

## WOMEN'S EMPOWERMENT PRINCIPLES (WEP)

Women's Empowerment Principles indicators	Eni disclosure description	Section/page number
1. Percent of women and men employees	Women employees in service	Eni for 2023 - Sustainability performance, p. 19
2. Percent of women and men in senior management positions	<ul style="list-style-type: none"> <li>• Women in managerial positions (senior managers and middle managers)</li> <li>• Employees by professional category, age and gender</li> </ul>	Eni for 2023 - Sustainability performance, p. 19 Eni for 2023 - Sustainability performance, p. 19
3. Presence of women on the management bodies	Presence of women on the management bodies of Eni subsidiaries	Eni for 2023 - Sustainability performance, p. 5
4. Ratio of women's salary to men's salary	Gender pay ratio	Eni for 2023 - Sustainability performance, p. 20
5. Percent of women and men new hires	Hires employees with permanent contract	Eni for 2023 - Sustainability performance, p. 16
6. Percentage of promotions and career opportunities - women and men	Percentage of promotions from white collar to middle management and from middle management to executive by gender	Eni for 2023 - Sustainability performance, p. 19
7. Retention rate of women and men FTE employees who took parental leave	Employees who have taken parental leave (and % return to work)	Eni for 2023 - Sustainability performance, p. 22
8. The Company has a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to address and respond to incidents of violence and harassment	Human Rights section	Eni for 2023 - Sustainability performance, pp. 36-37