

Statement of use		Metlen Energy & Metals has reported in accordance with the GRI Standards for the period January 1 <sup>st</sup> , 2024, until December 31 <sup>st</sup> , 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				11.10.1
		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				11.10.2
	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				11.10.3
	401-3 Parental leave	Own Workforce [ESRS: S1] [S1-15] - Work-life balance metrics				11.10.4, 11.11.3
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				11.7.2, 11.10.5

	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		