



Health, Safety, Environmental & Social Responsibility Policy

Energean (the "Company") develops and conducts its business with regard to Health, Safety, Environment ("HSE") and Social Responsibility ("SR") matters by ensuring the following:

- Compliance with all relevant laws, standards and best practices
- Maintenance of systems for effective HSE management
- Providing safe and healthy working conditions for all workers in its business to prevent work-related injuries and illnesses
- Committing to greenhouse gas emissions reduction targets through the implementation of science-based targets and continuously improving the Company's performance to achieve net-zero emissions by 2050
- Establishing and nurturing a robust HSE culture that permeates all aspects of work by sharing these commitments and enhancing the awareness, skills and knowledge of all individuals involved in Company operations
- All necessary resources are provided and authority and responsibilities are clearly assigned
- Implementation of a consistent HSE risk assessment process with the consultation and participation of workers and establishment of safeguards against identified risks to be managed to a level of "As Low As Reasonably Practical" (ALARP)
- Maintaining and regularly test the effectiveness of suitable emergency procedures to respond to and recover from any HSE emergency, crisis and associated business disruption
- Conducting business taking into consideration the efficient use and conservation of energy and resources and minimization of waste
- Preventing air, water and ground pollution and dispose of any waste in a lawful, safe and responsible manner
- Adhering to the waste management hierarchy mandates prioritizing waste reduction, reuse, recycling, recovery, and, as a final recourse, disposal, aiming to minimize environmental impact and resource depletion
- Ensuring that all staff and contractors are aware of, and comply with, the Company's HSE & SR Policy, monitor their compliance and take corrective action where necessary
- Continuously improving the Company's services and reputation by setting and monitoring HSE and SR performance objectives and targets
- Respecting human rights and cultures in all areas in which the Company operates
- Ensuring that there is a zero tolerance policy for all forms of discrimination
- Cooperating with the local communities and other stakeholders in a responsible and transparent manner
- Respecting and supporting the principles of the UN Global Compact and contribute to the achievement of the United Nations Sustainable Development Goals (SDG)

Mathios Rigas
Chief Executive Officer

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