

Employee Attraction, Training, Development and Retention

GRI Disclosure Table by Thematic Area

Standard GRI	Disclosures & Requirements	Cross - reference & Data	GRI Sector Standard	CSRD (ESRS interoperability)	GRI assurance																																																																																																																																																																																							
201-3	Defined benefit plan obligations and other retirement plans	Annual Financial Report 2025 (p. 332-333)	-	-																																																																																																																																																																																								
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>880</td> <td>1,216.95</td> <td>138%</td> </tr> <tr> <td>EKO BULGARIA</td> <td>551</td> <td>1,088</td> <td>197%</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>625</td> <td>938</td> <td>150%</td> </tr> <tr> <td>JUGOPETROL/ MONTENEGRO</td> <td>670</td> <td>1,162</td> <td>173%</td> </tr> <tr> <td>OKTA/ REPUBLIC OF NORTH MACEDONIA</td> <td>586</td> <td>669</td> <td>114%</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	880	1,216.95	138%	EKO BULGARIA	551	1,088	197%	EKO CYPRUS	1,000	1.800	180%	EKO SERBIA	625	938	150%	JUGOPETROL/ MONTENEGRO	670	1,162	173%	OKTA/ REPUBLIC OF NORTH MACEDONIA	586	669	114%		ESRS S1S1-10-67-71-AR 72-73																																																																																																																																																								
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401-1	New employee hires and employee turnover	<p>New hires* by age group and gender</p> <table border="1"> <thead> <tr> <th>COMPANY</th> <th></th> <th><30</th> <th>30-50</th> <th>>50</th> <th>MALE</th> <th>FEMALE</th> </tr> </thead> <tbody> <tr> <td rowspan="2">HELLENIQ PETROLEUM</td> <td>No</td> <td>8</td> <td>138</td> <td>14</td> <td>150</td> <td>10</td> </tr> <tr> <td>%</td> <td>15%</td> <td>8%</td> <td>2%</td> <td>7%</td> <td>4%</td> </tr> <tr> <td rowspan="2">HELLENIQ ENERGY S.A.</td> <td>No</td> <td>1</td> <td>7</td> <td>3</td> <td>5</td> <td>6</td> </tr> <tr> <td>%</td> <td>100%</td> <td>21%</td> <td>8%</td> <td>11%</td> <td>22%</td> </tr> <tr> <td rowspan="2">EKO</td> <td>No</td> <td>6</td> <td>11</td> <td>0</td> <td>10</td> <td>7</td> </tr> <tr> <td>%</td> <td>60%</td> <td>5%</td> <td>0%</td> <td>3%</td> <td>4%</td> </tr> <tr> <td rowspan="2">EKO CYPRUS</td> <td>No</td> <td>6</td> <td>7</td> <td>0</td> <td>11</td> <td>2</td> </tr> <tr> <td>%</td> <td>67%</td> <td>11%</td> <td>0%</td> <td>19%</td> <td>6%</td> </tr> <tr> <td rowspan="2">EKO BULGARIA</td> <td>No</td> <td>2</td> <td>2</td> <td>0</td> <td>0</td> <td>4</td> </tr> <tr> <td>%</td> <td>18%</td> <td>5%</td> <td>0%</td> <td>0%</td> <td>12%</td> </tr> <tr> <td rowspan="2">EKO SERBIA</td> <td>No</td> <td>4</td> <td>6</td> <td>0</td> <td>3</td> <td>7</td> </tr> <tr> <td>%</td> <td>44%</td> <td>15%</td> <td>0%</td> <td>12%</td> <td>20%</td> </tr> <tr> <td rowspan="2">JUGOPETROL</td> <td>No</td> <td>3</td> <td>6</td> <td>1</td> <td>5</td> <td>5</td> </tr> <tr> <td>%</td> <td>23%</td> <td>10%</td> <td>3%</td> <td>8%</td> <td>11%</td> </tr> <tr> <td rowspan="2">KALYPSO KEA S.A.</td> <td>No</td> <td>3</td> <td>1</td> <td>0</td> <td>2</td> <td>2</td> </tr> <tr> <td>%</td> <td>300%</td> <td>11%</td> <td>0%</td> <td>67%</td> <td>29%</td> </tr> <tr> <td rowspan="2">OKTA</td> <td>No</td> <td>12</td> <td>15</td> <td>2</td> <td>20</td> <td>9</td> </tr> <tr> <td>%</td> <td>39%</td> <td>10%</td> <td>3%</td> <td>11%</td> <td>15%</td> </tr> <tr> <td rowspan="2">EKO AFRODITI</td> <td>No</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td rowspan="2">ENERWAVE</td> <td>No</td> <td>17</td> <td>38</td> <td>3</td> <td>41</td> <td>17</td> </tr> <tr> <td>%</td> <td>49%</td> <td>15%</td> <td>9%</td> <td>20%</td> <td>14%</td> </tr> <tr> <td rowspan="2">ELPEFUTURE</td> <td>No</td> <td>0</td> <td>3</td> <td>1</td> <td>4</td> <td>0</td> </tr> <tr> <td>%</td> <td>0%</td> <td>33%</td> <td>100%</td> <td>44%</td> <td>0%</td> </tr> <tr> <td rowspan="2">HELLENIQ ENERGY DIGITAL</td> <td>No</td> <td>3</td> <td>6</td> <td>1</td> <td>8</td> <td>2</td> </tr> <tr> <td>%</td> <td>50%</td> <td>19%</td> <td>50%</td> <td>32%</td> <td>13%</td> </tr> <tr> <td rowspan="2">HELLENIQ RENEWABLES S.A.</td> <td>No</td> <td>0</td> <td>11</td> <td>1</td> <td>8</td> <td>4</td> </tr> </tbody> </table>	COMPANY		<30	30-50	>50	MALE	FEMALE	HELLENIQ PETROLEUM	No	8	138	14	150	10	%	15%	8%	2%	7%	4%	HELLENIQ ENERGY S.A.	No	1	7	3	5	6	%	100%	21%	8%	11%	22%	EKO	No	6	11	0	10	7	%	60%	5%	0%	3%	4%	EKO CYPRUS	No	6	7	0	11	2	%	67%	11%	0%	19%	6%	EKO BULGARIA	No	2	2	0	0	4	%	18%	5%	0%	0%	12%	EKO SERBIA	No	4	6	0	3	7	%	44%	15%	0%	12%	20%	JUGOPETROL	No	3	6	1	5	5	%	23%	10%	3%	8%	11%	KALYPSO KEA S.A.	No	3	1	0	2	2	%	300%	11%	0%	67%	29%	OKTA	No	12	15	2	20	9	%	39%	10%	3%	11%	15%	EKO AFRODITI	No	0	0	0	0	0	%	0%	0%	0%	0%	0%	ENERWAVE	No	17	38	3	41	17	%	49%	15%	9%	20%	14%	ELPEFUTURE	No	0	3	1	4	0	%	0%	33%	100%	44%	0%	HELLENIQ ENERGY DIGITAL	No	3	6	1	8	2	%	50%	19%	50%	32%	13%	HELLENIQ RENEWABLES S.A.	No	0	11	1	8	4	11.10.2	ESRS S1S1-6-50-(c)	
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			%	0%	41%	50%	38%	44%		
		HELLENiQ RENEWABLES ROMANIA S.R.L.	No	1	1	0	1	1		
			%	100%	33%	0%	33%	1		
		HELLENiQ RENEWABLES WIND FARMS OF EVIA	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		HELLENiQ RENEWABLES WIND FARMS OF MANI	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		HELLENiQ UPSTREAM S.A.	No	0	1	0	1	0		
			%	0%	6%	0%	8%	0%		
		ELPET BALKANIKI	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		DIAXON S.A.	No	1	2	0	3	0		
			%	33%	5%	0%	3%	0%		
		ASPROFOS	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		VARDAX S.A.	No	0	1	0	0	1		
			%	0%	50%	0%	0%	50%		
		HELLENiQ PETROLEUM TRADING S.A.	No	0	2	7	7	2		
			%	0%	100%	100%	100%	100%		
		HELLENiQ ENERGY CONSULTING	No	6	27	0	16	17		
			%	50%	29%	0%	31%	27%		
		Exits* by age group and gender								
		COMPANY		<30	30-50	>50	MALE	FEMALE		
		HELLENiQ PETROLEUM	No	0	51	12	60	3		
			%	0%	3%	2%	3%	1%		
		HELLENiQ ENERGY S.A.	No	0	1	3	2	2		
			%	0%	3%	8%	5%	7%		
		EKO	No	0	4	3	6	1		
			%	0%	2%	1%	2%	1%		
		EKO CYPRUS	No	2	2	3	6	1		
			%	22%	3%	17%	11%	3%		
		EKO BULGARIA	No	2	1	5	2	6		
			%	18%	3%	36%	7%	18%		
		EKO SERBIA	No	1	0	2	2	1		
			%	11%	0%	15%	8%	3%		
		JUGOPETROL	No	0	1	4	4	1		
			%	0%	2%	11%	7%	2%		
		KALYPSO KEA S.A.	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		OKTA	No	4	23	12	27	12		
			%	13%	16%	20%	15%	20%		
		EKO AFRODITI	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		ENERWAVE	No	7	3	26	23	13		
			%	20%	1%	74%	11%	11%		
		ELPEFUTURE	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		HELLENiQ ENERGY DIGITAL	No	0	0	1	1	0		
			%	0%	0%	50%	4%	0%		
		HELLENiQ RENEWABLES S.A.	No	0	0	1	1	0		
			%	0%	0%	50%	5%	0%		
		HELLENiQ RENEWABLES ROMANIA S.R.L.	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		HELLENiQ RENEWABLES WIND FARMS OF EVIA	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		HELLENiQ RENEWABLES WIND FARMS OF MANI	No	0	0	0	0	0		
			%	0%	0%	0%	0%	0%		
		HELLENiQ UPSTREAM S.A.	No	0	1	0	1	0		
			%	0%	6%	0%	8%	0%		

Standard GRI	Disclosures & Requirements	Cross - reference & Data						GRI Sector Standard	CSRD (ESRS interoperability)	GRI assurance	
		ELPET BALKANIKI	No	0	0	0	0	0			
			%	0%	0%	0%	0%	0%			
		DIAXON S.A.	No	0	10	0	10	0			
			%	0%	23%	0%	11%	0%			
		ASPROFOS	No	0	2	0	1	1			
			%	0%	6%	0%	1%	2%			
		VARDAX S.A.	No	0	0	1	0	1			
			%	0%	0%	100%	0%	50%			
		HELLENiQ PETROLEUM TRADING S.A.	No	0	0	0	0	0			
			%	0%	0%	0%	0%	0%			
		HELLENiQ ENERGY CONSULTING	No	0	0	4	2	2			
			%	0%	0%	40%	4%	3%			
		* Percentages were calculated based on the total number of employees (headcount) per subsidiary and category as of December 31, 2025									
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	<p data-bbox="450 507 1615 528">Annual Financial Report 2025 p.248</p> <p data-bbox="450 555 1615 576"><u>HELLENiQ ENERGY Holdings, HELLENiQ PETROLEUM & EKO, DIAXON & ASPROFOS</u></p> <p data-bbox="450 608 1615 671">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> <p data-bbox="450 699 1615 719">By way of example, employees with permanent contracts are provided with:</p> <p data-bbox="450 719 1615 740">A pension plan through a Group Contract</p> <ul data-bbox="450 740 1615 922" style="list-style-type: none"> ➤ Medical and pharmaceutical coverage through a Group Life & Health Insurance Policy ➤ Financial assistance for serious health conditions and for dependents with special needs ➤ Coverage of expenses for children's summer camps ➤ Allowance for marriage / birth / death of an employee's relative ➤ Easter & Christmas bonuses ➤ Financial assistance for awards to high-achieving students, high school and university students—and employees' children admitted to the country's universities ➤ Coverage of expenses for daycare centers/preschools <p data-bbox="450 948 1615 968"><u>JUGOPETROL</u></p> <p data-bbox="450 968 1615 1059">All employees are eligible for benefits such as: scholarships, annual school allowances for single-parent families, childbirth allowances, financial assistance in the event of illness, medical care, medication, death of an employee or a family member, as well as coverage for the consequences of natural disasters, a medical and pharmaceutical program, a winter allowance, long-service anniversary gifts, housing loans, and fuel discount cards. Depending on the position, a company car and fuel may be provided on a case-by-case basis.</p> <p data-bbox="450 1086 1615 1107"><u>EKO SERBIA</u></p> <p data-bbox="450 1107 1615 1155">All employees are eligible for benefits such as meal vouchers, a health insurance plan, long-service anniversary gifts, a school allowance, discount cards at EKO gas stations, and a fuel allowance.</p> <p data-bbox="450 1182 1615 1203"><u>EKO CYPRUS</u></p> <p data-bbox="450 1203 1615 1235">All employees are eligible for benefits such as the Life & Health medical plan, contributions to a welfare fund, and a meal allowance.</p> <p data-bbox="450 1262 1615 1283"><u>EKO BULGARIA</u></p> <p data-bbox="450 1283 1615 1331">All employees are eligible for benefits such as meal vouchers, the Life & Health medical and pharmaceutical program, subsidized gym memberships, and discount cards at EKO gas stations, as well as a fuel allowance.</p> <p data-bbox="450 1358 1615 1378"><u>OKTA</u></p> <p data-bbox="450 1378 1615 1453">All employees are eligible for benefits such as the Life & Health medical plan, a meal allowance, a school allowance, financial assistance in cases of illness, death of an employee or a family member, as well as coverage for the consequences of natural disasters, long-service anniversary gifts, gym memberships, and fuel discount cards</p> <p data-bbox="450 1481 1615 1501">All Group companies provide additional benefits for executive-level staff, such as:</p>						11.10.3	ESRS S1 S1-11-74		

Standard GRI	Disclosures & Requirements	Cross - reference & Data	GRI Sector Standard	CSRD (ESRS interoperability)	GRI assurance																																																
		<ul style="list-style-type: none"> ➤ Company cars ➤ Fuel ➤ Tolls (e-pass) ➤ Mobile phone service 																																																			
401-3	Parental leave	<p>All staff, regardless of gender, are entitled by law to parental leave*. The table below shows the relevant data by gender for 2024.</p> <table border="1"> <thead> <tr> <th></th> <th>MALE</th> <th>FEMALE</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Number of employees entitled to parental leave</td> <td>523</td> <td>89</td> <td>612</td> </tr> <tr> <td>Number of employees granted parental leave</td> <td>129</td> <td>74</td> <td>203</td> </tr> <tr> <td>Number of employees returning to work after parental leave by gender (for parental leave that ended within the current reporting year)</td> <td>139</td> <td>39</td> <td>178</td> </tr> <tr> <td>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)</td> <td>123</td> <td>35</td> <td>158</td> </tr> <tr> <td>Return rate after parental leave for the current reporting year</td> <td>100%</td> <td>94,59%</td> <td>98,75%</td> </tr> <tr> <td>Rate of stay after parental leave for the current reporting year</td> <td>100%</td> <td>92,86%</td> <td>98,34%</td> </tr> </tbody> </table> <p>*Parental leave includes paternity, childbirth, maternity protection and childcare leave.</p>		MALE	FEMALE	TOTAL	Number of employees entitled to parental leave	523	89	612	Number of employees granted parental leave	129	74	203	Number of employees returning to work after parental leave by gender (for parental leave that ended within the current reporting year)	139	39	178	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)	123	35	158	Return rate after parental leave for the current reporting year	100%	94,59%	98,75%	Rate of stay after parental leave for the current reporting year	100%	92,86%	98,34%	11.10.4	ESRS S1 S1-15-93																					
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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)	123	35	158																																																		
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Rate of stay after parental leave for the current reporting year	100%	92,86%	98,34%																																																		
402-1	Minimum notice periods regarding operational changes	<p>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.</p> <p>Other means of communication: individual letters, memos, notification of Management or Service Council decisions.</p> <p>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.</p> <p>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).</p>	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	<p>Annual Financial Report 2025 p.249</p> <p>Trainee's breakdown by gender and company:</p> <table border="1"> <thead> <tr> <th>COMPANY</th> <th>NUMBER OF MALES WHO PARTICIPATED IN AT LEAST 1 TRAINING COURSE/SEMINAR</th> <th>NUMBER OF MALES WHO PARTICIPATED IN AT LEAST 1 TRAINING COURSE/SEMINAR</th> </tr> </thead> <tbody> <tr><td>HELLENiQ ENERGY S.A.</td><td>25</td><td>41</td></tr> <tr><td>HELLENiQ PETROLEUM</td><td>228</td><td>2027</td></tr> <tr><td>EKO SA</td><td>153</td><td>318</td></tr> <tr><td>KALYPSO KEA S.A</td><td>2</td><td>2</td></tr> <tr><td>DIAXON SA</td><td>15</td><td>84</td></tr> <tr><td>ASPROFOS SA</td><td>44</td><td>63</td></tr> <tr><td>JUGOPETROL AD</td><td>30</td><td>52</td></tr> <tr><td>EKO CYPRUS LIMITED</td><td>31</td><td>56</td></tr> <tr><td>EKO SERBIA</td><td>35</td><td>26</td></tr> <tr><td>EKO BULGARIA</td><td>34</td><td>30</td></tr> <tr><td>OKTA</td><td>67</td><td>169</td></tr> <tr><td>HELLENiQ ENERGY CONSULTING</td><td>51</td><td>39</td></tr> <tr><td>HELLENiQ Renewables SA</td><td>8</td><td>12</td></tr> <tr><td>HELLENiQ RENEWABLES WIND FARMS OF EVIA</td><td>0</td><td>1</td></tr> <tr><td>HELLENiQ RENEWABLES WIND FARMS OF MANI</td><td>1</td><td>1</td></tr> </tbody> </table>	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	41	HELLENiQ PETROLEUM	228	2027	EKO SA	153	318	KALYPSO KEA S.A	2	2	DIAXON SA	15	84	ASPROFOS SA	44	63	JUGOPETROL AD	30	52	EKO CYPRUS LIMITED	31	56	EKO SERBIA	35	26	EKO BULGARIA	34	30	OKTA	67	169	HELLENiQ ENERGY CONSULTING	51	39	HELLENiQ Renewables SA	8	12	HELLENiQ RENEWABLES WIND FARMS OF EVIA	0	1	HELLENiQ RENEWABLES WIND FARMS OF MANI	1	1	11.10.6	ESRS S1 S1-13 §83 (b) και §84	
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404-2	Programs for upgrading employee skills and transition assistance programs	<p>Annual Financial Report 2025 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 2025 ESRS S1 - Own Workforce</p> <p>For senior and top management executives, the evaluation is conducted annually based on KPIs and links the company's performance with the objectives of the staff, on issues such as sustainable development (safety, the 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 evaluation to assess their performance, through which a plan is designed to improve their knowledge and develop their skills.</p> <table border="1"> <thead> <tr> <th colspan="6">% OF STAFF PARTICIPATING IN AN EVALUATION PROCESS IN 2025</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>MSLR</th> <th>FEMALE</th> <th>EXECUTIVE LEVEL</th> <th>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 S.A.</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>KALYPSO S.A.</td><td>100%</td><td>100%</td><td>100%</td><td>-</td><td>100%</td></tr> <tr><td>EKO SERBIA</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>DIAXON</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>OKTA</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>EKO CYPRUS</td><td>83%</td><td>86%</td><td>77%</td><td>100%</td><td>82%</td></tr> <tr><td>EKO BULGARIA</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> <tr><td>JUGOPETROL</td><td>84%</td><td>87%</td><td>81%</td><td>90%</td><td>84%</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> <tr><td>ENERWAVE</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr> </tbody> </table>	% OF STAFF PARTICIPATING IN AN EVALUATION PROCESS IN 2025						COMPANY	TOTAL	GENDER		CATEGORY		MSLR	FEMALE	EXECUTIVE LEVEL	EMPLOYEES	HELLENiQ.PETROLEUM S.A.	100%	100%	100%	100%	100%	HELLENiQ ENERGY S.A.	100%	100%	100%	100%	100%	EKO S.A.	100%	100%	100%	100%	100%	KALYPSO S.A.	100%	100%	100%	-	100%	EKO SERBIA	100%	100%	100%	100%	100%	DIAXON	100%	100%	100%	100%	100%	OKTA	100%	100%	100%	100%	100%	EKO CYPRUS	83%	86%	77%	100%	82%	EKO BULGARIA	100%	100%	100%	100%	100%	JUGOPETROL	84%	87%	81%	90%	84%	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%	ENERWAVE	100%	100%	100%	100%	100%		ESRS S1 S1-13 §83 (a) και §84	
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