

HELLENiQ ENERGY

2025 Social and Economic Impact

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Shaping tomorrow's energy, today.



The Group at a Glance

The Group at a Glance

HELLENiQ ENERGY is one of the leading energy groups in Southeast Europe, with operations spanning the entire energy value chain. As the energy transition reshapes the needs of the economy and society, the Group is accelerating its transformation, strengthening the competitiveness of its core businesses while expanding into new, lower-carbon activities and building a balanced New Energy portfolio.

Against a backdrop of heightened international volatility, the Group continues to strengthen its resilience and lay the foundations for sustainable growth, creating value for Greece and its shareholders.

Having established a strong presence in the energy sector across Southeastern Europe, the Group entered a new phase of growth in 2025. Building on the successful completion of its VISION 2025 strategic plan, HELLENiQ ENERGY expanded its presence in renewable energy, electricity and natural gas, evolving into a more flexible and diversified energy group.

Building on this progress, the Group continues to contribute to a future of sustainable growth and energy security for all. Its VISION 2030+ strategy focuses on further developing its two key pillars, Hydrocarbons & Sustainable Fuels and Power (RES, Electricity, Natural Gas), while leveraging new technologies to create sustained long-term value.

4,192
employees in Greece and internationally

7 countries
of operation



The Group at a Glance

Refining and Petrochemicals

3
refineries in Greece

54%
exports over total refining sales

~61%
of the country's total refining capacity

65%
of petrochemicals sales exported

Marketing

6
countries of operation: Greece, Cyprus, Bulgaria, Serbia, Montenegro and the Republic of North Macedonia

1,893
fuel stations in Greece and internationally

E-mobility

965
EV charging points in Greece and internationally

Renewable Energy Sources (RES)

5
countries of operation: Greece, Cyprus, Romania, Bulgaria and the Republic of North Macedonia

506 MW
total installed RES capacity

~6 GW
RES development pipeline

Electricity and Natural Gas

Enerwave
Full acquisition of the former ELPEDISON (100%)

32,000+
retail natural gas customers

6.3%
Electricity market share

851.6 MW
total installed natural gas-fired power generation capacity

Exploration & Production

~80,000 km²
Exploration & Production portfolio

5
offshore areas under exploration in Greece



2025 Social and Economic Impact

2025 Social and Economic Impact

At a time when energy security, competitiveness and sustainable growth are becoming increasingly intertwined with the day-to-day functioning of the economy, HELLENiQ ENERGY continues to play a pivotal role in generating significant economic and social value in Greece.

The Group's impact extends well beyond its core business activities. Through an extensive network of employees, partners, suppliers, customers and local businesses, the Group supports a value chain that sustains employment, fosters entrepreneurship and generates multiplier effects across the Greek economy and society.

With operations accounting for approximately 61% of Greece's total refining capacity, the Group is one of the key pillars of domestic production. Beyond the jobs it creates directly, it supports thousands of additional jobs across a wide range of sectors, from industry, transportation and fuel retailing to electricity supply, local businesses and services.

The Group's social and economic impact has been systematically assessed over the past six years, through the monitoring and analysis of the effects of its activities in Greece. Since 2021, the study has been conducted in collaboration with the Foundation for Economic and Industrial Research (IOBE), applying internationally recognized methodologies and official statistical data from Eurostat and the Hellenic Statistical Authority (ELSTAT).

The 2025 findings highlight a further increase in the Group's overall contribution, both in terms of value added and employment supported, at national and local levels.

With operations accounting for approximately 61% of Greece's total refining capacity, the Group is one of the key pillars of domestic production.



Contribution at National Level

Contribution to Employment

>46,300
jobs
supported in Greece (direct, indirect and induced), corresponding to 0.89% of total employment

For every 1 job in the Group
an additional
12 jobs
are supported in the Greek economy

~110,000
citizens
are indirectly supported

Contribution to the Greek Economy

€2.77 bil.
total value added
created by the Group in the Greek economy, corresponding to 1.16% of the country's GDP

For every €1 of value added
created by the Group, an additional
€1.55
is created in the Greek economy

€4.4 bil.
in Group exports,
accounting for
9%
of Greece's total exports of goods

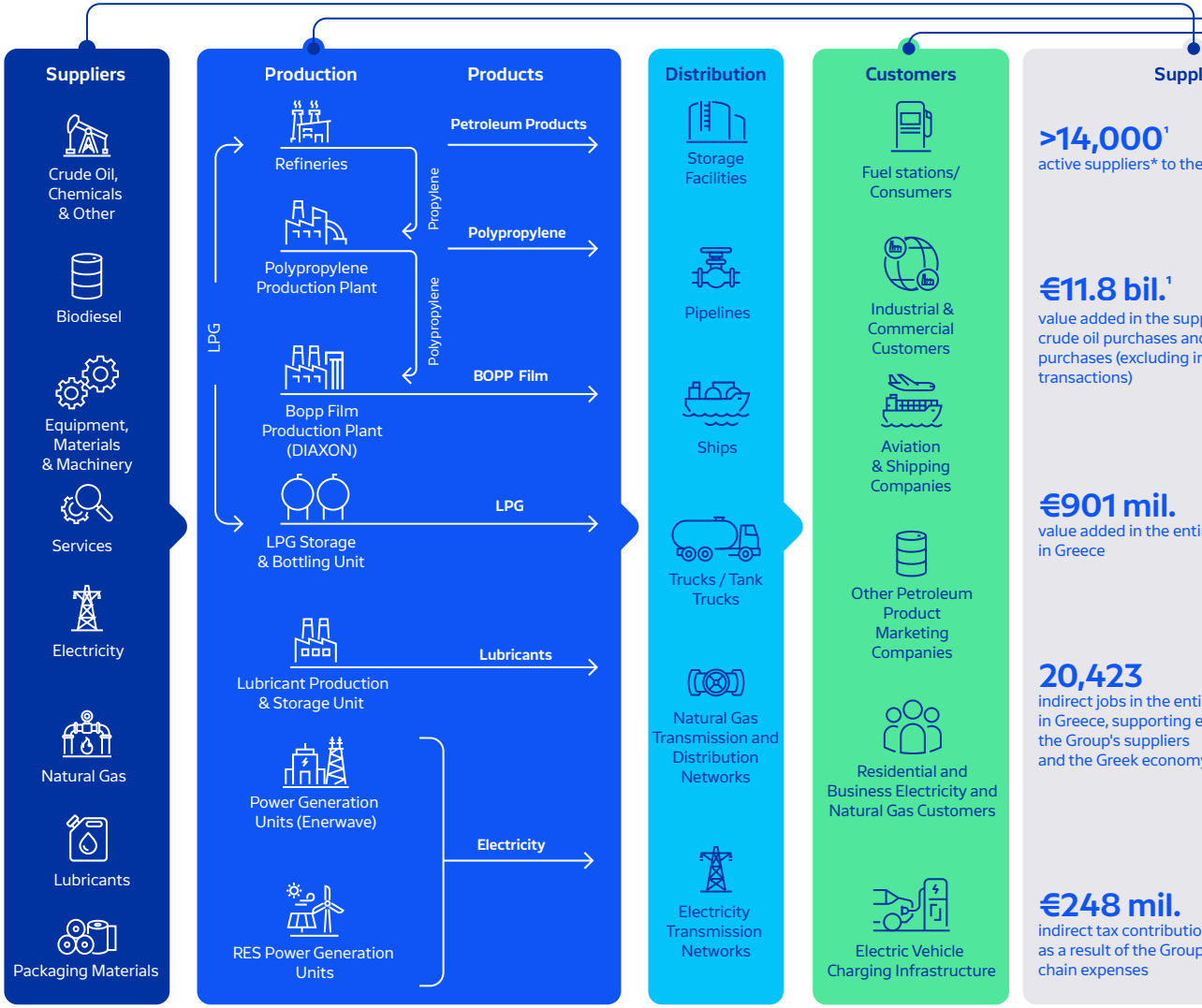
Contribution to Tax Revenues of the State

€3.45 bil.
contribution in taxes and fees, accounting for
4.8% of the national tax revenue

Value Chain

HELLENiQ ENERGY's activities extend beyond the Group's own operations, engaging an extensive network of suppliers, partners, professionals and businesses across Greece.

Through the procurement of products and services, investments, partnerships and the operation of its commercial network, HELLENiQ ENERGY creates a multifaceted economic ecosystem that supports production, employment and business activity at both national and local levels.



Suppliers

>14,000[1]
active suppliers* to the Group

€11.8 bil.[1]
value added in the supply chain from crude oil purchases and other purchases (excluding intra-group transactions)

€901 mil.
value added in the entire supply chain in Greece

20,423
indirect jobs in the entire supply chain in Greece, supporting employment among the Group's suppliers and the Greek economy

€248 mil.
indirect tax contribution to the State as a result of the Group's supply chain expenses

Production

4,192[1]
direct jobs in the Group

- **3,620** in Greece
- **572** internationally

€358 mil.[1]
in employee expenditure (salaries and additional benefits)

€233 mil.[1]
to parent company shareholders in the form of dividends

€1.1 bil.
Group's direct value added in the Greek economy

€331 mil.
Group's direct contribution to the national tax revenue

€411 mil.
Group investments in Greece

Customers/ Society

~6,700
jobs in company-operated and partner fuel stations, accounting for

- **34.6%** of total jobs in the retail fuel sector

€2.42 bil.
in national tax revenue from the sale of company products, of which:

- **€1.40 bil.** Excise Duty
- **€1.02 bil.** VAT

€15.3 mil.[1]
to society through Corporate Responsibility actions

- **€11.9 mil.** in Greece
- **€3.4 mil.** internationally

The above figures refer to Group companies based in Greece.
[1] The data refer to the Group.
* Active suppliers are defined as suppliers who have collaborated with the Group in the last three years.

Contribution at Local Level

HELLENiQ ENERGY has long been an important part of the economic and social life of the communities in which it operates, with a strong presence in Thriasio Plain and Thessaloniki. Through the operation of its facilities and its partnerships with local businesses, the Group generates a significant economic impact, supporting local income, business activity and public revenues.

The multiplier effects of the Group's activities support an extensive network of partners, professionals and businesses, contributing to the maintenance and creation of direct and indirect jobs in sectors such as services, transportation, technical support and trade, while fostering sustainable growth and socioeconomic cohesion in local communities.

HELLENiQ ENERGY also remains firmly committed to supporting local entrepreneurship and employment, prioritizing local sourcing and recruitment in its supplier partnerships and human resources processes. In 2025, 11.9% of purchases by HELLENiQ PETROLEUM, DIAXON and KOZILIO 1 were made from local suppliers, while the corresponding figure for the Group's marketing companies reached 92.4%.

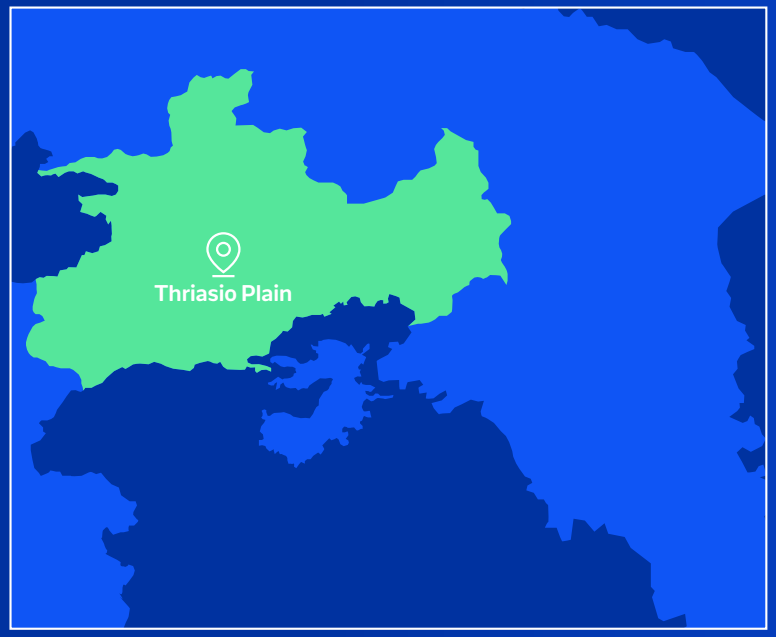
The scheduled maintenance activities at the Aspropyrgos and Elefsina refineries during 2025–2026 also made a significant contribution to local economic activity, employing approximately 2,000 employees and external contractors over the course of the works.

11.9%
of purchases by HELLENiQ PETROLEUM, DIAXON and KOZILIO 1
were made from local suppliers.

92.4%
of purchases by the Group's marketing companies
were made from local suppliers.



Supporting Local Employment and the Economy (Thriasio Plain)



Employment

>2,800
jobs

supported in Thriasio Plain (direct, indirect and induced), corresponding to 2.8% of total employment in West Attica

€131.7 mil.
in income generated by direct jobs

(6.6% of employment in the manufacturing sector in West Attica)

Local Economy

€612 mil.
in total value added generated in Thriasio Plain,

corresponding to 10.3% of West Attica's GDP

45.6%
of the Gross Value Added generated by the manufacturing sector

in West Attica is estimated to derive from the Group's direct value added in Thriasio Plain

Tax Contribution

€1.99 bil.
contribution in taxes and fees,

accounting for 2.8% of the Greek State's total tax revenues

~6,700
citizens

indirectly supported

Supporting Local Employment and the Economy (Thessaloniki)



Employment

~4,700
jobs

supported in Thessaloniki (direct, indirect and induced), corresponding to 0.85% of total employment in Thessaloniki

€60.4 mil.
in income generated by direct jobs

(1.2% of employment in the manufacturing sector in Thessaloniki)

Local Economy

€365 mil.
in total value added generated in Thessaloniki,

corresponding to 1.65% of Thessaloniki's GDP

8.5%
of the Gross Value Added generated by the manufacturing sector

in Thessaloniki is estimated to derive from the Group's direct value added in Thessaloniki

Tax Contribution

€783 mil.
contribution in taxes and fees,

accounting for 1.1% of the Greek State's total tax revenues

>11,100
citizens

indirectly supported



Contribution to the Economy

Creating Economic Value for the Greek Economy

Total Contribution to GDP in Greece

The total contribution of HELLENiQ ENERGY's activities to Greece's Gross Domestic Product (GDP) was estimated at €2.77 bil. in 2025. This amount corresponds to 1.16% of the country's GDP.

The contribution to Greece's GDP is derived from the estimated value added created directly, indirectly and through induced effects by the Group's activities.

€2.77 bil.
total value added
created by the Group
(1.16% of the country's GDP)

Direct contribution

Value added generated by the Group's production activities, including company-operated fuel stations.

Indirect contribution

Value added generated throughout the supply chain, including the Group's suppliers and their suppliers.

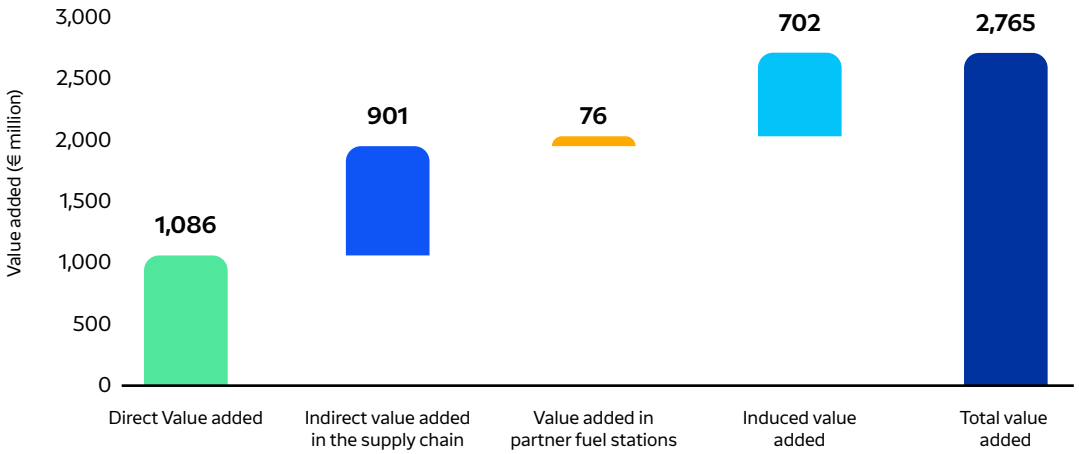
This contribution may also include the value added generated by partner fuel stations operating under the Group's brands.

Induced contribution

Value added generated as a result of expenditure from employees' incomes arising directly and indirectly from the Group's activities.

Creating Economic Value for the Greek Economy

Contribution of HELLENiQ ENERGY to Greece's GDP



Local Communities

€977 mil.

contribution to the country's GDP from direct and indirect value added generated in local communities, broken down as follows:



63%
Thriasio Plain

37%
Thessaloniki

For every 1€ **of value added** generated by the Group **an additional** **€1.55** **is created in the Greek economy**

Every **job** supported by the Group **corresponds to** **€59,627** **of value added**

Fuel Stations

(Company-operated and partner fuel stations)

€89.6 mil.

contribution to the country's GDP from the activities of company-operated and partner fuel stations.

Creating Economic Value for the Greek Economy

Total Tax Contribution to the Greek State

The total contribution of HELLENiQ ENERGY's activities to the national tax revenue was estimated at €3.45 bil. in 2025. This amount corresponds to 4.8% of the national tax revenue.

€3.45 bil.
contribution to taxes and duties
(4.8% of the State's total tax revenue)

The Group's total tax contribution to the State is divided into direct, indirect and induced contributions, reflecting both the Group's tax contribution and the broader economic impact of its activities.

Direct contribution

Taxes paid by the Group's companies, primarily including income tax, the Unified Property Tax (ENFIA), payroll tax and other municipal taxes.

Indirect contribution

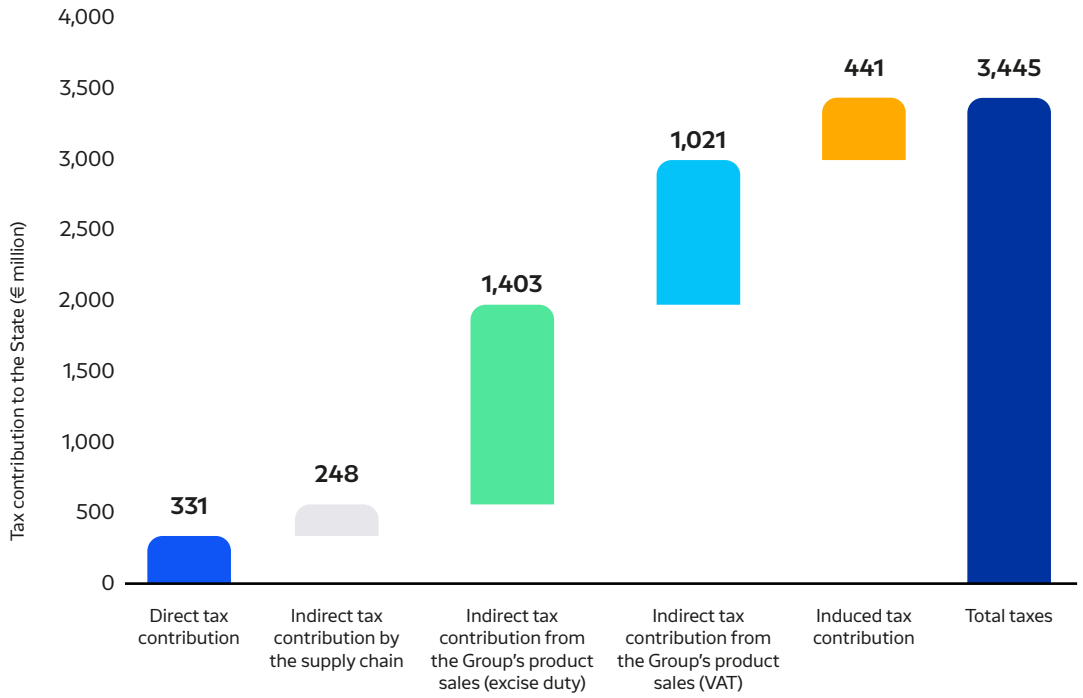
Taxes generated throughout the supply chain as a result of the Group's purchases from suppliers, as well as excise duty and value added tax (VAT) from product sales to intermediate consumers and from sales through the company-operated and partner fuel station networks.

Induced contribution

Taxes resulting from expenditure of employees' incomes generated directly and indirectly by the Group's activities.

Creating Economic Value for the Greek Economy

Contribution of HELLENiQ ENERGY to Tax Revenues in Greece



Local Communities

€407 mil.

Direct and indirect contribution in taxes paid to the State by the local supply chain.



65%
Thriasio Plain

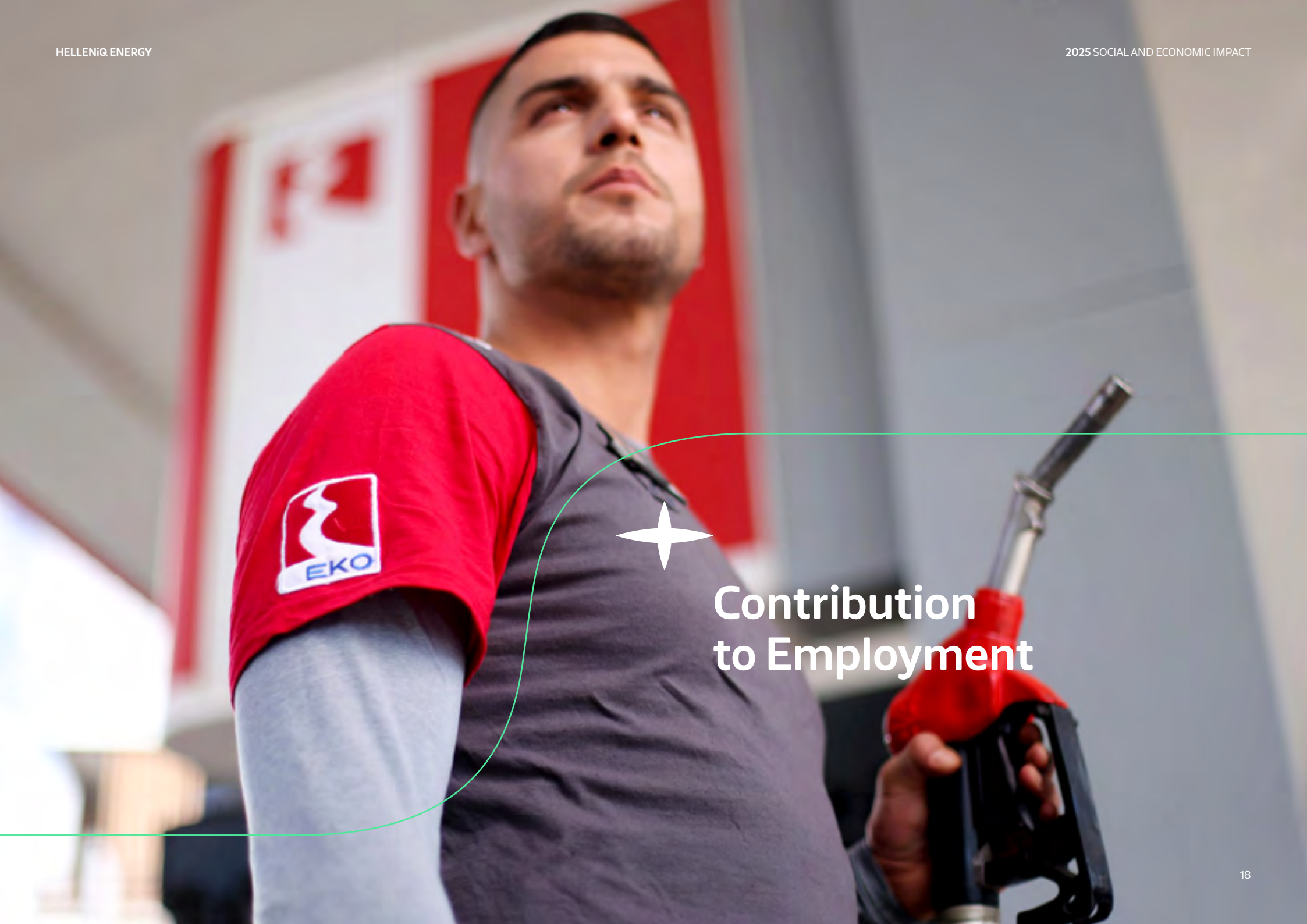
35%
Thessaloniki

Fuel Stations

(Company-operated and partner fuel stations)

€2.42 bil.

indirect tax contribution from the sale of Group products to final consumers.



Contribution to Employment

Total Contribution to Employment in Greece

HELLENiQ ENERGY's total contribution to employment is estimated at 46,375 jobs expressed in Full Time Equivalents (FTEs), corresponding to 0.89% of total employment in Greece. Taking into account the average number of people per household in Greece[1], the total number of citizens supported by the Group's activities is estimated at 109,908.

The contribution to employment in Greece is based on the estimated direct, indirect and induced jobs supported by the Group's activities.

46,375

full-time employment positions

corresponding to 0.89% of total employment in Greece

Direct contribution

Direct jobs supported by the Group.

Indirect contribution

Indirect jobs supported in the Group's supply chain, i.e. jobs created by businesses in the supply chain as a result of the Group's cooperation with its suppliers. Jobs at company-operated fuel stations are included in indirect employment.

Jobs created in the network of partner fuel stations, which procure products from the Group, may also be added to the indirect contribution.

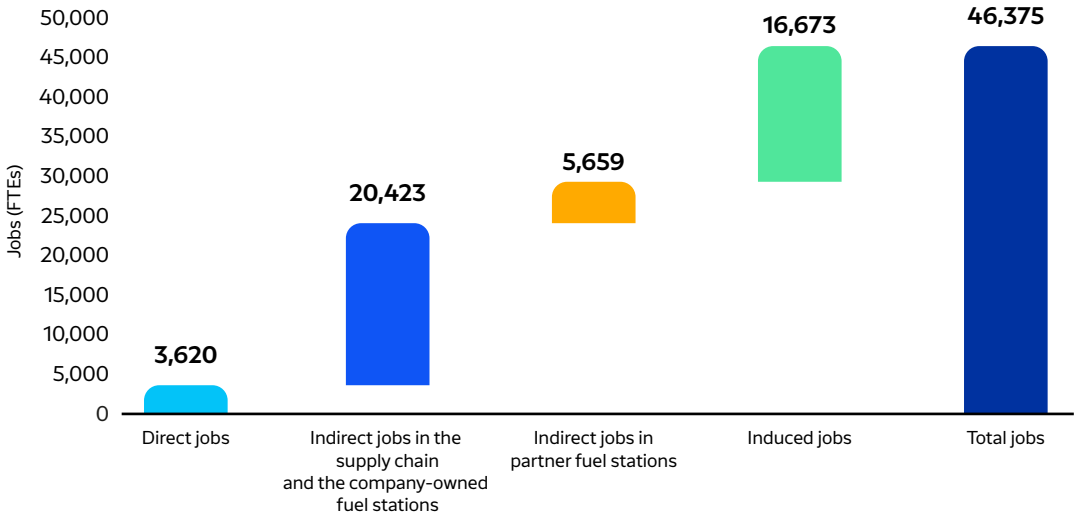
Induced contribution

Jobs created when employees supported directly and indirectly by the Group's activities spend their income. An estimated 38% results from spending by direct employees, while the remaining 62% results from spending by employees in the supply chain.

[1] According to the 2024 Household Budget Survey of the Hellenic Statistical Authority (ELSTAT), the average household size is estimated at 2.37 persons.

Total Contribution to Employment in Greece

Contribution of HELLENiQ ENERGY to Employment in Greece



For every **1** **job** in the Group **an additional** **12** **jobs** are supported in the Greek economy

6,675 **jobs** are supported at company-operated and partner fuel stations **corresponding to 34.6%** **of total employment** in the retail fuel sector

Local Communities

Direct jobs supported by the Group's activities in local communities, together with indirect and induced jobs created through the Group's expenditure with local suppliers, are estimated as follows:

2,312
Direct jobs
from the Group's activities in local communities

1,517
Thriasio Plain

795
Thessaloniki

5,205
Indirect and induced jobs
in local communities

1,308
Thriasio Plain

3,897
Thessaloniki



Contribution to Society through Corporate Responsibility Actions

Overall Impact of Corporate Responsibility Initiatives

HELLENiQ ENERGY creates long-term value for society through a comprehensive and multi-faceted Corporate Responsibility Program that places people at its core, with a strong focus on environmental protection. Through initiatives that address contemporary social needs, the Group makes a meaningful contribution to social progress and well-being, while creating more opportunities for the future. Its efforts support both the communities adjacent to its facilities and the country as a whole, extending to the other countries in which it operates.

From supporting vulnerable social groups to promoting education and recognizing the achievements of the younger generation, protecting the environment, contributing to public health, supporting sports and improving infrastructure, the Group demonstrates its longstanding commitment to society. It also encourages employee participation in community initiatives and volunteering activities, while supporting national and local initiatives through sponsorships that promote social cohesion and sustainable development.

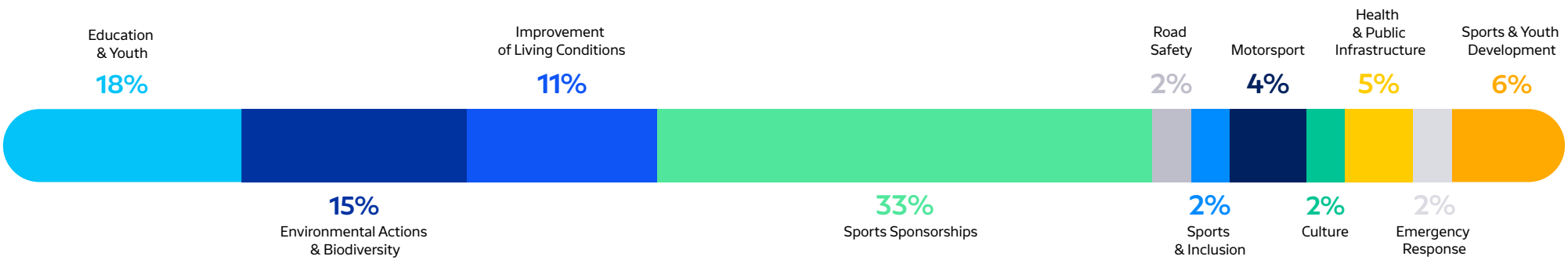
Particular emphasis is placed on the areas where the Group's main operations are located, building on established relationships with communities surrounding its industrial facilities. Through targeted social programs, HELLENiQ ENERGY addresses the needs of local residents and delivers tangible benefits to these communities.

The Corporate Responsibility Program is designed to reflect the specific needs of each area through a structured process that includes ongoing dialogue with stakeholders, public opinion surveys, materiality assessments, public discussions and other forms of consultation. This approach ensures that initiatives address genuine, identified needs, with the aim of creating a meaningful and lasting positive impact.

€15.3 mil.
Corporate Responsibility initiatives in Greece and internationally

2.95 mil.
beneficiaries in Greece and internationally

Breakdown of Corporate Responsibility Initiatives in 2025





Education & Youth

Investing in the people who will shape tomorrow

Through its “Empowering Youth” program, HELLENiQ ENERGY supports young people at every stage of their educational and professional journey, from school and university to employment, research and innovation.

This reflects a sustained investment in knowledge, skills and opportunities that help young people shape their future.

Education & Youth

Recognizing effort and academic excellence

For 17 years, HELLENiQ ENERGY has recognized the achievements of outstanding secondary school graduates in the areas where it operates (Thriasio Plain, Western Thessaloniki and Kozani), encouraging young people to set ambitious goals. In 2025 alone, another 373 graduates joined the community of awardees, continuing a strong and longstanding tradition.

>5,700
graduates recognised
for their outstanding performance in the Panhellenic Examinations

>60
schools
over the past 17 years

Building a community that grows together

In 2025, HELLENiQ ENERGY launched the "HELLENiQ ENERGY Alumni Community", an active network that strengthens connections among scholarship recipients and with the Group. It promotes networking, the exchange of knowledge and experience, lifelong learning and collaboration, bringing together people who continue to develop and contribute to society and the economy.

HELLENiQ ENERGY Alumni Community
Knowledge · Networking · Social contribution · Development

Creating opportunities for education and growth

Through its Postgraduate Scholarship Program, HELLENiQ ENERGY supports outstanding graduates in pursuing further studies at leading universities in Greece and internationally, enabling them to acquire specialized knowledge in strategically important fields. In 2025, the program expanded its reach, extending eligibility for the first time to young people from Bulgaria, North Macedonia and Montenegro, following its expansion to Cyprus in previous years.

>350
postgraduate scholarships
awarded over the past 13 years

>50
leading universities
in Greece and internationally

Promoting knowledge for a sustainable future

In collaboration with "Agoni Grammi Gonimi", HELLENiQ ENERGY implements the "EARTH 2030" Educational Suitcase, an educational program for primary and lower secondary school students focusing on the United Nations' 17 Sustainable Development Goals (SDGs).

8,500
students participated in the "EARTH 2030" Educational Suitcase program on the UN Sustainable Development Goals

54 schools
and 7 summer camps
participated in 2025

Education & Youth

Keeping classrooms warm

Through its "Wave of Warmth" program, HELLENiQ ENERGY provides free heating oil to public schools in municipalities neighbouring its facilities in Western Attica, Western Thessaloniki and Kozani. The initiative has consistently helped create a warm and welcoming learning environment by meeting essential needs of school communities.

>23,200
students in approximately 160 schools benefited from free heating oil in 2025

>690,000
liters of heating oil supplied to schools over the past three years

Improving student living conditions

HELLENiQ ENERGY supports the upgrading of student residences at the National and Kapodistrian University of Athens (NKUA) and Aristotle University of Thessaloniki (AUTH), providing modern equipment, new furniture and improvements to common areas and rooms, with particular attention to accessibility and living conditions for students.

22
common areas
upgraded in NKUA student residences

>2,000
students
living in NKUA and AUTH residences benefit from upgraded facilities, new equipment and furniture, with improvements designed to enhance accessibility

Connecting education with employment and innovation

HELLENiQ ENERGY strengthens the link between education and the labor market, offering young people opportunities to learn, gain practical experience and develop their skills. Through the "Empowering Future Leaders" and "Empowering Interns" programs, as well as participation in Career Days, the Group helps young people gain a better understanding of the labor market and the opportunities it offers. Through Rebrain Greece, it also helps connect Greek scientists and professionals living abroad with employment opportunities in Greece.

In research and innovation, the Group promotes collaboration, knowledge exchange and start-up entrepreneurship through the establishment of the Center of Excellence for Sustainability and Energy, in collaboration with Alba Graduate Business School. This initiative contributes to the development of new ideas and skills that support the energy transition.

>1,000
young people and professionals
participated in Career Days, Rebrain Greece and initiatives connecting talent with the labor market

89
students
participated in the "Empowering Interns" internship programs

20
young graduates
joined the two-year "Empowering Future Leaders" program

Center
of Excellence for Sustainability and Energy
in collaboration with Alba Graduate Business School



Improvement of Living Conditions

Strengthening social care, equal participation and social cohesion

HELLENiQ ENERGY has a longstanding commitment to supporting vulnerable social groups and local communities through initiatives that address essential needs and help improve quality of life. From food assistance and heating support to inclusion and empowerment, the Group promotes social care, equal participation and social cohesion in the areas where it operates.

Improvement of Living Conditions

Supporting vulnerable social groups and promoting inclusion

Since 2012, HELLENiQ ENERGY has supported social grocery stores, soup kitchens and social welfare facilities in the Thriasio Plain, Western Thessaloniki and Kozani, helping meet the essential needs of families and vulnerable social groups. In addition, through HELLENiQ Petroleum, the Group supported the establishment of the "POIKILI STOA" social café in Elefsina as a Major Sponsor, contributing to the employment inclusion of people with intellectual disabilities.

~1,700
families
receive regular monthly support

"POIKILI STOA" social café
supporting the employment inclusion of people with intellectual disabilities

Providing essential care for children and families

HELLENiQ ENERGY and its subsidiaries implement social welfare initiatives in Greece and the other countries where the Group operates. In Cyprus, for example, the "Warm Embrace" initiative helps meet the heating needs of social welfare facilities in mountainous and remote areas. In Bulgaria, EKO Bulgaria has provided longstanding support to residential care facilities for people with disabilities, improving living conditions and everyday care.

>500,000
liters of heating oil
provided to social welfare facilities and organisations in Cyprus through the "Warm Embrace" initiative

20
years of support
for residential care facilities serving vulnerable groups in Greece and internationally

Creating safe spaces for children

In 2025, HELLENiQ ENERGY completed the redevelopment of the outdoor area of the "ANAPNOI" Nursery School in Evosmos, Thessaloniki, installing new playground equipment, reconstructing access pathways and creating seating areas. The Group also supports the upgrading of playgrounds in the Municipality of Ampelokipoi–Menemeni, helping create safer and more functional spaces for play and recreation.

Redevelopment
of the outdoor area of the "ANAPNOI" Nursery School in Evosmos, Thessaloniki

Playground upgrades
in the Municipality of Ampelokipoi–Menemeni for safer play

Empowering women for a more independent future

In collaboration with social and institutional organizations, HELLENiQ ENERGY supports women facing social or financial difficulties by improving their access to education, skills development and vocational training. In 2025, in cooperation with the Association of Women Entrepreneurs of Greece (SEGE), the Group completed the expansion and upgrading of the WEHub – Female Empowerment Hub in Thessaloniki, creating a modern multifunctional space dedicated to women's education and empowerment.

600 sq. m.
upgraded
to support women's education and empowerment



Health & Public Infrastructure Upgrades

Strengthening community safety and resilience

HELLENiQ ENERGY helps improve access to high-quality healthcare services by investing in critical infrastructure and medical equipment, while supporting care initiatives for children, families and vulnerable social groups.

Through targeted improvements to public infrastructure, equipment and technology, the Group also helps modernize public services and strengthen their operational readiness, contributing to safer and more resilient local communities.

Health

Improving healthcare facilities and services

HELLENiQ ENERGY has consistently supported the Thriasio General Hospital of Elefsina. In 2025, the Group also supported the 2nd University Pulmonology Clinic and the Mobile Health Units of the National Public Health Organization (NPHO). Through its subsidiary Enerwave, it also contributed to the renovation of the Neonatal Oncology Department at Hippokration Hospital in Thessaloniki.



Upgraded
healthcare facilities
through equipment and infrastructure upgrades

Bringing healthcare closer to remote communities

HELLENiQ ENERGY donated a modern four-wheel-drive ambulance to the Western Fragkista Health Center, supporting the safe and timely transport of patients in the mountainous communities of Evrytania. The initiative builds on an earlier donation of medical equipment, improving primary and emergency healthcare services in the area.



Ambulance donation
for remote communities in Evrytania



18
regional medical clinics
supported by the new ambulance

Supporting children and families facing serious challenges

Through targeted initiatives in Greece and internationally, the Group supports children with serious health conditions, people with disabilities and their families. In 2025, through Enerwave, it supported the Early Intervention Program of the SYZOI Association for children with visual impairments.

In Cyprus, EKO Cyprus supported the Elpida Foundation for children with cancer or leukemia, the Radiomarathon for children with health conditions and disabilities, and the Karaiskakio Foundation's "Match for Life" initiative to identify compatible bone marrow donors.



1 compatible donor
identified through the matching of 1,000 samples under the "Match for Life" initiative



Equal
access
to healthcare and support services for children and families

Upgrading Public Infrastructure

Equipping public services to respond effectively

In 2025, HELLENiQ ENERGY supported the Hellenic Police with new vehicles and motorcycles to meet operational needs in Western Attica and Thessaloniki. Through OKTA, the Group also provided vehicles to the Customs Administration of North Macedonia, helping improve the effectiveness of public services.



7 new
operational vehicles and motorcycles
for the Hellenic Police



Supporting
the Customs Administration
of North Macedonia through vehicle donations

Revitalizing public spaces in local communities

Through HELLENiQ Renewables, the Group completed the redevelopment of the central square in the community of Sidera, Kozani, in 2025, improving the safety, functionality and appearance of the public space. The improvements included the use of special slip-resistant materials to reduce the risk of slipping in snowy conditions during the winter months, as well as the creation of green and recreational areas.



Redevelopment
of the central square
in the community of Sidera, Kozani



Safer
public spaces
with green and recreational facilities

Supporting forest protection and fire prevention

In 2025, HELLENiQ ENERGY donated three modern fire engines to the Association of Municipalities for the Protection and Redevelopment of Mount Penteli (SPAP), supporting fire prevention and response, faster emergency operations and the protection of Attica's natural environment.



3 new
fire engines
for the protection of Mount Penteli



Enhanced
emergency response capabilities
for tackling fires

Investing in essential public infrastructure

In 2025, HELLENiQ ENERGY supported the renovation of the Kypseli Police Station in Athens and the upgrading of Hellenic Air Force facilities in Larissa. The Group also contributed to the modernization of the digital infrastructure of the Ministry of Maritime Affairs and Insular Policy and to improvements in local infrastructure through the donation of lighting fixtures to the Municipality of Messolonghi.



Upgraded
public infrastructure
through upgrades to buildings and digital systems



Environmental Actions & Biodiversity

Building resilience across natural ecosystems

Environmental protection has long been a priority for HELLENiQ ENERGY and is an integral part of the Group's sustainable development strategy.

Through prevention and restoration efforts, environmental education and biodiversity conservation, the Group helps ecosystems and local communities become more resilient to the impacts of climate change.

Environmental Actions & Biodiversity

Fostering environmental awareness in younger generations

HELLENiQ ENERGY invests in environmental education and hands-on learning, raising awareness among young people about climate change, biodiversity and the protection of natural resources. By engaging students in its initiatives, the Group organizes clean-up activities, tree planting and improvements to public green spaces.

>3,600
students and 420 employees
participated in environmental initiatives between 2022 and 2025

>6.5 tons
of waste
collected and 2,300 m² of green spaces improved

Investing in clean energy for local communities

Through OKTA in North Macedonia, the Group implements energy upgrades in schools, social welfare facilities and public institutions by installing photovoltaic systems, reducing their environmental footprint and supporting local communities.

9 buildings
housing school, public and social welfare facilities, with new photovoltaic systems

>165 MWh
of clean energy
generated annually

>132
tons of CO_2 emissions
expected to be avoided annually

Protecting and restoring natural ecosystems

HELLENiQ ENERGY contributes to disaster prevention, response and recovery efforts by supporting Civil Protection centers, drone-based aerial forest monitoring, volunteer wildfire prevention teams and rescue units. In its role as a restoration and reforestation contractor, the Group carries out extensive erosion-control projects in wildfire-affected areas, reforestation initiatives and measures to improve emergency response readiness.

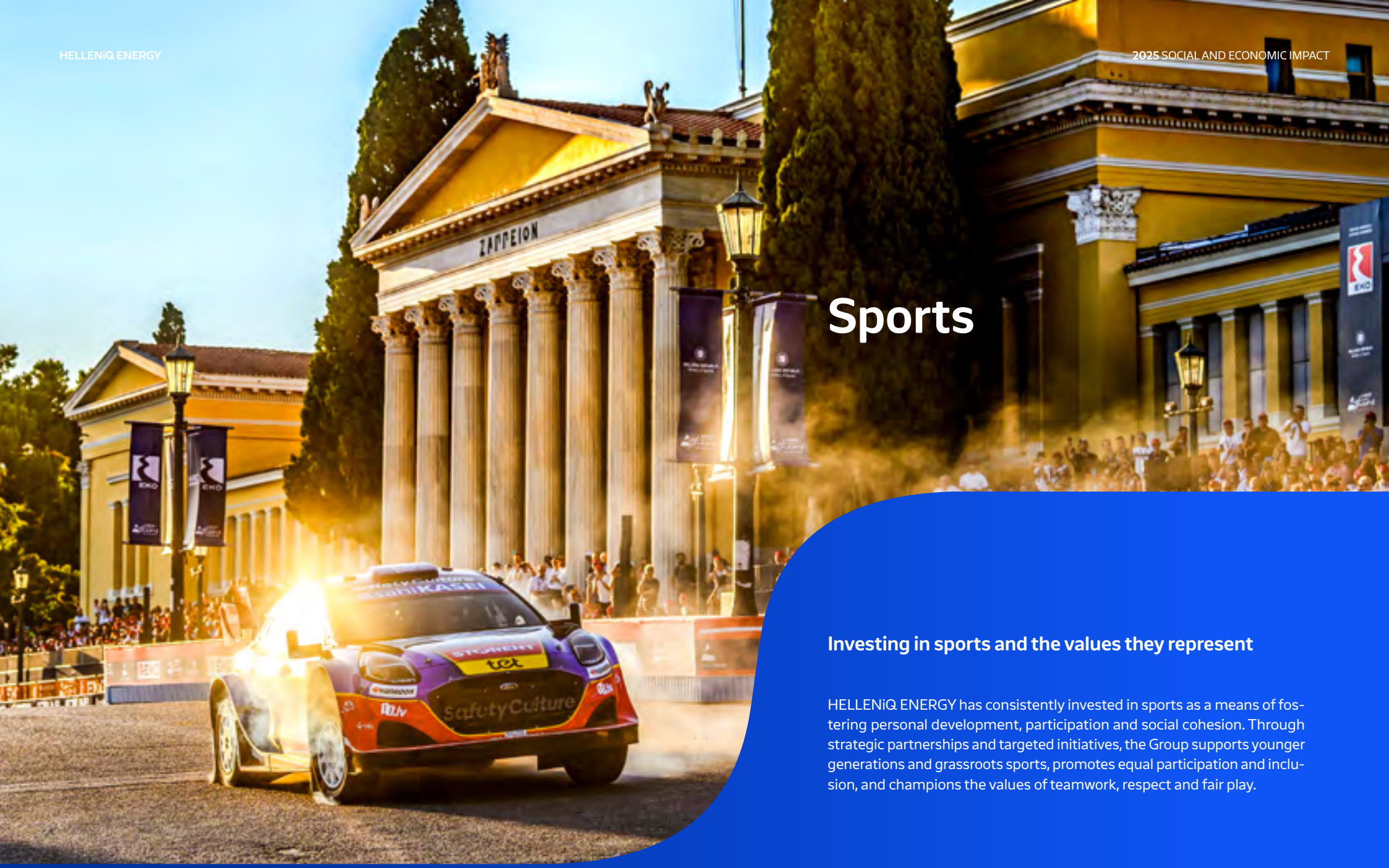
>32,000
hectares of fire-damaged forest land
covered by erosion-control measures over the past four years

>5,000
new trees
planted in 2025 through reforestation initiatives in the Municipalities of Penteli and Pallini

Protecting biodiversity and marine ecosystems

In 2025, HELLENiQ UPSTREAM carried out environmental monitoring programs in marine areas of the Ionian Sea and the Gulf of Kyparissia, with particular emphasis on the loggerhead sea turtle (Caretta caretta), contributing to the documentation and conservation of marine biodiversity.

Scientific monitoring of the loggerhead sea turtle (Caretta caretta)
in one of the Mediterranean's most important nesting areas



Sports

Investing in sports and the values they represent

HELLENiQ ENERGY has consistently invested in sports as a means of fostering personal development, participation and social cohesion. Through strategic partnerships and targeted initiatives, the Group supports younger generations and grassroots sports, promotes equal participation and inclusion, and champions the values of teamwork, respect and fair play.

Sports

Promoting inclusive sports

As a Gold Sponsor of the Hellenic Paralympic Committee, HELLENiQ ENERGY supports the Paralympic Movement and actively promotes equality, accessibility and inclusion. In 2025, through three "Paralympic Panorama" events held in Athens, the Thriasio Plain and West Thessaloniki, students, local communities and the general public had the opportunity to experience Paralympic sports firsthand, raising awareness of disability and the importance of inclusive sports. In Serbia, EKO Serbia has supported athletes with disabilities for 15 years in cooperation with the Olympic Committee of Serbia, contributing to their development and creating equal opportunities for participation in sports.

15
years in Serbia
supporting inclusive sports

3
"Paralympic Panorama" events
held in Greece in 2025

7
years of supporting
inclusive sports in Greece

Supporting motorsport and a major international event

EKO continues its long-standing support of the EKO Acropolis Rally as Namesake and Grand Sponsor, helping raise the international profile of one of motorsport's most prominent events and contributing to its positive impact on the local communities hosting the rally.

EKO also uses the event's reach to promote road safety through targeted information and awareness initiatives encouraging responsible driving behavior.

>15
years
supporting the Acropolis Rally

Road safety
promoted through information and awareness initiatives

A presence at major international sporting events

In 2025, HELLENiQ ENERGY strengthened its presence in international sports by supporting major tennis events, including the Davis Cup and ATP 250 tournaments, contributing to the promotion and development of the sport.

Davis Cup & ATP 250
presence at major international tennis events

Sports

Supporting grassroots sports and local communities

For more than 15 years, HELLENiQ ENERGY has consistently supported sports clubs and academies in the areas where it operates, benefiting more than 6,000 athletes and children each year.

Through the provision of sports equipment, financial assistance and scientific support, the Group contributes to the development of local clubs and creates more opportunities for young people to participate in sports.

>6,000
athletes and children
ported annually through sports clubs and academies

>15
years of consistent support
for grassroots sports

Investing in the next generation of Greek basketball

EKO maintains a long-term strategic partnership with the Hellenic Basketball Federation (EOK) as Grand Sponsor of Greece's National Basketball Teams. In 2025, together with EKO Cyprus, it also served as an Event Sponsor of FIBA EuroBasket 2025, contributing to the development and promotion of the sport.

As part of its partnership with EOK, EKO supports the "Blue and White Stars" youth development program, giving thousands of children across Greece the opportunity to play basketball and embrace values such as teamwork, cooperation and fair play.

15,000
children across Greece
participated in the "Blue and White Stars" program

11
years of strategic partnership
with the Hellenic Basketball Federation



Employees Volunteering

Fostering a culture of volunteering

HELLENiQ ENERGY promotes a culture of volunteering, encouraging its people to actively participate in initiatives focused on social solidarity, environmental protection and community service.

Through collective action, employees put the Group's values into practice, making a positive impact on the communities where they live and work.

Employees Volunteering

1,128 employees participated in volunteer activities in 2025

(**862** in Greece | **266** internationally)

Our volunteers support local communities

HELLENiQ ENERGY employees actively engage in social solidarity initiatives, dedicating their time and effort to supporting vulnerable groups. In 2025, they contributed to the improvement of the WEHub – Female Empowerment Hub in Thessaloniki, as well as the preparation and distribution of meals through social grocery stores and soup kitchens in areas where the Group operates. In Bulgaria, EKO Bulgaria employees volunteered to improve facilities for people with disabilities.

107
employees
participated in social solidarity initiatives

Our volunteers take action for the environment

Environmental protection is a key focus of the Group's volunteering activities. In 2025, employees and their families participated in reforestation, tree planting and beach clean-ups across Greece. In North Macedonia, OKTA employees took part in the Grizzly Reforestation 2025 program, contributing to the restoration of wildfire-affected areas.

>1,000
new trees and saplings
planted in Greece and North Macedonia

>1,500
kg of waste
collected through volunteer beach clean-ups

Our volunteers run for a good cause

Employee participation in sporting events is closely linked to community engagement and charitable causes. In 2025, employees from Greece and abroad took part in national and international marathons, while in Serbia, EKO Serbia combined its participation in the Belgrade Marathon with support for the BelHospice organization.

474
employees
participated in national and international marathons in 2025

>350
employees from 6 countries
ran with the HELLENiQ ENERGY Running Team in the Athens Authentic Marathon

Our volunteers give blood to save lives

Voluntary blood donation has long been an established practice at HELLENiQ ENERGY, supported by organized blood donation drives and active blood banks that help meet the needs of employees, their families and the wider community. The continued participation of the Group's people makes blood donation a tangible expression of solidarity and social responsibility.

403
active volunteer blood donors
in 2025

>400
units of blood
collected, covering over 200 medical needs



Subject and Methodology of the Study

Subject of the Study

The aim of this study is to quantify the social and economic impact arising from HELLENiQ ENERGY's activities in Greece, at national and/or local level (Thriasio Plain[1] and Thessaloniki[2]), including the effects on the supply chain, company-operated fuel stations and partner fuel stations that are supplied with products by the Group and operate at national and/or local level.

HELLENiQ ENERGY's economic and social contribution includes the value added, jobs and tax revenues it generates directly in the Greek economy.

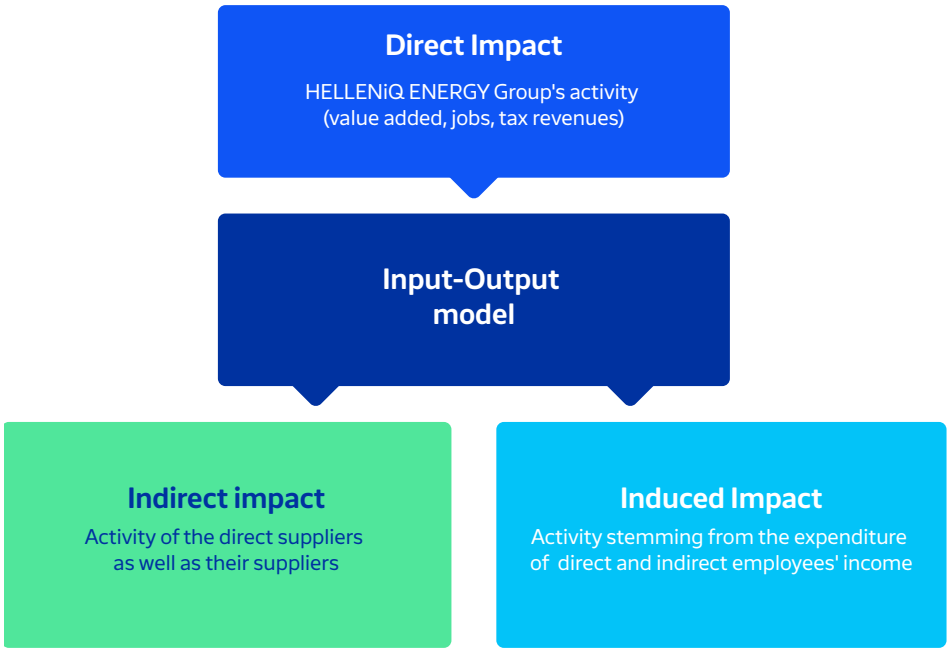
It also includes indirect effects arising from the Group's transactions with domestic suppliers of goods and services at national and/or local level, as well as induced effects resulting from the spending of income earned by employees whose jobs are supported directly and indirectly by the Group's activities at national and/or local level.

The Group also supports the fuel retail sector, as one of the main suppliers of liquid fuels in Greece. HELLENiQ ENERGY's activities therefore mobilize wider supply chains and generate economic value, contributing to national GDP, employment and government tax revenues.

Direct, indirect and induced effects together constitute HELLENiQ ENERGY's total contribution to the Greek economy at national and/or local level. The study estimates these effects for the 2025 financial year (January 1 to December 31, 2025).

Measuring the social and economic effects of the Group's activities contributes to transparent reporting on the social pillar of ESG, provides a clearer picture of the Group's footprint on Greek society and the economy, and informs its stakeholders.

Impact on the Economy as a Result of HELLENiQ ENERGY's Activities



[1] For the purposes of this study, Thriasio Plain includes the municipalities of Elefsina, Aspropyrgos, Mandra-Eidyllia and Megara.
[2] For the purposes of this study, Thessaloniki includes the entire Regional Unit of Thessaloniki.

Input–Output Model

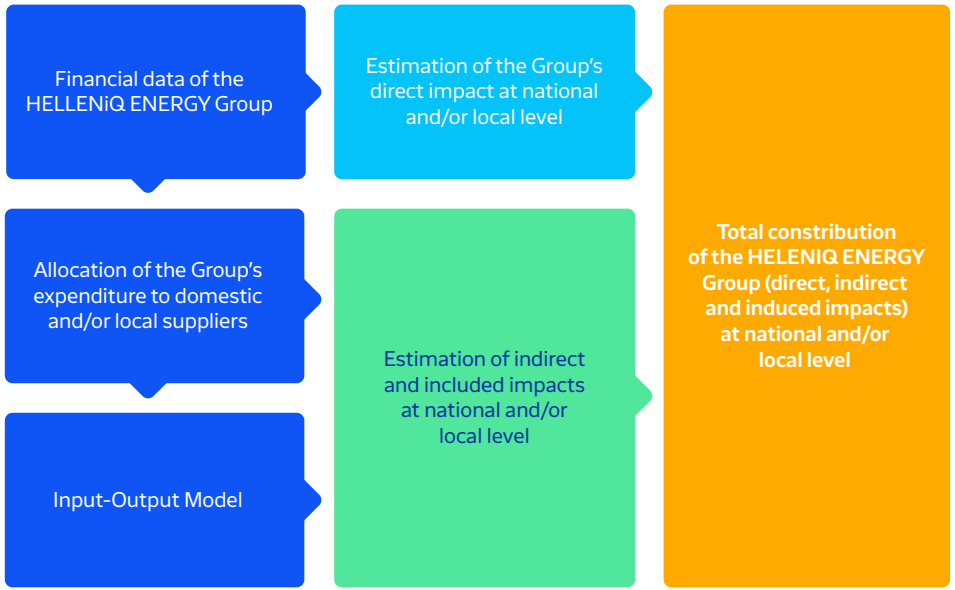
The analysis was based on financial data from HELLENiQ ENERGY and its subsidiaries operating in Greece, at national and/or local level (turnover, payments to domestic and/or local suppliers by sector of economic activity, number of employees, EBITDA, salaries, taxes, social security contributions, distribution of turnover and employees by area of interest, etc.), as well as data from Eurostat, the Hellenic Statistical Authority (ELSTAT) and other external sources.

These data were used to determine HELLENiQ ENERGY's direct contribution at national and/or local level, and to identify the domestic sectors forming its domestic and/or local supply chain and the corresponding expenditure directed to them.

The Group's indirect and induced effects were then calculated using an input–output model[1] based on tables representing the structure of the Greek economy and financial flows by sector of economic activity. The input–output table describes the sectoral structure of the economy, classified into 64 sectors of economic activity. It was constructed by updating the latest input–output table for Greece published by Eurostat, relating to 2020, using the most recent Greek national accounts data.

For the analysis of social and economic effects at local level (Thriasio Plain and Thessaloniki), the multi-regional input–output model[1] developed by the Foundation for Economic and Industrial Research (IOBE) for Greece was used. Under this model, the entire Greek territory is divided into 52 third-level regions (areas identified by three-digit codes), in accordance with the European NUTS statistical classification.

Overview of the Methodology



1. The input–output model was developed in the mid-20th century by the economist Wassily Leontief, who was awarded the Nobel Prize in Economic Sciences in 1973 for its development and application to practical economic problems. The model is used to estimate the overall impact on an economy resulting from an exogenous change in economic activity, such as an investment, and to determine the total contribution of an industry or a company to the national economy.

2. See Eurostat, Symmetric input-output table at basic prices (product by product) [naio_10_cp1700].

3. See Eurostat, National Accounts aggregates by industry (up to NACE A*64) [nama_10_a64] and GDP and main components (output, expenditure and income) [nama_10_gdp].

Study Assumptions

To estimate the direct contribution to tax revenues, the analysis used data on all taxes borne directly by the Group, such as vehicle taxes and fees, cleaning and lighting charges, real estate duties, municipal fees, the Unified Property Tax (ENFIA), property taxes (FAP–ETAK), income tax and others, as well as taxes levied on products distributed by the Group to intermediate and final consumers through its network of company-operated and partner fuel stations (value added tax and excise duties). Direct tax revenues, VAT and excise duties were subsequently allocated according to the share of productive capacity attributable to the Group's activities at local level.

The effects on value added and tax revenues from company-operated fuel stations are included in the Group's direct effects. To estimate the direct effects on value added and employment from partner fuel stations, the number of stations at national and/or local level and the national average value added and employment per enterprise in the retail sale of automotive fuel in specialized stores sector (NACE Rev. 2 – 47.3; latest available year: 2023) were taken into account.

To estimate the contribution to tax revenues from partner fuel stations, the Group's sales of liquid fuels and lubricants to these stations were taken into account, using average wholesale and retail prices for 2024 by product and per liter. VAT at partner fuel stations was calculated on the basis of consumption and the average retail margin by product, taking into account the reduced VAT rate of 17% applicable to five remote Greek islands (Leros, Lesvos, Kos, Samos and Chios). In addition, VAT was weighted according to the proportion of the Group's company-operated and partner fuel stations at local level relative to its total number of stations nationwide.

Finally, the study covered the following HELLENiQ ENERGY Group companies operating in Greece.

1 HELLENiQ ENERGY Holdings S.A.
2 HELLENiQ PETROLEUM S.A.
3 DIAXON S.A.
4 HELLENIC FUELS AND LUBRICANTS INDUSTRIAL AND COMMERCIAL S.A. (EKO S.A.)
5 KALYPSO K.E.A. S.A.
6 EKOTA KO S.A.
7 EKO IRA MARITIME COMPANY
8 EKO AFRODITI MARITIME COMPANY
9 ELPET BALKANIKI S.A.
10 VARDAX S.A.
11 HELLENiQ RENEWABLES SINGLE MEMBER S.A.
12 ENERGIAKI SERVION S.A.
13 ENERGIAKI PYLOY METHONIS S.A.
14 HELLENiQ RENEWABLES WIND FARMS OF EVIA S.A.
15 TANAGRA SOLAR ENERGIAKI S.A.
16 S.AETHER ENERGIAKI S.A.
17 HELLENiQ RENEWABLES WIND FARMS OF MANI S.A.
18 KOZILIO PRIME S.A.
19 FENSOL S.M.
20 ATEN ENERGY S.A.
21 KOZILIO 1
22 WINDSPUR S.A.
23 FRONTERA ENERGEIAKI S.A.
24 AKTINA XIROCHORIOU S.A.
25 GREEN POWER KILKIS S.A.
26 SOLARPROJECT STAAT VAST I
27 ABO Energy Hellas S.A.
28 DECOPENTRA S.A.
29 HELIOPOLIS 1 SINGLE MEMBER S.A.
30 HELIOPOLIS 2 SINGLE MEMBER S.A.
31 HELIOPOLIS 3 SINGLE MEMBER S.A.
32 HELIOPOLIS 7 SINGLE MEMBER S.A.
33 HELIOPOLIS 8 SINGLE MEMBER S.A.
34 ENERWAVE S.A.
35 HELLENiQ RENEWABLES GREVENA PROJECT MAE
36 ENERGY STORAGE PC
37 ENERGY FLOW SINGLE MEMBER P.C.
38 HELLENiQ UPSTREAM HOLDINGS S.M. S.A.
39 HELLENiQ UPSTREAM WEST KERKYRA S.M. S.A.
40 HELLENiQ UPSTREAM SEA OF THRACE S.M. S.A.
41 HELLENiQ UPSTREAM IONIO S.M. S.A.
42 HELLENiQ UPSTREAM KIPARISSIAKOS GULF S.M. S.A.
43 HELLENiQ UPSTREAM WEST CRETE S.M. S.A.
44 HELLENiQ UPSTREAM SW CRETE S.M. S.A.
45 HELLENiQ UPSTREAM S.M. S.A.
46 HELPE PATRAIKOS S.A.
47 HELLENiQ UPSTREAM SOUTH PELOPONNESE S.M. S.A.
48 HELLENiQ UPSTREAM SOUTH CRETE I S.M. S.A.
49 HELLENiQ UPSTREAM SOUTH CRETE II S.M. S.A.
50 HELLENiQ ENERGY CONSULTING S.A.
51 ASPROFOS S.A.
52 HELLENiQ ENERGY DIGITAL S.A.
53 ELPEFUTURE
54 HELLENiQ ENERGY REAL ESTATE S.A.

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To explore the Corporate Responsibility section of our corporate website, scan the QR code below.

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