



✦ Empowering Tomorrow

September 2025



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Agenda

	Topic	Pages
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1. Introduction and Strategic Overview

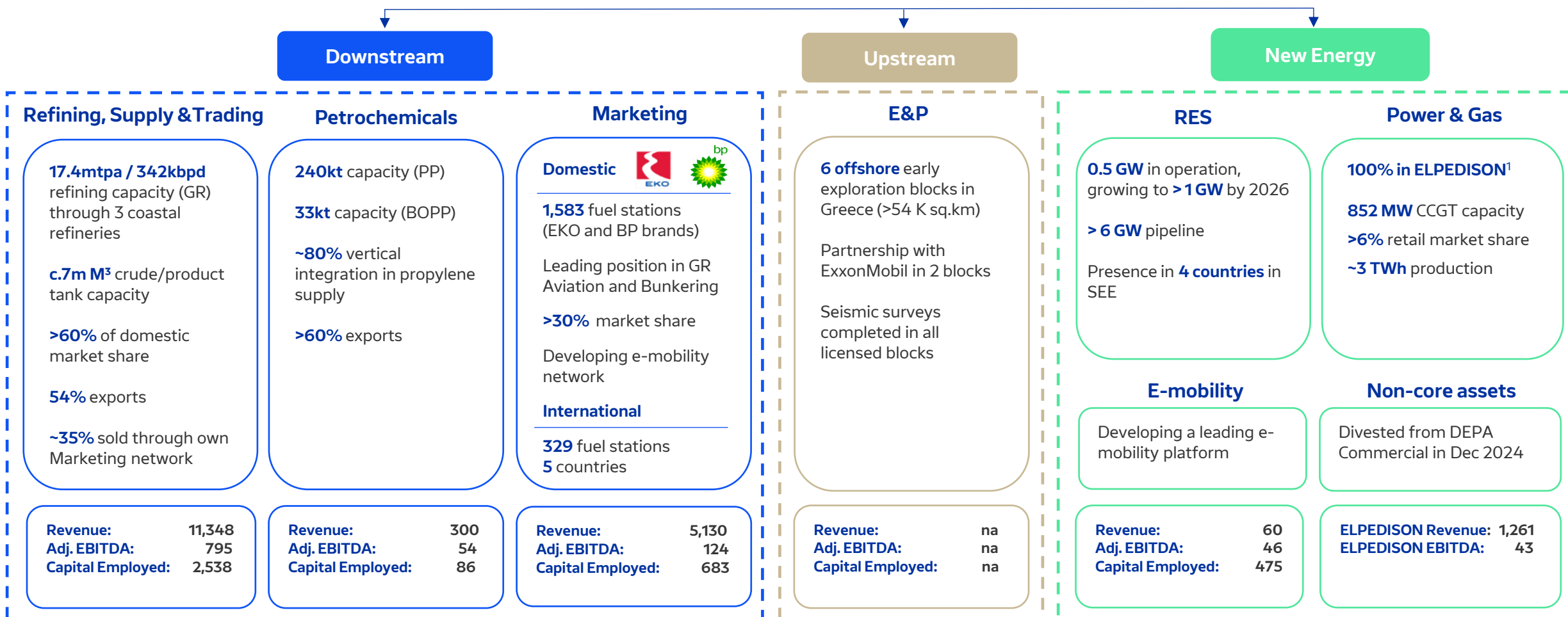


Key Investment Highlights

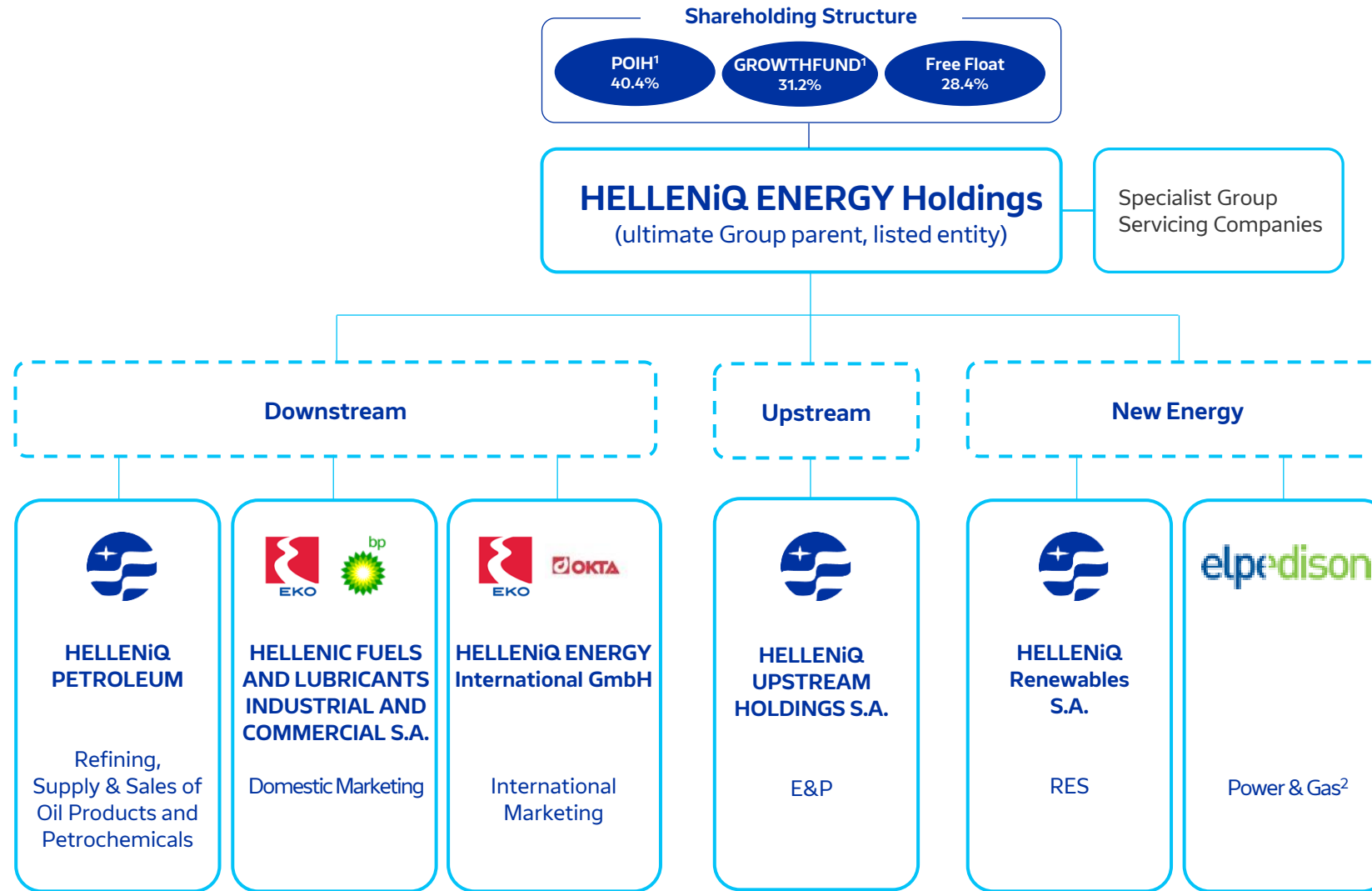
1	Continued downstream relevance, favorable regional product balances and positive macro trends in Greece	c. 500 kbpd structurally short middle distillates in the East Med Region on average until 2030	2.3% 2025e Greek real GDP growth
2	Domestic downstream market leader and key regional player, with logistics flexibility and high-value end products	17.4 mtpa / 342 kbpd refining capacity, largest in the SEE region	54% of total sales exported to the Med region and other markets
3	Integration of wholesale activities with refining, providing important, through-the-cycle, resilience	>2x overperformance on system benchmark margin, consistent throughout the cycle (2015-2024)	~€400m EBITDA p.a. generated without dependencies on refining margins
4	Vertical integration with petrochemicals and leading fuels marketing business provide significant benefits	~\$1/bbl of value uplift on refining system from petrochemicals	> 1,900 fuel stations in Greece and 5 neighboring countries
5	Growing a profitable, self-financed, integrated green utility complemented by flexible conventional generation	~0.8 GW CCGT, ~2 GW RES capacity by 2030 across regions and technologies	~€300m EBITDA from green utility targeted by 2030
6	Updated operating model and governance support sustainable transition and value creation	30% reduction in Scope 1 & 2 emissions by 2030 vs 2019	+ 50% EBITDA (medium-term vs mid-cycle)



Southeast Europe's leading downstream Group with presence along the energy value chain



Fit-for-purpose flexible corporate structure



The Group has grown through consolidation and evolution amidst changing market conditions

Establishing a refining industry in Greece

- Aspropyrgos in 1958
- Thessaloniki in 1966
- Elefsina in 1971

Consolidation and privatization

- Merger of stand-alone State companies to form HELLENIC PETROLEUM
- Listing on ATHEX & LSE
- Merger of HELPE with Petrola S.A., adding Elefsina refinery and tank farm in the portfolio

Refineries upgrade and expansion in new markets

- >€3.5bn Investments
- Elefsina & Thessaloniki refinery upgrades
- BP Greek network in 2009
- Expansion in SEE
- First Greek IPP in 2005; ELPEDISON JV in 2009

Well-managed during challenging periods

- Greek financial crisis
- COVID-19
- Energy crisis
- Crude oil supply chain disruption

Building a Group for tomorrow – Vision 2025

- Focus on energy transition
- Redefined business strategy and capital allocation
- Improved corporate governance
- Fit-for-purpose corporate structure
- New corporate identity

Streamlined P&G portfolio New trading platform set-up

- Acquisition of remaining 50% in ELPEDISON
- Divestment from DEPA Commercial
- Commencement of Geneva crude and products trading office operations

1958-1971

1998-2003

2004-2013

2014-2021

2021

2024-2025



Vision 2025: Targets achieved, with results confirming initial strategic choices

Business Strategy and Capital Allocation

- **Operational excellence with record production in 2024** supported by **digital transformation** with ~€45m annualized benefit
- Fuels Marketing transformation steered towards **customer** (loyalty, premium fuels and NFR)
- **0.5 GW of RES** in operation with run-rate **EBITDA at >€50m**, targeting 1 GW by 2026 and 2 GW by 2030, **>6 GW RES pipeline**
- **Streamlining the Power & Gas portfolio** into a **vertically integrated utility** through acquiring the remaining 50% in ELPEDISON, while monetizing DEPA Commercial participation
- Focused on **6 offshore E&P blocks**
- **Exit from non-core participations:**
 - 2022: 35% of DEPA Infra sold to Italgas for €266m
 - 2024: 35% of DEPA Commercial sold to Growthfund¹ for ~€200m²



ESG Strategy and GHG Targets

- Maturing options in refining towards target of **30% reduction in CO₂ emissions**
- **20% CO₂ avoidance through RES**

Improved Corporate Governance

- **Corporate governance aligned with best practices**
- Fit & Proper policies for BoD
- Increased diversity and **independence**

Fit-for-purpose Corporate Structure

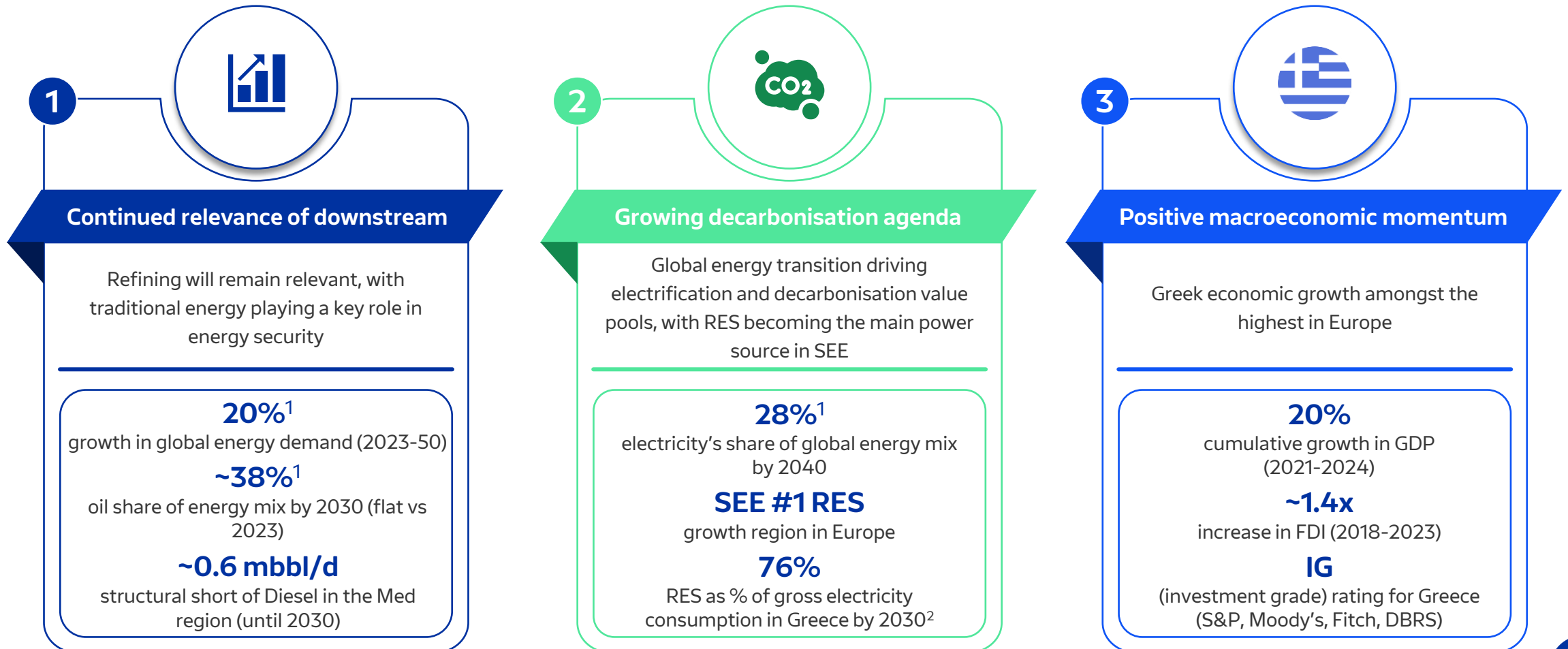
- **Established Holding Company**
- Almost unanimous approval of transformation by shareholders

New Corporate identity

- **New name, logo & corporate identity since 2022**
- Maintaining HELLENIC PETROLEUM and EKO brands

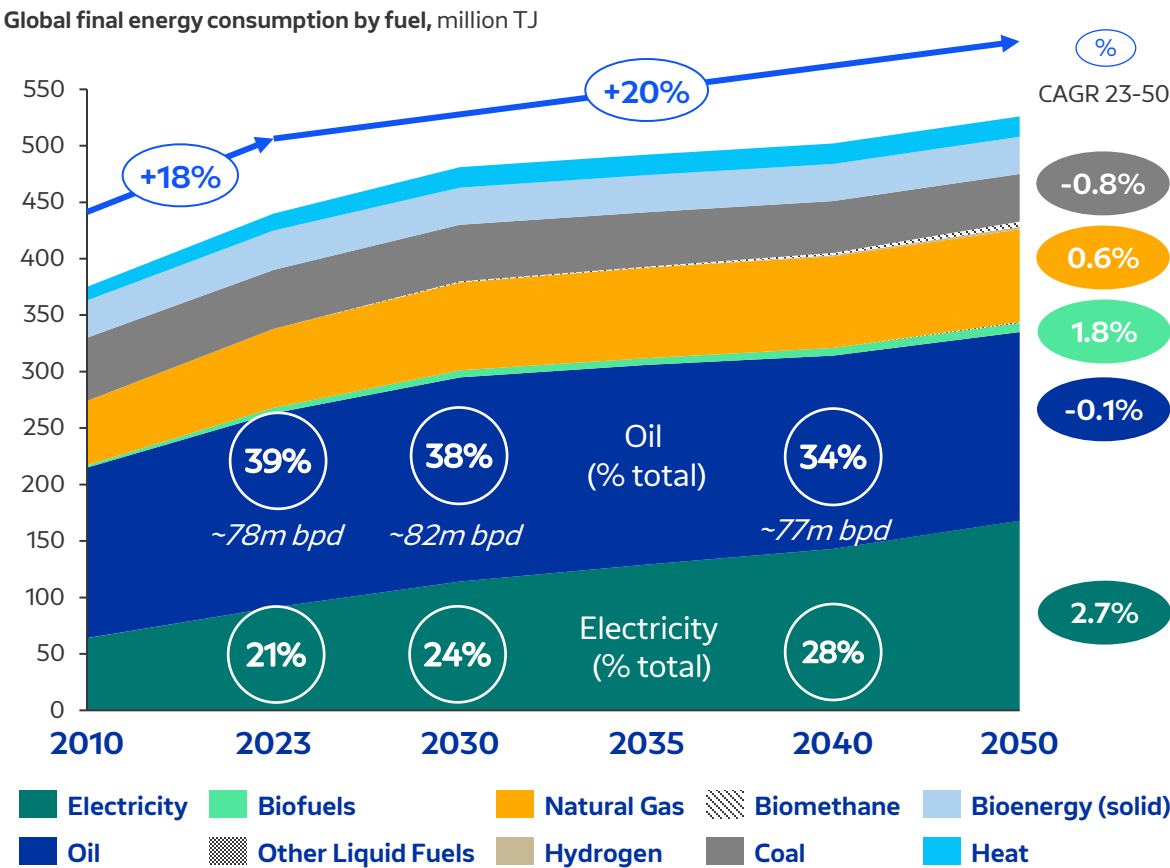


HELLENiQ ENERGY: Fit for transition strategy supported by clear market trends

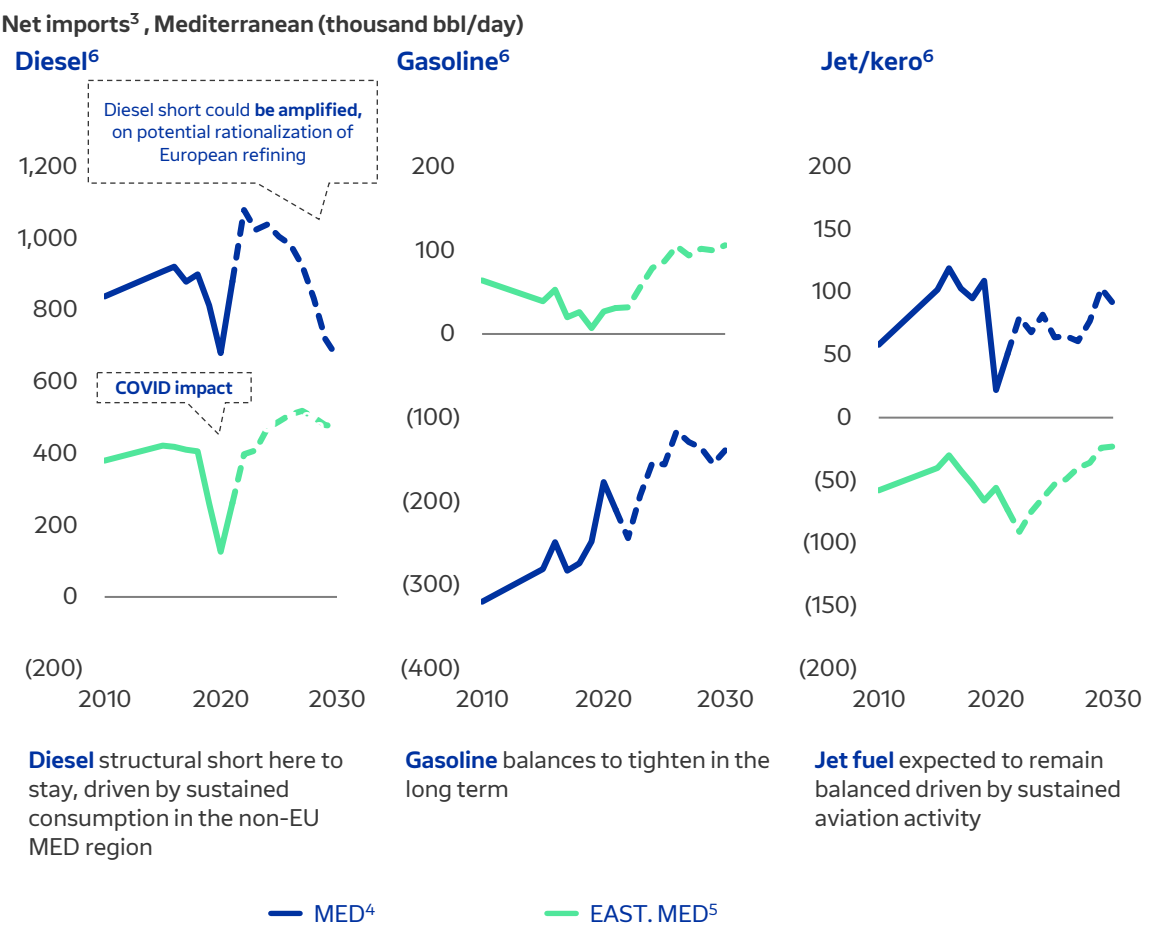


Energy demand growing and expected to remain strong for fuels in a structurally undersupplied market

Refined products to remain the principal energy source for the next decades...

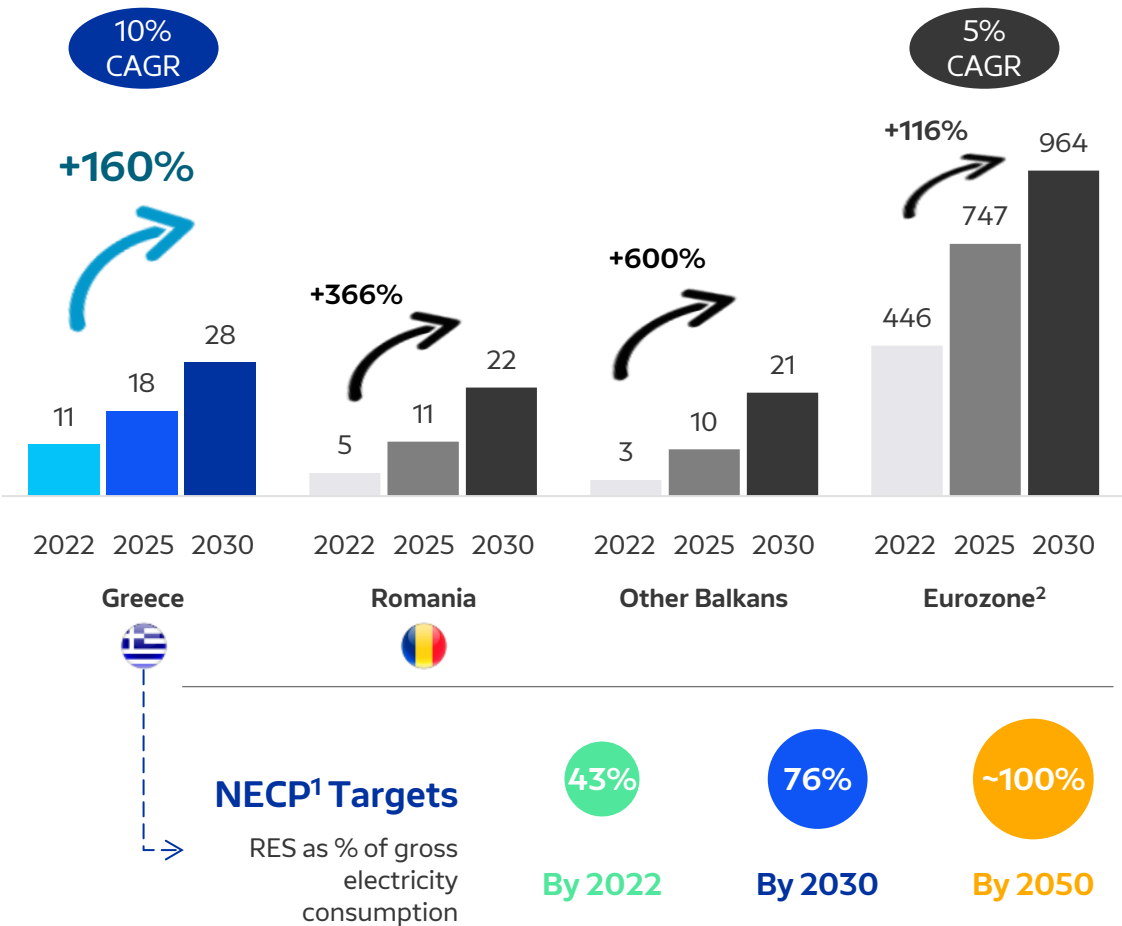


... with the Med region to remain structurally short middle distillates²



RES to grow significantly; SEE region with even higher RES growth, benefiting from conventional power phase-out and government policies

Wind and PV Installed Capacity (GW)



Natural resources and NECP¹ Policies to Drive RES Development



Greece has **abundant wind** and **solar resources**

1,700 kW/m² of global annual solar irradiation, the second highest in Europe

797 W/m² of wind power density, the highest in continental Europe



Investment support for different types of **RES producers and Energy Storage**



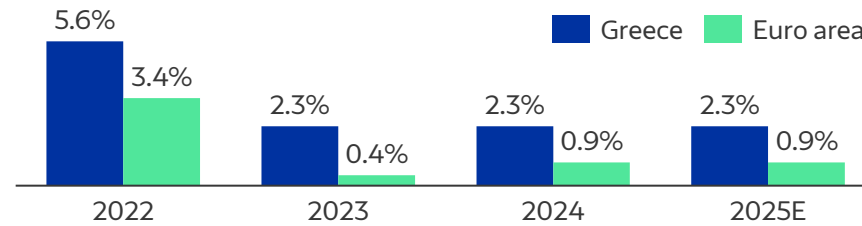
Grid development to accommodate **energy transition**



HELLENiQ ENERGY is uniquely placed to benefit from Greece's strong macroeconomic momentum

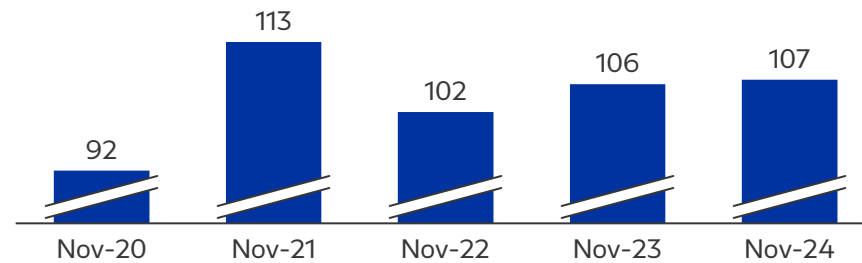
Greece's economy growing amongst the fastest in Europe ...

Real GDP Growth (%)



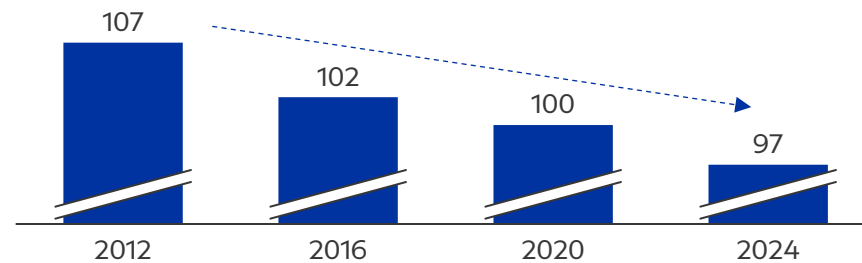
... with improved consumer confidence ...

Economic Sentiment Indicator Index



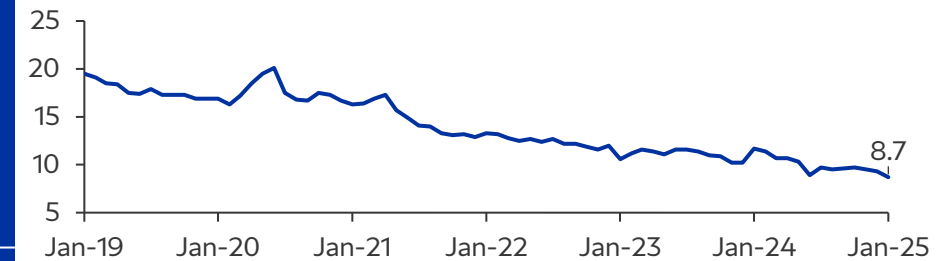
... and increasing competitiveness

Productivity & Competitiveness Unit Labor Cost Index



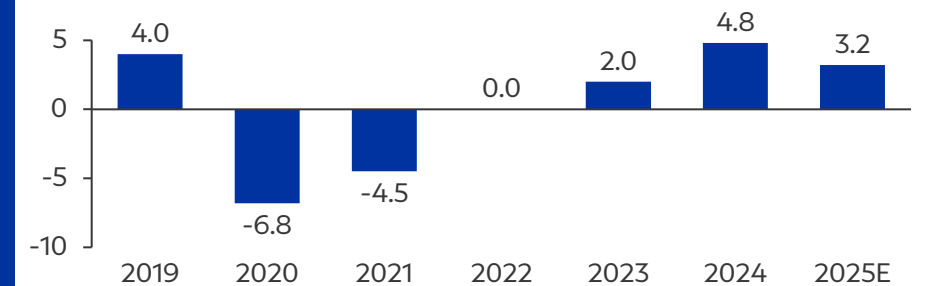
Decreasing unemployment...

Unemployment Rate (% of Labor Force)



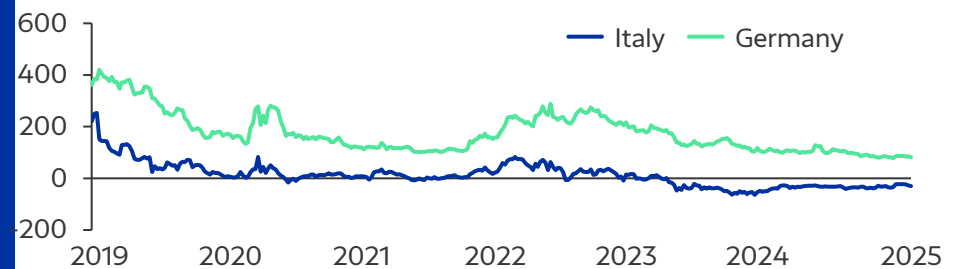
... and growing primary budget surpluses and lower debt trajectory...

Government Primary Balance as % of GDP (Surplus / Deficit)

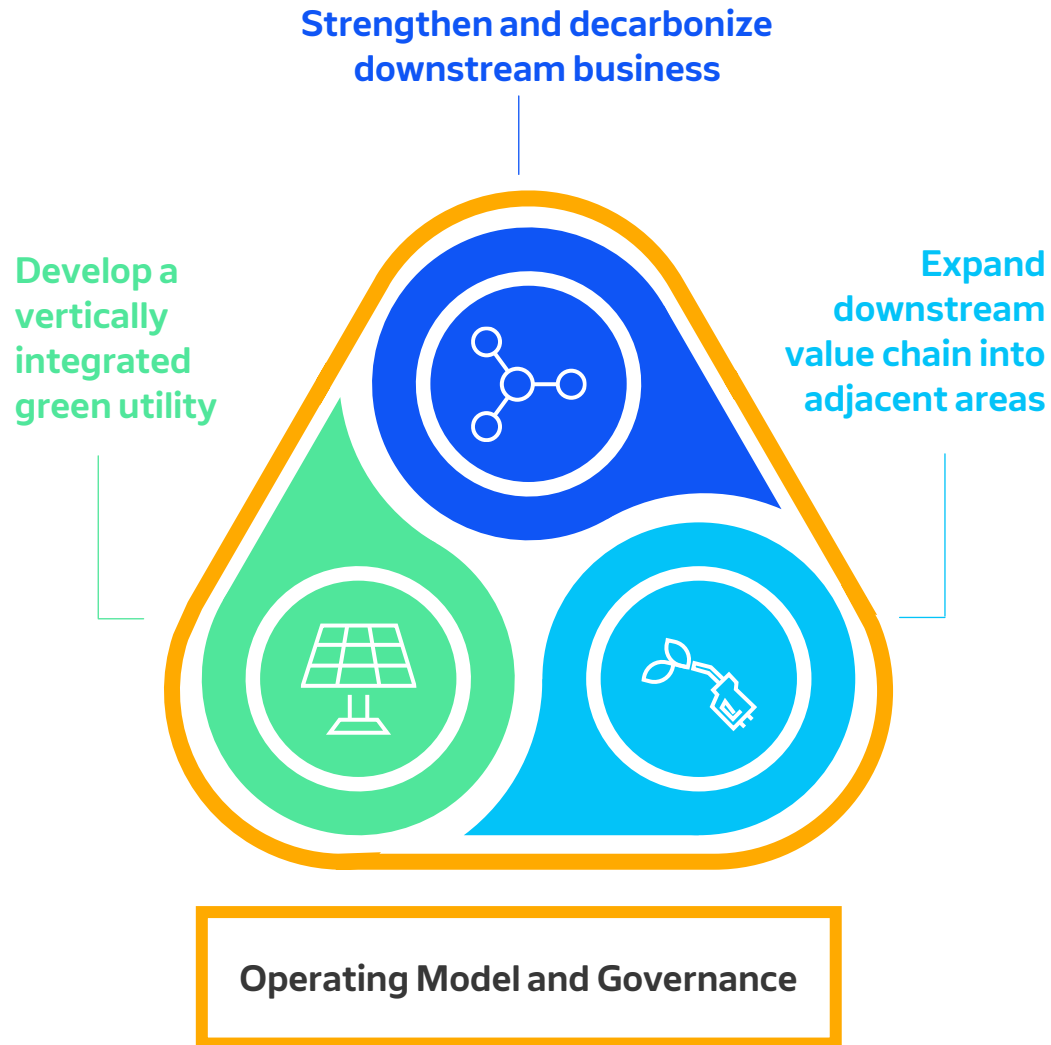


...help tighten bond spreads vs peers

Spread of 10Y Greek government bond vs. selected countries (bps)



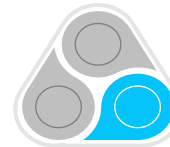
Our strategy has 3 focus areas, supported by a constantly improving operating model & governance



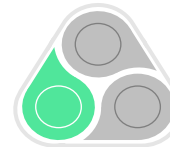
Pillars of the Strategy



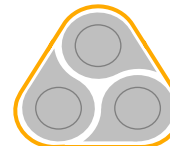
- **Evolve** Refining through **decarbonization**
- Drive **operational excellence**
- **Strengthen** wholesale market reach & performance
- **Grow** position in regional **retail** markets



- **Develop** a meaningful presence in **biofuels**
- **Develop** in hydrogen economy and **synthetic fuels**
- **Enhance** services with **e-mobility** offering



- **Grow** conventional **renewables portfolio**
- **Diversify** & expand **international footprint**
- Diversify **technology base**
- Improve **asset utilization**
- Embed **Power & Gas** unit into our portfolio



- Maintain emphasis on **operational excellence**
- **Integrate ESG** considerations in our business model
- Embed **risk management best practices**
- Broaden **digital transformation**

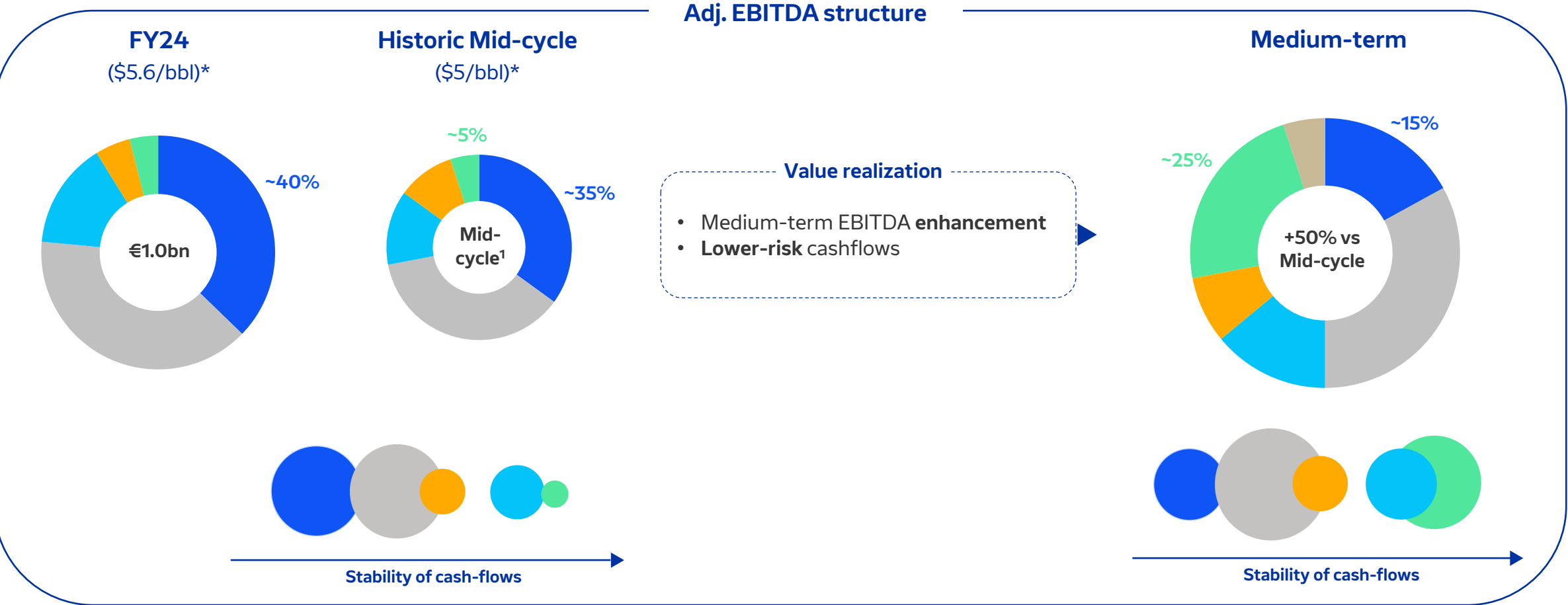
+50% EBITDA vs mid-cycle

Less volatile earnings stream

Value creation for shareholders



Profitable growth and lower volatility of cashflows drive higher value baseline for investors, with opportunity from exceptional market conditions



■ Refining ■ Wholesale ■ Marketing ■ Petrochemicals ■ P&G² ■ Adjacencies³

○ *Bubble size represents EBITDA contribution*

Note: Other (incl. E&P) segment's EBITDA is excluded * Benchmark system margin
¹ Normalized EBITDA at last 10 years' refining economics; ² RES & ELPEDISON in the Medium-term ³ Includes sustainable fuels, hydrogen, electric vehicle charging infrastructure (EVCI) and other

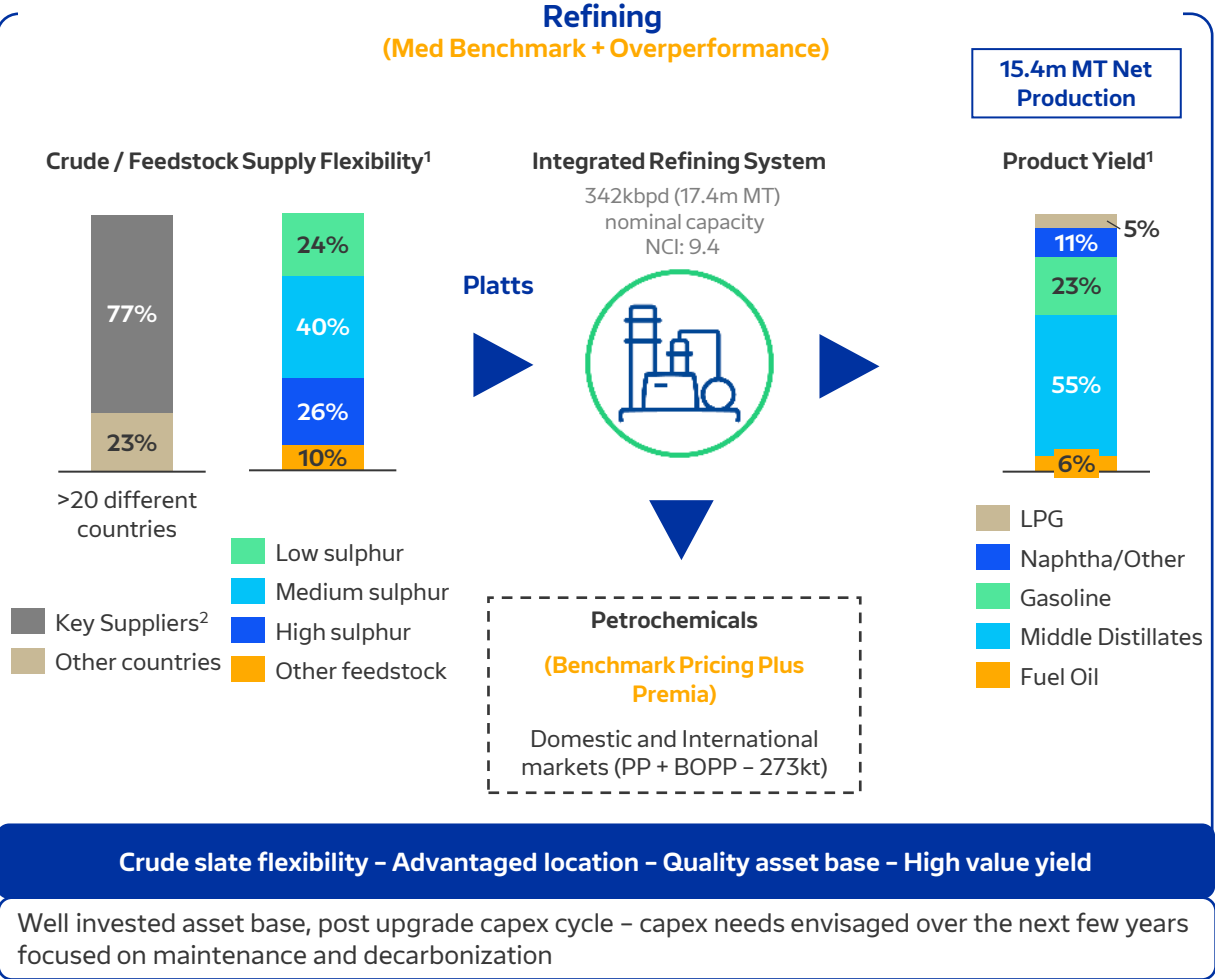


2. Business Units Overview

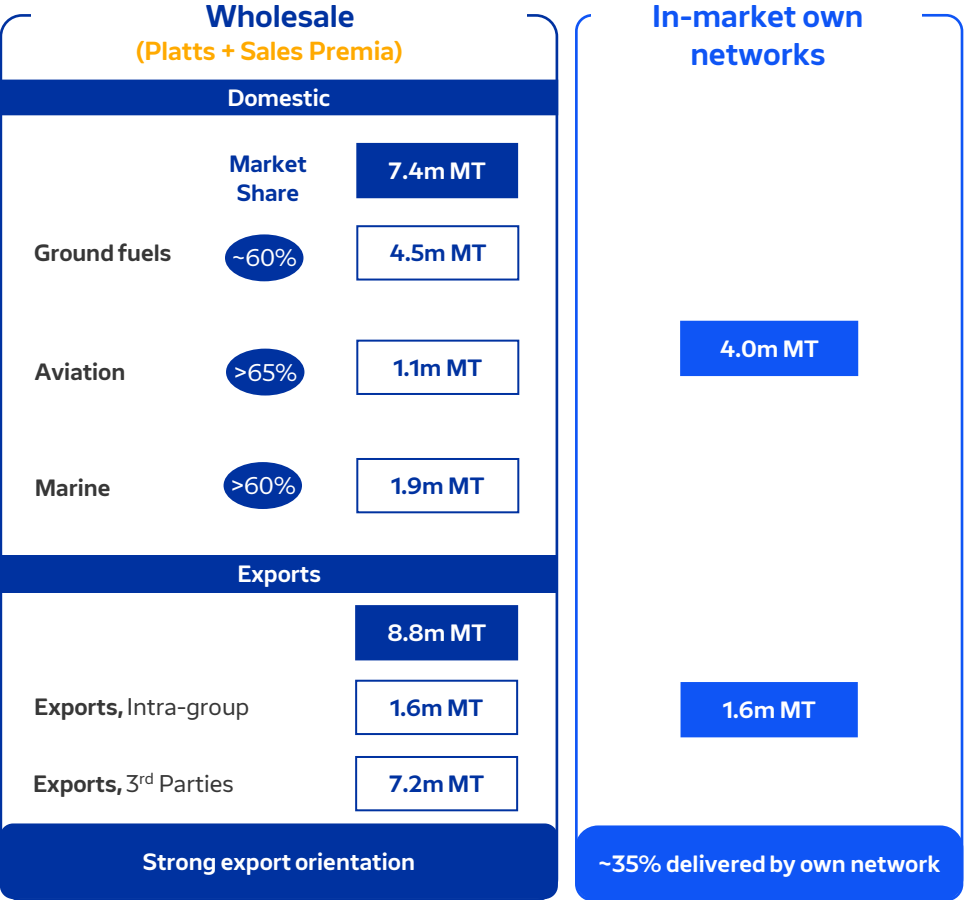


1 Complex Refining, Supply & Trading system, achieving high returns on the back of asset quality and route-to-market integration

Complex integrated refinery system in advantaged location, with input and logistics flexibility and a high-value product yield...

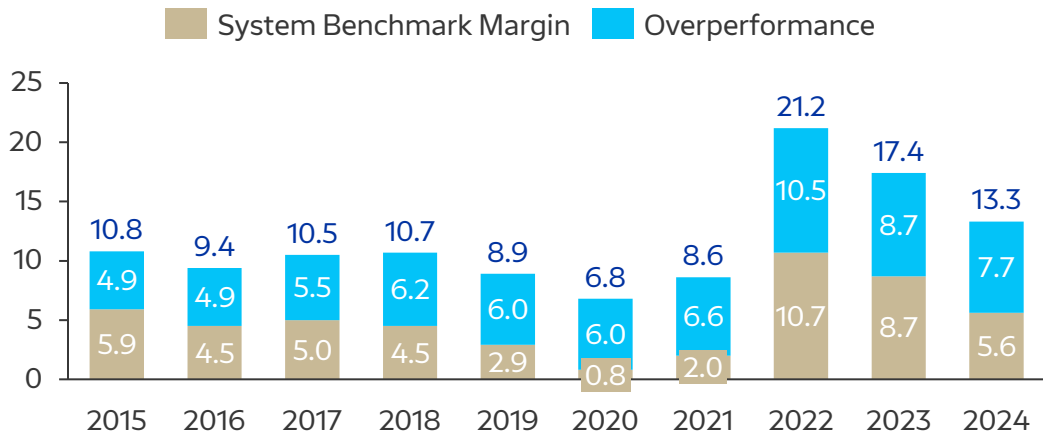


... with strong market positions

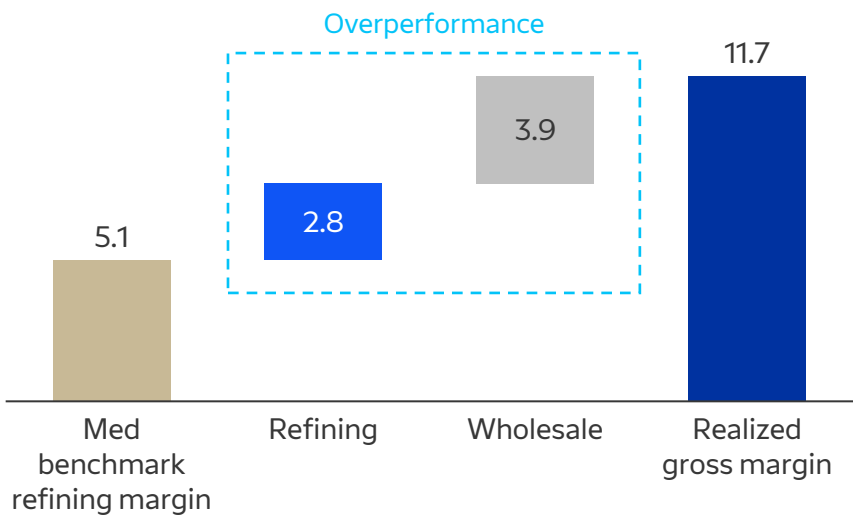


1 Integration drives consistent overperformance throughout the cycle, on complex refining system and market position

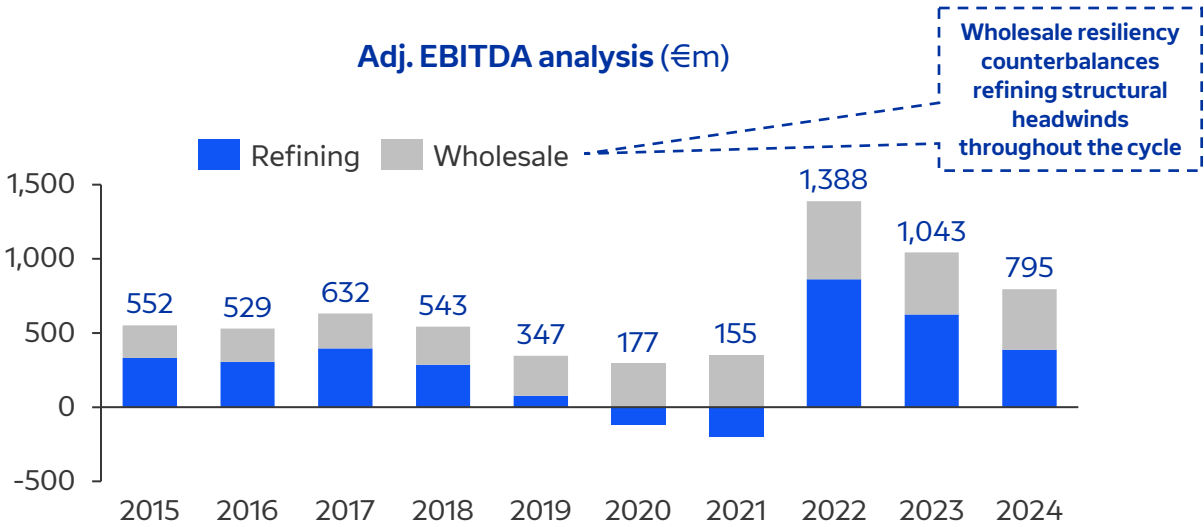
Realized margin analysis (\$/bbl)¹



2015-2024 average realized margin (\$/bbl)¹



Adj. EBITDA analysis (€m)

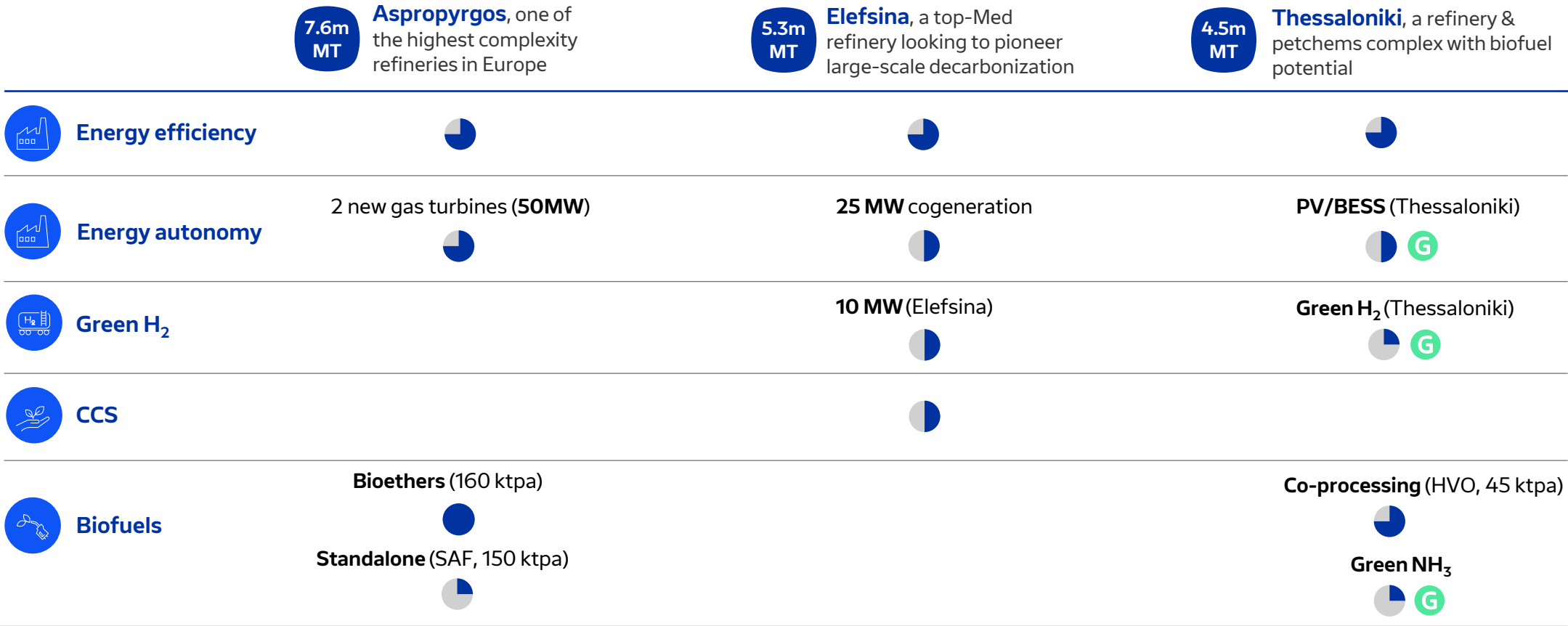


- **Flexible refining system** with synergies in processing and trading and ability to capture crude / feedstock arbitrage opportunities
- **High complexity units** with **white products >80%**, enabling volume gains (density escalation)
- Domestic market position and International portfolio **support higher Net-Backs**

Note: ¹ Includes propylene contribution which is reported under Petrochemicals



1 Refining System's future underpinned by HELLENiQ ENERGY's downstream decarbonizing vision

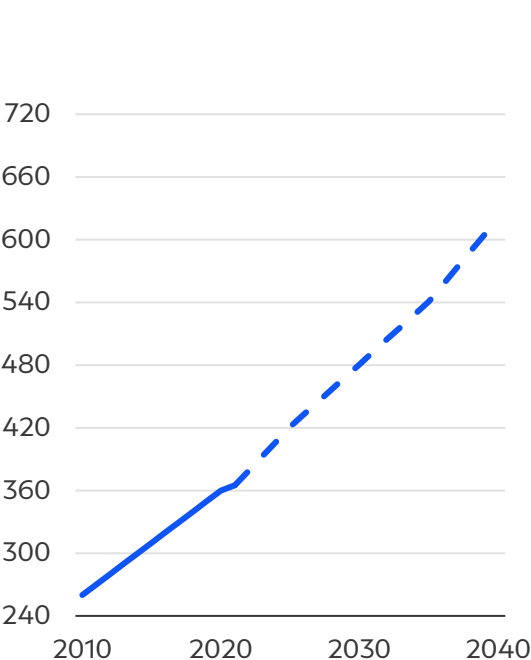


2 Petrochemicals are integrated with refining, with material value uplift to the core business and diversifying earnings streams

Petrochemicals Market

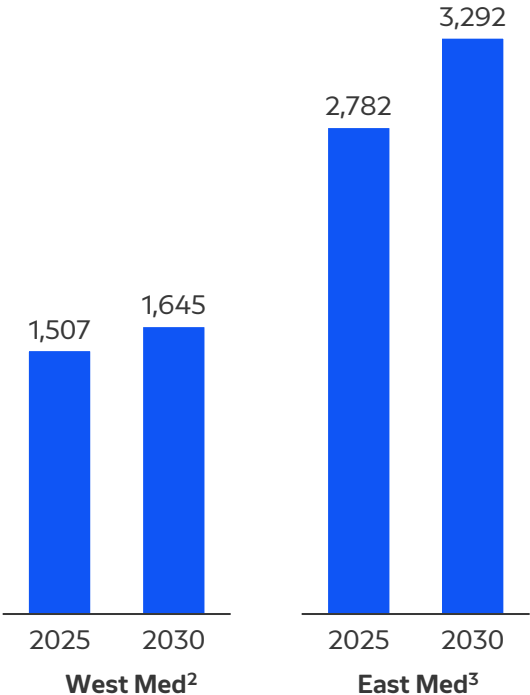
Global petrochemicals market continues to grow in line with GDP (>1x)

Global demand¹ for petrochemicals, mtpa

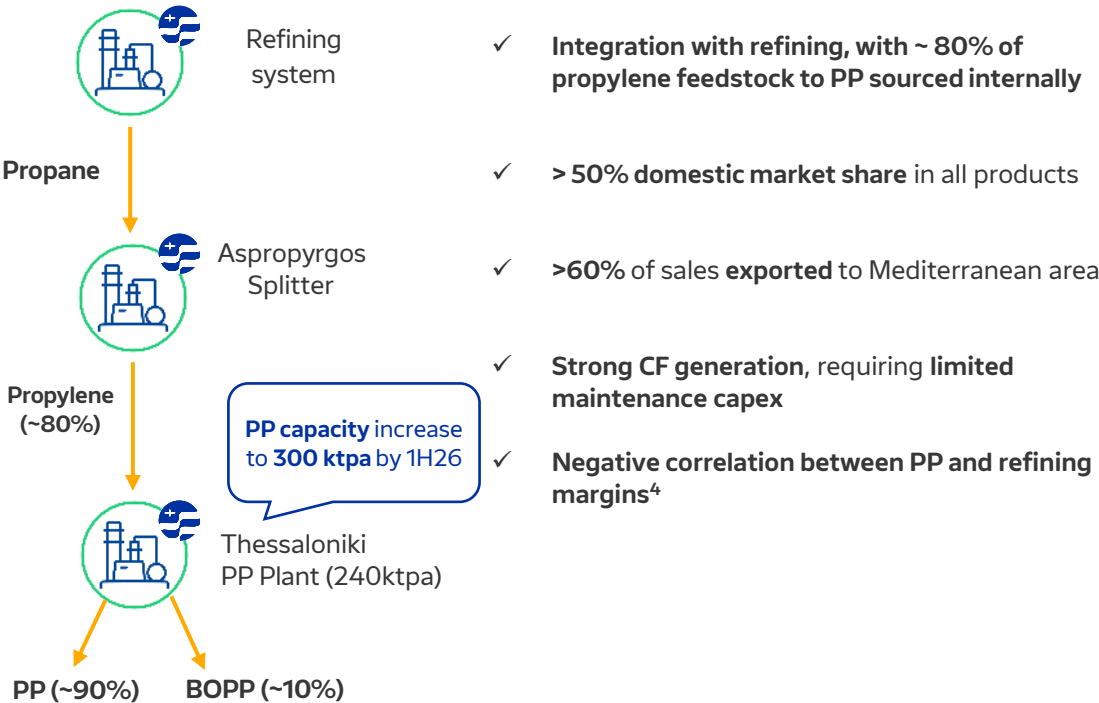


Mediterranean region continues to be short in PP well into the future

PP net shortfall, ktpa



Fully integrated position, from propylene to industrial raw materials, adding ~\$1/bbl of value uplift on refining system



3 Fuels marketing – leading in the Greek market across all segments



>1,500
Stations



With a local market share of >30%, economic recovery drives results improvement



Ground fuels

~31% market share¹
6% volume growth

Ongoing transformation program focusing on customer centricity, decarbonization and operational improvement

- ✓ Non-fuel retail growth
- ✓ Premium products offering
- ✓ Differentiated fuels penetration
- ✓ EV charging network expansion
- ✓ Customer experience (loyalty & digital)



Marine

~31% market share¹
-3% volume growth

- ✓ Leading position in coastal shipping, cruise and deep-sea segments
- ✓ New partnerships to increase sales in leisure
- ✓ Increase sales to cruise operators



Aviation

~37% market share¹
11% volume growth

- ✓ 9% increase in Greek airports' traffic
- ✓ Increasing flight connectivity between mainland and islands
- ✓ HELLENiQ 1st to introduce SAF² in Greece
- ✓ Transition to e-fueling



3 Geographically diversified in growing markets, where location offers supply integration value with Refining BU

International network with a growing position in each market, complementing the leading position in Greece

	# of stations	2024 Volumes (kt)	Market position (estimated)
 Cyprus	99	417	#1
 Montenegro	46	269	#1
 Republic of North Macedonia	26	86	#3
 Bulgaria	99	219	#4
 Serbia	59	123	#5
Total	329	1,114	



>300
International
Stations



Key initiatives

- ✓ Grow network
- ✓ Improve petrol stations' visual identity
- ✓ Increase penetration of premium fuel products
- ✓ Increase non-fuel retail sales
- ✓ Incorporate e-mobility and digitalization
- ✓ Explore options for energy production / supply

HELLENiQ ENERGY's integration with refining and complete retail product offering generates additional return on investments and de-risks profile



4 Growth in renewables, with a disciplined investment strategy to achieve attractive, low-risk returns

Strategic considerations – aspiring to become one of the 2-3 top RES players in Greece

Why RES

Diversification in a growing energy market:

- ✓ Increasing trends towards **electrification**
- **Greece:** favorable weather conditions (solar & wind), ambitious RES targets
- **SEE:** less mature, fast growing markets offering superior returns

Why HELLENiQ ENERGY

Leading position in the Greek and regional energy market with established customer footprint and business integration value:

- Technical **competence & experience** with large projects implementation
- **Long-term investment horizon; can act as consolidator**
- **Strong market position in energy market**
- **Synergies** with downstream and utility businesses

Strategy

Use of existing assets, know-how, new corporate structure and partnerships to become a leading player in the Greek market:

- Develop **new projects at scale**
- **M&A** to **complement portfolio with more mature assets**
- Leverage **partnerships**
- **Balanced mix** among solar, wind and storage
- **Capital & return discipline;** appropriate financing structure

Well-positioned to build renewables, capturing the full yield of every project phase

c.10%

Targeted returns for group capital deployed

€200m

Target medium-term EBITDA contribution, matching contribution from industrial activities

>6.0
GW

Diversified RES pipeline in terms of geography and technology

0.4
GW

Leading solar PV operator in Greece

0.15
GW

Capacity secured in storage auctions

>1GW

2026

>2GW

2030

RES capacity targets
(PV, onshore wind and storage)

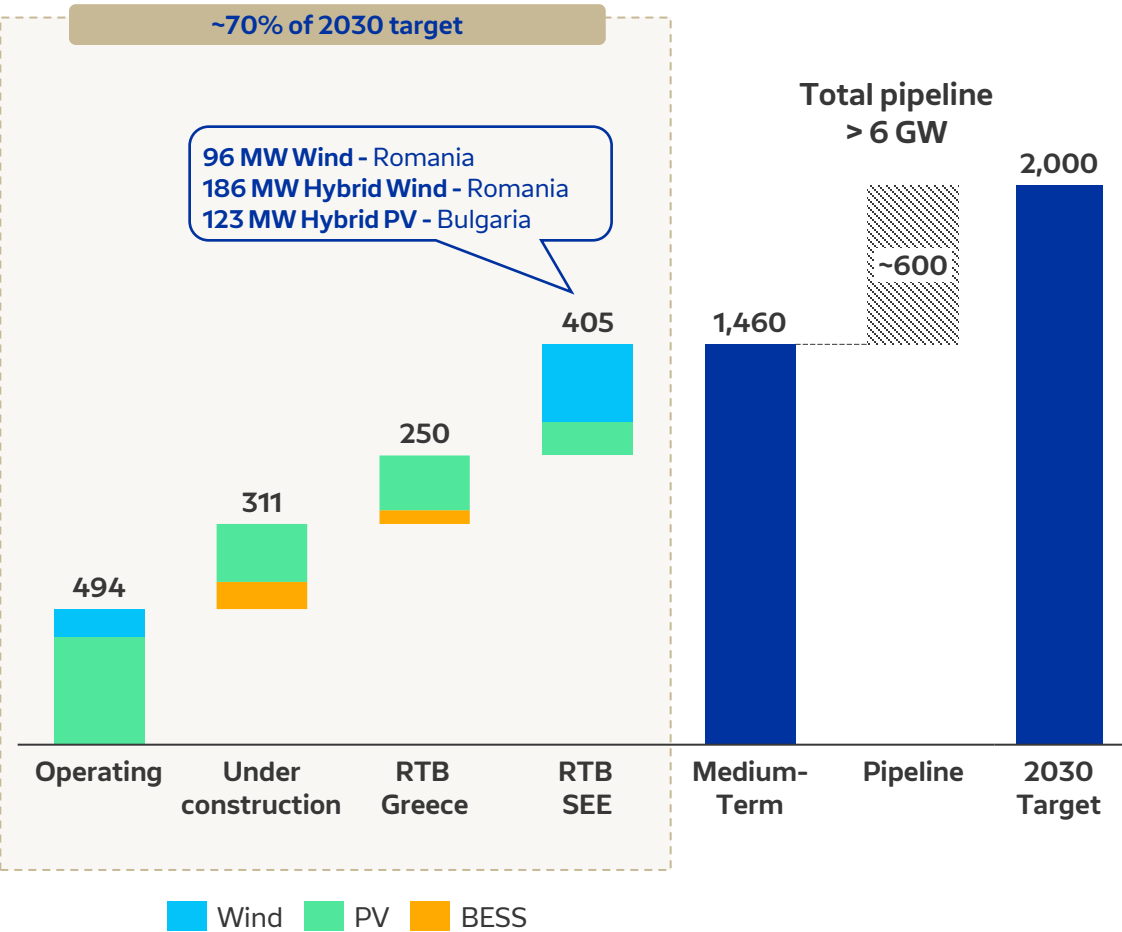
€766m

Appropriate capital structure supported by PF innovative facility, limiting own funds deployment

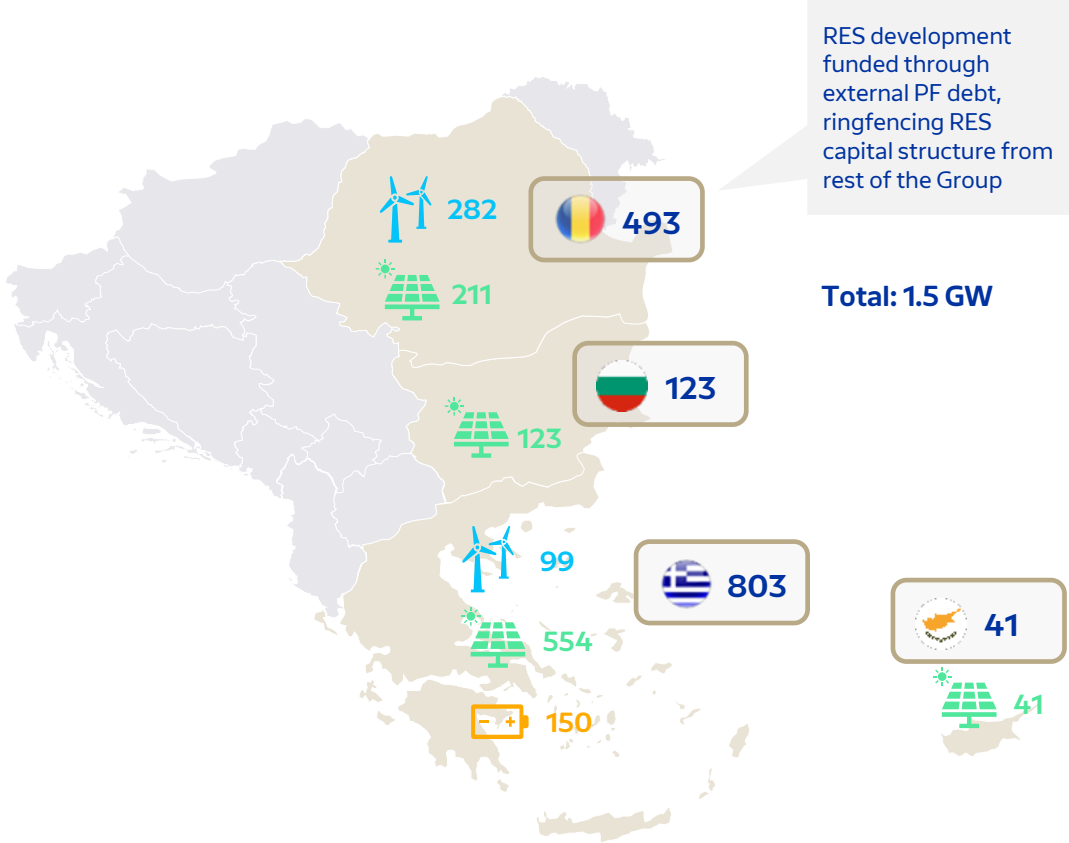


4 Accelerating expansion in SEE with focus on geographical and technological diversification; Secured path to 1.5 GW by 2028

RES capacity evolution (MW)



RES mature portfolio¹ (MW)



4 Integration in Power & Gas through ELPEDISON

Acquisition of remaining 50% in ELPEDISON¹, aiming to develop an integrated energy utility

Market
electrification

3x

Power generation expected to triple by 2050², driven by demand growth and energy transition

852
MW

Operates 2 CCGTs in Greece with a total capacity of 852MW (Thessaloniki and Thesvi)

11
TWh

Material gas supply and wholesale business on the back of generation assets

>6%

Market share in the Greek electricity retail market

Financials⁵

~€1.4bn Revenues

~€66m EBITDA

~€11m contribution to H.E. NI

Opportunities of integration in RES, energy products bundling and e-mobility

... while divesting from DEPA Commercial

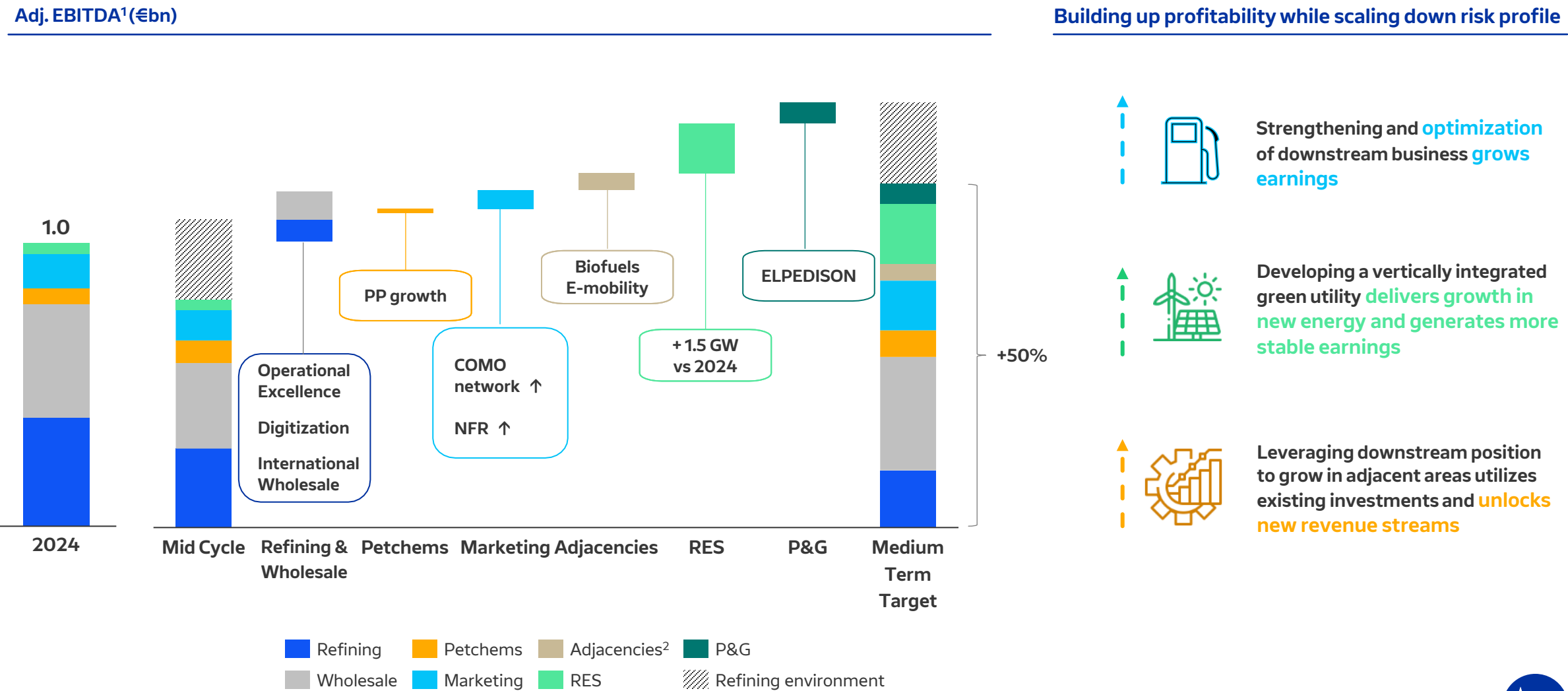
- In 2018, a 35% stake in DESFA was sold to SENFLUGA Energy Infrastructure Holdings for €284m
- In 2022, a 35% stake in DEPA Infrastructure was sold to Italgas for €266m
- In 2024, a 35% stake in DEPA Commercial was sold to HRADF³ for ~€200m⁴



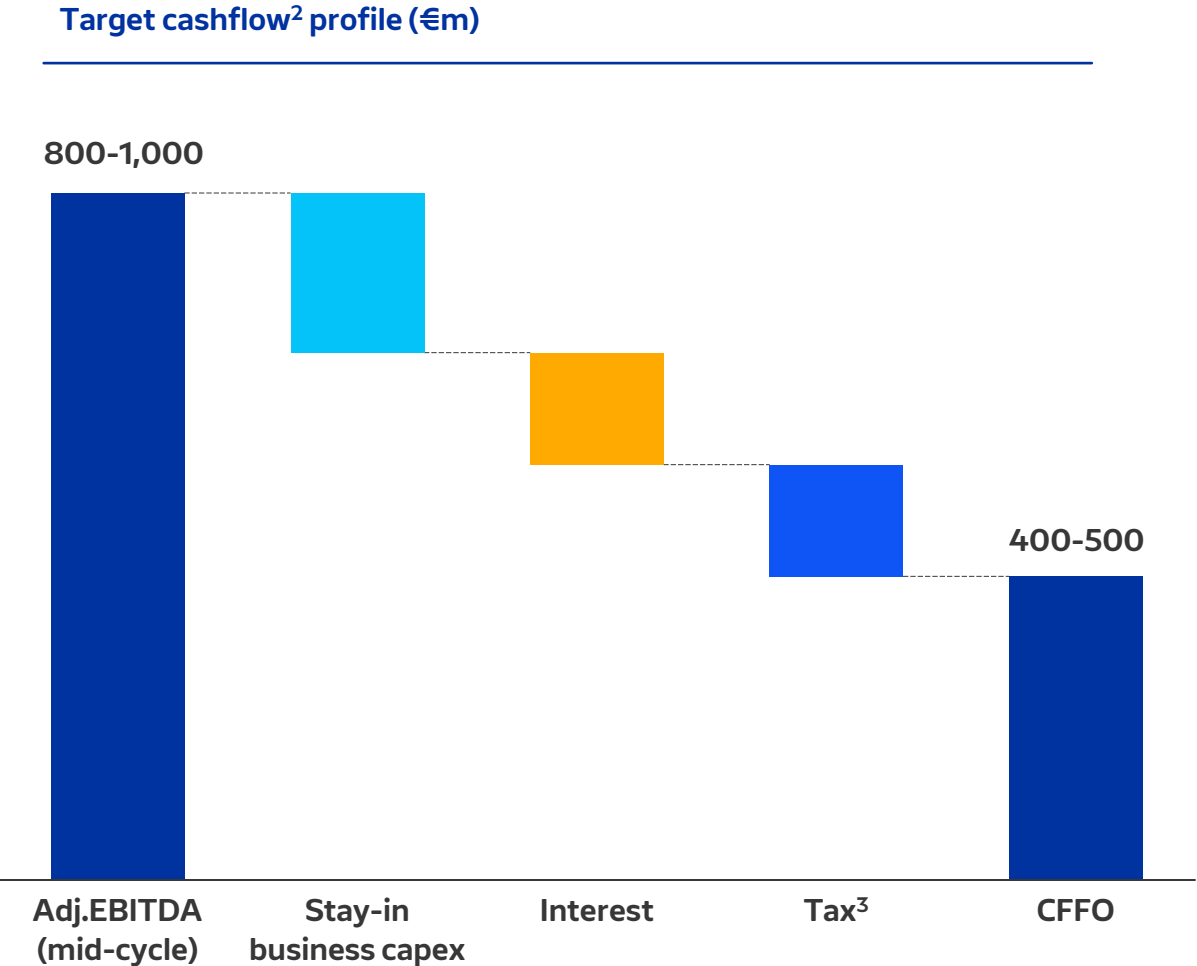
3. Financials



Targeted capital investment allocation to support core business cashflow enhancement and diversification in new businesses consistent with energy transition theme



Strong and resilient cashflow in a mid-cycle providing ample room for growth and deleveraging



Strong Organic cashflow covering sustaining capex, interest and tax providing sufficient headroom for deleveraging and growth capex if needed



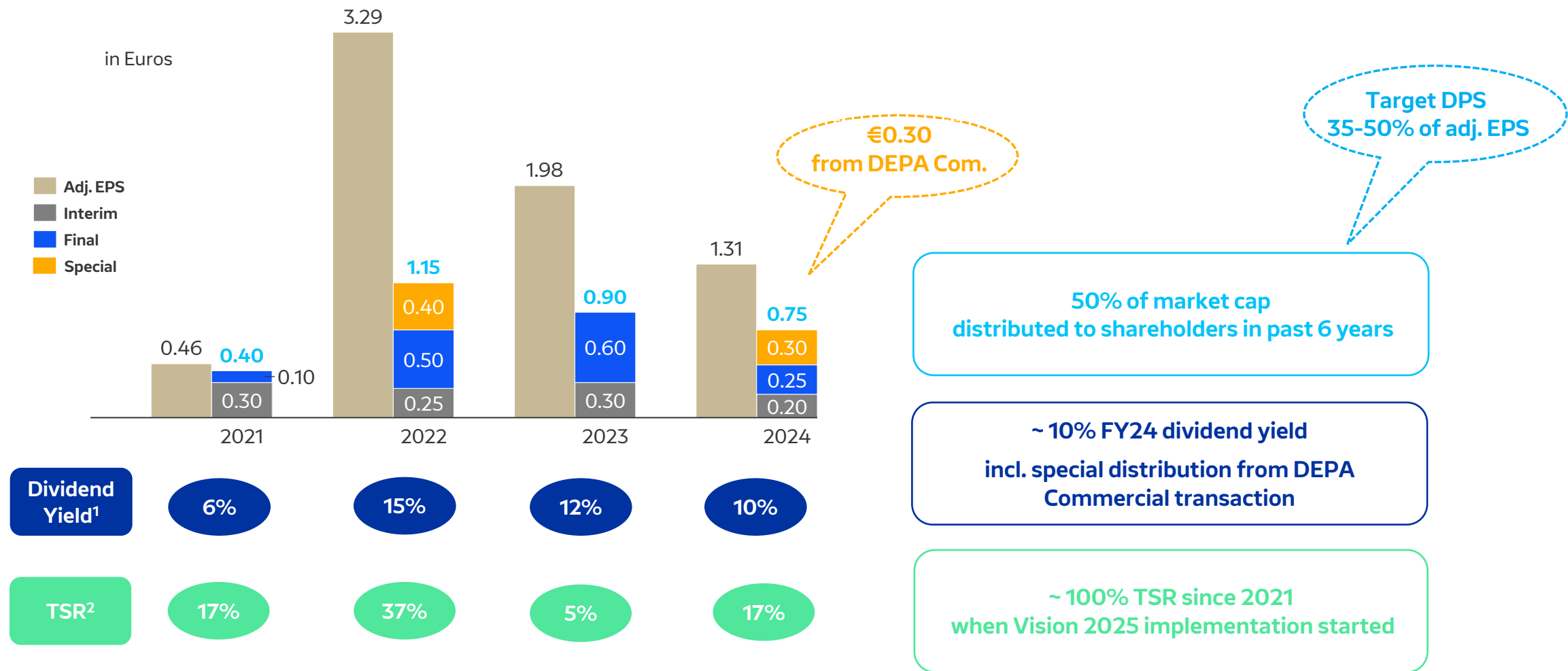
Ability to return capital to shareholders without compromising financial profile and growth



~ 70% average cash conversion¹



Group portfolio and solid performance consistently delivers attractive TSR within a relatively volatile environment



Appendix



FY 2018 – 2025 Group key financials

€ million	2018	2019	2020	2021	2022	2023	2024	LTM
Income Statement⁵								
Sales Volume (MT'000) - Refining	16,490	15,223	14,397	15,184	14,273	15,438	16,281	15,360
Net Sales	9,769	8,857	5,782	9,222	14,508	12,803	12,768	11,381
Segmental EBITDA								
- Refining, Supply & Trading	548	354	187	153	1,388	1,043	795	625
- Petrochemicals	100	93	61	131	74	43	54	33
- Marketing	93	138	97	128	135	111	124	142
- RES	2	2	3	3	29	42	46	47
- Other (incl. E&P)	(12)	(13)	(14)	(14)	(24)	(2)	7	11
Adjusted EBITDA¹	730	572	333	401	1,601	1,237	1,026	857
Share of operating profit of associates ²	35	18	30	97	100	18	(24)	(4)
Adjusted Net Income^{1, 4}	292	182	5	140	1,006	606	401	293
Inventory effect	48	24	(525)	308	102	148	128	284
One-off adjustments	(67)	(22)	(61)	(52)	14	36	88	51
Reported EBITDA	711	574	(253)	657	1,717	1,053	811	514
Reported Net Income	212	161	(396)	337	890	478	60	(169)
Balance Sheet / Cash Flow								
Capital Employed ³	3,855	3,869	3,521	4,067	4,669	4,573	4,554	4,944
Net Debt ³	1,460	1,543	1,672	1,938	1,942	1,627	1,792	2,360
Capital Expenditure	157	246	295	400	512	291	434	485

Note: ¹ Calculated as Reported less the Inventory effect and other non-operating items, as well as the impact of quarterly accrual for estimated CO₂ net deficit. OKTA figures reclassified from RST to International Marketing including comps for 2021); ² Includes 35% share of operating profit of DEPA Companies and other associates adjusted for one-off/special items; ³ Does not include IFRS 16 lease impact; ⁴ Adjusted Net Income excludes Solidarity Contribution and other items; ⁵ FY22 and FY24 results include provision for the "EU temporary solidarity contribution" for oil and gas companies; ⁶ LTM as of 1H25



2Q / 1H 2025 Highlights

2Q signals return to strong profitability despite Elefsina shut-down; Adj. EBITDA at €221m (YTD €401m) on track for yet another successful year; Positive developments on all fronts with ELPEDISON acquisition completed in July

Market

- **Crude oil markets price drop** (-20% y-o-y) and **stronger EUR/USD** (+5% y-o-y) in 2Q25
- Natural gas, electricity prices and EUAs remain higher y-o-y
- **Benchmark refining margin up q-o-q close to LY levels**, while crude spreads remain tight
- Switch of bunkering to marine gasoil favors middle distillates demand
- **Strong domestic demand across oil products**: Autofuels +3% y-o-y, while aviation up +6% supported by economy and tourism

Operations

- **Safe and successful completion of most important Elefsina T/A yet**
- **Realized margin increased to ~\$14/bbl**, driven by higher benchmarks and sustained overperformance
- **Significant improvement in transformation efforts at MKT** yields results with both Domestic and International delivering improved performance
- **Capacity additions and energy management in RES** offset weak market conditions and curtailments

Financials

- **2Q25 Adjusted EBITDA at €221m**, Adjusted Net Income at €72m, in line with LY
- Reported results impacted by ~€100m inventory losses in 2Q25, (~€170m in 1H25) on big crude oil price drop
- Although reduced vs 1Q, Net Debt remains high due to shut-down impact
- Financing costs down 13% y-o-y



2Q / 1H 2025 Group key financials

FY	LTM	IFRS	2Q	2Q		1H	1H	
2024	2Q	€ MILLION	2024	2025	Δ%	2024	2025	Δ%
Income Statement								
16,286	15,360	Sales Volume (MT'000) - Refining	4,003	3,533	(12%)	7,990	7,064	(12%)
6,028	6,210	Sales Volume (MT'000) - Marketing	1,496	1,621	8%	2,708	2,889	7%
695	720	Power Generation (GWh)	176	188	7%	336	361	7%
12,768	11,381	Sales Revenue	3,274	2,433	(26%)	6,553	5,166	(21%)
Segmental EBITDA								
795	625	- Refining, Supply & Trading	179	163	(9%)	468	297	(36%)
54	33	- Petrochemicals	16	11	(36%)	40	18	(54%)
124	142	- Marketing	32	41	29%	48	66	38%
46	47	- RES	12	11	(9%)	22	23	1%
7	11	- Other	(7)	(4)	36%	(8)	(3)	54%
1,026	857	Adjusted EBITDA ¹	232	221	(5%)	570	401	(30%)
(24)	(4)	Share of profit of associates ²	(11)	(3)	76%	(15)	6	-
666	522	Adjusted EBIT ¹ (including Associates)	137	137	-	389	245	(37%)
(119)	(114)	Financing costs - net ³	(31)	(27)	13%	(61)	(55)	8%
401	293	Adjusted Net Income ^{1,4}	73	72	(1%)	236	128	(46%)
811	514	Reported EBITDA	182	112	(38%)	532	235	(56%)
(264)	(192)	Income tax (incl. EU SC)	(24)	(4)	83%	(82)	(10)	87%
60	(169)	Reported Net Income	30	(30)	-	209	(19)	-
1.31	0.96	Adjusted EPS (€)	0.24	0.24	(1%)	0.77	0.42	(46%)
0.20	(0.55)	EPS (€)	0.10	(0.10)	-	0.68	(0.06)	-
Balance Sheet / Cash Flow								
4,554	4,944	Capital Employed ³				4,568	4,944	8%
1,792	2,360	Net Debt ³				1,587	2,360	49%
381	371	of which: non-recourse				251	371	48%
39%	48%	Net Debt / Capital Employed				35%	48%	13 pps
434	485	Capital Expenditure	80	157	98%	173	223	29%
146	116	of which: RES	4	10	-	45	14	(69%)

¹ Calculated as Reported less the Inventory effect and other non-operating items, as well as the impact of quarterly accrual for estimated CO₂ net deficit. ² Includes 35% share of operating profit of DEPA Companies and other associates adjusted for one-off/special items ³ Does not include IFRS 16 lease impact ⁴ Adjusted Net Income excludes Solidarity Contribution and other items



Successful issue of a new 5-year bond

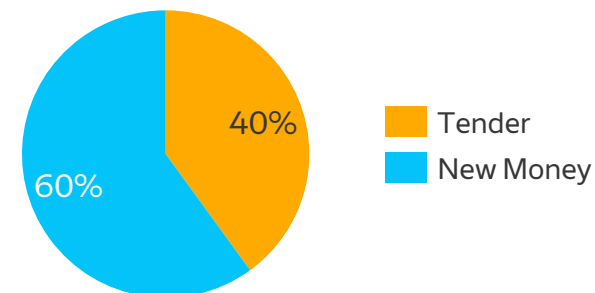
HELLENiQ ENERGY Finance plc completed the issue of a new €450m Eurobond, combined with a tender offer on existing Oct'24 notes

- **Strong demand** exceeding €1bn from all investor classes, with new money oversubscription at 4x
- **Final pricing tighter vs IPT**, with issue upsized to €450m
- **Transaction structure facilitated existing bondholders roll-over** (€300m); remaining '24 notes to be repaid out of existing cash reserves
- **Improvement of spread vs benchmark** compared to previous issue
- Improved commercial terms and better fit with new Group structure

New 5yr Eurobond : Pricing

Initial price talk	4.75%
Issue Price	99.444
Coupon	4.25%
YTM	4.375%
Issue Date	24 July 2024
Maturity Date	24 July 2029

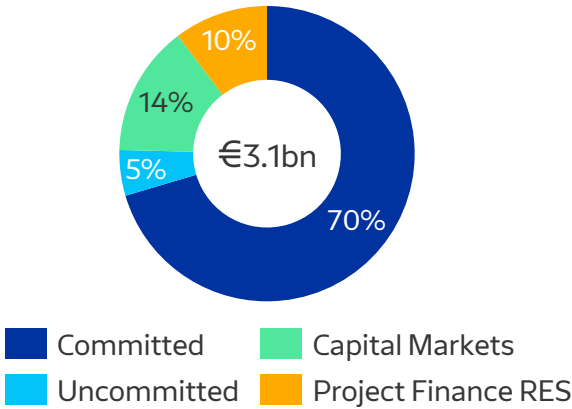
New 5yr Eurobond : Demand split



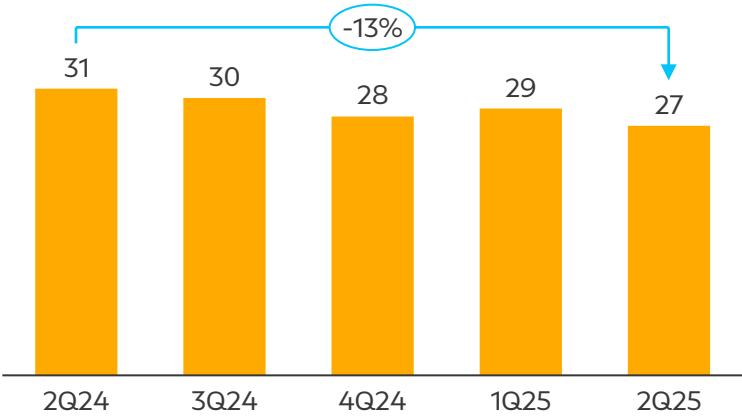
Debt structure

Financing costs down 13% y-o-y, on base rates and spreads reduction; 4Q25 maturity to be refinanced in the coming months

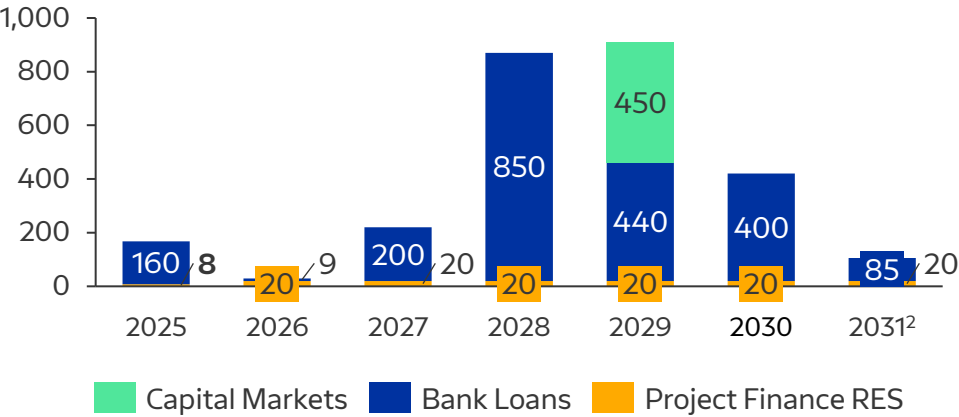
Gross Debt mix



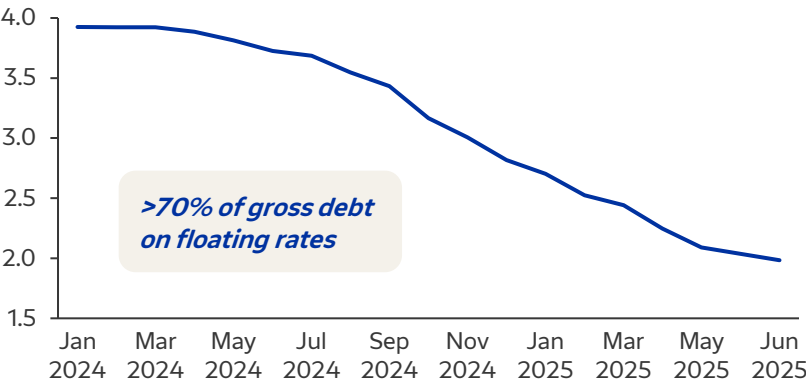
Interest Cost (€m)



LT / Committed Facilities Maturity¹ (€m)



3m Euribor (%)



¹ Excluding Leases, ² PF remaining balance of €193m from 2032 to 2042



A new, innovative financing framework agreement for RES projects

Project finance agreement of up to €766m to facilitate acceleration of RES projects in Greece; Increase of funding capacity and strategic/financing flexibility

A first-of-a-kind RES financing agreement in Greece and one of the largest in Europe,
which provides for a standardized platform for existing / new projects

Structure

Committed financing for existing and new projects for up to €566m, with additional (uncommitted) tranche of €200m

Financing available across different commercial models (FiT, FiP, cPPAs)

Fit-for-purpose structure for RES investments with tenors up to 20 years

Competitive, pre-agreed, standardized T&Cs

Benefits

Sufficient committed capacity to support RES growth in Greece

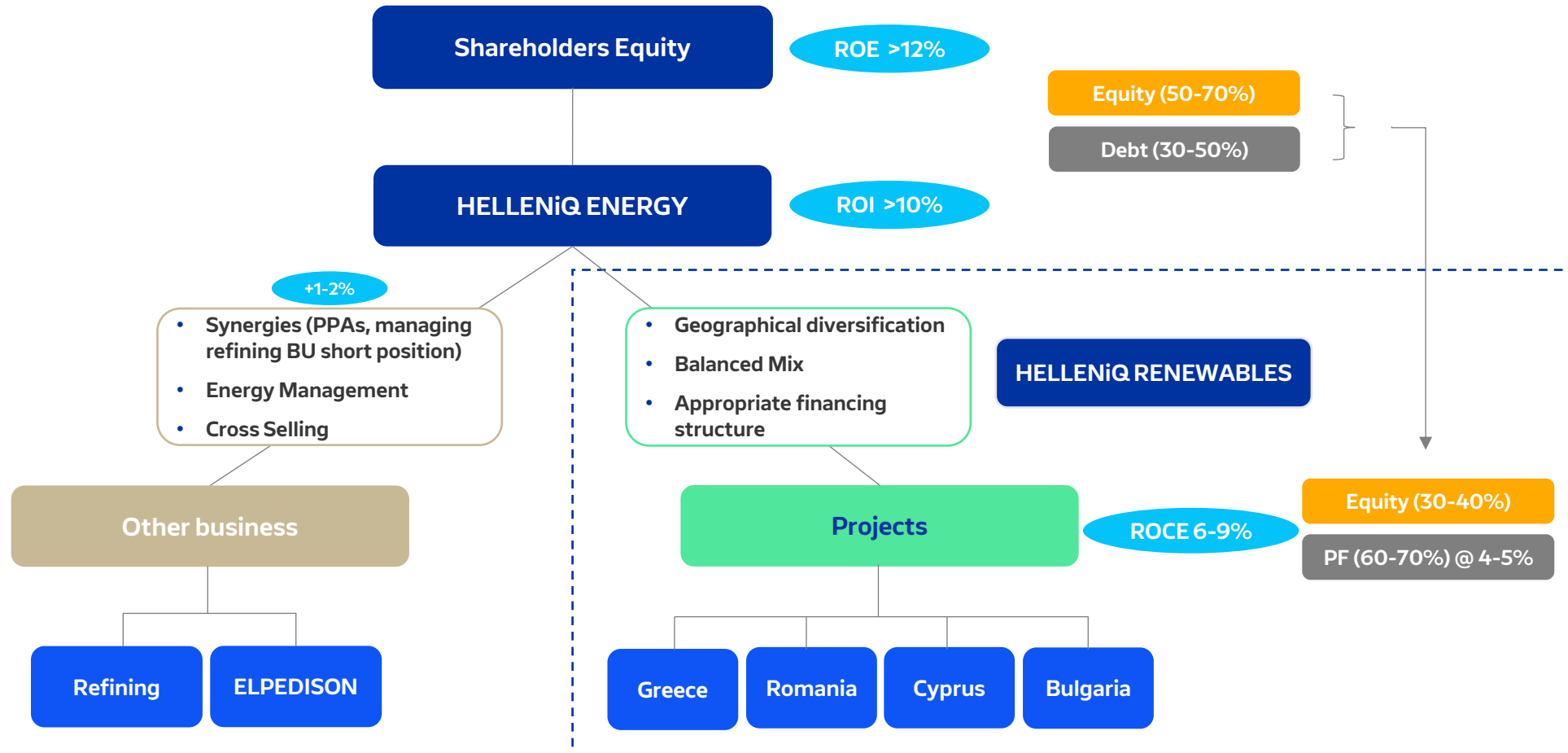
Flexibility, speed of implementation, Governance and Risk framework

Realignment of funding resources and capital structure to different business units

Best-in-class financing terms offering competitive advantage

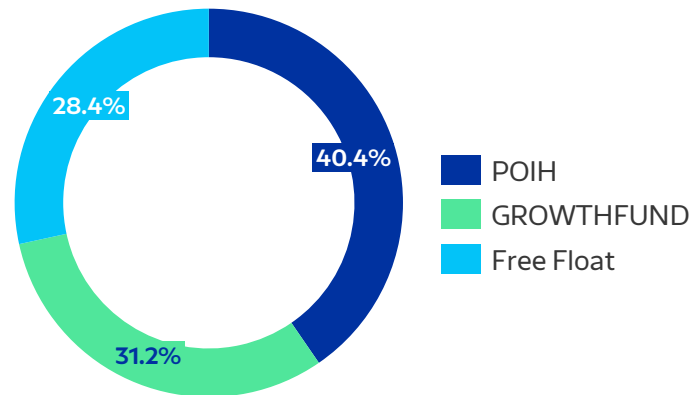


Levered RES investments returns at listed entity level to exceed 12%



Shareholding Structure and Shares Listing Info

Shareholding Structure¹, %



Shares Listing Info

Athens Exchange	ELPE
Bloomberg	ELPE GA
Refinitiv	HEPr.AT
London Stock Exchange	HLPD
Bloomberg	HLPD LI
Refinitiv	HEPq.L
Shares Outstanding	305,635,185
3yr av. daily shares / value traded ²	0.26m / €2.0m
1yr av. daily shares / value traded ²	0.22m / €1.7m

HELLENiQ ENERGY Holdings Share Price (€ per share)



Participation in Indices

ATHEX Composite Share Price Index
FTSE / ATHEX Large Cap Index
FTSE / ATHEX Energy Index
FTSE / ATHEX Market Index
ATHEX ESG Index
FTSE World Europe Index
FTSE Eurozone Index
MSCI Emerging Markets IMI
MSCI Emerging Markets Small Cap
STOXX Emerging Markets Select 100
STOXX Emerging Markets 500 Small
STOXX Emerging Markets 1500 ESG-X

Notes: ¹ POIH: Paneuropean Oil and Industrial Holdings (Cyprus) Limited - As of 31.12.2024, the Hellenic Republic Asset Development Fund ('HRADF') has been absorbed by the Hellenic Corporation of Assets and Participations S.A. ('GROWTHFUND');
² as of 08.09.2025



Financial Calendar



Date	Event
Thursday, 13 November 2025	3Q25 results announcement
Thursday, 26 February 2026	FY25 results announcement

The Company reserves the right to change the above dates, following relevant and timely notification. The Financial Statements are published on the same day with results announcements for the respective periods, on the company’s website (www.helleniqenergy.gr) as well as the website of Athens Exchange (“ATHEX”) (www.athexgroup.gr), after the end of trading on ATHEX.



Sustainability embedded in our strategy and reflected on ESG performance

E

30%

reduction target in
Scope 1 & 2
emissions by 2030

1.1m tons

cumulative avoided
CO₂ emissions from
RES to date

>88%

recovery of waste
generated

Up to 43%

improvement of air
emission indicators¹
since 2019

S

Up to 34%

improvement in
occupational safety
indices² vs LY

47%

improvement in the
PSER³ Index vs LY

>69,000

man-hours of training
on Health & Safety in
2024

>2m

beneficiaries from CSR
initiatives in 2024

G

Upgrade of corporate governance to ensure performance and accountability

- New BoD structure, with 45% independent members
- Enhanced oversight from Board Committees
- New organizational framework and operational models
- ESG targets incorporated in LTIP⁴

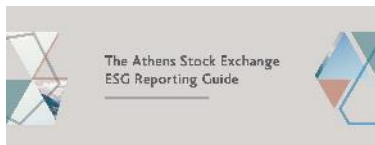


ESG Reporting Standards, Frameworks and Ratings

Voluntary reporting standards and frameworks



United Nations
Global Compact



ESG Sustainability Reporting System

HELLENiQ ENERGY Group has been adopting the most widely followed **standards and reporting frameworks** and rated by leading **ESG rating agencies**

ESG data providers and rating agencies



S&P Global

Bloomberg



ecovadis

ESG Indexes



FTSE4Good



ATHEX
ESG INDEX

HELLENiQ ENERGY has been included in the FTSE4Good Index Series since 2016 and in the ATHEX ESG Index since its establishment (2021)



ESG Ratings

ESG Rating Agency	ESG Score	Rating Scale		Latest Report Date	Comments
		High	Low		
	B	A	D-	2024	Climate - Management band
	52*	100	0	2024	Percentile (70)* Oil & Gas Refining & Marketing
	28.4**	0	100	2024	ESG Risk Rating: Medium (2024)
	BBB***	AAA	CCC	2025	ESG Controversies: no controversies, Lowest Flag
	"Bronze Recognition Level"	100	0	2024	Awarded by the Ecovadis rating body to Group's subsidiary EKO S.A.
	3.2	10	0	2025	ESG Disclosure Score: 59
	B 60	A+	D-	2024	Third Quartile ("good relative ESG performance and above average degree of transparency in reporting material ESG data publicly") / A+ ESG Controversies Score****
	97% Transparency	100	0	2024	Powered by ATHEX ESG Data Portal

*As of December 27, 2024 ** ESG risk rating *** Produced by MSCI ESG Research as of February 20, 2025 (see disclaimer) **** Source Eikon

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Improved corporate governance

Transitioning to private sector / listed model

New Articles of Association

- **Amended** Article of Association according to L.4706/2020 with regards to composition and election process of the Board

New Board of Directors

- **11-member** BoD
- Increased number of **independent members (45%)** as required
- Introduced minimum quota by gender (**25% for each gender**)

Fit & Proper Policies

- Adoption of **fit & proper policies** at both individual and collective level
- Establishment of BoD **nominations committee**

Best-in-class Practices

- Update of Operating Governance in key subsidiaries
- Introduction of **new policies/procedures** of Corporate Governance
- Transitioning to a Group management structure
- Update of internal control, risk management and compliance functions at Group level

Risk Management and Compliance – ESG Framework



Significant progress in upstream exploration in 6 offshore blocks in Greece

Upstream assets in Greece



✓ Five offshore blocks with well-advanced seismic studies

- ✓ 2D seismic surveys completed in all blocks
- ✓ 3D seismic surveys completed in Southwest of Crete, Block 2, Ionian Block and Block 10
- ✓ Processing and interpretation ongoing

Current

Completed seismic surveys in 5 offshore blocks

Short-term

Decisions on drilling exploration wells

Medium-term

Beginning of drilling operations (subject to outcome of seismic analysis)

Strong partnerships with established players
for E&P operations in Greece

ExxonMobil

ENERGEAN

■ Licensed areas

□ Areas to be licensed by Greek state

3D ✓ 3D seismic survey completed

2D ✓ 2D seismic survey completed



Alternative performance measures (not defined under IFRS)

- **Reported EBITDA**

Reported EBITDA is defined as earnings/(loss) before interest, taxes, depreciation and amortisation, and is calculated by adding back depreciation and amortization to operating profit.

- **Adjusted EBITDA**

Adjusted EBITDA is defined as Reported EBITDA adjusted for: a) Inventory Effect (defined as the effect of the price fluctuation of crude oil and oil product inventories on gross margin and is calculated as the difference between cost of sales at current prices and cost of sales at cost) in the Refining, Supply & Trading segment and, b) special items, which may include but are not limited to cost of early retirement schemes, write-downs of non-core assets and other one-off and non-operating expenses, in line with the refining industry practice. Adjusted EBITDA is intended to provide an approximation of the operating cash flow projection (before any Capex) in an environment with stable oil and products prices. Reported EBITDA and Adjusted EBITDA are indicators of the Group's underlying cash flow generation capability. The Group's management uses the above alternative performance measures as a significant indicator in determining the Group's earnings performance and operational cash flow generation both for planning purposes as well as past performance appraisal.

- **Adjusted Net Income**

Adjusted Net Income is defined as the Reported Net Income (Profit for the period attributable to owners of the parent) as derived from the Group's financial statements under IFRS, adjusted for post-tax inventory effect (calculated as Inventory Effect times $(1 - \text{statutory tax rate in Greece})$ and other post-tax special items at the consolidated financial statements. Adjusted Net Income is presented in this report because it is considered by the Group and the Group's industry as one of the key measures of its financial performance.

- **Net Debt**

Net Debt is calculated as total borrowings (including "current and non-current borrowings" as shown in the consolidated statement of financial position of the Group financial statements) less "Cash & cash equivalents" and "Investment in Equity Instruments", as reflected in the Group's financial statements under IFRS. It is noted that finance lease obligations are not included in the calculation.

- **Capital Employed**

Capital Employed is calculated as "Total Equity" as shown in the statement of financial position of the relevant financial statements plus Net Debt.

- **Gearing Ratio**

Gearing ratio is calculated as "Net Debt" divided by "Capital Employed", each as set out above. The Group monitors capital structure and indebtedness levels on the basis of the gearing ratio.



Glossary (1/2)

AGM	Annual General Meeting
BBL	Barrel
BCM	Billion Cubic Meters
BOPP	Biaxially Oriented Polypropylene
BPD	Barrels per day
BU	Business Units
C&I	Commercial & Industrial
CAPEX	Capital Expenditure
CCGT	Combined Cycle Gas Turbines
CCS	Carbon Capture and Storage
CDU	Crude Oil Distillation Unit
CONCAWE	Scientific/technical division of the European Refineries Association
CPC	Caspian Pipeline Consortium
CSO	Clarified Slurry Oil
CSR	Corporate Social Responsibility
DEDDIE	Hellenic Electricity Distribution Network
DEPA	Public Gas Corporation of Greece
DPS	Dividend per Share
E&P	Exploration & Production
EPS	Earnings per share
ESCO	Energy Service Company
ESG	Environment, Society & Governance

ETBE	Ethyl Tertiary Butyl Ether
EUA	European Union Allowance
FCC	Fluid Catalytic Cracking
FO	Fuel Oil
FXK	Flexicoker
FY	Full Year
G&G	Geological & Geophysical
GW	Gigawatt
HC	Hydrocracking
HELPE	HELLENIC PETROLEUM
HS	High Sulphur
HSE	Health, Safety & Environment
HSFO	High Sulfur Fuel Oil
IMO	International Maritime Organization
IPT	Initial Price Talk
KBPD	Thousand Barrels Per Day
KT	Kilo Tones
LNG	Liquified Natural Gas
LPG	Liquified Petroleum Gas
LS	Low Sulfur
LSFO	Low Sulfur Fuel Oil
M&A	Mergers & Acquisitions



Glossary (2/2)

MARPOL	International Convention for the Prevention of Pollution from Ships
MD	Middle Distillates
MGO	Marine Gasoil
MOGAS	Motor Gasoline
MS	Middle Sulfur
MT	Metric Tones
MW	Megawatt
NCI	Nelson Complexity Index
NG	Natural Gas
NOC	National Oil Companies
NOx	Nitrogen Oxide
OPEX	Operating Expenses
OTC	Over The Counter
PetChem	Petrochemical
PM	Particulate Matter
PP	Polypropylene
PPC	Public Power Corporation
PV	Photovoltaic
RAB	Regulated Asset Base
RES	Renewable Energy Sources

RNM	Republic of North Macedonia
ROACE	Return on Average Capital Employed
ROW	Rest of the World
RST	Refining, Supply & Trading
SMP	System Marginal Price
SOx	Sulphur Oxides
SPA	Sales and Purchase Agreement
SRAR	Straight Run Atmospheric Residue
SRFO	Straight Run Fuel Oil
T/A	(Refinery) Turnaround
TN	Tones
TSR	Total Shareholder Return
TTF	Title Transfer Facility (TTF) Virtual Trading Point
TWh	Terawatt hour
UCO	Unconverted Oil
VDU	Vacuum Distillation Unit
VGO	Vacuum Gas Oil
VLSFO	Very Low Sulphur Fuel Oil
Y-O-Y	Year-on-Year
RNM	Republic of North Macedonia



2023 Annual and Sustainability Reports



2023 Annual Report

2023 Digital Annual Report



2023 Sustainability Report

2023 Digital Sustainability Report

9 Awards & 2 Distinctions



Gold Award
Print and online version
Best Annual Report
Publicly-Held Corporations



Gold Award
Print version
Interior Design, Energy

Silver Award
Print version
Traditional Annual Report, Energy

Gold Award
Online version
Interactive Annual Report, Energy

Gold Award
Online version
Cover/Home Page, Energy



Grand Winner
Print and online version
Best Annual Report Europe



Grand Winner
Print Version
Best Annual Report

Gold Award
Print version
Annual Report, Print Version, Energy

Gold Award
Online version
Online Annual Report, Energy



Silver Award
Print version
Annual Report, PDF version,
Overall Presentation

Gold Award
Online version
Annual Report, Online version,
Overall Presentation

HELLENiQ ENERGY has participated with the **2023 Annual Report** in international competitions and has been awarded, until the end of September 2024, with a total of **7 Gold Awards, 2 Silver Awards** and two **Distinctions** as **Grand Winner** – “Best Annual Report, Europe*”, both for print and digital versions and **Grand Winner** – “Best of Category Annual Report, Print version**”.

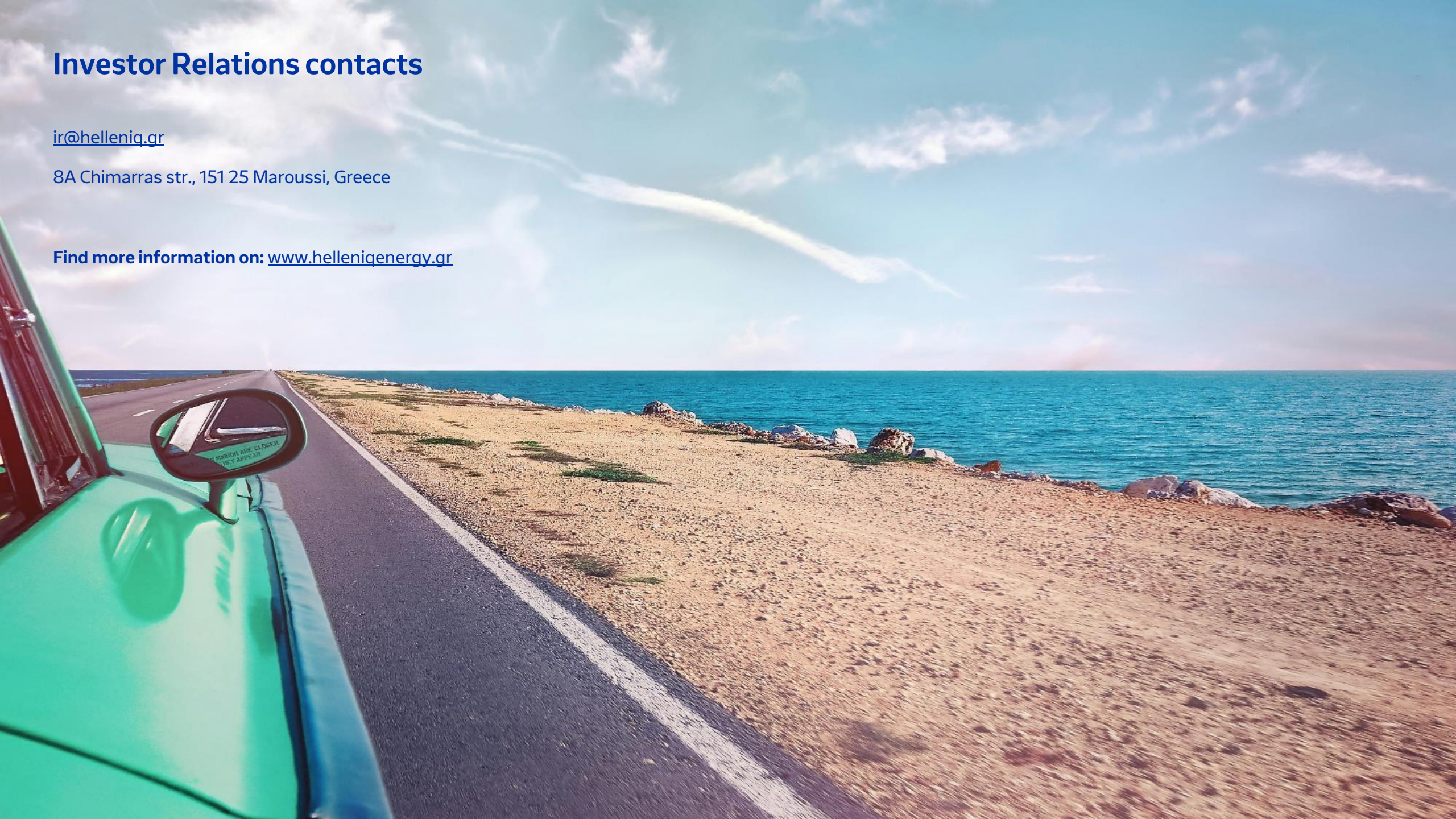
**ARC Awards International / **Galaxy Awards*

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✦ **Empowering Tomorrow**