



- > “Back to School” with Energean: we purchased and donated school supplies, classroom equipment, and stationery to 3 social institutions, 1 organisation and 3 schools, supporting over 500 students and their families in need – Kavala & the Island of Thassos, Greece.
- > “Back to School” with Energean, also in Italy: in collaboration with “Caritas” (a Catholic organisation for charity), we donated school supplies and stationery, helping a Charity Center and 50 families & their children – Chieti Province, Italy.
- > “Back to school” with Energean, also in Egypt: 400 school bags were bought, delivered, and donated by the Energean Team to children and young students in need. Our colleagues purchased and donated school supplies, equipment, and stationery to fill those bags – Meadia village, Egypt.
- > Energean and AQP donated furniture to those in need. Energean donated office furniture to the Dar Al Orman Association, while Energean’s joint venture, Abu Qir Petroleum (AQP), supported the local community of Meadia Village by donating school desks to Zainab Abdel Wahab Primary Azhari Institute - Egypt.



- > Packed and donated 70 “Sweet Packages” (“Mishloach Manot”) to a women’s shelter for the holiday of Purim ahead of the 2021 International Women’s Day - Haifa, Israel.
- > For the second year, donated 50 food packages to elderly and lonely people on Passover Eve, in collaboration with the NGO “Lev Chash” (“Feeling Heart”) - Haifa, Israel.
- > Offered 100 Super Market Gift Vouchers to our fellow citizens in need, for their festive Easter Sunday Table, responding to the call of the Regional Unit of Kavala. The gift vouchers were handed-over to the Holy Diocese of Philippi, Neapolis and Thassos to strengthen its important social activities in the area – Kavala, Greece.
- > Supported underprivileged families during Ramadan, by donating 200 food boxes to meet essential needs in Meadia, the Abu Qir operations site location – Egypt.
- > Donated 65 packages filled with food and products to families in need and the elderly, on the Eve of Rosh Hashana (the Hebrew new year), in collaboration with the NGO “Lev Chash” (“Feeling Heart”) – Haifa and its suburbs, Israel.



- > Continued our excellent HSE performance with more than 11 million man-hours with no Lost Time Injuries (LTI) in the building of the Energean Power FPSO in Singapore, and almost 1 million man-hours (without LTI) in all Energean sites.
- > Maintained the ISO 45001 Health and Safety Management System certificates in all our operated sites where they already exist and established it in the remaining asset of Prinors in order to be certified in 2022.
- > Donated health and medical supplies to the nursing and supporting personnel of the state owned “Komanski most”, a foundation that supports children, youth and adults with moderate to severe mental or developmental disabilities – Montenegro.



- > Offered paid internships to 9 college students in Greece.
- > On June 5th (World Environment Day), Energean aligned with the United Nations’ 2021 theme “Ecosystem Restoration”, focused on positive actions, and increased environmental awareness:
  - Greece:*
    - Organised an environmental webinar for our colleagues and Middle School students & above titled “Our Planet’s Ecosystem Restoration”.
  - Egypt:*
    - Hosted a webinar for our colleagues titled “Biodiversity in the Mediterranean”.
    - Organised beach clean-up activities at Meadia Beach.
    - Hosted sessions on beach preservation and environmental awareness.
    - Renovated the Sports Club of the Village of Meadia.
  - Israel:*
    - Supported the production of educational videos for elementary school students focusing on environmental preservation.
  - Montenegro:*
    - Purchased and planted trees (Indian Lilacs) in the City of Bar.
- > Awarded 4 Master’s degrees Clean Energy scholarships to students at the University of Haifa and the Technion to reward excellence and promote academic research on clean energy - Israel.

- > Set-up of a webinar for our colleagues (men and women) on harassment and abuse, titled “Abuse: a label ... do not wear the label, do not let the label wear you!”, dealing with the recovery process of harassment trauma and abuse and how one can face challenges in day-to-day situations.
- > On Holocaust Remembrance Day, Energean organised a live webinar with a Holocaust survivor, in collaboration with the NGO “Living Room Memorial” (“Zikaron BaSalon”) - Energean’s Haifa offices, Israel.
- > Held a live awareness webinar titled “Mediterranean Biodiversity and Marine Conservation”, by participating and joining in the launch of “The UN Decade of Ecosystem Restoration” and reflecting Energean’s vision towards a sustainable future.
- > Hosted an open live discussion/webinar on Sustainability, titled: “Our People, Our Planet: Energean’s ETHOS in action” between Energean’s CEO Mathios Rigas and Professor David Grayson.
- > Translated (in collaboration with Maala) the Executive Summary of the book “All In”, in order to make it accessible to the Israeli community. The book is written by Professor David Grayson, a world-known CSR expert and author.

5 GENDER EQUALITY



- > During 2021 we increased the overall percentage of women at Energean for a consecutive year from 15% to 18%, the Board representation decreased slightly from 33% to 30%, and we maintained a healthy mix of employees from three different generations.
- > Welcomed Katerina Sardi to Energean as Country Manager and Managing Director of Energean Greece.

6 CLEAN WATER AND SANITATION



- > Energean recycled 95.2% of water withdrawals in its production sites.

7 AFFORDABLE AND CLEAN ENERGY



- > Energean realizes the global demand and focuses on providing cleaner energy, by becoming over 70% gas-focused in terms of our reserve base and annual production mix.

8 DECENT WORK AND ECONOMIC GROWTH



- > Number of Employees: **596** (As of 31/12/2021).
- > Number of Nationalities: **30**

10 REDUCED INEQUALITIES



- > Donated equipment that is important to blind and severely visually impaired people, in order to serve their daily needs, in collaboration with the non-governmental and non-profit “Organisation of the Blind of Bar and Ulcinj” – Montenegro, on White Cane Safety Day (October 15th).
- > Supported and ran alongside the Muscular Dystrophy Association of Greece (MDA Hellas) and patients in wheelchairs, by participating in the 38th Athens Classic Marathon events for 2021 (5K & 10K races), with our CEO, Mathios Rigas, leading our company’s running team. MDA Hellas is a non-profit organisation that supports people that suffer with neuromuscular diseases.
- > Donated to MDA Hellas for the operation of the Neuromuscular Diseases Unit of the “AHEPA” University General Hospital (“AHEPA” Hospital) of Thessaloniki, which will serve about 350 people in the coming year, children and adults - the Unit covers the geographical area of all Northern Greece.
- > Donated, in collaboration with Dar Al Orman Association, necessary equipment (artificial/prosthetic limbs, wheelchairs, and hearing aids), covering the needs of all underprivileged people with disabilities in Meadia village - Egypt.
- > Supported “Fresh Start” to get back in the water: a group of 15 teenagers with special needs in Israel, who participate in empowering activities, a combination of sailing and educational sessions, focusing on teamwork and leadership values.
- > Supported (donation and sponsorship) the “Athletic Club of Kavala - Department of Wheelchair Basketball”. In light of the team’s first ever participation in a European Championship (EuroCup’s Preliminary Round), we covered the fixed needs and expenses of the Department for the entire Wheelchair Basketball Season 2021-22 - Kavala, Greece.
- > Continued the support to three Paralympic swimmers in Israel (Ilan Haifa Swimming Sports Center) in their journey

and their successful participation in the Tokyo 2020 Paralympic Games via monthly financial aid and social media awareness. Also, special grants were offered to the swimmers for exceptional achievements in global competitions. Our company has proudly supported these world champions for the last three years in a row.

- > Continued the support to “Etagarim” for the third year, an NGO dedicated to the empowerment and social integration of people with disabilities through outdoor sports. This year Energean colleagues ran 5 and 8 kilometers in their “Spring Run” delivering a message of inclusivity – Israel.
- > Installation of accessibility aids to ensure that visitors with disabilities enjoy touristic sites that are toured by thousands of visitors every year - in collaboration with Israel’s Nature and Parks’ Authority.



- > Grand sponsor of the 21st “Trofeo Del Mare” (“The Trophy of the Sea”), the International Maritime Awards 2021, performed in Marina di Ragusa – Italy.
- > Restored the beach and renovated the Sports Club of the Village of Meadia – Egypt.
- > Continued the support to the Hof HaCarmel Regional Council in promoting community and environmental projects - Israel.
- > Continued the support to “Etagarim” - a Haifa Sailing Club that empowers people with disabilities and youth with special needs through outdoor sports - Israel.



- > Recycled 90.5% of the waste generated during 2021 in production sites.
- > Maintained the ISO 14001 Environmental Management System certificates in all our operated sites.
- > Energean’s Egyptian Abu Qir Petroleum (AQP) joint venture (JV) partners received their first certificate for waste segregation and paper recycling in Egypt. AQP becomes the first Oil & Gas JV in Egypt to entirely (100%) recycle its paper, cartons and plastic waste from all its offices and operational sites (onshore and offshore). Energean’s Cairo branch has followed the same approach of waste segregation and recycling, by cooperating with “Go Clean”, a recycling solutions company – Egypt.



- > Energean continuously pursues its pledge to become a net-zero emitter by 2050.
- > Energean’s strategy to Net-Zero emissions by 2050:
  - Short-term plan – by 2025.
  - Medium-term plan – by 2035.
  - Long-term plan – by 2050.
- > Improved our Carbon Disclosure Project (CDP) score to a B from a B-, regarding the Climate Change Questionnaire and to an A- from a B, regarding the Supplier Engagement Rating.
- > Aligned our annual reporting to the TCFD recommendations.
- > Successful roll out of ‘green electricity’ at Prinos in Greece, our premises in Israel, Italy, and the EDINA operative site in Croatia.



- > Maintained our zero oil spills record since the beginning of our operations (2008), but also during 2021.
- > Joined the environmental effort of the Min of Environmental Protection in the cleaning of the Israeli coastline from ship pollution. Energean deployed a team of professional cleaners to the coast of Haifa’s suburbs for a 2-day clean-up activity, where 90 bags/600kg were collected.
- > Implemented a series of offshore sampling, measurements, laboratory analyses and monitoring of biochemical parameters of the seawater, the seabed soil and the benthic communities - Prinos, South Kavala, Greece.
- > Performed a pre and post dredging activities biological survey nearshore Dor - Israel.
- > Performed a post drilling ecological survey at Karish Main- Israel.
- > Implemented environmental baseline surveys at offshore blocks 23, 31 and Karish Main 4 well area - Israel.



- > Maintenance of Telemetric Stations in surface waters of Nestos River Delta, Lakes Vistonida-Ismarida and Thassos Island Management Body – Northeastern Greece.
- > Donated 200 trees in the occasion of Tu BiShvat, “The New Year of the Trees and Nature” celebration. The donation to the Israeli JNF (Jewish National Fund) will contribute to the re-forestation of Nof-HaGalil (the Galilee View) forest in Nazareth - Israel.
- > Restored the beach and organised beach clean-up activities at Meadia Beach – Egypt.
- > Continued supporting the Israeli Nature and Parks Authority in protecting and conserving Israel’s nature, landscapes and heritage sites, through educational programs on nature preservation. Our latest collaboration, the support of a project to make touristic sites accessible to people with disabilities.
- > Performed an invasive species survey and treatment at the onshore valve station area, in accordance with the National Nature and Parks Authority guidelines of Israel.



Energean collaborated with:

- > UN Global Compact.
- > UN Global Working Group participation.
- > Maala, a non-profit, CSR standards-setting organisation in Israel, which has set a dedicated CSR index on Tel Aviv Stock Exchange. Maala's CSR Index is an ESG rating system used as an assessment tool, benchmarking Israeli companies on their CSR performance. Energean was rated at Gold Level, for a second year in a row, at the 2021 Maala ESG Index – Israel.
- > Management body of the Nestos River Delta, Lakes Vistonida-Ismarida and Thassos Island – Northeastern Greece.
- > The Greek Embassy – Podgorica, Montenegro.
- > "Caritas Diocesana", a Catholic organisation for charity - Chieti Province, Italy.
- > "Go Clean", a recycling solutions company – Egypt.
- > The Jewish National Fund (JNF) – Israel.
- > The Regional Unit of Kavala - Greece.
- > The Municipality of Bar – City of Bar, Montenegro.
- > The Italian Naval League.
- > The American University of Cairo – Egypt.
- > "Etgarim", an NGO dedicated to the empowerment and social integration of people with disabilities through outdoor sports - Haifa, Israel.
- > "Athletic Club of Kavala - Department of Wheelchair Basketball" - Kavala, Greece.
- > "Organisation of the Blind of Bar and Ulcinj", a non-governmental and non-profit organisation which aims at bringing together blind and severely visually impaired people - Montenegro.
- > The Abu Qir Petroleum Joint Venture – Egypt.
- > The Nature and Parks Authority – Israel.
- > The Holy Diocese of Philippi, Neapolis and Thassos - Northeastern Greece.
- > Zainab Abdel Wahab Primary Azhari Institute - Egypt.
- > Israeli Paralympic Committee.
- > Democritus University of Thrace (DUTH), Department of Environmental Engineering – Xanthi, Greece.
- > Dar Al Orman Association – Meadia village, Egypt.
- > "Living Room Memorial" (Zikaron BaSalon), a Holocaust Remembrance NGO - Israel.
- > "Together for Children", an association of NGOs in the field of child welfare - Athens, Greece.
- > The University of Haifa and the Technion - Israel.
- > Association of Paraplegics and Disabled people of the Ileia Prefecture, Southwestern Greece.
- > "Lev Chash" ("Feeling Heart"), a local NGO in Haifa, Israel.
- > MDA Hellas (the Muscular Dystrophy Association of Greece), a non-profit organisation that supports people that suffer with neuromuscular diseases – Greece.
- > "Fresh Start" a group of teenagers with special needs, who participate in empowering activities, a combination of sailing and educational sessions, focusing on teamwork and leadership values – Israel.

