

Statement of use		Metlen Energy & Metals has reported in accordance with the GRI Standards for the period January 1 st , 2024, until December 31 st , 2024, on an annual basis.			
GRI 1 used		GRI 1: Foundation 2021			
Applicable GRI Sector Standard(s)		Oil & Gas Sector Standard			
GRI Standard	Disclosure	Location	Omission		GRI Sector Standard
			Requirement s omitted	Reason	Explanation
Employment & Labor Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	General Disclosures - Significant impacts and their interaction with the strategy and business model [SBM-3] - Strategy			
		IMPACT, RISK AND OPPORTUNITY MANAGEMENT Policy on the management of material impacts on the workforce			
		Processes for engaging with own workers and workers' representatives about impacts			
		Processes to remediate negative impacts and channels for own workers to raise concerns			
		METRICS & TARGETS Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Own Workforce [ESRS: S1] [S1-6] - Characteristics of the Undertaking's employees			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Basis for preparation of the financial statements and summary of material accounting policies - 2.3.14 Pensions and other post-employment benefits			
	401-3 Parental leave	Own Workforce [ESRS: S1] [S1-15] - Work-life balance metrics			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational	1.5. REMUNERATION - Provision 39. Contract periods and bonuses on appointment and departure			

	changes			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	13. Appendix II – Annexes of the Sustainability Statement - 5 ESG Reporting Guide 2024 – Athens Stock Exchange		11.10.6, 11.11.4
	404-2 Programs for upgrading employee skills and transition assistance programs	Own Workforce [ESRS: S1] [S1-13] - Training and skills development metrics		11.7.3, 11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	Own Workforce [ESRS: S1] [S1-2] - Processes for engaging with own workers and workers' representatives about impacts Timeless ways Communication and Cooperation		