











COMMITMENTS

MAIN RESULTS 2023

MAIN TARGETS

 <p>COMBATING CLIMATE CHANGE 7 9 12 13 15 17</p>	<p>Eni has defined a medium/long-term plan to take advantage of the opportunities offered by the energy transition and progressively reduce the carbon footprint of its activities, committing to reach net zero GHG emissions for all its products and processes by 2050.</p>	<ul style="list-style-type: none"> -40% Net Carbon Footprint UPS and -30% Net Carbon Footprint Eni vs. 2018 -21% Net CHG Lifecycle Emissions vs. 2018 -4% Net Carbon Intensity vs. 2018 	<ul style="list-style-type: none"> Net Zero Carbon Footprint Upstream in 2030 and Eni in 2035 Net Zero GHG Lifecycle Emissions and Carbon Intensity in 2050
 <p>PEOPLE 3 4 5 8 10</p>	<p>Eni is committed to supporting the Just Transition process by consolidating and developing skills, enhancing every dimension (professional and otherwise) of its people and recognizing the values of diversity and inclusion.</p>	<ul style="list-style-type: none"> +0.5 p.p. female population vs. 2022 Women's turnover rate is higher than men's +0.7 p.p. female personnel in positions of responsibility vs. 2022 +1.2 p.p. population under 30 vs. 2022 +23% training hours vs. 2022 	<ul style="list-style-type: none"> +4 p.p. vs. 2020 of the female population by 2030 +3.8 p.p. female personnel in positions of responsibility vs. 2020 +6.5 p.p. population under 30 by 2030 vs. 2020 +2 p.p. in 2030 presence of non-Italian employees in positions of responsibility vs. 2020 +20% training hours by 2027 vs. 2023
 <p>HEALTH 2 3 6 8</p>	<p>Eni considers protecting the health of its people, workers, families and communities in the Countries where it operates a fundamental human right and promotes their psycho-physical and social well-being by placing Health at the centre of its operating models.</p>	<ul style="list-style-type: none"> €57.9 million for Health activities, including expenditure on Community Health initiatives 70% employees with access to psychological support service 49 sensors tested at Italian on-shore sites for digital monitoring of indoor healthy working environment 	<ul style="list-style-type: none"> ~€279 million for Health activities 2024-2027 85% of employees with access to psychological support service by 2027 100 sensors tested by 2027, including Italian off-shore sites and abroad for digital monitoring of indoor healthy working environment
 <p>SAFETY 3 8 9 11 14</p>	<p>Eni believes that safety at work is a basic right and an essential value shared by employees, contractors and local stakeholders to prevent accidents and protect the integrity of assets.</p>	<ul style="list-style-type: none"> Total Recordable Injury Rate = 0.40 Five applications of the THEME model on-site Digitalization of HSE processes >2K resources trained on the "Process Safety in Eni" course 	<ul style="list-style-type: none"> Maintenance of the TRIR ≤0.40 in the four-year period 2024-2027 Extension of the Smart Safety initiative to 60 contractors Implementation of technical behavioural safety coaching initiatives
 <p>RESPECT FOR THE ENVIRONMENT 3 6 9 11 12 14 15</p>	<p>Eni promotes the protection of the environment and biodiversity through the identification, prevention and mitigation of potential impact, as well as through efficient management of resources with actions aimed at improving energy efficiency and adopting the principles of a circular economy.</p>	<ul style="list-style-type: none"> 90% reuse of freshwater +25% waste generated from production activities vs. 2022 60% re-injection of produced water from the E&P sector 	<ul style="list-style-type: none"> Commitment to minimise freshwater withdrawals in water-stressed areas Reuse of freshwater in line with the trend of the past 5 years Re-injected produced water in line with the trend of the last 5 years, considering the same area of consolidation Development of new technologies for waste recovery and implementation on an industrial scale Commitment, in remediation works, to implement sustainable technological solutions inspired by the principles of a circular economy
 <p>HUMAN RIGHTS 1 2 3 8 10 16</p>	<p>Eni is committed to respecting human rights in its activities and to promoting such respect with partners and stakeholders. This commitment is based on the dignity of every human being and on companies' responsibility to contribute to the well-being of individuals and of local communities.</p>	<ul style="list-style-type: none"> 100% of new projects with human rights risk assessed with specific analysis 170 participants from Security Forces in the Security & Human Rights workshop in Iraq 	<ul style="list-style-type: none"> 100% of new projects with human rights risk assessed with specific analysis 100% on-time completion of the actions outlined in the Action Plans Maintain position in the 10th decile of the Corporate Human Rights Benchmark Update of Eni's salient issues
 <p>SUPPLIERS 3 5 7 8 9 10 12 13 16 17</p>	<p>Eni is committed to sustainably develop its supply chain, involving and supporting companies with concrete tools to facilitate growth and improvement on ESG dimensions.</p>	<ul style="list-style-type: none"> 100% of new suppliers assessed according to social criteria 100% of strategic suppliers' headquarters assessed on sustainable development path Procurement processes with ESG assessment for 85% of Italian awarded contracts and 20% of foreign awarded contracts value 1,600 foreign local suppliers on Open-es platform 	<ul style="list-style-type: none"> Keep 100% of new suppliers assessed according to social criteria 100% of worldwide strategic suppliers assessed on the sustainable development path by 2025 Procurement processes with ESG assessment for over 90% of Italian awarded contracts and 50% of foreign awarded contracts value by 2024 65% of the total value of active contracts awarded to suppliers registered on Open-es by 2025 2,000 foreign local suppliers involved on Open-es by 2024
 <p>TRANSPARENCY, ANTI-CORRUPTION AND TAX STRATEGY 16 17</p>	<p>Eni carries out its business activities with loyalty, fairness, transparency, honesty, integrity and in compliance with the laws.</p>	<ul style="list-style-type: none"> Passing the ISO 37001:2016 recertification audit Obtaining ISO 37301:2021 certification of Eni SpA's Compliance Management System Start delivery of the new e-learning course on the Anti-Corruption Compliance Programme to medium and high-risk employees 	<ul style="list-style-type: none"> Delivery of the Anti-Corruption Compliance Programme course to the entire medium-high risk population Maintain ISO 37001:2016 and ISO 37301:2021 certification
 <p>ALLIANCES FOR DEVELOPMENT 1 2 3 4 5 6 7 8 9 10 13 15 17</p>	<p>The Alliances for Development represent Eni's commitment to an equitable transition with a broad portfolio of community-based initiatives.</p>	<ul style="list-style-type: none"> 35.5K new students supported with access to education; 19K people supported with professional development for economic empowerment^(a); 62K people supported with access to drinking water; and 330K people supported with access to health services 	<ul style="list-style-type: none"> 2030 beneficiaries by sector: 103K access to education; 15.9M access to clean cooking; 86K access to electricity^(b); 21K economic development; 590K access to drinking water; 1M access to health services; 85K environmental and biodiversity protection activities
 <p>TECHNOLOGICAL INNOVATION 7 9 12 13 16</p>	<p>For Eni, research, development and rapid implementation of new technologies are an important strategic lever to drive business transformation.</p>	<ul style="list-style-type: none"> 70% of R&D expenditure is dedicated to decarbonization activities 	<ul style="list-style-type: none"> Maintaining 70% of R&D expenditure on decarbonization issues each year for the four-year period 2024-2027

(a) The beneficiaries include only those trained and/or supported for the start-up or strengthening of specific economic activities, not beneficiaries of the construction of infrastructure (roads, civil buildings, etc.) or new agri-business activities being started. In some cases, beneficiaries are not trained but receive input, funding or other support to start businesses.
 (b) Access to electricity provided through local development initiatives is considered, not through Eni's energy supply to the local market.