

Employee Attraction, Training, Development and Retention

GRI Disclosure Table by Thematic Area

Standard	Disclosures & Requirements	Cross - reference & Data	GRI Sector Standard	CSRD (ESRS interoperability/ assurance)	GRI assurance																																																																																																																																																																			
201-3	Defined benefit plan obligations and other retirement plans	Annual Financial Report 2024 p. 332-334	-	-																																																																																																																																																																				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>On the assumption that the "local minimum" is what the national, collective, and professional bargaining agreements (CBAs) provide for, Group employees are paid above and beyond CBAs, without any discrimination/differentiation. No employee with an indefinite contract is paid the minimum/ basic wage in any Group company.</p> <table border="1"> <thead> <tr> <th colspan="4">Ratios of standard entry level wage compared to local minimum wage</th> </tr> <tr> <th>Company/Country</th> <th>Local minimum wage (€ thousand)</th> <th>Minimum entry level wage (€ thousand)</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>GREECE</td> <td>830</td> <td>1.193,09</td> <td>144%</td> </tr> <tr> <td>EKO BULGARIA</td> <td>477</td> <td>1008</td> <td>211%</td> </tr> <tr> <td>EKO CYPRUS</td> <td>1.000</td> <td>1.800</td> <td>180%</td> </tr> <tr> <td>EKO SERBIA</td> <td>550</td> <td>855</td> <td>155%</td> </tr> <tr> <td>JUGOPETROL/ MONTENEGRO</td> <td>670,39</td> <td>1.053</td> <td>157%</td> </tr> <tr> <td>OKTA/ REPUBLIC OF NORTH MACEDONIA</td> <td>542</td> <td>669</td> <td>123%</td> </tr> </tbody> </table>	Ratios of standard entry level wage compared to local minimum wage				Company/Country	Local minimum wage (€ thousand)	Minimum entry level wage (€ thousand)	%	GREECE	830	1.193,09	144%	EKO BULGARIA	477	1008	211%	EKO CYPRUS	1.000	1.800	180%	EKO SERBIA	550	855	155%	JUGOPETROL/ MONTENEGRO	670,39	1.053	157%	OKTA/ REPUBLIC OF NORTH MACEDONIA	542	669	123%		ESRS S1 S1-10-67-71-AR 72-73																																																																																																																																				
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ASPROFOS	No.	0	0	0	0	0
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HELLENiQ UPSTREAM S.A.	No.	0	0	0	0	0
	%	0%	0%	0%	0%	0%
HELLENiQ ENERGY DIGITAL	No.	3	11	0	5	9
	%	21%	79%	0%	35,7%	64,3%
KALYPSO KEA S.A.	No.	3	1	0	2	2
	%	75%	25%	0%	50%	50%
EKO AFRODITI	No.	0	2	0	2	0
	%	0%	100%	0%	100%	0%
HELLENiQ RENEWABLES WIND FARMS OF EVIA S.A.	No.	0	0	0	0	0
	%	0%	0%	0%	0%	0%
HELLENiQ RENEWABLES WIND FARMS OF MANI S.A.	No.	0	0	0	0	0
	%	0%	0%	0%	0%	0%
VARDAX S.A.	No.	0	0	1	1	0
	%	0%	0%	100%	100%	0%
ELPET BALKANIKI	No.	0	0	0	0	0
	%	0%	0%	0%	0%	0%

Exits* by age group and gender

Company		<30	30-50	>50	M	F
HELLENiQ PETROLEUM S.A.	No.	2	8	129	120	19
	%	1,4%	5,8%	92,8%	86,3%	13,7%
HELLENiQ ENERGY S.A.	No.	0	2	7	7	2
	%	0%	22,2%	77,8%	77,8%	22,2%
EKO ABEE	No.	1	6	41	36	12
	%	2,1%	12,5%	85,4%	75 %	25 %
EKO BULGARIA	No.	2	4	0	2	4
	%	33,3%	66,7%	0%	33,3%	66,7%
EKO SERBIA	No.	3	6	0	3	6
	%	33,3%	66,7%	0%	33,3%	66,7%
DIAXON	No.	0	4	0	3	1
	%	0%	100%	0%	75%	25%
HELLENiQ ENERGY CONSULTING	No.	1	3	2	5	1
	%	16,7%	50%	33,3%	83,3%	16,7%
ELPEFUTURE	No.	1	0	0	1	0
	%	100%	0%	0%	100%	0%
HELLENiQ RENEWABLES S.A.	No.	0	1	0	0	1
	%	0%	100%	0%	0%	100%
JUGOPETROL	No.	0	5	1	4	2
	%	0%	83,3%	16,7%	66,7%	33,3%
OKTA	No.	2	7	28	29	8
	%	5,4%	18,9%	75,7%	78,4%	21,6%
EKO CYPRUS	No.	0	5	1	3	3
	%	0%	83,3%	16,7%	50%	50%
ASPROFOS	No.	0	2	3	5	0
	%	0%	40%	60%	100%	0%
HELLENiQ UPSTREAM S.A.	No.	0	0	0	0	0
	%	0%	0%	0%	0%	0%
HELLENiQ ENERGY DIGITAL	No.	0	0	0	0	0
	%	0%	0%	0%	0%	0%
KALYPSO KEA S.A.	No.	2	0	0	1	1
	%	100%	0%	0%	50%	50%
EKO AFRODITI	No.	0	0	0	0	0
	%	0%	0%	0%	0%	0%

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401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	<p>Annual Financial Report 2024 p. 259</p> <p>HELLENiQ ENERGY, HELLENiQ PETROLEUM & EKO</p> <p>The benefits provided for in Collective Agreements and Internal Labor Regulations or in the individual labor contracts of the executives holding managerial positions, concern employees under permanent contract and not employees under fixed-term contract - full or part time regardless of where they work. The benefits which are not provided to the employees under fixed term contract are:</p> <ul style="list-style-type: none"> • Pension plan through Group Contracts • Medical plan through Life & Health Group Contract • Financial support for serious health issues • Covering employees' children summer camps • Wedding/birth/death allowance • School allowance 	11.10.3	ESRS S1 S1-11-74																																																															

- University education allowance
- Vouchers/gifts - Easter & Christmas/ financial support for families with large families
- Support to employees' family members with special needs
- Financial aid awards for distinguished school students and university students, children of employees, who succeeded at entering the Universities of the country
- Allowance for nursery/kindergarten
- Long service anniversary gifts
- Employee Loans

For managers, the additional benefits provided are:

- Company cars
- Fuel
- Tolls (e-pass)
- Mobile telephone

ASPROFOS

The company's benefits apply to all employees.

JUGOPETROL

Permanent and fixed-term employees who have an employment contract with Jugopetrol have the same rights under the provisions of the Collective Labor Agreement. These include scholarships, annual allowances for self-supporting parents, childbirth, sickness, medical care, death of an employee or a family member, as well as coverage for the consequences of natural disasters, medical insurance plan, winter allowance, anniversary awards, housing loans, discount fuel cards. Depending on the job, a company car is provided where applicable.

EKO SERBIA

In accordance with the Regulation, we provide equal benefits to permanent and fixed term employees (such as private health insurance and additional benefits in accordance with the Regulation).

EKO CYPRUS

Health insurance, pension, welfare funds and life insurance for all workers.

EKO BULGARIA

All employees are provided with benefits such as food vouchers, private health insurance, life insurance, co-financed sports cards, and cards for fuel and consumer products at EKO fuel stations.

DIAXON

There are no part-time workers.

OKTA

In accordance with the Regulations, the Company provides the same benefits to employees with indefinite and fixed-term contracts. There are no part-time employees.

401-3 Parental leave

All staff, regardless of gender, are entitled by law to parental leave*. The table below shows the relevant data by gender for 2024.

	Άνδρες	Women	Total
Number of employees entitled to parental leave	568	66	634
Number of employees granted parental leave	128	49	177
Number of employees returning to work after parental leave by gender (for parental leave that ended within the current reporting year)	128	18	146

11.10.4

ESRS S1 S1-15-93

Number of employees who returned from parental leave and remained in the company 12 months after their return (for parental leave expired in the previous year)	147	29	176
Return rate after parental leave for the current reporting year	99,2%	97,5%	98,8%
Rate of stay after parental leave for the current reporting year	99,3%	87,1%	97,2%

*Parental leave includes paternity, childbirth, maternity protection and childcare leave.

402-1 Minimum notice periods regarding operational changes

For operational changes other than changes concerning terms of employment contracts, Management Notices are issued, and the minimum period is set on a case-by-case basis.

Other means of communication: individual letters, memos, notification of Management or Service Council decisions.

Any change in the terms of an individual employment contract shall be notified to the parties concerned in accordance with the provisions of law 5053/2023 within one month of the forthcoming change.

Local legislation and employment contracts also apply on a case-by case basis, e.g. in Bulgaria, North Macedonia the minimum period is 30 days, in Montenegro it is 15-90 days depending on the type of change (30 days according to collective agreements), in Serbia 7 days, while in Cyprus, sufficient time and support is given to facilitate the change (there is relevant legislation).

11.10.5

'Social dialogue' and 'Collective bargaining' are sustainability matters for S1 covered by ESRS 1 AR 16.

404-1 Average hours of training per year per employee

Annual Financial Report 2024 [ESRS S1 - Own Workforce](#)

11.10.6

ESRS S1 S1-13 §83 (b) και §84

Trainee's breakdown by gender and company:

	Number of males who participated in at least 1 training course/seminar	Number of males who participated in at least 1 training course/seminar
HELLENiQ ENERGY S.A.	25	15
HELLENiQ PETROLEUM S.A.	1.909	217
EKO ABEE	143	89
KALYPSO KEA	2	0
DIAXON	80	14
ASPROFOS	52	28
JUGOPETROL	38	19
EKO CYPRUS	47	29
EKO SERBIA	25	29
EKO BULGARIA	33	38
OKTA	171	55
HELLENiQ ENERGY CONSULTING	18	28
HELLENiQ RENEWABLES	14	5
HELLENiQ RENEWABLES WIND FARMS OF EVIA S.A.	1	0
HELLENiQ RENEWABLES WIND FARMS OF MANI S.A.	2	1
HELLENiQ ENERGY DIGITAL	13	10
HELLENiQ UPSTREAM S.A.	12	6
ELPEFUTURE	5	2
ELPET BALKANIKI	0	0
VARDAX S.A.	0	1
EKO AFRODITI	1	0

Training expenditure breakdown:

	Cost in €
HELLENiQ ENERGY S.A.	125.485 €

HELLENiQ PETROLEUM S.A.	502.433 €
EKO ABEE	98.566 €
KALYPSO KEA	0 €
DIAXON	9.500 €
ASPROFOS	33.957 €
JUGOPETROL	13.659 €
EKO CYPRUS	43.681 €
EKO SERBIA	17.575 €
EKO BULGARIA	18.931 €
OKTA	34.707,5 €
HELLENiQ ENERGY CONSULTING	0 €
HELLENiQ RENEWABLES S.A.	7.895 €
HELLENiQ RENEWABLES WIND FARMS OF EVIA S.A.	0 €
HELLENiQ RENEWABLES WIND FARMS OF MANI S.A.	0 €
HELLENiQ ENERGY DIGITAL	9.815 €
HELLENiQ UPSTREAM S.A.	129.737 €
ELPEFUTURE	5.577 €
ELPET BALKANIKI	0 €
VARDAX S.A.	0 €
EKO AFRODITI	0 €

Number of participants per training course and company:

	In-house training seminars	Open seminars	Foreign languages	Academic education	Other type of training/ seminar/certifications/ examinations/conferences
HELLENiQ ENERGY S.A.	68	6	0	0	21
HELLENiQ PETROLEUM S.A.	16.622	1.670	0	5	84
EKO ABEE	409	47	0	3	51
KALYPSO KEA	2	10	0	0	0
DIAXON	63	10	0	0	2
ASPROFOS	56	16	0	0	2
JUGOPETROL	11	12	2	1	24
EKO CYPRUS	43	36	0	4	0
EKO SERBIA	38	10	0	0	6
EKO BULGARIA	71	11	12	0	67
OKTA	135	47	3	2	12
HELLENiQ ENERGY CONSULTING	112	18	0	3	11
HELLENiQ RENEWABLES S.A.	13	2	0	0	1
HELLENiQ RENEWABLES WIND FARMS OF EVIA S.A.	0	0	0	0	0
HELLENiQ RENEWABLES WIND FARMS OF MANI S.A.	0	1	0	0	0
HELLENiQ ENERGY DIGITAL	171	6	0	0	5
HELLENiQ UPSTREAM S.A.	23	1	2	2	20
ELPEFUTURE	4	6	0	1	0
ELPET BALKANIKI	0	0	0	0	0
VARDAX S.A.	1	0	0	0	0
EKO AFRODITI	3	0	0	0	0

The Group's total training expenditure for 2024 amounted to €1,051,519, while the total number of training hours was

151,853.

The total amount (EUR) invested in training relates to all Group employees.

Average hours of training per employee category

Company	Management-level executives	Employees
HELLENiQ PETROLEUM S.A.	50,02	57,26
HELLENiQ ENERGY S.A.	9,24	11,33
EKO ABEE	13,33	6,45
KALYPSO KEA	0	6,86
DIAXON	46,58	9,09
ASPROFOS	7,92	32,5
OKTA	58	20
EKO SERBIA	12,75	17,96
EKO CYPRUS	36,93	42,59
EKO BULGARIA	42	21
JUGOPETROL	8	7,78
HELLENiQ UPSTREAM S.A.	57	48,88
HELLENiQ RENEWABLES S.A.	39,2	19,99
HELLENiQ RENEWABLES WIND FARMS OF EVIA S.A.	0	8
HELLENiQ RENEWABLES WIND FARMS OF MANI S.A.	0	33,3
HELLENiQ ENERGY CONSULTING	10,35	15,34
ELPEFUTURE	43	11,7
HELLENiQ ENERGY DIGITAL	3,91	35,84
ELPET BALKANIKI	0	0
VARDAX S.A.	0	0,5
EKO AFRODITI	0	2,65

Average hours of training by gender

Company	M	F
HELLENiQ PETROLEUM S.A.	57,79	48,95
HELLENiQ ENERGY S.A.	9,04	10,16
EKO ABEE	5,22	12,36
KALYPSO KEA	16	0
DIAXON	7,14	29,47
ASPROFOS	23,90	41,80
OKTA	18,07	31,13
EKO SERBIA	14,04	20,06
EKO CYPRUS	41,83	41,30
EKO BULGARIA	23	22
JUGOPETROL	9,50	5,50
HELLENiQ UPSTREAM S.A.	62	35,89
HELLENiQ RENEWABLES S.A.	24,86	25,58
HELLENiQ RENEWABLES WIND FARMS OF EVIA S.A.	8	0
HELLENiQ RENEWABLES WIND FARMS OF MANI S.A.	42	16
HELLENiQ ENERGY CONSULTING	19,83	10,52
ELPEFUTURE	18,6	10
HELLENiQ ENERGY DIGITAL	32,35	30,85
ELPET BALKANIKI	0	0
VARDAX S.A.	0	0,5
EKO AFRODITI	2,65	0

404-2	Programs for upgrading employee skills and transition assistance programs	<p>Annual Financial Report 2024 ESRS S1 - Own Workforce</p> <p>By supporting lifelong learning, the Human Resources Division of the Group aims to continuously improve employees' skills by implementing long-term in-house education & training programs that ensure their "continuous employment".</p>	11.10.7	ESRS S1 S1-1 §AR 17 (h)																																																																																																																																															
404-3	Percentage of employees receiving regular performance and career development reviews	<p>Annual Financial Report 2024 ESRS S1 - Own Workforce</p> <p>For senior and top-level executives, performance reviews are conducted annually based on KPIs and link the Company's performance to the executives' goals in areas such as sustainable development (safety, environment, etc.).</p> <p>The performance of the Group's employees is also evaluated on an annual basis.</p> <p>All employees participate in an annual performance review to assess their performance, through which a plan is developed to improve their knowledge and develop their skills.</p> <table border="1" data-bbox="450 624 1357 1267"> <thead> <tr> <th colspan="6">% of staff participating in an evaluation process in 2024*</th> </tr> <tr> <th rowspan="2">COMPANY</th> <th rowspan="2">TOTAL</th> <th colspan="2">GENDER</th> <th colspan="2">CATEGORY</th> </tr> <tr> <th>M</th> <th>F</th> <th>EXECUTIVE-LEVEL MANAGERS</th> <th>OTHER EMPLOYEES</th> </tr> </thead> <tbody> <tr><td>HELLENIQ PETROLEUM S.A.</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>HELLENIQ ENERGY S.A.</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>EKO ABEE</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>KALYPSO KEA</td><td>100%</td><td>100%</td><td>100%</td><td>-</td><td>100%</td></tr> <tr><td>EKO SERBIA</td><td>82%</td><td>84%</td><td>79,3%</td><td>100%</td><td>80%</td></tr> <tr><td>DIAXON</td><td>97,4%</td><td>98%</td><td>93,3%</td><td>97%</td><td>100%</td></tr> <tr><td>OKTA</td><td>90%</td><td>90%</td><td>89%</td><td>83%</td><td>89,8%</td></tr> <tr><td>EKO CYPRUS</td><td>71%</td><td>70%</td><td>73%</td><td>100%</td><td>69%</td></tr> <tr><td>EKO BULGARIA</td><td>38%</td><td>50%</td><td>27%</td><td>100%</td><td>31,7%</td></tr> <tr><td>JUGOPETROL</td><td>93%</td><td>97%</td><td>89%</td><td>85%</td><td>95%</td></tr> <tr><td>ASPROFOS</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>HELLENIQ UPSTREAM S.A.</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>HELLENIQ RENEWABLES S.A.</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>HELLENIQ RENEWABLES WIND FARMS OF EVIA S.A.</td><td>100%</td><td>100%</td><td>-</td><td>-</td><td>100%</td></tr> <tr><td>HELLENIQ RENEWABLES WIND FARMS OF MANI S.A.</td><td>100%</td><td>100%</td><td>100%</td><td>-</td><td>100%</td></tr> <tr><td>HELLENIQ ENERGY CONSULTING</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>ELPEFUTURE</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>HELLENIQ ENERGY DIGITAL</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>ELPET BALKANIKI</td><td>100%</td><td>100%</td><td>-</td><td>100%</td><td>-</td></tr> <tr><td>VARDAX S.A.</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>EKO AFRODITI</td><td>100%</td><td>100%</td><td>-</td><td>-</td><td>100%</td></tr> </tbody> </table> <p>(*) Legal Advisers are excluded from the evaluation process. For foreign subsidiaries, employees with long-term absences > 6 months (illness, maternity etc.) and recruits of the year who have not yet completed their first semester of employment are not included in the evaluation process.</p>	% of staff participating in an evaluation process in 2024*						COMPANY	TOTAL	GENDER		CATEGORY		M	F	EXECUTIVE-LEVEL MANAGERS	OTHER EMPLOYEES	HELLENIQ PETROLEUM S.A.	100%	100%	100%	100%	100%	HELLENIQ ENERGY S.A.	100%	100%	100%	100%	100%	EKO ABEE	100%	100%	100%	100%	100%	KALYPSO KEA	100%	100%	100%	-	100%	EKO SERBIA	82%	84%	79,3%	100%	80%	DIAXON	97,4%	98%	93,3%	97%	100%	OKTA	90%	90%	89%	83%	89,8%	EKO CYPRUS	71%	70%	73%	100%	69%	EKO BULGARIA	38%	50%	27%	100%	31,7%	JUGOPETROL	93%	97%	89%	85%	95%	ASPROFOS	100%	100%	100%	100%	100%	HELLENIQ UPSTREAM S.A.	100%	100%	100%	100%	100%	HELLENIQ RENEWABLES S.A.	100%	100%	100%	100%	100%	HELLENIQ RENEWABLES WIND FARMS OF EVIA S.A.	100%	100%	-	-	100%	HELLENIQ RENEWABLES WIND FARMS OF MANI S.A.	100%	100%	100%	-	100%	HELLENIQ ENERGY CONSULTING	100%	100%	100%	100%	100%	ELPEFUTURE	100%	100%	100%	100%	100%	HELLENIQ ENERGY DIGITAL	100%	100%	100%	100%	100%	ELPET BALKANIKI	100%	100%	-	100%	-	VARDAX S.A.	100%	100%	100%	100%	100%	EKO AFRODITI	100%	100%	-	-	100%		ESRS S1 S1-13 §83 (a) και §84	
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