



CORPORATE PRESENTATION



WE ARE NIS

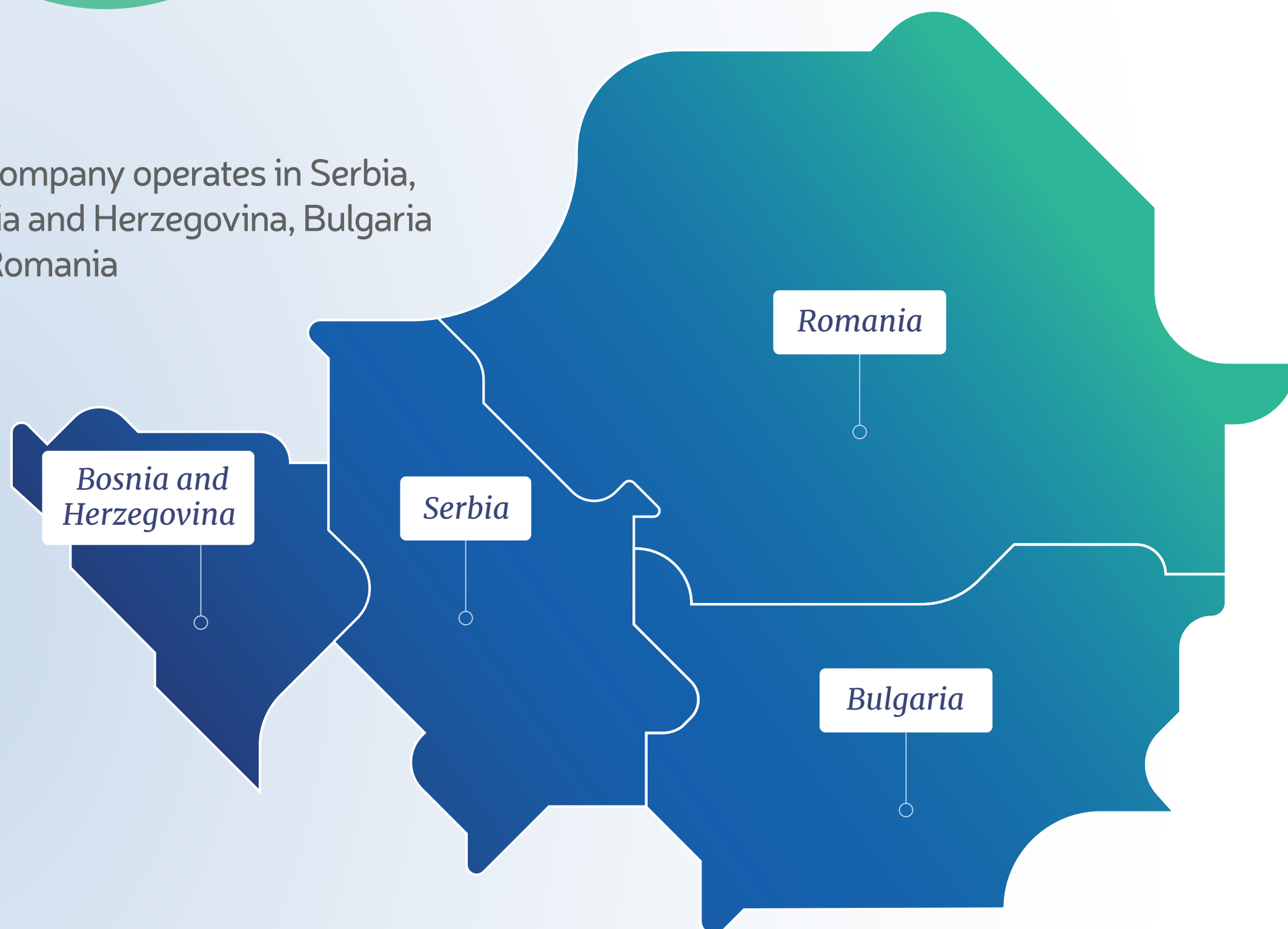


One of the largest vertically integrated energy systems in South-East Europe, with almost

13,500

staff members

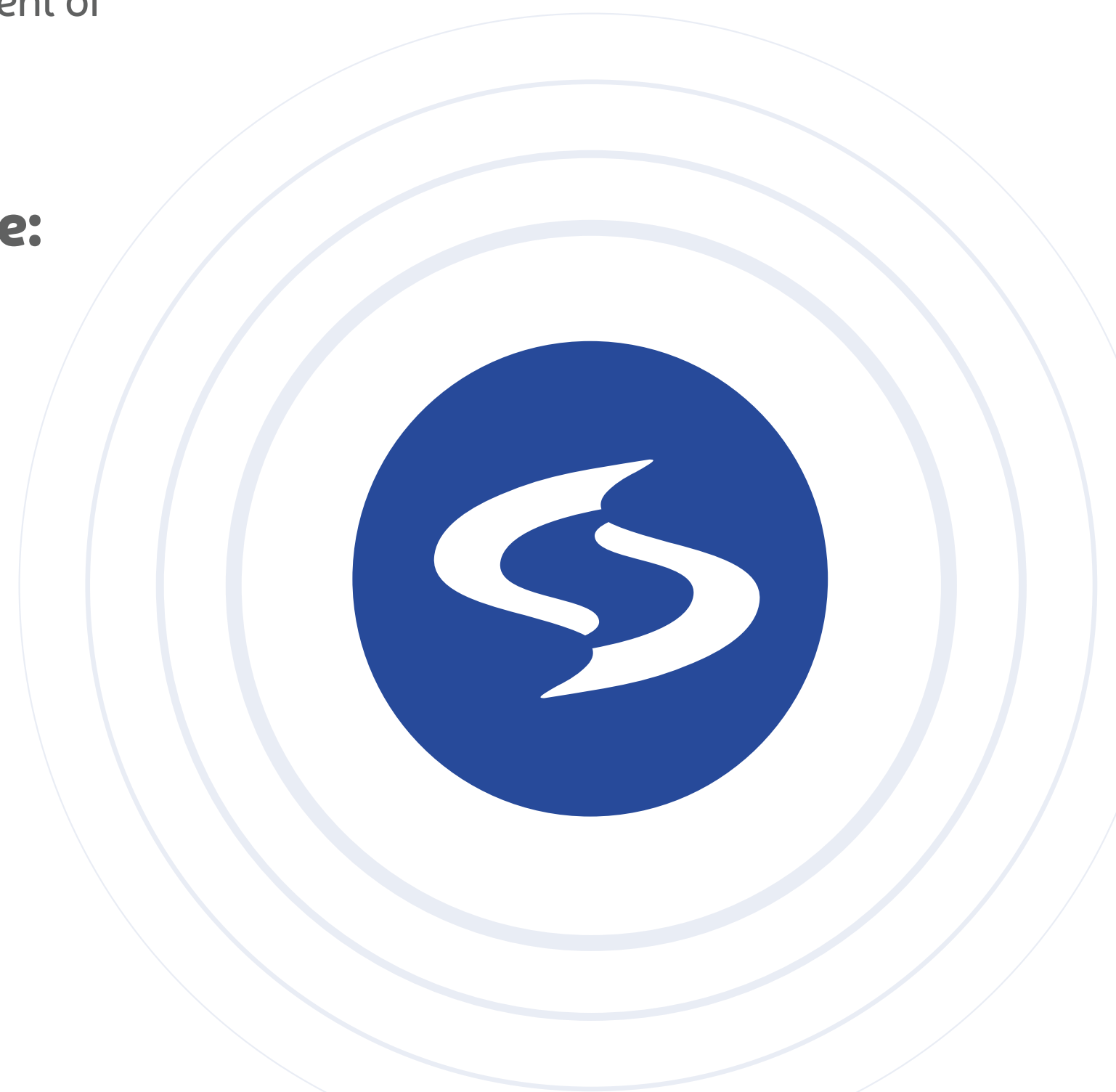
The company operates in Serbia, Bosnia and Herzegovina, Bulgaria and Romania



More than **4 billion euros** of investment in the development of NIS since 2009

Share capital structure:

- "GAZPROM NEFT" **50.00%**
- "GAZPROM" **6.15%**
- REPUBLIC OF SERBIA **29.87%**
- OTHER SHAREHOLDERS **13.98%**



The objective of NIS is to set the example of business efficiency and sustainable development dynamics to others

OUR ACTIVITIES



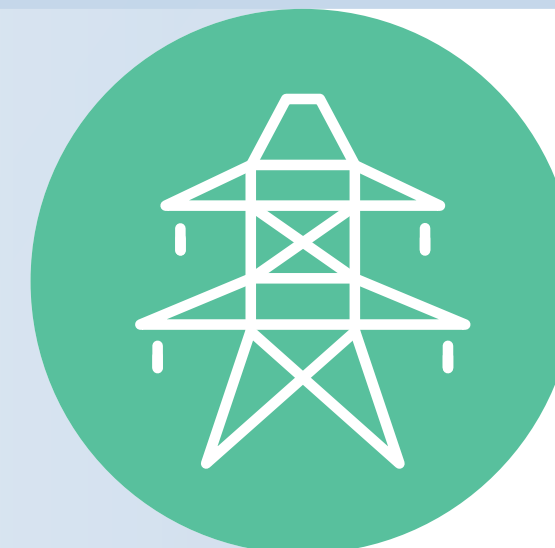
**EXPLORATION AND PRODUCTION
OF OIL AND GAS**



**SALES AND DISTRIBUTION
OF PETROLEUM PRODUCTS**



SERVICES



ENERGY



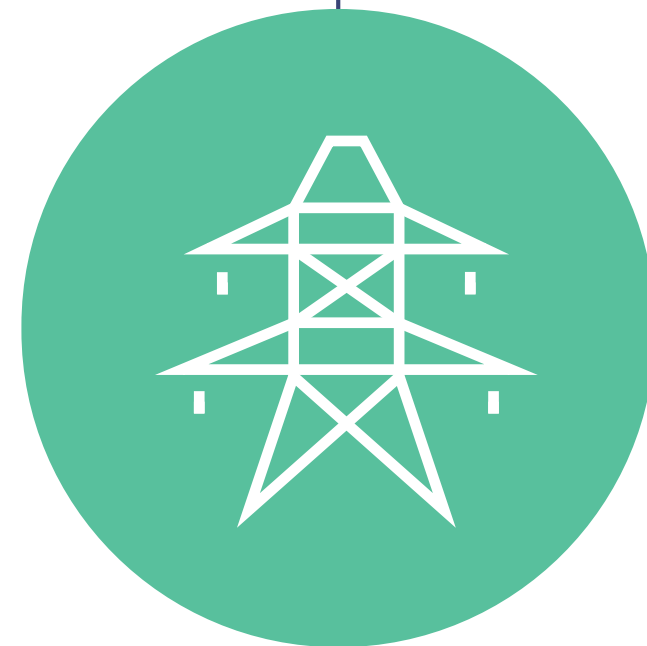
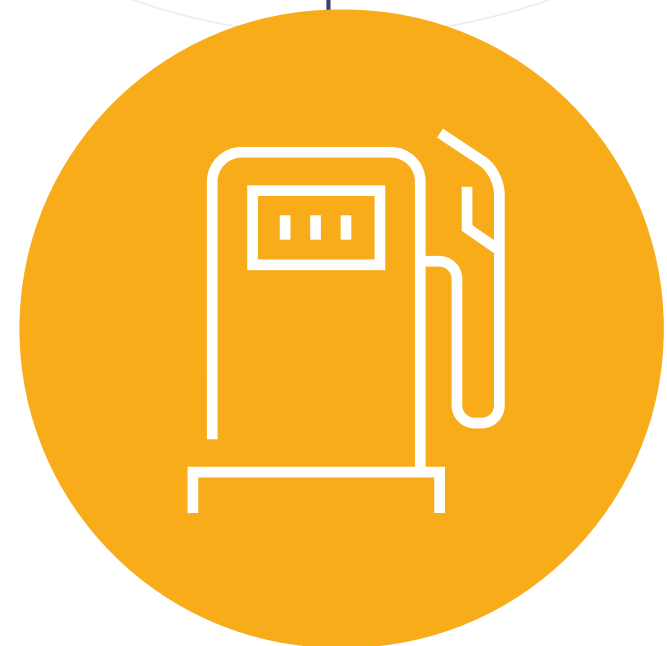
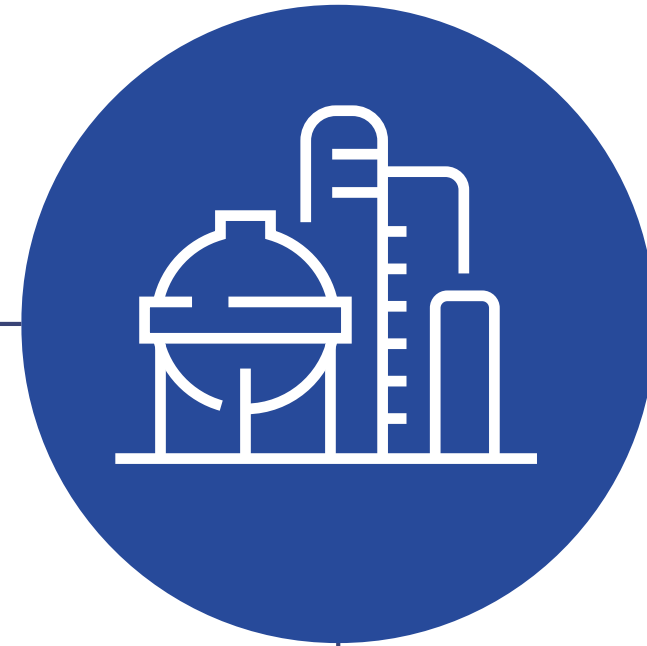
**OIL
REFINING**



PETROCHEMISTRY

EXPLORATION AND PRODUCTION

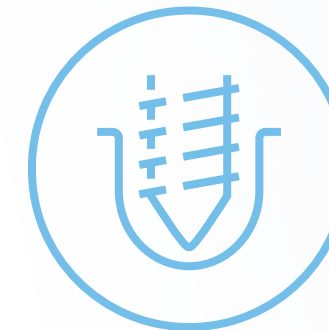
NIS is Serbia's only petroleum company that is dealing with oil and gas exploration and production



Majority of deposits is located on the territory of Serbia



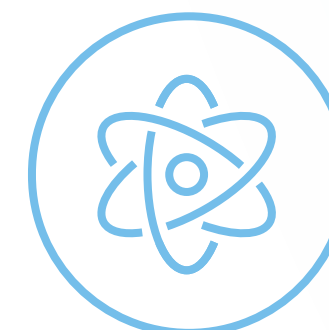
Exploratory works are carried out also in Romania and Bosnia and Herzegovina



The oldest concession of NIS is in Angola (oil production started in 1985)



In 2023, total production volume reached 1,158 million tons of oil and gas conditional tons



NTC NIS provides scientific-technical and innovation support in the field of exploration and production of oil and gas

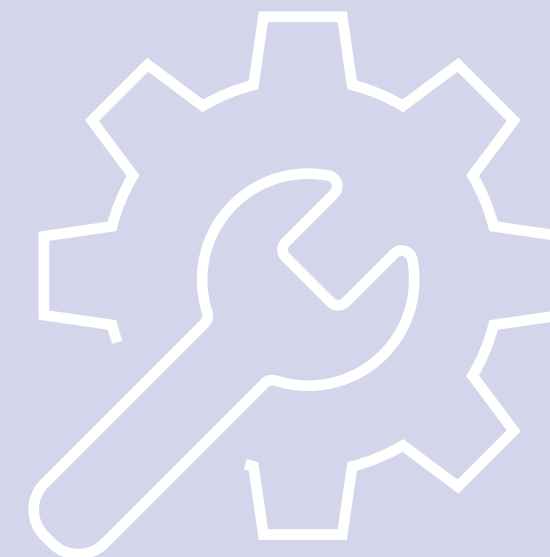
OILFIELD SERVICES



NIS possesses modern equipment, which enables the Company to meet its needs and to engage in the international market



It provides services in the area of oil and gas exploration and production (geophysical testing, well development and workover, special well operations and measurements)



The possibility of providing maintenance services for operation, assets, construction and maintenance of oil and gas systems and facilities



In 2023,

43

new oil wells were successfully drilled and put into operation

REFINING



NIS manages the Oil Refinery in Pančevo, on a par with the region's ultimate ones

This Refinery produces motor fuels of Euro 5 standard, aviation fuel, liquefied natural gas, coke, raw material for petrochemical industry, bitumen, and other petroleum products



Continuous work is being done to increase refining efficiency and to improve environmental protection

In 2023, the record volume of crude oil and semi-products refining of

4.092 million tons
was achieved

SALES & DISTRIBUTION



- NIS manages a network of more than 400 gas stations in Serbia and the countries of the region - Bosnia and Herzegovina, Bulgaria and Romania
- In the retail markets Company operates under two brands: NIS Petrol and GAZPROM
- As special business lines, NIS is developing aviation fuel supply, fuel supply for vessels, lubricants and bitumen trade.
- In 2023, 10 modern refuelling stations were put into operation in Serbia and one in Bosnia and Herzegovina
- The development of the digital application "Drive.Go" and the loyalty programme "On the Road with Us" continued
- The total volume of trade in 2022 was 4.0 million tons

NIS operations include the production of electricity and heat from conventional and renewable sources, production and sale of regular and compressed natural gas, the sale of natural gas electricity trading, and also implementing energy efficiency projects

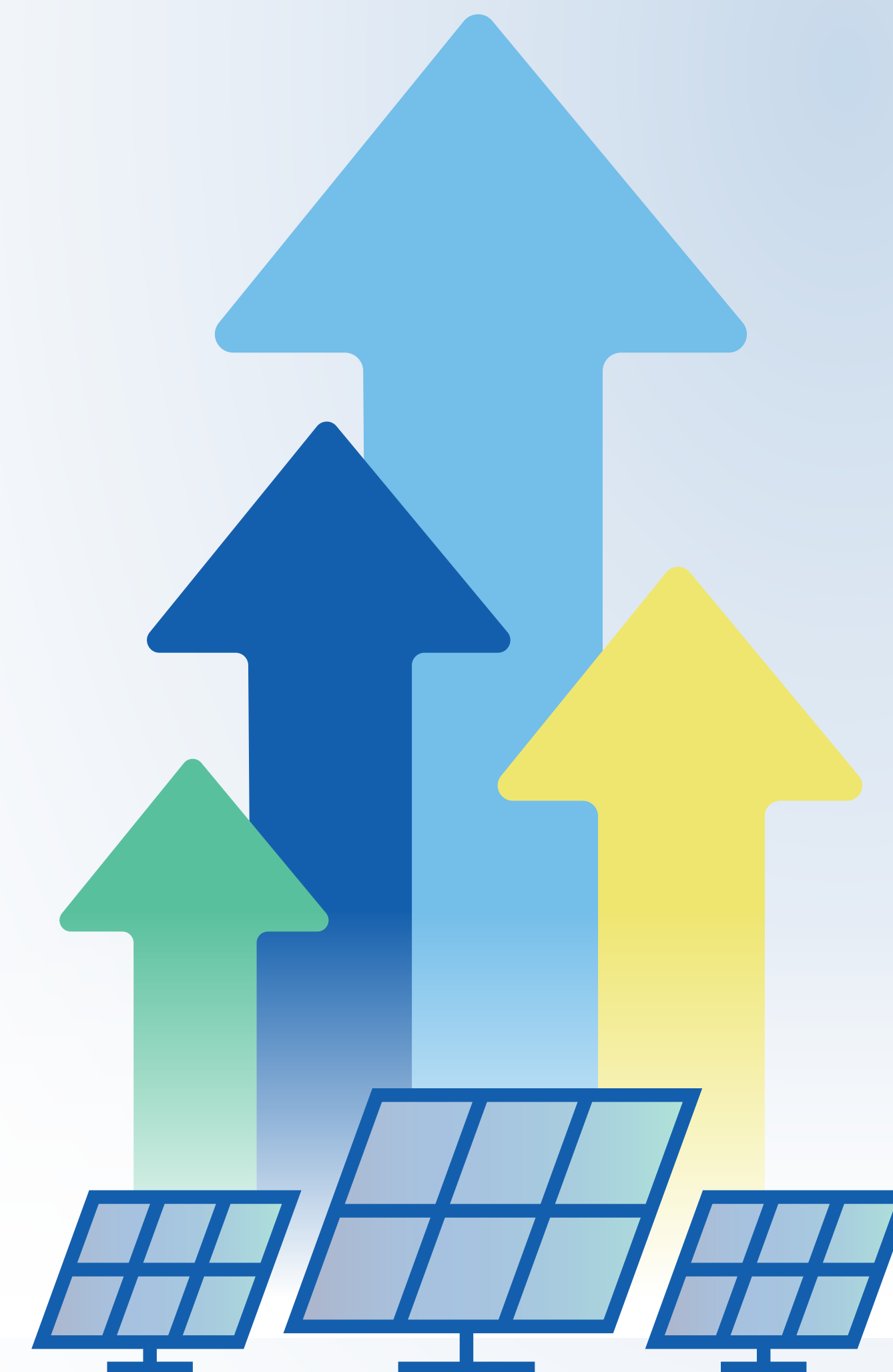
Completion of the project of installing solar panels on the Company's facilities - during 2023, solar photovoltaic power plants were in operation at 15 refuelling stations in Serbia, the production of which was

560_{MWh}

The total production of electricity in 2023 was

129,059_{MWh}

The Company develops electricity trade in Serbia and on the regional market





HIP Petrohemija d.o.o. is the largest producer of petrochemical products in Serbia

In June 2023, the process of integrating HIP-Petrohemija into the NIS system began

The key project is the construction of a plant for the production of polypropylene, with a capacity of at least

140,000
tons per year



The development of the petrochemical complex will be based on the modernization of basic production capacities and the construction of new facilities

Investments in the construction of the polypropylene factory will amount to around

150 million euros

OUR PEOPLE



Most valuable resource of the Company is its team of around
13,500
employees



In 2023, in cooperation with external providers, we organized **4,031** training sessions with **12,936** participants



NIS is one of the most sought-after employers in Serbia, which enables **continuous professional development to its employees**



The objective of NIS is to attract young talents: The **"NIS Calling"** student internship programme and the **"NIS Energy"** programme – for graduates and master's students are being successfully implemented

SUSTAINABLE DEVELOPMENT

The principles of sustainable development are the foundation of every business process at NIS



With its business operation, NIS contributes to the achievement of 12 out of 17 goals of sustainable development of the UN

Four pillars of sustainable development of NIS are:

- **Economic progress**
- **Human resources**
- **Health, safety, and environmental protection**
- **Responsibility towards the community**

In 2023, NIS published its 13th consecutive Sustainable Development Report

FUTURE IN ACTION

NIS implements its socially responsible programmes under the slogan “Future in Action” whereby it pays a lot of attention to the young and to local community development

Key directions of this assistance are:

- **Support to healthcare and social institutions of wider social significance;**
 - **Upgrade of the work of scientific and educational institutions;**
 - **Development of sports infrastructure;**
 - **Promotion of culture and art;**
 - **Philanthropic and volunteer campaigns that are initiated or attended by NIS employees**
-

In 2023, the "**Common Cause - Community**" programme marked 15 years of existence and development of close partnership with the local communities in which NIS operates

About

7.5 billion dinars

were invested in socially responsible programs, support for professional sports and projects of the Government of Serbia in 2023

Supported by the Company, NIS employees who are also **members of the Volunteer Club, take part in numerous humanitarian and philanthropic activities**

Over the course of 2023, the members of this club dedicated more than **1,000** volunteer hours to the **community**, which is almost **42** days



ENVIRONMENTAL PROTECTION AND OCCUPATIONAL SAFETY



The goal of the Company are working processes without injuries of the staff and negative environmental impacts

Since 2009, NIS has invested more than

900 million EUR

in environmental projects and business projects that have significant influence on the improvement of the environment



With a view of increasing occupational safety, the 6 “Golden HSE rules” have been defined

DIGITAL TRANSFORMATION

Innovation and agility are the basis of further development of NIS

The Company implements digitalisation in all business segments, and considers it a new development chance

The digital transformation portfolio of NIS in 2023 contained more than

120 projects

and initiatives in all areas of business

The priorities of digital transformation are the following:

- **Constant improving of business processes**
- **Introduction of digital solutions and technologies that contribute to business operation efficiency**
- **Continuous work towards competency and safety improvement**

AWARDS AND ACCOLADES IN 2022

A special plaque from the "Večernje Novosti" daily newspaper, entitled "The Most Noble Feat of the Year", intended for associations and companies that continuously help others and encourage noble deeds for years

Diplomacy&Commerce magazine award for the best socially responsible campaign "Let new hopes be born"

The "Campaign with a purpose social 2023" accolade, which is awarded by the association "Yellow Pants" for the campaign "Let new hopes be born"

The "Leader of social responsibility among business companies" accolade for 15 years of the "Common Cause Community" programme at the International Agricultural Fair

"Captain Miša Anastasijević" Award in the "Leader of Social Responsibility" category on the occasion of 15 years of the "Common Cause - Community" programme

Special recognition of the magazine PC Press - Top 50 best online contents, in the category of Digital Innovation for the mobile application Drive.Go

Digital Awards for the HR Employer branding online campaign for the NIS Energy programme

Place in the top three "Serbia's most sought-after employer" according to the AIESEC poll Voice of the Serbian Youth

