









# MAIN STAKEHOLDER CATEGORIES INVOLVED AND RELATED ENGAGEMENT ACTIVITIES [ESRS S1 SBM-2; ESRS S2 SBM-2; ESRS S3 SBM-2; ESRS S4 SBM-2]



CATEGORY	ENGAGEMENT OBJECTIVE	TOPICS AND ASPECTS OF ENGAGEMENT <sup>(1)</sup>	2025 ACTIVITIES	RESULTS
 <b>PEOPLE AND NATIONAL AND INTERNATIONAL UNIONS</b>	<ul style="list-style-type: none"> <li>Strengthen a relationship of trust between the Company, workers and trade unions</li> <li>Support workers' social protection and respect for Human Rights (HR)</li> <li>Share business changes and related skills development process</li> <li>Promote work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>Human capital</li> <li>Health; Occupational and process safety</li> <li>Circular economy and waste management</li> </ul>	<ul style="list-style-type: none"> <li>Awareness-raising on diversity and Zero Tolerance policy</li> <li>Dissemination of the Safety Golden Rules and Principles</li> <li>Team building initiatives and promotion of young talents</li> <li>2025 Engagement Survey involving ~31,000 people (~21,700 in Italy) and launch of targeted actions</li> <li>Awareness-raising on gender-based violence and on support measures for women who are victims</li> <li>Meetings of Committees/trade unions/company at national and international level, in particular on operational performance, employment and contractual matters, and HSE topics</li> <li>Completion of the Job Transition Book, mapping more than 1,000 skills and competencies related to the energy and digital transition</li> </ul>	<ul style="list-style-type: none"> <li>Achievement of strategic objectives</li> <li>Upskilling and reskilling initiatives</li> <li>Trade union information and consultation embedded in strategic and operational processes</li> <li>Updates to internal policies, where applicable</li> <li>Participation in global initiatives to promote well-being of employees</li> </ul>
 <b>FINANCIAL COMMUNITY</b>	<ul style="list-style-type: none"> <li>Ensure an adequate understanding of:                             <ol style="list-style-type: none"> <li>strategic choices, value drivers and operating context</li> <li>economic-financial and ESG performance</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>Economic and financial performance</li> <li>Climate change</li> <li>Health; Occupational and process safety</li> <li>Biodiversity and ecosystems</li> <li>Workers in the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly presentations and Capital Markets Day</li> <li>Participation in roadshows and specialized conferences</li> <li>Individual meetings with investors</li> <li>Engagement with investors and proxy advisors on shareholders' meeting topics</li> <li>Engagement with ESG rating agencies for the issuance of ratings</li> <li>~800 funds contacted</li> </ul>	<ul style="list-style-type: none"> <li>Communications and presentations prepared in line with the expectations of the financial community</li> <li>Feedback from the financial community considered to improve ESG ratings</li> </ul>
 <b>LOCAL COMMUNITIES, COMMUNITY-BASED ORGANIZATIONS AND ORGANIZATIONS FOR COOPERATION DEVELOPMENT</b>	<ul style="list-style-type: none"> <li>Consider local expectations and needs and implement development projects</li> <li>Identify potential adverse impacts and define prevention and mitigation measures, ensuring respect for human rights</li> <li>Promote and support dialogue and active cooperation, including engagement with authorities</li> <li>Establish strong and long-term relationships and partnerships with all local stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Local development and access to energy</li> <li>Climate change</li> <li>Equal treatment</li> <li>Community Health</li> </ul>	<ul style="list-style-type: none"> <li>Periodic updates on project progress</li> <li>Management of requests and grievances</li> <li>Monitoring activities</li> <li>Baseline studies, feasibility studies and project assessments</li> <li>Presentation of objectives and results</li> <li>Collaboration with United Nations agencies (UNIDO, UNESCO, ILO, IOM), civil society organisations (IRC, E4Impact, AVSI, Istituto Oikos, Doctors with Africa CUAMM and AISPO) and national development agencies (AICS)</li> <li>17 agreements signed for socio-economic development initiatives and 7 for community health initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Dissemination of transparent information on Eni's activities</li> <li>Promotion and implementation of local development programmes aligned with local needs and with the strategic frameworks of the United Nations, sharing know-how and fostering synergies with key development cooperation actors</li> <li>Assessment and measurement of local development using dedicated tools and methodologies</li> </ul>
 <b>CONTRACTORS, SUPPLIERS AND BUSINESS PARTNERS</b>	<ul style="list-style-type: none"> <li>Support suppliers in managing impacts on people and the environment, ensuring respect for human rights</li> <li>Promote occupational health and safety across the value chain, ensuring safe and decent working conditions</li> <li>Support suppliers along the energy transition pathway</li> <li>Optimize compliance with anti-corruption and due diligence requirements for potential high-risk third parties</li> <li>Foster value chain competitiveness through the adoption of sustainable practices that strengthen suppliers' resilience in global markets</li> </ul>	<ul style="list-style-type: none"> <li>Health; Occupational and process safety</li> <li>Climate Change (energy transition)</li> <li>Human Rights</li> <li>Responsible management of supply chains</li> <li>Anti-Corruption</li> <li>Competitiveness</li> </ul>	<ul style="list-style-type: none"> <li>Increase of the Open-es community: &gt;40,000 participating companies</li> <li>Availability of the Human Rights Card and dedicated human rights training made accessible across the entire value chain</li> <li>Launch of the 'Committed to Safety' initiative and dedicated safety training delivered to suppliers</li> <li>'Sustainable Supply Chain Finance' programme</li> <li>Eni Supply Chain Award</li> <li>'Open-es ESG skills' training programme addressed to the entire value chain</li> <li>'Energia di filiera (Value chain energy)' programme</li> </ul>	<ul style="list-style-type: none"> <li>Identification, prevention, and mitigation of risks at every stage of the procurement process</li> <li>Building a safe, responsible, innovative, and international supply chain for a fair and sustainable energy transition</li> <li>Promoting training and awareness-raising on ESG with a focus on safety and human rights</li> </ul>
 <b>CUSTOMERS AND CONSUMERS</b>	<ul style="list-style-type: none"> <li>Support and promote actions in favour of a just energy transition</li> <li>Create and disseminate a culture of responsible energy usage, fostering conscious and efficient consumption</li> </ul>	<ul style="list-style-type: none"> <li>Climate change</li> <li>Customers and consumers</li> </ul>	<ul style="list-style-type: none"> <li>Maintenance of customer satisfaction and service quality</li> <li>17 periodic meetings with Consumer Associations on gas and electricity (~500 representatives in Italy)</li> <li>Workshops and projects with Consumer Associations on sustainability and energy transition topics</li> </ul>	<ul style="list-style-type: none"> <li>Offering quality products and services aligned with customers' specific needs</li> <li>Support for financially vulnerable customers, particularly young people</li> </ul>
 <b>NATIONAL, EUROPEAN AND INTERNATIONAL INSTITUTIONS</b>	<ul style="list-style-type: none"> <li>Contribute to public debate on key topics, including the energy transition, sustainability and energy security, representing the Company's position</li> <li>Foster institutional dialogue and the establishment of partnerships and memberships that support the development of Eni's activities and projects and/or the Company's positioning</li> <li>Support transparent dialogue</li> <li>Establish partnerships for projects aimed at contributing to access to energy and to the socio-economic and health development of Countries where Eni operates</li> </ul>	<ul style="list-style-type: none"> <li>Climate Change (energy transition and the decarbonisation of industry, residential and transport sectors, energy security, sustainable mobility)</li> <li>Sector regulation and legislation with impacts on corporate activities and strategic industrial projects</li> <li>Innovation, digitalisation and cybersecurity</li> </ul>	<ul style="list-style-type: none"> <li>Representation of Eni's positioning on key topics vis-à-vis policymakers in institutional/associative courts of law and public events</li> <li>Presentation of projects and hosting of associations, institutional and political delegations at industrial plants, operational sites and research centres</li> <li>Collaboration agreements</li> <li>Participation in public debates and consultations, representing Eni's institutional positioning</li> </ul>	<ul style="list-style-type: none"> <li>Representation of Eni's institutional positioning and of potential impacts of policies and regulation on activities and projects</li> <li>Contribution to improving policy outcomes and effectiveness</li> <li>Participation in institutional dialogue</li> </ul>
 <b>UNIVERSITIES, INSTITUTES, RESEARCH CENTERS AND INNOVATION HUB</b>	<ul style="list-style-type: none"> <li>Promote the development of skills and technological know-how to ensure a sustainable transition</li> <li>Activate an innovative ecosystem for the transition and for new energy value chains</li> <li>Assess and monitor risks related to business activities affecting workers' health</li> </ul>	<ul style="list-style-type: none"> <li>Human Rights</li> <li>Climate Change</li> <li>Local development and access to energy (local content)</li> <li>Health</li> <li>Innovation</li> </ul>	<ul style="list-style-type: none"> <li>Collaborations and agreements with Italian and international universities (&gt;50)</li> <li>Participation in major national and international innovation hubs (e.g. PNRR National Centres, Innovation Ecosystems and National Technology Clusters)</li> <li>Launch of the first International Network on the African Energy Transition</li> <li>8 entrepreneurial development hubs active in Italy and 4 abroad (Kenya, Congo, Rwanda, Côte d'Ivoire)</li> <li>&gt;150 innovative start-ups incubated/accelerated</li> <li>Research activities in the healthcare sector</li> </ul>	<ul style="list-style-type: none"> <li>Development of innovative solutions</li> <li>Promotion of scientific research activities</li> <li>Support dialogue and skills for the transition</li> <li>Promotion of initiatives for internal and external entrepreneurial development (e.g. Joule Discovery Lab, acceleration programmes for innovative start-ups)</li> </ul>
 <b>ADVOCACY ORGANIZATION, TRADE/CATEGORY/ CONFINDUSTRIA ASSOCIATIONS</b>	<ul style="list-style-type: none"> <li>Support the business along the transformation and energy transition pathway</li> <li>Share knowledge and experience throughout the energy transition journey</li> <li>Promote discussion on solutions for energy production, research and development</li> </ul>	<ul style="list-style-type: none"> <li>Climate Change (energy transition, sustainable mobility)</li> <li>Sustainable supply chain management (sustainability of the value chain)</li> <li>Local development and access to energy</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 200 companies involved by associations in a sustainable growth pathway</li> <li>Enrollment of 4 local and sector associations to Open-es</li> <li>Events and workshops to promote the use of biofuels (HVO and LNG/bioLNG) and to accelerate the decarbonisation of the maritime and land transport sectors</li> <li>Blue economy-related activities carried out in collaboration with industry associations</li> <li>Enhancement and development of the non-Confindustria associative network (participation in working groups and seminars supporting Eni's decarbonisation strategy)</li> </ul>	<ul style="list-style-type: none"> <li>Definition of strategies to support the energy transition</li> <li>Support for global policies and regulations aimed at tackling climate change</li> <li>Promotion of sustainable mobility through alternative fuels</li> <li>Promotion of new technologies in the blue economy</li> <li>Promotion, within territorial and industry associations, of the Open-es platform and Eni's sustainable supply chain management strategy</li> </ul>

(1) Priority topics and aspects identified for the different stakeholder categories inform the materiality assessment process.