

# CORPORATE PRESENTATION





# WE ARE NIS



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

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

**13,500**

employees including employees of  
HIP-Petrohemija d.o.o. Pančevo.

## THE STRUCTURE OF THE SHARE CAPITAL:

GAZPROM NEFT

**44.85%**

GAZPROM

**11.30%**

OTHER  
SHAREHOLDERS

**13.98%**

REPUBLIC OF  
SERBIA

**29.87%**

More than

**EUR 4 BILLION**

of investments since 2009

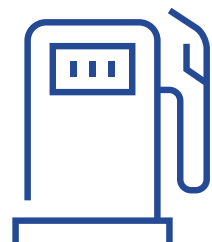
The objective of NIS is to provide new  
values for shareholders, employees, and the  
community in challenging macroeconomic  
circumstances



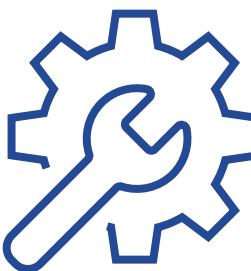
# OUR ACTIVITIES



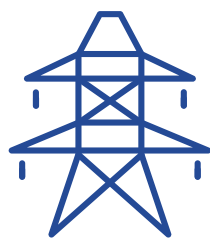
EXPLORATION AND PRODUCTION  
OF OIL AND GAS



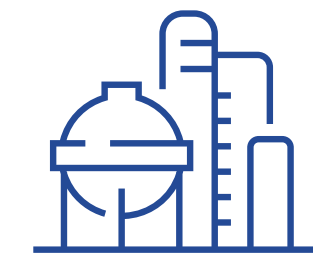
SALES AND DISTRIBUTION  
OF PETROLEUM PRODUCTS



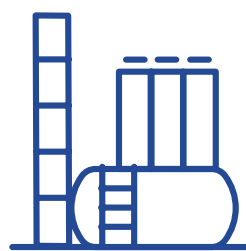
SERVICES



ENERGY



OIL REFINING



PETRO CHEMISTRY





# EXPLORATION AND PRODUCTION



## NIS IS THE ONLY COMPANY IN SERBIA EXPLORING AND PRODUCING OIL AND GAS

The oldest concession of NIS is in Angola (oil exploitation began in 1985)

In 2024, the total production volume was **1.1 MILLION TONNES** of oil and gas

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

In 2024, the total production volume was 1.1 million tonnes of oil and gas

Most of the sites are located in the territory of Serbia

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





NIS has modern equipment, which meets the Company requirements and makes possible its engagement in the international market

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The provision of services concerning oil and gas exploration and production

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Possibility of providing services of equipment maintenance, construction, and maintenance of oil and gas systems and facilities

In 2024, two new robotised drilling rigs were purchased, **“TESLA”** and **“PUPIN”**, worth more than **EUR 30 MILLION**, which will bring significant financial and environmental benefits

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In 2024, the company provided new machinery, specifically **11 NEW WORK MACHINES** that will significantly contribute to the improvement of processes, efficiency, and safety in the field and environment protection. The investment value is **TWO MILLION EUROS**





# REFINING



NIS operates the Pančevo Oil Refinery, one of the most modern and environmentally advanced refineries in the region

The refinery produces motor fuel complying with Euro 5 standard, jet fuel, liquid petroleum gas, petroleum coke, petrochemical products, bitumen, and other petroleum products

Continuous work on increasing the efficiency of refining and improving the environmental protection

In 2024, the most extensive and complex turnaround in the history of the Pančevo Oil Refinery was carried out; the value of the works amounted to more than

**EUR 95 MILLION**

A new IPPC permit was obtained as proof of compliance of the Pančevo Oil Refinery with domestic and European legislation in the field of environmental protection

During 2024, about

**3.6 MILLION**

tonnes of crude oil and semi-finished products were processed



# SALES AND DISTRIBUTION



**NIS OPERATES A NETWORK OF MORE THAN 400 PETROL STATIONS IN SERBIA AND THE COUNTRIES OF THE REGION – BOSNIA AND HERZEGOVINA, BULGARIA, AND ROMANIA**

In 2024, 10 modern petrol stations in Serbia were put into operation

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The development of the digital application Drive.Go and the “Sa Nama Na Putu” loyalty program continued

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

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As special business areas, NIS is developing the supply of jet fuel, the supply of vessels with fuel, the sale of lubricants and bitumen

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Total turnover in 2024 amounted

**3.7 MILLION**

tonnes of petroleum products

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During 2024, the project of reconstruction of the petroleum products ware-house in Niš was completed – three new

**5,000 m<sup>3</sup>**

petroleum products tanks were built





## THE COMPANY IS DEVELOPING ITS TRADE IN ELECTRICITY IN SERBIA AND IN THE REGIONAL MARKETS

NIS is engaged in the production of electrical and thermal energy using conventional and renewable sources, the production and sales of compressed natural gas, the sales of natural gas, the trade in electricity, and the implementation of energy efficiency improvement projects

Total electricity generation in 2024 amounted to

**124.2** MWH of electricity

In 2024, **20 PHOTOVOLTAIC POWER PLANTS** were put into operation at petrol stations, as well as in the “Jazak” plant, on the roofs of the Novi Sad Petroleum Product Warehouse and the Pančevo Oil Refinery



## HIP-PETROHEMIJA IS THE LARGEST PRODUCER OF PETROCHEMICAL PRODUCTS IN THE REPUBLIC OF SERBIA

In 2024, the first steps were made in the implementation of the project of building a propylene factory, which will enable an increase in the volume of polymer production and better utilization of products, which will increase energy efficiency and the implementation of projects in the field of environmental protection

The development of the petrochemical complex is based on the modernization of basic production capacities and the construction of new plants



# OUR PEOPLE



The most valuable asset of the company is our team of about

**13,500**  
EMPLOYEES

The objective of NIS is to attract young talents: the programs for young people, “NIS Calling” and “NIS Energy”, are being successfully implemented

In 2024, **4,703**  
**TRAINING COURSES**,  
attended by  
**13,343**  
**PARTICIPANTS**, were  
organised in cooperation with  
external providers.

The total number of hours of training was

**118,622**

NIS is one of the most desirable employers in Serbia, and it provides continuous professional development to its employees





# DIGITAL TRANSFORMATION

## INNOVATIONS AND AGILITY ARE THE BACKBONE OF FURTHER DEVELOPMENT OF NIS

The company is implementing digitalisation in all business segments

The NIS digital transformation portfolio in 2024 contained about **140 PROJECTS AND INITIATIVES**

The priorities of digital transformation are the following:

INTRODUCTION OF DIGITAL SOLUTIONS AND TECHNOLOGIES THAT CONTRIBUTE TO THE ENERGY AND OPERATIONAL EFFICIENCY OF BUSINESS

CONTINUOUS IMPROVEMENT OF BUSINESS PROCESSES

DEVELOPMENT OF DIGITAL SOLUTIONS THAT IMPROVE THE USER AND CLIENT EXPERIENCE

CONTINUOUS WORK ON IMPROVING THE COMPETENCIES AND SAFETY



# ENVIRONMENTAL PROTECTION



NIS strives to conduct its work processes without employee injuries and negative impact on the environment

In 2024, investments in environmental projects and projects with environmental impact were continued with a view to comply with the most stringent environment protection requirements

**RSD 1,065 MILLION**  
has been invested in the implementation of environmental projects

In order to increase occupational safety, **6 “GOLDEN HSE RULES”** have been defined





# SUSTAINABLE DEVELOPMENT



Sustainable development principles are the core of every business process

Through its operations, the Company contributes to the achievement of 12 out of the United Nations 17 Sustainable Development Goals

In 2024, the 14th consecutive verified Report on Sustainable Development was published

Four pillars of sustainable development of NIS are:



ECONOMIC  
PROGRESS



OCCUPATIONAL HEALTH AND  
SAFETY AND ENVIRONMENT  
PROTECTION



HUMAN  
RESOURCES



RESPONSIBILITY  
TOWARDS THE  
COMMUNITY



# FUTURE AT WORK



**NIS IMPLEMENTS SOCIALLY RESPONSIBLE PROGRAMS UNDER THE SLOGAN “FUTURE AT WORK”, WITH A SPECIAL EMPHASIS ON YOUNG PEOPLE, LOCAL COMMUNITY DEVELOPMENT, AND IMPROVEMENT OF ENVIRONMENTAL PROTECTION**

During 2024,

**RSD 481.1 MILLION** was invested in socially responsible projects and professional sports

Supporting projects that contribute to improving living conditions in the community remained one of the Company’s priorities in 2024

As part of the “Common Cause Community” program in 2024, support was provided for **40 SELECTED PROJECTS** for the construction of solar power plants on the facilities of institutions of public importance in **13 CITIES AND MUNICIPALITIES** throughout Serbia

The key areas of support include the following:

- support to healthcare and social institutions of wider social importance
- improvement of the work of scientific and educational institutions
- development of sports infrastructure
- promotion of culture and art
- philanthropic and volunteer actions initiated by or including NIS employees

Supported by the Company, NIS employees – members of the Volunteer Club, participated in numerous humanitarian and philanthropic campaigns

During 2024 alone, the members of NIS Volunteer Club dedicated

**653 VOLUNTEER HOURS** to the community.



# AWARDS AND RECOGNITIONS IN 2024



NIS is among the three leading employers in Serbia, according to the results of the **TalentX** group survey conducted on the Poslovi.Infostud website

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Acknowledgement of the **Serbian Chemical Society** for supporting the organisation of the secondary school student competition in 2024

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“**Dobročinitelj**” award for social responsibility and continuous contribution to the community, on the occasion of 15 years of the “Common Cause Community” program

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The leader in business on the domestic market, according to the results of the **YouthSpeak Serbia** (“Glas mladih Srbije”) research by the student organisation AIESEC Serbia

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Acknowledgement of the Fund for Providing **Scholarships and Facilitating Progress of Talented Students and Young Researchers and Artists** of the University of Novi Sad for long-term support and scholarships to students



**Acknowledgement of the Aleksinac High School** on the occasion of 10 years of support and the existence of bilingual Serbian-Russian teaching program

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**Plaque of the Faculty of Mechanical Engineering** of the University of Belgrade for long-term cooperation and support, within the “Energy of Knowledge” program

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Acknowledgement of the **Partizan Basketball Club** for two decades of continuous partnership

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Acknowledgement of the “**Dragan Kovačević**” **Primary School** in Belgrade for its contribution to the education of students with disabilities, within the “Common Cause Community” program

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Plaque of the **Faculty of Technical Sciences** in Čačak, University of Kragujevac for the support to the development and affirmation of the faculty within the “Common Cause Community” program





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