



Modern Slavery & Human Trafficking Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 refers to the financial year ending 31 December 2025 and has been approved by the Board of Energean plc (“Energean” or the “Company”).

Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Energean, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our business and supply chain. During the financial year 2025, we have taken concrete steps to understand all potential modern slavery risks related to our business, and to implement steps to tackle modern slavery, as outlined in our statement.

About Energean

Established in 2007 and headquartered in London, Energean Plc is a London-listed FTSE 250 and Tel Aviv-listed TA-90 E&P company with operations in the Mediterranean and UK North Sea. Further details on our portfolio and the countries where we operate can be found on our website <https://www.energean.com/operations/>.

We establish relationships of trust and integrity with our suppliers and business partners. Our supplier selection and onboarding processes include due diligence of integrity, reputation, compliance with applicable laws, and adherence to health, safety, environmental and social standards.

Governance, Policy and Standards

Energean has in place a range of policies to identify and manage risks related to modern slavery and human rights, including:

- Code of Ethics

- Human Rights Policy
- Whistleblowing Policy

Our Code of Ethics provides a guiding framework for employees and stakeholders, reinforcing compliance with applicable laws and ethical standards and explicitly prohibiting bribery, corruption and financial crime.

Whistleblowing

We encourage employees, contractors and suppliers to report concerns confidentially without fear of retaliation, with reporting channels available in relevant local languages.

Contractual safeguards

Our standard contracts include provisions requiring compliance with applicable laws, including human rights, anti-bribery and modern slavery requirements, together with audit rights and termination provisions in the event of material breaches.

Value Chain due diligence

A key component of our approach is the application of a risk-based due diligence framework across our value chain, extending beyond traditional suppliers to include relevant commercial counterparties and business relationships.

Our due diligence activities may include:

- Screening for sanctions exposure and regulatory compliance
- Adverse media and reputational risk reviews
- Assessment of compliance with applicable laws and ethical standards
- Consideration of ESG-related risks, including human rights and community impacts

Risk Management and Integration of Policy Commitments

Our policy commitments are embedded within Energean's enterprise risk management (ERM) framework, ensuring that ethical, environmental, social and human rights considerations are integrated into business decision-making.

- The Board retains ultimate responsibility for risk management and internal controls.
- The Audit & Risk Committee oversees the effectiveness of risk management and compliance processes.
- Day-to-day responsibility is allocated across Compliance, HR, HSE and Procurement functions.

Human rights and modern slavery risks are assessed through:

- Country-level risk reviews
- Third-party due diligence processes
- Integration into Group risk registers and decision-making processes

Awareness

Energean has raised awareness of modern slavery issues by putting up posters on Intranet accessible by all our staff, which explains:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

Training

In addition to the Code of Ethics training, Energean assigns to all key employees an e-learning course which covers:

- Various forms of modern slavery in which people can be held and exploited.
- The size of the problem and the risk to our organisation.
- How employees can identify the signs of slavery and human trafficking and should respond if they suspect slavery or human trafficking.
- What external help is available for the victims of slavery.
- An attestation from employees that they will abide by Energean anti-slavery policy.

Next steps

In 2026, Energean will continue to:

- Strengthening supplier and counterparty due diligence processes
- Enhancing integration of human rights considerations in risk management
- Promoting awareness and training across the organisation

This statement was reviewed and approved by the Board of Energean plc at the board meeting on 19 May 2026.

Signed by Matthaios Rigas, CEO, on behalf of the Board of Energean plc.

Matthaios Rigas

Chief Executive Officer -Director

Energean plc

19 May 2026