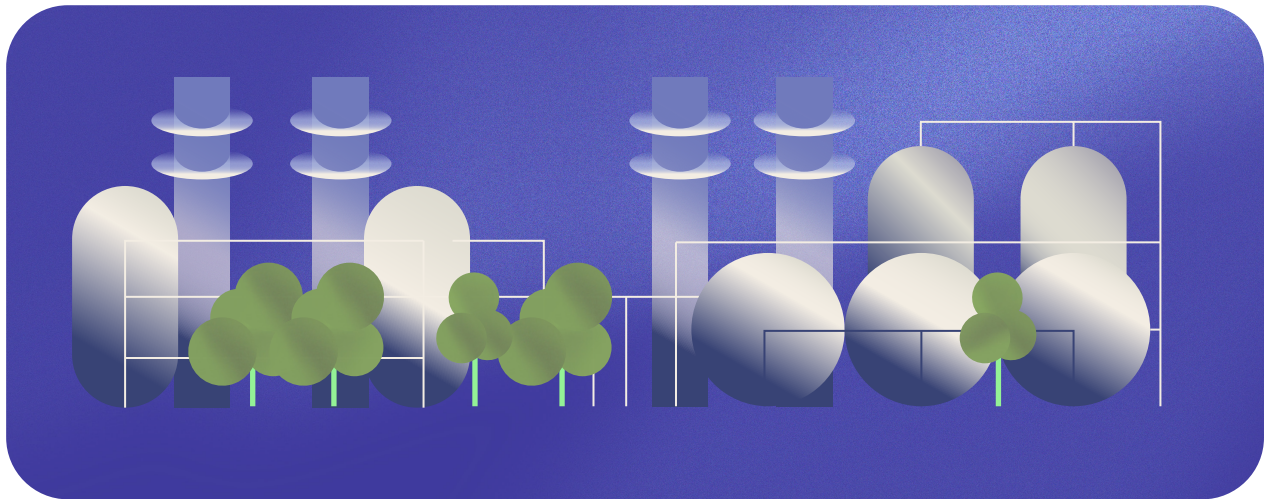




CORPORATE PRESENTATION

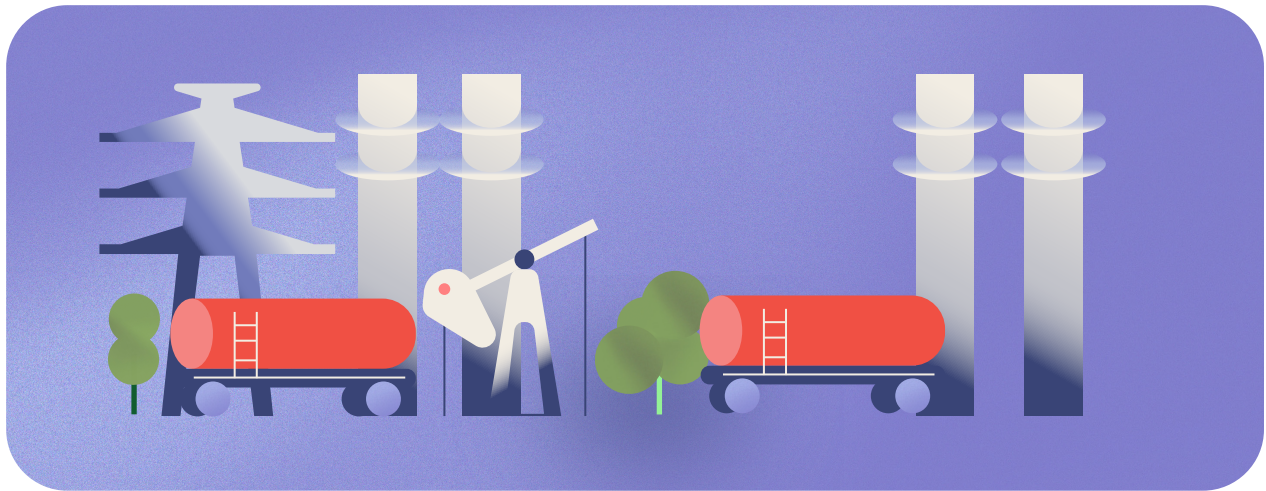
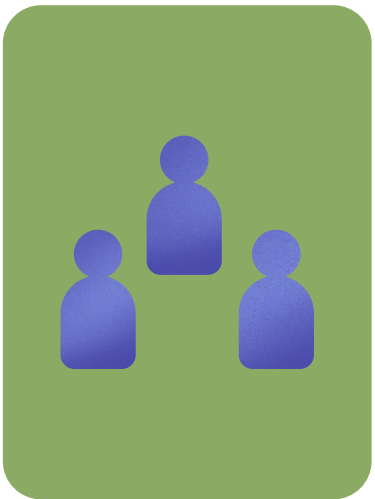
About us



One of the largest vertically integrated energy systems in Southeast Europe, with almost

12,000

employees



Among the leading exporters in

SERBIA

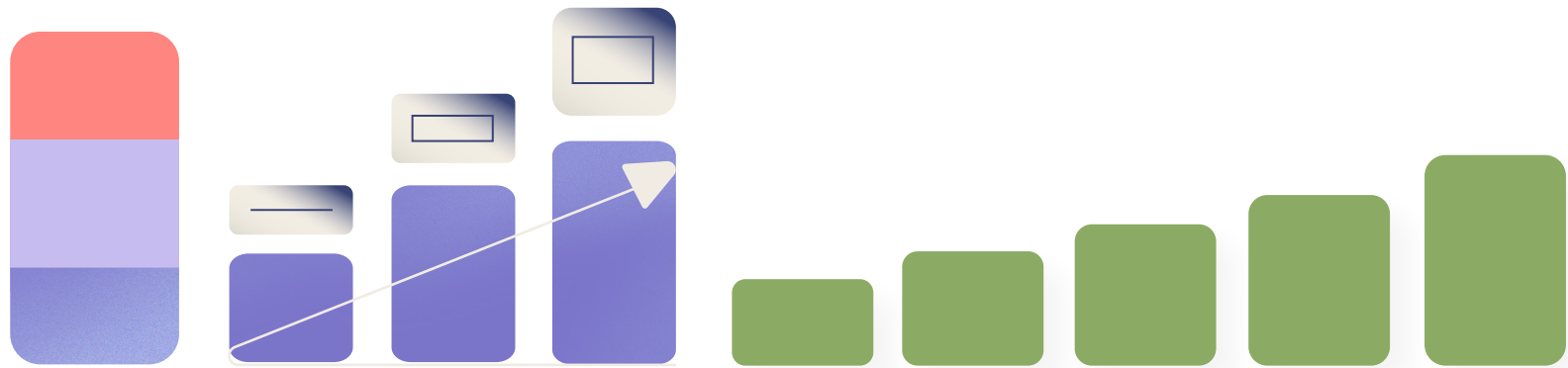
THE OBJECTIVE OF NIS

is to set the example of business efficiency and sustainable development dynamics to others.

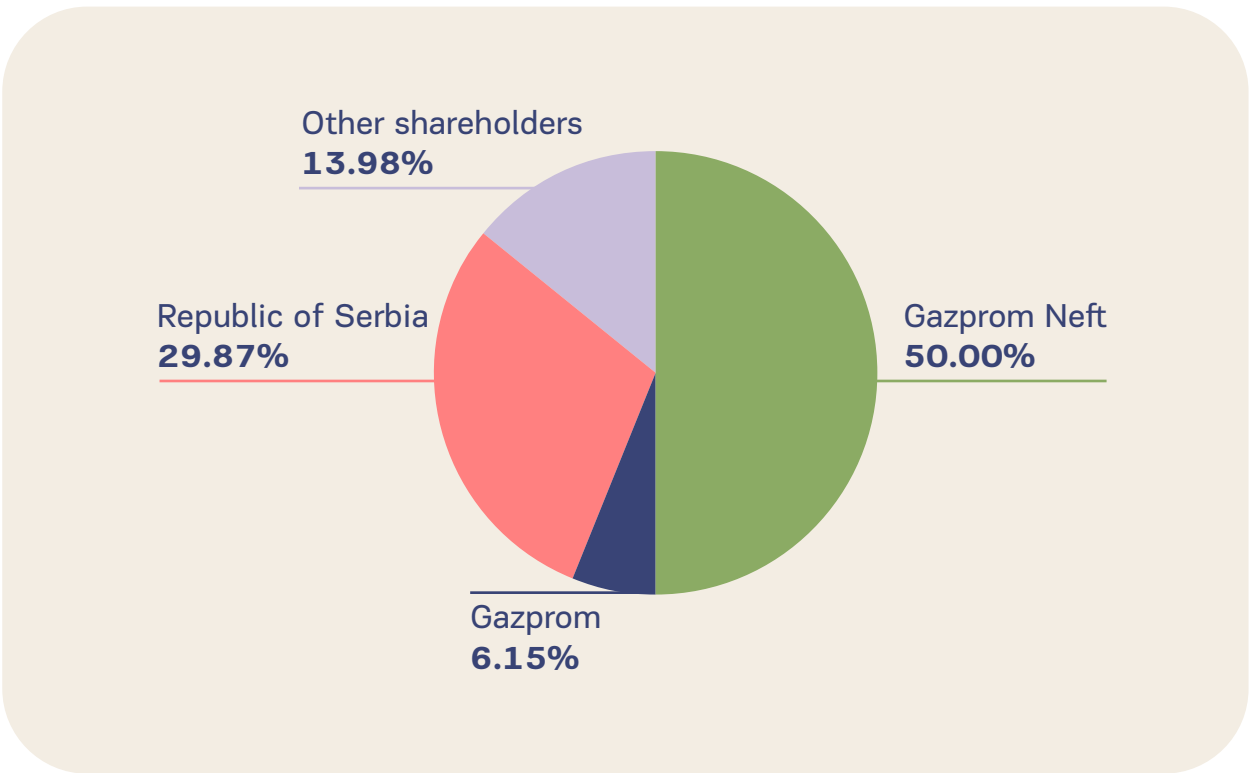
More than

EUR 3.8 billion

of investments since 2009.



Equity structure:



THE COMPANY OPERATES IN **SERBIA, BOSNIA AND HERZEGOVINA, BULGARIA AND ROMANIA.**



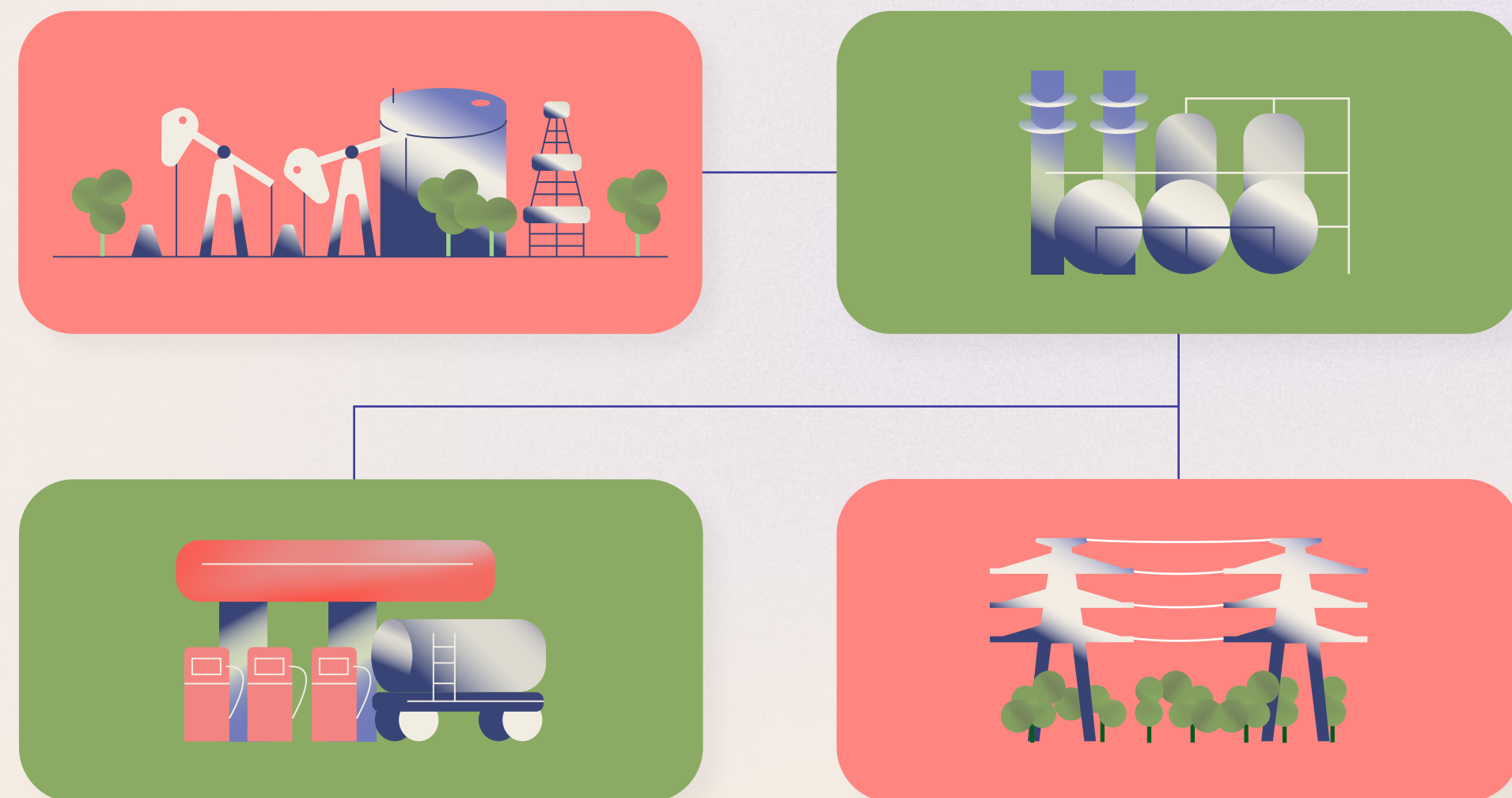
Our activities



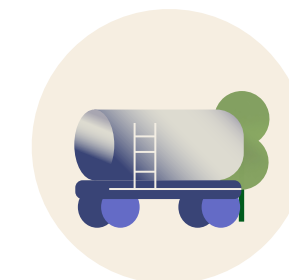
Exploration and production

NIS is Serbia's only petroleum company that operates with

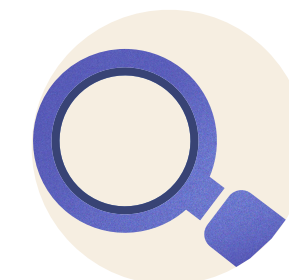
OIL AND GAS EXPLORATION AND PRODUCTION



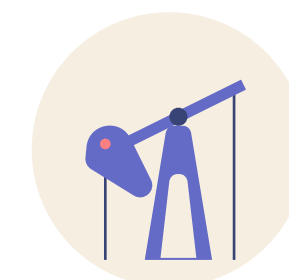
Majority of deposits is located on the
TERRITORY OF SERBIA



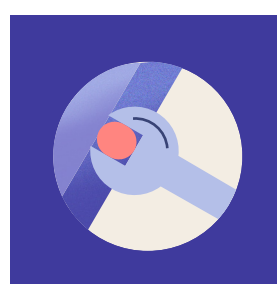
The oldest concession of NIS is in
ANGOLA
(oil production started in 1985)



Exploratory works are carried out also in
**ROMANIA AND
BOSNIA-HERZEGOVINA**



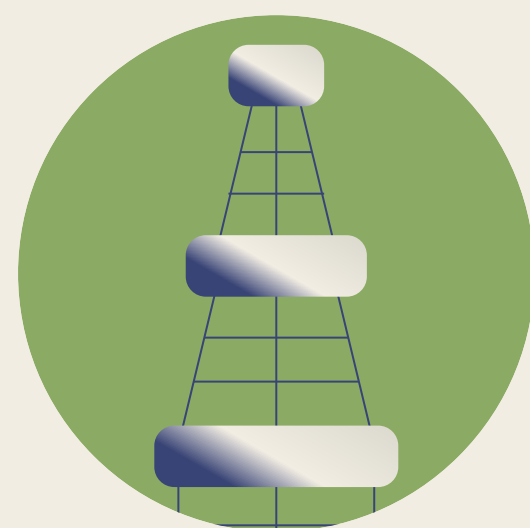
In 2022, total production volume reached
1.169 MILLION TONNES
of oil and gas equivalent.



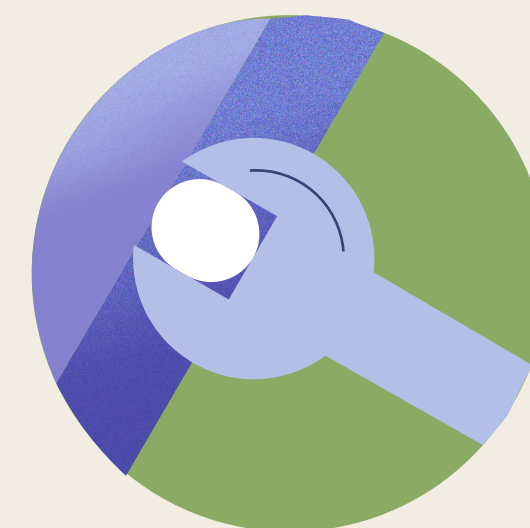
Oilfield services



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



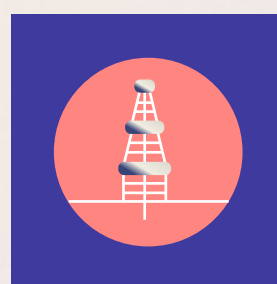
It provides **services in the area of oil and gas exploration and production** (geophysical testing, well development and workover, special well operations and measurements)



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



In 2022, **46 exploration and development wells** were drilled



Refining

NIS manages the Oil Refinery in Pancevo, one of the most modern

IN THE REGION

Continuous work is being done in order to increase refining efficiency and to improve

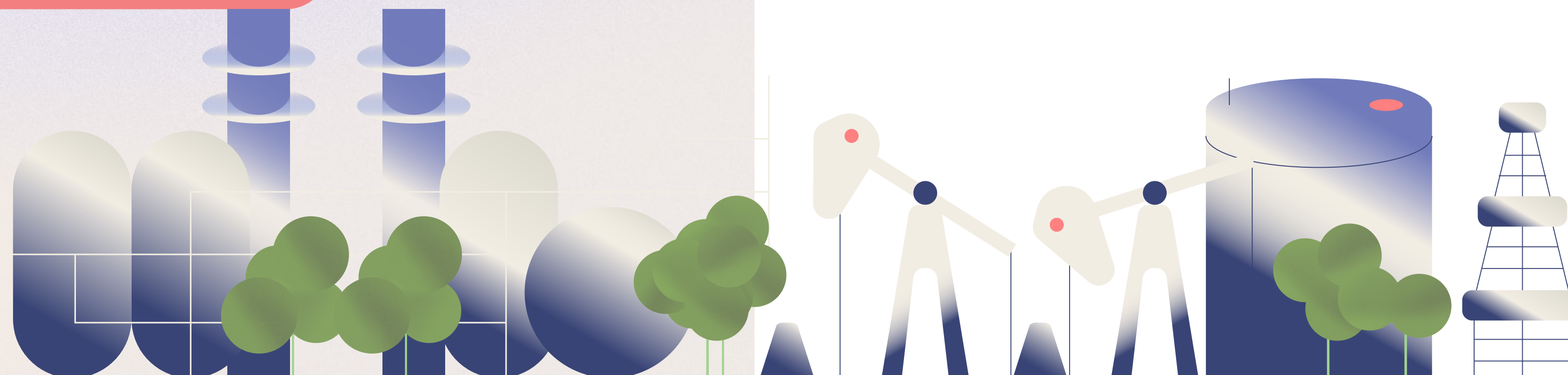
ENVIRONMENTAL PROTECTION

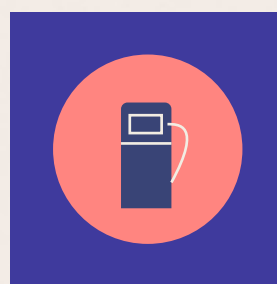
THE REFINERY PRODUCES

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

In 2022, the record volume of crude oil and semi-products refining was achieved amounting to

4.421 MILLION TONNES





Sales and Distribution

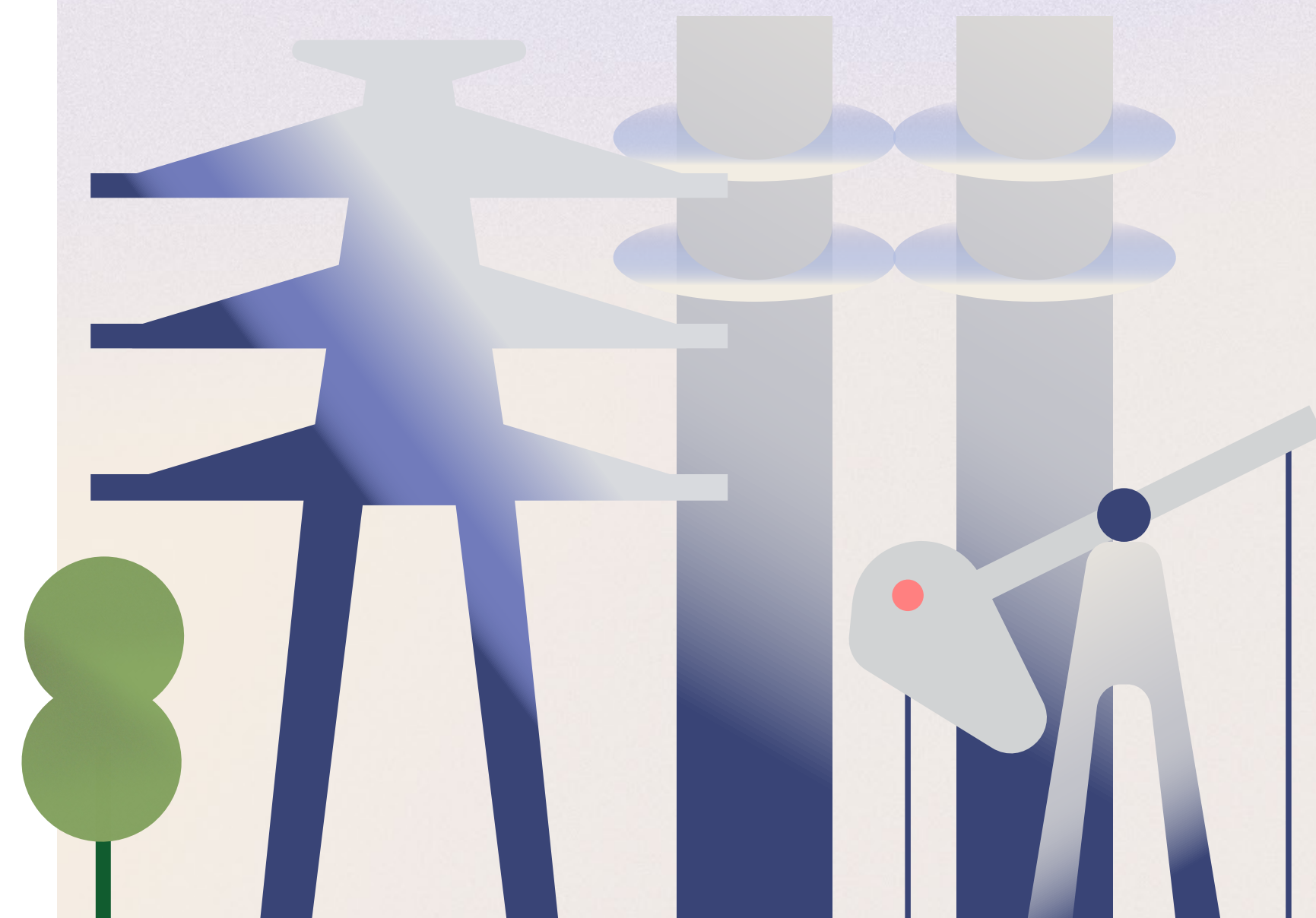
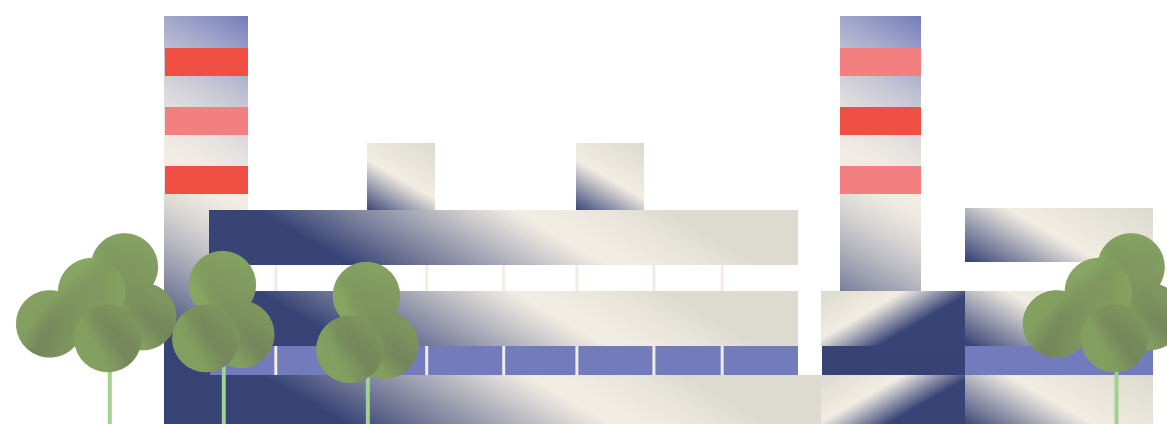
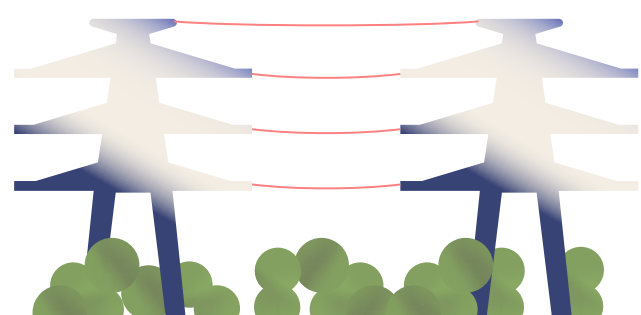
- NIS manages a network of more than 400 refuelling stations in Serbia and the countries of the region – **Bosnia and Herzegovina, Bulgaria and Romania**
- On the retail markets, Company operates under two brands: **NIS Petrol and GAZPROM**
- NIS is also developing **aviation fuel supply, fuel supply for vessels, lubricants and bitumen trade as special product and business lines**
- In 2022, **10 modern refuelling stations were put into operation in Serbia and 121 new tank cars for the transportation of petroleum products were acquired**
- The development of the **digital application Drive.Go** and the **loyalty program On the Road with Us** continued
- The total volume of trade in 2022 amounted to **4.363 million tonnes, which is the best result since 2009**



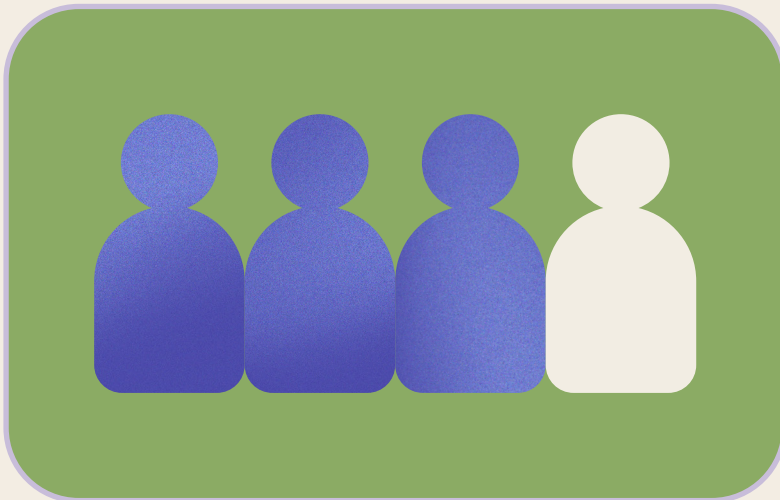


Energy

- NIS operations include:
 - **Production of electricity and heat from conventional and renewable sources**
 - **Production and sale of regular and compressed natural gas**
 - **Sale of natural gas**
 - **Electricity trading**
 - **Implementing energy efficiency projects**
- In 2022, **Energy Block was formed** and it manages the areas of heat and electricity in the Company
- The company develops **electricity trade in Serbia and on the regional market**
- In 2022, in cooperation with Gasprom Energoholding company, **the Pancevo combined-cycle power plant, which supplies electricity to the local power system, was put into operation**
- In 2022, the **construction of solar photovoltaic power plants was done at eight refuelling stations in Serbia**, with estimated annual savings in electricity procurement in the amount of almost 300 MWh, and with the reduction of carbon-dioxide emission by 375 tonnes



Our people



MOST VALUABLE RESOURCE OF THE COMPANY
IS ITS TEAM OF ALMOST

12,000
employees



NIS IS ONE OF THE MOST DESIRABLE EMPLOYERS
IN SERBIA, WHICH ENABLES CONTINUOUS
PROFESSIONAL

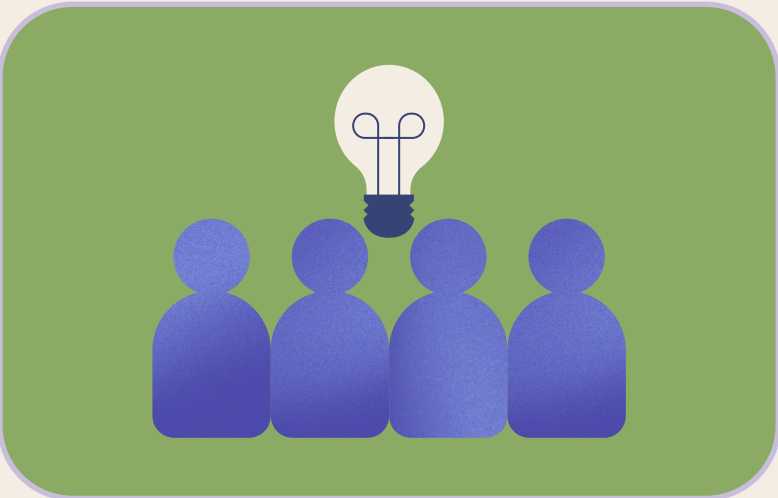
DEVELOPMENT

OF ITS EMPLOYEES



3,407 TRAINING SESSIONS WERE ORGANISED
IN 2022, WITH

4,407
participants

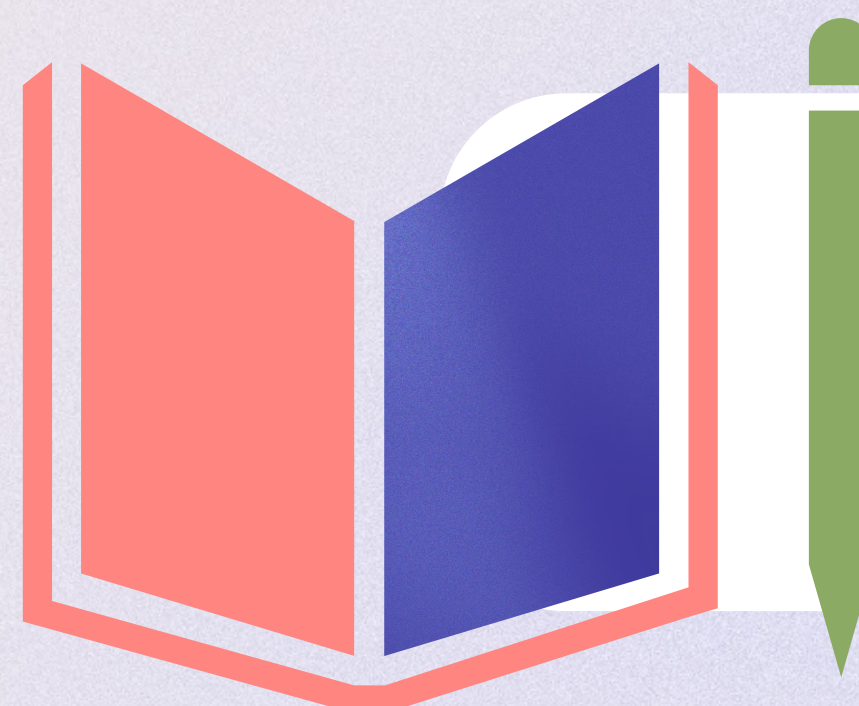


THE OBJECTIVE OF NIS IS TO ATTRACT YOUNG TALENTS:
THE "NIS CALLING" STUDENT INTERNSHIP PROGRAM AND
THE "NIS ENERGY" PROGRAM FOR GRADUATES AND MASTER'S
STUDENTS ARE BEING SUCCESSFULLY IMPLEMENTED

Sustainable development



THE PRINCIPLES OF SUSTAINABLE DEVELOPMENT ARE **THE FOUNDATION OF EVERY BUSINESS PROCESS AT NIS**



IN 2022, NIS PUBLISHED ITS **12TH CONSECUTIVE SUSTAINABLE DEVELOPMENT REPORT**



FOUR PILLARS OF SUSTAINABLE DEVELOPMENT:
1. ECONOMIC PROGRESS;
2. HUMAN RESOURCES;
3. HEALTH, SAFETY, AND ENVIRONMENTAL PROTECTION;
4. RESPONSIBILITY TOWARDS THE COMMUNITY



WITH ITS BUSINESS OPERATION, NIS CONTRIBUTES TO **THE ACHIEVEMENT OF 12 OUT OF 17 GOALS OF SUSTAINABLE DEVELOPMENT OF THE UN**

Future at Work

- NIS implements its socially responsible programmes under the slogan **Future at Work**, whereby it pays a lot of attention to the young and to local community development
- Key directions of this assistance are:
 - **Programmes for young people;**
 - **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 the year 2022, **RSD 360 million** were invested in socially responsible programmes and support to professional sport
- The campaign titled **For New Hopes to be Born** was carried out in cooperation with partners, and within this campaign, **40 healthcare institutions** dealing with promotion of reproductive health across Serbia were supported and **225 gift packages** distributed for firstborn babies in 2023
- **The Energy of Knowledge** program, within which NIS supports talented students and cooperates with educational institutions, marked its 10th anniversary
- Supported by the Company, NIS employees who are also members of the **Volunteer Club**, take part in numerous humanitarian and philanthropic activities
- **NIS Volunteer Club** has **over 1,900 members** who gathered **more than 6,000 of volunteering hours** during their implementation of **almost 70 campaigns**



Environmental protection and occupational safety



The goal of the Company is to have **working processes without injuries of the staff and negative environmental impacts**



To the end of improving occupational safety, the **6 “Golden HSE (Health, Safety, Environment) rules”** have been defined



Since 2009, **NIS** has **invested more than EUR 900 million** in **environmental projects and business projects** that have significant influence on the improvement of the environment



In 2022, the safety of the work process was improved - the **indicator of lost time injury frequency (LTIF)** was **reduced by 15 percent** when compared with the year 2021

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 contains **more than 110 projects and initiatives in all areas of business.**
- The priorities of digital transformation are the following:
 - **Constant improvement of business processes;**
 - **Introduction of digital solutions and technologies that contribute to business operation efficiency;**
 - **Continuous work towards competency and safety improvement**



Awards and recognitions in 2022.

- NIS was proclaimed **the most desirable Serbian employer** according to the results of TalentX study, made by the group of employment platforms - **Poslovi.infostud.com**
- **NIS won the first place in the National HSE Competition** dedicated to the World Day Occupational Health and Safety (in the category of the Charter of Occupational Health and Safety “April the 28th”), organised by the Ministry of Labour, Employment, Veterans and Social Policy
- **At the International Agricultural Fair in Novi Sad**, NIS received two awards in the nomination: **Leader of Social Responsibility in Community Relations**, and in the nomination **The Best Design** for the design of its stand on the fair exhibition
- **SELECTIO Consulting Company** awarded NIS an **Employer Partner certificate** presented to the organisations that reach the highest quality standards in the field of human resources management
- **The Association for Market Communications of Serbia (UEPS)** presented NIS with two awards - **silver in the category of the Creative Use of Media, for the campaign for corporate values**, and **bronze for the Jazak water website** in the category: **The Best Website**
- NIS is the **winner of a special acknowledgement for the exceptional quality of business digital communications**, within the **Top 50 selection of the best online locations**, awarded by **PC Press magazine**
- At the **Cactus 2022 Integrated Communications Festival**, NIS won **the award for internal communications** for its **Let’s Keep Our Word** campaign aimed at the promotion of corporate values. The campaign was created in cooperation with the Communis agency
- **The Belgrade Sports Association of People with Disability** honoured NIS for its **contribution in the development of sports for the disabled**

