

ENI SPA  
Form 6-K  
May 03, 2013  
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**SECURITIES AND EXCHANGE COMMISSION**  
**Washington, D.C. 20549**

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**Form 6-K**

**REPORT OF FOREIGN ISSUER**  
Pursuant to Rule 13a-16 or 15d-16 of  
the Securities Exchange Act of 1934

For the month of April 2013

**Eni S.p.A.**

(Exact name of Registrant as specified in its charter)

**Piazzale Enrico Mattei 1 - 00144 Rome, Italy**

(Address of principal executive offices)

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(Indicate by check mark whether the registrant files or will file annual reports under cover of Form 20-F or Form 40-F.)

Form 20-F                       Form 40-F

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(Indicate by check mark whether the registrant by furnishing the information contained in this Form is also thereby furnishing the information to the Commission pursuant to Rule 12g3-2b under the Securities Exchange Act of 1934.)

Yes                       No

(If Yes is marked, indicate below the file number assigned to the registrant in connection with Rule 12g3-2(b):  
\_\_\_\_\_)

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Notice of Shareholders Meeting 2013

Report of the Board of Directors to the Shareholders Meeting

Annual Report 2012

Press Release dated April 9, 2013

Press Release dated April 24, 2013

Press Release dated April 24, 2013

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**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, hereunto duly authorised.

Eni S.p.A.

Name: Antonio Cristodoro  
Title: Head of Corporate Secretary's Staff  
Office

Date: April 30, 2013

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Published on April 3, 2013

<p style="text-align: center;"><b>ENI S.P.A.</b></p> <p style="text-align: center;"><b>ORDINARY SHAREHOLDERS' MEETING ON MAY 10, 2013</b> <b>ON SINGLE CALL</b></p> <p style="text-align: center;"><b>REPORT OF THE BOARD OF DIRECTORS</b> <b>ON THE ITEMS OF THE AGENDA</b></p>
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*The Italian text prevails over the English translation.*

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**ENI S.P.A.**

**ORDINARY SHAREHOLDERS' MEETING ON MAY 10, 2013  
ON SINGLE CALL**

**REPORT OF THE BOARD OF DIRECTORS  
ON THE ITEMS OF THE AGENDA**

**ITEM 1**

**ENI S.P.A. FINANCIAL STATEMENTS AT DECEMBER 31, 2012**

**RELATED RESOLUTIONS.**

**ENI CONSOLIDATED FINANCIAL  
STATEMENTS AT DECEMBER 31, 2012**

**REPORTS OF THE DIRECTORS, OF THE BOARD OF STATUTORY  
AUDITORS AND OF THE AUDIT FIRM.**

Dear Shareholders,  
the document "Annual Report at December 31, 2012" of Eni S.p.A., available at the Company's registered office, on the Company's website and at Borsa Italiana S.p.A. (the Italian Stock Exchange), includes the draft of the financial statements of Eni S.p.A. and the consolidated financial statements, along with the Directors' report on operations and the declaration pursuant to Article 154-bis, paragraph 5 of Legislative Decree no. 58 of February 24, 1998 (Consolidated Law on Finance, hereinafter "T.U.F."). The Reports of the Audit Firm and of the Board of Statutory Auditors are available in complete form to the public together with the Annual Report.  
Reference is therefore made to these documents.

Dear Shareholders, you are invited to resolve as follows:

*"The Ordinary Shareholders' Meeting*

*resolves*

*to approve the financial statements at December 31, 2012 of Eni S.p.A. which report a net profit amounting to 9,078,358,525.02 euro."*



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**ITEM 2**  
**ALLOCATION OF NET PROFIT**

Dear Shareholders,  
in regard to the results achieved, you are invited to resolve as follows:

*"The Ordinary Shareholders' Meeting*

*resolves*

*to allocate the net profit for the period of 9,078,358,525.02 euro, of which 7,122,048,121.80 euro remains following the distribution of the 2012 interim dividend of 0.54 euro per share, resolved by the Board of Directors on September 20, 2012, as follows:*

- *the amount of 2,603,272,923.40 euro to the reserve required by Article 6, paragraph 1, letter a) of Legislative Decree no. 38 of February 28, 2005;*
- *the amount of 3,391,234,297.34 euro to the optional reserve;*
- *as to the remaining profit and, where necessary, using the available reserve, to shareholders in the form of a dividend of 0.54 euro per share owned and outstanding at the ex-dividend date, excluding treasury shares on that date, thus completing payment of the dividend for the financial year 2012. The total dividend per share for financial year 2012 therefore amounts to 1.08 euro per share;*
- *the payment of the balance of the 2012 dividend in the amount of 0.54 euro, payable starting from May 23, 2013, with an ex-dividend date of May 20, 2013 and a record date of May 22, 2013.*

**ITEM 3**  
**REMUNERATION REPORT: POLICY ON REMUNERATION**

Dear Shareholders,  
the Remuneration report has been prepared on the basis of Article 123-ter of the T.U.F. and of Article 84-quater of the Issuers' Regulation (adopted by Consob with Resolution no. 11971 of May 14, 1999, as amended). Pursuant to the sixth paragraph of Article 123-ter of the T.U.F., the Shareholders' Meeting shall resolve in favour or against the first section of the Remuneration report regarding the Company's policy on the remuneration of Board directors, general managers and executives with strategic responsibilities and the procedures used to adopt and implement this policy. The resolution is not binding.

Please refer to the Remuneration report approved by the Board of Directors on March 14, 2013 and available to the public in accordance with terms and procedures required by law.

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Dear Shareholders, you are invited to resolve as follows:

*"The Ordinary Shareholders' Meeting*

*resolves*

*in favour of the first section of the Remuneration report regarding the Company's policy on the remuneration of Board directors, general managers and executives with strategic responsibilities and the procedures used to adopt and implement this policy".*

**ITEM 4**

**AUTHORISATION OF BUY-BACK PLAN OF ENI SHARES AFTER FIRST CANCELLING THE PREVIOUS BUY-BACK PLAN AUTHORISED BY THE SHAREHOLDERS' MEETING ON JULY 16, 2012, WITH RESPECT TO THAT PORTION NOT IMPLEMENTED. RELATED AND CONSEQUENT RESOLUTIONS.**

Dear Shareholders,

you are asked to authorise the buy-back of Eni ordinary shares, pursuant to Article 2357 of the Italian Civil Code and to Article 132 of the T.U.F. after first cancelling the previous buy-back plan authorised by the Shareholders' Meeting of July 16, 2012, with respect to the portion not implemented under the terms and procedures specified herein, in accordance with Article 144-*bis* of the Issuers' Regulation.

**1. Reasons for which authorisation to acquire treasury shares is requested**

The purchase of treasury shares represents an effective and flexible management tool to increase value for shareholders over time in line with the remuneration policies of other major oil companies.

**2. Maximum number and class of the shares to which the authorisation refers**

Authorisation is requested for the purchase, including in multiple tranches, of Eni S.p.A. ordinary shares, up to a maximum number of 363 million shares, corresponding to approximately 9.9885% of the share capital. More specifically, as of March 13, 2013, Eni's treasury shares amount to a total number of 11,388,287 ordinary shares, representing 0.31% of share capital. Eni's subsidiaries do not hold shares in the Company.

**3. Useful information for the purpose of a thorough assessment of compliance with the provisions of Article 2357, paragraph 3, of the Italian Civil Code**

The maximum number of treasury shares held by Eni S.p.A., also taking into account any ordinary shares that may be held by subsidiaries, must never exceed the maximum limit established by the *pro tempore* applicable regulations. In order to ensure compliance with the limits under the law, appropriate measures will be taken in each case to ensure timely and complete disclosure regarding the shareholdings of Eni S.p.A.'s subsidiaries. For the purchase in question, the intention is to allocate a total amount of euro 6,000,000,000.00 (six billion euro and zero cents) to a specific reserve designated for the purchase of treasury shares formed by using the existing budgetary reserves.

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The purchase of treasury shares will therefore take place through the utilisation of the above mentioned reserves and hence within the limits of the available reserves reported in the most recent financial statements and, at the time of each acquisition, the necessary accounting entries will be made in observance of the provisions of law and the applicable accounting principles.

In order to respect the limit envisaged in the third paragraph of Article 2357 of the Italian Civil Code, the number of shares to be acquired and the relative amount shall take into account the number and amount of Eni shares already held in the portfolio.

### **4. Duration for which the authorisation is requested**

Authorisation to purchase treasury shares is requested for a period of eighteen months, beginning from the relative resolution of the Ordinary Shareholders' Meeting. The Board of Directors may proceed to purchase treasury shares, one or more times and at any time, in the amount and times freely determined in respect of the applicable regulations, with the speed held to be appropriate for the interests of the Company.

### **5. Minimum and maximum price for the treasury shares to be purchased**

Purchases of treasury shares shall be carried out in respect of the operating conditions established for market practices governing the acquisition of treasury shares, admitted by Consob pursuant to Article 180, paragraph 1, letter c ) of the T.U.F. with Resolution no. 16839 of March 19, 2009, as well as EC Regulation no. 2273/2003 of December 22, 2003, where applicable, without prejudice to the fact that the unit price cannot in any case be lower than a minimum of euro 1.102 (one point one zero two euro), and no greater than the reference price recorded on the trading day before each individual purchase operation, plus 5%.

### **6. Methods by which the purchase shall be made**

The acquisitions shall be carried out on the *Mercato Telematico Azionario* of Borsa Italiana S.p.A. in accordance with Article 144-bis, paragraph 1, letter b) of the Issuers' Regulations and the provisions in any case applicable, so as to allow respect for the equal treatment of shareholders as envisaged in Article 132 of the T.U.F., and hence on regulated markets, in accordance with the procedures established in the Rules of the Markets organised and managed by Borsa Italiana S.p.A., which do not allow for the direct matching of buy orders with sell orders.

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Dear Shareholders, you are invited to resolve as follows:

*"The Ordinary Shareholders' Meeting*

*resolves*

*1) to cancel, for the portion not yet implemented as of the date of the Shareholders' Meeting, the authorisation to the Board of Directors to acquire treasury shares as resolved by the Shareholders' Meeting of July 16, 2012;*  
*2) to authorise the Board of Directors, pursuant to Article 2357 of the Italian Civil Code, to purchase on the Mercato Telematico Azionario in one or more transactions and in any case within 18 (eighteen) months from the date of this resolution up to a maximum number of 363,000,000 (three hundred and sixty-three million) ordinary Eni*

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*shares, for a price of no less than euro 1,102 (one point one zero two euro) and not more than the official price reported by Borsa Italiana for the shares on the trading day prior to each individual transaction, plus 5%, and in any case up to a total amount of euro 6,000,000,000.00 (six billion euro and zero cents) in accordance with the procedures established in the Rules of the Markets organised and managed by Borsa Italiana S.p.A. In order to respect the limit envisaged in the third paragraph of Article 2357 of the Italian Civil Code, the number of shares to be acquired and the relative amount shall take into account the number and amount of Eni shares already held in the portfolio;*

*3) to grant the Board of Directors all the broadest powers to execute this resolution, including through the use of delegation, including the possible assignment of tasks to intermediaries authorised pursuant to law, with the speed held to be appropriate for the interests of the Company, as permitted by applicable regulations, in the manner envisaged in Article 144-bis, paragraph 1, letter b) of the Issuers' Regulation, taking into account market practices inherent to the acquisition of treasury shares admitted by Consob pursuant to Article 180, paragraph 1, letter c) of the T.U.F., with Resolution no. 16839 of March 19, 2009, as well as EC Regulation no. 2273/2003 of December 22, 2003, where applicable".*

*The Chairman of the Board of Directors*

**GIUSEPPE RECCHI**

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## **Eni Group worldwide presence**

**Eni is an integrated energy company, active in 90 Countries in the world with a staff of around 78,000 employees.**

Eni boasts a strong position in the oil&gas value chain, from the hydrocarbon exploration phase to the product marketing. Our strong presence in the gas market and in the liquefaction of natural gas, our skills in the power generation and refinery activities, strengthened by world class skills in engineering and project management, allow us to catch opportunities in the market and to realize integrated projects.

### **Europe**

Austria, Belgium, Croatia, Cyprus, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, Malta, the Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, the United Kingdom, Ukraine

### **Asia and Oceania**

Australia, Azerbaijan, China, India, Indonesia, Iran, Iraq, Japan, Kazakhstan, Kuwait, Malaysia, Myanmar, Oman, Pakistan, Papua-New Guinea, Philippines, Qatar, Russia, Saudi Arabia, Singapore, South Korea, Syria, Taiwan, Thailand, Timor Leste, Turkmenistan, the United Arab Emirates, Vietnam, Yemen

### **Africa**

Algeria, Angola, Cameroon, Congo, Democratic Republic of Congo, Egypt, Equatorial Guinea, French Guinea, Gabon, Ghana, Kenya, Liberia, Libya, Mali, Mauritania, Morocco, Mozambique, Nigeria, South-Africa, Togo, Tunisia

### **Americas**

Argentina, Bolivia, Brazil, Canada, Colombia, Ecuador, Mexico, Peru, Suriname, Trinidad & Tobago, the United States, Venezuela

### **Disclaimer**

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This annual report contains certain forward-looking statements in particular under the section "Outlook" regarding capital expenditures, development and management of oil and gas resources, dividends, allocation of future cash flow from operations, future operating performance, gearing, targets of production and sale growth, new markets, and the progress and timing of projects. By their nature, forward-looking statements involve risks and uncertainties because they relate to events and depend on circumstances that will or may occur in the future. Actual results may differ from those expressed in such statements, depending on a variety of factors, including the timing of bringing new fields on stream; management's ability in carrying out industrial plans and in succeeding in commercial transactions; future levels of industry product supply; demand and pricing; operational problems; general economic conditions; political stability and economic growth in relevant areas of the world; changes in laws and governmental regulations; development and use of new technology; changes in public expectations and other changes in business conditions; the actions of competitors and other factors discussed elsewhere in this document.



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*"Eni" means the parent company Eni SpA and its consolidated subsidiaries.*

*Ordinary Shareholders Meeting of May 10, 2013.*

*The notice convening the meeting was published on "Il Sole 24 Ore" and "Financial Times WVE" of April 3, 2013.*

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(1) The Snam contribution excluded is the result of Snam transactions with Eni included in the continuing operations according to IFRS 5. Adjusted operating profit and adjusted net profit are not provided by IFRS.

**Results** > In 2012 Eni reported net profit at euro 7.79 billion including Eni's share of Snam results. Net profit of continuing operations amounted to euro 4.2 billion which excludes Snam's contribution to Group results, reclassified as discontinued operations following the ownership unbundling finalized in October 2012.

Adjusted net profit, which excludes special items, was euro 7.13 billion, up by 2.7% from a year ago. It was up by 7.6% when excluding Snam's results included in the continuing operations<sup>1</sup>. These results were driven by an excellent performance reported by the Exploration & Production Division on the back of a recovery in Libyan production.

Eni's financial structure was strengthened by asset divestments amounting to approximately euro 6.6 billion mainly relating to the sale of significant stakes in Snam and Galp, and by the deconsolidation of Snam's financial debt of euro 12.45 billion. Leverage decreased to 0.25 at December 31, 2012 from 0.46 at December 31, 2011.

Eni intends to monetize its residual interests in Snam and Galp with a market value of approximately euro 5 billion to further strengthen the balance sheet. Net cash generated by operating activities from continuing operations amounted to euro 12.36 billion and together with the robust proceeds from divestments enabled the Company to finance capital expenditure and other investments of euro 13.33 billion and to pay dividends to Eni's shareholders and other minorities for euro 4.38 billion, while reducing net borrowings by euro 12.52 billion.

**Dividend** > The Company's excellent results and robust fundamentals underpin a dividend distribution of euro 1.08 per share, representing a 4% increase from 2011, in line with the company's dividend policy. Management reaffirms its commitment to deliver industry-leading returns to the Company's shareholders.

**Oil and natural gas production** > In 2012, Eni reported liquids and gas production at 1,701 kboe/d. On a comparable basis, a production growth rate of 7% was achieved driven by the almost complete resumption of the Company's activities in Libya and continuing production start-ups and ramp-ups. Eni targets a production growth average rate of more than 4% on average over the next four-year period, leveraging on a strong project pipeline, a resource base at best ever levels and the Eni co-operation model.

**Proved oil and natural gas reserves** > Eni's net proved oil and gas reserves as of December 31, 2012 were at the eight-year record of 7.17 bboe. The organic reserve replacement ratio was 147% on a comparable basis. The reserve life index is 11.5 years.

**Natural gas sales** > Natural gas sales of 95.32 bcm were barely unchanged from 2011, excluding the volume impact caused by the loss of significant

**Net proved oil and gas reserves**

**7.17**

billion barrels oil equivalent proved oil and gas reserves as of 2012, at eight-year record

influence at Galp. In a scenario characterized by weak demand and rising competitive pressure, Eni's marketing initiatives were focused on maintaining gas sales in Italy, boosting Eni's presence in key European markets (France, Germany and others) and continuing expansion in the international market of LNG.

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**Safety** > In 2012 the injury frequency rate relating to employees and contractors decreased by 12.3% and 21.1% respectively, compared to 2011. This positive trend progressed for the eighth consecutive year. Notwithstanding the 43.3% decrease in the fatality index, seven fatal accidents occurred in 2012. Eni is engaged in maintaining high level of safety in each of its activities.

**Eni leads Energy for All in Sub-Saharan Africa** > On November 28, 2012, during the first meeting of the Leadership Council of the Sustainable Development Solutions Network (SDSN), Eni was appointed to lead Energy for All in Sub-Saharan Africa, an initiative aimed at devising solutions for a more general access to energy in the technological, institutional, political-managerial and business expertise.

**Exploration success** > 2012 was a record year for exploration at Eni with discovered resources of 3.64 bboe, about six time yearly production. The exploration success achieved in Mozambique at the Mamba complex (Eni operator with a 70% interest) confirmed Mamba to be the largest discovery ever in Eni's history with estimated full mineral potential of 75 Tcf of gas in place. The agreement signed in December 2012 with Anadarko Petroleum Corporation for the coordinated development of offshore activities and the joint construction of onshore facilities is a crucial step towards the start of the Mozambique project, whose FID is expected in 2014. The Skrugard and Havis oil and gas discoveries in the Barents Sea in the PL 532 prospect (Eni 30%) found a combined amount of 500 million barrels of recoverable resources (100%) and will be jointly developed in a fast and efficient way.

Appraisal activities at the Sankofa discovery in the offshore Cape Three Points license operated by Eni (47.22% interest) in Ghana confirmed the high potential of the area estimated at around 450 million barrels of oil in place. Exploration licenses have been acquired in high potential Countries such as Kenya, Liberia, Vietnam, Cyprus and offshore Russia and in shale gas plays in Ukraine as well as in other established areas such as China, Pakistan, Indonesia and Norway.

**Exploration success****3.64**

billion barrels of oil equivalent, a record year

**Business developments** > The Authorities of Venezuela sanctioned the full field development plan of the giant Perla gas project, located in Cardón IV Block (Eni 50%) offshore the Gulf of Venezuela. Production plateau is estimated at 1,200 mmcf/d.

In Libya onshore exploration restarted within an exploration campaign that will last

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**> Business**

**developments**

Acquired exploration licenses in high potential areas of Kenya, Liberia, offshore Russia, Vietnam, Ukraine during the year.

through 2013 marking another forward step in the full recovery of upstream activities in the Country.

The Green Refinery project was launched, which targets the conversion of the Venice plant into a "bio-refinery" to produce bio-fuels leveraging on a proprietary technology.

Within its strategy of international expansion in markets with interesting growth prospects, Versalis, Eni's chemical subsidiary, signed agreements with major chemical operators in South Korea and Malaysia to build and operate elastomers facilities based on Versalis' proprietary technologies and know-how.

**> Downstream activities**

Intensified efficiency and optimization measures in the downstream businesses; promoted internationalization efforts.

**Access to CPLI** > In 2012 Eni has been the only energy company to gain access to the Carbon Performance Leadership Index (CPLI) that rates the performance of industrial companies in reducing GHG emissions and mitigating the risks associated with climate change. This performance is even more significant when one considers that the energy segment is responsible for over 40% of total GHG emissions of companies included in the Global 500 Index that includes the 500 companies with highest market capitalization. In 2012, Eni was included for the sixth consecutive year in the Dow Jones Sustainability Index and in the FTSE4Good.

**Eni at Rio+20** > At the United Nations Conference on Sustainable Development (Rio +20), Eni took part actively in all the main events for industrial companies. Following the United Nations request, Eni confirmed its commitment in terms of reduction of gas flaring and greenhouse gas emissions, access to sustainable energy, green chemistry and fight against corruption.

**Cooperation to development** > Eni continues to apply its cooperation model in the host oil-rich Countries. The model integrates the traditional business of exploring and developing hydrocarbons with solutions responding to the requirements of local communities in terms of economic and social development. In 2012, Eni started up projects in Russia and

Mozambique and carried out actions for improving health conditions,  
education and access to potable water in Congo, Nigeria, Ghana and Iraq.

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**Contents****Financial highlights (\*)**

		2010	2011	2012
Net sales from operations - continuing operations	(euro million)	96,617	107,690	<b>127,220</b>
Operating profit - continuing operations		15,482	16,803	<b>15,026</b>
Adjusted operating profit - continuing operations		16,845	17,230	<b>19,753</b>
Net profit - continuing operations <sup>(a)</sup>		6,252	6,902	<b>4,198</b>
Net profit - discontinued operations <sup>(a)</sup>		66	(42)	<b>3,590</b>
Net profit <sup>(a)</sup>		6,318	6,860	<b>7,788</b>
Adjusted net profit - continuing operations <sup>(a)</sup>		6,770	6,938	<b>7,128</b>
Net cash provided by operating activities - continuing operations		14,140	13,763	<b>12,356</b>
Capital expenditure - continuing operations		12,450	11,909	<b>12,761</b>
Dividends to Eni shareholders pertaining to the period <sup>(b)</sup>		3,622	3,768	<b>3,913</b>
Cash dividends to Eni shareholders		3,622	3,695	<b>3,840</b>
Total assets at period end		131,860	142,945	<b>139,641</b>
Shareholders' equity including non-controlling interest at period end		55,728	60,393	<b>62,713</b>
Net borrowings at period end		26,119	28,032	<b>15,511</b>
Net capital employed at period end		81,847	88,425	<b>78,224</b>
Share price at period end	(euro)	16.34	16.01	<b>18.34</b>
Number of shares outstanding at period end	(million)	3,622.7	3,622.7	<b>3,622.8</b>
Market capitalization <sup>(c)</sup>	(euro billion)	59.2	58.0	<b>66.4</b>

(\*) Pertaining to continuing operations. Following the divestment of the Regulated Businesses in Italy, results of Snam are represented as discontinued operations throughout this Annual Report.

(a) Attributable to Eni's shareholders.

(b) The amount of dividends for the year 2012 is based on the Board's proposal.

(c) Number of outstanding shares by reference price at year end.

**Summary financial data**

		2010	2011	2012
Net profit - continuing operations				
- per share <sup>(a)</sup>	(euro)	1.72	1.90	<b>1.16</b>
- per ADR <sup>(a) (b)</sup>	(\$)	4.59	5.29	<b>2.98</b>
Adjusted net profit - continuing operations				
- per share <sup>(a)</sup>	(euro)	1.87	1.92	<b>1.97</b>
- per ADR <sup>(a) (b)</sup>	(\$)	4.96	5.35	<b>5.06</b>
Adjusted return on average capital employed (ROACE) <sup>(c)</sup>	(%)	11.1	10.2	<b>10.1</b>
Leverage		0.47	0.46	<b>0.25</b>
Coverage		22.2	15.4	<b>11.7</b>
Current ratio		1.0	1.1	<b>1.4</b>

(a) Fully diluted. Ratio of net profit from continuing operations and average number of shares outstanding in the period. Dollar amounts are converted on the basis of the average EUR/USD exchange rate quoted by ECB for the period presented.

(b) One American Depositary Receipt (ADR) is equal to two Eni

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Debt coverage		56.3	51.3	<b>80.5</b>
Dividends pertaining to the year	(euro per share)	1.00	1.04	<b>1.08</b>
Pay-out	(%)	57	55	<b>50</b>
Dividend yield <sup>(d)</sup>	(%)	6.1	6.6	<b>5.9</b>

ordinary shares.

(c) The Snam contribution excluded is the result of Snam transactions with Eni included in the continuing operations according to IFRS 5.

(d) Ratio of dividend for the period and the average price of Eni shares as recorded in December.

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		2010	2011	2012
Employees at period end	(units)	73,768	72,574	<b>77,838</b>
<i>of which - women</i>		<i>12,161</i>	<i>12,542</i>	<i>12,860</i>
<i>- outside Italy</i>		<i>45,967</i>	<i>45,516</i>	<i>51,034</i>
Female managers	(%)	18.0	18.5	<b>18.9</b>
Training hours	(thousand hours)	2,949	3,127	<b>3,132</b>
Employees injury frequency rate	(No. of accidents per million of worked hours)	0.80	0.65	<b>0.57</b>
Contractors injury frequency rate		0.71	0.57	<b>0.45</b>
Fatality index	(fatal injuries per one hundred millions of worked hours)	4.77	1.94	<b>1.10</b>
Oil spills	(barrels)	4,269	7,295	<b>3,856</b>
GHG emission	(mmttonnes CO <sub>2</sub> eq)	58.26	49.12	<b>52.49</b>
R&D expenditures <sup>(a)</sup>	(euro million)	218	190	<b>211</b>
Expenditures for the territory <sup>(b)</sup>	(euro million)	107	101	<b>91</b>
<b>Exploration &amp; Production</b>				
Net proved reserves of hydrocarbons (at year end)	(kboe/d)	6,843	7,086	<b>7,166</b>