

CORPORATE PRESENTATION





One of the largest vertically
integrated energy systems in
South-East Europe, with almost
13,500 EMPLOYEES,
including employees of HIP-Petrohemija



Nearly
5 BILLION EUROS
INVESTED IN DEVELOPMENT
SINCE 2009

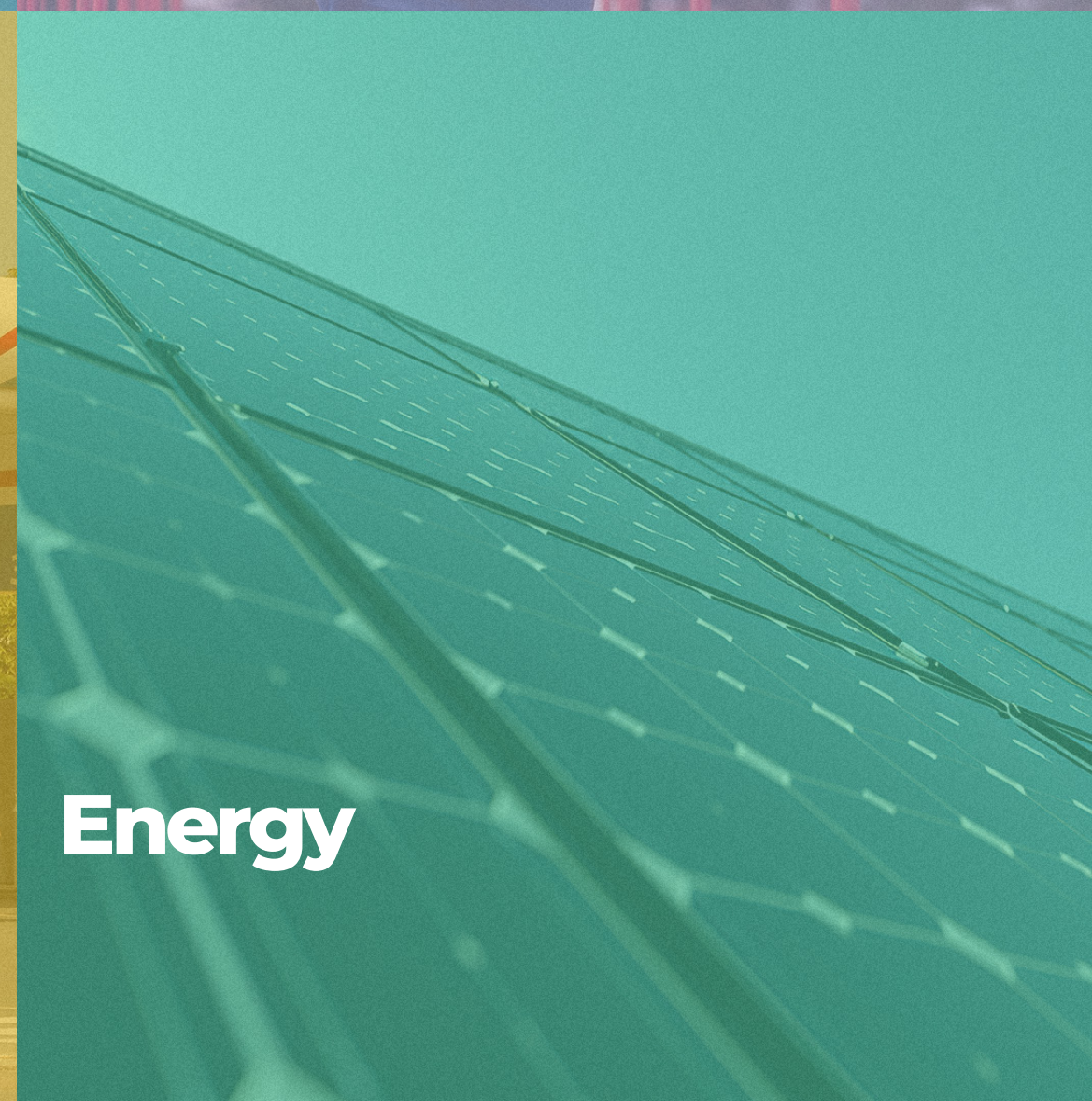
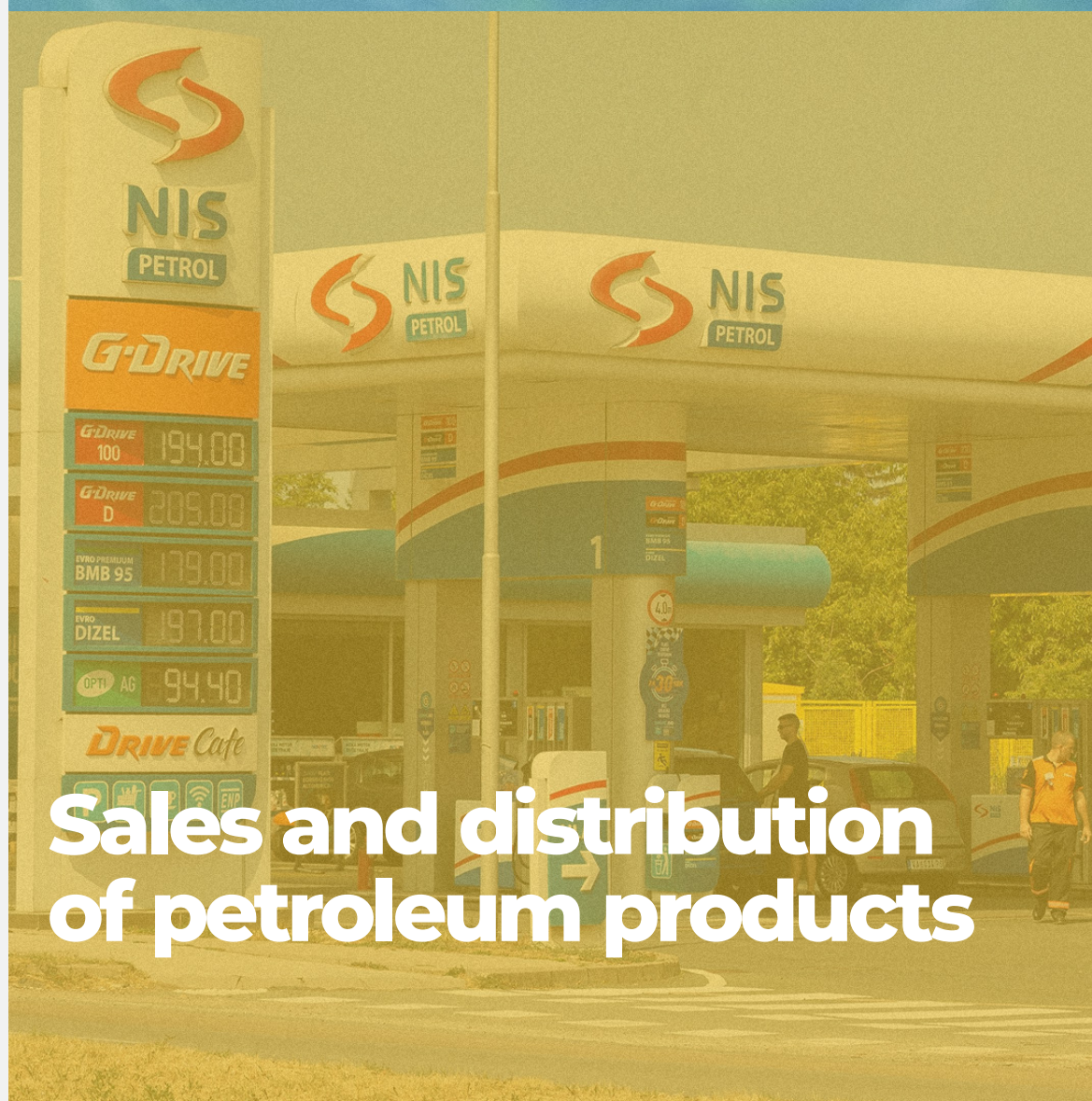
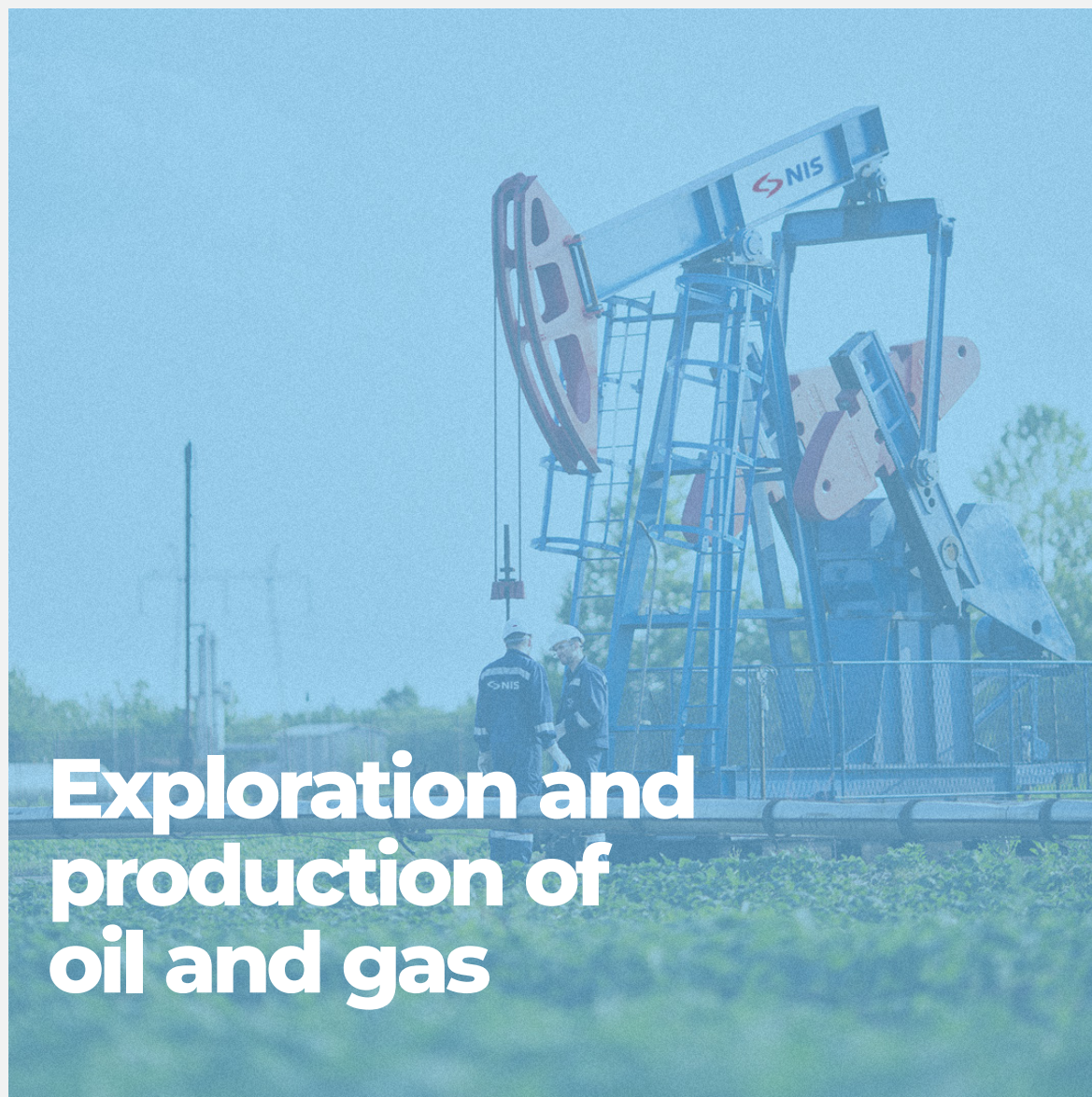


The Company operates
IN SERBIA AND THE
COUNTRIES OF THE REGION



In challenging circumstances, NIS' goal is to
MAINTAIN STABLE BUSINESS
OPERATIONS AND CREATE VALUE FOR
EMPLOYEES AND THE COMMUNITY

OUR ACTIVITIES



EXPLORATION AND PRODUCTION



NIS is Serbia's only company engaged in
**OIL AND GAS
EXPLORATION AND
PRODUCTION**



Most of the oil and gas fields are located on the
**TERRITORY OF
SERBIA**



The oldest concession of NIS is in
**ANGOLA
(OIL PRODUCTION
STARTED IN 1985)**



**SCIENCE AND
TECHNOLOGY CENTRE**
provides scientific, technical and innovation support in the field of oil and gas exploration and production



In 2025, the Company opened a modern Oil and Gas Production Management Centre, an investment of
**MORE THAN 2 MILLION
EUROS**



The total oil and gas production volume in 2025 was
**1.12 MILLION TONNES
OF OIL EQUIVALENT**



NIS HAS ADVANCED EQUIPMENT

that fully meets its operational needs and enables participation in international markets



SERVICES

in the field of oil and gas exploration and production



Capabilities to

**PROVIDE SERVICES OF EQUIPMENT MAINTENANCE,
AS WELL AS CONSTRUCTION AND MAINTENANCE OF
OIL AND GAS SYSTEMS AND FACILITIES**



In 2025,

**MORE THAN 53 DEVELOPMENT AND
6 EXPLORATION WELLS WERE COMMISSIONED**

SERVICES

REFINING



NIS OPERATES THE PANČEVO OIL REFINERY,
one of the most modern and environmentally advanced in the region



The refinery produces Euro-5 standard motor fuels, aviation fuels, liquefied petroleum gas, petroleum coke, feedstock for the petrochemical industry, bitumen, and other petroleum products



Continuous efforts are being made to increase refining efficiency and **IMPROVE ENVIRONMENTAL PROTECTION**



In 2025, NIS completed **THE INDUSTRIAL RAILWAY TRACK RECONSTRUCTION PROJECT**
at the Pančevo Oil Refinery



At the level of the NIS Group, a total of **3.09 MILLION TONNES OF CRUDE OIL** was processed in 2025



NIS operates a network of around
**400 PETROL STATIONS IN SERBIA AND
THE COUNTRIES OF THE REGION**



In 2025,
**A TOTAL OF SIX NIS PETROL STATIONS
WERE PUT INTO OPERATION ACROSS SERBIA**



The company invested
**43.6 MILLION EURO IN THE MODERNISATION
OF ITS OIL DEPOT IN NIŠ**



61 NEW TANK TRUCKS
were purchased for the transport of petroleum products



In 2025, the total volume of petroleum product sales was
3.02 MILLION TONNES

**SALES AND
DISTRIBUTION**

ENERGY



NIS engages in the electricity and heat production from conventional and renewable sources, production and sale of compressed natural gas, sale of natural gas, electricity trading, and implements

ENERGY EFFICIENCY PROJECTS



The Company is developing its **ELECTRICITY TRADING BUSINESS**



In 2025, NIS installed and commissioned **33 SOLAR POWER PLANTS AT ITS PETROL STATIONS**



NIS built and commissioned a ground-mounted solar power plant at the Novi Sad oil depot, **THE COMPANY'S LARGEST SOLAR FACILITY AND ONE OF THE LARGEST IN SERBIA**



In 2025, **THE COMPANY COMMISSIONED THE BANATSKO MILOŠEVO GAS POWER PLANT,** and all generated electricity is supplied to the market



In 2025, **ELECTRICITY PRODUCTION REACHED 123 GWH**



HIP-Petrohemija is
**THE LARGEST SERBIAN PRODUCER
OF PETROCHEMICAL PRODUCTS**



The development of the petrochemical complex includes
**THE MODERNISATION OF CORE PRODUCTION
CAPACITIES AND THE CONSTRUCTION OF NEW FACILITIES**



In 2025, investments were focused on
ENHANCING THE OPERATIONAL EQUIPMENT RELIABILITY



The company successfully completed
**A MAJOR ENVIRONMENTAL PROJECT FOR
THE DISPOSAL OF HISTORICAL WASTE**

PETROCHEMISTRY

OUR PEOPLE



The Company's most valuable asset is its team of more than
13,500 EMPLOYEES

NIS is one of
THE MOST ATTRACTIVE EMPLOYERS IN SERBIA,
offering its employees continuous opportunities for professional development



In 2025, in cooperation with external providers, NIS organised
2,755 TRAINING SESSIONS WITH 8,502 PARTICIPANTS.
In the same period, there were 1,241 in-house training courses attended by 7,521 people

NIS aims to attract young talents and
CONTINUOUSLY IMPROVE THE EMPLOYEE EXPERIENCE
by sharing best HR practices with the business community



DIGITAL TRANSFORMATION



The Company is implementing
**DIGITALISATION ACROSS
ALL BUSINESS SEGMENTS**

NIS' digital transformation priorities include:

**CONTINUOUS
IMPROVEMENT
OF BUSINESS
PROCESSES**

**INTRODUCTION OF DIGITAL
SOLUTIONS AND TECHNOLOGIES
TO IMPROVE OPERATIONS
AND ENERGY EFFICIENCY**

**CONTINUOUS WORK TO
IMPROVE COMPETENCIES
AND SAFETY**

**DEVELOPMENT OF DIGITAL
SOLUTIONS THAT ENHANCE
USER AND CUSTOMER
EXPERIENCE**



In 2025, NIS began developing the
AI AGENT PLATFORM
- a strategic technological foundation for the
application of artificial intelligence in business processes

ENVIRONMENTAL PROTECTION



NIS strives to ensure operations
**WITHOUT EMPLOYEE INJURIES
AND NEGATIVE ENVIRONMENTAL
IMPACTS**



The company
PROTECTS THE ENVIRONMENT
through the implementation of projects and
initiatives to achieve the goals set out in the
2030 Environmental Protection Strategy



In 2025, NIS invested
923 MILLION DINARS
in environmental projects



With a view of increasing occupational safety,
the Company implemented
6 “GOLDEN HSE RULES”

SUSTAINABLE DEVELOPMENT



In 2025, NIS published its
**15TH CONSECUTIVE
VERIFIED SUSTAINABLE
DEVELOPMENT REPORT**



The principles of sustainable development
**UNDERLIE EVERY BUSINESS
PROCESS IN THE COMPANY**



NIS' operations contribute to the achievement of
**12 OUT OF 17 UN SUSTAINABLE
DEVELOPMENT GOALS**



Four pillars of NIS' sustainable development:
**1. ECONOMIC PROGRESS
2. HUMAN RESOURCES
3. HEALTH, SAFETY,
AND ENVIRONMENT
4. SOCIAL RESPONSIBILITY**

SOCIAL RESPONSIBILITY

NIS implements social responsibility programmes, with particular focus on
**YOUNG PEOPLE, DEVELOPMENT OF LOCAL COMMUNITY,
AND IMPROVEMENT OF ENVIRONMENTAL PROTECTION**

Key areas of support include:

**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
INITIATIVES LAUNCHED OR SUPPORTED
BY NIS EMPLOYEES, MEMBERS OF
THE VOLUNTEER CLUB**

In 2025, NIS invested
367.3 MILLION DINARS
in social responsibility programmes

As part of the "Common-Cause Community"
programme, NIS supported
24 PROJECTS
aimed at creating a healthy, safe and supportive
environment for children and young people in
13 cities and municipalities across Serbia

In 2025 alone, members of the
NIS Volunteer Club contributed
**1,084 HOURS
TO COMMUNITY**

