

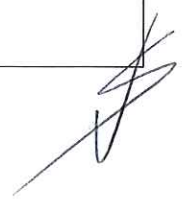
## Minute of the meeting – GFA Indicators

On June 21, 2019, in Athens (Greece), representatives of Eni Industrial Relations Unit, the Coordinator of the Global Framework Agreement on International Relations and Corporate Social Responsibility ("Agreement") and representative from IndustriALL Global Union have met.

As stated in article 8.5 of the new Agreement, signed today and valid for four years, with this minute the Parties agree on defining the indicators aimed at measuring the implementation of the agreement, as follow:

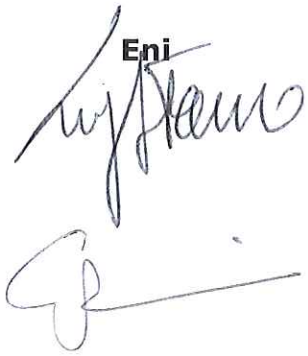
Article	Indicators
3. Principles and fundamental rights	3.1. Number of workers covered by the agreement divided by country and subsidiary 3.2. Updated list of operations worldwide 3.3. List of countries where Eni is established and indicating the countries that have not ratified the ILO conventions yet. 3.4. % of workers that are covered by collective agreements by country (where available)
5. Occupational Health and Safety	5.1. Number of accidents among employees and suppliers / subcontractors and breakdown by type of accident 5.2. Accident frequency rate (lost-time accidents) per employee and at group level 5.3. Number of workers trained in OHS issues / and number of hours of training per worker
6. Sustainable development and environmental protection	6.1. Numbers of projects/initiatives undertaken by Eni towards Sustainable development and environmental protection 6.2 % ratio gas/oil production in Eni's Operations

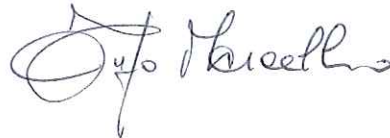




7. Industrial relation	7.1. Number of actions taken to improve social dialogue in the frame of the agreement
8. Implementation and monitoring of the agreement	8.1 Number of joint missions carried out 8.2 % of workers trained by gender, workplace and by type of training

The Parties agree that the aforementioned indicators could be modified, replaced or integrated by other ones, should other needs occur in the application of the Agreement itself.

**Eni**  


**Coordinator**  


**IndustriALL G.U.**  
