



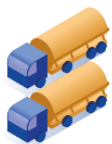
# WE ARE NIS



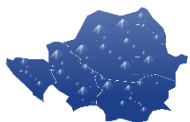
One of the largest vertically integrated energy systems in Southeast Europe with more than **11,000 EMPLOYEES**



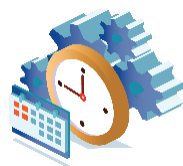
More than **EUR 3 BILLION** of investments since 2009



Among the **LEADING EXPORTERS** in Serbia

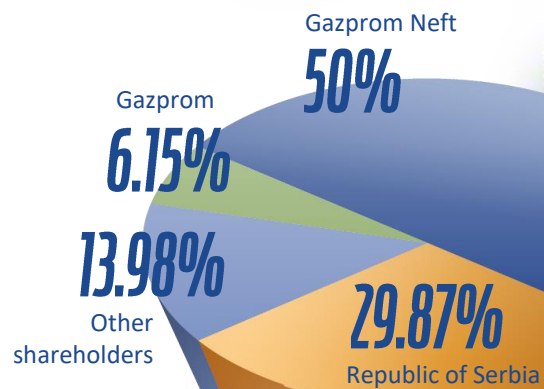


Operations in Serbia, Bosnia and Herzegovina, Bulgaria and Romania



The goal of NIS is to set an example for others in terms of business efficiency and sustainable development dynamics

## SHAREHOLDERS' CAPITAL STRUCTURE



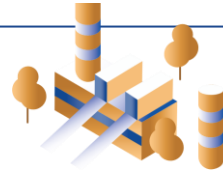
# OUR ACTIVITIES



***OIL AND GAS EXPLORATION  
AND PRODUCTION***



***SERVICES***



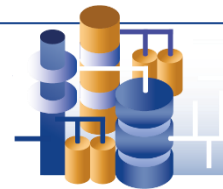
***REFINING***



***SALES AND  
DISTRIBUTION***



***ENERGY***



***PETROCHEMICALS***

# EXPLORATION AND PRODUCTION



NIS is ***THE ONLY COMPANY IN SERBIA*** engaged in oil and gas exploration and production



***MOST OF THE DEPOSITS*** are located on the territory of Serbia



Exploration works are also being carried out in Romania and Bosnia and Herzegovina



***THE OLDEST CONCESSION*** of NIS is in Angola (oil exploitation started in 1985)



In 2021, the total volume of production of ***1.194 million*** tonnes equivalent of oil and gas was reached





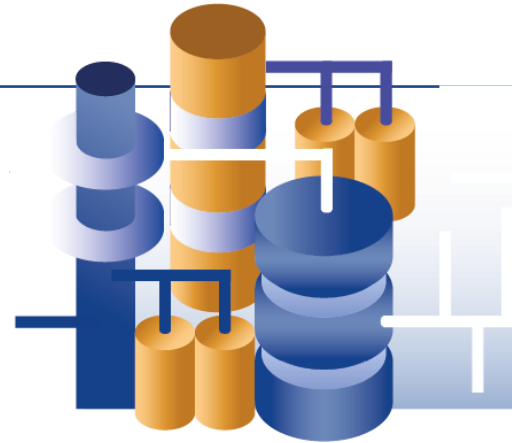
# SERVICES



NIS has modern equipment that enables meeting the needs of the company and engaging in the international market



Services in the field of oil and gas exploration and production (geophysical tests, development, equipping, and workover of wells, conducting special operations and measurements on wells)



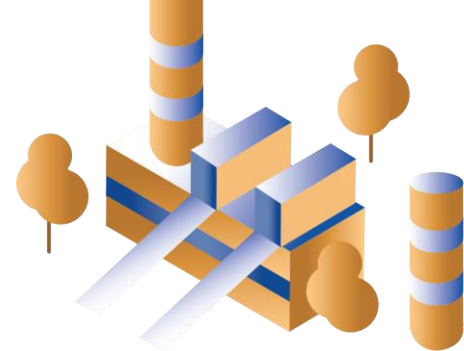
Possibility of providing maintenance services for means of work, construction and maintenance of oil and gas systems and facilities



In 2021, more than 40 development and exploratory wells were commissioned

# REFINING

- NIS operates the Oil Refinery in Pančevo, one of the most modern refineries in the region
- The refinery produces Euro-5 motor fuels, aviation fuels, liquid petroleum gas, petroleum coke, raw materials for the petrochemical industry, bitumen and other petroleum products
- In 2021, the production of **EURODIESEL** with biocomponent (Eurodiesel B7) started
- Prerequisites were created for the third stage of modernization of the Refinery in Pančevo, whose key projects involve:
  - FCC plant reconstruction
  - construction of ETBE (high-octane gasoline component) production plant
- In 2021, a record volume of refining crude oil and semi-finished products of **3.945 MILLION TONS** was achieved



# SALES AND DISTRIBUTION



NIS operates a network of more than 400 petrol stations in Serbia and in the countries of the region – Bosnia and Herzegovina, Bulgaria and Romania



The company appears on the market with two retail brands: NIS Petrol and GAZPROM



In 2021, **10 MODERN PETROL STATIONS** were put into operation in Serbia



As special business directions, NIS develops the supply of aviation fuel, bunkering, as well as sales and distribution of lubricants and bitumen



In 2021, the total volume of turnover was **4.031 MILLION** tonnes, which is **THE BEST RESULT** in the last 13 years



Development of digital applications "Sa nama na putu" and "Drive.Go"



# ENERGY



NIS is engaged in the production of electricity and heat from conventional and renewable sources, production and sales of compressed natural gas, sales of natural gas, trade in electricity, and works on projects to increase energy efficiency



On oil and gas fields at eight locations in Serbia, NIS has put into operation small power plants for the production of heat and electricity, whose maximum capacity is **14.5 MW**



Development of electricity trade in Serbia and regional markets

In 2021, in cooperation with Gazprom Energoholding, the construction of the Pančevo thermal power plant continued, in which about **EUR 180 MILLION** was invested

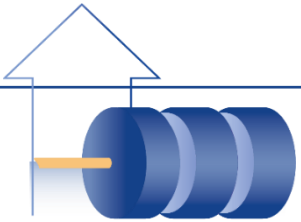


The effect of measures to reduce energy consumption and increase energy efficiency in NIS during 2021 amounts to more than **RSD 285 MILLION**





# OPERATIONS IN 2021

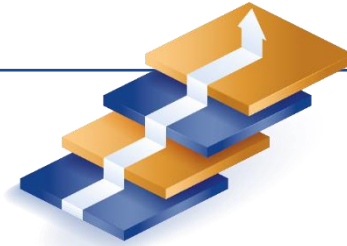


Net profit

**RSD 21 BILLION**

EBITDA

**RSD 53.2 BILLION**

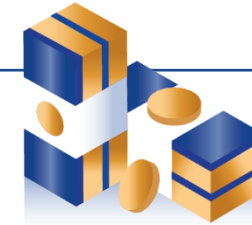


Investments

**RSD 20.2 BILLION**

Operating cash flow

**RSD 42.2 BILLION**



NIS Group's liabilities for taxes  
and other public revenues

**RSD 217.8 BILLION**

A strategic partnership agreement was signed with the Government of the Republic of Serbia and HIP Petrohemija, in accordance with which NIS will increase its ownership share in HIPP to 90% of the share capital.

# OUR PEOPLE

The most valuable asset of the Company is its team comprising more than **11,000** talented and expert professionals



In 2021, **2,870** trainings were organized for employees, with **5,226 PARTICIPANTS**

**THE GOAL OF NIS IS TO ATTRACT YOUNG TALENTS:  
SUCCESSFUL IMPLEMENTATION OF THE STUDENT**



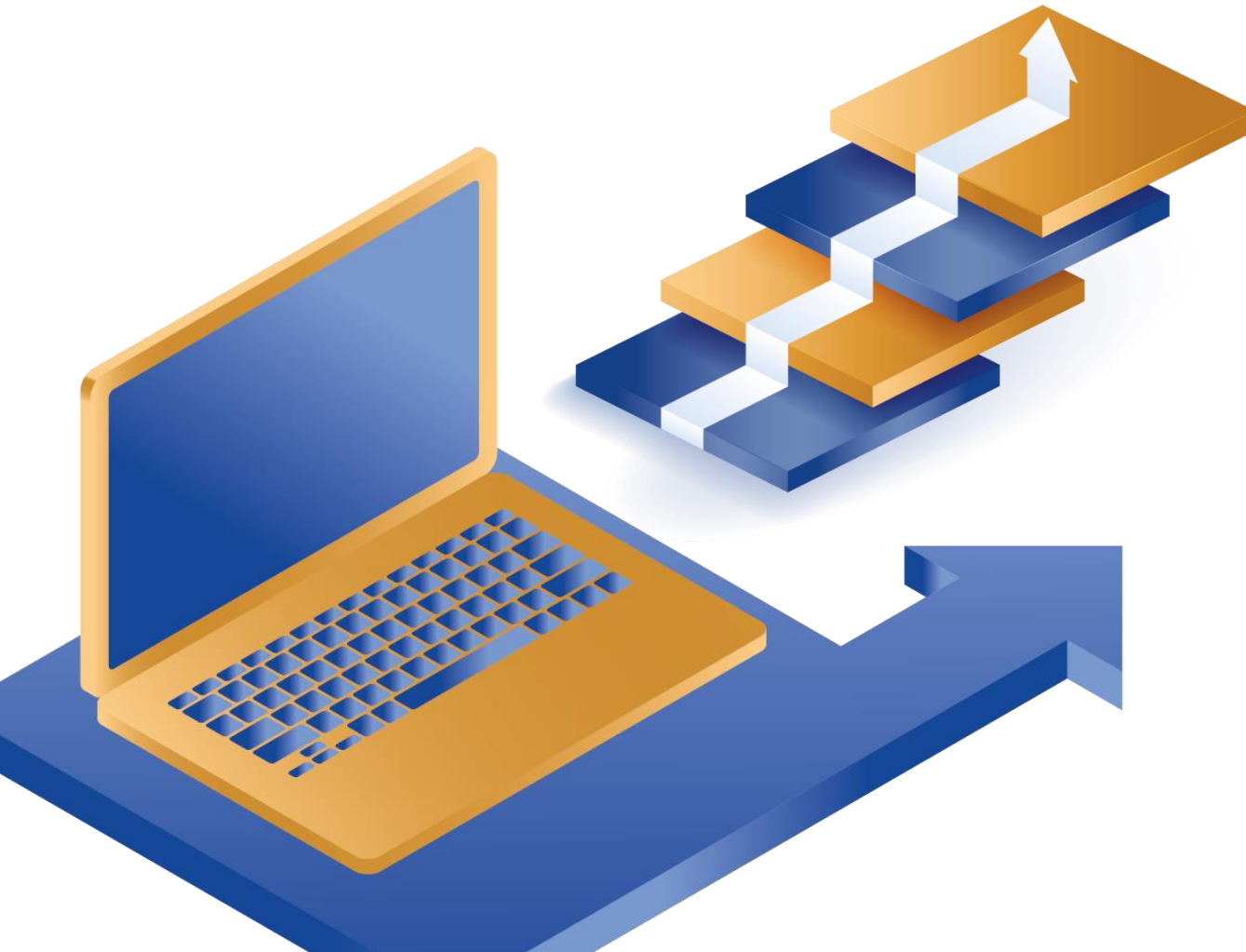
Internship programme "NIS Calling" and the programme "NIS Energy" for graduates and master students

NIS is one of the most desirable employers in Serbia



Through the programme "Return to Serbia", the company stimulates the return of domestic experts to our country and engages them in challenging projects

# DIGITAL TRANSFORMATION



## INNOVATION AND AGILITY

are the basis of further progress of NIS



The company carries out digitization in all business segments and considers it a new development opportunity



The digital transformation portfolio of NIS contains more than **110 PROJECTS** and initiatives in all areas of business

### Effects of digital transformation:

- increasing security
- improving efficiency
- developing technologies
- cooperation with the IT community
- attracting young talents

# SUSTAINABLE DEVELOPMENT

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

In 2022, NIS published

## THE 12<sup>TH</sup> CONSECUTIVE SUSTAINABLE DEVELOPMENT REPORT

### THE FOUR PILLARS OF SUSTAINABLE DEVELOPMENT OF NIS INVOLVE:

- economic progress
- human resources
- occupational safety and environmental protection
- responsibility to the community

Through its operations, NIS contributes to the achievement of  
**12 OF THE 17**

United Nations Sustainable Development Goals



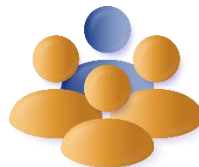


# FUTURE AT WORK

NIS implements socially responsible programmes under the slogan **"FUTURE AT WORK"** and great attention is paid to providing support to young people and the development of the local community

## THE KEY DIRECTIONS OF SUPPORT INVOLVE:

- programmes aimed at young people
- support to health and social institutions of broader social importance
- improving the work of scientific and educational institutions
- development of sports infrastructure
- promotion of culture and art
- philanthropic and volunteer campaigns initiated by or involving NIS employees



In 2021, more than **RSD 315 MILLION** was invested in socially responsible projects and support for professional sports

One of the priorities of NIS was to support the community in the conditions of the coronavirus epidemic and to implement environmental projects

Partnership with local communities across Serbia through the programme "Common Cause Community" – in 2021, **RSD 107.5 MILLION** was invested in the implementation of **29 PROJECTS** for the improvement of environmental protection

The volunteers club of NIS has more than **1,600 MEMBERS**, ready to engage in the community

# ENVIRONMENTAL PROTECTION AND OCCUPATIONAL SAFETY



The aim of the Company is to have work processes without injuries to employees and negative impacts on the environment

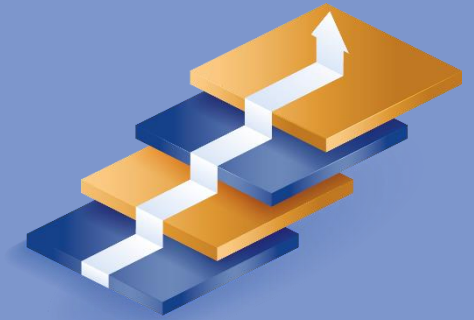


Since 2009  
**EUR 120 MILLION**  
has been invested  
in environmental  
projects



## 6 "GOLDEN HSE RULES"

have been defined in  
order to increase  
occupational safety



In 2021, the safety of work processes was improved - the indicator of injuries with lost days (LTIF indicator) decreased by  
**10 PERCENT** compared to 2020

# OUR STRATEGIC GOALS

- Preservation of oil and gas production indicators
- Further modernization of the Oil Refinery in Pančevo and increasing the depth and efficiency of refining
- Modernization of the retail network and increase in sales of petroleum products through own sales channels
- Winning the position of regional leader in the field of efficiency
- Building new capacities for electricity generation
- Optimization of operational performance

The NIS development strategy by 2025 laid the foundations for further development in challenging macroeconomic conditions



# AWARDS AND RECOGNITIONS

- In 2022, NIS was named Serbia's most attractive employer. The company also received a special award "Dobročinitelj" for its charitable work in terms of its CSR activities

- NIS won the fifth level of excellence and the **"CHAMPION OF EXCELLENCE 2021"**

award at the **"OSCAR OF QUALITY"** competition organized by the Foundation for Culture of Quality and Excellence

- Kirill Tyurdenev, CEO of NIS, was awarded **THE SAINT SAVA AWARD** for his outstanding contribution to strengthening cooperation between educational and scientific institutions through support for the most successful pupils and students, and the promotion of science

- NIS won **THE FIRST PLACE** in the "Competition for National Awards in the Field of Occupational Safety and Health" in the category Charter "April 28" organized by the Administration for Occupational Safety and Health of the Ministry of Labour, Employment, Veteran and Social Affairs



- Drive.Go, a mobile application of NIS, has been awarded the **"INNOVATION AWARD"**

- NISOTEC brand received a big **CHAMPIONSHIP CUP**, as well as **10 GOLD MEDALS**, at the International Agricultural Fair in Novi Sad

- NIS applications "Sa nama na putu" and "Drive.Go" ranked **FIRST AND SECOND** in Google Play's list of TOP 10 free business applications

- NIS is the winner of the "PC Press" magazine award – **TOP 50** Best Online Content in LinkedIn category