

WOMEN'S EMPOWERMENT PRINCIPLES - REFERENCE TABLE

Indicators	Eni Disclosures	Reference
Percent of women and men employees	Women employees in service	Eni for 2022 – Sustainability performance, p. 19
Percent of women and men in senior management positions	Women in managerial positions (senior managers and middle managers) Employees by professional category, age and gender	Eni for 2022 – Sustainability performance, p. 19 Eni for 2022 – Sustainability performance, p. 17
Percent of women and men on boards	Presence of women on the Boards of Directors	Eni for 2022 – Sustainability performance, p. 5
Ratio of women's salary to men's salary	Gender pay ratio	Eni for 2022 – Sustainability performance, p. 20
Percentage of new hires – women and men	Hires employees with permanent contract	Eni for 2022 – Sustainability performance, p. 17
Percentage of promotions and career opportunities – women and men	Percentage of promotions from white collar to middle management and from middle management to executive by gender	Eni for 2022 – Sustainability performance, p. 19
Retention rate of women and men FTE employees who took parental leave	Employees who used parental leave (please note that Eni provides disclosure only for the number of employees who used parental leave)	Eni for 2022 – Sustainability performance, p. 21
The Company has a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to address and respond to incidents of violence and harassment	Human Rights section	Eni for 2022 – Sustainability performance, p. 36