

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 (Full Version)



Energean



Energean



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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.

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
Community relations	Preparation for the exploration and appraisal campaign in Israel, where drilling is expected to commence in early 2022.	On-going
	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
Supply chain	Monitor and measure social and ethical impacts and universally apply best practices.	On-going
	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

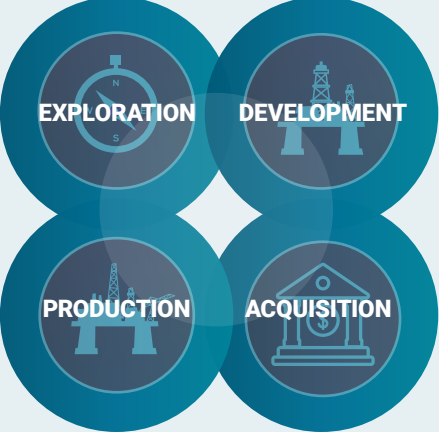
Our intellectual property includes business-related ideas, organisational processes and advanced know-how that enable us to fulfil our ambitions.



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.

Carbon intensity Scope 1 & 2 (kgCO₂e/boe) based on working interest production of operated sites



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.

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.

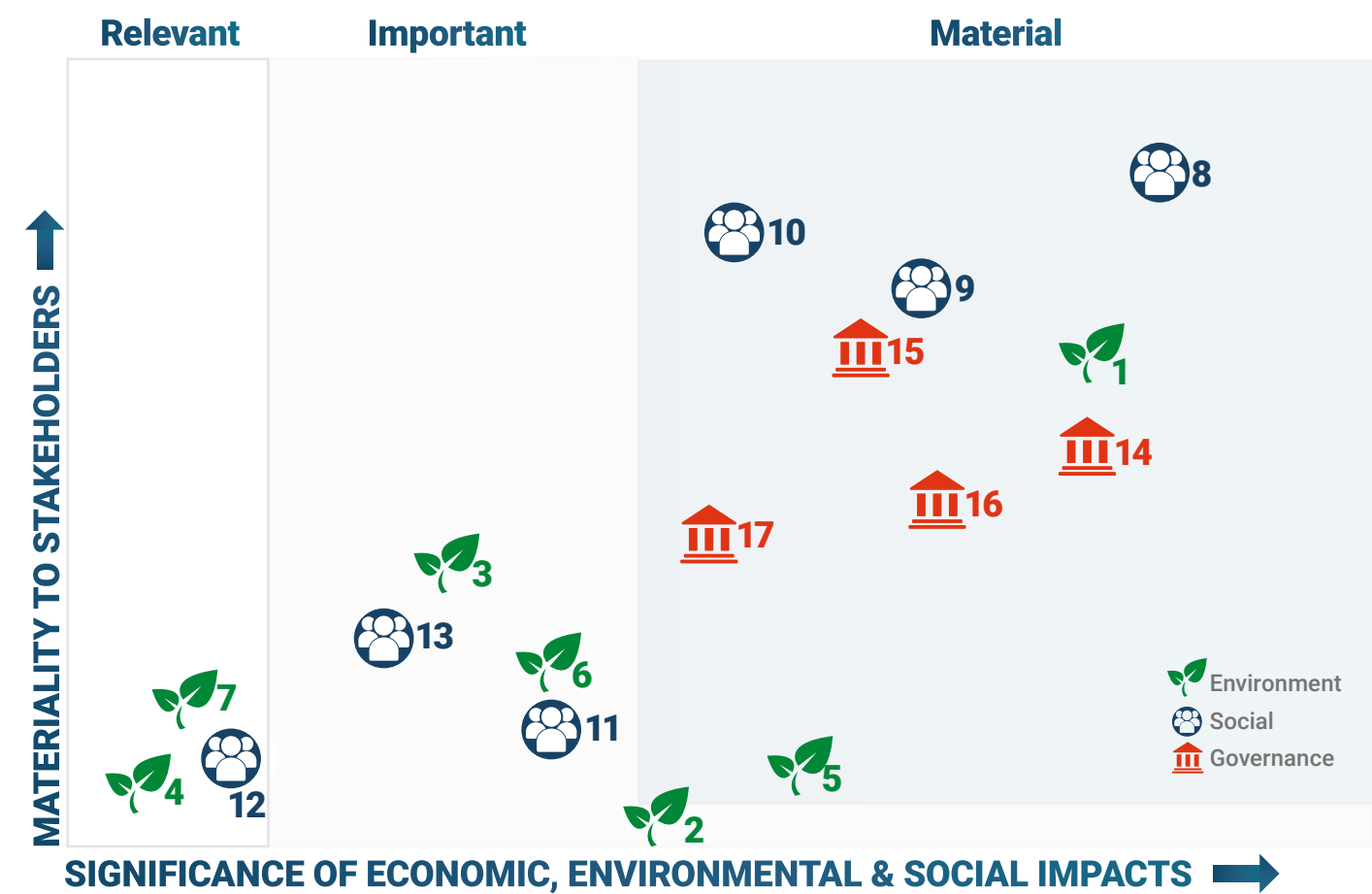
Validation of results

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.

PROTECTING THE ENVIRONMENT

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

Energear 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).

Growing the share of natural gas in our product portfolio

Shifting to a natural gas majority portfolio has been a strategic choice of Energear'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.

Minimising our environmental footprint

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.



PROMOTING A SAFE WORKPLACE AND AN INCLUSIVE CULTURE



Safeguarding health, safety and security

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.

Ensuring emergency preparedness

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.

Safeguarding human rights at work

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.

Focusing on employment practices

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.

Promoting the wellbeing
of our people



CREATING SHARED VALUE



Generating economic value / economic performance of the company

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Building and maintaining community relations















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.


















Our procurement practices

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.

Our UN SDGs Factsheet

1 NO POVERTY 		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. 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.	
	Furniture Donations by Energean and AQP	We donated office furniture to the Dar Al Orman Association, while Energean's joint venture, Abu Qir Petroleum (AQP), supported the local community of Meadia Village by donating school desks to Zainab Abdel Wahab Primary Azhari Institute.	
2 ZERO HUNGER 	"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	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.	
4 QUALITY EDUCATION 	Internship programme	Offered paid internships to 9 college students in Greece.	
	Environmental Awareness and Education on World Environment Day	<p>On June 5th (World Environment Day), Energean aligned with the United Nations' 2021 theme "Ecosystem Restoration", focused on positive actions, and increased environmental awareness:</p> <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	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.	
	Holocaust Remembrance	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.	
	"All in" translation in Hebrew	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.	
	Webinars	<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. 	
5 GENDER EQUALITY 	Improving our gender ratio	<p>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.</p> <p>In 2021 we welcomed Katerina Sardi to Energean as Country Manager and Managing Director of Energean Greece.</p>	 
	Improving our gender ratio	Energean recycled 95% of water withdrawals in its production sites.	
6 CLEAN WATER AND SANITATION 			

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**

EGYPT

- **"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

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.

Safeguarding business ethics and establishment of transparent relationships with host governments

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.

Ensuring regulatory compliance

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.

Ensuring data security

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.

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
irigas@energean.com

