

# ENERGEAN IN NUMBERS

Sustainability Report 2022  
Energean plc



Reducing greenhouse gases and air emissions				
GRI 305-1 Scope 1 GHG emissions				
Scope 1 GHG emissions by net equity share	2022	2021	2020*	2020**
Scope 1 emissions (tCO <sub>2</sub> e)	249,621.8	285,361.6	52,586.1	367,293.4
Scope 1 GHG emissions by data obtained from operated sites	2022	2021	2020*	2020**
Scope 1 emissions (tCO <sub>2</sub> e)	71,010.4	52,259.0	41,660.1	58,974.7
UK Streamlined Energy and Carbon Reporting (SECR) KPIs equity share	2022	2021	2020*	2020**
Scope 1 emissions (tCO <sub>2</sub> e)	16,506.5	23,707.0	1,725.0	66,905.0

Notes:  
(1) The total amount of Scope 1 emissions includes CO<sub>2</sub>, CH4 and HFCs.  
(2) No biogenic CO<sub>2</sub> 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.

GRI 305-2 Scope 2 GHG emissions				
Net Equity share	2022	2021	2020*	2020**
Scope 2 emissions (tCO <sub>2</sub> e location-based)	5,082.0	18,452.0	23,949.7	28,634.5
Scope 2 emissions (tCO <sub>2</sub> e market-based)	739.0	21,568.3	26,300.5	30,985.3
Guaranties of Origin (tCO <sub>2</sub> e)	4,168.0	20,725.0	26,040.6	26,040.6
International Renewable Energy Certificates (tCO <sub>2</sub> e)	175	58	73	73
Net CO <sub>2</sub> (tCO <sub>2</sub> e)	739	785	186.9	4,871.7
Data obtained from operated sites	2022	2021	2020*	2020**
Scope 2 emissions (tCO <sub>2</sub> e )	4,343.0	20,783.0	31,819.1	36,460.7

Notes :  
\* 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  
(1) 2020 has been set this year as base year for tracking the carbon emissions in the sustainability report.  
(2) The total amount of Scope 2 emissions includes only the CO2 gas.  
(3) Emissions factors used to calculate the emissions were taken from electricity providers, European Environment Agency, and published academic literature.  
(4) For the purposes of carbon intensity calculation, market-based approach is used.  
(5) The GHG protocol standard has been followed as the calculation methodology.

GRI 305-3 Scope 3 GHG emissions				
	2022	2021	2020*	2020**
Scope 3 emissions (MtCO <sub>2</sub> e)	2.44	1.88	1.48	1.48

GRI 305-4 GHG emissions intensity				
Net Equity Share	2022	2021	2020*	2020**
Scope 1 emissions intensity (in kg CO <sub>2</sub> /boe)	15.9	18.3	37.7	19.5
Scope 2 emissions intensity (kgCO <sub>2</sub> e/boe)	0.05	0.1	0.1	0.3
Total emissions intensity (kgCO <sub>2</sub> /boe)	16.0	18.3	37.9	19.8
Data obtained from operated sites	2022	2021	2020*	2020**
Scope 1 emissions intensity (in kg CO <sub>2</sub> /boe)	16.31	17.7	53.8	23.4
Scope 2 emissions intensity (kgCO <sub>2</sub> e/boe)	-	-	0.1	1.9
Total emissions intensity (kgCO <sub>2</sub> /boe)	16.31	17.7	54.0	25.2
UK Streamlined Energy and Carbon Reporting (SECR) KPIs equity share	2022	2021	2020*	2020**
Total emissions intensity (kgCO <sub>2</sub> /boe)	38.5	83.4	83.4	83.4

GRI 305-7 NOx, SOx and other significant air emissions & SASB EM-EP-120a.1				
Gases (in tons)	2022	2021	2020*	2020**
NOx	365.1	233.8	31.4	152.1
SOx	111.4	711.8	875.1	900.2
Persistent organic pollutants (POP)	0	0	0	0
Volatile organic compounds (VOC)	14	9	12	12
Hazardous air pollutants (HAP)	0	0	0	0
Particulate matter (PM soot)	12.2	1	1.3	1.3
Total	502.7	955.6	923.8	1,069.6

SASB EM-EP-110a.1				
Gross global direct (Scope 1) GHG emissions	2022	2021	2020*	2020**
Percentage of methane	11%	24.35%	6.00%	22.11%
Percentage covered under emissions- limiting regulations	2%	9.18%	66%	9.45%

SASB EM-EP-110a.2				
Amount of gross global direct (Scope 1) GHG emissions (in tons of CO <sub>2</sub> ) from:	2022	2021	2020*	2020**
Flared hydrocarbons	38,338.4	22,082.0	1,288.0	35,896.0
Flaring intensity (kg/boe) Oper. Approach	6.4	0.1	0.7	0.3
Other combustion	923.3	1,445.0	1,925.0	2,747
Process emissions	178,492.4	185,213.0	41,896.0	234,936.0
Other vented emissions	155.5	3,018.0	255.0	8,446.0
Fugitive emissions	31,711.0	73,603.0	7,223.0	85,267.0

Notes :  
\* 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

Growing the share of natural gas in the product portfolio				
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SASB EM-EP-000.A				
(net equity share) Company's production of:	2022	2021	2020*	2020**
Oil (thousand barrels per day – Mbbl/day)	10.19	11.3	2.2	12.4
Natural gas (million standard cubic feet per day MMscf/ day)	184.78	177.6	9.2	221.2
Total oil & gas (kboe)	15,674.0	15,629.4	1,393.4	18,820.4
Ratio gas/total (%)	76.3%	73.5%	42.7%	76%
Ratio oil/total (%)	23.7%	26.5%	57.3%	24%
Synthetic oil (thousand barrels per day - Mbbl/day)	0	0	0	0
Synthetic gas (thousand barrels per day - kboe)	0	0	0	0
(production data from operated sites) Company's production of:	2022	2021	2020*	2020**
Oil (thousand barrels per day – Mbbl/day)	5.84	11.3	2.2	12.4
Gas (million standard cubic feet per day MMscf/day)	34.35	6.9	0.8	5.2
Total oil & gas (kboe)	4,353.1	2,955.0	773.8	2,525.2
Ratio gas/total (%)	51%	15.2%	6.7%	13.3%
Ratio oil/total (%)	49%	84.8%	93.3%	86.7%

\* Energean plus Edison E&P assets post transaction close only  
\*\* Pro forma Energean plus the assets acquired from Edison E&P.  
Note: No synthetic oil/gas is produced by our organization

Reducing (non-renewable) energy consumption				
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GRI 302-1 Energy consumption within the organisation				
Total fuel consumption within the organisation from non-renewable sources***	2022	2021	2020*	2020**
Fuel Gas (mixture national grid & produced, in TJ)	275	632	607	992
Diesel (in TJ)	428	299	32	33
Gasoline (in TJ)	3.38	-	0.06	1.7
Total	706	931	640	1,027
Total fuel consumption within the organisation from renewable sources	2022	2021	2020*	2020**
Solar Cells (in TJ)	55	186	208	208
Energy consumption	2022	2021	2020*	2020**
Electrical energy consumption (TJ)	55.1	200.2	211.2	276.7
Electrical energy consumption (GWh)	15.3	55.6	58.7	76.9
Thermal energy consumption (TJ)	706.31	932	639.8	1,026.8

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.	2022	2021	2020*	2020**
Electrical (MJ/boe)	12.7	67.8	273.0	109.6
Thermal (MJ/boe)	162.3	315.4	826.8	406.6
Total energy consumption intensity (MJ/boe)	174.9	383.2	1,099.8	516.2

\* 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: Data only from operated assets are incorporated to this table.

SASB EM-EP-420a.3				
	2022	2021	2020*	2020**
Amount invested in renewable energy; revenue generated by renewable energy sales	0	0	0	0

### Increasing the implementation of water efficiency innovations

GRI 303-3 Water withdrawal, 303-5 Water consumption & SASB EM-EP-140a.1				
Water management	2022	2021	2020*	2020**
Total fresh water withdrawn (quantity in m³)	47,649	103,784.0	88,501.2	88,555.9
Total fresh water withdrawn (percentage in regions with High or Extremely High Baseline Water Stress)	27%	95%	100%	100%
Total fresh water consumed (quantity in m³)	47,649	103,784.0	88,501.2	88,555.9
Total seawater consumed (quantity in m³)	19,418,432	17,413,502.0	8,589,344.4	11,173,563.0
Total fresh water consumed (percentage in regions with High or Extremely High Baseline Water Stress)	27%	95%	100%	100%
Total water usage (quantity in m³)	19,467,393	17,517,286.0	8,677,845.6	11,262,118.9
Water use intensity (m³/boe)	0.011	0.2	0.4	0.1

SASB EM-EP-140a.2				
Water management	2022	2021	2020*	2020**
Volume of produced water and flowback generated (quantity in m3)	972.75	287,239	355,153	361,578
Percentage discharged***	0.00674%	2%	5%	6%
Percentage injected***	0%	3%	3%	2%
Percentage recycled***	99.75%	95%	92%	92%
Hydrocarbon content in discharged water (quantity in metric tons)	0.4	0.4	3.4	3.4

\* 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  
\*\*\* The percentages are based on the water use and water management of all sources and streams, not only produced water.

SASB EM-EP-140a.3 & SASB EM-EP-140a.4				
Water management	2022	2021	2020*	2020**
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 Waste generated, 306-4 Waste diverted from disposal, 306-5 Waste directed to disposal				
	2022	2021	2020*	2020**
Non- hazardous waste (t)	3,419.9	675.9	490.7	1,209.4
Non- hazardous waste intensity (kg/boe)	0.8	0.2	0.6	0.5
Hazardous waste (t)	651.3	341.7	907.9	1,456.8
Hazardous waste intensity (kg/boe)	0.1	0.1	1.2	0.6
Total waste recycled (%)	95.2%	90.5%	90.4%	52.1%
Total waste energy recovery (%)	0%	0%	3.9%	2.0%
Total waste energy disposal (%)	4.8%	9.5%	5.7%	45.9%

\* 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				
Reserves in or near sites with protected conservation status of endangered species habitat	2022	2021	2020*	2020**
Percentage of proved (1P) reserves	4.5%	4.9%	7.6%	5.7%
Percentage of probable reserves	2.2%	2.8%	5.1%	4.0%
Percentage of proved and probable (2P) reserves	3.7%	4.2%	6.8%	5.2%

\* 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.

### Activity metrics

SASB EM-EP-000.B & SASB EM-EP-000.C & GRI 2-4				
Number of Company's sites	2022	2021	2020*	2020**
Offshore sites	30	29	29	21
Terrestrial sites	19	19	19	18

\* After the acquisition of Edison E&P assets including JV sites.  
\*\*After the acquisition of Edison E&P assets without JV sites.  
Notes: (1) The number of sites presented at the above table include production, processing and storage sites.  
(2) Restatement of the 2021 values of Terrestrial sites to include all onshore sites within the assets.

## Creating a modern work environment

### Safeguarding health and safety

GRI 403-9 Work-related injuries												
Types and rates of injury and fatalities at work for employees	2022			2021			2020*			2020**		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Total number of injuries in the year (LTI)	0	0	0	1	0	1	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	0	0	0.20	0.00	0.20	0.00	0.00	0.00	0.00	0.00	0.00
Total number of recordable injuries in the year (TRI)	1	0	1	2	0	2	0	0	0	0	0	0
Rate of total number of recordable injuries (TRIR)	0.26	0.00	0.26	0.39	0.00	0.39	0.00	0.00	0.00	0.00	0.00	0.00
Types and rates of injury and fatalities at work for workers	2022			2021			2020*			2020**		
	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	2	0	2
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)	0.17	0	0.17	0	0	0	0	0	0	0.83	0	0.83
Total number of recordable injuries in the year (TRI)	3	0	3	2	0	2	0	0	0	2	0	2
Rate of total number of recordable injuries (TRIR)	0.50	0.00	0.50	0.87	0.00	0.87	0.00	0.00	0.00	0.83	0.00	0.83

\* 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) 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 2022 are 772,865 for Employees, 1,192,093 for Contractors, and 1,964,958 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.

GRI 403-10 Work-related ill health									
Types and rates of ill health and fatalities at work for employees	2022			2021			2020*		
	M	F	Total	M	F	Total	M	F	Total
Absentee rate (AR)	0.05	0.04	<b>0.05</b>	0.03	0.02	<b>0.03</b>	0.2	0.2	<b>0.2</b>
Lost days rate (LDR)	0	0	<b>0</b>	0.59	0	<b>0.59</b>	0	0	<b>0</b>
Occupational disease rate (ODR)	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
Number of fatalities as a result of work-related ill health	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
Number of cases of recordable work-related ill health	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
Main types of work-related ill health	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
Types and rates of ill health and fatalities at work for workers	2022			2021			2020*		
	M	F	Total	M	F	Total	M	F	Total
Number of fatalities as a result of work-related ill health	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
Number of cases of recordable work-related ill health	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
Main types of work-related ill health	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>

SASB EM-EP-320a.1						
	2022		2021		2020*	
	Full time	Contract	Full time	Contract	Full time	Contract
Near Miss Frequency Rate (NMFR)	5.69	4.36	0.98	1.73	0	0
Average number of health, safety and emergency response training hours per person	15.0	10.0	3.94	3.84	6.66	3.12

\* Energean without Edison.

\*\* 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.

Ensuring emergency preparedness
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SASB EM-EP-540a.1 & GRI 11.8.3
Process Safety Event (PSE) rate for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) for the reporting period, <b>0.09</b> .

SASB EM-EP-160a.2
<b>Zero</b> hydrocarbon spills during the reporting period.

Safeguarding human rights at work
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GRI 406-1 Incidents of discrimination and corrective actions taken
<b>Zero</b> incidents of discrimination and corrective actions taken.

GRI 411-1 Incidents of violations involving rights of indigenous peoples
Energean has not identified any incidents of violations involving rights of indigenous people during the reporting period.

GRI 2-30 Collective bargaining agreements									
Percentage of total employees covered by collective bargaining agreements	2022			2021			2020*		
	M	F	Total	M	F	Total	M	F	Total
	38%	21%	<b>34%</b>	32%	24%	<b>31%</b>	83%	53%	<b>79%</b>

Note: For employees not covered by collective bargaining agreements our organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover our other employees.

Focusing on employment practices										
GRI 2-7 Employees										
		2022			2021			2020		
		M	F	Total	M	F	Total	M	F	Total
Greece	Permanent	140	32	<b>172</b>	264	31	<b>295</b>	289	24	<b>313</b>
	Temporary	10	3	<b>13</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Non-Guaranteed Hours	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Full-Time	150	34	<b>184</b>						
	Part-Time	0	1	<b>1</b>						
	<b>Total</b>	<b>150</b>	<b>35</b>	<b>185</b>	<b>264</b>	<b>31</b>	<b>295</b>	<b>289</b>	<b>24</b>	<b>313</b>
United Kingdom	Permanent	17	19	<b>36</b>	13	14	<b>27</b>	18	11	<b>29</b>
	Temporary	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Non-Guaranteed Hours	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Full-Time	17	17	<b>34</b>						
	Part-Time	0	2	<b>2</b>						
	<b>Total</b>	<b>17</b>	<b>19</b>	<b>36</b>	<b>13</b>	<b>14</b>	<b>27</b>	<b>18</b>	<b>11</b>	<b>29</b>
Israel	Permanent	50	34	<b>84</b>	20	21	<b>41</b>	14	16	<b>30</b>
	Temporary	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Non-Guaranteed Hours	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Full-Time	50	34	<b>84</b>						
	Part-Time	0	0	<b>0</b>						
	<b>Total</b>	<b>50</b>	<b>34</b>	<b>84</b>	<b>20</b>	<b>21</b>	<b>41</b>	<b>14</b>	<b>16</b>	<b>30</b>
Montenegro	Permanent	1	1	<b>2</b>	1	1	<b>2</b>	1	1	<b>2</b>
	Temporary	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Non-Guaranteed Hours	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Full-Time	0	0	<b>0</b>						
	Part-Time	1	1	<b>2</b>						
	<b>Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>
Cyprus	Permanent	4	1	<b>5</b>	5	0	<b>5</b>	5	1	<b>6</b>
	Temporary	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Non-Guaranteed Hours	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Full-Time	4	1	<b>5</b>						
	Part-Time	0	0	<b>0</b>						
	<b>Total</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>6</b>
Italy	Permanent	157	27	<b>184</b>	158	25	<b>183</b>	146	23	<b>169</b>
	Temporary	0	0	<b>0</b>	0	0	<b>0</b>	5	2	<b>7</b>
	Non-Guaranteed Hours	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Full-Time	154	26	<b>180</b>						
	Part-Time	3	1	<b>4</b>						
	<b>Total</b>	<b>157</b>	<b>27</b>	<b>184</b>	<b>158</b>	<b>25</b>	<b>183</b>	<b>151</b>	<b>25</b>	<b>176</b>
Croatia	Permanent	1	0	<b>1</b>	1	0	<b>1</b>	4	0	<b>4</b>
	Temporary	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Non-Guaranteed Hours	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Full-Time	1	0	<b>1</b>						
	Part-Time	0	0	<b>0</b>						
	<b>Total</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>4</b>
Egypt	Permanent	29	10	<b>39</b>	31	11	<b>42</b>	45	14	<b>59</b>
	Temporary	0	0	<b>0</b>	0	0	<b>0</b>	1	0	<b>1</b>
	Non-Guaranteed Hours	0	0	<b>0</b>	0	0	<b>0</b>	0	0	<b>0</b>
	Full-Time	29	10	<b>39</b>						
	Part-Time	0	0	<b>0</b>						
	<b>Total</b>	<b>29</b>	<b>10</b>	<b>39</b>	<b>31</b>	<b>11</b>	<b>42</b>	<b>46</b>	<b>14</b>	<b>60</b>
Total	Permanent	<b>399</b>	<b>124</b>	<b>523</b>	<b>493</b>	<b>103</b>	<b>596</b>	<b>522</b>	<b>90</b>	<b>612</b>
	Temporary	<b>10</b>	<b>3</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>2</b>	<b>8</b>
	Non-Guaranteed Hours	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Full-Time	<b>405</b>	<b>122</b>	<b>527</b>						
	Part-Time	<b>4</b>	<b>5</b>	<b>9</b>						
	<b>Total</b>	<b>409</b>	<b>127</b>	<b>536</b>	<b>493</b>	<b>103</b>	<b>596</b>	<b>528</b>	<b>92</b>	<b>620</b>

Note: The numbers in the table data present organisation's headcount as of December 31st, 2022. Data fluctuated during the year and compared to the numbers presented in the previous reporting year due to operational changes.

GRI 202-2 Proportion of senior management hired from the local community	
a. Percentage of senior management at significant locations of operation that are hired from the local community.	a. 60%
b. The definition used for 'senior management'.	b. Executive Committee and Senior Management levels
c. The organisation's geographical definition of 'local'.	c. The people that have been born in and hold the specific country's passport
d. The definition used for 'significant locations of operation'.	d. UK. Greece. Italy. Israel. Egypt. Cyprus

GRI 401-1 New employee hires and employee turnover										
New employee hires		2022								
		< 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	13	3	16	36	2	38	10	0	10
	New employee hires rate	52%	23%	42%	37%	12%	33%	29%	0%	25%
United Kingdom	Number of new employee hires during the year	1	0	1	2	3	5	1	1	2
	New employee hires rate	50%	0%	25%	17%	27%	24%	11%	17%	13%
Israel	Number of new employee hires during the year	4	2	6	26	14	40	4	3	7
	New employee hires rate	75%	200%	100%	56%	38%	48%	57%	300%	88%
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	1	1	0	0	0	0	0	0
	New employee hires rate	0%	100%	100%	0%	0%	0%	0%	0%	0%
Italy	Number of new employee hires during the year	1	0	1	7	4	11	3	1	4
	New employee hires rate	17%	0%	14%	8%	17%	10%	4%	13%	5%
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	0	2	0	0	0
	New employee hires rate	0%	0%	0%	9%	0%	6%	0%	0%	0%
Total	Number of new employee hires during the year	19	6	25	73	23	96	18	5	23
	New employee hires rate	47%	33%	43%	27%	22%	26%	14%	25%	15%
New employee hires		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%

New employee hires										
2020										
< 30 years old			30 - 50 years old			> 50 years old				
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%
Employee Turnover										
2022										
< 30 years old			30 - 50 years old			> 50 years old				
M			F			Total				
Greece	Number of employees who left during the year	8	0	8	126	3	129	49	1	50
	Employee turnover rate	24%	0%	16%	148%	18%	127%	117%	20%	105%
United Kingdom	Number of employees who left during the year	1	0	1	2	1	3	3	1	4
	Employee turnover rate	0%	0%	0%	33%	0%	12%	33%	17%	27%
Israel	Number of employees who left during the year	0	2	2	3	5	8	1	0	1
	Employee turnover rate	0%	200%	40%	8%	13%	10%	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	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	1	0	1	5	3	8	13	2	15
	Employee turnover rate	0%	0%	0%	5%	11%	6%	12%	13%	12%
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	3	1	4	1	0	1
	Employee turnover rate	0%	0%	0%	13%	10%	12%	20%	0%	20%

Total	Number of employees who left during the year	10	2	12	139	13	152	67	4	71
	Employee turnover rate	16%	11%	14%	61%	11%	47%	41%	15%	37%
Employee Turnover 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%
Employee Turnover 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%

GRI 2-8 Workers who are not employees
At the end of 2022, 79 workers (in head count) with technical background and expertise, maintain contractual relationships with Energean, through agencies and occupied in several projects across our assets. Upon the completion of the project, the contract ends.
Types of workers: Engineers (i.e., Electrical, Topside Delivery, Instrumentation, Startup, Subsea, Piping), or other specialties (i.e., Operators, Foremen), or other specialised roles (i.e., Commissioning Specialist, Carry-Over Work Specialist, Design Assurance, Delivery Manager).
Type of work: Manual work on the field or management of the progress and delivery of specific project parts.
The contractors from end of 2021 (102 workers) to end of 2022 (79 workers) have decreased, mainly due to the completion of the FPSO project and its delivery to production. Number fluctuated during the year since more projects began and are either still ongoing or are complete.

GRI 404-1 Average hours of training per year per employee				
	2022		2021	
	M	F	M	F
Percentage within the BoD	3.35	3.10	2.00	2.00
Percentage in "Executive Committee"	10.64	4.00	2.13	1.60
Percentage in "Senior Management"	11.41	20.46	2.75	2.33
Percentage in "Middle Management"	28.44	12.24	4.37	30.33
Percentage in "Other Employees"	27.49	11.12	7.34	4.98

GRI 404-3 Percentage of employees receiving regular performance and career development reviews			
	2022	2021	2020
	Total	Total	Total
Percentage within the BoD	100%	100%	-
Percentage in "Executive Committee"	100%	100%	100%
Percentage in "Senior Management"	88%	95%	100%
Percentage in "Middle Management"	100%	98%	100%
Percentage in "Other Employees "	65%	52%	100%

# Relevant topic # Fostering diversity and inclusion
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GRI 405-1 Diversity of governance bodies and employees						
Diversity of governance bodies and employees by gender	2022		2021		2020	
	Male	Female	Male	Female	Male	Female
Percentage of individuals within the BoD`	67%	33%	70%	30%	66.7%	33.3%
Percentage of employees in "Executive Committee" level	78%	22%	62%	38%	90%	10%
Percentage of employees in "Senior Management" level	69%	31%	73%	27%	70%	30%
Percentage of employees in "Middle Management" level	76%	24%	80%	20%	77.2%	22.8%
Percentage of employees in "Other Employees" level	77%	23%	84%	16%	86.4%	13.6%

Diversity of governance bodies and employees by age	2022			2021			2020		
	< 30	30 - 50 Years old	> 50	< 30	30 - 50 Years old	> 50	< 30	30 - 50 Years old	> 50
Percentage of individuals within the BoD`	0%	11%	89%	0%	10%	90%	0%	11%	89%
Percentage of employees in "Executive Committee" level	0%	22%	78%	0%	23%	77%	0%	10%	90%
Percentage of employees in "Senior Management" level	0%	54%	46%	0%	59%	41%	0%	40%	60%
Percentage of employees in "Middle Management" level	0%	63%	37%	0%	68%	32%	0%	67%	33%
Percentage of employees in "Other Employees" level	13%	63%	24%	6%	67%	26%	7%	65%	28%

Unlocking  
social opportunities

Generating economic value				
GRI 201-1 Direct economic value generated and distributed				
	2022 (\$000)	2021 (\$000)	2020 (\$000) Pro forma	2020 (\$000) Actual
Direct economic value generated				
Revenues	737,081	496,985	335,878	28,014
Total	737,081	496,985	335,878	28,014
Economic value distributed				
Operating costs	203,637	190,292	132,519	18,604
Employee wages and benefits	100,006	112,552	93,716	39,385
Payments to providers of capital	305,703	250,732	103,826	101,509
Payments to governments by country				
Egypt	57,941	34,416	61,078	2,343
Italy	58,742	28,290	23,345	895
United Kingdom	1,187	428	1,142	44
Greece	137	-	700	700
Israel	2,093	422	285	285
Montenegro	-	-	124	124
Cyprus	-	-	-	-
Croatia	-	-	-	-
Community investments	685	252	458	336
Total	730,132	617,383	417,193	164,226
Economic value retained				
Total	6,949	-120,398	-81,315	-136,212
GRI 201-4 Financial assistance received from government				
Total amount received	2022	2021	2020	
	0	0	0	
# Important topic # Building and maintaining community relations				
GRI G4-OG10				
Zero disputes with local communities.				

Nurturing a  
responsible business

Safeguarding business ethics and transparent relationships
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 <b>zero</b> .
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 2-27 Compliance with laws and regulations
Energean has not identified any incident regarding non-compliance with laws and/or regulations 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.