

Indicator		2023	2024	**2025**
Total expenditures for water resources management	(€ million)	149.29	178.21	159.10
Freshwater reuse[a]	(%)	91	90	90
Reinjected produced water[b]		42	51	56
Water consumption[c]	(mm^3)	40	45	42
Water consumption in water-stressed areas		17	17	17
Water withdrawals[d]	(mm^3)	1,150	1,162	821
of which: seawater		1,038	1,032	707
of which: freshwater		109	127	114
of which: from surface water bodies		85	91	79
of which: withdrawn from underground		12	13	12
Other		12	23	23
Total freshwater withdrawals by sector				
Exploration & Production		4	2	1
Global Gas & LNG Portfolio (GGP) and Power		10	13	13
Enilive and Plenitude		4	4	4
Refining and Chemicals		86	103	91
Water discharges[e]	(mm^3)	1,126	1,135	798
of which: at sea		1,042	1,034	706
of which: in superficial water bodies		72	79	68
of which: in the sewerage system		9	16	17
of which: given to third parties		3	6	6

(a) Percentage of freshwater recycled or reused compared to the sum of recycled or reused freshwater and freshwater withdrawn.
(b) Percentage of formation water associated with extracted oil and produced with it (onshore and offshore), reinjected (EOR) or injected for disposal purposes, out of the total formation water produced.
(c) Difference between water inflows – which include, in addition to water withdrawals, unused rainwater and any other incoming water flows such as wastewater received from third parties – and water outflows, related to evaporation, water incorporated into products and treatments, and uncontrolled losses. Wastewater sent to evaporation ponds or injected into deep geological formations also contributes to consumption.
(d) Total water withdrawals include brackish water.
(e) Sum of seawater discharged and freshwater discharged or supplied to third parties, measured through flow meters. Internal procedures regulate compliance with minimum quality standards and authorised limits for each operational site, ensuring compliance and timely corrective action in case of exceedances.

BIODIVERSITY

For additional metrics related to biodiversity, see **Sustainability Statement** - chapter Biodiversity (ESRS E4).

Indicator	Operational Sites non-Oil & Gas Upstream business lines[a]		Concessions overlapping Oil & Gas Upstream business line	
	Overlapping sites[b]	Adjacent sites (<1 km)[c]	With operational activities within the overlap area[d]	Without operational activities within the overlap area[e]
Number of sites/concessions	39[f] (of which 25 are renewable energy sites)	71[g] (of which 50 are renewable energy sites)	22[h]	19[i]
Area (k hectares)[j]	3.2	3.3	232	132

(a) Oil & Gas Downstream, Enilive, Agribusiness, Plenitude, Enipower and Versalis.
(b) Overlapping sites: operational sites that fall, even partially, within protected areas or KBAs.
(c) Adjacent sites: operational sites that, while not located within protected areas or KBAs, are situated at a distance of less than 1 km from their boundaries. The 1 km buffer is conventionally adopted and applied consistently to all mapped sites.
(d) Concessions overlapping with operational activities within the overlap area: active operated concessions, in the development or production phase, that overlap with one or more protected areas or KBAs, within which development or production activities (wells, sealines, pipelines and onshore and offshore facilities) are present, as documented in the company GIS (Geographic Information System) geodatabase.
(e) Concessions overlapping without operational activities within the overlap area: active operated concessions, in the development or production phase, that overlap with one or more protected areas or KBAs, for which the development or production operations (wells, sealines, pipelines and onshore and offshore facilities) are located outside the overlap area, as documented in the company GIS geodatabase. Such concessions were classified as "adjacent concessions" in the previous sustainability reporting year.
(f) 74% in Italy, the remainder in Spain, France and Estonia.
(g) Mainly located in Italy (65%) and in other European Countries (France 23%). Only 3% in Australia and the United States.
(h) In Italy, the Netherlands and the United Kingdom.
(i) In Italy (84%), with the remainder in the United Kingdom, the Netherlands, Congo and Tunisia.
(j) The area (thousand hectares) represents the total extent of the operational site or concession, and not the actual area of overlap with protected areas or KBAs. The area is calculated in hectares based on the geographical boundaries of sites, using GIS tools and geometric analysis functions.

WASTE

For additional metrics, see **Sustainability Statement** - chapter Resource use and Circular economy (ESRS E5).

Indicator		2023	2024	2025
Expenses and investments for the management of waste from production activities[a]	(€ million)	222.30	246.57	276.63
Expenses and investments for the management of waste from remediation activities[b]		79.06	82.54	58.29
Total waste generated[c]	(Mt)	4.5	4.4	4.6
Total hazardous waste[d]		0.6	0.6	0.5
Hazardous waste recovered/recycled[e]		0.2	0.1	0.1
Hazardous waste for disposal (non-recycled)		0.3	0.6	0.4
Non-hazardous waste recovered/recycled[e]		0.9	0.8	0.9
Non-hazardous waste for disposal (non-recycled)		2.9	2.8	2.9
Total amount of non-recycled waste	(%)	74	79	77
Waste from remediation activities	(Mt)	2.8	3.2	3.1

(a) Includes waste generated from drilling activities and construction sites, as well as waste resulting from the maintenance of plants, buildings, and areas used for production activities.
(b) Waste generated from remediation activities (e.g., emergency safety measures and soil remediation, demolitions, and groundwater classified as waste).
(c) Sum of waste from production activities and Waste from remediation activities.
(d) Classified as hazardous and non-hazardous based on local legislation and, where not available, on the references of the Basel Convention and the European Commission Decision 2000/532/EC of May 3th 2000. The waste disposal method is communicated to Eni by the entity authorized for the activity. The weight of the waste produced and delivered may be measured or estimated, depending on the case.
(e) Recycled/recovered waste refers to waste that is not sent for disposal.

Value of our people

For additional metrics related to Eni workforce, see **Sustainability Statement** - chapters Eni workforce (ESRS S1).

EMPLOYMENT CHALLENGES

Indicator		2023	2024	2025
Employees (Headcount)[a]	(number)	32,321	31,669	31,523
Women		8,849	8,974	9,028
Men		23,472	22,695	22,495
Employees by geographic area				
Italy		21,336	21,688	21,591
Africa		2,711	1,769	1,791
Americas		1,930	1,328	1,358
Asia		2,506	2,515	2,514
Australia and Oceania		101	103	87
Rest of Europe		3,737	4,266	4,182
Permanent employees		31,383	30,858	30,782
Women		8,595	8,763	8,812
Men		22,788	22,095	21,970
Fixed-term employees		938	811	741
Women		254	211	216
Men		684	600	525
Atypical temporary workers (agency workers. contractors. etc.)		2,793	1,433	1,341
Women		684	526	504
Men		2,109	907	837
Employees with full-time contracts		31,945	31,248	31,118
Women		8,516	8,623	8,691
Men		23,429	22,625	22,427
Employees with part-time contracts		376	421	405
Women		333	351	337
Men		43	70	68
Local employees abroad	(%)	86	85	85
Non-Italian employees in positions of responsibility		19.1	17.,4	16.7
New hires with permanent contracts	(number)	1,949	2,616	2,486
Terminations of permanent contracts		1,942	2,813	2,378
Rate of Turnover[b]	(%)	6.2	8.8	7.5
Non-employees[c]	(number)	2,793	1,433	1,341
Employees in positions of responsibility (senior managers)[d]		941	926	878
Women	(number/%)	171 (18.17)	173 (18.68)	174 (19.82)
Men		770 (81.83)	753 (81.32)	704 (80.18)
Employees covered by performance assessment tools (senior managers, middle managers, young graduates)[e]		85	94	92
Seniority	(year)	15.24	15.07	15.42

(a) The number of employees is calculated using the headcount methodology and refers to employees active as at 31/12/2025. Employment data differ from those reported in the Financial Report, as they include only fully consolidated companies.
(b) Ratio between the number of permanent employees who left the Company during the year (t) and the total number of permanent employees active as at 31/12/2024.
(c) Agency workers in Italy and abroad, calculated using the headcount methodology. Self-employed workers are excluded, as they are engaged under professional services contracts and are therefore classified as suppliers.
(d) Reference is made to all employees who, by virtue of their skills and managerial capabilities, hold roles by a high level of responsibility, autonomy and decision- making authority, enabling them to promote, direct and manage theachievement of the Company's objectives.
(e) The percentage refers to employees to whom a set of objectives was assigned (for managers, middle managers and young graduates) or who were subject to an annual performance review (exclusively for managers, middle managers and young graduates).

INDUSTRIAL RELATIONS

Indicator		2023	2024	2025
Employees covered by collective bargaining[a]	(%)	86.95	83.5	85.6
Employees in trade unions[b]		36.65	36.74	38.4
Employees covered by collective bargaining	(number)	28,391	26,631	27,365
Employees in trade unions		10,443	9,775	10,197

(a) Employees whose employment relationship is governed by collective agreements, whether at national, sectoral, company or site level, excluding individual agreements. For this indicator, permanent employees are considered, based on the company with which the employment contract is established.
(b) Within the European Economic Area, only Italy is considered, as it is the sole Country in which Eni operates with at least 50 employees and which represents at least 10% of the total workforce.

DIVERSITY & INCLUSION: THE VALUE OF UNIQUE

Indicator		2023	2024	2025
Women employees in service	(%)	27.38	28.34	28.64
Women hired		39.15	43.62	40.39
Women in positions of responsibility (managers and middle managers)		29.22	30.06	30.83
Women senior managers		18.17	18.68	19.82
Women middle managers		30.34	31.20	31.86
Women white collars		30.77	31.06	31.12
Women blue collars		15.10	17.12	17.14
Promotions from Employee to Middle Management and from Middle Management to Executive by Gender				
Women		36.07	32.62	34.1
Men		63.93	67.38	65.9

Female workforce

Indicator		2023	2024	2025
Second level women managers reporting to the CEO	(%)	62	51	51
Women not in positions of responsibility		26.5	27.5	27.6
Percentage of women in the DIT		25.4	27.8[a]	28.5
Percentage of women in the Engineering professional		19.6	19.3[a]	20.1

(a) Data revised compared to the previous publication due to an expanded scope (from Italy-only scope to Italy + international scope).

Professional areas with a higher proportion of female personnel

Indicator		2023	2024	2025
Corporate Affairs and Governance	(%)	73	69	69
External communication and Identity Management		58	66	65
Human resources		64	65	65
Legal		56	60	60

WELFARE

Indicator		2023	2024	2025
Employees who have taken parental leave	(number)	945	1,010	1,409
Of which men		*619*	*655*	*895*
Of which women		*326*	*355*	*514*
Rate of return to work after parental leave[a]	(%)	92.91	105.15	90.49
Of which men		*97.58*	*103.21*	*93.63*
Of which women		*84.05*	*108.73*	*85.02*
Smart Working[b]	(number)	11,544	12,465	12,531
Of which men		*6,924*	*7,429*	*7,457*
Of which women		*4,620*	*5,036*	*5,074*
Employees who received care benefits[c]		1,938	1,967	2,443
Absenteeism rate[d]	(%)			
Of which women		*2.75*	*2.66*	*2.52*
Of which men		*2.95*	*2.77*	*2.77*

(a) Employees who returned from leave after using it. The figure may exceed 100% because it includes both users at the end of 2024 and users in 2025.
(b) Italian Smart Working personnel registered in the HR system as at 31.12.2025.
(c) Number of resources that have used Low No. 104 /1992 leave for family members.
(d) The figure relates to staff in Italy. For the calculation of the absenteeism rate, only absences caused by accident and illness were counted, excluding holidays, leave and absences.

TRAINING

Indicator		2023	2024	2025
Total training hours	(number)	1,154,495	1,027,822	1,058,622
Average training hours per employee[a]		36.7	32.1	33.5
HSE and quality training hours	(number)	398,803	405,799	443,542
Of which: environmental training hours		28,070	23,997	27,910
Of which: Safety training hours		306,895	329,660	365,476
Average training hours per employee by professional category	(hour)			
Senior managers		27.6	20.9	28.4
Middle managers		30.9	27.8	28.8
White collars		38.5	34.1	33.9
Blue collars		42	35.2	41.1

(a) Total training hours divided by the average number of employees during the year.

HEALTH AND SAFETY

For additional metrics related to Health and Safety, see **Sustainability Statement** - chapter Health & Safety (ESRS S1, S2, Entity-specific).

Indicator		2023	2024	**2025**
Total recordable injuries (employees and contractors)[a]	(number)	93	111	78
TRIR (Total Recordable Injury Rate)	(total recordable injuries/worked hours) x 1,000,000	0.57	0.70[b]	0.55
Italy		0.80	1.13	0.78
Abroad		0.41	0.37	0.34
Lost time Injury frequency rate (LTIF)	(accidents with days of absence/worked hours) x 1,000,000	0.41	0.56	0.42
Employees		0.54	0.66	0.59
Contractors		0.33	0.50	0.31
Fatality index (employees and contractors)	(fatalities/worked hours) x 100,000,000	0.61	3.15	0
Number of fatalities as a result of work-related injury (employees and contractors)	(number)	1	5	0
Near Miss[c]	(number)	566	563	634
Worked hours[d]	(million hours)	164.1	158.8	142.8
Employees		*59.2*	*57.7*	*56.3*
Contractors		*104.8*	*101.0*	*86.5*
Tier 1 process safety events[e]	(number)	10	5	4
Tier 2 process safety events[e]		9	10	6
Number of cases of occupational illnesses claims[f]				
Employees		*17*	*8*	*11*
Contractors		*0*	*0*	*0*
Number of occupational illnesses claims submitted by heirs[f]		2	0	1

(a) Sum of Lost Time Injuries (LTI), Restricted Workday Cases (RWDC) and Medical Treatment Cases (MTC).
(b) An incidental event whose origin, development and potential effect are of incidental nature and whose outcome did not result in harm, thanks to favourable and fortuitous circumstances or to the mitigating intervention of technical and/or organisational protection systems.
(c) Hours worked by employees and contractor personnel, including contractual hours and overtime, net of holidays, sick leave and unrecovered absences. For personnel operating on platforms, vessels or LNG carriers, a standard number of hours is assumed in accordance with industry guidelines. The indicator is calculated based on time-recording systems or contractual weekly working hours.
(d) Loss of primary containment, namely the unplanned or uncontrolled release of any material, including non-toxic and flammable materials, from a "process".
(e) It represents the number of cases of reports of suspected occupational illness notified to the employer. These cases relate to conditions that may have a causal link to occupational risks, as they may be caused by prolonged exposure to risk agents arising from work activities or from the working environment. The main risk agents include: (i) chemical and carcinogenic agents (e.g. illnesses: neoplasms, respiratory system diseases, blood disorders); (ii) biological agents (e.g. illness: malaria); (iii) physical agents (e.g. illness: hearing loss). Other types of risk that may give rise to occupational illnesses in the workplace include: (iv) ergonomic risks (e.g. illness: musculoskeletal disorders); (v) psychosocial risks (e.g. illness: adjustment disorder).
(f) Indicator used as a proxy for the number of deaths due to occupational illnesses.

Alliances for Development

Indicator		2023	2024	**2025**
Local development investments by sector of intervention[a]	(€ million)	95.0	88.8	81.0
Access to energy		3.5	0.7	0.3
Economic diversification		35.2	46.0	43.1
Education and vocational training		26.1	25.4	21.3
Access to water and sanitation		2.2	0.9	1.6
Life on land		6.9	3.9	6.2
Health		10.7	7.1	4.3
Compensation and resettlement[b]		10.4	4.8	4.2
Investments for local development by geographic area				
Africa		51.6	38.8	33.6
Americas		4.2	7.1	4.4
Asia		26.5	33.1	28.4
Italy		10.7	7.6	12.0
Rest of Europe		2.0	2.2	2.5
Oceania		0.03	0.0	0.1
Investments for local development in the upstream sector	(%)	96	96	94
Infrastructure investments	(€ million)	32.6	41.8	35.4

(a) The indicator refers to Eni share of expenditure for local development initiatives implemented for the benefit of the territory, aimed at promoting the development of communities. The data refer to all Eni entities, including non-operated ones.
(b) The data include expenditure for resettlement activities, which in 2025 amounted to €4.2 million, mainly related to non-operated activities (€3.4 million in Mozambique for the Rovuma LNG project, €0.6 million in the UK for the Liverpool Bay project, and €0.2 million in Greece for the Mares project).

Indicator		2023	2024	**2025**
Grievances received by topic[a]	(number)	140	61	21
Access to energy		5	0	0
Land Management		10	8	0
Education		10	2	0
Employment		16	3	0
Infrastructure		2	0	5
Community management		66	23	0
Supplier management/Agreements		7	9	7
Partnership		0	0	0
Social and economic impacts		0	0	7
Economic diversification		9	2	0
Environmental Management		15	13	2
Other		1	1	0

(a) The grievances received by Eni's subsidiaries are classified into more than 200 sustainability topics within the company's SMS - Stakeholder Management System. The consistency of the various grievance themes can vary from year to year, both in type and number.

Sustainability in the value chain

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Indicator		2024	2025
Suppliers involved in awareness, measurement, and collaboration initiatives on ESG topics[a]	(number)	7,512	9,416
Active contracts with suppliers involved in awareness, measurement, and collaboration initiatives on ESG topics[b]	(%)	70	80
Value of active contracts with suppliers involved in awareness, measurement, and collaboration initiatives on ESG topics[c]		82	91

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

BIOFEEDSTOCKS USED IN BIOREFINERIES ENILIVE IN ITALY (2025)

Country	Typology	Feedstock Venice+Gela (tonnes)[a]
Italy	Vegetable oils[d]	3,182
Africa[b]		6,960
Europe		2,421
Other[c]		16,831
Indonesia	Waste and residues (used vegetable oils, oily residues derived from the processing of vegetable oils and other industrial processes)	307,445
Malaysia		243,562
Italy		26,731
Africa		8,378
Europe		19,344
Other		90,789

(a) Feedstocks related to sold production certified as sustainable with a Proof Of Sustainability (POS, as required under the relevant certification schemes).
(b) Kenya, Tanzania, South Africa.
(c) Australia, Canada, Indonesia, Kazakhstan.
(d) Vegetable oils, such as canola, croton, castor and soy.

As part of the responsible approach on biomass Eni is committed to transparency and disclosure of information on the biomass used and the Country of origin communicates this information annually. Since 2023, Enilive has also been producing biofuels in the United States at Chalmette biorefinery (Louisiana), through a joint venture with PBF Energy Renewables, acquiring a 50% stake in St. Bernard Renewables (SBR). The biorefinery began operations in June 2023, processing waste and residues (used cooking oil - UCO) and vegetable oils (such as soybean oil, mainly sourced from the United States). In addition, Versalis in 2025 at the Crescentino site used about 111.880 ktons of wood chips to feed the biomass boiler and about, 11.473 ktons of de-oiled wheat germ, all of which originated from Italy, were used to produce bioethanol. In addition, at the Versalis site in Mantua, about 100 tons of sunflower oil from seeds of Italian and/or EU origin processed in Italy or obtained from crude oil of EU or non-EU origin refined in Italy was used for formulation purposes. As far as Novamont is concerned, more than 80% of the agricultural feedstocks from which the raw materials used in production are derived are of EU origin, the main agricultural feedstocks being corn, wheat and sunflower seeds.

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Layout and supervision
K-Change - Roma