

ENERGEAN IN NUMBERS



1. OPERATING WITH INTEGRITY

SAFEGUARDING BUSINESS ETHICS AND ESTABLISHMENT OF TRANSPARENT RELATIONSHIPS WITH HOST GOVERNMENTS

- GRI 205-3:** Energean has not identified any confirmed incidents of corruption and thus no relevant actions needed to be taken during the reporting period.
- 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 zero.

ENSURING REGULATORY COMPLIANCE

GRI 307-1: During 2020 Energean was notified of 2 fines for breach of the approved environmental terms, not resulting in environmental damage, as follows:

- In February 2020, a fine of €0.1 million was issued by the Greek Ministry of Environment and Energy due to breach in the implementation of the approved environmental terms 2016 at Prinos.
- In December 2020, a fine of NIS 0.9 million was issued by the Israeli Ministry of Environmental Protection due to the alleged discharge of water used to wash cement facilities and its late reporting in 2019.

GRI 419-1: Energean has not identified any incident regarding non-compliance with laws and/or regulations, in the social and economic area, during the reporting period.

2. LIVING TOGETHER - In touch with our people and new challenges

SAFEGUARDING OCCUPATIONAL HEALTH & SAFETY AND WELLBEING

GRI 403-2:

Types and rates of injury and fatalities at work for employees	2020			2020**			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of injuries in the year	0	0	0	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
Injury rate (IR)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.56

Types and rates of injury and fatalities at work for workers	2020*			2020**			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of injuries in the year	0	0	0	2	0	2	1	0	1	0	0	0
Total number of work-related fatalities in the year	0	0	0	0	0	0	0	0	0	0	0	0
Injury rate (IR)	0.00	0.00	0.00	0.83	0.00	0.83	0.91	0.00	0.91	0.00	0.00	0.00

Occupational diseases, lost days, and absenteeism for employees	2020**			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Absentee rate (AR)	0.02	0.02	0.02	0.13	0.12	0.13	0.14	0.13	0.14
Lost days rate (LDR)	0.00	0.00	0.00	0.00	0.00	0.00	52.83	0.00	47.97
Occupational disease rate (ODR)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Notes:

- All employees are included in calculations.
- Absences include sickness as well as permitted leave absences such as holidays, study, maternity or paternity leave, compassionate and any other leave.
- In the Injury Rate minor (first-aid level) injuries are not included. Only work-related injuries are included.
- In the calculation of lost days, we calculate calendar days. Lost day counts as the day after the accident.
- The countries for which the values of the indicator GRI 403-2 are applicable are: Greece, Israel, Italy, Norway, UK.

SASB EM-EP-320a.1:

	2020		2019	
	Direct, full time employees	Contract employees	Direct, full time employees	Contract employees
Total Recordable Injury Rate (TRIR)	0.00	0.00	0.00	1.82
Fatality Rate	0.00	0.00	0.00	0.00
Near Miss Frequency Rate (NMFR)	0.00	0.00	1.41	0.91
Average number of health, safety and emergency response training hours per person*	6.66	3.12	10.47	3.28

Note: Energean has no short-service employees
* Energean without Edison

ENSURING EMERGENCY PREPAREDNESS

- GRI 306-3, SASB EM-EP-160a.2:** Energean's operations resulted in zero spills during the reporting period.

SASB EM-EP-160a.3:

Reserves in or near sites with protected conservation status of endangered species habitat	2020	2019*	2019**
Percentage of proved (1P) reserves	5.7%	16.4%	13%
Percentage of probable reserves	4.0%	14.5%	7%
Percentage of proved and probable (2P) reserves	5.2%	15.8%	10.7%

* Energean without Edison.

** Energean with Edison.

SASB EM-EP-540a.1:

Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	2020*	2020**	2019
	0	0	0

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

3. LIVING TOGETHER - With respect to the environment

GRI 302-1:

Total fuel consumption within the organization from non-renewable sources***	2020*	2020**	2019
Fuel Gas (mixture national grid & produced, in TJ)	676	2,774	731
Diesel (in TJ)	32	33	-
Gasoline (in TJ)	0.06	1.7	-
Total	708.06	2,808.7	731

*Data includes Energean plus Edison E&P assets post transaction close only.

**Pro forma Energean plus the assets acquired from Edison E&P.

***The emissions reported in Scope 1 include only operations and do not include fuels consumed for company owned cars.

Total fuel consumption within the organization from renewable sources	2020*	2020**	2019	Energy consumption	2020*	2020**	2019
Solar Cells (in TJ)	208	208	0.2	Electricity (in TJ)	304	2,708	208

*Data includes Energean plus Edison E&P assets post transaction close only.

**Pro forma Energean plus the assets acquired from Edison E&P.

Note: The numbers for 2020 include electrical energy purchased from the national grid which was generated by renewable sources and self-generated electricity by solar panels.

*Data includes Energean plus Edison E&P assets post transaction close only.

**Pro forma Energean plus the assets acquired from Edison E&P.

The Company does not generate electricity, thermal, cooling and steam which are not consumed, and does not sale energy.

Energy use intensity	2020*	2020**	2019	2018
Electrical (MJ/boe)	161	17	165	129
Thermal (MJ/boe)	514	169	579	484

*Data includes Energean plus Edison E&P assets post transaction close only.

**Pro forma Energean plus the assets acquired from Edison E&P.

GRI 303-3:

Recycled and reused water: **a.** the produced water processed through oil separator systems and returned in the sea, **b.** the cooling water pumped from the sea and returned to sea. Total withdrawal water: all above plus the injection water, e.g. the water injected to the wells, the water used for steam production and the potable water.

Water Recycled and Reused	2020*	2020**	2019	2018
a. Total volume of water recycled and reused by the organization (m3)	8,690,205	11,585,242	8,363,527	8,333,968
b. Total volume of water recycled and reused, as a percentage of the total water withdrawal	92%	92%	89%	90%

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

SASB EM-EP-140a.1:

Water management	2020*	2020**	2019
Total fresh water withdrawn (quantity in m3)	100,861	411,679	112,045
Total fresh water withdrawn (percentage in regions with High or Extremely High Baseline Water Stress)	87,7%	21,5%	100%
Total fresh water consumed (quantity in m3)	100,861	411,679	112,045
Total fresh water consumed (percentage in regions with High or Extremely High Baseline Water Stress)	87,7%	21,5%	100%

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

SASB EM-EP-140a.2:

Water management	2020*	2020**	2019
Volume of produced water and flowback generated (quantity in m3)	355,153	361,578	554,420
Percentage discharged***	5%	6%	6%
Percentage injected***	3%	2%	5%
Percentage recycled***	92%	92%	89%
Hydrocarbon content in discharged water (quantity in metric tons)****	3,4	3,4	3,7

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.
*** The percentages are based on the water use and water management of all sources and streams, not only produced water.
**** Restatement of the 2019 value, conversion from concentration units to absolute value.

SASB EM-EP-140a.3 / SASB EM-EP-140a.4:

Water management	2020*	2020**	2019
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	0%	0%	0%
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	0%	0%	0%

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

4. LIVING TOGETHER - With climate change awareness**REDUCING GREENHOUSE GASES AND OTHER AIR EMISSIONS****GRI 305-1:**

Direct (Scope 1) GHG emissions	2020*	2020**	2019	2018
Gas – CO ₂ *** (quantity in tons)	53,407	357,463	47,692	45,404

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

Notes: (1) The total amount of Scope 1 emissions includes CO₂, CH₄ and HFCs. (2) No biogenic CO₂ is produced. (3) GWP factors were taken by IPCC's Assessment Report 5. (4) The consolidation approach was on the operational control. (5) The methodologies used include the standards and protocols of EU ETS, IPCC, Concaave and EPA.

GRI 305-2:

Direct (Scope 2) GHG emissions	2020*	2020**	2019	2018
Gas – CO ₂ (quantity in tons)	31,937	37,465	36,568	48,354
Guaranties of Origin (quantity in tons)	31,542	31,542	-	-
International Renewable Energy Certificates (quantity in tons)	73	73	-	-
Net CO ₂ (quantity in tons)	322	5,850	36,568	48,354

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

GRI 305-4:

Emissions intensity	2020*	2020**	2019	2018
Direct (in kg CO ₂ /boe)	40.6	21.8	37.8	29.3
Indirect (in kg CO ₂ /boe)	0.3	0.4	29.0	31.2

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

GRI 305-7, SASB EM-EP-120a.1:

Gases (in tons)	2020*	2020**	2019	2018
NO _x	33,5	206,4	31	30
SO _x	875,4	909,1	1,437	2,257
Persistent organic pollutants (POP)	0	0	0	0
Volatile organic compounds (VOC)	11,8	25,2	17	19
Hazardous air pollutants (HAP)	0	0	0	0
Particulate matter (PM soot)	1,3	1,3	0	0
Total	922	1,142	1,485	2,306

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

SASB EM-EP-110a.1:

Gross global direct (Scope 1) GHG emissions	2020*	2020**	2019
Percentage of methane	0.22%	0.03%	0.25%
Percentage covered under emissions- limiting regulations	65%	9.71%	91.44%

Note: Ex Edison E&P methane emissions are excluded as they are considered immaterial.

SASB EM-EP-110a.2:

Amount of gross global direct (Scope 1) GHG emissions (in tons of CO ₂) from:	2020*	2020**	2019
Flared hydrocarbons	1,950	20,616	329,0
Other combustion	1,929	2,088	3,633.6
Process emissions	45,348	330,579	43,609
Other vented emissions	-	-	-
Fugitive emissions	4,180	4,180	120.4

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

General Note: Reported emissions have been calculated including all the operating plants of Energean. Direct emissions are based on Prinos onshore and offshore installations, while indirect emissions are based on the purchased electricity from the electricity provider.

GROWING THE SHARE OF NATURAL GAS IN THE PRODUCT PORTFOLIO

Share of natural gas in product portfolio	2020*	2020**	2019
	40.5%	75.6%	4.76%

*Data includes Energean plus Edison E&P assets post transaction close only.
**Pro forma Energean plus the assets acquired from Edison E&P.

5. LIVING TOGETHER - With commitment to society**BUILDING AND MAINTAINING COMMUNITY RELATIONS**

GRI G4-OG10: There have been certain disputes raised by local Italian authorities, however we do not consider these cases directly related to the local communities and as a result no significant actual negative impacts of Energean's operations have been reported and there have been zero significant disputes with local communities during the reporting period.

6. CREATING CASH FLOWS FOR ALL

GRI 102-7:

Energean Capital Structure at 31 December 2020	
Total Accounting Debt	\$1,443 million
Total Accounting Equity	\$1,058 million
Total Accounting Capitalisation	\$2,201 million

*Pro forma financial results are presented as if Edison E&P results were consolidated for the entire year; effective date of the transaction was 1 January 2020 and therefore all economic results since that date accrue to Energean. Actual results consolidate from the closing date of the transaction, which occurred on 17 December 2020.

GENERATING ECONOMIC VALUE / ECONOMIC PERFORMANCE OF THE COMPANY GRI 201-1:

	2020 (\$'000) Pro forma*	2020 (\$'000) Actual	2019 (\$'000)	2018 (\$'000)
Direct economic value generated				
Revenues	335,878	28,014	75,749	90,329
Total	335,878	28,014	75,749	90,329
Economic value distributed				
Operating costs	132,519	18,604	39,747	19,820
Employee wages and benefits	93,716	39,385	36,495	35,583
Payments to providers of capital	103,826	101,509	48,096	10,919
Payments to government by country:				
o Egypt	61,078	2,343	77	77
o Italy	23,345	895	-	-
o United Kingdom	1,142	44	3,108	2,244
o Greece	700	700	14,726	14,122
o Israel	285	285	2,737	2,205
o Montenegro	124	124	338	334
o Cyprus	-	-	263	612
o Croatia	-	-	-	-
Community Investments	458	336	392	182
Total	417,193	164,226	145,979	86,098
Economic value retained				
TOTAL	-81,315	-136,212	-70,230	4,231

7. FOCUSING ON OUR PEOPLE

GRI 102-7, 102-8:

Total number of employees by employment contract*	2020			2019			2018			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Greece	Permanent	289	24	313	302	24	326	345	25	370
	Temporary	0	0	0	5	3	8	0	0	0
	Total	289	24	313	307	27	334	345	25	370
United Kingdom	Permanent	18	11	29	14	7	21	14	5	19
	Temporary	0	0	0	0	0	0	0	0	0
	Total	18	11	29	14	7	21	14	5	19
Israel	Permanent	14	16	30	11	13	24	6	7	13
	Temporary	0	0	0	0	0	0	0	0	0
	Total	14	16	30	11	13	24	6	7	13
Montenegro	Permanent	1	1	2	2	1	3	2	1	3
	Temporary	0	0	0	0	0	0	0	0	0
	Total	1	1	2	2	1	3	2	1	3
Cyprus	Permanent	5	1	6	4	2	6	4	2	6
	Temporary	0	0	0	0	0	0	0	0	0
	Total	5	1	6	4	2	6	4	2	6
Italy	Permanent	146	23	169	-	-	-	-	-	-
	Temporary	5	2	7	-	-	-	-	-	-
	Total	151	25	176	-	-	-	-	-	-
Croatia	Permanent	4	0	4	-	-	-	-	-	-
	Temporary	0	0	0	-	-	-	-	-	-
	Total	4	0	4	-	-	-	-	-	-
Egypt	Permanent	45	14	59	1	4	5	2	3	5
	Temporary	1	0	1	0	0	0	0	0	0
	Total	46	14	60	1	4	5	2	3	5
TOTAL	Permanent	522	90	612	334	51	385	373	43	416
	Temporary	6	2	8	5	3	8	0	0	0
	Total	528	92	620	339	54	393	373	43	416

*Operations in Malta are included within Italian operations.

Total number of employees by employment type*	2020			2019			2018			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Energean Group	Full-time	525	85	610	338	54	392	372	43	415
	Part-time	3	3	10	1	0	1	1	0	1
	Total	528	92	620	339	54	393	373	43	416

*Reporting Disclosure includes data from the following countries: Greece, United Kingdom, Israel, Montenegro, Cyprus, Italy, Croatia and Egypt.

Notes:

a. In 2020, there were around 40 contractors working for Energean, for Kavala Operations (13) and for the FPSO design/construction (13). The rest were on a project basis (14).

b. In 2019, there were around 36 contractors working for Energean, for Kavala Operations (18) and for the FPSO design/construction (13). The rest were on a project basis (5).

c. In 2018, there were around 36 contractors working for Energean, mainly for rotational positions on Energean Force (25) and for the FPSO design/construction (6). The rest were on a project basis (5).

d. Edison acquisition has increased workforce significantly, adding additional countries like Italy and Croatia, and increasing Egypt headcount.

e. The data included in these tables corresponds to headcount.

GRI 102-41:

Percentage of total employees covered by collective bargaining agreements	2020			2019			2018		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	83,0%	53,0%	79,0%	85,0%	46,3%	79,6%	87,7%	60,5%	84,9%

CREATION OF EMPLOYMENT

GRI 401-1:

New employee hires		2020								
		<30 years old*			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	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%

*30 year olds are included in the group <30.

2019										
New employee hires		<30 years old			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Greece	Number of new employee hires during the year	6	2	8	2	0	2	2	0	2
	New employee hires rate	25%	25%	25%	1%	0%	1%	3%	0%	3%
United Kingdom	Number of new employee hires during the year	2	0	2	2	3	5	3	1	4
	New employee hires rate	67%	0%	50%	50%	60%	56%	43%	100%	50%
Israel	Number of new employee hires during the year	1	1	2	2	5	7	2	0	2
	New employee hires rate	100%	100%	100%	33%	42%	39%	50%	0%	50%
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	0	0	0	0	0	0
	New employee hires rate	0%	0%	0%	0%	0%	0%	0%	0%	0%
Italy	Number of new employee hires during the year	-	-	-	-	-	-	-	-	-
	New employee hires rate	-	-	-	-	-	-	-	-	-
Croatia	Number of new employee hires during the year	-	-	-	-	-	-	-	-	-
	New employee hires rate	-	-	-	-	-	-	-	-	-
Egypt	Number of new employee hires during the year	0	0	0	0	1	1	0	0	0
	New employee hires rate	0%	0%	0%	0%	33%	25%	0%	0%	0%
TOTAL	Number of new employee hires during the year	9	3	12	6	9	15	7	1	8
	New employee hires rate	31%	30%	31%	3%	25%	6%	8%	13%	8%

2018										
New employee hires		<30 years old			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Greece	Number of new employee hires during the year	8	2	10	10	2	12	3	2	5
	New employee hires rate	25%	29%	26%	4%	17%	5%	4%	33%	6%
United Kingdom	Number of new employee hires during the year	2	0	2	2	3	5	4	1	5
	New employee hires rate	100%	0%	67%	40%	100%	63%	57%	100%	63%
Israel	Number of new employee hires during the year	0	1	1	3	5	8	0	0	0
	New employee hires rate	0%	100%	100%	50%	83%	67%	0%	0%	0%
Montenegro	Number of new employee hires during the year	0	1	1	0	0	0	1	0	1
	New employee hires rate	0%	100%	100%	0%	0%	0%	100%	0%	100%
Cyprus	Number of new employee hires during the year	1	1	2	0	0	0	0	0	0
	New employee hires rate	100%	100%	100%	0%	0%	0%	0%	0%	0%
Italy	Number of new employee hires during the year	-	-	-	-	-	-	-	-	-
	New employee hires rate	-	-	-	-	-	-	-	-	-
Croatia	Number of new employee hires during the year	-	-	-	-	-	-	-	-	-
	New employee hires rate	-	-	-	-	-	-	-	-	-
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	11	5	16	15	10	25	8	3	11
	New employee hires rate	31%	45%	35%	6%	42%	9%	9%	38%	12%

2020										
Employee turnover		<30 years old			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	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%

2019										
Employee turnover		<30 years old			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Greece	Number of employees who left during the year	7	1	8	34	0	34	6	0	6
	Employee turnover rate	29%	13%	25%	16%	0%	15%	8%	0%	8%
United Kingdom	Number of employees who left during the year	1	0	1	3	1	4	3	1	4
	Employee turnover rate	33%	0%	25%	75%	20%	44%	43%	100%	50%
Israel	Number of employees who left during the year	0	0	0	0	0	0	0	0	0
	Employee turnover rate	0%	100%	0%	0%	0%	0%	0%	0%	0%
Montenegro	Number of employees who left during the year	0	0	0	0	0	0	1	0	1
	Employee turnover rate	0%	0%	0%	0%	0%	0%	100%	0%	100%
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	-	-	-	-	-	-	-	-	-
	Employee turnover rate	-	-	-	-	-	-	-	-	-
Croatia	Number of employees who left during the year	-	-	-	-	-	-	-	-	-
	Employee turnover rate	-	-	-	-	-	-	-	-	-
Egypt	Number of employees who left during the year	0	0	0	0	0	0	0	1	1
	Employee turnover rate	0%	0%	0%	0%	0%	0%	0%	100%	100%
TOTAL	Number of employees who left during the year	8	1	9	37	1	38	10	2	12
	Employee turnover rate	28%	10%	23%	17%	3%	15%	11%	25%	13%

2018										
Employee turnover		<30 years old			30-50 years old			>50 years old		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Greece	Number of employees who left during the year	1	0	1	2	0	2	0	2	2
	Employee turnover rate	3%	0%	3%	1%	0%	1%	0%	33%	2%
United Kingdom	Number of employees who left during the year	0	0	0	0	1	1	2	0	2
	Employee turnover rate	0%	0%	0%	0%	33%	13%	29%	0%	25%
Israel	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%
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	-	-	-	-	-	-	-	-	-
	Employee turnover rate	-	-	-	-	-	-	-	-	-
Croatia	Number of employees who left during the year	-	-	-	-	-	-	-	-	-
	Employee turnover rate	-	-	-	-	-	-	-	-	-
Egypt	Number of employees who left during the year	0	0	0	0	0	0	0	1	1
	Employee turnover rate	0%	0%	0%	0%	0%	0%	0%	100%	50%
TOTAL	Number of employees who left during the year	2	2	2	2	2	2	2	2	2
	Employee turnover rate	6%	18%	4%	1%	8%	1%	2%	25%	2%

SAFEGUARDING HUMAN RIGHTS AT WORK

GRI 405-1:

Diversity of governance bodies and employees by gender	2020		2019		2018	
	Male	Female	Male	Female	Male	Female
Percentage of individuals within the BoD	66.7%	33.3%	77.8%	22.2%	88.9%	11.1%
Percentage of employees in "Executive Committee" level	90%	10%	-	-	-	-
Percentage of employees in "Senior Management" level	70%	30%	58.3%	41.7%	62.5%	37.5%
Percentage of employees in "Middle Management" level	77.2%	22.8%	76%	24%	70%	30%
Percentage of employees in "Other Employees" level	86.4%	13.6%	88%	12%	90.9%	9.1%

Diversity of governance bodies and employees by age	2020			2019			2018		
	<30 years old	30-50 years old	>50 years old	<30 years old	30-50 years old	>50 years old	<30 years old	30-50 years old	>50 years old
Percentage of individuals within the BoD	0%	11%	89%	0%	22.2%	77.8%	0%	22.2%	77.8%
Percentage of employees in "Executive Committee" level	0%	10%	90%	-	-	-	-	-	-
Percentage of employees in "Senior Management" level	0%	40%	60%	0%	50%	50%	0%	12.5%	87.5%
Percentage of employees in "Middle Management" level	0%	67%	33%	0%	64%	36%	0%	60%	40%
Percentage of employees in "Other Employees" level	7%	65%	28%	11%	67%	22%	11.6%	67.4%	21%

Notes (GRI 405-1):

a. In 2020, the total number of employees is 620, including 2 Executive BoD Members. The 2 Executive BoD Members are not included in the employee calculations above, but in the BoD calculations only.
b. After the Edison acquisition Senior Management and Executive Committee teams were separated. New additional employees have been added to the Senior Management team and others that were on Senior Management have moved to the Executive Committee team with new ones joining them.



GRI 406-1: There have been no incidents of discrimination during the reporting period.

SASB EM-EP-210a.2: Energean has no proven or probable reserves that are located in or near areas that are considered to be indigenous peoples' land.

ACTIVITY METRICS

SASB EM-EP-000.A:

Company's production* of:	2020**	2020***
Oil (quantity in thousand barrels per day -Mbbbl/day)	0.782	3.995
Natural gas (quantity in thousand barrels per day -Mbbbl/day)	0.532	12.407
Synthetic oil (quantity in thousand barrels per day -Mbbbl/day)	0	0
Synthetic gas (quantity in thousand barrels per day -Mbbbl/day)	0	0

*After the acquisition of Edison E&P assets.

**Data includes Energean plus Edison E&P assets post transaction close only.

***Pro forma Energean plus the assets acquired from Edison E&P.

SASB EM-EP-000.B, SASB EM-EP-000.C:

Number of Company's sites	2020*	2020**
Offshore sites	29	21
Terrestrial sites	8	7

*After the acquisition of Edison E&P assets including JV sites.

**After the acquisition of Edison E&P assets without JV sites.

Note: The number of sites presented at the above table include production and also processing and storage sites.