

Responsible and Sustainable Approach

COMMITMENTS



CARBON NEUTRALITY BY 2050



COMBAT CLIMATE CHANGE

Eni has defined a medium-long term plan to take full advantage of the opportunities offered by the energy transition and progressively reduce the carbon footprint of its activities, committing to achieve total decarbonization of all its products and processes by 2050.
SDGs: **7 9 12 13 15 17**



OPERATIONAL EXCELLENCE



PEOPLE

Eni is committed to supporting the “Just Transition” process by consolidating and developing skills, enhancing every (professional and non-professional) dimension of its people and recognising the values of diversity and inclusion of all diversities.
SDGs: **3 4 5 8 10**



HEALTH

Eni considers the protection of the health of its people, families and communities in the Countries where it operates to be a fundamental requirement and promotes their physical, psychological and social well-being.
SDGs: **2 3 6 8 17**



SAFETY

Eni considers workplace safety an essential value to be shared among employees, contractors and local stakeholders and it is committed to reduce incidents down to zero and to preserve assets integrity.
SDGs: **3 8**



RESPECT FOR THE ENVIRONMENT

Eni promotes the efficient management of natural resources and the safeguard of protected and relevant to biodiversity areas through actions aimed at improving energy efficiency and the transition to a circular economy and identifying potential impacts and mitigation actions.
SDG: **3 6 9 11 12 14 15**



HUMAN RIGHTS

Eni is committed to respecting Human Rights (HRs) in its activities and to promoting their respect with partners and stakeholders. This commitment is based on the dignity of every human being and the responsibility of businesses to contribute to the well-being of individuals and local communities.
SDGs: **1 2 3 4 6 8 10 16 17**



SUPPLIERS

Develop a sustainable supply chain, generating and transferring value to all stakeholders through the Sustainable Procurement Programme.
SDGs: **3 5 7 8 9 10 12 13 17**



TRANSPARENCY, ANTI-CORRUPTION AND TAX STRATEGY

Eni carries out its business activities with loyalty, fairness, transparency, honesty, integrity and in compliance with the laws.
SDGs: **16 17**



ALLIANCES FOR DEVELOPMENT



COOPERATION MODEL

The cooperation model integrated into the business model is a distinctive feature of Eni, which aims to support Countries in achieving their development goals.
SDGs: **1 2 3 4 5 6 7 8 9 10 13 15 17**

CROSS-CUTTING THEMES



TECHNOLOGICAL INNOVATION

For Eni, research, development and rapid implementation of new technologies are an important strategic lever to drive business transformation.
SDGs: **7 9 12 13 17**

(a) Total Recordable Injury Rate and Lost Time Injury Frequency Rate.
(b) Extractive Industries Transparency Initiative, supported by Eni since 2005.

Eni's Mission clearly expresses the commitment of Eni to play a decisive role in the "Just Transition" process to achieve the goal of net-zero emissions by 2050, with a view to sharing social and economic benefits with workers, the supply chain, communities and customers in an inclusive, transparent and socially equitable manner, contributing to the achievement of the Sustainable Development Goals (SDGs).

MAIN RESULTS 2021

MAIN TARGETS

- ▶ -25% GHG emission intensity index UPS vs. 2014
- ▶ -31% volumes of hydrocarbons sent for routine flaring vs. 2014
- ▶ -92% UPS fugitive methane emissions vs. 2014 (target achieved)
- ▶ -26% UPS Net Carbon Footprint vs. 2018
- ▶ -10% Net GHG Lifecycle Emissions vs. 2018
- ▶ -2% Net Carbon Intensity vs. 2018

- ▶ -43% GHG emission intensity index upstream in 2025 vs. 2014
- ▶ Zero routine flaring in 2025
- ▶ -80% UPS fugitive methane emissions in 2025 vs. 2014
- ▶ Net Zero Carbon Footprint UPS in 2030 and Eni in 2035
- ▶ Net Zero GHG Lifecycle Emissions and Carbon Intensity in 2050

- ▶ 31,888 employees in service at 31 December (reported +3.6% vs. 2020)
- ▶ +1.6 percentage point increase in women hired (26.2% in 2021)
- ▶ ~1.04 mln hours of training (-0,3% compared to 2020)
- ▶ 1,500 professional profiles mapped

- ▶ Increase by 3 percentage points vs. 2020 of women employees by 2030
- ▶ increase in the replacement rate with target >1 to 2025
- ▶ age diversity: +5 p.p. vs. 2021 of the population under 30 by 2025
- ▶ +20% hours of training in 2025 vs. 2021

- ▶ 379,481 health services provided
- ▶ 158,784 registrations to health promotion initiatives
- ▶ 11 agreements signed with local communities, 8 of which for health crisis management

- ▶ Digital initiatives for monitoring and improving the healthiness of indoor working environments
- ▶ Improving access to community well-being and health
- ▶ Development of initiatives to promote correct lifestyles for employees

- ▶ TRIR= 0.34; LTIF^(a) = 0.23; FATALITY INDEX = 0
- ▶ 114 real emergency drills carried out with the involvement of personnel and operational vehicles
- ▶ Over 60 courses on behavioural safety delivered (> 15,000 hours)
- ▶ Process Safety: awareness raised for over 14,000 employees and 10,000 contractors

- ▶ TRIR < 0.40; 0 fatal accidents
- ▶ Extension of digital initiatives in the field of safety to contracting companies and digitalization of HSE processes
- ▶ Focus on behavioural safety and the human factor

- ▶ 91% reuse of fresh water
- ▶ +10% fresh water withdrawn vs. 2020
- ▶ +19% waste generated from production activities vs. 2020
- ▶ -35% barrels spilled from operational oil spills vs. 2020
- ▶ Extension of biodiversity mapping to renewable energy plants

- ▶ Commitment to minimise fresh water withdrawals in areas under water stress
- ▶ Reuse of fresh water in line with the trend of the last 5 years
- ▶ Re-injected production water in line with the trend of the last 5 years net of the operating structure
- ▶ Development of new technologies for waste recovery and implementation on an industrial scale

- ▶ 23,893 hours of training provided in the year on HRs
- ▶ 100% of the professional procurement family trained on HRs
- ▶ Reinforced clauses on HRs included since May 2021 in all contracts with suppliers in the tender documentation and in all contractual standards
- ▶ Processing and roll out of the work-related HRs Due Diligence Model
- ▶ 98% of security contracts with HRs clauses

- ▶ Completion of the three-year business and HRs training programme
- ▶ Continue in the process of developing specific analysis on 100% of new projects with HRs risks, including agro-business projects
- ▶ Keep 100% of new suppliers assessed according to social criteria

- ▶ Subscription of 2,500 qualified Eni suppliers to Open-es, in a path of growth
- ▶ ~1,000 suppliers invited to cyber-security training and self assessment
- ▶ Application of sustainability safeguards in procurement procedures from April
- ▶ Launch of the Sustainable Energy Basket Bond
- ▶ Sustainability requirements in procurement procedures for ~ €2.5 bln

- ▶ Assessment of the sustainable development path for all Eni strategic suppliers by 2025

- ▶ 9 Countries where Eni supports EITI^(b) Multi stakeholder Groups at local level
- ▶ 20 internal audits conducted with anti-corruption checks
- ▶ ISO 37001:2016 surveillance audit passed
- ▶ Anti-Corruption and Anti-Money Laundering module introduced to the new e-learning course "Code of Ethics, Anti-Corruption and Corporate Responsibility"
- ▶ Update of the Anti-Corruption MSG

- ▶ Provision to all employees of the new course "Code of Ethics, Anti-Corruption and Corporate Social Responsibility"
- ▶ ISO 37001:2016 certification maintained
- ▶ Continuous improvement of the Anti-Corruption Compliance Program

- ▶ €105.3 mln invested in local development
- ▶ Cooperation agreements signed including UNDP (United Nations Development Programme), AICS (Italian Agency for Cooperation and Development) and civil society organizations

- ▶ By 2025 ensure access: to energy for ~290K people; to education for ~72K students; to water services for ~95K people; to economic diversification initiatives for ~17K^(c) people; to health services for ~296K people

- ▶ €177 million invested in research and development
- ▶ 30 new applications for first patent filings, of which 11 related to renewable sources

- ▶ Guarantee that 70% of investment in research and development is spent on decarbonization issues

(c) The 17,000 beneficiaries include only people trained and/or supported for the start-up or strengthening of specific economic activities, not beneficiaries for infrastructure construction (roads, civil buildings, etc.) or for new agro-business activities underway. In some cases beneficiaries are not trained but receive inputs, funds or other to start economic activities.