



**HELLENIC
PETROLEUM**

GROUP OF COMPANIES

Corporate Social
Responsibility Division
HELLENIC PETROLEUM Group



Issue

07

360° ACTIONS

CORPORATE SOCIAL RESPONSIBILITY PROGRAM



ACTIONS



WE INVEST IN SUSTAINABLE DEVELOPMENT FOR FUTURE GENERATIONS

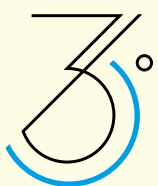
HELLENIC PETROLEUM Group has committed to implement UN's 17 Sustainable Development Goals (SDGs) through its Corporate Social Responsibility Program "360° ACTIONS". In this context, it carries out a series of targeted actions and initiatives that respond to current challenges and create value for future generations.



CORPORATE SOCIAL RESPONSIBILITY PROGRAM



The HELLENIC PETROLEUM Group is involved in multifaceted activities in the field of Corporate Social Responsibility. CSR Panorama aims to, not only periodically brief all stakeholders, but also reach out to the public and inform them about the initiatives the Group implements within the frame of its “360° Actions” Program and its four main pillars: Society, Next Generation - Educational Community, Environment and Culture - Sports.



Actions

For the Society



Actions

For Youth



Actions

For the Environment



Actions

For Culture

The HELLENIC PETROLEUM group contributed more than 8 million euros to the tackling of the pandemic



The HELLENIC PETROLEUM Group, with a sense of responsibility, contributed to the collective national effort to deal with the pandemic crisis, providing practical help to the health system. After consulting with the Ministry of Health and relevant bodies, it offered **hospital equipment, medical supplies, special services, products, fuel and parallel support to vulnerable social groups.**

The aim of the Group is to contribute to the comprehensive fight against the pandemic to the benefit of the country and its citizens. At the same time, it caters for the **country's energy security** and undertakes all the necessary measures for the **health of the employees** in the Group's facilities as well as the **citizens who visit its gas stations for refuelling.** In the midst of the unprecedented conditions that the country is experiencing, the HELLENIC PETROLEUM Group continues its smooth operation, implementing the **digital transformation** of its processes at an extremely fast pace in order to ensure work continuity and job security.

Gas Stations

For the safety of the citizens who visit the EKO and BP gas stations for refuelling, as well as the employees who work there, but also in order to ensure the smooth operation of the gas stations:

- A Policy on Coronavirus has been developed, containing special hygiene and safety measures to prevent the spread of the disease, as well as guidelines for the management of suspected or confirmed cases.
- Posters depicting all protection measures to be taken at gas stations were created and posted there.
- BP gas stations launched a "Stay Home" campaign to support the national effort to tackle the pandemic crisis.
- EKO gas stations supported the citizens and the "Stay Home" campaign, offering a 5% discount and 12 interest-free instalments for the purchase of heating oil.

Employees

To protect workers and reduce the risk of spreading the virus, the company reacted immediately by taking the following measures:

- Development of Group Policy on Coronavirus and Management Plans of Suspected Cases with the support of Occupational Physicians and in collaboration with a Special Infectious Disease Specialist.
- Development of special work programs for the employees who had to be physically present in the facilities and adoption of a new remote working model for the rest of the staff.
- Provision of required personal protective equipment of appropriate specifications (masks, gloves, coats, antiseptics, etc.).
- Regular and emergency disinfection of workplaces.
- Sampling checks by the Internal Control Directorate to ensure compliance with the application of the measures. High compliance rates were found.
- Issuance of eleven newsletters to inform employees about protection measures, the use of the new digital tools and information security, as well as the CSR actions of the Group.
- New communication service where employees can ask questions that arise due to the pandemic, on issues of employment, safety, precautionary measures, etc., ensuring in parallel the confidentiality of communication.
- 24-hour psychological support line for employees and their families. Communication is anonymous.
- Creation of a website informing the employees of the Group in real time about the measures the Group is taking regarding the pandemic.
- Creation of two information nodes as part of the Group's intranet for posting information related to the virus, both by the Hellenic State and the rest competent bodies, as well as by the foreign countries where the Group operates.

"The challenge that we are facing is unprecedented and the degree of success depends directly on the mobilization of all of us, individually and collectively. For HELLENIC PETROLEUM, giving to the society has always been part of our priorities and it is self-evident that we could not be absent from this effort"



Society

MEDICAL EQUIPMENT AND MATERIALS

Two advanced technology systems, acquired by the HELLENIC PETROLEUM Group from the US, were delivered in early May to **ATTIKON and AHEPA General Hospitals**, for the molecular diagnostic testing of the SARS CoV-2 virus. In addition, about 20,000 special reagents were offered to ensure adequacy of hospital tests for the next two months. It is a fully automated system for detecting the virus in clinical samples, in accordance with the World Health Organization (WHO) guidelines. It has the ability to perform hundreds of diagnostic tests daily, doubling the existing capabilities of hospitals in record time, helping with the early diagnosis and better management of the spread of the virus. In the future, this state-of-the-art equipment will also be used for many other important laboratory tests, including HIV and hepatitis.



Additionally, with the sponsorship of the HELPE Group, 50 respirators will be delivered to the **Ministry of Health** for the needs of the National Health Systems, together with a Biological Safety Chamber and equipment for spirometry and monitoring of coronavirus patients for the **ATTIKON General Hospital**, a modern coloured ultrasonographer for the **AGIA VARVARA General Hospital**, as well as a laboratory diagnosis system and 3,000 compatible reagents for the **THRIASIO General Hospital**.

To date, 6,000 FFP2 & FFP3 masks and 2,000 TYVEK uniforms have been delivered to the **PAPANIKOLAOU General Hospital**, 2,000 FFP2 masks and 470 TYVEK uniforms to **EKAB**, 5,000 FFP2 masks and 30,000 nitrile gloves to the **Athens Police Officers' Union**, and medicines to the **Municipalities of Megara, Aspropyrgos and Delta**. Also, equipment needs that arose in **remote islands** were covered.

The Group's subsidiaries abroad stood in solidarity with doctors and nurses:

- **EKO Cyprus** offered 15 high-tech portable respirators to strengthen the ICUs of public hospitals in Cyprus.
- **EKO Serbia** contributed to the fight against the pandemic with 5 million dinars for the purchase of medical supplies, 2 million dinars for the support of the research work of the **Torlak Institute of Virology** and, in collaboration with **Unicef**, another 3 million dinars for the purchase of respirators.
- **OKTA** offered medical equipment (video-bronchoscope and 16 infusion pumps) worth 50 thousand euros to the **Ministry of Health** of North Macedonia.
- **Jugopetrol AD** donated 2 respirators worth 40 thousand euros to the **National Coordination Team of Montenegro**.
- **EKO Bulgaria** contributed to the global effort against the virus with a donation of 100 thousand leva to two **university hospitals** in the country (St. Anna in Sofia and St. George in Plovdiv) for the purchase of respirators and other necessary medical equipment.

DONATION OF FUEL

The HELLENIC PETROLEUM Group in cooperation with **Aegean Airlines** supported the state's effort to tackle the pandemic crisis, covering the entire **cost of fuel through EKO for the flights transporting medical supplies** from the countries of production to Greece and Cyprus, as well as for flights organised for **repatriation** purposes. These flights also cover the needs of regions, charities, or other agencies that have secured or donated equipment to the state.

At the same time, HELLENIC PETROLEUM and EKO proceeded with the donation of fuel for the daily operation of 70 disinfection vehicles of the Municipality of Athens for the April-May 2020 period. Initially, more than **74,000 liters of fuel** were donated, while in the future the respective quantity may rise depending on the needs. The aim is to meet the additional needs that have arisen, as the **daily disinfection of the public spaces** of the capital is an urgent need in an effort to reduce the spread of the disease and protect public health. Respectively, fuel is provided for disinfection in the Municipality of Thessaloniki, but also in the neighbouring municipalities of Aspropyrgos, Elefsina and Delta.

Jugopetrol AD also offered fuel worth 5 thousand euros to the **Red Cross of Montenegro**.



SUPPORT FOR NGOs

Finally, HELLENIC PETROLEUM supports the **GIVMED** non-profit organization to attend to the needs of the elderly in nursing homes, while **EKO Bulgaria** supports the **BCAUSE** organization, which helps socially vulnerable families amid the pandemic.

*"The challenge that we are facing is unprecedented and the degree of success depends directly on the mobilization of all of us, individually and collectively. For HELLENIC PETROLEUM, giving to the society has always been part of our priorities and it is self-evident that we could not be absent from this effort" said HELPE Group CEO, **Andreas Siamisiis**, adding that: "We stand by the doctors and nurses of our homeland and, on behalf of all, I publicly express my gratitude for the superhuman efforts that they are making during these difficult times. At the same time, I would like to say a big 'thank you' to all the employees of the HELPE Group, who from the outset have been directly involved in our efforts to shield and ensure the continuous and uninterrupted supply of fuel and heating oil throughout the country."*

The selection and management of the actions implemented by HELPE is completed by competent executives of the Group in collaboration with the coordination center of the Ministry of Health, in order to maximize and accelerate the positive results in the management of this crisis. As the needs are constantly changing, the Group is closely monitoring the developments and, in cooperation with the competent bodies and after regular communication with the hospitals-reference centers, is committed to be at the forefront of the common struggle against the pandemic crisis.

EKO Montenegro: Raising awareness on road safety



EKO Montenegro organized Road Safety lectures for 3rd and 4th grade high school students -who are soon going to find themselves behind the wheel- in Podgorica. For a period of two days, a total of 10 lectures were held in four high schools and a total of 1,400 high school students aged 17-18 attended.



The aim of the two-day event was to raise the students' awareness about the importance of traffic rules and signs, as well as to teach them how to behave properly in traffic. The participants learned the main causes of traffic accidents and were made aware of the accident statistics and the critical locations, the so-called "black spots" in Montenegro and Podgorica. The main conclusion was that excessive speed, especially among young people, is

still a major factor contributing to the high rate of road accidents.

EKO Montenegro for the past 2 years, within the framework of its CSR activity, has focused on organizing various campaigns, workshops and lectures concerning road safety, throughout the country and targeted to all ages of the young population.

Hellenic Responsible Business Awards



The Hellenic Responsible Business Awards, for the fifth year in a row, honored companies that promote the values of Responsible Entrepreneurship and invest in Sustainable Development.



The golden award was received (from right to left) by the Project Division Director of ASPROFOS SA Mr. Leonidas Zambas, the Director of Corporate Social Responsibility Ms. Rania Soulaki, the Project Engineer at ASPROFOS SA Pari Kapella and the representatives of the Group's CSR Division Eftychia Varthalitis, Athena Bourtsala and Sophocles Danassis.

In a special event at the **Hellenic Responsible Business Awards** held at the Benaki Museum, the HELLENIC PETROLEUM Group was awarded with the Gold prize in the category "**Responsible Business & SDGs – Sustainable Cities & Communities**". The reward was given for the full reconstruction of the buildings at the Rafina Special School Complex, as well as the total refurbishment and renovation of the "**Melina Merkouri**"

Theater in the Municipality of Mandra, which were both destroyed by natural disasters.

This distinction is another very special recognition for the HELLENIC PETROLEUM Group, whose primary goal is to promote and ensure prosperity and improve the living conditions and quality of life of those in need.

Human Rights For Beginners



The HELLENIC PETROLEUM Group is the great sponsor of the "HUMAN RIGHTS FOR BEGINNERS" program, which is implemented by the New Wrinkle Non-profit Organization in collaboration with the Ministry of Education, Research & Religious Affairs, and the Greek National Rapporteur on Trafficking in Human Beings.



The winning group of the competition together with Mr. Panos Papadimitropoulos, President of New Wrinkle, Ms. Rania Soulaki, HELPE Group CSR Director and Mr. Iraklis Moskof, National Rapporteur on Human Trafficking.

"HUMAN RIGHTS FOR BEGINNERS" is based on the Council of Europe's "Free to Speak, Safe to Learn – Democratic Schools for All" educational project, which scope is to improve the democratic institutions, and promote

democratic culture within the school communities. The project is developed around six main thematic areas which led to the following workshops of the "HUMAN RIGHTS FOR BEGINNERS" program:

- Making children and students' voices heard
- Addressing controversial issues
- Preventing violence and bullying
- Dealing with propaganda, misinformation and fake news
- Tackling discrimination
- Improving well-being at school

Perceiving culture as a dynamic phenomenon but also as series of notions regulating the human activity and behavior, the program is addressed to **120 educators** working in both public and private secondary schools in Greece. In the context of spreading democratic culture, the program aspires to help educators and students to become familiar with concepts, values, skills, practices, and knowledge that will contribute to the formation of social interaction in democratic states.

The program comprises two phases with its starting point being a two-day educational workshop session that took place in Athens on January 2020 at the University of Athens' **Marasleio Didaskaleio** and the **Moraitis School**. The session included presentations held by experts of the Council of Europe and workshops led by experienced facilitators in the field of education. 120 participating educators, divided into groups, attended six thematic workshops aiming at initiating and training them on crucial for the school community topics, as identified above.

The results of the two-day seminar were presented at the Moraitis School and the event was attended among others by the Minister of Education and Religious Affairs, Mrs. **Niki Kerameos**, the Chairman of the Special Permanent Committee on Equality, Youth and Human Rights Mrs. **Sofia Voultsi**, the National Rapporteur on Human Trafficking of the Ministry of Foreign Affairs, Mr. **Iraklis Moskof**, the Council of Europe Expert Mr. **Angelos Vallianatos**, the General Director for International and European Affairs, Education for Hellenic Diaspora and Intercultural Education of the Hellenic Ministry of Education, Research and Religious Affairs. Mr. **Panagiotis Passas**, and the Chairman of the BoD of O.A.E.D Manpower Employment Organization Mr. **Spiros Protopsaltis**.

During her brief speech, the Group CSR Director Mrs. **Rania Soulaki** stated: "HELPE Group supports this program, which creates the conditions for young people to succeed through our educational system in building a better, more democratic and progressive society", emphasizing the role of the business community in shaping a more democratic educational culture, for tomorrow's active citizens.

The second phase of the program started on February 2020. It includes educational workshops in school classrooms, based on the six thematic areas of the first phase. The workshops are held in different schools all over the country by our civil society partners and the winning team of the first phase, giving educators the opportunity to put their ideas into practice together with students within the school setting. Due to the pandemic crisis, the program will continue when the new school year begins.



The winning group of the competition was awarded for the most innovative and implementable idea in raising students' awareness on human rights.



Panoramic view of the Moraitis School Hall - Crowd of people and many representatives of the educational, political and business world attended the event.

Scholarships For Postgraduate Studies In Renowned Universities Abroad



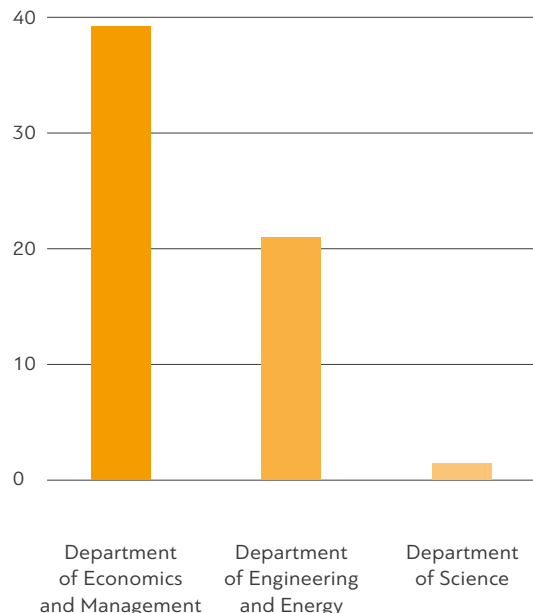
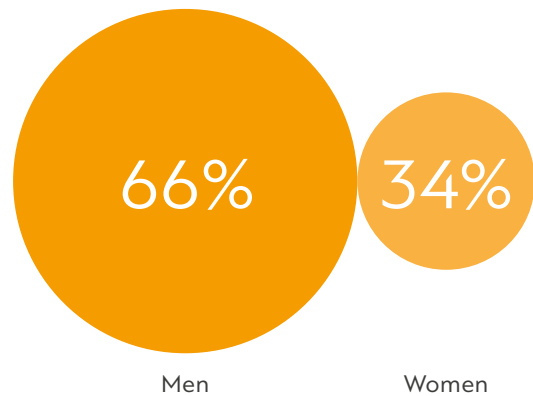
The HELLENIC PETROLEUM Group is consistently investing in education, research and innovation, supporting postgraduate studies at universities abroad for the 8th consecutive year.

The postgraduate study program aims to support excellent students who wish to enrich their knowledge in **Engineering, Energy, Management, and Economics**, as well as in modern sectors that require state-of-the-art technologies.

Since 2013, the Group has offered 62 postgraduate scholarships with a maximum duration of two years to top graduates, in English-language programs of internationally renowned universities in the United States, Canada, the United Kingdom, France, Germany, Norway, Switzerland and the Netherlands, such as **Columbia, Imperial College, MIT, Harvard Law School, Cambridge**, etc.

The scientific fields of study belong to 1) **Engineering and Energy**, such as Petroleum Engineering, Hydrocarbon Research & Exploitation, Renewable Energy Sources, Energy Transformation & Alternative Technologies, and Vehicles, Fuels & Sustainable Transport; 2) **Economics and Management**, such as Energy Economics, Energy Networks & Energy Geopolitics, Energy Project Management and Energy Industry Supply Chain; and 3) **Science**, such as Informatics, Networks & Communications, Environment, Ecosystems, Sustainable Growth & Climate Change, Advanced Energy Materials for the Production and Storage of Energy & Digital Transformation, Artificial Intelligence, Robotics and Intelligent Cities.

The main goal of the scholarship program is to facilitate access to postgraduate study programs for top-performing graduates at universities at home or abroad. **The program covers tuition fees and living costs** for students to enrich their knowledge, strengthen their specialized training, acquire rich stimuli, as well as develop skills, innovative ideas, teamwork, multiculturalism, extroversion, emotional intelligence and adaptability in modern technologies for their subsequent professional careers.



1st Innovation Marathon Go 4.0 Green Crowdhackathon



The HELPE Group supported the first innovation **marathon for energy and the environment** that was held at Technopolis, Athens by the Ministry of Environment and Energy.

The 1st 2-days innovation marathon **Go 4.0 Green Crowdhackathon** aimed to promote green technology applications that tackle major environmental challenges of our time and contribute to the digital transformation of the energy sector.

In total, 28 teams took part in the contest and had the opportunity to network and improve their proposal, supported by a team of mentors throughout the marathon. Both the team mentors' and the judges' committee for the award nominations, were compiled by officials from the Ministry, the World Bank, HELPE and other private

companies.

The HELPE Group as a global sponsor for the awards and the competition was represented in the team of mentors by the New Technologies and Innovation Engineer **Dr Jenny Leivadarou**, and in judges' committee by the Deputy Director of Strategic Planning and Intelligence **Mr Achilles Kyrtsis**.

The HELPE Group encourages contests that promote innovation, aiming to understand new market trends and meet potential challenges through the development of new technologies.



The HELLENIC PETROLEUM group in open dialogue with stakeholders



CONSULTATION ON ASPECTS OF THE GROUP'S SUSTAINABLE DEVELOPMENT

The HELPE Group seeks to consistently meet the expectations of its stakeholders, which is why it is implementing for the 4th time the **open dialogue** process, seeking the opinion of its social partners, whose importance it recognizes.

In the context of the preparation of the **2019 Sustainable Development & Corporate Social Responsibility Report**, based on the GRI Principles on Materiality, Completeness and Inclusiveness of stakeholders, a **materiality analysis** was carried out of the **20 recognized sustainable development issues** in the fields of economy, society and environment related to the activities of the Group.

In order to assess the importance of these issues, the following actions were implemented:

- Meetings with focus groups in Elefsina and Thessaloniki with the participation of key representatives from all stakeholder groups.
- Interviews with the main representatives of the employees and with the local government representatives of the communities in which the Group operates.
- Electronic survey with the participation of representatives from all stakeholder groups.
- Electronic survey with the participation of senior executives of the Group.

The results of the prioritization and mapping of sustainable development matters will be presented in detail in the publication of the 2019 Sustainable Development & Corporate Social Responsibility Report.



#menoumespiti

FEATURE STORY

Our stay-at-home time gave us the opportunity for different experiences both in acquiring new knowledge and having fun. Let's keep discovering opportunities like these!

For Knowledge:



The **Eugenides Foundation** offers alternative activities remotely with the aim of engaging young people creatively.



Attend courses taught at **Greek universities**.



The **Museum of Modern Art (MoMA)** in New York offers free online art, photography and fashion classes tailored for a wider audience.



Ivy League Universities (Brown, Columbia, Cornell, Dartmouth, Harvard, Penn, Princeton, and Yale) offer 500 free online courses.

For Fun:



Visit the digitized archive of the **National Theater** and enjoy recorded performances from 1932 to 2005.



Music from the big concert halls of Europe on the Facebook page of the **Athens Concert Hall** every Monday, Tuesday and Thursday.



On its "Onassis Foundation" digital YouTube channel, the **Onassis Foundation** shares sold out performances, podcasts and virtual movie premieres without time limit.



Travel to 80 different countries around the world and take a virtual tour of more than **2,000 museums!**

EMPOWERING YOUTH
TO FOLLOW THEIR DREAMS



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SCHOLARSHIPS FOR POSTGRADUATE STUDIES ABROAD

The HELLENIC PETROLEUM Group gives the opportunity to exceptional students to continue their studies in leading universities abroad and conquer their dreams.

