



2025 Annual Report on the Voluntary Principles on Security & Human Rights

April 2026

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100 YEARS OF ENERGY

“This year marks the 100th anniversary of Eni’s founding. The first chapter of Eni’s history was written by a state-owned oil and gas company called “AGIP” (Azienda Generale Italiana Petroli), founded in 1926 and tasked with exploration, production, and refining.

After World War II, this company was supposed to be liquidated: such were the directives of the newly installed government. Fortunately, one man did not see it that way. That man was Enrico Mattei. Despite the government’s orders, he developed AGIP, improved its organization and operations, and created Eni (at that time Ente Nazionale Idrocarburi).

It was the very early postwar years: poverty, destruction, hunger, and illiteracy were widespread throughout the country. But he gathered around him the best energy and ideas, embodied by young engineers, geologists, and economists, and channeled all these forces in a single direction. Within a few years, he built a new company capable of competing with the overseas oil giants.

Despite in those years everything was in short supply, human rights were already a priority for Eni. By collaborating with countries where it operated, Eni developed a dual-flag model - a type of operation in which also the human rights of local workers and local communities were a matter of primary importance. The respect of the individual, understanding local needs and forging lasting partnerships with national and international bodies to create long-term shared value, have been since the principles guiding Eni’s approach toward its partners.

In this way, when Eni joined the Voluntary Principles Initiative, the Voluntary Principles on Security and Human Rights had already been deeply ingrained in its DNA for a long time. We have always supported them and are committed to promoting them in every country with which Eni collaborates.

And we have made this way Eni’s way”.

A.G. Rapisarda
Head of Eni Global Security



Commitment to the Voluntary Principles

Commitment to the Voluntary Principles

Senior management's understanding of and commitment to the Voluntary Principles



A training and information **Workshop on Security & Human Rights** was organised in the **Republic of Congo** – a country identified through a risk-based model – with the assistance of a recognised independent consultancy firm specialising in security management and the protection of human rights at an international level. The initiative took place over two days, both held in Pointe Noire. The event was also attended by the Head of Global Security at Eni, the Italian Ambassador to the Congo and the Congolese Minister of Justice. The initiative aimed to raise awareness amongst Congolese security forces, both public and private, not only on issues related to security and human rights, but also on violence against women, their rights and the conduct expected from security forces in protecting them.

2 Commitment to the Voluntary Principles

Senior management's understanding of and commitment to the Voluntary Principles



On the first day, a theoretical session outlined the relevant legal framework and best practices in the field of security, in the presence of local authorities and representatives of the local security forces.



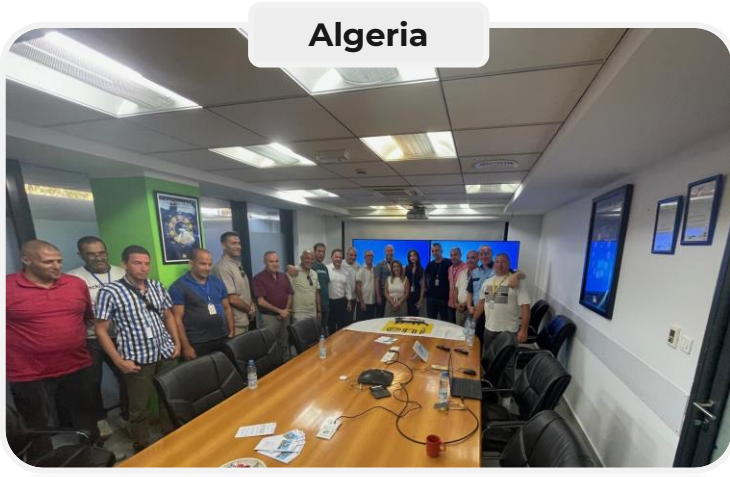
On the second day, a session with practical exercises dedicated to operational units took place at the Yasika logistics base. Here is a peaceful crowd management simulation.

2 Commitment to the Voluntary Principles

How public commitment was developed, human rights are addressed in commitment and dissemination of the commitment (including in operational sites)



Throughout 2025 efforts continued to implement the “In-Country Workshops on Security & Human Rights” project, which involves subsidiary security managers independently organising training workshops on security and human rights for local private security forces. The workshops were held in Ghana, Indonesia, Algeria, Egypt, Iraq, Kenya and Libya.



2 Commitment to the Voluntary Principles

How public commitment was developed, human rights are addressed in commitment and dissemination of the commitment (including in operational sites)



Iraq



Egypt



Kenya

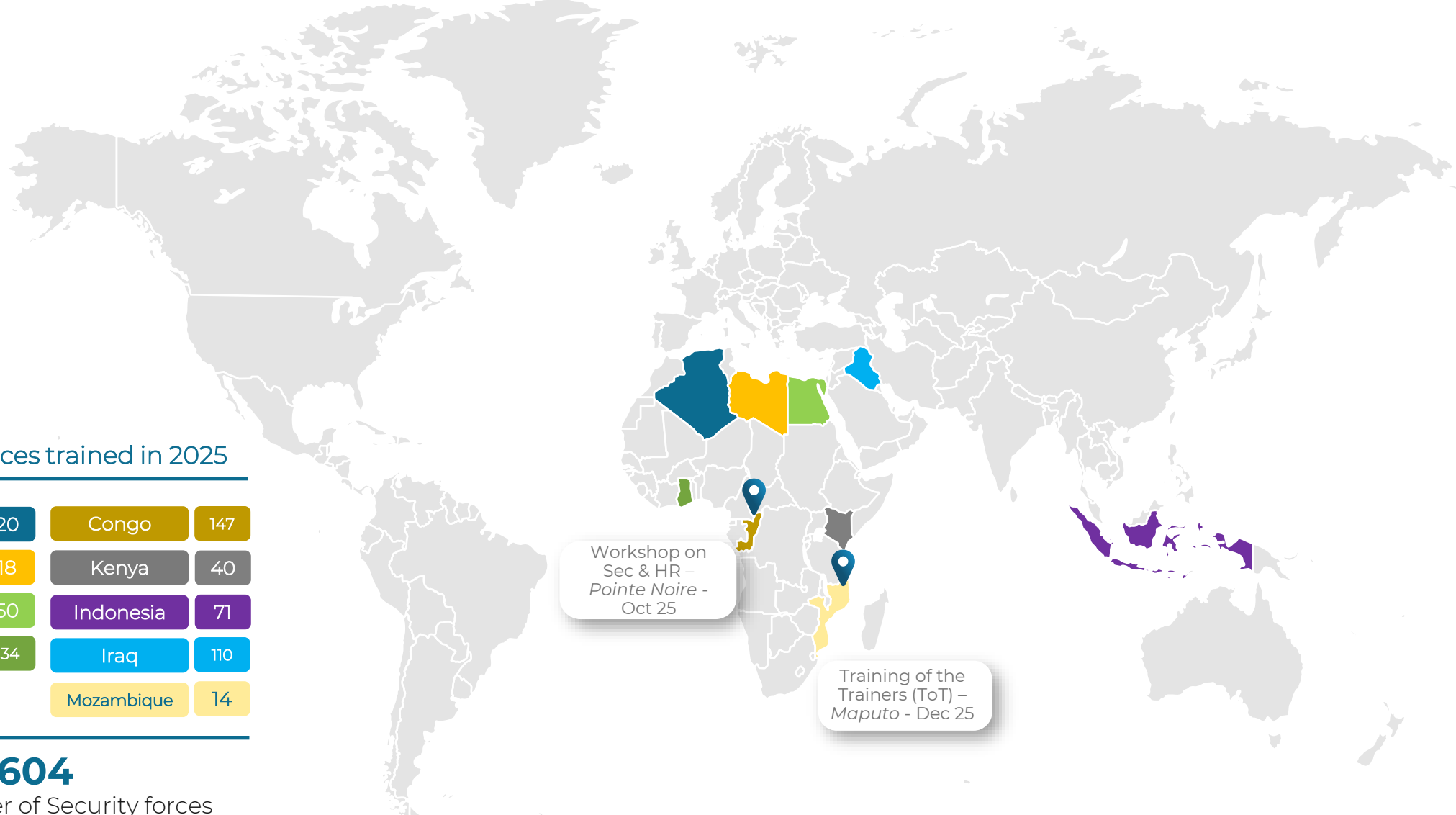


Indonesia



2 Commitment to the Voluntary Principles

How public commitment was developed, human rights are addressed in commitment and dissemination of the commitment (including in operational sites)



Security Forces trained in 2025

Algeria	20	Congo	147
Libya	18	Kenya	40
Egypt	50	Indonesia	71
Ghana	134	Iraq	110
		Mozambique	14

604

Total number of Security forces trained on Human Rights in 2025



Policies, Procedures and related activities



3 Policies, Procedures and related activities

Relevant Policies and Procedures to implement the Voluntary Principles



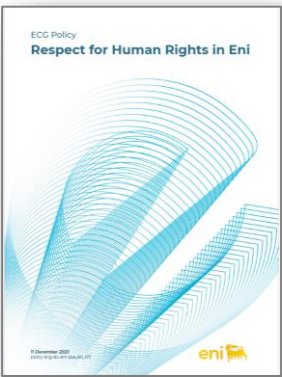
Eni Code of Ethics is the tenet in the Human Rights regulatory framework and describes Eni's value system and its commitment to respect people's rights, also through the adoption of rights-holders' perspective. It sets out the central values that guide Eni's actions: i) Integrity; Respect and protection of Human Rights; ii) Transparency; Development promotion; iii) Operational excellence; iv) Innovation; v) Team work and collaboration. The principles contained therein form a practical guide for corporate operations. As set out in CoE Eni is committed to ensuring a work environment that is free from any form of discrimination or abuse and to establishing work relations that are characterized by fairness, equality, non-discrimination. The CoE also refers to the compliance with Voluntary Principles on Security and Human Rights.



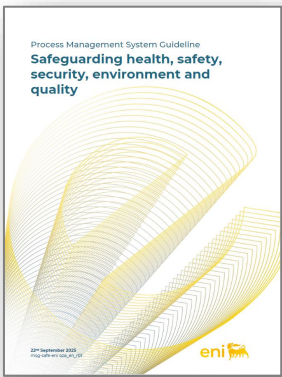
Eni's Supplier Code of Conduct sets specific expectations on respect for human rights and represents a key reference for all suppliers and business partners in the relations with Eni. It establishes the mutual commitment to recognize and protect the value of all the people, operating with integrity, protecting company resources, promoting the adoption of these principles within their own people and supply chain. Among these principles regarding human rights and work, the reference is the United Nations Guiding Principles on Business and Human Rights (UNGP), the OECD Guidelines for Multinational Enterprises and the Voluntary Principles on Security & Human Rights. All suppliers will be asked to sign the Code and to promote the principles contained in it along their supply chain.

Policies, Procedures and related activities

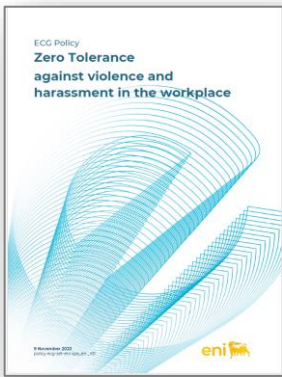
Relevant Policies and Procedures to implement the Voluntary Principles



The key document where the terms of Eni's commitment to Human Rights are set out is **2023 Eni's ECG Policy "Respect for Human Rights in Eni"**. This document renews the company's commitment to this issue and lays a foundation for updating and strengthening the company's management model, aiming at guaranteeing the implementation of the due diligence process regarding human rights according to the UN Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises, also considering future European regulatory developments in this regard.



The "Safeguarding health, safety, security, environment and quality" process is the operational instrument that allows the company to contribute directly or indirectly to the **achievement of the Sustainable Development Goals (SDGs) included in the 2030 Agenda**. Eni is committed to respecting Human Rights (HR) within the scope of its activities, to promoting respect for HR among its partners and stakeholders, and to remedying any critical issues that may arise from the activities in which it is involved, in line with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. This commitment is based on the dignity of every human being and the responsibility of companies to contribute to the well-being of individuals and local communities.



Eni's human rights commitments is also included in the **"Zero Tolerance against violence and harassment in the workplace"** regulatory instrument, which was issued in 2023 as Policy, consistent with the overall evolution of Eni's regulatory system. The ZT Policy, in accordance with the principles of the Geneva Convention of the International Labor Organization, defines a broad perimeter of types of harassment that allows us to identify misconduct and behavior that should not be engaged in and should be reported.



3 Policies, Procedures and related activities

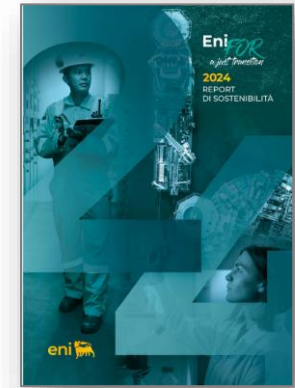
Relevant Policies and Procedures to implement the Voluntary Principles



Eni's Sustainability Statement is part of the Group's Annual Financial Report. This document, required by law, is prepared in accordance with Legislative Decree 125/2024, which transposes EU Directive 2022/2464 (Corporate Sustainability Reporting Directive – CSRD), and is subject to external assurance. The Sustainability Statement complies with the European Sustainability Reporting Standards (ESRS) and outlines Eni's strategy, initiatives, and performance in relation to sustainability issues. The Sustainability Statement is structured in line with the standard topics, divided in the 3 main areas: environmental, social and governance.



Eni for is confirmed as the tool by which Eni communicates its commitment to a Just Transition in an accessible and transparent way. The document, which assumes a complementary and integrative role with respect to the new Sustainability Statement prepared in accordance with the new Corporate Sustainability Reporting directive, presents Eni's progress through the five strategic directions of the integrated business model. Eni for is part of Eni's broader sustainability reporting system, part of the company's commitment to transparency and disclosure.

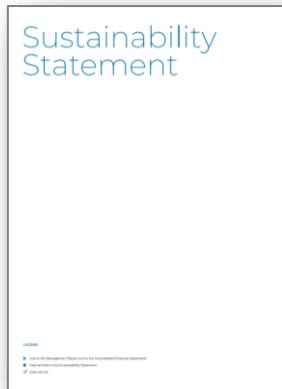


Eni For Human Rights aims to describe Eni's approach to human rights. It provides detailed information on how Eni has taken commitment and structured its own system to be in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. The introduction of the Report provides an overview of Eni's activities, business model and presence worldwide.



3 Policies, Procedures and related activities

Relevant Policies and Procedures to implement the Voluntary Principles



In the “Sustainability Statement” human rights-related Key Performance Indicators (KPI) are illustrated.

The first KPI is about the % of Security Professional Area members trained on Human Rights over the years.

The second KPI is about the number of Security Forces trained on Human Rights in the current year. It sums up all the Security Forces that joined Security and Human Rights Workshops.

The third KPI monitors the % of Security contracts equipped with a provision on Human Rights protection.

Eni ranks first in WBA’s Corporate Human Rights Benchmark

The CHRB assesses influential firms by examining the policies and practices they use to systematise their human rights approach.

World Benchmarking Alliance (WBA) Analysis

This result reflects the goals of our 2025 Strategic Plan and recognises our structured approach: grounded in international standards, strengthened by governance, and supported by our continuous engagement with the communities where we operate.

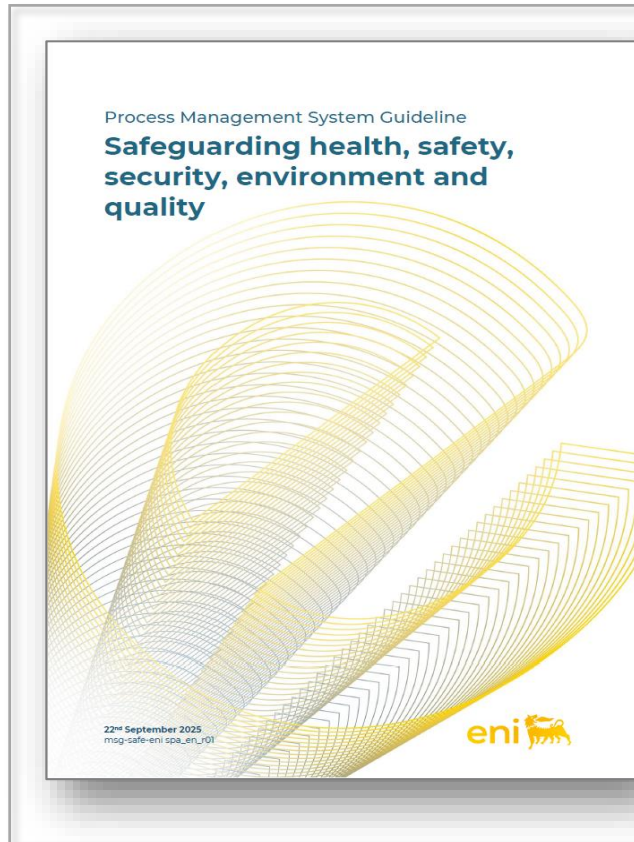


The **Corporate Human Rights Benchmark** assesses around 100 companies operating in five high-risk sectors and evaluates performance across five measurement areas: policy commitments, board-level accountability, embedding respect for human rights into corporate culture and management systems, human rights due diligence, and remedies and grievance mechanisms.



3 Policies, Procedures and related activities

*The most important Security regulation is the new Management System Guideline – MSG
"Safeguarding health, safety, security, environment and quality"*



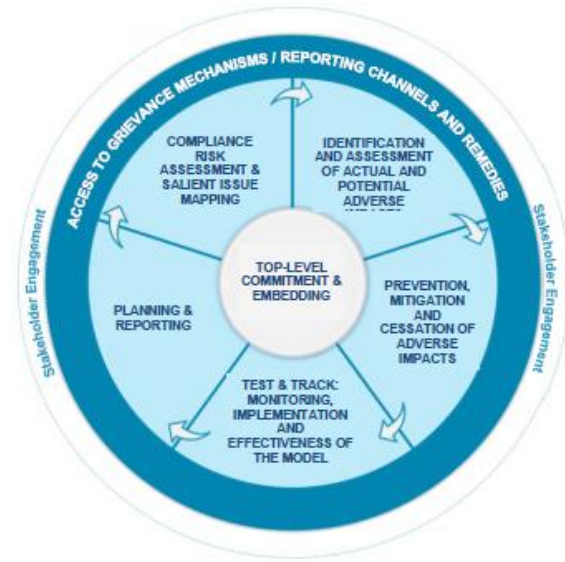
“Security activities are aimed at ensuring the protection of employees, contractor personnel, third parties and assets (tangible and intangible), insofar as these are exposed to security risks arising from misconduct. This is achieved through the implementation of an effective and efficient security risk management system that defines the organization and tools to determine the nature of threats, track the evolution of vulnerability over time, understand the potential consequences of future events, and develop a strategic approach aimed at risk mitigation and at the resilience of critical infrastructure according to the ALARP principle (As Low As Reasonably Practicable)”.

“Security activities comply with the UN Universal Declaration of Human Rights, relevant national and international laws on the “Voluntary Principles on Security and Human Rights (VPSHR)” and the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials. All security personnel protecting Eni people and facilities must respect these principles. The procurement process of security goods and services must, therefore, ensure the selection of suppliers/contractors with special requirements of reliability and honorableness, also from an ethical point of view, including the verification of their non-involvement in serious human rights violations, in compliance with the relevant regulatory instruments including those on Anti-Corruption. Eni is also committed to complying with the rules of international humanitarian law and to minimizing the impact of security devices on Local Communities”.



3 Policies, Procedures and related activities

Company procedure to conduct security and human rights risk assessments, and integrate findings



The Eni’s human rights due diligence - the process of identifying, evaluating, preventing and managing the negative impacts on human rights that the company can produce, or contribute to produce, through its activities and business relationships – is structured in line with the relevant international standards and on a risk-based approach. Eni has indeed developed a wide range of processes and tools to assess its salient human rights issues, risks and impacts which have been also designed to be multidisciplinary, multilevel, and integrated at any level of the company’s processes.

Eni Salient Issues, identified for the first time in 2017, were updated in 2024, through the engagement of more than a hundred people from different Eni functions in dedicated workshops and through the engagement of some authoritative stakeholders. Following the analysis, 13 main issues were identified, divided between workers, communities and consumers, as well as five additional issues to be monitored as they are relevant in relation to specific business activities or specific operating context. To oversee the most significant issues, Eni has adopted risk-based models which make it possible to collect information on the operating context, evaluate them considering the specific activities carried out and business processes, seize potential risk elements and adopt appropriate prevention and management measures in consideration of the level of risk themselves.

		WORKERS			
		OWN WORKFORCE	WORKERS IN THE VALUE CHAIN	AFFECTED COMMUNITIES	CLIENTS AND CONSUMERS
Most significant issues	Labour rights	Health and safety at work	Forced labour	Land rights	Responsible marketing practices and data protection
		Non-discrimination, diversity and gender-equity	Freedom of Association and Collective Bargaining	Security related issues	
Issues to be monitored		Violence and Harassment	Working conditions	Gender-Based Violence and Harassment	
			Secure employment	Indigenous people	Human Rights in conflict-affected context
Human Rights related issues			Child labour	Human Rights Defender	
		Just Transition			



3 Policies, Procedures and related activities

Company procedure to conduct security and human rights risk assessments and integrate findings

As in the past, in 2025 Eni also implemented the “**Security and Human Rights Risk Based Model**” by updating the underlying indicators.

This model considers specific parameters, that are split into two clusters based on “Elements of context” and “Eni’s presence in the area”.

In the **first cluster** there are Security Country Threat parameter and Human Rights Risk parameter (the risk of human rights is a component of the ethical threat).

Both the Security Country Threat and Human Rights Risk are provided by an external consultant. In this first cluster there is the index named “Security Forces and Human Rights”, that measures the risk of business complicity in human rights violation committed by private and/or public security forces. This indicator is provided by the database of Verisk Maplecroft, a leading research firm specialising in global risk analytics, country risk insight & trusted advisory.

In the **second cluster** we find factors such as Eni’s personnel in the country, presence of armed surveillance and a business parameter that measures the Country strategic significance for Eni.

Furthermore, this model enables to spot which Countries are worth of intervention and which type of intervention carry out.



Country Implementation



Country Implementation

How public commitment was developed, human rights are addressed in commitment and dissemination of the commitment

“Training of the Trainers (ToT)”

Republic of Congo,
December 1-5,
2025



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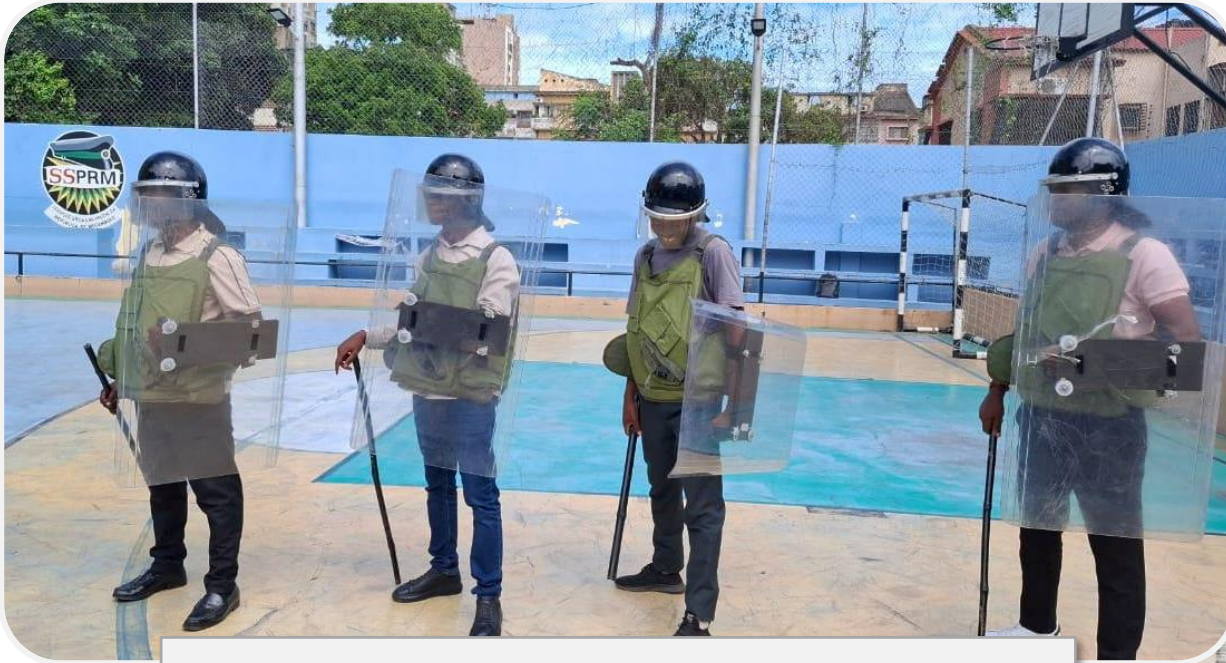


**JUNTOS PELOS PRINCÍPIOS
VOLUNTÁRIOS SOBRE
SEGURANÇA E DIREITOS HUMANOS
EM MOÇAMBIQUE**

In 2025, the “Training of the Trainers” (ToT) Project was implemented at the Eni Rovuma Basin site in Maputo (Mozambique). This initiative involved an external consultant providing training to public security forces on Security & Human Rights, so that they, in turn, could acquire the necessary expertise to train other security forces in this field. This project represented the first application of a training module that can be replicated in other Eni’s operational sites around the world.

4 Country Implementation

How public commitment was developed, human rights are addressed in commitment and dissemination of the commitment



The project, which alternated between theoretical and practical sessions, took place from 1 to 5 December 2025 in collaboration with the Ministry of Justice and the Mozambican National Human Rights Authority.



The training lasted five days and was attended by 21 trainee trainers (including six women) from the Ministries of Justice, the Interior and Defence, the Prison Service and the Immigration Police.



Lessons, Effective Strategies, Innovative Approaches and Additional Reporting

Lessons, Effective Strategies, Innovative Approaches and Additional Reporting



New initiatives and programs related to the Voluntary Principles in 2026

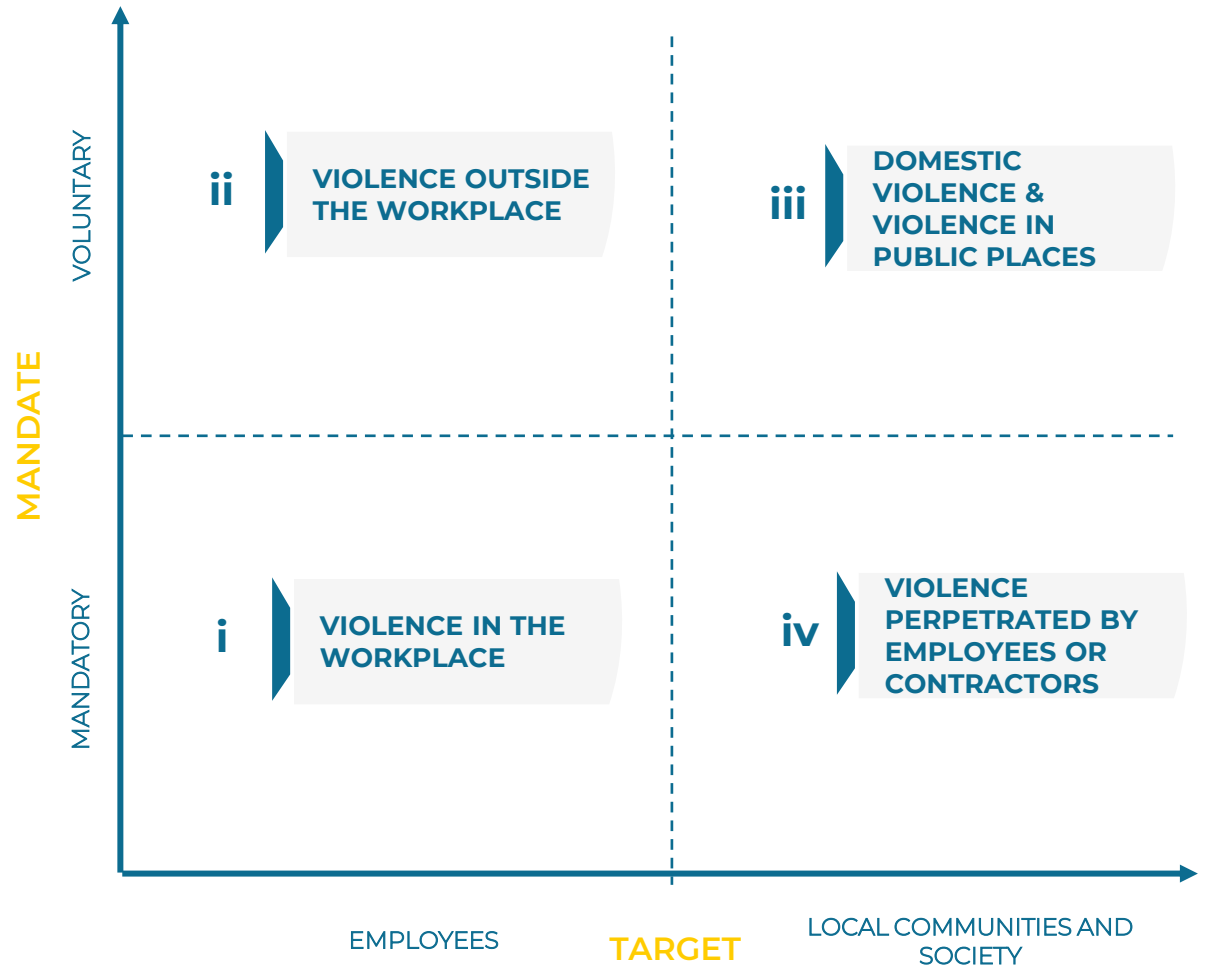
Eni launched a cross-functional working group on the issue of gender-based violence, involving 10 corporate functions and 6 subsidiaries.

A comprehensive strategy for preventing and combating various forms of violence against women, both inside and outside the workplace, has been defined, and a related Action Plan has been developed, which includes over 30 initiatives aimed at employees, women in local communities, and society as a whole.

MAIN GOALS

- ❑ To prevent violence against women in the workplace and address abuse appropriately
- ❑ To offer concrete support to employees who are victims of violence outside of the workplace
- ❑ To contribute to the prevention and fight against this serious social phenomenon, for the benefit of all
- ❑ To work in network with institutions, civil society and other companies

The areas of intervention of Eni's strategy against violence



Lessons, Effective Strategies, Innovative Approaches and Additional Reporting

New initiatives and programs related to the Voluntary Principles in 2026



Operating Instruction (OPI) on Human Rights Process

The drafting of an OPI on the promotion and protection of human rights in security operations has been initiated. The document should outline the activities relating to the process of promoting and protecting human rights within the context of security operations. This draft continues the work in progress on company procedure to report security-related incidents with human rights implications by public/private security forces relating to the company's activities.

In- Country Workshops on Security & Human Rights

The initiative aims to spread human rights awareness and sensitivity by giving a leading role to local security officers and security. The 2026 plan joins the 2025 training streak (7 countries) and continues the project launched at the end of 2023. The most likely areas where implement the workshops are Central Africa and the Far East.

«Security on the ground for Human Rights»

Implementation of “Security on the Ground for Human Rights” initiative. It is an awareness-raising event on human rights addressed to private security personnel operate at Eni sites. The project will be held directly by Central Security Team.