



Health, Safety, Environmental & Social Responsibility Policy

It is the policy of Energean ("Company") to develop and conduct its business with regard to Health, Safety, Environment ("HSE") and Social Responsibility ("SR") matters by ensuring the following:

- Comply with all relevant laws, standards and best practices
- Maintain systems for effective HSE management
- Provide safe and healthy working conditions for all workers in its business and avoid causing health and safety risks to third parties
- Commit to greenhouse gas emissions reduction targets through the implementation of Science Based Targets and continuously improve the Company's performance, to achieve net zero emissions by 2050
- Create and maintain a strong safety and environmental culture to be adhered in all aspects of life, by sharing these commitments, developing and increasing awareness, skills and knowledge of all involved in Company operations
- Ensure that all necessary resources are provided and that authority and responsibilities are clearly assigned
- Implement a consistent HSE risk assessment process and establish safeguards against identified risks to be managed to a level of "As Low As Reasonably Practical" (ALARP)
- Maintain emergency procedures to respond to and recover from any HSE emergency, crisis and associated business disruption; and test them regularly for their effectiveness
- Conduct business taking into consideration the efficient use and conservation of energy and resources and minimization of waste
- Dispose of any waste in a lawful, safe and responsible manner
- Ensure that all staff and contractors are aware of, and comply with, the Company's HSE Policy, monitor their compliance and take corrective action where necessary
- Continuously improve the Company's services, reputation and employment potential by setting and monitoring HSE and SR performance objectives and targets
- Demonstrate Social Responsibility
- Respect human rights and cultures in all areas in which the Company operates
- Secure that there is no discrimination on gender, colour of skin or religion
- Cooperate with the local communities and other stakeholders in a responsible and transparent manner
- Respect and support the principles of the UN Global Compact and contribute to the achievement of the United Nations Sustainable Development Goals (SDG)

Matthaios Rigas
Chief Executive Officer