

Enipower *FOR*

2023

A Just
Transition



Enipower's Mission

Enipower is the Eni company dedicated to producing electricity and steam.

In line with the Eni Code of Ethics, every day and in all their activities, Enipower's personnel strive to protect the environment and protect the health and safety of workers and the community by maintaining a frank and constructive relationship with the local area and stakeholders.

Eni's 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.
- 9** Our work is based on passion and innovation, On our unique strengths and skills.
- 5 10** On the equal dignity of each person, recognizing diversity as a key value for human development, On the responsibility, integrity and transparency of our actions.
- 17** We believe in the value of long-term partnerships with the Countries and communities where we operate, bringing long-lasting prosperity for all.

Global goals for a sustainable development

The UN's 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.



Enipower *FOR* 2023

A JUST TRANSITION

Disclaimer

"Enipower for" is a document that is published on an annual basis which contains forward-looking statements on the various topics covered therein. The forward-looking statements are based on the forecasts and beliefs of Enipower's management, which have been developed on a reasonable basis given the information available at the time they were formulated. Nevertheless, by their very nature the forward-looking statements contain a degree of uncertainty, as they depend on the occurrence of future events and developments that are, in whole or in part, unpredictable and beyond our control. Actual results may differ from those announced due to a variety of factors, including, but not limited to the impact of the Covid-19 pandemic, future trends in demand, the supply and price of natural gas and petroleum products, actual operating performance, general macroeconomic conditions, geopolitical factors and changes in the economic and legislative environment, success in developing and applying new technologies, changes in stakeholder expectations, and other changes in business conditions. Therefore, readers are asked to take into account possible discrepancies between certain forward-looking statements made in the text, which are to be understood as estimates, and the results that will be achieved, should the events or factors indicated above intervene. "Enipower for 2023" contains terms like "partnership", which are used for mere reference and without a technical legal connotation. Enipower refers to Enipower S.p.A. and the companies included in the scope of consolidation.

Images

All the photos on the cover and for "Enipower for 2023" come from the Enipower photo archive.



Why read Enipower for 2023?

“Enipower for” outlines Enipower’s role in the energy transition, taking into account economic, environmental and social impacts, in line with Eni’s strategy. Enipower for 2023 illustrates the path taken by Enipower in addressing sustainability challenges, in consideration of its role as a thermoelectric operator, with a view to creating shared value for all stakeholders involved in the transition process.

“Enipower for 2023” explores how Enipower integrates the three levers of Eni’s business model, outlining actions to achieve the goal of Carbon neutrality by 2050 and to conduct its business with a view to delivering Operational Excellence and recognising the importance of Alliances for Development.

This document is part of Eni’s annual sustainability report, which includes the ► [2023 Consolidated Non-Financial Statement \(NFS\)](#), drafted in accordance with the requirements of Italian Legislative Decree 254/2016, and ► [Eni for 2023 - A Just Transition](#), to which we refer for further discussion.

LEGEND

► External links ■ Internal links

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Message to our stakeholders



It is with particular pleasure that I present the Enipower for 2023 Sustainability Report, a document that represents an annual opportunity to share our results with our stakeholders. This is a moment of great importance for the Company and confirms Enipower's commitment to its objectives to continuously improve the performance and sustainable development of its business, in line with the strategy pursued in recent years and shared with our people.

In 2023, a particularly significant year for Enipower, the company continues its strategy of implementing new projects to improve efficiency, develop the increase in flexibility, and reduce the carbon footprint associated with the operation of its assets. These projects have involved considerable technical and economic effort and demonstrate the practicality and solidity of our corporate objectives, as well as the importance of a shared

culture of sustainability, a culture that, among other things, has led us to plan increasingly incisive health and safety training courses and extend the sharing of our environmental objectives with our suppliers through Safety and Environment Pacts. It is our respect for the local areas and communities that host us, an essential element for Enipower, that has led us to assess the biodiversity and ecosystems in the sensitive areas near our plants, aimed at identifying actions to protect the environment.

Also in line with the operational excellence model we have adopted, as part of our Integrated HSE and Energy Management System (certified to ISO 14001, ISO 50001 and ISO 45001 standards) we continue to reinforce our system with reference to applicable voluntary regulations and best practices, including EMAS (Eco Management and Audit Scheme) registration.

The results of the Context Analysis and the Materiality Analysis, conducted through stakeholder engagement, have been confirmed, together with the actions taken in relation to the ISO 26000 standard regarding corporate social responsibility.

The publication of "Enipower for 2023" is also communicated to all stakeholders in a transparent and accessible manner through ► [eni.com](https://www.eni.com).

Alessandro Gaeta
Chief Executive Officer

Enipower's identity

Over **5 GW** of total operating power

Enipower is the Eni Company dedicated to producing electricity and steam. Directly or through its subsidiaries Enipower Mantova S.p.A. and Società Enipower Ferrara Srl ("SEF"), the company manages five combined cycle plants (located at the petrochemical sites of Brindisi, Ferrara, Mantua and Ravenna, as well as Ferrera Erbognone (PV) connected to the nearby Sannazzaro de' Burgundi refinery), and one cogeneration plant in Bolgiano (MI). Since 25 July 2022, the Company has been 51% owned by Eni S.p.A. and 49% by the company Regatta Investments S.p.A.

The total operating power generated by Enipower's fleet of plants exceeds 5 GW, positioning the Company among the leading electricity producers in Italy. Moreover, Enipower is the main producer of technological steam and a leading company in the Dispatching Services Market (DSM). The Brindisi and SEF plants also produce water for industrial and process use for clients co-located at the production sites where the plants are located.

22.42 TWh of electricity produced in 2023

Since 1st January 2018, as established by Resolution 582/2017 of the Regulatory Authority for Energy, Networks and Environment (ARERA), Enipower began to provide connection, metering and transportation services for Closed Distribution Systems¹ (CDS), which also include Internal User Networks (IUNs): in Italy, 70% of all Closed Distribution Systems are managed by the Company itself. The Eni Group's IUNs are located in industrial clusters where generation plants are required to guarantee the supply of energy and heat for all co-located clients with functionally interconnected processes and specific technical and safety conditions, delivering high standards to guarantee production processes (e.g., petrochemical plants or oil refineries).

Eni markets the electricity produced through tolling contracts, due to which Enipower (the Tollee) commits its production capacity to transform the fuel received from Eni (the Toller) into electricity and steam (superheated water in the case of Bolgiano MI) and deliver them to Eni for sale on the markets. As Toller, Eni

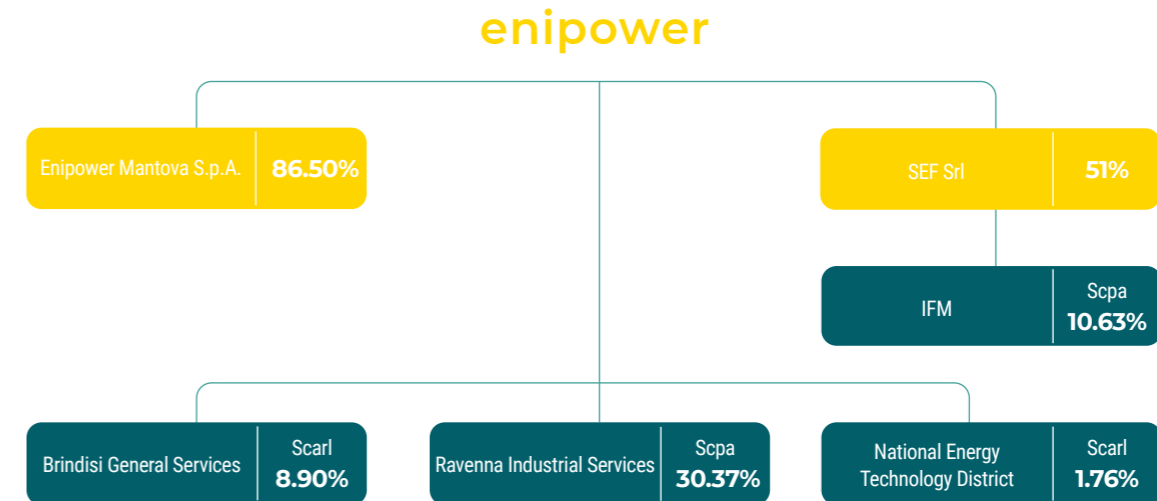
is responsible for selling the products on the market and bearing the related risks, while Enipower assumes the industrial risk associated with the operation of the power plants.

During the year, Enipower and its subsidiaries produced 22.42 TWh of electricity and 1.57 TWh_{eq} of steam from combined cycles, and 0.22 TWh_t from the cogeneration plant in Bolgiano (MI). Of the electricity produced, 15% was sold to industrial operators, while the remaining 85% was fed into the National Electricity Market. Around 93% of the technological steam produced was allocated to meet the needs of the companies operating the production plants co-located at Enipower's power plant sites. The remaining 7% was sold to the district heating networks of Mantua and Bolgiano (MI). The technological choice of district heating, fuelled by large natural gas-fired cogeneration plants, ensures a lower impact on the environment in terms of air quality and lower CO₂ emissions, as this involves shutting down many less efficient domestic heating boilers.



¹ Closed distribution systems are private electricity networks that distribute electricity within a geographically limited industrial, commercial or shared service site.

ENIPOWER EQUITY INVESTMENTS



THE MAIN INTERCONNECTIONS OF POWER PLANTS AT SITES

	ELECTRICITY	STEAM	DISTRICT HEATING (DH)	ELECTRICITY DISTRIBUTION SYSTEM (IUN)	PRODUCTION AND SALE OF DEMINERALISED AND PURIFIED WATER
Brindisi	Lightbulb icon	Cloud with rain icon		Transmission tower icon	Water drop icon
Ferrera Erbognone (PV)	Lightbulb icon	Cloud with rain icon		Transmission tower icon	
Ravenna	Lightbulb icon	Cloud with rain icon		Transmission tower icon	
Ferrara	Lightbulb icon	Cloud with rain icon		Transmission tower icon	Water drop icon
Mantua	Lightbulb icon	Cloud with rain icon	Wavy line icon ^(a)	Transmission tower icon	
Bolgiano (MI)	Lightbulb icon		Wavy line icon		

^(a) Heat transfer to TEA for District Heating (DH).

Focus on

The interconnections between Enipower plants and district heating networks

The Enipower cogeneration plant in Bolgiano (MI) is responsible for supplying the district heating network in San Donato Milanese, delivering approximately 5.04 million cubic metres of heated volume and 0.96 million cubic metres of cooled volume. As of January 2020, the power plant also extended its supply to a part of the Peschiera Borromeo district heating network, adding up to 15 MWt, equivalent to approximately an additional 0.6 million cubic metres of heating. In 2023, 17,388.2 MWht were distributed to Borromeo Calore (-18% vs. 2022), and 17,562.8 MWht to A2A Calore e Servizi. Meanwhile, the Mantua power plant supplies the city's district heating network operated by TEA, serving about 7 million cubic metres of heating and 0.11 million cubic metres of cooling. In 2023, the plant supplied over 154,770 MWh to the Mantua grid.

PRODUCTION PLANTS

BOLGIANO (MI)

Installed capacity: 60 MWe
 Activity start: 2015 (new configuration)
 2023 electricity production: 0.23 TWh
 2023 superheated water production: 0.22 TWh

FERRARA (SEF)

Installed capacity: 841 MWe
 Activity start: 2009/2010
 2023 electricity production: 2.63 TWh
 2023 steam production: 0.61 Mton/y

RAVENNA

Installed capacity: 972 MWe
 Activity start: 2004
 2023 electricity production: 4.45 TWh
 2023 steam production: 1.20 Mton/y

FERRERA ERBOGNONE (PV)

Installed capacity: 1.030 MWe
 Activity start: 2003/2004
 2023 electricity production: 4.61 TWh
 2023 steam production: 1.98 Mton/y

MANTUA (ENIPOWER MANTOVA)

Installed capacity: 836 MWe
 Activity start: 2005
 2023 electricity production: 4.40 TWh
 2023 steam production: 2.10 Mton/y

BRINDISI

Installed capacity: 1.321 MWe
 Activity start: 2005/2006
 2023 electricity production: 6.09 TWh
 2023 steam production: 1.15 Mton/y

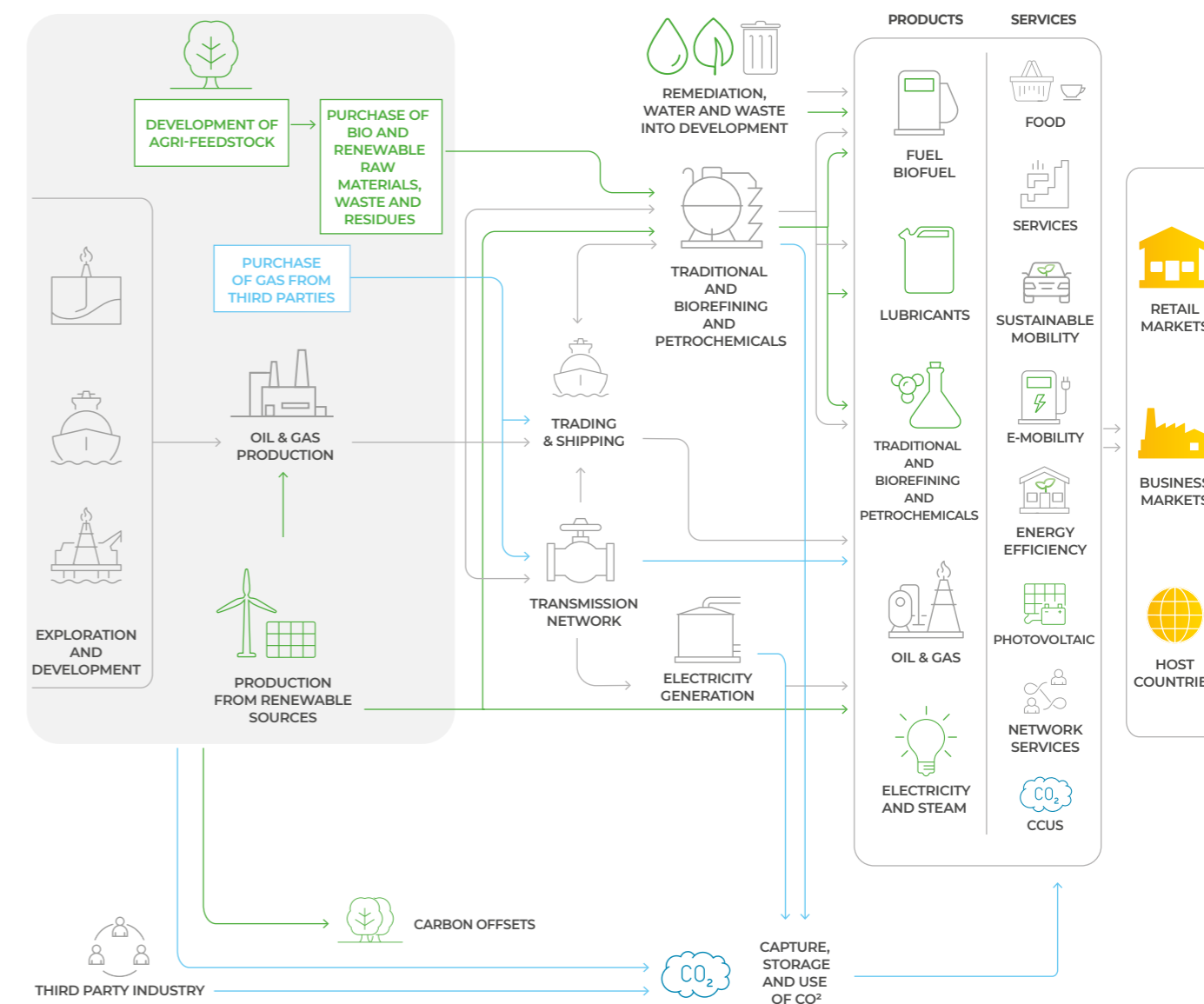
Enipower in the value chain

Eni is an energy tech company engaged in the entire value chain: from the exploration, development and extraction of oil and natural gas, to the generation of electricity from natural gas and renewable sources, traditional and bio refining and chemical activities, and the development of circular economy processes. Eni extends its reach to end markets, marketing gas, power and products to local markets and to retail and business customers also offering services of energy efficiency and

sustainable mobility. Consolidated expertise, technologies, geographical and energy sources diversification, alliances for development, as well as new business and financial models are Eni levers to effectively meet the challenge of a just energy transition, balanced and economically sustainable, while also maintaining a strong focus on value creation for shareholders. Along this path, Eni is committed to become a leading company in the production and sale of progressively

decarbonized energy products, increasingly customer-oriented. As thermo-electric operator, Enipower intends to support Eni's path towards carbon neutrality by ensuring the balance between supply and demand of the national electricity grid, compensating for the intermittent nature of renewables, developing new solutions for electricity storage and implementing energy efficiency measures. (► Eni for 2023 - A Just Transition: Eni's activities: the value chain).

THE VALUE CHAIN



Business model

Eni's business model aims to create long-term value for all stakeholders through a consolidated presence along the entire energy value chain. The company's mission integrates the Sustainable Development Goals (SDGs) by the United Nations 2030 Agenda, and this distinctive approach permeates all the company's activities.




Eni's model combines the use of proprietary technologies with the development of an innovative satellite model. This involves the creation of dedicated companies capable of independently accessing the capital market to finance their growth while bringing out the real value of each business. This integrated model is supported by the Corporate Governance system inspired by the principles of transparency and integrity, an Integrated Risk Management Model ensuring, through the assessment and analysis of the risks and opportunities of the reference scenario, informed and strategic decisions, as well as materiality analysis to examine 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 focused on the best possible use of all resources (inputs) available to the organisation and on their transformation into outcomes, through the implementation of its strategy. Eni also organically integrates its business plan with the principles of environmental and social sustainability, deploying its actions along three levers:

1. Carbon neutrality by 2050;
2. Operational excellence;
3. Alliances for development.

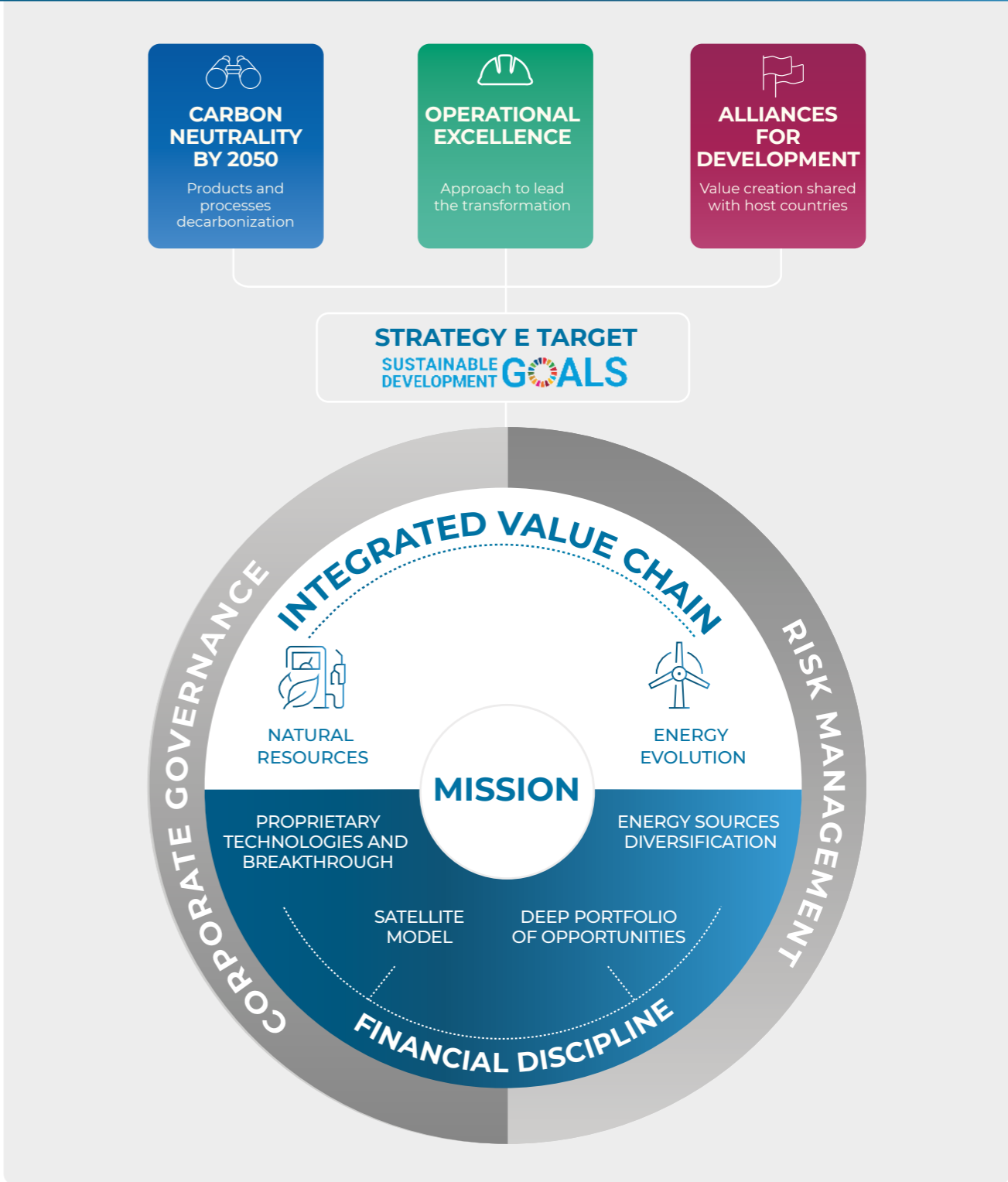
► [Eni for 2023 - A Just Transition - Business Model](#)

Enipower conducts its business in line with Eni's three levers:

CARBON NEUTRALITY BY 2050 	Enipower works in line with the decarbonisation objectives set by Eni, actively striving to lower emissions with actions that increase energy efficiency and by developing new electricity storage solutions.
OPERATIONAL EXCELLENCE 	Enipower is aimed at valuing people, protecting their health and safety, protecting the environment and asset and process integrity.
ALLIANCES FOR DEVELOPMENT: 	For Enipower, local initiatives are aimed at creating shared value, placing people at the centre, with a view to cultural, social, economic and technological change.

VALUE CREATION FOR STAKEHOLDERS

Through an integrated presence all along the energy value chain



Background and challenges for the sector

The growing demand for energy from the system, together with the need to reduce greenhouse gas emissions into the atmosphere in accordance with the European decarbonisation strategy, present the energy sector with a challenge that requires an immediate response. In this context, electricity production from natural gas plays a key role in the energy transition process. This process compensates for the intermittency of renewables and ensures the adequacy, safety and balancing of electricity systems globally. Using natural gas to generate electricity is an effective solution for integrating renewables into production, ensuring the stability of the national electricity grid, high generation efficiency, fast generation start-up times and lower emissions compared to other fossil fuels. It is within this context that the role and commitments of a thermoelectric operator such as Enipower towards a decarbonised energy are placed.

To understand Enipower's energy resource management model, it is important to consider that the company adopts a cogeneration process for power generation. This allows the simultaneous production of electricity and thermal energy in the form of steam or superheated water. The energy produced in this way is also used to power industrial complexes with continuous production processes, some of which are classified as major-accident hazards. For this reason, energy supplies must meet very high standards of reliability. Cogeneration brings both greater operational complexity than other operators in the sector, and an important element of efficiency. This approach results in significant primary energy savings compared to the separate production of the two forms of energy. Over the years, Enipower has succeeded in turning operational challenges into business opportunities by investing in systems that enable it to increase and accelerate the power regulation capacity

of its plants. This has led to a reduction in rigidity and an increase in operational flexibility. Enipower is a major player in the Dispatching Services Market (DSM), monitoring the dynamics of the National Transmission Grid in real time. This activity is crucial to ensure the balance of the national electricity system, especially in a context of increasing production from non-programmable renewable sources. In this scenario, the gradual decrease in the average load factor of conventional generation plants results in a level of operation that deviates from the "optimum energy" point. This condition calls for the identification of solutions to reduce the climate impact, focusing on energy efficiency actions that allow efficiency to be recovered during the operating phases furthest from optimal loads and limiting, when possible, the solo use of large combined cycle units for steam production. For more information see the [Carbon neutrality by 2050](#).

2023 Highlights

Over **5** GW of total operating power

22.42 TWh of electricity produced in 2023 (-3.2% vs. 2022)

1.57 TWheq of steam from combined cycles (-4% vs. 2022)

0 accidents recorded in 2023

0.22 TWh of thermal energy produced from the cogeneration plant in Bolgiano (MI) (-4% vs. 2022)

9,360,227 tCO₂eq. total GHG emissions^a (-4% vs. 2022)

16,883 training hours provided (+8.4% vs. 2022)

1,859 health services provided

449 employees (+3.2% vs. 2022)

95% of waste produced sent for recovery

(a) Scope 1 emissions of CO₂, CH₄, N₂O and fluorinated gases are included.

Governance, transparency and risk management

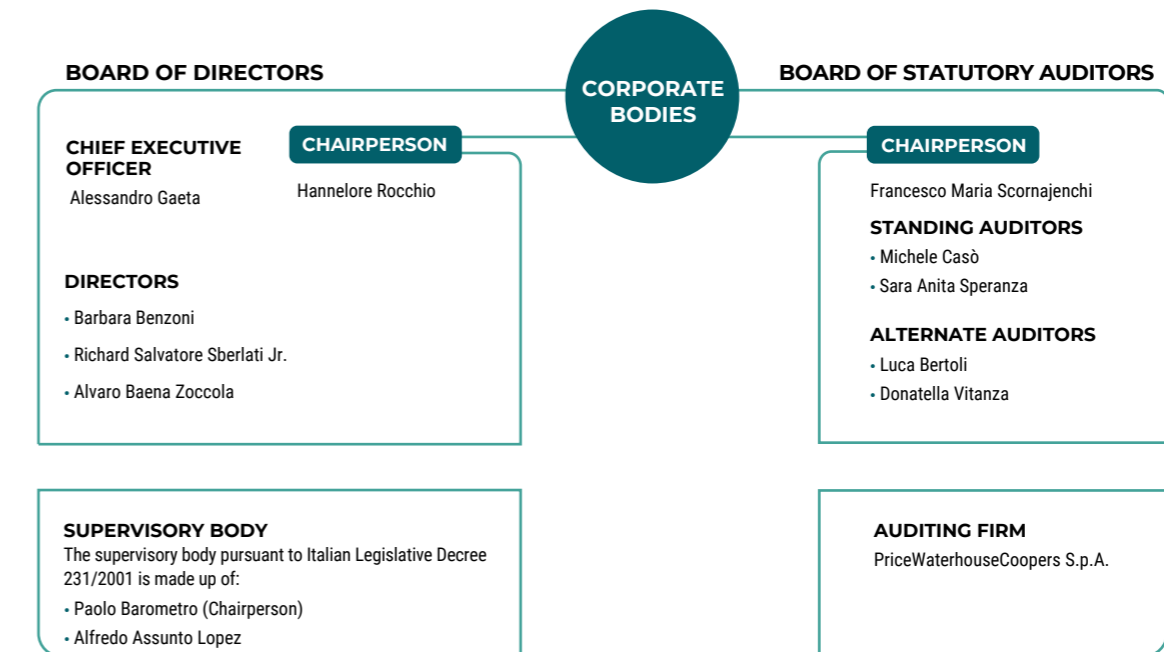
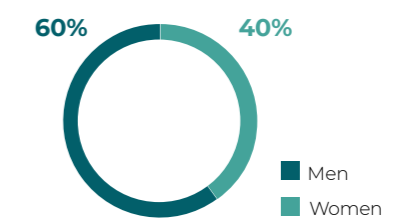
The responsibility for the management of Enipower's business is entrusted to the Board of Directors, which consists of 5 directors (including the Chairperson and Chief Executive Officer), in line with Eni's Articles of Association. When appointing the members of the Board of Directors, the Shareholders' Meeting must respect the appointment rights attributed to the Shareholders, as well as the gender diversity requirements outlined in the Articles of Association. In this regard, 40% of the members of the Board of Directors are women. All the members of the Board meet the requirements of independence set forth in the regulations and, in line with Eni's

Code of Ethics, adopted in full by Enipower, and with the Eni Group's internal regulatory system, corporate decisions are made objectively, preventing any situation that could lead to potential conflicts of interest (► [Eni for 2023 - A Just Transition: Governance and sustainability safeguards](#)).

In the anti-corruption field, Enipower implements the regulatory tools issued by Eni, such as the Anti-Corruption Management System Guideline (MSG) and the documents that make up the Anti-Corruption Compliance Program, which represents a system of rules, organisational

safeguards and controls aimed at preventing corruption offences, combating money laundering and ensuring transparency in business management.

COMPOSITION OF THE BOARD OF DIRECTORS (%)



As at 01/07/2024.

With reference to risk management, Enipower implements timely actions aimed at assessing risks and business opportunities. In this regard, the Integrated Risk Management (IRM) process requires, on one hand, a risk assessment using quantitative and qualitative tools that consid-

er the probability of occurrence and the potential impact that these risks could have for the organisation and, on the other hand, the representation of these risks on the basis of the probability of their occurrence and impact parameters. (► [Eni for 2023 - A Just Transition: Integrated](#)

[Risk Management Model](#)). With the support of Eni, each year Enipower analyses its risk profile in the short and medium/long term, in order to identify any corrective actions to be implemented to manage and mitigate key risks and improve safeguards.

SUSTAINABILITY GOVERNANCE

In line with Eni's strategic direction, Enipower has embarked on a path to integrate sustainability issues into its business operations. As part of this process, the Company has established a specific function to manage these issues, which is also responsible for drafting both internal and external sustainability reporting. The Board of Directors is involved in all

stages of the sustainability reporting approval process, including the validation of the materiality analysis.

As evidence of this commitment, Enipower has set up a Sustainability Coordination Team (SCT), which is responsible for monitoring and linking sustainability and social responsibility issues in order to foster their increasing integration into the business. The SCT is also responsible for monitoring the sustainability

activities that occur during the period. The integration of sustainability issues into the business is also represented in the 2023-2025 Long-Term Incentive Plans aimed at managers and other resources who are directly engaged in such activities. Specifically, these resources are also assigned objectives and actions in the field of environmental sustainability, with particular reference to decarbonisation, energy transition and circular economy.



The Just Transition for Enipower

Eni strives to ensure that the decarbonisation process offers opportunities to both convert existing activities and develop new production chains able to offer relevant opportunities in the countries where it operates and for all players within the value chain. The dialogue with stakeholders allows the commitments and actions already introduced to be fully implemented, defining strat-

egies, objectives and indicators to be monitored over time in order to assess the effectiveness of the path undertaken. It is in this context that Enipower has embarked on a path towards a fair and equitable transition within its role as a national thermoelectric operator, in line with Eni's policy. In this sense, the active involvement of stakeholders is a central element: through the development of

new internal skills, dialogue and synergistic work with communities, and the involvement of the entire value chain, Enipower promotes the sharing of a common path with all actors involved in the process, pursuing the objectives of a just transition.

- ▮ Stakeholder Engagement Activities
- ▮ Alliances for development

"PEOPLE-CENTRED" TRANSITION



WORKERS

Promoting workers' personal and professional development, with the aim of protecting diversity as a strength, and fostering skills development. Guaranteeing health and safety at all levels.

- ▮ Each of Us
- ▮ Enipower's Management Systems



SUPPLIERS

Tackling the challenges resulting from the external environment, promoting the spread of sustainability principles and environmental culture along the value chain.

- ▮ Environment
- ▮ Responsible procurement
- ▮ Community Relations



COMMUNITIES

Promoting collaboration and dialogue with communities, engaging supply chain actors in activities to raise awareness and create shared value, with a view to synergistic development.

- ▮ Community Relations

Enipower's management systems

To constantly ensure the continuous improvement of its performance through appropriate management and technological interventions, Enipower and its subsidiaries adopt and implement management systems certified to international standards. Additionally, all directly or indirectly operated power plants have registered their environmental management systems

pursuant to the **EMAS regulation**². Moreover, Enipower power plants have launched a programme of regular audits to verify the compliance of the Integrated Management Systems. This programme aims to ensure, on one hand, the greatest possible efficiency in terms of operational performance, with the goal of reducing impacts, and, on the other, higher **plant integ-**

riety and process safety standards in control and management systems. In addition, independent assessments were carried out by Eni's Technical Operation Authority, while in Mantua, analyses were conducted to verify the compliance of Enipower's Operation activities and AIMS (Asset Integrity Management System) with the requirements defined by Eni.

ENIPOWER'S MANAGEMENT SYSTEMS

ISO 45001 AND ISO 14001 INTEGRATED HEALTH, SAFETY AND ENVIRONMENT MANAGEMENT SYSTEMS

Ensure that all activities, processes and services comply with the criteria set out in the applicable HSE regulations. The field of application covers all Enipower's direct and indirect workers, business activities and workplaces.

ISO 50001 ENERGY MANAGEMENT SYSTEM

Makes it possible to define a set of operational procedures to ensure a lower energy impact and foster the improvement of plant continuity.

ISO 26000 SOCIAL RESPONSIBILITY MANAGEMENT SYSTEM

Ensures the application of social responsibility principles to be included in the company's activities, policies, strategies, procedures and objectives.

² The European Community Eco-Management and Audit Scheme (EMAS) is a scheme to which public and private companies and organisations, based within or outside the European Community, can join voluntarily if they wish to commit themselves to assessing and improving their environmental performance.

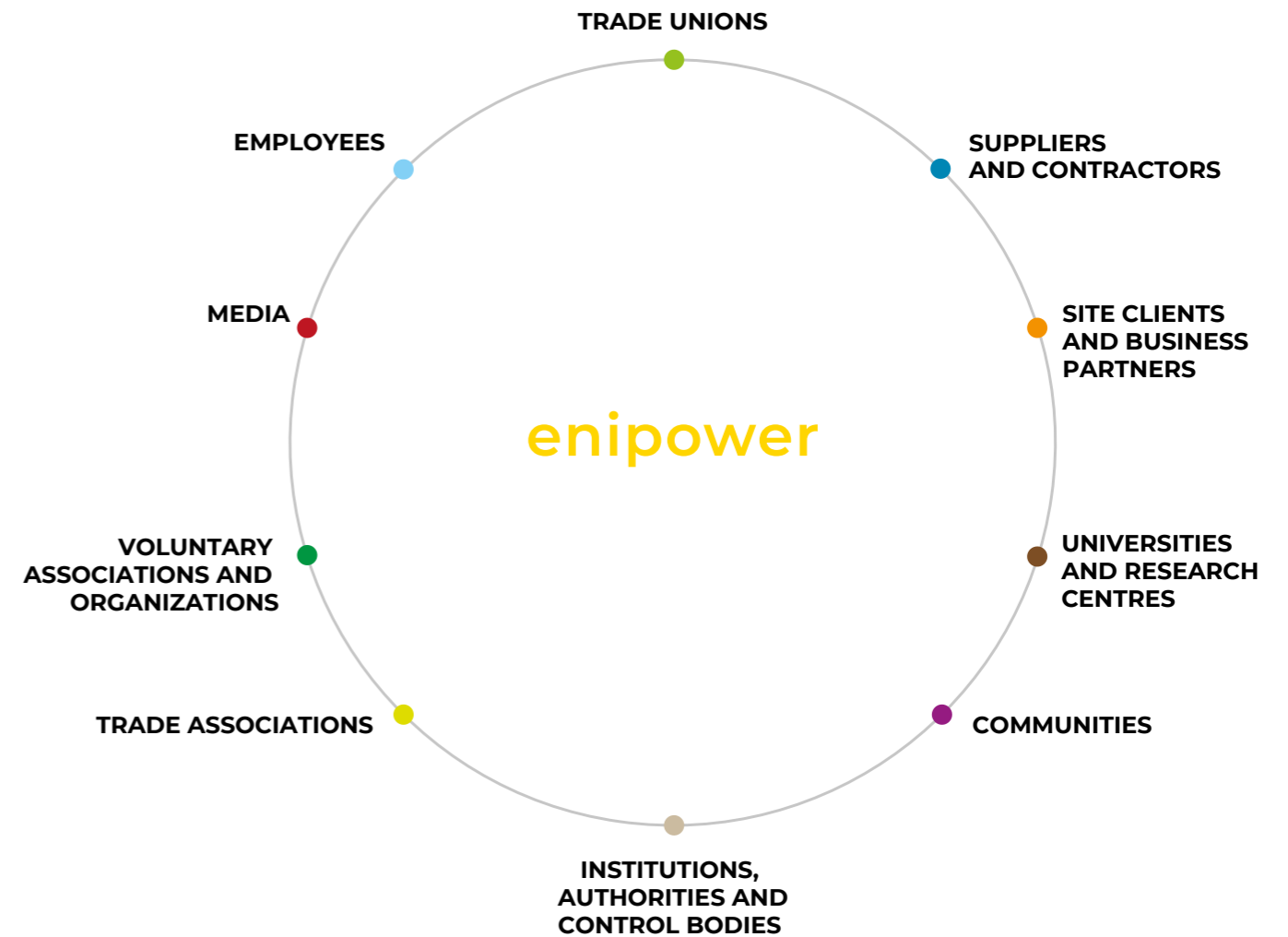


Stakeholder engagement activities

In line with Eni's strategy, when conducting its business activities Enipower pays great attention to engaging with

its stakeholders. This translates into the involvement of all actors along the value chain and the establishment of

solid relationships aimed at developing long-lasting collaborations that facilitate and promote sector synergies.



The Company has also established a model of structured relations with national and local institutions, trade associations such as **Elettricità Futura**, **EMAS (Eco Management and Audit Scheme)**, **APO Ravenna** and **AIRU** (the Italian Urban Heating Association), in order to activate feedback and di-

alogue and support opportunities for innovative collaborations. Another aspect of stakeholder engagement is the materiality analysis, aimed at identifying the sustainability issues that are most relevant to Enipower and its stakeholders. Finally, sustainability objectives and

results are communicated each year with the publication of this document and with the annual preparation of Environmental Statements in accordance with the EMAS regulation, for which Enipower plants and subsidiaries have obtained the relevant registration.

MAIN STAKEHOLDER ENGAGEMENT ACTIVITIES CONDUCTED IN 2023

- Publication of Enipower for 2022 and EMAS (Eco Management and Audit Scheme) Environmental Statements.
- Active participation in trade associations through the involvement of managers and technicians in order to define common positions and initiatives.
- Participation in the EMAS industry association.
- Partnerships with local authorities within the framework of the air quality monitoring protocol.
- The local implementation of agreements on topics such as energy efficiency and the air quality monitoring protocol.
- The "Eni Open Days" initiative, which allowed Eni employees and their families to visit the Ferrera Erbognone and Bolgiano plants.
- Educational visits to Enipower sites by schools.

In order to better understand the needs and expectations of the stakeholders with whom it interacts, Enipower has implemented the **Stakeholder Management System (SMS)** at all its sites. The

SMS is an Eni application that maps stakeholders and facilitates the constant and timely management of any requests and critical issues as they emerge. This tool deals with all aspects of stakehold-

er relationship management, including requests, complaints and response actions taken, supporting the traceability required by the internal anti-corruption regulatory tools on stakeholder relations.



The materiality analysis

In 2022, Enipower conducted a materiality analysis in accordance with the provisions of the Global Reporting Initiative (GRI) Universal Standard, which allowed the Company to identify the most relevant sustainability issues, together with the related impacts it generates or contributes to generating on the environ-

ment, economy and society, including impacts on human rights. The first step in the analysis was the identification, through benchmarking and analysing the external and internal contexts in which Enipower operates, of potentially material issues and their impacts. These were then submitted to

Management for validation in order to obtain a short-list of material topics for Enipower's business. As there have been no significant changes in the operating environment, the results of the materiality analysis have been confirmed for 2023. Enipower's material topics are as follows:

CARBON NEUTRALITY BY 2050



COUNTERING CLIMATE CHANGE/LOWERING GHG EMISSIONS

Developing strategies to lower GHG and CO₂ emissions through flexibility and operational efficiency interventions.

LOW CARBON TECHNOLOGIES

Invest in technologies and solutions for CO₂ capture and storage. Promote energy storage for greater penetration of renewable energy.

7, 9, 13, 17

OPERATIONAL EXCELLENCE



HUMAN CAPITAL DEVELOPMENT

Develop an organisational model capable of attracting highly qualified, talented people while maintaining an adequate level of employment. Offer opportunities for personal and professional growth by investing in the continuous development of soft skills and technical expertise.

3, 4, 8, 10

DIVERSITY, INCLUSION AND WORK-LIFE BALANCE

Promote the fundamental principles of non-discrimination, equal opportunities and inclusion by ensuring a favourable workplace.

OCCUPATIONAL HEALTH AND SAFETY

Protect the health, safety and mental and physical integrity of people by guaranteeing the safety of employees and contractors and spreading a culture of health and safety through targeted campaigns and initiatives.

3, 9

BUSINESS CONTINUITY & ASSET INTEGRITY

Guarantee the integrity and proper functioning of assets by implementing appropriate management models and maintenance actions aimed at constant monitoring.

DIGITALIZATION AND CYBER SECURITY

Develop new technical and management solutions aimed at improving performance.

7, 13

CIRCULAR ECONOMY

Promote the application of and respect for the principles of circularity in all relations with other actors in the supply chain.

LOWERING ENVIRONMENTAL IMPACT

Promote the enhancement and recovery of the waste produced. Promote the sustainable management of water resources by adopting measures to reduce water withdrawal and consumption and minimise water wastage. Promote actions to lower air polluting emissions to improve local air quality.

3, 6, 9, 12

BIODIVERSITY

Protect biodiversity and ecosystem services by assessing biodiversity risk exposure.

PROTECTING HUMAN RIGHTS

Ensure respect for human rights principles.

3, 8, 10, 16

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Collaborate with supply chain actors to implement sustainability principles, specifically those of the circular economy and safety.

8, 17

TRANSPARENCY AND THE FIGHT AGAINST CORRUPTION

Prevent corruption by applying the relevant principles and complying with Eni's Code of Ethics.

ALLIANCES FOR DEVELOPMENT



LOCAL DEVELOPMENT

Promote local development initiatives to create shared value.

3, 9, 17

UNIVERSAL ISSUES



INNOVATION

Invest in research, development and process innovation to anticipate market demands and future regulatory developments.

7, 13

Carbon neutrality by 2050

Fighting Climate Change
Low and zero carbon technologies

Countering climate change



Why is it important to Enipower?

As a thermoelectric operator, Enipower is constantly striving to optimize the performance of its production units and make them more flexible to support the increasing penetration of renewable sources within the national electricity grid thanks to our efficient contribution to grid stability.

DOMENICO GALANTE PRODUCTION MANAGER

For more information

POLICY/POSITIONING/OTHER DOCUMENTS

- ▶ Strategic Plan 2024-2027; ▶ Eni's responsible engagement on climate change within business association; ▶ Eni's position on biomass; ▶ Eni's Code of Ethics;
- ▶ Eni for 2023 - A Just Transition; ▶ Eni for 2023 - Sustainability performance; ▶ eni.com; ▶ Assessment of industry associations' climate policy positions



GHG EMISSIONS AND ENERGY EFFICIENCY

GHG emissions

As part of Enipower's path to reducing CO₂ emissions, interventions aimed at increasing the flexibility of operations at power generation plants are particularly important. These measures make it possible to limit the operating loads of the machinery and, consequently, reduce the associated emissions. This decrease is linked to increasing production of energy from renewable sources and ensuring its integration into the system, especially during daylight hours, weekends and during seasons characterised by high rainfall.

In 2023, total GHG Scope 1 emissions decreased by 4% compared to the previous year, in line with the electricity/steam production data, plant set-ups and the use of Syngas³ by the Ferrera Erbognone site. In terms of CO₂ emission factor per unit of electricity equivalent produced, the index improved slightly due to a lower use of Syngas at the Ferrera Erbognone site compared to the previous year. For more information [Main sustainability indicators - Carbon neutrality](#).

Energy Efficiency

Our commitment to energy efficiency contributes to reducing Enipower's carbon footprint, both by improving the power generation process and by adapting aux-

iliary systems⁴ to new operating regimes. In recent years, energy efficiency measures developed by the Company have included the installation of new, more efficient technologies for recovering waste energy in steam export processes or in the operation of energy-intensive utilities. Overall, the actions implemented since 2014, the year in which Enipower began the systematic monitoring and reporting of the benefits derived from efficiency initiatives based on the principles of the ISO 50001 standard, have allowed us to reduce direct emissions of climate-changing gases, due to lower fuel consumption, by a value that cumulatively, in 2023, was approx. 33,000 toe/year (approx. 77,000 tCO₂/year).

In addition, studies aimed at identifying new energy efficiency measures are continuing, through research into innovative technologies and increasingly efficient solutions.

Focus on

Operational flexibility interventions to support energy transition

CONTEXT: Enipower operates as part of the multi-company cluster of Ravenna, thereby guaranteeing the production of technological steam and electricity. Since the start of combined cycles almost 20 years ago, Italy's energy context has evolved considerably, demanding ever greater efficiency and operational flexibility from plants. In this context, some major investments have been brought to fruition in recent years.

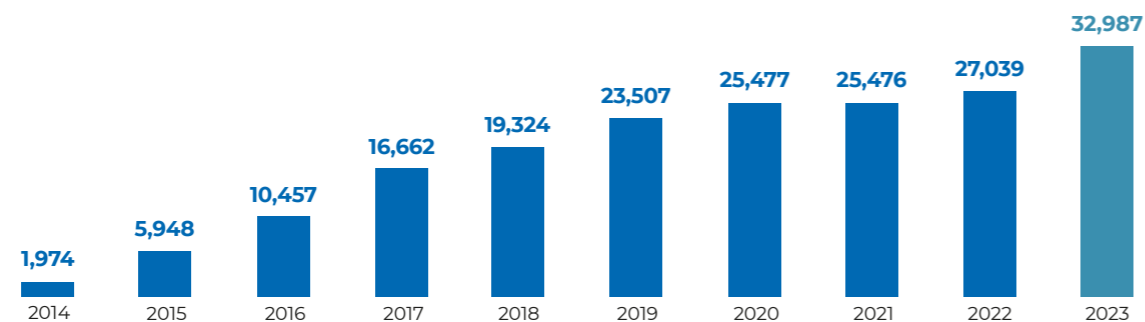
ACTIVITY:

New Peakers gas turbines: the installation of the two new Peakers gas turbines is in line with Enipower's strategy of supporting the Italian electricity grid by installing flexible and programmable capacity to encourage the increasing penetration of renewable sources within an optimised balance of the electricity system between installed power and energy produced. This balance takes into account the intermittency that characterises renewables, ensuring an optimal ratio between installed power and energy produced. In 2023, the construction works overcame unforeseen events such as the force majeure event generated by the flooding in the Ravenna area in May. Commissioning activities began in autumn, resulting in the execution of the first parallel (the connection of the turbine to the national grid) in December 2023 and the subsequent qualification to operate on the energy markets. In early 2024, the first parallel of the second turbine was also carried out and the mapping and fine-tuning of the plant continued.

New back-up boiler: 2023 was a year of intense construction work at the Ravenna plant, with the new back-up boiler (B600) connected to the plant steam network in early September and the completion of the commissioning works in December. The boiler is now in operation and enables greater flexibility in the production set-up, avoiding the emission of around 150,000 tonnes of CO₂ per year and ensuring reliable steam supply during periods of planned or accidental unavailability of one of the production units.

For Enipower, these projects are an important step towards upgrading its plants, which are able to ensure a high degree of reliability, not only for the petrochemical sites, but for the entire Italian electricity grid.

REGULAR FUEL SAVINGS FROM ENERGY SAVING PROJECTS (toe/year)



Case Study



Energy efficiency through optimization measures

ACTIVITY: in 2023, an improvement project to increase the efficiency of the combined cycle gas turbine under all operating conditions at the Ferrera Erbognone site was concluded.

RESULTS: this improvement led to an increase in efficiency of +0.6 per cent at base load and +0.46 per cent on a weighted average over the entire control range of the turbine, with the other operating conditions remaining constant. Energy savings, verified after the first five months of operation, totalled approximately 1,439 toe, equivalent to approximately 3,350 tonnes/year of CO₂ avoided, using a "delta efficiency" curve that compares actual pre- and post-intervention data (adjusted according to ISO conditions) and applied based on actual gas turbine load values (normalisation variable).

³ Gas from refinery process.

⁴ Systems responsible for self-consumption of energy that enable the operation of a power plant; for example, pumps to supply steam generators, cooling water circulation, lubrication circuits, etc.

In 2021, Eni and A2A Calore e Servizi signed a 20-year agreement for the supply of heat generated at the Bolgiano (MI) production site, which allows for a supply of up to 54 GWh per year, equivalent to the average annual needs of about 6,000 households; in 2023, the year the supply started, about 17.5 GWht were supplied to A2A.

Another highly innovative intervention is the recovery of heat from the tail section

of the steam generators of Enipower power plants, which would otherwise be lost. This will be achieved through the introduction of **innovative materials** capable of resisting the corrosive phenomena to which economisers⁵ are subjected when operating at lower temperatures, an area of potential acid condensate formation. An initial test is planned on a boiler at the Ferrara power plant, for which the internal and external approval

process is underway and which is scheduled to come into operation in 2025. Further studies are being conducted aimed at the implementation of solutions that can **decouple electricity production over time**, through the installation of electrolysis plants that can be powered by electricity from surplus production conditions, or the introduction of high-temperature thermal storage systems.

⁵ The economiser is a heat exchanger the purpose of which is to improve fuel utilisation and thus reduce fuel consumption.

Low and zero carbon technologies



Why is it important to Enipower?

Decarbonization strategies assign an irreplaceable role to the thermoelectric industry by virtue of its role in supporting the penetration of renewable energies. We are therefore constantly striving for increasingly advanced technological solutions to minimize CO₂ emissions in our production process, ensuring high levels of availability and working in full compliance with Asset Integrity policies.

MASSIMO CUCCHI TECHNICAL SERVICES MANAGER

CO₂ CAPTURE AND STORAGE

As part of Eni's commitment to long-term carbon neutrality, projects aimed at CO₂ capture are of particular importance. The capture of CO₂ for its permanent storage or reuse in other production cycles is considered an indispensable action to reduce atmospheric emissions and limiting the impact on climate change.

The project to construct a hub (Ravenna CCS) for the capture and storage of CO₂ in the depleted reservoirs in the Ravenna offshore area, with a to-

tal storage potential of over 500 million tonnes, represents an important contribution to **significantly reducing emissions** from Eni's perimeter, such as those from the production of electricity from natural gas-fired power plants and those from other hard-to-abate industrial sectors (e.g., steel, chemicals, cement, paper and glass industries, etc.), for which no equally efficient and effective alternatives currently exist. Enipower is actively researching decarbonisation solutions for both electricity and thermal power generation.

In December 2022, a 50:50 joint venture was formed between Eni and Snam to develop and operate Ravenna CCS. Specifically, the project envisages a Phase 1 with start-up in 2024 and a larger-scale Phase 2 with CO₂ injection planned for 2027. Phase 1 of this CO₂ capture and storage project envisages the capture of 25,000 tonnes of CO₂ per year from Eni's natural gas processing plant in Casalborsetti (Ravenna), to be transported to an offshore platform in the Adriatic Sea and finally injected into the Porto Corsini Mare Ovest depleted gas field operated by Eni. In January

2023, authorisation was granted by the Ministry of the Environment and Energy Security to inject the CO₂ volumes for Phase 1 of the project. Phase 2, on the other hand, involves the injection of CO₂ from both Eni and third-party sites. The conversion of depleted gas fields in the Adriatic into CO₂ storage sites and the re-use of part of the existing infrastructure will make it possible to offer very competitive CO₂ storage

costs. In November 2023, Phase 2 of the Ravenna CCS project was also included in the European list of Projects of Community Interest (PCI) as a CO₂ transport and storage infrastructure as part of the Callisto (Carbon Liquefaction transportation and Storage) Mediterranean CO₂ Network integrated project developed in cooperation with Air Liquide. Under the Callisto project, the Ravenna CCS hub will store CO₂ from

hard-to-abate industrial areas in Italy, starting with Ravenna and Ferrara, and additionally from Marseille Fos, France, promoting the creation of a CCS value chain in Southern Europe and the Mediterranean basin.

From 2030 onwards, the large capacity of the reservoirs will allow the capacity to be increased to 16 or more million tonnes per year, depending on market demand.



Together with the Ravenna hub's CO₂ transport and storage project, supports the creation of a reference hub for Southern Europe and Mediterranean countries for CO₂ capture and sequestration, in accordance with national energy policy guidelines.

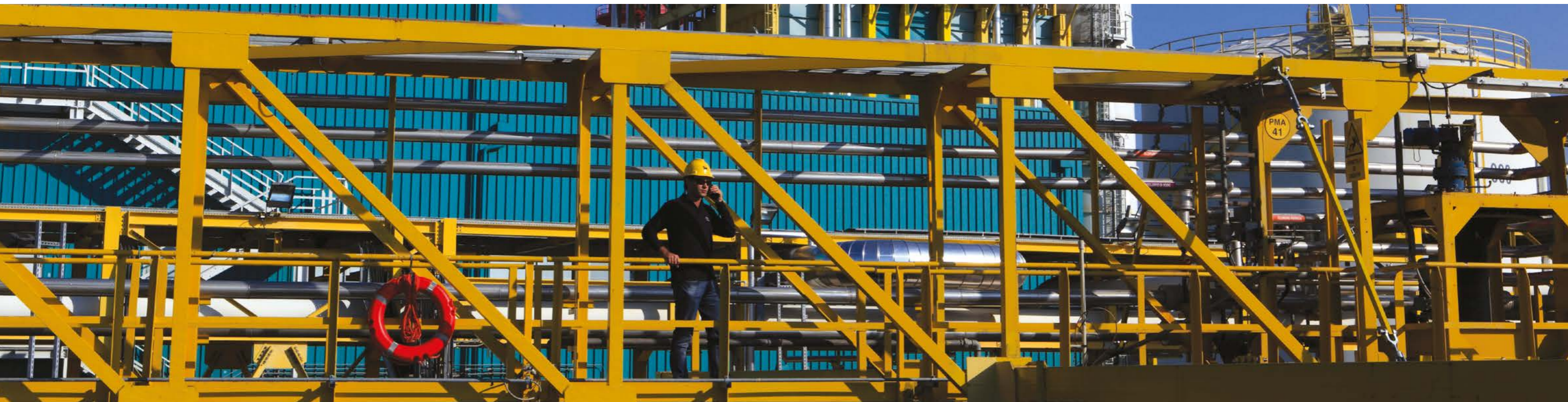


It preserves and promotes employment development in areas of the country potentially heavily impacted by the future economic and market scenario.



By exploiting the unique features of the Ravenna industrial site (geographically close to the Ravenna storage hub), it is possible to:

- Diversify hard-to-abate industry decarbonisation solutions, thereby increasing the resilience of the energy transition process;
- make the steam production process for the chemical industry increasingly decarbonised, with a solution that maximises GHG abatement results and contains the cost per unit of CO₂ avoided. The GHG abatement concerns Scope 1 of the cogeneration plant and Scope 2 with reference to the energy consumption of the chemical plant;
- contribute indirectly to the decarbonisation of the Italian electricity grid;
- increase the flexibility provided to the Italian electricity grid, which is required for the development of renewables, by decoupling the cogeneration units on the site from the supply of steam, i.e., by enabling the merchant set-up necessary to meet the growing need for flexibility.



Operational excellence

Each of us

Occupational and process safety

Health

Environment

Responsible procurement

Each of us



Why is it important to Enipower?

Enipower recognizes human capital as an essential resource for the achievement of its business objectives. We are constantly committed to enhancing the value of our people, with the aim of increasing their wealth of experience and skills, by creating a corporate environment that promotes inclusion, continuous exchange, collaboration, integration and innovation.

DONATO MILELLA HUMAN RESOURCES MANAGER

For more information

POLICY/POSITIONING/OTHER DOCUMENTS

- ▶ Respect for Human Rights in Eni; ▶ Zero Tolerance: Eni against violence and harassment in the workplace; ▶ Diversity & Inclusion; ▶ Eni's Code of Ethics;
- ▶ Eni for 2023 - A Just Transition; ▶ Eni for 2023 - Sustainability performance; ▶ eni.com



449
Enipower's employees

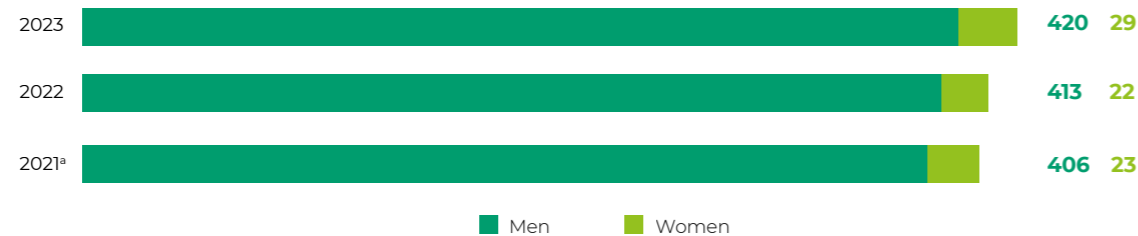
EMPLOYMENT

Enipower's people are an essential resource for achieving the company's objectives. The company recognises the value of its employees, enhancing individual potential and stimulating the skills and competences of individuals. The ongoing exchange between managers and employees, in line with the objectives of the business area in which they operate, forms the foundation of our employee professional development policy, which follows specific pathways based on meritocratic criteria.

As at 31 December 2023, Enipower's workforce consisted of 449 people, an increase of about 3.2% over the previous year. During the year, 28 new hires were made, of which 57% involved people under 30 years of age. Moreover, 100% of the Company's employees are covered by collective bargaining agreements. Enipower devotes special attention to the recruitment and selection process. Before opening recruitment to the external market, the Company verifies the availability of qualified profession-

als internally who meet the desired recruitment profiles. The selection of professionals specialised in site and power plant activities is conducted in the same geographical area, with the aim of promoting the industrial development of the local area and minimising the negative impacts associated with relocation transfers. When selecting personnel with key functions, such as managers and executives, parameters are used based on the level of competence required or proven through specific development paths.

EMPLOYEES (number)



(a) The 2021 figures have been restated due to an error in the accounting methodology.

DIVERSITY, INCLUSION AND WELFARE

In the context of Enipower's activities, Diversity & Inclusion is reflected in the fundamental principles of non-discrimination, equal opportunities and inclusion of all forms of individual diversity. This diversity is valued both within the corporate context and in relations with external stakeholders. In line with **Eni's Zero Tolerance** policy, the Company guarantees an environment free from violence and harassment of any kind, with a particular focus on promoting initiatives aimed at the inclusion of people with disabilities and those belonging to other vulnerable categories. Enipower adheres to the **"Respect for Human Rights in Eni"** Policy, through which it aims to ensure respect for the human rights set out in the International Bill of Human Rights, the International Labour Organisation's Declaration on

Fundamental Principles and Rights at Work, as well as other applicable human rights defined in international treaties and standards. Furthermore, the Company is actively committed to eliminating inequalities, especially the gender pay gap. In confirmation of this, at Enipower there are no differences in minimum pay between men and women with the same job classification, regardless of geographic area. Merit assessments are applied to all employees in accordance with uniform criteria, differentiated by role, responsibility and category. Enipower's remuneration system is designed to recognise the achievements of each employee and to ensure that remuneration is consistent with best practice and market standards. Finally, the Company offers its employees a wide range of benefits ranging from supplementary pension and health

care plans to insurance coverage. Enipower actively participates in the company climate analyses periodically promoted by Eni, engaging its employees in order to create a working environment that promotes wellbeing and protects workers' health. Finally, dedicated health programmes are implemented in all plants, which include examinations in addition to the statutory health checks. In 2023, initiatives were developed to listen to and engage with the workforce with a view to developing effective and inclusive internal communication. In particular, towards the end of the year, meetings were organised at each Enipower plant involving all functions and people employed at the site. During these events, the challenges and lessons learned that characterised the year were explored and targets for the following year were set.

TRAINING

Enipower recognises that training represents a crucial competitive advantage and aims to promote skills acquisition and retention among its

personnel. In 2023, 16,883 hours of training were provided, an increase of about 8% compared to the previous year. 62% of the training was delivered in person, while the remainder was dis-

tance learning. Where possible, funds dedicated to subsidised courses (Fondimpresa) were used. The main training topics were:

16,883
training hours provided over the course of the year

ENVIRONMENT, HEALTH, QUALITY AND HSEQ BEHAVIOUR

Skills enhancement in the fields of environmental regulations, health and behavioural pathways in HSE.

LANGUAGE AND IT

New IT and language skills.

BEHAVIOURAL/ COMMUNICATION/ CORPORATE IDENTITY

Behavioural courses on corporate identity, human rights/sustainability and leadership.

PROFESSIONAL SOFT

Compliance, professional courses required by business and training for new approaches to work and the digital world.

PROFESSIONAL TECHNICAL-COMMERCIAL

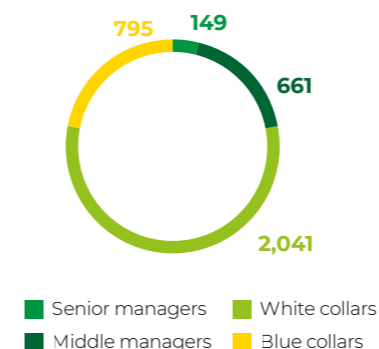
Technical courses for specific business areas and professional groups, commercial projects and the energy transition.

SAFETY

Mandatory safety courses for employees, including e-learning and in-person courses at Eni sites or certified training centres.

The Company promotes initiatives aimed at strengthening the culture of workplace health and safety, involving not only its own employees, but also external collaborators. In this regard, 3,646 hours of safety training were provided in 2023, including both mandatory and improvement-oriented courses.

HOURS OF SAFETY TRAINING BY JOB CATEGORY



Occupational and process safety



Why is it important to Enipower?

Enipower is committed to achieving the target of zero injuries by establishing and promoting a universal culture of safety as a fundamental value and essential element of all daily activities at work and in private life, regardless of roles or task. The Company promotes HSEQ culture initiatives with the aim of reinforcing a conscious and responsible approach over time that allows that every single worker to act as a safety ambassador when performing their work.

ILARIA ZAPPACOSTA SAFETY AND INDUSTRIAL HYGIENE MANAGER

For more information

POLICY/POSITIONING/OTHER DOCUMENTS

► Respect for Human Rights in Eni; ► Eni's Code of Ethics; ► Eni for 2023 - A Just Transition; ► Eni for 2023 - Sustainability performance; ► eni.com



OCCUPATIONAL SAFETY

Enipower is committed to guaranteeing the safety of all those who work at its sites, whether they are direct employees or contractors.

In 2023, Enipower achieved its target of zero accidents. The prevention of occupational accidents, together with efficient resource management, are key elements for the success of the business. A key aspect of the prevention strategy is the analysis of potentially dangerous situations or actions, known as "weak signals". Analysing these signals significantly reduces the chances of them leading to more serious events, such as near misses, accidents or injuries.

To achieve zero accidents, Enipower adopts advanced organisational models for risk analysis and management, implementing rigorous systems of procedures and standards to protect employees, suppliers, processes and facilities. In addition, the Company actively promotes

a culture of safety through various initiatives and campaigns. To this end, internal regulations have been established to govern the management of health, safety and environmental events, including their detection (accidents, near misses, hazardous conditions).

ZERO
injuries
in 2023

TOTAL RECORDABLE INJURY RATE (TRIR) (total recordable injuries/worked hours) x 1,000,000



Safety trajectories

WORKPLACE SAFETY

Enipower strives to ensure occupational safety, with the aim of preventing accidents at work through training activities, the promotion of a safety culture and the adoption of digital technologies. It also conducts a careful analysis of weak signals, using advanced root cause analysis tools to identify preventive actions to avoid recurrence.

DIGITALIZATION

At Enipower, innovation is the basis for personal and corporate growth. New digital technologies aimed at improving safety are the pillars that underpin the Company's strategy and commitment to innovation. The objective is to increase the safety level for workers by introducing new digital technologies and next generation equipment.

The company's digital transformation has wide-ranging cross-cutting objectives, including:

- Improving the health and safety of all personnel;
- increasing the level of reliability, functioning and technical integrity of systems, with downstream advantages in terms of safety and environmental impact;
- strengthening economic and operating performance;
- developing new business models;
- accelerating decision-making processes, which will become increasingly data-driven.

SAFETY CULTURE

Enipower committed to disseminating and strengthening a safety culture for all its people, whether employees or contract workers, as an essential part of its activities, so that every worker is also a safety leader in the context of their duties. The Company promotes various initiatives with the aim of establishing effective communication and raising awareness about HSE issues, in order to develop and consolidate over time a conscious and careful approach to the way daily activities are carried out, with a view to continuous improvement.

In order to promote the HSE culture at all company levels and to enhance the positive results achieved in this area, several initiatives were implemented and promoted during the year, also aimed at contractors. These include Safety and Environment Day, which rewards business units that achieve major improvements and teams that come up with innovative ideas for worker protection, Safety and Environment Pacts, webinars to promote the Golden Safety Principles and Rules, Safety Moments, and Start of Work analyses.

PROCESS SAFETY

Enipower implements process safety through a specific management system, defined by Eni, which is based on twenty pillars known as ► **Process Safety Fundamentals**. These pillars are designed to prevent incidents at plant level, like containment leaks, including fires, explosions and leakage of hazardous substances. This system is integrated into the HSE management system and Corporate Asset Integrity. ■ **Process Safety & Asset integrity**. The compliance of these systems is monitored through regular integrated audits.

Focus on

Smart Safety for real-time safety monitoring

PROJECT: Smart Safety is a system implemented at several Enipower sites, which provides operating personnel with a digital safety kit for real-time monitoring of critical HSE situations. This kit consists of two main elements: a "smart badge", a device equipped with sensors that communicate with a local network and transmit the collected data to a software platform, and a "smart tag", a sensor linked to the Personal Protective Equipment (PPE) which sends relevant information to the smart badge.

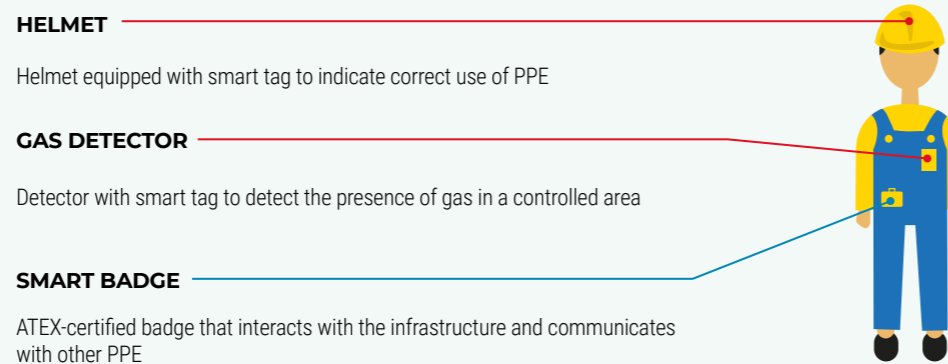
OBJECTIVES: the goal of Smart Safety is to move from "passive" protection, based on traditional tools such as PPE, to active prevention, by integrating digital technologies into the PPE itself. This system allows accidents to be prevented thanks to the activation of sensors which alert workers to potential dangerous or emergency situations, such as the absence or improper use of PPE, falls from height or "man-down" situations, access to unauthorised areas, and the precise location of personnel in an emergency.

ACTIVITY: the project is currently active at three Enipower sites (Ravenna, Mantua and Ferrera Erbognone); in 2023 a multidisciplinary activity was completed in preparation for the extension of the project to contractors at the Ferrera Erbognone site.



COMMUNICATES WITH THE SURROUNDING INFRASTRUCTURE

COMMUNICATES WITH THE SMART BADGE



PROCESS SAFETY AND ASSET INTEGRITY

To guarantee plant safety, Enipower has implemented a **process safety management system integrated with the Asset Integrity system**. This system aims to ensure the proper functioning of the assets and their sound management, including during the design and decommissioning phases, to ensure effective and efficient utilisation throughout their life cycle. The primary objective is to protect people and the environment while promoting business continuity.

In 2023, Enipower's sites demonstrated the effectiveness of the system through the completion of 109%⁶ of **planned maintenance** on safety and environmentally critical elements. The rate of corrective maintenance on these items was remarkably low: only 1%, compared to 3% in the previous year. In addition, no emergency system shutdowns (ESD) were recorded during the year, and there were no alarm bypasses or outages of significant duration (more than 7 days).

In continuity with 2022, no major pro-

cess incidents were recorded in 2023, while there was only one minor event, caused by a small oil spill with no environmental consequences, compared to four recorded in 2022.

During the course of the year, **the use of electronic schedules** for planning maintenance activities on equipment in the power plants was **gradually expanded**; the activities planned for 2023 concerning safety and environmental critical elements were completed. In addition, reviews of process risk analyses (Hazop - "Hazard and Operability" studies) were finalised at four of the six planned sites; this activity is due for completion in 2023-2024. The results of these studies indicated the absence of any particularly high safety and environmental risks and identified actions for the implementation of additional safety measures to further reduce operation-related risks.

In 2023, a study was completed at the Enipower site in Ferrera Erbognone concerning the assessment "Natech" (Natural Hazard Triggering Technological Disaster) risks. Studies are scheduled to be completed at all sites

by 2024. The company has already started to implement improvements, in particular to enhance the reliability of power lines, also considering the increasing frequency of critical natural events related to climate change.

During 2023, the new Asset Integrity Corporate Procedure "Asset Integrity Management System Manual" was issued, with the aim of ensuring that the asset performs its functions effectively and efficiently with a view to achieving business objectives, safeguarding the safety and health of people, the environment and Enipower's reputation throughout the asset's life cycle. Given the strong integration and similarity of the various systems at each plant, the plants rely on the support and coordination of the Headquarters functions.

Following the issuance of the new Corporate Procedure, the Asset Integrity Strategy describing the objectives and plans of AIMS over a four-year horizon was issued.

At the end of 2023, operational availability (reliability index) of the various plant systems at all plants was in line with industry best practices.

In 2023 **109%** of planned maintenance on safety and environmentally critical elements was completed

Focus on

Digital Inspection - IRSI

PROJECT: IRSI (Image Recognition for Safety Improvement) is an artificial vision algorithm designed to recognise and verify the status of electrical switches in installations via the use of a smartphone. The tool involves activating Artificial Intelligence models on the smartphones already in use by plant personnel to improve equipment security. The algorithm provides real-time information on the actions to be performed, verifies the switch to be operated and provides feedback on the outcome, digitally tracking the activity.

ACTIVITY: following the successful roll-out in 2022 on a sample of electrical switches, the system was extended to more switches at various sites in 2023, significantly increasing and improving safety in the execution of electrical operations. In addition, the Wi-Fi at the substations was surveyed to check the signal strength.

⁶ Some maintenance planned for 2024 was brought forward.

Focus on

Advanced predictive analysis systems

CONTEXT: In order to constantly guarantee the best performance in terms of asset integrity of the critical equipment of its plants, in 2023, following a number of successful tests carried out in previous years, Enipower invested in the introduction of new advanced predictive diagnostics systems that complement the traditional diagnostics systems already in use. Given the importance of the latter, the Company has established a new function dedicated to Advanced Diagnostics and Predictive Maintenance within its Maintenance Engineering activities.

ACTIVITY: technical evolution and the growing computing capacity of new systems, intertwined with the development of new algorithms resulting from artificial intelligence, have in recent years introduced new advanced predictive diagnostics systems applicable to rotating machinery and complex industrial systems. Among the various systems introduced during 2023, a particularly innovative example is the APEX (Ansaldo Energia Predictive EXpert) system, a machine learning platform that enables the modelling of the operation of plant components through training with key process measurements. When the plant component in question is in operation, the system detects any deviations from the expected trend of the output variables and sounds an alarm to flag any early warning signs of abnormal behaviour that may lead to malfunctions. The results provided by the system can also be used to conduct a Root Cause Analysis (RCA) and generate detailed analyses which, among other things, can provide an estimate of the component's Remaining Useful Life (RUL). The system is flexible and can be applied to various quantities ranging from vibration dynamics, combustion, and performance evaluation of gas turbines, steam turbines, alternators and recovery steam generators.

Due to the complexity of the data processing, an advanced data acquisition and monitoring system called ADA (Advanced Diagnostic Analysis also from Ansaldo Energia) must be installed, which allows the acquired information to be effectively managed in real time.



Case Study

Cyber maintenance to protect security

CONTEXT: in the current landscape, cyber risk is constantly growing, driven by the increasing digitisation of communications and the growing interconnection of industrial control systems. Moreover, with the increased adoption of remote working practices and the connection of control systems to the internet, the very concept of the security perimeter is becoming more and more complex, making it necessary to pay special attention to the protection of critical systems. In fact, cyber threats to industrial control systems, ranging from hacks by malicious actors to software vulnerabilities, can cause significant damage to the company not only from an economic and reputational point of view, but also in terms of the safety and security of the people involved.



ACTIVITY: in this scenario, cyber maintenance takes on a crucial role: it is no longer sufficient to adopt a reactive approach to cyber attacks, and instead it is now essential to implement a continuous and preventive process to identify and mitigate potential vulnerabilities before they can be exploited by potential attackers. The timely application of security patches, the continuous updating of antivirus software signatures, the analysis of logs to detect anomalous behaviour, the management of access credentials and the definition of a robust backup strategy, are all essential practices to ensure the continued resilience of industrial control systems.

In addition, compliance with cybersecurity regulations and standards has become an indispensable priority for companies operating the industrial sector, not only to protect their assets, but also to consolidate the trust of customers and stakeholders.

In conclusion, in a context characterised by the growing complexity and evolution of cyber threats, the Company, in compliance with cyber security regulations and standards, and in line with corporate procedures, has adopted a plan of regular cyber security maintenance activities for the control systems of corporate devices in order to protect the IT perimeters, guaranteeing the continuity of production and the protection of physical assets.

Health



Why is it important to Enipower?

In line with the philosophy enshrined by Eni, Enipower believes that the health of people, workers and families is a fundamental human right and an essential prerequisite of its actions. Consequently, the Company promotes mental, physical and social wellbeing by placing it at the heart of its operating models.

SARA MANETTA HEALTH MANAGER

For Eni, promoting health means implementing programmes, activities and voluntary actions according to a rationale of corporate welfare and corporate social responsibility that aim to maximise the mental and physical wellbeing of workers, with the objective of fostering a balance between professional and personal life with the awareness that improving the wellbeing of employees can also have positive effects on company productivity and the organisation as a whole.

In this regard, studies are carried out to assess occupational risks and prevention, mitigation and monitoring programmes are implemented. The Company also coordinates the activities of company doctors to ensure the uniformity of health protocols aimed at protecting workers' health.

Health promotion and disease prevention initiatives for employees are in place to protect the fundamental principle of health. The prevention initiatives include primary (empowerment, information and awareness-raising) and secondary (health screening and check-ups) programme for personnel, as well as remote assistance services to provide further support. One such initiative is the "piùSalute" service. Available to all company employees and their families, this service provides access to free remote healthcare, including phone/video consultations with general practitioners, available 24 hours a day and 7 days a week, or by specialists by appointment, home visits, as well as an anonymous and confidential remote mental health coun-

selling service that is always available. As regards secondary prevention initiatives, Enipower adheres to the "Preveni con Eni" (Prevent with Eni) service which has been rolled out to the Ferrera Erbognone and Mantua sites and made available to all workers at Enipower sites as of 2023.

Empowerment workshops on the importance of an active lifestyle also continued throughout the year. This initiative, called "StayActive!", aims to increase participant awareness of the effects of

regular physical activity on their health. The main topics covered by the programme are:

- The effects of regular physical activity on mental health and physical health;
- tips for correct and adequate physical activity (How to measure your physical activity with ease - Tips for starting physical activity and continuing it).

In order to involve the entire Enipower workforce, an edition was recorded and made available on the company platform.

1,859 health services provided

581 registrations to health promotion initiatives



Environment



Why is it important to Enipower?

In line with Eni's strategy, environmental protection and the pursuit of the SDGs represents a key step on Enipower's path towards Carbon neutrality by 2050. We are constantly striving to make this objective a strategy shared by all players in the supply chain in all of its key aspects: maximum attention to environmental weak signals, efficient waste management, safeguarding of water resources used in processes, and protection of biodiversity and ecosystems.

ANDREA GNOFFO ENVIRONMENT MANAGER

For more information

POLICY/POSITIONING/OTHER DOCUMENTS

- Eni Biodiversity and Ecosystem Services Policy; ► Eni makes "No Go" Commitment for UNESCO Natural World Heritage Sites; ► Eni's Position on Water;
- Eni's Position on Biomass; ► Eni's Code of Ethics; ► Eni for 2023 - A Just Transition; ► Eni for 2023 - Sustainability performance; ► eni.com;
- CDP Water Security Questionnaire 2023

CIRCULAR ECONOMY

The transition to a circular economy model requires the reorganisation of production processes and asset management in such a way as to reduce the withdrawal of natural resources by favouring renewable sources. Furthermore, a further objective is the reduction, exploitation and efficient management of the waste produced, including waste from production, rubbish, emissions and discharges, through recycling or recovery activities. In addition, extending the useful life of products and assets through reuse or reconversion practices is another important aspect of the strategy. In order to achieve these objectives, the importance of measuring the circular process must be highlighted, not only as a fundamental requirement but also as an essential tool for the management, control and transparency of the adopted targets. This model was revised by Eni in 2022, and in 2023 Eni continued to develop its circularity measurement model, validated by a third-party certification body, in various corporate contexts.



In addition, in 2023 Eni launched a pilot project for the application of the UNI TS 11820⁷ standard on the measurement of circularity and is collaborating on the update and revision of the standard planned for 2024.

7 UNI TS 11820 provides guidance on how to measure and evaluate an organisation's circularity performance and use it to verify the effectiveness of circularity strategies through a set of circular economy indicators.

WASTE

The production of waste at Enipower is mainly attributable to both ordinary and extraordinary maintenance carried out on the plants, to investment activities and to office work. Electricity and thermal energy production processes, on the other hand, do not lead to the direct production of waste.

In 2023, a total of **20,669** tonnes of waste was generated, of which 4% was hazardous waste and the remaining 96% was non-hazardous waste. The figure decreased by about 5% compared to the previous year; this trend was mainly due to the approaching completion of investment projects at the Ravenna power plant (waste production decreased due to the completion of civil engineering/demolition/excavation works), partially offset by peaks in waste production at the Mantua and Brindisi power plants due to the installation project of the new steam turbine (TUVA) at the Mantua power plant and maintenance and demolition activities at the Brindisi power plant, respectively.

Enipower uses a third-party company for waste management (transportation and recovery/disposal).

WATER RESOURCE

Enipower plants use water mainly for cooling and steam production. At the Brindisi and Ferrara power plants, water is also used for the production and sale of clarified and demineralised water.

In 2023, seawater withdrawals increased by a total of about 3% compared to the previous year, amounting to 369 million m³, in line with the production set-ups and plant requirements of the Brindisi and Ravenna power plants.

With the entry into operation of the new systems (B600 boiler and Peakers turbines) at the Ravenna power station, as of 2024 seawater withdrawals will be zero. Freshwater withdrawals are in line with those of 2022, amounting to approximately 18 million m³.

In line with the objective stated by Eni in its ► "Eni's Position on Water", Enipower is committed to minimising freshwater withdrawals in water-stressed areas,

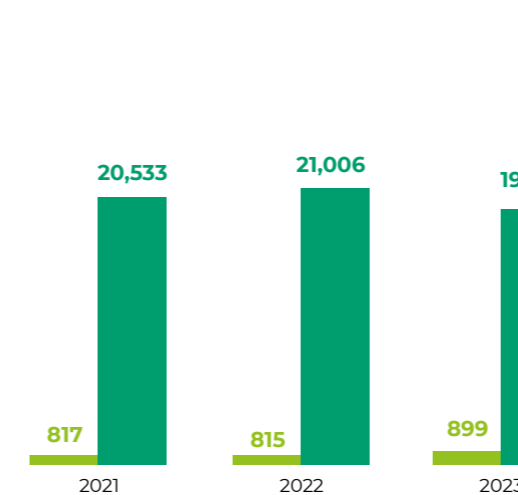
where the Brindisi and Ravenna power plants are located. Among the main initiatives to reduce freshwater withdrawals in stressed areas, which are included by Eni in the 2024-2027 Four-Year Plan, Enipower's contribution includes:

- The recovery of some discharges from portions of the Ravenna power plant's two combined-cycle system, which are currently sent to the sewer, for reuse;
- the modernisation of the water treatment plant at the Ravenna multi-company site, which will improve its efficiency and yield (equal to m³ delivered to the petrochemical plant, against a lower upstream withdrawal);
- the extension of the rainwater collection and treatment system of thermo-electric power plant 3 at the Brindisi power plant.

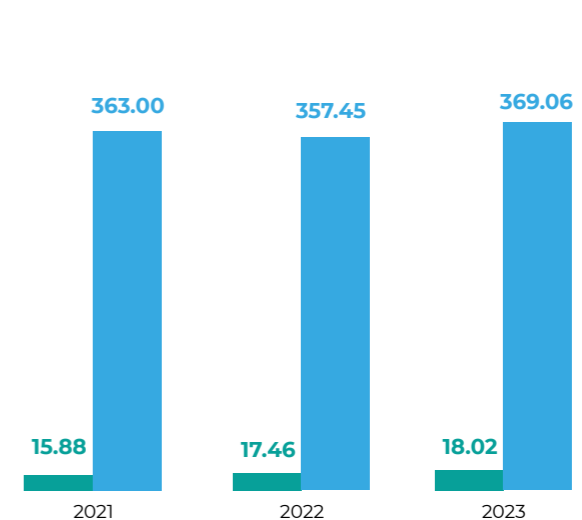
Furthermore, a project has been launched to reuse "brine water", the salt concentrate produced by the osmosis plant at the Ferrara power station. These waters will be recovered for reuse in cooling processes.

95% of waste for recycling/recovery in 2023 (v. 90% in 2022)

WASTE PRODUCED (t) FROM PRODUCTION AND RESTORATION ACTIVITIES



WATER WITHDRAWALS (Mm³)



■ Hazardous waste ■ Non-hazardous waste ■ Freshwater withdrawals ■ Seawater withdrawals



Case Study

Water saving at the Enipower plant in Ferrera Erbognone

CONTEXT: high-quality freshwater withdrawals are reduced by replacing less valuable resources, i.e. contaminated water or treated wastewater, or through savings and increased efficiency.

PROJECT: at the Enipower site in Ferrera Erbognone, Eni tested a system to optimise make-up filtration, used for cooling auxiliary systems. The new device, installed at the end of 2022, features an innovative self-cleaning filter system. It provides significant water savings during the washing cycles to maintain an adequate level of cooling water quality.

RESULTS: the new system allows a saving of 99% compared to the traditional system, equivalent to a consumption of more than 24,000 m³/year of freshwater. While representing a limited volume (about 1%) compared to the freshwater withdrawal of the entire power plant, this system can be exported to other plants that use closed-cycle cooling water. It may represent an additional measure of efficiency for sites characterised by an optimised and integrated industrial water cycle.

► [Eni for 2023 - A Just Transition: water resource management in Eni](#)

BIODIVERSITY

Managing biodiversity and ecosystem services (BES) is a crucial element of Eni's strategy. Through its ► [BES Policy](#), Eni strives to ensure that the relationships between environmental aspects, such as biodiversity, ecosystem services, climate change, water management, and the

social issues of the sustainable development of local communities are correctly identified and managed. As part of this strategy, Enipower has therefore carried out an analysis based on the geographical location of its operating sites in relation to protected areas and areas important for biodiversity, as

set out in the document "Analysis of exposure to biodiversity risk" (first edition July 2019), the outputs of which are updated annually. The update carried out in 2023 confirmed that none of Enipower plants coincide with protected areas or areas of proven value for biodiversity conservation.



Responsible procurement

Eni's responsible procurement strategy is based on sharing values, commitments and objectives with the supply chain and is revolves around three pillars: (i) Systemic and inclusive approach, involving every level of the supply chain in a path of improvement and sustainable development, sharing objectives and adopting a diversified model according to the ESG maturity of companies; (ii) ESG pervasiveness in the procurement process, by integrating the principles of environ-

mental protection, social growth, safety and economic development in all phases of the procurement process through the "Sustainable Supply Chain Framework", a governance mechanism that combines corporate objectives with regulatory requirements and translates into specific targets and action plans to guard against supply chain-related risks; and (iii) Development and enhancement of best practices, supporting suppliers in fulfilling the various ESG requirements, and pro-

viding tools to support their sustainable development path and, more generally, the competitiveness of their business. In this context, Eni believes the protection of human rights within the supply chain to be an essential aspect, and protects it through a procurement process based on a dedicated assessment model, which pays particular attention to risks associated with forced/compulsory labour and the right to freedom of association and collective bargaining.

Focus on

The HSE & Sustainability Supply Chain Award

CONTEXT: Enipower took part in the HSE & Sustainability Supply Chain Award 2023 which aims to reinforce the strategic partnership between Eni and its suppliers and to enhance the link between HSE and Sustainability.

ACTIVITY: the award focused on topics such as supplier partnerships, attention to personal issues, including from a corporate culture perspective, sustainability as an act of care for future generations and, finally, the contribution of the Associazione Mutilati e Invalidi sul Lavoro on injuries. Indeed, the management and supervision of suppliers' HSE aspects are key to ensuring operational excellence and to developing and completing energy transition projects in a more sustainable way.



Alliances for development

Community relations



Why is it important to Enipower?

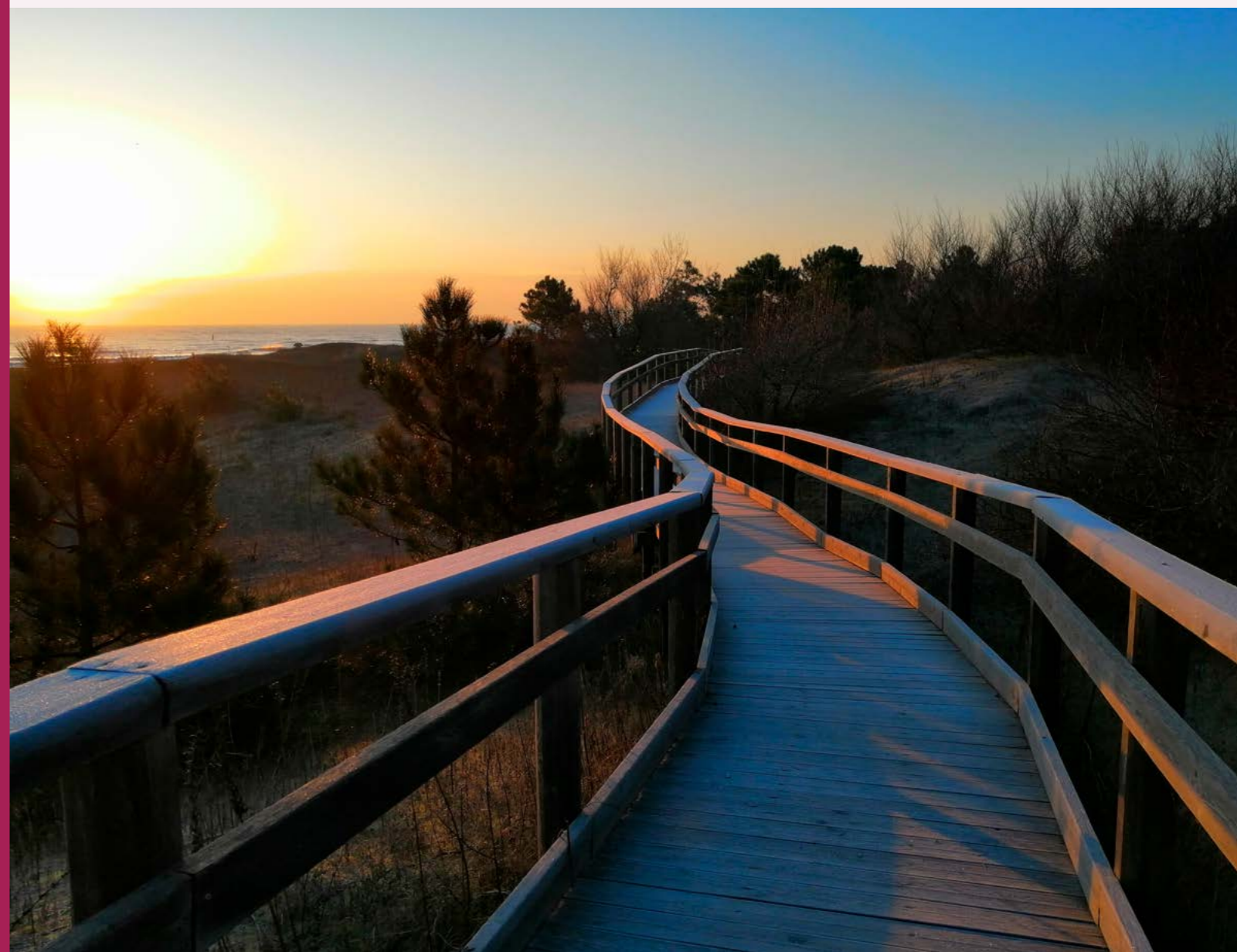
At Enipower we are dedicated to promoting initiatives that generate value for the region and local communities. The main development areas of these projects have included actions aimed at energy efficiency, increased environmental protection and the promotion of a safety culture by signing the Safety and the Environment Pact.

ANNA LIMONGELLI HEAD OF MANAGEMENT AND QUALITY SYSTEMS, SUSTAINABILITY, AUDITING AND REPORTING

For more information

POLICY/POSITIONING/OTHER DOCUMENTS

► Eni's Code of Ethics; ► Respect for Human Rights in Eni; ► Alaska Indigenous Peoples; ► Eni for 2023 - A Just Transition; ► Eni for 2023 - Sustainability performance; ► eni.com; ► Seeds for Energy; ► Energy for development; ► Energy for Education



For Enipower, strong relations and dialogue with local stakeholders is an enabler for the creation of shared value. The main initiatives carried out by Enipower that have generated value for the territory and the community include:

The agreement with the Municipality of Ferrera Erbognone

In May 2018, an agreement was signed between Enipower and the Municipality of Ferrera Erbognone, which envisages Enipower's participation in the energy efficiency promotion measures that the municipality intends to implement to benefit the region and local residents.

The agreement, which follows previous agreements signed during the construction of the power plant, further strengthens the long-standing partnership between Enipower and the municipal administration; in 2023, the measures agreed upon and implemented included the replacement of the lighting fixtures in the municipal building and the installation of a photovoltaic system on the roof of the municipal police and civil protection building.

Partnerships for air and environmental protection

Enipower aims to promote collaboration with local institutions in the field of air quality protection via protocols for the management of air monitoring stations.

In fact, Enipower, together with a number of companies in the Homogeneous Production Area (Ambito Produttivo Omogeneo - APO) of Ravenna, of which its power plant is part, has defined a programme to improve the environmental compatibility of the Ravenna chemical and industrial area, the end objective of which is the EMAS Area registration for the companies in the APO.

The Safety and Environment Pact

As part of the promotion of a culture of safety and environmental protection not only within its sites, but also among its suppliers, Enipower has launched an awareness-raising project to promote a stronger and more conscious environmental culture, with a focus on improving environmental performance. As of 2020, the Company has renewed the Safety Pact with its suppliers, inte-

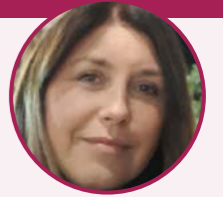
grating environmental aspects related to power plant operations and renaming it the Safety and Environment Pact. The tools and actions developed previously to comply with the Pact already covered safety (the toolbox) and have been extended to the environmental sphere, so as to enhance the skills already acquired in these areas as well. As part of the Pact, webinars were organised throughout the year which engaged suppliers on topics such as the circularity of Eni's model and the main drivers of regulatory developments in this area. During the webinars, participants were asked to fill in a self-assessment questionnaire regarding their own position on the issues addressed, with the aim of fostering knowledge of each other's businesses.

Safety & Environmental Day

In line with Eni's training and information campaigns, the topic of Environmental Weak Signals and the role of the human factor as the first prevention and mitigation barrier was addressed during special events held at the power stations.



Interview



STEFANIA BEVILACQUA
ASPP WELDING DUEBI SRL

Integrating the environmental Golden Rules: Experiences and Impacts in Environmental Culture Engagement Sessions

Enipower's local initiatives are aimed at generating shared value, putting people at the centre of cultural, social, economic and technological change. A concrete example of how these principles are applied can be seen in the environmental awareness and involvement activities, which have a positive impact on participants and the local area.

“
Can you explain how the Environmental Golden Rules are integrated during Environmental Culture Engagement sessions and what impact they have had on participants in terms of environmental and operational awareness?

During my experience with Eni, I saw how the Environmental Golden Rules are integrated into the Environmental Culture Engagement sessions. The rules are presented as basic guidelines and are developed through discussions and practical activities that promote collective intelligence through effective communication. The impact has been remarkable: participants become more aware of their environmental and operational responsibilities, and this awareness is reflected in improved day-to-day working practices. For example, I personally saw how these rules were applied during a field activity, where staff demonstrated excellent housekeeping and waste management practices.

“
During these field activities, what were the positive aspects in terms of environmental protection management and co-responsibility among team members?

During my experience in the field, I observed that the team coordinated very well and had a strong awareness of the environment, aspects that reflect the effectiveness of Eni's Environmental Culture Engagement sessions. One positive aspect that struck me was the co-responsibility among the team members.

It was not only the supervisor who was in charge; each team member felt a responsibility to intervene if they noticed a critical issue. This approach has significantly improved communication and collaboration.

“
Waste management and maintaining order in the workplace have been highlighted as crucial aspects. How does Eni and its partners ensure that these practices are strictly followed, and what concrete benefits have you observed from these measures?

For several years, I have been carrying out inspections as HS Officer for my department and this has given me the opportunity to observe in the field how Eni and its partners follow strict procedures for waste management and maintaining order. My company, as a stakeholder of the group, has also adopted methods such as the use of transparent containment bags with CER codes and the implementation of a colour coding system for special waste at all sites. This system means that waste is properly sorted and thus facilitates cleanliness and tidiness in the workplace, as well as raising workers' awareness of the importance of proper waste management. The concrete benefits of these measures include a tidier, cleaner and less cluttered working environment, factors that not only minimise environmental impacts, but also help reduce the risk of accidents. During the last visit in March, I saw how the workers were carefully following these practices, using appropriate containers with CER codes for separate waste collection directly at the workplace. This not only improved environmental protection, but also promoted a more respectful and responsible working environment.

Main sustainability indicators

Carbon neutrality by 2050

Emissions

		2021	2022	2023
Direct (Scope 1) GHG emissions	(tCO ₂ eq.)	10,029,298	9,758,402	9,360,227
Direct emissions of total (Scope 1) GHG by gas				
of which: CO ₂	t	9,972,738	9,697,908	9,343,981
of which: CH ₄	(tCO ₂ eq.)	5,773	5,557	5,237
of which: N ₂ O		49,470	52,287	9,780
of which: fluorinated gases		1,317	2,650	1,229
CO₂ emissions from ETS installations	t	9,972,711	9,697,879	9,343,960
CO₂ emissions/equivalent electricity produced (excluding Bolgiano)	(gCO ₂ /kWh _{eq.})	377	391	388
Total GHG emissions/equivalent electricity produced (excluding Bolgiano)^(a)	(gCO ₂ eq/kWh _{eq.})	379	393	389

(a) Bolgiano's thermal production is not converted into equivalent electricity because the nature of the plant does not allow an equivalent electricity value to be attributed to thermal energy. Therefore, at an aggregate level, the equivalent electricity production does not take this site into account.

Energy consumption

		2021	2022	2023
Electricity produced by type of source	(MWh)	24,611,161	23,169,252	22,424,716
of which: from natural gas		24,402,970	21,991,804	21,586,655
of which: other petroleum products		208,191	1,177,448	838,062
Thermal energy produced by combined cycles (energy equivalent)	(TW _{heq.})	1.74	1.63	1.57
Thermal energy produced by cogeneration plant (Bolgiano)	(TW _{ht})	0.25	0.23	0.22
Primary sources consumption	(GJ)			
of which: natural gas		178,180,026	159,975,904	157,649,954
of which: synthesis gas (Ferrera Erbognone)		0	6,953,657	4,623,209
of which: petrochemical gas (Brindisi)		1,012,017	1,596,321	1,574,619
of which: diesel ^(a)	(t)	2.31	3.65	3.24
Primary energy purchased from other companies	(GJ)	2,439,293	3,079,349	3,033,657
Steam from third parties		2,439,293	3,079,349	3,033,657
Total energy consumption	(Mtoe)	4,346,970^(b)	4,104,995	3,994,198
Total energy consumption	(Million GJ)	179,192,193	171,867,934	167,229,103
Regular fuel savings from energy saving projects	(toe/year)	25,476	27,039	32,987

(a) The 2021 and 2022 figures have been recalculated considering the consumption of emergency generators only.

(b) This figure has been restated following a refinement of the accounting methodology.

Operational excellence

EACH OF US

Employment

		2021	2022	2023
Employees as of December 31st	(number)	429^(a)	435	449
Men		406	413	420
Women		23	22	29
Italy		429	435	449
Permanent contracts		423	429	443
Fixed term contracts		6	6	6
Part-time		2	3	2
Full-time		427	432	447
Atypical temporary workers (agency workers, contractors, etc.) ^(b)		0	4	7
Outside Italy		0	0	0
Seniority:	(years)	14.46	14.36	13.90
Permanent employees	(number)	423	429	443
Men		400	407	415
Women		23	22	28
Fixed-term employees		6	6	6
Men		6	6	5
Women		0	0	1
Employees with full-time contracts		427	432	447
Men		406	413	420
Women		21	19	27
Employees with part-time contracts		2	3	2
Men		2	0	0
Women		0	3	2
Permanent hires	(number)	15	31	28
Italy		15	31	28
Outside Italy		0	0	0
Turnover Rate	%	7.7	13.1	10.2
Italy		7.7	13.1	10.2
Outside Italy		0	0	0
Terminations of permanent contracts	(number)	17	25	17
of which: resignations		4	8	4
of which: retirements		13	17	12
of which: layoffs		0	0	0
of which: other		0	0	1

(a) The 2021 figures have been restated due to an error in the accounting methodology.

(b) The 2021 and 2022 data have been restated following a refinement of the accounting methodology.

Employees by professional categories, age groups and gender

	2021			2022			2023		
	Men (%)	Women (%)	Total (no.)	Men (%)	Women (%)	Total (no.)	Men (%)	Women (%)	Total (no.)
Total	94.6	5.4	429^(a)	94.9	5.1	435	93.5	6.5	449
Senior managers	100	0	11	5	0	11^(a)	92.9	7.1	14
Under 30	0.0	0.0	0	0	0	0	0	0	0
30-50	40.0	0.0	3	2	0	3 ^(a)	100	0	4
Over 50	60.0	0.0	8	3	0	8 ^(a)	90.0	10.0	10
Middle managers	90.1	9.9	69	91.5	8.5	71	90.4	9.6	73
Under 30	0.0	0.0	0	0	0	0	0	0	0
30-50	49.3	5.6	39	46.5	7.0	39 ^(a)	85.4	14.6	41
Over 50	40.8	4.2	30	45.1	1.4	32 ^(a)	96.9	3.1	32
White collars	93.2	6.8	251	93.6	6.4	250	91.9	8.1	260
Under 30	2.8	0.8	9	4.0	0.0	10	95.0	5.0	20
30-50	41.0	2.8	110	38.8	3.2	105	90.6	9.4	106
Over 50	49.4	3.2	132	50.8	3.2	135	92.5	7.5	134
Blue collars	100	0.0	98	100	0.0	103	100	0	102
Under 30	17.5	0.0	17	26.2	0.0	27	100	0	27
30-50	45.4	0.0	46	39.8	0.0	42 ^(a)	100	0	41
Over 50	37.1	0.0	35	8.0	0.0	34 ^(a)	100	0	34

(a) The 2021 and 2022 data have been restated following an error in the accounting methodology.

Hires

	2021			2022			2023		
	Men (%)	Women (%)	Total (no.)	Men (%)	Women (%)	Total (no.)	Men (%)	Women (%)	Total (no.)
Hires employees with permanent contract	86.7	13.3	15	90.3	9.7	31	92.9	7.1	28
Under 30	40.0	0.0	6	48.4	0.0	15	100	0	16
30-50	40.0	13.3	8	35.5	9.7	14	83.3	16.7	12
Over 50	6.7	0.0	1	6.5	0.0	2	0	0	0

Turnover

	2021			2022			2023		
	Men (%)	Women (%)	Total (no.)	Men (%)	Women (%)	Total (no.)	Men (%)	Women (%)	Total (no.)
Turnover	7.0	16.7	7.5	12.2	33.3	13.4	10.4	7.1	10.2
Under 30	33.3	0.0	27.6	78.9	150.0	85.7	3.9	0	3.6
30-50	4.1	42.9	6.4	7.7	27.3	8.8	2.7	7.1	2.9
Over 50	4.4	8.3	5.6	9.9	18.2	10.3	3.9	0	3.6

Training

	2021	2022	2023
Total attendances	(number) 1,477	2,535	2,673
Training hours by type	(hours)		
HSE and quality	2,181	5,701	5,281
Language and IT	306	812	597
Behaviour/Communication/Institutional	1,871	1,521	1,774
Professional - cross cutting	1,157	1,769	1,384
Professional technical-commercial	1,006	5,772	7,847
Other	0	0	0
Total hours of training by job category	(hours) 6,520	15,575	16,883
Senior managers	70	259	447
Middle managers	2,803	2,204	3,196
White collars	3,025	6,812	8,796
Blue collars	621	6,301	4,444
Hours of training hours by delivery mode	(hours) 6,520	15,575	16,883
of which: distance	5,436	7,245	6,353
of which: in class	1,084	8,331	10,530
Average training hours per employee per job category	(hours/average number of employees) 15	36	38
Senior managers	14	24	32
Middle managers	39	31	44
White collars	12	27	24
Blue collars	6	61	44
Training expenditures	(millions of €) 0.20	0.22	0.25
Average training and development expenditures per full-time employee	(€) 462	506	557

Valuing people

	2021	2022	2023
Employees covered by performance appraisal tools	(%) 60	61	46

Industrial relations

	2021	2022	2023
Total number of employees	(number) 424	435	449
Employees covered by collective bargaining contracts	(%) 60	100	100
Employees covered by collective bargaining contracts	(number) 254	435	449

HEALTH AND SAFETY

Health

		2021	2022	2023
Number of health services provided	(number)	1,500	1,334	1,859
of which: to employees		1,500	1,333	1,856
of which: to contractors		0	1	3
Number of registrations to health promotion initiative	(number)	272	593	581
of which: to employees		272	593	581
of which: to contractors		0	0	0
of which: to relatives		0	0	0
Occupational illness claims received	(number)	0	0	0
Employees		0	0	0
Former employees		0	0	0

Safety

		2021	2022	2023
TRIR (Total Recordable Injury Rate)	(total recordable injuries/worked hours) x 1,000,000	1.14	0.46	0.00
Employees		2.94	1.48	0
Contractors		0	0	0
High-consequence work-related injuries rate (excluding fatalities)	(high-consequence work-related injuries /worked hours) x 1,000,000	0	0	0
Employees		0	0	0
Contractors		0	0	0
Injuries severity index	(days of absence/worked hours) x 1,000	0.03	0.06	0.00
Employees		0.07	0.18	0
Contractors		0	0	0
Number of fatalities as a result of work-related injury	(number)	0	0	0
Employees		0	0	0
Contractors		0	0	0
Worked hours	(millions of hours)	1,760,695	2,189,458	1,856,140
Employees		680,902	678,139	708,082
Contractors		1,079,793	1,511,319	1,148,058
Training hours on safety	(hours)	2,181	5,701	3,646
of which: to senior managers		15	39	149
of which: to middle managers		594	1,062	661
of which: to white collars		1,253	3,297	2,041
of which: to blue collars		319	1,303	795

ENVIRONMENT

Water Resource

		2021	2022	2023
Total water withdrawals (from all areas)	(millions of cubic metres)	378.88	374.91	387.08
of which: sea water		363.00	357.45	369.06
of which: freshwater		15.88	17.46	18.02
of which: surface waters		8.75	11.04	11.48
of which: groundwater		0.20	0.02	0.02
of which: aqueduct or tank		0.01	0.01	0.02
of which: third-party demi/industrial water		6.52	5.87	6.13
of which: polluted groundwater treated by third-party GPT and used in the production cycle		0.40	0.52	0.38
Fresh water withdrawn and transferred to third-parties without being treated or used in its own production		3.96	3.44	3.45
Recycled fresh water		0.00	0.81	0.78
Produced water		11.31	0.00	0.00
Water withdrawals from area with water stress		372.91	362.42	374.15
of which: seawater		363.00	357.45	369.06
of which: freshwater		5.40	4.96	5.09
of which: surface waters		3.39	0.64	0.90
of which: groundwater		0.00	0.00	0.00
of which: aqueduct or cistern		0.01	0.01	0.01
of which: third-party demi/industrial water		1.60	3.80	3.80
of which: polluted groundwater emitted treated by third-party TG and used in the production cycle		0.40	0.52	0.38
Fresh water withdrawn and transferred to third parties without being treated or used in its own production		0.00	0.00	0.00
Recycled fresh water		0.00	0.00	0.00
Total water discharges	(millions of cubic metres)	363.17	355.17	364.31
of which: at sea		361.3	353.26	362.75
of which: in the sewerage system		1.73	1.91	1.56
of which: in surface water		0.14	0.00	0.01
Total water discharges		363.17	355.17	364.31
of which: freshwater		2.18	2.02	2.30
of which: other types of water (e.g. seawater)		361	353.16	362.02

Air quality

		2021	2022	2023
NO _x emissions (nitrogen oxides)	(tonnes)	3,066.00	3,039.95	3,059.38
SO _x emissions (sulphur oxides)		0.00	27.00	11.00
CO emissions (carbon monoxide)		979.00	489.58	465.07

Note on methodology

Waste		2021	2022	2023
Waste from production activities	(tonnes)	18,144	21,473	17,048
of which: hazardous		759	779	875
of which: non-hazardous		17,385	20,694	16,173
Waste from production activities not destined for disposal (recycled or recovered)	(tonnes)	12,354	19,430	16,165
of which: hazardous		703	188	201
of which: non-hazardous		11,651	19,242	15,964
Waste from production activities destined for disposal	(tonnes)	1,883	2,048	2,061
of which: hazardous		527	589	674
of which: non-hazardous		1,356	1,459	1,387
Waste from remediation activities	(tonnes)	3,206	348	3,621
of which: hazardous		58	36	24
of which: non-hazardous		3,148	312	3,597

Biodiversity

Operational sites overlapping/adjacent to area (total)	(number)	2023	
		Overlapping with operational sites	Adjacent to operational sites (<1 km)
Operational sites overlapping/adjacent to area (total)	(number)	0	2
Protected areas overlapping/adjacent to operational sites			
UNESCO World Heritage Sites (WHS)		0	0
Natura 2000		0	2
IUCN		0	2
Ramsar		0	0
Other Protected Areas		0	0
Key Biodiversity Areas (KBA)		0	1

SUPPLIERS

Supplier assessment

		2021	2022	2023
New suppliers assessed according to social criteria^(a)	(%)	100	100	100

(a) The assessment is carried out on the basis of the information available from open sources and/or declared by the supplier and/or performance indicators and/or field audits, through at least one of the following processes: reputational due diligence, qualification process, performance evaluation feedback on HSE or compliance areas, feedback process, assessment on human rights issues (inspired by the SA8000 standard or similar certification).

Enipower for 2023 - A Just Transition is part of Eni's sustainability reporting, which includes the Consolidated Non-Financial Statement (DNF) and the Eni for Sustainability Report, which was based on the "Sustainability Reporting Standards" of the Global Reporting Initiative (GRI Standard). Eni's reporting system is complemented by the information provided on Eni's corporate website, where it is possible to learn more about the topics covered in this Report.

Enipower for 2023 - A Just Transition is prepared in accordance with the GRI Standard 2021, according to the "in accordance" option, in order to provide stakeholders with clear and detailed information on sustainability issues, as well as to provide an overview of Enipower's investments. The most relevant sustainability issues, known as the material topics, form the basis of this Report, in which qualitative and quantitative information on Enipower's sustainability performance is provided. Topic relevance is determined according to the sector and context in which the Company operates and has been internally assessed taking into account the principles, values, strategies and objectives of Eni's business. The information and data contained in the Report have been collected with the aim of providing a complete, clear and balanced picture of Enipower's actions and characteristics. The process of collecting information and quantitative data was structured to ensure their comparability over the three-year reference period, in order to allow for a correct interpretation of the information and to

provide stakeholders with a comprehensive view of the evolution of Enipower's performance. The KPIs were selected on the basis of the topics identified as most relevant and are collected on an annual basis according to the consolidation perimeter of the reference year. In this Report, they cover the period 2021-2023. Furthermore, the data presented represent the portion of the KPIs reported by Eni at a consolidated level in the NFS and in Eni for 2023 - Sustainability performance. Both of these documents are subject to limited review by the appointed independent auditors.

REPORTING PRINCIPLES

Enipower for 2023 has not been audited by an independent company. The document includes both positive aspects and areas for improvement, distinguishing between actual data and forecasts, and covering all activities in relation to the time horizon of their impact. Data are presented in an aggregated manner to facilitate understanding by all stakeholders. The collection and comparability of data over several years allows for comparative analyses with other organisations to be carried out. To ensure the accuracy of the published indicators, a process is in place that relies on input from all departments at the Company's offices and plants. Each contact person in the various organisational units processes the information for the topics and areas under their responsibility, in line with the company's databases, and validates and transfers it to the central unit responsible for drafting the Enipower Sustainability

Report ("Health, Safety, Environment and Quality" department). The data given represent the portion of KPIs reported at a consolidated level by Eni in its Consolidated Non-Financial Statement and Eni for, documents subject to limited review by the appointed independent auditors.

REPORTING PERIMETER

The information included in this document refers to the activities of Enipower and its subsidiaries Enipower Mantova S.p.A. and S.E.F. S.r.l. including the head office in San Donato Milanese and the DSM office in Ferrara.

The information reported with reference to Enipower plants, unless otherwise specified, includes the Brindisi, Ferrara, Mantua, Ravenna, Ferrara Erbognone (PV) and Bolgiano plants. The data and performance indicators refer, unless otherwise specified, to the financial year ending 31 December 2023. In addition, 2022 and 2021 data are reported to ensure the comparability over time of the indicators deemed most significant.

The reporting frequency is set on an annual basis.

The contents of the Report are also supplemented with additional information published on the website ► [eni.com](https://www.eni.com).

CALCULATION METHODS

The collection and subsequent processing of the data and indicators presented in the 2023 Sustainability report are aligned with Eni's methodological guidelines and international and national protocols.

GRI Content Index

Statement of use	Enipower has prepared this report in accordance with the GRI Standards for the period 01/01/2023 – 31/12/2023.
GRI 1 used	GRI 1: Foundation 2021
GRI Sector Standard	-

GRI Standard	Information	Page number or disclosure	Omission
GENERAL INFORMATION			
GRI 2: General Disclosure 2021			
2-1	Organisational details	Enipower's identity	
2-2	Entities included in the organisation's sustainability reporting	Note on Methodology	
2-3	Reporting period, frequency and contact point	Note on Methodology	
2-4	Restatements of information	Note on Methodology	
2-5	External assurance	The Enipower for 2023 Sustainability Report is not subject to assurance by a commissioned external company.	
2-6	Activities, value chain and other business relationships	Enipower's Identity	
2-7	Employees	Main events of 2023 Employment Main Sustainability Indicators	
2-8	External staff (other than employees)	Employment Main Sustainability Indicators	
2-9	Governance structure and composition	Governance, Transparency and Risk Management	
2-10	Nominating and selecting the highest governance body	Governance, Transparency and Risk Management	
2-11	Chair of the highest governance body	Governance, Transparency and Risk Management	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, Transparency and Risk Management	
2-13	Delegation of responsibility for managing impacts	Governance, Transparency and Risk Management	
2-14	Role of the highest governance body in sustainability reporting	Governance, Transparency and Risk Management	
2-15	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Governance, Transparency and Risk Management	
2-16	Communicating critical concerns	Governance, Transparency and Risk Management	
2-17	Collective knowledge of the highest governance body	Governance, Transparency and Risk Management	
2-18	Evaluation of the performance of the highest governance body	Governance, Transparency and Risk Management	
2-19	Remuneration policies	Governance, Transparency and Risk Management	
2-20	Process to determine remuneration	Governance, Transparency and Risk Management	
2-21	Annual total compensation ratio	In 2023, the ratio of the CEO's fixed remuneration to the median fixed remuneration of employees is 7 (5 with reference to total remuneration).	
2-22	Statement on sustainable development strategy	Message to Stakeholders Governance, Transparency and Risk Management	
2-23	Policy commitments	Message to Stakeholders Governance, Transparency and Risk Management	
2-24	Embedding policy commitments	Governance, Transparency and Risk Management	
2-25	Processes to remediate negative impacts	Stakeholder Engagement Activities	

GRI Standard	Information	Page number or disclosure	Omission
2-26	Mechanisms for seeking advice and raising concerns	In the area of whistleblowing management, since 2006 Eni has adopted rules governing the process of receiving, analysing and processing whistleblowing reports that are made to Eni and its subsidiaries in Italy and abroad, even in confidential or anonymous form. These rules allow employees and third parties to report events relating to the Internal Control and Risk Management System and concerning conduct that breaches the Code of Ethics, laws, regulations, provisions of the Authorities, internal regulations, Model 231 or Compliance Models for foreign subsidiaries that could cause damage or harm, even if only to Eni's image.	
2-27	Compliance with laws and regulations	In 2023, Enipower received a final ruling which concluded a tax dispute. Enipower was not subject to any final convictions for violations of laws, regulations or other normative institutions concerning human rights, corruption and violation of competition rules.	
2-28	Membership of associations	Stakeholder Engagement Activities	
2-29	Approach to stakeholder engagement	Stakeholder Engagement Activities	
2-30	Collective bargaining agreements	Employment Main Sustainability Indicators	
DISCLOSURES ON MATERIAL ISSUES			
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	The materiality analysis	
3-2	List of material topics	The materiality analysis	
MATERIAL ISSUE: TRANSPARENCY AND THE FIGHT AGAINST CORRUPTION			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Governance, Transparency and Risk Management	
GRI 205: Anti-corruption 2016			
205-2	Communication and training about anti-corruption policies and procedures	Governance, Transparency and Risk Management	
205-3	Confirmed incidents of corruption and actions taken	Governance, Transparency and Risk Management	
MATERIAL ISSUE: FIGHTING CLIMATE CHANGE/LOWERING GHG EMISSIONS			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Background and challenges for the sector Fighting Climate Change GHG emissions and energy efficiency	
GRI 302: Energy 2016			
302-1	Energy consumption within the organisation	GHG emissions and energy efficiency Main Sustainability Indicators	
302-4	Energy saving	GHG emissions and energy efficiency Main Sustainability Indicators	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	GHG emissions and energy efficiency Main Sustainability Indicators	
MATERIAL ISSUE: LOW CARBON TECHNOLOGIES			
GRI 3: Material Topics 2021			
3-3	Management of material topics	CO ₂ capturing and storage Main Sustainability Indicators	
MATERIAL ISSUE: LOWERING ENVIRONMENTAL IMPACT			
GRI 3: Material Topics 2021			
3-3	Management method	Environment	

GRI Standard	Information	Page number or disclosure	Omission
GRI 303: Water and effluents 2018			
303-1	Interactions with water as a shared resource	Water resource	
303-2	Management of water discharge related impacts	Water resource	
303-3	Water withdrawal	Water resource Main Sustainability Indicators	
303-4	Water discharge	Water resource Main Sustainability Indicators	
GRI 305: Emissions 2016			
305-7	Nitrogen oxides (NO _x), Sulphur oxides (SO _x) and other significant emissions	Main Sustainability Indicators	
GRI 306: Waste 2020			
306-1	Water production and significant waste-related impacts	Waste	
306-2	Management of significant waste-related impacts	Waste	
306-3	Waste produced	Waste Main Sustainability Indicators	
306-4	Waste diverted from disposal	Waste Main Sustainability Indicators	
306-5	Waste directed to disposal	Waste Main Sustainability Indicators	
MATERIAL ISSUE: BIODIVERSITY			
GRI 3: Material Topics 2021			
3-3	Management method	Biodiversity	
GRI 304: Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Main Sustainability Indicators	
MATERIAL ISSUE: CIRCULAR ECONOMY			
GRI 3: Material Topics 2021			
3-3	Management method	Circular economy	
MATERIAL ISSUE: EMPLOYMENT			
GRI 3: Material Topics 2021			
3-3	Management method	Employment	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Employment Main Sustainability Indicators	
MATERIAL ISSUE: DIVERSITY, INCLUSION AND WORK-LIFE BALANCE			
GRI 3: Material Topics 2021			
3-3	Management method	Governance, Transparency and Risk Management Diversity, inclusion and welfare	
GRI 405: Diversity and equal opportunities 2016			
405-1	Composition of board members and employees by employment category, gender and age group	Governance, Transparency and Risk Management Diversity, inclusion and welfare Main Sustainability Indicators	
MATERIAL ISSUE: OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material Topics 2021			
3-3	Management method	Occupational and process safety	

GRI Standard	Information	Page number or disclosure	Omission
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Occupational and process safety	
403-2	Hazard identification, risk assessment, and incident investigation	Occupational and process safety	
403-3	Occupational health services	Occupational and process safety	
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational and process safety	
403-5	Worker training on occupational health and safety	Occupational and process safety	
403-6	Promotion of worker health	Occupational and process safety	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational and process safety	
403-9	Work-related injuries	Occupational and process safety Main sustainability indicators	
403-10	Work-related ill health	Occupational and process safety Main sustainability indicators	
MATERIAL ISSUE: HUMAN CAPITAL DEVELOPMENT			
GRI 3: Material Topics 2021			
3-3	Management method	Training	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Training Main Sustainability Indicators	
MATERIAL ISSUE: BUSINESS CONTINUITY & ASSET INTEGRITY			
GRI 3: Material Topics 2021			
3-3	Management method	Process Safety and Asset Integrity	
MATERIAL ISSUE: INNOVATION			
GRI 3: Material Topics 2021			
3-3	Management method	Carbon neutrality by 2050	
MATERIAL ISSUE: PROTECTING HUMAN RIGHTS			
GRI 3: Material Topics 2021			
3-3	Management method	Diversity, inclusion and welfare	
MATERIAL ISSUE: RESPONSIBLE SUPPLY CHAIN MANAGEMENT			
GRI 3: Material Topics 2021			
3-3	Management method	Responsible procurement	
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Main Sustainability Indicators	
MATERIAL ISSUE: LOCAL DEVELOPMENT			
GRI 3: Material Topics 2021			
3-3	Management method	Community Relations	
MATERIAL ISSUE: DIGITISATION AND CYBER SECURITY			
GRI 3: Material Topics 2021			
3-3	Management method	Operational excellence	

Eni's sustainability reporting

Eni presents its role in the energy transition through sustainability reporting, sharing values, corporate strategies, objectives and achievements to date. To respond in a complete and timely manner to the information needs of its stakeholders, both in terms of the diversification of the information presented and the level of detail, over time, Eni has developed a structured sustainability reporting system, recognising the importance of non-financial information.



Your feedback is important to us. If you have any comments, suggestions or questions, please write an email to sostenibilita@eni.com

MANDATORY REPORTING



The ► **2023 Consolidated Disclosure of Non-Financial Information (NFI)**, prepared in accordance with the requirements of Legislative Decree 254/2016 (incorporating European Directive 95/2014) and published in the 2023 Annual Report, provides a concise and integrated disclosure of the management model, the policies implemented, the principal risks and results related to the various sustainability topics.

VOLUNTARY REPORTING



► **Eni for 2023 - A Just Transition**, describes Eni's long-term value creation through the three levers of the integrated business model, subject to ► **limited assurance** by the independent company (PwC).
 ► **Eni for 2023 - Sustainability performance** provides an overview of key sustainability performance indicators over 5 years and includes the ► **reasonable assurance** for Scope 1 and Scope 2 GHG emissions Operated (no equity). The key contents are available in the ► **Executive Summary** in summary form.

OTHER REPORTS

In the coming months, Eni will also publish Eni for Human Rights, a document outlining the strategy to promote and respect human rights, describing the key activities and performance indicators. In addition, each year Eni publishes other sustainability reports at local and subsidiary level, which will be available on ► eni.com throughout 2024.

THE RECOGNITION RECEIVED BY ENI IN 2023



FTSE4Good: confirmed in the FTSE-4Good Developed stock exchange index for the 17th consecutive year



World Benchmarking Alliance: Eni placed in the highest score range of the Gender Assessment 2023



CDP: confirmed leadership disclosure on climate change (A-). Rated B for Water Security, above average for the Oil & Gas sector (B-)



Equileap: included in the Top 100 of Equileap's Gender Equality Ranking 2023



Climate Action 100+: confirmed among the companies best aligned with the Net Zero Company Benchmark in terms of ambition and completeness of long-term GHG targets and transparency of the Capital Allocation process. The Just Transition approach, included for the first time in the benchmark, was positively evaluated

ISS ESG: included in the PRIME Investment Grade in September 2021

WBCSD: included for the 5th year among the ten best-performing companies for its sustainability reporting

ECOVADIS: achieved a rating of 77 out of 100, falling into the 99th percentile of companies with the highest score globally

IIGCC Net Zero Standard for Oil & Gas: Eni ranked 2nd out of 10 peers for number of aligned indicators

WDI: recipient of the Value Chain Data Award 2023 for the completeness of its supply chain information

MSCI ESG Ratings: confirmed by MSCI in its ESG "A" rating

Sustainalytics: confirmed in the medium risk range

ISS Quality Score: achieved ESG excellence scores

Moody's ESG Solutions: confirmed "advanced", ranked 1st out of 30 European O&G companies

MIB® ESG: included in the index for the third time

Transition Pathway Initiative (TPI): for the seventh consecutive year, Eni was among the industry leaders for climate disclosure and alignment with the long-term 1.5°C target

The Oil & Gas Methane Partnership 2.0 (OGMP 2.0): in 2023, Eni was awarded the "Gold Standard" level of the Oil & Gas Methane Partnership 2.0 initiative by UNEP

WBA Climate & Energy Benchmark: included among the O&G companies most aligned with the requirements of the WBA's Climate & Energy Benchmark in terms of targets, decarbonization strategy and Just Transition approach

CHRB: Eni ranked third overall in all industries in the extractives and apparel sectors

Carbon Tracker Initiative: confirmed first among peers in the Integrated Energy Company ranking of the Absolute Impact 2023 study

Enipower SpA

Registered Office
 Piazza Vanoni, 1
 20097 San Donato Milanese (MI) - Italy

Joint stock company
 Share capital, fully paid up, of €200,000,000
 Tax code, VAT no. and registration number: 12958270154
 Milan - Monza Brianza - Lodi Business Register
 R.E.A (Economic and Administrative Index) no. 1600596
 Company subject to management and coordination by Eni SpA

Contacts
eni.com
 +39-025201

Layout and supervision
 K-Change - Rome

