



Eni included in 2022 Bloomberg Gender-Equality Index

San Donato Milanese (Milan), 26 January 2022 – Eni has been included for the first time in the Bloomberg Gender-Equality Index (GEI), a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting. The index, which included 418 companies across 45 countries and regions, measures gender equality across five pillars: female leadership & talent pipeline, equal pay & gender pay parity, inclusive culture, anti-sexual harassment policies, and pro-women brand.

Eni obtained a total score of 75.7, which is above the average of the enterprises included globally, as well as in Italy and compared to the peers. In particular, the company ranked high in the areas of Anti-Sexual Harassment Policies, Equal Pay and Gender Pay Parity, and Inclusive Culture.

“We are proud to have been included in the index, an important recognition of the path undertaken by Eni to ensure the creation of an inclusive workplace, where gender equality is a key driver of innovation, growth and talent attraction. The areas in which we have excelled are the result of the policies, training activities and actions implemented, ranging from assessments to monitoring and tracking of tailored projects, shaped to encourage the creation of a shared culture on gender equality across the company at a global level. At the same time, we are ready to take up the challenges still ahead on gender equality, which offer room for further improvements”, said Marwa El Hakim, Eni’s Head of Diversity & Inclusion.

“We are proud to recognize Eni and the other 417 companies included in the 2022 GEI for their commitment to transparency and setting a new standard in gender-related data reporting,” said Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club. “Even though the threshold for inclusion in the GEI has risen, the member list continues to grow. This is a testament that more companies are working to improve upon their gender-related metrics, fostering more opportunity for diverse talent to succeed in their organizations.”

Eni submitted a social survey created by Bloomberg, in collaboration with subject matter experts globally. Those included on this year’s index scored at or above a global threshold established by Bloomberg to reflect disclosure and the achievement or adoption of best-in-class statistics and

policies. Member companies in the 2022 index represent a variety of sectors, including financials, technology and utilities, which collectively have the highest company representation in the index.

Eni is committed to integrating a gender perspective in its internal and external processes, at both a national and international level, also through the implementation of assessments that take into account gender, to ensure that the activities are truly inclusive and that women are both beneficiaries and leaders of corporate initiatives. The company is involved in education projects with its stakeholders to spread the culture of women's empowerment and encourage their access to STEM (Science, Technology, Engineering and Mathematics) careers. To strengthen the corporate culture on gender equality, Eni has also activated an internal training programme to raise awareness of unconscious biases in the workplace.

As part of its commitment on the theme, Eni signed in 2021 the United Nations Women Empowerment Principles (WEP), a set of principles jointly established by the UN Global Compact and UN Women to support gender equality and women empowerment.

Further info:

<https://www.bloomberg.com/gei>

Company contacts:

Press office: Tel +39.0252031875 – +39.0659822030

Shareholders' freephone number (from Italy): 800940924

Shareholders' freephone number (from abroad): + 80011223456

Switchboard: +39.0659821

ufficio.stampa@eni.com

segreteria.societaria.azionisti@eni.com

investor.relations@eni.com

Website: <http://www.eni.com/>

