

Versalis for 2022

A Just Transition



Versalis' Mission

To lead sustainable chemistry,
driving change to create value for people.

Eni's Mission

We are an energy company.

- 13 15** We concretely support a just energy transition,
with the objective of preserving our planet
- 7 12** and promoting an efficient and sustainable access to energy for all.
- 9** Our work is based on passion and innovation,
on our unique strengths and skills,
- 5 10** on the equal dignity of each person,
recognizing diversity as a key value for human development,
on the responsibility, integrity and transparency of our actions.
- 17** We believe in the value of long-term partnerships with the Countries
and communities where we operate, bringing long-lasting prosperity for all.

Global goals for a sustainable development

The 2030 Agenda for Sustainable Development, presented in September 2015, identifies the 17 Sustainable Development Goals (SDGs) which represent the common targets of sustainable development on the current complex social problems. These goals are an important reference for the international community and Eni in managing activities in those Countries in which it operates.



VERSALIS FOR 2022

A JUST TRANSITION

Disclaimer

Versalis for is a document published on a yearly basis that contains certain forward-looking statements related to the different topics covered therein. Forward-looking statements are based on Versalis' management's reasonable assumptions and beliefs given the information available to them at the time the statements are made.

Nevertheless, by their nature, forward-looking statements involve an element of uncertainty as they relate to events and depend on circumstances that may or may not occur in the future and which are, in whole or in part, beyond Versalis' control and reasonable prediction. Actual results may differ from those expressed in such statements, depending on a variety of factors, including, without limitation: the impact of the Covid-19 pandemic; the fluctuation of demand, the offer and pricing of raw materials; the current operating performances; the general macroeconomic conditions; geopolitical factors and changes in the economic and regulatory framework in many of the Countries in which Versalis operates; the achievements reached in the development and use of new technologies; changes in the stakeholders' expectations and other changes to business conditions. The readers of the document are therefore invited to consider a possible discrepancy between the forward-looking statements included and the results that may be achieved as a consequence of the events or factors indicated above. Versalis for 2022 also contains terms such as , for instance, "partnership" used for convenience only, without a technical-legal implication. "Versalis" refers to Versalis S.p.A. and the companies included in its consolidated subsidiaries. This report has been translated from the Italian original version solely for the convenience of international readers. This edition is subject to minimal linguistic revisions. The Italian report is available online on the company website: ► [versalis.eni.com](https://www.versalis.eni.com)

Images

All photos of the cover and in the Versalis for 2022 come from the Versalis photographic archive.

Contents

Why read Versalis for 2022?

In this document, Versalis describes its contribution to the development of sustainable and circular models, in line with Eni’s strategy and values. Versalis For 2022 illustrates Versalis’ path to transformation into a fully sustainable and diversified chemical company, capable of generating value for all stakeholders, integrating the principles of circularity and sustainability in managing processes and products, along the entire product life cycle.

The document also explores the company’s goals for the future, demonstrating its commitment to achieving the goal of Carbon neutrality by 2050, through the development of Operational excellence and the enhancement of Alliances for development, the three levers of Eni’s integrated business model.

INTRODUCTION

Message to our stakeholders	4
Versalis in the world	6
Versalis in the Eni value chain	10
Business model	12
Scenario and global challenges	14
Main events of 2022	15
Governance, transparency and risk management	16
Just transition for Versalis	18
Versalis’ management systems	19
Stakeholder engagement activities	20
Material topics for Versalis	22
Versalis’ commitment to sustainability	24
Innovation, Research and Development	25
Protection and enhancement of intellectual property	26

1

CARBON NEUTRALITY BY 2050

Contrasting climate change	29
Towards Net Zero by 2050	30
Chemistry from renewables	33
GHG emissions and energy efficiency	35

2

OPERATIONAL EXCELLENCE

Each of us	39
Safety and people’s Health	44
Circular economy	52
Environment	59
Responsible procurement	64
Human rights	65

3

ALLIANCES FOR DEVELOPMENT

Relationships with the local communities and customers	67
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ANNEXES

Key sustainability indicators	72
Methodological note	81
Calculation methodologies	82
GRI Content Index	83
Glossary	87
Eni’s sustainability reporting	88

Message to our stakeholders



Dear stakeholders,

2022 was once again a very challenging year for European industries, particularly the chemical industry, which suffered a slow-down due to the energy shock, high cost of raw materials and a decline in market demand. The big challenge today is to find adequate solutions in a context of extreme volatility and uncertainty.

We continue to firmly believe and pursue our strategy: transforming ourselves into an even more specialised and sustainable company to achieve the goals of circularity and decarbonization, increased presence in end markets and hold a leading position in chemistry from renewables.

The transformation process, started some time ago, reached a milestone in 2022: we are proud to have launched the new Versalis logo, which perfectly re-

flects our strategy as a leading chemical company and, at the same time, Eni's common identity, centred on the offering of decarbonised products. The new logo is inspired by the unique values and characteristics of our company, capable of embracing the chemical industry's continuous development. Eni's logo, the six-legged dog, is dressed in "molecules" and new colours so as to represent the sustainability-based strategy for the chemical industry.

We made one more step forward with the definition of decarbonization targets halfway to Net Zero goal by 2050, in line with the strategy outlined by Eni. In particular, we are committed to reducing Scope 1 and 2 emissions (compared to the 2018 baseline) by 15% by 2025, and 30% by 2035. To support the achievement of these ambitious targets, we have identified specific abatement driv-

ers and planned a pathway to reduce emissions.

At Versalis, we strongly believe in innovation as a driver to achieve our goals, investing in technology and product development research: the energy transition is first and foremost technological. For this reason, we are constantly working to achieve total circularity of plastics by reintroducing them into the production cycle at the end of their life, developing complementary recycling processes, using alternative feedstocks and improving energy efficiency.

In this context, we proudly announced the construction project of the first advanced mechanical recycling plant for post-consumer plastics at Porto Marghera, continuing the site's transformation. This is an important step that allows us to accelerate the decarbonization process and consolidate Versalis' European leader-

ship in recycled polymers, thanks to plastic recycling also in the food packaging market, the most challenging application in terms of circularity.

To complement this, the transformation of mixed plastic waste that cannot be mechanically recycled will be closed with the construction of Mantua's first chemical recycling plant, the Hoop® project.

Furthermore, together with Fin-project, we continue to grow in our target markets by investing in our compounding platform and developing new technologies, leveraging the integration of upstream and downstream production.

In addition to recycling technologies, we have further strengthened our position in chemistry from renewable raw materials: the recent agreement for the acquisition of Novamont¹ represents a great opportunity to accelerate our strategy with the integration of a unique and complementary technological platform, giving a significant contribution to the decarbonization of the product portfolio.

Our constant commitment in all areas of sustainability has also been recognised at an international level with the 'Platinum' rating, the highest rating for Corporate Social Responsibility, awarded by international platform EcoVadis. This important achievement is the result of great teamwork and valid proof

that our progress on sustainability is also recognised by independent third bodies.

Our greatest goal, as the Versalis pay-off also states, is to achieve sustainable chemistry by people, for people: they are the ones who enable us to pursue challenging initiatives and achieve major successes, through extraordinary passion and capabilities. And that is why every day we wholeheartedly renew our commitment to ensuring a safe and satisfying workplace for each one of us and for those who work with us.

Therefore, we would like to thank all of those whose continuous daily input and energy, support our strong commitment to the future of our industry.

Marco Petracchini
Chairman

Adriano Alfani
Chief Executive Officer

¹ Certified B Corp Benefit Company and leading player in the circular bioeconomy and the market for biodegradable and compostable bioplastics and biochemicals. The effectiveness of the operation and completion times are subject to the approval of the competent authorities.

Versalis in the world

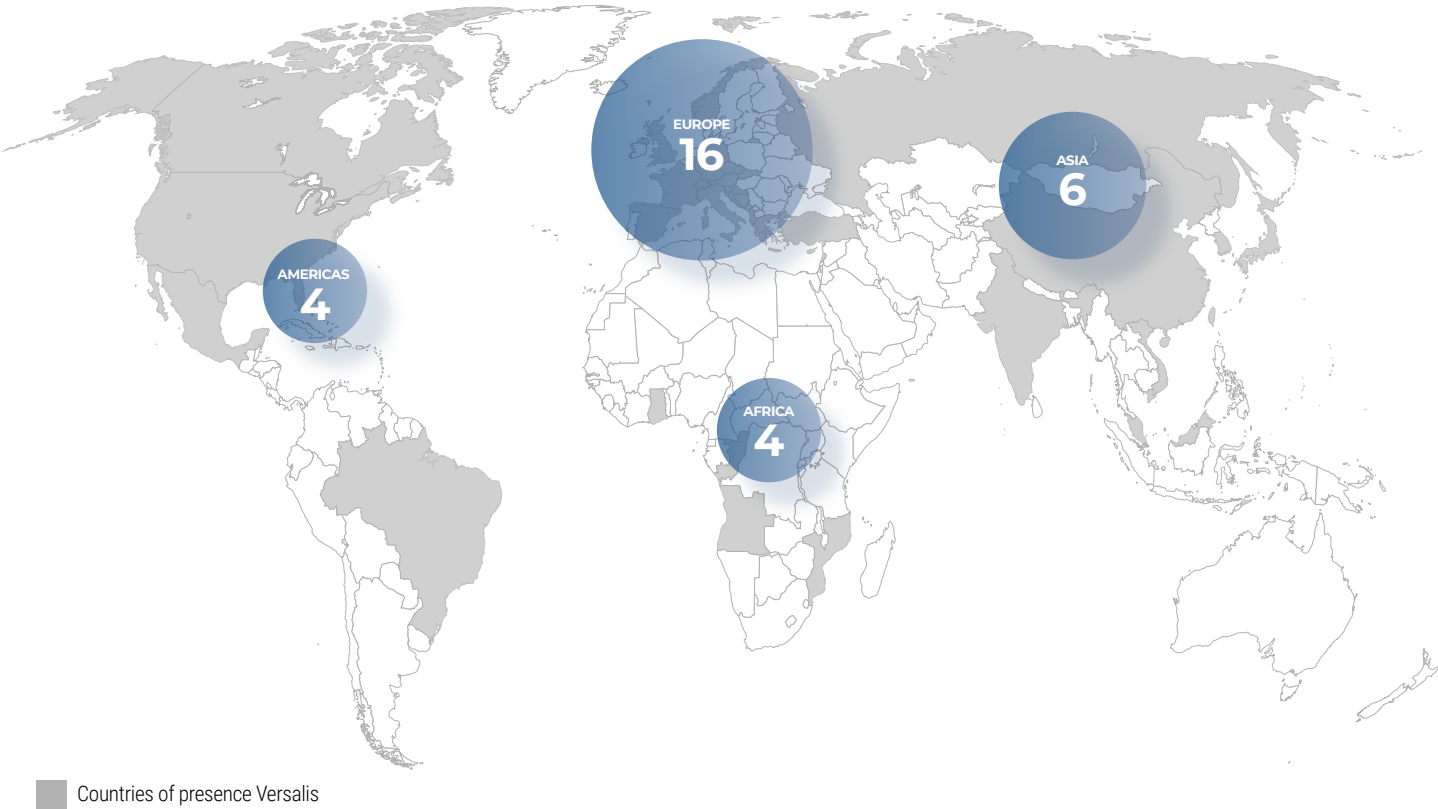
7,123
Versalis people

30
Countries of operation

Versalis is Eni’s chemical company operating at an international level in the basic and intermediate chemicals, plastics, rubber and chemistry from renewable raw materials, even providing dedicated solutions with moulding and compounding activities. As part of Eni’s broader commitment to energy transition, the transformation of Versalis into a sustainable and specialised chemical company, capable of generating value for all stakeholders and contributing to achieve carbon neutrality, is underway. In 2022, Versalis unveiled its new logo, which better represents the company’s sustainability strategy, implemented through the development of circular economy

technologies and chemistry from renewables, as well as product portfolio specialisation. In addition, the Company strengthened its position in chemistry from renewables by increasing its share in Novamont, a leading player in the circular bioeconomy and the market for biodegradable and compostable bioplastics and biochemicals, enhancing synergies in a key sector for the transition. Versalis is a constantly evolving company, historically present in Italy and Europe with several production sites, which, following the acquisition of Finproject S.p.A., has also expanded its production footprint as far as Romania, Canada, India, Mexico and Vietnam.

A global sales network makes widespread and effective customer feasible, through an integrated system in a product range capable of meeting market demand. At a global level, Versalis is present in the Asia-Pacific region, with offices in Mumbai and Singapore; it is also present in South Korea with a joint venture with Lotte Chemical to develop the elastomer business. The Company is also present in the North American market and Mexico in particular, with the elastomer business. Finproject, in the same area, operates through its Foam Creations division. Versalis is also present in the African Oil-field Chemicals market in Ghana, Congo, Angola and Mozambique.



HIGHLIGHTS

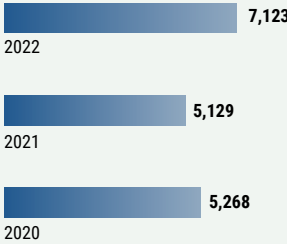
22

plants
(of which 2 are joint ventures)

287

patent families, including 118 patent families for circular products or processes

EMPLOYEES IN SERVICE



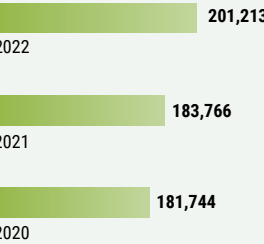
6

research centres
(of which 1 is a joint venture)

40%

of Research and Development portfolio on sustainability, with a focus on circular economy and decarbonization projects

HOURS OF TRAINING



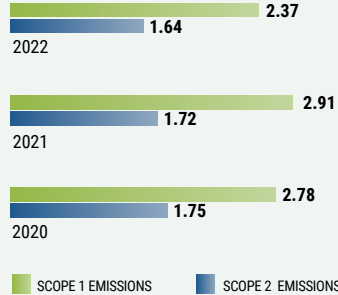
62%

employees under 50 years of age

79%

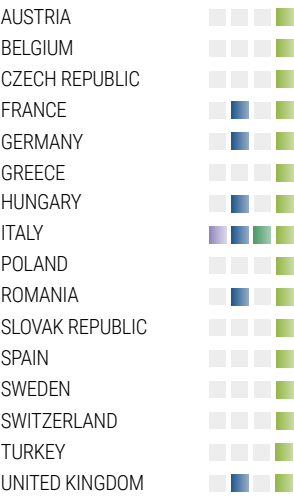
from recovered and/or recycled production waste

TOTAL EMISSIONS (million tonnes CO₂eq.)

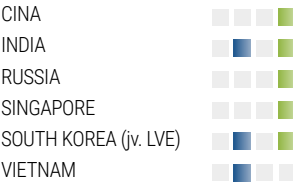


Please note that waste from production activities for recovery and/or recycling, total training hours and emissions reported here do not include Finproject.

EUROPE



ASIA



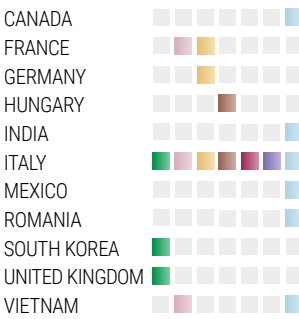
AFRICA



AMERICAS



PRODUCTION SITES

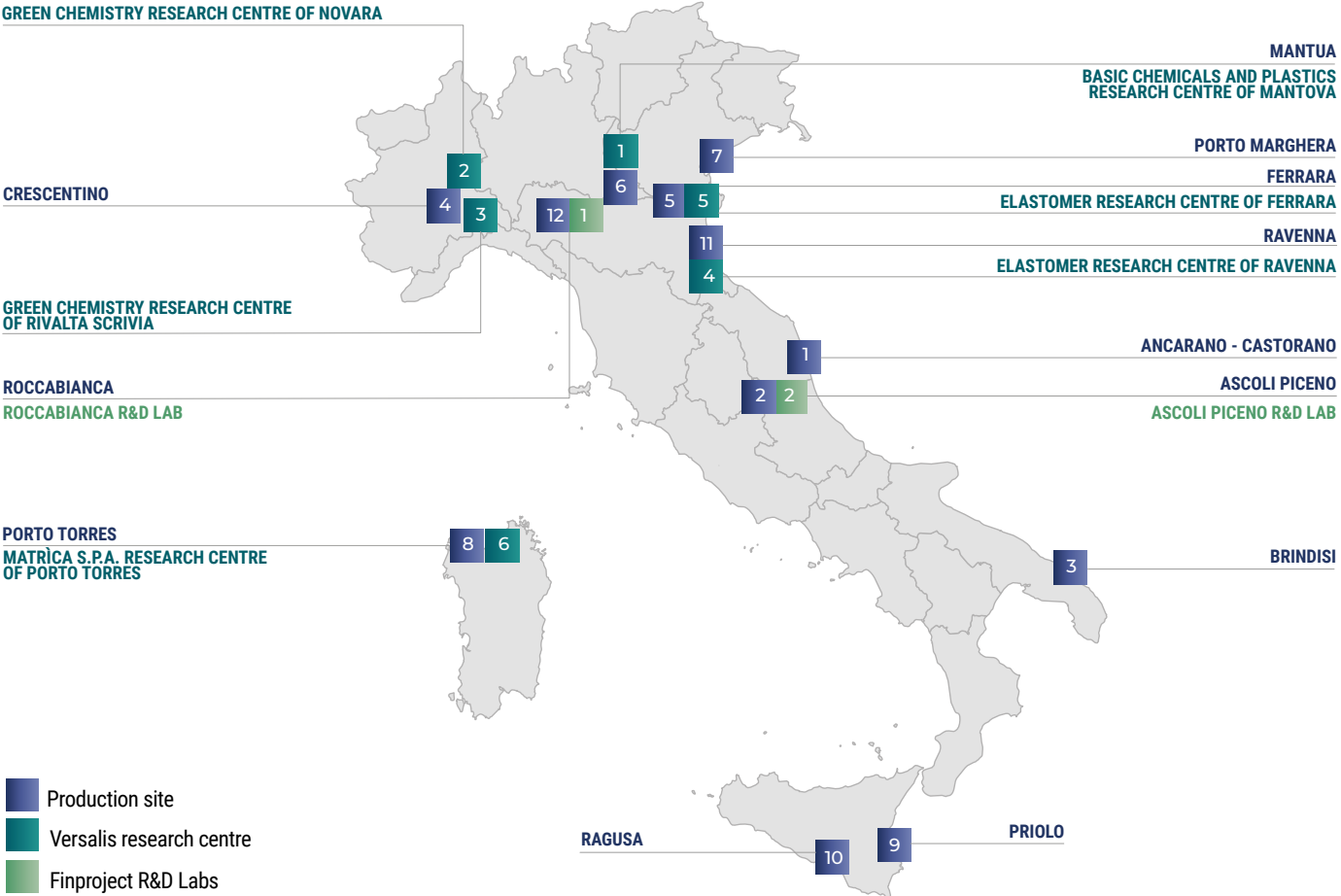


HEADQUARTERS PRODUCTION SITE R&D COMMERCIAL NETWORK

INTERMEDIATES POLYETHYLENE ELASTOMERS STYRENICS BIOCHEM POLYMERS FROM RECYCLING MOULDING AND COMPOUNDING

Versalis in Italy

VERSALIS PRODUCTION FACILITIES IN ITALY		
1	ANCARANO - CASTORANO	Finproject plant: specialising in injection moulding of expandable and cross-linkable materials (Moulding). It manufactures ultralight products under the XL EXTRALIGHT® brand name for footwear/fashion manufacturers and other industries. There is also an internal moulding lab, which is responsible for the engineering, design, production and assembly of the aluminum moulds used for the manufacturing process.
2	ASCOLI PICENO	Fiproject plant: production of rigid and plasticised PVC compounds, polymer alloys and polyolefin-based materials. Over time, it has expanded its production range by adding cross-linkable and expandable compounds under the brand name Levirex® (Compounding).
3	BRINDISI	Home to one of the most important and energy-efficient steam-crackers in Europe, integrated with on-site polyethylene and butadiene production. The industrial plant is constantly being renewed, with some components being replaced by new ones of the latest generation.
4	CRESCENTINO	Specialising in the production of ethanol from waste plant-based raw materials (lignocellulosic biomass), the plant is energy self-sufficient due to the production of renewable electricity and steam from the thermoelectric power plant, which is fed with biomass supplied from a short supply chain (less than 70 km). Production of hand and surface disinfectant from plant-based ethanol as the active ingredient.
5	FERRARA	Site for polyethylene and elastomers production. In particular, rubbers for, among others, the automotive components industry.
6	MANTUA	Production site for intermediates, styrene and styrenic polymers. In particular, the first 6,000 tons/year chemical recycling plant will be built here, with the aim of a subsequent and progressive scaling-up starting from national production sites.
7	PORTO MARGHERA	A new hub for advanced mechanical recycling of post-consumer plastics (styrenic polymers and polyolefins) is under construction, in cooperation with supply chain partners that can guarantee access to the secondary raw material. The first plant in Italy for the production of isopropyl alcohol will also be built on the site, served by a hydrogen production plant.
8	PORTO TORRES	Chemical platform from renewable raw materials of Matrica S.p.A., a joint venture between Versalis and Novamont S.p.A., for the production of basic chemicals from renewables to be used for the production of, for instance, bioplastics, bio lubricants, bio agrochemicals, bioherbicides and phytosanitary products. An elastomer manufacturing facility plant also operates at the site.
9	PRIOLO	The steam-cracker plant at Priolo has been receiving major investments for its reorganization and development of the integrated platform.
10	RAGUSA	Site for the production of polyethylene from the streams of the Priolo steam-cracker.
11	RAVENNA	This plant manufactures butadiene and elastomers. Portfolio development actions are underway, with new grades at a higher added value and improved environmental sustainability for the tyre and automotive sectors, and continuous development of products containing recycled feedstock in the Versalis Revive® range.
12	ROCCABIANCA	This plant specialises in innovative materials based on cross-linkable polyolefins via silane technology. These find multiple applications particularly in wire& cable, pipes& fittings, e-mobility, PV as well as HSFR electrical cable materials (Compounding). Research activities are also carried out at these sites, with the aim of creating an all-Italian platform of expertise on new-generation materials that will enhance the know-how of Versalis and Finproject.



VERSALIS RESEARCH CENTRES		
1	BASIC CHEMICALS AND PLASTICS RESEARCH CENTRE OF MANTUA	Focusing on the development of proprietary technologies and the cross-cutting development of projects regarding various different corporate business lines. In recent years, circular economy projects involving chemical and mechanical recycling of end-of-life plastics have been implemented here.
2	GREEN CHEMISTRY RESEARCH CENTRE OF NOVARA	Mainly dedicated to initiatives related to chemistry from renewable sources. Activities focusing on the production of sugars from lignocellulosic biomass, the production of bioethanol and biopolymers by fermentation and synthetic chemical intermediates from renewable sources.
3	GREEN CHEMISTRY RESEARCH CENTRE OF RIVALTA SCRIVIA	
4	ELASTOMER RESEARCH CENTRE OF RAVENNA	Specialised in the development of elastomeric polymers from both traditional and sustainable sources, the study of their chemical-physical properties and performance in major applications and the development of rubber production technological platforms.
5	ELASTOMER RESEARCH CENTRE OF FERRARA	
6	MATRICA S.P.A. RESEARCH CENTRE OF PORTO TORRES	Established with the aim of optimizing the various stages of production processes of the Matrica S.p.A. plants, providing them with specialist analytical assistance and supporting activities related to plant-based process and product development.

FINPROJECT R&D LABS		
1	ROCCABIANCA R&D LAB	The research and development activity for the silanic-based technology is carried out at the Roccabianca site while. The peroxide cross-linking technology takes place at the Ascoli Piceno site.
2	ASCOLI PICENO R&D LAB	

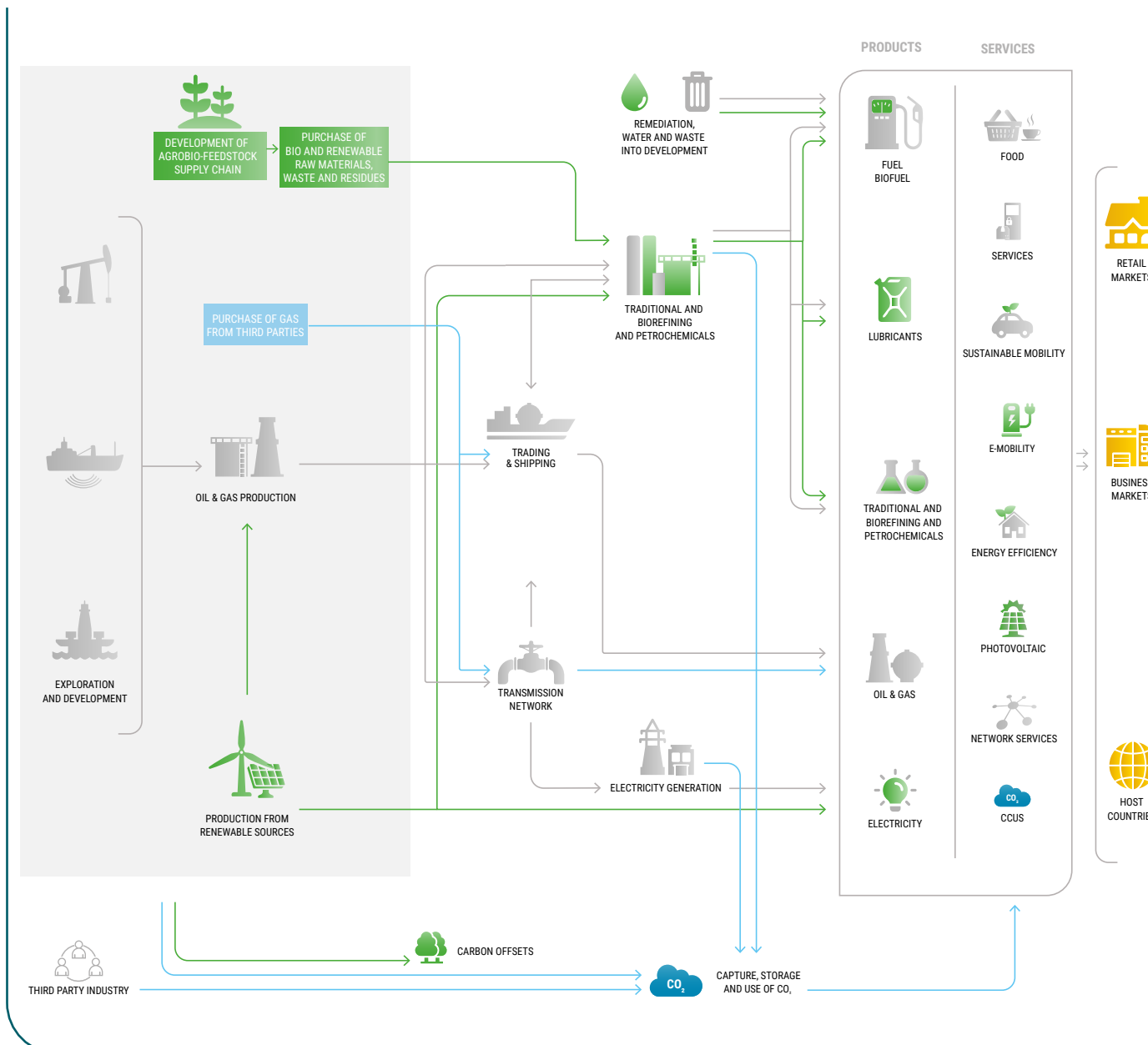
Versalis in the Eni value chain

Eni is a global energy company with a high technological content, engaged along the entire value chain: from the exploration, development and extraction of oil and natural gas, to the generation of electricity from co-generation and renewables, to biorefining and chemicals, traditional and from renewables, and the development of circular economy processes. Eni extends its reach to end markets, market-

ing gas, power and products to local markets and to retail and business customers, also offering services of energy efficiency and sustainable mobility. Consolidated expertise, geographical and technological diversification of energy sources, Alliances for development, as well as new business and financial models are Eni levers to meet each of the essential pillars of the energy trilemma, achieving better

environmental sustainability, side-by-side with energy security and affordability, while also maintaining a strong focus on value creation for shareholders. Along this path, Eni is committed to become a leading company in the production and sale of decarbonised energy products and increasingly customer-oriented. Within this context, Versalis operates in the chemical industry to develop intermediates and

VALUE CHAIN



polymers, as well as chemical products from renewables and recycled raw materials. Versalis offers customised solutions worldwide in order to meet customers' needs, and a dynamic cutting-edge product portfolio characterised by increasing circularity ■ **Circular Economy** and renewability ■ **Towards Net Zero by 2050**. Elements such as the use of innovative proprietary technologies, cutting-edge research and

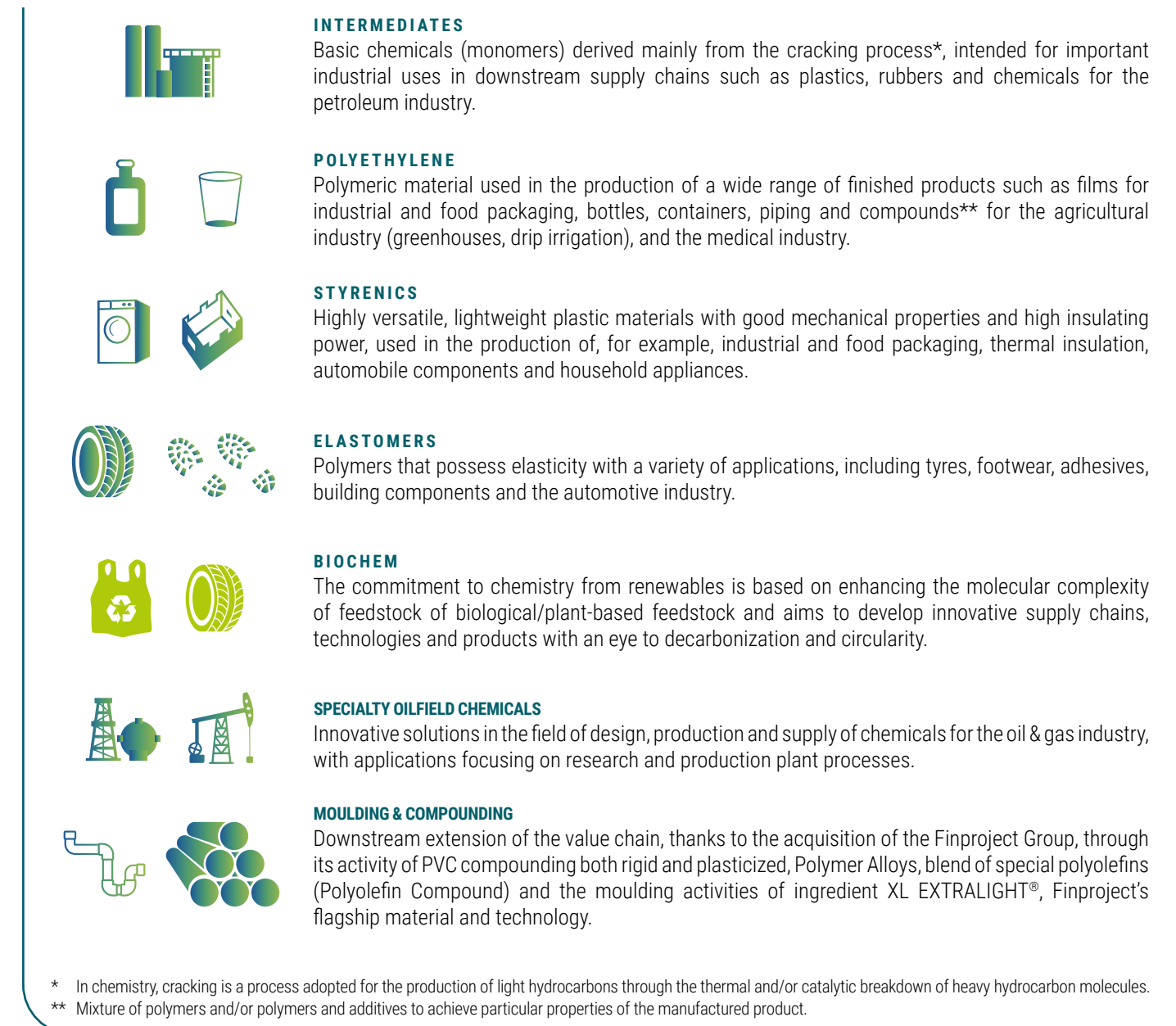
development and a well-established distribution and customer service network enable the company to anticipate market needs and constantly innovate its offering. With a total production of around 6.8 million tons of products in 2022, Versalis markets and processes through its main business areas.

The Company's objective is to provide products that meet customers' needs and expectations,

operating in a way that respects the environment, workers and communities. Versalis is aware of the role it plays within local communities where it operates and its impact on the socioeconomic realities in which it is embedded, promotes ongoing proactive dialogue with local stakeholders, such as government officials, agencies, businesses and citizens.

► **Eni For 2022 - Eni's Activities: The Value Chain**

VERSALIS' CORE BUSINESS



Business model



Eni's **business model** is aimed at creating long-term value for all stakeholders through a strong presence along the entire energy value chain. At the heart of this is the company's mission, inspired by the United Nations 2030 Agenda, whose building blocks are embodied in the **distinctive approach** that permeates all our activities. Eni continues its commitment to meeting the essential challenges of the energy trilemma by achieving environmental sustainability together with energy security and affordability.

These goals leverage geographical diversification and a diversified mix of energy sources, which together with a portfolio of new technologies and their fast-track development, will create a diversified energy mix for the energy transition and support energy security, continuing to create value and breakthrough opportunities, while recognising the essential role of **partnerships and alliances with stakeholders** to ensure their active involvement in the transformation of the energy system. The agile and innovative model combines the use of **proprietary technologies** underpinning traditional businesses with the development of a satellite model, with dedicated entities able to independently access the capital market to finance their growth while bringing out the real value of each business.

This integrated model is supported by the Corporate Governance system, based on the principles of transparency and integrity, the Integrated Risk Management Model process, essential for ensuring, through the assessment and analysis of the risks and opportunities of the reference context, informed and strategic decisions, and the materiality analysis that delves into the most significant impacts generated by Eni on the economy, environment and people, including impacts on human rights.

The operation of the business model is based on making the best possible use of all resources (inputs) available to the organization and transforming them into outputs by implementing the strategy, while at the same time contributing to the achievement of the Sustainable Development Goals (SDGs) of the 2030 Agenda.


Eni also combines its business plan organically with the principles of environmental and social sustainability, focusing its actions onto three levers:

- 1. Operational excellence;
- 2. Carbon neutrality by 2050;
- 3. Alliances for development.

Versalis' performs its activities according to Eni's three strategic guidelines:



1 The Operational excellence model is based on employee centricity and subsequent enhanced performance, safeguarding health and safety in the workplace, respect for the principles and development of circular economy models, also through partnerships and alliances with associations dedicated to the subject, commitment to Product Stewardship and protection of the environment.



2 In line with Eni's move towards carbon neutrality by 2050 undertaken by Eni, Versalis has issued its own decarbonization strategy, also pursuing activities aimed at contrasting climate change, energy efficiency and developing a new model of chemistry from renewable raw materials.



3 For Versalis, local development means both a stakeholder partnership and dialogue in its areas of operation and establishing an ongoing relationship of trust with its customers, with a view to promoting projects aimed at generating shared value that also have a positive social and environmental impact.



Scenario and global challenges

The chemical industry believes in the decarbonization of the entire supply chain through the development of low-emission processes and products, and is aware that the energy transition is a technological transition

The year 2022 was certainly exceptional due to a combination of factors which characterised it at an international level. While global expectations were focused on the post-Covid recovery, rising energy costs - brought to a peak by the outbreak of war in the heart of Europe - led the chemical industry and its supply chains to a sharp halt.

In fact, the war came at a time when the global economy was recovering from the pandemic, with a rebound in energy and commodity costs that particularly impacted Europe, already historically dependent on imports and caused inflation to increase to a level not recorded in a long time, along with a reduction in industrial activity and market demand. All these factors had a strong impact on the competitiveness of the entire industry. In 2022 European chemical industry production returned to 2015 levels, and the sector, which was a net exporter at the beginning of the year, reached a balance of flows

mainly due to a slump in exports and a strong expansion of imports, particularly from petrochemical products and polymers.

In addition, for this sector in particular, European regulatory activities in 2022 led to the publication of the proposed Packaging and Packaging Waste regulation - which introduces ambitious targets for waste reduction, reuse, recycling and minimum recycled content for packaging - and the proposed Ecodesign Requirements for Sustainable Products regulation, which focuses on influencing the eco-design of products in order to promote their circularity, energy performance and greater sustainability.

These regulatory proposals, for which the implementation timetable and criteria have yet to be clarified, will guide the development of the polymer value chain, which will have to proceed with even more determination on the path of transformation undertaken years ago through new strategies and

the development of innovative solutions.

The chemical industry believes in the decarbonization of the entire supply chain through the development of low-emission processes and products, thus focusing on innovation as a key lever for success, aware that the energy transition is a technological transition. Versalis is fully committed, in line with Eni's Net Zero by 2050 strategy, to achieving the industry's circularity and decarbonization targets. Even in a scenario that is likely to remain challenging in the coming years, there is still a strong commitment to accelerate on this path, which takes the form of concrete initiatives to reduce emissions throughout the supply chain, by continually increasing efficiency, the use of complementary technologies, circularity and the development of new processes, including production from renewable raw materials.

■ Towards Net Zero by 2050

■ Circular economy



Main events of 2022



JANUARY Achievement of ISCC PLUS certification of the Finproject plants in the Marche and Abruzzo regions.

FEBRUARY Beginning of the production of advanced bioethanol from lignocellulosic biomass based on PROESA® technology at Crescentino (Vercelli, Piedmont region).

MARCH Strengthening of the partnership with Novamont by increasing the share (from 25% to 35%) to make synergies in renewable chemicals stronger.



APRIL Granting of licence to Shandong Eco Chemical Ltd. for the proprietary technology for the production of continuous mass ABS styrenic polymers.

MAY

- Confirmation of transformation activities at Porto Marghera and implementation of new industrial initiatives in the area in line with Eni's energy transition and the development of circular chemistry.
- Platinum rating obtained from EcoVadis for corporate social responsibility.

JUNE Announcement of circular packaging used for the packaging and shipping of polyethylene products made from recycled post-consumer industrial packaging.



JULY

- Signed the agreement with Forever Plast for post-consumer plastics recycling plant as part of the Porto Marghera transformation project.
- Presentation of 2022-2025 business plan to trade unions.
- Publication of the first Sustainability Report "Versalis For 2021".



OCTOBER Presentation of new logo, representing the sustainability strategy implemented through the development of circular economy technologies and chemistry from renewables, as well as specialization of the product portfolio.

DECEMBER Technology acquired for the production of second-generation ethanol enzymes from DSM.



A new Versalis brand in the name of sustainability

For the Versalis new logo, we were inspired by the unique values and characteristics of our company, able to embrace the continuous evolution of the chemical industry. In this new corporate identity, the Versalis name remains strong and carries with it the strong sense of belonging, pride and passion of all colleagues as well as the distinctive elements recognised by the market as innovation, versatility and collaboration.

| CRISTINA PEDOTE - HEAD OF COMMUNICATION AND INSTITUTIONAL RELATIONS |

In 2022, Versalis renewed its logo to represent the Company's strategy and, at the same time, Eni's common identity, centred on offering increasingly decarbonised products. The six-legged dog remains the protagonist, the symbol of Eni recognised by stakeholders, while introducing a few new elements: the flame of the original brand turns into a new icon inspired by the shape of molecules, the essence of chemistry, which sees certain elements meet and communicate, creating connections, and continuous development. A dynamic symbol, like the chemistry of Versalis, that creates value for people through people.

Governance, transparency and risk management

Versalis' Corporate Governance is based on respect for the principles of integrity, transparency, and proper management of company activities. In accordance with Eni's guidelines, Versalis assigns management responsibility to the Board of Directors² – subject to the duties of the Shareholders' Meeting - while supervisory functions are assigned to the Board of Statutory Auditors

and auditing is carried out by the appointed independent Auditing company. All members of the Board of Directors meet the independence requirements of the applicable regulations and recommendations of the Corporate Governance Code. The Board members promote the Company's interests, making decisions objectively and avoiding potential

conflicts of interest, in line with Eni's Code of Ethics, to which Versalis fully adheres. In addition, Directors are chosen based on proposals drawn up by the area's Human Resources function together with the competent Corporate Affairs Manager, promoting diversity, where possible, considering each person's educational and professional background, nationality, gender,

age, and length of service. In this regard, 40% of the Directors and 40% of the members of the Board of Statutory Auditors are female. In order to ensure transparency in the conduct of business activities, Versalis implements all the anti-corruption regulatory tools issued by Eni, in line with the provisions of the Parent Company's regulatory system, including the Anti-Corruption Management System Guidelines (MSG) and all documents that make up the Anti-Corruption Compliance Programme. The latter is configured as a system of rules, controls, and organizational safeguards for the prevention of corruption offences, and instrumental in preventing money laundering.

In the area of whistleblowing management, since 2006 Eni has adopted a regulation governing the process of receiving, analysing and processing "whistleblowing" reports transmitted, in confidential or anonymous form, to Eni and its subsidiaries in Italy and abroad. This procedure allows employees and third parties to report facts pertaining to the Internal Control and Risk Management System and concerning behaviours in violation of the Code of Ethics, laws, regulations, provisions of the Authorities, internal regulations, Model 231 or Compliance Models for foreign subsidiaries, that may cause damage or prejudice to Eni, even if only to its public image. In 2022, 8 whistleblowing report files were closed; in 2 of these cases, investigations revealed that the facts were well-founded

and appropriate corrective action was taken.

Regarding risk management, Versalis has implemented the **Integrated Risk Management Model** developed by Eni. This Model is aimed at ensuring informed decision-making by company management, through the assessment and analysis of short, medium and long-term risks implemented with a comprehensive, integrated and forward-looking vision. Specifically, in 2022 Versalis participated in two risk assessment cycles and three main risk monitoring cycles. The Versalis Top Risk portfolio, updated to the Interim Risk Profile assessment carried out in the second half of 2022, consists of 10 risks of an external, strategic and operational nature. **Eni for 2022 - Sustainability Governance.**

SUSTAINABILITY GOVERNANCE

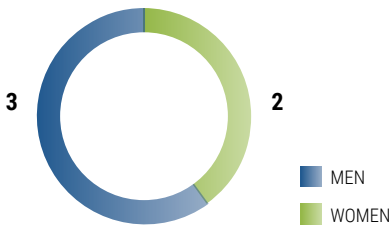
In recent years, in pursuit of the objectives set, a path to progressively integrate sustainability into the company's operations and strategic directions has been initiated. The various corporate structures are involved in the definition and implementation of these guidelines. This is reflected in the organizational structure of Versalis, which provides for the presence of five support functions reporting to the Chairman, four Business Units and six other support functions reporting directly to the Chief Executive Officer, involved in the monitoring of sustainability issues.

The responsibility for defining the strategic direction in the area of circularity and sustainability, including the preparation of the related reporting, lies with a dedicated function. The CEO and the Chairman, together with the first line managers, are involved in the process of validating the sustainability reporting and the findings of the **materiality analysis**, as part of the Steering Team³. Over the next few years, Versalis intends to further strengthen the integration with business management, structuring an internal monitoring system to cover the most relevant issues for the Company and their impact, by defining specific roles and responsibilities.

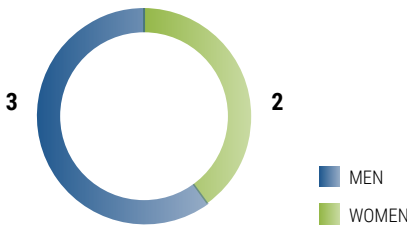
As part of its strategy for Net Zero by 2050, Versalis has established a decision-making body called the "Decarbonization Committee", composed of part of Top Management, to manage and monitor the decarbonization targets set by the Company. **Decarbonization plan: dedicated governance**

Versalis' strategic commitment is part of the Company's core goals and is also reflected in the Variable Incentive Plans for company management. In particular, the Short-Term Incentive Plan with Deferral 2022 (IBT) and the Long-Term Equity Incentive Plan 2021-2023 (ILT) are geared towards measuring the achievement of annual targets, in line with the decarbonization strategy and the Company's path on circular economy issues.

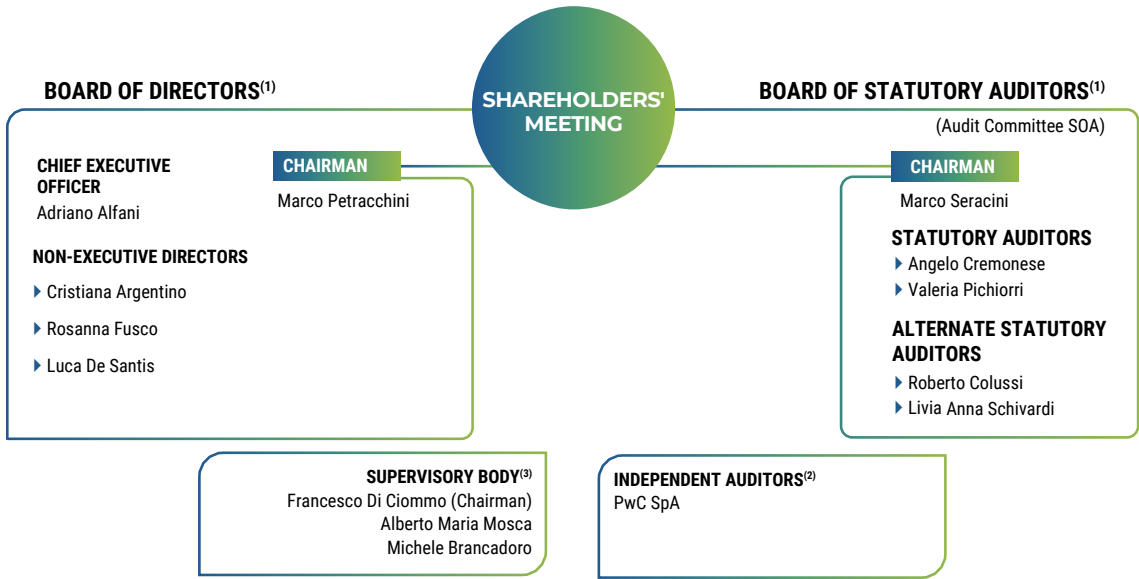
BOARD OF DIRECTORS COMPOSITION



BOARD OF STATUTORY AUDITORS COMPOSITION



CORPORATE BODIES



1) Appointed by the Shareholders' Meeting on April 26, 2022.
2) Appointed by the Shareholders' Meeting on July 11, 2018 and renewed on April 26, 2022 for a three-year term expiring with the approval of the financial statements for the financial year 2024.
3) Appointed by the Board of Directors on November 23, 2022 for three years.

2 The Board of Directors (appointed 26 April 2022), a representative, independent and inclusive body, will hold office for three financial years, with the possibility of re-election.

3 Periodic meeting between the Chairman, Chief Executive Officer and Top Management of the Company.

Just Transition for Versalis



We work to ensure that the continuous path towards decarbonization offers opportunities for growth of the social fabric and prosperity of the communities in which we operate, through the development of new activities and production chains.

| ADRIANO ALFANI - CHIEF EXECUTIVE OFFICER |

Eni is strongly committed to making a concrete and positive contribution to the transition of the current energy and economic system, so that the decarbonization process represents an opportunity to convert existing activities and develop new production value chain, while having, at the same time, significant positive social impacts in the countries where it operates. This path is rooted in respect for Human Rights and diversity and inclusion as the fundamental prerequisites of every type of operation. Versalis, in this context, is moving ahead on its transformation path by seeking a just transition

model that accompanies the production chain of the chemical industry in an inclusive manner. In concrete terms, Versalis strongly supports initiatives capable of developing specific businesses in the field of circularity and chemistry from renewables while at the same time responsibly managing the impacts associated with the Company's production assets. In order to achieve a truly fair and shared transition, the active involvement of stakeholders who are part of it is an indispensable element. In this regard, through the updating of in-house technological and engineering skills, dialogue and collaboration with social partners

along the entire value chain and the creation of synergic projects to support territories, Versalis shares a common path of transformation with all stakeholders. The initiatives that have a strong "Just Transition" connotation are those initiatives that, in addition to fostering the growth of an integrated platform for chemistry from renewables and the dissemination of low-emission circular solutions, have enabled and will enable the conversion of current professional profiles, the creation of new jobs and the development of new activities in the territories where Versalis operates.

► Eni for 2022 - Just Transition

Versalis' management systems

In order to ensure proper management of its business and to contribute not only to contrasting climate change but also to ensure operational excellence in the conduct of its business, Versalis has adopted management systems certified to international standards. Versalis adheres to Responsible Care®, a voluntary programme

set up to promote Sustainable Development in the global chemical industry, according to values and behaviours oriented towards safety, health and the environment, within the more general framework of corporate social responsibility. The program is implemented at chemical sites through the adoption

of procedures and behaviours that go beyond regulatory requirements. Among the guiding principles there is the cooperation with competent bodies and authorities to promote criteria to improve performance in the sphere of corporate social responsibility.

Integrated Health, Safety and Environment Management System
ISO 45001 and ISO 14001*

Quality Management System
ISO 9001

Energy Management System
ISO 50001**

Social Responsibility Management System
SA 8000***

Asset Integrity Management System

With these management systems, Versalis is committed to ensuring proper management of people, the environment and all activities, processes and services involved in the company, respecting the standards required by regulations on health and safety, the environment, integrity of assets, social responsibility, quality and energy. These systems are applied to all Italian and foreign production sites and at the San Donato Milanese site.

* Finproject production sites will complete the certification of their management systems according to ISO 14001 and 45001, respectively, for the Italian sites by 2024 and for the foreign sites by 2025.
** With the exclusion of the Crescentino site, which will be certified by 2023.
*** With the exclusion of the Rivalta Scrivia and Crescentino sites, which will implement it by 2024.

PEOPLE-CENTRED TRANSITION

WORKERS	PARTNERS	COMMUNITIES AND TERRITORIES	SUPPLIERS AND CUSTOMERS
<ul style="list-style-type: none">Promoting skills development with a view to upskilling, in line with the transformation path.Ensuring a working environment where diversity is a source of enrichment.Guaranteeing the health and safety of workers and constant dialogue with social partners.	<ul style="list-style-type: none">Fostering the creation of synergic partnerships with other value chain actors in order to develop a shared transition path.	<ul style="list-style-type: none">Managing the economic and social challenges facing territories by supporting resilient local development.	<ul style="list-style-type: none">Being aware of the challenges that the external context requires to be addressed and of emerging market needs, with particular attention to the impacts connected with its own supply chain generated along the value chain and the accessibility of the proposed solutions.
CHAPTER EACH OF US CHAPTER VERSALIS' MANAGEMENT SYSTEMS	CHAPTER INNOVATION, RESEARCH AND DEVELOPMENT AND TOWARDS NET ZERO BY 2050 CHAPTERS ENVIRONMENT AND CIRCULAR ECONOMY	CHAPTERS TOWARDS NET ZERO BY 2050 AND CHEMISTRY FROM RENEWABLES CHAPTER RELATIONSHIPS WITH THE LOCAL COMMUNITIES	CHAPTER CHEMISTRY FROM RENEWABLES CHAPTER RELATIONSHIPS WITH THE LOCAL COMMUNITIES

FOCUS ON

Versalis receives EcoVadis "Platinum" rating for the second year in a row

CONTEXT: the continuous improvement of sustainability performance at Versalis is also achieved through the continuous updating of management systems. In order to measure and share its journey with the supply chain, Versalis adheres to an internationally recognised Corporate Social Responsibility (CSR) rating system defined by EcoVadis, an independent international body which specialises in assessing the sustainability of organizations. The Corporate Social Sustainability Assessment explores four areas in particular: Environment, Labour and Human Rights, Ethics and Sustainable Procurement.

BENEFITS: in May 2023, for the second year in a row, Versalis was awarded the "Platinum" rating, placing it in the TOP 1% of the industry, the highest rating level for corporate social responsibility. Participation in this platform facilitates the sharing of information and best practices, along the value chain.

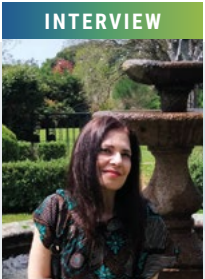
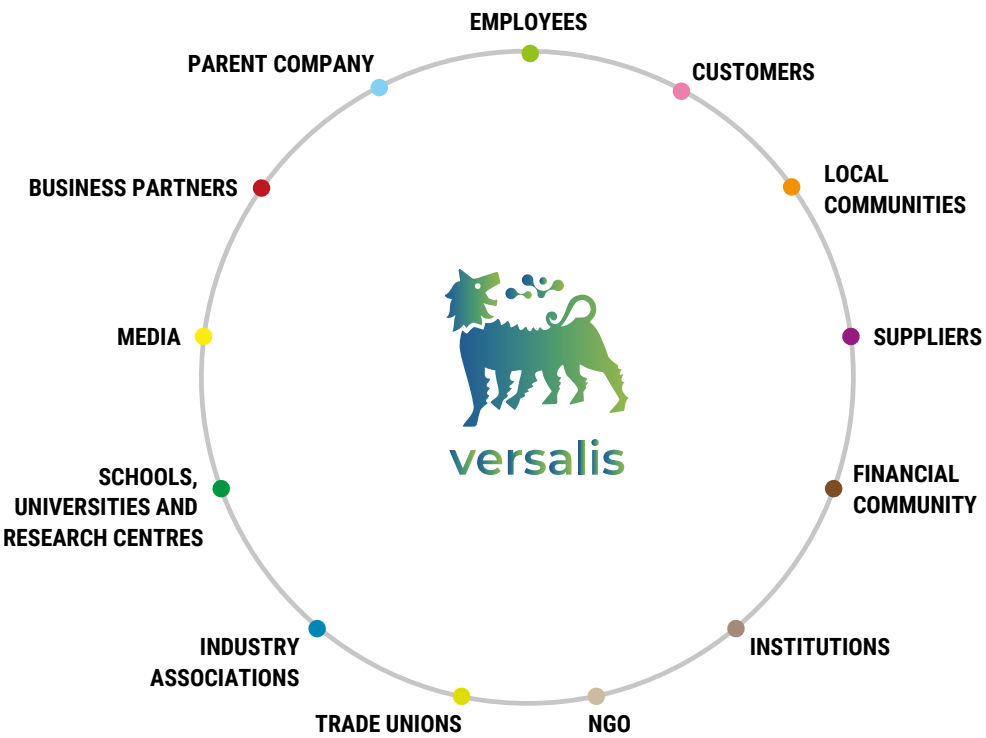


Stakeholder engagement activities

Operating in countries with different social, economic and cultural contexts, Versalis considers dialogue and direct involvement of stakeholders fundamental for the creation of shared value. Openness to listening and mutual exchange, inclusiveness, understanding of stakeholders' views and expectations as well as

shared choices represent fundamental elements for the Company to build lasting relationships based on mutual trust, transparency, and integrity. To manage stakeholder relations, Versalis has implemented, at all its Italian and foreign sites⁴, the Stakeholder Management System (SMS), Eni's tool for effectively tracking and managing stakeholder requests, monitoring any grievances, i.e. claims or complaints related to accidents or damages or other environmental or social impacts, real or perceived, from Versalis' activities or those of its contractors or suppliers.

Main stakeholders have been identified among those categories which are key to Versalis and with which the Company is cultivating a transparent and constant relationship over time, in order to increase its stakeholders' trust, consensus and consequently improve decision-making processes in the pursuit of development and enhancement goals.



Interview with
Tiziana Toto
Head of Energy Policy
and Local Public Services
• Cittadinanzattiva

In the current context of profound transformation, what role do consumers play?

Consumption is a natural response to a need, but we must all be aware of the responsibility we have as consumers. Associations such as Cittadinanzattiva, in addition to promoting consumer rights and acting to ensure fairness and transparency in commercial relations, have the fundamental task of promoting civic activism. Active and aware consumers, through their choices, have the power to influence the

way goods and services are produced and organised.

How can companies involve consumers?

A crucial aspect of consumer protection and awareness is access to accurate and reliable information. Partnerships with companies such as Eni (and its corporate branches such as Versalis) can play a significant role: engaging with such entities offers the opportunity to work together to ensure that consumers are adequately infor-

med on energy issues and sustainable solutions. The Prosumer Road programme, an initiative that promotes the active participation of citizens in the energy transition, gave us the opportunity to get to know some of Eni's companies engaged in innovative projects to address climate change. The Mantua visit, for example, was dedicated to the role of the chemical industry within the circular economy model, with particular reference to the problem of plastic waste, its correct disposal and the possibility of recycling.

Main stakeholder engagement activities

BUSINESS PARTNERS

- Continuous presidium of **scientific contact networks** with international research groups of excellence in plastics and elastomers (e.g., participation in Horizon Europe and LIFE meetings, publication of articles in relevant journals).

CUSTOMERS

- **Meetings** with key players in the chemical industry aimed at familiarizing the market with the activities carried out by Versalis regarding ISCC PLUS certification.

EMPLOYEES

- Presentation of the **Versalis new logo** and related engagement initiatives;
- Launch of the corporate social network **Workplace**, creation of dedicated Versalis channel and internal promotion;
- **Professional and educational pathways** on emerging skills related to business strategies and expansion of skills mapping (e.g., webinar Circular Economy);
- Training initiatives to support **inclusion and recognition of the value of all kinds of diversity** and international initiatives supporting team building and innovation.

INDUSTRY ASSOCIATIONS

- **Active engagement** in the main national and international industry associations (Confindustria, Federchimica, Cefic⁵ and Plastics Europe, Italian Association of Expanded Polystyrene, Italian Federation of Plastic Rubber, AIDIC⁶), sharing a common vision and participating at the highest levels to promote excellence and innovation in the world of chemicals and plastics.

INSTITUTIONS

- Meeting with the President of the Piedmont Region, the President of the Province of Vercelli and the Mayor of Crescentino, in the presence of Versalis top management, held at the Crescentino plant;
- **Technical roundtables for dialogue** aimed at ensuring an effective transition towards achievement of the Sustainable Development Goals (e.g. participation in NRP National Centres on Sustainable Mobility and Agritech).

LOCAL COMMUNITIES

- As part of the cycle of "Prosumer Road" promoted by Eni, organization of meetings with Consumer Associations, government officials, Universities and Confindustria representatives on the topics of energy, transition and circular economy, in Versalis' **Crescentino and Mantua plants**.

SCHOOLS, UNIVERSITIES AND RESEARCH CENTRES

- Agreements with local high schools for **educational visits** to plants including Crescentino, Mantua and Ravenna;
- Collaboration for alternate school-work days initiated for the 2022/2023 school year;
- Partnership with universities such as the Polytechnic University of Turin and the Polytechnic University of Milan, University of Pavia, University of Bologna, University of Naples and State University of Milan for the activation of curricular internships and the launch of **thesis** development projects;
- Initiation of three **PhDs** at the Universities of Ferrara, Naples and Venice-Trieste in the field of chemistry from renewable raw materials co-funded by Versalis and more than 10 PhDs at universities such as University of Bologna, University of Ferrara, Polytechnic University of Milan, University of Padua, University of Campania, University of Trieste on topics of sustainability, decarbonization and specialization of portfolio;
- Speeches by about 10 Versalis R&D experts as part of **training activities, coordinated by Eni Academy**, in technical seminars held for several Italian universities.

SUPPLIERS

- **Stipulation of the Safety and Environmental Pact** for the Crescentino plant;
- **Renewal** of the Safety Pacts at the Porto Torres, Porto Marghera and Ravenna plants, with extension to environmental issues.

TRADE UNIONS

- **Meeting with the National Secretariats, local trade union structures** and unitary union representatives at plant sites, during which the President and CEO of Versalis presented the company's development strategy;
- **Meetings at local level** with trade unions aimed at going through the company's activities at the plants;
- Inception of a trade union pathway to encourage the **involvement of Workers' Representatives** in the transformation of the Porto Marghera plant;
- Signing of specific agreements at plants during turnarounds and reorganization processes and definition of relevant issues.

4 Finproject sites excluded

5 European Chemical Industry Council.

6 Italian Association of Chemical Engineering (AIDIC).

Material topics for Versalis

The objective of the materiality analysis is to identify the sustainability topics most relevant to Versalis and its stakeholders. The 2022 materiality analysis was conducted in line with the approach required by the new Global Reporting Initiative (GRI) Universal Standards 2021, which requires the identification of material topics according to the most significant impacts - positive and negative, actual and potential - generated by the organization on the economy, environment and people, including impacts on human rights.

The process for updating the material topics for Versalis included the following activities:

- **identification of relevant topics and their impacts**, combining the topics emerging from the 2021 materiality analysis and the most significant topics for the reference context. This, in particular, was assessed

starting from internal documentation supplemented with benchmark analyses, industry best practices and global macro-trends;

- **evaluation of relevant issues and their impacts** by submitting a questionnaire to Top Management to assess the relevance of topics based on two elements: significance of impacts and relative likelihood of occurrence. Internal stakeholders (e.g. employees) and external stakeholders, on the other hand, were involved in identifying the most relevant topics among those under analysis;
- **prioritization of issues** based on the assessments made in the previous phase and definition of a minimum value or threshold to determine which impacts to focus on in reporting;
- **sharing of the results of the materiality analysis** with the Steering Team, considering the impacts related to specific issues.

The materiality analysis resulted in the definition of 17 material topics. In particular, the topic of "Human Rights" emerges as a stand-alone material topic following the analysis conducted in 2022, reflecting not only the evolution of Versalis' business, but also the growing attention on these issues in the international context. Similarly, "Biodiversity" also emerges as a material topic, in line with Eni's strategy for biodiversity management and conservation. Compared to 2021, the topics "Integration of ESG factors into the business strategy" and "Health emergency" were not assessed, as they were considered business prerequisites, while the topic "Transparency in business management", for the same reason, was not material in 2022. Finally, the topic "Digitalization and Cybersecurity" did not emerge as material in 2022, as Versalis adopts the safeguards defined by Eni to manage the impacts related to these issues.

Material topics for Versalis



CARBON
NEUTRALITY
BY 2050

Contrasting climate change and managing energy resources

9 12 13 17



OPERATIONAL
EXCELLENCE

Employment and well-being
Diversity, equal opportunities and inclusion
Training and professional growth

3 4 5 8

Health and safety in the workplace
Product stewardship
Asset integrity

3 8 9

Circular economy

9 12 13 17

Air quality
Waste management
Water resource management
Biodiversity

3 6 9 11 12 13 14 15

Responsible procurement

8 9 17

Human rights

3 8 10 16



ALLIANCES FOR
DEVELOPMENT

Relationship with local communities
Customer relationship management

8 17



TRANSVERSAL
THEMES

Innovation and R&D

9 12 13 17

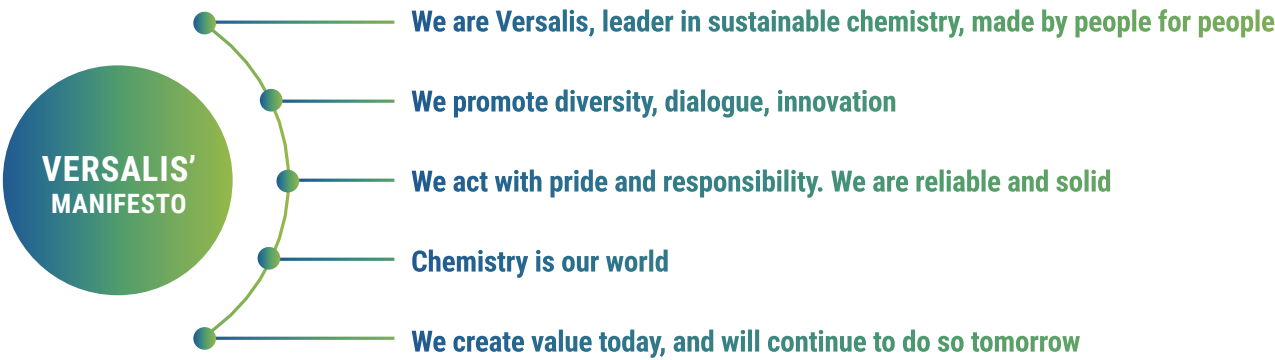
PROCESS FOR DEFINING MATERIAL TOPICS



Versalis' commitment to sustainability

In the transformation path undertaken by Versalis, the Sustainable Development Goals (SDGs) defined by the United Nations are an important reference point for meeting the challenges of the complex and ever-changing environment in which the Company operates. Versalis' is inspired by the 17 Sustainable Development Goals in terms of its principles and values, integrating the SDGs into its mission, governance, business activities and projects involving dialogue with the local community, as well as research projects to disseminate and promote knowledge of the SDGs. Versalis, in fact, pursues the following strategic directions in line with the SDGs:

- the specialization of the portfolio towards products with high performance and higher added value;
- the development of chemistry from renewable raw materials with new processes and products;
- circular economy initiatives including through the development of products from chemical and mechanical recycling;
- the progressive reduction of greenhouse gas emissions, increasing energy efficiency and investing in low-carbon technologies;
- optimization of internal processes to improve resilience to scenario changes.



VERSALIS' DECARBONIZATION TARGET

Versalis, in line with Eni's long-term Carbon Neutrality strategy that responds to the Paris Agreement and the European Green Deal, has set a Net Zero by 2050 target for direct and indirect activities that generate emissions.

- As part of this decarbonization path, halfway emissions reduction targets have been defined. In particular, compared to the 2018 baseline year, as to Scope 1 and 2:
- 15% reduction in emissions by 2025.
 - 30% reduction in emissions by 2035.

These short-term targets are key to achieve the milestones of the 2050 target.

SDGs: 9, 12, 13, 17
■ Towards Net Zero by 2050

VERSALIS PLEDGE ON CIRCULARITY

- Versalis joined the Circular Plastics Alliance (CPA) in 2020, formalising the following voluntary pledges:
- as part of recycling and feedstock diversification, up to 100,000 tonnes of polyolefin-based compounds containing up to 70% post-consumer polyolefins and up to 20,000 tonnes of styrene polymers containing up to 50% recycled product;
 - in circular packaging for shipping of its own products, 50% of the polyethylene packaging will contain up to 50% recycled material and will be further recyclable and/or reusable.

SDGs: 9, 12, 13, 17
■ Circular Economy

IT Innovation, Research and Development



WHY IT IS IMPORTANT FOR VERSALIS
We focus our energies on building the chemistry of tomorrow. This is our research strategy to anticipate market needs by creating innovative processes and products. At the same time, thanks to our Research Centres and diversified partnerships, we work to offer innovative solutions to support the transition path.

| NICOLA FIOROTTO - HEAD OF RESEARCH, DEVELOPMENT AND TECHNOLOGICAL INNOVATION |

Versalis draws on the skills of approximately 350 people, including researchers and technologists, to carry out the activities that are conducted daily at the research centres. They can rely on a wide network of external contacts and partnerships with important institutions, such as Italian and foreign universities, as well as private research institutes. Diversity is again a factor for inclusion and stimulation; the presence of female managers or executives within the R&D perimeter stands at more than 30%. Research and technological innovation make it possible to optimize the implementation time for each new process and to develop both proprietary technologies capable of strengthening the Company's competitive advantage and solutions to be offered to its business partners. During the year, as in previous years, the main activities in the field of research and technological innovation concerned the development of new technological platforms and the improvement of processes and products of existing business lines, with particular regard to sustainability, the decarbonization path undertaken and circularity of the entire production chain. In this regard, about 40%⁷ of the activities in research and development are related to sustainability topics, particularly circular economy and decarbonization.

Around 350 employees, more than 30% of whom are women managers or executives within the R&D perimeter

40% of the R&D portfolio concerns projects in the field of sustainability, in particular circular economy and decarbonization

DEMO - DECARBONIZE MOBILITY

In line with the energy transition and decarbonization strategy promoted by Eni, Versalis has launched new projects aimed at developing new materials for the sustainable mobility sector. In particular, a workshop called "DEMO - DEcarbonize MObility" was set up to gather innovative ideas in this area, involving 60 resources from Versalis research, business units and business development units, divided into 12 working groups. Each of these came up with their own proposals, which were selected and turned into project lines to be developed.

VERSALIS R&D YOUTH EVENT

In November 2022, a company event was organized for young Versalis researchers, with a maximum company seniority of about three years, with the aim of making this moment of sharing an opportunity for discussion, not only with managers but especially with young peers from the different plants. The event involved around 20 people, who took part together with their managers. During the event, each researcher had the opportunity to illustrate the activities carried out in their first years in the company and to demonstrate how factually they can contribute to the achievement of results right from the start.

FOCUS ON

Partnership with Joule

Versalis supports the growth of sustainable businesses by collaborating with Joule, Eni's business school that offers training and programmes to develop key skills and tools for startup acceleration, access to challenges and concrete opportunities. Through the "Joule Discovery Lab" program, dedicated to the validation of ideas, Eni Experts make their business expertise available to start-ups, sharing useful experience for the acceleration and development of young entrepreneurial realities.

Open innovation with the REROAD project

Through its partnership with Joule, Versalis takes part in Open Italy, the ELIS Association collaborative innovation programme that fosters the development of real projects involving Italian corporations and start-ups. After the experience in 2021 with Mixcycling in the "Blend New" project and with Waterjade By Mobygis in ► "HtwinO", in 2022 Versalis started the "RE.ROAD" project with the start-up Rubberjet Valley. The co-development project aims to recycle end-of-life ► tyres in a circular manner, using innovative High Pressure Water Jet technology.

7 The percentage is calculated on the basis of an internal classification system for research projects. Each project line is linked to one or more SDGs.

Protection and enhancement of intellectual property



WHY IT IS IMPORTANT FOR VERSALIS
Licensing activities enhance and strengthen our position of technological excellence as well as being a driver for development at international level. The constant technological comparison with the best available solutions represents a stimulus for continuous innovation, reflecting positively on the sustainability of our products and processes to the benefit of both Versalis and our partners. Licensing is therefore an important lever for a fair and efficient transition.

| FABIO ASSANDRI - HEAD OF STRATEGY, BUSINESS DEVELOPMENT AND LICENSING |

287 patent families, 5 of which belong to Finproject

PATENTS, TRADEMARKS AND LICENSING
Versalis's proprietary know-how of technologies, products and processes protected by patents and trademarks in Italy and abroad consists of around 30 technologies spanning numerous families of chemical intermediates, polymers and elastomers. In recent years, the traditional portfolio has been enriched with new technologies related to chemistry from renewable raw materials or recycling of plastics to support the transition to new processes and models with lower environmental impact.

118 patent families, 1 of which belongs to Finproject related to circular/sustainable products and/or processes

The company continues to develop its technologies both in its in-house research and development centres and through partnerships with third parties, with the aim of enabling the future sustainability of the business. Versalis protects innovations and intellectual property to ensure competitiveness in the markets in which it operates by adopting a diversified patenting strategy, which is applied to all its **business lines**. In this sense, Versalis' patent portfolio is constantly evolving, in line with its willingness to respond to market demands and process and product

technology developments. The evolution of recent years is the result of specific rationalization activities, implemented in order to proactively respond to the challenges posed by the industrial context and to be more focused on new areas of innovation and sustainability. With reference to the latter, specifically, Versalis has expanded its portfolio through the acquisition from the market of new products, technologies and processes related to chemistry from renewable raw materials and mechanical recycling and compounding.



The trademarks protected within the portfolio pertain to all the lines of business with protection increasing of brands related sustainability. For Versalis, technology licensing represents a strategically important element in the enhancement of its intellectual assets and know-how for the development of new business opportunities. As with patents, the portfolio of licensed technologies cuts across all business areas and,

in most cases, can boast solid references in its production facilities. This element allows the Company to offer its licensed customers tangible guarantees in terms of reliability, ensuring not only that they can benefit from the most up-to-date technologies, but also that they can take advantage of additional technical and commercial support services. Licensing, in this perspective, enhances and strengthens Versalis'

image of technological excellence and also becomes a lever for its international development through targeted partnerships. Finally, from a technological point of view, the presence of and competition with the best available solutions on the market represents a permanent stimulus for process and product innovation, thus positively reflecting on the long-term sustainability of the entire commercial offer.

65 brands, 15 of which belong to Finproject
8 new trademarks filed during the year, 7 of which protect products related to circular and sustainable processes (1 of these related to Finproject)



59 licences granted to 2022
• 21 Elastomers
• 18 Polyethylene
• 11 Intermediate
• 9 Styrenics

1 CARBON NEUTRALITY BY 2050

Versalis, in line with Eni's strategy, is committed to contributing to the virtuous path towards Carbon neutrality by diversifying its raw materials both from renewable sources and recycling, focusing on technological innovation of products and processes and on targeted actions to improve the efficiency of production processes and thus resulting in a reduction in consumption and emissions, always aware of the entire life cycle of chemical products.

Contrasting climate change	29
Towards Net Zero by 2050	30
Chemistry from renewables	33
GHG emissions and energy efficiency	35

Contrasting climate change



WHY IT IS IMPORTANT FOR VERSALIS

We have always been committed to making our contribution to contrasting climate change through the actions we carry out daily: the identification of sustainable alternatives for the supply of raw materials and energy, the development of chemistry from renewables, the adoption of solutions aimed at reducing energy impact, the intensive R&D activities dedicated to the development of new technologies, processes and products for decarbonization.

| ADRIANO ALFANI - CHIEF EXECUTIVE OFFICER |

POLICIES AND OTHER REGULATORY INSTRUMENTS

Eni's responsible engagement on climate change within business associations. Eni's Sustainability Policy. Eni's position on biomass. Eni's Strategic Plan 2022-2025. Code of Ethics.

MANAGEMENT AND ORGANIZATION MODELS

Energy management systems coordinated with the ISO 50001 standard, included in the HSE regulatory system, for the improvement of energy performance and already implemented at all major Mid-Downstream sites and being extended to the entire Eni Group. Organization of technological research and development aimed at the creation and application of low carbon footprint technologies, fully integrated with renewable sources, the use of biomass and the valorisation of waste materials, as well as the development of technologies for the exploitation of new forms of energy or energy carriers with low or no carbon footprint.

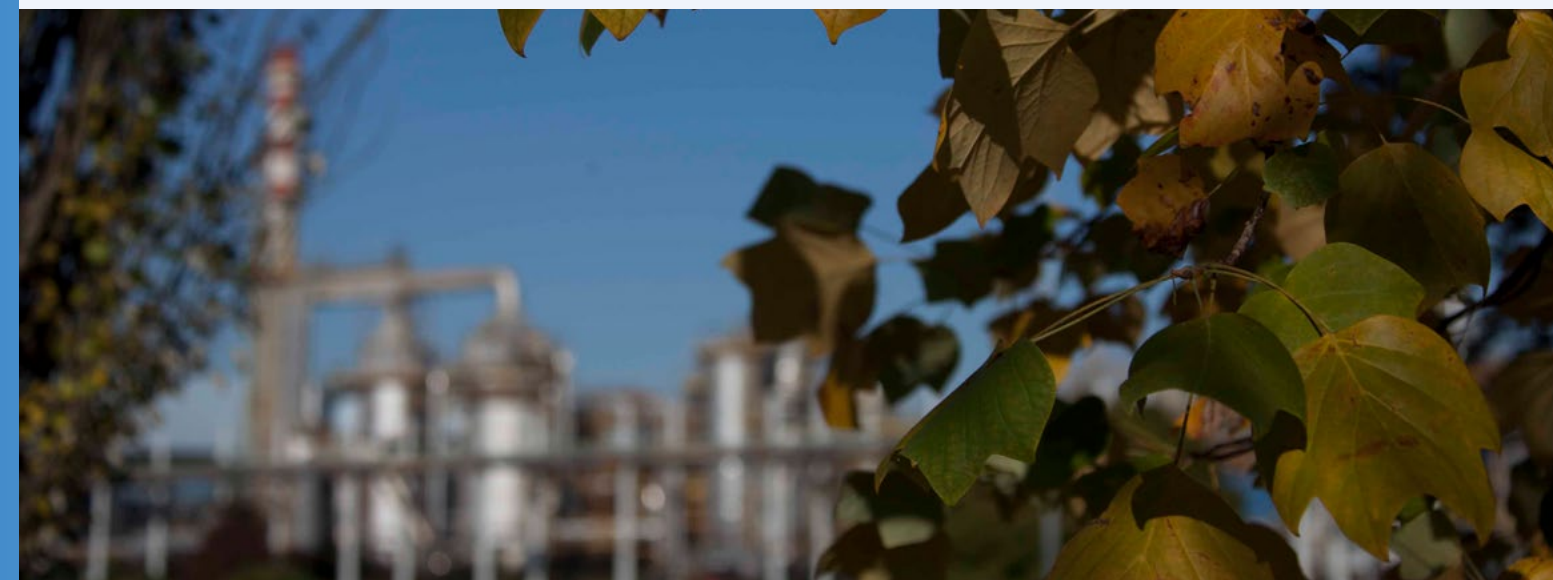
Scope 1 + 2
vs. 2018 baseline
-15% by 2025
-30% by 2035

Versalis has embarked on a decarbonization path in line with Eni's strategy and pursues the achievement of Carbon neutrality by 2050. Versalis' commitment is embodied in a decarbonization plan with defined short-medium and long-term emission reduction targets, supported by decarbonization levers and a solid dedicated governance structure.

The perimeter of the targets was expanded from the previous year's commitments to include Eni's intragroup Scope 2 emissions. Therefore, the reduction targets were accordingly recalibrated as a result of the expanded scope. Specifically, the interim targets require a reduction in Scope 1 and 2 emissions compared to the 2018 base year of 15% by 2025 and 30% by 2035.

FOR MORE INFORMATION

- ▷ [Eni for 2022 - Sustainability Performance](#)
- ▷ [eni.com](#)
- ▷ [Eni's Code of Ethics](#)
- ▷ [Assessment of industry associations' climate policy positions](#)
- ▷ [Eni's responsible engagement on climate change within business associations](#)



Towards Net Zero by 2050



Decarbonization is a challenge which reserves a role of great responsibility for the chemical industry. Due to its energy-intensive activity, this industry is considered “hard-to-abate”, i.e. difficult to decarbonize. Difficult, but possible. The Versalis decarbonization plan, integrated with Eni’s broader goal of achieving Net Zero by 2050, gives concrete form to our commitment. We have not limited ourselves to defining a path: we have also defined a system to keep on course and monitor updates, with a specific focus not only on the short and medium-term targets, but also – and above all – on the ambitious 2050 targets.

| ALESSANDRA COLOMBO - HEAD OF CIRCULAR ECONOMY AND SUSTAINABILITY |

THE CHEMICAL INDUSTRY

Decarbonization represents a major challenge for the chemical industry and a strong stimulus for technological innovation. Versalis wants to be an active part of the industry’s transition to Carbon neutrality by 2050 and to boost the path towards the decarbonization of related industries. With this in mind and along with Eni, Versalis has defined a decarbonization strategy supported by intensive research and development to rethink its processes and products and reduce emissions at all stages of life cycle.

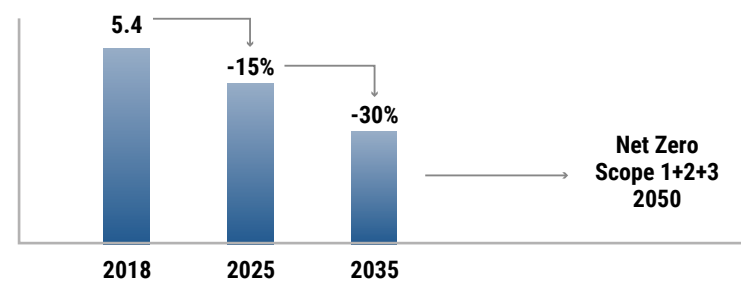
THE DECARBONIZATION ROADMAP AND VERSALIS’ TARGETS

Versalis has long been monitoring its Scope 1 and 2 emissions relat-

ed to its processes and activities and, through the quantification of indirect Scope 3 emissions, has extended the range of identification of decarbonization levers and the setting of emission reduction targets. It is critical to measure emissions in order to manage and reduce them over time, so Versalis’ Scope 1+2+3 Carbon Footprint for the 2018 baseline year, was calculated in accordance with the international GHG Protocol and WBCSD guidelines for the chemical sector and verified by an independent third party and is approximately 13 Mton CO₂eq. Versalis’ goal is to reduce greenhouse gas emissions and shift to a reduced emissions business model, thus contributing to a more sustainable future. On the path to achieving Carbon neutrality by

2050 for Scope 1, 2 and 3, in line with Eni’s strategy, Versalis aims to reduce Scope 1+2 emissions by 15 per cent by 2025 and 30 per cent by 2035, compared to the 2018 baseline year. Regarding indirect emissions (Scope 3), which occur along the value chain, Versalis has identified decarbonization levers on which to act to achieve Carbon neutrality by 2050, despite the fact that by their very nature, there can be no direct control over their planning over time. These levers require collaboration and synergies between the actors involved in order to effectively reduce emissions along the value chain and Versalis is an active participant in the research of increasingly innovative, synergistic and complementary solutions.

GHG EMISSIONS SCOPE 1 and 2 (million tonnes CO₂eq.)*



* The Scope 1 GHG emissions considered are those related to CO₂, CH₄ and N₂O.

GHG emissions are defined internationally by the
➤ GHG Protocol

- Scope 1:** Direct emissions from company activities.
- Scope 2:** Indirect emissions from energy purchases.
- Scope 3:** Indirect emissions associated with activities along the entire value chain.

FOCUS ON

Science Based Targets initiative (SBTi)

CONTEXT: Science Based Targets initiative (SBTi) is an international organization born from the collaboration between the CDP (Carbon Disclosure Project), United Nations Global Compact, the World Resources Institute (WRI) and the WWF. The aim is to support companies and organizations to set emissions reduction targets, aligning around climate science and the goals of the Paris Agreement.

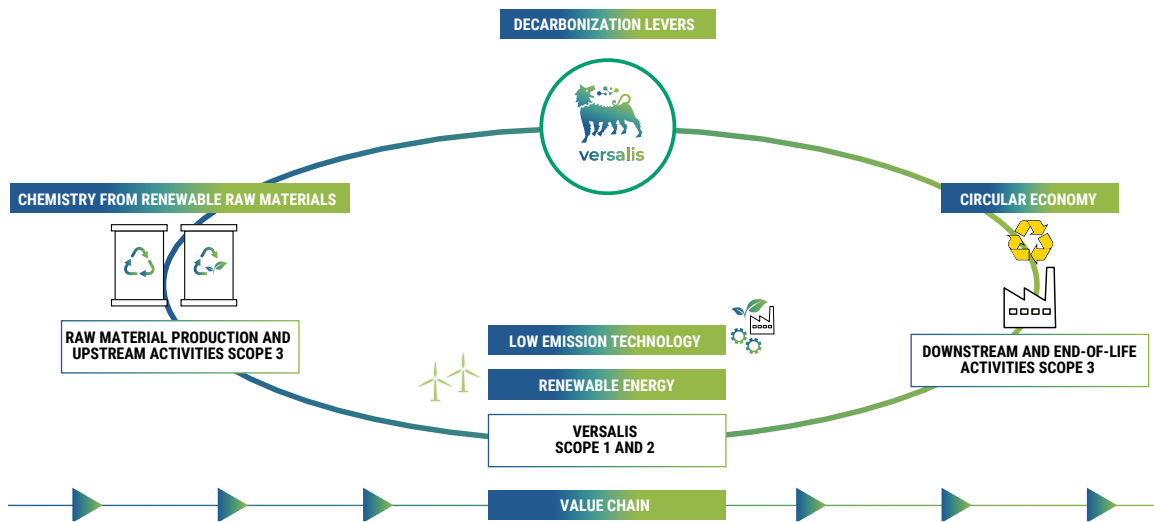
ACTIVITIES: the Science Based Targets initiative (SBTi) presented its project to develop guidelines for the chemicals sector to set targets in order to reduce greenhouse gas emissions. Versalis actively participates and collaborates in the CEFIC - European Chemical Industry Council - working group on SBTi, contributing together with other experts to the development and definition of the industry methodology.

DECARBONIZATION LEVERS

Versalis’ decarbonization strategy is based on the development of complementary products and

solutions that work in a synergistic manner to achieve its goals. In this regard, the Circular economy, chemistry from renewable

raw materials, renewable energy and low-emission technologies are the main levers supporting Versalis’ strategy.



Circular Economy. Versalis contributes to the goal of full plastic circularity by continuing to develop and implement complementary recycling processes. On the one hand, with Hoop® project, the Company has developed a proprietary chemical recycling technology, a virtuous plastic recycling process that gives rise to new virgin polymers suitable for any application and with characteristics identical to those of traditional sources. On the other

hand, in Porto Marghera, Versalis is building the first hub for advanced mechanical recycling of post-consumer plastics. The development of complementary circular solutions makes it possible to reduce both the use of virgin raw materials by reusing resources already in the value chain and the emissions associated with traditional disposal processes. Versalis enhances the use of raw materials of biological origin, within the processes, as an alter-

native to virgin fossil sources. One example is the Balance® product range, a group of products made from alternative raw materials – both renewable and recycled – used together with traditional raw materials. ISCC PLUS certification with Voluntary Add-on 205-01 GHG emission requirements, was obtained for all Versalis-owned sites, to assess the GHG emissions released by the supply chain for the production of Balance® grades.

Chemistry from renewable raw materials.

Versalis is committed to strengthening its competitive position in chemicals from renewable raw materials by developing integrated technology platforms using lignocellulosic biomass, vegetable oils and/or sugars as raw materials. These processes and technologies are capable of transforming raw materials of renewable origin into chemical products. Alongside the activities already underway on the Company's two renewable chemistry technology platforms, Crescentino and Porto Torres, in early April, Versalis announced the acquisition of Novamont (subject to approval by the relevant authorities), a leader in the circular bioeconomy sector.

Renewable energy. In the challenge posed by climate change,

the use of renewable energy is one of the solutions enacted to meet energy needs with reduced emissions, [as suggested by the latest report of the Intergovernmental Panel on Climate Change \(IPCC\) published in March 2023.](#)

Adopting renewable energy means purchasing electricity generated from renewable sources such as solar or wind power. Through synergies with Eni, Versalis intends to increase the share of electricity from renewable sources used to power production processes, thus reducing emissions from energy use.

Low-emission technologies. Versalis is committed to improving existing technologies and developing new ones to reduce direct process emissions through energy

efficiency. It is also working with other companies in the industry as part of the "Cracker of the Future" consortium to develop innovative technology to electrify steam-cracking plants, which are at the heart of the petrochemical industry and where most of its direct emissions are concentrated.

In synergy with the abovementioned levers, the use of high-quality carbon credits may offset residual emissions that are harder to abate to date or whose reduction is not yet feasible with available technologies. The commitment to only use carbon credits that meet the highest independently verified international standards will contribute to mitigate climate change and contribute to the Sustainable Development Goals (SDG).

FOCUS ON

Transformation of activities in Porto Marghera



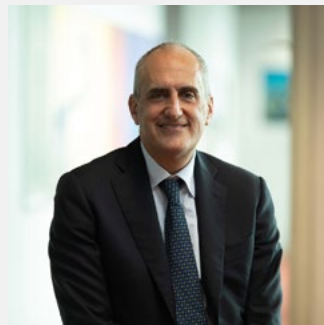
The transformation of activities at the Versalis industrial site of Porto Marghera continues with the construction of the plant for advanced post-consumer plastics mechanical recycling, with an initial phase involving a plant for the recycling of styrenic polymers. A second phase includes, thanks to the exclusive acquisition of the license from Forever Plast, a leading Italian company in the European post-consumer plastic recycling sector, an additional plant for recycling polystyrene and for high-density polyethylene.

These initiatives complement Eni's plan in the petrochemical and biorefinery areas for a total of more than €500 million in investments and aim to accelerate the energy transition and the development of circular chemistry: more than 600,000 tons/year of CO₂ emissions will be avoided. The project also provides for the re-skilling of employees through technical training activities that will enhance and enrich their professional know-how.

Decarbonization plan: dedicated governance

Versalis has set up internal governance to manage the complexity of the decarbonization pathway: a structured governance system with a specific focus not only on short and medium-term targets, but also on the ambitious 2050 targets is essential. The system provides for the continuous involvement of top management, which monitors and guides the decarbonization plan, integrating climate change and decarbonization aspects into the organization's decision-making mechanisms.

Chemistry from renewables



We are constantly committed to the transition towards the development of an always more sustainable, low-carbon growth model. This is why we base our activities on the integration of sustainability principles in the management of industrial processes and products throughout the entire life cycle. One of the pillars of our strategy is the development of chemistry from renewables, with the aim of using alternative sources to offer decarbonised or low carbon products, optimising the use of resources and obtaining value from waste in business processes.

| SERGIO LOMBARDINI - HEAD OF BUSINESS UNIT GREEN CHEMISTRY & OILFIELD CHEMICALS |

An important innovation-based strategy direction is the **diversification of raw materials**, including renewable ones. This strategy concretely addresses global climate challenges by making a concrete contribution to **achieving long-term carbon neutrality goals**. Developing chemistry from renewable raw materials means developing chemistry that is capable of transforming raw materials of renewable origin into chemical products.

Versalis intends to strengthen its competitive position in the field of renewable chemistry through the

development of integrated technological platforms that use raw materials such as lignocellulosic biomasses, vegetable oils and/or sugars. Research and development activities in this area are conducted at the research centres in Novara and Rivalta Scrivia (AL); here, for instance, are carried out the activities aimed at the continuous improvement of the proprietary industrial technology PROESA® for the conversion of biomass into second-generation sugars for subsequent fermentation into bioethanol and enhance-

ment of the lignin obtained as a co-product.

During 2022, numerous campaigns were conducted to produce "advanced" bioethanol i.e. ethanol obtained from lignocellulosic biomass, with the aim of optimizing the process parameters and refining the operational management of the plant. It is expected that these activities will continue in the coming years, with the use of additional different biomasses aimed at constantly improve performance through the fine-tuning of the technology.

FOCUS ON

Versalis strengthens its position in renewable chemicals: signing of the acquisition of Novamont

During 2022, Versalis strengthened its partnership with Novamont, increasing its stake, until the finalization of the agreement for its acquisition, announced in early 2023.

Novamont, a B Corp certified benefit company, leading player in the sector of circular bioeconomy and in the market for the development and production of biodegradable and compostable bioplastics and biochemicals, provides an opportunity for Versalis to accelerate its strategy. The integration of a unique complementary technology platform will make a significant contribution to the decarbonization of the product portfolio.

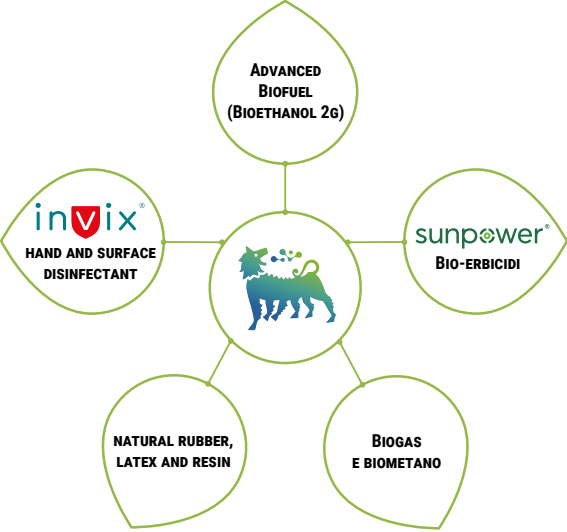
The commitment to Matrica – the joint venture established in 2011 between Versalis and Novamont in Porto Torres and specialised in the production of bioproducts from renewable sources – also continues.



A RAPIDLY EXPANDING
PRODUCT RANGE JT

In the field of chemistry from renewables, processes are constantly evolving and developing in synergy with each another.

- **Bioethanol** is produced at the Crescentino (VC) plant from residual plant-based raw materials not in competition with the food chain. The process employs **proprietary PROESA®**



technology, which involves the production of bioethanol through the fermentation of sugars produced from lignocellulosic biomass without the use of chemical reagents. Bioethanol is only a starting point for the development of new technological platforms for the production of chemicals from renewable raw materials of plant-based origin such as biopolymers, biocide formulations, bases and additives for bio lubricants. In 2022, locally sourced (within 200 km) poplar wood chips were used for bioethanol production and short chain biomass (sourced <70 km from the production site) for the production of renewable electricity. The supply of raw materials from short supply chains is also intended to support other companies operating in the area. Bioethanol is used as a renewable component in automotive fuels but is also an active plant-based ingredient in the production of Versalis' hand and surface disinfectant mar-

keted under the **Invix®** brand name.

- **Biogas** is obtained from the wastewater treatment of the Crescentino plant, which, following their purification, are reused as process water for the needs of the plant.
- **Sunpower®** is the herbicide for professional use produced and marketed by Versalis in partnership with the Italian-English company AlphaBio Control that has developed and registered the formulation. It is a product of natural origin whose active ingredient derives from renewable and biodegradable (>75% according to > OECD TG 3016) vegetable raw materials and is authorized for weeding in urban, agricultural and industrial environments.
- **Natural rubber, latex and resins** are produced from Guayule, a shrub typical of the southwestern United States. These high-quality rubber and latex products have intrinsic hypoallergenic properties in the material.

GHG emissions and energy efficiency



Energy efficiency is one of the levers of energy transition: by optimising our processes we aim to reduce specific GHG emissions. At Versalis, we evaluate all opportunities to improve energy performance with a systematic approach, from the design of new processes to the modifications of existing ones, always focusing on the development of existing or new technologies.

| PAOLO BALDRATI - HEAD OF INDUSTRIAL |

The use of fossil fuels not only as a source of energy, but also as a raw material, is a peculiarity of the chemical industry. For this reason, the progressive reduction of the use of these sources is a fundamental element. The Company's commitment, in terms of the conduction of its own activities and those of its suppliers, results in the promotion of the use of a low-carbon energy mix and a continuous commitment to research and development activi-

ties, as well as in minimizing environmental impacts and optimizing natural energy resources. With respect to energy consumption, there was a slight decrease in 2022 compared to the previous year, in line with the reduction in production. One reason is the stop of the plants in Porto Marghera as part of the site transformation process. In addition, the biomass power plant at the Crescentino site has substantially confirmed pro-

duction levels of electricity from renewable sources similar to those of 2021 and amounted to more than 75 GWh in 2022. With respect to GHG emissions, Versalis generated direct and indirect emissions of 4.01 million tons of CO₂eq. in 2022. Of these, 59% are attributable to direct emissions (Scope 1), while the remaining part concerns indirect GHG emissions resulting from electricity and heat consumption (Scope 2).

Over 75 GWh of electricity produced from renewable sources

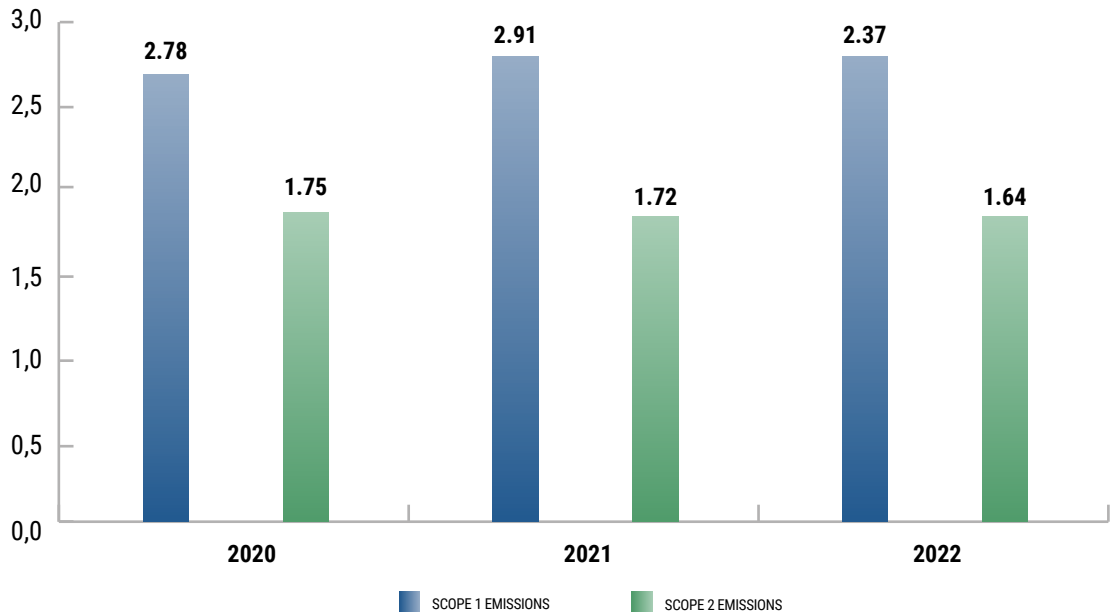
FOCUS ON

New technology for the production of enzymes for second-generation ethanol JT

To strengthen its position in chemistry from renewable raw materials, in 2022 Versalis acquired the **technology to produce second-generation ethanol enzymes from DSM**, a company with a global presence active in the health, nutrition and bioscience sectors. The agreement has a strategic value as it complements the proprietary PROESA® technology: enzymes are essential to produce second-generation sugars that are then transformed, through fermentation processes, into advanced bioethanol or other chemical intermediates. Bioethanol produced with PROESA® technology is used in the formulation of gasoline with renewable component. The acquisition of the DSM technology consolidates Versalis' position in the field of chemistry from renewable raw materials and contributes, in addition to strengthening the Crescentino plant and PROESA® technology, to the path towards carbon neutrality undertaken by the Company.



GHG EMISSIONS (million tonnes CO₂eq.)*



* The Scope 1 GHG emissions considered are those related to CO₂, CH₄ and N₂O.

During 2022, in continuity with the previous years, workshops involving Top Management were organised to address issues such as the identification of possible new decarbonization levers to support the setting of targets in this area. Over the past ten years, Versalis has implemented numerous energy efficiency measures, which have enabled and continue to enable the achievement of significant results in terms of reducing consumption.

Opportunities for energy performance efficiency are assessed through a systemic approach: when designing new processes or modifying existing ones, specific studies are carried out to optimize energy performance.

In 2022, active energy saving projects started in previous years, resulted in savings of approximately 46.000 toe. These savings correspond to about 3% of the ener-

gy consumed by Versalis as a whole, and 70% of the savings are due to a reduction in primary sources, resulting in a total of 93.6 kt of avoided direct CO₂ emissions (-15% compared to avoided emissions in 2021, which is compatible with the reduction in production assets). This is mainly due to the efficiency measures implemented at the Priolo and Porto Torres plants. On the other hand, indirect CO₂ emissions avoided were 38.7 kt, in line with the 2021 data.

FOCUS ON

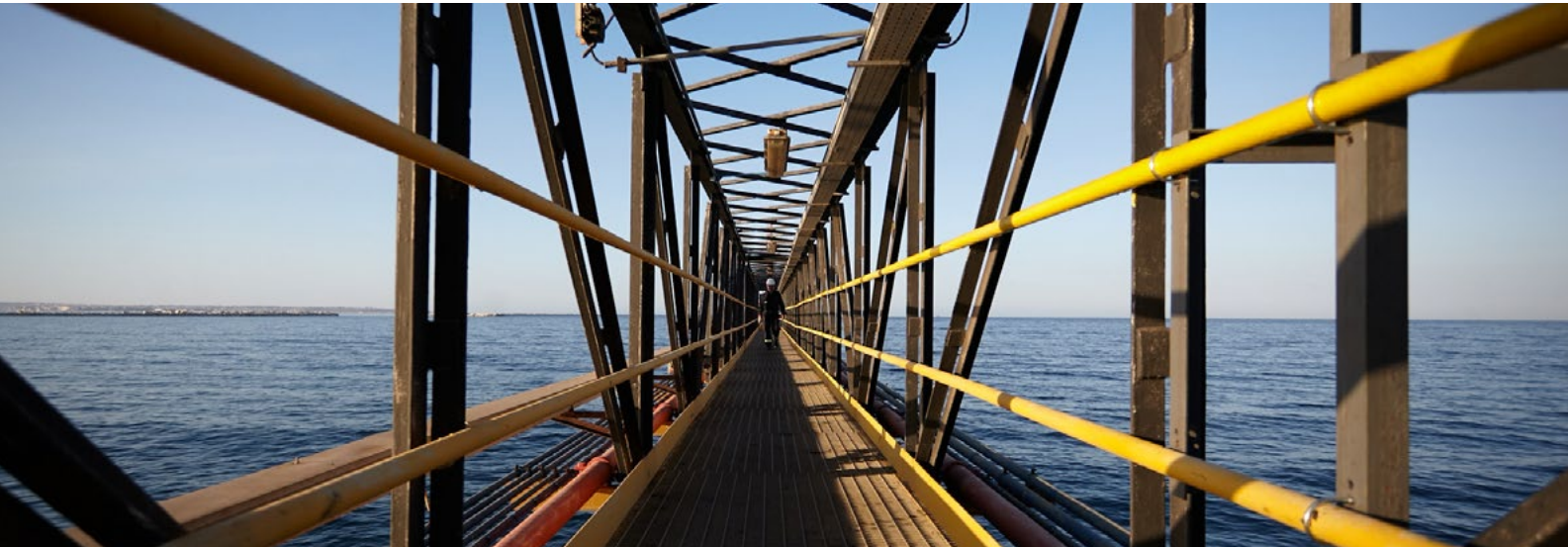
Industrial symbiosis initiatives with other companies in the area

CONTEXT: Versalis' chemical production requires a significant amount of electrical and thermal energy, which is mainly supplied by high-efficiency cogeneration plants or from renewable sources such as biomass or photovoltaic systems. Most of Versalis' production sites are supported by cogeneration plants that simultaneously generate electricity and heat, reducing the fuel consumption required: cogeneration systems, in fact, recover the heat produced during electricity generation and use it for heating purposes, reducing the environmental impact and ensuring stable energy availability.

ADVANTAGES: Versalis exploits energy exchange networks to optimize energy recovery within the company and among the Group's companies. This approach promotes maximum energy recovery through the "re-use" of recovered sources. Energy exchange synergies are exploited at all major Versalis production sites, in terms of both the import and export of surplus energy. For example, at the Priolo site, self-produced steam is sent to other departments and third parties. Thermal recovery, among other advantages, allows savings on primary energy and the reduction in environmental impact and CO₂ emissions.

Cracker of the Future

CONTEXT: as part of strengthening its position as an international player with particular reference to the energy transition goals, Versalis has been participating since 2021 in the European Cracker of the Future consortium, whose main objective is to accelerate the development of innovative technology to electrify the steam-cracking process and reduce greenhouse gas emissions. Steam-cracking, in fact, is the process by which hydrocarbons are transformed at high temperature into basic products such as ethylene, propylene and aromatics, used for the production of a large amount of chemicals for daily use (food packaging, container, products for the agriculture industry, medical applications, household appliances, tyres and automotive components etc.). This process, however, requires a large amount of energy, usually provided through the combustion of primary sources; therefore, alternative solutions, using renewable energy instead of fossil fuels, are being studied by the consortium in order to largely eliminate the GHG emissions generated.



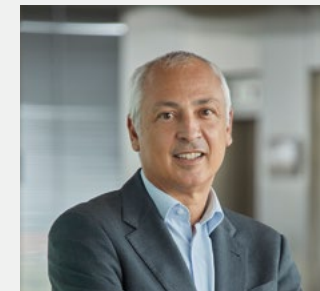
2 OPERATIONAL EXCELLENCE

Versalis - in line with Eni's values - recognizes the fundamental importance of ensuring the Operational Excellence of its business, with an ongoing commitment to the empowerment of people, to the safeguarding of both health and safety and asset integrity, for the protection of the environment, for the integrity and respect for human rights. It also promotes environmental prevention and protection initiatives and the dissemination of the circular economy throughout the value chain.

These elements allow the company to seize the opportunities linked to the possible evolution of the market and to continue on the transformation path.

Each of us	39
Safety and people's health	44
Circular economy	52
Environment	59
Responsible procurement	64
Human rights	65

Each of us



WHY IT IS IMPORTANT FOR VERSALIS

The real value of a company is people. They represent the values and culture that characterize us wherever we operate: we promote open dialogue and the enhancement of diversity, to create a working environment in which every person feels respected and valued. The results we achieve are the result of the passion and skills of each of us, a great heritage on which we will continue to invest.

| DAVIDE CALABRÒ – HEAD OF HR BUSINESS PARTNER |

POLICIES AND OTHER REGULATORY INSTRUMENTS

Eni's Statement on Respect for Human Rights. Eni's Policy against Violence and Harassment at Work. Eni's Code of Ethics. Our people. Integrity in our operations.

MANAGEMENT AND ORGANIZATION MODELS

Employment management and planning process to align skills to the technical and professional needs. Management and development tools, aimed at professional involvement, growth and updating, intergenerational and intercultural exchange of experiences, building of cross-cutting and professional managerial development pathways in core technical areas valuing and including diversity. Development of Innovative HR Management Tools; Support and development of the distinctive skills necessary and consistent with corporate strategies, focusing on energy transition and digital transformation issues, also through the use of Faculties/Academies. Training quality management system updated and compliant with ISO 9001:2015. Knowledge management system for the integration and sharing of know-how and professional experiences. New international mobility initiatives to foster more significant exposure to business, more flexible dedicated International Mobility policy and more robust work-life balance support. National and international industrial relations management system: participative model and platform of operating tools to engage personnel in compliance with ILO (International Labour Organization) conventions and the guidelines of the Institute for Human Rights and Business. Welfare system for the achievement of work-life balance.

FOR MORE INFORMATION

- [Eni for 2022 – Sustainability Performance](#) ► [eni.com](#)
- [Eni's Code of Ethics](#) ► [Eni's Statement on Respect for Human Rights](#)
- [Eni policy against violence and harassment at work](#)



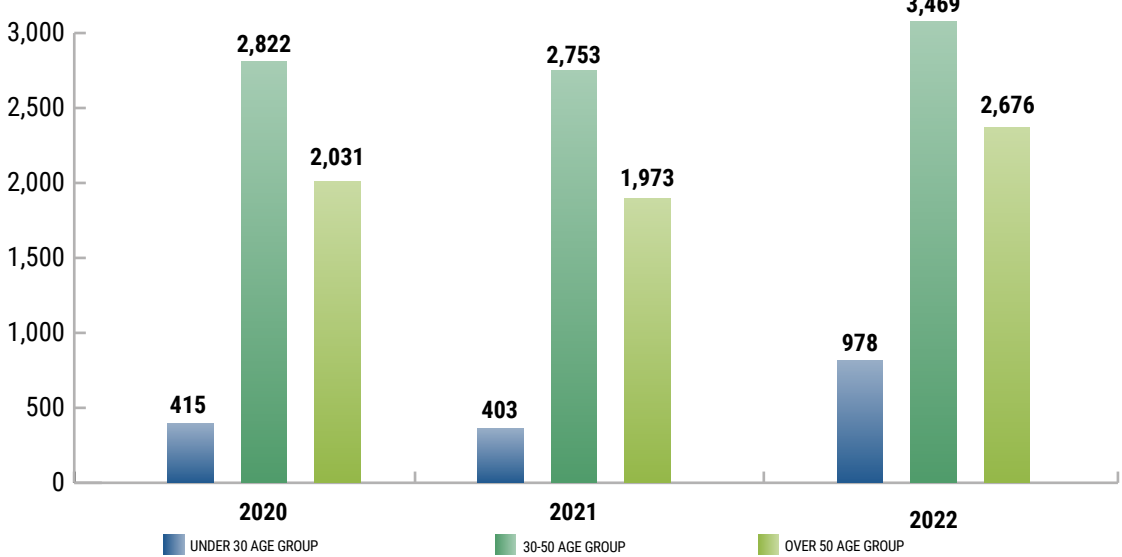
7,123
employees from
36 nations

EMPLOYMENT
Versalis' people are the **key resource** for achieving its goals. As of 31.12.2022, the Company's total workforce amounted to **7,123 people**. Of these, 4,527 are employed

in Italy (64%) while the remaining part, equal to 2,596 resources (36%), are employed abroad. This last figure is in line with the figure of the previous year. During 2022, 215 permanent hires were made in

Italy; 19% concerned **female staff** and **67% concerned people under the age of 30**. Abroad, on the other hand, 233 new resources were recruited, of which **39% women** and **51% people under the age of 30**.

EMPLOYEES BY AGE GROUP



DIVERSITY, EQUAL OPPORTUNITIES AND INCLUSION

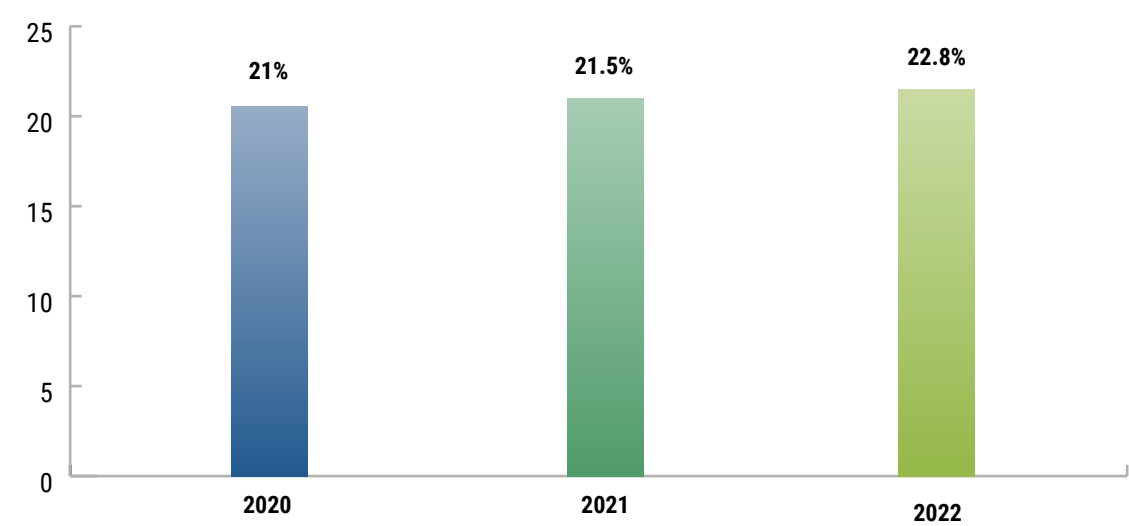
Enhancing the diversity that characterizes Versalis' people is a key focus of the Company's strategy. This translates into a constant commitment to **promote** the values of non-discrimination, equal opportunities, and inclusion, not only in the corporate context but also in relations with external stakeholders, as underlined by Eni's mission and Code of Ethics to which Versalis adheres. To confirm this commitment,

the female gender is increasingly represented, with **23% women** compared to 13% in 2021. In particular, the number of **women in positions of responsibility** also **increased** compared to the previous year. In fact, in 2022, this figure stands at about 23%, compared to about 21.5% in 2021. In addition to this, Versalis pursues the promotion of a working environment in which people's needs are respected, supporting a balance between the work life and the personal life and family needs.

With reference to **external stakeholders**, the Company aims to create working relations free from any form of discrimination, encouraging, moreover, both its own people and third parties with whom it comes into contact, to report any violations of the principles of the Code of Ethics, through the dedicated reporting channels, consistently with the relevant regulatory provisions.

➤ **Eni for 2022 - Reporting mechanisms and Governance**

WOMEN IN POSITIONS OF RESPONSIBILITY (senior and middle managers)



FOCUS ON

Versalis initiatives for the promotion of D&I

CONTEXT: Versalis adheres to a series of initiatives promoted by Eni to foster inclusion.

ACTIVITIES:

- **#ENIFORINCLUSION:** an annual communication stream aimed at promoting the culture of inclusion and developing widespread communication at all levels, to which Versalis adheres by promoting awareness-raising campaigns for the Steering Team involving the various sites and the Human Resources function.
- **Eni campaign on Unconscious Bias:** aimed at all Eni employees and also extended to Versalis, intended to address the issue of individual awareness of bias, reinforcing it, following both a theoretical and practical approach.
- **Mentoring courses:** since 2017, around 35 mentoring courses have been implemented in Versalis with around 21 mentors, involving female colleagues and young resources. In 2022, as part of this pathway, a plan was drawn up to identify first and second level institutes for the planning of initiatives to be carried out in 2023. Through these, Versalis intends to strengthen its brand in terms of attracting female students to STEM subjects*.

For more information ➤ **Eni for 2022 - Diversity and inclusion: the culture of plurality**

*Science and technology subjects: Science, Technology, Engineering e Mathematics.



WELFARE AND WORK-LIFE BALANCE

The constant evolution of personal needs requires Versalis to carefully analyse emerging trends in services for the people it employs. In this respect, the Company intends to propose initiatives that are able to meet the needs of its staff at all times, in order to foster their personal and family well-being, work-life balance and, overall, promote a positive corporate climate.

HEALTH PROMOTION AND WORK-LIFE BALANCE INITIATIVES

- Health.** Strengthening health care to complement and improve the benefits already provided by sector funds. Voluntary prevention initiatives, including Eni's annual program of cancer prevention visits "Early Diagnosis Plan", in collaboration with the Italian League for the Fight against Cancer and carried out in partnership with centres of excellence.
- Benefit.** Supplementary pension with contribution from Eni as well. Ability to convert up to 70% of the annual premium for participation in works and welfare services, taking advantage of better taxation for the employee. Also included are various agreements that include discounts on kindergartens, preschools and low-interest loans.
- Caring and Work-life Balance.** School guidance tools, parenting paths, summer stays and support services for caregivers.

Versalis also paid out, in December 2022, a bonus worth €500 to be spent on welfare and a fuel voucher worth €200, as a measure to support its employees in view of the current economic situation. In November an increase of the 2022 participation bonus by 30% was agreed with the trade unions, which was paid out at the same time, bringing forward the payment planned for May 2023.



PROFESSIONAL TRAINING AND GROWTH



The corporate reorganization that took place at the beginning of 2021 has led Versalis to embark on a transformation path for its business activities, and this entails both a very strong engagement of the people, who work with and for the Company, and the development of new professional skills. Accordingly, Versalis provides its people with training courses of various kinds. These include:

TRAINING COURSES

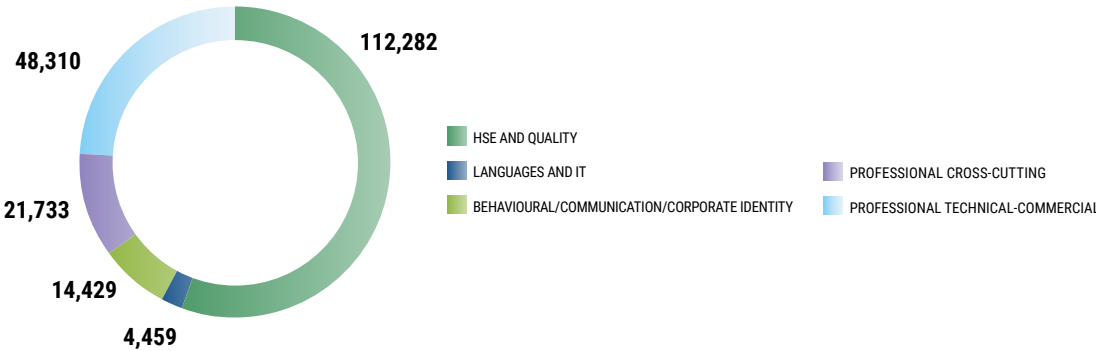
PROFESSIONAL TECHNICAL-COMMERCIAL	Technical training courses dedicated to specific professional groups as well as master's degrees, commercial projects and asset integrity training.
SAFETY	Activities to create a safety-oriented corporate culture.
PROFESSIONAL CROSS-CUTTING	Cross-cutting initiatives on compliance issues and specific professional courses required by Businesses.
BEHAVIOURAL/ COMMUNICATION/CORPORATE IDENTITY	Open courses on topics ranging from Diversity&Inclusion to energy transition; Corporate Identity, Human Rights and sustainability but also cyber security.
LANGUAGES AND IT	Initiatives to disseminate new computer competencies and language skills.
HSE AND QUALITY	Initiatives aimed at enhancing core professionalism in environmental regulations and health pathways.

In 2022, in view of the evolving emergency context related to the Covid-19 pandemic, training activities progressively reverted to in-presence mode. In 2021, in fact, about 43% of the training activity was carried out remotely, while in 2022 the same figure has been around 25%, amounting to 50,542 hours out of a total of 201,213.

To support this need for enrichment or reorientation of the set of skills, employee development systems are based on tools for mapping and updating competencies, assessing skills and analysing personal motivations, with the aim of enhancing talent. In 2022, 99% of the total target population (senior managers, middle managers and young graduates) was covered by performance and feedback assessment tools, aimed at re-orienting resources towards skills updating.

201,213 training hours provided to Versalis employees in 2022 (+9% vs. 2021)

TRAINING HOURS BY TYPE



Safety and people's health



WHY IT IS IMPORTANT FOR VERSALIS

Safety is always our top priority. Our commitment is to ensure, in all workplaces without exception, the protection of health and safety of our employees and contractors. To achieve this goal we adopt specific organizational models, based on risk management analysis tools and rigorous procedures and standards, to which we flank a constant information of all actors involved, in order to keep the focus high at all times.

| MARCO PETRACCHINI – CHAIRMAN |

POLICIES AND OTHER REGULATORY INSTRUMENTS

Eni's statement on Respect for Human Rights. Eni's Code of Ethics.

MANAGEMENT AND ORGANIZATION MODELS

Integrated Environment, Health and Safety Management System certified in accordance with the ISO 45001 standard. Process safety management system. Emergency preparedness and response with plans that prioritise the protection of people and the environment. Product safety management system. Asset integrity management system. Methodology for analysing and management of the Human Factor in accident prevention. Health management system. Occupational medicine for the protection of workers' health. Provision of health services to workers and their families and the response to medical and health emergencies. Initiatives to disseminate the culture of health. Initiatives aimed at maintaining, protecting and/or improving the community health and health impact assessment activities - HIA.

FOR MORE INFORMATION

- [Eni for 2022 – Sustainability Performance](#) ► [eni.com - Culture of safety](#) ► [Eni's Code of Ethics](#) ► [eni.com - Health protection](#)
- [Eni's Statement on Respect for Human Rights](#) ► [Eni for 2021 - Human rights](#)

SAFETY IN THE WORKPLACE

Versalis adopts a **Zero Tolerance** policy towards accidents and incidents and considers the analysis of events, whether past or potential, to ensure a continuous improvement process. It also assigns objectives related to sustainability for which appropriate resources, both human and technical, are selected and management systems are implemented in line with the industry best practices. These systems are adopted through a detailed set of documents for which constant updating is provided and also implemented in the Group's industrial and commercial units. The **commitment to safety** is also implemented through benchmarking to identify best practices in the fields of safety and protection of the environment and people. In addition, the

implementation of **knowledge management tools** and IT systems is supervised to ensure a standard approach to critical aspects of HSE activity.

Versalis strongly considers **safety culture** as a fundamental element of its management approach. For this reason, it promotes various initiatives aimed at raising awareness and disseminating best practice regarding safety, encouraging everyone to become an active and proactive player in this area. It also provides its employees with safety training courses: 99,129 hours of training were delivered in 2022.

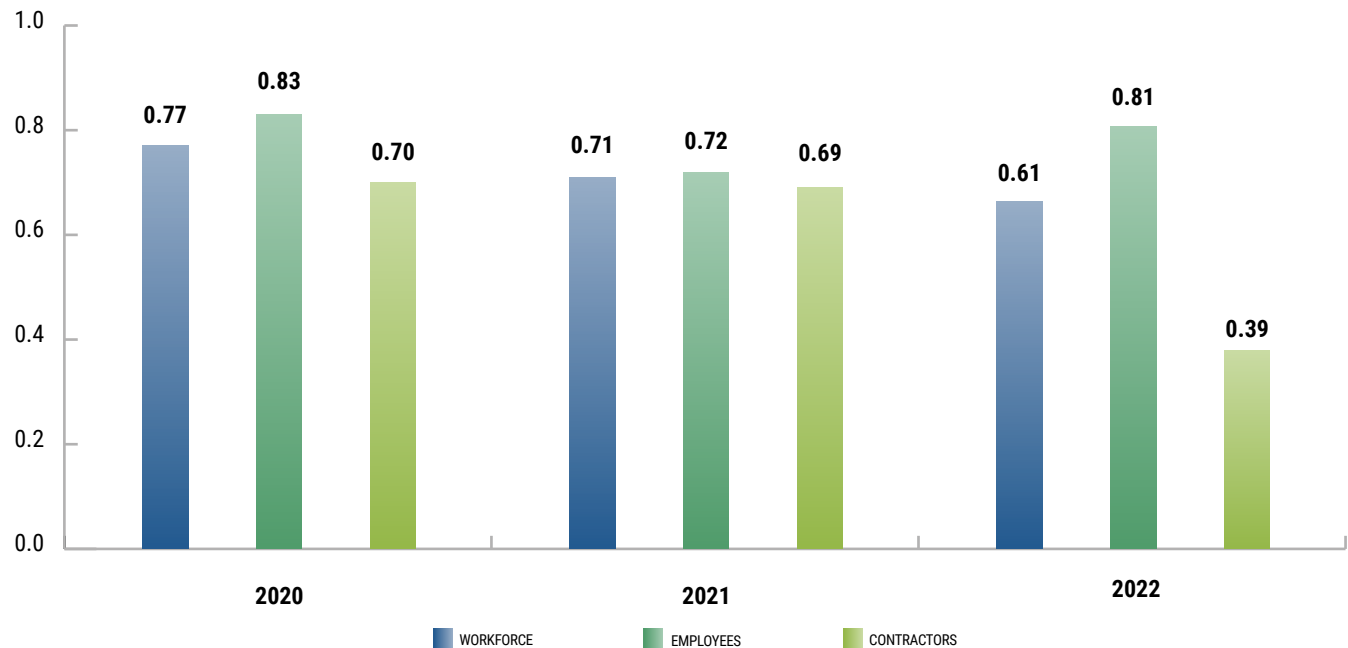
With regard to occupational safety, the Company continues its commitment to achieving zero accidents. In 2022, the **Total Recordable Injury Rate (TRIR)** of

the workforce (employees and contractors) was **0.61**, with a number of recordable accidents substantially in line with the previous year (10 accidents in 2022, compared to 11 in 2021). The events that originated those accidents were mainly due to incorrect behaviours, for which a parameter, called **Global Site Performance – GSP**, was introduced in 2021 and confirmed in 2022. The latter is used to reinforce surveillance in the relevant field, also through cross-checks between different departments, face-to-face meetings between Versalis and company employers, checks in the field between safety representatives and supervisors and other initiatives dedicated to spreading safety culture. During the year, Versalis also completed with Eni's support, an **online training** course on operational safety management.

-14%

frequency index of total recordable injuries for the workforce vs. 2021

TREND IN TRIR - (total recordable injuries/hours worked) x1,000,000

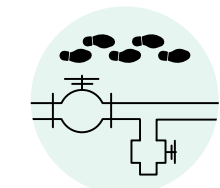


The main objective in the **process safety** field concerns the **reduction of process safety events**. 2022 was marked by an increase compared to the previous year in such events, the severity of which is associated with levels (or tiers) that refer to the severity of the consequences of the accidental event, from the most serious to the least serious, in terms of quantities of dangerous substances released and damage caused to people or assets. In 2022, the document, intro-

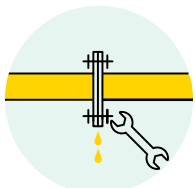
duced in 2021, for the identification of critical items, measurement and control of accident scenarios arising from NATECH⁸ events was confirmed and adopted as part of the updating of safety reports (Seveso) at the Italian Versalis sites. With regard to the control of accident scenarios, analyses of possible domino effects are also included, as well as the related Emergency Response and mitigation measures. In the area of process safety, in

2019 Eni defined the 10 basic operating rules defined as Process Safety Fundamentals, whose objective is to prevent negative events thanks to the involvement of employees and contractors. The campaign, which began in 2020 with workshops and was supported by other in-depth materials, continued both in 2021 and in 2022, involving 14 Versalis sites. Some of the Process Safety Fundamentals and 10 of the Safety Golden Rules are currently being updated.

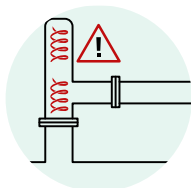
THE 10 PROCESS SAFETY FUNDAMENTALS



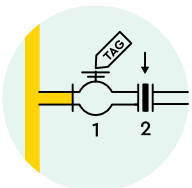
VERIFY PROCESS LINE-UP CONDITION BEFORE START-UP



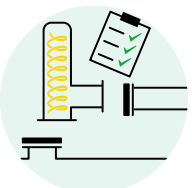
VERIFY CONNECTIONS TIGHTNESS BEFORE RETURNING TO SERVICE



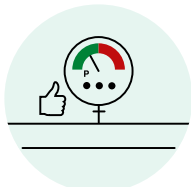
REPORT & TAKE INTERIM MITIGATION MEASURES FOR IMPAIRED SECES



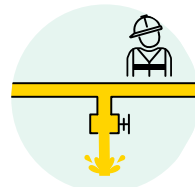
PROVIDE SAFE ISOLATION BEFORE STARTING A MAINTENANCE JOB



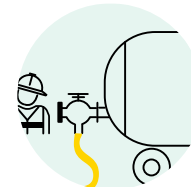
OPERATE OVERRIDE AND BYPASS OF SAFEGUARDS ONLY WITH AUTHORISATION



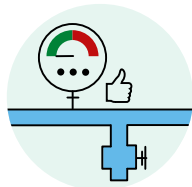
STAY WITHIN SAFE OPERATING LIMITS



MONITOR OPEN DRAINING OPERATIONS



CONTROL LOADING & UNLOADING OPERATIONS OF HAZARDOUS FLUIDS



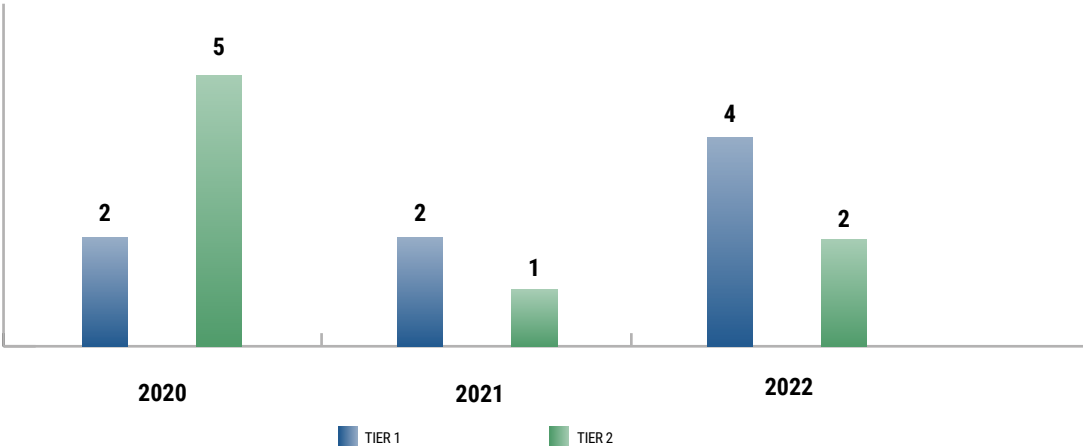
EMPTY AND DEPRESSURIZE PROCESS EQUIPMENT BEFORE OPENING



REPORT & MANAGE ANY LOSS OF CONTAINMENT ON SITE

⁸ Technological accidents, such as fires, explosions and toxic releases that may occur within industrial complexes and along distribution networks as a result of natural disasters.

PROCESS SAFETY EVENTS



INTERVIEW



Andrea Favilli
Head of Eni's Safety Competence Center (SCC) for Energy Evolution & Support Functions activities. SCC supports Eni's industrial sites in Italy and abroad in the coordination and supervision of contract work.

THE COOPERATION BETWEEN ENI'S SAFETY COMPETENCE CENTER (SCC) AND VERSALIS

How do you evaluate the collaboration between Eni's Safety Competence Center (SCC) and Versalis over these years and what do you think the benefits have been?

Since 2015, the year that Safety Competence Center (SCC) was established, the integration of our activities with those of Versalis has been increasing, becoming synergetic in terms of operational monitoring of safety and environmental issues. In particular, in recent years, SCC's activities have been integrated with the environmental aspects on which Versalis' suppliers can have an impact: the central importance of the individual, whether in relation to one's own health and safety or to the environment in which they work and live, is an essential element in everyone's work performance, including contractors. The main benefit of this close collaboration is essentially to be found within the improvement of contractors' HSE performance: with the implementation of the Safety and Environment Pact, SCC has been able to make an important contribution in

the HSE management of Contractors who, as we know, perform most of the higher risk activities within our industrial sites. Another element of success is having reached a single, standardised methodology and approach across all Versalis and Eni sites. This has allowed contracting companies to operate within a well-defined system, consisting of rules, tools and concrete actions capable of pursuing a continuous improvement that has led to a reduction in accident rates over the years.

What are the main initiatives you have been involved in at Versalis in relation to HSE culture issues?

In 2022, it was finally possible to talk again about HSE in the presence of Employers and companies' HSE reference persons. The pandemic period unfortunately brought a physical distance that, as we have seen, has had an indirectly impact on the unsafe behaviour of some workers. Opportunities arose during the signing, for the first time in May, of the Safety and Environmental Pact at the Crescentino site, as well as in projects in Porto Torres, Porto Marghera and Ravenna, where the Safety Pacts

were renewed, also extending them to cover environmental issues. The Crescentino site was also the focus of the 'HSE on Stage' initiative, an initiative that also involved Versalis resources through the Rossolovante theatre company, which performed a play based on a series of accidents that actually occurred. We continue to expect new initiatives that aim to improve environmental performance also from possible investments in individual companies, e.g. replacement, even partial, of the vehicle fleet with electric vehicles.

How is the Safety Competence Center positioned within the Versalis operating model?

Through its presence in the field and Eni's model of operational excellence, SCC acts as a promoter of safety and environmental culture and thus a driver of change. Especially in a context of significant transition and transformation, getting people to pay the right attention to these issues is critical: through central co-ordination, SCC is able to oversee the different aspects, fostering collaboration in the field from suppliers and maximum adhesion with planned initiatives.

PRODUCT
STEWARDSHIP

JT

At Versalis, the concept of safety goes beyond the boundaries of the safety of people, processes and environment, also including product safety aspects. Indeed, Product

Stewardship plays a fundamental role in the company's strategy, and this means being careful and responsible towards workers, clients and the environment, considering the impacts that products may cause throughout their entire life-cycle. The

safe use of products is promoted through extensive communication activities involving the whole supply chain and through risk assessment analyses. Product stewardship in Versalis takes two forms:

PRODUCT SAFETY

Versalis guarantees its products' compliance with the current regulations in the countries for which they are destined, taking into account the applications for which they have been designed. The objective is not only compliance with the regulations, but also the constant commitment to improve their implementation efficiently and effectively along the whole value chain.

PRODUCT SUSTAINABILITY

The commitment to continuous improvement of the environmental sustainability of Versalis' product portfolio is mainly reflected in the extension of the analyses of environmental impacts to the phases of research and development and production. Through the Life Cycle Assessment (LCA) methodology, adopted by the Company, it is possible to quantify potential impacts on the environment, people and health associated with a product or service, starting from resource consumption and emissions. To date, more than 72% of Versalis products placed on the market are covered by a LCA.

To support Versalis' commitment in carrying out these activities, the company has equipped itself with an IT Management System dedicated to the inventory of the chemical products that are present in its Italian and foreign production sites as well as those marketed in its European and worldwide locations. This monitoring activity makes

it possible to share information transparently with the various actors involved, such as workers, customers and authorities, as well as to highlight the critical aspects of these products in terms of hazardiousness and to describe their safe use along the value chain. In addition, as part of the proper regulatory chemical products

management, Versalis has set up a centralised task force, composed of representatives of all corporate functions involved in product issues, with the aim of guaranteeing an ever more comprehensive oversight of compliance not only at European level, but also, and increasingly, non-European.

FOCUS ON

Substitute Substance of Concern (SoC) Working Group

In order to promote an always greater sustainability of products, Versalis has set up an interdisciplinary working group (WG for Chemical Strategy for Sustainability - CSS) to define, develop and then implement solutions aimed at replacing substances with a High Concern hazardousness level. This working group includes the active involvement of all functions related to research and development, production processes, up to marketing and sales.

ASSET INTEGRITY

At Versalis, the asset design and management is carried out through a structured asset integrity management system. Asset integrity is intended as the ability of an asset to function accurately and efficiently, with a view to protecting people's safety, the environment and the company's reputation throughout its life cycle. This process unfolds from the earliest stages of asset design and management, taking into account its own operational needs. It continues during the operational phase, while any system changes

must be managed through a strict change management policy. Optimal process management is also ensured through the use of IT tools that monitor the appropriate indicators. Finally, assets are subject to continuous improvement to ensure they are up to date with the best available technologies. During 2022, in the area of asset integrity, an annual audit program was carried out on Versalis sites, both Italian and foreign, aimed at monitoring the correct functioning of the asset integrity management system and identifying strengths and possible areas for improvement.

Industrial processes safety also includes actions aimed at mitigating the risk of cyber attacks that could affect not only safety, but also the environment and corporate reputation that could lead to economic losses. In this regard, the path undertaken in 2020 to strengthen the management of Industrial Control Systems (ICS), with a focus on cybersecurity aspects, continues. Specifically, the program, which envisages the gradual involvement of all production sites, both Italian and foreign, in 2022 involved the Ragusa, Oberhausen, Ravenna and Porto Marghera sites.

During 2022, to monitor the correct functioning of the asset integrity management system the annual audit program was conducted on Versalis sites

FOCUS ON

Downtime actions for industrial plant maintenance and new investments

CONTEXT: every industrial plant is subject to a natural and gradual degradation that can affect its performance; for this reason, periodic shutdowns are scheduled in order to carry out maintenance activities necessary to restore the assets' operational efficiency. During 2022, industrial plant shutdowns were implemented at several Versalis plants, which were necessary to carry out scheduled maintenance activities prior to the planned new investments. These activities play a key role in the operational integrity of assets.

ACTIVITIES ABROAD: maintenance activities conducted covered the polyethylene, intermediate (cracking) and industrial services plants and involved daily up to 1,700 people. Technological improvements and revamping interventions were also carried out. The maintenance activities carried out at the German site in Oberhausen involved a production line of the polyethylene industrial plant; at the same time, investments were also made in technological improvements.

ACTIVITIES IN ITALY: maintenance activities in Italy involved the polyethylene production industrial plant in Ferrara, the rubber production plant in Porto Torres, the three polyethylene production lines in Ragusa, and the intermediate plants at Ravenna site.



FOCUS ON

The Energy Evolution Full Potential program - new maintenance model

CONTEXT: in 2022, together with other business lines of Eni Energy Evolution, Versalis defined the executive design of the initiatives related to the EE Full Potential - New Maintenance Models Energy Evolution Program.

OBJECTIVE: the aim of the project is the optimisation and rationalisation of industrial activities, including those related to maintenance.

ACTIVITIES: grouped in the three clusters - ICT, ORGA and Procurement- the initiatives carried out have the objective of analyzing and define the requirements on one side, and prepare the masterplan on the other: these initiatives involved about 100 resources from the Energy Evolution technical lines, at both headquarters and on site. As far as the ICT cluster, maintenance initiatives will concern the implementation of machine learning tools to optimise predetermined maintenance strategies, reducing corrective maintenance actions and optimising cyclical maintenance actions. The ORGA cluster dealt with the establishment of a dedicated unit, the Maintenance Competence Centre, in terms of regulatory tools, operating mechanisms and definition of the competences required by the new professional maintenance model. Finally, the Procurement cluster was concerned with the search for synergies to simplify and optimise procurement activities in support of maintenance.

115,440

health monitoring
programme services
provided in 2022, in
addition to

2,458

healthcare activities

PEOPLE'S HEALTH

Versalis manages activities aimed at health protection through the definition and planning of health monitoring and healthcare activities,

while also ensuring effective management of health emergencies. This also occurs through awareness-raising activities on the importance of prevention

and the adoption of healthy lifestyles, promoted in Italy as well as abroad, in line with the provisions of Eni's corporate regulations body.

NUMBER OF HEALTH SERVICES PROVIDED



10,350

participations in

84

health promotion
initiatives in 2022

HEALTHCARE

Versalis is committed to the promotion of a work environment in which the health of employees is preserved, ensuring an adequate level of healthcare in relation to the country of operation, based on the local healthcare system models and promoting, at the employer line, the development of an appropriate healthcare model capable of responding to different needs.

HEALTH MONITORING PROGRAMME

Versalis workers are subject to health monitoring programmes in order to ensure their health and safety, their suitability for work in relation to the workplace, occupational risk factors and the way work is carried out. The results of the monitoring activities are then analysed and managed for the preparation of health records, as well as for submission to the entities required by existing regulations. The health monitoring programme is managed internally through the use of a computerised occupational medicine and industrial hygiene system.

Versalis aims to protect the health of its people by defining occupational medicine and industrial

hygiene projects and carrying out health promotion initiatives that go beyond legal requirements and

also including in those initiatives primary and secondary prevention services.

MAIN ACTIVITIES CONDUCTED DURING THE YEAR

Programs to promote a healthy lifestyle, prevention campaigns for oncological cardiovascular and thyroid diseases, including specific screening to assess different health risks.	Campaigns to raise employees' awareness on the importance of flu vaccination and its implementation.	Screening of the operating population's immunisation coverage against tetanus and, in the event of insufficient coverage, raising awareness initiatives on relevant vaccination.	Information campaigns on Covid-19 and on the importance of the relevant vaccination.	Assumption, on a voluntary basis, of vitamin D for the entire working population.
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In addition, 2,611 industrial hygiene in-depth analysis were carried out in 2022, of which 80% were for chemical and carcinogenic agents, 11% for biological agents, 5% for physical agents, 2% for ergonomics and office environment assessment, 1% for microclimate and 1% for lighting. Among laboratory tests, approx-

imately 14,000 biological indicator (BMI) monitoring tests were carried out. The detected exposure levels confirmed values below the limits of reference for occupational exposures and, with regards to biological indicators, detected limits are basically in line with those of the unexposed general population.

Finally, major industrial hygiene initiatives include the preparation of a method for the statistical analysis of exposure data in accordance with UNI EN 689:2019⁹ and the testing of indoor workplace air sanitization techniques, also in consideration of the Covid-19 health emergency.



9 Exposure in the workplace - Measurement of inhalation exposure to chemical agents - Strategy for verification of compliance with occupational exposure limit values.



Circular economy



WHY IT IS IMPORTANT FOR VERSALIS

In the business of styrenic polymers, we have developed and continue to develop solutions containing recycled materials, Versalis Revive®, aligning with market's demand and European laws. We are constantly working to ensure the availability of secondary raw materials and to be able to achieve always higher market shares. In Porto Marghera, for instance, industrial plants producing styrenic polymers from recycled raw material will be installed, following the acquisition in 2021 of Ecoplastic's technology and plants.

[STEFANO FABRIS – HEAD OF STYRENICS BUSINESS UNIT]



We are committed, in line with our strategy and the targets set by the European Community on plastic materials recycling rates, to bring new grades containing material from plastic waste to the market. For the polyethylene business, in cooperation with trusted partners, we have developed several grades with a high recycled content, obtained through advanced mechanical recycling processes, and marketed under the Versalis Revive® brand. Moreover, under the Versalis Balance® brand, we have launched the commercialization of low-carbon products made from renewable raw materials.

[FRANCO MEROPIALI – HEAD OF POLYETHYLENE AND INTERMEDIATES BUSINESS UNIT]

POLICIES AND OTHER REGULATORY INSTRUMENTS

Sustainability Policy. Versalis Circular Universe. Social Responsibility Policy. Eni Code of Ethics.

MANAGEMENT AND ORGANIZATION MODELS

Management practices related to PSV (Plastic Second Life) and Recyclclass product certifications. Management practices related to ISCC PLUS and ISCC EU Certifications of production sites.



CIRCULAR ECONOMY: OUR BET FOR THE FUTURE

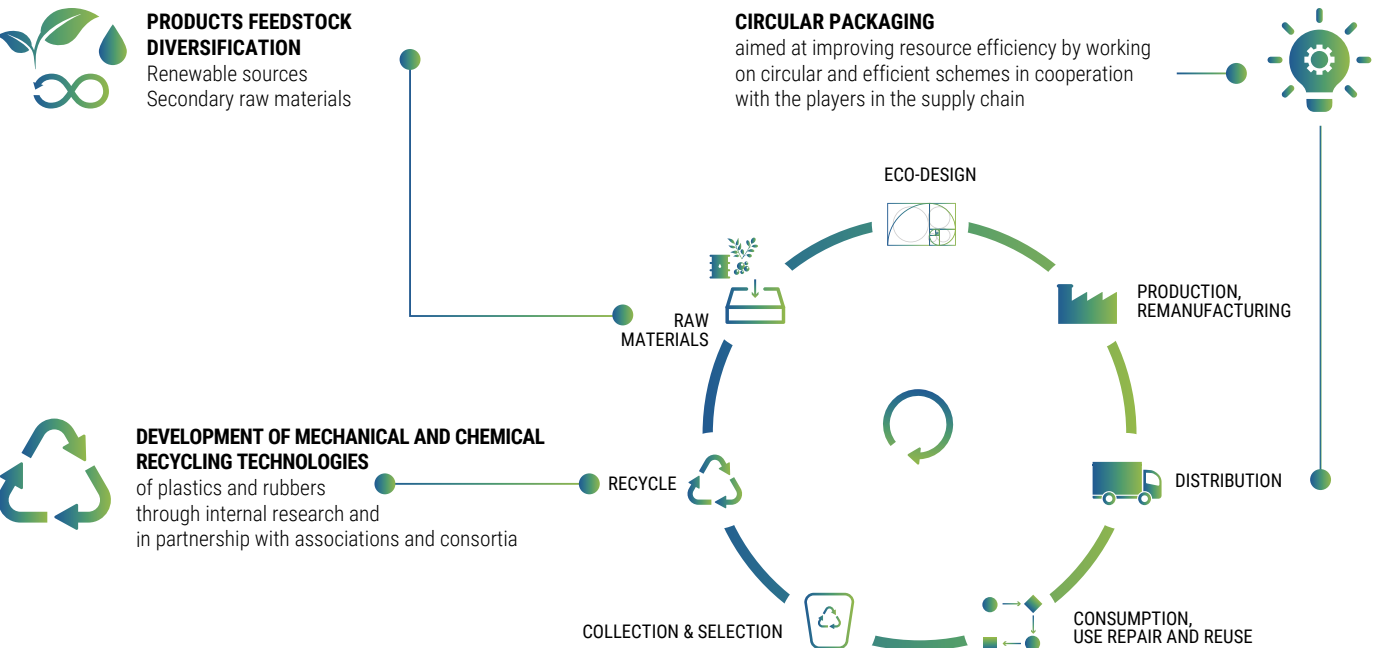
As part of its transformation, Versalis assigns circular economy a central role in the company's strategy. In particular, the company invests in the development of innovative solu-

tions for intermediates, plastics and rubbers, boosting the creation of a market for circular and sustainable raw materials. Versalis' main development lines in the context of the circular economy lead to the realisation of innovative

products and processes that consider all phases of the life cycle and include:

- feedstock diversification;
- development of recycling technologies;
- circular packaging.

VERSALIS: STRATEGIC PILLARS FOR THE CIRCULAR ECONOMY



FEEDSTOCK DIVERSIFICATION

As part of its search for new opportunities to diversify feedstock for products and/or packaging, Versalis has developed the Balance® brand, a family of products made from sustainable, renewable and recycled raw materials that are used alongside traditional raw materials. The family consists of 'bio attributed' (BA) and 'bio-circular attributed' (BCA) products made from bio naphtha, and 'circular attributed' (CA) products where the raw material is a 'recycled oil', obtained from the chemical recycling

of mixed plastic waste. The availability of bio-naphta comes from the integration with Eni, which has transformed two refineries into biorefineries, in Venice Porto Marghera and Gela, guaranteeing the supply of sustainable raw materials originating from vegetable oils (BA), used cooking oil or other types of organic waste (BCA).

The products in this range are ISCC PLUS certified, which guarantees their sustainability and traceability requirements through the use of the mass balance approach. Finally, to complement this certification,

the voluntary 205-01 GHG emission requirements Add-on certification was obtained for all Versalis production sites, for the assessment of GHG emissions released by the supply chain in the production of Balance® grades.

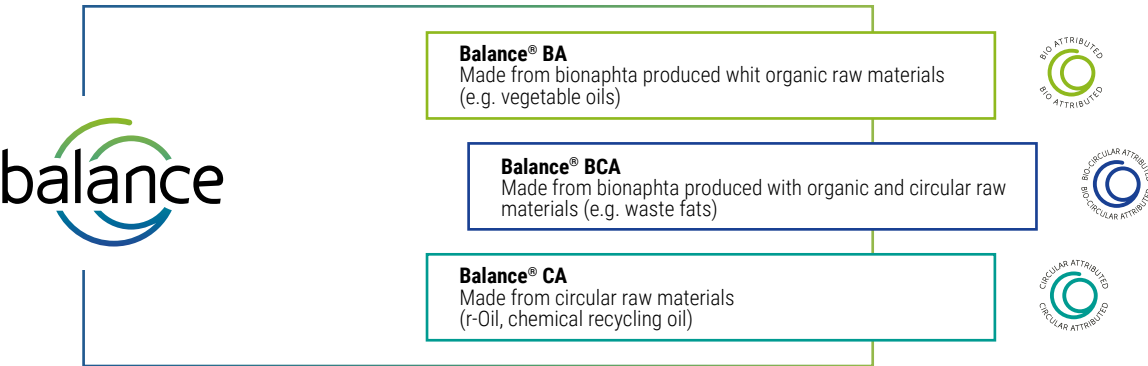
In the area of the alternative feedstock use, in addition to working in synergy with Eni for the use of bio-naphta, Versalis continues its commitment to strengthen its competitive position in renewable chemicals, creating synergies between its own research projects and the implementation of integrated tech-

nological platforms, in line with the development strategy undertaken in recent years. In fact, in 2022, it strengthened its partnership with Novamont, increasing its equity

share, up to the communication of the finalisation of the agreement for its acquisition in early 2023. Also reconfirmed is the commitment to Matrica - the joint venture

established in 2011 in Porto Torres between Versalis and Novamont, specialising in the production of bioproducts from renewable sources. **Chemistry from renewables**

FEEDSTOCK DIVERSIFICATION



FOCUS ON

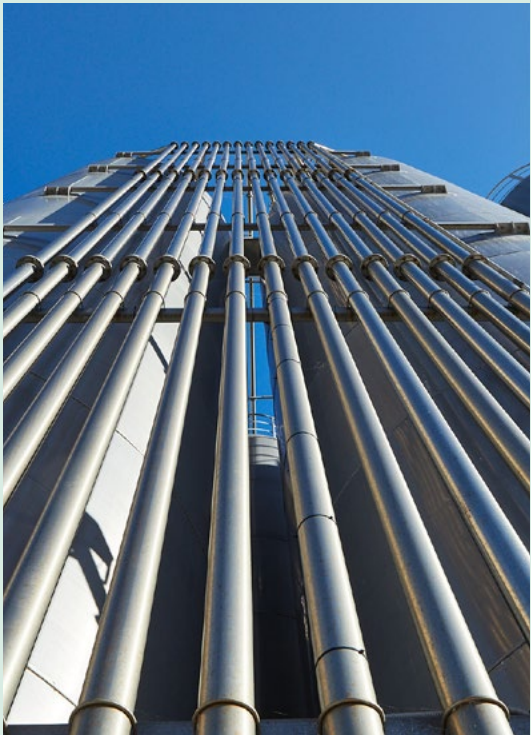
Food industry waste recovery research project

CONTEXT: submitted and accepted for funding under the European Commission's ERA-NET Cofound on Blue Bioeconomy program, the CASEAWA project involves Finproject's participation as an industrial partner in a cooperation consortium together with the University of Bologna, the University of Konstanz and the Spanish National Research Council.

ACTIVITIES: the three-year project aims to investigate possible applications of calcium carbonate from mussel shells which, in the fish food industry, constitute processing waste and are disposed of as waste.

Within the various formulations, Finproject uses significant quantities of calcium carbonate of exclusively geological origin, i.e. obtained by quarrying. CASEAWA intends to use biogenic carbonate as such or after specific processing in order to obtain possible new carbonates with properties other than those of the common carbonate.

OBJECTIVE: through the consortium, therefore, Finproject aims to use the special carbonates supplied by the partner universities in the formulations and verify the final physical-mechanical properties. The results obtained from the laboratory activity will be followed by a study for possible pilot plant industrialisation for sampling.



RECYCLING
OF PLASTIC
AND RUBBERS



Versalis is committed to the development of advanced mechanical and chemical recycling technologies for plastics and rubbers through internal research and in partnership with associations, consortia and supply chain players. After use, products that have become waste are collected separately, sent to a sorting process and recycled through different, complementary technologies:

- Mechanical recycling, i.e. the recovery of pre-sorted plastic waste, does not alter the nature of the material, which can then be directly reused to make new products, usually mixed with virgin polymers. It is the most widely used technology in Italy and around the world, thanks in part to established collection and pre-treatment infrastructures.
- Chemical recycling, i.e. different recovery technologies where plastic waste is decomposed by chemical processes into new raw materials with

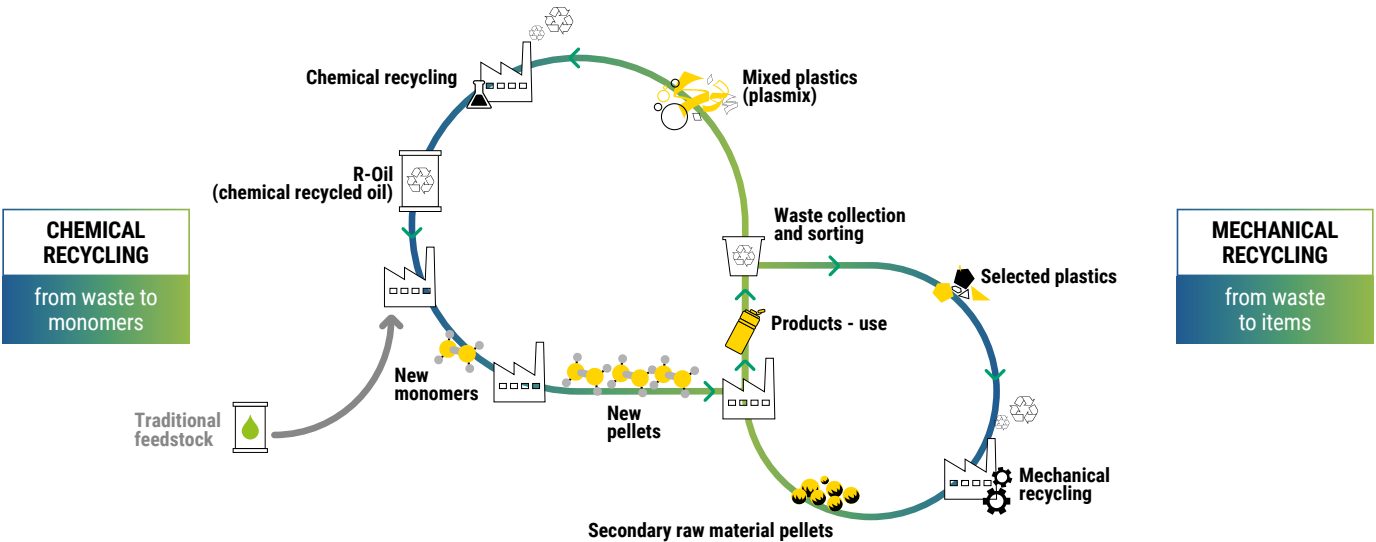
properties and qualities identical to those of virgin raw materials. An important advantage of these technologies is that they can process plastic waste streams for which mechanical recycling may be impossible or inefficient, as well as waste from mechanical treatment, recovering resources that would, otherwise, have been sent to incineration with energy recovery. With reference to mechanical recycling, Versalis is building its first industrial plant for the advanced mechanical recycling of sorted plastic waste obtained from differentiated waste collection at the Porto Marghera industrial site. Thanks to their performance, the secondary raw materials thus obtained can be used in high-value applications and will enable Versalis to expand its portfolio of polymers from mechanical recycling.





Focus On Transformation of activities in Porto Marghera.

Versalis Revive®, the range of different polymer-based products

containing mechanically recycled material, is continuously expanded: it includes polystyrene grades, compact and expandable, polyethylene and elastomers that can be used in numerous applications. The recyclate content of products is attested by PSV (Plastic Second Life) certification: the planned audits for renewal of the certification were carried out in 2022 and the range of certified products was further extended.

At its San Donato Milanese offices, participation in the RiVending project continues: this is an initiative promoted by Corepla, Confida and Unionplast that allows the recovery of vending machines cups through the optimisation of collection and recycling flows and their mechanical recycling to create new valuable plastic products. The secondary raw material obtained from this recycling process contributes to provide the Versalis industrial plant in Mantua with material for the production of expandable polystyrene for insulation sheets and protective packaging for household appliances and furniture.

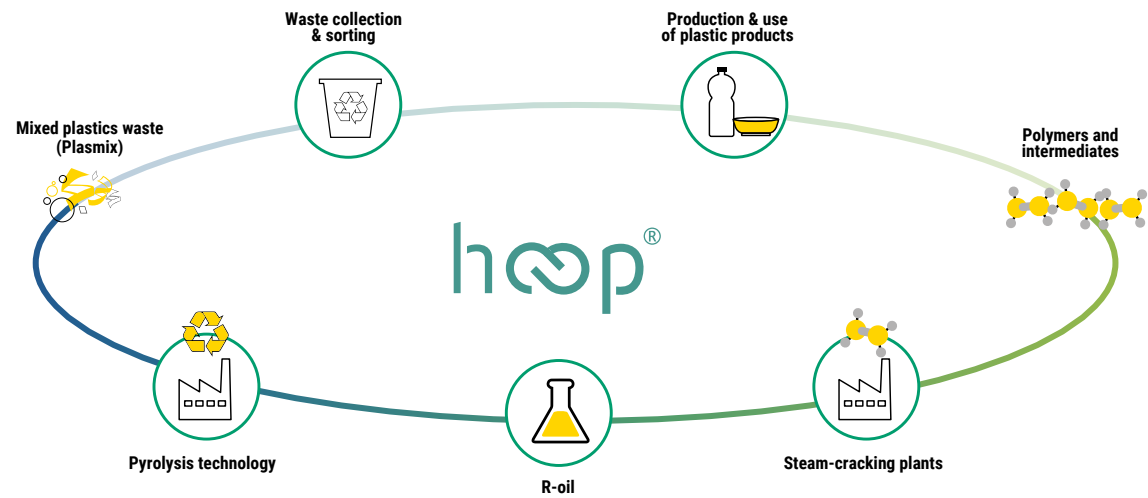


versalis revive®		
PLASTICS	RECYCLED CONTENT	MAIN APPLICATIONS
VERSALIS REVIVE® PE	Up to 100%	Film, packaging, agriculture 
VERSALIS REVIVE® PS	Up to 100%	Thermal insulation, food and non-food packaging, household articles 
VERSALIS REVIVE® EPS	Up to 80%	Insulation panels, protective packaging for furniture and appliances 
ELASTOMERS		
VERSALIS REVIVE® ESBR	Up to 17%	Production of tyres, footwear, sheets, paving, pre-cured treads, conveyor belts 
VERSALIS REVIVE® DVC	100%	Different grades for different applications
ALL VERSALIS REVIVE® PE, PS AND EPS PRODUCTS ARE CERTIFIED SECOND LIFE PLASTIC (PSV)		

With reference to chemical recycling, with Hoop®, Versalis will soon set up a first recycling industrial plant in Mantua with a capacity of 6,000 tons/year of plastics, with the aim of a subsequent and progressive scale-up, starting from its own national production sites. Hoop® is the result of a joint de-

velopment project with the Italian company Servizio di Ricerca e Sviluppo (S.R.S), owner of a pyrolysis technology which has been further developed in Versalis laboratories to transform mixed plastic waste into new raw material to produce chemicals, plastics and rubbers with the same characteristics as

virgin materials and suitable for high-value applications such as food contact and pharma products. In order to measure this technology's environmental footprint, Versalis initiated a Life Cycle Assessment (LCA) study: the results of the study will help support the process industrialization.



LIFE CYCLE ASSESSMENT (LCA) STYRENIC POLYMERS AND RUBBERS

Life Cycle Assessment (LCA) studies on styrenic polymers and

virgin rubbers and their mechanical recycled content versions of the Versalis Revive® range were finalised in 2022, in compliance with the reference international

standards. The results of these studies have identified some potential levers for optimising products' environmental performance.

During the past year, the Versalis Revive® range LCA review was initiated

FOCUS ON

Measuring circularity

OBJECTIVE: with a view to developing a measurement system to promote and develop circular economy in the whole Group, the need arose to develop an Eni Circularity Measurement Model. In particular, the model is able to read the different levels in the organisation, it is quantitative and objective, and at the same time also simple to apply and modular.

ACTIVITIES: in this context, at the beginning of 2022, the testing of this measurement model on Versalis was concluded, in order to assess its general completeness and applicability, as well as to develop combinatory logics functional to the aggregation of results from the different organizational levels and principles and thus, in order to progress to the definition of a Corporate model.

CIRCULAR PACKAGING

Due to its stability, strength, transparency and versatility, as well as its barrier properties, packaging represents one of the largest plastic use sectors in Europe (44% of the total demand for

plastics)¹⁰. Despite increasing recycling rates, however, the share recycled and reused in packaging is around 8.5%¹¹. Versalis not only invests in recycling technologies and developing polymers containing secondary raw materials, but

also pays special attention to the use of circular solutions for the packaging used to ship its own products. In particular, Versalis uses packaging (bags and liners) containing up to 50% of mechanically-recycled plastic.

FOCUS ON

Food packaging in Versalis Revive®

Thanks to the collaboration with Forever Plast, the Versalis Revive® PS portfolio has been enriched with products for food packaging application, made with 75% of post-consumer recycled polystyrene obtained from domestic separate waste collection. Versalis Revive® PS Air F - Series Forever was used for the first time to produce a tray containing 50% of recycled plastics, which in turn can be recycled. The tray, mainly intended for meat and fish packaging, consists of an inner layer made of Versalis Revive® PS included between two outer layers made of virgin polystyrene.

Known as A-B-A functional barrier (where A is the virgin material layer and B is the layer with recycled content), this structure was also used in 2022 for the production by the Flò Group of vending machine cups and yoghurt pots containing up to 30% recycled polystyrene from secondary raw material, made with Versalis Revive® PS Land - Series Forever.

ALLIANCES AND PARTNERSHIPS FOR THE CIRCULAR ECONOMY AND POLYMER RECYCLING

Alongside the development of circular economy business



activities, Versalis considers essential to continue in its commitment and involvement in various circular economy platforms and alliances. An example is the Circular

Plastics Alliance, to actively contribute to the ambitious European target of using 10 million tonnes of recycled plastics in new products by 2025.

¹⁰ ► Plastics the Facts 2022 - Plastics Europe.

¹¹ ► Plastics the Facts 2022 - Plastics Europe.

	WORLDWIDE: it aims to implement concrete solutions to the problem of plastic waste and in particular of marine litter.
	EUROPEAN LEVEL: promoted by the European Commission, it encourages to boost plastic recycling and develop the market for secondary raw materials, with the aim of reaching 10 million tonnes of recycled plastics returned to the European market by 2025 .
	MEDITERRANEAN: it represents the voice of the energy industry in the Mediterranean area operating in the following areas: <ul style="list-style-type: none">• Energy transition, sustainability and climate change;• Investment needs and Financing of infrastructure;• hydrocarbons and energy security;• Strategy and International Cooperation.
	WORLDWIDE: voluntary program promoting prevention measures to reduce the release of pellets into the environment along the entire value chain .
	EUROPEAN LEVEL: participation in the Platform for Development of Circular Solutions for Polyolefins (PCEP) and Styrenics Circular Solution (SCS) , a similar platform established in 2018 and focused on styrenics.
	EUROPEAN LEVEL: The European Chemical Industry Council promotes a chemical industry that provides sustainable, safe and resource-efficient solutions to meet the challenges of future generations.
	EUROPEAN LEVEL: the European Association of Plastics Manufacturers, committed to achieving 'zero plastic in landfill' and 100% recovery of plastic waste.
	EUROPEAN LEVEL: association dedicated to the implementation of the European PVC supply chain towards an increasingly circular and sustainable economy.

FOCUS ON

Alliance to End Plastic Waste



Giovanni Cassuti
Head of Elastomers
Business Unit and
Member of the Advisory
Board Alliance to End
Plastic Waste

“Participations in associations such as the Alliance to End Plastic Waste are crucial for all industrial entities such as Versalis, because they encourage investment along the entire value chain, enhance technologies and infrastructures dedicated to collection, sorting and recycling while at the same time involving stakeholders both locally and globally.”

Versalis is a member of the **Alliance to End Plastic Waste (AEPW)**, a non-profit organisation that aims to invest \$1.5 billion over five years to implement concrete solutions for the problem of plastic waste and in particular pollution of the marine environment. The Alliance promotes projects and collaborations in four key areas:

- **development of infrastructure** to collect and manage waste and to increase recycling rates;
- **support for innovation** to propose and implement new technologies that facilitate the recycling and recovery of plastics, generating value from the plastics already used;
- training and involvement of governments, companies and communities to mobilise action by all **stakeholders**;
- **cleaning of the areas with the highest concentration of plastic waste** already in the environment, with a special focus on the main dispersal channels, such as rivers transporting it to the sea.

A circular padel court

A collaboration with Fornaroli, a distributor of polymers and chemicals, and Italgreen, a synthetic grass manufacturer, resulted in the first padel court in Piacenza made with Versalis Revive® recycled plastic, 100% recyclable at the end of its life. The use of plastic certified under the Plastica Seconda Vita (PSV) scheme ensures high quality and makes them suitable for use in various areas, including sports field mats. The artificial turf was in fact produced using post-consumer packaging waste plastic suitable for future reuse. This project has allowed Versalis to participate in an initiative that combines the possibility of sustainable development with sporting practices and, specifically, padel.



Environment



WHY IT IS IMPORTANT FOR VERSALIS

We have always considered people and assets safety and environmental protection to be of vital importance for our Company. In this context of utmost care for our environment, we pay special attention to waste management, water resources and air quality. This is implemented through both to our adhesion in various national and international environmental protection alliances and programs, and to our well-established management systems that allow us to use the most efficient production practices.

| MARCELLO PERRÀ – HEAD OF QUALITY, HEALTH, SAFETY AND THE ENVIRONMENT |

POLICIES AND OTHER
REGULATORY INSTRUMENTS

Eni Biodiversity and Ecosystem Services policy. Eni's commitment not to conduct exploration and development activities within the boundaries of Natural Sites included in the UNESCO World Heritage List. Eni's Position on Water. Eni's Position on Biomass. Eni's Code of Ethics.

MANAGEMENT AND
ORGANIZATION MODELS

Integrated environment, health and safety management system: adopted in all plants and production units and certified in accordance with the ISO 14001:2015 environmental management standard. Application of the ESHIA (Environmental Social and Health Impact Assessment) process to all projects. Technical meetings for analysing and sharing experiences on specific environmental and energy issues. Site-specific circularity measurement analysis. Working groups for defining the strategic positioning and objectives of Eni for the protection of water resources and biodiversity. Development of a single integrated methodology for environmental analysis, impact/risk assessment for the environment and organization, including type 231, applicable in Italy and abroad. Environmental Golden Rules to promote more conscious and responsible virtuous behaviours towards the environment by Eni employees and suppliers. Spreading the environmental culture through the site and contractor engagement programme.

FOR MORE INFORMATION

- [Eni for 2022 - Sustainability Performance](#)
- [eni.com](#)
- [Eni's Code of Ethics](#)
- [CDP Water Security Questionnaire 2022](#)
- [Eni's position on water](#)
- [Eni biodiversity and ecosystem services policy](#)
- [Eni's commitment not to conduct exploration and development activities within the boundaries of Natural Sites included in the UNESCO World Heritage List](#)



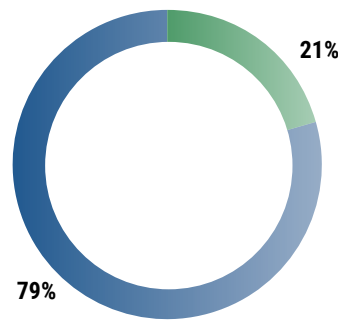
AIR QUALITY

Versalis constantly monitors the management of emissions of local pollutants into the atmosphere, including emissions of odorous substances that may be perceived by local communities, with a focus on the continuous improvement of its environmental performance and in line with corporate policies and regulatory instruments. In 2022, Versalis' activities generated the emission of 1.66 thousand tons NO₂eq., down 17% compared to 2021, and 0.05 thousand tons SO₂eq., also a significant reduction of 39%. The decrease in local pollutant emissions is mainly attributable to the operational shutdown of the Porto Marghera and Dunkerque sites.

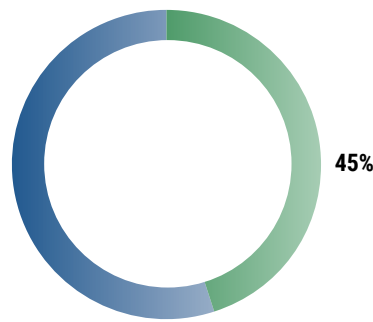
WASTE MANAGEMENT

Versalis produces waste that can be divided into waste from production activities and waste from remediation. The first category includes waste deriving directly from the manufacturing, while the second includes waste related to remediation activities, such as soil and rocks from excavation or groundwater, demolition activities, excavation results and/or sludge, oils and equipment remediation. The Company uses Eni Rewind services for waste management in Italy and, in addition, adopts as operational software the same one in common to all Eni businesses for the management of registers, forms and, more generally, the movements data required by regulations. This software is able to provide customised monitoring reporting of waste production. Waste produced by Versalis as of 31 December 2022 amounted to 108.6 thousand tons (+7% vs. 2021), of which about 53% is attributable to production activities, with the remaining 47% to remediation activities. With specific reference to waste from production activities, since 2015 Versalis has been involved in a process to improve the share of recovery and/or recycled waste, consistent with its circular economy strategy. In detail, in 2022, over 79% (vs. 76% in 2021) of the total waste from production activities was destined for recovery and/or recycling.

WASTE FROM PRODUCTION ACTIVITIES



WASTE FROM REMEDIATION ACTIVITIES



RECOVERED/RECYCLED DISPOSED OF

INITIATIVES TO IMPROVE AIR QUALITY AND HEALTH IMPACT ON LOCAL COMMUNITIES

LEAK DETECTION AND REPAIR PROGRAMMES

The Leak Detection and Repair (LDAR) programmes adopted by Versalis enable the optimisation of industrial plant maintenance operations to ensure they are carried out in a timely manner. In addition with reference to the definition of intervention thresholds- i.e. the limits above which remedial action is required - the collection of detailed information makes it also possible to define divergence targets with the aim of being able to directly target actions on the causes that generate malfunctions. Therefore, the program is aimed at improving environmental aspects and optimising the use of raw materials, intermediates and products.

SITE-SPECIFIC MONITORING PROTOCOLS OF ODOROUS SUBSTANCES

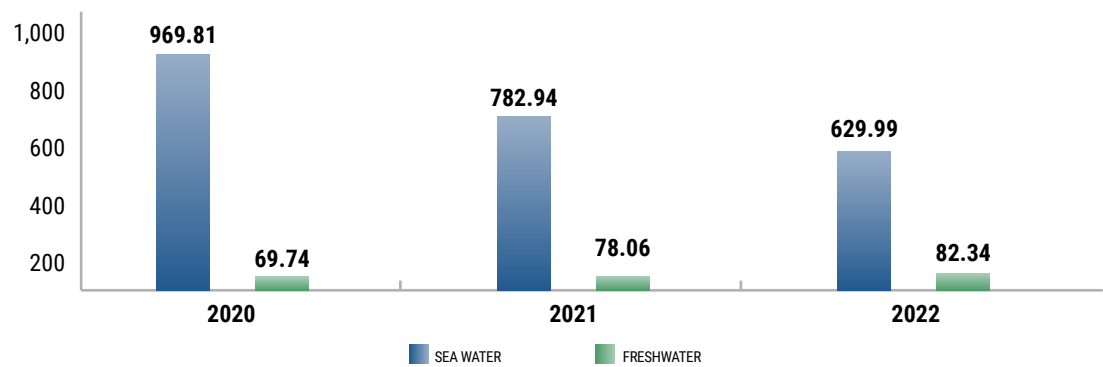
Through the collaboration with the Politecnico di Milano and in line with the indications of the internal HSE operating instructions, Versalis implements specific protocols that takes into account the peculiarities of each site. These protocols enable the punctual assessment of impacts on sensitive receptors, the identification of any complexity with regard to odorous impact and the definition of containment measures to be implemented in order to reduce impacts to sensitive receptors.

WATER RESOURCES MANAGEMENT



Characterised by increasing anthropogenic pressures on water resources, the current global scenario has led Versalis to develop projects aimed at an always increasing conservation and saving of water resources. During the manufacturing processes, are used both freshwater, supplied from surface sources, wells and/or aqueducts/cisterns, and sea water supplied from coastal facilities. Other types of water are also used, including steam or demineralised water, and these are supplied by third-party companies, Eni Group companies and external companies co-located in the production plants. In 2022, Versalis' total water withdrawals amounted to 712 million m³ (-17% vs. 2021). Of this amount, 88% is seawater and the rest is fresh water. The latter has slightly increased from 2021 due to the inclusion within the perimeter of Versalis consortiums.

WATER WITHDRAWALS (millions of m³)



With reference to the quality of water discharges, since the company sites are subject to environmental authorizations, constant monitoring activity is carried out. During the year, approximately 92% of the discharged water was released into the sea, while the remaining 8% was released into surface water and the sewerage system. As part of a responsible water resources management, during the year, in Priolo, 34% of Versalis' demineralised water requirements were met through the use of water recovered from the aquifer, properly pre-treated by Eni Rewind and fed through by ERG's demineralised water production industrial plant. Similarly, in Porto Torres, the same type of recovery takes place where the demineralised water production industrial plant is normally fed by aquifer after treatment in the Eni Rewind plants, possibly integrating industrial water. In 2022, the site's demineralised water withdrawal was about 87% of the total distributed. In addition, with a view to preserving and protecting marine resources, in 2015 Versalis voluntarily joined the Operation Clean Sweep (OCS) program. Promoted in Europe by Plastics Europe, this program is aimed at the fight against marine littering, which concerns the dispersal of plastic in the marine environment. In particular, the aim is to prevent and reduce the loss of plastic granules and dust ('pellets') into the environment, considered to be one of the sources of microplastic pollution in the seas. Over the years, the program has gathered an increasing number of participants both among the members of the Plastics Europe industry association and among the players of the entire supply chain and has recently evolved into an 'OCS Europe' scheme verifiable by accredited certification bodies.

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ACTIONS CARRIED OUT UNDER THE OPERATION CLEAN SWEEP (OCS) PROGRAM

On sites, mapping of potential release points, assessment of leakage sources, planning of prevention and mitigation actions to minimise risk.	Revisiting the existing procedure system with additional guidance on the specific topic.	Regular monitoring and verification of the effectiveness of the actions taken and possible corrective actions.	Dissemination and promotion of the program within the company, starting from top management and reaching all employees on all sites where the subject is applicable.	Specific and periodic training of employees in charge.	Raising awareness among business partners, both suppliers and customers, through informationsharing and promotion.
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INTERVIEW



Giuseppe Riva
Association Director
at Federchimica
PlasticsEurope Italia

TOWARDS CIRCULARITY IN THE PLASTIC MATERIALS INDUSTRY, IN THE WORLD AND IN ITALY. THE PROBLEM OF MICROPLASTICS AND INDUSTRY COMMITMENT.

The problem of the dispersion of microplastics in the environment and the seas is a crucial issue. But what exactly is meant by microplastics?

The widely used term microplastics is commonly associated with the term pollution. It refers to small plastic material particles, generally less than 5 millimeters, which are found dispersed in the environment, particularly in seas and oceans. One of the most important components of marine litter is plastic debris which, under the effect of atmospheric and marine agents, degrades and breaks down into increasingly smaller fragments that, when they reach a size of less than 5 millimeters, are referred to as microplastics ('secondary microplastics'). There are also primary microplastics, which already have a small size at their origin and that comes either from products they have been intentionally added to, as in the case of abrasive pastes or cosmetic creams or from washing fabrics and tyre rubbing. Understanding of microplastics is still very incomplete; several studies are still underway to draw a comprehensive framework and assess their possible effects in ecosystems. Their presence in the sea is linked to irresponsible human behaviour and inappropriate waste management. It is estimated that 80% of marine litter comes from land and that 50% of plastic in the sea comes from five developing countries in Asia. It is estimated that rivers carry between

1.15 and 2.41 million tons of plastic into the sea each year. The 20 rivers that contribute most to this situation are mainly located in Asia, accounting for 67% of the plastic waste that ends up in the world's seas. The problem can only be solved with the contribution of everyone, producers, institutions, also through a greater assumption of responsibility on the part of consumers and all citizens, with proper waste management, which cannot be considered separately from differentiated waste collection.

The problem can only be solved with everyone's contribution: but what is the chemical industry doing, to help find a solution?

The sector is undergoing a process of transformation towards greater sustainability and circularity: this entails considerable efforts on the part of companies, which are highly motivated and committed to production and end-of-life management solutions in line with the objectives of the circular economy. For some years now, companies in the plastic materials supply chain have been carrying out programs with a common goal, that of reducing the dispersion of plastic waste. There are initiatives that are also intended to help in the realisation of infrastructures for waste management of those countries that are adopting our models of living, but are lagging behind in terms of the waste treatment that these models entail. This is the case of the international 'Alliance to End Plastic Waste' to which all major plastics companies, including Versalis, have signed up. In other cases, company initiatives are directed at the production and handling of the plastic granules pro-

duced, in order to avoid any possible loss: this is what led to the Operation Clean Sweep (OCS) program, which provides the operating procedures to achieve this. Adhesion to the OCS program is voluntary: nevertheless, all European granule companies are already implementing it at each of their production sites. Plastics Europe, the European Association of Polymer Manufacturers, has made the adoption of the OCS program an eligibility requirement for its members.

How is this program evolving in Italy today?

The OCS program is having great success: not only are granule companies, such as Versalis, implementing it at every manufacturing phase, but also companies that handle plastic granules, such as processors, compounders and even logistics operators, are following its prescriptions in order to make their operations completely free of pellets dispersion. In Italy, all plastic granule production industrial plants apply the OCS program; the number of processors is still limited and, in order to increase its diffusion, it is also promoted within the framework of inter-associative activities, and it has been promoted also to port authorities and logistics companies. Furthermore, Certiquality, Federchimica's Certification Body, is the first Italian certification body able to officially certify companies' full compliance to the OCS program. Certiquality's involvement is intended to be a valuable tool for Italian companies operating in the plastic materials supply chain, to increase the transparency and evidence of their efforts towards the achievement of full circularity in their activities.

BIODIVERSITY

Versalis adopts the regulatory tools defined by Eni for the management of biodiversity and ecosystem services (BES), also in consideration of the different environmental contexts in which the Company operates, with the aim of limiting its impact on biodiversity. In this sense, Eni has developed a science- and risk-based management model expressed in the **► Policy BES**: this model aims to ensure the correct identification and management of the relation-

ships between environmental aspects - such as biodiversity, ecosystem services, climate change, water management - and the sustainable development of communities. This is applied to both existing operations and new projects. Impacts, including potential impacts, on key BES aspects are assessed and managed in order to identify possible opportunities to make a positive contribution to conservation and the model is applied not only to new projects, but also to existing operations.

The fundamental principle taken into account in risks identification phase and their assessment is the Mitigation Hierarchy: an effective conceptual model used by the mining industry to mitigate potential operational impacts on the surrounding natural environment. In particular, it is applied systematically in order to prioritise preventive measures over corrective ones: this prevents net loss of biodiversity (no net loss) or improves its condition (net gain), depending on the risks and the specific project context.





Responsible procurement



WHY IT IS IMPORTANT FOR VERSALIS
Our transition path cannot be separated from promoting virtuous behaviour throughout the supply chain aimed at social and environmental protection. In line with Eni's strategy in this area, we actively involve the supply chain through engagement initiatives, also sharing supporting tools and best practices.

| ANTONIO BUONOMINI – HEAD OF PROCUREMENT AND CONTRACT SERVICES |



We are committed to constantly seeking maximum efficiency of the entire supply chain, from logistics to raw material procurement, leveraging synergies with the Eni Group. In this context, we are also developing initiatives to directly involve suppliers in order to accompany them on their journey to reduce emissions.

| FRANCESCO DE FRANCESCO – HEAD OF SUPPLY CHAIN |

POLICIES AND OTHER REGULATORY INSTRUMENTS

Supplier Code of Conduct. Eni's position on Conflict Minerals. Our Value Chain Partners Policy. Eni's Code of Ethics. Eni's Respect for Human Rights Statement. Eni's Slavery and Human Trafficking Statement.

MODELLI DI GESTIONE E ORGANIZZAZIONE

Sustainable supply chain program: initiatives aimed at involving companies in the process of measuring, and improving their ESG profile. Sustainable Procurement Process: verification of the supplier's ESG characteristics rewarding mechanisms and action plans aimed at promoting a sustainable development path. Vendor Development: definition of tools to support the growth and transformation of Eni suppliers along the directives "Energy Transition and Sustainability", "Financial Economic Solidity" and "Digital Technological Excellence".

THE VERSALIS SUPPLY CHAIN

Versalis is committed to developing its supply chain in a sustainable way through a procurement model that considers the ESG characteristics of its suppliers at all stages, from supplier selection and qualification to tendering procedures and contractual management and feedback. In particular, as part of the Sustainable Procurement process: (i) suppliers periodically undergo qualification and due diligence processes to verify their ethical, reputational, economic-financial and technical-operational reliability and the application of health, safety, environmental, governance, cyber security and human rights safeguards (ii) suppliers are required to sign the Supplier Code of Conduct as a mutual commitment to recognise and protect the

value of all people, operate with integrity, protect company resources, promoting the adoption of these principles among their own people and their supply chain; (iii) Versalis considers ESG characteristics, relevant to the subject of the contract, in their contract awarding process, periodically monitoring compliance with the commitments made by the supplier in the various phases of the procurement process; (iv) if critical issues are identified during audits, suppliers are asked to implement improvement actions or, if the minimum standards of acceptability are not met where applicable, their access to supplier tenders is limited or prevented. To promote the sustainable development of supply chains, in 2022 Eni further strengthened its Sustainable Supply Chain with initiatives aimed to involve suppliers and

companies on the path to an equitable and sustainable energy. Indeed, to foster widespread awareness of sustainability along the entire value chain and offer concrete solutions to businesses, together with Eni, Versalis has deployed several tools aimed at supporting suppliers: among them the Open-es platform (a tool for engaging and supporting companies in the path of growth on sustainability dimensions), training events on ESG issues and financial tools to support the sustainable growth of supply chains. The reinforcement of knowledge in a sustainable development perspective of the supply chain is also aimed to internal resources. In this regard, the entire professional procurement family Eni has been involved in training activities on the model of preservation of human rights.



Human Rights

Versalis adheres to the [Eni Declaration for the Respect of Human Rights](#), developed in line with the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises. At Eni, the dignity of every human be-

ing is at the centre: that is why it is committed to ensuring respect for human rights when defining its responsibilities, in order to contribute to the well-being of people and local communities. This commitment is also reaffirmed in the Eni Code of Ethics,

to which Versalis adheres, and supported by the commitments required in the Supplier Code of Conduct adopted in 2020. In addition, human rights are incorporated into governance policies and processes and continuous training is provided.

ENI HUMAN RIGHTS APPROACH

COMMITMENT FOR HUMAN RIGHTS	DUE DILIGENCE	ACCESS TO REMEDY
Human rights are embedded in governance policies and processes. Eni has structured appropriate governance controls and provides continuous training.	Eni has adopted a management system which includes a set of processes and instruments to assess issues, risks and the most relevant impacts related to respect for human rights.	Eni ensures management of complaints through the 'Grievance Mechanism' and the whistleblowing process.

FOR MORE INFORMATION

- [Eni for 2022 - Sustainability Performance](#)
- [eni.com](#)
- [Eni's Code of Ethics](#)
- [Eni's statement on respect for human rights](#)
- [Eni for 2021- Human rights](#)
- [Eni's position on conflict minerals](#)
- [Slavery and human trafficking statement](#)

Finally, as part of EcoVadis' "Platinum" rating, Versalis scored 80 out of 100 in the Labour & Hu-

man Rights category, demonstrating the company's commitment to implementing the main

relevant national and international standards and frameworks in its business.

INTERVIEW



Interview with Celina Sánchez, Country Manager Foam Creations Mexico

PEOPLE AT THE HEART: THE NUMBER ONE RESPONSIBILITY OF COMPANIES.

What are the activities of Foam Creations?
Foam Creations is the North American division of Finproject, located in the centre of the Bajío (Leon) shoe district in the state of Guanajuato (Mexico). Here, the production process is vertically integrated and all stages are in-house managed: this allows us to develop products according to the formulas and characteristics required by the customer. The industrial plant currently has

900 employees: 65% are women and, of these, more than half are in positions of responsibility.
What does it mean for Foam Creations to put people at the centre?
The highest priority is given to people, our most important resource, starting with industrial safety and assets management, ensuring the best environmental conditions and professional growth. Not only do we provide round-the-clock medical services and we offer psychological care, breastfeeding support, but we also ensure dignified transport arrangements. Primary and secondary training activities are carried out on site - 43 people have

graduated to date - as well as continuous training relating to their role. This year, Foam Creations was certified as a Company with Social and Labour Responsibility by the government of the State of Guanajuato. However, we do not focus only on our own people: in a social work perspective, we are committed to giving back the value transmitted by communities. Donations of finished products were made to non-profit organisations such as hospitals, the Red Cross and remote communities with scarce resources. The aim is to increasingly promote initiatives addressed to people and the community, with a view to continuous and shared growth.

3 ALLIANCES FOR DEVELOPMENT

Versalis recognises the importance of promoting Alliances for development and supporting a fair and accessible transformation path; therefore the Company is committed to establish a system of relationships with customers and communities based on transparency, trust and dialogue, and to develop long lasting local partnerships and alliances with all the players involved in its value chain, contributing to the development of the territories in which it operates. It is also committed in creating job opportunities and transferring its know-how and expertise to its local partners.

Relationships with the local communities and customers



WHY IT IS IMPORTANT FOR VERSALIS

Our priority is to promote an ongoing dialogue with the communities in the areas where our production sites are located. We believe that collaboration and participation, mutual knowledge, and sharing know-how and experience contribute to the creation of shared value with all stakeholders. We also work to cultivate partnerships with our customers by identifying common goals to collaborate on their realisation, addressing and analysing together each new request.

| MAURIZIO VECCHIOLA - CHAIRMAN AND CEO FINPROJECT |

POLICIES AND OTHER REGULATORY INSTRUMENTS

Sustainability Policy. Eni's Statement on Respect for Human Rights. Eni's Code of Ethics. "Alaska Indigenous Peoples.

MANAGEMENT AND ORGANIZATION MODELS

Sustainability contact person at local level, who interfaces with the Company headquarters to define Local Development Programmes in line with national development plans integrating business processes. Application of the ESHIA (Environmental Social & Health Impact Assessment) process to all business projects. Stakeholder Management System platform aimed at managing and monitoring relationships with local stakeholders and grievances. Sustainability management process in the business cycle and design specifications according to international methods (e.g. Logical Framework).

FOR MORE INFORMATION

► [Eni for 2022 - Sustainability Performance](#)

► [eni.com](#)

► [Eni's Code of Ethics](#)

► [Eni's Statement on respect for human rights](#)



RELATIONSHIPS WITH THE LOCAL COMMUNITIES

Versalis promotes the creation of strong relationships with the territory in which it operates, and the development of concrete actions aimed at meeting stakeholders' needs, with a view to synergic enhancement of local realities. Understanding the context in which the Company operates and managing the area's economic and social challenges

are essential elements for a truly shared local development. In this sense, in order to better manage relationships with local stakeholders, Versalis has equipped itself with Eni's Stakeholder Management System (SMS), which maps stakeholder relationships and also allows for a quick and effective response to any possible critical issues reported.

■ Stakeholder engagement activities

In addition, in 2022, Versalis appointed for each site a local sustainability contact person, responsible for ensuring the management of the corporate activities related to sustainability and circular economy issues in direct contact with the territories. Among various activities developed by Versalis in recent years that have created value for communities, the environment and the territory, there are:

VERSALIS INNOVATION STARS AT THE 2022 ENI AWARD



At the 2022 Eni Awards, a major international event for research and technological innovation applied to the energy sector, two Versalis researchers received the Eni Innovation Award, which selects the most revolutionary projects developed by Eni's technical experts. The award ceremony took place at the Quirinale, in the presence of the President of the Italian Republic Sergio Mattarella, Eni Chairwoman Lucia Calvosa and Eni CEO Claudio Descalzi.

Together with their teams, researchers at the Ravenna research center developed an innovative technological solution of an elastomer grade containing used, recycled and micronized tyres (ELT, End-of-Life-Tires) to be used in the production of new ones. This platform has already been validated on a pilot plant and tested on an industrial plant.

Improving the circularity of processes and products is a determining factor not only for the territories strictly involved in production activities, but also for achieving full sustainability of human activities and a higher environmental protection. Only through a correct production model, consumption and recycling of materials and products it will be possible to extend their life cycle, reduce waste and reintroduce them into the production cycle, generating new value and optimising the use of natural resources.

PROMOTING SUSTAINABLE MOBILITY IN THE TERRITORY



In Ravenna, the annual preparation of the Home-Workplace Mobility Plan is an opportunity to promote the implementation of measures to improve the organization of the mobility of employees. This is important because long-term sustainable mobility solutions enable a structural reduction in the environmental impact of traffic in urban and metropolitan areas. In particular, the use of public transport by the Company's employee is encouraged through the development of agreements with public transport companies. Among the solutions adopted there is the construction of a cycle track to the plant entrance, aimed at promoting cycling. Also, the gradual replacement of the entire company car fleet with hybrid/electric powered vehicles, is underway.

Finally, a meeting was held in December at the plant together with company mobility managers from the Municipality of Ravenna, the Mayor and representatives of Associations, in order to raise awareness of sustainable mobility and share best practices. It was also an opportunity to explore further possible structural synergies to promote and manage mobility in the area.

WOMEN'S EMPOWERMENT ACTIVITIES IN GHANA

The local cooperation initiative started in 2020 with the Diocese of Sekondi-Takoradi continues in 2022, with the aim of carrying on the educational program for women and young girls from the western region of Ghana (Nyankrom village and surroundings). The training programme is aimed at enhancing technical skills and abilities, such as tailoring and crochet, aesthetics and decorative arts, with the aim of encouraging the start-up of income-generating economic activities. Enabling the economic independence of the young women involved in the initiative is a fundamental element in the lasting and sustainable improvement of the living conditions of their families and the entire community. In the 2020-2022 three-year period, the initiative involved 90 women and young girls and, thanks to the good results already achieved, it has been extended to reach a further 30 women.



Cooperation continues in Ghana between Versalis and the Diocese of Sekondi-Takoradi for the vocational training of women and young girls

FOCUS ON

GAP analysis ISO 26000

CONTEXT: the ISO 26000 guidelines define the Corporate Guidance on Social Responsibility principles that an organisation must put into practice and respect in carrying out its activities and in its relationships with stakeholders, both internal and external. The guidelines suggest how to set up business processes and decision-making flows in a transparent and effective manner that takes into account the interests of all parties involved.

ACTIVITIES: in 2022, as part of the broader work carried out together with Eni, Versalis conducted a conformity verification to define the continuous improvement of its management system, which also includes the dialogue with stakeholders and the territory among its topics. This analysis was conducted by a third party in order to guarantee maximum impartiality: in particular, in addition to the headquarters, two local establishments, Ravenna and Ferrara, were also assessed with the aim of developing a specific continuous improvement action plan.



**CUSTOMER
RELATIONSHIPS
MANAGEMENT**

Within the scope of its activities, Versalis deals with a diverse, mainly business-to-business (b2b) customer base, ranging from large multinational companies to small national corporations. Each Business Unit (BU) independently manages its own diversified customer portfolio, which varies according to the type of goods and services offered. Dialogue and direct involvement of customers are key elements for Versalis to promote actions in favour of a fair transition, which is also realised through the

dissemination of responsible production and consumption models. In addition to more traditional aspects related to business and market development, dialogue with customers is increasingly focused on sustainability issues and on the measures that Versalis is developing to manage the challenges related to climate change and the circular economy. In this sense, during the year, some BUs' customers were involved in dedicated events where Versalis' strategy was presented both in terms of enhancing the product portfolio and in terms of circular economy and business sustainability projects. Informa-

tion is also shared through specific questionnaires or internationally popular platforms, such as EcoVadis, which make information on the company's development strategy available to stakeholders. In order to meet the needs of customers, who are increasingly attentive to circularity and decarbonization issues, Versalis offers the market a wide range of products with high quality and performance standards, provided with nationally and internationally recognised certifications attesting the level of sustainability of their manufacturing value chain (e.g. ISCC PLUS). **■ Circular Economy**

CUSTOMER SATISFACTION
Understanding its customers' needs and offering competitive, sustainable and innovative solutions are strategic elements for Versalis in order to achieve its business objectives in its target markets. In this sense, the Company promotes continuous dialogue with its customers to

ensure their satisfaction and retention. All organizational units are systematically involved in the customer care, complaint management and resolution processes. In particular, specific performance monitoring indicators are defined and data collection and analysis processes are established for the products and servi-

ces provided. In addition, Versalis carries out periodic customer satisfaction surveys, with the primary purpose of identifying customers' perceptions on responsible business management, the quality and performance of the products and services offered and the efficiency of the tools for contacting the Company.

FOCUS ON

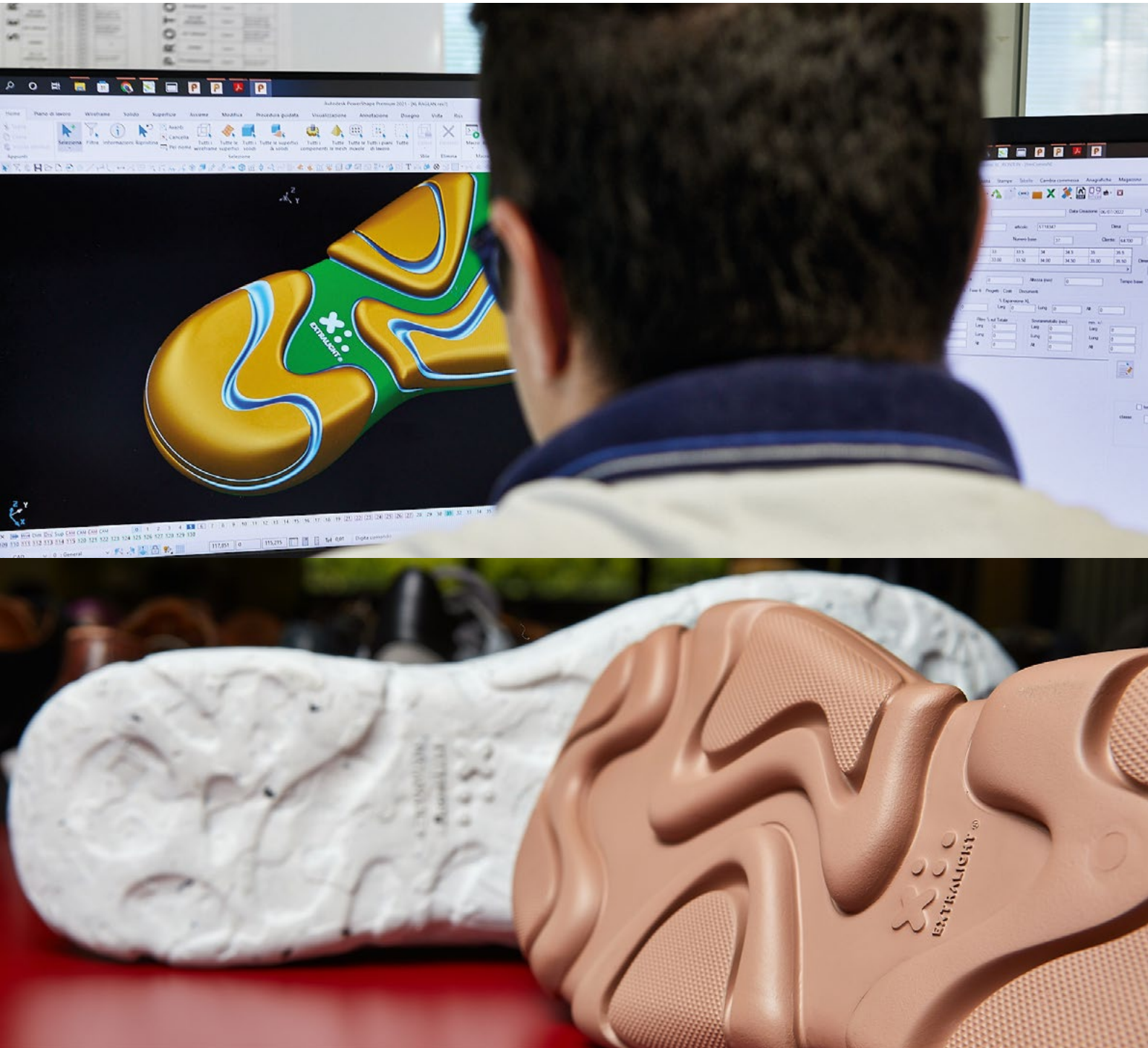
Finproject and Ales Grey together for functional, lightweight and sustainable footwear made from recycled or bio-attributed materials

OBJECTIVE: Ales Grey, an American brand active in the footwear industry, is committed to offering to the market a more sustainable footwear choice, not only in terms of the materials used, but also in terms of industrial process and potential product recovery.

ACTIVITIES: the US company and Finproject began collaborating for the first time in 2020 on a clog, produced using the 'XL EXTRALIGHT® Sustainable+' formulation, derived from the recovery and re-use of post-industrial waste produced within Finproject's industrial plants otherwise destined for landfill. Over the years, this collaboration has continued with activities aimed at replacing standard footwear - composed of mixed materials - with a single-material footwear, manufactured in a single production cycle within the same company, using alternative energy. In fact, thanks to its vertical integration, Finproject is able to assist the customer at all stages of project development, providing unique solutions and products entirely made with XL EXTRALIGHT® from bio-attributed or mechanically recycled, ISCC+ or Global Recycled Standard* (GRS) certified materials.



* The GRS (Global Recycled Standard) is an international and independent certification, assessed by a third-party, the Textile Exchange, that is all-encompassing and addresses the need to provide a third-party verified environmental statement that proves the recycled content of pre-consumer or post-consumer products (both intermediate and finished) and compliance with environmental and social criteria.



Key sustainability indicators

Carbon neutrality by 2050

Emissions		2020	2021	2022
Direct GHG emissions (Scope 1)	(million tonnes of CO ₂ eq.)	2.78	2.91	2.37
of which: CO ₂ equivalent from combustion and process		2.73	2.85	2.32
of which: CO ₂ equivalent from flaring		0.05	0.06	0.05
of which: CO ₂ equivalent from methane fugitive emissions		0.005	0.003	0.001
Direct GHG emissions (Scope 1) by gas:	(million tonnes of CO ₂ eq.)			
CO ₂		2.75	2.88	2.35
CH ₄		0.01	0.01	0.01
N ₂ O		0.02	0.02	0.02
CO ₂ emissions from installations subject to the EU ETS	(million tonnes of CO ₂)	2.72	2.85	2.32
Quotas allocated to industrial plants subject to the EU ETS	(million tonnes of CO ₂)	2.53	2.48	2.50
Indirect GHG emissions (Scope 2)	(million tonnes of CO ₂ eq.)	1.75	1.72	1.64

Energy consumption		2020	2021	2022
Electricity produced by type of source	(GWh)	54.97 ^{a)}	71.01	76.49
of which: from natural gas		3.22	2.06	0.00
of which: from other sources		51.75	68.95	76.49
Primary source consumption	(millions of toe)	1.22	1.28	0.98
of which: natural/fuel gas		1.17	1.21	0.96
of which: other petroleum products		0.05	0.04	0.02
Renewable sources ^{b)} consumption	(millions of toe)	0.004	0.03	0.03
of which: biomass		0.004	0.03	0.03
Energy purchased from other companies	(millions of toe)	0.86	0.86	0.80
Electricity		0.41	0.42	0.40
Other sources		0.45	0.45	0.40
Total energy consumed	(millions of toe)	2.08	2.14	1.81
Fuel savings from energy-saving projects	(thousand toe/year)	28.60	39.23	31.94

a) In 2020 electricity production was affected by the commissioning of the biomass power plant at the Versalis plant in Crescentino in January.
b) In 2022, in line with the methodology adopted by Eni, energy consumption data was broken down into consumption from primary sources and consumption from renewable sources. In this sense, the 2021 and 2020 figures are reported in line with the new classification. There is no change in the data related to total energy consumed compared to the previous year.

Operational excellence
Each of us

Employment		2020	2021	2022
Employees as of December 31	(number)	5,268	5,129	7,123
Men		4,576	4,455	5,484
Women		692	674	1,639
Italy		4,249	4,115	4,527
With permanent contracts		4,249	4,102	4,506
With fixed-term contracts		0	13	21
Part-time		53	50	59
Full-time		4,196	4,065	4,468
Atypical temporary workers (agency workers, contractors, etc.)		0	12	125
Abroad		1,019	1,014	2,596
Africa		3	4	6
With permanent contracts		2	3	5
With fixed-term contracts		1	1	1
Part-time		0	0	0
Full-time		3	4	6
Atypical temporary workers (agency workers, contractors, etc.)		0	0	0
Americas		16	19	824
With permanent contracts		15	19	715
With fixed-term contracts		1	0	109
Part-time		0	0	156
Full-time		16	19	668
Atypical temporary workers (agency workers, contractors, etc.)		4	4	4
Asia		39	32	511
With permanent contracts		21	13	444
With fixed-term contracts		18	19	67
Part-time		0	0	12
Full-time		39	32	499
Atypical temporary workers (agency workers, contractors, etc.)		1	0	31
Australia and Oceania		0	0	0
With permanent contracts		0	0	0
With fixed-term contracts		0	0	0
Part-time		0	0	0
Full-time		0	0	0
Atypical temporary workers (agency workers, contractors, etc.)		0	0	0
Rest of Europe		961	959	1,255
With permanent contracts		955	957	1,254
With fixed-term contracts		6	2	1
Part-time		7	7	15
Full-time		954	952	1,240
Atypical temporary workers (agency workers, contractors, etc.)		12	16	16
Employees abroad by category	(number)	1,019	1,014	2,596
Locals		986	995	2,574
Italian expatriates		27	14	18
International expatriates (including Third Country Nationals)		6	5	4
Employees by educational qualification	(number)			
University Degree		1,366	1,350	1,667
Secondary school diploma		3,153	3,069	4,423
Less than secondary school diploma		749	683	1,033

(continued)

(continued)			
Employment	2020	2021	2022
Seniority	(years)		
Senior managers	24.84	24.91	22.12
Middle managers	23.19	22.76	21.36
White collars	21.05	21.25	19.24
Blue collars	15.60	15.55	12.82
Local employees abroad	(%)	96.76	98.13
Local employees abroad by professional category	(number)		
Senior managers	9	9	23
Middle managers	135	132	182
White collars	439	452	761
Blue collars	403	402	1,608
Local senior managers & middle managers abroad	(%)	14.13	13.91
Non-Italians employees in positions of responsibility	(number)	77	82
Employees with permanent contracts	(number)	5,242	5,094
Men	4,563	4,432	5,372
Women	679	662	1,552
Employees with fixed term contracts		26	35
Men	13	23	112
Women	13	12	87
Employees with full-time contracts		5,208	5,072
Men	4,569	4,447	5,444
Women	639	625	1,437
Employees with part-time contracts		60	57
Men	7	8	40
Women	53	49	202
Atypical temporary workers (agency workers, contractors, etc.)		17	32
Men	8	11	105
Women	9	21	71
Average age	(years)	46	46
New hires with permanent contracts	(number)	86	145
Italy	49	60	215
Abroad	37	85	233
Africa	0	1	3
Americas	1	3	33
Asia	0	1	69
Australia and Oceania	0	0	0
Rest of Europe	36	80	128
Rate of turnover	(%)	4.38	8.24
Italy	3.39	6.40	8.44
Abroad	8.66	16.11	22.28
Africa	0	50	150
Americas	7.14	20	18.64
Asia	5.00	9.52	37.65
Australia and Oceania	0	0	0
Rest of Europe	8.77	16.13	18.28
Terminations of permanent contract	(number)	146	287
of which: resignations	37	64	263
of which: retirements	82	120	192
of which: layoffs	4	14	32
of which: other	23	89	5

Employees by professional category, age and gender

	2020			2021			2022		
	Men (%)	Women (%)	Total (no.)	Men (%)	Women (%)	Total (no.)	Men (%)	Women (%)	Total (no.)
Total	87%	13%	5,268	87%	13%	5,129	77%	23%	7,123
Senior managers	89%	11%	108	86%	14%	103	85%	15%	122
Under 30	0	0	0	0	0	0	0	0	0
30-50	72%	28%	25	62%	38%	24	74%	26%	38
Over 50	94%	6%	83	94%	6%	79	90%	10%	84
Middle managers	78%	22%	879	78%	22%	838	76%	24%	885
Under 30	100%	0	3	67%	33%	3	75%	25%	4
30-50	76%	24%	363	77%	23%	359	75%	25%	395
Over 50	79%	21%	513	78%	22%	476	77%	23%	486
White collars	81%	19%	2,486	82%	18%	2,437	77%	23%	2,867
Under 30	60%	40%	113	59%	41%	96	57%	43%	182
30-50	83%	17%	1,235	82%	18%	1,208	78%	22%	1,369
Over 50	82%	18%	1,138	83%	17%	1,133	79%	21%	1,316
Blue collars	99%	1%	1,795	99%	1%	1,751	77%	23%	3,249
Under 30	96%	4%	300	96%	4%	304	68%	32%	792
30-50	99%	1%	1,039	99%	1%	983	77%	23%	1,667
Over 50	99%	1%	456	98%	2%	464	85%	15%	790

Equal opportunities

	2020	2021	2022
Women employees in service	(%)	13.14	13.14
Women hired		13.95	20.69
Women in managerial positions (senior and middle managers)	(%)	20.97	21.47
Senior managers		11.11	13.59
Middle managers		22.18	22.43
White collars		18.50	18.42
Blue collars		1.39	1.31
Replacement rate by gender	(%)	0.59	0.51
Men		0.55	0.48
Women		1.00	0.64

Training		2020	2021	2022
Total attendances ^{a)}	(number)	73,708	67,856	71,047
Training hours by type	(hours)	181,744	183,766	201,213
HSE and quality		94,303	115,259	112,282
Languages and IT		3,303	4,440	4,459
Behavioural/Communication/Corporate Identity		21,439	21,233	14,429
Professional - cross-cutting		9,646	12,483	21,733
of which: anti-corruption		1,137	461	14,105
Professional – technical/commercial		53,053	30,351	48,310
of which: compliance		18,490	11,778	45,299
Total training hours by professional category	(hours)	181,744	183,766	201,213
Senior managers		2,362	4,575	2,789
Middle managers		24,128	39,406	29,156
White collars		80,255	79,601	88,472
Blue collars		74,999	60,184	80,795
Training hours by delivery method	(hours)	175,431	183,766	201,213
of which: distance		41,839	78,470	50,542
of which: in class		133,592	105,296	150,671
Average training hours per employee per job category	(hours)	34	44	39
Senior managers		21	44	29
Middle managers		27	47	35
White collars		22	33	36
Blue collars		41	34	46
Average training hours by gender	(hours)			
of which: men		37	37	41
of which: women		22	29	27
In house training hours	(%)	73	72	67
Training expenditures	(millions of €)	0.9	1.3	1.8
Average training and development expenditure per full-time employee		170	309	351

a) Incomplete participations are included, while registrations without participation are excluded..

Industrial relations		2020	2021	2022
Employees covered by collective bargaining	(number)	5,154	5,010	5,454
Employees covered by collective bargaining	(%)			
Italy		100	100	100
Abroad		85.8	85.8	76.1
Consultations, negotiations with trade unions on organizational changes	(number)	0	0	3
Employees in trade unions		2,725	2,645	2,736
Employees in trade unions	(%)	62.5	63.6	59.6

People’s health and safety

Safety		2020	2021	2022
TRIR (Total Recordable Injury Rate)	(total recordable injuries/worked hours) x 1,000,000	0.77	0.71	0.61
Employees		0.83	0.72	0.81
Contractors		0.70	0.69	0.39
Italy		0.64	0.63	0.39
Abroad		1.34	1.06	1.43
High-consequence work-related injuries rate (excluding fatalities)	(high-consequence work-related injuries/worked hours) x 1,000,000	0	0.13	0
Employees		0	0	0
Contractors		0	0.28	0
Lost time Injury Frequency rate (LTIF)	(injuries with days of absence/worked hours) x 1,000,000	0.64	0.64	0.61
Employees		0.60	0.72	0.81
Contractors		0.70	0.55	0.39
Italy		0.64	0.63	0.39
Abroad		0.67	0.71	1.43
Injury severity index	(days of absence/worked hours) x 1,000	0.02	0.07	0.06
Employees		0.02	0.02	0.05
Contractors		0.02	0.14	0.07
Fatality index	(fatal injuries/hours worked) x 100,000,000	0	0	6.13
Employees		0	0	0
Contractors		0	0	13.11
Number of fatalities as a result of work-related injury	(number)	0	0	1 ^{a)}
Employees		0	0	0
Contractors		0	0	1
Near miss	(number)	82	99	132
Worked hours	(millions of hours)	15.5	15.6	16.3
Employees		8.4	8.3	8.7
Contractors		7.1	7.2	7.6
Training hours on safety	(hours)	83,011	31,103	99,129
of which: to senior managers		471	630	609
of which: to middle managers		8,115	6,969	10,397
of which: to white collars		38,195	14,806	44,308
of which: to blue collars		36,230	8,698	43,815
Process safety events	(number)	7	3	6
Tier 1		2	2	4
Tier 2		5	1	2

a) In 2022, one fatal accident has been recorded for a contractor in the Priolo plant (operator hit by an object).

Health		2020	2021	2022
Number of deaths which result from occupational diseases	(number)	0	0	2
Employees included in health surveillance programs		5,014	4,879	4,894
Number of health services provided		85,694	87,410	117,898
of which: to employees		85,460	87,167	117,699
of which: to contractors		217	229	126
of which: to relatives		1	0	0
of which: to others		16	14	73
Number of registrations to health promotion initiatives		5,579	6,262	10,350
of which: to employees		5,579	6,262	10,350
of which: to contractors		0	0	0
of which: to relatives		0	0	0
OIFR Occupational Illness Frequency Rate	(Occupational illnesses allegations received/worked hours) x 1,000,000	0.12	0.24	0.35
Occupational illnesses claims received	(number)	1	2	3
Employees		0	1	1
Former employees		1	1	2

Environment

PROTECTION OF WATER		2020	2021	2022
Total water withdrawals	(millions of cubic metres)	1,039.52	861.00	712.33
of which: sea water		969.81	782.94	629.99
of which: freshwater		69.74	78.06	82.34
of which: withdrawn from surface water bodies		46.47	54.91	73.97
of which: withdrawn from underground		3.27	4.03	3.80
of which: withdrawn from aqueduct or tank		3.08	3.13	3.43
Freshwater reused	%	92.50	92.02	90.11
Total water discharge	(millions of cubic metres)	1,030.78	852.97	704.67
of which: at sea		978.24	792.64	646.69
of which: in superficial water bodies		43.87	51.69	49.08
of which: in the sewerage system		4.68	5.25	5.80
of which: given to third-party		4.00	3.39	3.30

Air protection		2020	2021	2022
NO _x (nitrogen oxides) emissions	(thousands of tonnes of NO ₂ eq.)	1.82	1.99	1.66
SO _x (sulphur oxides) emissions	(thousands of tonnes of SO ₂ eq.)	0.09	0.08	0.05
NMVOC (Non-Methane Volatile Organic Compounds) emissions	(thousands of tonnes)	2.34	2.12	1.64
PST (Total Suspended Particulate) emissions	(thousands of tonnes)	0.01	0.02	0.01

Waste		2020	2021	2022
Total waste from production activities	(tonnes)	63,414	60,513	57,862
of which: hazardous waste		41,902	39,046	37,021
of which: non-hazardous waste		21,512	21,467	20,841
Waste from production activities disposed of and recovered/recycled	(tonnes)	64,367	59,753	58,497
of which: hazardous	(tonnes)	42,229	38,191	37,933
of which: incinerated	(%)	12.82	12.77	10.86
of which: sent to landfill		0.38	0.09	0.38
of which: subjected to chemical/physical/biological treatment		2.36	0.83	0.74
of which: sent for other disposal		18.18	12.28	9.30
of which: recovered/recycled		66.26	74.04	78.72
of which: non hazardous	(tonnes)	22,138	21,562	20,564
of which: incinerated	(%)	0.15	0.97	0.12
of which: sent to landfill		1.06	0.41	4.07
of which: subjected to chemical/physical/biological treatment		3.06	2.29	7.58
of which: sent for other disposal		14.74	16.09	7.78
of which: recovered/recycled		80.99	80.24	80.45
Total waste from remediation activities	(tonnes)	47,269	41,042	50,718
of which: hazardous waste		7,277	6,851	8,113
of which: non-hazardous waste		39,992	34,191	42,605
Remediation waste disposed and recovered/recycled	(tonnes)	47,020	43,400	50,881
of which: hazardous	(tonnes)	8,848	6,786	8,116
of which: incinerated	(%)	3.77	9.76	10.39
of which: sent to landfill		0.07	0.09	0.27
of which: subjected to chemical/physical/biological treatment		36.27	5.67	6.16
of which: sent for other disposal		59.03	78.94	69.18
of which: recovered/recycled		0.85	5.54	14.00
of which: non hazardous	(tonnes)	38,172	36,614	42,765
of which: incinerated	(%)	0.003	0.00	0.01
of which: sent to landfill		21.31	10.62	11.92
of which: subjected to chemical/physical/biological treatment		7.23	10.16	7.86
of which: sent for other disposal		16.66	19.28	17.88
of which: recovered/recycled		54.80	59.94	62.35

Biodiversity		2022	
		Overlapping operational sites	Adjacent to operational sites (<1km)
Operational sites overlapping/adjacent to area (Total)	(number)	3	9
Protected areas overlapping/adjacent to operational sites			
UNESCO World Heritage Natural Sites (WHS)		0	0
Natura 2000		1	11
IUCN		2	5
Ramsar		0	2
Other Protected Areas		2	2
Priority Biodiversity Conservation Area (KBA)		1	4

Suppliers

Assessment of suppliers		2020	2021	2022
New suppliers assessed using social criteria ^{a)}	(%)	100	100	100

a) Evaluation is carried out based on information available from open and/or supplier-reported sources and/or performance indicators and/or field audits, through at least one of the following processes: reputational Due Diligence, qualification process, performance evaluation feedback on HSE or compliance areas, feedback process, assessment on human rights issues (inspired by SA8000 standard or similar certification).

Methodological note

Versalis for 2022 - A Just Transition is part of Eni’s sustainability reporting, which includes the Consolidated Non-Financial Statement (NFI) and the Eni for Sustainability Report, prepared in compliance with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards). Furthermore, Eni’s reporting system is complemented by the information provided on Eni’s corporate website, to which reference should be made for more in-depth information on the issues discussed in this Report.

Versalis for 2022 - A Just Transition has been prepared *in accordance* with the GRI Standards 2021, to provide clear and detailed information to stakeholders on sustainability topics, as well as to provide an overview of Versalis’ investments. The most relevant sustainability topics - ‘material topics’ - form the basis of this Report, which provides qualitative and quantitative information on Versalis’ sustainability performance. The significance of topics derives from the sector and context in which the Company operates and, from an internal point of view, was determined by considering the Eni’s business principles, values, strategies, and objectives.

The data and information reported were collected with the aim of representing a complete, clear and balanced picture of Versalis’ actions and characteristics. The process of gathering information and quantitative data was structured to ensure their comparability over the three-year reference period, in order to allow a fair interpretation of the information and to provide stakeholders with an overall view of the evolution of Versalis’ performance. KPIs are selected on the basis of the topics identified as most significant, are collected on an annual basis according to the consolidation perimeter of the reference year, and refer to the 2020-2022 period. In addition, the data reported represent the share of KPIs reported at the consolidated level by Eni in the Consolidated Non-Financial Statement and in Eni for 2022 – Sustainability Performance, documents subject to a limited audit by the designated independent auditors.

REPORTING SCOPE

The information included in this document refers to the activities of Versalis S.p.A. and its subsidiaries on a line-by-line basis, i.e. Versalis Deutschland GmbH, Versalis France s.a.s., Versalis International SA, Versalis Americas Inc, Dunastyr Polystyrene Manufacturing Co Ltd, Versalis UK Ltd, Versalis Pacific Trading (Shanghai) Co Ltd, Versalis Singapore PTE Ltd and Finproject S.p.A.

Information reported with reference to “Versalis sites,” unless otherwise specified, includes Italian and foreign sites under the control of Versalis S.p.A., excluding Finproject S.p.A. The data and performance indicators refer, where not otherwise specified, to the year ended December 31, 2022, and 2021 and 2020 data are also shown for comparative purposes. It should also be noted that, for 2022 only, the data on employment and diversity, equal opportunity and inclusion include the company Finproject S.p.A, whose acquisition was completed in 2021. The HSE (health, safety, and environment) data, on the other hand, excludes data from Finproject S.p.A from the reporting scope for the entire three-year reporting period. In addition, for 2022 HSE data, the activities of the consortia Brindisi Servizi Generali, Ravenna Servizi Industriali and Servizi Porto Marghera were included. With reference to environmental data (emissions, energy consumption, water consumption and waste), inputs directly attributable to Versalis related to its operations have been considered; they also include any interchange of resources with other Eni Group entities.

The reporting frequency is set on an annual basis.

Calculation methodologies

KPI	Methodology
CARBON NEUTRALITY BY 2050	
GHG emissions	Scope 1 direct GHG emissions: direct GHG emissions are those from sources associated to the company's assets (e.g. combustion, flaring, fugitive), and include CO ₂ , CH ₄ and N ₂ O. The Global Warming Potential used for conversion to CO ₂ equivalent is 25 for CH ₄ and 298 for N ₂ O. It does not include contributions of CO ₂ emissions of biogenic origin. Scope 2 emissions: are the indirect GHG emissions related to the generation of electricity, steam and heat purchased from third parties and consumed in the company's assets.
Energy consumption	Consumption from primary sources: total consumption of primary sources such as fuel gas, natural gas, other petroleum products. Renewable energy consumption: total consumption of energy from renewable sources, e.g. biomass. Primary energy purchased from other companies the sum of purchases of electricity, heat, and steam from third parties. Consumption from renewable sources also depends on the national electricity mix.
KPI	Methodology
OPERATIONAL EXCELLENCE	
EACH OF US	
Workers who are not employees	With respect to workers who are not employees whose work is controlled by the organisation, personnel administered in Italy and abroad were considered.
Industrial relations	With respect to industrial relationships, the minimum preliminary notice period for operational changes is in line with the provisions of the laws in force and the trade union agreements which were signed. Employees covered by collective bargaining agreements: employees whose employment relationship is governed by collective contracts or agreements, whether national, category, company or site.
Seniority	Average number of years worked by personnel employed by Versalis.
Hours of training	Hours provided to Versalis employees through training courses managed and delivered both by Eni Corporate University (classroom and distance learning) and independently by Versalis, including on-the-job training. Average training hours are calculated as total training hours divided by the average number of employees in the year.
Local senior managers and middle managers abroad	Ratio of number of local senior managers + local middle managers (employees born in the country in which their main working activities is based) to total employment abroad.
Rate of turnover	Ratio of the number of recruitments + terminations of permanent contracts to permanent employment in the previous year.
Rate of replacement	Ratio of number of hiring and termination of permanent contracts.
PEOPLE'S HEALTH AND SAFETY	
Safety	Versalis uses a large number of contractors to carry out activities at its sites. TRIR: total recordable injury rate (injuries leading to days of absence, medical treatment and cases of work restriction). Numerator: number of total recordable injuries; denominator: hours worked during the same period. Result of the ratio multiplied by 1,000,000. High-consequence work-related injuries rate: injuries at work with days of absence exceeding 180 days or resulting in total or permanent disability. Numerator: number of injuries at work with serious consequences; denominator: hours worked in the same period. Result of the ratio multiplied by 1,000,000. Near miss: an incidental event, the origin, execution and potential effect of which is accidental in nature, but which is however different from an accident only in that the result has not proved damaging, due to luck or favourable circumstances, or to the mitigating intervention of technical and/or organizational protection systems. Accidental events that do not turn into accidents or injuries are therefore considered to be near misses.
People's health	OIFR (Occupational Illness Frequency Rate): index of the frequency of reported occupational diseases of employees. Ratio between the number of employee reports of occupational disease in the reference accounting period and the hours worked in the same period. Result of the ratio multiplied by 1,000,000. Number of occupational disease claims filed by heirs: indicator used as a proxy for the number of deaths due to occupational diseases. Main types of diseases: reports of suspected occupational disease made known to the employer concern illnesses that may have a causal link with the occupational risk, in that they may have been contracted in the course of the year and as a result of work activities involving prolonged exposure to risk agents present in the work-place. The risk may be caused by the process performed, or by the environment where the process takes place. The main risk agents from whose prolonged exposure an occupational disease may result are: (i) chemical agents (e.g. disease: neoplasms, diseases of the respiratory system, blood diseases); (ii) biological agents (e.g. disease: malaria); (iii) physical agents (e.g. disease: hearing loss).
ENVIRONMENT	
Water resource	Water withdrawals: sum of sea water withdrawals, freshwater withdrawals, and brackish water from underground or surface sources. Water from TAF (groundwater treatment plant) represents the share of polluted groundwater treated and reused in the production cycle. The limit for freshwater, which is more conservative than the GRI standard of reference (of 1,000 ppm), is 2,000 ppm TDS (Total Dissolved Solids), as provided in the IPIECA/API/IOGP 2020 guidance. Water discharges: the internal procedures relating to the operational management of water discharges regulate the control of minimum quality standards and authorization limits prescribed for each operational site, ensuring compliance and prompt resolution in the event limits are exceeded.
Waste	Waste from production activities: waste directly linked to the production of goods and production activities. Waste from remediation activities this includes waste from soil safety and remediation activities, demolition activities, excavation results and/or sludges, oils and equipment remediation. The method of waste disposal is communicated by the party authorised for disposal.
Air protection	NO_x : total direct emissions of nitrogen oxides from combustion processes with air. It includes NO _x emissions from flaring activities, including NO and NO ₂ emissions, excluding N ₂ O . SO_x : total direct emissions of sulphur oxides, including SO ₂ and SO ₃ . NMVOC: total direct emissions of hydrocarbons, substituted hydrocarbons and oxygenated hydrocarbons, which evaporate at room temperature. LPG is included and methane is excluded. PST: direct emissions of Total Suspended Particulate Matter, finely divided solid or liquid material suspended in gas flows. Standard emission factors.
Biodiversity	Number of sites overlapping protected areas and Key Biodiversity Areas (KBAs): operating sites in Italy and abroad that are located within (or partially within) the boundaries of one or more protected areas or KBAs (December of each reporting year). Number of sites 'adjacent' to protected areas and Key Biodiversity Areas (KBAs): operational sites in Italy and abroad that, although outside the boundaries of protected areas or KBAs, are less than 1 km away (December of each reporting year).
RESPONSIBLE PROCUREMENT	
New suppliers assessed in accordance with social criteria	The indicator refers to all new suppliers subject to Due Diligence or subject to a qualification process or subject to performance evaluation feedback on HSE or Compliance areas or subject to a feedback process or subject to an assessment on human rights issues (inspired by the SA 8000 standard or similar certification), for which Vendor Management activities are centralised in Eni SpA.

GRI Content Index

STATEMENT OF USE	Versalis has reported in accordance with the GRI Standards for the period January, 1 st 2022-December, 31 2022		
GRI 1 UTILIZZATO	GRI 1: Foundation 2021		
GRI SECTOR STANDARD			

GRI Standard	Disclosure	Page or disclosure number	Omissions
GENERAL INFORMATION			
GRI 2: General Disclosures 2021			
2-1	Organizational details	Versalis in the world	
2-2	Entities included in the organization's sustainability reporting	Methodological note	
2-3	Reporting period, frequency and contact point	Methodological note	
2-4	Restatements of information	Methodological note	
2-5	External assurance	The Versalis for 2022 Sustainability Report is not subject to assurance by an external commissioned company	
2-6	Activities, value chain and other business relationships	Versalis in the world	
2-7	Employees	Versalis in the world Each of us Key sustainability indicators	
2-8	Workers who are not employees	Each of us Key sustainability indicators	
2-9	Governance structure and composition	Governance, transparency and risk management	
2-10	Nomination and selection of the highest governance body	Governance, transparency and risk management	
2-11	Chair of the highest governance body	Governance, transparency and risk management	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, transparency and risk management	
2-13	Delegation of responsibility for managing impacts	Governance, transparency and risk management	
2-14	Role of the highest governance body in sustainability reporting	Governance, transparency and risk management	
2-15	Conflicts of interest	Governance, transparency and risk management	
2-16	Communication of critical concerns	Governance, transparency and risk management	
2-17	Collective knowledge of the highest governance body	Governance, transparency and risk management	
2-18	Evaluation of the performance of the highest governance body	Governance, transparency and risk management	
2-19	Remuneration policies	Governance, transparency and risk management Each of us	
2-20	Process to determine remuneration	Governance, transparency and risk management	
2-21	Annual total compensation ratio		Since it is not subject to legal requirements, Versalis does not publish the pay ratio data due to confidentiality constraints.
2-22	Statement on sustainable development strategy	Versalis's commitment to sustainability Carbon neutrality by 2050	
2-23	Policy commitments	Versalis's commitment to sustainability Carbon neutrality by 2050	
2-24	Embedding policy commitments	Versalis's commitment to sustainability Carbon neutrality by 2050	
2-25	Processes to remediate negative impacts	Stakeholder engagement activities Human rights	

(continued)

GRI Standard	Disclosure	Page or disclosure number	Omissions
2-26	Mechanisms for seeking advice and raising concerns	Governance, transparency and risk management	
2-27	Compliance with laws and regulations	In 2022, Versalis has not received any final convictions for violations of laws, regulations or other regulatory institutions relating to human rights, bribery, competition law violations or tax violations.	
2-28	Membership associations	Stakeholder engagement activities Circular economy Environment	
2-29	Approach to stakeholder engagement	Stakeholder engagement activities	
2-30	Collective bargaining agreements	Each of us Key sustainability indicators	
DISCLOSURE ON MATERIAL TOPICS			
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	Material topics for Versalis	
3-2	List of material topics	Material topics for Versalis	
MATERIAL TOPIC: TRANSPARENCY IN BUSINESS MANAGEMENT			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Governance, transparency and risk management	
GRI 205: Anti-corruption 2016			
205-2	Communication and training about anti-corruption policies and procedures	Governance, transparency and risk management	
MATERIAL TOPIC: COMBATING CLIMATE CHANGE AND MANAGING ENERGY RESOURCES			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Contrasting climate change Towards Net Zero by 2050 Chemistry from renewables GHG emissions and energy efficiency	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	GHG emissions and energy efficiency Key sustainability indicators	
302-4	Reduction of energy consumption	GHG emissions and energy efficiency Key sustainability indicators	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	GHG emissions and energy efficiency Key sustainability indicators	
305-2	Energy indirect (Scope 2) GHG emissions	GHG emissions and energy efficiency Key sustainability indicators	
MATERIAL TOPIC: WATER RESOURCE MANAGEMENT			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Water resources management	
GRI 303: Water and effluents 2018			
303-1	Interactions with water as a shared resource	Water resources management	
303-2	Management of water discharge related impacts	Water resources management	
303-3	Water withdrawal	Water resources management Key sustainability indicators	
303-4	Water discharge	Water resources management Key sustainability indicators	
MATERIAL TOPIC: AIR QUALITY			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Air quality	
GRI 305: Emissions 2016			
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x) and other significant emissions	Air quality Key sustainability indicators	

(continued)

GRI Standard	Disclosure	Page or disclosure number	Omissions
MATERIAL TOPIC: WASTE MANAGEMENT			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Waste management	
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Waste management	
306-2	Management of significant waste-related impacts	Waste management	
306-3	Waste generated	Waste management Key sustainability indicators	
306-4	Waste diverted from disposal	Waste management Key sustainability indicators	
306-5	Waste directed to disposal	Waste management Key sustainability indicators	
MATERIAL TOPIC: BIODIVERSITY			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Biodiversity	
GRI 304: Biodiversity 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Key sustainability indicators	
MATERIAL TOPIC: CIRCULAR ECONOMY			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Circular economy	
MATERIAL TOPIC: EMPLOYMENT AND WELL-BEING			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Employment Welfare and work-life balance	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Employment Key sustainability indicators	
MATERIAL TOPIC: DIVERSITY, EQUAL OPPORTUNITIES, AND INCLUSION			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Governance, transparency and risk management Employment Diversity, equal opportunities and inclusion	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Governance, transparency and risk management Employment Diversity, equal opportunities and inclusion Key sustainability indicators	
MATERIAL TOPIC: HEALTH AND SAFETY IN THE WORKPLACE			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Safety in the workplace People's health	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Safety and people's health	
403-2	Hazard identification, risk assessment, and incident investigation	Safety in the workplace	
403-3	Occupational health services	People's health	
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety in the workplace People's health	
403-5	Worker training on occupational health and safety	Safety in the workplace	

(continued)

GRI Standard	Disclosure	Page or disclosure number	Omissions
403-6	Promotion of worker health	Safety in the workplace People's health	
403-7	Prevention and mitigation of occupational health and safety impacts linked by business relationships	Safety and people's health	
403-9	Work-related injuries	Safety in the workplace Key sustainability indicators	
403-10	Work-related ill health	Key sustainability indicators	
MATERIAL TOPIC: TRAINING AND PROFESSIONAL GROWTH			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Training and professional growth	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Training and professional growth Key sustainability indicators	
MATERIAL TOPIC: PRODUCT STEWARDSHIP			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Product stewardship	
MATERIAL TOPIC: ASSET INTEGRITY			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Asset integrity	
MATERIAL TOPIC: INNOVATION AND R&D			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Innovation, Research and Development Chemistry from renewables Circular economy	
MATERIAL TOPIC: HUMAN RIGHTS			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Human rights	
MATERIAL TOPIC: RESPONSIBLE PROCUREMENT			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Responsible procurement	
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Key sustainability indicators	
MATERIAL TOPIC: RELATIONSHIP WITH LOCAL COMMUNITIES			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Relationships the with local communities and customers	
MATERIAL TOPIC: CUSTOMER RELATIONSHIP MANAGEMENT			
GRI 3: Material Topics 2021			
3-3	Management of material topics	Relationships with the local communities and customers	

Glossary



CARBON NEUTRALITY BY 2050	
CRACKING	In chemistry, cracking is a process adopted to produce light hydrocarbons through the thermal and/or catalytic break-down of heavy hydrocarbon molecules.
ELASTOMERS	Polymers that possess elasticity with a variety of applications, such as tyres, footwear, adhesives, components for construction and the automotive industry, pipes, electrical cables, household appliances, modifiers and additives for plastics and bitumen, synthetic latexes for paper coating and moulded foam.
LIFE CYCLE ASSESSMENT (LCA)	A structured and internationally standardised method for quantifying the potential environmental and human health impacts associated with a product or service, starting from its resource consumption and emissions.
PIROLYSIS	Thermochemical decomposition process of polymers.
POLYMER	Macromolecule, i.e. a molecule with a high molecular weight, consisting of a large number of the same or different molecular groups joined 'in a chain' by repetition of the same type of bond.



OPERATIONAL EXCELLENCE	
ASSET INTEGRITY	The ability of an asset to operate effectively and accurately, while safeguarding the well-being of personnel and equipment throughout the life cycle of the asset, from its design phase to its decommissioning.
HEALTHCARE	Outpatient and home management of acute and chronic conditions according to best practice and in agreement with the patient, including interventions and actions for global health promotion and protection.
BIOETHANOL	Ethanol produced by a fermentation process of biomass, i.e. sugar-rich agricultural products (carbohydrates) such as cereals, sugar crops, starch and pomace.
RESIDUAL BIOMASS	Non-hazardous waste that may only be delivered to facilities that process waste.
CEPIC	European Chemical Industry Council.
COMPOUND	A mixture between polymers and/or between polymers and additives to achieve particular properties in the final product.
INTERMEDIATES	Basic monomers derived mainly from the cracking process for important industrial uses in the production of intermediates, plastics, petroleum chemicals and other components in the rubber, solvent and lubricant industries.
MONOMER	Molecule capable of combining with two, three or many identical molecules to form higher molecular weight compounds.
NATECH	Technological accidents, such as fires, explosions and toxic releases that may occur within industrial complexes and along distribution networks following natural disasters.
POLYETHYLENE	Polymeric material derived from ethylene and used in the production of a wide range of finished products, such as packaging films, bottles, containers, compounds for civil and automotive applications.
POLYOLEFIN	Macromolecules obtained through the polymerisation of olefins.
HEALTH MONITORING PROGRAMME	Provision for workers for whom the risk assessment has shown a health risk. The purpose of health surveillance is to: assess specific suitability for work, detect clinical or pre-clinical abnormalities in good time, prevent deterioration of the worker's health, assess the effectiveness of preventive measures in the workplace and reinforce correct work measures and conduct.
STYRENES	Highly versatile, lightweight and recyclable plastics with good mechanical properties and high insulating power, used in the production of industrial and food packaging, household appliances, insulation, electrical and electronic equipment, and automotive components.



ALLIANCES FOR DEVELOPMENT	
SDG	The Sustainable Development Goals (SDGs) are the plan to achieve a better and more sustainable future for all by 2030. Adopted by all member states of the UN in 2015, they address global challenges the world is battling, including those related to poverty, inequality, climate change, environmental degradation, peace and justice.

Eni’s sustainability reporting

Eni narrates its role in the energy transition through sustainability reporting, sharing its values, corporate strategies, objectives and achievements. Aware of the increasing centrality of non-financial information, Eni has developed a structured sustainability reporting system with the aim of satisfying over the years the information needs of its stakeholders in a comprehensive and timely manner in terms of variety and depth.

MANDATORY REPORTING



CONSOLIDATED NON-FINANCIAL STATEMENT
The Consolidated Non-Financial Statement 2022 (NFI), prepared i.a.w. the requirements of Legislative Decree 254/2016 (adopting European Directive 95/2014) and published in the 2022 Annual Financial Report, provides a concise and integrated disclosure of the management model, the policies implemented, the main risks and results related to the various sustainability issues.

VOLUNTARY REPORTING



ENI FOR 2022 - A JUST TRANSITION
It describes how, through the three levers of the integrated business model, Eni creates long-term value.

ENI FOR 2022 – SUSTAINABILITY PERFORMANCE
It provides an overview of sustainability key performance indicators over five years. The summary key contents are available in the Executive Summary.



OTHER REPORTS
In the coming months, Eni will also publish Eni for Human Rights, which describes its strategy for promoting and respecting human rights and reports on its main activities and key performance indicators. In addition, Eni publishes other sustainability reports annually, both at the local and subsidiaries level, which will be available during 2023 on eni.com

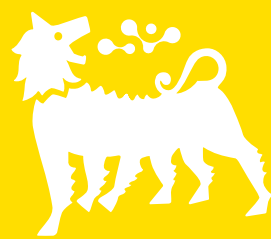


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