

# Bloomberg Gender-Equality Index Requirements

Gender Equality Key Performance Indicators  
Eni's supplemental document

October 2023



# Preface

The present document provides for information on Eni's performance against the Bloomberg Gender-Equality Index Key Performance Indicators.

The document is based on fiscal year (FY) 2022 Gender Equality-related information included in Eni for and other Eni's official documents, complemented by some additional indicators.

All data are representative of 80% or more of the company workforce.

KPI	2022 VALUE	REFERENCE	ADDITIONAL INFORMATION
<b>LEADERSHIP</b>			
Percentage of women on company board	44%	▷ <a href="#">Board of Directors and Control Bodies of Eni Group   Eni for performance 2022</a>	
Chairperson is a woman	Y	▷ <a href="#">Corporate Governance Structure   Annual Report 2022</a>	As of December 31, 2022, the Chairperson of Eni SpA was Lucia Calvosa.
Gender balance in board leadership	75%	▷ <a href="#">Corporate Governance Structure   Annual Report 2022</a>	As of December 31, 2022, 75% of Eni's Board Committees were chaired by women.
Percentage of women executive officers	25%	▷ <a href="#">Corporate Governance Structure   Annual Report 2022</a>	
Chief Diversity Officer	Y	▷ <a href="#">Each of us   Eni for 2022</a>	Eni's Head of Diversity&Inclusion reports to the Director Human Capital & Procurement Coordination, who reports to the CEO. The function develops the company's D&I strategy, its portfolio of initiatives and carries out relevant benchmarking and reporting analyses, as well as promotes management accountability.
<b>TALENT PIPELINE</b>			
Percentage of women in total management	28,52%	▷ <a href="#">Employment   Eni for performance 2022</a>	
Percentage of women in senior management	17,51%	▷ <a href="#">Employment   Eni for performance 2022</a>	
Percentage of women in middle management	29,67%	▷ <a href="#">Employment   Eni for performance 2022</a>	
Percentage of women in non-managerial positions	26,08%		
Percentage of women in total workforce	26,86%	▷ <a href="#">Employment   Eni for performance 2022</a>	
Percentage of women total promotions	35,33%	▷ <a href="#">Employment   Eni for performance 2022</a>	
Percentage of Women IT/Engineering	28.3% (women in IT) 20.3% (women in engineering)	▷ <a href="#">Diversity and Inclusion   eni.com</a>	
Percentage of new hires are women	36,86%	▷ <a href="#">Employment   Eni for performance 2022</a>	
Percentage of women attrition	ca. 30%	▷ <a href="#">Employment   Eni for performance 2022</a>	

KPI	2022 VALUE	REFERENCE	ADDITIONAL INFORMATION
Time-bound action plan with targets to increase the representation of women in the company		▷ <a href="#">Each of us   Eni for 2022</a>	SHORT TERM: +1,7 p.p. female population vs. 2020 MEDIUM-TERM: +2,2 p.p. female population vs. 2020 LONG-TERM: +3 p.p. female population by 2030 vs. 2020
<b>PAY</b>			
Adjusted mean gender pay gap	Fixed remuneration: 2% Total remuneration: 1%	▷ <a href="#">Gender Pay Ratio   Eni for performance 2022</a>	The indicator is covered by the KPI "Total pay ratio (All employees (women vs. men)) at equal role level" published in Eni for performance 2022.
Global mean (average) raw gender pay gap	Fixed remuneration: -1% Total remuneration: 3%	▷ <a href="#">Gender Pay Ratio   Eni for performance 2022</a>	The indicator is covered by the KPI "Total pay ratio (All employees (women vs. men)) raw" published in Eni for performance 2022.
Time-bound action plan to close its gender pay gap	Y	▷ <a href="#">Equal pay   eni.com</a>	Our continuous effort towards the elimination of the gender pay-gap translates into an integrated approach based on both remuneration-specific actions and broader initiatives aimed at providing effective support to women in accessing to job opportunities as well as in their career paths. Remuneration policies for Eni's employees are defined according to a global integrated model and promote salary progression based exclusively on meritocratic criteria based on role related skills, performance achieved and local remuneration market benchmarks. In order to verify implementation of these policies, since 2011, Eni monitors the gender pay gap on an annual basis and shares with the relevant functions the results of the verifications for each business line and company, in order to assess corrective actions, if necessary. Furthermore, the principle of equal pay is explicitly referred to in the remuneration policy implementation provisions sent to all Eni business lines. These measures are complemented by a number of initiatives focused on motivating girls to undertake studies in STEM fields and participate in professional and technical activities of interest to the energy sector. These measures are aimed to increase gender balance in leadership and workforce. Furthermore, awareness-raising programs on unconscious bias are a further pillar of our strategy to address the gender pay gap since they contribute to spread inclusive culture and eliminate gender stereotypes
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Y	▷ <a href="#">Diversity and Inclusion: The culture of plurality   Eni for 2022</a>	Definition of objectives and targets for executives of the functions affected by the D&I issues and related to managerial remuneration (MBO) and reporting activities addressed to Eni Management on diversity and inclusion topics.

KPI	2022 VALUE	REFERENCE	ADDITIONAL INFORMATION
<b>INCLUSIVE CULTURE</b>			
Number of weeks of fully paid primary parental leave offered	at least 12	<a href="#">▷ Welfare   Eni for 2022</a>	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. In any case, the global Eni policy provides for a minimum maternity leave of 14 weeks with payment of at least 2/3 of the salary received in the previous period, in accordance with the standards set by the ILO Convention no.183 (2000).
Number of weeks of fully paid secondary parental leave offered	2	<a href="#">▷ Welfare   Eni for 2022</a>	In all Countries where Eni is present, it grants 10 working days paid at 100% to workers who are fathers.
Employee resource groups for women	Y		On 2022, the D&I Community was formalized through an internal social network that involved colleagues worldwide with the scope of sharing initiatives, events and main target of Eni. In order to enhance and increase the representation of women, a specific group "Women in transformation" has been created, with the aim of organizing webinar especially within STEM colleagues, sharing of news, etc..
Unconscious bias training	Y	<a href="#">▷ People   Annual Report 2022</a>	The D&I Matters training is focused on some typical areas of diversity analysed through the lens of Unconscious Biases and actions aimed at overcoming them
Annual anti-sexual harassment training	Y		Since the Code of Ethics prohibits harassment in the workplace, in addition to the mandatory courses related to Code of Ethics and Zero Tolerance Policy that have been delivered in 2022 and that has reached more than 91% of people, all employees are involved in awareness-raising induction, webinar and initiatives at every level and with the engagement from the top management to focus on harassment in the workplace, on diversity, age, disability, LGBTQI+ and sexual discrimination. Furthermore, Eni will continue to do so in the following years organizing conferences, induction sessions, webinar, focusing more on the impact of violence and harassment on mental health, on Human Rights and D&I.



#### Eni SpA

##### Headquarters

Piazzale Enrico Mattei, 1 - Rome - Italy

Capital Stock as of December 31, 2022: € 4,005,358,876.00 fully paid

Tax identification number 00484960588

##### Branches

Via Emilia, 1 - San Donato Milanese (Milan) - Italy

Piazza Ezio Vanoni, 1 - San Donato Milanese (Milan) - Italy

##### Contacts

eni.com

+39-0659821

800940924

segreteria@societaria.azionisti@eni.com

##### Investor Relations

Piazza Ezio Vanoni, 1 - 20097 San Donato Milanese (Milan)

Tel. +39-0252051651 - Fax +39-0252031929

e-mail: investor.relations@eni.com

##### Layout and supervision

K-Change - Rome

