



1 NO POVERTY





- “Back-to-school” with Energean:
 - Donation of monetary vouchers for school supplies and stationery equipment to local organisations. Supported more than 350 students and their families. Kavala & Island of Thassos / Greece.
 - Provision of relief packages for families in need. Contribution to their energy bills. Collaboration with “Caritas” (a local charitable organisation) and a local book and stationery store in Vasto. Packages included both educational equipment and energy vouchers. Vasto, Abruzzo / Italy.
 - Donation of school bags and stationery supplies to underprivileged students. Supported by “FLDO Foundation”. Donation of tuition fees to all primary school students in need of that same village. Village of Maadeyah / Egypt.
 - Provision of back-to-school gifts to the children of employees. The package included essential items. Israel.
- Continued partnership with the “Fondazione Banco dell’ energia” to fight energy poverty in Italy. Committed to raising awareness for the challenges of energy consumption, the project spanned for 12 months, providing support to 430 individuals. Payment of 152 electricity bills and 163 gas bills, directly assisting 163 households. Furthermore, the project delivered 135 hours of training to local operators and successfully trained 2 new local home energy tutors. Fermo Marche / Italy.
- In the spirit of Ramadan, Energean’s JV (AQP) donated 400 boxes of essential food items to underprivileged. Village of Maadeyah / Egypt.
- Employees in the London office collected and gifted Christmas presents to the children who attend a local nursery in an impoverished area. London / England.





 <p>2 ZERO HUNGER</p>	<ul style="list-style-type: none"> • Donated to the Holy Metropolis of Philippi, Neapolis and Thasos, for the support of the Central Welfare Fund and the “Meal of Love”. Kavala / Greece. • Energean donated valuable food packages to families in need and holocaust survivors. Israel. • Donated supermarket vouchers to parish members in Nea Karvali, and to Ukrainian immigrants residing in the village, enabling families to buy the necessary goods to celebrate the Orthodox Easter Sunday table. Kavala / Greece. • Employees eager to support agriculture during challenging times, volunteered with local farmers, picking fruit and sowing seeds, ensuring the harvest reached the shops. Israel. • Donated food parcels to support the Penfold Community Hub, a local drop-in centre, that supports mainly elderly who are challenged by dementia. London / England.
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<ul style="list-style-type: none"> • Continued our excellent HSE performance with more than 3 million man-hours with no Lost Time Injuries (without LTI) regarding all Energean employees. • All our operated assets are certified according to the ISO 45001 Health and Safety Management System. • Energean Italy supported a middle school in Abruzzo in their 2023-2024 experimental sports program. This initiative used sports to foster inclusion, health, and personal growth among students. Pineto, Abruzzo / Italy. • The “Energean Wave”, our offshore supply ship in Prinos, was awarded a prize by the Hellenic Chamber of Shipping for its dedication to the health and safety of people around our operations. Kavala, Prinos and the Island of Thassos / Greece. • Energean established a special agreement with the Italian League Against Cancer to provide employees with discounts to their medical services for a year. Italy. • Donated a laptop to the Thassos Blood Donors Association. Island of Thassos / Greece.


4 QUALITY EDUCATION






- Offered internships to 14 university students across the Group (as of December 31st, 2024).
- On June 5th, 2024 (World Environment Day), Energean focused on positive sustainability actions, and increased environmental awareness:
 - Greece: Supported the beautification of Agios Loukas Park (cleaning, painting, drawing & planting trees).
 - Italy: Partnered with “Plastic Free”; raising awareness on the impact of plastic pollution on our environment, including: training sessions in two elementary schools, helping to clean up the neighbourhood around the schools, and donating water bottles and a water purification station. Termoli, Molise.
 - Egypt: Supported the Dayra Green Innovation Competition – underscoring our commitment to fostering sustainable innovation and environmental stewardship.
- Internal initiative embracing DEI amongst colleagues to build up an internal network of ambassadors. The ambassadors have created an internal committee to focus on inclusion initiatives. Pescara & Milan / Italy.
- Energean continues its partnership with Giovanni XXIII middle school in Pineto and local sports organisations in Abruzzo. Interdisciplinary teaching, social skills and psychological well-being through sports in education. Pineto, Abruzzo / Italy.
- Awarded three scholarships to the Democritus University of Thrace (DUTH), specifically to the School of Chemistry and the postgraduate programme (MSc) in Oil & Gas Technology. DUTH’s Kavala Campus / Greece.
- Ongoing collaboration with Local Higher Nautical Institute (ITIS Montani, in Fermo) supporting quality education. Fermo, Marche / Italy.
- Launched the “Open Doors” stakeholder initiative for schools and local stakeholders on Rospo Mare, for a day of dialogue and discovery. Abruzzo & Molise / Italy.
- Hosted students and professors at our Prinos site from the School of Mineral Resources Engineering at the Technical University of Crete and the University of Western Macedonia. Kavala & Prinos / Greece.
- Promoted inclusion, respect and non-violence through school workshops. The 24 sessions engaged 460 students. Ortona, Abruzzo / Italy.
- Donated laptops to the Limenaria Primary School and the Theologos-Potos Primary School. Island of Thassos / Greece.



<div data-bbox="150 203 367 421"> <div>5</div> <div>GENDER EQUALITY</div>  </div>	<ul style="list-style-type: none"> • The overall percentage of women at Energean was 23% (as of 31.12.2024). • The Board representation remained the same at 33% and we maintained a healthy mix of employees from four different generations (as of 31/12/2024). • Continued sponsorship of the “Panthires” (Panthers), a women’s basketball team based in Kavala, that encourages young girls to participate in sports. Kavala / Greece. • Continued partnership with “Donn.è”, a non-profit organisation that helps women and raises awareness on gender violence prevention within the young generation. Ortona, Abruzzo / Italy. • International Women’s Day 2024: <ul style="list-style-type: none"> ○ Greece: Hosted a breakfast at the Athens office for female employees, celebrating the day by creating a space to gather and feel united. ○ Italy: Book sharing initiative, on the topic of understanding inclusivity and appreciation of diverse perspectives. ○ UK: Collected used clothing to donate to a women’s clothing bank in London. ○ Israel: Colleagues paid tribute to the challenging times experienced by fellow citizens by attending a lecture on emotional intelligence, enhancing their understanding of others’ emotions. • Supported the Annual Conference of the Lyceum Club of Greek Women in Kavala. The women oversee a network of branches that promote Greek culture and diversity. Kavala / Greece. • Supported a UNHCR programme in which provides vocational and linguistic training to female refugees, enabling them to both earn their own money and engage within a broader community.
<div data-bbox="150 1391 367 1608"> <div>6</div> <div>CLEAN WATER AND SANITATION</div>  </div>	<ul style="list-style-type: none"> • Energean recycled 99% of water withdrawals in its operated sites.

<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<ul style="list-style-type: none"> • Energean realizes the global demand and shifts its portfolio from 100% oil to more than 83% gas, providing cleaner energy while recognizing that gas plays an important role as a bridge fuel in the transition to a lower carbon future. • Due to Energean's gas production in Karish, Israel, the country burns significantly less coal. • Energean is part of the energy trilemma solution for both Israel and Egypt (provides Secure & Reliable, Affordable, and Clean energy).
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<ul style="list-style-type: none"> • Number of Employees: 610 (increased from 599 in 2023), from 33 different nationalities (as of 31.12.2024).
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<ul style="list-style-type: none"> • Unique FPSO capability in the East Mediterranean + ultra-high specification of production facilities = ultra-low emissions natural gas production. • Energean served as the technical sponsor for the 2024 Egypt Student Field Camp (ESFC), focusing on evaluating potential carbon storage in the Abu Qir offshore area. This initiative provided young geoscientists with practical insights into geoscience and sustainability, fostering their understanding of the critical role carbon storage plays in addressing climate challenges. Egypt. • Dayra Green Innovation Competition: To foster innovation and inclusivity, Energean sponsored the Dayra Green Innovation Competition. The competition attracted over 345,000 young participants, showcasing innovative projects in renewable energy, fabric recycling, and paper recycling. Egypt.
<p>10 REDUCED INEQUALITIES</p> 	<ul style="list-style-type: none"> • Grand Sponsors, the "Athletic Club of Kavala (AOK) - Department of Wheelchair Basketball", by covering the fixed needs and expenses of the Department for the entire Wheelchair Basketball Season 2024-25. Kavala / Greece. • Energean and Special Olympics Italia continue to join forces to promote social inclusion through sport in Abruzzo. A "Special Basket" basketball tournament was held at the PalaBcc in Vasto. Vasto, Abruzzo / Italy. • "Grand Sponsors", while we also ran alongside, the Muscular Dystrophy Association of Greece (MDA Hellas) and patients in wheelchairs. Company-wide running team in the 5km Road Race running event of the "Athens 2024 Half-Marathon" (March) and the 5km & 10km Road Races of the "41st

	<p>Athens Classic Marathon” (November) in the center of Athens, for the 4th consecutive year. Athens & Marathon / Greece.</p> <ul style="list-style-type: none"> • Supported the Prefectural Association of People with Disabilities of Kavala, for the 3rd consecutive year, by financing the operation, service and maintenance of a special vehicle/van that transports their members daily, covering their needs. Kavala / Greece. • Energean celebrated Iftar 2024 in Egypt for employees and their families. Our people are the foundation of our success, and we believe in creating a workplace and a corporate culture that encourages inclusivity to all. Egypt. • Donated to MDA Hellas for the operation of the Neuromuscular Diseases Unit of the “AHEPA” University General Hospital (“AHEPA” Hospital) of Thessaloniki. • Energean supports the Italian Paralympic Swimming Federation (F.I.N.P.) in Termoli (Molise Region). F.I.N.P. promotes swimming by providing its members the opportunity to discover their aptitudes and talents, fostering self-confidence. Termoli, Molise / Italy. • Energean employees in Athens attended a concert in support of MDA Hellas featuring popular Greek artists. All proceeds of the concert were dedicated specifically to improving the "Home Support for MDA Members with Lateral Amyotrophic Sclerosis (ALS)" program. Athens / Greece. • Supported Associazione Liberi nel Vento, which aims to bring people with disabilities closer to the world of sailing. Porto San Giorgio, Marche / Italy. • International Day for People with Disabilities (3rd of December 2024): <ul style="list-style-type: none"> ○ Continued partnership with the 1st Special Primary School of Kavala by donating an interactive floor featuring educational and recreational games. Greece. ○ Donated essential oils production still and other equipment to the Special Vocational Education and Training Laboratory in Nea Karvali. Kavala / Greece. ○ Participated in the second event organised by F.I.N.P., promoting Paralympic swimming. Termoli, Molise / Italy. ○ Energean sponsored the Daira Green Innovation Competition, ensuring inclusivity by setting a quota for applicants with disabilities. Three winners with disabilities were recognized for their outstanding projects, reinforcing the company’s commitment to inclusion. Egypt.
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<ul style="list-style-type: none"> • Main sponsor of OKAK (Kavala's Track and Field Athletic Club). OKAK is one of the biggest clubs in the Northeastern region of Greece, that promotes teamwork, good sportsmanship and ethos to more than 200 young athletes in the city of Kavala. Kavala / Greece. • Sponsors of the 67th Philippi Festival, the second oldest summer festival in Greece. Kavala & Ancient Philippi / Greece.

	<ul style="list-style-type: none"> • Full sponsorship of the kayak and rowing teams of Maadeyah Sports Club (our area of operation), to advance their skills and capabilities. Village of Maadeyah / Egypt. • Continued sponsorship of the “Panthires” (Panthers), a women’s basketball team based in Kavala, that promotes good sportsmanship and encourages young girls to participate in sports. Kavala / Greece. • Partnered with “Lega Navale” of Ortona to repair a sailboat to promote youth interest in water sports and marine conservation. Ortona, Abruzzo / Italy. • Energean began sponsoring AOK’s volleyball teams, successfully engaging with 260 athletes, predominantly women and girls. Providing a great opportunity for young individuals to pursue sports in their hometown. Kavala / Greece. • Sponsors of the A2 Division Men’s Basketball Team of the “Sports Club Eleftheroupolis”. Kavala / Greece. • Energean made a remarkable archaeological discovery 90km from northern Israel’s coast. It is the oldest discovery of an intact ship and cargo (3,400 years old) in the deep seas of the Mediterranean. In collaboration with the Israel Antiquities Authority, Energean extracted two vessels from the ship to be presented in the Jay and Jeanie Schottenstein National Campus for the Archaeology of Israel. This find reveals to us, as never before, the ancient mariners’ navigational skills. Israel.
	<ul style="list-style-type: none"> • Energean recycled 99% of water withdrawals in its operated sites. • Recycled 82% of the waste generated during 2024 in production sites. • Maintained the ISO 14001 Environmental Management System certificates in all our operated sites and included our newly operated FPSO.
	<ul style="list-style-type: none"> • Energean is fully committed to taking action on climate change, continuously pursuing its target to become a net-zero emitter by 2050. We remain dedicated to our Climate Change strategy, which provides the blueprint to eliminate our GHG emissions and to enhance our low carbon portfolio. • We have outlined a clear roadmap to achieve Net Zero with regards to our Scope 1 and Scope 2 greenhouse gas emissions. Energean’s climate change strategy has been rolled out and is being implemented in the short, medium and long term.

	<ul style="list-style-type: none"> • Due to Energean's gas production in Karish, Israel, the country burns significantly less coal. • Energean is a positive actor in the regional energy trilemma in both Israel and Egypt (provides Secure & Reliable, Affordable, and Clean energy). • Reduced our carbon emissions intensity by over 88% by 2024 versus our 2019 base. • Verifying annually all our GHG emissions to ISO 14064-1 at operated sites level. • Accelerated our Carbon Capture Storage (CCS) project of Prinos. • Established EnEarth, Energean's dedicated Carbon Storage subsidiary. • Continued the procurement of "green electricity" in all our operated assets. • Acquired a "B" score at the Carbon Disclosure Project (CDP), regarding the Climate Change Questionnaire. • Continued the alignment of our annual reporting to the TCFD recommendations. • Maintained our MSCI rating at "AAA". • Initiated the divestment of assets that are carbon intensive. • Enrolled to the Oil and Gas Decarbonization Charter (OGDC). • Energean continues as a member and participant of the Terra Carta and Sustainable Markets Initiative, an initiative for Climate Action by His Majesty of England, King Charles. • For the second consecutive year, Energean challenged local schools to participate in the "Let's Recycle" marathon, that run all throughout Greece for the first time during the 2023-24 school year. Kavala / Greece. • Energean supported the 2024 Egypt Student Field Camp Program (ESFC) as a technical sponsor, helping young geoscientists assess Abu Qir offshore for CO₂ storage, promoting sustainable energy solutions. Egypt
	<ul style="list-style-type: none"> • During 2024, we maintained our zero oil spills record, a record that we hold since the beginning of our operations in 2008. • Conducted various biodiversity surveys to identify sensitive habitats close to our operations and to assess our impact: <ul style="list-style-type: none"> ○ Post drilling survey – Israel. ○ Sediment, benthic, water column, and physicochemical analysis – Prinos / Greece. • Prolonged our collaboration with prestigious academic institutions in Greece to advance the collective knowledge of the wider biodiversity research field. • Discovered an ancient shipwreck in Israel from about 3,400 years ago during an environmental survey. • Implemented first water and seabed sampling for the "COREu" pilot project in the Gulf of Kavala. Greece.

	<ul style="list-style-type: none"> Funded and invested in innovative deep-sea research, examining the presence of hydrates on the floor of the Mediterranean Sea and their impact on the marine environment and the climate change, while we also built a process for sharing information from research and surveys, in partnership with The University of Haifa. Israel.
	<ul style="list-style-type: none"> Maintenance of Telemetric Stations in surface waters of Nestos River Delta, Lakes Vistonida-Ismarida and Thassos Island Management Body. Northeastern Greece. Continued the collaboration with “3Bee” for the adoption of a beehive and a beekeeper in Vasto, to monitor 328,650 bees that pollinate 300 million flowers. “3Bee” is an agri-tech start up with the aim of protecting the bees, in the province of Vasto, just opposite Energean’s Rospo Mare offshore platform. Vasto, Abruzzo / Italy.
	<p>Energean collaborated with:</p> <ul style="list-style-type: none"> UN Global Compact. UN Global Working Group participation. UNHCR – supporting the work of UNHCR in Uzbekistan, providing vocational and linguistic training to female refugees. Management body of the Nestos River Delta, Lakes Vistonida-Ismarida and Thassos Island – Northeastern Greece. Member of Sodalitas, a business leadership for sustainable development. The organisation promotes the development of CSR initiatives between companies - Italy. “Panthires” (Panthers), a women’s basketball team based in Kavala, that promotes good sportsmanship and encourages young girls to participate in sports – Kavala, Greece. The Democritus University of Thrace (DUTH), the School of Chemistry and the postgraduate programme (MSc) in Oil & Gas Technology – Kavala Campus, Greece. “Caritas Diocesana”, an organisation for charity – Fermo and Vasto (Marche and Abruzzo), Italy. “Go Clean”, a recycling solutions company – Egypt. The Regional Unit of Kavala - Greece. “Fondazione Banco dell’energia”, a national organisation that provides economic support to families and individuals suffering from economic and

	<p>social vulnerability and provides education on local communities about energy consumption - Italy.</p> <ul style="list-style-type: none"> • Special Elementary School of Kavala – Greece. • The Egyptian Petroleum Sector - Egypt. • “Baker Street Quarter Partnership”, a not-for-profit company funded and directed by local businesses for the benefit of the broader community of the Baker Street and Marylebone area – London, England. • “Special Olympics Abruzzo”, an organisation that promotes sport as a means of inclusion for children and adults with intellectual disabilities - Italy. • The International Hellenic University (IHU) in Thessaloniki - Kavala Campus, Greece. • “Saint Gregory, the Theologian” (Agios Grigorios Theologos), the Cathedral church of Nea Karvali – Kavala, Greece. • “Future Light for Development Organisation” (FLDO), a Non-Governmental Foundation, with a focus on women's empowerment, education, and environmental preservation – Egypt. • “Donn.è”, a non-profit organisation, committed to gender education and gender violence prevention, by raising awareness within schools and helping women against violence – Abruzzo, Italy. • The Municipality of Kavala – Greece. • The University of Haifa – Israel. • Italian Paralympic Swimming Federation (F.I.N.P) – Termoli, Italy. • The Fire Service of Kavala – Greece. • “Athletic Club of Kavala (AOK) - Department of Wheelchair Basketball” - Kavala, Greece. • “Athletic Club of Kavala (AOK) – Women’s Volleyball” – Kavala, Greece. • Energean’s Joint Venture: Abu Qir Petroleum (AQP) - Egypt. • The Municipality of Paggaio – Kavala, Greece. • “Giovanni XXIII Institute” in Pineto – Abruzzo, Italy. • “Lev Hash” (“Feeling Heart”), a local NGO for charities – Haifa, Israel. • The Holy Diocese of Philippi, Neapolis and Thassos - Northeastern Greece. • Montani Technical Technological Institute in Fermo – Marche, Italy. • The Democritus University of Thrace (DUTH), Department of Environmental Engineering – Xanthi, Greece. • Misr El Kheir Foundation, an NGO that performs charity work – Egypt. • MDA Hellas (the Muscular Dystrophy Association of Greece), a non-profit organisation that supports people that suffer with neuromuscular diseases – Greece. • “3Bee”, an agri-tech company committed to halt the loss of biodiversity and prevent the extinction of threatened species, such as bees – Italy. • OKAK (Kavala's Track and Field Athletic Club) – Kavala, Greece.
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	<ul style="list-style-type: none"> • Assorisorse - Natural Resources and Sustainable Energy, a Confindustria Association made up of about 100 companies committed to enhancing natural resources and intellectual skills through technological innovation and the circular economy, with the aim of decarbonising industrial processes and achieving environmental, economic and social sustainability – Italy. • Energean became a member of ‘Step Change in Safety!’, a not-for-profit organisation providing numerous valuable resources and toolkits to continually improve workplace safety through engagement, leadership and collaboration and to share with colleagues around the world. • Kavala Child Care – Kavala, Greece. • Kavala Child Protection Branch" of the Social Welfare Center of the Region of Eastern Macedonia & Thrace – Kavala, Greece. • Local Cultural Association – Kavala, Greece. • “Plastic Free”, a non-profit organization committed in plastic pollution prevention and awareness – Italy. • Maadeyah Sports Club – Egypt. • “Lega Navale” of Ortona, an Italian association promoting interest in seafaring, water sports and marine conservation – Italy. • “Liberi nel Vento” – Italy. • The Technical University of Crete – Greece. • “Sports Club Eleftheroupolis” Men’s Basketball Team – Eleftheroupolis (Kavala), Greece. • The University of Western Macedonia – Greece. • Limenaria Primary School – Thassos, Greece. • Theologos-Potos Primary School – Thassos, Greece. • Thassos Blood Donors Association – Greece. • The Penfold Community Hub, a local drop-in centre – London, England. • Member of the National Observatory Sea Protection (ONTM), a non-profit association that is committed to increasing environmental culture, especially regarding the Sea – Italy. • The Israel Antiquities Authority – Israel. • 1st Special Primary School of Kavala – Greece. • Special Vocational Education and Training Laboratory – Nea Karvali (Kavala), Greece.
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