



Human Rights Policy

It is our commitment to respect, uphold and apply the highest Human Rights and ethical standards across our business and to advance Human Rights as defined in the Universal Declaration of Human Rights (UNDHR)¹ and the core conventions of the International Labor Organization's conventions on labor.²

Our Approach

Our approach is guided by the 10 Principles of the United Nations' Global Compact ("UNGC"), with which Energean Plc (the 'Company') complies.

We expect every Energean member across our business to be a strong role model for acting with integrity and promoting an ethical culture that respects the dignity and equality of all people. We implement training and awareness programmes to build capacity within our workforce, promoting human rights awareness, competencies and leadership.

We aim to build strong and trusting relationships in societies where we operate, and this is why we are a fully engaged member and create societal value in the communities that host our operations.

We understand the detrimental impact of corruption in the resource development sector, and this is why we commit to provide a consolidated overview of the payments to Governments made by the Company and its subsidiaries undertakings by disclosing taxes, fees, and royalties related to Energean's extractive activities in accordance with applicable legislation.

The UNGC principles are given effect through Company's global policies, that embed our ETHOS including:

- Energean Code of Ethics
- Diversity Equity & Inclusion Policy
- Equal Opportunities Policy
- Harassment and Bullying Policy
- Modern Slavery & Human Trafficking Statement

¹ 1948 UNITED NATIONS DECLARATION OF HUMAN RIGHTS

² 1999 ILO Convention No. 182 on the Worst Forms of Child Labor, ILO Convention No. 138 on the Minimum Age for Admission to Employment and Work, 1948 Freedom of Association and Protection of the Right to Organize Convention.

- Health & Safety Management System

In addition to these specific policies, Energean embeds a number of principles in its employment practices and approach to conducting business in an ethical way.

Who does this Policy apply to

This policy applies to all employees, directors, and officers, senior managers, consultants, as well as trainees, part-time and fixed-term workers, casual and agency personnel under Energean's direct supervision, working for or on behalf of Energean worldwide.

We assert our influence over joint ventures we don't control to encourage them to operate in a manner consistent with the intent of this policy.

Human Rights in the Workplace

Discrimination

Energean's commitment is to create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued.

Diversity, equity & inclusion

Energean strives to create a culture that embraces different perspectives to drive the business forward, and actively encourages a working environment that enables the full and active participation of everyone in our workforce.

Our people-centric employment practices

Energean cherishes its employees as its most valuable asset. We acknowledge the vital role of a skilled, motivated, and enthusiastic workforce in achieving outstanding business outcomes. Our people-centric approach relies upon the following aspects:

- Selecting and attracting top talent.
- Promoting the development of our people.
- Promoting diversity, equity and inclusion.
- Guaranteeing evaluation processes through a 360° Performance Management Cycle that sets out critical milestones i.e. goals setting, continuous feedback, self-assessment and managerial evaluation.
- Prioritising employee wellbeing.

Learning and development

Recognising the potential that a skilled workforce brings, we persist in dedicating resources to enhancing the skills of our employees through diverse training programmes and on-the-job learning opportunities. Our approach to human capital development is comprehensive, ensuring our personnel have the essential resources to broaden their abilities and achieve their maximum potential. Externally Energean offers internships to graduates and supports local educational needs where relevant.

Freedom of association and collective bargaining

The adherence to international labour standards is a fundamental principle for Energean, integral to its operations. We respect workers' rights and trade union freedoms, such as in particular freedom of association and collective bargaining also through a responsible and constructive dialogue with the workers' rights organizations, that promotes a climate of mutual respect in accordance with the principles of fairness, transparency and participation.

A safe working environment

Energean is strongly committed to protect and promote the health and safety of all individuals involved in our operations and ensures a safe working environment through our Health and Safety Management System, built upon several crucial pillars, policies and management frameworks as well digitalized safety systems.

Collaborating with our contractors and business partners

We are proactive in ensuring the health and safety of all individuals working for or on behalf of Energean. This commitment involves setting policies, delivering training, performing routine inspections, and fostering open communication to cultivate a safe working environment throughout our contractors' operations. Our engagement begins with the establishment of transparent policies and guidelines that contractors are required to follow. We have an HSE Policy for Contractors in place, expecting them to adhere to relevant laws, regulations, as well as our internal procedures and standards.

Combatting modern slavery

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. Our Modern Slavery & Human Trafficking Statement outlines the steps we have taken to understand all potential modern slavery risks related to our business, and to mitigate those.

Speaking Up

We are each responsible for ensuring that we meet our commitments. We encourage a culture of openness that allows everyone to express their concerns about the Code of Ethics. We expect our employees and every individual or legal person, who work for or on behalf of Energean to speak openly and raise concerns about possible breaches of the Code of Ethics and this policy via our reporting channels. To raise a concern or submit a report, follow the guidance provided in the Whistleblowing Policy, which applies to your country. Details of the Company's whistleblowing reporting and advice lines can also be found on the corporate website as well as the Energean Intranet ETHOS.

This policy was reviewed and approved by the Board of Energean plc at the board meeting on 22 May 2024.

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

Mathios Rigas

Chief Executive Officer -Director

Energean plc

May 2024