



- > Donated essential children's items to "Together for Children" - an association of NGOs in the field of child welfare - in Athens, Greece.



- > Continued the cooperation with "Boroume" ("We Can") - NGO that fights food waste - by donation of the surplus lunch food from the Athens office (Greece).
- > Donated food platters to the medical team of Rambam Hospital that fights COVID-19 - in Haifa, Israel.
- > Donated food boxes to the local branch of the Red Cross - in Bar, Montenegro.



- > Continued our excellent HSE performance with more than 4 million man-hours with no Lost Time Injuries (LTI) in the building of the "Energean Power" FPSO, and more than 1.3 million man-hours (without LTI) in all Energean sites.
- > Donated a Molecular Control Diagnostic Device (PCR) to the General Hospital of Kavala, allowing for more than 100 COVID-19 tests per day - in Kavala and Thassos Island, Greece.
- > Supported the creation of protection face shields against COVID-19, invented by the engineers of the University of Thessaly, which were distributed to entities in several areas of Greece.
- > Donated COVID-19 Medical Kits to the Israeli National Emergency Pre-Hospital and Blood Services Organization (MDA), who treated thousands of infected individuals in their homes.
- > Participated in "One Hand", an initiative by Egypt Oil & Gas, to provide medical supplies and equipment needed by the Egyptian Ministry of Health to face COVID-19 challenges.
- > Organized "Run for our Local Healthcare Heroes" initiative, to raise money for the front-line people needs of the COVID 19 fight, in all our areas of operation.
- > Participated in an initiative by the Ministry of Health, the Ministry of Social Solidarity and the Food Bank, to secure medical supplies for hospitals and vulnerable & remote communities (Egypt).



- > Offered paid internships to 14 college students in Greece.
- > On June 5th (World Environment Day), Energean organized three environmental webinars:
  - For our colleagues and Middle School students & above titled "How does Climate Change affect our lives" (Greece).
  - For Elementary School students titled "Time for Nature" with units on biodiversity, recycling, waste management and the environment protection (Montenegro).
  - For our colleagues titled "Blue Flags and Coastal Environments" on the preservation of the marine and coastal life (Israel).
- > Awarded 4 Master's degrees scholarships to students at the University of Haifa and the Technion (Israel).



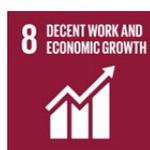
- > Increased percentage of female representation in Energean's workforce: BOD 33.33%, Senior Management 33.33%, Middle Management 32%, other Employees 13% (As of 30/11/2020).
- > Welcomed Kimberley Wood to Energean's Board of Directors as an Independent Non-Executive Director.



- > Energean recycled 89% of water withdrawals in its production sites.



- > Energean realizes the global demand and focus on providing cleaner energy, by becoming 70% gas focused.



- > Number of Employees: **382** (As of 30/11/2020).
- > Number of Nationalities: **17**.



- > During the year, Energean completed training webinars to all employees regarding Equal Opportunities, Diversity, and Inclusion. The webinars covered general knowledge for all employees and highlighted how managers can better support, manage, and contribute to their teams.
- > Continued the support of the Association of Paraplegics and Disabled People in the Prefecture of Ileia (Greece).
- > Continued the support to 3 Paralympic swimmers in Israel in their journey to qualify to the Tokyo 2020 Paralympic Games via monthly financial aid and social media awareness.
- > Continued the support to "Etgarim", an NGO for rehabilitation of disabled adults and children through outdoor sports (Israel).
- > Supported "Access Israel", a non-profit organisation that promotes accessibility and inclusion in order to improve the lives of people with disabilities and the elderly.
- > Organized a webinar titled "The Journey to Tokyo Paralympic Games": an open conversation with our 3 sponsored Israeli Paralympic swimmers and our Energean employees asking questions and hearing their inspiring story.
- > Initiated the "Energean Unathlon of Inclusion" campaign to promote awareness and support the rights of people with disabilities.



- > Energean was the grand sponsor of the 4th Dodoni Festival - a summer Cultural Festival - Ioannina, Western Greece.
- > Continued the support to the Hof HaCarmel Regional Council in promoting community and environmental projects (Israel).
- > Energean Neve Yam beach was awarded the "Blue Flag", the first in the Regional Council of Hof HaCarmel, in collaboration with Energean (Israel).
- > Continued the support to "Etgarim" - a Haifa Sailing Club that empowers activities for youth at risk (Israel).



- > Recycled more than 95% of the waste generated during 2020 in production sites.
- > Established an energy management system working complementary with the accredited ISO 14001 environmental management system, in Energean production sites.



- > Energean has pledged to become a net-zero emitter by 2050.
- > Energean's strategy to Net-Zero emissions by 2050:
  - Short-term plan – next 5 years.
  - Medium-term plan – by 2035.
  - Long-term plan – by 2050.
- > Reported to Carbon Disclosure Project receiving a high score (B-).
- > Committed to align reporting to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.
- > Energean's CEO, called on UK Prime Minister for a green COVID-19 recovery using the SDGs.
- > Purchased 100% renewable electricity for our operations in Kavala, Greece.
- > Became the sole sponsor of the "Climate Track" field at the "Start-ups Go Global" competition, in partnership with EIT Hub Israel.



- > Zero oil spills during 2020, while maintaining a completely clear record since the beginning of our operations.
- > Installed "ODYSSEA" platform, a deep-water marine data monitoring system, on our "Kappa" natural gas-production platform – Prinos, South Kavala, Greece.



- > Maintenance of Telemetric Stations in surface waters of Nestos River Delta, Lakes Vistonida-Ismarida and Thassos Island Management Body - in Northeastern Greece.
- > Continued supporting the Israeli Nature and Parks Authority in protecting and conserving Israel's nature, landscapes and heritage sites.
- > Supported Tirat Hacarmel Municipality in a National Emergency response drill (Israel).



Energiean collaborated with:

- > United Nations Global Compact.
- > Maala, a non-profit, CSR standards-setting organisation in Israel. Maala's CSR Index is an ESG rating system used as an assessment tool, benchmarking Israeli companies on their CSR performance. Energiean was rated at Gold Level at the 2020 Maala Index – Israel.
- > Management body of the Nestos River Delta, Lakes Vistonida-Ismarida and Thassos Island – Northeastern Greece.
- > Sembcorp Marine Ltd, TechnipFMC & Sub-Con: Environmental Campaign "Say no to Plastics" – Israel.
- > "Boroume" ("We Can"), an NGO that fights food waste - Athens, Greece.
- > "Etagrim", an NGO that: a) empowers activities for youth at risk, b) provides rehabilitation of disabled adults and children through outdoor sports - Haifa, Israel.
- > "Together for Children", an association of NGOs in the field of child welfare - Athens, Greece.
- > Red Cross - Local branch in the City of Bar, Montenegro.
- > Israeli Paralympic Committee.
- > Medical Association of Kavala, Greece.
- > Carmel Sailing Community, an NGO that develops the sailing community in Haifa - Israel.
- > Democritus University of Thrace (DUTH), Department of Environmental Engineering – Xanthi, Greece.
- > EIT Hub Israel, under the European Institute of Innovation and Technology (EIT).
- > University of Thessaly: the Mechanical Engineering Department and the Pulmonary Clinic of the University – Volos & Larissa, Greece.
- > Magen David Adom (MDA), Israel's National Emergency Pre-Hospital Medical and Blood Services Organization.
- > Association of Paraplegics and Disabled people of the Ileia Prefecture, Southwestern Greece.
- > The University of Haifa and the Technion - Israel.
- > "Access Israel", a non-profit organisation that promotes accessibility and inclusion in order to improve the lives of people with disabilities and the elderly.
- > "Ozon", an environmental NGO – Montenegro.
- > "Eco Ocean", an NGO for the marine and coastal life preservation – Israel.

