

# Human Rights and Equal Opportunities for Employees and Partners

## GRI Disclosure Table by Thematic Area

Standard	Disclosures & Requirements	Cross - reference & Data	GRI Sector Standard	CSRD (ESRS interoperability/ assurance)	GRI assurance																																																																																																																																									
GRI 405-1	Diversity of governance bodies and employees	<p>Annual Financial Report 2024 <a href="#">ESRS S1 - Own Workforce</a></p> <p>The table below shows breakdowns relating to the 127 members of the Boards of Directors of the Group companies included in this Report:</p> <table border="1"> <thead> <tr> <th>Company</th> <th></th> <th>&lt;30</th> <th>30-50</th> <th>&gt;50</th> <th>M</th> <th>F</th> </tr> </thead> <tbody> <tr> <td rowspan="2">HELLENiQ PETROLEUM S.A.</td> <td>No.</td> <td>0</td> <td>2</td> <td>10</td> <td>12</td> <td>0</td> </tr> <tr> <td>%</td> <td>0%</td> <td>16,7%</td> <td>83,3%</td> <td>100%</td> <td>0%</td> </tr> <tr> <td rowspan="2">HELLENiQ ENERGY S.A.</td> <td>No.</td> <td>0</td> <td>1</td> <td>10</td> <td>9</td> <td>2</td> </tr> <tr> <td>%</td> <td>0%</td> <td>9,1%</td> <td>90,9%</td> <td>81,8%</td> <td>18,2%</td> </tr> <tr> <td rowspan="2">EKO S.A.</td> <td>No.</td> <td>0</td> <td>2</td> <td>7</td> <td>8</td> <td>1</td> </tr> <tr> <td>%</td> <td>0%</td> <td>22,2%</td> <td>77,8%</td> <td>88,9%</td> <td>11,1%</td> </tr> <tr> <td rowspan="2">EKO BULGARIA</td> <td>No.</td> <td>0</td> <td>3</td> <td>4</td> <td>7</td> <td>0</td> </tr> <tr> <td>%</td> <td>0%</td> <td>42,9%</td> <td>57,1%</td> <td>100%</td> <td>0%</td> </tr> <tr> <td rowspan="2">EKO SERBIA</td> <td>No.</td> <td>0</td> <td>1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>%</td> <td>0%</td> <td>20%</td> <td>80%</td> <td>80%</td> <td>20%</td> </tr> <tr> <td rowspan="2">DIAXON</td> <td>No.</td> <td>0</td> <td>0</td> <td>5</td> <td>4</td> <td>1</td> </tr> <tr> <td>%</td> <td>0%</td> <td>0%</td> <td>100%</td> <td>80%</td> <td>20%</td> </tr> <tr> <td rowspan="2">HELLENiQ ENERGY CONSULTING</td> <td>No.</td> <td>0</td> <td>1</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>%</td> <td>0%</td> <td>20%</td> <td>80%</td> <td>80%</td> <td>20%</td> </tr> <tr> <td rowspan="2">ELPEFUTURE</td> <td>No.</td> <td>0</td> <td>1</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>%</td> <td>0%</td> <td>25%</td> <td>75%</td> <td>75%</td> <td>25%</td> </tr> <tr> <td rowspan="2">HELLENiQ RENEWABLES S.A.</td> <td>No.</td> <td>0</td> <td>1</td> <td>4</td> <td>5</td> <td>0</td> </tr> <tr> <td>%</td> <td>0%</td> <td>20%</td> <td>80%</td> <td>100%</td> <td>0%</td> </tr> <tr> <td rowspan="2">JUGOPETROL</td> <td>No.</td> <td>0</td> <td>1</td> <td>6</td> <td>5</td> <td>2</td> </tr> <tr> <td>%</td> <td>0%</td> <td>14,3%</td> <td>85,7%</td> <td>71,4%</td> <td>28,6%</td> </tr> </tbody> </table>	Company		<30	30-50	>50	M	F	HELLENiQ PETROLEUM S.A.	No.	0	2	10	12	0	%	0%	16,7%	83,3%	100%	0%	HELLENiQ ENERGY S.A.	No.	0	1	10	9	2	%	0%	9,1%	90,9%	81,8%	18,2%	EKO S.A.	No.	0	2	7	8	1	%	0%	22,2%	77,8%	88,9%	11,1%	EKO BULGARIA	No.	0	3	4	7	0	%	0%	42,9%	57,1%	100%	0%	EKO SERBIA	No.	0	1	4	4	1	%	0%	20%	80%	80%	20%	DIAXON	No.	0	0	5	4	1	%	0%	0%	100%	80%	20%	HELLENiQ ENERGY CONSULTING	No.	0	1	4	4	1	%	0%	20%	80%	80%	20%	ELPEFUTURE	No.	0	1	3	3	1	%	0%	25%	75%	75%	25%	HELLENiQ RENEWABLES S.A.	No.	0	1	4	5	0	%	0%	20%	80%	100%	0%	JUGOPETROL	No.	0	1	6	5	2	%	0%	14,3%	85,7%	71,4%	28,6%	11.11.5	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79	
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OKTA	No.	0	2	5	6	1
	%	0%	28,6%	71,4%	85,7%	14,3%
EKO CYPRUS	No.	0	1	6	6	1
	%	0%	14,3%	85,7%	85,7%	14,3%
ASPROFOS	No.	0	0	7	6	1
	%	0%	0%	100%	85,7%	14,3%
HELLENiQ UPSTREAM S.A.	No.	0	0	5	4	1
	%	0%	0%	100%	80%	20%
HELLENiQ ENERGY DIGITAL	No.	0	0	3	3	0
	%	0%	0%	100%	100%	0%
KALYPSO KEA S.A.	No.	0	2	4	5	1
	%	0%	33,3%	66,7%	83,3%	16,7%
EKO AFRODITI	No.	0	0	3	3	0
	%	0%	0%	100%	100%	0%
HELLENiQ RENEWABLES WIND FARMS OF EVIA S.A.	No.	0	1	4	4	1
	%	0%	20%	80%	80%	20%
HELLENiQ RENEWABLES WIND FARMS OF MANI S.A.	No.	0	1	4	4	1
	%	0%	20%	80%	80%	20%
VARDAX S.A.	No.	0	0	5	5	0
	%	0%	0%	100%	100%	0%
ELPET BALKANIKI	No.	0	1	3	3	1
	%	0%	25%	75%	75%	25%

Employee breakdown by age group, gender, nationality:

Company		Senior Management		All other employees	
		M	F	M	F
HELLENiQ PETROLEUM S.A.	%	79,2%	20,8%	89,9%	10,1%
HELLENiQ ENERGY S.A.	%	66%	34%	50%	50%
EKO S.A.	%	73%	27%	65%	35%
EKO BULGARIA	%	100%	0%	41,3%	58,7%

EKO SERBIA	%	75%	25%	44%	56%
DIAXON	%	67%	33%	87,4%	12,6%
HELLENiQ ENERGY CONSULTING	%	62%	38%	40%	60%
ELPEFUTURE	%	100%	0%	67%	33%
HELLENiQ RENEWABLES S.A.	%	100%	0%	64%	36%
JUGOPETROL	%	65%	35%	55,4%	44,6%
OKTA	%	50%	50%	75,7%	24,3%
EKO CYPRUS	%	78%	22%	64%	36%
ASPROFOS	%	100%	0%	57%	43%
HELLENiQ UPSTREAM S.A.	%	80%	20%	50%	50%
HELLENiQ ENERGY DIGITAL	%	25%	75%	63%	37%
KALYPSO KEA S.A.	%	0%	0%	43%	57%
EKO AFRODITI	%	0%	0%	100%	0%
HELLENiQ RENEWABLES WIND FARMS OF EVIA S.A.	%	0%	0%	100%	0%
HELLENiQ RENEWABLES WIND FARMS OF MANI S.A.	%	0%	0%	66,7%	33,3%
VARDAX S.A.	%	100%	0%	0%	100%
ELPET BALKANIKI	%	100%	0%	0%	0%

Company		<30	30-50	>50
HELLENiQ PETROLEUM S.A.	%	2,5%	69,1%	28,5%
HELLENiQ ENERGY S.A.	%	0%	43%	57%
EKO S.A.	%	1%	52%	47%
EKO BULGARIA	%	17%	61%	22%
EKO SERBIA	%	13%	66%	21%
DIAXON	%	3,5%	32,50%	64%
HELLENiQ ENERGY CONSULTING	%	8,2%	80%	11,8%
ELPEFUTURE	%	29%	71%	0%
HELLENiQ RENEWABLES S.A.	%	5%	90%	5%
JUGOPETROL	%	14,6%	57,3%	28,1%
OKTA	%	11%	56%	33%
EKO CYPRUS	%	7%	66%	27%
ASPROFOS	%	0%	30%	70%
HELLENiQ UPSTREAM S.A.	%	0%	76,2%	23,8%
HELLENiQ ENERGY DIGITAL	%	10%	90%	0%
KALYPSO KEA S.A.	%	14,3%	85,7%	0%

		<table border="1"> <tr> <td>EKO AFRODITI</td> <td>%</td> <td>0%</td> <td>100%</td> <td>0%</td> </tr> <tr> <td>HELLENIQ RENEWABLES WIND FARMS OF EVIA S.A.</td> <td>%</td> <td>0%</td> <td>100%</td> <td>0%</td> </tr> <tr> <td>HELLENIQ RENEWABLES WIND FARMS OF MANI S.A.</td> <td>%</td> <td>33%</td> <td>67%</td> <td>0%</td> </tr> <tr> <td>VARDAX S.A.</td> <td>%</td> <td>0%</td> <td>67%</td> <td>33%</td> </tr> <tr> <td>ELPET BALKANIKI</td> <td>%</td> <td>0%</td> <td>0%</td> <td>100%</td> </tr> </table> <p>Persons with disabilities account for 0.3%.</p>	EKO AFRODITI	%	0%	100%	0%	HELLENIQ RENEWABLES WIND FARMS OF EVIA S.A.	%	0%	100%	0%	HELLENIQ RENEWABLES WIND FARMS OF MANI S.A.	%	33%	67%	0%	VARDAX S.A.	%	0%	67%	33%	ELPET BALKANIKI	%	0%	0%	100%						
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ELPET BALKANIKI	%	0%	0%	100%																													
405-2	Ratio of basic salary and remuneration of women to men	<p>The Group does not follow any kind of differentiation between men and women in the remuneration system.</p> <p>Remuneration is based on annual evaluations and follows the Greek, national and EU legislation on equal pay. Based on the principle of equality, there is no discrimination or other financial differentiation in any of the Group companies.</p> <table border="1"> <thead> <tr> <th>Country</th> <th>Total employees</th> <th>Management executives</th> <th>All other Employees</th> </tr> </thead> <tbody> <tr> <td>Greece</td> <td>0,92</td> <td>0,77</td> <td>0,91</td> </tr> <tr> <td>Cyprus</td> <td>0,85</td> <td>0,93</td> <td>0,95</td> </tr> <tr> <td>Republic of North Macedonia</td> <td>1,07</td> <td>0,67</td> <td>1,03</td> </tr> <tr> <td>Bulgaria</td> <td>0,66</td> <td>-</td> <td>0,82</td> </tr> <tr> <td>Serbia</td> <td>0,68</td> <td>0,70</td> <td>0,87</td> </tr> <tr> <td>Montenegro</td> <td>0,85</td> <td>0,84</td> <td>0,95</td> </tr> </tbody> </table>	Country	Total employees	Management executives	All other Employees	Greece	0,92	0,77	0,91	Cyprus	0,85	0,93	0,95	Republic of North Macedonia	1,07	0,67	1,03	Bulgaria	0,66	-	0,82	Serbia	0,68	0,70	0,87	Montenegro	0,85	0,84	0,95	11.11.6	ESRS S1 S1-16 §97 και §98	
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406-1	Incidents of discrimination and corrective actions taken	Annual Financial Report 2024 <a href="#">p. 264</a>	11.11.7	ESRS S1 S1-17 §97, §103 (a), §AR 103																													
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Financial Report 2024 <a href="#">p. 247, p. 258</a>	11.13.2	'Freedom of association' and 'Collective																													
408-1	Habitats protected or restored (304-3-a and b)	Annual Financial Report 2024 <a href="#">p. 247-251</a>	-	ESRS S1 §14 (g); S1-1 §22 ESRS S2 §11 (b); S2-1 §18																													
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Annual Financial Report 2024 <a href="#">p. 247-251</a>	11.12.2	ESRS S1 §14 (f); S1-1 §22 ESRS S2 §11 (b); S2-1 §18																													
410-1	Security personnel trained in human rights policies or procedures	Annual Financial Report 2024 <a href="#">p. 123</a>	11.18.2	'Security-related impacts' is a sustainability matter covered for S3 covered by ESRS 1 §AR 16.																													
414-1	New suppliers that were screened using social criteria	<p>In 2024, the Group Procurement Department extended the adoption of the new digitized procurement processes that were designed in 2023.</p> <p>As per the new registration and pre-qualification framework, the new suppliers handled by the Group Procurement Division are screened prior to the onboarding. Additionally, after the onboarding process and in partnership with EcoVadis, we conduct the respective individual sustainability assessment of our key supply chain partners.</p> <p>In 2024 we initiated this action with some of our existing and most critical suppliers.</p> <p>The screening covers seven pillars:</p> <ol style="list-style-type: none"> <li>Regulatory &amp; Legal Framework (Ariba)</li> <li>Labor &amp; Human Rights (Ariba &amp; EcoVadis)</li> <li>Ethics (EcoVadis)</li> <li>Sustainable Procurement (EcoVadis)</li> <li>Environmental &amp; Social Framework (Ariba &amp; EcoVadis)</li> </ol>	11.10.8	ESRS G1 G1-2 §15 (b)																													

		<p>6. Financial Framework (Ariba)</p> <p>7. Operational Framework (Ariba)</p> <p>In 2024, 124 new suppliers (100%) were onboarded and screened through Ariba platform and 25 of our suppliers were assessed from EcoVadis. The process continues with all new and existing Suppliers. For those already screened, automatic alerts are in place to notify Procurement about changes in status.</p>			
414-2	Negative social impacts in the supply chain and actions taken	<p>Annual Financial Report 2024 <a href="#">p. 137</a></p> <p>In 2024, 53 suppliers were assessed for social impacts via ECOVADIS. From this assessment no significant findings were identified.</p>	11.10.9	ESRS 2 SBM-3 §48 (c) i και iv	
411-1	Incidents of violations involving rights of indigenous peoples	<p>Annual Financial Report 2024 <a href="#">p. 267-271</a></p> <p>HELLENiQ ENERGY does not operate in areas adjacent to indigenous communities, so no incidents of violation of their rights has been occurred or been reported.</p>	-	ESRS S3 S3-1 §16 (c), AR 12; S3-4 §30, §32 (b), §33 (b), §36	