

Human Rights and Equal Opportunities for Employees and Partners

GRI Disclosure Table by Thematic Area

Standard GRI	Disclosures & Requirements	Cross - reference & Data	GRI Sector Standard	CSRD (ESRS interoperability)	GRI assurance																																																																																																																																																																															
405-1	Diversity of governance bodies and employees	Annual Financial Report 2025 ESRS S1 - Own Workforce , ESRS 2 GOV-1 The table below shows breakdowns relating to the 141 members of the Boards of Directors of the Group companies included in this Report:	11.11.5	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79																																																																																																																																																																																
		<table border="1"> <thead> <tr> <th>COMPANY</th> <th>CATEGORY</th> <th><30</th> <th>30-50</th> <th>>50</th> <th>MALE</th> <th>FEMALE</th> </tr> </thead> <tbody> <tr> <td>ASPROFOS SA</td> <td>% No</td> <td>0% 0</td> <td>0% 0</td> <td>100% 7</td> <td>86% 6</td> <td>14% 1</td> </tr> <tr> <td>DIAXON SA</td> <td>% No</td> <td>0% 0</td> <td>0% 0</td> <td>100% 5</td> <td>80% 4</td> <td>20% 1</td> </tr> <tr> <td>EKO AFRODITI</td> <td>% No</td> <td>0% 0</td> <td>0% 0</td> <td>100% 3</td> <td>100% 3</td> <td>0% 0</td> </tr> <tr> <td>EKO BULGARIA</td> <td>% No</td> <td>0% 0</td> <td>50% 2</td> <td>50% 2</td> <td>100% 4</td> <td>0% 0</td> </tr> <tr> <td>EKO CYPRUS LIMITED</td> <td>% No</td> <td>0% 0</td> <td>25% 2</td> <td>75% 6</td> <td>75% 6</td> <td>25% 2</td> </tr> <tr> <td>EKO SA (social data)</td> <td>% No</td> <td>0% 0</td> <td>22% 2</td> <td>78% 7</td> <td>100% 9</td> <td>0% 0</td> </tr> <tr> <td>EKO SERBIA</td> <td>% No</td> <td>0% 0</td> <td>29% 2</td> <td>71% 5</td> <td>86% 6</td> <td>14% 1</td> </tr> <tr> <td>ELPE FUTURE</td> <td>% No</td> <td>0% 0</td> <td>0% 0</td> <td>100% 4</td> <td>75% 3</td> <td>25% 1</td> </tr> <tr> <td>ELPET BALKANIKI</td> <td>% No</td> <td>0% 0</td> <td>40% 2</td> <td>60% 3</td> <td>80% 4</td> <td>20% 1</td> </tr> <tr> <td>ENERWAVE MAROUSI</td> <td>% No</td> <td>0% 0</td> <td>0% 0</td> <td>100% 5</td> <td>80% 4</td> <td>20% 1</td> </tr> <tr> <td>HELLENiQ ENERGY CONSULTING</td> <td>% No</td> <td>0% 0</td> <td>20% 1</td> <td>80% 4</td> <td>80% 4</td> <td>20% 1</td> </tr> <tr> <td>HELLENiQ ENERGY DIGITAL</td> <td>% No</td> <td>0% 0</td> <td>0% 0</td> <td>100% 3</td> <td>100% 3</td> <td>0% 0</td> </tr> <tr> <td>HELLENiQ ENERGY S.A.</td> <td>% No</td> <td>0% 0</td> <td>9% 1</td> <td>91% 10</td> <td>82% 9</td> <td>18% 2</td> </tr> <tr> <td>HELLENiQ PETROLEUM</td> <td>% No</td> <td>0% 0</td> <td>17% 2</td> <td>83% 10</td> <td>100% 12</td> <td>0% 0</td> </tr> <tr> <td>HELLENiQ Petroleum Trading S.A.</td> <td>% No</td> <td>0% 0</td> <td>25% 1</td> <td>75% 3</td> <td>100% 4</td> <td>0% 0</td> </tr> <tr> <td>HELLENiQ Renewables Romania S.R.L.</td> <td>% No</td> <td>0% 0</td> <td>50% 2</td> <td>50% 2</td> <td>75% 3</td> <td>25% 1</td> </tr> <tr> <td>HELLENiQ Renewables SA</td> <td>% No</td> <td>0% 0</td> <td>17% 1</td> <td>83% 5</td> <td>100% 6</td> <td>0% 0</td> </tr> <tr> <td>HELLENiQ RENEWABLES WIND FARMS OF EVIA</td> <td>% No</td> <td>0% 0</td> <td>20% 1</td> <td>80% 4</td> <td>80% 4</td> <td>20% 1</td> </tr> <tr> <td>HELLENiQ RENEWABLES WIND FARMS OF MANI</td> <td>% No</td> <td>0% 0</td> <td>20% 1</td> <td>80% 4</td> <td>80% 4</td> <td>20% 1</td> </tr> <tr> <td>HELLENiQ UPSTREAM</td> <td>% No</td> <td>0% 0</td> <td>0% 0</td> <td>100% 5</td> <td>100% 5</td> <td>0% 0</td> </tr> <tr> <td>JUGOPETROL AD</td> <td>% No</td> <td>0% 0</td> <td>17% 1</td> <td>83% 5</td> <td>67% 4</td> <td>33% 2</td> </tr> <tr> <td>KALYPSO KEA S. A</td> <td>% No</td> <td>0% 0</td> <td>33% 2</td> <td>67% 4</td> <td>83% 5</td> <td>17% 1</td> </tr> <tr> <td>OKTA</td> <td>% No</td> <td>0% 0</td> <td>29% 2</td> <td>71% 5</td> <td>86% 6</td> <td>14% 1</td> </tr> <tr> <td>WARDAX S. A</td> <td>% No</td> <td>0% 0</td> <td>20% 1</td> <td>80% 4</td> <td>100% 5</td> <td>0% 0</td> </tr> </tbody> </table>				COMPANY	CATEGORY	<30	30-50	>50	MALE	FEMALE	ASPROFOS SA	% No	0% 0	0% 0	100% 7	86% 6	14% 1	DIAXON SA	% No	0% 0	0% 0	100% 5	80% 4	20% 1	EKO AFRODITI	% No	0% 0	0% 0	100% 3	100% 3	0% 0	EKO BULGARIA	% No	0% 0	50% 2	50% 2	100% 4	0% 0	EKO CYPRUS LIMITED	% No	0% 0	25% 2	75% 6	75% 6	25% 2	EKO SA (social data)	% No	0% 0	22% 2	78% 7	100% 9	0% 0	EKO SERBIA	% No	0% 0	29% 2	71% 5	86% 6	14% 1	ELPE FUTURE	% No	0% 0	0% 0	100% 4	75% 3	25% 1	ELPET BALKANIKI	% No	0% 0	40% 2	60% 3	80% 4	20% 1	ENERWAVE MAROUSI	% No	0% 0	0% 0	100% 5	80% 4	20% 1	HELLENiQ ENERGY CONSULTING	% No	0% 0	20% 1	80% 4	80% 4	20% 1	HELLENiQ ENERGY DIGITAL	% No	0% 0	0% 0	100% 3	100% 3	0% 0	HELLENiQ ENERGY S.A.	% No	0% 0	9% 1	91% 10	82% 9	18% 2	HELLENiQ PETROLEUM	% No	0% 0	17% 2	83% 10	100% 12	0% 0	HELLENiQ Petroleum Trading S.A.	% No	0% 0	25% 1	75% 3	100% 4	0% 0	HELLENiQ Renewables Romania S.R.L.	% No	0% 0	50% 2	50% 2	75% 3	25% 1	HELLENiQ Renewables SA	% No	0% 0	17% 1	83% 5	100% 6	0% 0	HELLENiQ RENEWABLES WIND FARMS OF EVIA	% No	0% 0	20% 1	80% 4	80% 4	20% 1	HELLENiQ RENEWABLES WIND FARMS OF MANI	% No	0% 0	20% 1	80% 4	80% 4	20% 1	HELLENiQ UPSTREAM	% No	0% 0	0% 0	100% 5	100% 5	0% 0	JUGOPETROL AD	% No	0% 0	17% 1	83% 5	67% 4	33% 2	KALYPSO KEA S. A	% No	0% 0	33% 2	67% 4	83% 5	17% 1	OKTA	% No	0% 0	29% 2	71% 5	86% 6	14% 1	WARDAX S. A	% No	0% 0	20% 1	80% 4	100% 5	0% 0
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Standard GRI	Disclosures & Requirements	Cross - reference & Data	GRI Sector Standard	CSRD (ESRS interoperability)	GRI assurance								
405-2	Ratio of basic salary and remuneration of women to men	<table border="1"> <thead> <tr> <th>COMPANY/COUNTRY</th> <th>TOTAL EMPLOYEES</th> <th>MANAGEMENT</th> <th>EMPLOYEES</th> </tr> </thead> <tbody> <tr> <td>GREECE</td> <td>14,23</td> <td>31,30</td> <td>16,72</td> </tr> </tbody> </table> <p>Greece was considered a significant region of operations, as it is the only region where the Group has a significant workforce of at least 50 employees, representing at least 10% of the total number of employees. The methodology for calculating the index follows the ESRS methodology. (p.252)</p>	COMPANY/COUNTRY	TOTAL EMPLOYEES	MANAGEMENT	EMPLOYEES	GREECE	14,23	31,30	16,72	11.11.6	ESRS S1 S1-16 §97 και §98	
COMPANY/COUNTRY	TOTAL EMPLOYEES	MANAGEMENT	EMPLOYEES										
GREECE	14,23	31,30	16,72										
406-1	Incidents of discrimination and corrective actions taken	Annual Financial Report 2025 p.253	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 2025 p.236 , p.242	11.13.2	'Freedom of association' and 'Collective'									
408-1	Habitats protected or restored (304-3-a and b)	Annual Financial Report 2025 p.185-187 , p. 237 , p. 238-239 , 253	-	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 2025 p.185-187 , p. 237 , p. 238-239 , 253	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 2025 p.123	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 2025, the Group Procurement Department extended the adoption of the new digitized procurement processes that were designed in 2023. As per the new registration and pre-qualification framework, the new suppliers handled by the Group Procurement Division are screened prior to the onboarding.</p> <p>Additionally, following the completion of the onboarding process and in collaboration with EcoVadis, we conduct individual sustainability assessments for key partners in our supply chain. In 2025, this initiative continued with some of our existing and most important suppliers.</p> <p>The screening covers seven pillars:</p> <ul style="list-style-type: none"> • Regulatory & Legal Framework (Ariba) • Labor & Human Rights (Ariba & EcoVadis) • Ethics (EcoVadis) • Sustainable Procurement (EcoVadis) 	11.10.8	ESRS G1 G1-2 §15 (b)									

Standard GRI	Disclosures & Requirements	Cross - reference & Data	GRI Sector Standard	CSRD (ESRS interoperability)	GRI assurance
		<ul style="list-style-type: none"> • Environmental & Social Framework (Ariba & EcoVadis) • Financial Framework (Ariba) • Operational Framework (Ariba) <p>In 2025, 377 new suppliers (100%) were onboard and screened through Ariba platform and 87 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. Automatic evaluations are reset every three years or when a request is made to evaluate them in a new category.</p>			
414-2	Negative social impacts in the supply chain and actions taken	<p>Annual Financial Report 2025 p.137-138, p.186-187</p> <p>In 2025, 87 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 2025 p.267-271, p.256-258</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	