

ENERGEAN IN NUMBERS

Sustainability Report 2021
Energean plc

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
Scope 1 emissions (tCO2e)	23,707.0	1,725.0	66,905.0	-

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
Scope 2 emissions (tCO ₂ e location-based)	17,667.0	23,875.0	28,516.5	36,568.6
Scope 2 emissions (tCO2e market-based)	20,783.0	31,819.1	36,460.7	38,251.4

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%

* Energean plus Edison E&P assets post transaction close only

** Pro forma Energean 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.

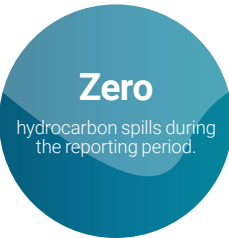
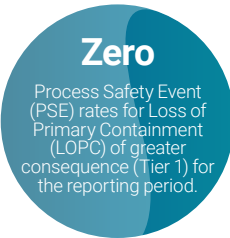
GRI 403-10 Work-related ill health									
Types and rates of ill health and fatalities at work for employees	2021			2020*			2020**		
	M	F	Total	M	F	Total	M	F	Total
Absentee rate (AR)	0.03	0.02	0.03	0.2	0.2	0.2	0.13	0.12	0.13
Lost days rate (LDR)	0.59	0	0.59	0	0	0	0	0	0
Occupational disease rate (ODR)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

GRI 406-1 Incidents of discrimination and corrective actions taken



GRI 102-41

Percentage of total employees covered by collective bargaining agreements

2021			2020*			2020**		
M	F	Total	M	F	Total	M	F	Total
32%	24%	31%	83%	53%	79%	85%	46,3%	79,6%

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%

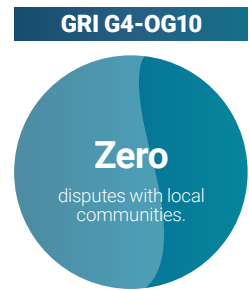
CREATING SHARED VALUE

Generating economic value / economic performance of the company

GRI 102-7 Scale of the organisation				
Energean Capital Structure	2021	2020	* 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.	
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



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.