

ETHOS

Our World
Our Responsibility



Uniting diverse cultures
for a sustainable energy transition

ETHOS

Ethos (noun /'i:.θɒs / i:.θɑ:s /word of Greek origin)

- the set of beliefs, ideas, etc. about the social behavior and relationships of a person or group.

Uniting diverse cultures
for a sustainable energy transition

Online Sustainability Report 2021

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Chair and Chief Executive Joint Address

ESG (Environmental, Social, Governance) and Sustainable Development are at the heart of Energean's ETHOS belief system and our business model. Our commitment is not just because it is good business but because we believe this is the right way to run a company. This was the motivation behind our landmark *Climate Change Policy & Strategy*.

Our commitment is undoubted. We were the first E&P to announce a Net Zero target and we have made immediate, major verifiable moves towards that target during the period. In 2021, we delivered a 8% year-on-year reduction in carbon emissions intensity to 18.3 kgCO₂e/boe.

This positive change was driven by Energean's transformation into a natural gas focused company, with our year-end 2021 2P reserves being 81% gas. We are innovators in our peer group. Oil is the more valuable short term profit commodity. However, just as the European IOCs took the decision fifteen years ago to rebalance towards natural gas, so have we. It is the right thing to do for the world and the communities in which we operate, in line with our core vision: "to create lasting value for all our stakeholders and drive sustainable economic growth in the areas where we operate through a dynamic and innovative approach."

We create sustainable socio-economic value through the provision of secure energy supply across the Eastern Mediterranean. Our production of natural gas is the catalyst for and foundation of a more sustainable energy system. We replace more pollutive fuels and drive sustainable development. Less coal and fuel oil not only creates a carbon saving but a societal value-add. Natural gas saves lives through cleaning the air – reducing SOx / NOx and particulate matter – cutting respiratory diseases.

The energy that we produce keeps people warm, it cooks their food and it keeps their jobs safe across a range of industries. Energean is a catalyst for socioeconomic stability during unprecedentedly volatile times. A secure supply of domestically sourced energy should be seen as a vital policy directive for all sovereign states. One only need look at the historic co-operation between Israel, Jordan, Egypt and the broader Eastern Mediterranean gas community to see how energy can be a force for (geo)political and socioeconomic good.

Finally, a word on governance, both our own and the markets in which we operate. In Israel, we have driven positive governance developments by bringing competition to the Israeli gas market – a move that benefits both Israel and Israelis in terms of energy security and ensuring a monopoly supplier cannot exploit their position.

We have designed a robust governance structure that safeguards our operational and financial excellence, while ensuring that we act with integrity and responsibility across all aspects of our business activities, in line with all relevant legislation and regulations. Throughout Energean's history, our corporate governance has enabled us to be established as a company with a strong sense of morality that is at the core of our ETHOS. It is this governance structure and sense of morality that makes us proud to state that we are the **Leading Natural Gas and ESG Focused E&P firm in the Eastern Mediterranean.**

Value creation under the ESG framework

Environmental

Energean is the first oil and gas E&P company to set a target for Net Zero emissions by 2050. This report will share updates on our climate performance and the implementation of our Climate Change Policy and Strategy.

2021 was the year that Energean became a natural gas focused company, with 81% weighting to gas. This decision was made in line with our landmark sustainability plan and is based on the belief that natural gas is – as evidenced by its inclusion in the EU Taxonomy - a sustainable transitional energy source.

Energean is focused on reducing its carbon emissions and is working towards its 2050 Net Zero target. In 2021, we delivered a 8% year-on-year reduction in carbon emissions intensity to 18.3 kgCO₂e/boe, when considering 2021 consolidated data versus 2020 pro forma performance data on an equity share basis. Actions taken in 2021 to achieve this reduction includes implementing a zero flaring policy across its operated sites and switching to renewable-sourced electricity in Italy – green electricity contracts were put in place for Israel and Greece in 2020. Part of our short-term target is to advance our carbon capture storage ("CCS") projects – we achieved this in 2021 by entering pre-FEED at our Prinos CCS project in Greece.

Finally, the Carbon Disclosure Project (CDP) upgraded its Climate Change and Supplier Engagement rating for Energean to B and A- respectively (up from B- and B from the previous year. This compares to a sector average of C for Climate Change and C for Supplier Engagement.

Reliable and secure supplies of natural gas are the perfect driver for sustainable development. Gas is the catalyst for and foundation of a more sustainable energy system. Proven domestic reserves support both domestic and regional energy needs, and are a source of cleaner, affordable and secure energy. Natural gas replaces more pollutive fuels such as heavy fuel oil and / or coal and provides the necessary foundation for enhanced renewable energy installation. The environmental upside is not restricted to carbon saving. Replacing coal and fuel oil removes pollutants such as NOx / SOx and particulate matter.

Developing secure domestic supplies of natural gas saves on the inherent emissions cost of transporting gas either by pipe or LNG tanker. Domestic production will always be more sustainable.

Away from our natural gas developments we continue our commitment to sustainably produced energy through our development in the CCS and eco-hydrogen sector. We are proud to be the only Eastern Mediterranean E&P company that has an active CCS project – where we can leverage our upstream technical expertise to create a significant carbon saving to the Greek economy as well as simultaneously evaluating the potential for eco-hydrogen production. We are investigating our portfolio for further prospectivity in multiple countries and look forward to building a broader sustainable energy business in the years ahead.

We have been recognised as one of the most sustainable companies across most of the countries in which we operate. Our commitment has been recognised with a series of prestigious international and national awards including "Best ESG Energy Growth Strategy in Europe 2021" by CFI.co, for a second consecutive year. Energean was also awarded with its inclusion in "The Most Sustainable Companies in Greece 2022" (for our 2021 actions and activities).

Social

As is the case with all ESG categories, we are committed to running our business in a way that creates value for all our stakeholders, including both our employees and the wider society that host our operations.

Energean's core activities create social value in multiple ways:

1. The development of domestic reserves creates a level of energy security that ensures no one should have to choose between heat and food.
2. Energy security, especially in a broad and diverse and / or rapidly growing industrial economy is vital to protect economic activity, tax revenues and employment security. A lack of secure gas supply can mean the closure of major employers, such as fertiliser or pharmaceuticals plant.
3. The replacement of fuels such as coal and heavy fuel oil from an energy system removes NOx / SOx and particulate matter (PM) from the atmosphere. This creates direct health benefits through lower levels of respiratory diseases.

In addition to these core social value drivers, in line with the United Nations Sustainable Development Goals (SDGs), we are a fully engaged member in the communities that host our operations. We create societal value through a combination of educational support, health and safety standards for our employees and investing in the highest level of protection for our sites. We are very proud to have continued our excellent HSE performance with more than 11 million man-hours with no Lost Time Injuries (LTI) in the building of the Energean Power FPSO in Singapore, and almost 1 million man-hours (without LTI) in all Energean sites.

We see ourselves as an integral actor within the communities and environment that host our operations and are committed to the highest levels of obligation for societal and environmental good. For example in 2021, among numerous other examples, we:

1. Supported and ran alongside the Muscular Dystrophy Association of Greece (MDA Hellas) and patients in wheelchairs, the 38th Athens Classic Marathon events for 2021
2. Donated, in collaboration with Dar Al Orman Association, necessary equipment (artificial/prosthetic limbs, wheelchairs, and hearing aids), covering the needs of all underprivileged people with disabilities in Meadia village - Egypt.

3. Supported "Fresh Start" to get back in the water: a group of 15 teenagers with special needs in Israel, who participate in empowering activities, a combination of sailing and educational sessions, focusing on teamwork and leadership values.

We have robust policies and systems in place to safeguard the health, wellbeing and safety of our people and, each year,

we set ambitious yet realistic targets that we aim to achieve through a series of actions and initiatives. Additionally, we recognise that a competent workforce is the foundation of any successful business. As such, we seek to constantly build the skillset of our people and provide them with the necessary tools for professional development. We focus on the creation of an inclusive work environment, allowing for the embrace of diverse ideas and perspectives, ensuring that each and every employee can feel valued and respected. During COVID lockdown, we created a vibrant community focused on mental health and wellbeing. Colleagues across the world cooked, ate, exercised, and shared perspectives together.

Externally, we are committed to creating shared value and playing our part in tackling societal challenges, further advancing the efforts towards aligning with the UN SDGs. In line with our Ethos and corporate philosophy, our approach focuses on empowering our stakeholders and being a sustainable and active member within our local communities. In essence, this means that we are taking a proactive stance towards stakeholder engagement by building effective and transparent communication channels in order to better incorporate their viewpoints into our decision-making processes.

Governance

Energean implements sound governance, aligned with industry best practices, and is committed to fair competition, respect and improvement of the sites and the living standards of the communities where it is hosted.

In Israel, our entrance into the gas supply market has created a major governance uplift and benefits both Israel and Israelis. Previously, 100% of natural gas was supplied by a monopoly upstream position. However, with the competition initiated by the entrance of Energean into the Israeli market, we can already see the beneficial effects on the Israeli gas market, which will filter across Israeli society. An instance of combined Societal & Governance value creation.

We hold ourselves accountable for our actions, operate to the highest ethical standards, and fulfil the expectations of our stakeholders. We have designed a robust governance structure that safeguards our operational and financial excellence, while ensuring that we act with integrity and responsibility across all aspects of our business activities. The responsibility of our daily operations is delegated to our Management, led by the CEO, while our Board of Directors oversees the design of our overall strategy and acts as the steward for our strong corporate governance.

We operate in full compliance with all applicable laws and regulations, while we continuously examine ways to further improve our policies and systems, in line with best practices. This includes, but is not limited to, our approach towards business conduct, anti-bribery, corruption, regulatory compliance, and data security.

Looking ahead to 2022

and beyond

In the wake of the terrible war in Ukraine, the world needs to understand the massive new energy challenges we face. The Eastern Mediterranean is no different to other regions. There must be consideration over long-term demand and supply of energy needs, for affordability and security, and there must also be emergency contingency planning. It is vital to ensure sufficient responsive supply is in place to meet demand of growing populations and developing industrial economies. We need to keep the lights and heating on and food must be cooked. We need to protect jobs and tax revenues.

Our priorities for 2022 are based upon three interconnected considerations:

Underwriting energy availability and security through the successful delivery of our projects

Beyond the terrible humanitarian effects in Ukraine, there has already been significant volatility in the international energy markets, putting security of supply at risk and giving rise to soaring energy prices. This can have detrimental socio-economic effects as regards job security and taxation revenues across multiple industrial sectors that rely on a secure and affordable source of energy – not to mention the fearful shadow of individual energy poverty.

Energean will play a positive role in supporting security of supply in a volatile market through the development of Israeli, Italian and Greek domestic hydrocarbons production. We urge all policy makers to understand the vital socioeconomic contribution that domestically produced energy makes, as it is both more secure and more sustainable than imported volumes.

Our first step is to bring the Karish project onstream, which is on track for first gas in Q3 2022. The next steps involve the delivery of all our sanctioned projects to achieve our medium-term targets and successfully execute the Israel growth drilling campaign. Collectively, these steps will enable us to significantly increase the scale of our production and achieve the targets we have set through our gas-focused strategy.

The benefits from our operations in Israel extend beyond the boundaries of our company and have the potential to make a positive and long-lasting impact on local communities. Through the Karish project, we are in a position to enhance the socioeconomic conditions of the broader Israeli society in two ways:

1. Continued removal of coal from the energy system which will clean the air and improve respiratory health.
2. Contributing to the creation of healthy competition in the energy market, making the cost of energy more accessible to all.

Continue on the pathway to our Net Zero commitment by 2050

The overarching need to grow sustainably is at the heart of our strategy, and we plan to achieve this by reducing our carbon emission's intensity, investing in low carbon solutions and developing zero or negative carbon projects. Central to this aim is the establishment of our Climate Change Policy and the development of our Climate Change Strategy, which will effectively guide our efforts towards becoming a Net Zero emitter by 2050.

An integral part of our plan is the deployment of Carbon Capture and Storage (CCS) at our Prinos asset, for which we have entered pre-FEED stage (expected to be complete by Q2 2022). Prinos is the first of its kind in Greece and an invaluable project that will help reduce both our own emissions and those of other industries.

We are also evaluating other low-carbon opportunities across the rest of our portfolio. The establishment of "Energean Egypt Energy Services", responsible for evaluating low-carbon technology innovation including potential new business lines in technical solutions, will help us identify, realise and exploit such opportunities.

Deliver a policy to provide sustainable returns to shareholders whilst maintaining re-investment in the company

Energean's purpose is to become the leading gas focused E&P in the Mediterranean, with the highest of ESG standards at the heart of our operations. Our aim is to grow the company to become a 200 kboed producer and a \$1.4 billion per year EBITDAX generator.

In 2021, we placed our focus on refinancing to create a more sustainable capital structure. In 2022, our efforts will be concentrated on the definition of our Dividend Policy and on how we can deliver sustainable value to our shareholders. The Policy was announced in March 2022 in Energean's Full Year 2021 Results, which was published ahead of our Annual Report.

Karen Simon
Non-Executive Chair

Mathios Rigas
Chief Executive Officer



Uniting diverse cultures
for a sustainable energy transition



8
countries of operation



30
different nationalities



596
employees



3
generations



30%
female
representation at the
BoD level

"We are **a uniting force**
across a **diverse set of**
cultures"

Energean Employees



2021 Sustainability Highlights

Protecting the Environment

Actions against climate change

- First E&P company to commit to Net Zero 2050, looking to accelerate target.
- Published our Climate Change Policy.
- Improved our CDP Climate Change rating from B- in 2020 to B in 2021 and our Supplier Engagement rating from B to A-.
- Established an Environment, Safety and Social Responsibility Committee which focuses on climate change and ESG issues.
- Executive pay linked to ESG performance since 2020.

Reducing greenhouse gases and other air emissions

- Incorporating carbon pricing into our investment decision-making process since 2020.
- Our zero routine-flaring policy remains effective across the entire portfolio.
- 22% decrease in Scope 1 emissions compared to 2020.
- 84% decrease in net Scope 2 emissions compared to 2020.
- 100% of Scope 2 emissions reduction at our operated sites, due to the introduction of green electricity.
- 73% reduction in carbon intensity over the period 2019-2021; targeting >85% reduction over 2019-2025.

Growing the share of natural gas in product portfolio

- Focused on providing cleaner energy with > 70% gas-weighted product portfolio: transitioned from a 4.8% share in 2019 to 73.5% of our production in 2021.

Minimising our environmental footprint

- All assets certified according to the Environmental Management Standard ISO 14001 – energy management system established across production sites.
- Energy consumption reduced by 13% compared to 2020 levels.
- 95% of water withdrawals in production sites recycled and reused.

Investing in research, development & innovation – green technologies

- Our Carbon Capture, and Storage (CCS) project at Prinos has entered pre-FEED.
- Creating intellectual capital in the areas of CCS and Eco-H₂ technology, with a view to replicate to other sites.

Promoting a safe workplace and an inclusive culture

Safeguarding health, safety and security

- Overall LTIF¹ stands at 0.33 (improved from 0.65 in 2020).
- Overall TRIR² stands at 0.77 (improved from 1.31 in 2020).
- Zero work-related illnesses to Energean employees in 2021.
- 1 million man-hours free of lost time injuries across all sites.

Ensuring emergency preparedness

- Zero risks related to business continuity and emergency response.
- Zero oil spills or environmental damage.

Focusing on employment practices

- Implementation of the SAP SuccessFactors suite.
- 17.3% total female representation in our workforce (up for a second consecutive year, from 15% in 2020).
- 63% of our senior management hired from local communities.
- 100% of eligible employees received a performance evaluation review.

Safeguarding human rights at work

- Zero reported incidents of discrimination.

¹LTIF: Lost Time Injury Frequency – including employees and contractors.
²TRIR: Total Recordable Incident Rate – including employees and contractors.

Creating shared value

Building and maintaining community relations

- Zero disputes with local communities.
- Awarded at “BRAVO! Sustainability Dialogue & Awards 2021” under the category “Society – Actions against COVID-19”.
- Rated “Gold” in Israel’s Maala index for our CSR practices for the second consecutive year.
- Awarded with our inclusion in “The Most Sustainable Companies in Greece 2022” (for our 2021 actions and activities).

Generating economic value / economic performance of the company

- 48% increase in revenues to \$497 million from pro forma \$336 million in 2020.
- Fully integrated Edison E&P - currently operating 29 offshore and 9 terrestrial sites.
- Ended the year with over \$1 billion liquidity for the financing of our projects in Israel.

Improving our procurement practices

- Received a ‘Gold’ rating in Maala Index for our procurement practices.
- Improved our Carbon Disclosure Project (CDP) Supplier Engagement rating from B in 2020 to A- in 2021.
- Between 67% and 90% of our suppliers in Greece, Egypt, Israel and Italy are local to our operations.

Operating responsibly

Safeguarding business ethics and establishment of transparent relationships with host governments

- Zero Code of Conduct violations.
- Zero incidents of corruption or bribery.
- Zero political contributions made.

Ensuring regulatory compliance

- Zero incidents of non-compliance with applicable laws and regulations.
- Zero legal cases as a defendant.

Ensuring data security

- Zero complaints, incidents or breaches of cybersecurity and data privacy.

1 COMPANY PROFILE

Energean Plc. is headquartered in London as a premium listed FTSE 250 and Tel Aviv 35 listed Exploration & Production (E&P) company. It operates in eight countries* across the Mediterranean and the UK North Sea and is active in four main business areas: exploration, development, production and acquisition.

Following its initial public offering (IPO) in 2018 and the agreement for the acquisition of Edison E&P in 2019, Energean has positioned itself as the leading independent gas-focused E&P in the Eastern Mediterranean.

Our History

2021 and early 2022

- Record financial results and solid performance from existing assets: 48% increase in revenue on a Pro-forma basis, and a 1,675% increase on an actual basis versus 2020 consolidated. 97% increase in EBITDAX on a Pro-forma basis year-on-year, and a 2,655% increase on an actual basis versus 2020 consolidated.
- Karish development 92.5% complete at year-end 2021.
- Acquired the remaining 30% holding in EISL for \$380-405 million.
- \$2.5 billion Israel project bond and \$450 million corporate bond issued, extending average life of debt to approx. 6 years. €100 million state backed loan for Epsilon development signed.
- First Climate Change Policy published, investigating acceleration of 2050 Net Zero commitment.
- Agreements for purchase of 'green electricity' in place at operated sites in Greece, Israel and Italy.
- Entered pre-FEED for the Prinos (CCS) project*.
- Took Final Investment Decision (FID) on Karish North (Israel), NEA / NI (Egypt) and the second oil train & gas export riser projects (Israel).
- Disclosures of climate-related data in line with TCFD and CDP recommendations.
- Our zero routine-flaring policy remains effective across the entire portfolio.
- Our local content spend in Israel increased by 95.6% in 2021 compared to 2020.
- On 17 December 2021, Energean terminated its Malta Exploration Study Agreements (Blocks 1,2, and 3 of Area 3). This marked an exit from operations in the country.
- Third Point sold its remaining 9% shareholding position to Energean.
- Agreement signed with the Israel Electric Company (IEC).
- Issued \$2.5 billion bond, significantly enhancing average life of debt.

* Contract executed in January 2022.

2020

- Delivered a 187% increase in pro forma 2P reserves to 982 MMboe.
- Increased production to 48.3 kboepd (74% gas).
- Karish development 87% complete at year-end 2020.
- Completed the acquisition of Edison E&P - operational footprint expanded to nine countries.
- Increased signed GSPAs in Israel to 7.4 Bcm/yr on plateau.
- Rolled out 'green' electricity at Prinos, in Israel and at the EDINA base in Croatia.
- Commenced evaluation of Carbon Capture and Storage (CCS) and eco-hydrogen projects in Prinos in Greece, and the transitioning of mature fields into low carbon-intensive assets.
- Zero routine flaring policy became effective across our entire portfolio.

2019

- Agreed to acquire Edison E&P.
- Discovered the 243 MMboe Karish North field offshore Israel.
- Successfully drilled and tested the three Karish development wells offshore Israel.
- Raised \$265 million of new equity for the acquisition of Edison E&P.

2018

- Took FID for the Karish field offshore Israel.
- First steel cut on the Energean Power FPSO hull.
- Increased signed GSPAs in Israel to 4.6 Bcm/yr on plateau.
- Agreed to transfer ownership of all Karish nearshore and onshore infrastructure to Israel Natural Gas Lines (INGL), resulting in future cash inflow of approximately NIS369 million (\$98 million).
- Listed on London Stock Exchange, concurrently raising \$460 million of new equity.
- Listed on the Tel Aviv Stock Exchange.

2017

- Signed a total of 12 GSPAs with domestic offtakers in Israel for the sale of 4.2 Bcm/yr of gas on plateau from Karish.
- Awarded exploration licences for five blocks offshore Israel.
- Awarded two offshore blocks in Montenegro with limited commitments.

2016

- Established our gas-focused strategy.
- Acquired the Karish and Tanin fields, offshore Israel, from Delek Drilling and Avner.
- Awarded an exploration licence for the West Katakolo block in Western Greece.
- Secured \$75 million RBL facility with EBRD and agreed a \$20 million sub-loan for exploration purposes.
- Kerogen Capital 50% investment in Energean Israel.

2014 - 2015

- Purchased the Energean Force rig.
- Commenced new investment program in Egypt.

2012 - 2013

- Third Point invests in Energean Oil & Gas.
- Extension to Prinos licences granted by Greek Government.

2010 - 2011

- Continued development of projects in Greece.
- Company starts activity in Egypt.
- Aegean Energy S.A. changes its name to Energean Oil & Gas.

2007 - 2009

- Establishment of Aegean Energy S.A. in 2007.
- Ongoing development at Prinos in Greece.
- Aegean Energy S.A. purchases 100% of Eurotech's shares, majority shareholder of Kavala Oil S.A.



Our business activities

We are a gas-focused E&P company holding a balanced portfolio of assets. Our production derives mostly from the Abu Qir field in Egypt and fields in South and South-east Europe. Our flagship project is the 3.5Tcf Karish, Karish North and Tanin development offshore Israel, where we intend to use the newbuild fully-owned FPSO Energean Power, the only FPSO in the Eastern Mediterranean, set to produce first gas in the third quarter of 2022.

The entities represented in the financial data included in this report cover Energean Plc. and its subsidiaries. Energean's 2021 Annual Report provides the list of the Group's subsidiaries (pp. 252-253) and detailed information regarding its consolidated financial statements (pp. 166-266).

Our areas of operation

Energean holds a balanced portfolio of exploration, development and production assets, with operations in eight countries across the Mediterranean and UK North Sea. We have interests in more than 80 leases and licences, 10 of which are located offshore Israel, one of our core countries of operation.

Prominent assets are indicated in the graph below; a full breakdown of all our licences is given in our Annual Report for 2021.



Our growth in 2021

The acquisition of Edison E&P was instrumental in enabling us to become the leading independent gas producer in the Mediterranean and one of the largest independent E&P companies listed on the LSE by market capitalisation.

The acquisition enabled us to diversify our operational base to eight countries, added a gas-weighted reserve base to our asset portfolio and provided a solid basis for organic growth opportunities. Our position in Israel was further strengthened through the acquisition of Kerogen's 30% stake in Energean Israel, which added 219 MMboe of 2P reserves (completed in February 2021)*.

The Karish project, approximately 92.5% complete at year-end 2021, holds a prominent position among our assets, and is expected to deliver substantial material free cash flows and sustainable returns for our shareholders. Meanwhile, gas sales agreements were signed with Israeli offtakers for the supply of gas, with provisions that protect against downside commodity price risk.

Other projects are on track to delivering additional growth, with notable projects among these being:

- Karish North (Israel) – FID in January 2021, EPCIC contract awarded, first gas H2 2023.
- Second Oil Train (Israel) – FID in 2021, enables liquids production to approximately 32 kbopd.
- Second Gas Sales Export Riser (Israel) – FID in 2021, enables gas production to 8 Bcm/year.
- Growth drilling programme – 3 firm and 2 optional wells (March 2022).
- NEA/NI (Egypt) – first gas expected in H2 2022.
- Epsilon (Greece) – €100m funding package secured, due online in H1 2023.
- \$2.5 billion Israel project bond and \$450 million corporate bond issued, extending average life of debt to approx. 6 years achieving blended cost of debt of c.5.5%.
- Cassiopea (Italy) – on track to deliver first gas in 1H 2024.
- Recent agreement signed between Energean and the Israel Electric Company (IEC) (March 2022), optimising our gas sales portfolio and ensuring full utilisation of our FPSO capacity.

We are on track to achieve over 200 kboepd in the medium term, which will bring us closer to our aspiration of leading the energy transition in the Eastern Mediterranean in the coming years.

*Third Point sold its remaining 9% shareholding position to Energean.



Energean Office
Milan, Italy

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SUSTAINABILITY AT ENERGEAN

Sustainability is engrained within Energean's philosophy. Our primary objective is to create fairly distributed and long-lasting value that provides tangible benefits for our company and its stakeholders, the wider society and the environment. To do so, we have identified five key pillars that permeate our stance towards sustainability: **ENVIRONMENT, OUR EMPLOYEES, HEALTH & SAFETY, COMMUNITY RELATIONS, AND CORPORATE GOVERNANCE.** These are underpinned by our corporate principles and values and guided by international standards and best practices.

Our principles & values

Being ethical
and responsible

Being transparent
and accountable

Creating an
attractive workplace
and being an
employer of choice

Mitigating
environmental
impacts and
minimising our
carbon footprint

Supporting local
communities

- Responsibility in all our actions and areas where we conduct our business.
- Excellence in everything we do by deploying best practices to achieve profitable and sustainable growth.
- Integrity and accountability by respecting our stakeholders, building transparency, and cultivating a unique corporate sustainability culture.
- Commitment to a talented workforce by investing in our people's development.
- Protection of the environment by reducing our environmental footprint.
- Engagement with local communities to meet their expectations and needs.

Our alignment with global frameworks



We are signatory to the **United Nations Global Compact (UNGC)** and abide by its principles with respect to human rights, labour, environment and anti-corruption.



We are dedicated to effectively promoting the **United Nations Sustainable Development Goals (UN SDGs)** through our daily operations and CSR initiatives (for detailed information about our actions, see section "Building and maintaining community relations").



In 2021, we became a Proud Signatory of the **Terra Carta** – the new sustainability initiative of His Royal Highness The Prince of Wales, that puts sustainability at the heart of the private sector.

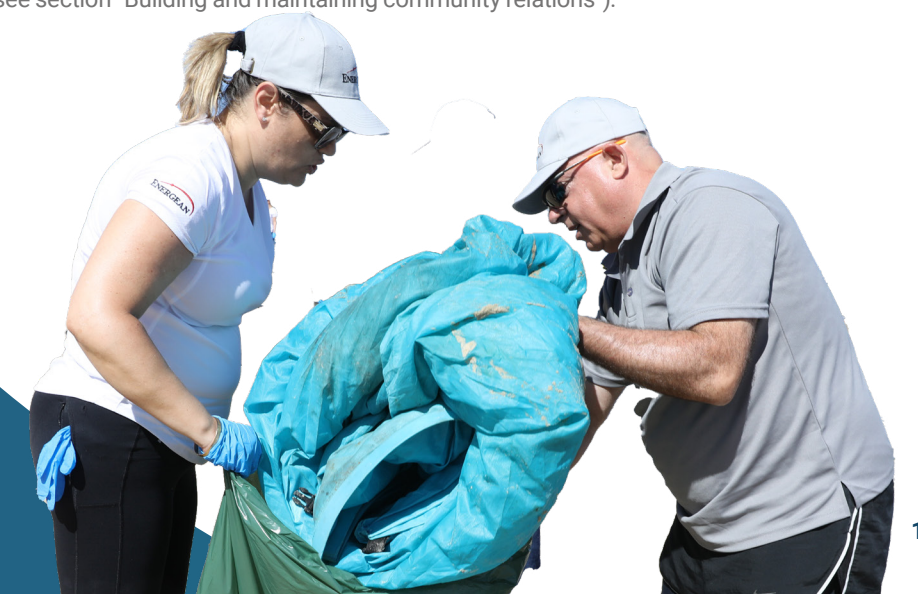


We aim to maintain our alignment with the **Task Force on Climate Related Financial Disclosures (TCFD)**.



We are participating in the **Carbon Disclosure Project (CDP)** and have been receiving Climate Change and Supplier Engagement ratings.

We are also collaborating with global, national and regional organisations in our countries of operation. The full list of our partnerships can be found in **SDG 17 of our Corporate Social Responsibility (CSR) factsheet**, linked to SDG 17 "Partnerships for the Goals" (see section "Building and maintaining community relations").



Our Climate Change Strategy



- 1** | The power of natural gas as a driver of energy transition. The catalyst for & foundation of a more sustainable energy system. Significantly less pollutive in terms of carbon than traditional fuels but also air quality.
- 2** | All operations must be optimised for energy efficiency and where possible run on green energy.
- 3** | We invest in cutting edge technology to not only reduce our carbon emissions but also remove carbon from the atmosphere.
- 4** | We will develop new energy products including CC(U)S and Eco-H₂ to continue our pathway towards NZ.
- 5** | We will use prudent nature-based solutions / offsets to enhance our carbon position.

Our Awards & Ratings

Awards and ratings within 2021

We improved our **Carbon Disclosure Project (CDP) Climate Change rating** from B- in 2020 to **B in 2021**, with C being the sector average. We also improved our **Supplier Engagement rating** from B in 2020 to **A- in 2021**.

We were awarded the title **‘Best ESG Energy Growth Strategy in Europe 2021’** for a second consecutive year by Capital Finance International (CFI.co).

We were awarded at the **“BRAVO! Sustainability Dialogue & Awards 2021”**, under the category “Society – Actions against COVID-19”.

We achieved the rating of **‘Leader’** by **Sustainalytics**, improving from **'Outperformer'** in 2020, placing us in the 90th percentile of our sector.

We maintained our **‘Gold’ rating in Israel's Maala Index** on account of our CSR practices. We also obtained a **‘Gold’ rating** in procurement practices, improving from 4/10 in 2020 to 9/10 in 2021.

We achieved an **upgrade in our MSCI** rating from ‘A’ in 2020 to **‘AA’ in 2021**.

We received an **ESG Disclosure score of 57.85% from Bloomberg**, positioning us well above the average score of the energy sector which stands at 22.45%.

We received two **“Safety and Health Award Recognition for Projects (SHARP) Awards”** for safety excellence on our Power FPSO Newbuild.

We were awarded with our inclusion in **“The Most Sustainable Companies in Greece 2022”** (for our 2021 actions and activities).

In our recent history

“Energy Transition Strategy of the Year (Independent)” at the Petroleum Economist 2020 Awards.

“Safety and Health Award Recognition for Projects (SHARP) Award” for safety excellence on our Karish project in 2020.

“Energy Company of the Year” and **“M&A Deal of the Year”** at the 2019 Petroleum Economist Awards, as well as **“New Energy Company of the Year”** by Shares Magazine.

“Energy Company of the Year - Small Cap” at the 2018 Petroleum Economist Awards.



Our targets for 2021

The following table presents our targets for 2021 and reports on the progress that we have made towards their achievement.

Topics	Targets	Progress
Climate change	Maintain our Board-set target of 70% of our annual production volumes being gas.	Hit target Gas at 73.5% of production numbers in an equity share basis.
	Reduce our carbon emissions intensity by over 85% by 2023 versus our 2019 standalone base.	On-going Achieved 73% reduction in 2021.
	Verify GHG emissions at all our operated assets to ISO 14064-1 certification.	On-going 2021 emissions will be verified in the near future.
	Evaluation of CCS and eco-hydrogen opportunities in Prinos, Greece.	Hit target CCS has been approved by the Greek RRF and pre-FEED commenced. Eco-H ₂ proposal has been matured and submitted to the 3rd IPCEI wave.
	Enhance and develop our Climate Change and Net Zero Strategy and publish our Climate Change Policy.	Hit target A Climate Change Policy has been issued and our Net Zero Strategy has been updated to include natural-based solution investments.
	Roll-out of 'green' electricity across all our operated assets.	Hit target All countries have relevant contracts in place for 2021.
	Introduce zero-routine-flaring in all operated sites.	Hit target Only emergency flaring is used in our operated assets.
	Initiate a pilot LDAR program to monitor and actively reduce methane emissions from our infrastructure in Greece.	On-going LDAR monitoring tender has been concluded and contractor selected but not performed due to scheduling issues. It will be performed in 2022.
	Improve our CDP climate change score from "B-" to "B".	Hit target
Environment	Enhance monitoring of our assets' energy demands and performance to optimise energy efficiency and reduce environmental degradation.	Hit target Energy efficiency projects evaluated: 2 in Italy of high maturity, 2 in Egypt of medium maturity, 2 of low maturity in Greece.
	Continue our strong environmental performance achieving zero oil spills and environmental damage.	Hit target
	Fully comply with all statutory environmental requirements.	Hit target No violation confirmed and no fine defined.
	Maintain existing ISO 14001 certificates in all our assets.	Hit target
	Further analyse SOx, NOx and VOCs emission exposure across all sites and projects.	On-going SOx and NOx monitored in all operated sites. VOC monitoring has not yet been implemented in all operated assets, expected to be performed in 2022.
Health & Safety	Overall LTIF of less than 0.65 (2020: 0.65).	Hit target Overall LTIF of 0.33
	Overall TRIR of less than 1.3 (2020: 1.31).	Hit target Overall TRIR of 0.77
	Group alignment of HSEMS including implementation of digital audit solution.	On-going The main requirements already met through the certification of ISO 45001, while the throughout gap analysis is in progress.
	Maintain existing ISO 45001 certificates in all of the assets acquired from Edison E&P and certify the Prinos asset in 2021.	On-going All operated sites are certified to ISO 45001 while we have developed the system for Prinos asset in Greece and will be certified in 2022.
	Further enhance safety culture.	Hit target Leading KPIs were monitored and reported on a monthly base / Synergilife developed across the group / Achieved and exceeded LTIF & TRIR targets.
	Continue our health & safety programme, including COVID-19 emergency procedures in line with national regulations.	Hit target Additional requirements further to all national regulations were followed to assure operational continuity and zero down time.
Business Ethics	Publish our code of conduct in all local languages of the countries in which we operate.	Missed target Expected to be completed by end of March 2022.
	Enhance whistleblowing procedures.	On-going Safecall has been selected following a competitive bidding process. WB Policy in Italy has been implemented. An external hotline 24/7 is going live 1st week of May 2022.
	Conduct a regional ethics and compliance risk assessment.	Hit target Risk assessments have been conducted in all relevant operations of Energean Italy Spa, a business acquired through Edison acquisition in Italy.

Topics	Targets	Progress
Emergency preparedness	Extend and optimise Group and country-level crisis management plans.	Hit target All countries made the necessary arrangements to come in line with the group crisis management guidance.
	Continue to implement oil spill response drills / exercises across the portfolio.	Hit target Drills and exercises have been successfully performed in our offshore operated sites in Italy and Greece.
	Continue to perform emergency response drills / exercises at all assets.	Hit target 8 Emergency response drills / exercises have been performed in our operated assets.
	Risk-assess all activities under the established permit to work system.	Hit target
Employment practices	Driving productivity, profit and growth by implementing SAP SuccessFactors and transforming the ways we collaborate, manage, learn and motivate each other in business.	Hit target The implementation of SuccessFactors has been completed.
	Following the acquisition of Edison E&P, develop ways to blend the culture of the two organisations most effectively and redefine HR policies, create employee manuals and establish the new performance management system.	Hit target Performance Management and Recruiting policies have been updated for the combined group. Employee manual will be launched within Q1 2022.
	Focus on fostering the inclusive and diversified environment up and down the organisational ladder.	Hit target Signatory to UN Global Compact, participation in Diversity & Inclusion (D&I) workshops and monitoring D&I reporting as of 2021.
	Using a Culture Survey collect insights from employees to assess and improve the business and make enhancements in leadership strategies, future investments, and overall changes in the organisation.	On-going A Culture Survey has been prepared and will be launched Q1 2022.
Diversity, inclusion & human rights	Formulate action plans and carry out tailored surveys in order to achieve a better understanding of employees' views on the company's new culture, following the acquisition of Edison.	Missed target This will take place after the launch of the Culture Survey.
	Introduce new recruitment D&I targets to achieve even healthier gender, age and nationality mix in all countries and levels within our organisation.	On-going D&I recruiting targets have been identified and will be incorporated to the D&I policy that will be implemented during 2022.
Economic value and performance	Evaluate CCS and eco-hydrogen opportunities (ongoing) in Prinos and advance the Epsilon project (sanctioned in May 2021) in Greece.	On-going
	Further progress the Karish project, where first gas is expected in Q3 2022.	On-going 92.5% complete
	Progress two growth projects, offshore Israel - the second oil train and second gas sales riser (FID taken in May 2021).	On-going
	Preparation for the exploration and appraisal campaign in Israel, where drilling is expected to commence in early 2022.	On-going
Community relations	Maintain and deepen strong and long-standing relationships with local communities.	Hit target
	Maintain open communication, sincere dialogue and transparency.	Hit target
	Extend collaboration with organisations, institutions, and NGOs.	Hit target
	Monitor and measure social and ethical impacts and universally apply best practices.	On-going
Supply chain	Incorporate climate change requirements into our Contractor and Supplier Selection and Evaluation Policy.	Hit target Contractors' HSE and Climate Change requirements for Contractors Code of Conduct have been issued. Selection and evaluation rules have been agreed with C&P.
	Incorporate human rights assessment within the supply chain due diligence process.	Hit target
	Implement a new code of conduct for suppliers and contractors, reflecting key sustainability principles.	On-going Climate Change part of suppliers code of conduct and climate change evaluation issued.

Our targets
for 2022

Topics	Targets
Climate change	Maintain our Board-set target of 70% of our annual production volumes being gas.
	Reduce our carbon emissions intensity by over 80% by 2022 versus our 2019 standalone base.
	Verify GHG emissions at all our operated assets to ISO 14064-1 certification.
	Progress CCS project in Prinos, Greece. <i>Finalise pre-FEED and commence FEED and ESIA Submit file for the exploration permit and progress the preparation of the storage permit submission file.</i>
	Progress transition plan to Net Zero and purchase 'green' electricity in all operated sites. <i>Identify and further progress climate change projects and roll-out of green electricity to avoid about 5% of absolute carbon emissions compared to normal operations. Conclude on the investment strategy on nature-based solution projects.</i>
	Implement Leak Detection and Repair ("LDAR") programs to monitor and actively reduce methane emissions across all operated sites.
Environment	Zero oil spills and environmental damage.
	Full compliance with all statutory environmental requirements.
	Maintain existing ISO 14001 certificates in all our assets and receive certification in Energean Power FPSO in Israel.
Health & Safety	Target an overall LTIF of less than 0.60.
	Target an overall TRIR of less than 1.20.
	Alignment of all countries HSE management systems, and full implementation of SynergiLife. <i>Finalise gap analysis vs group guidance and demonstrate procedures implementation and SynergiLife records.</i>
	Maintain ISO 45001 certificates in the already certified assets and receive certification in Prinos Greece and the Energean Power FPSO in Israel.
Business Ethics	During 2022, an annual eLearning on the new Code of Conduct will be assigned to all staff together with a certification/ acknowledgment that they will adhere to its principles.
Emergency preparedness	Perform a tabletop crisis management exercise across the company. <i>Emergency management on a country level escalating to crisis management on a group level.</i>
Employment practices	Include Compensation Module in the SAP SuccessFactors suite.
	Managerial and Leadership training: build a framework to provide bespoke training to managers and above, across all countries where Energean operates.
Diversity, inclusion and human rights	Participate and obtain a rating from the Gender-Equality Index (GEI) of Bloomberg and become Diversity & Inclusion certified.
	Create a Diversity & Inclusion Policy to be implemented within 2022.
Economic value and performance	Produce cashflow through the Karish project in Israel, which is expected to have an EBITDAX of over \$1bn.
	Pay first dividend to shareholders within 2022.
	New SAP systems roll out for all Energean's entities in 2022.
	Conduct at least three internal audits annually.
Community relations	Maintain and deepen strong and long-standing relationships with local communities.
	Maintain open communication, sincere dialogue and transparency.
	Extend collaboration with organisations, institutions, and NGOs.
	Monitor and measure social and ethical impacts and universally apply best practices.
Supply chain	Extend our supplier audit programme for high and medium risks contracts in place, to address risks related to human rights and labour conditions.
	Establish a Supplier Code of Conduct.
	Enhance Human Rights Due Diligence for contractors.
	Introduce Green and Local Procurement initiatives through our new Procurement Policy (to be issued in 2022).

Our Business Model
and Sustainability

Our existence is not solely grounded on our ability to thrive in financial terms, but also on our focus and ability to generate non-financial value and advance the efforts towards sustainable development. Our model is based upon the six capitals of value creation, and when combined with our activities and business support services, it can contribute to the SDGs and provide quantifiable benefits linked to our material topics (Chapter 3).

INPUTS: Use of capitals



Financial

Funding is a necessary condition for the effective implementation of our business activities. Financial resources derive from cash flows, investments, and own capital.



Manufacturing

Our production, exploration and development assets that are spread across eight countries enable us to produce value and contribute to the socioeconomic development of local communities.



Human

The ever-increasing business and technical skillset of our employees, contractors and business partners is the cornerstone for creating added value across the entire range of our activities.



Natural

We depend on natural resources both directly within our operations and indirectly through our value chain. We seek to use natural capital in a responsible and effective manner to minimise the negative impacts that stem from our activities.



Intangible

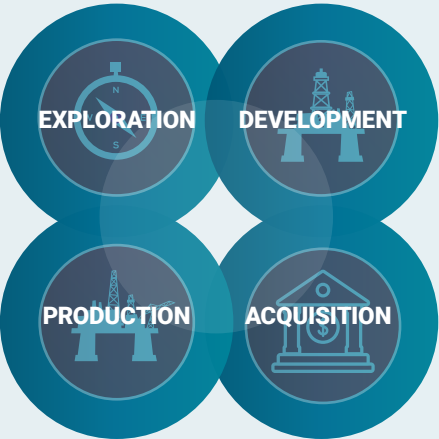
Our intellectual property includes business-related ideas, organisational processes and advanced know-how that enable us to fulfil our ambitions.



Social & Relationships

We build trust with the local communities and establish strong communication channels with our stakeholders, incorporating their needs and interests into our decision-making processes.

OPERATION: Business activities



Business support services

- Human resources management and administration
- Health, safety and environmental management
- Operations
- Business development
- Corporate finance and financial control
- Research and development
- Quality assurance
- Legal department
- Marketing
- Procurement and supplier management
- Corporate social responsibility management

OUTPUTS:

Sustainable development areas

IMPACT REACTION:

Related figures

OUTCOMES:

Contribution to SDGs

Safeguarding health, safety and security	1 million man-hours free of lost time injuries across all Energean sites	
Reducing greenhouse gases and other air emissions & actions against climate change	8% decrease in carbon intensity in comparison with 2020	
Generating economic value / economic performance of the company	\$497 million direct economic value generated	
Ensuring emergency preparedness	Zero oil spills or incidents of environmental damage	
Safeguarding business ethics and establishment of transparent relationships with host governments	Zero incidents of corruption	
Ensuring regulatory compliance	Zero incidents of non-compliance	
Safeguarding human rights at work	Zero incidents of discrimination	
Ensuring data security	Zero complaints, incidents or breaches of cybersecurity and data privacy	
Growing the share of natural gas in the product portfolio	> 70% gas weighted portfolio	

Our path to Net Zero

Our proactive stance towards the challenges brought by climate change is at the heart of our operating model. In 2021, we launched our Climate Change Policy to better articulate our ambitions, explicitly stating our goals and committing to becoming Net Zero by 2050. We were the first E&P company committed to become Net Zero emitters by 2050, thereby putting us in a leading position for the decarbonisation of the sector. To better contextualise our Climate Change Policy, we have developed a Climate Change Strategy that provides a framework for our actions in the short, medium and long term, and describes how we will achieve our climate-related ambitions. Both our Policy and Strategy are explored in detail below:

Our Climate Change Policy

We have set out the following strategic directions in our Climate Change Policy, effective as of 2021. Beyond articulating our ambitions, the Policy investigates the potential for acceleration of 2050 Net Zero commitment.

- **Support the goal of the Paris Agreement** for limiting global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels.
- **Contribute to UN SDG 13** on Climate Action.
- **Establish a climate change strategy to achieve our Net Zero commitment** by (i) operating all Company assets on a carbon-neutral basis (with respect to Scope 1 & 2 GHG emissions) and (ii) using our best endeavours to reach Net Zero on value-chain (Scope 3 GHG) emissions.
- **Shift our production to mainly gas**, a transition fuel for a low carbon future.
- **Enhance our Board's oversight** regarding climate-related issues by introducing the Environmental, Safety and Social Responsibility Committee as a surveillance mechanism.
- **Incorporate the climate change risks and opportunities** to Company's senior management decision making, involve climate-related issues to capital allocation and budgeting and link executive remuneration to climate-related targets.
- **Continuously identify and assess the transitional (market, reputational, technology, regulatory, policy, legal and financial) and physical (acute and chronic) risks** and respond accordingly.
- **Evaluate and realise emerging opportunities** regarding climate-related technologies and projects to further reduce our GHG emissions and provide low-carbon energy to our customers.
- **Provide transparency to investors and stakeholders** by reporting and verifying our Scope 1 & 2 greenhouse gas (GHG) emissions.
- **Continue reducing our Scope 1 & 2 GHG emissions intensity** throughout our Strategy's timeframe.
- **Monitor and improve the energy efficiency** of all our business activities.
- **Maintain zero routine flaring** across all of our assets.
- **Introduce and implement a Leak Detection & Repair (LDAR)** plan for fugitive methane emissions to further reduce our Scope 1 GHG emissions.
- **Include climate change-related criteria** in the company's selection and evaluation policy for suppliers.
- **Align our annual performance reporting** with the recommendations of the **Taskforce on Climate-Related Financial Disclosures** (TCFD) and continue actively participating in the **Carbon Disclosure Project** (CDP) initiative.
- **Maintain an internal carbon price** to stress-test the company's resilience in light of existing and emerging carbon pricing regulations.
- **Educate all our employees and contractors** to comply with and support the company's climate-related targets.

Our Climate Change Strategy

Climate change and its impacts are a priority in the global sustainability agenda. Businesses are faced with increasing pressure to reduce their GHG emissions as well as to design strategies for a smooth transition towards a Net Zero economy. Energean does its part by providing low-carbon energy solutions through the form of natural gas production while also establishing a climate change strategy that aims to transform the company into a Net Zero emitter by 2050.

We have made it our core strategy to incrementally reduce carbon emissions through optimising energy efficiency throughout the lifetime of our projects as well as implementing carbon capture and carbon sequestering practices. We also utilise offsetting for the remaining emissions through nature-based solutions that we will invest or acquire. To this end, we invest in cutting-edge technology to not only reduce our carbon emissions but also remove carbon from the atmosphere.

Carbon Capture and Storage (CCS) sites and Eco-Hydrogen units are major factors to our path to Net Zero. Our plan for the first CCS site at Prinos, Greece is on-going and has been approved by the Recovery and Resilience Fund (RRF) for Greece. We have scheduled an eco-hydrogen production unit to generate blue-hydrogen with carbon capture performance of more than 99% and work in parallel with the CCS site so to capture carbon emissions when natural gas is used as feedstock and create negative emissions by using biomass.

Our strategy has been rolled out and is being implemented in the short, medium and long term, built around the following key activities:

Short-term plan (2025)

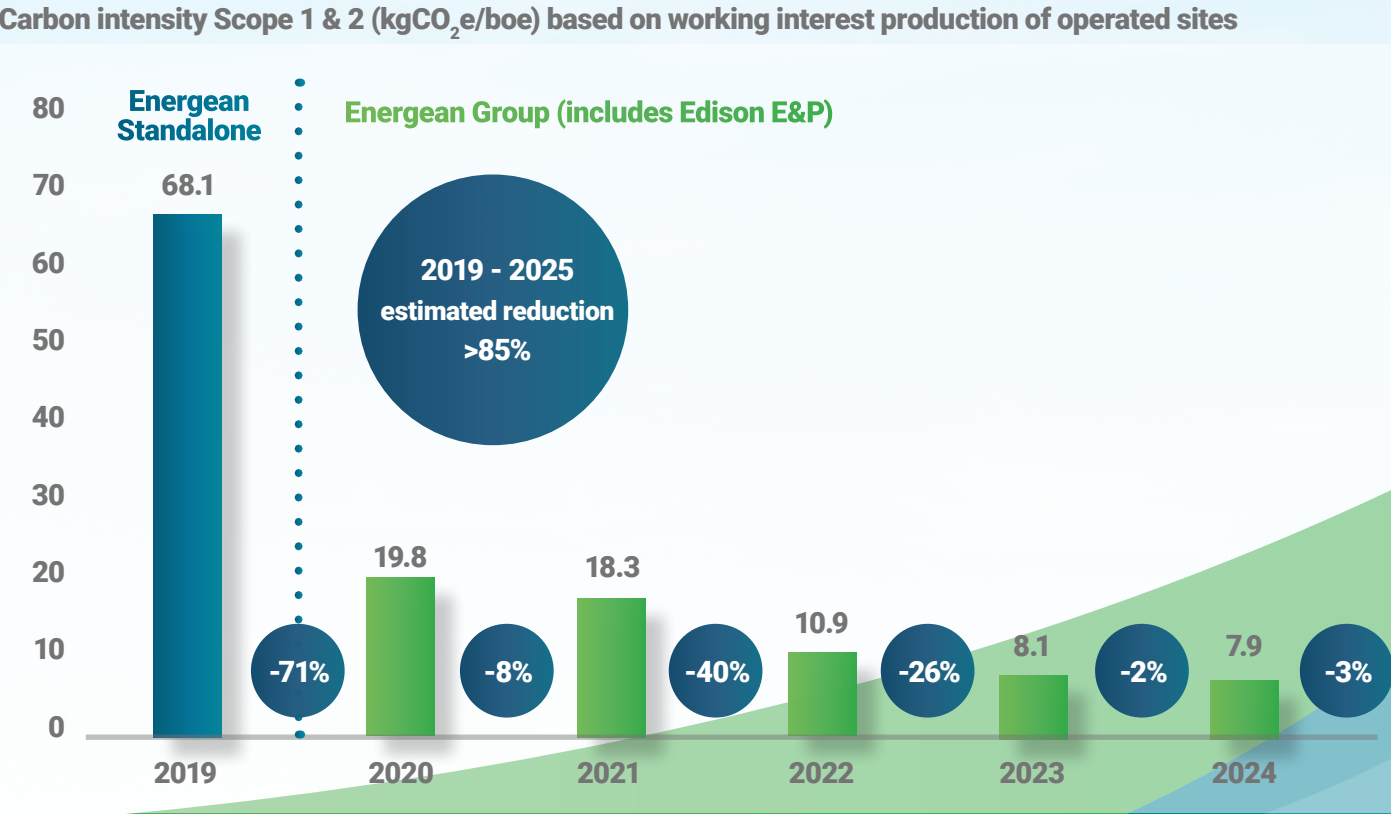
- Engaging with the CDP, achieving a B score in climate change in 2021 placing us among the best performing third of companies in the sector.
- Providing climate-related financial disclosures and running regular scenario analysis exercises across our assets in line with TCFD recommendations.
- Introducing carbon shadow prices to incorporate climate-related considerations within decision making.
- Engaging with organisations working on the transition to a low carbon future e.g., we participated in the Assessing Low-Carbon Transition (ACT) initiative.
- Actively engaging with our major customers and contractors on climate change, encouraging actions to support a low-carbon future.
- Initiating a technical study at Prinos in Greece to evaluate reinjection of produced acid gas (which contains higher levels of H₂S and lower of CO₂) with the aim of unlocking additional upstream value and turning the asset into a zero-emission facility.
- Evaluating and implementing performance optimisation projects in all operated sites (with the active engagement of Energean Egypt Energy Services) and using low or zero carbon electricity.
- Successfully rolling out the use of purchased 'green electricity' at Prinos in Greece, all sites in Italy, in Israel and the EDINA operative site in Croatia.
- Evaluating the opportunities and start investing in natural-based solution projects.
- Targeting strengthening of our low carbon portfolio and maintaining our Board-set target of 70% of our annual hydrocarbon production being gas, while aiming at increasing the percentage to 80%.
- Targeting a reduction in carbon emissions intensity by more than 85% between 2019 and 2025.
- Targeting the application of three initiatives across operated sites: switching to purchasing 'green' electricity, introduction of zero routine-flaring and methane emissions reduction.
- Exploring the deployment of nature-based solutions and investing in projects for climate change mitigation and adaptation.

Medium-term plan (2035)

- Application of eco-hydrogen technologies, such as the small-scale eco-hydrogen plant currently under evaluation within the Sigma onshore plant in Prinos, Greece.
- Using zero carbon electricity in our sites.
- Operating our first CCS site in Prinos field and further evaluating replication across the wider portfolio with the aim of transitioning mature assets into CCS sites.
- Further evaluating and implementing performance optimisation projects in all our operated assets.
- Investing in nature-based solution projects.

Long-term plan (by 2050)

- Further expanding CCS application.
- Further expanding eco-hydrogen technologies coupled with CCS.
- Further reducing carbon emissions through nature-based solutions and through acquiring carbon removals from the atmosphere.



The previous value of 66.8 kgCO₂/boe has been changed with 68.1 due to the change of Scope 2 calculation methodology from location-based to market-based.

Our alignment with the TCFD recommendations

Energear’s ambition to act against climate change is further validated by our alignment with international standards and frameworks. Following on the commitment we have made in our 2019 Sustainability Report, we have implemented the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) for the second consecutive year. An overview of how we address the key pillars established by TCFD is provided below; enhanced TCFD-aligned disclosures are provided within our 2021 Annual Report.

TCFD Pillar: Governance

Board oversight

- Climate change is a major global concern and a top priority for our business. This is reflected in our strategy, and we apply all our governance processes to climate change-related issues. Responsibility for the governance of climate change issues within Energear rests with the Board. In 2021, our Nomination & ESG Committee, initially formed in 2020, was split in two; thereby creating the Environment, Safety and Social Responsibility (ESSR) Committee. The newly formed Committee has taken over responsibility for climate change and Environment, Safety & Social Responsibility matters.
- The ESSR Committee evaluates Energear’s policies and systems for identifying and managing ESG risks, which includes identification of emerging risks such as climate-related risks, and proposes mitigation measures. The committee further ensures Energear’s compliance with relevant regulatory requirements and/or applicable international standards and guidelines. The committee follows political and regulatory discussions and developments on an international, EU-wide and national level on a variety of ESG issues, including energy, climate and environment, industrial and geopolitical trends.
- The ESSR Committee convenes every quarter (when the Board also meets) and presents Energear’s carbon emissions performance and KPIs to the Board. The Committee also has regular meetings outside scheduled Board meetings to monitor company performance and to ensure the company stays on track to meet its climate-related targets and ambitions.
- In addition, the Audit and Risk Committee also looks at climate change-related issues. This Committee aims to ensure the identification of multi-disciplinary risks (including climate change-related risks), which may impact more than one part of the company, and also assesses the opportunities that emerge from rapid and unforeseen changes. More specifically, the Audit and Risk Committee is charged with reviewing investments for climate-related risks (among other risks). Furthermore, the Committee is responsible for ensuring that measures to mitigate and adapt to the risks identified are efficient and implemented as necessary.

Management oversight

- The CEO is ultimately responsible for identifying and assessing business and climate-related risks, defining the strategy and approving action plans suitable to control and mitigate the identified risks. Furthermore, the CEO oversees the company’s overall environmental performance and sets climate performance expectations and targets, including the annual remuneration policy, which links executive pay to the achievement of emissions reduction targets. The CEO discusses all relevant actions and activities related to climate change and the energy transition with the Board. The CEO and the Board regularly discuss climate change-related issues such as the climate change policy, investment decisions where climate change considerations are a major driver, and the carbon price’s impacts on Energear’s financial future.

- The operational management of climate change issues is conducted by the HSE Director. The HSE Director reports directly to the CEO and provides updates to the Board on a regular basis. The HSE Director maintains and oversees the development of Energear’s Corporate HSE and Climate Change Policies, defines appropriate training programmes and drills for the entire company to increase safety, environmental and climate change awareness, and monitors technological developments and opportunities to help achieve defined climate change targets. The HSE Director is tasked with ensuring the company stays on track o meet its Net Zero 2050 target. The HSE Director oversees the monitoring of Energear’s carbon emissions throughout all assets and reserves and defines the carbon emission factors that Energear’s financial team uses to understand the financial impact of climate change on Energear’s portfolio. Furthermore, the HSE Director assesses the climate risks and opportunities in cooperation with Energear’s financial, economic, and technical departments.

Board expertise

To ensure Energear’s Board and Management Team remain up to date on the most pertinent climate change developments and to further enhance their knowledge and skills in relation to climate change issues, Energear invites leading industry and climate change experts to Board meetings on a regular basis.

The HSE Director proactively interacts with Board members and the Management Team to provide necessary information and further insights on specific climate change-related issues affecting the company.

TCFD Pillar: Strategy

Scenario analysis exercise

- As part of our overall approach for managing the risks facing our business and for maximising the opportunities in our portfolio, Energear conducts comprehensive financial modelling that includes the risks and opportunities presented by a transition to a lower-carbon economy.
- We regularly update our analysis to ensure our business is adaptable to changing market conditions and global trends (latest update: Q1 of 2022) in order to address the risks and opportunities presented by a potential transition to a lower-carbon economy.
- Our portfolio has been tested against a range of plausible and robust Paris-aligned scenarios, using commodity prices derived from supply and demand fundamentals and supplemented with additional variables that might impact market conditions or demand growth to help inform our business strategy.
- On the basis of this exercise, we believe our gas-focused portfolio positions us strongly to adapt to changing demand and creates value even in a carbon-constrained world. We will continue to update and adapt our modelling approach and will also undertake comprehensive stress tests before sanctioning new projects.
- We have chosen to use the International Energy Agency (IEA) scenarios as it enables standardisation in approach and comparison between companies. The IEA’s scenarios change

slightly each year - in the 2021 World Energy Outlook (WEO) report, the four scenarios were the following:

- The Stated Policies Scenario (STEPS) which provides a conservative view assuming not all climate commitments will be met, and projects an average temperature rise of 2°C by 2050.
- The Announced Pledges Scenario (APS) which assumes that all climate commitments made by governments will be met in full and on time, estimating an average temperature rise of 1.8°C.
- The Sustainable Development Scenario (SDS), which is an integrated scenario specifying a pathway to reach three of the UN’s Sustainable Development Goals and projects an average temperature rise of 1.7°C.
- The Net Zero Emissions by 2050 Scenario (NZE) which sets out a narrow but achievable pathway for the global energy sector to achieve Net Zero CO₂ emissions by 2050, indicating an average temperature rise of 1.5°C.
- We have applied the IEA’s price forecasts for each scenario to our portfolio and have compared the impact on the net present value (NPV) for each country versus our base case assumptions. We have not included our exploration assets in this analysis.

Net present value of our portfolio*:

	STEPS	APS	SDS	NZE	
Israel					Impact on NPV >0% 0 to -5% -6 to -15% -16 to -25%
Egypt					
Italy					
Greece					
UK					
Croatia					

- The impacts to net present value described above are based on the development of our 2P reserves position ‘as is’, and do not include any unsanctioned steps that we are taking to mitigate the impacts of climate change.
- Our portfolio continues to create value under all scenarios and our gas-focused business positions us strongly to adapt to changing demand in a carbon-constrained world. Under the NZE, the NPV is reduced by 5% overall compared to the base case but remains positive.
- In Israel, gas revenues are protected against fluctuations in international commodity prices as there are fixed gas contracts with floor pricing. Only under the NZE is there a minor impact on the NPV (-2%) due to the price realised for the liquids stream. Likewise, in Egypt, gas revenues are protected with floor pricing - the change to NPV seen under the NZE is due to lower liquid prices received compared to our base case forecast. Our assets in Italy and Greece are more exposed to the effects of lower commodity prices under the scenarios considered. We are already taking steps to mitigate this impact, and are looking at longer-term, climate friendly solutions, including carbon capture solutions.
- Energear is a nimble operator with the ability to deliver solutions that deliver maximum value for our shareholders, and we view scenario analysis as a key tool in continuing to deliver upon this as we move into a lower-carbon world.

Inclusion of climate-related risks into investment decision-making

- Energear incorporates climate change-related risks into its investment decision-making. The findings of the scenario analysis exercise, as well as stringent stress-tests for new investments, inform our corporate strategy and investment decision-making, ensuring that climate change-related risks are adequately considered in managing our portfolio. This includes planning capital allocations and making business decisions based on criteria that are as challenging as those posed by the carbon constrained scenarios examined.
- Our current portfolio remains resilient under the climate scenarios tested, and we expect to continue helping meet global energy demand over the coming decades. We will continue to make capital allocation decisions for our portfolio using rigorous planning assumptions flowing from the scenario analysis exercise.
- Energear uses an internal price on carbon to stress-test new projects, acquisitions and investments. This stress test serves two purposes. It allows us to measure the impact of an investment decision on the company’s carbon footprint, and if the project moves us too far away from our Net Zero 2050 target, Energear will not consider investing. Furthermore, the internal price on carbon ensures that we include the possibility of additional carbon taxation schemes being introduced (within our European markets and beyond), which would result in a reduction of our income and valuation on individual assets. In 2022, our internal carbon price is \$57/tCO₂, and it will rise to \$86/tCO₂ from 2025, \$176/tCO₂ from 2035 and \$270/tCO₂ from 2050.
- The internal carbon price helps mitigate future potential climate change impacts by helping us safeguard the value of future investments under different scenarios where the cost of emitting GHG increases as a result of more stringent regulated trading schemes. In our sensitivity analysis, we have seen that climate change constitutes a significant risk (albeit with a low probability) in this respect. Engineering solutions have been incorporated in the design of future projects and in operational performance improvements to emissions, such as replacing wet seals with dry seals in compressors in Egypt, in addition to considerations around carbon capture and offsetting projects in the medium term.
- We have already pivoted our portfolio predominantly toward gas as part of an overall strategic decision to more strongly position the company to meet global energy needs in a carbon-constrained world.

TCFD Pillar: Risk Management

Board oversight

- The Board is responsible for overseeing the risk identification, assessment and mitigation process and undertakes regular assessments of the risks facing the Group, including current and emerging risks that could potentially threaten our business integrity, strategy, operating model, future performance, solvency and liquidity. Moreover, the Board has overall responsibility for determining the nature and extent of the risks it is willing to take in achieving the company’s strategic objectives and for ensuring all types of risks (including all short, medium and long-term climate-related risks) are managed effectively.
- Energear has a strong and rigorous risk management processes in place, with climate change-related risks fully integrated into Energear’s multi-disciplinary, company-wide risk management process as per the recommendations of the TCFD. Through the framework, Energear adheres to the latest sustainability and sector-related standards and guidelines (such as TCFD, SASB,

* Relative to Energear’s long-term corporate planning Brent oil price of \$65/bbl.

- and IPIECA) and is able to identify multi-disciplinary risks and opportunities, including climate change-related ones that could affect our company, strategy and operations.
- The risk management framework ensures we effectively identify, assess, control and monitor risks to our business, in addition to capitalising on potential opportunities. Climate change-related risks are assessed against their potential financial, legal, physical, market and reputational impact to our company, and key strategic and commercial decisions are assessed based on their financial importance.
 - Risks and opportunities have been identified in the short, medium, and long-term covering transition risks (policy/legal, technology, market, reputation) and physical risks (acute, chronic) and opportunities in resource efficiency, energy source, products/services, markets and resilience.

Risk management structure

Top-down: Oversight, accountability, monitoring and assurance The Board	
Audit and Risk Committee	Executive Management Team
Chaired by Andy Bartlett, Senior Independent Non-Executive Director	Chaired by Mathios Rigas, CEO
<ul style="list-style-type: none">• Responsible for setting the direction for risk management.• Facilitates continual improvements of the risk management system.• Monitors and reviews the scope and effectiveness of the Company's systems of risk and internal control.• Monitors and reviews quarterly the Risk Heat Map of identified risks and provides feedback on potential next steps / action items or other comments and suggestions.	<ul style="list-style-type: none">• Performs a quarterly 'deep-dive' review of the Group risk register.• Communicates with risk owners to ensure assessment of the risks to the business• Regularly reviews and discusses with the risk owners challenging whether mitigations are being effectively executed within the agreed timeframe.

TCFD Pillar: Metrics & Targets

GHG emissions disclosure

- Energean used internationally recognised standards and guidance to calculate its GHG emissions. We followed the recommendations of the Greenhouse Gas Protocol, as well as guidance from IPIECA, the UK's Department for Environment, Food and Rural Affairs (DEFRA), the International Energy Agency (IEA), the UN Intergovernmental Panel on Climate Change (IPCC) and the EU Emission Trading System (ETS). Our Scope 1 emissions linked to the Prinos site in Greece, which falls under the EU ETS, have been verified by TUV Austria Hellas and our Scope 1&2 emissions will be verified to ISO 14064-1 in Q2 2022.

GHG emissions management and targets

- Energean is fully committed to taking action on climate change. In a strong show of leadership and foresight, Energean was the first E&P company in the world to announce a Net Zero 2050 target. This will be achieved initially by reducing the company's absolute Scope 1 and 2 emissions through increased efficiency of production installations by optimising performance and

- the transition to low or zero carbon electricity use. Remaining emissions will be balanced with an equivalent amount sequestered or offset, or through buying enough carbon credits to make up the difference.
- The company is currently developing a Carbon Capture and Storage (CCS) project, evaluating a Blue-Hydrogen production unit and assessing opportunities to invest in natural-based solution projects that will create carbon removals from the atmosphere. At Energean, we believe there is considerable opportunity to employ efficient CCS technologies in the regions we operate. We have already entered the pre-FEED for the CCS site in Prinos asset, switched to 'green' electricity across all our operated sites, and introduced a zero routine-flaring policy. Energean strives to become a leader in CCS in the Eastern Mediterranean and is confident that we will be part of the solution.
 - In the medium term, we are further increasing the use of low carbon energy sources, focusing on zero carbon electricity, and hydrogen. Energean assigned the management of climate change projects to Egypt Energy Services, engaged with energy efficiency projects also related to low carbon energy generation and carbon sequestration and Energean's Engineering, Technology, Decommissioning & Energy Transition Department.

3

ENGAGING WITH OUR STAKEHOLDERS

We have always regarded interacting with our stakeholders a vital part of the progress and overall success of our company. We have created communication channels with a wide range of stakeholder groups to allow for the continuous flow of information, thoughts, and concerns. We base our communications with our stakeholders on transparency and mutual respect, and addressing our stakeholders' needs and interests is high on our agenda.

Our stakeholders are defined as entities or individuals that are reasonably expected to be substantively influenced by the organisation's activities, or those reasonably expected to influence Energean's ability to implement its strategy or achieve its objectives.

Our stakeholders are grouped as shown in the following table, along with the type and frequency of communication. The last column indicates priority areas for each stakeholder group, expressed through their answers in the materiality survey carried out in the context of this report.



Stakeholder Engagement

Employees Types of Communication & Engagement E-mail / Daily Telephone / Daily Announcements / Monthly Personal Meetings - Video Calls / Once or twice a year Surveys / Once a year	Customers Types of Communication & Engagement E-mail / Monthly Telephone / Monthly Personal Meetings - Video Calls / Annually Surveys / Annually Reports / Quarterly Newsletters / Annually	Suppliers & Contractors Types of Communication & Engagement Telephone / Daily Announcements / Weekly Personal Meetings - Video Calls / Weekly Surveys / Once a year
Topics of Concern <ul style="list-style-type: none"> Safeguarding human rights at work Safeguarding health, safety and security Ensuring emergency preparedness Generating economic value / economic performance of the company Safeguarding business ethics and establishment of transparent relationships with host governments 	Topics of Concern <ul style="list-style-type: none"> Increasing the implementation of water efficiency innovations Safeguarding human rights at work Fostering diversity and inclusion Safeguarding business ethics and establishment of transparent relationships with host governments Ensuring data security 	Topics of Concern <ul style="list-style-type: none"> Investing in research, development & innovation of green technologies Safeguarding health, safety and security Ensuring regulatory compliance Safeguarding business ethics and establishment of transparent relationships with host governments Ensuring emergency preparedness

Business Partners Types of Communication & Engagement E-mail / Daily Telephone / Monthly Personal Meetings - Video Calls / Annually Surveys / Annually Reports / Quarterly	Local Communities Types of Communication & Engagement E-mail / Weekly Telephone / Weekly Announcements / 2-3 times per year Personal Meetings - Video Calls / Every other month Surveys / Annually	Industry Associations Types of Communication & Engagement E-mail / Monthly Telephone / Weekly Announcements / Monthly Personal Meetings - Video Calls / Monthly Surveys / Once a year Reports / 2-3 times a year
Topics of Concern <ul style="list-style-type: none"> Reducing greenhouse gases and other air emissions & actions against climate change Safeguarding health, safety and security Ensuring emergency preparedness Ensuring regulatory compliance Safeguarding business ethics and establishment of transparent relationships with host governments 	Topics of Concern <ul style="list-style-type: none"> Safeguarding health, safety and security Ensuring emergency preparedness Safeguarding human rights at work Safeguarding business ethics and establishment of transparent relationships with host governments Protecting and preserving biodiversity 	Topics of Concern <ul style="list-style-type: none"> Investing in research, development & innovation of green technologies Ensuring regulatory compliance Safeguarding health, safety and security Safeguarding human rights at work Ensuring emergency preparedness Generating economic value / economic performance of the company

NGOs Types of Communication & Engagement E-mail / Weekly Telephone / Monthly Announcements / 2-3 times per year Personal Meetings - Video Calls / Annually Surveys / Annually	Media Types of Communication & Engagement E-mail / Monthly Telephone / Weekly Announcements / Monthly Personal Meetings - Video Calls / Monthly Surveys / Once a year Press Conferences / Once or twice a year	Shareholders & Investors Types of Communication & Engagement E-mail / As necessary Telephone / As necessary Personal Meetings - Video Calls / Quarterly Conference calls / Semi-annually RNS Announcements / As necessary Media Announcements / As necessary Annual Report / Annually Indirectly via stockbrokers / As necessary
Topics of Concern <ul style="list-style-type: none"> Building and maintaining community relations Safeguarding health, safety and security Safeguarding human rights at work Fostering diversity and inclusion Reducing greenhouse gases and other air emissions & actions against climate change Ensuring emergency preparedness 	Topics of Concern <ul style="list-style-type: none"> Safeguarding health, safety and security Ensuring emergency preparedness Safeguarding human rights at work Safeguarding business ethics and establishment of transparent relationships with host governments Building and maintaining community relations 	Topics of Concern <ul style="list-style-type: none"> Generating economic value / economic performance of the company Reducing greenhouse gases and other air emissions & actions against climate change Safeguarding health, safety and security Safeguarding human rights at work Ensuring emergency preparedness

Rating agencies, Banks & Financial institutions Types of Communication & Engagement E-mail / Monthly Telephone / Weekly Personal Meetings - Video Calls / Monthly Surveys / Once a year Reports / Daily	Governments & Regulatory Authorities Types of Communication & Engagement E-mail / Weekly Telephone / Weekly Announcements / Monthly Personal Meetings - Video Calls / Weekly Surveys / Once a year Reports / Daily	Thought Leaders & Academia Types of Communication & Engagement E-mail / Monthly Telephone / Every 3 months Announcements / Monthly Personal Meetings - Video Calls / Twice a year Surveys / Once a year Reports / Monthly
Topics of Concern <ul style="list-style-type: none"> Reducing greenhouse gases and other air emissions & actions against climate change Generating economic value / economic performance of the company Safeguarding business ethics and establishment of transparent relationships with host governments Safeguarding health, safety and security Ensuring regulatory compliance 	Topics of Concern <ul style="list-style-type: none"> Ensuring emergency preparedness Safeguarding health, safety and security Reducing greenhouse gases and other air emissions & actions against climate change Safeguarding business ethics and establishment of transparent relationships with host governments Safeguarding human rights at work 	Topics of Concern <ul style="list-style-type: none"> Ensuring emergency preparedness Investing in research, development & innovation of green technologies Generating economic value / economic performance of the company Safeguarding business ethics and establishment of transparent relationships with host governments Reducing greenhouse gases and other air emissions & actions against climate change

Materiality analysis and matrix

GRI defines material topics to be included in sustainability reporting as those that are expected to be important for representing an organisation’s impacts or those that may influence the decisions of stakeholders. In 2021, we ran a materiality exercise to obtain our stakeholders’ input and reaffirm our focus to those areas that matter the most.

Our approach to the materiality analysis involved three phases: identification of topics, consultation with stakeholders for their prioritisation, and validation of results. These are further explored below:

Identification of topics

We referred to well-established sustainability standards and frameworks and examined the wider industry landscape to extract the range of topics that we touch upon through our operations. We consulted the following sources:

- The GRI Standards.
- The SASB Standards for the oil and gas E&P sector.
- The topics indicated as material for the oil and gas E&P sector by the Morgan Stanley Capital Investments (MSCI) sustainability index.
- Topics highlighted as material within sustainability and ESG reports of peers and operators in the wider oil and gas industry.

Stakeholder consultation and prioritisation of topics

We distributed questionnaires to internal and external stakeholders, where we requested that they evaluate the significance of the topics on a scale from 1 to 5. This allowed for the elicitation of our stakeholders’ perspectives and the comparative importance of the selected sustainability topics for our company.

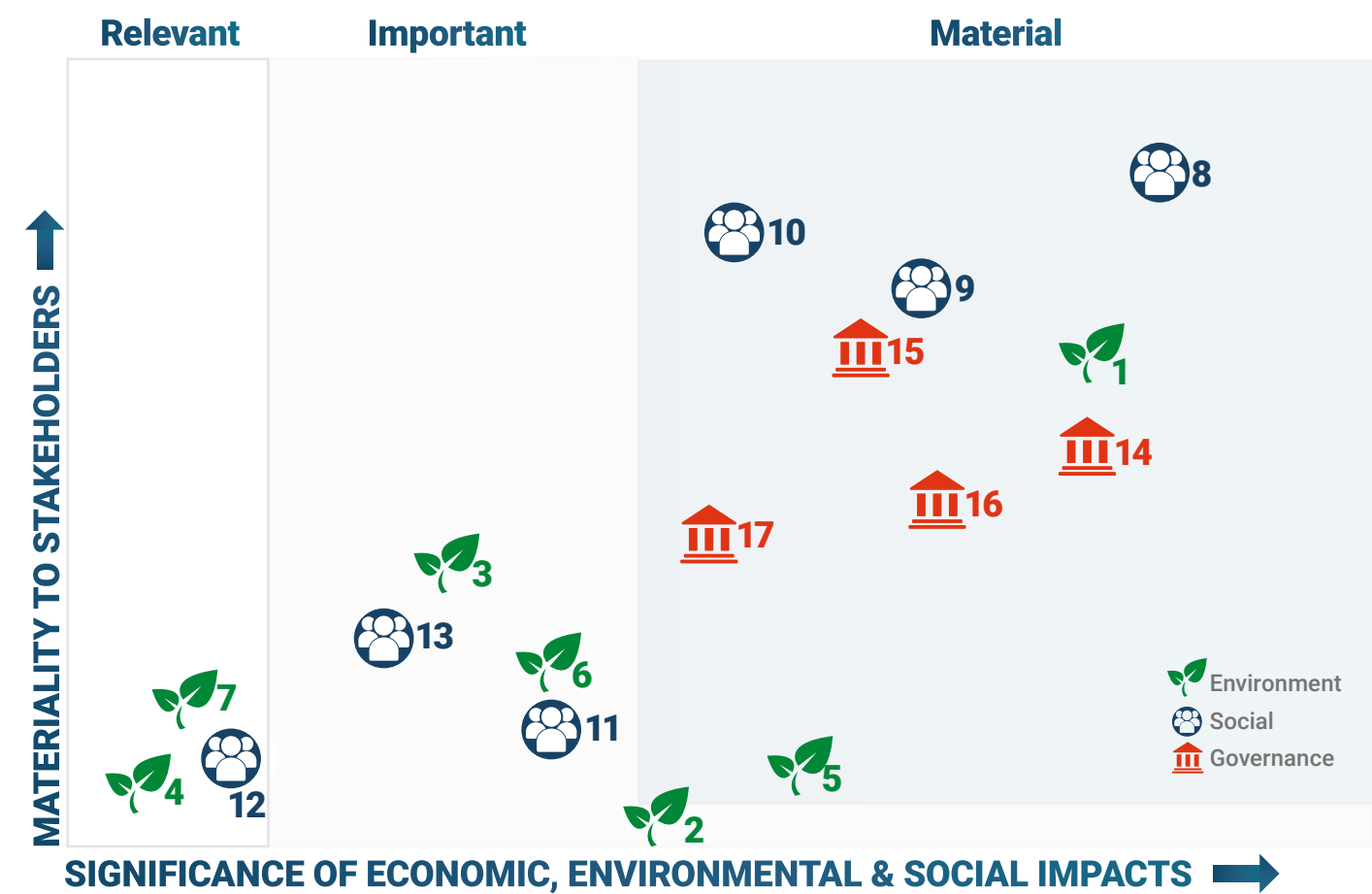
Validation of results

We examined the answers provided by our stakeholders to create the materiality matrix and we classified the sustainability topics into three different materiality layers to ensure that we address their interests and priorities throughout this report. We finally categorised the topics into the three ESG pillars.

The resulting list of material topics was amended, in comparison to our last report, as follows:

- The topic of *Investing in research, development & innovation of green technologies* was added.
- The topic of *Diversity and Inclusion* was separated from the previous topic of *Safeguarding human rights at work* and added as a topic in its own right.
- The topics of *Creation of employment* and *Provision of employee training, certifications and employee development* were combined into a broader topic named *Employment Practices*.
- The topic *Improving supplier social and environmental performance* that was given the lowest score in last year’s materiality assessment was removed – a separate section on supply chain practices is included within the report.

The results of the materiality survey are illustrated in the matrix that follows.



Material topics	8. Safeguarding health, safety and security 1. Reducing greenhouse gases and other air emissions & actions against climate change 14. Generating economic value / economic performance of the company 9. Ensuring emergency preparedness 15. Safeguarding business ethics and establishment of transparent relationships with host governments 16. Ensuring regulatory compliance 10. Safeguarding human rights at work 17. Ensuring data security 5. Growing the share of natural gas in the product portfolio
Important topics	6. Minimising waste and increasing the implementation of circular economy practices 11. Focusing on employment practices 3. Protecting and preserving biodiversity 2. Reducing (non-renewable) energy consumption 13. Building and maintaining community relations
Relevant topics	12. Fostering diversity and inclusion 7. Investing in research, development & innovation of green technologies 4. Increasing the implementation of water efficiency innovations

Materiality topics and their boundaries

The outputs of the materiality exercise, by order of significance, are set in context below where we draw the links between our material topics and the UN SDGs and specify the stakeholders affected by the topics.

Material Topic	Broader Category	ESG Context	Link to UN SDGs		Topic boundaries and Stakeholders affected
Safeguarding health, safety and security	Health, safety and security	Society	 	Energean Suppliers & Contractors Local communities	The occurrence of H&S and security incidents will negatively affect our people, those working for us and the communities in our areas of operation. This may lead to reputational damage, regulatory consequences, disruption of business continuity and loss of operating license.
Reducing greenhouse gases and other air emissions & actions against climate change	Environment and climate change	Environment	   	Energean Suppliers & Contractors Business partners Customers Industry associations	We are dedicated to reducing the greenhouse gas emissions and air pollutants that are the by-product of our operations. Besides wishing act responsibly, we also recognise that failure to manage our emissions effectively may result in future penalties due to stringent regulations, higher decommissioning costs, limited access to capital and reputational damage.
Generating economic value / economic performance of the company	Economic performance	Governance	  	Energean Rating agencies, Banks & Financial institutions Suppliers & Contractors Business partners Local communities	A strong economic performance extends beyond the boundaries of our company and those working with us, as it may positively affect local communities through the creation of shared value for both communities and for governments, through indirect tax payments.
Ensuring emergency preparedness	Health, safety and security	Society	   	Energean Suppliers & Contractors Local communities	We are committed to being proactive and prepared to address emergencies. In this way, we will be able to safeguard the safety of our people, suppliers, contractors and the wider community as well as to minimise the negative effects of our operations on the environment and safeguard ecosystem health.
Safeguarding business ethics and establishment of transparent relationships with host governments	Governance and compliance	Governance	 	Energean Governments & Regulatory authorities NGOs	Ethos characterises all our business activities and we are consistently driven to operate with integrity and transparency, adhering to our Code of Conduct. Among others, this facilitates us to maintain honest and effective relationships with governments, avoid legal implications and preserve our license to operate.
Ensuring regulatory compliance	Governance and compliance	Governance	 	Energean Governments & Regulatory authorities	We have created a risk management framework to evaluate the risks associated with regulatory compliance and we take a proactive approach to ensure that we comply with all applicable environmental, financial and socioeconomic legislations. This allows us to minimise any legal and regulatory ramifications as well as to maintain our license to operate.
Safeguarding human rights at work	Workplace practices	Society	  	Energean Suppliers & Contractors	Safeguarding human rights is a topic of major importance for us. We have procedures in place that extend to our supply chain to ensure that there are no threats to the rights of our employees and contractors. As an example, we make an annual commitment to anti-slavery in our business through our Modern Slavery Act & Human Trafficking Statement.
Ensuring data security	Governance and compliance	Governance	 	Energean Suppliers & Contractors Business partners	We have an obligation towards our people, suppliers and business partners to protect sensitive information and minimise risks related to incidents of data breach. This will enable us to maintain relationships bult on trust and further validate our reliability.
Growing the share of natural gas in the product portfolio	Environment and climate change	Environment	   	Energean Business partners Industry associations	We set an ambitious climate plan and we wish to be at the forefront of the energy transition. We have established a gas-oriented strategy to contribute to sustainable development and create long-lasting value for our shareholders.

4

PROTECTING THE ENVIRONMENT



Reducing greenhouse gases and other air emissions & actions against climate change

MATERIAL TOPIC

GRI 305

SASB EM-EP-110
SASB EM-EP-120

UNGC Principles 8, 9

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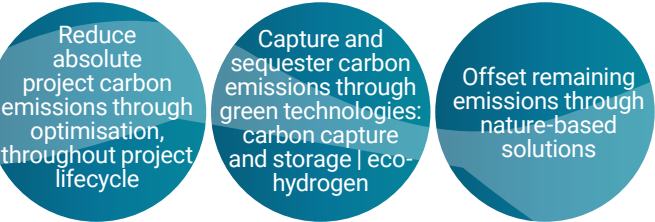
Performance highlights:

- 22% decrease in Scope 1 emissions in comparison with 2020, to 285 ktCO₂e.
- 8% decrease in carbon intensity in comparison with 2020: 18.3 kgCO₂e/boe in 2021.
- 84% decrease in Net Scope 2 emissions in comparison to 2020, to 785 tCO₂e, through offsetting with Guarantee of Origin certificates (GOs) and International Renewable Energy Certificates (I-RECs).
- 'Green' electricity rolled out at all operated sites in Israel, Greece & Italy.
- Climate Change Policy published in April 2021.
- Awarded 'Best ESG Energy Growth Strategy - Europe 2021' by Capital Finance International (CFI).
- Improved CDP climate change score from B- to B and suppliers engagement score from B to A-.

Energean acts as a pioneer in its industry in aligning to the global target of addressing climate change through becoming carbon neutral, being the first upstream company to set a Net Zero target for 2050. This has aligned our company with both the EU Climate Law and the state of Israel goal for climate neutrality by the same year. Our Net Zero target for 2050 is enshrined in our new climate change policy, published on 22 April 2021.

We fully support the Paris Agreement goal to limit the global average temperature rise well below 2°C, aiming at 1.5°C, compared to pre-industrial levels; and the United Nations Sustainable Development Goals (SDGs) including SDG 13 concerning Climate Action. We have committed ourselves to operate all company assets on a Net Zero basis (with respect to Scope 1 & 2 GHG emissions) and to focus on reaching Net Zero across our value chain (Scope 3 emissions).

Our path to Net Zero and the reduction of energy-related emissions entails, among others, three key activity strands:



In 2021 we concluded on proposals for improvements on a number of on-site projects looking at increasing our energy efficiency and significantly reducing our GHG emissions, such as shifting towards purchasing RES generated electricity; replacing gas-fired with electrical compressors in our operational site at Larino Italy; replacing heavy-oil burner with gasoline burner at our operational site at Rospo Mare, Italy; optimising our pilot emergency flaring and upgrading our compressors seal system at AQP in Egypt. These projects have been studied and evaluated in 2021 and we have decided to move forward with their implementation in 2022.

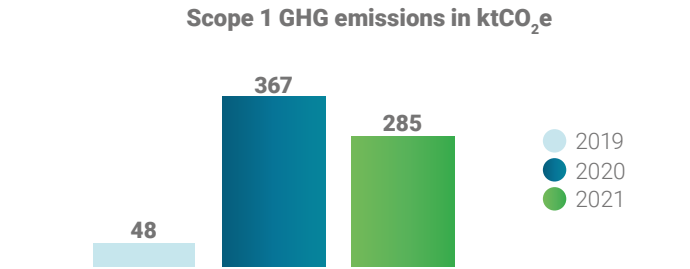
By shifting towards RES generated electricity, which we are using in all our operated assets in Italy, Greece, Israel and in Edina operative base in Croatia, our total Scope 1 and Scope 2 emissions inventory on an equity share bases was reduced by 6.8% in overall, 20,783 tCO₂e in 2021. This policy will continue in the forthcoming years.

Scope 1 emissions

We amended our emissions accounting approach in 2021 to implement two methods: (a) the operational accounting approach and (b) the equity share approach. We have decided to perform this shift to align ourselves with the industry practice and the guidelines provided by several organisations; among others the GHG Protocol, IPIECA and the UK Department for Environment, Food and Rural Affairs (Defra). Therefore, we performed a recalculation of our emissions for the year 2020 and share the updated numbers in this report.

We utilise an independent third party for validity and credibility as an integral part of our Scope 1 emissions measurement process. We also rely on heat and fuel benchmarks. We include in our measurements the combustion of gas mixtures and fuels to produce thermal energy and to enable our mechanical purposes and utilities.

During 2021, following the completion of scaling up our operations through the acquisition of Edison, we reduced our equity share direct Scope 1 emissions by 22% in comparison with 2020. We have achieved this primarily by shifting the focus of our portfolio from oil to gas exploration and extraction, which is less energy-intensive, while also implementing more energy-efficient processes.

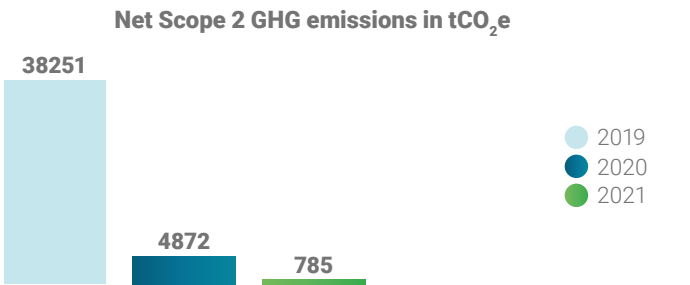


Scope 2 emissions

To monitor our Scope 2 emissions, we primarily rely on the location-based method to calculate emissions: the purchased and consumed electricity throughout all our premises is measured using country-level grid electricity factors provided by the respective power supply administrators.

To arrive at our net energy emissions, we use the market-based method: we incorporate energy certificates (Guarantee of Origin (GO) and International Renewable Energy Certificates (I-RECs)).

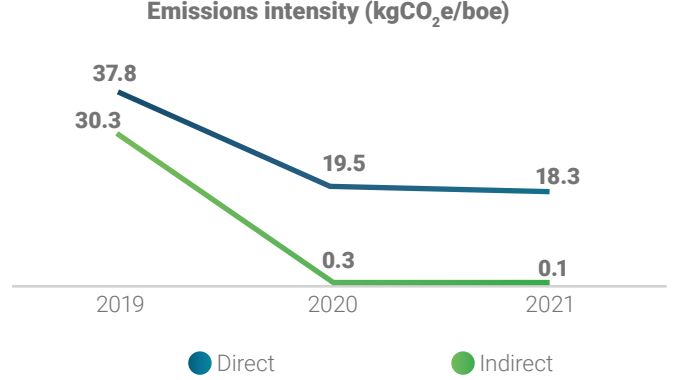
We have drastically reduced our equity share net Scope 2 GHG emissions in 2021 by 84% in comparison with 2020, by purchasing electricity certified via GOs and I-RECs.



On track to achieve our Net Zero target

Focus on emissions intensity

Being committed to a sustainable future for our company and our planet we are on track on our short-term target to reduce our 2019 emissions intensity by more than 85% by 2025. In 2021, our equity share direct emissions intensity in kgCO₂e/boe was more than halved compared to 2019 levels, while indirect emissions were minimised.



Beyond consistently looking for opportunities to reduce the carbon intensity of our operations, we are working in parallel on maturing our green technology approach through Carbon Capture and Storage and Eco-Hydrogen Projects, so that our growth has a neutral, if not net positive, effect on the environment.

Energean's green technology approach is a combination of Eco-Hydrogen production - from mixtures of its own regionally sourced gas reserves, bio-gas and other non-recyclable wastes – and CO₂ capture and sequestration into adjacent underground gas storage facilities (Prinos CCS).

Through the combined application of those two we can achieve negative CO₂ emissions and enhance the development of H₂-based industries and transportation infrastructure accelerating a move to local Green H₂ production.

Eco-H₂ is a novel combination of technically proven chemical processes that converts natural gas and untreated biogas into pure H₂ and CO₂. Production would be min. 40 tonnes/day of Eco-H₂, equivalent to approximately 0.55 TWh H₂/y or 14,000-ton H₂/y.

Prinos CCS plant in Northern Greece has been approved as part of the Greek RRF (Recovery and Resilience Fund). Estimations place its capture and storage capacity to be up to 1 mln tonnes CO₂/y for Kavala in operations within 2025 and after its expansion to be up to 2 million tonnes CO₂/y with CO₂ shipped by liquid CO₂ carriers from remote "Hard-to-Abate" industrial sites.

Our efforts to reduce harmful air emissions at operated sites have been bearing fruit. This has been the result of our enhanced monitoring and assessment of sulphur oxide (SOx) and volatile organic compounds (VOCs) emissions at all our operated sites and development projects. We had no emissions relating to persistent organic pollutants (POP) nor hazardous air pollutants (HAP).

NOx, SOx and other significant air emissions, 2019-2021

Gases (in tonnes)	2021	2020	2019	2020-2021 % Change
NOx	234	152	31	54 ▲
SOx	712	900	1,437	21 ▼
Volatile organic compounds (VOC)	9	12	17	25 ▼
Particulate matter (PM soot)	1	1.3	0	23 ▼

The performance indicators for the topic "Reducing greenhouse gases and other air emissions & actions against climate change" are presented in more detail in the "Energean in numbers" section which covers the following additional KPIs: GRI 305-3 and SASB EM-EP-110a.1, SASB EM-EP-110a.2.

Targets 2022

- Reduce our carbon emissions intensity by over 80% by 2022 versus our 2019 standalone base.
- Verify GHG emissions at all our operated assets to ISO 14064-1 certification.
- Progress CCS project in Prinos, Greece.

Finalise pre-FEED and commence FEED and ESIA Submit file for the exploration permit and progress the preparation of the storage permit submission file.

- Progress transition plan to Net Zero and purchase 'green' electricity in all operated sites.

Progress the identified climate change projects and the roll-out of green electricity to achieve absolute carbon emissions reduction of about 8%. Conclude on the investment strategy on nature-based solution projects.

- Implement Leak Detection and Repair ("LDAR") programs to monitor and actively reduce methane emissions across all operated sites.

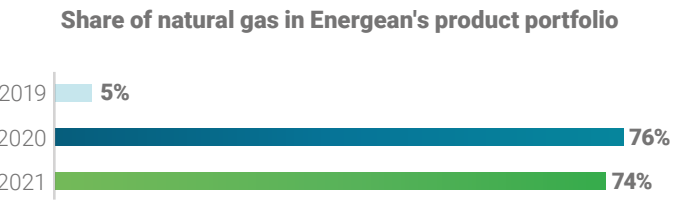
Growing the share of natural gas in our product portfolio

MATERIAL TOPIC	SASB EM-EP-000	UNGC Principles 8	<div><div>7</div><div>8</div><div>9</div><div>13</div></div>
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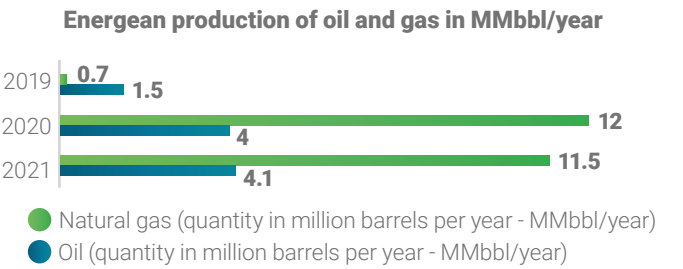
Performance highlights:

- The proportion of our product portfolio - 73.5% - comprises natural gas for 2021, compared to just 4.8% in 2019.
- From 0.07 thousand barrels per day -Mbbbl/day of gas for 2019, 2021 closed with a production of almost 11,500 Mbbbl/day.

Shifting to a natural gas majority portfolio has been a strategic choice of Energean's leadership, in light of the major role that gas increasingly occupies in the transition to a greener and more sustainable world economy. In Europe and particularly in the Eastern Mediterranean region where we operate, both the EU and individual states, primarily Israel, have taken up commitments for Net Zero by 2050. Gas will play a fundamental role in this period to support the smooth energy transition for economies, providing the necessary security of supply that complete reliance on RES cannot yet afford. This was deliberately depicted in the inclusion of natural gas production in the EU Taxonomy-aligned activities as a transitional fuel for energy production.



As a result of drastically changing our product portfolio and operational capacity in the two years following 2019, the scale of our operations has increased through the acquisition of Edison E&P and our engagements in Israeli gas reserves. Through this, our company has managed to not only reduce its carbon footprint due to its less intensive operational needs compared to oil E&P, but also to indirectly instigate a spill-over effect of greener energy by providing ample quantities of natural gas to our mid- and downstream clients for greener energy production.



The performance indicators for the topic "Growing the share of natural gas in the product portfolio" are presented in more detail in the "Energean in numbers" section.

Targets 2022

- Maintain our Board-set target of 70% of our annual production volumes being gas.



Minimising our environmental footprint

Important and relevant topics	GRI 302, 303, 304, 306	SASB EM-EP-140 SASB EM-EP-160	UNGC Principles 7, 8, 9	<div><div>7</div><div>12</div><div>14</div><div>15</div></div>
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Performance highlights:

- In 2021, we reduced our energy consumption by 13% compared to 2020.
- The percentage of water recycled and reused increased from 92% in 2020 to 95% in 2021.
- All our assets are certified for their operations according to the Environmental Management Standard ISO 14001.
- We have consistently reduced our energy intensity ratio over the last three years.

Our efforts towards environmental sustainability go beyond actions against climate change. Unavoidably, any business activity will give rise to certain effects. Recognising this, we are dedicated to reducing our impact on the environment to the extent possible by increasing efficiency and adopting best practices relating to the full spectrum of interactions between our activities and the environment, including in terms of energy, waste, water and biodiversity.

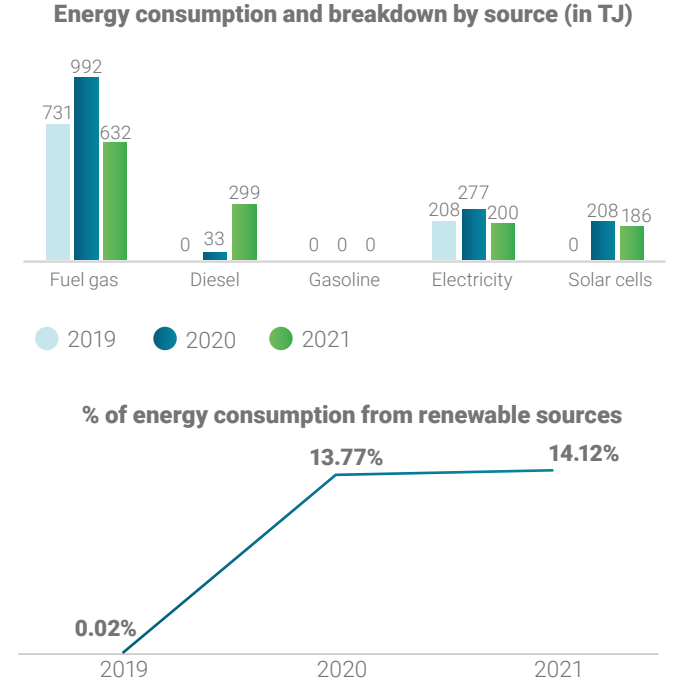
We have always maintained that strong environmental performance is crucial for minimising the negative effects of our operations, meeting societal expectations and establishing Energean as a responsible corporate citizen. Full compliance with all applicable laws and regulations is an imperative and considered a minimum as we continuously strive to surpass the ambitious targets we set. Our overall approach is based on being proactive and implementing the precautionary principle, and we periodically carry out environmental impact assessments. In this way, we ensure that our decisions take into consideration the scale and nature of the activities, the regulatory context, the interests of our stakeholders and the potential effects on environmental goods and services.

Reducing energy consumption

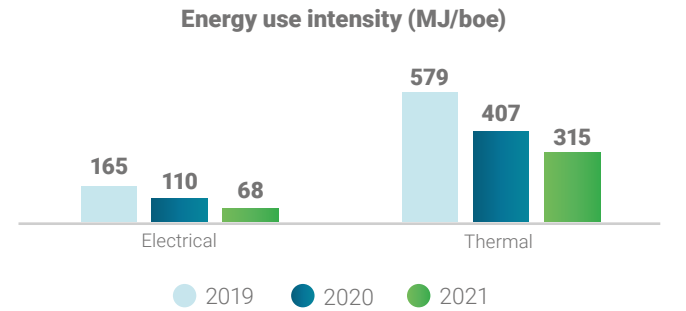
Our ISO 14001 certified Environment Management System provides the basis for our efforts towards using energy efficiently. Within its scope, we monitor energy use and consumption from various sources, while we also design performance optimisation initiatives and energy efficiency projects.

Our efforts are geared towards three key activity strands: (i) reducing our overall energy consumption, (ii) increasing the percentage of energy consumption that derives from renewable sources, and (iii) decreasing the overall energy intensity of our operations. We can demonstrate considerable progress in relation to all aspects within 2021, as shown in the graphs that follow.

We have decreased our total energy consumption by 13.1% compared to 2020 while increasing the percentage of consumption from renewable sources (i.e. solar cells) from 13.8% in 2020 to 14.1% in 2021.



On top of that, we managed to achieve significant reductions in our energy use intensity for the second year in a row, with the electrical intensity ratio decreasing from 110 to 68 MJ/boe and the thermal intensity ratio decreasing from 407 to 315 MJ/boe, compared to 2020.



Increasing the implementation of water efficiency innovations

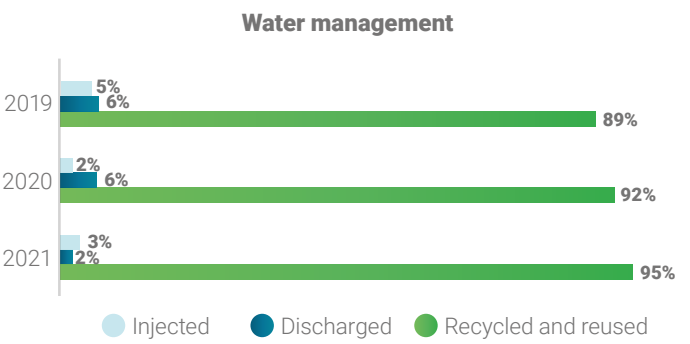
Water scarcity and quality degradation are becoming emerging issues for the industry and the world in general, due to the changing climate conditions. Energean understands that the responsible utilisation of water is key for sustainable development. We are guided by the principle of responsible management of water resources and exercise all caution so that we do not affect its availability or quality in any way. As such, we monitor our onshore and offshore water usage and implement best practice for the appropriate treatment of our discharged wastewater according to all applicable laws and regulations. We pay close attention to and comply with all relevant regulatory frameworks, including:

- The Water Framework Directive
- The Marine Strategy Framework Directive
- The Barcelona Convention
- The International Convention for the Prevention of Pollution from Ships (MARPOL)

We have already introduced potential water scarcity and other water/climate-related risks into our business planning in order to act accordingly in such cases. We continuously monitor our discharges to water bodies by using oil-in-water analysers and by implementing frequent laboratory analyses in internal and external laboratories, while we set as a priority the substitution and utilisation of chemicals with less hazardous properties.

We also invest in innovation to enhance efficiency, including the recycling and reuse of water withdrawal for production, cooling, firefighting and utilities. Moreover, and through the implementation of environmental and social impact assessments (ESIAs) prior to the initiation of each project, we develop plans for the effective management of water resources in each project cycle.

The absolute levels of water withdrawal and consumption increased from 88,556m³ in 2020 to 103,784m³ in 2021 (approximately 18%), due to increased process cooling requirements, which may in turn be owing to higher ambient temperatures and the turnaround activities in Prinos, Greece. At the same time, we increased the percentage of our recycling and reusing levels, which currently stands at 95%. Furthermore, our goal towards reducing the percentage of water withdrawal from water-stressed regions was achieved, dropping from 100% during the previous years to 95% in 2021.



Minimising waste and implementing circular economy practices

Our operations involve handling large volumes of different types of waste, including hazardous waste. We adopt best practices as a way of improving resource efficiency and minimise the volume of waste generated across our facilities and operations. We implement a waste management hierarchy that applies to all phases of our business activities to eliminate, reduce, reuse and recycle waste in order to minimise our environmental footprint.

Energean is part of the upstream oil & gas industry, which is energy and waste intensive by nature. We continuously strive to enhance our practices by following the engineering principles and best available techniques so as to use the best possible materials with the least harmful effects on the environment.

In our drilling operations we prefer using water-based mud where possible in order to reduce our waste footprint. We have formulated a recycle-before-disposal approach when it comes to waste management, assessing our management options and preferring the option of recycling against disposal every time.

Regarding our largest amounts of hazardous waste, which by nature are drilling cuttings and oily sludges, we choose the alternative of valorising them into alternative construction raw materials and alternative fuels. Thus, we align our practices to the most approachable extent with the reduce, reuse, recycle principle in sustainable waste management.

We also align our practices with circular economy principles, by utilising process by-products such as sulphur from the desulphurisation of the acid crude oil and gas and providing them to local fertiliser industries

to be used as raw material for their products. This way we reduce the waste produced, fuel used for transportation and closing the loop around the by-products of our activities.

Waste management figures per operation site, 2021

	Greece	Israel	Italy	Operated
Non-hazardous waste produced (in tonnes) and proportion recycled	36	301	262	599
	100%	86%	91%	89%
Non-hazardous waste disposed (in tonnes) and as a % of total NH waste produced	0	51	26	77
	0%	14%	9%	11%
Non-hazardous waste (in tonnes) to incineration/energy recovery and as a % of total NH waste produced	0	0	0	0
	0%	0%	0%	0%
Hazardous waste produced (in tonnes) and proportion recycled	269	29	44	342
	100%	100%	57%	94%
Hazardous waste disposed (in tonnes as a % of total hazardous waste produced)	0	0	19	19
	0%	0%	43%	6%
Hazardous waste to incineration/energy recovery (in tonnes and as a % of total hazardous waste produced)	0	0	0	0
	0%	0%	0%	0%

Total waste quantities, 2019-2021

	2021	2020	2019
Total volume of non- hazardous waste (t)	676	1,209	907
Non- hazardous waste intensity (kg/boe)	0.2	0.5	0.7
Total volume of hazardous waste (t)	342	1,457	2,892
Hazardous waste intensity (kg/boe)	0.1	0.6	2.3
Total waste recycled (%)	91%	52%	96%
Total waste energy recovery (%)	0%	2%	0%
Total waste energy disposal (%)	9%	46%	4%

Protecting and preserving biodiversity

Anthropogenic impacts on biodiversity are coming under the spotlight as the root of a twin crisis, interconnected with climate change. In its 2021 Global Risks Report, the World Economic Forum identified biodiversity loss as one of the greatest existential threats to humanity. From the Dasgupta review in the UK to the launch of the Taskforce on Nature-related Financial Disclosures (TNFD) and COP15, 2021 saw the mobilisation of the global community towards systematising efforts for the identification, measurement, disclosure and management of nature-related risks.

We are constantly looking for ways to enhance the protection of the local ecosystems where we operate by taking all necessary measures prescribed by national laws and EU directives, and monitoring key legislative frameworks for biodiversity, while also looking out for best practice application.

During 2021, we performed a number of biodiversity surveys to identify sensitive habitats near our operations and our impact thereto. In this spirit we conducted:

- An offshore sampling analysis at Prinos in Greece. The results of the independent laboratory showed that benthic communities have not been affected by our operations in the Gulf of Kavala.
- A pre- and post-dredging activities biological survey nearshore Dor Israel. The results of the two surveys did not come up with any indication of anthropogenic negative influence in the study area, or any signs of ecological stress at the Kurkar (rock type of which lithified sea sand dunes consist) ridge habitat.
- Post drilling ecological research at Karish Main Israel, where limited impact of drilling operations was found on the marine environment.
- Environmental baseline sampling surveys at offshore Blocks 23, 31 and Karish Main 4 well area, Israel. No sensitive habitats were identified in the study area.
- An invasive species survey and treatment at the onshore valve station area, Israel. Invasive species were found in the carob trees restored area. Treatment to remove invasive species commenced and is still in progress.

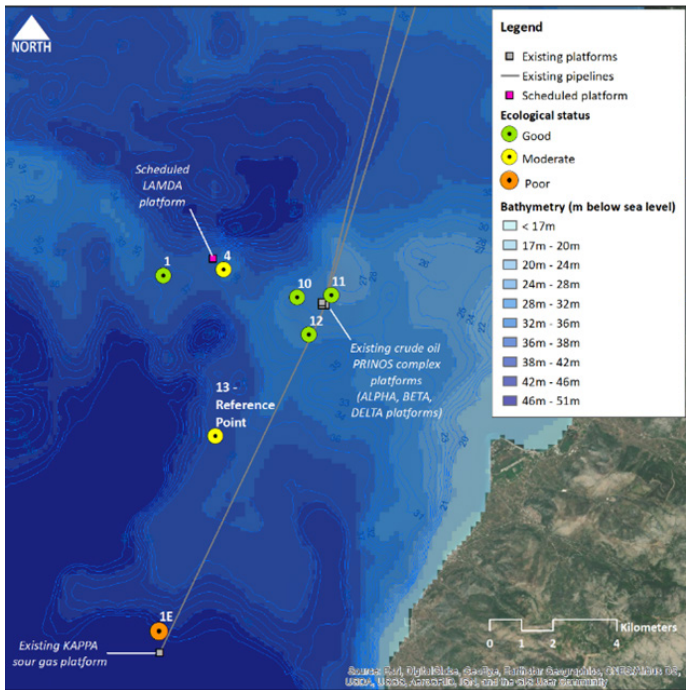
We further collaborate with academic institutions in Greece and Italy on biodiversity-related research. Our main research projects include:

- On-going collaboration with the technicians of the Marine Protected Area "Isola dei Cicli" of Catania and with the University of Catania for the study of the biodiversity in the waters below platform. Structures called "Tecnoreef" have also been installed to promote the development of new fish species and increase the current population. Studies have shown that the platform has a high biodiversity and is also an attractive effect for many species that would not normally be present in this type of environment.
- Collaboration with Zooprofylactic Institute of Teramo in Rospo Mare field, Italy to study the biodiversity in waters below platforms under the project "Acquisition and data analysis using marine bioreceptors", with the aim to adopt a biological pre-alarm system in a critical area of the central-southern Adriatic basin. The use of this system on various platforms in the Adriatic could make possible the development of databanks useful for the integrated management of coastal areas.
- Research into the ecosystems underlying platforms in the Rospo Mare field, Italy, with preliminary results showing the presence of rich biodiversity.
- Continuing support to the management body of Nestos River Delta, Lakes Vistonida-Ismarida and Thassos, to maintain the

biodiversity monitoring telemetric stations, in north-eastern Greece.

- Continuing collaboration with the Democritus University of Thrace to host the Odyssey Platform, an innovative monitoring marine data system, at Prinos. The oceanographic data retrieved by the Odyssey platform enhances the accuracy of marine simulations and forecasts, providing relevant information about the open sea and coastal zone areas to local fishermen and other professionals.
- Research by the International Hellenic University on the potential impacts of operational sites at Prinos, Kavala and Nea Karvali, on the wetland of River Nestos, in Eastern Macedonia, Greece. Results published in 2022 showed no hydrocarbon traces. The research was conducted in collaboration with the Dunarea de Jos din Galati University of Romania, under the framework of the European Union-funded project "MONITOX – Common Bankers, Common Solutions".

Biodiversity analysis results in the Gulf of Kavala, Greece



The performance indicators for the topic "Minimising our environmental footprint" are presented in more detail in the "Energean in numbers" section which covers the following additional KPIs: SASB EM-EP-160a.3, SASB EM-EP-140a.3, EM-EP140a.4.

Targets 2022

- Zero oil spills and environmental damage.
- Full compliance with all statutory environmental requirements.
- Maintain existing ISO 14001 certificates in all our assets and receive certification in Energean Power FPSO in Israel.

5

PROMOTING A SAFE WORKPLACE AND AN INCLUSIVE CULTURE



Safeguarding health, safety and security

MATERIAL TOPIC

GRI 403

SASB EM-EP-320

3

SAFER HEALTH AND WELLBEING

8

SAFER WORK AND ECONOMIC GROWTH

Performance highlights:

- Overall LTIF¹ stands at 0.33 (improved from 0.65 in 2020).
- Overall TRIR² stands at 0.77 (improved from 1.31 in 2020).
- Zero work-related illness in 2021.
- 1 million man-hours free of lost time injuries across all Energean sites.

The protection and promotion of health and safety is the cornerstone of any thriving workplace and the most important aspect in building relationships with employees that are rooted in trust and respect. Energean has always recognised this, thereby positioning health and safety at the heart of its operating principles and envisioning a workplace that is free of incidents, injuries and accidents. Our performance and our focus on constant improvement is a testament to this.

Our Code of Conduct provides the basis for our actions and holds all employees accountable for contributing to a safe working environment. In addition, it works as a foundation for the establishment of any related policies, systems, programmes and procedures that will help us achieve our H&S targets.

Commitment from the top

Our approach towards H&S starts at the top, with our CEO and Board of Directors taking all necessary steps to ensure that we always prioritise the health and safety of our people. We have also established an **Environment, Safety & Social Responsibility Committee** to further strengthen our safeguarding of health and safety across our business operations. The Committee is responsible for evaluating the effectiveness of Energean's H&S policies and systems, identifying and managing risks, and ensuring compliance with regulatory requirements and applicable standards and guidelines.

The Committee meets on a regular basis and it also works closely with the HSE Director and the Head of CSR to design our overall H&S strategy and report on the actions we implement to the Board. In this way, we ensure that all hierarchical levels within our company are engaged with health and safety issues, and that our employees' responsibility to perform their business activities in a responsible and safe manner is supported through effective policies, procedures and controls.

Our HSE Management System

We implement a well-structured and robust **Health, Safety and Environment (HSE) Management System** and associated procedures across the group companies, to prevent and mitigate significant negative occupational health and safety impacts. The recent shift of our approach - previously guided by rule-dominated demands - to a human-focused perspective has highly contributed to the effectiveness of our HSE Management System. Following the acquisition of Edison E&P, we introduced a common system that is aligned with the requirements and principles of international standards and European safety directives, thus facilitating our H&S efforts across the entirety of our assets. Furthermore, our HSE Management System requires that an annual H&S plan should be prepared for each operational site, setting out our objectives, key performance indicators to be monitored, resources, responsibilities and proposed activities to help us improve our performance.

We have further established a **Safety Committee**, whose function is of critical importance for the attainment of our goals. Among its key responsibilities is to ensure that competent personnel and adequate resources are allocated for the effective management of H&S aspects at all levels within our company as well as to ensure that each site is not exposed to unacceptable risks.

All our operated sites are certified with ISO 45001, while we have developed the equivalent system for the Prinos asset in Greece and it will be certified in 2022.



¹LTIF has been calculated with the use of the following formula:
$$\frac{(\text{Number of lost time injuries in the reporting period} \times 1,000,000)}{(\text{Total hours worked in the reporting period})}$$

²TRIR has been calculated with the use of the following formula:
$$\frac{(\text{Number of total recordable incidents in the reporting period} \times 1,000,000)}{(\text{Total hours worked in the reporting period})}$$

Both LTIF and TRIR include Energean and contractors' sites.



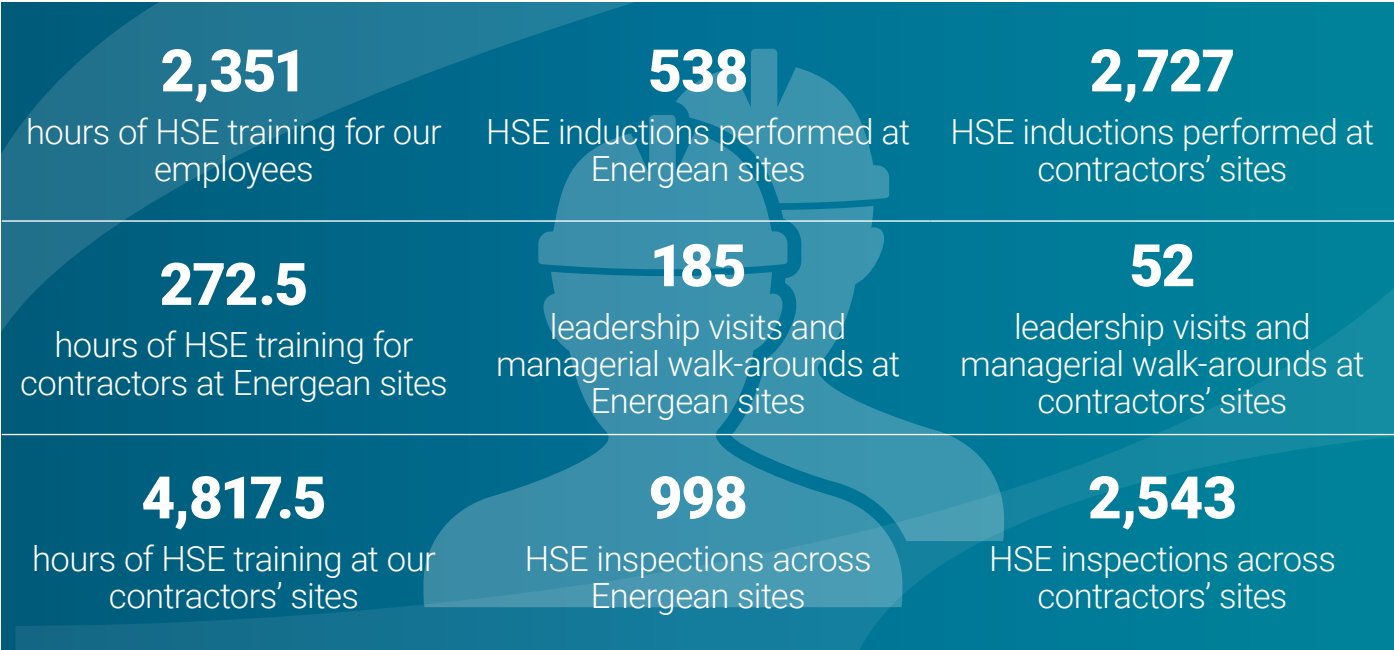
Although the primary responsibility for healthy and safe working conditions at the workplace rests with the company, all our workforce members are expected to play their part in minimising or, preferably, eliminating risks.

Following best practices, Energean has developed a **Safety Representatives and Safety Committee Procedure** to foster worker participation and consultation on occupational health and safety issues, wishing to actively involve the entirety of its workforce. At the centre of this procedure lies the **Safety Committee**, which equally comprises workforce and management representatives, allowing the exchange of viewpoints, thoughts and concerns among all hierarchical levels.

Promoting health and safety

Energean's employees benefit from a broad range of health services, programmes, initiatives and training. We follow the legal frameworks of our host countries to protect the health of our people and are constantly on the lookout to further enhance our practices. Key actions include:

- An annual health monitoring programme is active for all employees, using external laboratories and occupational doctors to assure that the highest levels with respect to their health and wellbeing are maintained.
- All employees and contractors hold medical fitness certificates based on the requirements of their position.
- All employees are provided with external medical insurance programmes on top of national requirements.
- All employees have access to a health assistance programme which provides mental health support via accredited counsellors.



Our HSE performance has resulted in a decrease in overall LTIF³ at our sites, as it has dropped from 0.22 in 2019 and 0.25 in 2020 to 0.14 in 2021, notwithstanding the overall increase in the number of employees, workers and hours worked over this period. Even more importantly, we maintained a rate of zero work-related fatalities.

Promoting the wellbeing of our people

We hold ourselves responsible for the wellbeing of our people, recognising that we have a moral obligation to create a thriving work environment. On top of this, physical and mental wellness is the foundation of a focused and engaged workforce, which in turn drives productivity.

A wide range of benefits, services and initiatives are available to our employees, designed to address all aspects of wellbeing. For instance, benefits such as life and medical insurance, parental leave entitlement and meal allowances apply to all our employees. 30 of our employees (21 male and 9 female), were eligible for, and took, parental leave in 2021. In addition, our entry level employees are compensated with salaries that are above the legal minimum wages across all our countries of operations.

³These numbers are based on data regarding both employees and contractors, in reference to Energean sites (thus excluding our contractors' sites). They are derived based on the following formula, as per GRI and SASB:
$$\frac{(\text{Number of lost time injuries in the reporting period} \times 200,000)}{(\text{Total hours worked in the reporting period})}$$

Promoting the wellbeing of our people (continued)

Among the physical and mental wellbeing initiatives that took place in 2021, we highlight the following:



Online work-out sessions:

We booked online work-out classes with two professional personal trainers on a bi-weekly basis. Our goal was to provide our people with the opportunity to exercise live with their colleagues from their homes during the COVID-19 pandemic, thereby enabling them to remain active, fit and healthy.

Online cooking sessions:

Introduced in 2020, the initiative called “Stay Safe, Stay Healthy” continued in 2021 on a monthly basis and entailed an online kitchen “meeting”. Our goal was to bring cultures closer and create an element of bonding, and this was achieved through the exchange of traditional recipes and the exploration of diverse food cultures.



Running sessions:

This initiative was designed for the employees of our Athens office. We booked running sessions with a trainer to prepare for the 5K Athens Classic Marathon side-run, along with MDA patients in their wheelchairs.

“Deliciously Ella” application:

This was a Christmas gift offered by our CSR department as a reward to those colleagues that followed our wellness and fitness programmes all year round. Energean covered the subscription cost of the application, which provides numerous recipes and cookbooks for anyone curious to explore their cooking skills.



Employee assistance program:

This is an Energean-funded benefit that offers support to our people by helping them address any personal or professional challenges they may face. Through this program, our people are provided with a 24/7 support helpline by independent accredited counsellors that offer information, support and advice on a wide range of topics including overall health and wellbeing, work-life balance, family issues, stress, anxiety and depression.



Acting against COVID-19

During the last two years, the COVID-19 pandemic has been the most significant global threat, posing challenges to health systems, leading to national lockdowns and affecting business continuity worldwide. While the pandemic and the extent of its impacts could not have been predicted, we managed to execute an effective emergency response plan.

The protection of our employees’ health is a top priority and as such, we have designed and continue to implement a series of measures in response to this unprecedented health crisis.

The measures we have taken are the following:

Regular tests for all our employees at the company’s expense	Implementation of social distancing - remote working	Installation of air purifiers at all our offices
Permanent anti-viral treatment for all surfaces	Regular disinfection services at all our offices	Replacement of face-to-face meeting with conference calls
Installation of protective screens in front and in between workstations	Daily personnel temperature measurements	Distribution of protective masks

The performance indicators for the topic “Safeguarding health, safety and security” are presented in more detail in the “Energean in numbers” section which, covers the following additional KPIs: GRI 403-9, 403-10.



Energean Office
Athens, Greece

Targets 2022

- Overall LTIF of less than 0.60.
- Overall TRIR of less than 1.20.
- Alignment of all countries HSE management systems, and full implementation of SynergiLife.

Finalise gap analysis vs group guidance and demonstrate procedures implementation and SynergiLife records.

- Maintain ISO 45001 certificates in the already certified assets and receive certification in Prinos Greece and the Energean Power FPSO in Israel.

Promoting the wellbeing
of our people



Ensuring emergency preparedness

MATERIAL TOPIC	SASB EM-EP-160 SASB EM-EP-540	UNGC Principle 7	3 SAFETY AND HEALTH ENVIRONMENT	11 SUSTAINABLE DEVELOPMENT	14 LIFE BIOLOGICAL DIVERSITY	15 LIFE ON LAND
Performance highlights: <ul style="list-style-type: none">Zero risks related to business continuity and emergency response.Zero oil spills or environmental damage.						

We operate within an industry that is inherently hazardous, and this means that effective preparation and prompt response are essential for managing and mitigating the impacts of emergency situations. We take a proactive stance that aims at the avoidance of occurrence of such incidents to the extent possible as well as the early identification of developing crises. Our efforts are focused on maintaining safety and stability, extending beyond the workplace and covering our business associates, the local communities in which we operate and the ecosystems which we affect. Our goals can be articulated as follows:

- 1 PROTECTING HUMAN LIVES
- 2 PROTECTING THE ENVIRONMENT
- 3 PROTECTING TANGIBLE AND INTANGIBLE ASSETS
- 4 ENSURING BUSINESS CONTINUITY AND SUSTAINABLE DEVELOPMENT
- 5 PROTECTING THE COMPANY’S REPUTATION

We have systems in place to ensure that we are adequately equipped to handle HSE emergencies, irrespectively of their scale or nature. We have designed comprehensive protocols that enable us to respond and recover from any emergency, crisis and associated business disruption. Additionally, we have established an operational structure including monitoring systems and guidelines, which we continuously control, review and improve.

Targets 2022

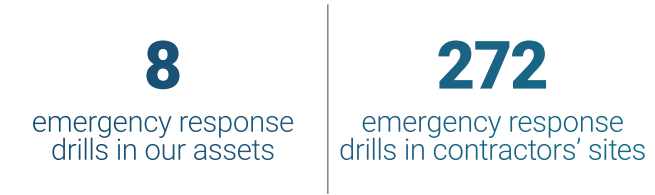
- Perform a tabletop crisis management exercise across the company.

Emergency management on a country level escalating to crisis management on a group level.

The performance indicators for the topic "Ensuring emergency preparedness" are presented in more detail in the "Energean in numbers" section which covers the following additional KPIs: SASB EM-EP-160a.2, SASB EM-EP-540a.1.

Our **Corporate Major Accident Prevention Policy ("CMAPP")** defines our obligations and commitments to be in full compliance with safety regulations, and more specifically with the Offshore Safety Directive 2013/30/EU and the Seveso Directive 2012/18/EU. Energean’s Board has approved the CMAPP and is responsible for ensuring that it complies with the relevant regulations, our corporate principles and Energean’s Code of Conduct. The CMAPP is closely linked to our Group Crisis Management Plan, which helps us deal with sudden and unexpected events that could cause business disruption. We continuously update and expand the Plan to include all our new assets and operations and meet requirements on the strategic, incident management and response level.

To further strengthen our approach, we established emergency management plans in each country that specify the measures to be taken and the resources needed to effectively tackle emergencies. In 2021, we performed numerous oil spill response drills and exercises in our offshore sites in Italy and Greece as well as 8 emergency response drills in our operated assets and 272 drills in our contractors’ sites. Meanwhile, we organised internal and external trainings on emergency response issues to raise awareness among employees and stakeholders and provide them with the tools to act safely and effectively in any arising situations.



Our Stop Work Policy

Our desire to be proactive and effective in addressing emergency situations does not solely rely on the practices we implement and the systems we have in place. It is rather a responsibility of everyone working for Energean.

In 2021, we established a Stop Work Policy to ensure that we offer a safe and secure environment against risk or exposure to personal harm, property damage or adverse effects to the environment. The Policy empowers our employees and contractors by allowing them to act on the termination of any activity (a "Stop Work Order") whenever they feel that any person, property or the local environment is at risk. In this way, we place an additional safety layer to strengthen Energean’s highest standards of safety.

Safeguarding human rights at work

MATERIAL TOPIC	GRI 102, 406, 407, 408, 409, 412	SASB EM-EP-210a	UNGC Principles 1, 2, 3, 4, 5, 6	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES
Performance highlights: <ul style="list-style-type: none">Zero incidents of discrimination in 2021.215 employees completed our modern slavery training.						

The promotion of human rights in the workplace is a priority for Energean. The Universal Declaration of Human Rights provides the basis for our approach to safeguard human rights along with the conventions of the International Labour Organisation. We seek to uphold human rights across all our areas of influence including our employees, contractors, suppliers, business partners and local communities. The commitments we have made are guided by our corporate principles and enforced by our Code of Conduct and other relevant policies. Moreover, Energean is signatory to the United Nations Global Compact (UNGC) and abides by its principles in relation to human rights and labour.

Wishing to go above and beyond complying with laws and regulations, we are nurturing a culture that focuses on equality, non-discrimination and fairness across all our business practices, while aiming to incorporate human rights considerations in our decision-making processes. Furthermore, we constantly evaluate ways to enhance awareness among our people as a further step in ensuring that our company respects human rights. In 2021, we designed a modern slavery training that was completed by 215 users within the year.



Freedom of association and collective bargaining

Our commitment to follow international labour standards dictates that we support the right of all workers to organise in unions and bargain collectively over their wages and employment conditions. We have collective bargaining arrangements in effect in our Italian business unit as well as a designated non-executive director for Board engagement with our workforce since 2019.

Rights of indigenous people

Our company has no proven or probable reserves in or near areas considered to be indigenous peoples’ land. Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict is therefore not applicable to Energean.

Child and forced labour

Energean has not identified any significant risks relating to incidents of child, forced or compulsory labour within its operations.

The performance indicators for the topic "Safeguarding human rights at work" are presented in more detail in the "Energean in numbers" section.

Focusing on employment practices

Important and relevant topics

GRI 102, 202, 401, 404, 405

UNGC Principle 6

5

Gender Equality

8

Decent Work and Economic Growth

10

Reduced Inequalities

Performance highlights:

- The implementation of SAP SuccessFactors enhanced our overall employment practices.
- 17.3% total female representation in our workforce (15% in 2020).
- 63% of our senior management are hired from local communities.
- 100% of eligible employees received a performance evaluation review.

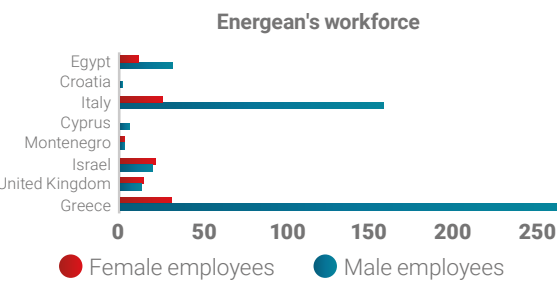
Our people are the foundation of our success and the most important element for delivering on our purpose. Therefore, we constantly strive to enhance our overall employment practices and build a motivated, competent and diverse workforce. The implementation of the SAP SuccessFactors suite was an important milestone towards this direction as it transformed multiple human resource management aspects such as talent acquisition, human capital development and performance management, positioning us in line with best practice. This development has simplified the employee experience and increased the efficiency of HR-related activities.

Our people strategy is multi-faceted and relies upon the selection and attraction of top talent, the provision of opportunities for professional development, and the nurturing of diversity and inclusion. Collectively, these aspects will lead to the creation of a dynamic workforce that will help us shape, achieve and exceed our business goals.

Our workforce

Energean employs people in eight different countries and wishes to maintain a workforce of diverse sociodemographic characteristics, such as age and gender, across all hierarchical levels. Our workforce comprises 596 employees, of which the large majority (589) have full-time contracts, while female representation increased by 2.5% in 2021 compared to 2020.

Number of employees, by gender and country



Employee % by contract type



The following table provides descriptive statistics on our new hires and turnover rates, showing that the new hire rates are higher for the first two age groups (<30 and 30-50 years old) and lower for the third age group (>50), in comparison to the turnover rates. Meanwhile, 63% of our senior management are hired from the communities considered local to our operations.

New hires and turnover, by age and gender

Hires & Turnover	< 30 years old			30 - 50 years old			> 50 years old		
	♂	♀	Total	♂	♀	Total	♂	♀	Total
	Number of new hires	New hires rate	Number of employees who left in 2021	Number of new hires	New hires rate	Number of employees who left in 2021	Number of new hires	New hires rate	Number of employees who left in 2021
Number of new hires	4	6	10	19	16	35	4	1	5
New hires rate	20%	46%	30%	6%	22%	9%	3%	5%	3%
Number of employees who left in 2021	2	1	3	23	3	26	29	3	32
Employee turnover rate	10%	8%	9%	7%	4%	7%	18%	14%	18%

Recruitment practices

We wish to attract and retain top talent, inspired to be part of a company that is rapidly growing and aspires to be at the front of the energy transition in the Mediterranean. As such, we have a carefully designed selection and recruitment process that enables us to find people that share our passion and enthusiasm.

From a social perspective, our expansion and operation in multiple countries create employment opportunities in diverse markets, both directly through our operations, and indirectly through our business partners, thereby contributing to the socioeconomic development of local communities and stimulating overall growth.

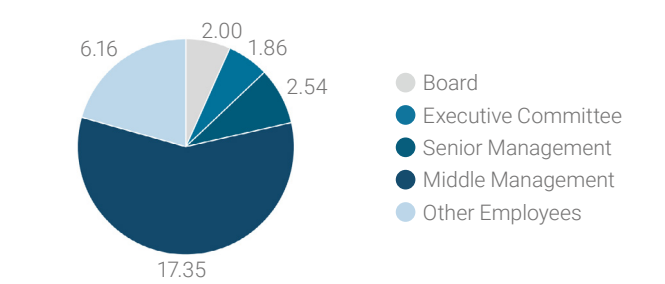
Our **Selection and Recruiting Policy** provides the guidelines that our HR department is expected to follow during the recruitment process and ensures that we select the most suitable candidates. Meanwhile, it aims to create a fair and transparent process that deliberately fails to notice the sociodemographic background of our potential employees. Recruitment is strictly merit-based and focuses on a range of aspects including professional experience and possession of skills that are relevant to our business activities. Moreover, our newly developed External and Internal Careers site – linked with SAP SuccessFactors – enhanced our overall approach to recruitment, as candidates can easily follow job openings and input their CVs. At the same time, it allows us

to keep all advertisements in one place, facilitating communication with potential employees while supporting the use of “blind” resumes and the search for specific skills.

Enabling our people's development

We take a holistic approach to human capital development, wishing to equip our employees with the necessary tools to build their skillset and expand their capabilities. Our aim is to optimise workforce performance and cultivate a culture of continuous professional growth. To do so, we invest in our people through high-quality learning experiences and training opportunities and encourage our workforce to capitalise on these opportunities as a means of reaching their full potential. We have designed numerous training programmes for our employees that cover a wide range of aspects from HSE to compliance issues. Average hours of training in the year, by level of hierarchy, are shown in the figure below.

Average training hours per hierarchical level



At the same time, we have developed a performance management process to closely monitor the professional development of our employees during their time in our company. The process is heavily based on the provision of constructive feedback, clearly defining progress on set expectations and enabling our people to further advance their careers within Energean. In 2021, 100% of the people who were eligible received performance evaluation reviews, including our Senior Management and Executive Committee, and we recorded 18 promotions during the year.

Additionally, our **Open Door Policy** sets the basis for open and honest communication between our managers and employees, thereby creating a solid foundation for collaboration, growth, high performance and success across our company. Through this policy, we aim to help address concerns in the workplace. Employees can seek counsel, provide or solicit feedback and raise concerns in good faith, while managers are expected to play an important role in establishing a work environment where employees' viewpoints and thoughts are recognised, advice is readily given and concerns are addressed in a timely and respectful manner.

Fostering diversity and inclusion

In line with our Ethos and values, we seek to embrace all types of diversity and promote inclusion by treating all our people with respect, fairness and dignity. This is the cornerstone of a healthy workplace, where differences are respected, valued and seen as strengths, promoting creativity. At the same time, a workforce that brings along a vast array of backgrounds, experiences and perspectives allows for the optimisation of our problem-solving and decision-making daily activities. To reinforce our commitment for diversity and inclusion in the workplace, we have developed an **Equal Opportunities Policy** that effectively addresses all these aspects and aims to prevent any unfair and discriminatory incidents within our company.

Our Diversity & Inclusion (D&I) approach is consistently applied throughout the entirety of our employment practices, starting with the recruitment process and ending with the development of future leaders. We pride ourselves on being an employer who provides equal opportunities and fosters a culture that is built on common purpose and teamwork, free from stereotypes and

discrimination. These principles will be further reinforced via our **Diversity & Inclusion Policy**, which is currently under development and expected to be in full effect within 2022.

During the year, we participated in D&I workshops hosted by the United Nations Global Compact (UNGC) on a quarterly basis. The workshops covered a variety of topics focusing on the workplace, including:

- **Neurodiversity and mental health**
- **Race and ethnicity**
- **Diversity, inclusion and belonging**
- **Global diversity, equity and inclusion benchmark**

We believe that these workshops can trigger positive change in the workplace, as they help raise awareness around unconscious bias and alleviate barriers to diversity, inclusion and belonging, which is the first step in the process of tackling such issues. At the same time, they motivate and promote positive behaviour while enabling everyone to feel empowered in being their authentic selves.

We continuously seek ways to enhance diversity in the workplace. In 2021, we managed to increase the female representation in two of our company's hierarchical levels compared to 2020. In our Executive Committee, the percentage of women increased from 10% in 2020 to 38% in 2021 while at the non-management level, females comprised 16% of our workforce in 2021, compared to 13.6% in 2020. In terms of age diversity, the majority of our workforce falls under the groups 30-50 and over 50 years old.

During 2021, we also started monitoring D&I-related KPIs, as a means of increasing transparency, equity and fairness. The most pertinent is the gender pay ratio, information on which is provided in the following table.

Gender pay ratio per hierarchical level

Hierarchical level	Female / Male salary ratio
Board	1.82
Executive Committee	0.65
Senior Management	1.36
Middle Management	0.70
Other Employees	1.08

Our efforts for embracing diversity and inclusion were further intensified after the acquisition of Edison E&P and the inclusion of additional countries and cultures under the umbrella of Energean. In 2021, we implemented a variety of supporting initiatives in this respect:

- **"Evolve and get involved" series:** This is a new initiative designed by our CSR department, which involved a series of educational webinars that aimed at raising awareness among our people on sensitive D&I-related matters.
- **"Did you know" series:** Another initiative implemented by our CSR department, wishing to inform our colleagues across our operations of each country's national and religious holidays as a means of raising cultural awareness and celebrating diversity.

Targets 2022

- Participate and obtain a rating from the Gender-Equality Index (GEI) of Bloomberg and become Diversity & Inclusion certified.
- Create a Diversity & Inclusion Policy to be implemented within 2022.
- Further develop SAP SuccessFactors modules by adding Compensation.
- Managerial and Leadership training: build a framework to provide bespoke training to managers and above, across all countries where Energean operates.

6

CREATING SHARED VALUE



Generating economic value / economic performance of the company

MATERIAL TOPIC

GRI 102, 201

8

RECENT REVENUE AND ECONOMIC GROWTH

9

ROBUST FINANCIAL AND ECONOMIC GROWTH

17

TRANSFORMING FOR THE FUTURE

Performance highlights:

- Fully Integrated Edison E&P: Energean now operates 29 offshore and 9 terrestrial sites.
- 50% year-on-year increase in revenues to \$497 million from pro forma \$336 million in 2020.
- We secured over \$1 billion liquidity for the financing of our projects in Israel.
- \$2.5 billion Israel project bond and \$450 million corporate bond issued, extending average life of debt to approximately 6 years.

Record Financial & Robust Operational Performance

2021 was a financial year that returned record financial results with solid performance from existing assets resulting in an approximately 50% increase in revenue year-on-year. Key figures:

- 50% year-on-year increase in revenues to \$497 million (from \$336 million pro-forma in 2020).
- Financing of the Karish project in Israel surpassing expectations in 2021 securing \$1billion liquidity.
- Issuance of \$2.5 billion Israel project bond and \$450 million corporate bond, extending average life of debt to approx. 6 years. €100 million state backed loan for Epsilon development signed. Achieved blended cost of debt of c.5.5%.
- Record low Egypt net receivables position on 31 December 2021 of \$95 million (from \$157 million in 2020 and \$222 million in 2019).
- We doubled the amount paid to our providers of capital to \$189 million in 2021 (from \$86 million in 2020).
- Full integration of Edison E&P:
 - Timely and efficient system integration of Edison E&P with Energean's own system. Development of financial processes manuals for all financial, procurement, legal aspects so that all users can have access to clear instructions regarding Energean's internal controls and systems' use.
 - Incorporation of all of Edison E&P terrestrial and offshore operational sites reaching a total of 29 offshore operational sites and 9 terrestrial sites for Energean.

No financial assistance from governments was received in the year.

Targets 2022

- Produce cashflow through the Karish project in Israel, which is expected to have an EBITDAX of over \$1bn.
- Pay first dividend to shareholders within 2022.
- New SAP systems roll out for all Energean's entities in 2022.
- Conduct at least three internal audits annually.

The performance indicators for the topic "Generating economic value / economic performance of the company" are presented in more detail in the "Energean in numbers" section, which covers the following additional KPIs: GRI 201-1, 201-4.

Building and maintaining community relations

Important topic

GRI 102, G4-0G10

SASB EM-EP-210b

1

NO POVERTY

2

ZERO HUNGER

4

QUALITY EDUCATION

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

11

CLIMATE ACTION

Performance highlights:

















- Zero disputes with local communities in 2021.
- We were awarded at "BRAVO! Sustainability Dialogue & Awards 2021" under the category "Society – Actions against COVID-19".
- We were rated "Gold" in Israel's Maala index for our CSR practices for the second consecutive year.
















We aim to be an active corporate citizen and a contributing member to the communities where we operate. We operate with respect and maintain good neighbour relationships, also demonstrated through zero significant disputes with local communities during the last year. We invest in strong relationships founded in trust, transparency, and cooperation, to thrive and create shared value from our operations. Thus, we engage with different stakeholders in an ongoing open dialogue and organise ad hoc meetings and consultations to maintain effective communication channels (see Chapter 3).

We see our support for local communities not only as a moral duty but also as a way to further support the realisation of the UN SDGs. We firmly believe that as an enterprise we have duties not only towards our shareholders and clients, but to the communities of which we form a part. We are signatories to the UN Global Compact and we align our performance with its ten principles for the protection of the environment, of human and labour rights and the fight against corruption. We do not see ourselves as isolated from societal challenges, but as catalysts for progress wherever we operate.

To this end, we align our actions and initiatives with the UN SDGs, so that we can play our part in their achievement. Our Corporate Social Responsibility (CSR) factsheet for 2021 presented our activities, assigned to the relevant SDGs, in detail:

Our UN SDGs Factsheet				
<div>1</div> <div>NO POVERTY</div> <div></div>		We purchased and donated school supplies, classroom equipment, and stationery to 3 social institutions, 1 organisation and 3 schools, supporting over 500 students and their families in need in Kavala & the Island of Thassos.		
	"Back to School" with Energean	In collaboration with "Caritas" (a Catholic organisation for charity), we donated school supplies and stationery, helping a Charity Centre and 50 families & their children – Chieti Province.		
	Furniture Donations by Energean and AQP	400 school bags were bought, delivered, and donated by the Energean Team to children and young students in need. Our colleagues purchased and donated school supplies, equipment, and stationery to fill those bags – Meadia village.		
<div>2</div> <div>ZERO HUNGER</div> <div></div>	"Sweet Packages"	Packed and donated 70 "Sweet Packages" ("Mishloach Manot") to a women's shelter for the holiday of Purim and ahead of the 2021 International Women's Day - in Haifa.		
	Passover Eve donation	For the second year, donated 50 food packages to elderly and lonely people on Passover Eve, in collaboration with the NGO "Lev Chash" ("Feeling Heart") - in Haifa.		
	Easter Sunday Table vouchers	Offered 100 Super Market Gift Vouchers to our fellow citizens in need, for their festive Easter Sunday Table, responding to the call of the Regional Unit of Kavala. The gift vouchers were handed-over to the Holy Diocese of Philippi, Neapolis and Thassos to strengthen its important social activities in the area – Kavala.		
	Ramadan food donation	Supported underprivileged families during Ramadan, by donating 200 food boxes to meet essential needs in Meadia, the Abu Qir operations site location.		
	Hashana food donation	Donated 65 packages filled with food and products to families in need and the elderly, on the Eve of Rosh Hashana (the Hebrew new year), in collaboration with the NGO "Lev Chash" ("Feeling Heart") – Haifa and its suburbs.		

3 GOOD HEALTH AND WELL-BEING 	Health and Safety at Energean Group	Continued our excellent HSE performance with more than 11 million man-hours with no Lost Time Injuries (LTI) in the building of the Energean Power FPSO in Singapore, and almost 1 million man-hours (without LTI) in all Energean sites.	
	Medical supplies donation	Maintained the ISO 45001 Health and Safety Management System certificates in all our operated sites where they already exist and established it in the remaining asset of Prinos in order to be certified in 2022.	
4 QUALITY EDUCATION 	Internship programme	Donated health and medical supplies to the nursing and supporting personnel of the state owned "Komanski most", a foundation that supports children, youth and adults with moderate to severe mental or developmental disabilities.	
	Environmental Awareness and Education on World Environment Day	Offered paid internships to 9 college students in Greece.	
	Environmental Awareness and Education on World Environment Day	On June 5th (World Environment Day), Energean aligned with the United Nations' 2021 theme "Ecosystem Restoration", focused on positive actions, and increased environmental awareness:	
		<ul style="list-style-type: none"> Organised an environmental webinar for our colleagues and Middle School students & above titled "Our Planet's Ecosystem Restoration". Hosted a webinar for our colleagues titled "Biodiversity in the Mediterranean". Organised beach clean-up activities at Meadia Beach. Renovated the Sports Club of the Village of Maedia. Hosted sessions on beach preservation and environmental awareness. Supported the production of educational/tutorial videos for elementary school students, focusing on environmental preservation in coastal areas. Purchased and planted trees (Indian Lilacs) in the City of Bar. 	
		Master's studies Scholarships	
		Holocaust Remembrance	
		"All in" translation in Hebrew	
	Webinars	Awarded 4 Master's degrees Clean Energy scholarships to students at the University of Haifa and the Technion to reward excellence and promote academic research on clean energy.	
5 GENDER EQUALITY 	Improving our gender ratio	On Holocaust Remembrance Day, Energean organised a live webinar with a Holocaust survivor, in collaboration with the NGO "Living Room Memorial" ("Zikaron BaSalon") - Energean's Haifa offices.	
		Translated (in collaboration with Maala) the Executive Summary of the book "All In", in order to make it accessible to the Israeli community. The book is written by Professor David Grayson, a world-known CSR expert and author.	
6 CLEAN WATER AND SANITATION 	Improving our gender ratio	<ul style="list-style-type: none"> "Abuse: a label ... do not wear the label, do not let the label wear you!" webinar for the recovery process of harassment trauma and abuse and how one can face challenges in day-to-day situations. "Mediterranean Biodiversity and Marine Conservation", webinar "Our People, Our Planet: Energean's ETHOS in action" webinar with Energean's CEO Mathios Rigas and Professor David Grayson. 	
		During 2021, we increased the overall percentage of women at Energean for a consecutive year from 15% to 17.3%, the Board female representation decreased slightly from 33% to 30%, and we maintained a healthy mix of employees from three different generations.	
		In 2021 we welcomed Katerina Sardi to Energean as Country Manager and Managing Director of Energean Greece.	
	Improving our gender ratio	Energean recycled 95% of water withdrawals in its production sites.	

7 AFFORDABLE AND CLEAN ENERGY 	Share of natural gas in product portfolio	Energean realises the global demand and focuses on providing cleaner energy, by becoming over 70% gas-focused in terms of its reserve base and annual production mix.	
8 DECENT WORK AND ECONOMIC GROWTH 	Creation of employment	Number of Employees: 596, from 30 different nationalities (as of December 31st, 2021).	
10 REDUCED INEQUALITIES 	Equipment donation for people with disabilities	Donated equipment that is important to blind and severely visually impaired people, in order to serve their daily needs, in collaboration with the non-governmental and non-profit "Organisation of the Blind of Bar and Ulcinj", on White Cane Safety Day (October 15th).	
	38th Athens Classic Marathon	Supported and ran alongside the Muscular Dystrophy Association of Greece (MDA Hellas) and patients in wheelchairs, by participating in the 38th Athens Classic Marathon events for 2021 (5K & 10K races), with our CEO, Mathios Rigas, leading our company's running team. MDA Hellas is a non-profit organisation that supports people that suffer with neuromuscular diseases.	
	AHEPA donation	Donated to MDA Hellas for the operation of the Neuromuscular Diseases Unit of the "AHEPA" University General Hospital ("AHEPA" Hospital) of Thessaloniki, which will serve about 350 people in the coming year, children and adults - the Unit covers the geographical area of all Northern Greece.	
	Equipment donation for people with disabilities	Donated, in collaboration with Dar Al Orman Association, necessary equipment (artificial/prosthetic limbs, wheelchairs, and hearing aids), covering the needs of all underprivileged people with disabilities in Meadia village.	
	"Fresh Start" support	Supported "Fresh Start" to get back in the water: a group of 15 teenagers with special needs in Israel, who participate in empowering activities, a combination of sailing and educational sessions, focusing on teamwork and leadership values.	
	"Athletic Club of Kavala wheelchair basketball"	Supported (donation and sponsorship) the "Athletic Club of Kavala - Department of Wheelchair Basketball". In light of the team's first ever participation in a European Championship (EuroCup's Preliminary Round), we covered the fixed needs and expenses of the Department for the entire Wheelchair Basketball Season 2021-22 - Kavala.	
	Paralympic Swimmers Support	Continued the support to three Paralympic swimmers in Israel (Ilan Haifa Swimming Sports Center) in participation in the Tokyo 2020 Paralympic Games via monthly financial aid, social media awareness and special grants. We have proudly supported these world champions for the last three years in a row.	
	Etgarim Support	Continued the support to "Etgarim" for the third year, an NGO dedicated to the empowerment and social integration of people with disabilities through outdoor sports. This year Energean colleagues ran 5 and 8 kilometres in their "Spring Run" delivering a message of inclusivity.	
11 SUSTAINABLE CITIES AND COMMUNITIES 	Accessible aids installation	Installation of accessibility aids to ensure that visitors with disabilities enjoy touristic sites that are toured by thousands of visitors every year - in collaboration with Israel's Nature and Parks' Authority.	
	Trofeo Del Mare	Grand sponsor of the 21st "Trofeo Del Mare" ("The Trophy of the Sea"), the International Maritime Awards 2021, performed in Marina di Ragusa.	
	Maedia Sports Club restoration	Restored the beach and renovated the Sports Club of the Village of Meadia.	
	Hof HaCarmel Regional Council	Continued the support to the Hof HaCarmel Regional Council in promoting community and environmental projects.	
	Etgarim Support	Continued the support to "Etgarim" - a Haifa Sailing Club that empowers people with disabilities and youth with special needs through outdoor sports.	

12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Waste management	Maintained the ISO 14001 Environmental Management System certificates in all our operated sites.	
	Waste recycling	Recycled 90.5% of the waste generated during 2021 in our production sites. Energean's Egyptian Abu Qir Petroleum (AQP) joint venture (JV) partners received their first certificate for waste segregation and paper recycling in Egypt. AQP becomes the first Oil & Gas JV in Egypt to entirely (100%) recycle its paper, cartons and plastic waste from all its offices and operational sites (onshore and offshore). Energean's Cairo branch has followed the same approach of waste segregation and recycling, by cooperating with "Go Clean", a recycling solutions company.	
13 CLIMATE ACTION 	Net Zero commitment	Energean continuously pursues its pledge to become a net-zero emitter by 2050.	
		Energean's strategy to Net Zero emissions by 2050: <ul style="list-style-type: none"> • Short-term plan – by 2025 • Medium-term plan – by 2035 • Long-term plan – by 2050. 	
	Participation in CDP	Improved our Carbon Disclosure Project (CDP) scores compared to our 2020 scores, to a B from a B-; regarding the Climate Change Questionnaire, and to an A- from a B, regarding the Supplier Engagement Rating.	
	Alignment with TCFD	Aligned our annual reporting to the TCFD recommendations.	
14 LIFE BELOW WATER 	Green electricity	Successful roll-out of 'green electricity' at Prinos in Greece, our premises in Israel and Italy, and the EDINA operative site in Croatia.	
	Oil spills	Maintained our zero oil spills record since the beginning of our operations (2008), but also during 2021.	
	Israeli Coastline cleaning	Joined the environmental effort of the Ministry of Environmental Protection in the cleaning of the Israeli coastline from a ship pollution. Energean deployed a team of professional cleaners to the coast of Haifa's suburbs for a 2-day clean-up activity, where 90 bags/600kg were collected.	
	Seawater sampling	Implemented a series of offshore sampling, measurements, laboratory analyses and monitoring of biochemical parameters of the seawater, the seabed soil and the benthic communities - Prinos, South Kavala.	
15 LIFE ON LAND 	Environmental Surveys	Performed a pre- and post-dredging activities biological survey nearshore Dor.	
		Performed a post drilling ecological survey at Karish Main.	
	Maintenance of Telemetric Stations	Implemented environmental baseline surveys at offshore blocks 23, 31 and Karish Main 4 well area.	
		Maintenance of Telemetric Stations in surface waters of Nestos River Delta, Lakes Vistonida-Ismarida and Thassos Island Management Body.	
	Maedia Beach clean-up	Donated 200 trees in the occasion of Tu BiShvat, "The New Year of the Trees and Nature" celebration. The donation to the Israeli JNF (Jewish National Fund) will contribute to the re-forestation of Nof-HaGalil (the Galilee View) forest in Nazareth.	
	Educational programmes on nature preservation	Restored the beach and organised beach clean-up activities at Meadia Beach.	
	Invasive species survey	Continued supporting the Israeli Nature and Parks Authority in protecting and conserving Israel's nature, landscapes and heritage sites, through educational programmes on nature preservation. Our latest collaboration, the support of a project to make touristic sites accessible to people with disabilities.	
		Performed an invasive species survey and treatment at the onshore valve station area, in accordance with the National Nature and Parks Authority guidelines of Israel.	

17 PARTNERSHIPS FOR THE GOALS
Energean collaborations and partnerships**ENERGEAN GROUP**

- **UN Global Working Group participation**

ITALY

- **"Go Clean", a recycling solutions company**
- **The American University of Cairo**
- **The Abu Qir Petroleum Joint Venture**
- **Zainab Abdel Wahab Primary Azhari Institute**
- **Dar Al Orman Association – Meadia village**

GREECE

- **Management body of the Nestos River Delta, Lakes Vistonida-Ismarida and Thassos Island**
- **The Regional Unit of Kavala**
- **"Athletic Club of Kavala - Department of Wheelchair Basketball"**
- **The Holy Diocese of Philippi, Neapolis and Thassos**
- **Democritus University of Thrace (DUTH), Department of Environmental Engineering**
- **"Together for Children", an association of NGOs in the field of child welfare**
- **Association of Paraplegics and Disabled people of the Ileia Prefecture**
- **MDA Hellas (the Muscular Dystrophy Association of Greece), a non-profit organisation that supports people that suffer with neuromuscular diseases**

ISRAEL

- **Maala, a non-profit, CSR standards-setting organisation**
- **The Jewish National Fund (JNF)**
- **"Etgarim", an NGO dedicated to the empowerment and social integration of people with disabilities through outdoor sports**
- **The Nature and Parks Authority**
- **Israeli Paralympic Committee.**
- **The University of Haifa and the Technion**
- **"Living Room Memorial" (Zikaron BaSalon), a Holocaust Remembrance NGO**
- **"Lev Chash" ("Feeling Heart"), a local NGO in Haifa**
- **"Fresh Start" a group of teenagers with special needs, who participate in empowering activities, a combination of sailing and educational sessions, focusing on teamwork and leadership values**

ITALY

- **"Caritas Diocesana", a Catholic organisation for charity**
- **The Italian Naval League**

MONTENEGRO

- **The Greek Embassy in Podgorica**
- **The Municipality of Bar**
- **"Organisation of the Blind of Bar and Ulcinj", an NGO which aims at bringing together blind and severely visually impaired people**

Our UN SDGs
actions



Athens Classic Marathon "The Authentic" - Nov. '21



International Women's Day 2022
"Break the Bias" - March '22



Donating artificial limbs,
wheelchairs, and hearing aids
to people in need in Meadia,
Egypt - Dec. '21



Energean's Christmas Excursion, Parnassos
Mountain, Greece - Dec. '21



"Fresh Start", Haifa Sailing Club,
Israel - Nov. '21



Athens Classic Marathon "The Authentic" - Nov. '21



"Back to School with Energean",
Italy - Sept. '21



Meadia beach cleanup, Egypt - June '21



Donation to women-owned
small businesses in Meadia,
Egypt - Jan. '22



International Women's Day 2022
"Break the Bias" - March '22



Donation of food boxes for
Ramadan in Meadia,
Egypt - May '21



Educating students about
Sustainability in Meadia,
Egypt - Jan. '22



"Fresh Start", Haifa Sailing Club,
Israel - Nov. '21

Acting to address our stakeholders’ needs and priorities

We aim to operate responsibly across all facets of our activities and endeavours. As such, we place great focus on the identification, selection and implementation of actions which we believe will greatly benefit our local communities, thereby contributing to the following aspects:

- **Economic aspects**, by creating employment opportunities through our presence in multiple countries, promoting economic growth in local communities via our procurement practices, and combatting poverty through our donations.
- **Environmental aspects**, by acting to achieve our long-term commitment to become a Net Zero emitter by 2050, implementing actions to minimise our overall environmental footprint in terms of emissions, energy, waste, water and biodiversity, and designing initiatives to raise awareness with our stakeholders and local communities on environmental issues.
- **Social aspects**, by providing access to food and proper nutrition as a means of reducing hunger, promoting the health and safety of local populations, offering educational opportunities, and implementing initiatives to reduce inequalities and safeguard the human rights of all, and especially of vulnerable people.
- **People aspects**, by promoting the health, safety and wellbeing of our people through a series of systems, practices and actions as well as providing them with training and career progression opportunities.
- **Compliance aspects**, by adopting the latest EU directions and legislation relevant to E&P activities and striving to be in line with all laws and regulations applicable to our business activities.
- **Cultural aspects**, by supporting cultural festivals, protecting areas of cultural heritage, and designing culture-related events.
- **Community health, safety and security aspects**, by evaluating and mitigating any potential risks and impacts to the health, safety or security of local communities during the lifecycle of our projects and by taking all necessary measures (such as emergency response drills) to prevent exposure to hazards or pollution. To this extent, Energean is aligned with the principles of the International Finance Corporation’s (IFC) Performance Standard 4 on Community Health, Safety and Security.
- **Land acquisition and involuntary resettlement aspects**, by acting to avoid or minimise any physical and/or economic displacements that derive from our operations. We have established various communication platforms such as stakeholder and community engagement processes, access to personal contact and our website for specific concerns. To this extent, Energean is aligned with the principles of IFC’s Performance Standard 5 on Land Acquisition and Involuntary Resettlement.
- **Cultural heritage aspects**, by complying with applicable laws on the protection of cultural heritage. To this extent, Energean is aligned with the IFC’s Performance Standard 8 on Cultural Heritage.
- **Stakeholder engagement aspects**, by working closely with our stakeholders and local communities to improve our overall performance in relevance to our interactions with people and the environment, and facilitating public discussions on the opportunities we provide as well as on the impacts of our operations.

The performance indicators for the topic “Building and maintaining community relations” are presented in more detail in the “Energean in numbers” section.



Targets 2022

- Maintain and deepen strong and long-standing relationships with local communities.
- Maintain open communication, sincere dialogue and transparency.
- Extend collaboration with organisations, institutions, and NGOs.
- Monitor and measure social and ethical impacts and universally apply best practices.

Our procurement practices

Performance highlights:

- We received a ‘Gold’ rating in Maala Index for our procurement practices.
- We improved our CDP supplier engagement rating from B in 2020 to A- in 2021.
- Between 65% and 90% of our suppliers in Greece, Egypt, Israel and Italy are local to our operations.
- Our local spending in Israel has increased for the fourth consecutive year.

Energean’s supply chain has expanded significantly following the Edison E&P business acquisition. We have maintained existing successful relationships in the new locations we operate which offer the opportunity to the enlarged Energean organisation to leverage on new supply chain resources, structures and capabilities. Our company collaborates directly with more than 4,000 suppliers and contractors across all its countries of operation. We endeavour to maintain responsible procurement practices, characterised by our Ethos and our corporate values, by focusing not only on increasing efficiency and on achieving operational excellence, but also on taking action to promote sustainability principles throughout our supply chain.

Meanwhile, we wish to create prosperity in the communities in which we operate by sourcing non-specialist goods and services from local businesses, thereby stimulating growth in the local economies and instigating a positive multiplier effect.

To further strengthen our procurement practices, **we are in the process of developing a new Group Procurement Policy**. Among other functions, it will enable us to better integrate ESG considerations in the supply chain by introducing two initiatives, Green and Local Procurement:

- **Green Procurement:** Encouragement of procurement of environmentally friendly goods and services and selection of vendors who are actively working towards improving their performance in the following areas:
 - Greenhouse gas (GHG) emissions
 - Consumption of natural resources
 - Waste production
 - Compliance with local and international labour standards
 - Health impacts.
- **Local Procurement:** Encouragement of contracting and procurement of goods and services from local vendors, where such goods and services are in all significant aspects comparable to those available on the global market and meet our requirements.

Enhancing our sustainability efforts

The importance we place on sustainability extends to all our business associates, and selecting with whom we engage, allows us to foster continuous improvement and share best practices. While we cannot control or directly affect their management and performance on sustainability-related issues, we seek to engage with suppliers and contractors who share the same principles and values. At the same time, our business partners are expected to operate in full alignment with all relevant laws and regulations as well as our HSE, ethical and corporate social responsibility standards. Collectively, these requirements are thoroughly described in our established **HSE Policy for Contractors**.

In terms of measures taken, we implement a systematic, risk-based approach that includes a due diligence process. An integral part of this process is the distribution of a **HSE questionnaire**, through which we seek to elicit key information relating to our suppliers’ performance in the areas of health and safety, climate change and environment, human rights, labour standards, business ethics and compliance. We strive to monitor our supplier’s performance in multiple engagement phases including pre-qualification, selection and evaluation, enabling us to effectively screen our vendors and mitigate any risks for unwanted behaviour throughout our supply chain. Our group-wide **Enterprise Risk Management (ERM) System** – to be in full effect during Q4 2022 – will further enhance our efforts towards identifying and managing such risks.

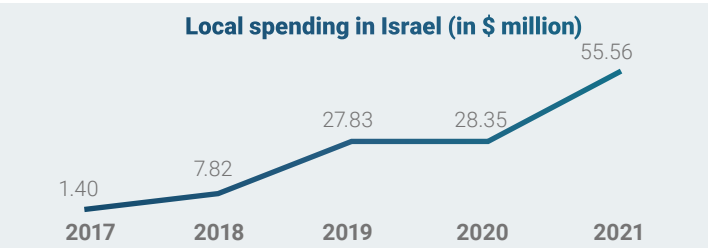
During 2021, we achieved our target related to incorporating a human rights assessment in the supply chain due diligence process, illustrating our tangible commitment in this respect.

Focusing locally

Wishing to be an active member in the communities where we operate, our efforts are targeted towards collaborating with local suppliers and contractors whenever possible. In turn, we believe that this will create shared value and enhance the overall socioeconomic conditions within the local communities.

Being a key energy player in the Eastern Mediterranean, we have placed our focus on local content. 65% to 90% of our suppliers in Greece, Egypt, Israel and Italy are local.

Furthermore, our emerging role and positive footprint on the broader Israeli society is not only restricted to our Karish project but further enhanced via our increased spending on local suppliers, which shows a significant rise for the fourth consecutive year. Our expenditure on local vendors in Israel was increased by approximately 49% since 2020.



Targets 2022

- Extend our supplier audit programme for high and medium risks contracts in place, to address risks related to human rights and labour conditions.
- Establish a Supplier Code of Conduct.
- Enhance Human Rights Due Diligence for contractors.
- Introduce Green and Local Procurement initiatives through our new Procurement Policy (to be issued in 2022).

7

OPERATING RESPONSIBLY




Our corporate governance


At Energean, we believe that strong governance practices are an essential driver for the success and operational excellence of our company. Our Board of Directors (BoD) oversees Energean's strategic planning and execution, including but not limited to the Net Zero transition, the protection of our employees' and communities' health and safety, and the creation of long-lasting value.

Our governance structure


Board of Directors




Karen Simon
Non-Executive Chair, Independent
(upon appointment)




Mathios Rigas
Chief Executive Officer




Panos Benos
Chief Financial Officer




Andrew Bartlett
Senior Independent Director




Stathis Topouzoglou
Non-Executive Director




Robert William Peck
Independent Non-Executive Director




Amy E. Lashinsky
Independent Non-Executive Director



Kimberley Wood
Independent Non-Executive Director



Andreas Persianis
Independent Non-Executive Director



Roy Franklin
Independent Non-Executive Director

Board Committees

In line with the UK Corporate Governance Code requirements, the Board has established four committees comprising predominantly Independent Non-Executive Directors, including an Environment, Safety & Social Responsibility Committee. The committees and members composing them are shown below.

Audit & Risk Committee	Remuneration & Talent Committee	Nomination & Governance Committee	Environment, Safety & Social Responsibility
Andrew Bartlett – Chair	Kimberley Wood – Chair	Karen Simon – Chair	Robert Peck – Chair
Kimberley Wood	Karen Simon	Kimberley Wood	Amy Lashinsky
Andreas Persianis	Andrew Bartlett	Robert Peck	Andreas Persianis
Amy Lashinsky	-	Stathis Topouzoglou	Stathis Topouzoglou
-	-	Roy Franklin	Roy Franklin

Integrating sustainability considerations within our governance structure

We strive for responsible operations across all financial, environmental and social aspects that pertain to our business activities and we aim to fully embed sustainability considerations into our strategic planning and decision-making procedures, guided by our core values and corporate principles.

To sustain the relationships that we have built with host governments, our stakeholders and the local communities, we focus on improving our management and performance on ESG issues, and this starts with integrating sustainability into our governance structure and practices. The way we do this is shown below.



Our BoD and Board Committees actively engage with ESG-related risks and opportunities and set the tone for the targets we set in relation to climate change, health and safety, human rights, value creation, social responsibility, and business ethics.

Our Board is responsible for charting our overall approach to sustainability. In 2021, we established an Environment, Safety and Social Responsibility Committee (ESSR), responsible for:

- The evaluation of the effectiveness of the group's policies and systems for the identification and management of relevant risks.
- The assessment of the group's policies and systems to ensure compliance with applicable regulatory requirements and international guidelines.
- The assessment of the company's performance regarding the impact of decisions relating to health, safety and corporate social responsibility.
- The evaluation and oversight on behalf of the Board of the quality and integrity of reporting to external stakeholders concerning ESSR matters.
- The review of results of independent audits of the group's performance relating to ESSR matters, review of any strategies and action plans in response to issues raised and recommendations to the Board.

Our Audit & Risk Committee is responsible for a holistic overview of any multi-disciplinary risks facing the company, including but not limited to sustainability and ESG risks. As such, it complements the functions of our Environment, Safety & Social Responsibility Committee and strengthens our overall practices by adding an additional layer of Board-level engagement with sustainability matters.

Our Remuneration & Talent Committee determines and reviews our remuneration policy. This includes the link drawn between executive pay and ESG performance as of 2020, an action that validates our determination to align with best practice.

Maintaining a focus on risk management

The Board operates a risk management framework for the Company and its subsidiaries (together the "Group") in order to identify, assess, control and monitor all current and emerging risks to the business arising from the achievement of its strategic objectives. KPIs are set annually; and determining the level of risk Energean is willing to accept in the pursuit of these objectives is a fundamental component of its risk management framework. The risk management framework establishes Energean's internal control and risk management processes and includes the following:



Risk oversight and governance

Overall responsibility for risk oversight and the effectiveness of the Company's risk management and internal control systems rests with the Board. Principal risks, including emerging risks, as well as progress against KPIs, are reviewed at each quarterly scheduled Board meeting, and deep dives on identified risks are undertaken by the Audit and Risk Committee, when deemed appropriate.



The Group's framework for risk management promotes a bottom-up approach to risk management with top-down support and challenge. The risks associated with the delivery of the strategy and work programmes and the associated mitigation measures and action plans are maintained in a series of risk registers at Group, audit and project level. Reporting of these risks within the organisation is structured so that risks are escalated through the various business units and functions to Board committees and to the Board itself.

Energean's Executive Management Team is responsible and accountable for overseeing and monitoring risks that fall under its identified remit, while the Audit and Risk Committee is additionally responsible for continuously evaluating the effectiveness of the Group's system of internal control and risk management methodology.

They key objectives of Energean's audit function are to provide independent and objective assurance on risks and controls to the Board, the Audit & Risk Committee and senior management, and to assist the Board in meeting its corporate governance responsibilities. During the year the company appointed an internal resource to co-ordinate internal audit projects, align the internal audit risk assessment process with the wider board risk register reporting and facilitate communication between internal audit, Audit & Risk Committee, Senior Management and process owners.

On an initial to-date base (2018-2021), ten audits have been completed, triggering 146 management actions. During 2021, we undertook three internal audits. The Committee did not identify any matters that required disclosure as a significant failing or weakness in internal controls.

Safeguarding business ethics and establishment of transparent relationships with host governments

MATERIAL TOPIC	GRI 205, 206, 415	SASB EM-EP-510	UNGC Principle 10	 
Performance highlights: <ul style="list-style-type: none">Zero Code of Conduct violations.Zero incidents of corruption or bribery.Zero political contributions made.352 employees received training on anti-bribery and corruption.				

Ethical behaviour and integrity underscore how we operate at Energean. We foster sound business practices and we are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

Our Code of Conduct assists us in reaching our goals to (i) operate with the highest professional, moral and ethical standards, and (ii) fulfil our responsibilities towards our shareholders, government authorities, business associates and the wider society. The Code has been designed to establish a clear framework for how everyone at Energean is expected to work.

It is underpinned by our corporate values and business principles and applies to all our employees and members of the Board. Energean's legal department is responsible for evaluating the effectiveness of the Code as well as reviewing and proposing amendments in light of changes in applicable laws and regulations. Finally, any violations of the Code of Conduct will be met with disciplinary consequences and prosecution under criminal law. In 2021, there were zero violations of our Code.



Targets 2022
<ul style="list-style-type: none">During 2022, an annual eLearning on the new Code of Conduct will be assigned to all staff together with a certification/ acknowledgment that they will adhere to its principles.

The performance indicators for the topic "Safeguarding business ethics and establishment of transparent relationships with host governments" are presented in more detail in the "Energean in numbers" section which covers the following additional KPIs: GRI 205-1, 205-2, 205-3, GRI 206-1, GRI 415-1, SASB EM-EP-510a.1.

Our actions against bribery and corruption

Managing key risks relating to business ethics is a key priority for Energean. We take a zero-tolerance approach towards any kind of bribery or corruption, which is further reinforced through our Anti-Corruption and Bribery Policy. Our BoD has overall responsibility for ensuring that the Policy complies with our legal and ethical obligations, and the Compliance Officer has primary and day-to-day responsibility for implementing this policy and for monitoring its use and effectiveness.

The Policy identifies all types of behaviour that are considered unacceptable, including political contributions and facilitation payments, and requires that employees should be frequently trained on how to operate in adherence to the policy. In addition, we have developed a Board-approved compliance programme against corruption and bribery, which is in line with the UK Bribery Act 2010.

We have an anti-bribery and corruption training module installed in our learning management platform which is mandatory for every learning platform user, the latter including not only Energean personnel but also at least 15 contractors and contract personnel. Every staff member that participates in governance bodies is also a platform user and thus required to complete this training. This module has also been translated in both Italian and Arabic in order to be inclusive and user-friendly for our international staff.



Furthermore, we have developed a risk assessment process that helps us identify, prioritise and manage risks with regard to ethical misconduct. The process works to enhance our proactiveness as we strive to avoid any incidents that could negatively affect our company through reputational damage, fines and non-monetary sanctions. Meanwhile, it extends beyond our direct operations and covers our suppliers and contractors to ensure an efficient third-party due diligence.

Financial Disclosure and Transparency

We support financial transparency in our industry because we believe it will lead to long-term sustainable growth. We are committed to transparent compliance in the jurisdictions where we work and comply with a number of voluntary standards. We report payments to governments in our Annual Report - in compliance with EU legislation. As in previous years, our 2021 disclosures included the payments to governments, such as corporate income tax, royalties, licence fees and bonuses. As a result of our policies and systems, we recorded zero incidents of corruption or bribery within 2021.



Ensuring regulatory compliance

MATERIAL TOPIC	GRI 307, 419	SASB EM-EP-530	 
Performance highlights: <ul style="list-style-type: none">Zero legal cases as a defendant.Zero incidents of non-compliance with applicable laws and regulations.			

Full compliance with all laws and regulations that are pertinent to our operations is a top priority for Energean, constituting a central pillar of our Corporate Culture and Business Ethics Policy. We are dedicated to adhering to all regulations and laws established in the countries where we operate, and we further abide by the decisions set by the United Nations and the European Union.

While we expect from our all employees and business associates to act lawfully, the overall responsibility for regulatory compliance lies within our legal department, which acts in a proactive and timely manner and continuously monitors the legal and regulatory environment in order to minimise any risks of non-compliance.

Identifying, managing and minimising compliance risks

At Energean, our commitment to operate with the highest standards of business ethics and integrity is supported by our robust risk management framework, which guides our efforts and helps us in managing regulatory compliance risks. We apply a number of measures to do so with our internal control system holding the most prominent position, as it allows for the identification, assessment, prioritisation and mitigation of compliance risks associated with all relevant environmental, socioeconomic, financial and governance aspects of our operations.

Our recent expansion through the acquisition of Edison E&P, together with the continuously rising regulatory complexity, called for a more holistic understanding of the compliance risks that we face. Once again, Energean worked proactively by conducting a regional (in Italy) as well as a Group-level ethics and compliance risk assessment to identify compliance risks embodied in laws and regulations impacting the company.

Health & Safety compliance

Our HSE Policy enforces our commitment to operate in full compliance with health and safety related laws and regulations and guides our daily actions throughout all our operations. Moreover, our robust Health & Safety Management System is certified with ISO 45001 across all but one of our assets* and is in accordance with international standards and best practices. Finally, the establishment of the Corporate Major Accident Prevention Policy (CMAPP) guarantees the proactive approach that we have taken to identify all hazards arising from our business activities and reduce the health and safety risks that could have an effect on our people.

Environmental compliance

Our Environmental Management System is certified with ISO 14001 across all our operating sites and is guided by national and international laws as well as European directives. We strive to incorporate environmental aspects in our risk management processes and we continuously monitor key performance indicators on emissions, energy, water, waste and biodiversity to safeguard our adherence with all applicable laws and regulations.

Financial compliance

Financial compliance is a responsibility of our Directors. Our financial statements are externally audited to establish their adherence to applicable laws and legislations, and during this process, compliance reviews are carried out based on the International Financial Reporting Standards (IFRS).

Socio-economic compliance

Energean operates in full compliance with laws and regulations in the social and economic area. No litigation concerning respect to labour laws, human rights laws, anti-discrimination and related laws and regulations has been recorded throughout our operations and the relevant jurisdictions.

The performance indicators for the topic "Ensuring regulatory compliance" are presented in more detail in the "Energean in numbers" section, which covers the following additional KPIs: GRI 307-1, GRI 419-1.

*The Prinos asset will be certified in 2022.

Ensuring data security

MATERIAL TOPIC

GRI 418

8

DECENT WORK AND ECONOMIC GROWTH

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

Performance highlights:

- Zero complaints, incidents or breaches of cybersecurity and data privacy.

Energean strives to safeguard the fundamental right of its employees, suppliers, contractors and customers to privacy. Unavoidably, our activities involve the acquisition, storing and processing of various types of information, which in many cases is considered confidential. As such, we have the responsibility to ensure that such data should be protected at all times to ensure its availability, integrity and confidentiality.

In compliance with EU GDPR legislation, in force since May 2018, we have published our privacy policies and notices and made those accessible to all workforce on Intranet. In 2021, our privacy policies and statement has been reviewed to ensure compliance with Italian rules and an official translation of those in Italian language was communicated to all new workforce across the Group. In addition, mandatory training is planned to be relaunched within 2022 through the Energean learning platform. We reported no GDPR incidents in 2021.

We are constantly improving our cybersecurity measures to protect sensitive information and safeguard our assets against loss, damage, misuse and theft, and we also enforce responsible and appropriate use of information systems through our Code of Conduct. To create a culture of prevention and increase awareness, we have also designed a training module for our employees as a way of familiarising them with the requirements of robust data protection.

In 2021, we recorded zero complaints, incidents or breaches of cybersecurity and data privacy.

The performance indicators for the topic “Ensuring data security” are presented in more detail in the “Energean in numbers” section.



Energean IT
Athens, Greece

8

ENERGEAN IN NUMBERS

PROTECTING THE ENVIRONMENT

Reducing greenhouse gases and other air emissions & actions against climate change

GRI 305-1 Scope 1 GHG emissions				
Net equity share	2021	2020*	2020**	2019
Scope 1 emissions (tCO ₂ e)	285,361.6	52,586.1	367,293.4	47,692.0
Data obtained from operated sites	2021	2020*	2020**	2019
Scope 1 emissions (tCO ₂ e)	52,259.0	41,660.1	58,974.7	47,692.0
UK Streamlined Energy and Carbon Reporting (SECR) KPIs equity share	2021	2020*	2020**	2019

Notes:
1. The total amount of Scope 1 emissions includes CO₂, CH4 and HFCs.
2. No biogenic CO₂ is produced.
3. GWP factors were taken by IPCC's Assessment Report 5.
4. The consolidation approach was on the equity accounting approach.
5. The methodologies used include the standards and protocols of EU ETS, IPCC, Concawe and EPA.
6. Restatement of the 2020 values. Recalculation following two approaches: operational control and equity share accounting approach.

* Consolidated data including the last 2 weeks of Edison E&P post transaction close.
** Pro Forma data including all year performance of Edison E&P.

GRI 305-2 Scope 2 GHG emissions				
Net Equity share	2021	2020*	2020**	2019
Scope 2 emissions (tCO ₂ e location-based)	18,452.0	23,949.7	28,634.5	36,568.6
Scope 2 emissions (tCO ₂ e market-based)	21,568.3	26,300.5	30,985.3	38,251.4
Guaranties of Origin (tCO ₂ e)	20,725.0	26,040.6	26,040.6	-
International Renewable Energy Certificates (tCO ₂ e)	58	73	73	-
Net CO2 (tCO ₂ e)	785	186.9	4,871.7	38,251.4
Data obtained from operated sites	2021	2020*	2020**	2019

Notes:
1. 2019 has been set a base year.
2. Emissions factors used to calculate the emissions were taken from electricity providers, European Environment Agency, and published academic literature.
3. For the purposes of carbon intensity calculation, market-based approach is used.
4. GHG protocol standard has been followed as the calculation methodology.

* Consolidated data including the last 2 weeks of Edison E&P post transaction close.
** Pro Forma data including all year performance of Edison E&P.

GRI 305-3 Scope 3 GHG emissions				
	2021	2020*	2020**	2019
Scope 3 emissions (tCO ₂ e)	(See Note 3)	1,488,772	1,488,772	872,615
GRI 305-4 GHG emissions intensity				
Net Equity Share	2021	2020*	2020**	2019
Scope 1 emissions intensity (in kg CO ₂ /boe)	18.3	37.7	19.5	37.8
Scope 2 emissions intensity (kgCO ₂ e/boe)	0.1	0.1	0.3	30.3
Total emissions intensity (kgCO ₂ /boe)	18.3	37.9	19.8	68.1
Data obtained from operated sites	2021	2020*	2020**	2019
Scope 1 emissions intensity (in kg CO ₂ /boe)	17.7	53.8	23.4	37.8
Scope 2 emissions intensity (kgCO ₂ e/boe)	-	0.1	1.9	30.3
Total emissions intensity (kgCO ₂ /boe)	17.7	54.0	25.2	68.1
UK Streamlined Energy and Carbon Reporting (SECR) KPIs equity share	2021	2020*	2020**	2019
Total emissions intensity (kgCO ₂ /boe)	83.4	83.4	83.4	-
GRI 305-7 NOx, SOx and other significant air emissions & SASB EM-EP-120a.1				
Gases (in tons)	2021	2020*	2020**	2019
NOx	233.8	31.4	152.1	30.6
SOx	711.8	875.1	900.2	1,437.0
Persistent organic pollutants (POP)	0	0	0	0
Volatile organic compounds (VOC)	9	12	12	17
Hazardous air pollutants (HAP)	0	0	0	0
Particulate matter (PM soot)	1	1.3	1.3	0
Total	955.6	923.8	1,069.6	1,484.6

SASB EM-EP-110a.1				
Gross global direct (Scope 1) GHG emissions	2021	2020*	2020**	2019
Percentage of methane	24.35%	6.00%	22.11%	0.25%
Percentage covered under emissions- limiting regulations	9.18%	66%	9.45%	91.44%

SASB EM-EP-110a.2				
Amount of gross global direct (Scope 1) GHG emissions (in tons of CO2) from:	2021	2020*	2020**	2019
Flared hydrocarbons	22,082.0	1,288.0	35,896.0	329.0
Flaring intensity (kg/boe) Oper. Approach	0.1	0.7	0.3	0.6
Other combustion	1,445.0	1,925.0	2,747	3,633.6
Process emissions	185,213.0	41,896.0	234,936.0	43,609.0
Other vented emissions	3,018.0	255.0	8,446.0	-
Fugitive emissions	73,603.0	7,223.0	85,267.0	120.4

* Consolidated data including the last 2 weeks of Edison E&P post transaction close.
** Pro Forma data including all year performance of Edison E&P.
Notes:
1. Restatement of the 2020 values. Recalculation following two approaches: operational control and equity share accounting approach.
2. Scope 2 emissions intensity is calculated using the market-based approach.
3. Scope 3 emissions for 2021 will be calculated in Q2 2022 for CDP climate change disclosure.

Growing the share of natural gas in the product portfolio

SASB EM-EP-000.A				
(net equity share) Company's production of:	2021	2020*	2020**	2019
Oil (thousand barrels per day – Mbbl/day)	11.3	2.2	12.4	3.3
Natural gas (– Million standard cubic feet per day MMscf/day)	177.6	9.2	221.2	0.8
Total oil & gas (kboe)	15,629.4	1,393.4	18,820.4	1,262.8
Ratio gas/total (%)	73.5%	42.7%	76%	4.3%
Ratio oil/total (%)	26.5%	57.3%	24%	95.7%
Synthetic oil (thousand barrels per day – Mbbl/day)	0	0	0	0
Synthetic gas (quantity in thousand barrels per day - kboe)	0	0	0	0
(production data from operated sites) Company's production of:	2021	2020*	2020**	2019
Oil (thousand barrels per day – Mbbl/day)	11.3	2.2	12.4	3.3
Gas (Million standard cubic feet per day MMscf/day)	6.9	0.8	5.2	0.8
Total oil & gas (kboe)	2,955.0	773.8	2,525.2	1,262.8
Ratio gas/total (%)	15.2%	6.7%	13.3%	4.3%
Ratio oil/total (%)	84.8%	93.3%	86.7%	95.7%

* Energear plus Edison E&P assets post transaction close only
** Pro forma Energear plus the assets acquired from Edison E&P.
Note:
1. Restatement of the 2020 values. Recalculation following two approaches: operational control and equity share accounting approach.

Reducing (non-renewable) energy consumption

GRI 302-1 Energy consumption within the organisation				
Total fuel consumption within the organisation from non-renewable sources***	2021	2020*	2020**	2019
Fuel Gas (mixture national grid & produced, in TJ)	632	607	992	731
Diesel (in TJ)	299	32	33	-
Gasoline (in TJ)	-	0.06	1.7	-
Total	931	640	1,027	731
Total fuel consumption within the organisation from renewable sources	2021	2020*	2020**	2019
Solar Cells (in TJ)	186	208	208	0.2
Synthetic gas (quantity in thousand barrels per day - kboe)	0	0	0	0
Energy consumption	2021	2020*	2020**	2019
Electrical energy consumption (TJ)	200.2	211.2	276.7	208.4
Electrical energy consumption (GWh)	55.6	58.7	76.9	57.9
Thernal energy consumption (TJ)	932	639.8	1,026.8	731.3

GRI 302-3 Energy intensity				
Energy use intensity The Company does not generate electricity, thermal, cooling and steam which are not consumed, and does not sale energy.	2021	2020*	2020**	2019
Electrical (MJ/boe)	67.8	273.0	109.6	165.1
Thermal (MJ/boe)	315.4	826.8	406.6	579.1
Total energy consumption intensity (MJ/boe)	383.2	1,099.8	516.2	744.2

* Consolidated data including the last 2 weeks of Edison E&P post transaction close.
** Pro Forma data including all year performance of Edison E&P.
*** The emissions reported in Scope 1 include only operations and do not include fuels consumed for company owned cars.
Note:
1. Data only from operated assets are incorporated to this table.
2. Restatement of the 2020 values. Recalculation following two approaches: operational control and equity share accounting approach (in previous years we reported 100% of emissions from all operated and non-operated assets, e.g. Egypt and Croatia, not following an industry standard accounting approach).

Increasing the implementation of water efficiency innovations

GRI 303-3 Water withdrawal, 303-5 Water consumption & SASB EM-EP-140a.1				
Water management	2021	2020*	2020**	2019
Total fresh water withdrawn (quantity in m3)	103,784.0	88,501.2	88,555.9	112,045.0
Total fresh water withdrawn (percentage in regions with High or Extremely High Baseline Water Stress)	95%	100%	100%	100%
Total fresh water consumed (quantity in m3)	103,784.0	88,501.2	88,555.9	112,045.0
Total seawater consumed (quantity in m3)	17,413,502.0	8,589,344.4	11,173,563.0	9,234,113.0
Total fresh water consumed (percentage in regions with High or Extremely High Baseline Water Stress)	95%	100%	100%	100%
Total water usage (quantity in m3)	17,517,286.0	8,677,845.6	11,262,118.9	9,346,158
Water use intensity (m3/boe)	0.2	0.4	0.1	0.9

SASB EM-EP-140a.2				
Water management	2021	2020*	2020**	2019
Volume of produced water and flowback generated (quantity in m3)	287,239	355,153	361,578	554,420
Percentage discharged***	2%	5%	6%	6%
Percentage injected***	3%	3%	2%	5%
Percentage recycled***	95%	92%	92%	89%
Hydrocarbon content in discharged water (quantity in metric tons) ****	0.4	3.4	3.4	3.7

* Consolidated data including the last 2 weeks of Edison E&P post transaction close.
** Pro Forma data including all year performance of Edison E&P.
*** The percentages are based on the water use and water management of all sources and streams, not only produced water.
**** Restatement of the 2019 value, conversion from concentration units to absolute value.
Note:
Restatement of the 2020 values. Recalculation following two approaches: operational control and equity share accounting approach.

SASB EM-EP-140a.3 & SASB EM-EP-140a.4				
Water management	2021	2020*	2020**	2019
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	0%	0%	0%	0%
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	0%	0%	0%	0%

Minimising waste and increasing the implementation of circular economy practices

GRI 306-3, 306-4, 306-5				
Waste generated, Waste diverted from disposal, Waste directed to disposal	2021	2020*	2020**	2019
Non- hazardous waste (t)	675.9	490.7	1,209.4	907
Non- hazardous waste intensity (kg/boe)	0.2	0.6	0.5	0.7
Hazardous waste (t)	341.7	907.9	1,456.8	2,892
Hazardous waste intensity (kg/boe)	0.1	1.2	0.6	2.3
Total waste recycled (%)	90.5%	90.4%	52.1%	96.0%
Total waste energy recovery (%)		3.9%	2.0%	
Total waste energy disposal (%)	9.5%	5.7%	45.9%	4.0%

* Consolidated data including the last 2 weeks of Edison E&P post transaction close.
** Pro Forma data including all year performance of Edison E&P.

Protecting and preserving biodiversity

SASB EM-EP-160a.3					Activity metrics				
Reserves in or near sites with protected conservation status of endangered species habitat	2021	2020*	2020**	2019	SASB EM-EP-000.B & SASB EM-EP-000.C				
					Number of Company's sites	2021	2020*	2020**	2019
					Offshore sites	29	29	21	4
					Terrestrial sites	8	8	7	1
Percentage of proved (1P) reserves	4.9%	7.6%	5.7%	16.4%					
Percentage of probable reserves	2.8%	5.1%	4.0%	14.5%					
Percentage of proved and probable (2P) reserves	4.2%	6.8%	5.2%	15.8%					

* Consolidated data including the last 2 weeks of Edison E&P post transaction close.
** Pro Forma data including all year performance of Edison E&P.
* After the acquisition of Edison E&P assets including JV sites.
**After the acquisition of Edison E&P assets without JV sites.
Note:
The number of sites presented at the above table include production, processing and storage sites.

PROMOTING A SAFE WORKPLACE AND AN INCLUSIVE CULTURE

Safeguarding health, safety and security

GRI 403-9 Work-related injuries												
Types and rates of injury and fatalities at work for employees	2021			2020*			2020**			2019		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Total number of injuries in the year (LTI)	1	0	1	0	0	0	0	0	0	0	0	0
Total number of work-related fatalities in the year	0	0	0	0	0	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries (LTIF)	0.20	0.00	0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total number of recordable injuries in the year (TRI)	2	0	2	0	0	0	0	0	0	0	0	0
Rate of total number of recordable injuries (TRIR)	0.39	0.00	0.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Types and rates of injury and fatalities at work for workers	2021			2020*			2020**			2019		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Total number of injuries in the year (LTI)	0	0	0	0	0	0	2	0	2	1	0	1
Total number of work-related fatalities in the year	0	0	0	0	0	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries (LTIF)	0.00	0.00	0.00	0	0.00	0	0.83	0.00	0.83	0.91	0.00	0.91
Total number of recordable injuries in the year (TRI)	2	0	2	0	0	0	2	0	2	2	0	2
Rate of total number of recordable injuries (TRIR)	0.87	0.00	0.87	0.00	0.00	0.00	0.83	0.00	0.83	1.82	0.00	1.82

1. Main types of work-related injuries include the following categories: Recordable Fatality, Lost Time Injury, Restricted Work Injury, Medical Treatment Case, First Aid Case. Main types of work-related ill health include acute and chronic illness or diseases, which may be caused by inhalation, absorption, ingestion or direct contact.
2. The TRI is the sum of Lost Time Injuries, Restricted Work Injuries and Medical Treatment Cases.
3. The number of hours worked in 2021 are 1,015,866 for Employees, 461,602 for Contractors, and 1,477,468 in total.
4. All rates are calculated based on 200,000 hours worked.
5. All employees and workers at Company's sites are included in the calculations. The only workers excluded are those working at contractor sites which are not controlled by Energean.

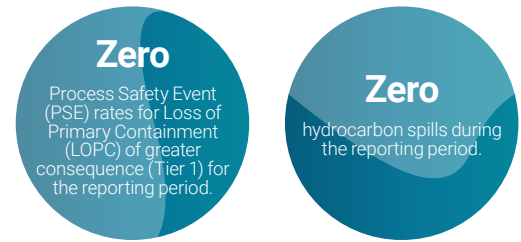
* Consolidated data including the last 2 weeks of Edison E&P post transaction close.
** Pro Forma data including all year performance of Edison E&P.

GRI 403-10 Work-related ill health									
Types and rates of ill health and fatalities at work for employees	2021			2020*			2020**		
	M	F	Total	M	F	Total	M	F	Total
Absentee rate (AR)	0.03	0.02	0.03	0.2	0.2	0.2	0.13	0.12	0.13
Lost days rate (LDR)	0.59	0	0.59	0	0	0	0	0	0
Occupational disease rate (ODR)	0	0	0	0	0	0	0	0	0
Number of fatalities as a result of work-related ill health	0	0	0	0	0	0	0	0	0
Number of cases of recordable work-related ill health	0	0	0	0	0	0	0	0	0
Main types of work-related ill health	0	0	0	0	0	0	0	0	0
Types and rates of ill health and fatalities at work for workers	2021			2020*			2019		
	M	F	Total	M	F	Total	M	F	Total
Number of fatalities as a result of work-related ill health	0	0	0	0	0	0	0	0	0
Number of cases of recordable work-related ill health	0	0	0	0	0	0	0	0	0
Main types of work-related ill health	0	0	0	0	0	0	0	0	0

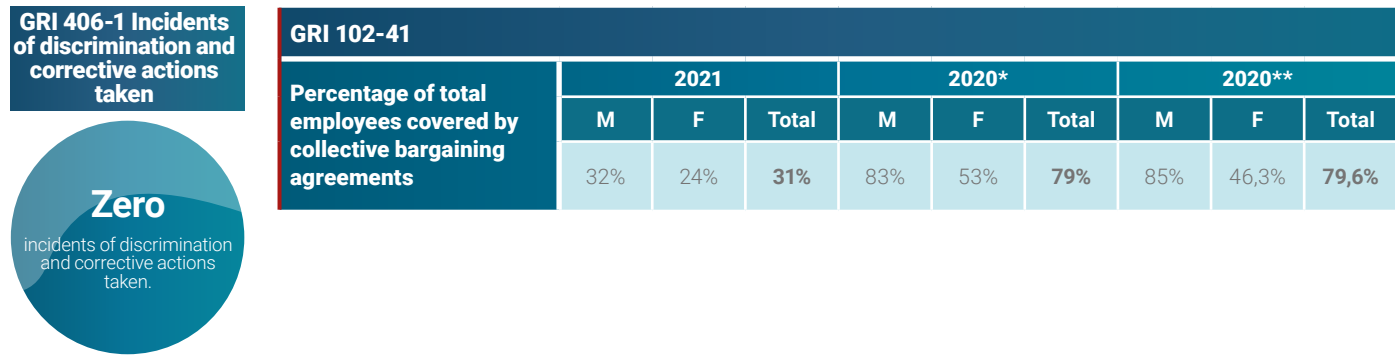
SASB EM-EP-320a.1							Note: * To avoid duplication, this table only presents information on those SASB requirements which are additional to those of GRI 403-9. More specifically, the Fatality Rate & Total Recordable Injury Rate are both presented above, in the table for GRI 403-9. Energean has no short-service employees. * Energean without Edison.
	2021		2020*		2020**		
	Full time	Contract	Full time	Contract	Full time	Contract	
Near Miss Frequency Rate (NMFR)	0.98	1.73	0	0	1.41	0.91	
Average number of health, safety and emergency response training hours per person	3.94	3.84	6.66	3.12	10.47	3.28	

Ensuring emergency preparedness

SASB EM-EP-540a.1 SASB EM-EP-160a.2



Safeguarding human rights at work



Focusing on employment practices

GRI 102-7 & 102-8										
Total number of employees by employment type		2021			2020			2020**		
		M	F	Total	M	F	Total	M	F	Total
Energean Group	Full-time	490	99	589	525	85	610	338	54	392
	Part-time	3	4	7	3	7	10	1	0	1
	Total	493	103	596	528	92	620	339	54	393
Total number of employees by employment contract		2021			2020			2019		
		M	F	Total	M	F	Total	M	F	Total
Greece	Permanent	264	31	295	289	24	313	302	24	326
	Temporary	0	0	0	0	0	0	5	3	8
	Total	264	31	295	289	24	313	307	27	334
United Kingdom	Permanent	13	14	27	18	11	29	14	7	21
	Temporary	0	0	0	0	0	0	0	0	0
	Total	13	14	27	18	11	29	14	7	21
Israel	Permanent	20	21	41	14	16	30	11	13	24
	Temporary	0	0	0	0	0	0	0	0	0
	Total	20	21	41	14	16	30	11	13	24
Montenegro	Permanent	1	1	2	1	1	2	2	1	3
	Temporary	0	0	0	0	0	0	0	0	0
	Total	1	1	2	1	1	2	2	1	3
Cyprus	Permanent	5	0	5	5	1	6	4	2	6
	Temporary	0	0	0	0	0	0	0	0	0
	Total	5	0	5	5	1	6	4	2	6
Italy	Permanent	158	25	183	146	23	169	-	-	-
	Temporary	0	0	0	5	2	7	-	-	-
	Total	158	25	183	151	25	176	-	-	-
Croatia	Permanent	1	0	1	4	0	4	-	-	-
	Temporary	0	0	0	0	0	0	-	-	-
	Total	1	0	1	4	0	4	-	-	-
Egypt	Permanent	31	11	42	45	14	59	1	4	5
	Temporary	0	0	0	1	0	1	0	0	0
	Total	31	11	42	46	14	60	1	4	5
Total	Permanent	493	103	596	522	90	612	334	51	385
	Temporary	0	0	0	6	2	8	5	3	8
	Total	493	103	596	528	92	620	339	54	393

GRI 202-2 Proportion of senior management hired from the local community

Percentage of senior management at significant locations of operation that are hired from the local community.	63%
The definition used for 'senior management'.	Executive Committee and Senior Management levels
The organisation's geographical definition of 'local'.	The people that have been born in and hold the specific country's passport
The definition used for 'significant locations of operation'.	UK, Greece, Italy, Israel, Egypt, Cyprus

GRI 401-1 New employee hires and employee turnover

New employee hires by age group		2021								
		< 30 years old			30 - 50 years old			> 50 years old		
		M	F	Total	M	F	Total	M	F	Total
Greece	Number of new employee hires during the year	0	4	4	2	4	6	0	1	1
	New employee hires rate	0%	44%	20%	1%	25%	3%	0%	17%	2%
United Kingdom	Number of new employee hires during the year	0	1	1	1	3	4	0	0	0
	New employee hires rate	0%	50%	33%	14%	38%	27%	0%	0%	0%
Israel	Number of new employee hires during the year	0	1	1	6	4	10	0	0	0
	New employee hires rate	0%	50%	50%	38%	21%	29%	0%	0%	0%
Montenegro	Number of new employee hires during the year	0	0	0	0	0	0	0	0	0
	New employee hires rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Cyprus	Number of new employee hires during the year	1	0	1	0	0	0	0	0	0
	New employee hires rate	100%	0%	100%	0%	0%	0%	0%	0%	0%
Italy	Number of new employee hires during the year	3	0	3	8	4	12	3	0	3
	New employee hires rate	43%	0%	43%	11%	24%	13%	4%	0%	3%
Croatia	Number of new employee hires during the year	0	0	0	0	0	0	0	0	0
	New employee hires rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Egypt	Number of new employee hires during the year	0	0	0	2	1	3	1	0	1
	New employee hires rate	0%	0%	0%	7%	9%	8%	25%	0%	25%
Total	Number of new employee hires during the year	4	6	10	19	16	35	4	1	5
	New employee hires rate	20%	46%	30%	6%	22%	9%	3%	5%	3%

New employee hires by age group		2020								
		< 30 years old			30 - 50 years old			> 50 years old		
		M	F	Total	M	F	Total	M	F	Total
Greece	Number of new employee hires during the year	2	1	3	1	0	1	0	1	1
	New employee hires rate	13%	17%	14%	0%	0%	0%	0%	20%	1%
United Kingdom	Number of new employee hires during the year	0	1	1	1	1	2	2	0	2
	New employee hires rate	0%	50%	20%	14%	17%	15%	25%	0%	18%
Israel	Number of new employee hires during the year	0	0	0	3	3	6	1	0	1
	New employee hires rate	0%	0%	0%	33%	20%	25%	25%	0	25%
Montenegro	Number of new employee hires during the year	0	0	0	0	0	0	0	0	0
	New employee hires rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Cyprus	Number of new employee hires during the year	0	0	0	2	0	2	0	0	0
	New employee hires rate	0%	0%	0%	67%	0%	50%	0%	0%	0%
Italy	Number of new employee hires during the year	5	0	5	7	2	9	3	0	3
	New employee hires rate	63%	0%	63%	10%	12%	11%	4%	0%	4%
Croatia	Number of new employee hires during the year	0	0	0	0	0	0	0	0	0
	New employee hires rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Egypt	Number of new employee hires during the year	0	0	0	0	0	0	0	0	0
	New employee hires rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	Number of new employee hires during the year	7	2	9	14	6	20	6	1	7
	New employee hires rate	25%	22%	24%	4%	9%	5%	3%	6%	4%

GRI 401-1 New employee hires and employee turnover <i>(continued)</i>										
New employee hires by age group		2019								
		< 30 years old			30 - 50 years old			> 50 years old		
		M	F	Total	M	F	Total	M	F	Total
Greece	Number of new employee hires during the year	6	2	8	2	0	2	2	0	2
	New employee hires rate	25%	25%	25%	1%	0%	1%	3%	0%	3%
United Kingdom	Number of new employee hires during the year	2	0	2	2	3	5	3	1	4
	New employee hires rate	67%	0%	50%	50%	60%	56%	43%	100%	50%
Israel	Number of new employee hires during the year	1	1	2	2	5	7	2	0	2
	New employee hires rate	100%	100%	100%	33%	42%	39%	50%	0%	50%
Montenegro	Number of new employee hires during the year	0	0	0	0	0	0	0	0	0
	New employee hires rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Cyprus	Number of new employee hires during the year	0	0	0	0	0	0	0	0	0
	New employee hires rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Italy	Number of new employee hires during the year	-	-	-	-	-	-	-	-	-
	New employee hires rate	-	-	-	-	-	-	-	-	-
Croatia	Number of new employee hires during the year	-	-	-	-	-	-	-	-	-
	New employee hires rate	-	-	-	-	-	-	-	-	-
Egypt	Number of new employee hires during the year	0	0	0	0	1	1	0	0	0
	New employee hires rate	0%	0%	0%	0%	33%	25%	0%	0%	0%
Total	Number of new employee hires during the year	9	3	12	6	9	15	7	1	8
	New employee hires rate	31%	30%	31%	3%	25%	6%	8%	13%	8%
Employee Turnover by age group		2021								
		< 30 years old			30 - 50 years old			> 50 years old		
		M	F	Total	M	F	Total	M	F	Total
Greece	Number of employees who left during the year	0	1	1	11	1	12	15	0	15
	Employee turnover rate	0%	11%	5%	6%	6%	6%	25%	0%	23%
United Kingdom	Number of employees who left during the year	1	0	1	1	1	2	3	0	3
	Employee turnover rate	100%	0%	33%	14%	13%	13%	30%	0%	18%
Israel	Number of employees who left during the year	0	0	0	0	1	1	0	0	0
	Employee turnover rate	0%	0%	0%	0%	5%	3%	0%	0%	0%
Montenegro	Number of employees who left during the year	0	0	0	0	0	0	0	0	0
	Employee turnover rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Cyprus	Number of employees who left during the year	0	0	0	1	0	1	0	0	0
	Employee turnover rate	0%	0%	0%	50%	0%	50%	0%	0%	0%
Italy	Number of employees who left during the year	1	0	1	5	0	5	8	1	9
	Employee turnover rate	14%	0%	14%	7%	0%	6%	10%	13%	10%
Croatia	Number of employees who left during the year	0	0	0	0	0	0	0	0	0
	Employee turnover rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Egypt	Number of employees who left during the year	0	0	0	5	0	5	3	2	5
	Employee turnover rate	0%	0%	0%	19%	0%	13%	75%	100%	125%
Total	Number of employees who left during the year	2	1	3	23	3	26	29	3	32
	Employee turnover rate	10%	8%	9%	7%	4%	7%	18%	14%	18%

GRI 401-1 New employee hires and employee turnover <i>(continued)</i>										
Employee Turnover by age group		2020								
		< 30 years old			30 - 50 years old			> 50 years old		
		M	F	Total	M	F	Total	M	F	Total
Greece	Number of employees who left during the year	1	1	2	8	1	9	10	2	12
	Employee turnover rate	6%	17%	9%	4%	8%	4%	14%	40%	16%
United Kingdom	Number of employees who left during the year	0	0	0	0	1	1	1	0	1
	Employee turnover rate	0%	0%	0%	0%	17%	8%	13%	0%	9%
Israel	Number of employees who left during the year	0	1	1	0	0	0	1	0	1
	Employee turnover rate	0%	100%	50%	0%	0%	0%	25%	0%	25%
Montenegro	Number of employees who left during the year	0	0	0	0	0	0	0	0	0
	Employee turnover rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Cyprus	Number of employees who left during the year	0	0	0	0	1	1	0	0	0
	Employee turnover rate	0%	0%	0%	0%	100%	25%	0%	0%	0%
Italy	Number of employees who left during the year	0	0	0	3	2	5	7	1	8
	Employee turnover rate	0%	0%	0%	4%	12%	6%	9%	13%	10%
Croatia	Number of employees who left during the year	0	0	0	0	0	0	0	0	0
	Employee turnover rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Egypt	Number of employees who left during the year	0	0	0	0	1	1	0	0	0
	Employee turnover rate	0%	0%	0%	0%	8%	2%	0%	0%	0%
Total	Number of employees who left during the year	1	2	3	11	6	17	19	3	22
	Employee turnover rate	4%	22%	8%	3%	9%	4%	11%	17%	11%
Employee Turnover by age group		2019								
		< 30 years old			30 - 50 years old			> 50 years old		
		M	F	Total	M	F	Total	M	F	Total
Greece	Number of employees who left during the year	7	1	8	34	0	34	6	0	6
	Employee turnover rate	29%	13%	25%	16%	0%	15%	8%	0%	8%
United Kingdom	Number of employees who left during the year	1	0	1	3	1	4	3	1	4
	Employee turnover rate	33%	0%	25%	75%	20%	44%	43%	100%	50%
Israel	Number of employees who left during the year	0	0	0	0	0	0	0	0	0
	Employee turnover rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Montenegro	Number of employees who left during the year	0	0	0	0	0	0	1	0	1
	Employee turnover rate	0%	0%	0%	0%	0%	0%	100%	0%	100%
Cyprus	Number of employees who left during the year	0	0	0	0	0	0	0	0	0
	Employee turnover rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Italy	Number of employees who left during the year	-	-	-	-	-	-	-	-	-
	Employee turnover rate	-	-	-	-	-	-	-	-	-
Croatia	Number of employees who left during the year	-	-	-	-	-	-	-	-	-
	Employee turnover rate	-	-	-	-	-	-	-	-	-
Egypt	Number of employees who left during the year	0	0	0	0	0	0	0	1	1
	Employee turnover rate	0%	0%	0%	0%	0%	0%	0%	100%	100%
Total	Number of employees who left during the year	8	1	9	37	1	38	10	2	12
	Employee turnover rate	28%	10%	23%	17%	3%	15%	11%	25%	13%

GRI 404-1 Average hours of training per year per employee		
	2021	
	M	F
Percentage within the BoD	2.00	2.00
Percentage in “Executive Committee”	2.13	1.60
Percentage in “Senior Management”	2.75	2.33
Percentage in “Middle Management”	4.37	30.33
Percentage in “Other Employees”	7.34	4.98

GRI 404-3 Percentage of employees receiving regular performance and career development reviews				
	2021 Total	2020 Total	2019 Total	
Percentage within the BoD	100%	-	100%	
Percentage in “Executive Committee”	100%	100%	-	
Percentage in “Senior Management”	95%	100%	100%	
Percentage in “Middle Management”	98%	100%	100%	
Percentage in “Other Employees”	52%	100%	100%	

Fostering diversity and inclusion

GRI 405-1 Diversity of governance bodies and employees									
Diversity of governance bodies and employees by gender	2021		2020		2019				
	M	F	M	F	M	F			
Percentage of individuals within the BoD`	70%	30%	66.7%	33.3%	77.8%	22.2%			
Percentage of employees in “Executive Committee” level	62%	38%	90%	10%	-	-			
Percentage of employees in “Senior Management” level	73%	27%	70%	30%	58.3%	41.7%			
Percentage of employees in “Middle Management” level	80%	20%	77.2%	22.8%	76%	24%			
Percentage of employees in “Other Employees” level	84%	16%	86.4%	13.6%	88%	12%			
Diversity of governance bodies and employees by age	2021			2020			2019		
	< 30	30 - 50	> 50	< 30	30 - 50	> 50	< 30	30 - 50	> 50
Percentage of individuals within the BoD`	0%	10%	90%	0%	11%	89%	0%	22.2%	77.8%
Percentage of employees in “Executive Committee” level	0%	23%	77%	0%	10%	90%	-	-	-
Percentage of employees in “Senior Management” level	0%	59%	41%	0%	40%	60%	0%	50%	50%
Percentage of employees in “Middle Management” level	0%	68%	32%	0%	67%	33%	0%	64%	36%
Percentage of employees in “Other Employees” level	6%	67%	26%	7%	65%	28%	11%	67%	22%

CREATING SHARED VALUE

Generating economic value / economic performance of the company

GRI 102-7 Scale of the organisation			* Restatement of information: The total accounting equity stated in 2020 was based in the Pro forma retained earnings. It is restated here, to be in alignment with the audited published total accounting equity of the Group. The total accounting capitalisation is the sum of the total accounting debt and the total accounting equity, therefore since the total accounting equity is being restated, the total accounting capitalisation is being restated also.	
Energean Capital Structure	2021	2020		
Total accounting debt	\$2,947 million	\$1,443 million		
Total accounting equity	\$717 million	\$1,194 million*		
Total accounting capitalisation	\$3,664 million	\$2,637 million*		
GRI 201-1 Direct economic value generated and distributed				
	2021 (\$000)	2020 (\$000) <i>Pro forma</i>	2020 (\$000) <i>Actual</i>	2019 (\$000)
Direct economic value generated				
Revenues / Net Sales	496,985	335,878	28,014	75,749
Total	496,985	335,878	28,014	75,749
Economic value distributed				
Operating costs	190,292	132,519	18,604	39,747
Employee wages and benefits	112,552	93,716	39,385	36,495
Payments to providers of capital	250,732	103,826	101,509	48,096
Payments to governments by country				
Egypt	34,416	61,078	2,343	77
Italy	28,290	23,345	895	-
United Kingdom	428	1,142	44	3,108
Greece	-	700	700	14,726
Israel	422	285	285	2,737
Montenegro	-	124	124	338
Cyprus	-	-	-	263
Croatia	-	-	-	-
Community investments	252	458	336	392
Total	617,383	417,193	164,226	145,979

GRI 201-1 Direct economic value generated and distributed				
	2021 (\$000)	2020 (\$000) Pro forma	2020 (\$000) Actual	2019 (\$000)
Economic value retained				
Total	-120,398	-81,315	-136,212	-70,230
GRI 201-4 Financial assistance received from government				
	2021	2020	2019	
Total amount received	0	0	0	

Building and maintaining community relations

GRI G4-OG10



OPERATING RESPONSIBLY

Safeguarding business ethics and establishment of transparent relationships with host governments

SASB EM-EP-510a.1
The percentage of the company's (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index is zero.

GRI 205-1 Operations assessed for risks related to corruption
Compliance risk and risks related to corruption were assessed on a Group level as part of the annual risk assessment exercise.

GRI 205-2 Communication and training about anti-corruption policies and procedures
425 staff members were assigned to complete the Anti-Corruption & Bribery Policy training. out of which 352 completed it successfully.

GRI 205-3 Confirmed incidents of corruption and actions taken
Energean has not identified any confirmed incidents of corruption and thus no relevant actions needed to be taken during the reporting period.

GRI 206-1 Legal actions for anti-competitive behavior. anti-trust. and monopoly practices
Zero legal cases as a defendant in 2021.

GRI 415-1 Political contributions
Zero political contributions made.

Ensuring regulatory compliance

GRI 307-1 Non-compliance with environmental laws and regulations
Energean has not identified any incident regarding non-compliance with laws and/or regulations. in the environmental area. during the reporting period.

GRI 419-1 Non-compliance with laws and regulations in the social and economic area
Energean has not identified any incident regarding non-compliance with laws and/or regulations. in the social and economic area. during the reporting period.

Ensuring data security

GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
Zero substantiated complaints concerning breaches of customer privacy and losses of customer data.

MESSAGE FROM THE CSR DEPARTMENT

ESG & CSR are at the heart of Energean and our passion for doing the right thing is what has always made us unique. Our ETHOS is profoundly democratic; we are committed to being purposeful, positive members of the communities that host us.

This is the fourth annual Sustainability Report of Energean, which presents our approach, actions, and performance on a broad range of non-financial aspects during 2021 and complements our Annual Report that is publicly available on our official website: www.energean.com. The publication date of our most recent Sustainability Report was June 17th, 2021.

The report reflects the importance of ESG & CSR to Energean, how they are at the heart of our operations. We are committed to continuously enhance our ESG (Environmental, Social, Governance) performance and output for the benefit of all our stakeholders. Through this report we aim to increase transparency and raise awareness on the responsible way that we conduct our business activities, ultimately wishing to inform readers on our journey towards sustainable operations. The report covers the most material topics pertaining to our company, as derived from the materiality assessment that we performed in late 2021 (see Section 3).

This report is designed to transparently demonstrate our commitment to the highest ESG standards. We were the first E&P company to commit to a Net-Zero target and have made substantial progress on our road map; taking a similar decision to IOCs that chose to focus on natural gas. Gas has inherent benefits to the environment in terms of lowering carbon emissions and providing the catalyst for and foundation of enhanced renewable energy.

We are very proud of the clear linkage between our material topics and the 17 United Nations Sustainable Development Goals (UN SDGs). We are committed to contributing to and promoting the Sustainable Development Agenda.

The report has been prepared in accordance with the "Core" option of the Global Reporting Initiative (GRI) standards, the Sustainability Accounting Standards Board (SASB) Oil and Gas E&P standard, and in line with the Principles of the United Nations Global Compact (UNGC). The report refers to the period from January 1st, 2021, to December 31st, 2021. Where relevant, data from 2019 and 2020 are presented for comparison purposes. Any restatements of information included in our previous reports have been indicated within the body of this report and have also been included in the "Energean in Numbers" section.

The report has been prepared internally under the coordination of our Corporate Social Responsibility & Corporate Communications Departments with the support of PwC Greece.

We are grateful to all Energean's executives for their contributions and to all Energean's employees for their engagement in our CSR initiatives and their day-to-day embodiment of our unique sustainability culture. We set ourselves ambitious targets. We want to continue to build on the successes of 2021. Through positive direct engagement with the communities that host us, we are, and want to always be, more than corporate actors. We are demonstrably committed at the corporate and individual level to our communities. This is what makes us different: the power of partnership.

This Sustainability Report has been externally assured by Ernst & Young Greece for the second consecutive year. Please see Appendix IV for the independent assurance statement.

As ever, we encourage you to contact us with any requests for feedback and clarification. We are committed to positive dialogue on all issues, especially ESG & CSR.

Ilia Rigas
Head of CSR
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Appendix I:

GRI Content Index

GRI Standard	Disclosure	Section	Page	External Assurance
GENERAL DISCLOSURES				
GRI 102 General disclosures	ORGANISATIONAL PROFILE			
	102-1 Name of the organisation	Company Profile	14	✓
	102-2 Activities, brands, products, and services	Company Profile	16-17	✓
	102-3 Location of headquarters	Company Profile	14	✓
	102-4 Location of operations	Company Profile	16	✓
	102-5 Ownership and legal form	Company Profile	14	✓
	102-6 Markets served	Company Profile	16	✓
	102-7 Scale of the organisation	Company Profile Focusing on employment practices Generating economic value / economic performanceof the company Energean in numbers	16-17, 60, 64, 88	✓
	102-8 Information on employees and other workers	Focusing on employment practices Energean in numbers	60, 88	✓
	102-9 Supply chain	Our procurement practices	73	✓
	102-10 Significant changes to the organisation and its supply chain	Chair and CEO joint address Our procurement practices	6-8, 73	✓
	102-11 Precautionary Principle or approach	Minimising our environmental footprint	47	✓
	102-12 External initiatives	Building and maintaining community relations	69	✓
	102-13 Membership of associations	Sustainability at Energean Building and maintaining community relations	19, 69	✓
	STRATEGY			
	102-14 Statement from senior decision-maker	Chair and CEO joint address	6-8	✓
	ETHICS AND INTEGRITY			
	102-16 Values, principles, standards, and norms of behavior	Sustainability at Energean Safeguarding business ethics and establishment of transparent relationships with host governments	18-19, 78	✓
	102-17 Mechanisms for advice and concerns about ethics	Safeguarding business ethics and establishment of transparent relationships with host governments	78	
	GOVERNANCE			
	102-18 Governance structure	Our corporate governance	76	✓
	102-23 Chair of the highest governance body	Our corporate governance	76	
	STAKEHOLDER ENGAGEMENT			
	102-40 List of stakeholder groups	3. Engaging with our stakeholders	36-37	✓
	102-41 Collective bargaining agreements	Safeguarding human rights at work Energean in numbers	59, 88	✓
	102-42 Identifying and selecting stakeholders	3. Engaging with our stakeholders	34	✓
	102-43 Approach to stakeholder engagement	3. Engaging with our stakeholders	34-37	✓
	102-44 Key topics and concerns raised	3. Engaging with our stakeholders	36-39	✓
	REPORTING PRACTICE			
	102-45 Entities included in the consolidated financial statements	Company Profile Refer also to Energean's publicly available consolidated financial statements for 2021.	16	✓
	102-46 Defining report content and topic Boundaries	Engaging with our stakeholders	38-39	✓
	102-47 List of material topics	Engaging with our stakeholders	38-39	✓
	102-48 Restatements of information	Message from the CSR department Energean in numbers	84-86, 94	✓

GRI Standard	Disc196	Section	Page	External Assurance
GENERAL DISCLOSURES				
GRI 102 General disclosures	REPORTING PRACTICE (continued)			
	102-49 Changes in reporting	Engaging with our stakeholders	38-39	✓
	102-50 Reporting period	Message from the CSR department	94	✓
	102-51 Date of most recent report	Message from the CSR department	94	✓
	102-52 Reporting cycle	Message from the CSR department	94	✓
	102-53 Contact point for questions regarding the report	Message from the CSR department	94	✓
	102-54 Claims of reporting in accordance with the GRI Standards	Message from the CSR department	94	✓
	102-55 GRI content index	Appendix I: GRI Content Index	96	✓
	102-56 External assurance	External Assurance Statement	105	✓
MANAGEMENT APPROACH & TOPIC DISCLOSURES				
Material Topic: Reducing greenhouse gases and other air emissions & actions against climate change				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Engaging with our stakeholders	41	✓
	103-2 The management approach and its components	Reducing greenhouse gases and other air emissions & actions against climate change	44-45	✓
	103-3 Evaluation of the management approach	Reducing greenhouse gases and other air emissions & actions against climate change	44-45	✓
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Reducing greenhouse gases and other air emissions & actions against climate change Energean in numbers	44-45, 84	✓
	305-2 Energy indirect (Scope 2) GHG emissions	Reducing greenhouse gases and other air emissions & actions against climate change - Energean in numbers	44-45, 84	✓
	305-3 Other indirect (Scope 3) GHG emissions	Energean in numbers	84	
	305-4 GHG emissions intensity	Reducing greenhouse gases and other air emissions & actions against climate change - Energean in numbers	44-45, 84	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Reducing greenhouse gases and other air emissions & actions against climate change - Energean in numbers	44-45, 84	
Material Topic: Growing the share of natural gas in the product portfolio				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Engaging with our stakeholders	41	✓
	103-2 The management approach and its components	Growing the share of natural gas in the product portfolio	46	✓
	103-3 Evaluation of the management approach	Growing the share of natural gas in the product portfolio	46	✓
Important Topic: Reducing (non-renewable) energy consumption				
GRI 302: Energy	302-1 Energy consumption within the organisation	Minimising our environmental footprint Energean in numbers	47, 85	
	302-3 Energy intensity	Minimising our environmental footprint Energean in numbers	47, 86	
Relevant Topic: Increasing the implementation of water efficiency innovations				
GRI 303: Water and Effluents	303-3 Water withdrawal	Minimising our environmental footprint Energean in numbers	48, 86	
	303-5 Water consumption	Minimising our environmental footprint Energean in numbers	48, 86	
Important Topic: Minimising waste and increasing the implementation of circular economy practices				
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Minimising our environmental footprint	48	
	306-2 Management of significant waste-related impacts	Minimising our environmental footprint	48	
	306-3 Waste generated	Minimising our environmental footprint Energean in numbers	48, 86	

GRI Standard	Disclosure	Section	Page	External Assurance
MANAGEMENT APPROACH & TOPIC DISCLOSURES				
Important Topic: Minimising waste and increasing the implementation of circular economy practices (continued)				
GRI 306: Waste	306-4 Waste diverted from disposal	Minimising our environmental footprint Energean in numbers	48, 86	
	306-5 Waste directed to disposal	Minimising our environmental footprint Energean in numbers	48, 86	
Material Topic: Safeguarding health, safety and security				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Safeguarding health, safety and security	52-55	✓
	103-2 The management approach and its components	Safeguarding health, safety and security	52-55	✓
	103-3 Evaluation of the management approach	Safeguarding health, safety and security	52-55	✓
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Safeguarding health, safety and security	52-55	✓
	403-2 Hazard identification, risk assessment, and incident investigation	Safeguarding health, safety and security	52-55	✓
	403-3 Occupational health services	Safeguarding health, safety and security	52-55	✓
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safeguarding health, safety and security	52-55	✓
	403-5 Worker training on occupational health and safety	Safeguarding health, safety and security	52-55	✓
	403-6 Promotion of worker health	Safeguarding health, safety and security	52-55	✓
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safeguarding health, safety and security	52-55	✓
	403-8 Workers covered by an occupational health and safety management system	Safeguarding health, safety and security	52-55	
	403-9 Work-related injuries	Energean in numbers	87	✓
	403-10 Work-related ill health	Energean in numbers	87	
Material Topic: Ensuring emergency preparedness				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Engaging with our stakeholders	41	✓
	103-2 The management approach and its components	Ensuring emergency preparedness	58	✓
	103-3 Evaluation of the management approach	Ensuring emergency preparedness	58	✓
Material Topic: Safeguarding human rights at work				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Engaging with our stakeholders	41	✓
	103-2 The management approach and its components	Safeguarding human rights at work	59	✓
	103-3 Evaluation of the management approach	Safeguarding human rights at work	59	✓
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Safeguarding human rights at work Energean in numbers	59, 88	✓
GRI 407: Freedom of Association	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Safeguarding human rights at work	59	

GRI Standard	Disclosure	Section	Page	External Assurance
MANAGEMENT APPROACH & TOPIC DISCLOSURES				
Material Topic: Safeguarding human rights at work (continued)				
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Safeguarding human rights at work	59	
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Safeguarding human rights at work	59	
GRI 412: Human Rights Assessment	412-2 Employee training on human rights policies or procedures	Safeguarding human rights at work	59	
Important Topic: Focusing on employment practices				
GRI 202: Market Presence	202-2 Proportion of senior management hired from the local community	Focusing on employment practices Energean in numbers	60, 89	
GRI 401: Employment	401-1 New employee hires and employee turnover	Focusing on employment practices Energean in numbers	60, 89-91	
	401-3 Parental leave	Safeguarding health, safety and security	53	
GRI 404: Training	404-1 Average hours of training per year per employee	Focusing on employment practices Energean in numbers	61, 92	
	404-3 Percentage of employees receiving regular performance and career development reviews	Focusing on employment practices Energean in numbers	61, 92	
Relevant Topic: Fostering diversity and inclusion				
GRI 405: Diversity	405-1 Diversity of governance bodies and employees	Focusing on employment practices Energean in numbers	60-61, 92	
	405-2 Ratio of basic salary and remuneration of women to men	Focusing on employment practices	60-61	
Material Topic: Generating economic value / economic performance of the company				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Engaging with our stakeholders	41	✓
	103-2 The management approach and its components	Generating economic value / economic performance of the company	64	✓
	103-3 Evaluation of the management approach	Generating economic value / economic performance of the company	64	✓
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	Energean in numbers	92-93	✓
	201-4 Financial assistance received from government	Energean in numbers	93	
Important Topic: Building and maintaining community relations				
GRI G4-OG10	G4-OG10 Number and description of significant disputes with local communities and indigenous people	Building and maintaining community relations Energean in numbers	65, 93	
Material Topic: Safeguarding business ethics and establishment of transparent relationships with host governments				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Engaging with our stakeholders	41	✓
	103-2 The management approach and its components	Safeguarding business ethics and establishment of transparent relationships with host governments	78	✓
	103-3 Evaluation of the management approach	Safeguarding business ethics and establishment of transparent relationships with host governments	78	✓

GRI Standard	Disclosure	Section	Page	External Assurance
MANAGEMENT APPROACH & TOPIC DISCLOSURES				
Material Topic: Safeguarding business ethics and establishment of transparent relationships with host governments (continued)				
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Energean in numbers	93	
	205-2 Communication and training about anti-corruption policies and procedures	Energean in numbers	93	
	205-3 Confirmed incidents of corruption and actions taken	Energean in numbers	93	✓
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Energean in numbers	93	
GRI 415: Public Policy	415-1 Political contributions	Energean in numbers	93	
Material Topic: Ensuring regulatory compliance				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Engaging with our stakeholders	41	✓
	103-2 The management approach and its components	Ensuring regulatory compliance	79	✓
	103-3 Evaluation of the management approach	Ensuring regulatory compliance	79	✓
GRI 307: Environmental compliance	307-1 Non-compliance with environmental laws and regulations	Energean in numbers	93	✓
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	Energean in numbers	93	
Material Topic: Ensuring data security				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	Engaging with our stakeholders	41	✓
	103-2 The management approach and its components	Ensuring data security	80	✓
	103-3 Evaluation of the management approach	Ensuring data security	80	✓
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ensuring data security Energean in numbers	80, 93	✓

Appendix II:

SASB Content Index

GRI Standard	Disclosure	Section	Page	External Assurance
GENERAL				
Organisational Profile				
SASB EM-EP-000.B	Number of offshore sites	Energiean in numbers	87	
SASB EM-EP-000.C	Number of terrestrial sites	Energiean in numbers	87	
TOPIC DISCLOSURES				
Material Topic: Safeguarding business ethics and establishment of transparent relationships with host governments				
SASB EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.	Energiean in numbers	93	✓
SASB EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain.	Safeguarding business ethics and establishment of transparent relationships with host governments	78	
SASB EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Ensuring regulatory compliance	79	
Important Topic: Protecting and preserving biodiversity				
SASB EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Energiean in numbers	87	
Material Topic: Reducing greenhouse gases and other air emissions & actions against climate change				
SASB EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Energiean in numbers	85	✓
SASB EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Energiean in numbers	85	
SASB EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Our Pathe to Net Zero - Reducing greenhouse gases and other air emissions & actions against climate change	28-29, 44-45	
SASB EM-EP-120a.1	Significant air emissions, in kilograms or multiples, for NOX, SOX, POP, VOC, PM	Reducing greenhouse gases and other air emissions & actions against climate change Energiean in Numbers	44-45, 84	✓
Relevant Topic: Increasing the implementation of water efficiency innovations				
SASB EM-EP-140a.1	Total water consumption, and percentage in regions with High or Extremely High Baseline Water Stress	Minimising our environmental footprint Energiean in numbers	48, 86	
SASB EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Minimising our environmental footprint Energiean in numbers	48, 86	

GRI Standard	Disclosure	Section	Page	External Assurance
TOPIC DISCLOSURES				
Relevant Topic: Increasing the implementation of water efficiency innovations (continued)				
SASB EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Energiean in numbers	86	
SASB EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Energiean in numbers	86	
Material Topic: Ensuring emergency preparedness				
SASB EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Energiean in numbers	88	
SASB EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Ensuring emergency preparedness	58	
SASB EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	Energiean in numbers	88	✓
Material Topic: Safeguarding health, safety and security				
SASB EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Safeguarding health, safety and security Energiean in numbers	52-53, 87	✓
SASB EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Safeguarding health, safety and security	52-53	
Material Topic: Safeguarding human rights at work				
SASB EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Safeguarding human rights at work	59	
SASB EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Safeguarding human rights at work	59	
Important Topic: Building and maintaining community relations				
SASB EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Building and maintaining community relations	65-72	
Material Topic: Growing the share of natural gas in the product portfolio				
SASB EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas.	Energiean in numbers	46, 85	✓


Appendix III:

United Nations Global Compact

Area	UNGC Principles	Section	Page
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Safeguarding human rights at work	59
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Safeguarding human rights at work	59
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Safeguarding human rights at work Energean in numbers	59, 88
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.	Safeguarding human rights at work	59
	Principle 5: Businesses should uphold the effective abolition of child labor.	Safeguarding human rights at work	59
	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and Occupation.	Safeguarding human rights at work Ensuring regulatory compliance Energean in numbers	59-61, 88, 92
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	Minimising our environmental footprint Ensuring emergency preparedness	47-49, 58
	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Reducing greenhouse gases and other air emissions & actions against climate change	44-49
		Growing the share of natural gas in the product portfolio	
		Minimising our environmental footprint	
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	Reducing greenhouse gases and other air emissions & actions against climate change Minimising our environmental footprint	44-45, 47-49
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Safeguarding business ethics and establishment of transparent relationships with host governments	78

Appendix IV:

External Assurance Statement



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Building a better working world

Independent accountant’s assurance report

To the management of Energean plc

Scope

We have been engaged by Energean plc (hereafter “Energean”) to perform a ‘limited assurance engagement,’ as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on the following in relation to Energean’s 2021 Sustainability Report (hereafter the “Subject Matter”):

- ▶ Adherence to the AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact against the relevant criteria found in the AA1000AP (2018).
- ▶ Accuracy and completeness of quantitative data and plausibility of qualitative information related to the GRI General and Specific Disclosures (those indicated in the “External Assurance” column of the GRI Content Index with a checkmark, pp. 96-100 of Appendix I) against the GRI Standards “In accordance – Core” requirements.
- ▶ Accuracy and completeness of quantitative data and plausibility of qualitative information related to the SASB accounting metrics (those indicated in the “External Assurance” column of the SASB content index with a checkmark, pp. 102-103, Appendix II) against the Oil & Gas – Exploration & Production Sustainability Accounting Standard.
- ▶ Alignment with United Nations’ Sustainability Development Goals according to the guidance found in the “SDG Compass, Linking the SDGs and GRI” document, developed by the GRI, the UNGC and the World Business Council on Sustainable Development (WBCSD).

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in Energean’s 2021 Sustainability Report, and accordingly, we do not express a conclusion on this information.

Energean’s 2021 Sustainability Report is covering the financial year 2021 (1 January 2021 – 31 December 2021).

Criteria applied by Energean

In preparing the Subject Matter, Energean applied the GRI Standards, the SASB Oil & Gas – Exploration & Production Sustainability Accounting Standard and the guidance found in the “SDG Compass, Linking the SDGs and GRI” document, developed by the GRI, the UNGC and the World Business Council on Sustainable Development (WBCSD).

Energean’s responsibilities

Energean’s management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY’s responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (‘ISAE 3000’), and the requirements of a Type 2 assurance engagement, as defined by AA1000AS.

Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other appropriate procedures.

Our procedures included:

- ▶ Performed interviews with certain Energean's managers to understand the current status of sustainability activities and processes for the reporting period.
- ▶ Checked Energean's processes for determining material issues to be included in the Report, as well as the coverage of material issues within the Report.
- ▶ Interviewed specialists responsible for managing, collating and reviewing sustainability data reported for internal and public reporting purposes, linked to the GRI General and Specific Disclosures under the scope of our assurance engagement (indicated in the assurance column of the GRI Content Index with a checkmark, pp. 96-100 Appendix I).
- ▶ Checked the Report for the appropriate transposition and presentation of the sustainability data linked to the GRI General and Specific Disclosures under the scope of our assurance engagement (indicated in the assurance column of the GRI Content Index with a checkmark, pp.102-103 of Appendix I), including limitations and assumptions relating to how these data are presented within the Report.
- ▶ Read information or explanations to substantiate key data, statements and assertions regarding the sustainability disclosures under the scope of our assurance engagement.

We also performed such other procedures as we considered necessary in the circumstances.

Our procedures did not include the review of financial data and the corresponding narrative text and testing of the Information Technology systems used or those upon which the collection and aggregation of data was based by Energean.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter in order for it to be in accordance with the Criteria.

Adherence to the AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact against the relevant criteria found in the AA1000AP

Inclusivity: Has Energean been engaging with stakeholders across the business to develop its approach to sustainability?

We are not aware of any key stakeholder groups that have been excluded from stakeholder engagement activities, or of any matters that would lead us to conclude that Energean has not applied the Inclusivity principle in developing its approach to sustainability.

Materiality: Has Energean provided a balanced representation of material issues concerning its sustainability performance?

We are not aware of any matters that would lead us to believe that Energean's materiality determination approach does not provide a balanced representation of material issues concerning its sustainability performance.

Responsiveness: Has Energean responded to stakeholder concerns?

We are not aware of any matters that would lead us to conclude that Energean has not applied the responsiveness principle in considering the matters to be reported.

Impact: Has Energean been measuring, monitoring and evaluating its impact?

We are not aware of any matters that would lead us to conclude that Energean has not been measuring, monitoring and evaluating the impact it has on its broader ecosystem.

Restricted use

This report is intended solely for the information and use of Energean in accordance with the terms of reference agreed between us and is not intended to be and should not be used by anyone other than Energean.

Athens, 20 May 2022

For and on behalf of

ERNST & YOUNG (HELLAS)

Certified Auditors Accountants S.A.

Andreas Hadjidamianou

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