

WORLD ECONOMIC FORUM (WEF) CORE METRICS

Topics	Core Metrics and Disclosure	Eni Disclosures
Governing purpose	Setting purpose	Eni for 2023 - A Just Transition, pp. 21-25 NFI 2023, p. 220 Annual Report 2023, pp. 10-11; 38-43
Quality of governing body	Governance body composition	Eni for 2023 - Sustainability performance, pp. 5-6 Annual Report 2023, pp. 32-43
Stakeholder engagement	Material issues impacting stakeholders	Eni for 2023 - A Just Transition, pp. 14-17 NFI 2023, pp. 210-211 Annual Report 2023, pp. 20-21
Ethical behaviour	Anti-corruption	Eni for 2023 - Sustainability performance, p. 38 Eni for 2023 - A Just Transition, pp. 82-85 NFI 2023, pp. 179-182; 218
	Protected ethics advice and reporting mechanisms	Eni for 2023 - Sustainability performance, pp. 38-39 Eni for 2023 - A Just Transition, pp. 84-85 Annual Report 2023, pp. 20-21 NFI 2023, p. 184
Risk and opportunity oversight	Integrating risk and opportunity into business process	Eni for 2023 - A Just Transition, pp. 24-25 NFI 2023, pp. 150-151 Annual Report 2023, pp. 26-31; 122-138
Climate change	Greenhouse gas (GHG) emissions	Eni for 2023 - Sustainability performance, pp. 12-13 NFI 2023, pp. 155-158; 214
	TCFD implementation	Eni for 2023 - Sustainability performance, p. 60 Eni for 2023 - A Just Transition, pp. 30-51 NFI 2023, pp. 152-158; 222
Nature loss	Land use and ecological sensitivity	Eni for 2023 - Sustainability performance, pp. 30-33 Eni for 2023 - A Just Transition, p. 71 NFI 2023, pp. 170-172; 174; 216
Freshwater availability	Water consumption and withdrawal in water-stressed areas	Eni for 2023 - Sustainability performance, pp. 29-30 Eni for 2023 - A Just Transition, pp. 68-70 NFI 2023, pp. 170-171; 173; 217
Dignity and equality	Diversity and inclusion	Eni for 2023 - Sustainability performance, pp. 15-20 Eni for 2023 - A Just Transition, pp. 54-58 NFI 2023, pp. 164; 215 Annual Report 2023, p. 34
	Pay equality	Eni for 2023 - Sustainability performance, pp. 19-22 Eni for 2023 - A Just Transition, p. 58 NFI 2023, pp. 163; 165; 215 Report on Remuneration Policy 2024 and remuneration paid in 2023, pp. 11-13
	Wage level	Eni for 2023 - Sustainability performance, p. 22 Eni for 2023 - A Just Transition, p. 58 NFI 2023, pp. 163; 165; 215 Report on Remuneration Policy 2024 and remuneration paid in 2023, pp. 11-13
	Risk for incident of child, forced or compulsory labour	Eni for 2023 - A Just Transition, pp. 76-81 NFI 2023, pp. 175; 217

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Skills for the future	Training provided	Eni for 2023 - Sustainability performance, pp. 22-24 Eni for 2023 - A Just Transition, p. 60 NFI 2023, pp. 162-163; 165; 215
Employment and wealth generation	Absolute number and rate of employment	Eni for 2023 - Sustainability performance, pp. 15-19 Eni for 2023 - A Just Transition, p. 54 NFI 2023, pp. 161-162; 164; 215
	Economic contribution	Eni for 2023 - Sustainability performance, p. 7 NFI 2023, pp. 182; 218
	Financial investment contribution	Eni for 2023 - Sustainability performance, p. 7 NFI 2023, p. 182
Innovation of better products and services	Total R&D expenses	Eni for 2023 - Sustainability performance, pp. 8-9 Eni for 2023 - A Just Transition, pp. 6; 19 NFI 2023, pp. 156-158; 225
Community and social vitality	Total tax paid	Eni for 2023 - Sustainability performance, p. 7 NFI 2023, pp. 181-182; 225