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 CARBON NEUTRALITY IN THE LONG TERM		Eni has defined a medium- and long-term plan in order to take full advantage of the opportunities offered by energy transition and to reduce progressively the carbon footprint of its activities	<ul style="list-style-type: none">• -27% of GHG emission intensity index (upstream) vs. 2014• -29% volumes of hydrocarbons sent to process flaring vs. 2014• -81% upstream fugitive methane emissions vs. 2014 (TARGET REACHED)	<ul style="list-style-type: none">• Reduction of the upstream GHG emissions intensity index of 43% by 2025 against 2014• Zero process gas flaring by 2025• Reduction of upstream fugitive methane emissions of 80% by 2025 against 2014• Average improvement of 2% per year in 2021 compared to 2014 of carbon efficiency index• Net zero carbon footprint for Scope 1 and 2 emissions from upstream operations by 2030 and from Eni Group operations by 2040• Reduction of 80% in Scope 1, 2 and 3 net emissions, with reference to the entire life-cycle of the energy products sold and of 55% in emission intensity compared to 2018	     	
	 PEOPLE	Eni is committed to supporting the transition by consolidating and developing skills, enhancing every psychophysical dimension of its people and recognising diversity as a resource	<ul style="list-style-type: none">• 31,321 employees in service as of December, 31• +3.2 percentage point increase in women hired (32.3% in 2019 vs. 29.1% in 2018)• Approx. 1.4 million hours of training (+16.5% vs. 2018)• 12,000 professional profiles mapped to date	<ul style="list-style-type: none">• Turnover in the two-year period 2019-2020 (hires/terminations ratio) greater than 1.5 to support the consolidation and evolution of skills• Training: continue planning and development of professional paths related to digitalization and Energy Transition• Gender diversity: continue with the positive trend of turnover achieved in the last 3 years related to women hired compared to those who leave the company ≥ 1.4• Work-life balance: verify the possibility of further extensions of Smart Working, in particular in industrial areas• Health: investments of approximately €205 million by 2023	    	
		SAFETY	Eni believes that safety in the workplace is an essential value to be shared among employees, contractors and local stakeholders and it is committed to eliminating the occurrence of incidents	<ul style="list-style-type: none">• Total Recordable Injuries Rate (TRIR) 0.34• TRIR -3% vs. 2018 (-52% vs. 2014)	<ul style="list-style-type: none">• Culture of safety consolidation: development and implementation of an Eni model for analysis and control of human barriers and coaching activities on behavioural safety• Eliminating of the occurrence of incidents, extension of Digital Safety initiatives, new digital technologies to support workers health and safety; definition and dissemination of the golden rules on process safety and asset integrity related to behaviours needed to prevent major accidents	 
		RESPECT FOR THE ENVIRONMENT	Eni promotes the efficient use of natural resources and the safeguard of protected areas and key biodiversity areas, identifying potential impacts and mitigation actions and is committed not to carry out hydrocarbon exploration and development activities in UNESCO World Heritage Natural Sites	<ul style="list-style-type: none">• Formalisation of Eni's commitment not to carry out exploration and development activities in UNESCO World Heritage Natural Sites• Eni's adhesion to the CEO Water Mandate• +7.5% of groundwater treated at TAF plants and used in the production cycle or reinjected vs. 2018 (5.1 million m³ in 2019)• 89% reuse of freshwater• -12% seawater withdrawn vs. 2018• -15% waste from production activities generated vs. 2018• -61% operational oil spills vs. 2018	<ul style="list-style-type: none">• Achievement of the share of 5.4 million m³ by 2020 of groundwater treated at TAF plants and used in the production cycle or reinjected• Re-injected production water: re-injected amount achievement equal to 71% is estimated by 2023• Oil Spill: extension of the Vibroacoustic Pipeline Monitoring System (e-vpms®) to detect activities near pipelines and Third Party Intrusion (TPI) pilot testing• Waste: increasing of waste amount to recovery• Biodiversity: extension of biodiversity risk mapping to R&M pipelines	      
		HUMAN RIGHTS	Eni is committed to respecting human rights in its activities and to promoting their respect among its partners and stakeholders	<ul style="list-style-type: none">• First "Eni for human rights" report published• Ranked in the top 4% of the 200 companies evaluated by the CHRB• "CEO Guide to Human Rights" of the WBCSD signed• 97% security contracts with human rights clauses• 100% new suppliers assessed according to social criteria	<ul style="list-style-type: none">• Continuing in the widespread assignment of specific MBOs on human rights to Eni management at all levels• Training: continuing the human rights training campaign• Suppliers: dissemination of Supplier Code of Conduct• Scope extension of the human rights management model to other business units (beyond upstream and downstream)	     
		TRANSPARENCY AND INTEGRITY IN BUSINESS MANAGEMENT	Eni carries out its business activities with fairness, correctness, transparency, honesty and integrity in compliance with the law	<ul style="list-style-type: none">• Membership in EITI since 2005• 9 Countries where Eni supports EITI's local Multi-Stakeholder group• 27 audits with anti-corruption checks	<ul style="list-style-type: none">• Systematic interaction with subsidiaries in the member Countries and active promotion of EITI membership in non-member Countries• Continuous improvement of Anti-corruption Compliance Program• Application of methodology to segment population for anti-corruption training purposes	 
 ALLIANCES FOR LOCAL DEVELOPMENT	The cooperation model integrated into the business model is a distinctive feature of Eni, which aims to support Countries in achieving their development goals	<ul style="list-style-type: none">• €95.3 million invested in local development• Partnership signed with UNIDO to contribute to SDG 9• MoUs signed with Angola and Mozambique that combine traditional business with a commitment to diversified and sustainable growth	<ul style="list-style-type: none">• Local development investments 2020-2023: €381 million which will enable, among others, the achievement of following targets by 2020:<ul style="list-style-type: none">- Energy access: 4,600 families beneficiaries of access to clean cooking technologies in the communities involved- Education: 2,730 students attending refurbished schools with improved services by Eni	          		
TECHNOLOGICAL INNOVATION	For Eni, research, development and rapid implementation of new technologies are an important strategic lever to drive business transformation	<ul style="list-style-type: none">• €194 million invested in research and technological development• 34 applications for first patent filings, of which 15 concern renewable sources	<ul style="list-style-type: none">• R&D investments planned for the 2020-2023 period: €957 million; 80% to be invested in the path to long-term carbon neutrality	