Eni FOR a just transition

2024 SUSTAINABILITY REPORT

eni

Mission

We are an energy company.
13 15 We concretely support a just energy transition,
with the objective of preserving our planet
7 12 and promoting an efficient and sustainable access to energy for all.
Our work is based on passion and innovation,
9 on our unique strengths and skills,
on the equal dignity of each person,
5 10 recognizing diversity as a key value for human development,
on the responsibility, integrity and transparency of our actions.
We believe in the value of long-term partnerships with the Countries
17 and communities where we operate, bringing long-lasting prosperity for all.

Global goals for a sustainable development

The 2030 Agenda for Sustainable Development, presented in September 2015, identifies the 17 Sustainable Development Goals (SDGs) which represent the common targets of sustainable development on the current complex social problems. These goals are an important reference for the international community and Eni in managing activities in those Countries in which it operates.

Eni FOR 2024

SUSTAINABILITY REPORT

Disclaimer

Eni for 2024 is a document published on a yearly basis that contains forward-looking statements related to the different topics covered therein. Forward-looking statements are founded on Eni management's reasonable assumptions and beliefs given the information available to them at the time the statements are made. 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. 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 2024 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 2024 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

LEGEND

External links Internal links

Message to our stakeholders

We live in times of rapid and complex change. Profound geopolitical evolutions, environmental challenges and technological revolutions are reshaping the routes to global growth and energy security.

The result is a context of unprecedented fragmentation, uncertainty and volatility, in which the ability to adapt no longer appears to be a sufficient lever: we need to put all our skills into play in order to lead the response to change, anticipating new trends through innovative solutions, carefully assessing risks and courageously seizing opportunities. And it is precisely in this ability to anticipate and transform that lies one of Eni's distinctive traits.

2024, a year of concrete evidence of the execution of our strategy, confirmed the need to face the future with responsibility and vision: we continued on our path of transformation and achieved concrete results, the outcome of an industrial model that aims to embrace environmental, economic and social sustainability.

In 2024, we achieved a reduction in net Scope 1 and 2 emissions of 55% for Upstream and 37% for Eni compared to 2018. In line with the path started more than a decade ago, we have continued to pay particular attention to reducing methane emissions, one of the most effective levers for contributing right away to curbing global warming. 2024 saw the publication of our first Methane Report, which underlines our commitment to transparency and reporting on our activities to bring methane emissions close to zero by 2030, using the most innovative technologies and expanding international collaborations with other industry and supply chain players.

In addition, Eni has established collaboration agreements with National Oil Companies (NOCs) over time, in order to share its expertise on methane emission management.

As part of the CEO Water Mandate initiative, we have also made a commitment to achieve water positivity in at least 30% of the sites operated with withdrawals of freshwater greater than 0.5 Mm^3/year in water-stressed areas by 2035.

In the meantime, we have made significant progress in the execution of our satellite model: an innovative approach that is now well-established, which involves the creation of integrated businesses capable of generating value along all directions of the transition, attracting aligned capital that recognizes their market value. Concrete examples of this are the entries of KKR and EIP into the share capital of Enilive and Plenitude respectively, with a market recognition of an enterprise value at very high multiples of more than €21 billion. In this way, we make the energy transition profitable by developing new self-sustained businesses, accelerating the transformation with flexibility and industrial vision, and supporting customers in decarbonization.

Plenitude has achieved more than 4 GW of installed capacity from renewable sources and aims to reach 10 GW by 2028, and up to 15 GW by 2030, integrating the production from renewable sources with the sale of energy and energy solutions to households and businesses and with an extensive network of charging points for electric vehicles. Plenitude represents one of the outposts of Eni's decarbonization strategy, with a strong presence in the retail energy market with over 10 million customers and in the e-mobility market with over 21,000 charging points for electric vehicles.

Enilive, a company dedicated to mobility products and services, is among the global leaders in the production of HVO (Hydrogenated Vegetable Oil) biofuels, which are a concrete solution to contribute to the decarbonization of road, air, sea and rail transport. In 2024, Enilive's biorefining capacity was 1.65 million tons. By 2030, Enilive plans to raise it to over 5 million tons/year and to increase the optionality of Sustainable Aviation Fuel (SAF) production to over 2 million tons, depending on market needs.

During the year, we also announced the conversion of the Livorno refinery into a biorefinery: an important project in Eni's transformation path, capable of breathing new life into existing industrial assets while maximizing their value. The new biorefinery will join the Enilive plants already operating in Porto Marghera, Gela and Chalmette (in the US, in a joint venture with PBF Energy); in addition, new biorefineries are being developed in South Korea, Malaysia and Italy.

At the same time, we set out the relaunch of Versalis, towards greater financial sustainability, with a €2 billion transformation plan of investments in Italy by 2029, oriented towards a high-value downstream portfolio, focused on specialized compounding and polymers, biochemistry and products from the circular economy. The plan also envisages the construction of new industrial plants consistent with the path of energy transition and the progressive decarbonization of industrial sites, in the area of 'sustainable chemistry' but also of biorefining and energy storage. This transformation path will entail a reduction in emissions of about 1 million tons of CO_2, about 40% of Versalis's emissions in Italy.

Thanks to the progress in CO_2 capture and storage projects in Italy, with the start of Phase 1 of the Ravenna CCS Project, and in the UK, with the financial close in April 2025 of the Liverpool Bay CCS project, we have laid the foundations for the creation of a new transition-related satellite in the field of Carbon Capture and Storage.

Innovation continues to be our driving force and a key asset in the transition path. In the past year, for example, we have started up HPC6, our new supercomputer, which currently ranks fifth globally and first in Europe in the TOP500 ranking, and we have created Eniquantic, our new quantum computing technology development company, as well as continued the development of cutting-edge technologies, such as magnetic confinement fusion, in collaboration with Commonwealth Fusion Systems.

Just Transition remains a central element of our action, based on respect for the dignity of every person, integrity, recognition of the value of dialogue with our stakeholders and transparency. In 2024 we also strengthened actions to prevent and combat violence against women, through a specific program involving Eni and its satellite companies.

In line with the 'Dual Flag' approach, we work with host Countries to ensure that the transformation generates concrete benefits for communities. In 2024, we strengthened our agreement with the International Labour Organization (ILO) and the International Finance Corporation (IFC) to promote safe and inclusive working conditions along the agri-feedstock supply chain, a key sector for biofuel production, in line with Eni's integrated business model, which promotes sustainable development and the creation of long-term partnerships to generate lasting shared value. For us, creating partnerships with local and international entities, plays a key role in promoting projects that improve access to energy, water, health and education and ensure economic diversification.

Finally, we cannot refrain from turning our thoughts to the accident that occurred at the Calenzano fuel depot. It was a great tragedy, with the loss of human lives, which deeply affected each one of us and in the area to which we care the most: safety. In this regard, Eni is fully cooperating with the Judicial Authorities so that maximum clarity can be shed on what happened. In reaffirming our concrete closeness to the families and people involved, we renew our absolute commitment to safety, a founding value of our activities.

Eni's path is guided by a clear vision, built on the integration of business and sustainability, growth and responsibility. With the contribution of our people and our stakeholders, we will continue to generate value for the society and the communities, turn challenges into opportunities, and chart new paths to safer, more sustainable energy for all.

Claudio Descalzi
Chief Executive Officer

Why read Eni for 2024

Eni For, now in its 19th edition, sets down Eni's commitments and progress towards a Just Transition.

This year saw an important change in sustainability reporting: the entry into force of the European Corporate Sustainability Reporting Directive (CSRD), which regulates mandatory sustainability reporting and introduces new European Sustainability Reporting Standards (ESRS). Therefore, this year Eni prepared its first Sustainability Statement in line with the European legislation. In this new context, Eni For is a complementary and supplementary document with respect to the Sustainability Statement and is designed to make Eni's sustainability information more accessible to stakeholders, through clearer and more concise language, and to enrich it by giving depth and substance to the contents with some targeted in-depth analyses.

With the aim of making Eni For a document capable of communicating the strategy effectively to stakeholders, case studies, insights and interviews have been integrated to give concrete form to Eni's commitments and actions, while reference is made to the Sustainability Statement for some specific aspects, such as, for example, the internal control system and the integrated risk management model. In these cases, the exact references to the relevant sections of the Sustainability Statement are indicated within the document, thus facilitating consultation for those who wish to delve further into these aspects.

The 2024 materiality analysis, updated according to ESRS standards and by applying the principle of double materiality, is also the reference for Eni in order to identify the most relevant sustainability issues for the company and its stakeholders. For a detailed description of the process and results of this analysis, please refer to the Sustainability Statement.

Unlike the Sustainability Statement, whose structure complies with the order of presentation of ESRS standards, the narrative in Eni For follows the levers of the integrated business model. This approach allows us to present progress and results along five main pillars: Carbon Neutrality by 2050, Environmental Protection, Value of Our People, Alliances for Development and Sustainability in the Value Chain. An introductory chapter outlining the overarching elements of Eni's sustainability approach precedes the chapters dedicated to the five main directions.

The 2024 edition of Eni For combines qualitative information and performance indicators in a single document. The 'Tables of Indicators' section includes precise references to indicators already present in the Sustainability Statement, which is subject to limited assurance by the appointed auditing firm. In addition, this document presents some additional KPIs compared to the Sustainability Statement in line with the specific needs of certain stakeholders. The quantitative data are provided over two years of comparison and are in line with the scope explained in the 'Reporting principles and criteria' section of the Sustainability Statement.

Eni for is part of Eni's broader sustainability reporting system, part of the company's commitment to transparency and disclosure. This system includes both mandatory reporting documents such as the Sustainability Statement and the Slavery and Human Trafficking Statement, as well as voluntary documents such as local reports, subsidiary reports and thematic reports (e.g. reports on human rights, on methane emissions and on people-centred transition).

Eni in the world

2,981
Persons hired in 2024

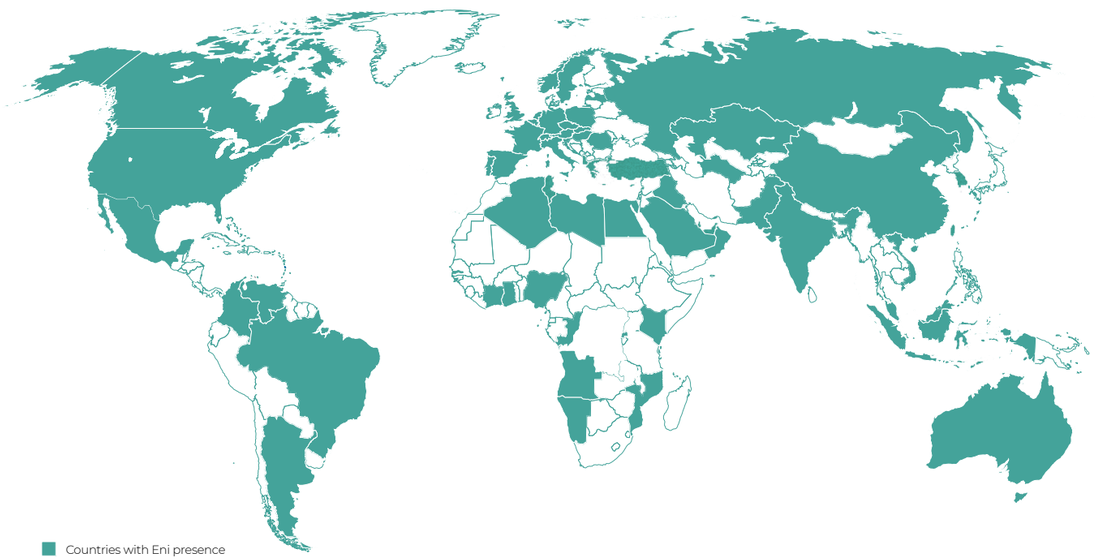
64
Countries with Eni presence

81.4%
R&D expenditure in decarbonization

-37%
Net Carbon Footprint Eni vs. 2018 (Scope 1+2)

90%
Reuse of fresh water

€88.8 mln
Investments in local development



Countries with Eni presence

AMERICAS
7 COUNTRIES
5 Exploration & Production*
2 Global Gas & LNG Portfolio and Power
5 Refining and Chemicals

EUROPE
23 COUNTRIES
6 Exploration & Production*
10 Global Gas & LNG Portfolio and Power
15 Enilive and Plenitude
19 Refining and Chemicals

AFRICA
13 COUNTRIES
13 Exploration & Production*
3 Global Gas & LNG Portfolio and Power
7 Refining and Chemicals

ASIA AND OCEANIA
21 COUNTRIES
13 Exploration & Production*
3 Global Gas & LNG Portfolio and Power
6 Enilive and Plenitude
10 Refining and Chemicals

* CCUS and agri-business included

2024 KEY FACTS

SUSTAINABLE MOBILITY

Development of the biorefinery in Livorno started / PETRONAS, Enilive and Euglena will set up a JV for a biorefinery in Malaysia / A JV between Enilive and LG Chem for a biorefinery in South Korea / Agreement with KKR for the acquisition of a stake in the share capital of Enilive / Plenitude launches 'On the Road'/ Partnership between MERKUR and Plenitude for electric mobility in Slovenia.

RENEWABLES

Plenitude reached the target of 4GW of installed capacity / Agreement between GreenIT and Galileo for the development of eight photovoltaic projects in Italy / Construction began on two new photovoltaic parks in Spain: Renopool (330 MW) and Villarino de los Aires (220 MW) / Agreement with EDP Renewables for the acquisition of three photovoltaic parks in the United States (capacity 382 MW) / Partnership between Plenitude and BlueFloat Energy - Sener Renewable Investments for offshore wind development in Spain.

DECARBONIZATION

Obtained OGMP 2.0 Gold Standard reporting and published the first Methane Report / Joined the Coalition for LNG Emission Abatement towards Net Zero / Memorandum of Understanding with SOCAR for greenhouse gas emissions reduction and energy efficiency in the upstream sector in Azerbaijan / Launched a project to protect the forests of the Great Limpopo Transfrontier Park in Mozambique / Agreement in Côte d'Ivoire to protect and restore 14 forests on 155,000 hectares.

CHEMISTRY

Versalis' transformation, decarbonization and relaunch plan defined / Acquisition of Tecnofilm and expansion of Versalis in the compounding sector / Agreement between Crocco and Versalis for food packaging from chemical recycling / REFENCE™, the new range of recycled polymers for food packaging made by Versalis in collaboration with Forever Plast, from mechanically recycling / Agreement between Versalis, Bridgestone and BB&G Group for the creation of a tyre recycling supply chain.

EXPLORATION AND UPSTREAM

Sale of NAOC to Oando completed / Sale of upstream assets in Alaska to Hilcorp / Acquisition of Neptune completed / Agreement with Ithaca Energy to combine E&P assets in the UK / New discoveries in the CI-205 block in Côte d'Ivoire and offshore Mexico / First LNG cargo in Congo / Gas production began in the Argo Cassiopea field in the Sicilian Channel / Phase 2 of Baleine started.

PEOPLE

Stock Ownership Plan for employees / 'It concerns you! A practical guide against gender-based violence' in collaboration with DonneXStrada / Approval of the Company's new organisational structure / Built and/or renovated 9 health centers in Côte d'Ivoire / Renewal of Eni's commitment to clean cooking systems with the goal of reaching 10 million people across Sub-Saharan Africa by 2027 / A university course launched in Egypt for labour market access in key sectors for energy efficiency and transition, through the collaboration between IEOC, ECU, Sewedy University of Technology and PoliMi.

CARBON CAPTURE AND STORAGE

First CO_2 capture and storage project in Italy (Ravenna CCS) started with Snam / Received approval and allocated funds from the UK Government for the Liverpool Bay HyNet North West project's CO_2 transport and storage network.

INNOVATION

HPC6, the world's 5th TOP500 supercomputer, is launched / Eniquantic, Eni's new company for the development of quantum computing, is born / Agreement signed with UKAEA (UK Atomic Energy Authority) to build the world's largest plant for the management of the tritium cycle, the key fuel for future fusion power plants / Agreement between Eni and SERI Industrial for the industrial development of the battery sector.

Following the fire at the fuel depot in Calenzano (Italy) in December 2024, Eni expressed its sympathy to the families of those who died and to those involved in the accident, and assured the competent authorities of its full cooperation in investigating the circumstances.

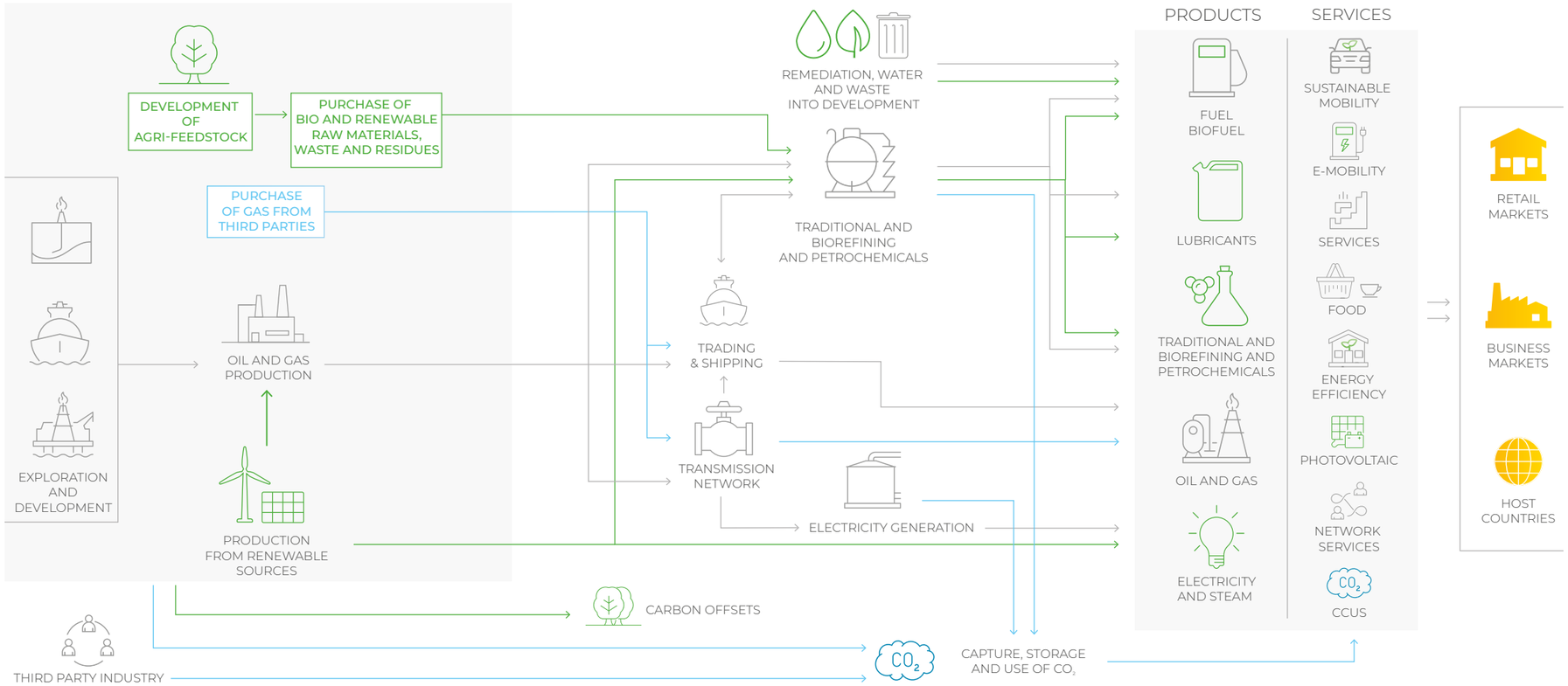
Eni's activities: the value chain

Eni is an energy company, integrated along the entire value chain. 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.
In the downstream oil/petrochemicals industry, a major process of transformation and reconversion is underway. Eni is engaged through innovative business models in the development of new energies and decarbonization 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 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 achievement of the Net Zero goal by 2050 involves the use of available technologies 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 decarbonization 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.

The scale use of these solutions together with research and development of breakthrough technologies, such as magnetic confinement fusion, can contribute to change the energy paradigm in the long-term.

OUR VALUE CHAIN



Business model

The results achieved during the year and the further progress in the growth and value generation strategy once again demonstrate the solidity of Eni's business model, leveraging the asset portfolio and the satellite model, confirming the Group's distinctive competitive advantage in the transition

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):

CARBON NEUTRALITY BY 2050

Eni has embarked on a path that will lead to the decarbonization of processes and products by 2050, considering the emissions generated along the entire life cycle of energy products. This path, achieved through existing and evolving technologies, will allow Eni to break down its carbon footprint, both in terms of net emissions and net carbon intensity. In this context, Eni believes that natural gas has a role as a bridge energy source in the transition, following its accessibility, reliability, versatility and reduced carbon content compared to other fossil fuels, and in a complementary way with respect to other technological and energy solutions that will gradually become more and more relevant in facing 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.

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.

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) 74.3

Capex (€ bln) 8.8

Contribution of portfolio operations (€ bln) 3.5 (proforma)

ENERGY AND NATURAL RESOURCES

Oil & gas exp/development licenses (thousand km²) 211

Net proved reserves (mln boe) 6.5

Fresh water withdrawals (mm³) 127

INDUSTRIAL ASSETS

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

Group renewable capacity (GW) 4.1[1]

PEOPLE AND SKILLS

Employees 32,492[3]

Women in the Labour force (%) 28.3

★ Training hours (thousand) 1,027

RESEARCH AND DEVELOPMENT

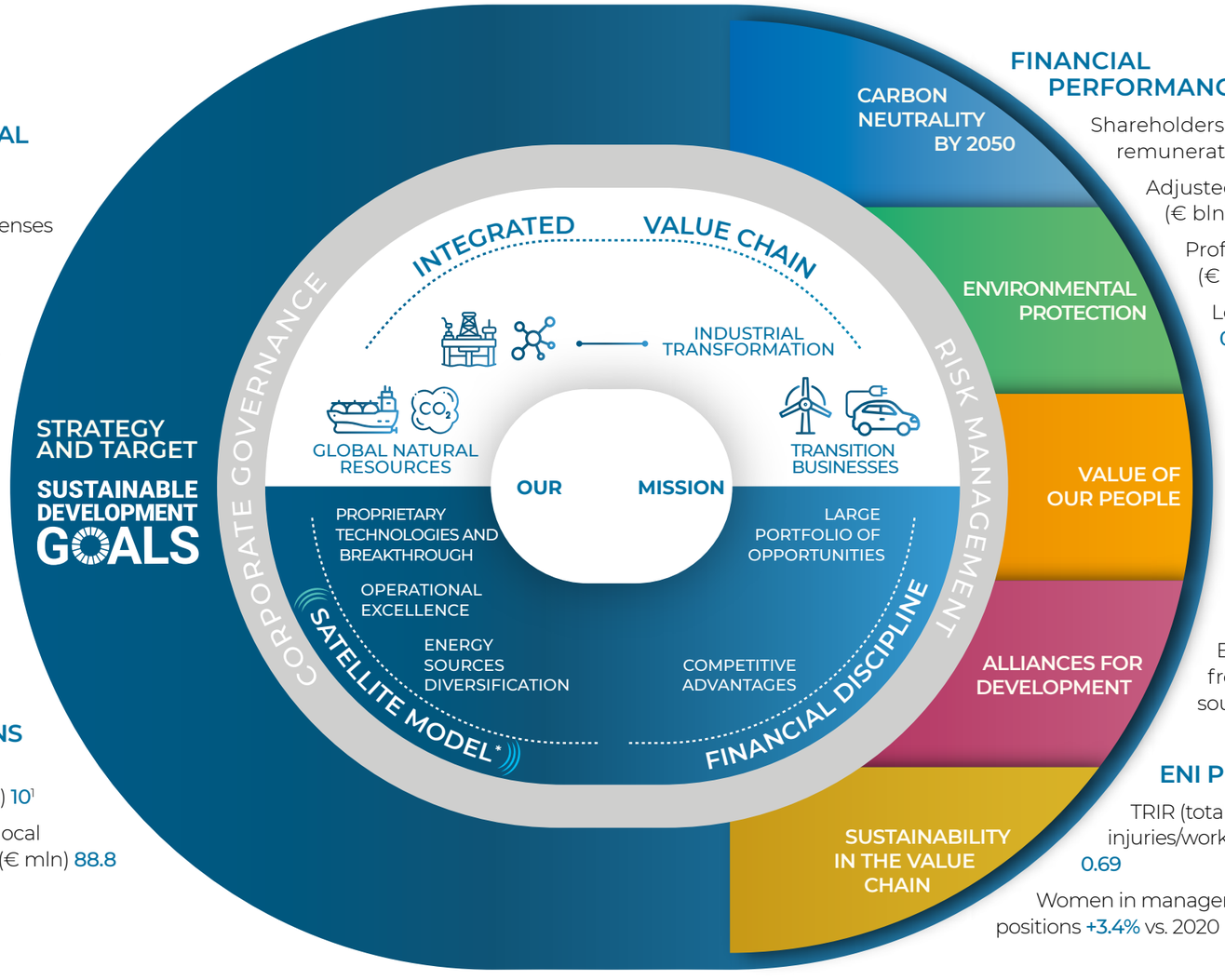
★ R&D expenditure (€ mln) 178

★ Patents 10,244

RELATIONS AND COLLABORATIONS

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

Investments for local development (€ mln) 88.8



FINANCIAL PERFORMANCE

Shareholders remuneration(€ bln) 5.1

Adjusted Cash Flow (€ bln) 13.6

Proforma adj EBIT (€ bln) 14.3

Leverage proforma 0.15

ENVIRONMENT

Net Carbon Footprint Eni Scope 1+2 (mln ton CO_2eq.) 23.6

Net Carbon Footprint upstream Scope 1+2 (mln ton Co_2eq.) 6.8

Reuse of fresh water (%) 90

INDUSTRIAL PERFORMANCE

Production of hydrocarbons (Kboe/d) 1,707

LNG volumes contracted (MTPA) 13.4

Energy production from renewable sources (TWh) 4,7[1]

LOCAL COMMUNITIES

Taxes paid (€ bln) 5.8

People reached with local development projects over 2 million

CUSTOMERS AND CONSUMERS

EV charging points (thousand of units) 21.3[1]

Biofuels sales (ktons) 982[2]

Natural gas sales (bcm) 50.9

ENI PEOPLE

TRIR (total recordable injuries/worked hours) 0.69

Women in managerial positions +3.4% vs. 2020

★ Intangibles

1) 100% Plenitude, 2) 100% Enilive

3) This figure differs from the one published in the Sustainability Statement/ in Eni for, as it does not include only the fully consolidated.

Responsible and sustainable approach

Why is it important for Eni?

In a world of profound change, we remain consistent with our values and our responsible and sustainable approach to building long-term value. We believe that only with a pragmatic approach, leveraging technology neutrality, innovation and dialogue with all stakeholders can we achieve a just transition that combines energy access, environmental protection and social development. Our commitment to operating according to the values of transparency and integrity goes hand in hand with the creation of business opportunities that meet the needs of the territories in which we operate, respecting human rights and taking SDGs as a reference.

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

Read more

FOR MORE ON:

• the composition of the Board of Directors; • self-assessment activities and Board Induction; • roles and responsibilities in sustainability governance at Eni; • the internal control and risk management system.

see the Annual Report 2024 and the Corporate Governance and Shareholding Structure Report 2024.

Governance and sustainability safeguards

BOARD OF DIRECTORS AND COMMITTEES

Eni's Corporate Governance system is based on principles of integrity and transparency and supports the integration of sustainability within the business model and strategy. This approach is confirmed by the adoption of the Corporate Governance Code (Governance Code), which identifies 'sustainable success' as the objective that must guide the actions of the Board of Directors and that consists of creating long-term value for the benefit of shareholders, considering the interests of other relevant stakeholders.

ROLES AND RESPONSIBILITIES OF THE BOD, THE CEO, THE CHAIRMAN OF THE BOD AND THE COMMITTEES ON SUSTAINABILITY TOPICS

BOARD OF DIRECTORS

Defines:
- The Corporate Governance System;
- the fundamental lines of the organisational, administrative and accounting set-up and the guidelines of the internal control and risk management system;
- the strategic lines and objectives, pursuing their sustainable success and monitoring their implementation, as proposed by the CEO;
- with a view to pursuing sustainable success, in line with the Governance Code, it promotes dialogue with shareholders and other stakeholders relevant to the Company.

Reviews or approves:
- The fundamental outlines of the internal Regulatory System and the main corporate regulatory instruments;
- the Strategic Plan (four-year plan and medium to long-term plan), which includes industrial business targets, economic and financial results and sustainability targets, including medium/long-term emission targets;
- the main risks and impacts, including socio-environmental ones;
- the Policy for the Remuneration of Directors and managers with strategic responsibilities;
- financial and sustainability reporting.

CHIEF EXECUTIVE OFFICER
- The person in charge of managing the Company, without prejudice to the tasks reserved to the Board;
- implements the resolutions of the BoD, informs and submits proposals to the BoD and to the Committees;
- in charge of establishing and maintaining the Internal Control and Risk Management System.

CHAIRMAN OF THE BOARD OF DIRECTORS
- Central role in the system of internal controls;
- leads the BoD's activities and ensures that Directors are trained on sustainability topics.

COMMITTEES

Sustainability and Scenarios Committee
It assists the BoD with preparatory, consultative and advisory functions on scenarios and sustainabilty issues. This means processes, initiatives and activities to oversee the Company's commitment to Sustainable Development along the value chain, in particular on issues of climate transition and technological innovation, environment and energy efficiency, local development, human rights, integrity and transparency, and D&I.

Control and Risk Committee
It supports the BoD in evaluations and decisions relating to the internal control and risk management system, and in particular in the quarterly review of the main risks, including ESG risks, and the approval of periodic financial and sustainability reports.

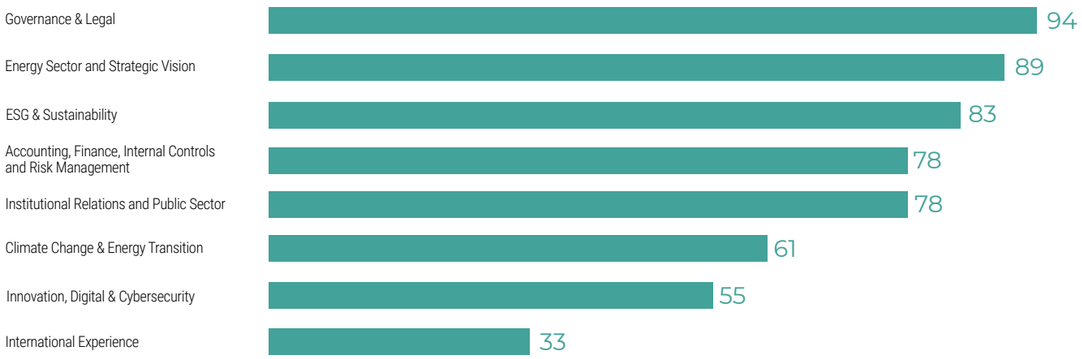
Remuneration Committee
It informs, makes proposals and provides advice to the Board of Directors on remuneration topics, and in this context proposes annual and long-term rewarding systems, defining their objectives, also supporting the guidelines adopted on sustainability topics.

Nomination Committee
It supports the BoD in the appointments, in the periodic assessments of directors' requirements and in the board review process, formulating opinions for the BoD on the composition of the BoD and of its Committees, also with respect to the required competencies.

BOARD'S SKILLS AND KNOWLEDGE

In 2024, the Board of Directors conducted its annual self-assessment (Board Review) with the support of an external consultant, examining the composition and operations of the Board of Directors and its Committees, also with reference to ESG/sustainability issues. The process confirmed a positive assessment of board members' competencies. These skills were also reinforced in 2024 by the 'board induction' training program for directors and auditors.

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



Focus on

Eni's new corporate structure

In September 2024, the Board of Directors redefined Eni's organizational structure, reorganising the business activities into three structures headed by three Chief Operating Officers (COOs) under the direction of the CEO. This arrangement is in line with the Company's mission and is functional to achieving the strategic objectives of decarbonization, maximisation of value creation and industrial transformation. The COOs of the 'Chief Transition & Financial Officer' and 'Global Natural Resources' structures were also appointed General Managers by Eni's Board of Directors. The new organisational structure will highlight the value of Eni's satellite companies, further strengthen the operational excellence of new and traditional businesses and accelerate and complete the industrial transformation of the Chemicals and Downstream businesses. In particular, Eni operates through the following business structures:

GLOBAL NATURAL RESOURCES

This structure oversees the technical, operational and engineering capabilities required to implement the Company's projects. The structure has also been integrated with the Power Generation & Marketing business and the Oil Trading activities to develop an increasingly competitive offer and enhance synergies, capturing margins more effectively across the value chain. It continues to manage the operational development of the new CCS and agri-hub businesses, as well as the organic development of upstream projects with low break-even point, low emissions, multi-local strategy and new business combinations to maximise growth opportunities.

CHIEF TRANSITION & FINANCIAL OFFICER

This structure is responsible for developing and implementing Eni's economic and financial strategy. Moreover, the two companies (Plenitude and Enilive) linked to energy transition report to this structure, with a view to maximising their economic and financial value on the market and strengthening them in terms of operational and industrial excellence.

INDUSTRIAL TRANSFORMATION

The structure focuses primarily on accelerating the industrial restructuring and transformation of the Chemical sector (Versalis) through a focus on innovation, specialisation, biochemistry and circularity. The structure will continue the transformation of traditional downstream activities (Refining) and the evolution of remediation activities (Eni Rewind).

Eni's goals and commitments

The Mission clearly expresses Eni's commitment to supporting a socially just energy transition, with the aim of preserving the planet and promoting efficient, sustainable access to energy resources for all, contributing to achieving the Sustainable Development Goals (SDGs). Eni's goal is to achieve net zero emissions by 2050, with a view to sharing social and economic benefits with workers, the value chain, communities and customers in an inclusive, transparent and socially equitable manner. In addition, to contribute to the achievement of the SDGs and to the growth of the Countries in which it operates, Eni is committed to building alliances with national and international development cooperation actors. Eni's goals and commitments, broken down according to the 5 lines of the Business Model, are aligned with the Four-Year Plan and reflect the most relevant sustainability topics for the company and its stakeholders, as emerged from the materiality assessment process[1].

CARBON NEUTRALITY BY 2050

- Scope 1+2 Net Carbon Footprint:
  - Upstream net zero by 2030
  - Eni net zero by 2035
- Scope 1+2+3: Net GHG lifecycle emission and Net Carbon Intensity net zero by 2050
- Zero routine flaring Upstream by 2026

Main results for 2024

- -55% Net Carbon Footprint UPS vs. 2018
- -37% Net Carbon footprint Eni vs. 2018
- -22% Net GHG lifecycle emission vs. 2018
- -4% Net Carbon Intensity

SDG – 7 9 12 13 15 17

ENVIRONMENTAL PROTECTION

- Water positivity in at least 30% of its sites with withdrawals greater than 0.5 Mm^3/year of high-quality freshwater in water-stressed areas (as of 2023) by 2035
- Water Positivity by 2050 in its operated sites

Main results for 2024

- 90% reuse of fresh water
- - 78% oil spill volumes vs. 2023
- NOx and SOx emissions reduction (-4% and -21%) vs. 2023

SDG – 3 6 9 11 12 14 15

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

Main results for 2024

- ~ 2 Mln people reached (of which 1.2 Mln with clean cooking projects)

SDG – 1 2 3 4 5 7 8 9 10 13 15 17

VALUE OF OUR PEOPLE

- + 4 p.p. of the female population by 2030 (vs. 2020)
- +3.8 p.p. female personnel in positions of responsibility (Senior managers and Middle Managers) by 2030 (vs. 2020)
- +6.5 p.p. population under 30 by 2030 (vs. 2020)
- +2 p.p. presence of non-Italian employees in positions of responsibility by 2030 vs. 2020
- +15% training hours by 2028 vs. 2024
- Maintenance of the Total Recordable Injury Rate Index (TRIR) ≤0.40 over the four-year period 2025 - 2028
- 85% employees with access to psychological support service by 2028
- 150 sensors tested, including Italian off-shore sites and abroad for digital monitoring of indoor healthy working environment to 2028

Main results for 2024

- + 3.4 p.p women in positions of responsibility
- + 3.5 p.p. population under 30
- 74% employees with access to psychological support service

SDG – 2 3 4 5 6 7 8 9 10 13 15 17

SUSTAINABILITY IN THE VALUE CHAIN

- 33,000 proprietary EV charging points installed by 2028
- Maintenance of ESG assessments in procurement processes for more than 90% of the Italian awarded contracts by 2025
- Procurement processes with ESG assessment for over 90% of foreign awarded contracts
- 100% of strategic worldwide suppliers assessed on the the path to sustainable development by 2025
- 90% of active contracts are awarded to suppliers registered on Open-es by 2027
- 3,000 foreign local suppliers involved on Open-es by 2026

Main results for 2024

- Over 21,000 proprietary EV charging points installed
- 80% of strategic worldwide suppliers assessed on the path to sustainable development
- 2,600 foreign local suppliers involved on Open-es

SDG – 3 5 7 8 9 10 12 13 16 17

1 Updated according to the European Sustainability Reporting Standards to include the two perspectives of double materiality: impact materiality and financial materiality. For details on the material issues arising from the analysis, please refer to the 🔗 Process and results of the double materiality assessment chapter in the Sustainability Statement.

Stakeholders engagement activities

Stakeholder engagement is a central issue for Eni, as also highlighted in the Code of Ethics regarding the value of transparency. Eni is committed to an ongoing dialogue with its stakeholders, informing them in a clear, complete and truthful way, in order to pursue a just transition, as participation helps maximise long-term value creation while reducing business risks. This commitment involves all Company functions and roles.

In 2024, Eni carried out specific initiatives for dialogue and engagement, including those with:

- some NGOs: for example, regarding the sale of NAOC to Oando; feedstocks used for biorefineries; possible environmental impacts in operations in Congo; respect for human rights in the agri-feedstock sector;
- Trade Unions, for example regarding Versalis' industrial transformation plan;
- ESG investors on all ESG issues, including through participation in dedicated road shows.

For an overview of stakeholder engagement activities, see also the Sustainability Statement in the **Stakeholder Engagement** section.

Eni's commitment to constructive dialogue with stakeholders on sustainability issues in some cases clashes with the high level of social, media and legal tension that exists with regard to certain topics: in particular, this concerns the lawsuits and media campaigns promoted by some NGOs on Eni's alleged civil and criminal responsibilities in relation to climate change, which have forced the Company to protect its reputation and that of its employees and stakeholders, including before the court, in any case without pursuing any intimidating intent and without making any claim for compensation.

Focus on

Sale of NAOC to Oando PLC

In 2024, Eni completed the sale of Nigerian Agip Oil Company Ltd (NAOC) to Oando PLC, Nigeria's leading energy Company (whose shares are listed in both Lagos and Johannesburg). A transfer that was supported by the Nigerian government as part of a policy to increase the involvement of local companies in the management of onshore assets, leveraging the local expertise acquired over time and, in this specific case, Oando's role as a partner in the NAOC JV since 2014. The sale was preceded by an in-depth assessment of Oando's financial and operational capabilities, conducted by Eni and, most recently, verified by the Nigerian Upstream Petroleum Regulatory Commission (NUPRC), which recognised Oando as a responsible operator in the local market capable of fulfilling its role in compliance with applicable regulations, both in terms of safety and environmental compliance. The transaction was structured to facilitate continuity in the conduct of business, retaining the same personnel, suppliers and operating tools. The sale of NAOC took place in compliance with the Petroleum Industry Act (PIA), introduced in 2021 by the Nigerian government to regulate roles and responsibilities for the decommissioning and abandonment of oil and gas sector sites, with a focus on environmental sustainability and community involvement. In accordance with the PIA, a Decommissioning & Abandonment Plan was prepared prior to the divestment, reviewed and approved by NUPRC with the support of independent experts. At the date of the sale, Eni has remediated and cleaned up 100% of the spills attributed to NAOC (with the exception of the sites temporarily not accessible for security reasons), as verified and certified by joint inspections with the competent authorities (the PCI - Post Clean-up Inspections aimed at confirming the successful remediation of the sites are carried out jointly by representatives of the National Oil Spill Detection and Response Agency - NOSDRA, the local community, NUPRC and the operator).

Focus on

The Versalis Transformation, Decarbonization and Relaunch Plan

The transformation, decarbonization and relaunch plan for Versalis, announced in 2024, is further evidence of Eni's approach to a just transition, which focuses on innovation, sustainability and protecting human capital. In order to cope with a negative scenario for European chemicals, mainly due to the crisis in basic chemicals, we have developed a major transformation plan for Versalis that envisages, on the one hand, **the restructuring of basic chemicals in crisis**, and on the other, the **growth of new circular, bio and specialized chemical platforms** that are more sustainable and consistent with the European decarbonization strategy. This transformation is necessary due to the evolution of the market context and is accompanied by investments to continue the development of innovative technologies in the field of chemical and mechanical recycling, positioning in downstream markets with a view to specialization with the companies Finproject and Tecnofilm, and positioning in chemicals from renewable raw materials with Novamont.

THE MOTIVATIONS BEHIND THE TRANSFORMATION. The European chemical industry is continuously losing competitiveness and market share compared to all other regions, which are instead continuing to invest in large capacities of low-cost products. The main reason for this is the crisis in basic chemicals, represented by global commodities such as ethylene (cracking), a crisis that has long since become structural and irreversible.

The European basic chemical industry is squeezed by high production costs up to 3-4 times higher than in other Countries (mainly due to the high cost of raw materials) and also by shrinking demand (a mature market and the continuous substitution of fossil products by organic and circular products) and the simultaneous large availability of imported products at much more competitive costs.

THE PLAN. The plan envisages, on the one hand, **the restructuring of the struggling basic chemicals sector**, with the shutdown of the cracking plants (in Priolo and Brindisi) and the sharp downsizing of polymer production, and, on the other, investment in the **growth of the new circular, bio and specialized chemical platforms**.

In particular, the construction of a biorefinery and a chemical recycling plant is planned in Priolo, while in Brindisi initiatives in the field of energy storage are planned in cooperation with Seri Industrial.

The three pillars of the Plan are (i) investments of EUR 2 billion over a four-year period, (ii) a 40% reduction in Versalis' CO_2 emissions in Italy (1 Mt/y), and (iii) maintaining industrial intensity and employment, without recourse to social shock absorbers.

Downstream supply chains from basic chemistry will not be affected by the closure of the plants, as cheaper ethylene fillers are available in large quantities and in different geographical areas.

THE SOCIAL IMPACT OF THE PLAN: PROTECTING EMPLOYMENT. The transformation, and with it the new projects, aims to ensure continuity and at the end of the process, is expected to have a positive impact in terms of employment, mitigating the negative effects that the structural and consolidated crisis of the sector at European level would have in this area. This objective will be achieved through several measures, such as (i) maintaining industrial intensity, (ii) retraining and repositioning of personnel, and (iii) maximum involvement of personnel both in the transformation activities and in the subsequent operation of the new activities.

THE ROLE OF SOCIAL DIALOGUE. For Eni, continuous dialogue with trade unions and national and local institutions is fundamental for the success of the transformation plan, and the Company is committed to ensuring maximum transparency and actively involving the social partners in the process of change. In particular, a round table was opened at the Ministry of Enterprises and Made in Italy, which led to the signing of the 'Memorandum of Understanding Eni - Versalis Transformation Plan: Brindisi and Priolo Ragusa' with the definition of a path shared by most of the stakeholders, which guarantees the protection of workers.

Human rights

Why are they important for Eni ?

At Eni we believe it is our responsibility to contribute to the well-being of people in the Countries where we operate, placing the dignity of each individual at the core of our pursuit of a transition that is fair and inclusive. The terms of this commitment are clearly expressed in the Code of Ethics, the Policy on Respect for Human Rights and the Supplier Code of Conduct, which set out the principles guiding the actions of Eni people and the expectations towards of all those with whom we work.

LUIGI SAMPAOLO HEAD OF SUSTAINABLE DEVELOPMENT STRATEGIC FRAMEWORKS AND STAKEHOLDER AT ENI

HUMAN RIGHTS GOVERNANCE

Eni's approach to human rights is integrated in the Mission and is outlined in the **ECG Policy Respect for Human Rights in Eni**, approved by the Board of Directors, which outlines priority areas of commitment, consistent with the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises. This commitment is also reiterated in the **Code of Ethics** and supported by the commitments required in the **Supplier Code of Conduct**. The dignity of every human being is at the core of Eni activities and Eni always operates with the well-being of those rights-holders directly and indirectly affected by the Company's activities as a reference. A similar expectation is placed on business partners operating on behalf of Eni or to whom phases of Eni's industrial activities are contracted.

Eni's Sustainability and Scenarios Committee (SSC), composed of a number of members of the Board of Directors, performs investigative, advisory and proposal-making functions for the Board of Directors on processes, initiatives and activities aimed at overseeing Eni's commitment to sustainable development along the value chain, including respect for human rights. Each year, the main updates made to the human rights management system, the main areas of intervention and the activities carried out are presented to the SSC. In 2024, the annual meeting with the SSC was extended to all members of the Board of Directors for a 'board induction' on the evolution of the human rights regulatory environment and to share the results of the updated mapping of salient human rights issues and the compliance risk assessment carried out during the year. Finally, the Board of Directors annually approves Eni's Slavery and Human Trafficking Statement, drafted in compliance with British and Australian legislation on modern forms of slavery (Modern Slavery Act).

ENI'S APPROACH TO HUMAN RIGHTS

GOVERNANCE AND COMMITMENT
Human rights have been incorporated into governance policies and processes, including through the structuring of appropriate training frameworks.

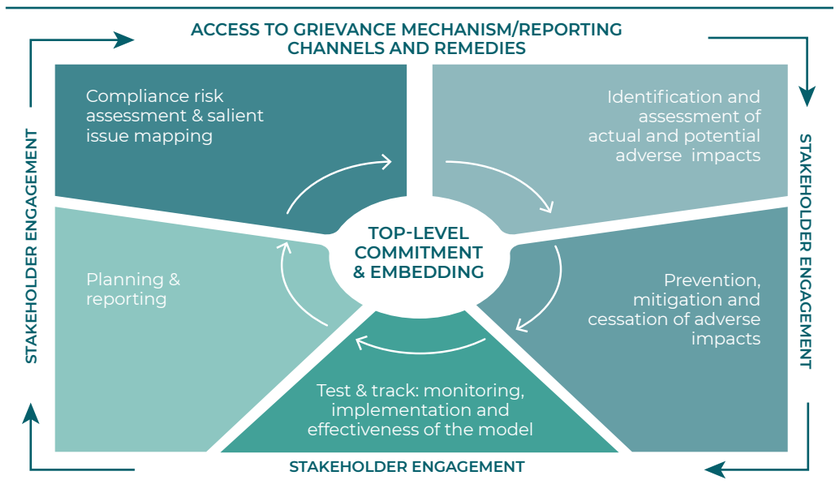
DUE DILIGENCE
Eni has adopted a management system which includes a set of processes and tools to assess the most relevant issues, risks[2] and impacts related to the respect for human rights.

ACCESS TO REMEDY
Eni ensures adequate handling of complaints through the Grievance Mechanism, the whistleblowing process and the handling of complaints submitted to the National Contact Point according to OECD guidelines.

The path undertaken in recent years on the dissemination and consolidation of the culture of respecting human rights has allowed for the strengthening of due diligence, as outlined in the aforementioned Policy; the approach adopted envisages shared responsibility among several functions to properly manage the most important processes for human rights risks. In this perspective, incentives linked to human rights performance are given to management on an annual basis, assigning specific objectives to all managerial levels, including the direct reports of the CEO.

Human rights due diligence

Due diligence is an ongoing process focused on the full spectrum of implications Eni activities could have on human rights. This multidisciplinary, multi-level process is integrated into business processes and is called the 'human rights management model'. It is characterised by a risk-based approach with the objective of identifying, preventing, mitigating and reporting adverse impacts on human rights.



2 See note at page 24.

The model is based on the mapping of 'Salient Human Rights Issues' and the Compliance Risk Assessment that enable the identification and assessment of potential risks or negative impacts[3] that Eni's activities, products, services and business relations may cause, or contribute to causing, and thus structuring adequate support safeguards[4]. These safeguards translate into the definition and implementation of measures for the prevention, mitigation or management of risks and impacts, as well as the provision of remedy measures where the negative impact has occurred nevertheless. The effectiveness of the model is ensured through periodic or specific monitoring of qualitative and quantitative indicators. Finally, planning and reporting activities are aimed at defining planning guidelines and providing a summary view of activities and performance related to human rights.

At all stages of the model's operation, a central role is played by the stakeholder engagement process, with the aim of gathering their views and shaping appropriate prevention and management measures. Constant and adequate access to grievance mechanisms/reporting channels, and the management of associated instances, facilitate the pursuit of remedy measures where there are established impacts and, more generally, the continuous improvement of the system.

Salient human rights issues

The salient human rights issues of a Company are those human rights that stand out because they are at risk of a more serious negative impact in view of the Company's activities or business relations. In identifying such rights, the perspective of risk to people, not to the Company, is used as a starting point, recognising at the same time that where the risk to people's human rights is greatest there is a strong convergence with the risk to the Company.
Eni's Salient Human Rights Issues, identified for the first time in 2017, were updated in 2024 in view of the evolution of business activities and the geographical contexts of operations.
Eni's Salient Human Rights Issues, as resulting from this updating process, have been grouped according to the main categories of rights-holders: workers (both direct workers and those in the value chain), communities, and, for the first time, consumers. In addition to the most significant issues, a number of 'emerging' issues were also identified during the new mapping process, concerning specific business segments, new activities or particular geographical contexts, which will be subject to appropriate monitoring.
Although not included among the salient issues, just transition has nevertheless been identified as topic linked to the respect for human rights, given the potential negative impacts on the rights of workers, communities and consumers related to 'Transition-Out' activities, i.e. the closure or conversion of certain business sectors, and 'Transition-In', i.e. the development of new business, infrastructure and products.

ENI'S SALIENT HUMAN RIGHTS ISSUES

The list of issues is the result of a structured process of internal dialogue, which involved a number of authoritative stakeholders[5] and made it possible to establish the issues at greatest risk in terms of probability and severity. This was made possible through the organization of a series of dedicated workshops, moderated with the support of a specialized company, in which over 100 people from different Eni corporate functions and group companies had the opportunity to discuss the salient human rights issues and emerging issues, sharing their ideas for correctly managing them in the overall model adopted by Eni. The results of the mapping were shared with all managerial levels and top management.

3 Risks related to potential human rights violations are assessed from a dual perspective: (i) risk of causing (or contributing to causing) negative impacts, actual or potential, with reference to the UNGPs and OECD Guidelines; (ii) risk of incurring sanctions, significant financial losses or reputational damage (so-called compliance risk).
4 These assessments can also be conducted through the implementation of specific studies such as a Human Rights Impact Assessment or Human Rights Risk Analysis (detailed in the 'Alliances for development' chapter).

5 These include institutions, specialised think tanks, industry associations, civil society organizations and non-governmental organizations.

Focus on

Insights on human rights related to specific business activities

Also in consideration of the elements that emerged from the process of updating Eni's salient human rights issues, specific analyses were conducted during 2024 on trading and shipping activities, in particular with reference to the purchase of biomass, and agri-feedstock activities for the production of vegetable oils for the production of biofuels.
Both businesses, being based on the agricultural production of biomass, although they offer significant opportunities for agricultural development, are at the same time exposed to potential negative impacts related to the working conditions faced by farmers in the supply chain (e.g. informal employment and working hours, wages, forms of forced labour and child labour, violence and harassment, health and safety) and the impacts on communities related to the proper use of land.
To manage such potential impacts properly, in the case of ETB – the Eni company responsible for trading and shipping activities – after mapping of the current controls in trading and shipping activities it was decided to strengthen the responsible sourcing principles and trader evaluation criteria for those considered to be at greater risk. Furthermore, in consideration of the specific aspects linked to maritime transport, an expansion of the checks is envisaged regarding the working conditions of crews. With reference to agri-feedstock production activities, a specific framework has been put in place to oversee this new business area, which is further detailed in the **Alliances for development** chapter.

Focus on

Human rights training

Human rights training is structured along four guidelines: (i) general courses on business and human rights to all Eni people; (ii) specific courses on topics and areas particularly exposed to risks of negative impacts; (iii) training initiatives on issues closely related to human rights (e.g. Code of Ethics, HSE, etc.); (iv) practical workshops for suppliers on safety and human rights.
In the last two years, human rights training modules have been made available to all employees, at the conclusion of the three-year training program 2020-2022, during which more than 68,000 hours of training were provided to managers and senior managers (in Italy and abroad).

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

(a) The figures in the table take into account the hours of training provided to employees.
(b) This percentage is calculated as the ratio of the number of registered employees who have completed a training course to the total number of registered employees.

Furthermore, in order to increase the number of security forces involved in specific human rights training, in addition to the annual course delivered by a specialized provider in one or more Countries, a project was launched in 2024 to conduct additional human rights training workshops for local security forces. The project kick-off took place in the ten Countries with the highest level of risk of human rights violations (according to the results of a risk-based model): Congo, Tunisia, Mexico, Côte d'Ivoire, Kenya, Iraq, Nigeria, Libya, Algeria and Egypt. This first edition involved 716 public and private security forces.
In addition to the courses developed by Eni, the use of an online course, structured over 12 modules and developed with IPIECA, was also promoted to raise awareness on the issue of working conditions, to facilitate the understanding of workers' rights as well as how to identify, manage and mitigate the risks of non-compliance with such rights. This course was also promoted among Eni's suppliers and contractors.

Access to remedial measures, whistleblowing process and grievance mechanisms

Eni is committed to adopting, also in collaboration with third parties, remedial measures against any adverse human rights impacts caused (or that it has contributed to causing) as well as to make every effort to ensure a remedy if the impact is directly related to its activities, products or services. To this end, Eni commits to using its leverage on third parties to ensure that any adverse human rights impacts directly linked to their activities are remedied. Eni prohibits, and is committed to preventing, retaliation against workers and other stakeholders who raise concerns related to human rights and does not tolerate or contribute to threats, intimidation, retaliation or attacks against them. Eni also does not prevent in any way access to judicial or non-judicial remedies and cooperates in good faith with such mechanisms.
In particular, two specific tools are available to stakeholders in the event of alleged human rights violations: i) the grievance mechanism, i.e. the process of sending, managing and resolving complaints or grievances, in which grievances referring to human rights classified as 'relevant' undergo a specific process of analysis and response; ii) the whistleblowing management process, which allows anyone, whether employees or third parties, to report, confidentially or anonymously, issues concerning the Internal Control System or other matters in violation of the **Code of Ethics.**

Litigation and non-judicial mechanisms

Eni cooperates with other non-judicial mechanisms, such as the one established and governed by the OECD Guidelines and implemented through the OECD National Contact Points present in various Countries.

Read more

For a specific discussion on how the model is applied and the specific initiatives for each category of rights-holders see the chapters:

Value of our people | Alliances for development | Sustainability in the value chain

Case Study

Eni's strategy to prevent and combat violence against women

Eni is committed to the issue of combating violence against women, in line with its commitment to contribute to the achievement of the Sustainable Development Goals (SDGs) of the United Nations **2030 Agenda (SDG 5**, 'Achieving gender equality and empowerment of all women and girls', Target 5.2). Since 2020, the Company has joined the UN's **'16 Days of activism' (Orange the World)** campaign every year to mark the International Day against Violence against Women and Girls. In 2021, Eni published the **Zero Tolerance Policy against harassment and violence in the workplace**, in line with international standards and the Company's mission and Code of Ethics, and signed up to the **UN Women Empowerment Principles (WEPs)** and the UN Global Compact.

In 2024, Eni defined an **overall strategy for preventing and combating gender-based violence**, and launched a cross-functional **working group** that includes more than 30 initiatives for preventing and combating different forms of violence against women, inside and outside the workplace. Thus, new actions were identified and implemented in addition to those already consolidated (including: the reporting channel and the harassment and violence at work helpline, the psychological support service, specialised training for employees working at the reporting channel, harassment monitoring, integration of the topic in impact assessments, consultations with and training to security forces).

Some examples of the new initiatives implemented are given below.

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

New initiatives implemented:
- internal communication campaign to reiterate Eni's commitment to adequately handle reports to the Zero Tolerance Policy channel and to take necessary action
- raising awareness of travel facilities on certain measures to be taken to prevent gender-based violence and on post-transfer surveys.

FOR THE RISK OF VIOLENCE AGAINST ENI EMPLOYEES OUTSIDE OF WORK

New initiatives implemented:
- provision of a package of support measures through management, economic and logistical tools;
- awareness-raising webinar for the human resources professional area and for all Eni people in Italy on how to recognize signs of violence and the package of measures that can be activated (in cooperation with Fondazione Libellula).

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

New initiatives implemented:
- a project in cooperation with the Ravenna anti-violence center, which allowed 20 children (of women supported by the center) access to recreation centers during the summer and included an awareness-raising event involving about 200 Eni employees (partnership with the Linea Rosa Association);
- a practical guide called "Ti riguarda" (it concerns you) on violence against women and raising awareness targeted at operators of 2,700 stations on how to provide adequate information and support to women victims of violence (Enilive's partnership with Donnexstrada);
- sponsorship of a free screening initiative for women victims of violence by Fondazione Onda;
- awareness-raising campaigns on forms of violence against women, with a focus on economic violence (Plenitude's partnership with Olimpia Milano).

The initiatives were enhanced in 'Free to be,' the long-term internal communication plan that promotes a corporate culture based on respect, gender equality and non-violence, with global campaigns and active participation of employees and managers.

Interview

Interview with Alessandra Bagnara

ALESSANDRA BAGNARA
PRESIDENT AT LINEA ROSA

Alessandra Bagnara is a founding member and, since 1995, President of Linea Rosa, an association that has been working to prevent and combat violence against women since 1991, and manages anti-violence centres in Ravenna, Cervia and Russi. From 2008 to 2011, she served as President of D.i.Re Donne in Rete contro la violenza, a national network that brings together more than 100 anti-violence centres and shelters for women victims of violence in Italy.

Why are partnerships between companies and anti-violence centres important?

Partnerships between companies and anti-violence centres are extremely important, as companies are part of the social fabric of the area in which women live and they often employ both women and men who would benefit from knowing about services such as those offered by anti-violence centres: both in case they may need them themselves and so they can inform and direct others who might need them. A second valuable aspect is related to fostering women's economic independence: the possibility for companies to be aware of this phenomenon and to be sensitive and committed to the issue of violence against women since gender equality increases women's prospects and their ability to find job opportunities. This is extremely important because the chances of finding alternatives to violent situations grow by mobilizing and making everyone aware of the issue.

What did the partnership with Eni focus on?

The partnership is a concrete example of how companies and the community can come together to prevent gender-based violence and support direct and indirect victims. Thanks to this partnership, women welcomed by the anti-violence center run by Linea Rosa in Ravenna had the opportunity to enrol their daughters and sons in recreational centres during school breaks. For mothers, access to high quality services during school holidays coincides with an increase in job opportunities in a tourism-oriented city like Ravenna, and thus has an economic and social empowerment effect. The partnership also included the organization of the event 'Ci riguarda' that involved Eni people in Ravenna, raising awareness of the importance of keeping a watchful eye on violence and bridging the gap between victims and local support services such as the anti-violence center, which are essential to receiving support and protection from qualified professionals.

What contribution can people make on an individual level to counter this phenomenon?

Each of us can do something to improve the situation of women who suffer violence and abuse, and to activate the cultural change necessary to defeat this form of violence. What citizens should do is not pretend not to see, not turn the other way, and not be afraid of the consequences of realizing that situations of violence and abuse also exist around them. It may happen that we think it is something that does not concern us, because often the abuse takes place within the home and in a strictly family context. Many people fear that getting involved means violating someone's home, or the privacy of the woman or the couple, but in reality this only further isolates women, making them feel even more alone and misunderstood. What can be done differently, then? Tell women 'I am there', whether through testimony, material help, support in caring for children, and so on. There are so many possibilities if the family network, the friendship network, the social network choose to become active on this issue.

Transparency, anti-corruption and tax strategy

Why is it important for Eni ?

The commitment to act according to an ethical culture is a distinctive feature of Eni. Our Code of Ethics, with its strong imprint of values, together with the entire body of regulations, is an expression of governance oriented towards legality. Consistent with the principle of 'Zero Tolerance' expressed in the Code of Ethics, Eni prohibits and combats all forms of corruption. In fact, one of the key factors in Eni's reputation is its ability to conduct its business with loyalty, fairness, transparency and integrity, also through the application and implementation of an Anti-Corruption Compliance Program aimed at intercepting and managing new corruption risks, which may affect the path of evolution towards carbon neutrality.

GENNARO MALLARDO HEAD OF BUSINESS INTEGRITY COMPLIANCE AT ENI

FIGHTING CORRUPTION

The Anti-Corruption Compliance Program

The Anti-Corruption Compliance Program, adopted by Eni in 2009, is an organic system of rules, controls and organizational safeguards aimed at preventing corruption and money laundering. The Anti-Corruption Compliance Program has evolved over time with a view to continuous improvement. Since January 2017, the program has been certified ISO 37001:2016 'Anti-bribery Management Systems' (the first Italian company to have received this certification) and, since 2024, the entire Compliance Management System of Eni SpA has been certified ISO 37301:2021. Subsidiaries in Italy and abroad must adopt the Anti-Corruption Regulatory Instruments issued by Eni, while companies in which a non-controlling stake is held are encouraged to comply with anti-corruption standards by setting up and maintaining an internal control system in line with legal requirements. Relevant activities within the Anti-Corruption Compliance Program and the planning of such activities for subsequent periods are the subject of an annual report, which is an integral part of the Integrated Compliance Report to the Management and Control Bodies of Eni SpA[6].

Eni also adopts anti-corruption initiatives towards its Value Chain through the provision of specific contractual clauses and compliance declarations that require compliance with the principles of the Eni Code of Ethics and the main internal anti-corruption regulations (see the **Anti-corruption initiatives for Eni's Value Chain** section of the Sustainability Statement).

Regarding anti-corruption matters, Eni participates in international events and working groups, as part of the Partnering Against Corruption Initiative (PACI) of the World Economic Forum, the O&G ABC Compliance Attorney Group (a discussion group on anti-corruption issues in the Oil & Gas sector) and the International Chamber of Commerce (ICC) with the aim of contributing to the dissemination of a culture of legality and transparency, also through the preparation and/or updating of rules aimed at preventing the commission of corruption and money laundering.

Focus on

Compliance risk assessment and monitoring

Eni has adopted a structured compliance risk assessment and monitoring process aimed at identifying, assessing and tracking corruption risks within its business activities, and at periodically analysing the trend of the identified risks, through the performance of specific second-level controls and the evaluation of risk indicators. The objective is to ensure adherence to regulatory requirements and the effectiveness of models, regulatory instruments and control systems, guiding their updating through the identification, from a risk-based perspective, of possible Risk Treatment actions.

For more details, see the **The Anti-Corruption Compliance Program** chapter of the Sustainability Statement.

ANTI-CORRUPTION TRAINING

Eni believes strongly in the diffusion, at all Company levels, of a culture oriented towards legality and compliance with the rules, integrity values and principles of conduct and control. To this end, training initiatives are carried out on corruption prevention, differentiated according to the level of corruption risk of employees. Risk levels are determined on the basis of specific drivers such as Country, role, qualification and professional family. In particular, basic training is provided to cover 100 per cent of resources at risk and ultra-specialised training is provided for high-risk resources.

The training program consists of online courses and classroom sessions, including general workshops and 'job-specific training' intended for professional areas most exposed to corruption risk, which were attended by 1,503 and 937 resources respectively. During these courses, participants receive an overview of the anti-corruption and anti-money laundering regulations applicable in Eni, the tools for recognizing areas of corruption and money laundering risk and Eni's related control measures. In addition, the methods of reporting violations of the anti-corruption and anti-money laundering laws or the Anti-Corruption Compliance Program are described. In line with the principle of top-level commitment, members of Eni's top management, directors/heads of business and CEOs (or equivalent figure) of subsidiaries also participate in the training activities. In 2024, the online course 'Code of Ethics, Anti-Corruption and Corporate Administrative Responsibility' continued to be delivered to Eni staff in Italy and abroad, together with the new online course on the Anti-Corruption Compliance Program, for medium- and high-risk personnel, which involved 9,332 participants in the year under review. In addition, in 2024 (i) a general anti-corruption workshop was held for Eni's M&A function, which was also attended by some members of the Board of Directors and Board of Statutory Auditors of Eni SpA; (ii) a competitive classroom seminar was designed and a pilot session delivered to make the workshop experience more interactive and engaging; (iii) an anti-corruption video game was delivered consisting of 16 anti-corruption dilemmas.

6 For details on the role of the Board of Directors on ICRMS and business conduct issues, see the Governance Management Report.

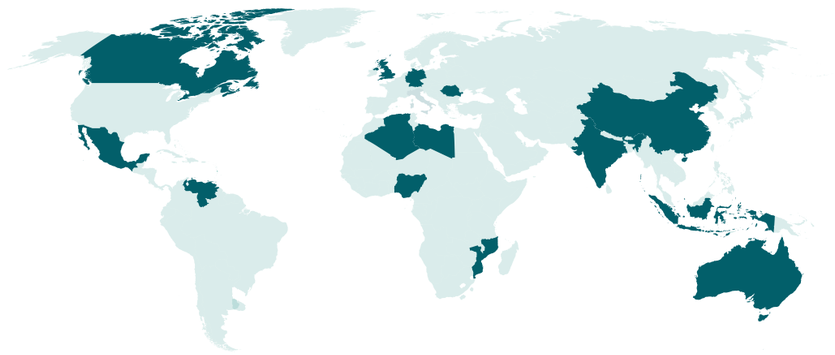
Finally, in the area of training initiatives for third parties, Eni organized a number of sessions for specific types of Enilive counterparties (agents, LPG dealers and Italian lubricant dealers) in 2024 and continued the provision of an online course for high-risk suppliers.

16 Countries*
involved in anti-corruption training activities

1,503
participants in general workshops

937
participants in job-specific training

COUNTRIES WHERE ENI ORGANIZED ANTI-CORRUPTION TRAINING



*Mexico, China, Romania, Canada and India were involved in Finproject training, while the UK, the Netherlands, Australia and Indonesia were involved in Neptune's JV training.

REPORTING AND VERIFICATION PROCESS IN CASE OF VIOLATIONS OF THE CODE OF ETHICS, ANTI-CORRUPTION RULES AND OTHER REGULATIONS

Since 2006, Eni has had an internal regulation for management of whistleblowing[7], updated in March 2024, which allows employees or third parties to report information on alleged violations acquired within the work context. Whistleblowing Reports are handled by a dedicated team that operates in accordance with the principles of objectivity, competence and professional diligence, also ensuring feedback to the whistleblower.

MANAGEMENT OF WHISTLEBLOWING

In order to facilitate the receipt of whistleblowing reports, both in written and oral form, using IT tools suitable for guaranteeing the confidentiality of the whistleblower's identity, as well as of the content of the whistleblowing report (including the identity of the reported person), a specific platform is in place, publicised on corporate websites and accessible via the link **https://whistleblowing.eni.com**. The platform guarantees, in order to ensure proximity to the whistleblower, the management of autonomous channels for Eni SpA and for EU subsidiaries with more than 249 employees or in other cases where this is necessary for the purposes of fulfilling the obligations of the local regulations implementing Directive (EU) 2019/1937. The individual subsidiaries have also established alternative tools for collecting whistleblowing reports, such as dedicated physical mailboxes or voicemail boxes, managed through dedicated functions of the platform. These modalities are adopted, when necessary, for instance in case of difficulties in accessing the Internet. The identity of the whistleblower and any other information from which that identity may be inferred, whether directly or indirectly, cannot be disclosed, without the whistleblower's express consent, except in the cases provided for by law. The whistleblower is protected against any act of retaliation or discrimination, whether direct or indirect, for reasons connected with the report. Any violation of the prohibition on retaliatory and discriminatory conduct may result in disciplinary proceedings being instituted against the individual who engaged in such conduct and the adoption of appropriate disciplinary/supportive measures for any parties involved. This is without prejudice to the right of the whistleblower to inform the competent local authorities, bodies or institutions of the retaliation they believe they have suffered.

7 A whistleblowing report means any communication received by Eni concerning conduct – referable to Eni Persons or to all those who operate or have operated in Italy and abroad in the name of or on behalf of or in the interest of Eni – that has occurred or is very likely to occur – including, therefore, well-founded and concrete suspicions, as well as attempts to conceal such conduct – that stand in violation of laws and regulations, provisions of the Authorities, Code of Ethics, Models 231 or Compliance Models for foreign subsidiaries and internal regulations (such as, MSG Anti-corruption, etc.).

TAX STRATEGY AND TRANSPARENCY IN PAYMENTS

Eni's Tax Strategy, approved by the Board of Directors and available on the **Company's website**, is based on the principles of transparency, honesty, fairness and good faith provided for in its Code of Ethics and in the 'OECD Guidelines for Multinational Enterprises'. This strategy is aimed at the timely and correct fulfilment of tax obligations in the various Countries where Eni operates, in compliance with both the letter and the spirit of the law, Eni being aware that it contributes significantly to the tax revenues of the Countries where value is created. The Company's Tax Strategy includes managing tax risk, cooperating with local tax authorities and rejecting aggressive tax policy choices, including locating legal entities in so-called tax havens.
As part of the internal control system, Eni has implemented the Tax Control Framework, for which the CFO is responsible, which is structured in a multi-step business process designed to reduce the risk of violations with significant financial or reputational impact (tax risk) to a relatively low level. In 2024, Eni SpA and its subsidiaries were not involved in any tax litigation for violations of the law or tax fraud that resulted in a final conviction. For more information on the status of the Group's tax litigation, please refer to the notes to the consolidated financial statements; these disputes relate to the technical interpretation of local tax regulations, which are often very complex, and are managed with a view to conciliation. As part of its tax risk management and litigation activities, Eni adopts a policy of prior dialogue with the tax authorities and maintenance of relations based on transparency, dialogue and collaboration, participating, where appropriate, in enhanced cooperation projects such as the cooperative compliance regime in Italy.
Since 2005, Eni has been a member of the Extractive Industries Transparency Initiative (EITI), the global initiative that promotes responsible and transparent governance of financial resources generated by the extractive sector, which is essential to encourage the use of resources in support of local development and to prevent corruption. Since joining, Eni has played an active role in supporting the initiative and is a member of the local *Multistakeholder Groups*, where government, extractive companies and civil society work together to effectively implement the initiative. Since 2023, it has also been part of the Board as an Alternate Member in the Oil and Gas Constituency.
In accordance with Italian Law No. 208/2015, Eni drafts and voluntarily publishes, even in the absence of regulatory obligations, the 'Country-by-Country Report' (CbCR), the objective of which is to provide transparency on the correlation between the profits declared by multinational companies in their jurisdictions of operation and the soundness of the economic activities carried out locally, in proportion to the value generated. The publication of this report has been recognized as best practice by the EITI itself. During 2024, EU Directive no. 2021/2101 was transposed in Italy, which provides for the mandatory publication of certain elements of the CbCR starting from the 2025 tax period.

Focus on

Why some Eni companies are based in Countries different from those where they operate: reasons and fiscal principles

Eni operates with integrity and transparency, carrying out its activities with responsibility, fairness, honesty and good faith, in compliance with local regulations. In particular, Exploration & Production activities, which represent the main source of income taxes for Eni, are organized to ensure that such taxes are paid in the Countries of operation, in compliance with local regulations.
The use of companies resident in Countries other than those in which they operate through local permanent branches, mainly in the Netherlands and the United Kingdom, is solely for administrative reasons, such as the ability to prepare financial statements in US dollars (the reference currency for the oil sector) and to repatriate profits efficiently to the parent company. Local branches are taxable entities and pay the tax burden related to upstream activity to the jurisdictions that have sovereignty over the resources in accordance with local regulations and contractual production-sharing agreements. Their use does not interfere with the payment of taxes pertaining to the Countries where the activity actually takes place.
In this context, the Country-by-Country Report developed by the OECD and published by Eni aims to provide transparency and clarity to various stakeholders about the income tax contribution paid in the jurisdictions where the group operates, by providing concise information about its presence.

Innovation, Digitalization and Cyber Security

Why is it important for Eni ?

Technological innovation is central to our Company because it allows us to create sustainable value over time and offer increasingly decarbonized solutions, services and products. By also creating new business models, we enhance the multidisciplinary skills of our people, in continuous dialogue with the best external realities and innovation ecosystems.

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

INNOVATION

Technological innovation is one of the key tools to address the complexity of the challenges posed by the energy transition. Increasing and integrating renewables into energy systems, finding more sustainable alternatives to conventional fuels, using energy more efficiently and developing new solutions, including potentially disruptive ones such as magnetic confinement fusion, are all areas that require continuous innovation.

Innovation, however, is not only pure technology, but also an approach deeply rooted in Eni's history, which fosters dialogue between different disciplines and skills, enhances joint work and leads to the achievement of cutting-edge goals. In this way, Eni contributes to ensuring an effective and fair energy transition that does not exclude a priori any possible solution, according to the principle of technological neutrality.

One of the areas of greatest interest is CCUS (Carbon Capture, Utilization and Storage), with the aim of covering the entire chain of carbon emission reduction in the atmosphere: from capture to transportation, storage, and utilization. Jointly developed with Snam through a 50/50 joint venture, Phase 1 of the Ravenna CCS project was launched in August 2024. On an industrial scale, it is among the best-performing projects in the world in terms of the capture system.

In the bio-refining sector, protocols and capacities were optimized to identify and validate new biofeedstocks suitable for biorefineries in order to optimize vertical integration along the value chain. In this context, in 2024, approximately 7,000 analyses were carried out on more than 100 bio-oils from various parts of the world. In addition to this, the certification processes were initiated for the utilization and development of oil cakes, by-products of bio-oil production, as fertilisers, animal feed and agricultural soil improvers.

To have an effective impact on the decarbonization process, Eni has adopted an internal standard that promotes a lifecycle approach, a Life Cycle Thinking, in the evaluation process of development initiatives for all businesses. For example, the DEMO project (feasibility and FEED) for the regeneration of bleaching soils and the treatment of rubber water for the Gela Refinery was launched in 2024. According to a feasibility estimate, the construction of the plant will lead to a reduction of greenhouse gases related to the feedstock pre-treatment process before it is used in the ecofining section.

Focus on

Magnetic confinement fusion

In the area of breakthrough technologies, in 2024, Eni and the United Kingdom Atomic Energy Authority (UKAEA), the UK's national organization responsible for sustainable fusion energy research and development, have entered into a collaboration agreement to conduct joint fusion energy research and development. The collaboration primarily initiates the construction of the UKAEA-Eni H3AT Tritium Loop facility. H3AT is designed to be a world-class center of excellence that will provide industry and academia with the opportunity to investigate innovative solutions for processing, storing and recycling tritium. The facility aims to demonstrate the feasibility of the tritium fuel cycle on an industrial scale, helping to strengthen future fusion power plants. Also in 2024, Eni and CERN signed a collaboration agreement to speed up the industrial development of magnetic confinement fusion and advanced accelerators. This collaboration goes beyond an exchange of know-how: it is the sharing of a vision and a commitment to create innovative solutions, from particle physics to sustainable energy such as fusion.

Interview

JENNIFER GANTEN
CHIEF GLOBAL AFFAIRS OFFICER AT COMMONWEALTH FUSION SYSTEMS

Interview with Jennifer Ganten

Who is Commonwealth Fusion Systems (CFS) and what is SPARC?

CFS, based in Massachusetts, spun-out of MIT in 2018 to accelerate the commercialization of fusion energy. CFS is the largest private fusion company in the world, raising more capital than any other fusion energy company — and attracting top talent to design and build commercial fusion power plants. SPARC is a machine based on a 'tokamak' design, which uses powerful magnets to contain and control a very hot gas, made of ions and electrons, called plasma. The goal is to get this plasma to undergo a fusion reaction, similar to what happens in the sun, which will produce tremendous amounts of energy. SPARC is designed to demonstrate that we can produce more energy from magnetic fusion than it takes to start and sustain the process (the milestone called Q>1) and be the basis for our commercial fusion power plant called ARC. SPARC will pave the way for ARC, a power plant that will put fusion energy on the grid in the early 2030s.

What have been the main achievements for CFS in 2024 and what are the next steps for CFS?

2024 has been a very important year for us, our team has grown to more than 1,000 people and we have reached peak manufacturing speed and made substantial progress building the magnets for SPARC at our Devens, Massachusetts, magnet factory. Construction of the SPARC facility is about 60% complete, including progress installing supporting systems like cooling and power. In 2025, CFS began assembling the tokamak itself. We installed the first tokamak component — the cryostat base at its foundation — and next we will incorporate completed magnets and the vacuum vessel. The project is moving forward with the goal of subsystem testing starting in 2025, preparing for operations thereafter.
After SPARC, the goal is to build a machine to provide electricity from fusion into the grid. This is the objective of ARC, CFS' fusion power plant. This will be a catalytic moment on the path to commercializing fusion energy. We also announced in December 2024 that we'll build the first ARC in Chesterfield County, Virginia.

What is the role of Eni in CFS and how is the partnership evolving?

Eni is supporting the advancement of CFS in multiple ways as CFS works to deliver and scale fusion power plants globally. Eni has made significant investments in CFS since its beginning and shared project management and engineering expertise as an end-user-oriented energy company. We are also maturing our technological collaboration, in which Eni shares its deep, global energy experience, while CFS brings its fusion-specific expertise to technology development projects that will make an impact as fusion energy becomes a part of the worldwide energy supply.

DIGITALIZATION

Digitalization at Eni is a key element for innovation and sustainability, pervasive throughout the company. The technologies and solutions adopted aim to make processes and operations more efficient, accelerating the transition to a more sustainable energy future and reducing environmental impact. In 2024, Eni continued its digitalization journey with initiatives in the following areas:

SUPERCOMPUTING AND ENHANCING THE GREEN DATA CENTER

In 2024, the new HPC6 (High Performance Computing - HPC) the world's fifth largest supercomputer by computing capacity (Top500 ranking, November 2024) and the world's first supercomputer for industrial use, was completed and started up. HPC6 represents a fundamental tool to strenghthen Eni's leadership in geosciences, accelerating the application of supercomputing in business areas related to the energy transition. The contextual creation of a new dedicated Competence Center aims to enable widespread adoption of HPC, through collaborations with various Eni's directorates and "satellites", and external research hubs, in strategic areas such as process optimization, materials science and computational fluid dynamics, also experimenting with approaches based on quantum computing.
The Green Data Center, one of the most energy-efficient computer centres in Europe, was adapted to house the supercomputer, which, thanks to a liquid cooling system capable of dissipating 96% of the heat produced, achieved significant energy efficiency results, resulting in being 21st in the 'Green500' ranking. This result is particularly significant because, traditionally, the supercomputers at the top of this ranking are smaller in size and performance than those in the HPC6 class.

DATA AND ARTIFICIAL INTELLIGENCE

The gradual adoption of data-driven approaches and artificial intelligence contributes to improving the integrity and efficiency of assets, enhancing the value of the customer base, accelerating technological research and enhancing internal knowledge by exploiting the potential offered by generative AI. In 2024, Eni launched an internal multidisciplinary project with the aim of defining a Responsible AI framework to ensure the development and adoption of AI solutions in a safe, reliable, transparent, ethical and human-centric manner, in line with the principles of the European AI Act.

INFRASTRUCTURE RESILIENCE AND APPLICATION MODERNIZATION

The evolution in the technology landscape in the various business areas supports the evolution and emergence of new business models, such as the agri-feedstock supply chain, and the transformation towards a satellite-based set-up with continuous monitoring of infrastructure resilience and Cyber Security.

NEW WAY OF WORKING AND SKILLS

The evolution in the way of working goes through the digitalization of internal processes and the evolution of digital tools and services to support employee centricity (Mobile4All). The promotion of the digital mindset and skills is supported by transversal upskilling programs and centers of excellence for frontier technologies (supercomputing, data, AI, Agile). In addition, awareness of the relevance of AI and Cyber Security is extended externally through workshops in schools.

Increasing attention is being paid to digital sustainability, understood as the set of practices, processes and tools that make it possible to design, develop and use digital products and services according to a logic of progressive containment of the carbon footprint and enhancement of the positive impact on the way of working. The objective is to put digital innovation at the service of people to generate value along the entire value chain, supporting the energy transition.

CYBER SECURITY

Cyber Security risk at Eni is considered high, due to the geopolitical context in which Eni operates and the growing trend of cyber-attacks. For this reason, in a risk-based approach, Eni has established various initiatives and defence measures aimed at preventing incidents and containing their impacts. In 2024, the Cyber Security Culture program continued, with more than 130 initiatives, aimed at promoting a culture of Cyber Security through actions to spread 'cyber aware' behaviour to the entire Eni population. Collaborations with organizations, universities and institutions also continued, such as the collaboration with the SERICS Foundation (Security and Rights in CyberSpace) in the context of the PNRR. Among the initiatives aimed at the national digital ecosystem, Eni has provided awareness-raising workshops through the 'Cyber Security For' initiative, for basic Cyber Security training for teachers, parents and students in primary, lower and upper secondary schools. This program included 11 initiatives that also deal with issues related to generative Artificial Intelligence. In 2024, Eni recorded approximately 494 million attacks (including automated ones) on applications exposed on the Internet.

~4,700
phishing campaigns

~19 mln
malicious e-mails

OPEN INNOVATION

Eni's approach to open innovation is overseen not only centrally through a dedicated unit, but also through the activities of 3 entities: Joule, Eni's School of Entrepreneurship for the growth of innovative and sustainable start-ups to create an entrepreneurial ecosystem in the zero-emissions energy supply chain, Eni Next, the Corporate Venture Capital that invests in high-potential start-ups for the creation of game-changing technologies, and Eniverse, the Corporate Venture Builder that valorises innovative technologies starting from those owned by Eni, to create new Eni ventures to support a just transition. These entities operate synergistically through their presence in the technology market, the acceleration of the innovation process and the valorization of technological assets, skills and talents.

In the field of open innovation, Enivibes, Eniverse's first venture specialising in advanced solutions for monitoring pipeline integrity, carried out pilot installations on aqueducts and water distribution and district heating networks in Italy in 2024, to test the e-vpms® technology in diverse operational scenarios. In particular, tests were carried out on water adduction pipelines, water distribution and district heating networks, both in urban and suburban environments, in order to evaluate medium- and large-scale installations. The performance of leak detection and localisation accuracy in these different scenarios made it possible to detect, in real time, leaks of a fraction of a litre with a localisation accuracy of metres.

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

Focus on

e-vpms technology®

The e-vpms® (Eni vibroacoustic pipeline monitoring system) technology can monitor thousands of kilometres of pipelines, ensuring the detection of leaks due to theft or third-party interference (impacts and excavations). The use of the e-vpms® system on oil and gas distribution plants in Italy has contributed to a drastic reduction in illegal withdrawals. In recent years, the use of the system in the water sector has been evaluated to safeguard distribution systems against waste and ensure maximum energy efficiency in district heating networks.

Case Study

Joule: start-up incubation and acceleration programs

Joule represents one of the pillars that make up Eni's Open Innovation model. A model created to generate value for Eni through monitoring the technology market, the acceleration of the innovation process and the enhancement of technological assets, skills and talents. In 2024 Joule continued to support the growth of start-ups engaged in the energy transition, promoting a more sustainable entrepreneurship and the spread of entrepreneurial culture inside and outside Eni.

Joule supports entrepreneurial development through idea generation, incubation and acceleration programs for early-stage start-ups with the aim of identifying innovative solutions that meet Eni's business needs. In particular, in 2024:

- 4 idea generation programs (Joule Discovery Lab), involving R&D and the Enilive and Versalis businesses,
- 8 incubation and acceleration programs in Italy. In particular, the fourth edition of the cleantech accelerator ZERO in Rome and the first edition of the infratech accelerator CrossConnect in Catania, in which Eni is a partner through Joule, were launched.

RESULTS 2024

- **152** start-ups in the portfolio (+17%)
- **12** proofs of concept realized with business
- **3** Joint development agreements signed between start-ups and R&D
- **3** start-ups became Eni suppliers
- **150+** Eni people involved in idea generation programs
- **15,000+** hours of training delivered on entrepreneurship

ENI'S COMMITMENT TO RESEARCH AND DEVELOPMENT

Research and technological innovation represent key elements for Eni in its commitment to make access to energy resources more efficient and effective, to reduce its carbon footprint. This vision is based on the the synergy and flexibility of internal competencies and on an extensive network of collaborations with universities, companies and innovation ecosystems.

In 2024, Eni's financial commitment to scientific research and technological development activities amounted to €178 million, of which approximately €145 million was allocated to the process carbon footprint reduction, the circular economy, renewable energy and magnetic confinement fusion. During the year, 39 new first filing patent applications were filed to protect the results generated by the internal R&D activities of Eni and its subsidiaries, also with the help of the network of external collaborators. Of these, 23 patent applications concern the development of technologies from renewable sources (biofuels, solar and 'bio' and circular chemistry). In addition to patent applications, a further 5 intellectual property titles were generated, relating to copyright protection of software to support operations in the Asset Integrity area and the filing of ornamental patterns in the compounding area. The total number of rights in the portfolio of intellectual property rights (10,244) increased by just under 4% compared to the previous year (9,893). During the year, the implementation of innovative technologies, technology inbound, and activities from open innovation and venture capital continued to generate significant benefits (1,254 M€) in terms of operational efficiency, sustainability and cost optimization. The adoption of advanced analysis and modelling tools further improved the accuracy of subsurface characterization, accelerating decision-making processes and optimizing resource management. On the operations side, the integration of digital systems and AI solutions has enabled more efficient asset management, reduced downtime and increased productivity. In the downstream sector, biorefineries have benefited from improvements in pre-treatment and conversion processes, with increased yields and greater valorization of renewable raw materials.

39 new first filing patent applications

145 mln destined for decarbonization

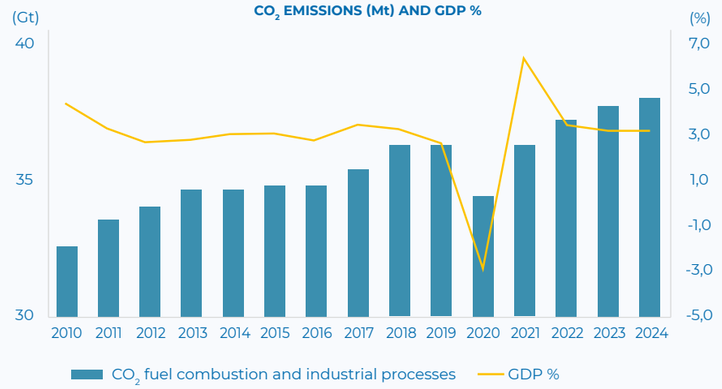
Carbon neutrality by 2050

REFERENCE CONTEXT

ECONOMIC GROWTH AND EMISSIONS

Global energy-related CO_2 emissions in 2024 increased by 0.8% (vs. 2023), reaching a new peak of ~38 Gt (of which more than 90% from fuel combustion). The linkage between economic growth and emissions, which has been weakening over the past three years, has benefited from both structural and temporary factors influencing this trend. Specifically, in 2024, emissions growth was close to +0.8% vs. worldwide GDP growth of about 3%.

CO_2 EMISSIONS (Mt) AND GDP %

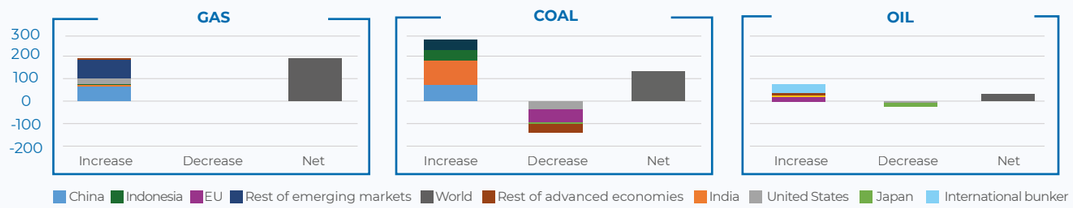


Source: Eni elaborations on IEA data

REGIONAL DYNAMICS

In 2024 different geographical trends determined the global dynamics of GDP and emissions changes. In advanced economies, GDP growth of 1.7% was matched by a contraction in emissions of 1.1%. In the rest of the world, emissions continued to grow, offsetting the decline in advanced economies. The EU accounted for more than 45% of the contraction in advanced economies (-55 Mt CO_2), driven by renewables additions but also by the weak economic environment, which limited the growth in energy consumption. Emissions in emerging and developing economies increased by 1.5% (+~375 $MtCO_2$) against GDP growth of 4%. India (~+140 $MtCO_2$) and China (~+120 $MtCO_2$) led this increase, due to more sustained growth in energy consumption and the strong reliance on higher emitting sources (such as coal), which limited the effects of growing renewable contributions.

CO_2 EMISSIONS CHANGE 2024 VS. 2023 BY FUEL AND REGION ($MtCO_2$)

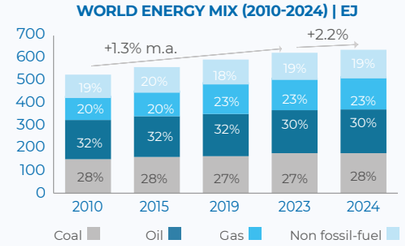


Source: Eni elaborations on IEA data.

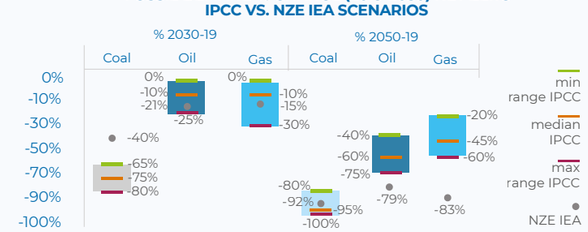
EVOLUTION OF THE ENERGY MIX

The evolution of future emission paths will depend on the speed of change of energy systems on a global scale, taking into account geographical peculiarities, policies supporting the transition, technological evolution and consumer behaviour. Even if we assume the common goal, of limiting the temperature increase to 1.5° by the end of the current century, there are both many possible energy trajectories and many levers for the transition. In this regard, starting from the assumption that the demand for energy has continued to grow over the years and that fossil have so far played a key role – covering on average about 80% of total energy demand – the expected evolution of these sources by 2050 in the NZE IEA[8] scenarios and other IPCC Net Zero[9] paths is illustrated in the graph below. While there is a shared view on the need to substantially reduce coal use by 2030, greater uncertainty remains regarding on oil and gas trends, both in medium and longer term.

WORLD ENERGY MIX (2010-2024) | EJ



FOSSIL DEMAND % CHANGE (2019-2050) NET ZERO IPCC VS. NZE IEA SCENARIOS



Sources: International Energy Agengy - Global Energy Review March 2025 e World Energy Outlook 2024 - IPCC Intergovernmental Panel on Climate Change - Working Group III contribution to the Sixth Assessment Report - Table TS.2 - IPCC C1 Net Zero Scenarios.

8 IEA International Energy Agency publishes in the World Energy Outlook 2024 the NZE - Net Zero Emission scenario, which requires Net zero emissions by 2050 consistent with limiting the temperature increase to 1.5°C with limited overshoot (50% probability).
9 'IPCC Intergovernmental Panel on Climate Change - Working Group III contribution to the Sixth Assessment Report - in the comparison Net Zero scenarios included into category C1 (97 scenarios), which are consistent with limiting the temperature increase to 1.5°C with no or limited overshoot (50% probability).

The challenge of the energy transition

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

For more information

FOR MORE DETAILS ON:

• Impacts, risks and opportunities • Resilience of the strategy to low-carbon scenarios • Climate due diligence.

see the Climate Change chapter of Sustainability Statement.

ENI GHG EMISSIONS 2024

In 2024, Eni has faced the first year of application of the CSRD Directive, which, with the aim of harmonizing sustainability reporting among European companies, introduced a GHG emissions reporting scope based on a combination of financial and operational perspectives. According to the scope defined by the CSRD, Eni's reported gross GHG emissions in 2024 amounted to 213 Mton CO_2eq. (Scope 1, 2 and 3) – for more details, see the Sustainability Statement.

Scope 1: GHG emissions associated with the generation of electricity necessary for operations, gas treatment and compression, and processing of petroleum products.
Scope 2: GHG emissions from the generation of electricity, steam, heating and cooling purchased from third parties and consumed by Eni.
Scope 3: CAT. 11 (the only category considered significant for Eni, with a weight of ~93% of total Scope 3 emissions) use of sold energy products. Estimated on the basis of Eni's share of upstream production sold according with IPIECA methodologies.

Scope 1 - Scope 2 - Scope 3 emissions calculated on the basis of the CSRD boundary as defined by ESRS standards.

Operating within a new and evolving regulatory context, Eni has chosen to represent its path towards Carbon Neutrality by confirming its GHG emissions reduction targets on an equity basis, through a Lifecycle approach in continuity with the commitments already declared in 2020.

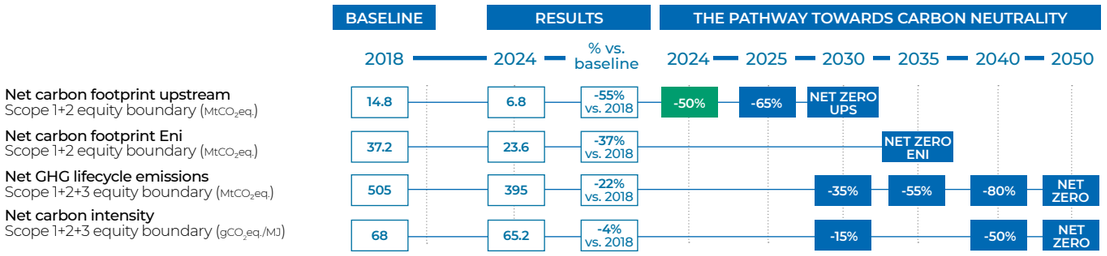
ENI'S DECARBONIZATION PLAN AND TARGETS

Eni is facing the challenges posed by an increasingly complex and rapidly evolving energy context with a strategy aimed at progressively reducing both the direct and indirect emission impacts associated with its business activities, while providing the energy products required by its customers. This strategy combines the global needs of (i) environmental sustainability; (ii) security of supply, ensuring the uninterrupted availability of sufficient energy resources to power human activities and guarantee basic human rights; (iii) energy equity, understood as the possibility for citizens to have fair and non-discriminatory access to adequate, reliable and affordable energy. In response to these challenges, Eni has been committed to reducing its direct GHG emissions and was among the first in the sector to establish a series of objectives, starting in 2016. These objectives aim to improve the GHG emissions performance of its operated assets. Since 2020, Eni has defined a pathway towards Carbon Neutrality, expressed through a series of objectives with intermediate stages that will progressively lead to Net Zero Scope 1, 2 and 3 GHG emissions by 2050, related to the lifecycle of energy products sold, both in absolute and intensity terms. The stages of this pathway have been identified through a prioritization of the different actions, based on both internal analyses and the proposed actions from major international scenarios aimed at achieving Carbon Neutrality by 2050 to help keep the global temperature rise within 1.5°C by 2100. For more details, see the **Scenarios of the main international organizations** section of the Sustainability Statement.

As part of the reduction of Scope 1 and 2 GHG emissions, Eni has decided to focus primarily on the Upstream sector, where technologically consolidated and economically viable solutions are already available. Emissions that are not currently reducible are voluntarily offset through high-quality carbon credits[10]. Eni has set a goal of net zero Scope 1 and 2 GHG emissions for the Upstream sector by 2030 (Net Zero Carbon Footprint Upstream), and for the entire Eni group by 2035 (Net Zero Carbon Footprint Eni). Additionally, Eni has a goal of net zero Scope 1, 2, and 3 GHG emissions, related to the lifecycle of energy products sold by 2050, both in absolute terms (Net Zero GHG Lifecycle Emissions) and in terms of intensity (Net Zero Carbon Intensity). Eni's decarbonization strategy, which includes the commitments to reduce emissions mainly related to the use of sold products, also contributes to promoting the decarbonization of the value chain (reducing Scope 3 emissions). Eni seeks to develop new, high-potential businesses related to the energy transition by creating independent companies able to access the capital market with autonomy, allowing them to finance their growth by attracting specialized investors.

10 Certified according to internationally recognised voluntary market standards and accompanied by additional certifications to also attest to the socio-environmental benefits of project activities. See the section Offset and removals of GHG emissions in the Sustainability Statement.

MAIN GHG EMISSIONS REDUCTION TARGETS



NET CARBON FOOTPRINT UPSTREAM, Scope 1+2 (equity): in 2024, the indicator decreased by about 25% compared to 2023, driven mainly by optimization actions in operational management and project activities to generate carbon credits. Additionally, in 2024, the target of achieving -50% compared to 2018 was exceeded, with an overall reduction of about 55%. The pathway is in line with the achievement of Eni's Net Zero Carbon Footprint goal by 2030.

NET CARBON FOOTPRINT ENI, Scope 1+2 (equity): in 2024, the indicator decreased by about 10% compared to 2023, driven mainly by optimization actions in operational management and project activities to generate carbon credits. Compared to 2018, the indicator decreased by about 37% in line with the achievement of Eni's Net Zero Carbon Footprint target by 2035.

NET GHG LIFECYCLE EMISSIONS, Scope 1+2+3 (equity): in 2024, the indicator is slightly down (-0.8%) compared to 2023, mainly driven by the refining sector. Compared to the baseline value, emissions were reduced by about 22%.

NET CARBON INTENSITY, Scope 1+2+3 (equity): in 2024, the indicator has slightly decreased (approx. 0.5%) thanks to the lower emission impact of the portfolio mix. Compared to the baseline value, the index has reduced by about 4%.

Focus on

Eni's emissions reporting: comparison between CSRD boundary and the Lifecycle approach (equity)

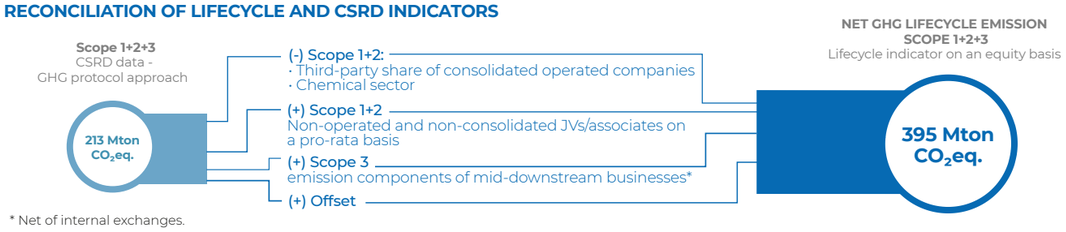
In 2024, gross GHG emissions reported according to the boundary defined by the CSRD amounted to 213 million tonnes of CO_2eq. (Scope 1, 2 and 3). Given the new reporting boundary required by the CSRD, Eni maintains its GHG emissions reduction trajectory on an equity basis, in line with the targets set in 2020. Equity-based indicators have a different scope compared to that defined by the reporting requirements of the ESRS standard under the CSRD. In particular, the Net GHG Lifecycle Emissions (Scope 1+2+3) indicator is built on an equity-based view, unlike the CSRD metrics, and considering a broader boundary for Scope 3 emissions that also includes energy products purchased by third parties (e.g. natural gas produced by third parties and sold by Eni).

From CSRD data to the Lifecycle indicator on an equity basis, the following changes are taken into account:

- for Scope 1-2 emissions: the contribution of non-operated and non-consolidated JVs/associates is included, calculated on a pro-rata basis; the third-party share of consolidated operated companies and the contribution of the chemical sector are deducted;
- for Scope 3, the emission components of mid-downstream businesses (net of internal exchanges) are added.

The Lifecycle view also considers the use carbon credits to offset emissions.

RECONCILIATION OF LIFECYCLE AND CSRD INDICATORS



* Net of internal exchanges.

DECARBONIZATION LEVERS

The decarbonization levers and technologies identified by Eni in its Decarbonization Plan affect all areas of its business. These strategies are adopted and modulated in a targeted manner, with time horizons considering each solution's technological and commercial maturity. Between 2018 and 2024, Eni implemented actions that, on the one hand, led to a reduction in Scope 1+2 emissions from its operations, primarily focusing on flaring, methane emissions, and energy efficiency interventions to reduce fossil fuels consumption. On the other hand, these actions also contributed to a reduction in emissions along the value chain (Scope 3), particularly by leveraging synergies between traditional activities and transition-related businesses, along with portfolio actions that reduce the volume of gas procured via pipeline.

In addition to continuing the actions implemented thus far, the initiatives planned by Eni to reduce Net GHG Lifecycle Emissions Scope 1+2+3 in the pathway to Carbon Neutrality are:

In **Upstream**, improved performance in terms of efficiency and the progressive growth of the gas component, including condensates, contain the increase in emissions from upstream production; furthermore, the goal of reaching near-zero methane emissions by 2030 is confirmed.

In **Downstream**, the development of biofuels offers an opportunity for Eni to convert and downsize its current traditional refining capacity, contributing significantly to the decarbonization of hard-to-abate transportation, i.e., aviation, maritime transport and heavy transport.

The growth of **Plenitude**'s activities in power generation from renewable sources, coupled with Enilive's development of biofuels, broaden the offering of lower carbon solutions. The integration of these energy options, together with the progressive reduction of absolute emissions, favours the decrease of the emission intensity of Eni's portfolio.

CCS projects, which involve the capture and permanent storage of CO_2 within depleted natural gas fields operated by Eni, represents an opportunity for Eni to reduce emissions from its own operations and support the decarbonization of third-party industrial activities.

Offsetting residual emissions is realised through **offsets** mainly from Natural Climate Solutions focused on the protection, conservation and more sustainable management of forests.

The speed of this transformation and the relative contribution of each lever will depend on a series of variables, including market trends, the scientific-technological scenario and applicable legislation. At the same time, Eni recognizes the need to ensure an orderly transition in the energy system by gradually replacing fossil fuels with lower carbon energy sources. This evolution towards a lower carbon product portfolio will be supported by a progressive growth in the share of investments intended to develop new energy solutions and services to support the transition. For 2024 the expenditure on lower carbon projects for 2024 was €2.6 billion (over 20% of expenditures) and, over the next four-year period from 2025-2028, Eni plans to allocate more than 30% of its total spending, approximately €13 billion, to lower carbon projects. For more details on the resources planned for the different actions towards decarbonization, see the **Capital Allocation** section of the Sustainability Statement.

GAS COMPONENT OVER **60%** BY 2030 AND **>90%** BY 2050 ON TOTAL PRODUCTION
METHANE EMISSIONS CLOSE TO ZERO BY 2030

>5 MILLION TONNES OF BIOFUEL PRODUCTION CAPACITY BY 2030

15 GW IN 2030 AND **60 GW** IN 2050 OF INSTALLED CAPACITY FROM RENEWABLE SOURCES, **40K** ELECTRIC VEHICLE CHARGING POINTS BY 2030 AND **~160K** BY 2050

>15 MTON CO_2 TRANSPORT & STORAGE CAPACITY IN 2030 TO REACH **~60 MTON** CO_2/Y BY 2050

~15 MTON CO_2/YEAR FROM CARBON OFFSETS IN 2030
<25 MTON CO_2/Y BY 2050

The evolution of Business

gas component over
60%
by 2030 and
>90%
by 2050 on total production

DECARBONIZING THE ENERGY OF TODAY

Upstream portfolio (gas)

Eni believes that natural gas has a role to play in the energy transition, due to its accessibility, reliability, versatility and lower carbon content compared to other fossil fuels, as well as its complementarity with other technological and energy solutions that will gradually become increasingly relevant in meeting energy demand. In particular, as electricity generation from renewable sources expands — source characterized by intermittent and seasonal production — natural gas will help ensure stability and continuity in energy supply, compensating for both the unpredictability of weather conditions affecting renewables and fluctuations in demand. In addition, natural gas contributes to emission reductions in the power sector by offering an alternative to coal with a significantly lower carbon footprint.

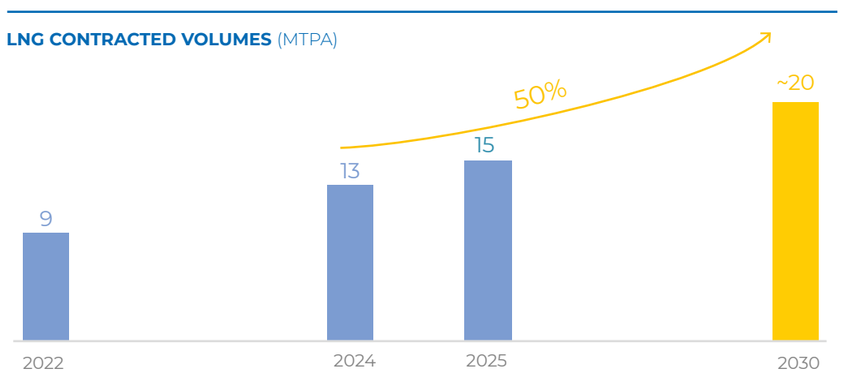
In this context, Eni has chosen to increase its share of natural gas production, acquiring a portfolio of low-emission and cost-competitive assets to support the Group's growth strategy. Among the main activities of the year are operations in Indonesia, where there was a significant increase in gas exploration resources, and in the offshore of Cyprus, with the appraisal of the Cronos gas discovery in Block 6[11].

In terms of production developments, Eni achieved important results during the year. In Congo, just one year after the FID, the Congo FLNG project commenced its deliveries of LNG to international markets, making the Republic of Congo a new exporter in the global landscape of this fuel.

The project is progressing towards its target completion by the end of 2025 with the launch of the Nguya floating vessel, which will increase the liquefaction capacity of the project from the current 0.6 to 3 mmtonnes/y.

In Italy, gas production started at the Argo Cassiopea field, the most important gas development project in the Country.

LNG CONTRACTED VOLUMES (MTPA)



The LNG business represents one of the levers for energy security and diversification of Eni's portfolio. In 2024, in order to ensure greater flexibility and further diversify its LNG supplies, Eni entered into a number of significant agreements, such as the charter agreement with Avenir LNG Limited for the LNG bunker vessel Avenir Aspiration in order to expand Eni's activities in the LNG bunkering market in the Mediterranean Sea, in line with the Group's strategy to market its growing LNG portfolio.

LNG sales (9.8 bcm, included in the worldwide gas sales) increased by 2.1% from 2023. In 2024, the main sources of LNG supply were Qatar, Nigeria and Indonesia. LNG volumes were mainly sold in the European and Asian markets.

Reducing methane emissions and gas flaring

Actions to reduce methane emissions and flaring are a fundamental part of Eni's decarbonization strategy and contribute significantly to the reduction of direct Scope 1 emissions.

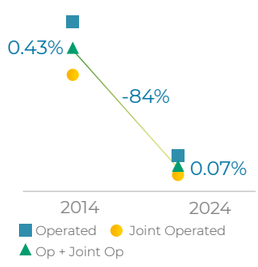
Eni has been committed to reducing methane emissions in its operations for more than a decade. With an approach primarily focused on the Upstream sector, Eni has set a target to maintain methane emission intensity within the threshold of 0.2% by 2025. This threshold is recognized by the sector as indicative of effective operational management while aiming for methane emissions to be close to zero[12]. Eni has also joined the Aiming For Zero initiative, launched by OGCI, which seeks to eliminate methane emissions from its members' assets by 2030.

Eni has set a target of reducing fugitive methane emissions by 80% by 2025 (compared to 2014 - the base year). This goal was already achieved in 2019 through the implementation of LDAR (Leak Detection and Repair) campaigns carried out annually on the assets managed by Eni. LDAR campaigns involve the use of optical technologies such as OGI (Optical Gas Imaging) thermal cameras to detect methane leaks and to promptly implement repair actions. Along with LDAR campaigns, Eni adopts various methodologies and technological solutions to identify and quantify methane emissions, in line with international OGMP guidelines, with the aim to reducing them.

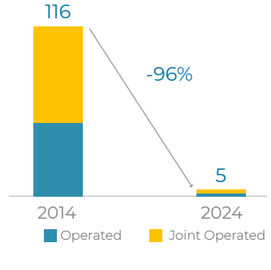
In recent years, Eni has dedicated an increasing effort to identifying and implementing initiatives to **mitigate gas flaring**. Notable projects are underway in Congo, Libya, and Egypt, where significant logistical, operational, and market barriers have previously limited the valorization of associated gas. In this context, Eni is advancing towards the goal of zero routine flaring expected in 2025 for its operated assets. For its joint-operated assets, the achievement of the target is contingent upon the completion of the projects in Libya, which are currently expected by 2026. Finally, a key component of Eni's methane strategy is a collaboration with other industry players and international organizations (see section **Partnership for Decarbonization** in this chapter).

methane emissions close to
zero by 2030

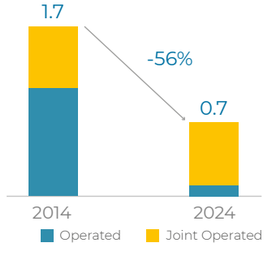
METHANE EMISSIONS INTENSITY (%)



FUGITIVE METHANE EMISSIONS (kt CH_4)



ROUTINE FLARING (BSm³)



Case Study

Eni receives UNEP's Gold Standard reporting[13] for its commitment to methane emissions reporting

In 2024, Eni has been awarded with the 'Gold Standard Reporting' recognition under the Oil & Gas Methane Partnership (OGMP 2.0) programme for its commitment to emissions reporting with the highest data quality standards. OGMP 2.0 is an initiative of the International Methane Emissions Observatory (IMEO) of the United Nations Environment Programme (UNEP), which sets the global standard for reliable and transparent reporting of methane emissions in the oil and gas sector, as a necessary step to effectively track and guide mitigation actions based on real data. Eni joined OGMP 2.0 in 2020 and is committed to setting emission reduction targets and progressively improving the transparency and accuracy of its reporting, prerequisites for measuring the effectiveness of the mitigation actions taken. Back in 2023, Eni's commitment was recognised with the 'Gold Standard Pathway' for significantly improving its methane emissions reporting implementation plans, in line with OGMP 2.0 recommendations. This year, the achievement of the highest levels of data quality was officially confirmed by the awarding of the 'Gold Standard reporting'.

In 2024, Eni published its first **Methane Report**, a document outlining the company's commitment to transparency and reducing global methane emissions. The report describes Eni's actions to reduce methane emissions in all its activities and how the company shares its expertise with others in the industry.

11 Operated by Eni holding a 50% interest.

12 The OGDC (O&G Decarbonization Charter - COP 28 UAE) 'Near-Zero Methane' commitment is defined as methane emissions intensity below 0.2%.

13 United Nations Environment Programme.

Case Study

Methane measurement campaigns in operated and joint-operated assets. Success stories from Libya, Italy and Egypt

	ACTIVITY	RESULTS
Libya 	In 2024 Eni successfully completed its comprehensive methane measurement campaigns in Libya at four key facilities operated by the joint-operated company Mellitah Oil & Gas BV.	The measurement campaign and drone surveys significantly improved the quality of emission reporting. Despite logistical challenges, the surveys were successfully implemented through the collaborative efforts of the local partner National Oil Corporation (NOC), and Mellitah Oil & Gas BV and Eni North Africa B.V., leveraging on the local content and maximizing the utilization of local providers. The campaign revealed several key aspects, including high flaring combustion efficiency of approximately 99% and a low leakage rate of less than 0.1% for fugitive emissions. The campaign's execution, spanning three weeks of intensive on-site measurements after four months of meticulous preparation, proves Eni's commitment to improving the reporting quality related to Libyan assets in line with OGMP 2.0 requirements.
Italy 	The 2024 OGMP campaign in Italy covered both onshore gas plants and offshore platforms, with focus on fugitive emissions, venting and unburned emissions from stationary combustion as well as drone surveys.	The 2024 campaign confirmed the benefit of implementing annual LDAR campaigns for fugitive sources, and the use of drone surveys provided a site level view of the methane emissions, which consequently allowed to identify the areas of attention that are currently being addressed with proactive actions by the operational personnel and maintenance teams at the different facilities. The success of the 2024 campaign in Italy marked a crucial step forward in complying with the new EU Methane Regulation, which entered into force in August 2024.
Egypt 	Following the 2023 campaigns that covered five sites in Egypt, the 2024 campaigns involved the implementation of drone surveys, coupled with measurements at source level.	Since 2017 in Egypt, Eni has been promoting a cultural shift in methane emissions management. The journey began with a gradual transition from a fugitive emissions estimation approach based on literature emission factors to component level quantification and combined field monitoring, with the support and collaboration of EniProgetti. The 2023 OGMP campaigns allowed for the direct measurements and quantification of methane emissions from all emission sources. In 2024, along with the measurement campaign mainly carried out with drones, specific mitigation actions were identified and their implementation started immediately (e.g. chemical injection pumps).
Technologies used for OGMP Campaign	LDAR, Leak Detection And Repair of methane emissions is a systematic approach used by industries to identify, monitor and reduce methane leaks from industrial facilities using specific equipment such as OGI (Optical Gas Imaging) camera; flare monitoring devices for measuring the combustion efficiency of flare stacks; high-flow samplers for measuring methane emission flow rates; drones.	

Energy efficiency programmes

The energy efficiency measures carried out during the year allow for effective primary energy savings compared to baseline consumption of over 308 ktoe/year deriving mainly from upstream projects (over 82%), with a benefit in terms of emissions reduction of approximately 778 thousand tonnes of CO_2eq. If Scope 2 emissions, i.e. emissions from purchased electricity and thermal energy, are also considered, the net CO_2 savings deriving from energy saving projects rise to about 816 thousand tonnes of CO_2eq. The most relevant measures involved structural process adjustments, such as the revamping of compression units for gas export or reinjection, equipment upgrades to new operating conditions, and thermal integration of adjacent plants, as well as management and operational interventions, including the optimization of the production networks, improvement of the management of the electricity generation and electrification system through imports from the national grid. Among the energy efficiency actions, other Scope 1 GHG emission reduction measures from stationary combustion are also monitored, such as fuel replacement (e.g. diesel vs. fuel gas) and renewable energy.

CCS projects

Carbon capture and storage (CCS) is a mature, safe and highly effective solution for reducing emissions from energy-intensive or 'hard-to-abate' industrial sectors and gas-fired power generation, in a context of growing energy demand, partly due to the development of data centres for artificial intelligence and digital services. For Eni, CCS is a key decarbonization lever on the path to carbon neutrality and represents an opportunity both to reduce emissions from its own operations and to provide a service supporting the decarbonization of third-party industrial activities, ensuring greater competitiveness for industrial activity.

Eni aims to achieve a gross CO_2 reinjection capacity of over 15 million tonnes/y before 2030, more than 40 million tonnes/y after 2030 and over 60 million tonnes/y beyond 2050.

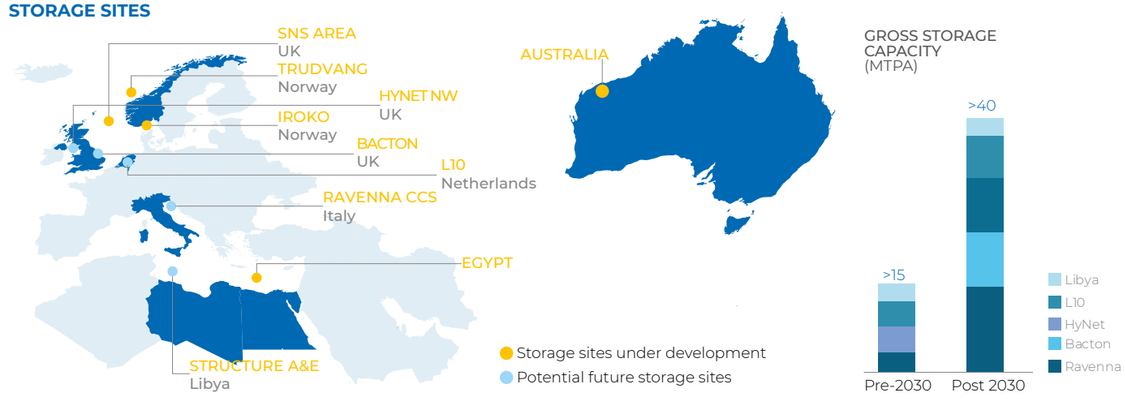
In Italy, Phase 1 of the Ravenna CCS project was launched in August 2024, developed jointly with Snam through a 50/50 joint venture. This phase is storing around 20kton/year of CO_2 captured from Eni's natural gas treatment plant in Casalborsetti, near Ravenna. The project includes a Phase 2 at a larger industrial scale aiming to inject into the reservoir 4 million tonnes/year by 2030, with the potential for further expansion based on market demand, up to 16 million tonnes/year. This target is compatible with the total storage capacity of the depleted gas fields in the Adriatic, currently estimated at over 500 million tonnes.

In the UK, Eni has established a leadership position with the Liverpool Bay CCS, as part of the HyNet North West Cluster project under development, selected by the UK Government as one of two priority CCS projects for the Country. The project aims to decarbonize industrial areas in the North West of England and North Wales through the capture, transport, and storage of CO_2 emitted by existing local hard-to-abate industrial activities and by future hydrogen production. Eni is the 100% operator for CO_2 transport and storage activities and will convert and reuse its depleted offshore gas fields and part of the existing infrastructure in Liverpool Bay. Early 2025, the project received the economic license from the UK Authorities and entered the execution phase. The volume of CO_2 to be stored in the reservoir will be 4.5 million tonnes/year before 2030, with the aim to increase in the following years up to 10 million tonnes/year. In October 2024, the UK Government announced the allocation of funds of about £22 billion in 25 years for the two priority projects of HyNet NW and East Coast Cluster. Also in the UK, Eni is advancing the engineering phase for the development of the Bacton CCS project, which involves the repurposing of the depleted offshore Hewett gas field, to contribute to the decarbonization of the south-eastern region of the Country and the industrial area of London. In the Netherlands, Eni is developing the L10 CCS project, which involves CO_2 storage in depleted offshore gas fields in the North Sea to support the decarbonization of industrial emitters in the Rotterdam area.

As with other transition-related businesses, CCS is also suited to development under Eni's satellite model. To this end, in 2025, Eni will launch a new satellite carbon capture and storage company to consolidate its CCS projects into a single entity.

>15 Mton
CO_2 Transport & Storage Capacity in 2030 to reach
~60 Mton
CO_2/y by 2050

STORAGE SITES



~15 Mton
CO_2/year from carbon offsets in 2030
<25 Mton
CO_2/y by 2050

Carbon offset

Eni supports the development of projects aimed at generating carbon credits in the voluntary market for offsetting residual GHG emissions that cannot otherwise be reduced. In line with ESRS standards, Eni intends to use carbon credits certified according to the highest, internationally recognized standards[14], to achieve its Net Zero target by 2050 for Net GHG lifecycle emissions and Net carbon intensity (Scope 1+2+3), after reducing 90-95% of GHG emissions in the value chain. Currently, most of the carbon credits used by Eni derive from projects for the conservation of natural ecosystems, thereby reducing CO_2 emissions that would otherwise be released into the atmosphere. Eni's strategy foresees to progressively increase the share of credits from the so-called Carbon Dioxide Removal (CDR) projects, which capture CO_2 directly from the atmosphere (e.g. ecosystem restoration or increase of CO_2 stocks in the soil through appropriate agricultural practices). In 2019, Eni launched the first **Natural Climate Solutions** (NCS) activities[15]. These are projects for the protection, sustainable management of land and restoration of natural ecosystems. These initiatives conserve habitats in which plants and animals live, increase the resilience and adaptive capacities of environmental systems to climate change, and promote local sustainable development. The first projects promoted by Eni were framed within the 'Reducing Emissions from Deforestation and forest Degradation' (REDD+) scheme, defined and promoted by the United Nations.
The application of **technological solutions** represents an additional lever for offsetting residual emissions. Since 2018, the company has launched the 'Eni for Clean Cooking' programme to develop projects that promote the introduction of improved cooking stoves that reduce the consumption of wood biomass with the aim of improving people's health conditions and forest conservation. Feasibility studies were launched during the year for the use of 'advanced' clean cooking systems that prefigure the deployment of induction stoves in urban areas and pyrolysis stoves in rural areas that promote, from a circular economy perspective, the use of agricultural waste, including by-products from Eni's agri-feedstock supply chain. The clean cooking programme offers environmental and social benefits, in line with several Sustainable Development Goals (SDGs) and combining emissions reduction with equitable and sustainable local development. One of the objectives of the programme is to encourage local production of cookstoves, aiming to support employment and supply chains in the host Country and improving the technological know-how and production capacity of local labour. For further insights on the social impacts of the 'Eni for Clean Cooking' programme, refer to **Alliances for development** chapter.

Focus on

Natural Climate Solutions (NCS)

The main forest protection and conservation initiatives supported by Eni include the: the Luangwa Community Forest Project (LCFP), Lower Zambezi REDD+ Project (LZRP) and Kafue in **Zambia**, Ntakata Mountains and Makame in **Tanzania**, Mai Ndombe in the **Democratic Republic of Congo**, Great Limpopo REDD+ Project (GLRP) in **Mozambique**, and Amigos de Calakmul in **Mexico**.
In November 2024, Eni signed an agreement with Ministry of Water and Forests of Côte d'Ivoire to launch a forest conservation and restoration project in the Country. The agreement, defined in partnership with Ivorian Authorities, aligns with the Country's National Development Plans and its strategy to reduce deforestation and related emissions, while also contributing to the achievement of Net Zero emissions in the development of the Baleine project. The initiative focuses on two main areas: (i) forest and biodiversity conservation with enhanced monitoring activities, as well as awareness-raising and training programmes for communities and relevant institutions; and (ii) the restoration of forest areas, combined with sustainable agricultural initiatives benefiting local communities.
In addition to these initiatives, Eni is promoting Sustainable Agriculture Land Management (SALM), including the adoption of farming practices that increase organic carbon in the soil and the integration of tree species in agricultural crops. In this context, Eni has launched, the Makueni Agroforestry Carbon Project (MACP) in Kenya, which will cover a target area of 40,000 hectares. The project will generate socio-economic benefits such as income stabilization for around 100,000 to about 100,000 local farmers and contribute to reducing soil erosion and improving the productivity and fertility of agricultural lands. Throughout the year, evaluations continued for additional NCS initiatives, both for ecosystem restoration and sustainable management, as well as in SALM initiatives in Africa, Latin America and Asia. In 2024, Eni's credit portfolio recorded the addition of approximately 5.3 million tonnes of CO_2[16].

14 Verra's Verified Carbon Standard (VCS) or the Gold Standard (GS). In addition, the credits are accompanied by an additional certification, such as the Climate Community & Biodiversity Standards (CCBS) or the Sustainable Development Verified Impact Standard (SD VISta) which attests to their socio-environmental benefits (e.g. biodiversity conservation, economic development and improvement of local communities living conditions).
15 Natural Climate Solutions are nature-based climate change solutions. They are based on nature's ability to remove and store carbon from the atmosphere (Source: Natural Climate Solutions Alliance, NCSA, 2022).
16 5.3 million tonnes of CO_2 represent the credits generated by Eni's project portfolio. Withdrawals amounted to 5.9 million tonnes of CO_2 (contributing to the reduction of net emissions). The difference between withdrawals and incoming credits is covered by the available credit stock.

INVESTING IN NEW ENERGY

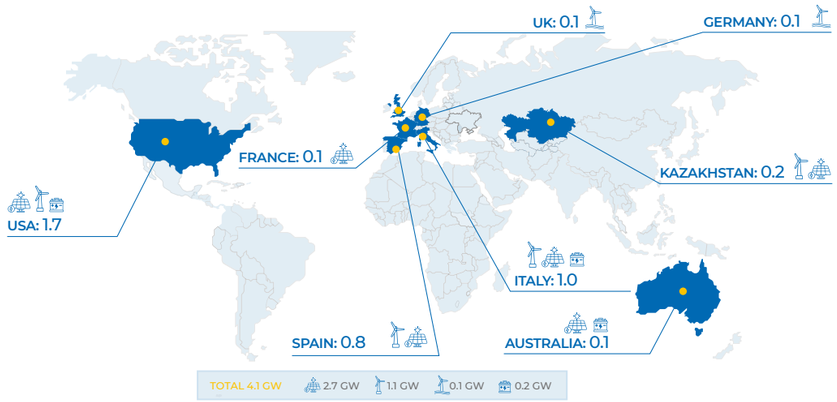
Eni is expanding its offering of lower-carbon services and products through an integrated approach that combines different solutions and technologies along the value chain, developing new energy services and enhancing the value of its transition businesses. In this context, Plenitude and Enilive are playing a key role in the growth of power generation capacity from renewable sources and biofuel production, while Versalis is investing in the development of chemical platforms from renewable raw materials, in the circular economy and the progressive decarbonization of its assets.

PLENITUDE

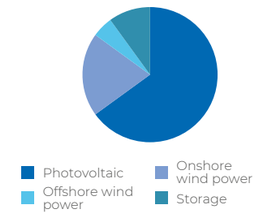
Renewables

In 2024, Plenitude continued the growing path started in previous years, reaching an installed capacity of 4.1 GW, up 37% from 3 GW in 2023. The share of installed capacity outside Italy increased from 68% to 74%, driven mainly by expansion in Spain (+507 MW; +107%) and the US[17] (+399 MW; +32%). These results are in line with the target of reaching 10 GW in 2028, and 15 GW in 2030, to reach 60 GW by 2050.

INSTALLED CAPACITY OF RENEWABLE ENERGY PRODUCTION PLANTS BY COUNTRY AND TECHNOLOGY (AS OF 31 DECEMBER 2024) (GW)



INSTALLED CAPACITY BY 2030 BY TECHNOLOGY



The development of the wind and photovoltaic sectors is a key component of Plenitude's global growth strategy. In 2024, new production plants were built and started up and important agreements were signed to strengthen Plenitude's presence in Italy and abroad.
In 2024, new developments in the wind power sector were concentrated in Italy, Spain and the UK. In Italy, operations started on a new 39 MW onshore wind farm in Calabria, consisting of nine latest-generation wind turbines with an expected annual power production of 84 GWh/year. In Spain, a wind farm was started up in Soria with an installed capacity of about 13 MW and an estimated production of 31 GWh/year. Finally, in the UK, the installation of a further 28 turbines was completed at the Dogger Bank offshore wind farm.
The installed photovoltaic capacity has seen significant progress, particularly in Spain with the completion of the Caparacena plant (150 MW) and the partial completion of plants in Guillena (166 MW out of 230 MW) and Badajoz (86 MW out of 330 MW) plants. Plenitude has finalised the purchase of the already operational Grijota 1 and 2 plants (105 MW in total), in the region of Castilla y Leon. Moreover, the Villanueva II plant (50 MW), which covers an area of about 100 hectares and consists of more than 76,000 photovoltaic modules, was connected to the national transmission grid and will produce more than 100 GWh/year. Construction also began on the Renopool plant (330 MW), the largest photovoltaic unit ever built by Plenitude, which will include seven photovoltaic plants and a power substation, with an estimated production of 660 GWh/year. Finally, construction has started on a plant in Villarino de los Aires (220 MW), which is scheduled for completion by 2025.

15 GW
in 2030 and
60 GW
in 2050 of installed capacity from renewable sources

17 The figure includes 199 GW related to the acquisition of 2 photovoltaic plants in the United States (agreement signed in December 2024 with the closing of the transaction by the first quarter of 2025).

Electric Mobility

40k electric vehicle charging points by 2030 and **~160k** by 2050

In 2024 Plenitude further established itself as a key player in the electric vehicle charging services sector. As of December 31, there were more than 21k installed charging points in Italy and in Europe, a 12% increase compared to 19k in 2023, in line with the upgrading plan of the network infrastructure. The development of the e-mobility business plans to reach over 24k installed charging points by the end of 2025, 40k by 2030 and about 160k by 2050.
For more information on the products and services provided by Plenitude in order to support the energy transition of its customers, see the chapter **Sustainability in the value chain** in this document. For more information on Plenitude's activities, please see also the Plenitude **Sustainability and Impact Report 2024.**

ENILIVE

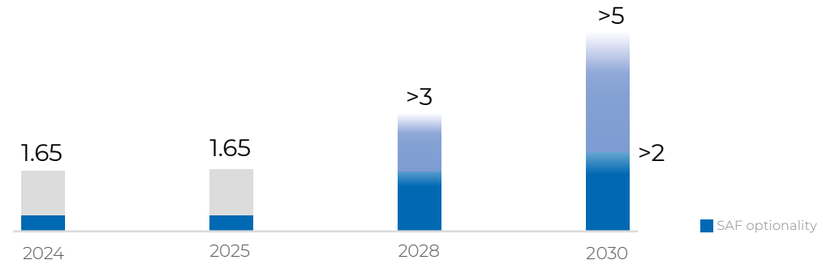
Biofuels

Enilive is one of the leading companies in the global biorefining sector, with decades of operational experience, thanks to its proprietary technology Ecofining™ that enables the transformation of biogenic raw materials, such as waste, residues, and oils into high-quality biofuels. This technology also enables the valorization of existing strategic assets for energy production.

In 2024, Enilive's biorefining capacity was **1.65 million tonnes**

In 2024, Enilive's biorefining capacity was 1.65 million tonnes and is expected to reach a capacity of over 3 million tonnes/year in 2028 and over 5 million tonnes/year in 2030. As for Sustainable Aviation Fuel (SAF), the company is aiming for a production capacity of over 2 million tonnes/year by 2030. In order to achieve this development plan, in September 2024, the programme to convert the Livorno refinery into a biorefinery by 2026 was approved, based on the model already implemented in Venice in 2014 and in Gela in 2019. The Livorno biorefinery will have a planned capacity of 500 thousand tonnes/year of HVO diesel, VVO naphtha and bio-LPG. The evaluation of a biorefinery in the Versalis site in Priolo is also underway, while a fifth project is currently being studied in Italy.

DELIVERING CAPACITY AND SAF OPTIONALITY (MTPA)



As part of its international expansion, Enilive participates in the Chalmette biorefinery in Louisiana (USA) and is developing two new biorefining plants, one in South Korea and the other in Malaysia, both based on Ecofining™ technology. In Malaysia, Enilive, together with Petronas and Euglena Co. Ltd, will build a plant with a capacity of 650,000 tonnes/year, scheduled for 2028, while in South Korea, in collaboration with LG Chem a biorefinery with a capacity of 400,000 tonnes/year will be developed.

Italy	Livorno	FID January 2024	Start-up in 2026	~500 Kton Total capacity
	Venice (expansion)	FID expected in 2025	Start-up in 2027	Up to 600 Kton Total Capacity
	Sannazzaro	FID expected in 2025	Start-up in December 2027	550 Kton Total capacity
	Priolo	FID expected in 2025	Start-up in December 2028	500 Kton Total capacity
Malaysia	Pengerang	FID July 2024 and EPC awarded	Start-up in 2028	650 Kton Total capacity
South Korea	Daesan/Seosan	FID July 2024 and EPC awarded	Start-up in 2027	400 Kton Total capacity

Focus on

The role of SAF in the Decarbonization of the aviation sector

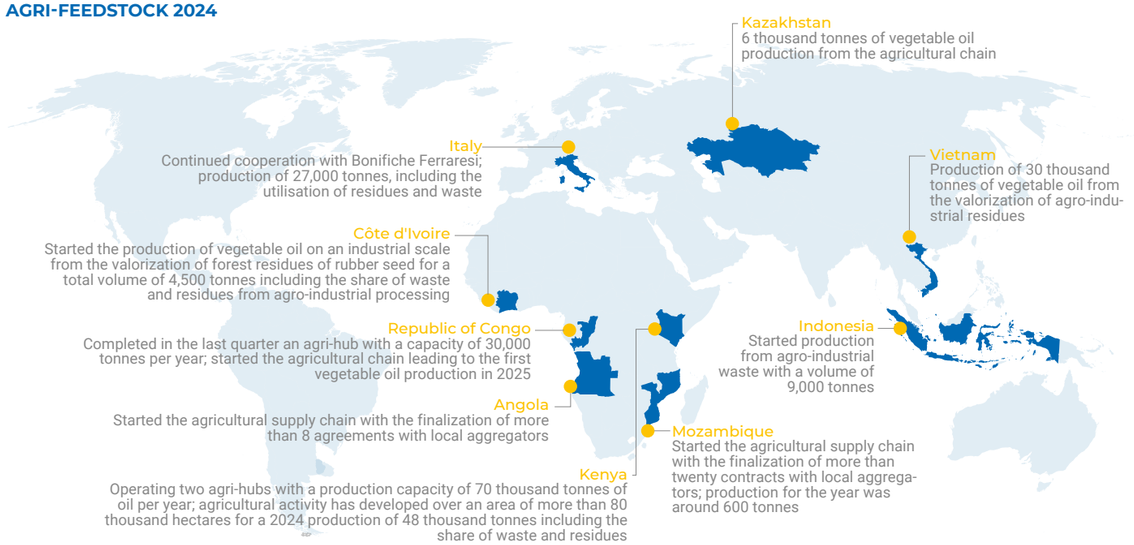
Sustainable Aviation Fuel (SAF) is a concrete solution for the decarbonization of aviation in the coming decades, enabling the replacement of fossil fuels with more sustainable fuels. In 2023, aviation accounted for about 2.5% of global CO_2 emissions, reaching nearly 950 million tonnes. The resumption of international travel after the pandemic has further increased the urgency of addressing emissions from the aviation sector, which is considered hard-to-abate, meaning that CO_2 emissions from this sector are difficult to reduce.
SAF is a biofuel entirely produced from renewable raw materials, mainly waste and residues such as used cooking oil, animal fats and by-products of vegetable oil processing, by means of HEFA (Hydroprocessed Esters and Fatty Acids) technology. During production, raw materials undergo both to physical and chemical processes. Waste, residues and vegetable oils are transported to biorefineries by ships and tanker trucks and are stored in tanks before being processed: first through a physical process to remove impurities, and then with a chemical treatment that enables their transformation into biofuels. SAF can be blended up to 50% with conventional aviation fuel. At the European level, Regulation (EU) 2023/2405 (known as ReFuelEU Aviation) establishes minimum SAF quotas in jet fuel distributed at airports within the European Union, with a progressive increase from 2% in 2025 to 70% in 2050 (6% from 2030, 20% from 2035, 34% from 2040, 42% from 2045). In this context, Enilive has started significant investments to increase SAF production capacity. In January 2025, the Gela biorefinery began producing SAF using the proprietary Ecofining™ technology, with an annual capacity of 400,000 tonnes. This quantity represents almost a third of the expected European demand for 2025, positioning Enilive among the first companies in the world to produce significant volumes of SAF. The SAF production at Gela was made possible by specific interventions on the plant, in particular the upgrading of the isomerisation unit where a reactor and a product separation section were added, as well as modifications to the tank farm and logistics facilities. Eni is promoting initiatives to support the decarbonization of the aviation sector by collaborating with institutions, academia and industry partners. One example is the Pact for the Decarbonization of Air Transport, presented at COP28 in Dubai, which brings together strategic stakeholders to define a roadmap for the sector decarbonization.
For more information on Enilive's SAF supply agreements in 2024, see the **Sustainability in the value chain** chapter.

Agri-feedstock initiatives

Eni's development model for the agri-feedstock initiatives is targeted to provide vegetable oil to feed Eni's supply chains, starting from the feedstock produced by the cultivation of degraded land, rotational crops and the valorization of waste and residues from the agro-food industry and forestry supply chains. With an end-to-end approach aims to ensure volumes of vegetable oil at competitive cost, supporting the expansion of Eni's biorefining activities, while enabling significant positive impacts on local development and employment.
Eni's agri-feedstock supply chains are certified according to the ISCC-EU (International Sustainability and Carbon Certification) sustainability scheme, one of the main voluntary standards recognized by the European Commission for the certification of biofuels (EU RED II).
In 2024, production of vegetable oil amounted to 130 ktonnes; volumes have tripled compared to the previous year.
The goal is to reach more than 1 million tonnes by 2030 involving about 700 thousand farmers on an area of 1 million hectares.

In addition to Italy, Eni's agri-feedstock activities in 2024 were carried out in Africa (Côte d'Ivoire, the Republic of Congo, Angola, Kenya and Mozambique) and Asia (Indonesia, Vietnam and Kazakhstan). Moreover, a series of assessments were launched in Europe, South America (Brazil) and other Countries in Africa and Asia to identify further opportunities for the development of the agri-feedstock business, and in Rwanda the production of quality seed aimed at farmers in other African Countries progressed.

AGRI-FEEDSTOCK 2024



VERSALIS AND THE TRANSFORMATION OF CHEMISTRY

Versalis is committed to promoting the use of raw materials from renewable sources, identifying alternative feedstocks and developing solutions in the field of circularity. In 2024, Eni defined the Plan for the transformation and relaunch of Versalis, also with a view to decarbonization. The plan envisages new industrial plants consistent with the energy transition with an expected cut of about 1 million tonnes of CO_2, about 40% of Versalis' emissions in Italy. The Plan aims to invest in the development of new platforms for chemicals from renewable feedstock, circular and specialized products, expanding sectors in which Versalis has consolidated a leadership position.

PARTNERSHIPS FOR DECARBONIZATION

Eni has long been engaged in collaboration and dialogue with academia, civil society, institutions and companies to promote energy transition by generating new knowledge, sharing best practices and fostering initiatives that create value both for 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 formed partnerships with energy-intensive companies to develop and promote lower carbon solutions.
In this context, Eni has joined the 'Pact for the Decarbonization of Air Transport' (PACTA), an initiative promoted in collaboration with Aeroporti di Roma to define a roadmap for the decarbonization of the aviation sector by 2050. Eni is also working on innovative solutions with universities and start-ups, such as in the case of magnetic confinement fusion.
Finally, collaborations with international organizations and participation in global initiatives aim to develop best practices for monitoring, reporting and reducing emissions, as well as promoting the adoption of new technologies throughout the 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 the reporting and mitigation of methane emissions in the oil and gas sector.

Oil and Gas Climate Initiative (OGCI)
Eni is a founding member of the Oil and Gas Climate Initiative (OGCI), an organization that brings together 12 of the world's largest oil and gas companies to lead the industry's response to climate change. OGCI members have founded the Climate Investment (CI), a specialised decarbonization investor, with the aim of reducing greenhouse gas emissions in the short-term through investment and market adoption innovations from portfolio company, supported by a a network of investors and global partnerships.

Methane Guiding Principles (MGP)
Eni is a founding member of the Methane Guiding Principles (MGP) , an initiative that currently includes 46 members with the aim of reducing methane emissions along the oil and gas supply chain, involving key stakeholders from the industry.

IPIECA and IOGP (International Association of Oil & Gas Producers)
Eni actively participates in expert groups, such as IPIECA, the Global Oil and Gas Association for Advancing Environmental and Social Performance across the Energy Transition, the first industry association on environmental and social issues for the oil and gas sector; and IOGP, a forum aimed at sharing knowledge and best practices in safety, health, environment, engineering and, more recently, industrial and energy transitions.

Oil & Gas Decarbonization Charter (OGDC)
Eni is a signatory to the Oil & Gas Decarbonization Charter (OGDC), a unique collaboration aimed at accelerating the decarbonization of the global oil and gas sector by promoting inclusive cooperation within the industry and knowledge sharing. Already endorsed by companies representing 43% of global oil and gas production, the Charter defines a series of goals to achieve Net Zero emissions operations by or before 2050.

Global Flaring and Methane Reduction (GFMR)
In the context of COP28, Eni announced its commitment as a donor to the Global Flaring and Methane Reduction (GFMR) Trust Fund, an initiative launched by the World Bank to support governments and operators in developing Countries in eliminating routine flaring and reducing methane emissions in the oil and gas sector to near zero by 2030. The fund aims to provide technical assistance, enable policy and regulatory reforms, strengthen institutions and mobilize financing to support governments and operators in their efforts.

As part of its **advocacy activities**, Eni expresses its position on climate change and related climate strategy issues by engaging in direct dialogue with policymakers and, indirectly, through trade associations. For more details, see the **Eni's lobbying activities** chapter in the Sustainability Statement.

Case study

Collaboration between Eni and Sonatrach on energy efficiency

In 2024, Eni and Sonatrach completed a joint Energy Assessment project at the ZCINA site, a plant operated by Sonatrach in Algeria, the result of an intense and fruitful collaboration between the two companies on energy efficiency. The initiative was launched as part of the Memorandum of Intent (MoI) signed between the two companies. Through this agreement, both companies formalized their joint commitment to identifying potential initiatives for CO_2 emission reduction and implementing the best available technologies to achieve this goal. This initiative also serves as foundations for further strategic and innovative collaborations in the sector.
A key aspect of the project was the training of Sonatrach personnel on the Energy Assessment methodology, carried out both on-site and at Eni's headquarters. The skills acquired will enable Sonatrach to independently conduct Energy Assessments at its sites in the future.

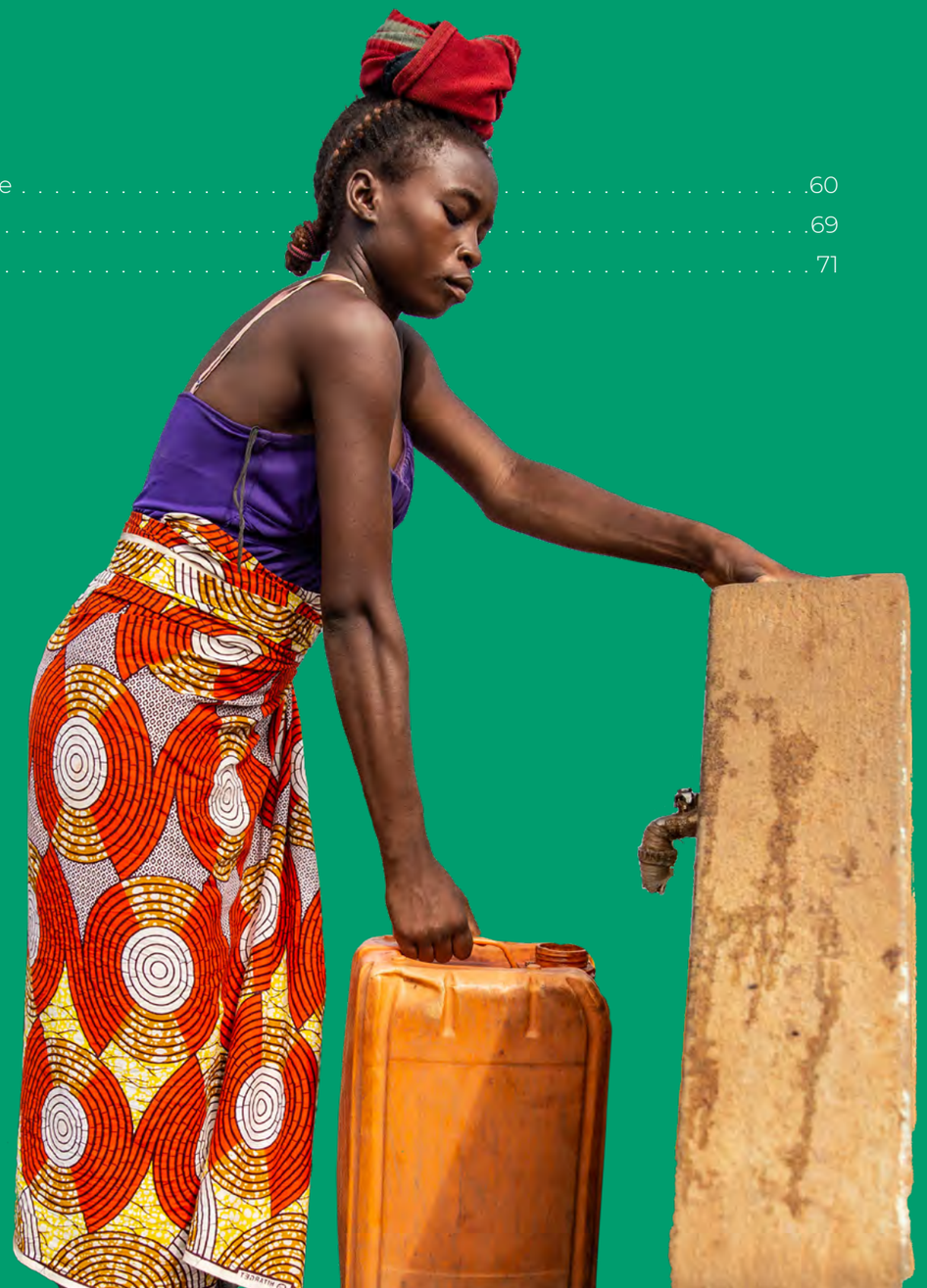
This initiative marks a significant step in Eni and Sonatrach's shared journey towards decarbonization, contributing to the spread of innovative and sustainable practices in the energy sector.

Focus on

Key collaborations for the decarbonization of transport sector

As part of its initiatives supporting the energy transition, in 2024 Eni signed agreements with key players in the sector — Fincantieri, FS Italiane, and MSC — with the goal of accelerating the decarbonization of transport.
The agreement between Eni, Fincantieri and RINA, with the support of Bain & Company establishes a commitment to develop joint initiatives aimed at medium-to-long-term decarbonization solutions for the maritime sector, including the development of complementary solutions to fuels already available for other hard-to-abate sectors. The establishment of a permanent global observatory to monitor technological, regulatory and market developments is also being considered.
FS Italiane Group and Eni signed a three-year letter of intent to to collaborate in identifying and developing opportunities such as the use of alternative fuels for transport, intermodal logistics solutions, and best practices in energy efficiency. The agreement also includes the definition of regulations, methodologies and technical standards, as well as the testing of new technologies related to sustainability and the circular economy.
Eni and MSC signed a Memorandum of Understanding for the potential use on MSC's cargos and cruise fleets of LNG, as well as lower carbon energy carriers, such as HVO and bio-GNL biofuels, and lubricants from renewable raw materials. The agreement aims to generate new synergies between the two companies in logistics and transport services for the management of raw materials and agri-feedstocks destined for biorefining, as well as for the storage and transport of HVO biofuels using intermodal transport solutions via sea, rail, and road. The agreement also includes circular economy practices, such as the use on MSC cruise fleets of plastics made from renewable or recycled feedstocks.

Environmental protection



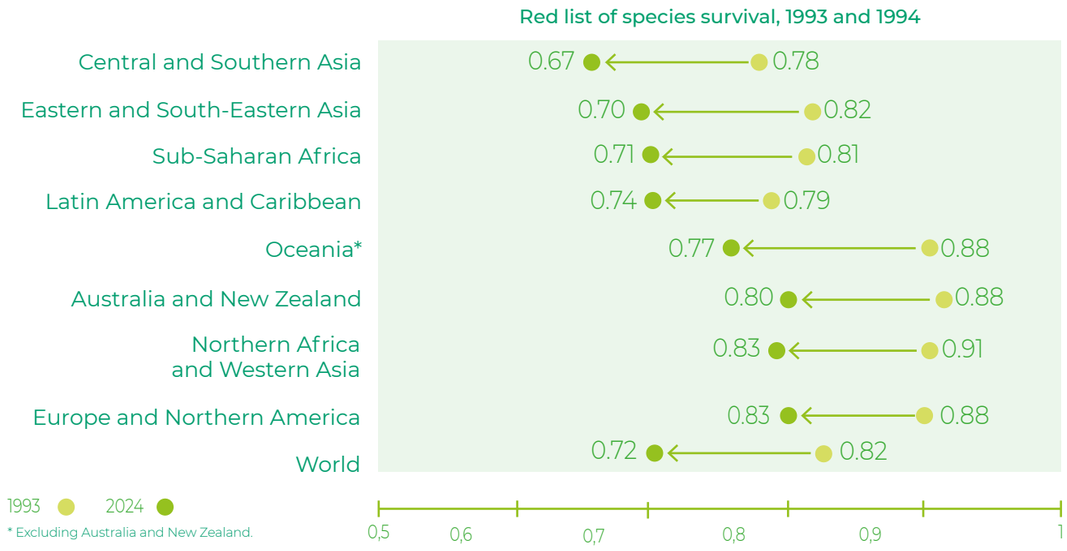
REFERENCE CONTEXT

IUCN RED LIST INDEX 1993 AND 2024

GLOBAL BIODIVERSITY

The Red List index decreased by 12% between 1993 and 2024. More than 44,000 species, or 28% of the nearly 160,000 species assessed, are currently threatened. Many of them are severely affected by climate change and habitat conversion. Regionally, the severe decline of biodiversity in all species groups is evident in Central and South Asia as well as in East and South-East Asia.

Source: © 2024 United Nations, Report on Sustainable Development Goals 2024, New York.

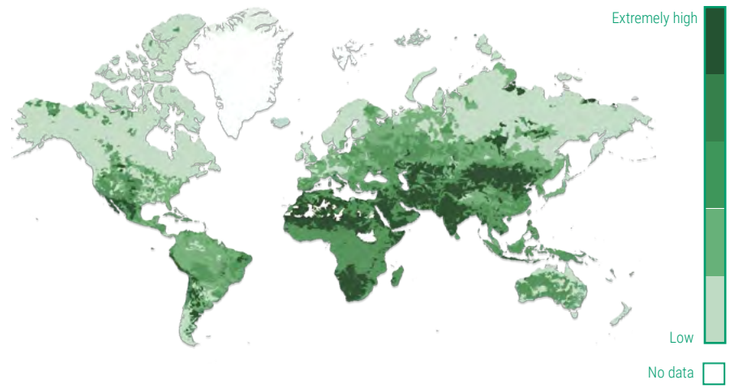


Note: a Red List Index value of 1.0 means that all species are categorized as of “Least Concern”; hence, none are expected to become extinct in the near future. A value of zero indicates that all species have gone extinct.

WATER-STRESSED AREAS IN THE WORLD

WATER RISK

Only 0.5% of the water on Earth is usable and available fresh water. Worldwide, 72% of all freshwater withdrawals are used by agriculture, 16% by industry and 12% by households and services. Water stress occurs when total water demand significantly exceeds available surface and groundwater reserves. At least 50 per cent of the world's population – around 4 billion people – live under water stress for at least one month a year. However, not only the availability of water, but also the risks of floods and droughts, water quality (wastewater treatment, eutrophication) and regulatory and social issues (availability of drinking water and sanitation) are crucial in determining the overall water risks that affect people's health, safety and prosperity.



Source: UN Water, Water Facts, January 2025; © 2025 World Resources Institute (WRI), Aqueduct Water Risks Atlas.

Environmental Culture

Why is it important for Eni?

Environmental protection is fundamental to ensure the sustainability of our planet and a future for new generations. For Eni it represents an indispensable value that translates into strategies aimed at pollution prevention, conservation of natural capital and the circular use of resources. We promote the growth of a shared environmental culture both internally and towards the communities that host our plants, involving all stakeholders. These principles are also embodied in our commitment to target carbon neutrality and our ambition to achieve water positivity for water-stressed areas by 2050.

GIOVANNI MILANI HEAD OF HSEQ AT ENI

Read more

FOR MORE ON:

• Impacts, risks and opportunities

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

Eni pays particular attention to the efficient use of natural resources, such as water, the containment of polluting emissions, waste management, the protection of biodiversity and ecosystem services. Environmental matters, along with the Health and Safety topics, discussed in the following chapters, are managed within a single integrated HSE management system, which defines roles, responsibilities and methods of managing the activities of all sectors for environmental aspects. All entities at significant HSE risk have ISO 14001 certified environmental management systems or have planned to achieve them (by the end of 2024, 84% had achieved ISO 14001 certification), just as all entities at limited risk have implemented an HSE management system or have planned its development. In addition, to train employees and the supply chain on environmental issues, Eni is continuing a programme, launched in 2019, to raise awareness (implemented at 9 Italian sites and 2 abroad) addressed to all levels of the company, including signing Environmental and Safety Pacts, which involves suppliers in tangible and measurable improvement actions. Moreover, in 2024, Eni continued to promote Environmental Golden Rules, to support the adoption of virtuous behaviour by employees and suppliers, consistent with Eni's values, commitment and standards.

PREVENTION AND REDUCTION OF POLLUTION

Eni is constantly committed to implementing actions aimed at safeguarding water resources, air quality and soils through an approach aimed at preventing and minimizing the risks and impacts on these environmental matrices, monitoring the actions carried out every six months.

In the various geographical contexts in which it operates, Eni is committed to reducing and minimizing the impacts of its activities through the adoption of international good practices and Best Available Technology (BAT)[18], both technical and managerial. Among these, attention, in the various operational sites, is certainly focused on the efficient use of natural resources as well as the prevention/reduction/control of pollutant emissions into water, the minimization of pollutant emissions into the atmosphere, the reduction of oil spills and the continuous monitoring of the effectiveness of the actions undertaken.

Case study

Cengio site remediation

In Cengio, at the historic former ACNA[19] site, transferred to Eni by decree-law as part of the industrial rescue operations ordered by the Italian government in the 1980s and 1990s when Eni was still a state-owned entity, Eni Rewind has substantially completed the approved soil remediation projects, for a total expenditure, including groundwater interventions, of almost €500 million.

The interventions first saw the emptying of the impermeable basins (lagoons) in the A1 area, used during the plant's production activities as accumulation basins for saline effluents deriving from industrial production, and then the removal of approximately 1.5 million cubic metres of contaminated materials from the other three areas of the site (A2 - former plant area, A3 - floodplain area adjacent to the former industrial site and A4 - Pian Rocchetta area one kilometre from the site). The removed materials were then allocated to the A1 area, which was subjected to a permanent safety intervention with a surface capping, bordered perimeterally by the separation septum with adjacent areas, as well as by the embankment works to contain the flooding of the Bormida river.

In consideration of the proximity of the Cengio site with the Bormida river basin, a complex physical containment system for groundwater has been built, which extends 2,500 metres and consists of a plastic diaphragm made of bentonite cement immersed for a few metres in a layer of impermeable rock (so-called marl), coupled with an above-ground reinforced concrete wall that extends for the same length and rises on average around 5 metres above ground level. The structure, one of the most relevant examples built with this technology for environmental applications, was designed to ensure adequate safety factors for centennial (500-year) floods of the river, with flows of 1,750 cubic metres of water per second.

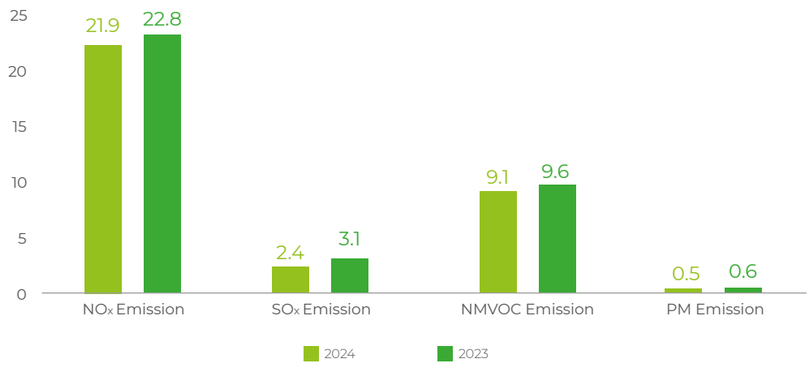
The execution of environmental interventions (completed for the soil matrix and in the post-operam monitoring phase for the groundwater matrix) has made it possible to make the site areas, totalling about 60 hectares, immediately available for new production initiatives. In this direction, Eni Rewind, in the early months of 2025, signed a preliminary contract (involving a total of about 40 hectares) for the transfer of the surface right of area A1, for which the Province of Savona is in the process of certifying that the reclamation has been completed, and the ownership of area A4, which has already been certified, to the company Idroenergia of Asti, which intends to build a photovoltaic plant of about 10 MWp. The agreement with a company operating in the area with synergic activities makes it possible to enable new projects on the rehabilitated areas, despite the non-ideal location in terms of irradiation and distance from the electricity grid. The A2 area, already certified and with an industrial vocation, may enable the development of a logistic-productive pole in the near future, also taking into account the proximity of the railway connection. In the immediate future, in the A2 area, design hypotheses are also being studied for morphological reprofiling that would make it possible to bridge the difference in height with respect to the railway by laying soil and rocks that will be produced by the realization of major infrastructure works planned in the region.

18 The documents issued by the European Commission (BREF-BAT reference document) are taken into account for reference.
19 Azienda Coloranti Nazionali e Affini.

AIR PROTECTION

Eni has adopted an operating model that ensures, in addition to regulatory compliance, an approach aimed at preventing and reducing the risks associated with air pollution that these emissions may cause and the potential effects on local air quality. To this end, Eni defines and implements a systematic continuous monitoring and control plan at site level, considering the territorial and environmental context and any requirements deriving from local laws and/or specific emission authorizations, to ensure the best performance in terms of minimizing releases into the atmosphere. In all industrial activities, Eni pays particular attention to the potential effects on the atmosphere and odor impact and, in order to promote the constant improvement of environmental performance, these aspects are continuously monitored through direct monitoring and control of individual emission sources. The industrial plants 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. In particular, within the EU, the activities subject to the Industrial Emissions Directive (IED) also operate to ensure compliance with the provisions of the Monitoring and Control Plan and in line with the application of the BAT specifications on emissions into the atmosphere in relation to the different types (channelled, diffused, fugitive and odorous).

EMISSIONS OF POLLUTANTS INTO THE ATMOSPHERE (thousands of tonnes)



Pollutant emissions show a downward trend. The decrease in SOx emissions (-21% compared to 2023) was mainly due to the reduction in the contribution of the Sannazzaro and Livorno refineries due to plant shutdowns in the period, and that of the Venice biorefinery where, at the end of 2023, a sulphur recovery plant was put into service, characterized by higher abatement efficiency than the previous one. The reduction in NOx (-4% compared to 2023) and PM (-14% compared to 2023) emissions was influenced not only by the shutdowns of the Sannazzaro and Livorno refineries, but also by the exit from the upstream portfolio of Nigerian Agip Oil Co Ltd and the Alaska activities of Eni US Operating Co Inc., to which the decrease in NMVOC emissions (-6% compared to 2023) is also mainly attributable.

Focus on

Management of odorous emissions

Eni has long been committed to preventing and minimizing odorous emissions, having adopted a management system based on an integrated approach that combines advanced monitoring, specialist analysis and targeted actions to promote the adoption of best practices in the sector. Starting with a systematic inventory of odorous sources, supported by sampling campaigns and dynamic olfactometry analyses, atmospheric dispersion models are prepared. Following the odour impact assessment, management and technological measures aimed at preventing and reducing odour emissions are identified and implemented, and monitoring and control plans are drawn up. The main preventive measures adopted at Eni plants include structural interventions such as the construction of tank covers at water treatment plants and nebulization or odorization systems at specific items, the adoption of containment systems (e.g. 'socks' installed on the guide pipes of floating roof tanks), the installation of photocatalytic filters at specific tanks, and the construction of vapour recovery systems for fixed roof tanks.

In the **Refining** sector, an interdisciplinary project was undertaken to analyze, evaluate and propose innovative and sustainable solutions to monitor and mitigate odour emissions. According to an open innovation approach, a scouting of technologies available on the global market was carried out, selecting the two most promising monitoring solutions, which will be tested in 2025 at a pilot site.

In the **Chemistry** sector, of particular interest was the development of a methodology aimed at the site-specific assessment of the olfactory impact of production activities in multi-company industrial complexes, which allowed the selective assessment and quantification of each odour flux. The subsequent modelling phase made it possible to assess their impact on sensitive receptors and identify any effective and timely containment measures.

In the **Exploration and Production** sector, an example of effective management of odorous emissions is the Val D'Agri Oil Centre, where there is a network of electronic noses trained to recognize 'Hydrocarbons' and 'Sulphur Compounds', which are the reference odorous substances associated with the plant's activity. These devices are equipped with chemical sensors and a pattern-recognition system capable of identifying and classifying simple or complex odours, without performing a direct chemical analysis, by detecting the presence of odours, classifying the odour according to the training received, and quantifying the intensity.

WATER QUALITY

Prevention, monitoring and control measures are constantly adopted, in line with the management of emissions from water discharges, to safeguard not only the use of the resource but also the quality of the water environment. Both the implementation and the operational phases of the projects are carried out in compliance with the applicable regulations and the requirements dictated by local authorizations, which may require the engagement of local stakeholders. Eni has adopted precise internal standards to be used when local mandatory regulations are less strict, or absent, with regard to environmental conservation, based on applicable international standards and in consideration of the assessment of impacts on water quality. Eni monitors its water discharges after any treatment and the quantitative of oil in the produces water discharge. Internal early warning thresholds for specific pollutants in water discharged by each production activity are also adopted to promptly initiate any necessary corrective actions.

OIL SPILL MANAGEMENT

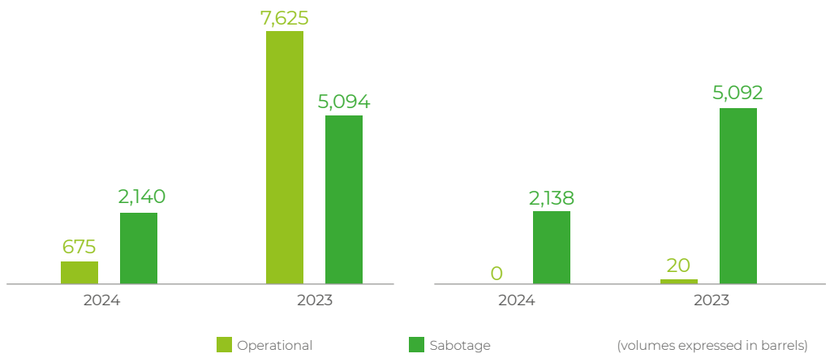
The operation of Eni's assets does not involve ground emissions of an operational nature, so potential contamination can only arise from accidental releases, such as operational spills and oil or chemical spills. Eni is constantly engaged in managing risks and emergencies related to these events, through prevention, preparedness, mitigation, response and recovery activities. Within the scope of prevention, the e-vpms® (Eni Vibroacoustic Pipeline Monitoring System) is present on all oil pipelines in operation in Italy and is subject to technological updates, also in order to detect interference with third parties and prevent break-ins.

For the detection of potential spills, Eni continued to invest in its proprietary e-siam® (Eni Structural Integrity Acoustic Monitoring) technology to detect and identify corrosion and leaks from tanks and pipes, and conducted tests to further develop this technology.

In terms of mitigation, during the year, a methodology for assessing the risks arising from natural events that may affect pipelines was standardized, and subsidiaries were supported in the preventive assessment of the best response actions in case of hypothetical offshore spills, also in line with industry standards and local regulations. Efforts continue in terms of verification, monitoring and replacement of onshore and offshore pipelines, in order to ensure the integrity of assets and prevent possible oil spills, and campaigns are underway to replace the most critical sections. In particular, with regard to onshore assets in Nigeria that have been subject to sabotage activities in recent years, with effects on various aspects of the business, Eni has developed and intensified over time a strategy aimed at avoiding incidents and mitigating their potential effects. This strategy was continued until the sale of the company, which was completed in 2024. This approach was based on the early detection of losses, damage and illegal activities along transport lines, with the aim of taking early action to reduce or avoid them. Finally, to strengthen the response capacity to marine pollution following oil spills, Eni continues to participate in industry initiatives by joining regional initiatives also in collaboration with the International Maritime Organization.

OIL SPILL VOLUMES (>1 barrel)

OIL SPILL VOLUMES (>1 barrel) **IN NIGERIA**



In 2024, volumes spilled as a result of operational oil spills (equal to 675 barrels) decreased significantly compared to 2023 (when, following a single event at the Sannazzaro refinery, there was a spill of dense fuel oil of over 7,547 barrels, fully recovered) with important reductions in upstream due to both the sale of the company in Nigeria and the better performance recorded in Congo; the most significant event occurred in Italy (440 barrels at the Taranto refinery, spill fully recovered). Events recorded abroad accounted for 5% of the total quantities spilled, confirming a downward trend (-5% vs. 2023) with only two Countries impacted (the United Kingdom and Germany). Overall, 92% of 2024 operational oil spill volumes were recovered. Oil spill from sabotage, at 2,140 barrels, recorded a 58% reduction compared to 2023, with the number of events also declining substantially (95 vs. 373 in 2023). All events (with the exception of one that occurred along the Sannazzaro-Rho pipeline section for a total of 2 barrels) occurred in Nigeria. The largest spill amounted to 258 barrels, of which 252 were recovered. Overall, 86% of the oil spill volumes from sabotage were recovered. Volumes spilled as a result of chemical spill (70 barrels in total) decreased compared to 2023 and were mainly due to a single event in the UK (69 barrels of methanol spilled during loading/unloading operations from storage tanks due to a power outage).

WATER RESOURCE MANAGEMENT AT ENI

Eni's commitment to the management of water resources is expressed within the Code of Ethics and then further detailed in Eni's Positioning on Water. In line with its commitments, Eni pursues the protection of water resources in all Countries where it is present and in all phases of its activities, seeking solutions even beyond the corporate and operational boundary. Eni periodically assesses the withdrawals of its sites also to identify actions to safeguard water resources, with particular regard to reducing high quality fresh water[20] withdrawals of sites based in water stress areas[21]. Actions are defined in consideration of the water risk mitigation criteria[22]: avoid, replace, decrease, recycle, restore. To this end, projects are promoted to increase the efficiency of water use, the use of remediated water or produced water to replace high quality fresh water, and civil and industrial wastewater recycling systems; the use of desalinated water is another important opportunity. Partnerships and the active engagement of stakeholders are promoted, for water management in harmony with the needs of the territory, to foster social development and safeguard ecosystems. These tools aim to identify withdrawals and consumption in all sectors of activity to assess and minimise potential impacts on ecosystems and communities. The treatment, disposal or re-injection of water is subject to sector-specific best practices. In addition, procedures are defined to inform and involve stakeholders by promoting prior, free and informed consultation in order to consider their requests regarding Eni's activities, new projects and development initiatives.

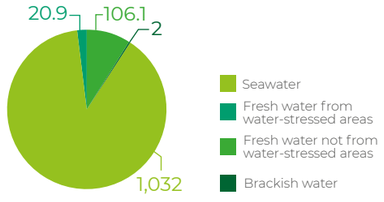
Focus on

Water positivity by 2050

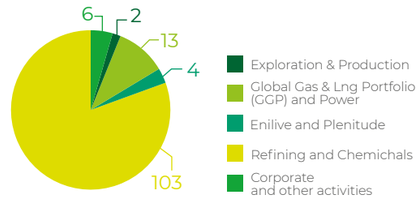
Eni, continuing on its path to safeguarding water resources, which over the years has seen it adhere to the CEO Water Mandate and publish its own positioning on water, in 2024 declared its ambition to achieve water positivity by 2050 at its operating sites, through an approach that also takes into account actions at the river basin level, inspired by the Net Positive Water Impact principles proposed by the CEO Water Mandate. As an intermediate milestone along its path towards the 2050 ambition, Eni is committed to achieving water positivity in at least 30% of its sites with withdrawals greater than 0.5 Mm^3/year of fresh water in water-stressed areas by 2035 (as of 2023). The commitment to water positivity envisages the identification of actions to safeguard water directed at the most critical aspects for the territory, in terms of availability, quality and accessibility of fresh water. Eni's actions will therefore be related to the identified needs and in consideration of the importance of the operating sites, giving priority to operating sites located in high water stress basins.

Eni conducts an annual water risk analysis (particularly on fresh water, one of the most valuable resources in the value chain) with the aim of assessing the degree of exposure to water risk for all its operations and identifying proposals for potential improvement in water management. The results of this analysis constitute an input to Business Unit planning in the process of identifying interventions and their relative priority.

TOTAL WATER WITHDRAWALS BY SOURCE
(MLN M^3)



FRESHWATER WITHDRAWALS BY SECTOR
(MLN M^3)



20 High quality fresh water is defined as water from groundwater, surface water and aqueducts.
21 Water stress areas are identified with the use of Aqueduct, a tool developed by the World Resources Institute, and monitored annually through an internal analysis carried out down to the detail of the individual operational site.
22 Water risk mitigation principles are contained in IPIECA 2021, Water management framework, 2(nd) ed.

Interview

GIUSEPPE MASCOLO
CNR IRSA
Director of the Water Research Institute of the National Research Council (CNR), an institute with over 120 researchers across five locations. Its expertise lies in water treatment aimed at the removal of priority and emerging pollutants.

Interview with Giuseppe Mascolo

Effective water governance requires solid knowledge bases and reliable, comprehensive data. What is the current situation and what elements of innovation should be considered in the forthcoming European Water Resilience Strategy?

The correct management of water resources must guarantee the satisfaction of needs for the various uses while preserving the environment and the quality of water bodies. This is an extremely complex sphere of territorial and infrastructural planning that requires both the inter-institutional collaboration of bodies in charge of resource management with the involvement of technical experts and the systematic monitoring and sharing of observational data on the hydrological cycle, the state of storage and derivation systems, water withdrawals and consumption.

Water crises are occurring with increasing frequency and intensity, highlighting deficiencies in management and infrastructure. What practices and strategies can be adopted to ensure sustainable water management?

Water crises in Italy, unlike hydrogeological events, do not damage infrastructures but cause significant limitations in water supply that drastically reduce agricultural, industrial and energy productivity. The prevention of water crises requires a multidisciplinary approach at all levels, from scientific to institutional, without neglecting the role of the end users of the resource.

In a long-term perspective, what role can scientific research play in supporting territorial management of water resources, promoting efficient use, waste reduction and a circular approach to water management?

The vulnerability of water supply in Italy is compounded by the complexity of natural phenomena linked to changing climatic conditions: (i) agricultural production models that are highly dependent on regular water availability, (ii) the ageing of hydraulic infrastructures, (iii) the fragmentation and high number of institutional, public and private entities operating the management of water collection, transport and distribution infrastructures. Action is needed on all these fronts by improving knowledge of the processes that determine water availability in catchment areas both at the socio-economic level and in relation to water uses by increasingly favouring a circular approach to resource use.

In the field of research and technological innovation, what is the added value of the cooperation between a large company like Eni and the CNR, the most important research body in Italy?

The valorization of research results is one of the most important tools through which to affect the well-being of society. Technology transfer is one of the main processes for the valorisation of research results that contributes to the growth and competitiveness of companies. In the field of research and technological innovation, the CNR, the Country's main research organisation, has a wealth of expertise built up by developing its own technologies and drawing inspiration from the sustainability requirements of the '3R concept' (reduction of impacts, recovery and reuse of energy and resources), the same requirements of a large company such as Eni.

The reduction of fresh water withdrawals is pursued by acting on several factors levers: increasing efficiency, the use of internal fresh water recycling and the replacement of high-quality fresh water sources (groundwater, surface, municipal or third-party) with low-quality water, particularly in water-stressed areas. Examples of actions in stress areas, according to the different strands are:

DESCRIPTION		MAIN ENI ACTIONS
Wastewater	Wastewater is the combination of civil and industrial effluents as well as rainwater collected and drained through sewerage or drainage systems.	Eni promotes actions to reduce water withdrawals through the reuse of wastewater, such as at: · Livorno Refinery, where a water reuse plant for industrial waste water has been in use since 2023; · Petrochemical hub in Ravenna, with a wastewater reuse plant that is expected to be operational from 2025; · Petrochemical plant in Brindisi, with a plant to reuse about 0.4 Mm^3 per year of wastewater, to be operational by 2026; · Gela biorefinery, which has increased the reuse of urban wastewater for industrial purposes since August 2024.
Reclaimed water	Reclaimed water is contaminated groundwater from sites undergoing reclamation, which requires treatment to remove pollutants before it can be returned to the environment or safely reused.	Eni is committed to enhancing the value of reclaimed water through processes for its reuse, thus reducing the need to draw high quality water. For example: · Eni Rewind at various sites, including Porto Torres, Priolo, Manfredonia and Gela, treats contaminated groundwater to enable its use for industrial and environmental purposes;
Produced water	Produced water refers to water associated with the extraction of hydrocarbons naturally present in the reservoir, which may contain contaminants (oils, heavy metals or other harmful compounds).	Eni is committed to the treatment and reuse of produced water, limiting disposal activities and favouring its valorisation through reinjection into the reservoir to increase oil recovery; examples include: · a project, in Val d'Agri in Basilicata, to treat and recover produced water (with a 72 m^3/hour plant) for industrial use by replacing equal volumes of high quality fresh water, to be launched in 2027; · optimal produced water management projects at the Meleiha site (Agiba, Egypt) where the old re-injection plant was upgraded in 2023 and a new plant was built that will allow total re-injection for production purposes during 2025; in Turkmenistan, at the Burun site, an initiative was completed that will lead to zero re-injection for disposal from October 2024.
Desalinated water	Desalinated water is fresh water obtained through the desalination process, which involves removing salt and impurities from seawater or other high salinity sources.	Eni prioritises the reduction of high quality fresh water withdrawals, replacing it with desalinated water and improving the efficiency of the water distribution network. For example: · the use of desalinators in Egypt has made it possible to eliminate fresh water withdrawals at the Zohr site from the beginning of 2022 and to minimize freshwater withdrawals at the Abu Rudeis site from November 2022.

Eni regularly conducts evaluations of its suppliers and also continuously monitors suppliers' performance with regard to their overall ESG positioning and, consequently, their water management, promoting its contractors' adoption of management systems compliant with the main international standards (ISO 14001).
Within IPIECA, Eni is committed to promoting best practices in water stewardship through a training programme and sharing of industry experiences and 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 biofuel, and is active in defining the implications of the energy transition for water resources.

Case study

Water valorization in the Gela biorefinery

A new water reuse plant has been started up at the Gela biorefinery, whose objective is to maximise the reuse of water from the purification of urban wastewater for the production of demineralized water, thus minimizing the withdrawal of water resources from the Dirillo dam. The plant, installed by Enilive, was designed by Eni Rewind as a mobile and rentable structure, in order to allow greater flexibility and adaptability to the needs of water reuse and regeneration within the biorefinery. This process allows an increase in the production of water needed for the biorefinery's industrial uses from municipal wastewater with a constant and sustainable supply of 200 m^3/h, ensuring a continuous cycle of water reuse and avoiding the withdrawal of the same amount, which would otherwise take place from natural sources.

Biodiversity

Biodiversity is essential to human well-being, providing critical resources such as food, medicine, energy, clean air, and water. It also plays a key role in enhancing resilience to natural disasters and offers valuable cultural and recreational benefits. Each ecosystem has unique characteristics that vary deeply depending on geographical areas, environmental conditions, and ecological interactions. Operating globally and across diverse ecologically contexts, Eni recognizes the importance of assessing, preventing, and mitigating the potential impacts of its activities, taking into account the type and complexity of the projects, the biodiversity characteristics of the site, and the surrounding social context. Impacts may be more significant when activities take place within or near sensitive areas for biodiversity conservation, such as critical habitats, protected areas, and Key Biodiversity Areas (KBAs). To manage these aspects effectively, Eni has adopted a Biodiversity and Ecosystem Services (BES) management model, applied to sites operated by the Company and developed through long-term collaborations with leading international organizations in biodiversity conservation.
The BES management model is based on the assessment of biodiversity loss risk and includes: (i) mapping sites in relation to protected areas and KBAs to identify those at higher risk of significant impact; (ii) conducting in-depth studies (BES Assessment) to characterize the environmental and operational context, identify and assess dependencies, as well as direct and indirect impacts; (iii) confirming priority sites among those that, following in-depth studies, show significant residual impacts; (iv) designing and implementing Biodiversity Action Plans (BAPs) for priority sites to mitigate negative impacts and, where possible, strengthen the benefits. Impacts are managed through the systematic application of the Mitigation Hierarchy, which prioritizes preventive measures over corrective ones to avoid no net loss of biodiversity and, where possible, achieve a net gain.
Additionally, BAPs define objectives, monitoring, timelines, responsibilities, and performance indicators, and are periodically updated throughout the project's life cycle to ensure effective risk management. This model allows for the effective handling of the specificities of each environmental context, ensuring concrete and measurable actions for the protection of local biodiversity. For details on the site mapping results for 2024 and the ongoing BAPs, see **Sustainability Statement** and **eni.com**.

POSITIONING

"NO GO" policy
Eni does not conduct oil and gas exploration and development activities within the boundaries of Natural Sites included in the UNESCO World Heritage List.

BES Policy
Eni recognizes the importance of biodiversity for human well-being and business, by promoting an active and integrated biodiversity management approach for all operations, within contexts with varying ecological sensitivities and regulatory frameworks.

Eni's position on water
Eni promotes responsible and efficient management of the water resource, protecting marine and freshwater ecosystems.

Eni's position on biomass
Eni ensures a certified and traced biomass supply, excluding feedstock from ecosystems important for carbon capture or high biodiversity value.

BES MANAGEMENT MODEL

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

Implementation of BAPs
Plans that define actions to mitigate impacts and to conserve or enhance biodiversity, ensuring an effective risk exposure management.

Mitigation Hierarchy
A tool at the heart of the BES management model, it is a preferred sequence of actions to prevent and avoid impact. Where this is not possible: minimize and, when impacts occur, restore. Where significant residual impact remains, compensate for related risks and impacts.

Case study

Biodiversity conservation in the development of energy from renewable sources - Bonete solar plant

Integrating biodiversity and ecosystem services conservation into renewable energy development strategies is crucial to ensure a sustainable energy transition. Although the expansion of renewable energy is key to reducing global greenhouse gas emissions, large-scale development can threaten biodiversity by altering natural habitats and compromising local species if not properly planned and managed. To contribute to addressing these challenges, Eni and Plenitude have jointly joined the 'Renewables Project-REN2' of the International Union for Conservation of Nature (IUCN), alongside four other energy companies. The project lasted for two years and concluded in 2024 with the publication of four guidelines primarily aimed at developers of solar and wind plants, regulatory bodies, and decision-makers in spatial planning. The guidelines provide tools for evaluating cumulative impacts, selecting optimal locations for solar and wind plant development, and ensuring a responsible sourcing of materials. They also promote management practices that go beyond impact mitigation, contributing positively to local biodiversity. The case study on improvement actions at Plenitude's Bonete Solar Park is an example of these practices.

The Bonete solar plant, located in Castilla La Mancha in the Albacete province (Spain), began operation in May 2020. It consists of two adjacent solar plants (Bonete II and Bonete III), covering a total area of 177 hectares. The plant is located about 1 km from a Special Protection Area (SPA) within the Natura 2000 network, called Área Esteparia del Este de Albacete, an area of particular importance for the conservation of steppe bird species. In compliance with environmental regulations, the project implemented various environmental measures, with a special focus on biodiversity conservation. The management approach follows the steps of the mitigation hierarchy, with the aim of contributing to the enhancement of biodiversity in the project area. The implementation of solar plants can, in fact, provide significant biodiversity benefits through targeted strategic practices.

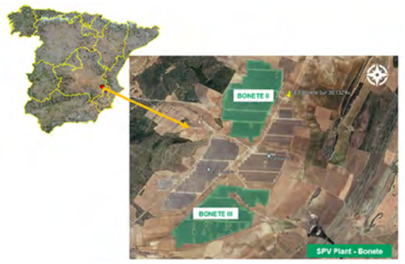


FIGURE 1. Bonete Solar Plant Location

Among the main initiatives applied at the Bonete plant is the vegetation management plan. The area is primarily characterized by shrubs and annual grasses, providing refuge for birds and small mammals and contributing to a healthy habitat for various species. Initially, barley cultivation was planned within the plant, a crop that requires use of agrochemicals and intensive soil management. The vegetation plan replaced barley with grasslands and deliberately avoids the use of herbicides and agrochemicals. This approach promotes a healthier and more diverse arthropod community, particularly benefiting pollinators and increasing food availability for birds, with benefits on the overall ecosystem balance. A tangible result of this improvement is the recent presence of a male Little Bustard (Tetrax tetrax) that has chosen a plot within the Bonete plant as a lek area. Little Bustards lek areas are indicators of high-quality habitats, providing adequate resources for females and chicks. In addition to managing the internal vegetation, reforestation with native species was carried out in surrounding areas and along a green barrier that encircles the entire plant, with regular monitoring of the plantings.

Further biodiversity improvement actions included measures to support wildlife. Among these, the installation of bird and bat boxes provided nesting sites, which are often limited in nature due to agricultural intensification and consequent habitat loss. By increasing the availability of safe nesting sites, these actions support bird and bat populations near solar plants, contributing to natural insect control and helping to maintain ecological balance.

Water feeders were also installed, crucial for ensuring the survival of young birds, especially in an area with an arid climate. Targeted interventions were made on the plant's fencing to allow wildlife movement and improve wire visibility, thus preventing bird collisions. Lastly, an agreement was signed with a neighboring farm to implement agro-environmental measures supporting the conservation of the Great Bustard (Otis tarda) and other steppe bird species, which are vulnerable due to habitat loss and intensive agricultural practices. The measures include habitat restoration interventions, creating suitable breeding and foraging areas, and thus supporting the conservation of these species.

FIGURE 2. Little bustard inside the plant

Circular economy

Eni's commitment to the circular economy is expressed both in the **Code of Ethics** and in the internal regulatory framework which promote production and consumption models based on the regenerative principles of the circular economy, aimed at reducing the use of virgin and non-renewable resources. These principles are applied to Eni's activities, through actions aimed at improving efficiency, reducing waste, maximising the recovery and valorization of waste and by-product, using secondary raw materials or renewable sources, extending the lifespan of its assets and innovating processes and products, in order to reduce the impact on the environment and generate value for society.

DOWNSTREAM	The focus is on both the study of waste-to-energy solutions for the production of new energy carriers and the transformation of traditional refineries into biorefineries.	Enilive's circular projects include the production of advanced biofuels mainly derived from waste such as exhausted cooking oils – along with a residual portion of vegetable oils – and the production of biomethane from organic residues (agricultural and agro-industrial waste, livestock wastewater and organic waste). At the Sannazzaro site, Eni is currently assessing the transformation of non-recyclable waste into methanol and circular hydrogen with Waste-to-Chemicals technology, while the reconversion of the Livorno refinery for the production of HVO, which will be added to the Enilive biorefineries in Venice and Gela, was started in 2024.
VERSALIS	It is leading various circularity and sustainability initiatives in the field of bio-based chemicals, including through the recent acquisition of Novamont. Versalis has strengthened its commitment to feedstock diversification through the use of raw materials from renewable sources, such as biomass, for the production of chemicals, plastics and other products. Versalis is committed to developing products containing recycled materials alongside complementary recycling technologies, both mechanical and chemical, for plastics and rubbers, supported by internal research and collaborations with associations, consortia and other actors in the supply chain.	In 2024, REFENCE™[23] was launched, a range of recycled polymers for food contact packaging for polystyrene applications, such as yoghurt pots, meat and fish trays and other rigid and expanded packaging. In the same year, at the Porto Marghera site, construction of the company's first plant for processing recycled plastic's polymers was completed, with start-up scheduled for early 2025. Development activities of the new proprietary technology also continued with the construction and start-up of the Hoop® demonstration plant at the Versalis industrial site in Mantua. Based on the Hoop® proprietary technology,, this plant will transform mixed plastic waste – non-recyclable through mechanical process – into a second raw material (recycled oil) that can be used, together with the traditional raw material, to produce polymers with the same characteristics as virgin ones.
ENI REWIND	It valorizes soils, water and industrial and remediation waste with projects for the rehabilitation and reconversion of brownfield sites, applying state-of-the-art solutions and proprietary technologies.	Eni Rewind has planned the implementation over the next three years of a plant in Viggiano (PZ) for the treatment and recovery of produced water associated with the extraction of hydrocarbons. This will prevent the need for liquid waste to be managed by tanker, as these waters will instead be recovered, treated and reused in industrial processes. In addition, in 2026 the start up of the Ponticelle (RA) bio-remediation plant is planned. This facility will focus on the valorisation of soil from remediation activities and it will include the creation of an environmental platform for the sorting and preparation of industrial waste to maximize and optimize the subsequent recovery process.
UPSTREAM	It focuses on the repurpose of mature assets that have reached the end of their production phase, including the reuse of single components and recycling of materials.	Screening activities were carried out to identify future options for the reconversion of oil and gas assets (both onshore and offshore) in 2024. The currently most promising opportunities concern, in particular, the reuse of platforms for the installation of offshore data centre facilities (with feasibility studies planned in 2025 for facilities in the Adriatic Sea) and the reuse of onshore sites for the construction of wind and photovoltaic power plants (in 2024, the potential for the reconversion of some Italian industrial areas was investigated).
PLENITUDE	Plenitude focuses its commitment on revamping and repowering studies to extend the useful life of its assets and, through research activities, on analyzing decommissioning scenarios for plants producing power from renewable sources.	In 2024, the activities of the European MSCA project[24] FiberLoop, which aims to promote the use of circular economy strategies for composite materials, improving their recyclability and expanding their applications, were launched.

23 NEWER™ technology enables the purification of recycled polymers, ensuring compliance with EU Regulation 1616/2022 on recycling.
24 MSCA (Marie Skłodowska-Curie Actions) projects are funding programmes that support the training and career development of research workers. These projects are oriented towards international, intersectoral and interdisciplinary research, with the aim of increasing the skills and innovation capacity of researchers in Europe and worldwide.

Case study

Circularity assessments on Gela and support functions

The path towards measuring circularity at Eni began in 2020 with the consolidation of a measurement model, which later evolved into collaboration with the Italian standardization body UNI. This synergetic work led to the issue of the UNI TS 11820 standard in 2022 and its revision in 2024. The approach adopted by the standard is systemic and considers multiple aspects in line with the principles of circularity shared by the two models. In particular, starting from the cardinal principle of systemic thinking, i.e. the development of circular business models, the standard dwells on areas such as the generation, optimization and preservation of value, which in operational terms means efficient resource management with particular attention to 'circular' resources such as secondary and renewable material resources, as well as the recovery of production residues and the reuse of resources. No less important are technological innovation, awareness of its impacts and traceability of information, collaboration and inclusiveness of all actors in the value chain and stakeholders. The standard structures the evaluation on a large number of indicators and envisages two distinct schemes for 'product' and 'service' organizations. According to the scheme for 'product' organizations, an assessment was carried out on the Gela biorefinery to measure the circularity on the boundary of the biorefinery's activities, i.e. the transformation of biofeedstocks into biofuels, in particular HVO products (Hydrotreated Vegetable Oil - HVO diesel, HVO naphtha, HVO LPG, Biojet). The preliminary assessment, conducted with a third party on performance in 2023, yielded a positive result with a *circularity level* (LC) of over 61%, calculated on the 42 KPIs applicable in this area. This result provided valuable feedback, highlighting possible areas for future improvement. The next step will be the update of the 2024 performance assessment and the possible third-party verification of the circularity claim. At the same time, in the area of 'services' organization, the activity on Support Functions took place. In December 2024, for the first time in Italy, the Certiquality audit took place jointly with Accredia to verify the claim of circularity of Eni's Support Functions using the UNI TS 11820:2024 compliant model. The scope of the assessment covered the Business Support processes and services provided in the offices in Italy. This measurement was carried out on the basis of 42 indicators, with a final result of 45.83% LC of the aforementioned activities, a figure that underlines the commitment of the corporate functions involved towards increasingly sustainable management.

Focus on

Chemistry from renewable raw materials and circular economy initiatives

As part of the development of circular economy projects, a key strategic driver for Eni's chemical business, Versalis launched a collaboration with Crocco (SpA SB), an innovative company in the flexible packaging sector. The aim is to produce food packaging film made with material from the Balance® range, from the recycling of post-consumer plastics from chemical recycling for the large-scale retail market. In addition, Versalis, following the collaboration with Forever Plast, launched REFENCE™, an innovative range of recycled polymers for food contact packaging. The new products, developed thanks to the NEWER™ technology, will enhance the Versalis Revive® portfolio from mechanical recycling. To develop an increasingly sustainable industrial supply chain model, Versalis signed an agreement with Bridgestone and BB&G Group aimed at transforming end-of-life tires (ELTs) into new tires. Finally, Versalis launched ReUp, a new brand in the furniture and home decor sector for the production and marketing of plastic solutions obtained in whole or in part from renewable or recycled raw materials. In line with the strategy to strengthen the market share in high value added segments, Versalis finalized the acquisition of 100% of Tecnofilm SpA, a company specializing in compounding sector.
In January 2025, Versalis signed a strategic partnership for technology licensing in the phenol chain with Lummus Technology, a company specialized in technological processes and innovative energy solutions. With this new partnership, Lummus and Versalis will develop more sustainable technology solutions and maximize efficiency, helping to meet customers' evolving needs for productivity, energy efficiency and sustainability goals.

WASTE

Regarding waste management, Eni pays particular attention to the traceability of the entire process and to the verification of the parties involved in the disposal/recovery chain, searching for all feasible solutions to prevent the generation of waste.
Almost all Eni waste in Italy is managed by Eni Rewind, which uses the digitalization instruments implemented since 2020 to improve the efficiency and monitoring of its waste management process. In order to limit the negative impacts related to waste, exclusive use is made of authorized parties, favouring recovery over disposal, in line with the priority criteria indicated by EU and national regulations. Eni Rewind, based on the characteristics of the individual waste, selects technically viable recovery/disposal solutions, prioritizing recovery, treatment operations that reduce the quantities to be sent for final disposal and suitable plants at a shorter distance from the waste production site. Furthermore, periodic audits are carried out on environmental suppliers, in which their operational waste management is assessed.
Waste treatment is mainly carried out at off-site third-party plants, appropriately authorized according to local regulations. In all the companies in which Eni operates, it is committed to complying with current waste legislation and reducing the environmental impacts associated with the various phases of the management process. For this reason, Eni monitors the evolution of sector regulations and adopts tools and procedures to support waste management. Among the tools Eni adopts there is also the involvement of HSE structures in the evaluation of suppliers and the use of IT applications that support waste management.

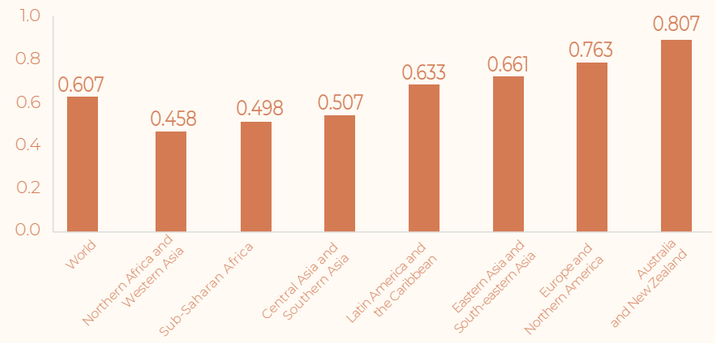
Value of our people

REFERENCE CONTEXT

WOMEN'S EMPOWERMENT

The Women's Empowerment Index (WEI) evaluates women and girl's achievement in expanding their capabilities across five dimensions to make choices and seize opportunities in life: life and good health; education, skill-building and knowledge; labour and financial inclusion, participation in decision-making; freedom from violence. The lower value of WEI is Northern Africa and Western Asia, with Sub-Saharan Africa, Central Asia and Southern Asia slightly better, while the highest value is Australia and New Zealand, followed by Northern Europe and Northern America.

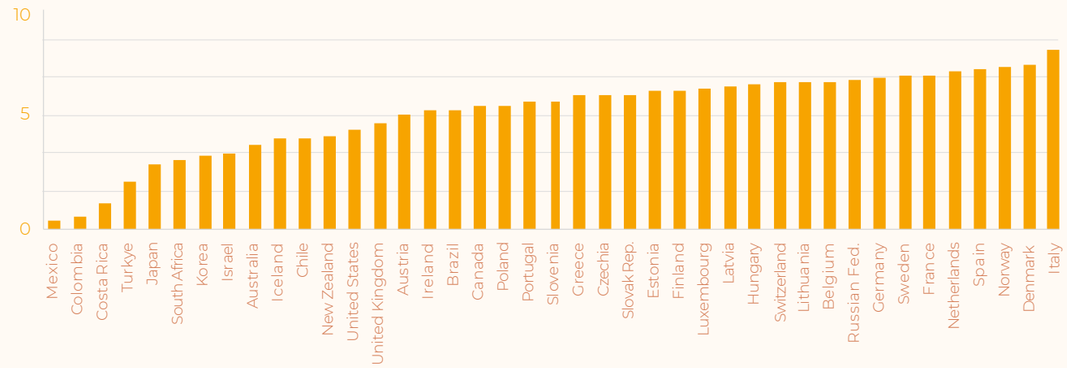
WOMEN'S EMPOWERMENT INDEX (WEI)



Source: © 2024 United Nations Development Programme (UNDP) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), The path to equal. Twin indices on women's empowerment and gender equality, New York, 2023.

WORK-LIFE BALANCE

Finding a work-life balance is a challenge for all workers. The ability to successfully combine work, family commitments and personal life is important for the well-being of all members in a household. An important aspect of work-life balance is the amount of time a person spends at work. Evidence suggests that long work hours may impair personal health, reduce safety and increase stress. Furthermore, the more people work, the less time they can spend on other activities, such as personal care or leisure. The amount and quality of leisure time is important for people's overall well-being and can bring additional physical and mental health benefits.



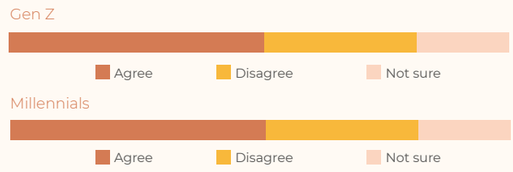
Source: © 2025 OECD, Better Life Index, seen on March 2025.

MENTAL HEALTH

According to a Deloitte survey, 48% of Gen Z and 47% of millennials say that mental health support and policies are very important to them when evaluating a potential employer: it is among the first factors they consider, along with people within the organisation, gender equality efforts and diversity, equity and inclusion practices.

Source: Mental health deep dive based on the 2024 Gen Z and millennial survey, Deloitte.

When it comes to mental health, I have seen positive changes within my workplace in last 12 months



Employment challenges

Why is it important for Eni?

Eni's people play a key role in the energy transition, which is primarily driven by technological transformation. Our people have always been a core element of our corporate culture and represent a crucial lever for value creation. Human capital development, based on a fair, inclusive and transparent approach, is carried out by ensuring the effective evolution of skills and behaviours, fostering an innovative mindset and inspirational leadership – also in support of the consolidation of the new satellite business model. We remain strongly committed to strengthening engagement and work-life balance through continuous focus on our Welfare and People Care offerings.

LUCA DE SANTIS HEAD OF HUMAN RESOURCES AND ORGANISATION AT ENI

Read more

FOR MORE ON IMPACTS, RISKS AND OPPORTUNITIES

See the section Eni's own workforce in the **Sustainability Statement**

Human capital[25] 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.

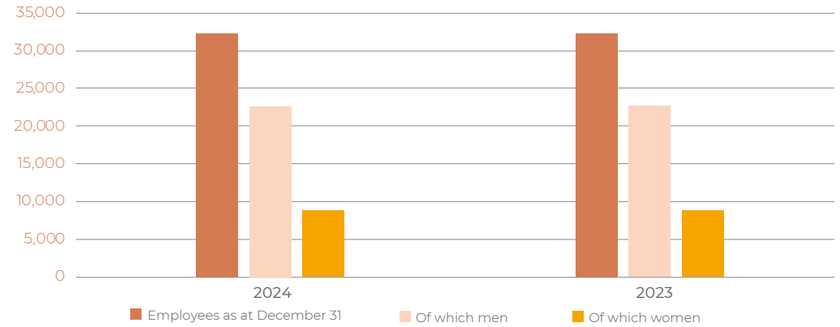
In line with Just Transition, Eni favours the redeployment of workers in new or transformed activities. In 2024, interventions continued to revise professional models and skills, including both soft skills and hard skills. This approach was adopted to ensure effective transition management and manage industrial conversion, also through initiatives aimed at enhancing internal skills with training and internal mobility programs. This includes training initiatives on topics such as the circular economy, decarbonization and renewable energy.

Eni has also introduced a new resource management model, with customized development paths consistent with the new business model, in order to enhance the value of different professional skills, encouraging inclusion, motivation, a sense of belonging and proactivity.

Talent attraction remains a priority, with initiatives aimed at responding to the needs of the different business lines, ensuring the continuous adaptation of professional skills. To this end, the company implements structured orientation programmes to accompany the new generations towards a more conscious choice of which training and professional path to take, together with Talent Attraction plans for both Expert and Junior profiles. At the same time, initiatives are developed aimed at preparing pools of people who can best represent the Eni brand strategy and business (Global Ambassador Programme). Finally, the Employer Branding activities implemented through recruiting campaigns on the main media, digital and traditional channels remain central.

2,616
resources hired on a permanent basis

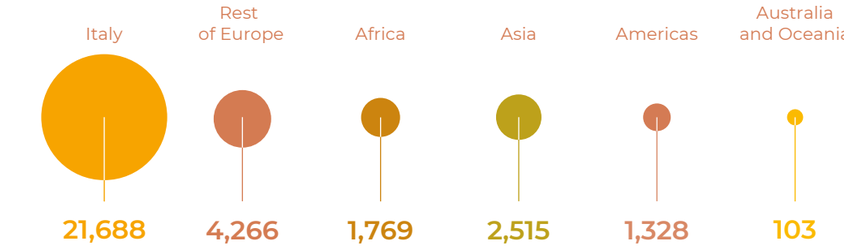
EMPLOYEES*



31,669
Eni People

* 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.

EMPLOYEES BY GEOGRAPHICAL AREA



110
nationalities

25 Represented by all direct employees operating in Italy and abroad.

53%
of permanent hires involved employees up to 30 years of age

The decrease in overall employment is attributable to M&A transactions (disposals in the Enilive and Upstream areas partially offset by the acquisitions of the Aten Oil and Neptune groups) and to the balance of operating efficiency. Overall, there were 2,981 hires in 2024 (+13.3% approx. vs. 2023) of which 2,616 with permanent contracts (+34.2% approx. vs. 2023). About 53% of permanent hires involved employees up to 30 years of age. There were 3,183 terminations (902 in Italy and 2,281 abroad), of which 2,813 were employees with permanent contracts, with an incidence of female staff equal to approx. 36%. The average presence of local staff abroad is substantially constant and on average around 86% in the last three years. The average age of Eni's people worldwide is 44.9 years (45.6 in Italy and 43.4 abroad), substantially in line with 2023 (44.7) thanks to the significant turnover work and the recruitment program for innovative professionals and junior figures.

HUMAN RIGHTS IN THE WORKPLACE

Starting from 2020, a risk-based model was introduced for assessing the protection of human rights in the workplace aimed at segmenting Eni companies on the basis of quantitative and qualitative parameters that capture the specific characteristics and risks of the Country/operating context and that relate to the human resources management process (including the fight against all forms of discrimination, gender equality, working conditions and freedom of association and collective bargaining). This approach identifies any areas of risk, or improvement, for which specific actions should be defined and monitored over time. The model has been progressively extended to Group companies, starting with those in the upstream sphere, which will be affected by its application in 2021. A set of standard mitigation actions deriving from the application of this risk-based model for assessing the protection of human rights in the workplace has also been disseminated to all Eni companies.

INDUSTRIAL RELATIONS

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 such as 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[26] (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 2024, the annual meeting of the EWC and the European Observatory on Workers' Health, Safety and Environment was held, as well as the three annual meetings of the EWC Select Committee with the competent functions of Eni, including one at the Gela biorefinery. Lastly, at global level, mention should be made of the Global Framework Agreement on International Industrial Relations and Corporate Social Responsibility (GFA), which is set to be renewed in 2025 and for which the usual global meeting was held in December 2024.
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 40.1%. 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.

26 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 initiatives and service for the well-being of Eni people	Initiatives and services for well-being through the enhancement of interventions in the areas of health, social security, income support, housing and family management to seek a proper balance of work activities with an increasingly attentive approach to the personal and social sphere. The aim of the Protocol is to make Eni's welfare offer evolve in line with the changed external context and the new needs of the corporate population, updating and improving the basket of services, initiatives and tools to improve the quality of work and life of employees and their families, making them easier to access and more equitable throughout the territory. The Welfare Enhancement Plan included interventions in the areas of health, social security, income support, housing and family management support.	Eni, Trade Unions
INSIEME Protocol	Among the tools to achieve the engagement of workers with reference to issues related to sustainable transition. The agreement establishes the birth of a new model of industrial relations, to effectively accompany the transformation processes and to share a Generational Pact that allows the renewal and updating of professional skills and the construction, together with the stakeholders, of a clear regulatory framework, favourable to investment and able to combine economic-financial sustainability with environmental and social ones.	Eni, Trade Unions
Global Framework Agreement on International Industrial Relations and Corporate Social Responsibility (GFA)	The Agreement represents a concrete commitment by Eni to steer sustainability guidelines, define strategies based on the principles of integrity and transparency, promote the fight against corruption, and uphold human rights, labour rights, health and safety, environmental protection and sustainable development. As part of the annual meeting, it involved Eni's international and European employee representatives, Italian trade union representatives and a representative from the IndustriALL Global Union. For each meeting, detailed documentation is shared and the minutes, signed by both parties, are drafted to include what has been agreed upon and discussed.	Eni, IndustriALL Global Union and trade unions Ficltem Cgil, Femca Cisl, Uiltec Uil

Focus on

Minimum wages

In the Countries in which it operates, Eni guarantees its people the application of fair and competitive remuneration policies with respect to their roles and professional skills, which are also aimed to ensure a decent standard of living, above mere subsistence levels, legal/contractual minimums in force, as well as minimum remuneration levels found in the local market.
Eni applies, in each Country in which it operates, references wage policies that are well above the legal/contractual minimums, as well as the first decile of the local wage market, and annually verifies the salary positioning of its people, taking any corrective actions. The references that Eni uses for comparison are the minimums established by law or by contract in each Country and the market minimums of medium/large local 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

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

Key

- ● 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.

DIVERSITY & INCLUSION: THE VALUE OF UNIQUENESS

Consistently with what is expressed in its Mission, Eni is aware that integrating the principles of diversity and inclusion into business processes enables it to develop the well-being of all Eni people as individuals and as part of the corporate system, as well as to generate a greater drive towards innovation and sustainable development and to stimulate individual contribution in an increasingly inclusive organization.
Eni's approach to Diversity & Inclusion (D&I) is based on specific reference principles and commitments made by Eni, such as Enhancement of Diversity, through which Eni is committed to the recognition and respect of individual characteristics; Equity, which guarantees equal opportunities and access to company resources and opportunities; Uniqueness, which enhances the peculiarities of each person through listening and inclusion; and Inclusiveness, which fosters an open, collaborative work environment based on the values of transparency, sustainability and listening.
In 2024, a communication plan was also implemented to disseminate the **Policy D&I** among employees in operational contexts in Italy and abroad. The D&I Policy was also adopted by Eni's companies and subsidiaries abroad as required by Eni's regulatory system.

AREAS OF D&I INTERVENTION

Gender
Gender equality is recognised as a core value for global development and a just transition, in line with Eni's approach to Diversity & Inclusion, based on the fundamental principles of non-discrimination and equal opportunity. In 2024, activities for women's empowerment continued with a particular focus on parenting and the implementation of the gender equality management system.

Interculturality
Eni, with a strong international presence, considers interculturality a key value of diversity. Training and awareness-raising actions also continued in 2024 in local realities through specific workshops on D&I policy and its application in the local context.

Intergenerationality
Eni works to ensure that its people are aware of the importance of avoiding stereotypes arising from age differences. In 2024, a listening initiative focused on the company's organizational reality was carried out and an event was promoted to review the values and work drivers that unite and distinguish people of different generations and the way they relate to each other in the company.

Disability
Eni considers all forms of physical, cognitive and sensory fragility and actively works to raise awareness and identify actions for improvement. In 2024, a listening initiative on people with disabilities was launched and activities continued for the accessibility of buildings and IT tools. In addition, Eni continued its collaboration with Auticon and launched a partnership with the Italian Dyslexia Association as proof of its growing commitment to neurodivergences.

Sexual orientation and gender identity
Particular attention is paid to the dissemination of an inclusive mentality on sexual orientation and gender identity through engagement, listening, awareness-raising and communication actions addressed to all employees in Italy and abroad, respecting local cultures. An internal event was organised in 2024, which provided the opportunity to hear inspirational stories about coming out and the related challenges in the sports, work and family spheres.

Focus on

Actions for D&I

TRAINING

- Enriched D&I Matters, a course open to all Eni employees, offering modular and interactive training with a focus on inclusive language, self-limiting biases, and Artificial Intelligence.
- An online course is made available to Eni people using virtual reality whose objective is to enable those involved in recruiting and selection to have the necessary skills to manage possible unconscious biases related to diversity and inclusion issues in the selection process, and more generally in management interviews.

Around **9,000** participants in D&I Matters.

COMMUNICATION

- The #EniforInclusion programme was implemented during 2024 with dedicated D&I events both at the Milan and Rome offices and at the operational sites in Italy and abroad, allowing for a greater dissemination of the culture of inclusion also at business units characterized by an high level of operations.
- In 2024, a special focus in communication events was given to Eni's D&I Policy, which was shared with colleagues to ensure its implementation at all levels.

9 events organized in Italy; **3** events abroad; **3** webinars; **4** podcasts.

LISTENING

- The 'Design Our Inclusion' project, launched in 2023, led to the generation of new ideas and initiatives with the aim of breaking down barriers to inclusion identified through the active contribution of colleagues. In 2024, an in-person D&I event was organized to give feedback on the results of the work carried out to all Eni people, and the listening activities continued with a focus on the issues of Disability and Fragility and intergenerational comparison.
- The engagement and direct listening process with foreign companies, launched in 2022, continued with the aim of assessing the level of awareness on D&I issues and identifying specific needs and opportunities for improvement within each local context.

To date, a total of **26** Countries (of which 5 in 2024) and a total of **290** resources from the Global Natural Resources and Industrial Transformation business areas have been involved.

D&I COMMUNITY

- The engagement of Eni people in Italy and around the world continued through an internal engagement tool that enables the sharing of both in-house events and those organized by associations of which Eni is a member, as well as the celebration of international days dedicated to D&I issues.
- An important aspect is the call to action, which aims to involve colleagues, supporters of D&I values, willing to tell their own inclusion story.

About **2,000** members of the D&I Community in Italy and abroad and about **400** posts.

WOMEN'S EMPOWERMENT

Actions to attract female talent continue, through the organization and promotion of initiatives for students to orientate them towards STEM (Science, Technology, Engineering and Mathematics) subjects, with a focus on gender equality, and the growing and effective testimony of internal Role Models and Ambassadors, for equal opportunities in the work environment of the energy sector. In 2024, Eni maintained its collaboration with Valore D and, in the procurement area, with Open-ES for the dissemination of D&I strategies in the supply chain with a focus on SMEs. In 2024, the design of an initiative called WIP (Women in Power) was completed, which will be fully implemented in the first half of 2025. This initiative concerns specific training aimed at promoting professional development and is part of the actions **to promote and enhance the presence of women within the company**. Eni renewed its partnership with Woman X Impact, the annual summit dedicated to issues relating to gender parity, female leadership and self-branding through female networking. Among other activities, in-person events were held at the headquarters in Rome and Milan where the role of women in the STEM world, female leadership styles and the importance of networking were discussed.
The percentage of women in non-managerial positions in 2024 stands at 27.5% compared to 26.5% in the previous year. In 2024, the percentage of second level women managers reporting to the CEO is 51% of the total. Eni monitors data on the presence of women in the company's various functions. The professional areas with a higher proportion of female personnel are respectively Corporate Affairs and Governance (69%), External Communication and Identity Management (66%), Human Resources (65%), Legal (60%) and Transversal (Secretary/Back Office/General Management etc.) (60%). Furthermore, in Italy in 2024, the percentage of women in the DIT and Engineering professional areas is 32.0% (25.4% in 2023) and 19.8% (19.6% in 2023) respectively.

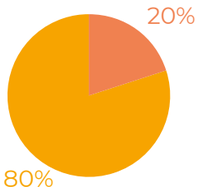
+1 percentage point
women in total population vs. 2023

Focus on

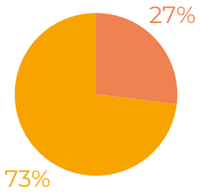
Gender pay gap

The global Gender Pay Gap at Eni is +6.8%. The increase compared to 2023 is the result of the acquisition/divestment of foreign companies and can be influenced by objective and non-discriminatory factors and not considered by the indicator, such as: level of professional category and role held, seniority in the role, working hours and conditions (e.g. shifts and related allowances), individual performance, as well as the number and distribution of the female population in the different Countries and professional categories compared to the male population. Therefore, Eni carries out further analyses, the objective factors mentioned above being equal, in order to highlight any unjustified gaps and take appropriate corrective actions. In particular, in 2024 the analysis at the same level of role/seniority showed a global average pay gap of 2.1%.
Eni's commitment to eliminating the gender pay gap translates into an integrated approach based on both dedicated remuneration actions and broader initiatives aimed at supporting women in accessing job opportunities and career paths. For example, Eni promotes initiatives focused on involving female students in STEM paths and raising awareness of gender stereotypes and diversity.
In the following graphs, the overall presence of women is analysed according to decreasing salary levels represented by the statistical practices[27] of ninth decile, third quartile, median and first quartile. In particular, compared to an overall female presence in Eni of 28.3%, there is a lower presence in the lowest salary levels (below the first decile, equal to 22%) and in the highest salary levels (above the ninth decile, equal to 20%).

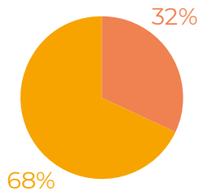
% remunerations higher than 9th decile



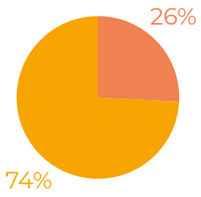
% remunerations higher than 3rd quartile



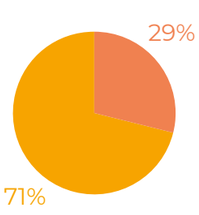
% remunerations between 3rd quartile and median



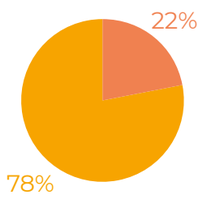
% remunerations between median and 1st quartile



% remunerations lower than 1st quartile



% remunerations lower than 1st decile



Women Men

27 The statistical reference wage practices are as follows: ninth decile: 90% of wages rank below the reference; third quartile: 75% of wages rank below the reference; median: 50% of wages rank below the reference; first quartile: 25% of wages rank below the reference; first decile: 10% of wages rank below the reference.

Interview

Interview with Barbara Falcomer

BARBARA FALCOMER
GENERAL DIRECTOR OF VALORE D
a non-profit association of companies promoting gender balance, diversity and inclusive culture in organisations.

What tools and strategies does Valore D deploy to accompany companies towards a more inclusive culture free of gender stereotypes?

Since 2009, Valore D has been working alongside companies wishing to create inclusive, innovative and sustainable working environments. Valuing the uniqueness of people has in fact become a real challenge for organizations not only from an ethical point of view, but also from a business point of view: equity and wellbeing policies generate higher levels of productivity, superior financial performance, an increase in the ability to attract talent and a better ability to respond to stakeholder needs. Our Association supports companies in this path of organizational maturity, providing the network with training and awareness-raising products, measurement tools, mentorship paths, research and good company practices, and the possibility of tailor-made projects to meet the specific needs of each reality. We have always believed that changing the culture is only possible if we work together: this is why we also aim to strengthen public-private dialogue, bringing the commitment of companies and their most innovative practices to the attention of institutions, with the aim of fuelling a virtuous circle to the benefit of the community.

How can women's empowerment be transformed from a declared objective into a structural change within organizations?

Companies wishing to strengthen women's empowerment must approach the issue as if it were a business case: that is, they must be able to create a real strategy that includes actions, objectives, KPIs and measurement tools that track the results achieved. In particular, it is very important to build a path that contemplates the reinforcement not only of 'hard' skills but also of those commonly referred to as soft skills, which pertain to people's leadership, for example listening, problem-solving and managing complexity, through adequate training ranging from junior level to C-level, mentorship and sponsorship programmes, which also facilitate networking. In addition to this, it is indispensable to work on breaking down all those barriers – especially those related to motherhood and care responsibilities – that often-hinder women's growth, creating work environments that favour work-life balance and fair and shared parenting. None of this, however, would be possible without a strong commitment that starts from top management and embraces the entire organization, and without shared principles and values that guide the actions of the entire context.

How does the collaboration with Valore D support Eni in its path towards a fairer and more inclusive work environment?

Eni is not only a long-standing member, who has accompanied us for many years, it is also a travelling companion, who over time has contributed to governance as part of the Board of Directors, taking part in the Association's strategic decisions, and has supported our most ambitious projects. Indeed, Eni's support is fundamental for the Inspiring Girls social innovation programme, which in 2017 was brought to Italy precisely by Valore D. With Inspiring Girls we target girls and boys in secondary school, to encourage them to follow their own aspirations free from stereotypes, through confrontation with role models working in particularly challenging fields, such as the STEM field. Dialogue in the classroom with expert figures who have managed to go beyond the traditional imagery is in fact the best example to show that there are no male or female professions, but only careers that meet everyone's passions. Thanks to Eni, Valore D has signed a collaboration agreement with Open-es, being able to bring to this large network of companies, people and organizations its know-how and its concrete contribution to the development and growth of social sustainability. With its participation in Open-es, Inspiring Girls and the activities of Valore D, Eni demonstrates every day that it is a promoter of cultural and social change and embodies an ongoing commitment to building a fairer and more sustainable world.

WELFARE

Eni has adopted a corporate welfare and benefits system that includes a set of services, initiatives and tools designed to improve the well-being of employees. Eni's Smart Working (SW) model, introduced with an agreement signed in October 2021, provides all employees in Italy with a flexible working mode that allows up to 8 days a month for office locations and 4 days a month for operational sites. This model also includes numerous welfare options to support not only parenthood and disability, but also the health of individuals or their cohabiting family members. The model was further enriched with an option to manage temporary, sudden and unplannable health problems of a cohabiting member of the family unit. The Smart Working model has also been progressively adopted in Countries where Eni is present, in compliance with local regulations.

With reference to parenting issues, in all Countries of presence, Eni has continued to recognize 10 working days paid at 100% to both parents, a minimum of 14 weeks of leave for the primary carer as per ILO convention and payment of an indemnity equal to at least 2/3 of the salary received in the previous period. In addition, at least 80% of Eni's local workforce is based in Countries whose legal framework provides for a fully paid maternity leave of at least 12 weeks.

With regard to welfare services, Eni offers a plan of initiatives aimed at meeting the needs of families, with services ranging from educational and recreational assistance for children to assistance for non-self-sufficient family members. In addition, there are initiatives to health and psychophysical well-being, including dedicated prevention initiatives, psychological help desk and the availability of affiliated sports facilities. Eni also offers income support measures, such as subsidized loans, supplementary pensions and supplementary health care.

The year 2024 was characterized, on the one hand, by the consolidation of the new service lines in the field of parenting activated following their definition in the NOI Protocol signed with the trade unions, and, on the other hand, by the launch of a phase of study and analysis of the existing offer, also through benchmarking, in order to identify actions to redefine and improve the actual measures.

Case Study

Employee Stock Ownership Plan

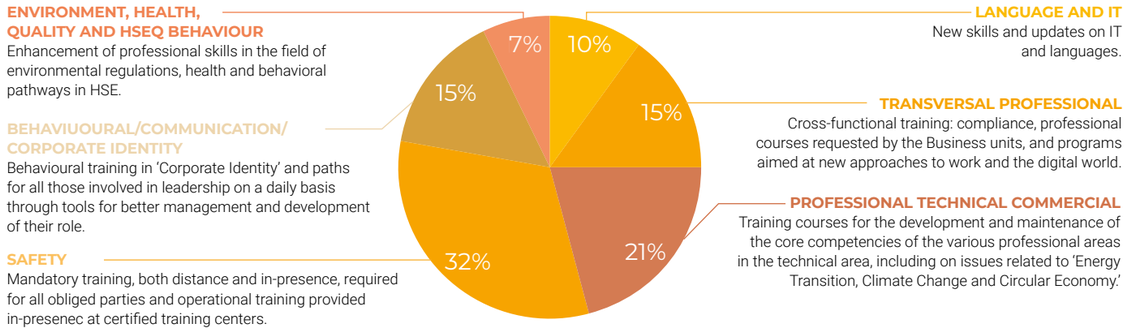
Eni values human capital as a fundamental part of its transformation and evolution path. In this context, the Board of Directors, in its meeting of April 4, 2024, at the proposal of the Remuneration Committee, approved the adoption of Stock Ownership Plan for all employees. The objective is to strengthen the sense of belonging to the company, participation in the growth of corporate value and support the purchasing power of employees.

The plan, which was initially implemented for employees in Italy and then gradually extended to foreign subsidiaries, consistent with national legislation, provides for two annual grants of free shares with an individual monetary value of €2,000. The first grant was made in 2024, while the second will take place in 2025. In 2026, a co-investment model will be introduced: upon the employee's purchase of shares, free shares will be granted equal to 50% of the shares purchased, up to a maximum value of €1,000.

The initiative saw an adhesion rate of over 95% among the more than 22,000 employees involved, placing Eni among the first Italian companies to implement a plan of this magnitude, in a context such as the Italian one in which employee stock ownership is still a poorly established practice.

TRAINING

Eni continues to consider training as a fundamental lever in supporting the company in the process of change, in line with the strategies defined in the context of energy transition and digital transformation. Targeted training interventions that cover all aspects of technical-professional, transversal and personal growth, through appropriate upskilling and reskilling and in the optimal mix of in-person and distance training, remain the key to building the skills of the future. The year 2024 is comparable with the previous year, although it also shows a reduction in consistency with a rationalization of training plans. Of the more than 1 million hours of training in the year, 76% was taken up by men and 24% by women, achieving a distribution consistent with that of the Eni population, with an increase in take-up by women from 20% in 2023 to 24% in 2024, as an effect of the commitment to support the presence and development of female professionals in the company.



Focus on

e-KMS: the value of sharing technical knowledge within the company

Knowledge management, i.e. the advanced and structured management of internal knowledge assets, enhances acquired know-how and technical skills, encouraging their sharing; contributes to the development of innovative solutions; supports people's professional growth and networking; enables continuous process improvement, the dissemination of good practices and the transmission of experiences over the years. All this is in the service of operations and innovation for decarbonization.

During 2024, the knowledge management strategy was mainly focused on optimizing the quality of the content shared within Eni's Knowledge Management System (e-KMS) and on generating value through an expansion of the database, first and foremost the creation of the link within e-KMS with the repository of engineering standards and the inclusion of the tool for managing the approval flow of technical-scientific publications externally. By the end of 2024, the shared knowledge assets include more than 160 Success Stories, more than 4,000 webinars, around 600 Lessons Learned and 1,100 technical-scientific publications. This is quality knowledge, validated by knowledge owners and easily accessible thanks to the generative artificial intelligence algorithm, the introduction of which into the system has improved the usability of the content, making e-KMS an increasingly effective tool for fostering the development of business skills.

Internal communication and sustainability - the first sustainability event dedicated to Eni people

In July 2024, Eni organized the first internal event dedicated to its people on sustainability issues, to reflect on how sustainability has evolved and how it is now intrinsically linked to Eni's strategy. The event provided a significant opportunity to deepen and spread awareness of the contents of Eni's Sustainability Report: Eni for.

The decision to hold an event for colleagues stems from the desire to transform Eni's stories and actions into a shared heritage, inspiring everyone to become protagonists and spokespeople for corporate sustainability. Colleagues who work directly on the many projects and initiatives launched by Eni to contribute to the creation of a more sustainable future also spoke during the day. In addition, in order to ensure maximum dissemination of the content and messages shared during the event, various communication actions were implemented: posts on Workplace, dedicated content on the company intranet and management involvement, so as to reach colleagues in all the Countries where Eni operates. This event is part of a broader path to raise awareness of sustainable development issues. The path includes online courses, campaigns on corporate social networks and keeping the intranet up-to-date with all sustainability-related initiatives, in order to engage and inform all employees.

University initiatives for energy transition

Starting in 2024, Eni Corporate University (ECU) and Arm Wind have launched a collaboration with the Eurasian National University within the framework of the Master in Green Energy Technologies, the first Master's programme in Kazakhstan dedicated to renewable energy. In order to support the energy transition process in the Country, Eni Corporate University has made its academic network of excellence available, involving lecturers from the Polytechnic University of Turin and the University of Pavia in the delivery of face-to-face lectures in Astana.

Also in 2024, ECU signed a partnership agreement with Strathclyde University (Glasgow) for the activation of a training course dedicated to Plenitude and EniProgetti resources with experience in traditional energy sectors to support the transition of professional skills to the renewable energy sector and offshore wind. This is aimed at filling the knowledge and skills gap identified in previous years, as part of a project with the same university.

Occupational and process safety

Why is it important for Eni?

The safety of our people has always been at the core of our corporate culture. This year, despite our continuous efforts and projects in safety, we experienced a serious accident. Our grief for the workers involved and their families is great. Each of us must therefore feel committed to promoting a culture of safety, to personally observe Eni's safety principles and rules, and even more to intervene with our own Stop Work Authority whenever we detect a dangerous behaviour or condition.

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

OCCUPATIONAL AND PROCESS SAFETY

Eni constantly invests in the implementation of all the actions necessary to ensure safety in the workplace, particularly in the development of models and tools for risk assessment and management and in the promotion of a safety culture, in order to pursue its commitment to zero accidents and safeguarding the assets integrity. To prevent accidents, in addition to the continuous updating of the HSE documentary and regulatory system, initiatives have been launched to strengthen the skills and involvement of employees and contractors in the HSE field (Safety Leadership courses, technical and behavioural HSE Coaching programmes, promotion of the Safety Golden Rules and Principles, application of the Stop Work Authority[28]), as well as new IT tools and digital technologies to support HSE processes and operational safety.
For risk mitigation and management, a risk-based safety management system has been put in place to prevent injuries and major accidents. All HSE events, including near misses and unsafe conditions/unsafe acts are reported, analysed and monitored with the necessary corrective and preventive actions. This system is continuously improved, taking into account events occurring in Eni's operations and in the industry. All sites at significant risk are either covered by ISO 45001 and 14001 certification or have planned to achieve it. This confirms that safety of employees is a core value for Eni and it is therefore essential to maintain safe working conditions for all individuals under the highest supervision in order to achieve 100% safe operations.
With regard to the HSE management of contractors, the Safety Competence Center (SCC) has continued to proactively monitor and support the improvement process of third party companies, promoting management models characterized by an increasingly preventive safety culture, monitoring over 3,000 suppliers in Italy and abroad, promptly managing situations found below standard and enhancing the value of good innovative practices identified, ensuring their sharing among contractors. In 2024, Safety and Environment Pacts (voluntary agreements with third party companies) are active in 92 sites in Italy and 20 abroad.

All sites at significant risk are covered by
ISO 45001
certification

MAIN SAFETY PROJECTS

DIGITAL SAFETY
- **Safety Presense**: an AI tool capable of predicting recurring dangerous situations from weak signals recorded in HSE databases
- **HSEni App** - 237 sites covered and 11,000 users enabled
- **Digital HSE Risk Assessment**: a tool to support the risk analysis, assessment and reporting phases
- **Electronic Work Permit** (e-WP) - 139 sites covered
- **Smart Safety** - 6 sites covered by the digital system using wearable devices to alert workers in hazardous and emergency situations

PROCESS SAFETY
- **Process Safety Fundamentals** Campaign
- **3D Lesson Learned** on Major Incidents
- e-learning course *Process Safety in Eni*

MAJOR EMERGENCIES
- **My GiS Crisis Management Log Keeper** an application integrated with MyGIS for emergency information management and visualization
- **HSE Emergency Exercise Management** tool
- ***HSE Emergency Management*** Course
- Cooperation with Civil Protection Department for the management of NatRisk events

OCCUPATIONAL SAFETY

INDUSTRIAL HYGIENE
- **ISPPE** a tool for the PPE digital management - 33 sites covered in Italy
- **Chemical risk assessment for safety tool**
- Course ***Elements of Industrial Hygiene***
- Training project ***Training the trainers in industrial hygiene***

PRODUCT SAFETY
- Circular innovation capability assessment model along the product value chain
- **ATHOS Cloud Platform** an application for the sustainable management of chemicals in purchase and sale, and related information and documents

OCCUPATIONAL SAFETY
- **THEME** (The Human Error Model for Eni) methodology - 22 sites covered
- *RC Eni methodology* training for accident investigation
- Campaign **Safety Golden Rules & Principles** ***Line of Fire & Stop Work Authority Campaign***
- E-learning course *Operational Safety Management*
- Behavioral training strand: *Acting in safety and Leader in HSE*
- Behavioral Safety Coaching
- **IRIDE** a tool for reporting, analyzing and monitoring HSE events

28 With the Stop Work Authority, anyone working within Eni sites is empowered to interrupt an activity whenever he observes an unsafe act or condition.

In 2024 the Total Recordable Injury Frequency Rate (TRIR) increased compared to 2023 for both contractors and employees since the decrease in worked hours during the period was not matched by a reduction in the number of total recordable injuries, which rose to 67 for contractors (54 in 2023) and remained stable at 39 for employees. In particular, five fatal accidents were recorded for contractors in Italy related with the accident that occurred on December 9, 2024 at the fuel depot in Calenzano (Florence). Investigations by the Judicial Authorities on the dynamics and causes of the event are still in progress; Eni is providing the widest possible cooperation with respect to any possible investigative needs. The fatality index for contractors rose to 4.96, while that of the employees remained zero.
In the field of Process Safety, in order to minimize accidents due to loss of containment leaks and further improve process safety performance, Eni carried out a massive campaign on the Process Safety Fundamentals to be followed during plant activities, through training sessions, to support the 591 promoters, and awareness-raising events on 60 sites with the involvement of more than 5,000 workers. Topics related to process safety in the management of fluids for new energy supply chains were also explored, revising internal standards to include specific design requirements for hydrogen, CO_2 and other substances from new supply chains.

EMERGENCY PREPAREDNESS AND RESPONSE

Eni's effective and efficient Emergency Preparedness & Response process makes it possible to protect the 'system' in its entirety, safeguarding both the overall value of the company and at the same time the environment in which operations are located. Emergency preparedness is regularly tested through more than 5,000 drills conducted annually across sites, where the response capacity is tested with respect to the dedicatd plans, including the timely alerting of the chain of command and the means and resources needed to deal with the event. Activities also focus on the planning and management of emergency scenarios caused by natural hazards, supporting both Eni's business and the community through the consolidated collaboration with the Civil Protection Department.

Case Study

Technological innovation and digitalization in safety

Technological innovation is essential to improve HSE performance within the company. Digital technologies are at the heart of the innovation through which Eni has achieved and will continue to achieve new and ambitious goals in HSE.

The technological innovation process to support HSE follows a methodical and structured approach that helps not only to comply with international and local regulations, but also to promote a corporate culture oriented towards risk prevention and environmental protection, ensuring that the new technologies introduced are effective, safe and sustainable.

Addressing safety issues, a fundamental part of Eni's strategic plan, using digital technologies, in conjunction with analyses related to the Human Factor, has therefore oriented the company's effort towards the implementation of digital technologies that make risk and safety management in the workplace simpler, more efficient and better organized.

In recent years, Eni has developed and made available various digital solutions to cover the main operational needs in the field of safety, from the adoption of smart PPE to safety apps, from data analysis to machine learning and artificial intelligence.

Today, digital solutions enable both enhanced capabilities to analyze HSE data and information to predict unsafe situations and prevent accidents, and to recognize dangerous situations and disseminate good practices, as well as to ensure the control and management of of activities in safety.

The objective of Digital Safety is, therefore:
• provide tools for operators that make onsite risks 'visible', thus enabling increasingly safe working conditions;
• make available models for interpreting safety data and predicting future dangerous situations;
• implement plant solutions to reduce operator exposure to risks and improve HSE aspects.

In parallel with the main digital initiatives already available in Eni, numerous pilot projects are also ongoing to identify the best technologies available on the market to be used on our operational sites.

DIGITAL SAFETY MAPPING

	OCCUPATIONAL SAFETY	PROCESS SAFETY	EMERGENCY
Smart Safety	• PPE monitoring • Mandown/Fall from height • Access to restricted areas		• Plant emergency management • Sending SOS
HSEni App	• Report unsafe act/condition • Consult Safety & Environment Golden Rules and related material • Access operational checklists	• Report unsafe act/condition • Consult Process Safety Fundamentals and related material	
e-WP Electronic Work Permit	• Compilation and archiving of PtWs • Examination of checklist related to the activity • Checking of certifications and interferences • Recommendation of specific PPE	• Compiling and archiving work permits • Taking charge of PSFs	
DHSERA Digital HSE Risk Assessment	• Analysis, filling in and reporting of HSE risks present in operational sites	• Analysis, filling in and reporting of HSE risks present in operational sites	• Analysis, filling in and reporting of HSE risks present in operational sites
Safety Presense	• Predictive alert based on accident phenomenologies that occurred in the past	• Predictive alert based on loss of containment loss phenomena that occurred in the past	
Digital Leak Detection		• Localization and quantification of gas leaks	
Lone Worker	• App-based safety monitoring of lone workers		• Sending SOS

People's health and well-being

Why is it important for Eni?

For Eni, protecting health means promoting a culture of health and the well-being for its people. It is a commitment to the physical, mental and social conditions of each of us. Our work involves prevention and health protection and making all medical assistance and health promotion tools and services as accessible as possible. We address our workers and their families, and also the communities that are directly or indirectly affected by our activities, in cooperation with the institutions of the Countries in which we operate.

FILIPPO UBERTI HEAD OF ENI HEALTH

Eni's Health Management System is implemented in all operations, covering the entire Eni population, and includes the activities of Occupational Medicine, Occupational Hygiene, Traveller's Medicine, Medical assistance and Emergency, Health Promotion and activities for the protection and improvement of communities' health.

It is a management based on the principles of precaution, prevention and promotion and is implemented with a view to continuous improvement. Proper risk management is ensured through the constant updating of health profile assessments of Countries where Eni is present, including the evaluation of possible epidemic outbreaks, the assessment of health risks arising from work activities and potential health impacts arising from industrial processes, also taking into account the expectations of stakeholders and communities. Eni acts in accordance with local regulations and the highest international standards and ensures continuous updating of personnel skills.

In 2024, with regard to activities to protect the health of employees, collaboration continued with research centers and universities to assess the impacts of new production processes, with a particular focus on biorefineries and agribusiness; new technologies were tested to monitor the healthiness of indoor workplaces (99 sensors tested at onshore operating sites in Italy and abroad).

In 2024, the FEEM Health Committee, a scientific oversight body made up of medical, epidemiological and economic-health experts launched in 2021 promoted by Eni, continued the research activity with the aim of supporting the company in protecting and promoting the health of all those operating within its value chain in also in the face of the complexities of new business models, technologies and approaches for a just energy transition.

In 2024, **corporate health welfare** services were enhanced and strengthened, a set of initiatives and tools aimed at improving the well-being of workers and, where applicable, family members, with a focus on the prevention, diagnosis, treatment and management of acute and chronic diseases.

Enhanced and strengthened corporate health welfare services

- **Più Salute**: a package of free 24H healthcare services for Eni people and their families in Italy (telemedicine, home medical services, bookings and medical history interviews). In 2024, the tool was integrated with features aimed at greater inclusivity, such as LIS language and voice command in the app for visually impaired or blind people. **93%** of users said they **were satisfied with the service**.
- **Previeni con Eni (Prevention with Eni):** free biennial check-up service for oncological and cardiovascular prevention has been extended to new Italian regions, reaching 44% of Eni's population.
- **Health promotion** activities to disseminate a health culture among employees and families such as, in 2024: (i) awareness-raising in relation to endemic diseases, such as tuberculosis and malaria, sexually transmitted diseases and non-communicable diseases, such as diabetes and hypertension; (ii) promotion of healthy lifestyles; (iii) dissemination of ergonomic principles.
- Delivery of the **flu vaccination campaign** in Italy.

The number of participations in health promotion initiatives in 2024 was 140,046, of which 107,003 were employees, 29,845 contract workers and 3,198 family members. These include voluntary programmes, activities and interventions with the priority aim of maximizing employees' mental and physical well-being, inclusion and equality.

over 140k participations in health promotion initiatives

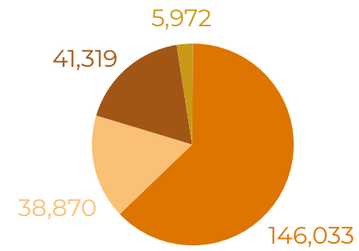
Case Study

In 2024 Eni supported the **Open Week** promoted by the **Fondazione Onda**, an initiative aimed at guaranteeing victims of violence free access to health and information services offered by the hospitals and anti-violence centers of the Onda network, present throughout **the Country**. The Open Week took place from **22 to 27 November**, coinciding with the **International Day for the Elimination of Violence against Women** on November 25, to reaffirm the importance of raising awareness and providing tangible support on this issue.

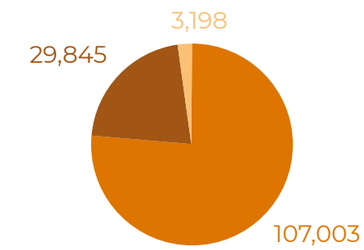
232,194
Health services provided

140,046
accessess to health promotion initiatives

NUMBER OF HEALTH SERVICES PROVIDED IN 2024



NUMBER OF ACCESSES TO HEALTH PROMOTION INITIATIVES



Cooperation with international organizations was strengthened during the year: Eni's contribution 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, led to the publication of the IOGP-IPIECA briefing **Health in the Energy Transition**. The document explores what is currently known about the health risks associated with energy transition technologies. The aim of the report is to make companies more aware of the importance of assessing health risks, as well as opportunities, in the context of the transition.

Focus on

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

For Eni, mental and brain health are indispensable components of well-being. This is why it implements initiatives for its people dedicated to cognitive health and the enhancement of emotional, psychological and social skills.

- **Online psychological support service** available to employees in Italy and abroad, 24/7 anonymously and free of charge. 74% of employees have access to the service and an extension to 85% is planned by 2028.
- ***Critical Incident Stress Management* Service**: direct on-site crisis management intervention by qualified emergency experts, available to all employees in Italy and abroad in cases of catastrophic and unexpected events.
- ***Psychological First Aid*** (PFA): an intervention carried out voluntarily by Eni employees trained by the company to support people involved in a traumatic event while waiting for the arrival of qualified emergency experts. Participation in the course is voluntary and independent of an individual's training.
- **Specific services concerning gender health and care**: a 24/7 helpline is available in Italy for victims of harassment and gender-based violence, offering psychological and legal support and guidance on the territory.
- **NutriMente course**: an open course for all employees to improve their mental attitude towards food.
- **Online meeting dedicated to Mental Health**: an insight into the meaning of this topic, resources for well-being and overcoming stigma.
- **Psycho-education projects** for a better inclusion of colleagues with disabilities in the work team.
- **Social assistance**: in-person guidance and counselling service, active at most Eni sites in Italy.
- **Oncological information desk**: in cooperation with AIMaC (Italian Association of Cancer Patients, Relatives and Friends), the company provides a desk that guarantees targeted, customized and interdisciplinary assistance (experts include lawyers, clinical oncologists, psychologists/psychotherapists, etc.) to Eni people who are facing as patients or as relatives, an oncological problem.

Interview with Vincenzo di Lazzaro

Interview

VINCENZO DI LAZZARO
FULL PROFESSOR OF NEUROLOGY, DEAN OF THE FACULTY OF MEDICINE OF THE UNIVERSITY CAMPUS BIO-MEDICO OF ROME, DIRECTOR OF THE COMPLEX OPERATIVE UNIT OF NEUROLOGY OF THE UNIVERSITY POLYCLINIC CAMPUS BIO-MEDICO OF ROME, PAST PRESIDENT OF THE SINC - ITALIAN SOCIETY OF CLINICAL NEUROPHYSIOLOGY.

Professor, why is it important today more than ever to talk about protecting brain health?

It is increasingly important to talk about these topics because we are living longer and the number of people suffering from neurodegenerative diseases is constantly growing. For example, according to the World Health Organization (WHO), around 55 million people worldwide suffer from dementia today, and this number could even triple by 2030. However, about half of all dementia cases could be prevented by acting on certain risk factors. These include, among others, the classic cardio-cerebrovascular risk factors such as high blood pressure, smoking, obesity and sedentary lifestyle, but also elements not previously considered as equally relevant risk factors such as social isolation, vision and hearing loss, or depression.

What is the connection between brain health and personal, mental and physical well-being?

The brain is the central organ of our well-being. All the functions we perform in our daily lives pass directly or indirectly through the brain. We are not only talking about cognitive abilities (such as memory, language, attention), but also about emotional balance, psychological well-being and even physical health. A healthy brain means better performance in everyday life, better concentration, emotional stability and the ability to adapt to changes in everyday life.

In what sense does optimizing brain health also lead to economic and societal benefits?

Let us return to the example of dementias. Preventing or delaying dementias has enormous benefits not only on the individual, but also on an economic and social level. In fact, if we succeeded in halving the numbers of dementias, we would have a significant impact on the health and social costs that these diseases cause, for example in terms of the need for long-term care. A population with good brain health is more autonomous, socially active, and this leads to knock-on benefits for society, from families to national healthcare systems.

Professor, during your talk in the Eni webinar on brain health you spoke about modifiable risk factors that we can act on to preserve cognitive health, can you tell us which ones we can intervene on by changing lifestyles?

Modifiable risk factors are mainly those related to lifestyle. A recent study published in a prestigious international journal confirmed traditional risk factors and identified new risk factors for dementia. Fourteen modifiable risk factors were defined, including low education level, high blood pressure, obesity, smoking, diabetes, physical inactivity, but also alcohol abuse, vision or hearing loss, social isolation, and untreated depression. By modifying our lifestyles, exercising regularly, choosing a healthy diet, regular medical check-ups, and stimulating social and cognitive activities, we can concretely intervene on many of these factors, greatly reducing the risk of developing a neurodegenerative disease.

What role can companies play in protecting brain health and preventing neurodegenerative diseases?

Companies play a key role because they can create working environments that promote and support healthy lifestyles. For example, this can be done through health education programmes to inform employees about modifiable risk factors, or by facilitating the early diagnosis and treatment of certain cardio and cerebrovascular diseases with appropriate check-up programmes. Companies also have the task of fostering greater social interaction and promoting psychological well-being. These interventions not only have a positive effect on cerebral well-being, but also on employee satisfaction and thus on employee productivity.

Alliances for development

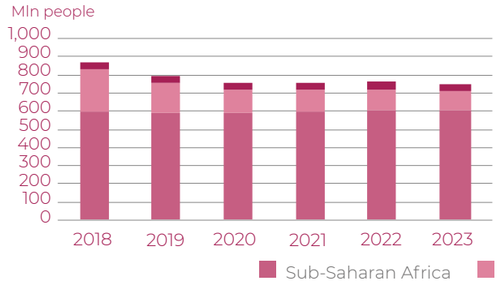
REFERENCE CONTEXT

POPULATION WITHOUT ACCESS TO CLEAN COOKING AND ELECTRICITY

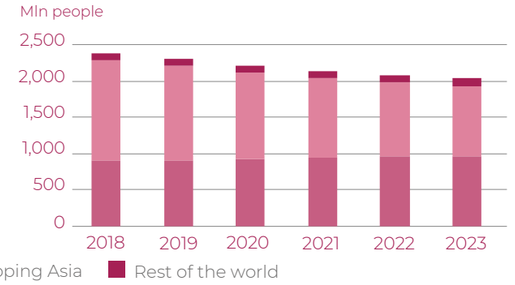
In 2023, about 750 million people - (approximately 10% of the world's population) still did not have access to electricity, especially in Sub-Saharan Africa and South East Asia. While the last 20 years have seen significant improvements, the pandemic first and then the energy crisis have slowed progress. More than 2 billion people still do not have access to clean cooking and continue to depend on polluting sources that cause the premature death of approximately 3.7 million people.

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

POPULATION WITHOUT ACCESS TO ELECTRICITY



POPULATION WITHOUT ACCESS TO CLEAN COOKING



MULTIDIMENSIONAL POVERTY

As a composite measure of acute poverty, the multidimensional poverty index simultaneously considers how many people in a given area and at a given time can be defined as poor and how severe the deprivations they experience are, taking into account three dimensions: health, education and standard of living. In 2024, more than 1.1 billion people can be defined as multidimensionally poor, more than half of whom are children. 83.7% live in rural areas, while 83.2% is located in Sub-Saharan Africa and South Asia. These people usually lack adequate housing, sanitation, electricity, cooking fuel, nutrition and education. Poverty often results in high infant mortality rates.

Source: © 2024 and United Nations Development Program (UNDP) and Oxford Poverty & Human Development Initiative (OPHI), *Global Multidimensional Poverty Index 2024. Poverty amid conflict, New York, 2024.*

MULTIDIMENSIONAL POVERTY INDEX (MPI) 2024

CONTRIBUTION TO MULTIDIMENSIONAL POVERTY

The Multidimensional Poverty Index uses ten indicators grouped into three dimensions: health, education and standard of living. Standard of living considers the lack of electricity, drinking water, adequate housing, clean cooking facilities, vehicles or household appliances. Health and education together account for more than half of the contribution to multidimensional poverty in all regions. The contribution of living standards reaches almost half in Sub-Saharan Africa, where this dimension has the highest value among all regions. Health, on the other hand, accounts for by far the largest contribution in Europe and Central Asia.

Source: © 2024 and United Nations Development Program (UNDP) and Oxford Poverty & Human Development Initiative (OPHI), *Global Multidimensional Poverty Index 2024. Poverty amid conflict, New York, 2024.*

CONTRIBUTION OF DEPRIVATION IN DIMENSION TO OVERALL MULTIDIMENSIONAL POVERTY

Eni as a local development player

Why is it important for Eni ?

For Eni, alliances for development are an essential pillar for a socially just transition, geared towards promoting human development on a global scale. We aim to contribute to reducing energy poverty in the Countries where we operate not only through the development of infrastructure and services related to traditional business, but also through the development of new businesses such as agri-feedstock activities and by promoting initiatives to support local communities in various sectors. We do this in partnership with national and international players with the aim of generating long-term value by transferring know-how and skills to the local level. In this way, Eni, moving in the wake of the United Nations Sustainable Development Goals (SDGs) and in compliance with international conventions, promotes the growth of territories.

BARBARA MINEO HEAD OF SUSTAINABILITY LOCAL DEVELOPMENT PROGRAMS & BUSINESS INTEGRATION AT ENI

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 focuses on a business model based on the diversification of energy sources and their supply, with the aim of contributing to energy access in Countries where it operates, through industrial and local development projects, also in partnerships. For local development projects, Eni, over time, has 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 included in the Four-Year 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 can also be identified outside the area of influence, i.e. the scope of analysis of the impact studies conducted in the preliminary stages of the business.

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:
Accompany the various phases of business planning ensuring greater efficiency and a systematic approach to decision-making. Highlight and understand the needs of the local communities, in relation to the maturity level of the presence in the Country, deepening various issues also through specific indices such as MPI to analyze the poverty level. Plan the strategy for implementing development projects best suited to the long-term needs of local populations. Understand and analyze the most vulnerable groups (women, children, migrants, etc.).

2 - DEVELOP RELATIONSHIPS WITH LOCAL STAKEHOLDERS IN ORDER TO:
Support the understanding of context, involving indigenous peoples, vulnerable groups and stakeholders to consider the concerns, needs and expectations (stakeholder engagement activities). Ensure the stakeholder relationship through regular consultations and grievance management and monitoring. Define appropriate access channels and dialogue methods, manage potential conflicts and conduct dedicated consultations with local communities, especially in critical contexts (e.g.

with a high number of grievances or in the case of economic or physical relocation of communities). Check for and provide solutions in the event of negative impact on human rights, through an ongoing due diligence process for all activities (Human Rights).

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

4 - LOCAL DEVELOPMENT PROGRAMMES:
Aimed at maximizing positive impacts for the territory and stakeholders and promoting sustainable development, through activities defined in line with local needs analysis, corporate sustainability goals, National Development Plans, Agenda 2030 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 for intervention. In collaboration with local, national and international parties to pool resources and human capital (partnerships).

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

HUMAN RIGHTS IN LOCAL COMMUNITIES

Starting in 2018, Eni adopted a risk-based prioritization model that classifies business projects according to their potential human rights risk. Higher risk projects are subject to specific in-depth analysis through dedicated studies, such as 'Human Rights Impact Assessment' (HRIA) or 'Human Rights Risk Analysis' (HRRA), aimed at identifying and assessing – also through the engagement of rights-holders – potential impacts and defining recommendations to be translated into prevention and management measures within Action Plans. During 2024, the Action Plans of the human rights studies conducted previously were implemented: in Kenya and Congo, with reference to agri-feedstock activities; in Mozambique with regard to area 4; in Mexico, where a new set of actions was adopted on the basis of the follow-up carried out at the end of the previous three-year Action Plan (2020-2022). The reports of the main HRIA studies and the related Action Plans adopted, including periodic reports on the progress of the Plans, are publicly available on the Eni website.
In some Countries, such as Australia, Kenya, Mozambique and Alaska, Eni operates in areas where indigenous peoples or tribal groups live. It has therefore adopted specific policies or procedures to protect their rights, culture and traditions, and to promote free, prior and informed consultation. In this context, Eni is working to integrate analyses related to cultural heritage (both tangible and intangible) throughout the entire business project development process, starting from the evaluation phase.
Finally, with regard to local development initiatives, Eni applies the Human Rights Based Approach (HRBA) methodology that recognizes 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.

Focus on

A framework for respecting human rights in agricultural activities

As part of agri-feedstock initiatives, with the aim of appropriately managing the risk elements of the activation of agricultural supply chains or the collection and processing of agro-industrial and forestry waste/residues, a set of measures for the prevention of human rights violations specific to the outlined business model is being developed. The framework is characterized by a number of transversal measures, such as conducting specific impact assessments for the entire supply chain activated, training and awareness-raising for Eni's counterparts and those operating along the supply chain, and strengthening screening and selection criteria for business counterparts. These measures are accompanied by partnerships and agreements with international institutions, e.g. with the ILO, or by the International Finance Corporation (IFC) investments in Kenya, as well as joint programmes, such as the Programme with IRENA (International Renewable Energy Agency) to facilitate dialogue and experience-sharing on accelerating the energy transition and the development of renewable energy in fossil-fuel exporting Countries.
For more information on the Countries of Eni's agri-feedstock activities in 2024 see the **Carbon Neutrality by 2050** chapter.

Interview

Interview with Laetitia Dumas

LAETITIA DUMAS
INTERNATIONAL LABOUR ORGANIZATION (ILO) TEAM LEAD, PARTNERSHIPS, PROGRAMME AND OPERATIONS - GOVERNANCE DEPARTMENT - OCCUPATIONAL SAFETY AND HEALTH AND WORKING ENVIRONMENT (OSHE) BRANCH

What are the key challenges the International Labour Organization (ILO) is facing in promoting occupational safety and health (OSH) in developing Countries?

According to ILO and WHO estimates, close to 1.9 million workers die due to risk factors in the workplace every year. Despite progress made in recent years, important challenges remain to ensure OSH in the informal economy and in the lower tiers of supply chains, notably in developing Countries. In many of these Countries, workers are not sufficiently protected as the relevant regulatory frameworks are not adequate or because of deficits in its implementation. Also, workers and employers usually have a limited awareness of OSH hazards. In addition, many workers and their families are not included in the legal provisions of any social health protection mechanisms.

How is the partnership with Eni helping overcome these challenges? Which are the opportunities it opens?

The partnership with Eni presents several opportunities. It facilitates coordination among labor market players to enhance worker safety and health in agri-feedstock supply chains across various Countries in Africa, particularly in the lower tiers. Additionally, it supports more inclusive labor protection by integrating safer working conditions with expanded social health coverage. Finally, at the national level, this initiative can help bring occupational safety and health (OSH) to the forefront of institutional and social partner agendas, driving broader sectoral improvements.

Which are the main expected results and benefits you foresee in this collaboration?

Informed by rigorous assessments of the factors affecting OSH and access to social health protection in supply chains, stakeholders will design and implement customized interventions. These assessments identify the occupational hazards and risks at different stages of operations and evaluate the coordination and capacity of institutions enforcing OSH and social protection. Local and workplace-level activities will establish more effective mechanisms for preventing and protecting workers.
Staff from various ministries (labor, agriculture, and health), representatives of workers' and employers' organizations, aggregators, and workers will receive targeted training. Consequently, farmers, agricultural workers, and rural communities will be better equipped to identify workplace hazards, implement simple and affordable solutions, prevent accidents and injuries, especially in managing chemical risks at the farm level, and improve productivity. Overall, market players will be better positioned to offer coordinated support services to farmers and agricultural workers, and workers will gain improved access to social health protection.
By taking strong and innovative measures, Eni can drive positive and sustainable change in its supply chains and inspire other leading firms in the agri-business sector to adopt similar initiatives.

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[29] (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 2024 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, such as, for example, the application of the Conflict Analysis Tool (a tool developed by VPI to analyse the causes of conflict in a given area/Country) in Mozambique, by means of conducting interviews at the local level and drawing up an action plan for mitigation actions.

29 Multistakeholder initiative bringing together leading energy companies in the protection and promotion of human rights.

Focus on

Security and Human Rights Workshops

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. The target Countries are selected according to a rotation principle and in consideration of the risk level of the operating context.
In 2024, the 'Security & Human Rights' Workshop was held in Mozambique, in Maputo, with the participation of senior Mozambican civil and military officials, as well as representatives of a number of international organizations and companies, and in Pemba, with specific training sessions for private security operators working at Eni sites. The main objective was to promote human rights in security activities, sharing basic principles on the use of force and weapons to prevent violence, with particular attention to the protection of women. Overall, the workshop involved over 200 participants, 153 of whom were members of public and private security forces.

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 engagement of local communities occurs through preliminary, free and informed consultations, for which the responsibility is assigned to the Managing Director at local level with the support of the central Sustainability unit. In some contexts, specific figures are identified to develop a constant relationship, also through periodic consultations in the different phases of business activities.
Eni and its subsidiaries therefore carry out specific consultations with local communities, including indigenous peoples and vulnerable groups; in particular, in the event of the economic or physical relocation of communities, meetings are held in order to inform the communities in a transparent and comprehensive manner, with particular attention to the most vulnerable people. For each new business development initiative, engagement occurs through public hearings open to local communities (unless this is in contrast with the Country's regulations) and local representatives and in any case ensuring the active participation of authorities (including indigenous people) and local representatives to provide accurate information on business developments and to include any feedback throughout the project cycle. These consultations take place through information sessions, focus groups, sharing of information and reports over the entire project cycle, with periodic communications on the progress of business projects and awareness campaigns on health issues. 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 and undertakes to prevent any retaliation against workers and other stakeholders who have reported critical issues, and, as indicated in the **ECG Policy Respect for Human Rights in Eni**, does not tolerate or encourage threats, intimidation, retaliation and attacks (physical or legal) against human rights defenders and other stakeholders in relation to its activities.
All grievances received are analysed and managed by subsidiaries and are tracked in the Stakeholder Management System application, which is the management tool for mapping the relationship with

stakeholders and are classified by topic and relevance, verifying the percentage of those resolved. They are also tracked both the timing of management and the subject matter of the complaint – in order to assess any repetition of complaints and/or their evolution towards possible litigation – and any critical issues related to the stakeholder – with the aim of possibly adapting the engagement strategy.
The confidentiality of the content of the grievance is safeguarded in a way that protects the anonymity of the claimant, without any prejudice. In order to ensure the effectiveness and robustness of this mechanism, the arrangements for access by complainants shall be assessed, in each context, including the linguistic implications and whether assistance is needed in filing the grievance, the arrangements for publicity of the mechanism and adequate information on its functioning. Furthermore, once the merits of the grievance have been assessed and the analysis process has been completed Eni communicates and discusses it with the complainant, also collecting complainant, requesting observations or alternative solutions, always ensuring that they are tracked and archived. In the event of dissatisfaction, Eni examines the reasons and, where necessary, activates the examination and response process, also with the involvement of third parties. In the relevant Countries, Eni carries out special reviews on the state of grievances every three months, monitoring specific indicators. In addition, in order to increase confidence in the mechanism and with a view to continuous improvement, the following are assessed: any ways in which communities can access the results of these indicators; forms of communication on access to grievance and its functioning; the level of awareness and assistance provided in compiling complaints through periodic discussions with communities.
During 2024, 61 grievances were received. A total of 43 grievances were resolved during the year, (of which 34 were received during 2024), which mainly concerned: community relations management (the most recurrent category), management of environmental aspects, land management and supplier management.

Case study

Local Reports as an instrument for dialogue at local level - the example of Côte d'Ivoire

Local Reports are part of Eni's broader sustainability reporting and communication system and represent a strategic instrument for disclosure, both internally and externally, and for engaging stakeholders at the local level, including institutions, local communities, NGOs and universities. These strengthen the communication and sharing of the value created in the territories and allow Eni to express clearly and transparently its commitment to a Just Transition. The reports present the activities developed at the local level and the results achieved in the territories. During 2024, Eni published 5 Local Reports: Côte d'Ivoire, Mozambique, Gela (Italy), Ravenna (Italy) and Basilicata (Italy).
In **Côte d'Ivoire**, **the first Local Sustainability Report** was published on 24 October 2024 to illustrate the results achieved and future objectives for the benefit of local stakeholders. An event was organized to present the Report, attended by representatives of institutions, non-governmental organizations, suppliers and partners engaged in Eni's projects in the Country. This first Local Report presented Eni's achievements as well as shared commitment and the strong collaboration with Côte d'Ivoire, in line with the Country's development and growth objectives.
This event was an important opportunity to discuss Eni's contribution to the sustainable development of the Country. There were speeches by Eni and institutional representatives and a series of thematic panels dedicated to energy transition and carbon neutrality, alliances for development and the sustainable supply chain, with in-depth discussions on specific projects such as, for example, the Clean Cooking initiatives.

ACCESS TO ENERGY

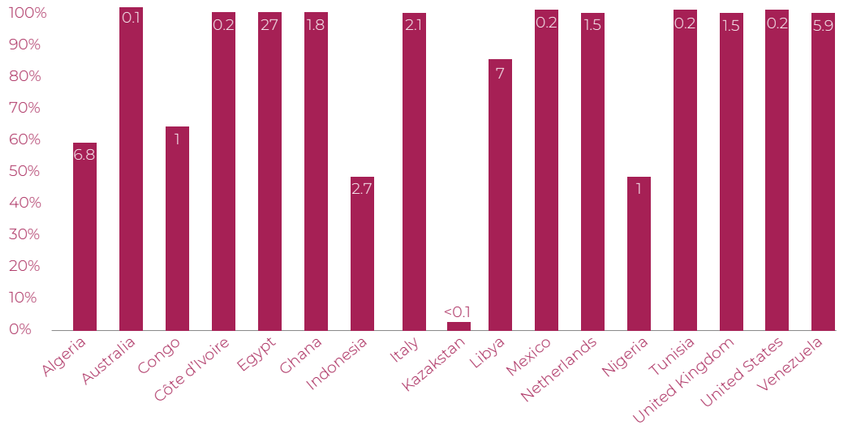
The role of natural gas for local development

Eni's commitment to supporting the energy transition aims to ensure, in the Countries where it operates, 'access to affordable, reliable, sustainable and modern energy systems' (SDG 7). The local use of natural gas produced by Eni is a key element in this strategy. This resource, in emerging economies, contributes to increasing access to electricity, supporting economic growth with positive indirect impacts on local development.
Eni also supplies local markets with LPG (Liquefied Petroleum Gas), promotes the construction of electricity generation plants from RES (Renewable Energy Sources) and implements clean cooking initiatives, such as the distribution of improved and advanced cookstoves.

Production and distribution of natural gas

Eni, in line with its commitment to the energy transition, supplied 59.3 billion Sm^3 of natural gas to local markets from its operated fields, equivalent to 71% of the volume produced. In Africa, it supplied 45 billion Sm^3 to local markets, accounting for about 80% of Eni's total production on the continent. In Countries where Eni supplies gas to local markets, this resource represents an important opportunity to generate electricity for industrial and residential use and for direct consumption.

VOLUME OF GAS TO LOCAL MARKETS* (billion Sm^3)



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

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

In line with SDG 7, which aims to increase the use of clean and modern fuels, Eni distributes Liquefied Petroleum Gas (LPG) locally for residential use.
In 2024, a total of 66% of the LPG produced in the Countries (Algeria, Egypt, Libya and Tunisia) was supplied to local markets, amounting to about 11.7 million barrels per year.

17.7 mln bbl/year produced	11.7 mln bbl/year supplied to local markets	66% of total volumes supplied to local markets

Case study

Example of Eni's commitment to energy access

CÔTE D'IVOIRE

Côte d'Ivoire has seen solid growth in recent years both in electricity consumption (more than doubling since 2010) and in the percentage of access to electricity (rising from 59% in 2010 to 83% of the total population in 2023). To meet the Country's growing consumption, the Ivorian electricity system has significantly increased the use of natural gas in recent years, bringing this resource to cover around 73% of the electricity generated in Côte d'Ivoire in 2022 (IEA data). The electricity consumed in Côte d'Ivoire supplies both the residential sector (53% of consumption) and the economic sectors, particularly industry (28%) and commerce (15%).
In 2024, Eni Cote d'Ivoire supplied 180 million Sm^3 of natural gas to the Ivorian market thanks to the start-up at the end of 2023 of Phase 1 of the Baleine project. Considering national energy balances (Sources: IEA, World Bank), this volume is equivalent to the supply of 466 GWh of electricity (5.6% of the Country's total consumption). The start of Phase 2 of Baleine at the end of 2024 will more than double the Country's gas volumes, thus guaranteeing more than 500 million Sm^3 available for both electricity generation and direct consumption by the Ivorian industrial sector. To ensure greater access to cleaner forms of cooking (43% of the population had access to Clean Cooking in 2022 according to World Bank data) and to strengthen complementarity with gas, in 2024, Eni distributed 60,000 cookstoves where there is no gas and electricity supply, reaching 300,000 people.

MAIN RESULTS FOR 2024 BY ENERGY CARRIER

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: 2,390 GWh (2024), equivalent to about 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 from upstream projects.

- Photovoltaic installations to reduce the natural gas consumption of upstream plants (e.g. Adam PV in Tunisia and BRN PV in Algeria);
- Photovoltaic installations to reduce electricity withdrawal from the national grid (e.g. Abu Rudeis PV in Egypt).

Both types of installations contribute to the reduction of Scope 1 and 2 emissions from Upstream plants.

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.

In 2024 230,000 improved cookstovesdistributed in Angola, Côte d'Ivoire, Mozambique, Rwanda, Congo, Tanzania.

People reached: about 1,150,000 people

Eni contributes to energy access in line with **Sustainable Development Goal 7 (SDG 7)**, also through local development projects.

CLEAN COOKING PROGRAMME

In 2018, Eni launched its Clean Cooking programme, an extensive project promoting the replacement of traditional cooking systems with higher efficient models that reduce emissions associated with combustion.

The programme has been launched in Côte d'Ivoire, Congo, Mozambique, Angola, Rwanda and Tanzania and is being evaluated for expansion to other Countries in Sub-Saharan Africa and Asia. By 2024, approximately 1.2 million people in Sub-Saharan Africa have been reached, for a total of 1.5 million people since the programme started.

In 2024, during the 'Summit on Clean Cooking in Africa' organized by the International Energy Agency (IEA), Eni joined the 'Clean Cooking Declaration: Making 2024 the pivotal year for Clean Cooking' to accelerate universal access to more modern cooking systems, which are essential to ensure access to affordable, reliable and sustainable energy systems for all, as set out in SDG 7. The declaration was signed by governments, the private sector, international organizations and civil society attending the Summit in Paris. Eni has set a goal, made public at the Summit, to give access to Clean Cooking systems to 10 million people in Sub-Saharan Africa by 2027. Furthermore, Eni is committed to encouraging the transition from improved cookstoves to more advanced solutions that completely eliminate the unsustainable use of biomass. Following this evolution, the goal is to reach 20 million people by 2030.

The use of improved cooking systems also allows families to save time Procuring biomass and preparing meals, and to reduce fuel costs. There are also significant health benefits for families, as reduced smoke emissions help to decrease the incidence of respiratory diseases and eye disorders. Eni's clean cooking activities are therefore accompanied by measures to monitor and promote the health of families that receive and use the improved cookstoves.

In particular, in 2024, activities were implemented in Angola, Mozambique, Côte d'Ivoire, Rwanda and Congo, aimed at assessing the health status of households and changes in household air pollution as a result of the introduction of the improved cookstoves, as well as health promotion interventions with a focus on proper nutrition and healthy hygiene practices. The World Health Organization estimates nearly 3.2 million premature deaths per year are attributable to household pollution and it is internationally recognized that Clean Cooking projects are also a key lever in achieving SDG 3 - Health and Well-Being for All.

One of the distinctive features of the Eni model is the free distribution of the cookstoves, which helps overcome financial barriers and makes the products accessible even in highly vulnerable areas. The Clean Cooking programme also represents an opportunity to promote the development of entrepreneurship and economic activities in communities. Eni supports the local production of cooking systems, assessing the potential of manufacturers, helping to strengthen their technical and entrepreneurial skills and facilitating access to technology, capital and markets. In addition, the cookstoves are distributed through local and international organizations already present and well-established in in the territory, capable of conducting careful and proper interaction with communities and families and ensuring that they are aware of the benefits of the new systems. The adoption of improved cookstoves by families who choose to participate in the project has an impact on their household savings, reducing the amount of fuel they need to collect or purchase, as well as the time needed to procure and cook food.

Besides being more efficient and cleaner, improved cookstoves are also safer and reduce the risk of burns, fires or other household accidents. Finally, the gender perspective of the entire programme should be emphasized: the household workload of fuel collection and food preparation has traditionally been carried by women and girls, often compromising school attendance or employment opportunities and accentuating gender inequalities within the family. The adoption of clean cooking systems makes it possible to significantly reduce time-consuming and burdensome tasks, allowing to free up time and energy that can be dedicated to more remunerative or educational activities and contributing to female empowerment.

Case study

Clean Cooking Programme in Angola

In 2024, Eni, through its subsidiary Eni Natural Energies Sucursal em Angola, launched the Clean Cooking programme. The initiative, which follows up on the agreement signed with the Angolan government in July 2022, aims to support families living in rural and suburban areas in 7 provinces of the Country to promote access to more efficient, reliable and energy sustainable cooking solutions.

The programme reached 250,000 people by 2024, with the goal of reaching more than 2 million people by 2030, bringing benefits in terms of reduced emissions associated with cooking activities, prevention of health risks for cookstove users and health promotion for families and vulnerable groups, with a specific focus on reducing malnutrition. The distribution of free cookstoves in communities is organized synergistically by two partners – Don Bosco and Doctors with Africa CUAMM – who also carry out promotion and awareness-raising activities on health and nutrition issues. The programme has promoted the creation of workshops dedicated to the production of improved cookstoves at the vocational training centers in Luanda and Benguela of Dom Bosco, thus contributing to the development of entrepreneurship and technical skills and creating specialized job opportunities. In addition, the programme provides start-up scholarships on the environment and renewable energy, and awareness-raising campaigns on basic nutrition and hygiene to strengthen both local health services and the education system.

The programme as a whole created job opportunities for more than 150 people in 2024 and will grow to more than 400 in the coming years.

Focus on

Joule in Ruanda

Rwanda is the third African Country where Joule, starting in 2024, through training and acceleration initiatives and programmes, contributes to the support of the entrepreneurial ecosystem, fostering the creation of synergies between local companies and Eni's business. As part of the 'Eni Clean Cooking Programme', together with Eni Corporate University and Eni's HSE and Procurement functions, the school has provided three local companies (Sun Alliance, Multiservices and Stellar Engineering) with a training course to help improve business management skills and strengthen knowledge on health, safety, environment and human rights protection. The initiative is part of Eni's just transition strategy, aimed at contributing to the progressive decarbonization of African Countries.

AGRI-FEEDSTOCK

Under 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.

In 2024, Joule launched the Kenya Agribusiness Entrepreneurship Program 2024 with the dual objective of generating local content for the area and identifying innovative solutions to be integrated into Eni's Agri Hub value chain. The programme, carried out with the support of E4Impact, supported 10 local start-ups in the development of innovative projects in the agri-tech sector through two paths: an incubation path and an acceleration path for a duration of five months. At the end of the path, 1600 training hours were provided and two start-ups were contracted as farmer aggregators by Eni's subsidiary in Kenya.

Eni has signed a partnership agreement with the International Labour Organisation (ILO) in Kenya and Côte d'Ivoire to improve occupational health and safety (OHS) and ensure adequate access to social protection for smallholder farmers. In Kenya, where the project is at a more advanced stage than in Côte d'Ivoire, ILO recently carried out an assessment to identify areas for improvement along the value chain, with a particular focus on castor farmers. This collaboration allows farm workers to benefit from awareness-raising activities, training and preventive measures to reduce workplace risks.

The project is not limited to Kenya and Côte d'Ivoire but is set to expand to other African nations.

In parallel, Eni is also collaborating in Kenya with the International Finance Corporation (IFC) and the Italian Climate Fund, which have provided a $210 million credit line for the Kenyan supply chain with the aim of strengthening the value chain in the agribusiness sector and promoting sustainable agricultural practices. Through 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

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.

Local content represents a cornerstone of Eni's action as an industrial and development player and gives evidence of the actual impact generated by the company in the territories where it operates.

Given the cross-cutting relevance of the topic in all the territories where Eni is present, local content is an effective tool for dialogue with stakeholders, fostering the development of long-term relationships.

Eni's local content approach is structured along different lines of intervention:

- 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 in the Countries where it is present. This approach makes it possible provide a quantitative estimate of the impacts of Eni's activities, analyzing the **socio-economic effects** generated at national level through metrics that measure the benefits in terms of **economic production and employment**.
- The model estimates the **'direct' effects** generated by Eni's activities, the **'indirect' effects** related to the entire supply chain and the **'induced' effects**, linked to the increase in economic output that occurs thanks to the increase in wages injected along the entire supply chain.

The impact is quantified according to two aspects: the measure of the **production of goods and services generated** by the investment and **the additional employment created** by the activation of the supply chain in terms of Full Time Equivalent (FTE) employed.

Case study

Application of the ELCE model to the Strategic Plan 2025-2028 in Italy

The model[30] was used to assess the effects of investments in Italy envisaged in Eni's Strategic Plan for the period 2025-2028. This model provides an estimate of the effects that Eni's investments generate in terms of positive contribution to the economy and employment in the Country at a direct, indirect and induced level.

Analyzing the results of the model, it can be seen that **each €1 million invested** generates a **€2 million increase** in national economic production. This value testifies to the fact that Eni's investments involve a **high percentage of Italian suppliers** and involve industrial sectors with **high supply chain activation**.

At the employment level, each €1 million invested generates **13 Full Time Equivalent (FTE)**. This value is associated with the entire supply chain activates at the different levels and how much, in terms of employment, is required by the increase in consumption associated with the wages injected into the macroeconomic system.

ECONOMIC

2.0 mln € impact
for €1 mln invested

OCCUPATIONAL

13 Full Time Equivalent
for €1 mln invested

A specific analysis of Eni's innovative business models shows that these activities generate positive economic and employment impacts comparable to traditional sectors. A characteristic business line of the ongoing business transition process is CCS (Carbon, Capture and Storage). In particular, the Ravenna CCS CO_2 capture and storage project, in addition to the benefits of decarbonization, generates an effect in terms of national economic production of EUR 2.7 million for every million of investment made, in line with the Upstream sector historically present in the district.

Another opportunity for the creation of new economic chains concerns the **Versalis transformation plan**, which accompanies the transition process. The aim of this plan is to maintain a **similar level of industrial intensity**, through the creation of new initiatives in the same industrial sites in the area of sustainable chemistry, in biorefining and energy storages.

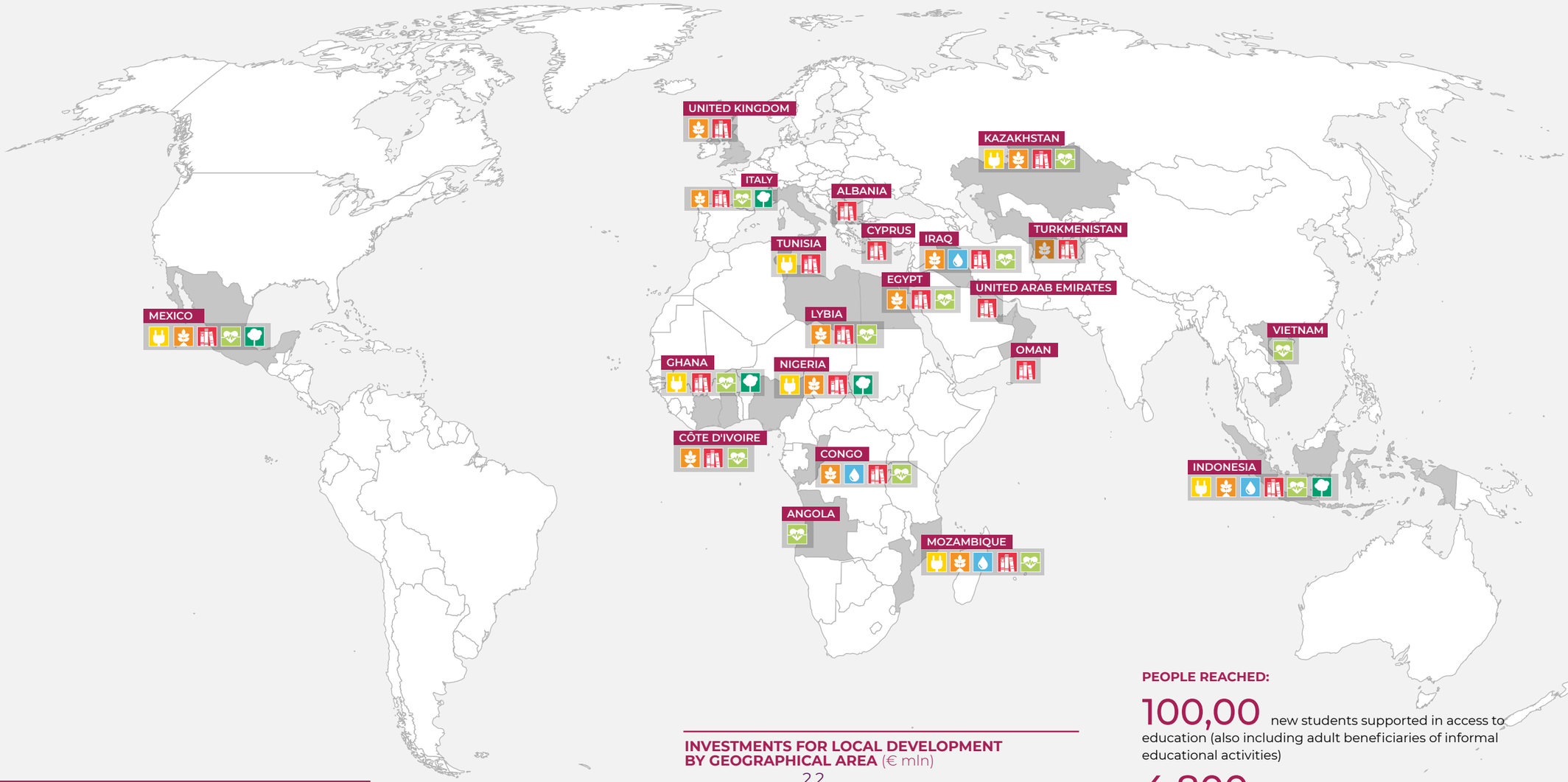
30 To calculate the indirect and induced effects, the input-output methodology was used. This approach describes the interdependencies among economic sectors and makes it possible to estimate the impact on the national economy in terms of the production of goods and services resulting from a given investment.

Local development projects around the world

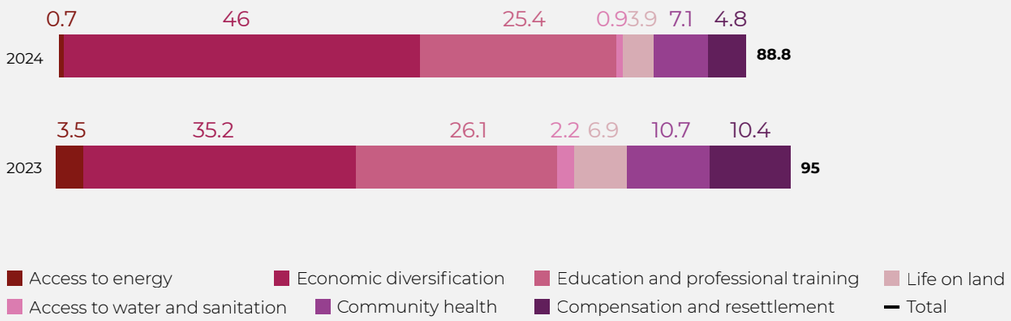
Sectors of intervention

- 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

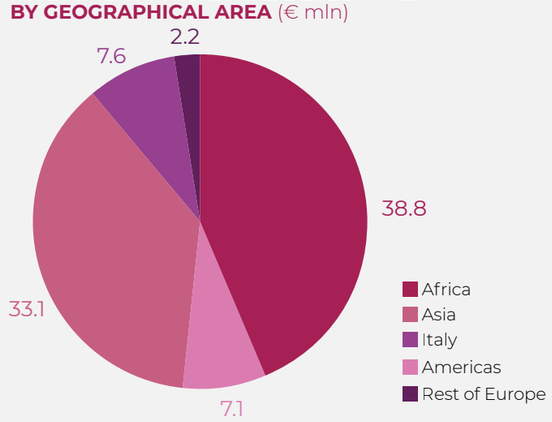
Active projects in 21 Countries



INVESTMENTS FOR LOCAL DEVELOPMENT (€ mln)



INVESTMENTS FOR LOCAL DEVELOPMENT BY GEOGRAPHICAL AREA (€ mln)



PEOPLE REACHED:

100,00 new students supported in access to education (also including adult beneficiaries of informal educational activities)

4,800 farmers and entrepreneurs supported in access to economic development

113,000 people supported in the access to drinking water (including awareness campaigns)

820,000 people supported in access to health services

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

6,100 people involved in environmental and biodiversity protection activities

PROJECTS IN THE WORLD

Eni defines and implements interventions to support local populations, oriented towards promoting global human development, favouring access to essential rights such as energy, water, food, education and health. Eni develops initiatives for economic diversification (e.g. agricultural projects, access to micro-credit, promotion of entrepreneurial and infrastructure activities), land protection and vocational training to create new employment opportunities. For Eni, an essential element for achieving development objectives and driving inclusive growth is the establishment of alliances with other players operating in the territory (partnerships), pooling respective resources and human capital. In 2024, 89 cooperation agreements were active, of which 17 socio-economic and 4 health agreements were signed during the year. In the definition and execution of projects, Eni adopts a participatory approach, integrates certain relevant transversal themes (such as gender) and implements tools and methodologies, in line with the main international standards. The latter include the logical framework approach to structure interventions in the area and the 'Monitoring, Evaluation and Learning' management tool to monitor, evaluate and possibly reshape them to maximize 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, in order to ensure that impacts on women in local communities are correctly identified, to maximize positive ones and prevent possible negative consequences. This approach includes specific actions and tools for the different areas of intervention and the integration of the gender perspective in the different project phases.

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 **Clean cooking programme** and **Agri-feedstock** paragraphs) or initiatives aimed at supporting local governments in achieving the Country's health priorities.

In the areas where Eni is present, it adopts tools and methodologies to identify potential impacts – negative and positive, direct and indirect – from the earliest project phases, with a view to reducing and/or mitigating them using health development plans and projects. To this end, Eni draws up Health Impact Assessments (HIAs), which can be stand-alone documents or integrated into Environmental Social and Health Impact Assessments (ESHIAs), which guarantee adherence to recognized international standards, and ensure the engagement of stakeholders in order to protect their interests, identify critical issues, assess potential impacts and put in place any mitigation measures, which are appropriately monitored. In 2024, with the aim of assessing potential impacts on affected communities, Eni completed 6 health studies, including a health impact assessment for the Livorno Biorefinery and 5 integrated ESHIAs in the United Arab Emirates, Cyprus, Oman, Mozambique and Vietnam.

Community health initiatives consist of the implementation of specific projects for the improvement of health conditions and the promotion of the well-being of local communities in the Countries of presence and represent an important instrument for contributing to local development. In fact, the projects are implemented in line with local health policies and international *best practices*, and aim to protect the right to health, strengthening the health systems of host Countries to improve health conditions and contributing to social and health development. The main areas of intervention in 2024 were: primary health care, infectious diseases and non-communicable diseases, nutrition, maternal and child health, and the sanitary conditions of health facilities and the population. These activities consist in upskilling interventions for health personnel (medical, health and managerial skills), interventions in health infrastructures (supplying equipment, renovation and construction of new facilities), awareness-raising actions for the population and extraordinary support activities for local health authorities in the event of emergencies, disasters or pandemics. Projects are implemented in collaboration with local health authorities and with the engagement of civil society organizations, strengthening cooperation between the company and stakeholders at all levels. In addition, for the implementation of projects Eni creates partnerships with international medical and health centres of excellence, hospital institutes and scientific partners of excellence. In 2024, 30 agreements were active, including four new ones signed during the year, with:

- local institutions, such as the Makueni County Governorate in Kenya for the improvement of basic health services, and in Italy Azienda USL Toscana Nord Ovest, for the experimentation of new technologies aimed at the digitization of diagnostic-therapeutic-assistance pathways in a logic of environmental sustainability for the protection of citizens' health;
- civil society organizations, such as in Côte d'Ivoire with Doctors with Africa Cuamm and the International Rescue Committee to strengthen primary health care services, and in Mozambique with AISPO to strengthen health care structures, with Sant'Egidio and Helpcode for women's health protection and maternal health;
- hospital institutions, such as the IRCCS Policlinico San Donato for the construction of the medical training center in Port Said, Egypt.

In the area of health development projects, in 2024, Eni carried out 33 initiatives in 13 Countries for a total expenditure of €7.1 million, to improve the health status of populations by strengthening the skills of health personnel (in Angola, Côte d'Ivoire, Egypt and Mozambique), the construction and rehabilitation of health facilities and their equipment (for example, in Angola, Côte d'Ivoire, Egypt and Mozambique), information, education and awareness-raising on health issues of the affected populations (for example, in Côte d'Ivoire, Egypt and Mozambique). In addition, in 2024, Eni also carried out civil works in Hospitals in Italy, with the aim of contributing to the strengthening and resilience of local facilities in Gela, Milan and Pavia.

33 projects implemented in **13** Countries

Case study

Some examples of community health projects

MANATINERO, Sanitary Jurisdiction of Cardenas and IMSS-Bienestar, State of Tabasco, Mexico (2022-2025)
OBJECTIVE: strengthening primary health care in the Cardenas health system.
ACTIVITY: the construction, equipping and furnishing of a health center in Manatinero offering 24-hour primary health care to the community, finalized in December 2024. In 2025, in line with and according to the standards of the Tabasco State Ministry of Health, the training of health personnel will be carried out and the installation of an emergency photovoltaic electrical system will be finalized.
2024 BENEFICIARIES: it is estimated that, in 2025, 1,500 people will attend the centre.

PEMBA, MOZAMBIQUE (2023-2025)
OBJECTIVE: strengthening the Pemba Provincial Hospital (Cabo Delgado Province).
ACTIVITY: expansion of the Radiology Services with the installation of the Computerized Axial Tomography (CT) Service and expansion of the Intensive Care Unit with 4 additional beds fully equipped with modern technology, construction of a new pharmacy block and a waiting room for hospital users. The CT service is the only one currently available in the province of Cabo Delgado, allowing patients quick access to medical examinations and diagnoses that were previously performed outside the province of Cabo Delgado. The project was implemented with the support of AISPO - Associazione Italiana per la Solidarietà tra i Popoli and in collaboration with the Mozambique Ministry of Health.
BENEFICIARIES: the total population that will benefit from the intervention is more than 500,000 people.

LUANDA, ANGOLA (2019-2025)
OBJECTIVE: improved access to tertiary health services in Luanda.
ACTIVITY: in 2024, the project saw the training of 303 health and management staff at the David Bernardino Children's Hospital and the Divina Providencia Hospital in Luanda in line with the agreement of intent signed with the Ministry of Health in 2019. The courses focused on pediatric nephrology and dialysis, neurology, haemato-oncology, communicable diseases, nutrition, childcare, women's health and epidemiological surveillance.
2024 BENEFICIARIES: over 61,000 people.

EDUCATION

In 2024, Eni supported access to primary, secondary, tertiary education and non-formal educational activities of about **100,000** male and female students

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. In 2024, Eni built and/or renovated 16 school and education facilities, supporting the training of approximately 470 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, more than 700 parents were involved in awareness-raising activities on various topics such as child protection, education, sport, environment, nutrition, health, hygiene, equal opportunities, etc. In addition, more than 24,000 people participated in non-formal educational activities (workshops, vocational training, awareness-raising on Human Rights), mainly in Indonesia, Ghana, Mozambique and the UK. During the year, through the programmes and scholarships provided by Eni Corporate University, Eni supported the academic training and professionalisation of around 1,300 students projects are carried out in cooperation with local authorities, international organisations and with the involvement of civil society organisations. In Italy, in 2024 Eniscuola involved more than 6,000 young students and more than 80 teachers from primary and secondary schools in training initiatives on topics such as new technologies, energy transition, cybersecurity issues and new forms of communication; in addition, more than 1,000 teachers were able to benefit from online training courses on digital skills and innovation in schools. In 2024, there were 6 active Education agreements, including 2 new ones signed with UNESCO in Iraq and with the Eurasian National University (ENU) in Kazakhstan.

Case study

Some examples of education projects

PRO-JEUNES: STRENGTHENING OPPORTUNITIES FOR YOUTH PROJECT (2023-2025) - CÔTE D'IVOIRE
OBJECTIVE: to guarantee young people self-sufficiency and long-term economic stability through professional development and access to employment.
ACTIVITY: the project involves the engagement and training of 300 young people from vulnerable communities in the north and south of the Country, subject to migratory movements, providing them with practical and demand-oriented skills for successful entry into the labour market in the energy and automotive sectors. The programme, implemented in partnership with Iveco Group and the NGO IRC, combines theoretical and practical training with on-the-job experience in leading private and public sector companies.
RESULTS: 300 young people from communities trained.

THE MORE I KNOW THE LESS I CONSUME (2024-2027) - ITALY
OBJECTIVE: dissemination and promotion of a culture of sustainable energy use, through digital innovation and education in the use of digital tools.
ACTIVITY: training for teaching staff (school managers and teachers), pupils and students of primary schools on the topics of digital innovation and energy sustainability with an educational approach to the disciplines of Science, Technology, Engineering, Art and Mathematics, computational thinking, coding and basic robotics.
RESULTS: the project involved approximately 2,000 people.

AL-MARBAD HIGH SCHOOL FOR GIRLS (2022-2024) - IRAQ
OBJECTIVE: to ensure access to quality educational environments for female students in the municipality of Zubair, Basra Governorate.
ACTIVITY: construction, equipping and start-up of a girls' high school in the municipality of Zubair, Basra.
RESULTS: high school welcomes 758 students.

TERTIARY EDUCATION IN ENERGY ENGINEERING TECHNOLOGY (2024-2027) - EGYPT
OBJECTIVE: to contribute to the Country's energy transition by training human capital specialized in energy efficiency in key industrial sectors.
ACTIVITIES: the project will involve 900 students through the creation and launch of a specialised Bachelor of Technology in Energy Engineering (2+2 years) course in partnership with Sewedy University of Technology, Politecnico di Milano, ECU; the provision of scholarships to deserving students, with a focus on Port Said; the holding of Energy Weeks with face-to-face teaching by PoliMi lecturers; the creation of a network of private companies that will ensure that a number of students are taken on as apprentices each year.
RESULTS: 54 students involved in the first months of implementation.

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 school and community initiatives and training in community management of drinking water systems. In 2024, 35 sanitation facilities and 27 drinking water access points were built or renovated and awareness-raising activities on hygiene practices were delivered to more than 67,000 people.

In 2024, more than **113,000** people improved their access to clean water (including awareness campaigns)

Case study

An example of a water access project

ACCESS TO WATER IN THE CABO DELGADO PROVINCE, METUGE AND PEMBA DISTRICTS (2023-2025) - MOZAMBIQUE
OBJECTIVE: to increase access to safe drinking water for local communities.
ACTIVITY: the project is implemented in collaboration with OIKOS and involves the construction of 8 wells and reservoirs to ensure access to safe drinking water for local communities, as well as the training of local technicians in the maintenance and management of water infrastructures and awareness-raising activities on hygiene practices.
RESULTS: in 2024, more than 60,000 people were involved in awareness-raising campaigns focused on hygiene and health practices related to water management and consumption.

LIFE ON LAND

Through these projects, Eni intends 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 2024 Eni continued the collaboration started with UNESCO in Mexico in 2023 by signing a second agreement for the implementation of a comprehensive water security plan for the Mezcalapa-Samaria sub-basin in the state of Tabasco to deal with frequent flooding.

In 2024, more than **6,000** people were involved in environmental and biodiversity protection activities

ECONOMIC DIVERSIFICATION

The objective of such projects is to promote food security, the development of entrepreneurial, agricultural, fishing and infrastructural activities, fostering new business opportunities, women and youth empowerment and promoting economic growth. Some examples of such 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 start-ups; environmental management, etc.; and training in the field of environmental management. Eni has supported the training of some 4,400 farmers and producers, supported 95 cooperatives and associations in the agri-food sector in Côte d'Ivoire and Nigeria, and trained 435 people on entrepreneurship, financial literacy and business management. Finally, as part of agri-feedstock projects, Eni contributed to training activities involving more than 34,000 farmers and producers. There were 8 active partnerships in 2024, including a new one with UNESCO in Mexico to support coastal communities in the municipality of Cárdenas by strengthening their capacity to protect their cultural and natural heritage, while promoting sustainable tourism.

In 2024, more than **4,800** farmers/entrepreneurs were supported in accessing economic development through economic diversification initiatives

Case study

Some examples of life on land projects

PRO RESILIENCE (PRORES): STRENGTHENING THE RESILIENCE OF COMMUNITIES TO THE EFFECTS OF CLIMATE CHANGE IN THE CABO DELGADO PROVINCE - Mecufi District (2021-2024) - MOZAMBIQUE
OBJECTIVE: strengthening the resilience of local communities to the impacts of climate change.
ACTIVITY: a key element of the project focuses on enhancing environmental protection by promoting socio-economic practices that are increasingly sustainable and less impactful to the environment. These practices include the restoration of mangrove cultures in degraded lagoon areas, ensuring the growth and regeneration of mangroves with concrete positive effects on coastal protection, flood prevention and ecosystem conservation.
RESULTS: in 2024, over 1,000 people were involved in training, awareness-raising and biodiversity protection activities, with a focus on mangrove protection.

AFFORESTATION PROJECT (2024) - GHANA
OBJECTIVE: Contribute to the reduction of CO_2 emissions by planting trees in the Ellembelle district.
ACTIVITIES: awareness-raising of teachers and students on the importance of protecting forests and green areas; distribution and planting of grafted seedlings (Khaya senegalensis, Tectona grandis, Tetrapleura tetraptera, Terminalia superba, and Mansonia altissima) selected on the basis of their CO_2 absorption capacity; development of a digital tool to trace the grafted seedlings and monitor their growth; distribution of educational material in the project schools.
RESULTS: 210 students sensitised; 1000 seedlings grafted.

BIODIVERSITY AWARENESS (2024) - PORTO TORRES (ITALY)
OBJECTIVE: the objective of the project was twofold; on the one hand, to carry out a wide-ranging evaluation of Sunpower, produced and manufactured in Porto Torres by Matrica (a 50-50 JV between Versalis and Novamont) based on pelargonic acid derived from renewable raw materials and biodegradable in soil/water. On the other hand, to raise awareness among primary school students of the importance of bees and their role in preserving biodiversity.
ACTIVITY: the activity was carried out in collaboration with two important players: Apicoltura Urbana, which was in charge of running the apiary and its monitoring, and Tenute Delogu, which provided its expertise in the wine-growing environment and the area where the hives are installed. The scientific experimentation activity saw the application of Sunpower as a pesticide in a wine-growing environment, analysing its effects on the health of the bees and the quality of the honey produced.
RESULTS: the initiative involved 22 classes of the Porto Torres Comprehensive Institute with presentation meetings and practical workshops by Apicoltura Urbana, held on 22nd-23rd-24th October for a total of 372 children. The tests conducted showed that bees had access to natural resources of high value in the agricultural context, essential for the production of high quality honey.

In 2024, approximately **7,000** people improved their access to electricity (through the installation of photovoltaic panels)

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. Among the activities implemented: the development of energy micro-grids in rural areas; procurement, supply and installation of electrical components; construction of transmission lines and connection to the national grid; support in accessing improved, certified and quality cooking systems; 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.

Case study

Some examples of economic diversification projects

ETHICAL FASHION INITIATIVE - (2023-2025) CÔTE D'IVOIRE
OBJECTIVE: to increase the competitiveness and market participation of artisans and small entrepreneurs active in the textile production sector by driving the development of a local sustainable fashion value chain.
ACTIVITY: creation, in Abidjan, of a production and training hub for textile artisans able to provide technical assistance, quality materials, and market access. The hub will train and employ 50 local workers and activate a network of more than 100 textile artisans by connecting traditional local production to the market of international fashion brands under the governance of an SDG due diligence system.
RESULTS: 260 artisans (66% of whom are women) and small entrepreneurs trained by 2024, 150 of whom will be directly involved in the supply chain of the new hub.

OPPORTUNITIES FOR RURAL DEVELOPMENT THROUGH AN INTEGRATED, RESPONSIBLE AND SUSTAINABLE APPROACH TO THE PRODUCTION AND TRADE OF COCO PALM - (2023-2026) MEXICO
OBJECTIVE: to promote rural and economic development in the Cardenas coastal area in Mexico through a sustainable approach to coconut palm production and supply chain.
ACTIVITY: the project introduces regenerative and sustainable practices to improve coconut crop productivity. Sales strategies are developed and strengthened to increase coconut prices and the incomes of small-scale producers and local businesses. In addition, collaboration between actors in the sector is promoted to improve cohesion, optimize working conditions and strengthen coconut growing and processing activities.
RESULTS: in 2024, 103 producers benefited from the intervention and 113 hectares of land were cultivated with sustainable farming practices.

MANICA PROJECT. STRENGTHENING FOOD SECURITY AND DEVELOPING AGRICULTURAL SUPPLY CHAINS IN THE PROVINCE OF MANICA - (2022-2026) MOZAMBIQUE
GOAL: increase food security and farmers' incomes through the adoption of resilient farming practices and technologies (Climate Smart Agriculture - CSA).
ACTIVITY: the project introduces Conservation Farming practices aimed at enhancing farmers' resilience and sustainability by promoting techniques such as soil cover with plant residues, the use of permanent planting holes with minimal soil disturbance and nutrient concentration, regenerative and sustainable crop rotation practices to improve crop productivity.
RESULTS: in 2024, a total of 2,521 farmers were trained in CSA practices, applying them on 194 hectares of cultivated land. The strategies applied protected the soil, conserved natural resources and optimized yields, leading to a significant increase in productivity, with a 30% increase for maize and 13% for soya.

Some examples of energy access projects

GOVERNORATE OF NABEUL (2024) - TUNISIA
OBJECTIVE: to improve the supply of electricity and ensure the full and smooth running of school activities at 7 public primary schools within the governorate of Nabeul.
ACTIVITY: installation of photovoltaic panels with a total capacity of 102KV.
BENEFICIARIES: 7,000 students enrolled in 7 public primary schools with access to electricity in school environments.

CENTRE D'EXCELLENCE OYO (2023-2027) - CONGO
OBJECTIVE: the Oyo Research Centre is legally established and conceived as a national institution with a regional perspective, with the main goal of contributing to the development of a sustainable, integrated and inclusive energy market both in the Country and the wider region.
ACTIVITY: the Oyo Research Centre acquired important research equipment, such as a GC-MS and small-scale biogas systems (biodigester installation), to support research in areas such as fertilizer quality and clean cooking solutions.
RESULTS: Memoranda of Understanding and strategic partnerships were signed with local actors, universities and the Oyo Centre. 9 researchers received scholarships and preparatory training for research activities. In addition, 4 events/workshops (Women's Empowerment in Science, Energy Efficiency and Solar Photovoltaic Technology) were organized and reached 134 people.

Case study

Community Investment Strategy (CIS) in Ghana

The integrated project aimed to improve the quality of life of ten coastal communities in the Ellembelle district, Ghana, reaching approximately 12,500 people (approx. 2,500 households). The strategy focused on improving access to education, water and energy and promoting inclusive economic growth through livelihood diversification and entrepreneurship. The Community Investment Strategy (CIS) is a collaboration between Eni Ghana Exploration and Production Limited, Vitol Upstream Ghana Limited and the Ghana National Petroleum Corporation. The initiative was implemented and managed by Eni Ghana and executed through cooperation agreements and engineering, procurement and construction contracts with eight external partners. The integrated project, from the design and planning phase in 2018 to its completion in December 2023, has achieved substantial progress in improving the quality of life of the affected communities. In 2024, an external and independent evaluation was carried out on the CIS, involving communities and key stakeholders, to verify the achievement of the expected results and measure the impacts of the project. Below are the main project results in the different intervention areas.

STRATEGIC COMPONENTS

ACCESS TO WATER AND SANITATION: a water treatment plant and six nine water supply points were constructed. Once operational, the water supply points significantly improved the health of the community and there was a decrease in water-related diseases. The project provided affordable water to approximately 5,000 community members.

Future prospects: Eni Ghana is considering increasing the capacity of the water treatment plant and strengthening the business capabilities of the management committee to better meet new market needs.

EDUCATION: 8 primary and secondary schools were rehabilitated or built from scratch, improving the learning environments for over 2,000 students and creating a more favourable educational environment. In this regard, an improvement in students' academic performance in key subjects and an increase in basic education final examination pass rates (100% pass rates in schools in Sanzule/Krisan DC and JHS in Eikwe RC) were noted. To improve standards of menstrual hygiene in local communities, awareness-raising activities were conducted in schools in the target area to counter the stigma associated with menstruation and about 1,000 reusable pads were distributed to female students. In addition, 10 female vocational school students participated in an advanced sewing course for the production of reusable sanitary towels, in order to start an autonomous and self-sufficient production system. Comprehensive training courses were offered to 167 teachers and 989 student scholarships were provided, which improved inclusion, gender equality and accessibility.

Future prospects: Eni Ghana is considering improving the organisation of school maintenance to ensure that small and medium-sized infrastructure problems are quickly addressed by local professionals.

ACCESS TO ENERGY: more than 3,000 improved domestic stoves were produced and distributed locally to about 2,500 households. Data indicate that 88% of the households continued to use their stoves after the project ended. The project has demonstrated significant health benefits through reduced pollution emanating from the stoves and high user satisfaction. Social inclusion and gender equality are to be considered key elements of the project and a good practice.

Future prospects: Eni Ghana is promoting the use of 'clean' cooking technologies in target communities by introducing improved commercial kitchens to support local entrepreneurs in food production. The introduction of commercial cookers will strengthen the integration of the economic diversification and energy access sectors.

ECONOMIC DIVERSIFICATION: nine cooperatives, with over 200 members, were established to improve small farmers' and entrepreneurs' access to the market and technical support was provided. The active participation of women has strengthened their economic independence and decision-making power. 228 home gardens were created and 335 producers were supported, improving food security and local production capacities. Essential starter packs were distributed to farmers, including livestock, seeds and feed, and veterinary services were offered to expand their businesses. 14 new enterprises and 72 new jobs were created. The project successfully promoted social and gender inclusion: 1,226 people were trained with 67% female participation, improving household food security, economic independence and social status. Marginalized groups, such as the 58 commercial farmers in the Krisan refugee camp, were also included in the project.

Future prospects: Eni Ghana plans to strengthen access to credit for local farmers and producer cooperatives, fully integrating them into broader supply chains.

PARTNERSHIP 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), and make it possible to broaden the impact of projects in support of local populations by sharing not only financial and human resources, but also assets, skills and know-how.

Interview

Interview with Nina Taka

NINA TAKA
INTERNATIONAL RESCUE COMMITTEE (IRC) COUNTRY DIRECTOR
CÔTE D'IVOIRE

How do we begin to build a trusting and collaborative relationship with local institutions and communities?

Building trust starts with open and honest dialogue. It's so important to really listen and understand the priorities, challenges, and strengths of the institutions and communities we're working with. That's the foundation it shows respect and sets the stage for collaboration. A big part of this process is making sure everyone is involved from the beginning. From the design phase of a project, we bring all stakeholders together to identify needs and priorities and co-create practical, realistic solutions. Transparency is also key. We always make it a point to clearly communicate the project's strategy and objectives with everyone, local institutions, community leaders, and community members. That openness builds trust and ensures everyone is on the same page. I'll share an example of this in action: in Côte d'Ivoire, the IRC partnered with Eni on a program called Pro-Jeunes. This initiative focuses on equipping Ivorian youth with skills for industries of the future, like digital marketing, business entrepreneurship, and automotive mechanics. By offering targeted vocational training, the program has empowered dozens of young people with the tools they need to successfully enter the workforce.

What are the positive effects of the projects you have carried out with Eni?

The projects we have carried out with Eni have delivered tangible, positive results in the daily lives of the communities involved. For example, by enhancing the management of healthcare facilities in collaboration with local partners, we've seen a significant improvement in access to healthcare. Health center attendance rates have increased by over 30%, driven by facility refurbishments and improvements in service quality. These outcomes reflect the direct impact of our joint efforts on community well-being.

Why is access to health services so important to improving a Country's local communities?

Access to healthcare is fundamental to improving local communities because it directly impacts productivity, economic stability, and social well-being. A healthy population is more capable of working efficiently, which drives local economic growth and helps reduce poverty. Strengthening health systems to make care accessible to the most vulnerable prevents and treats diseases, lowering the financial burden of healthcare on families and breaking cycles of vulnerability and persistent poverty. These savings can then be redirected toward other essential needs, improving overall family well-being.

For children, access to quality healthcare ensures they are healthier, more likely to attend school consistently, and better positioned to complete their education — providing them with a strong foundation for success in adulthood. Additionally, in many African contexts where women are the primary caregivers, healthier families mean women have more time to pursue economic and professional opportunities, further contributing to their household and community.

Access to healthcare also plays a critical role in fostering social stability by reducing inequalities. When everyone in a community can access care, it promotes a sense of fairness, justice, and social cohesion, strengthening the fabric of society.

Sustainability in the value chain

REFERENCE CONTEXT

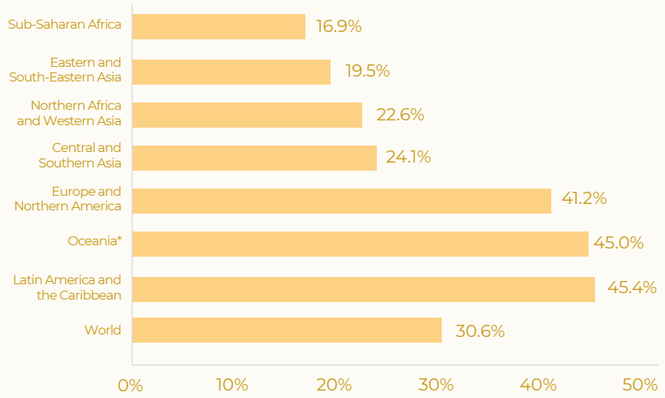
ACCESS TO CREDIT FOR SMALL ENTERPRISES

Small enterprises are the foundations of economies, providing job opportunities and supporting livelihoods across communities, but are more vulnerable to shocks than large enterprises, especially in lower-income countries. A key factor in their survival and, hopefully, prosperity is access to credit, which remains difficult in many countries. According to survey data from 2006 to 2023, only 16.9% of small-scale manufacturing industries in Sub-Saharan Africa received loans or lines of credit, well below the global average of 31%. Easier access to credit is crucial for fostering the growth, competitiveness and resilience of small enterprises.

(*) Excluding Australia and New Zeland.

Source: © 2024 United Nations, *The Sustainable Development Goals Report 2024, New York.*

PROPORTION OF SMALL-SCALE INDUSTRIES WITH A LOAN OR LINE OF CREDIT 2006-2023

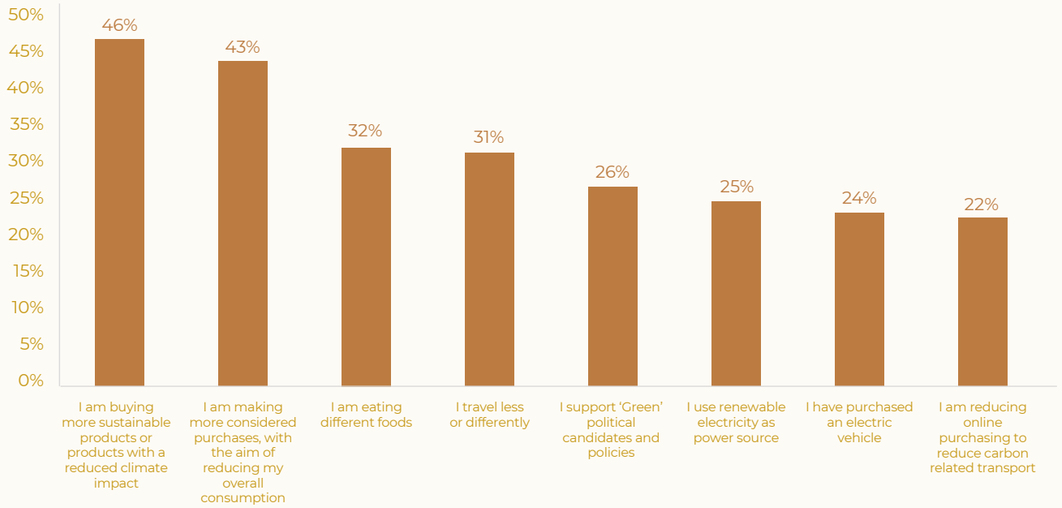


PURCHASING DECISIONS AND THE ENVIRONMENT

According to recent research, customers attach great importance to environmental issues. Surprisingly, 85% of people claim to have directly experienced the disruptive effects of climate change. Not surprisingly, reducing climate impact is by far the most important product feature influencing purchasing decisions. However, for many customers, there is a general mindset of reducing overall consumption, which profoundly affects their lifestyle. With a cascading effect, all their purchasing decisions are likely to be influenced by this aspect.

Source: PwC, Voice of the Consumer Survey 2024, May 2024.

WHAT ACTIONS OR BEHAVIOURS, IF ANY, HAVE YOU TAKEN TO REDUCE YOUR IMPACT ON CLIMATE CHANGE?



Customers and consumers

Why is it important for Eni?

With Plenitude and Enilive, Eni builds innovative and sustainable solutions to meet today's needs and anticipate those of tomorrow, putting the customer at the centre of an integrated ecosystem.

ANDREA MERCANTE HEAD OF CT&FO BUSINESS INTEGRATION AT ENI

THE CUSTOMER AT THE CENTER: AN INTEGRATED OFFER FOR A CHANGING WORLD

In an ever-changing environment, where mobility is becoming more and more flexible and energy has to be increasingly sustainable, Eni has adopted an innovative and integrated approach. Through Plenitude and Enilive, customers have solutions to meet their energy and mobility needs. Plenitude supports households and companies in the energy transition by offering power from renewable sources, photovoltaic plants, energy efficiency solutions and e-mobility services. Enilive with research and technologies increases the offer of progressively more decarbonized products and services to move with ease and with a reduced impact in terms of CO_2 emissions. Plenitude and Enilive will increasingly strengthen their synergy to offer integrated solutions. This path passes through an ever deeper knowledge of the needs of their customer base and the desire to build a lasting relationship based on trust and mutual value.

CUSTOMER CENTRICITY AND SPREADING THE CULTURE OF SUSTAINABLE ENERGY USAGE

Plenitude adopts a business model that integrates power production from renewable sources, the sale of energy and energy solutions, and an extensive network of proprietary charging points for electric vehicles. In 2024, the company offered its services to more than 10 million customers, mainly located in Italy (80%), but also in France, Greece, the Iberian Peninsula and Slovenia. Plenitude adopts the Design Thinking methodology, with the aim of developing tailor-made solutions for its customers, focusing on the centrality of users' needs to create value through omni-channel solutions. Since 2022, Plenitude has been offering all B2C customers 100% power from renewable sources and, in 2024, saw an increase in the proportion of power certified through guarantees of origin to the total energy sold in Europe from 69% in the previous year to 74%.

Approximately **13.6** TWh of power certified through guarantees of origin sold in Europe in 2024

Energy efficiency solutions

Plenitude, through its subsidiary Plenitude Energy Services (PES) (ESCO – Energy Service Company – of Plenitude), born from the merger of SEA and Evolvere[31], offers its customers a wide range of energy efficiency solutions for buildings.

Energy requalification of buildings

Plenitude offers solutions for energy requalification and anti-seismic reinforcement through the 'CappottoMio' project. Planned interventions include thermal insulation, the upgrading or replacement of thermal systems, earthquake-resistant consolidation and the installation of photovoltaic systems, storage systems and facilities for electric vehicle charging. The interventions carried out under the initiative involved **approximately 3,330 buildings** in 2024.

Plenitude has also carried out energy requalification and energy efficiency projects for large companies and SMEs, through the signing of **Energy Performance Contracts (EPC)**. Services under the EPC contracts include the study and energy analysis of production plants and the identification of innovative solutions for plant efficiency, installation of remote monitoring and optimization systems for plants, and relamping. In 2024, about 115 interventions had been performed or are currently in progress under EPC contracts.

Sale, installation and operation of photovoltaic systems

Plenitude offers installation, management and monitoring services for photovoltaic systems for both domestic and industrial customers. At the end of 2024, installed capacity reached 150.36 MW between owned and managed plants throughout Italy, registering a 63% increase compared to 92 MW at the end of 2023.

In 2024, Plenitude, to comply with the new regulatory provisions[32] and to encourage the deployment of Energy Communities, specialized its design, implementation and configuration management processes to align with the three types foreseen by the regulations, simplifying activities for promoters and community participants.

31 As of 1 January 2024, Evolvere S.p.A. Società Benefit incorporated SEA S.p.A. through a merger, and changed its company name to Plenitude Energy Services S.p.A.
32 In 2024, the regulatory path for the development of Energy Communities in Italy was completed, definitively introducing three types of incentivisable configurations: Renewable Energy Communities (CERs), Individual Offsite Consumption (AID) and Collective Offsite Consumption (AUC), together referred to as CACER (Configurations of Offsite Consumption for the Sharing of Renewable Energy).

Other energy efficiency solutions

Smart Home energy efficiency products: Plenitude introduced Eugenio; a smart energy ecosystem designed to encourage more efficient use of home energy. Using the home's internet connection, data is sent to the cloud and made accessible via a mobile app, giving users tools to optimize consumption and improve energy management.

Goods and services for heating and cooling: Plenitude offers its customers in Italy heating and cooling products (boilers, high-efficiency water heaters, air-conditioners and hybrid heating systems), for residential or similar domestic use, through partnerships with Riello, Ariston and Haier.

Installation of charging columns (wallboxes): Plenitude provides its end customers and businesses with the installation of charging columns (wallboxes), with related management and monitoring, also in combination with other services, such as the supply of power from renewable sources or the installation of a photovoltaic system.

Focus on

Plenitude customer engagement in Italy

During the year, Plenitude continued its commitment to engage its customers in the energy transition journey, with the 'Aware Actions' section of the 'Plenitude Insieme (Together)' loyalty programme, which provides customers with useful tools to increase awareness and knowledge about energy efficiency. In 2024, the section was enriched by rewarding customers who checked their consumption behaviour each month in order to encourage full awareness. By the end of 2024, 1,055,000 customers were enrolled in the programme, with high participation rates: 87% of enrolled customers had interacted with the programme at least once and more than 200,000 customers had performed the proposed Aware Actions at least once.

With regard to initiatives for vulnerable customers, in 2022 Plenitude became one of the first 50 partner companies of the National Youth Card, an initiative of the Department for Youth Policies and Universal Civil Service aimed at young European residents in Italy aged between 18 and 35. The card gives access to discounts on the supply of gas and power from renewable sources covered by the Guarantee of Origin, a discount on a consumption recharge via the Plenitude On the Road app, and a dedicated promotion on boilers and air conditioners. In addition, after the end of the protected gas market in December 2023, Plenitude has defined a similar offer for non-vulnerable customers, guaranteeing a level playing field for those who have not joined the free market. The update of the Plenitude app has been completed so that all its functionalities can be used by blind and visually impaired people. For deaf customers, in addition to chat, TELLIS, a customer service allowing communication through Italian Sign Language, with qualified interpreters connected remotely, has been active since 2022.

Electric mobility

In 2024, Plenitude continued to grow its business model, increasingly becoming a point of reference for innovation in the electric mobility market. The goal is to contribute to the energy transition also through a less polluting mobility model, supporting the installation of charging points for electric vehicles powered by energy certified through guarantees of origin, fed into the grid and produced from renewable sources, in a capillary manner throughout Italy and abroad.
During 2024, Plenitude installed and activated about 2,300 On the Road charging points in Italy and Europe. With more than 21,000 charging points installed as of December 31, 2024 (+12% compared to 2023), Plenitude establishes itself as one of the most important operators in the panorama of charging services for electric vehicles in Italy and Europe. During the year, charging sessions and energy delivered saw a 20% growth compared to 2023. Looking ahead to the coming years, Plenitude's goal is to create one of the largest and most capillary public charging infrastructures for electric vehicles in Italy and Europe, with more than 24,000 charging points installed by the end of 2025 and 40,000 by 2030.

Case study

'On the Road', the new identity of e-mobility services

In 2024, Plenitude launched 'On the Road', which unifies all charging solutions, both at home and on the road, under one identity, consolidating the integration process of Be Charge within the company.

In fact, since October 2024, Be Charge, the Plenitude company dedicated to electric mobility solutions, has renamed its app to 'Plenitude On the Road', with an optimized design and a charging experience that will continue to evolve thanks to increasingly innovative services. At the same time, the network of more than 20,000 charging points in Italy and Europe has been unified under the Plenitude brand, while the Be Charge website has been integrated into the Plenitude corporate and commercial portal. This evolution aims to contribute to the acceleration of the development of Plenitude's electric mobility in Italy and abroad, particularly in those Countries where the company is already present on the market with its energy solutions for families and businesses.

Plenitude's protection of customers

Plenitude protects customers from unfair commercial practices, assuming, where possible, the resulting charges. It has signed, with the associations belonging to the National Council of Consumers and Users, the protocol of unsolicited activations. In addition, the Joint Alternative Dispute Resolution is in place, for an out-of-court, quick and simple solution to disputes.

In the data protection area, Plenitude organizes the processing of personal data and the management of confidential information using an interdisciplinary approach to identify the best methods, in compliance with the principles and requirements established by European Regulation 2016/679. The Company also constantly monitors the quality of service, with a particular focus on contractual activations and missed activations.

To combat attempted fraud and to support customers who are victims of potential scams, Plenitude has put several initiatives in place, including a dedicated toll-free number, an operator identity verification service and information alerts on attempted scams. The verification service, which has been active since 2020, received more than 1,887 reports during 2024, of which more than 99% related to numbers not registered in the Single Register of Call Center Operators and therefore in violation of the law and potentially fraudulent.

ENILIVE - TOWARDS MORE SUSTAINABLE MOBILITY

Enilive is Eni's company dedicated to the transformation of mobility. All of Eni's activities dedicated to mobility converge within Enilive, including biorefining and biomethane assets, smart mobility solutions, such as Enjoy vehicle sharing, the production and marketing of all energy carriers, through a network of over 5,000 Enilive stations in Europe, and services to support people on the move, with a special focus on the food sector.

Mobility Solutions

Enilive is a strategic partner for its customers, offering concrete solutions that promote the decarbonization of the private mobility and transport sector, and thus contributing to the energy transition. Enilive develops and provides innovative products aimed at increasing sustainability, responding to the needs of an ever-changing market. The point-of-sale offer focuses on alternative energy carriers, such as HVOlution pure biofuel, produced from waste raw materials, vegetable residues and a residual part of oils from crops, which is already available in more than 1,200 Enilive service stations in Italy. Enilive is also committed to the development of sustainable fuels for the aviation sector, such as biojet (Sustainable Aviation Fuel - SAF), produced at the Gela biorefinery thanks to the Ecofining technology™ (see the dedicated box on page 54 in the section on **Carbon Neutrality by 2050**).

Focus on

Partnerships for sustainable mobility (Itabus, Poste Italiane, Ryanair, easyJet)

Enilive supports its customers and business partners in the energy transition, not only through the distribution of biofuels, but also through strategic partnerships that foster the penetration of low-emission fuels in the transport sector.
Itabus: Enilive has consolidated its collaboration with Itabus, the long-distance road transport company, part of the Italo group. The agreement includes the use of HVOlution biofuel, Enilive's 100% renewable raw material diesel, for Itabus's 100 vehicles used in passenger road transport in Italy.
Poste Italiane: Enilive signed an agreement with Poste Italiane for the supply of biofuels for its ground and air vehicles. For road transport, Enilive will supply HVOlution diesel. For air transport, the agreement foresees the supply of Sustainable Aviation Fuel - SAF.
easyJet and Ryanair: Enilive signed agreements with the two companies to supply SAF, thus contributing to the decarbonization of the aviation sector.

- **easyJet** will use SAF supplied by Enilive on some routes from Milan Malpensa, benefiting from the SAF Support Program 2024 promoted by SEA (the airport management company). In addition, a Letter of Intent was signed for a potential supply of around 30,000 tonnes of SAF in purity at other Italian airports where easyJet operates.
- **Ryanair** and Enilive signed a Letter of Intent for a long-term supply of SAF (up to 100,000 tonnes between 2025 and 2030) at some Italian airports where Ryanair operates.

Smart mobility is a pillar of Enilive's strategy, with innovative solutions combining sustainability, efficiency and convenience. Thanks to strategic partnerships and integrated services such as Enjoy and electric charging infrastructures, Enilive accompanies its customers towards a more responsible and connected mobility. Car sharing represents an alternative solution to the use of private vehicles, allowing customers to rent a vehicle according to their mobility needs. Enjoy, with 11 years of activity, is present in five Italian cities (Milan, Rome, Turin, Bologna and Florence) with the free-floating model, which allows customers to start and end rentals at any point within the coverage area. In addition, Enjoy is present in over 50 cities with Enjoy Point, the station-based service available at Enilive Stations, which allows users to book a vehicle digitally up to 24 hours in advance. With a fleet of 2,600 vehicles, Enjoy has served 1,800,000 customers and made over 35 million rentals. Its continuous evolution aims to promote an increasingly circular and accessible mobility model. Enilive's commitment to sustainability is reflected in the progressive hybridization of its fleet and in the introduction, through the agreement with XEV, of electric mobility solutions, together with the 'Battery swapping' service, which allows a discharged battery of an electric vehicle to be quickly replaced with one that is already charged, instead of having to wait for the time needed to recharge it.
Enilive has also developed **Parking**, with the aim of integrating the mobility network by enhancing and upgrading disused property assets. Parking offers smart parking solutions at Enilive enabled stations and redeveloped Enilive sites, accessible 24/7. The service also aims to meet the needs of intermodality, through the exchange with car sharing services, where present, to allow easier access to the city's Restricted Traffic Zones (ZTL).

Mobility Hubs

The Enilive service station network has embarked on an evolutionary journey to become a multi-service Hub, expanding its reach with an integrated physical and digital offering to ensure solutions consistent with the needs of the customer on the move. Enilive's Mobility Hubs offer a diverse range of services to simplify mobility and enhance the customer experience:

- **Electronic toll collection** thanks to the partnership between Enilive and Telepass;
- **Parcel delivery**, with self-service parcel pick-up, return and delivery solutions;
- **Banking and postal services** in partnership with Poste Italiane and Postepay;
- **Truck centers** located at motorway junctions, designed for heavy mobility, with safe areas equipped with toilets, laundries, WiFi, refuelling and electric charging;
- **Wash**, the washing service using advanced technology;
- **Multicard**, Enilive's business payment system.

Case study

Self per tutti (Self for all) - for barrier-free refuelling

Enilive is committed to promoting increasingly **inclusive and accessible** mobility, ensuring that all customers can refuel independently and safely. Self per Tutti is a programme launched in 2019 in collaboration with **Federazione Associazioni Italiane Paratetraplegici (Federation of Italian Paraplegic Associations)** and **UNEM** station operators, with the aim of offering dedicated assistance to customers with disabilities at **enabled Enilive Stations**.
Thanks to this initiative, drivers with disabilities can take advantage of the refuelling service, also at **self-service stations**, benefiting from the lowest price without giving up the support of an operator.

Focus on

Digital transformation

Digital transformation is a pillar in Enilive's evolution, finding particular application in Enilive Stations. This process is supported by the integration of advanced technologies that enhance the customer experience. Among the main initiatives developed are:

- **App Eni Live** allows digital payment, access to loyalty programmes and management of the dematerialized Multicard;
- patented **Eni Virtual Station** (EVS) platform enabling cloud-based management of Enilive service stations, customized services, enhanced payments and improved accessibility;
- the **SONIA** self-service system that automates orders and payments through the use of digital, indoor and outdoor totems;
- Digital Onboarding for the complete digitization of contracts to eliminate paper documentation and optimize processes.

Food

Enilive's focus on the food segment is consistent with the demand of customers on the move. Enilive's food offer is divided into two main formats that reflect criteria towards greater sustainability and Italian identity, guaranteeing an offer of products and services capable of accompanying customers on the move throughout the day: Enilive Café and ALT-Stazione del Gusto.
Enilive Cafés is the format that, with about 1,200 outlets across Europe, offers a dedicated breakfast and light lunch service. Alongside Enilive Cafés, the Emporium project offers convenience stores designed to meet the needs of customers on the move, with food and essential goods. ALT-Stazione del Gusto, on the other hand, was created through a partnership between Enilive and the Niko Romito Academy. It emphasises selected raw materials and innovative preparation techniques, reducing food waste and promoting conscious gastronomy.

Focus on

Green Claims: the commitment to transparent communication

In line with the Code of Ethics, Eni is committed to managing its relations with customers and consumers in a transparent manner, protecting their right to receive quality information. To consolidate these commitments, in 2023 Eni adopted an **CG Policy Consumer Protection & Green Claims**. The Policy is aimed at ensuring compliance with Consumer Protection rules and principles, while also ensuring proper environmental and sustainability communication and managing any impacts that the company's activities could generate on customers and end users. This is the context of the decision of the Council of State (Consiglio di Stato) that, in 2024, rejected the argument of the Italian Antitrust Authority (AGCM) according to which Eni had engaged in an unfair commercial practice to the detriment of consumers as regards the advertising campaign for Eni Diesel+ fuel, confirming the correct action of the company.

Suppliers

Why are they important for Eni ?

The competitiveness of the energy value chain is key to a sustainable transition. To face future challenges, we need companies that are safe, responsible, innovative and international. Eni will continue to support the value chain in pursuing these goals, fostering development and collaboration. Only by working as a system can we create value for businesses, local communities and people.

PAOLA ROMANO HEAD OF VENDOR MANAGEMENT & DEVELOPMENT AT ENI

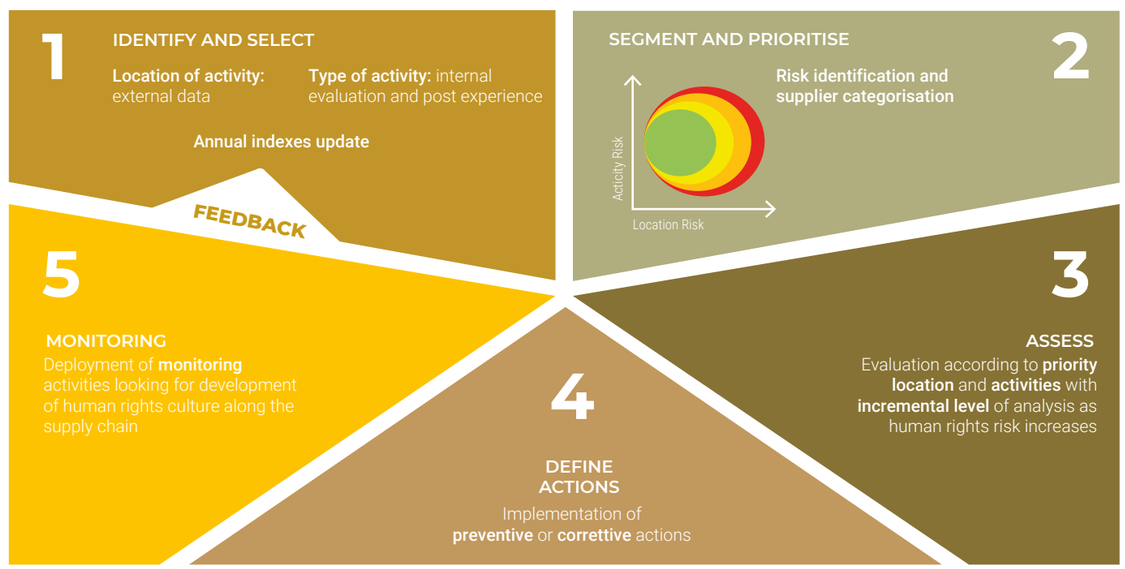
HUMAN RIGHTS IN THE SUPPLY CHAIN

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 that allows suppliers to be analyzed and classified according to a level of potential risk-based on the Country context and the activities performed. The assessment model is applied at all phases of the procurement process and involves all the units that interact with suppliers, such as the qualification units, procurement units and contract management units. The model makes it possible to subject suppliers to a continuous monitoring process, aimed at periodically verifying the effectiveness of the monitoring actions adopted by the same and updating the assessments of its qualification status in the Eni suppliers register.

The model is based on two main aspects of risk: Country risk, which coincides with the location of the supplier (which is identified using information provided by data provider Maplecroft), and supplier activity risk, which considers factors such as labour intensity, required skill levels and risks related to health, safety and the environment.
Based on the risk assessment, differentiated control measures are applied by Eni, inspired by international references such as the SA8000 standard. The higher the risk of human rights violations – related to modern slavery, forced labour, child labour, health and safety, discrimination, contribution and salary irregularities, supply chain management and any other negative impact on workers – the more detailed the assessments and corrective actions. Therefore, during the qualification phase, due diligence checks are carried out using information gathered from the supplier, for riskier activities (e.g. labour-intensive activities) audits are conducted at the supplier's premises or directly on the sites where the supplier operates. During the tender phase, minimum requirements to protect against the risk of human rights violations are requested and assessed. Finally, during contract execution, Eni monitors suppliers and subcontractors through specific performance feedback and questionnaires from contract managers.
Eni organizes workshops and training sessions to raise suppliers' awareness of ESG issues, including human rights in the supply chain. The Company also promotes human rights awareness among employees through training programmes and specific courses for those managing suppliers in foreign subsidiaries. In 2024, the course 'IPIECA: Online Labour Rights training' was made available for the employees of foreign companies and their suppliers.
In addition, as part of the Open-es initiative, an area for measuring respect for human rights has been made available to Eni's suppliers and companies in the community. Through an assessment, companies receive feedback on their positioning and suggestions for improvement. All these actions support suppliers in fulfilling Eni's requirements, providing tools for sustainable development and competitiveness of their business.
Eni takes measures to combat modern slavery, human trafficking and exploitation of minerals associated with human rights violations in the supply chain. These issues are addressed in the Slavery and Human Trafficking Statement and the **Conflict Minerals Position**. The latter describes policies for the procurement of minerals such as tantalum, tin, tungsten and gold, with the aim of reducing the risk of these minerals financing human rights violations, particularly in conflict zones in Central Africa, where illegal armed groups operate.

More than **1,000** human rights audits were carried out during 2024, both document-based and in the field, and more than **1,000** improvement plans and follow-ups assigned to suppliers

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 based on three main pillars**: (i) the systemic and inclusive approach, (ii) the development and valorization of best practices, (iii) the integration of ESG principles at every stage of the procurement process.

The first pillar aims to engage all companies in the supply chain in a path of improvement and sustainable development by sharing common goals and adopting differentiated solutions according to the ESG maturity of individual companies. Eni aims to strengthen sustainable supply chain management further by providing tools that enable suppliers to adopt and replicate the Eni model. An example of this commitment is the Open-es initiative, mentioned previously, which brings together more than 30 partners including large industrial companies, financial institutions and associations. This initiative aims to support companies in measuring and improving their ESG performance, with more than 28,000 companies taking part, of which around 7,000 are linked to the Eni supply chain.

The second pillar focuses 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 on this front is the 'Sustainable Supply Chain' Finance programme, which allows suppliers to receive early payments of invoices without credit impact, incentivizing the improvement of their ESG profile. In 2024, early payments totalling approximately €90 million were granted.
Eni also rewards companies that stand out in the ESG area with the HSE & Sustainability Supply Chain Award, promoting the adoption of best practices. In addition, in 2024, the supplier diversity programme, ID Partnership, continued with the aim of making the supply chain more inclusive, giving space to companies belonging to underrepresented groups.

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 sustainability dimensions, with a focus on priority ESG topics periodically identified on the basis of the corporate strategic plan and the evolution of the regulatory landscape. In particular, the cross-cutting monitoring includes: (i) suppliers' signing of the **Suppliers' Code of Conduct** as a mutual commitment to recognize Eni's values and assessment of all new suppliers according to social criteria; (ii) periodic qualification reviews and due diligence activities to minimize risks along the supply chain through verification of suppliers' ESG positioning, ethical-reputational, economic-financial and technical-operational reliability and the application of safeguards related to health, safety, environment, governance, Cyber Security and human rights; (iii) contract awarding criteria that also consider ESG characteristics relevant to the subject of the contract; (iv) periodic monitoring of compliance with the commitments undertaken and of the supplier's behaviour through performance feedback management; (v) sharing of improvement actions with the supplier, where critical issues arise at any stage of the relationship, and limitation/inhibition of participation in tenders, if the supplier does not meet the minimum standards of acceptability laid down.
In addition to cross-cutting oversight, in 2024, Eni continued to carry out dedicated audits and in-depth analyses in relation to certain ESG dimensions that are priorities for Eni (such as climate change, supply chain governance, human rights, dignity and equality, Cyber Security and safety), and specific minimum criteria were applied to assess bids, in addition to dedicated standard clauses in contracts.

Focus on

Sustainability in the biomass supply chain

To ensure sustainable management of the biomass supply chain, Eni follows general principles and criteria that meet the sustainability standards for selecting suppliers by defining specific clauses in biomass procurement contracts.
100% of the biomass used in biorefineries in Italy is certified under voluntary EU or Italian certification schemes. These certifications ensure that the raw materials do not come from areas with a high level of biodiversity and carbon stock, such as forests, that have been converted to agricultural use.
In 2024, more than **96.5** per cent of the raw materials for the Venice and Gela biorefineries were classified as waste and residues, UCOs (Used Cooking Oils), soap slurry, animal fats and other processing wastes such as POME (Palm Oil Mill Effluent) and PFAD (Palm fatty acid distillate - certified as processing residue as it does not represent the primary purpose of the production process and does not contribute to the demand for palm oil). See the **table on page 143** for further details.

ESG OVERSIGHT IN THE PROCUREMENT PROCESS

The principles of environmental protection, social growth and economic development – as well as the technical-operational, ethical and reputational aspects – are fundamental in all phases of the procurement process, from supplier qualification and tendering procedures to contract management and feedback gathering.

Supplier qualification
Eni subjects all suppliers to qualification processes and Due Diligence to verify their ESG reliability, and shares with them a mutual commitment to ESG principles through the signing of the Supplier Code of Conduct, an agreement that guides and characterizes relationships with suppliers in all the stages of the collaboration.

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 made by the supplier at the various stages of the Procurement process through feedback and supports the suppliers in the identification of actions priority actions to be implemented to improve their ESG positioning.

Case study

Sharing values, commitments and goals with the supply chain: meetings with territories and Supply Chain Day

In 2024, Eni continued its dialogue with local businesses through a planned meetings at the main operating sites in which it operates from northern to southern Italy. The objective of these meetings was to strengthen the dialogue with the local entrepreneurial fabric and promote a shared vision of the objectives of transformation, competitiveness and responsibility within the supply chain.
The focus of the day was on supply chain competitiveness as a lever to accelerate the transformation path. For Eni, being competitive and thus successfully tackling a constantly evolving market means investing in five priorities: safety, responsibility, innovation, internationalization and skills.
For Eni, safety is a top priority and the focus on this issue also extends to our partners. All the companies and contractors who work alongside us must guarantee adequate safety standards and accompany us on a path of constant improvement.
We work to zero accidents and safeguard people, the environment and assets, in particular by promoting the Stop Work Authority. To achieve this, we have launched communication and awareness-raising initiatives, starting with our Safety Golden Rules and Principles and Process Safety Fundamentals, and developed projects and training courses involving our suppliers.

'For us at Eni, safe operations and care for the environment are top priorities, and we want to work with our partners to build an environment that helps everyone comply with our HSE standards by supporting each other: safety at work is a shared responsibility as well as a daily commitment. This is why we also select our partners on the basis of their HSE performance: a fundamental index of soundness, competence, and ability to generate value and competitiveness over time'.
Giovanni Milani, HEAD OF HEALTH, SAFETY, ENVIRONMENT & QUALITY AT ENI

The Supply Chain Day was also an opportunity to share strategies and objectives and to discuss experiences and *best practices* with companies in the supply chain.

'We are a people-driven company, and we have chosen to invest on people to transform our organization. When listening, trust and human value are placed at the centre, results follow: well-being, quality and competitiveness become part of the same equation.'
Diego Pisa, CEO OF TELEPERFORMANCE ITALIA

Examples of technologies developed in cooperation with Eni to reduce CO_2 emissions, increase efficiency and create new production opportunities in the agricultural and industrial sectors were also shared.
Technology and innovation are drivers for the competitiveness of the entire industrial system and levers for the optimization of processes, products and services.

'The ultimate goal of our design and operations is always the durability of solutions, which is synonymous with sustainability. There is a close connection between innovation and sustainability, new technologies allow us to improve a company's ESG performance and also bring economic benefits.'
Raffaele Perrone, TECHNICAL DIRECTOR AT SEA

The day closed with a focus on internationalization, understood as the growth of companies and the territories in which they operate, which led to a reflection on the need to network to face increasingly complex markets together and compete on a global scale.

'Internationalization is an important lever of competitiveness; by expanding our activities in more markets, we can reduce our exposure to local risks, such as economic and political crises or natural disasters. To accelerate the internationalisation process of a company like ours, collaboration with large companies that operate internationally is crucial.'
Waleed Lotfy, MANAGING DIRECTOR AT PETROJET

Activating an industrial system capable of evolving in a cohesive manner, generating economic, social and environmental value is essential to meet the challenges of the energy transition.

'Undoubtedly, collaboration between the various levels of the supply chain is essential. To succeed in transformation, what is crucial is the alignment between the actors.'
Lana Jazrawi, VICE PRESIDENT OPERATIONS INTEGRITY AT SLB

Case study

Supply chain governance - Involving suppliers for a responsible supply chain

In 2024, the topic of responsible supply chain management was addressed within the 'Systemic and Inclusive Approach' pillar of Eni's Sustainable Supply Chain strategy (see the section on **Sustainable Supply Chain Management**). This theme was central not only for Eni, but also for its suppliers, as emerged in the materiality analysis process, which took into account the social, environmental and governance impacts of its supply chain.
For this reason, a specific activity was conducted involving a number of relevant suppliers with the aim of strengthening the involvement of all levels of the supply chain in ESG objectives and requirements, with a view to collaboration and transparency.
Specifically, **the suppliers most exposed to social and environmental risks were selected, given the complexity of their supply chains and the economic significance of their relationships with Eni.**
The analysis made it possible to verify the strategies in place for responsible supply chain management, highlight gaps and define targeted improvement plans.
Training initiatives were also organized and practical tools for improvement provided, such as the workshop dedicated to the **'Supply Chain Governance Kit'** through which guidelines and digital solutions, such as Open-es, were presented to support companies in involving and monitoring their suppliers. The workshop was not only a training opportunity but also an opportunity for suppliers to share their experiences, in terms of objectives, methods and difficulties encountered and solutions adopted.

'In line with its own values – shared during various dedicated seminars – and with Eni's commitment, Italfluid promotes respect for human rights and the improvement of safety performance along its supply chain, promoting ongoing training on these issues. Starting from 2023, Italfluid has started a path – supported by the Open-es initiative promoted by Eni – aimed at strengthening the award criteria in the qualification process, with particular attention to the ESG performance of its suppliers. Looking to the future, we intend to increasingly spread a culture of sustainability among our partners and suppliers, convinced that only the responsible use of resources can make sustainable growth possible, to the benefit of both our customers and the communities in which we operate. Our invitation to the supply chain is clear: get on board this path of shared responsibility.'
Elsa di Paolo, CFO & ESG MANAGER AT ITALFLUID GROUP

Appendix - Tables of indicators

Responsible and Sustainable Approach

GOVERNANCE AND SUSTAINABILITY SAFEGUARDS

Indicator	Reference
Members of Eni SpA Board of Directors	Corporate Governance and Shareholding Structure Report 2024, p. 49; Annual Report 2024 - Management Report, pp. 28-30
Eni SpA Board of Directors Annual Meetings	Corporate Governance and Shareholding Structure Report 2024, p. 158
Average attendance at Eni SpA Board of Directors meetings	Corporate Governance and Shareholding Structure Report 2024, p. 158
Annual induction/ongoing training sessions of Eni SpA Board of directors	Corporate Governance and Shareholding Structure Report 2024, pp. 79, 90
CEO Pay Ratio	Annual Report 2024 - Sustainability Statement (Eni's own Workforce), p. 190

HUMAN RIGHTS

Indicator	Reference
Whistleblowing files on Human rights violations - closed during the year	Annual Report 2024 - Sustainability Statement (Human Rights for Eni - Access to Remedies and Reporting and Grievance Mechanisms), p. 183

TRANSPARENCY, ANTI-CORRUPTION AND TAX STRATEGY

Indicator	Reference
Countries where Eni supports EITI's local Multi Stakeholder Groups (number)	Annual Report 2024 - Sustainability Statement (Business Conduct), p. 215
Audits covering anti-corruption checks	Annual Report 2024 - Sustainability Statement (Business Conduct), pp. 212-213
Countries where audits with anti-corruption checks were carried out	
Supervisory activities on the 231/Compliance Models of Italian/foreign subsidiaries	
Ascertained corruption cases	Annual Report 2024 - Sustainability Statement (Business Conduct), p. 213
Whistleblowing files that have been closed during the year	Annual Report 2024 - Report of the Board of Statutory Auditors of the Shareholders' Meeting pursuant to Art. 153 of Legislative Decree 58/1998 of Art. 2429 of the Italian Civil Code, p. 578 (only Italian)

		2023	2024
Audit interventions[a]	(number)	64	65
Planned audits		48	46
Spot audits		2	2
Follow-up		12	10
Advisory review		2	7
Participants in General Workshops		1,574	1,503
Participants Job specific training		687	937
Participants in the Anti-Corruption Compliance Program		6,742	9,332

(a) During the three-year period 2022-2024, planned audits ensured that all core business processes were covered.

		2023	2024
Report files opened during the year broken down by process subject of the report	(number)	77	71
Procurement		19	23
Human Resources		42	21
Maintenance		2	-
Commercial		6	16
Logistics, raw materials and products		-	1
HSE		6	6
Other (security, operations, portfolio management and trading)		2	4

RESEARCH AND DEVELOPMENT

Indicator	Reference
Patent application first filings	Annual Report 2024 - Sustainability Statement (Climate Change), p. 156

		2023	2024
Existing Patents[a]	(number)	9,893	10,244

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

Carbon Neutrality by 2050

Indicator	Reference
Scope 1 GHG emissions	Annual Report 2024 - Sustainability Statement (Climate Change), p. 158
GHG Scope 1 emissions - by sector *- Exploration & Production* *- Global Gas & LNG Portfolio and Power* *- Enilive and Plenitude* *- Refining and Chemistry*	Annual Report 2024 pp. 43; 63; 73; 79
Percentage of Scope 1 GHG emissions covered by regulated trading systems	Annual Report 2024 - Sustainability Statement (Climate Change), p. 158
Scope 2 GHG emissions (location based and marked based)	
Relevant Scope 3 GHG emissions	
Total GHG emissions (location based and marked based)	
Net Carbon Footprint upstream (Scope 1+2) - Equity	
Net Carbon Footprint Eni (Scope 1+2) - Equity	
Net GHG Lifecycle Emissions (Scope 1+2+3) - Equity	
Net Carbon Intensity (Scope 1+2+3) - Equity	
Direct Scope 1 GHG emissions - 100% Operated	
Location-based Scope 2 indirect GHG emissions - 100% Operated	
Eni Direct Methane Emissions (Scope 1) -100% Operated	
Upstream Methane Emission Intensity - 100% Operated	
Volumes of hydrocarbons sent to flaring	
Energy consumption mix	Annual Report 2024 - Sustainability Statement (Climate Change), p. 160
Energy production	

Environmental Protection

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

POLLUTION PREVENTION AND REDUCTION

Indicator	Reference
NOx (nitrogen oxides) emissions	Annual Report 2024 - Sustainability Statement (Pollution), p. 165
SOx (sulphur oxides) emissions	
NMVOCs (Non-Methane Volatile Organic Compounds) emissions	
PM (Particulate Matter) emissions	
Air Protection expenditures and investments	
Spill prevention expenditures and investments	
Operational oil spill	Annual Report 2024 - Sustainability Statement (Pollution), p. 166
Oill spill due to sabotage (including theft)	
Hydrocarbons in wastewater	Annual Report 2024 - Sustainability Statement (Pollution), p. 165
Emissions of pollutants into the atmosphere	Annual Report 2024 - Sustainability Statement (Pollution), p. 167
Pollutants in wastewater	
Pollutants in wastewater Eni Rewind	Annual Report 2024 - Sustainability Statement (Pollution), p. 168

		2023	2024
NOx emissions/100% operated hydrocarbon gross production (upstream)	(tonnes NO_2eq./kboe)	0.039	0.045
SOx emissions/100% operated hydrocarbon gross production (upstream)	(tonnes SO_2eq./kboe)	0.003	0.004
SOx emissions /crude oil processing and semi-processed oil (refineries)	(tonnes SO_2eq./ktonnes)	0.138	0.096

WATER RESOURCE MANAGEMENT AT ENI

Indicator	Reference
Total expenditure on water resources and discharges	Annual Report 2024 - Sustainability Statement (Water Resources), p. 170
Fresh water reused	Annual Report 2024 - Sustainability Statement (Water Resources), p. 171
Re-injected produced water	
Water consumption	

		2023	2024
Total water withdrawals[a]	(millions of cubic metres)	1,150	1,162
of which: sea water		*1,038*	*1,032*
of which: freshwater		*109*	*127*
of which: from surface water bodies		*85*	*91*
of which: withdrawn from underground		*12*	*13*
other		*12*	*23*
freshwater withdrawals from areas with water stress		*20.9*	*20.9*
Total freshwater withdrawals by sector			
Exploration & Production		*4*	*2*
Global Gas & LNG Portfolio (GGP) and Power		*10*	*13*
Enilive and Plenitude		*4*	*4*
Refining and Chemistry		*86*	*103*
Total water discharge	*(millions of cubic metres)*	1,126	1,135
of which: at sea		*1,042*	*1,034*
of which: in superficial water bodies		72	79
of which: in the sewerage system		9	16
of which: given to third parties		3	6

(a) The total water withdrawal also includes a share of brackish water.

BIODIVERSITY

Indicator	Reference
Priority sites overlapping with areas of high biodiversity value	Annual Report 2024 - Sustainability Statement (Biodiversity), p. 174

WASTE

Indicator	Reference
Waste Management expenses and investments	Annual Report 2024 - Sustainability Statement (Resource use and circular economy), p. 177
Total waste generated	
Total hazardous Waste	
Hazardous waste diverted from disposal (recovered/recycled)	
Hazardous waste for disposal	
Non-hazardous waste diverted from disposal (recovered/recycled)	
Non-hazardous waste for disposal	
Total amount of non-recycled waste	
Waste from remediation Activities	

Value of our people

EMPLOYMENT CHALLENGES

Indicator	Reference
Employees (Headcount)	Annual Report 2024 - Sustainability Statement (Eni's own workforce), pp. 188-189
Employees by geographic area	
Permanent and fixed-term employees	
Atypical temporary employees (agency workers, contractors, etc.)	
Employees with full-time contracts	
Employees with part-time contracts	
Local employees abroad	
Non-Italian employees in positions of responsibility	
New hires with permanent contracts	
Terminations of permanent contracts	
Rate of turnover	
Non-employees	
Employees by age group	
Employees in positions of responsibility (Managers) Men and Women	
Employees covered by performance assessment tools (managers, middle managers, young graduates)	
Employees covered by annual review (managers, middle managers, young graduates)	

		2023	2024
Seniority	(Years)	15.24	15.07
Women not in positions of responsibility	(%)	26.5	27.5

INDUSTRIAL RELATIONS

Indicator	Reference
Employees covered by collective bargaining (%)	Annual Report 2024 - Sustainability Statement (Eni's own Workforce), pp. 189-190
Consultations, negotiations with trade unions on organizational changes	
Employees in trade unions (%)	

		2023	2024
Employees covered by collective bargaining	(number)	28,391	26,631
Consultations, negotiations with trade unions on organizational changes	(number)	107	102
Employees in trade unions		10,443	9,775

DIVERSITY & INCLUSION: THE VALUE OF UNIQUENESS

Indicator	Reference
Women in positions of responsibility (managers and middle managers)	Annual Report 2024 - Sustainability Statement (Eni's own workforce), p. 189

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

WELFARE

Indicator	Reference
Employees who are entitled to parental leave (%)	Annual Report 2024 - Sustainability Statement (Eni's own workforce), p.189
Employees who have taken parental leave (%)	

		2023	2024
Employees who have taken parental leave	(number)	945	1,010
Of which men		619	655
Of which women		326	355
Rate of return to work after parental leave[a]	(%)	92.91	105.15
Of which men		97.58	103.21
Of which women		84.05	108.73
Smart Working[b]	(number)	11,544	12,465
Of which men		6,924	7,429
Of which women		4,620	5,036
Employees who received care benefits[c]	(number)	1,938	1,967
Absenteeism rate[d]	(%)		
Women		2.75	2.66
Men		2.95	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 2023 and users in 2024.
(b) Italian Smart Working personnel registered in the HR system as at 31.12.2024.
(c) Number of resources that have used L.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	Reference
Total and average training hours per employee	Annual Report 2024 - Sustainability Statement (Eni's own Workforce), p. 189

		2023	2024
HSE and quality training hours	hours	398,803	405,99
Safety training hours		306,895	329,660
Employees trained on diversity, equity and inclusion issues	hours	51,060	16,990

HEALTH AND SAFETY

Indicator	Reference
Near Miss	Annual Report 2024 - Sustainability Statement (Health & Safety), p. 194
Worked Hours	Annual Report 2024 - Sustainability Statement (Health & Safety), p. 194
Process safety Tier 1 events	Annual Report 2024 - Sustainability Statement (Health & Safety), p. 195
Process safety Tier 2 events	
Number of occupational diseases claims submitted by heirs	
Number of cases of occupational diseases claims	

		2023	2024
Total recordable injuries (employees and contractors)	(number)	93	106
Total Recordable Injury Frequency Rate (TRIR) index	(total recordable injuries/worked hours) x 1,000,000	0.57	0.67
Italy		0.80	1.09
Abroad		0.41	0.36
Accident Frequency Index (LTIF)	(accidents with days of absence/worked hours) x 1,000,000	0.41	0.53
Employees		0.54	0.62
Contractors		0.33	0.49
Fatality index (employees and contractors)	(fatalities/worked hours) x 100,000,000	0.61	3.17
Number of fatalities as a result of work-related injury (employees and contractors)	(number)	1	5

Alliances for Development

Indicator	Reference
Investment for local development by sector of intervention	Annual Report 2024 - Sustainability Statement (Local Communities), p. 204
Compensation and Resettlment	

		2023	2024
Investments for local development by geographic area			
Africa		51.6	38.8
Americas		4.2	7.1
Asia		26.5	33.1
Italy		10.7	7.6
Rest of Europe		2.0	2.2
Oceania		0.03	0.0
Infrastructure investments[a]		32.6	41.8
Investments for local development in the upstream sector	(%)	96	96
Investments in infrastructure development with details by geographic area	(millions of euros)		
Total		32.6	41.8
Africa		12.6	11.4
Americas		1	1.6
Asia		17.7	27.6
Italy		1.3	0.9
Rest of Europe		-	0.3

(a) Infrastructure investments include all infrastructures of the intervention sectors [schools (education), hospitals (health), water treatment plants (water), possible energy infrastructure, etc.].

		2023	2024
Grievances received by topic[a]			61
Access to energy	(%)	4	0
Land Management		7	8
Education		7	2
Employment		12	3
Infrastructure		0	0
Community management		46	23
Supplier management/Agreements		5	9
Partnership		0	0
Social and economic impacts		0	0
Economic diversification		6	2
Environmental Management		12	13
Other		1	1

(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	Reference
No. of suppliers involved in awareness, measurement and collaboration initiatives on ESG topics and % of active contracts with suppliers involved in awareness, measurement and collaboration initiatives on ESG topics	Annual Report 2024 - Sustainability Statement (Business Conduct), p. 217
% of value of active contracts with suppliers involved in awareness, measurement and collaboration initiatives on ESG issues	

BIOFEEDSTOCK YEAR 2024 USED IN ENI BIOREFINERIES IN ITALY

Country	Typology	Feedstock Venice+Gela (tonnes)[a]
Italy	Vegetable oils[d]	1,475
Africa[b]		7,458
Other[c]		14,713
Indonesia	Waste and residues spent vegetable oils, oily residues from vegetable oil processing and other industrial processes)	417,988
Malaysia		206,005
Italy		19,786
Africa		4,667
More		21,069

(a) Feedstock related to products sold in 2024 certified sustainable with Proof Of Sustainability (POS, as per certification schemes) issued during the year 2024.
(b) Kenya, Tanzania.
(c) Argentina, Australia, India, Kazakhstan.
(d) Vegetable oils: camelina, canola, rapeseed, cotton, croton, sunflower, castor, soya.
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, Eni has also been producing biofuels in the United States at the St. Bernard Renewable biorefinery (a 50% JV with PBF). The biorefinery started production in June 2023 and processes feedstock such as vegetable oils (soybean and corn), waste vegetable oils, and animal fats, mainly from the US. In addition, Versalis in 2024 at the Crescentino site used about 136 ktons of wood chips to feed the biomass boiler and about, 0.2 ktons of wood chips and about, 0.2 ktons of straw, 0.3 ktons of wood veneer as well as about 3.4 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 105 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 70% 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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