HELLENIC PETROLEUM

Annual Report

2015

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HELLENIC PETROLEUM

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MESSAGE TO SHAREHOLDERS

E. Tsotsoros
Chairman of BoD

G. Stergioulis
Chief Executive Officer

Dear Shareholders,

During 2015, the seventh year since the outburst of the global financial crisis, the Greek economy remained in economic crisis conditions, which are unprecedented in peacetime. The two consecutive elections and referendum were not supportive to the politically unstable environment, in a difficult economic backdrop , while capital controls added to the deterioration of the economic climate and the decline of consumer confidence for the second year, leading to consumer pessimism approaching the lows of 2011.

The restrictions on capital flows, the absence of bank financing and the increase in funding costs, due to the uncertainty and country's risk, led to a suffocating financial environment, which was further aggravated by the constraints imposed on the Greek financial system by the European Central Bank.

Productivity rates in manufacturing continued to contact for the second consecutive year, with higher energy, finance costs and taxation increasing pressure. As a result, the negative investment environment, reflected in investment stagnation, unemployment at 24% and reduced consumption, remained unchanged.

On an international level, developments in the energy sector were driven by the significant drop in global crude oil prices and sustained supply surplus, despite important geopolitical changes, resulting to notable pressure mainly in the upstream Oil & Gas industry.

In the refining sector - in particular European refineries – despite the recovery in international refining margins, competitiveness continues to suffer from the high cost of compliance, due to the EU climate policy regulation. Competitive pressure faced by Greek refineries is expected to increase further due to the development and modernization of refining capacity in neighboring countries, the Middle East and Southeast Asia, which will not incur the high costs of EU regulatory compliance.

2015 was also a challenging year with difficult decisions to address the increased challenges for HELLENIC PETROLEUM Group, on the one part due to the international environment and on the other, because of the urgent need to re-design and structure the Group to adapt to the new conditions formed from the prolonged recession and deterioration of the Greek economic environment.

The unplanned shut-down of key units at the Elefsina refinery, as well as the extension of the planned shut-down of Aspropyrgos refinery by one month, have added to the 2015 challenges; while the most important event that negatively marked the year was the accident of 8 May at the Aspropyrgos refinery in which four of our colleagues lost their lives.

In this context, thanks to our systematic efforts, the Group was successfully able to address all operational issues. Working closely with employees, we were able to safely and promptly reopen the refineries and overcome the difficulties created by the capital controls. Immediately afterwards, we designed and implemented a major organizational restructuring and proceed with the implementation of a holistic safety system, identified company's needs in personnel, and are opening up in new markets, strengthening export orientation and modernizing structures and functions.

The Group continued to invest in Safety, Protection of the Environment, Social Responsibility, the Development of its human resources and promote a Group Culture for "Excellence Everywhere," an effort that will continue and intensify.

We believe the Group has significant potential and our aim is to develop it. There is notable scope for improvement in terms of operating costs as well as effective inventory management. The increase in earnings will materialise on the back of the initiatives that we will develop and not as a result of uncertain market factors such as refining margins and exchange rates.

With its significant international experience in exploration and production (thanks to its participation as an equal partner in 17 joint ventures with recognized major international oil companies in Libya, Egypt, Albania and Montenegro), HELLENIC PETROLEUM refocuses on Greece once again. The seismic surveys in the Patraikos Gulf - where we operate as part of an international consortium along with Italy's Edison – have been completed. We recently submitted bids for international tenders in five more areas in Western Greece and have been selected as the preferred bidder for the two onshore areas, while expecting the assessment for the offshore ones.

In Marketing, the Group, with its 1,700 petrol stations under the EKO and BP trade names, 550 partnering tanker trucks and five owned vessels, recorded significant sales growth in 2015, despite the adverse domestic market conditions. The Group was able to achieve the highest profitability since the beginning of the economic crisis, while its domestic market share exceeded 30%.

In the international markets, with 295 petrol stations, mainly under the EKO brand, the Group retained its leading position in Montenegro and Cyprus whilst being amongst the top five companies in the sector in Bulgaria, Serbia and FYROM. In 2015, the Group's overseas marketing subsidiaries reported their highest profitability on record, with increased volumes and strong operational performance.

2015 also saw HELLENIC PETROLEUM Group achieve the highest profits on record. Adjusted EBITDA amounted to €758m. vs. €417m. in 2014. Adjusted Net Income amounted to €268m. vs. €2m. in 2014 and Net Income to €45m. vs. losses of €369m. in 2014.

Net results and revenue from sales were negatively impacted for the second consecutive year due to falling crude oil prices, recording an inventory loss of over €300 m. (€484 m. in 2014).

All of the Group's activities also reported improved performance, with Refining, Supply and Trading more than doubling its adjusted profitability, as the Group was able to take advantage of the positive international refining environment. Improved refineries operation, post the completion of the extended maintenance schedule in the second quarter of 2015 and improvements in the supply chain also had a positive impact on results.

In 2015, the contribution of domestic and international marketing, excluding the effect of inventory valuation, amounted to €124 million, a 25% increase compared with the corresponding amount in 2014, accounting for 16% of the Group's total Adjusted EBITDA. Domestic marketing's Adjusted EBITDA increased significantly by 30% reaching €54 m. while International Marketing increased by 21%, reaching €70 m.

The Group's positive 2015 results, as well as the expected 2016 profitability will enable the Group to proceed with the reduction of total debt and refinancing of remaining loans with improved terms. More specifically in 2016 the Group plans to repay €500m. of debt, part of total €3bn of indebtedness. Repayment will take place out of existing cash reserves and will reduce Group's financial expenses. Furthermore, subject to developments in international capital markets, in 2016 the Group will proceed with the refinancing of 2017-19 maturities, while, subject to the evolution of the sale of DESFA and international crude oil and products prices, Net Debt / EBITDA will range between 2x-3x, in line with Group strategy.

The efficient management of the challenges the Group faced during 2015, as well as the achievement of the historically highest profitability was largely based on the improvement of the working environment and strengthening employees' role and involvement, through targeted management initiatives i.e. by developing camaraderie between them, their active participation and contribution to objectives, and making them proud of the Group's role in the national economy and society as a whole.

Human-centred social contribution and environment focused sustainable development defined the planning of key initiatives in the context of CSR, highlighting the Group social angle, its contribution to local development in cooperation with local communities, the development of strong relationships with our customers and suppliers, as well as systematic and sustained initiatives addressing environmental issues, such as the use of water and energy, biodiversity, CO2 emissions and waste management.

Following the very positive results of 2015, in 2016, the Group's Management is looking to implement the Group's medium-term growth plan with the strategic objective of creating an independent innovative and competitive regional energy Group, which will pioneer the energy transformation in the context of a European roadmap for sustainable economic and social development.

Finally, we would like to thank our employees for their important contribution to the Group's growth, and our shareholders for their continuous support and trust. They are the main supporters of our strategy, for the implementation of our vision to adapt to the current conditions, develop sustainably and maximise the benefits for society as a whole.

E. Tsotsoros
Chairman of BoD

G. Stergioulis
Chief Executive Officer

OUR ACTIVITIES

HELLENIC PETROLEM, founded in 1998, is one of the most important Groups in the energy sector in South-Eastern Europe and operates in 6 countries.

The Group is involved in a wide range of activities in the energy sector, summarised below:

- **Refining, Supply and Trading of oil products,** both in Greece and internationally. The Group owns three out of the four refineries operating in Greece (Aspropyrgos, Elefsina, Thessaloniki) with a total capacity of 340kbpd and a market share of approximately 65% of the Greek market in wholesale oil products trading. It also supplies 65% of the domestic market needs in FYROM, through the pipeline VARDAX and the OKTA facilities.

- **Fuels Marketing** both in Greece and South-eastern European markets, with a network of approximately 2,000 petrol stations and a leading position both in the domestic market, through its subsidiaries EKO and Hellenic Fuels (former BP Hellas) with a market share of above 30%, as well as in Cyprus, Serbia, Bulgaria and Montenegro.

- **Petrochemicals/Chemicals Production & Trading.** The Group owns and operates the only vertically integrated petrochemicals complex in Greece that produces polypropylene, with a significant export orientation.

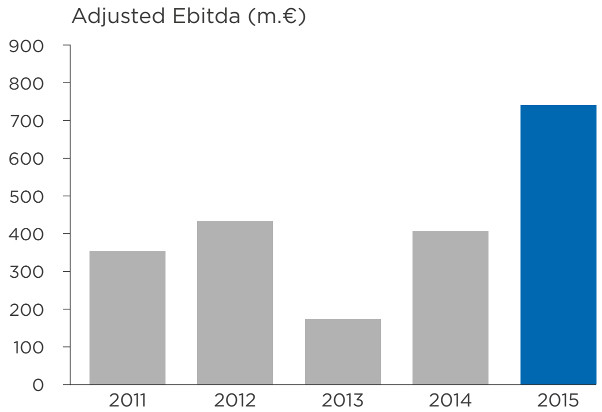
- **Oil & Gas Exploration and Production** in Greece.

- **Power Generation and Trading.** The Group operates two combined cycle natural gas plants with a total capacity of 810 MW, through ELPEDISON, a joint venture with the Italian company EDISON. It is also active in renewables, with a portfolio exceeding 200 MW in various development stages.

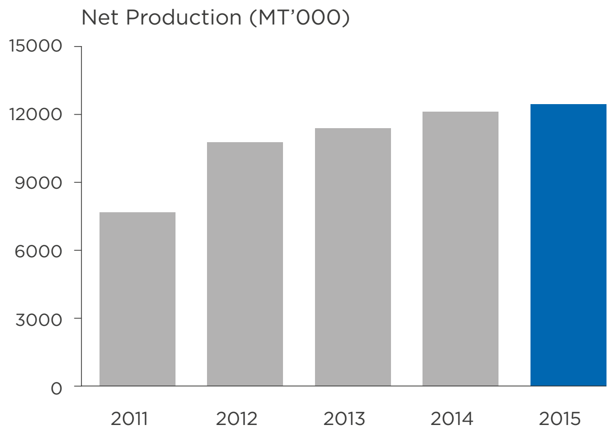
- **Supply, Transportation and Trading of Natural Gas.** The Group has a 35% participation in the Public Gas Corporation S.A. (DEPA) which is the main importer and supplier of natural gas in Greece. DESFA, a 100% subsidiary of DEPA, which comprises the high pressure gas transportation system and the LNG terminal at Revythousa, is in sale process.

THE GROUP IN 2015

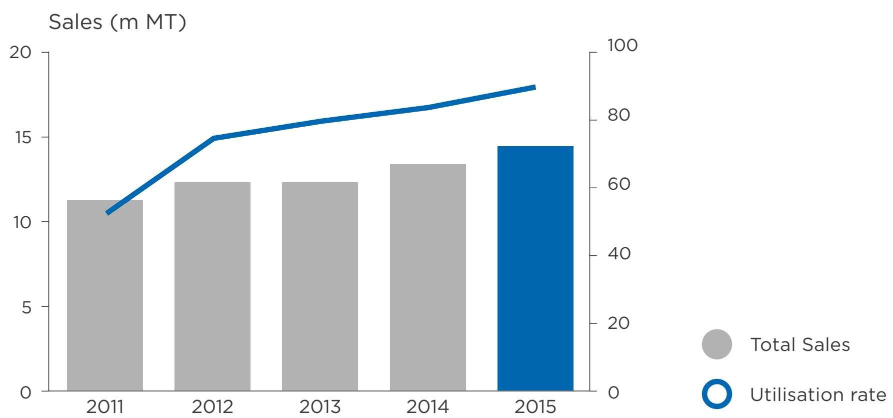
Record Profitability with adjusted EBITDA at €758m



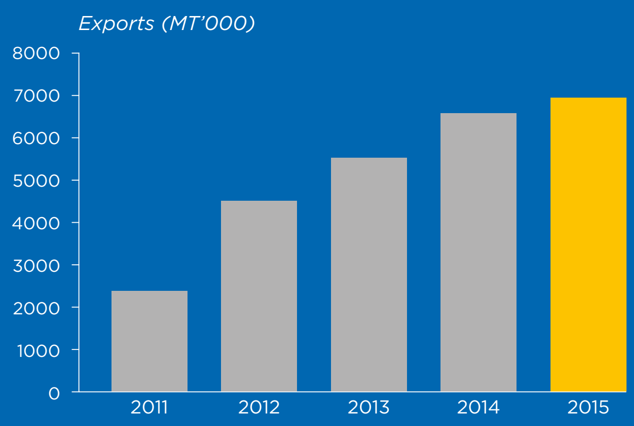
Production increased to 12.8 m tons despite the extended maintenance shut-down



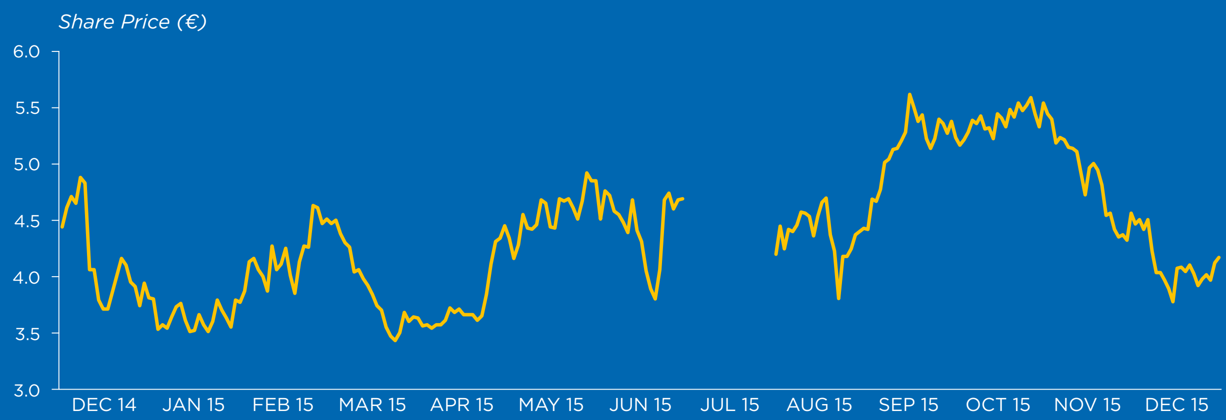
Sales increased by 5% to 14.1 m tons, the highest level in the last six years, as the utilisation rate increased further



New record high for exports at 6.9 m tons



Share price increased by 6%, versus last year, closing at €4.04 on 31.12.2015, outperforming the ASE General Index



OUR STRATEGY

Strategic Objectives (2013-2017)

Having successfully implemented an unprecedented growth and transformation program during the five year period 2007–2012, the Group aims now to fully exploit its investments and maximize their economic benefit. The Group's strategy for the five year period from 2013 to 2017 revolves around sustainable development, competitiveness and export orientation.

A series of actions and initiatives have already been implemented over the last few years, with a significant impact on Group's financial results.

The Group's strategic priorities are listed below:

Leveraging Investments to Improve Results

- Operational optimisation and full realisation of synergies in the South Refining Hub (Aspropyrgos and Elefsina); these two complexes constitute two of the most modern and complex refineries in the Mediterranean, with the appropriate size to achieve significant economies of scale
- Optimisation of the new refining model, maximising the full potential of all three refineries, as well as the synergies between them
- Further development of international trading activities in the Mediterranean and the Balkans.

Significant progress has been achieved regarding the optimization of the operation of the Elefsina refinery and the implementation of a series of synergies between the three refineries, with a substantial effect on the Group's financials, while exports now account for approximately 50% of total refining sales.

Focus on Transformation Programs

- Optimise costs and operations benchmarking versus the safest and most competitive European refineries
- Enhance transformation programs and accelerate their implementation (DIAS, BEST 80)
- Focus on cost efficiencies in Central Services, Fuels Marketing and Procurement.

The implementation of the transformation and restructuring programs continued in 2015, mainly focusing on energy efficiency and improvement of units performance in the context of scheduled maintenance, as well as reducing procurement costs with a total additional benefit of €25 m..

Strategic Transformation of Fuels Marketing

- Emphasis on network management, product and services portfolio, logistics as well as the development of our people and expertise
- Adapt activities, organisation and operating costs to the current environment.

In 2015, initiatives with emphasis on network management continued, further improving efficiency and operating profitability of our subsidiaries operating in fuels marketing, following the successful completion of the marketing competitiveness program "KORYFI" in 2014.

Maximise Value in Activities Portfolio

- Further enhance vertical integration in International Marketing and Petrochemicals with Refining
  - Targeted investments in International Marketing in order to strengthen the Group's position in the main regional markets
  - Focus on Exploration of Hydrocarbons in Greece in cooperation with international partners, taking into account market conditions.
- Complete the sale process of DESFA
- Realise the full benefit of our participation in DEPA and Elpedison
- Develop Renewable Energy Sources.

The increased integration with Refining recorded significant benefits in Petrochemicals. Regarding Group's international activities, both the restructuring of the international marketing business supply model, by strengthening relationships with local suppliers and the higher level of integration with the Group's refineries, which increased further in 2015, as well as the emphasis on profitable trading contributed to the improvement of Group's competitiveness. In Renewable Energy Sources, the Group has 200 MW power projects in various stages of development as well as 8.2 MW already in operation.

Develop Human Resources

- Focus on the development of our people and their expertise through investing in continuous training
- Establish a culture of excellence and its reward in all of our activities.

The Group continued to invest in training throughout the crisis. In the last two years, proceeded with the development of the EDGE and EDGE Commercial training programs and increased training hours.

Focus on Corporate Social Responsibility

- Provide support to the greater society, focusing on socially vulnerable groups in local communities
- Support of the young generation through awards of excellence to students, the provision of scholarships for international studies and work experience opportunities.

During 2015, the Group focused on its social responsibility actions further highlighting its corporate responsibility profile.

The above initiatives will contribute to the achievement of the following financial objectives:

Improve Profitability

- Increase EBITDA through the contribution of new investments and transformation programs
- Maximise net cash flows from increased profitability and capex control

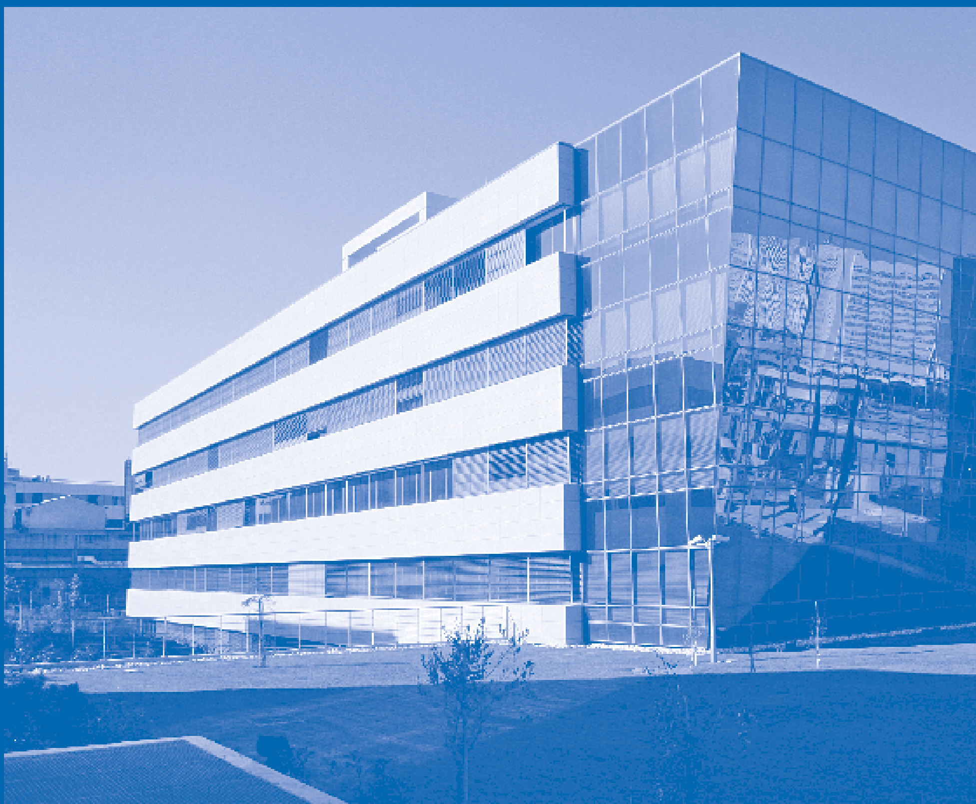
The operational profitability (Adjusted EBITDA) continued to improve during 2015, reaching a new record high at €758 million, while capex came at €165 million despite the extended maintenance works at the refineries.

Deleverage Group

- Gradual reduction of indebtedness over the next few years through increased cash flow
- Diversify funding sources and reduce finance costs.

The issue of two new Eurobonds in the second quarter of 2014, totalling more than €600 million, contributed to a significant reduction in borrowing costs and the improvement of the debt maturity profile, thereby reducing Group's financial risk. Furthermore in 2015, Group managed to further decrease its finance expenses despite the increased financing needs as a result from challenges in the domestic economic environment (imposition of capital controls).

HELLENIC PETROLEUM IN THE CAPITAL MARKETS



Main Information

HELLENIC PETROLEUM's shares are traded in the General Category (Main Market) on the Athens Stock Exchange (ATHEX: ELPE) and London Stock Exchange (LSE: HLPD), as Global Depositary Receipts (GDRs).

The Company's share capital amounts to €666.284.703.30 divided into 305,635,185 shares with a nominal value of €2.18 each. The Company's shareholders' rights, arising out of their shares, are proportionate to the percentage of capital corresponding to the paid-in-share value. All shares have the same rights and obligations arising from the Law and the Company's Articles of Association. The liability of the Company's shareholders is limited to the nominal value of shares they own.

HELLENIC PETROLEUM's shares participate, with a significant weighting, in the ASE General Index and the FTSE/XA Large Cap Index, as well as a number of other indices such as the FTSE/XA Oil-Gas Index, the FTSE/Med 100, the Greece - Turkey 30 Index and the Global X FTSE Greece 20 ETF Index. Its shares also participate on the Dow Jones Stoxx Index.

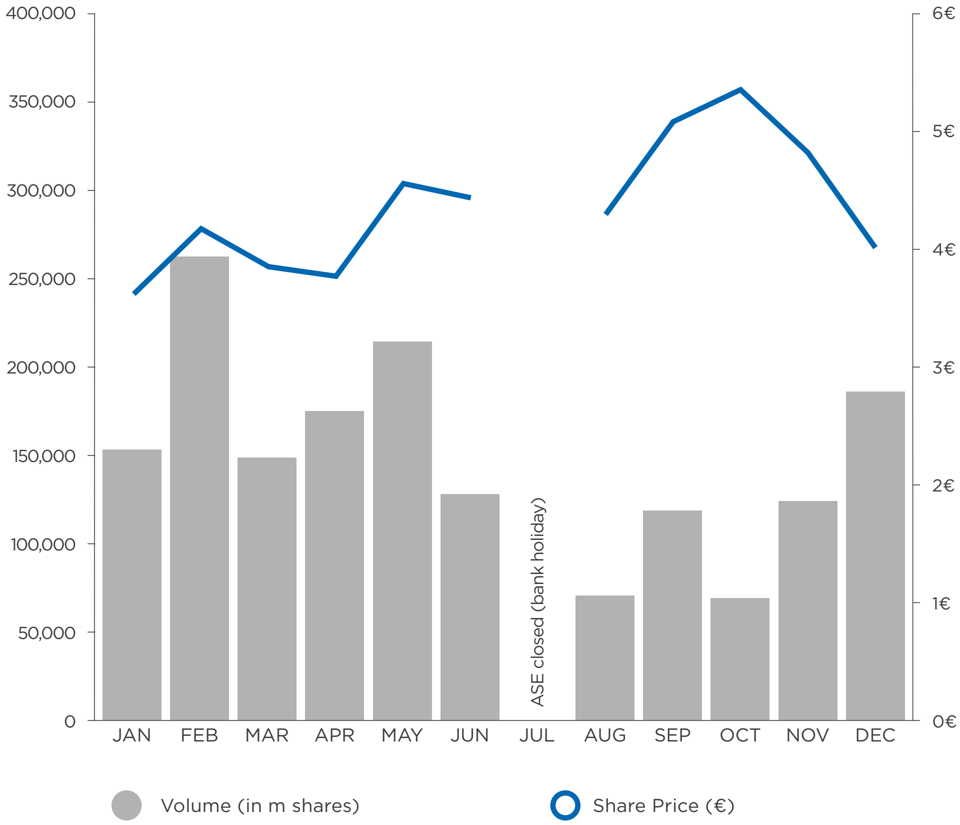
Share Ticker

OASIS: ELPE
Reuters: HEPr.AT
Bloomberg: ELPE:GA

Share Price Evolution

The Athens Stock Exchange followed an overall downward trend during 2015, amid the political uncertainty and deterioration of the economic landscape, mainly after the first half 2015. ASE recorded losses of 24%, while FTSE/ASE Large Cap came lower by 31%. On the other hand, the share of HELLENIC PETROLEUM recorded gains of 6% versus last year, closing at €4.04 on 31.12.2015 despite the increased country risk on the back of the political uncertainty.

HELLENIC PETROLEUM's share price evolution



Share Price Data, Fiscal Year 2015

Average price	€ 4.37
Lowest price	€ 3.42
Highest price	€ 5.60
Average daily trading volume (no. of shares)	149,848

Analyst coverage

The number of Greek and international brokerage firms covering HELLENIC PETROLEUM on the 31st of December 2015 amounted to eleven (11).

GREEK FIRMS

- Alpha Finance
- Investment Bank of Greece
- Eurobank Equities
- Pantelakis Securities
- Axia Ventures

INTERNATIONAL FIRMS

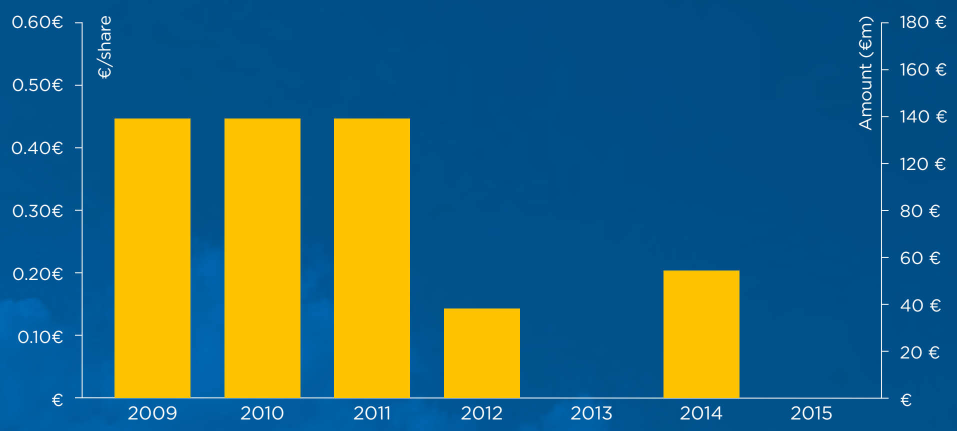
- Barclays Capital
- Citigroup
- Deutsche Bank
- Nomura
- UBS
- Wood Company

Dividend policy

The BoD proposed to the AGM not to distribute a dividend out of 2015 results due to the substantial negative impact of crude oil price decline in the reported results of 2014 and 2015. The BoD did not approve a change in Group's dividend policy overall and will re-evaluate the payment of special dividends or interim dividends for 2016, in the second half of 2016.

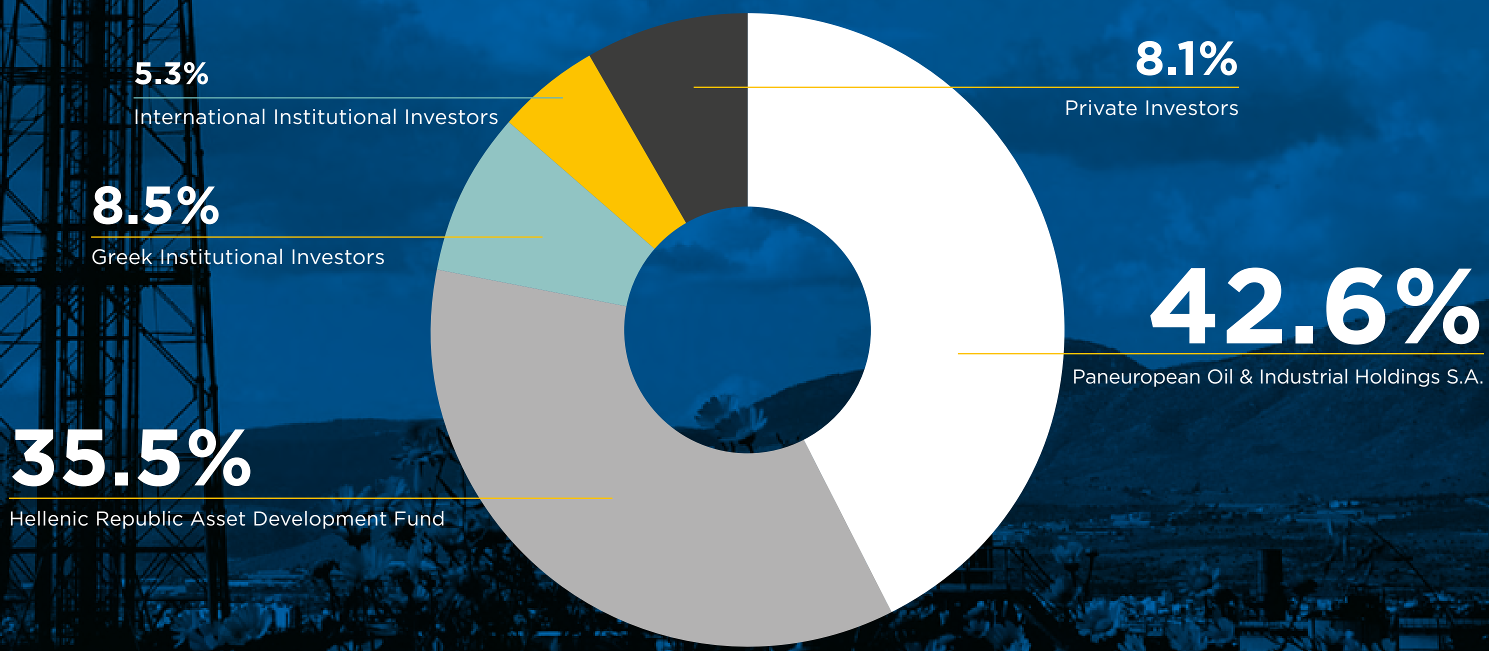
Dividend*

**Including other distributions*



Shareholding structure

Changes in the shareholding structure during 2015 were not material and were mainly driven by the abovementioned developments in the Athens Stock Exchange. The ownership composition on 31/12/2015 is as follows:



Eurobonds

Since 2013 the Group has raised €1.2 billion through the issue of three internationally traded bonds and it is the largest Greek owned issuer. The main features of the three bonds which have been issued by Hellenic Petroleum Finance plc, guaranteed by HELLENIC PETROLEUM S.A. and traded on the Luxembourg Stock Exchange, are listed in the table below:

Issue date	Maturity	Currency	Amount (m)	Coupon	ISIN
10/05/13	10/05/17	EUR	500	8.00%	XS0926848572
16/05/14	16/05/16	USD	400	4.625%	XS1068226114
04/07/14	04/07/19	EUR	325	5.25%	XS1083287547

Investor Relations Services

The Company seeks to fully and fairly inform its shareholders and bondholders both in Greece and internationally, through a variety of events and initiatives, such as:

- Quarterly presentations of business activities and financial results
- Teleconferences where investors/ analysts have the opportunity to be informed in more detail about the activities of the Group
- Attendance in road shows both in Greece and international
- Regular update the Company's website regarding basic industry performance indicators which affect Company's financial performance.

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THE GROUP'S BUSINESS ACTIVITIES

Macroeconomic[1] environment and the petroleum industry[2]

[1] Source: IMF, *World Economic Update*, April 2016

[2] Source: IEA, *Oil Market Report*, April 2016

In 2015 the recovery of the global economy continued (3.1%), with the GDP growth rate of the developed countries strengthening marginally by 0.1%, at 1.9%, while emerging economies' growth slowed down from 4.6% to 4.0%. Among emerging economies, it is worth noting China's slowdown, with its growth rate for 2015 at 6.9% versus 7.3% last year, and the expected impact on both the Chinese and global economy, as well as Russia's (-3.7% versus 0.6% in 2014), mainly driven by EU sanctions, crude oil price drop, as well as the increased geopolitical risk. Regarding the Eurozone economy, the GDP growth rate reached 1.6% in 2015, 0.7% higher, compared with 2014, with the gradual domestic demand recovery as the main driver, as a result of the weak crude oil prices combined with the expansionary monetary policy.

In 2015, average EUR/USD exchange rate averaged €1=$1.11 versus 1.33 last year, reflecting the monetary policy developments of the respective central banks. ECB started to implement its quantitative easing program in March 2015, targeting an increase in liquidity of €60 billion per month, while the Fed completed its QE program and proceeded with an interest rate hike in December, in line with expectations.

Exchange rate evolution €/$

Global crude oil demand in 2015 amounted to 94.7mbpd versus 92.9mbpd in 2014, significantly increased by 1.9%, with China leading with an increase of 6.6%, reaching 11.3 mbpd. It is also worth noting that demand increased in both European OECD countries (+1.5%) as well as North America (+1.2%).

Global crude oil production in 2015 amounted to 96.4m bpd against 93.7m bbl, 2.9% higher than 2014. North America continued to increase production albeit at a slower pace (+4.2% versus +11.1% last year), reaching 19.9 mbpd for 2015, while OPEC reiterated its decision in December to maintain its production unchanged, despite the continued oil price decline.

The oversupply in global crude oil markets, mainly due to increased availability from the US, the significant production increase of Iraq, the anticipated return of Iran in the markets, as well as OPEC's decision to maintain its production policy, led crude oil prices to ten year lows . Brent price averaged $52/bbl in 2015, decreased by $47/bbl compared to last year, with a new historic low of $35 per barrel at the end of the year.

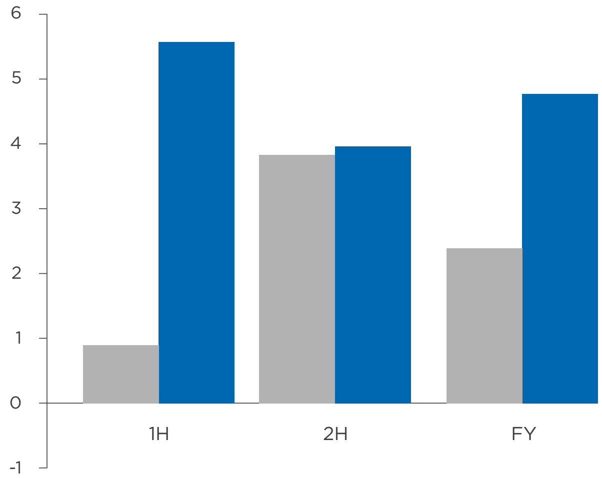
Crude oil price - Brent ($/bbl)

Mediterranean Benchmark Refining Margins[1]

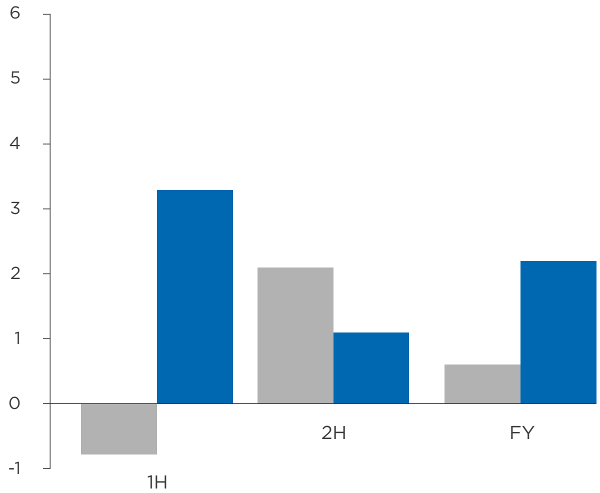
Increased global availability of crude oil, resulting in crude oil price drop, coupled with the higher global demand led to improved benchmark refining margins. More specifically, according to Reuters, benchmark refining margins in the Mediterranean for complex refineries averaged $4.8/bbl in 2015, higher versus 2014 ($2.4/bbl). Simple refineries followed a similar trend, with their respective benchmark margins averaging $2.2/bbl in 2015 versus $0.6/bbl in 2014. Brent-Urals spread average remained almost constant versus last year ($1.0/bbl).

[1] Source: Reuters

Cracking ($/bbl)

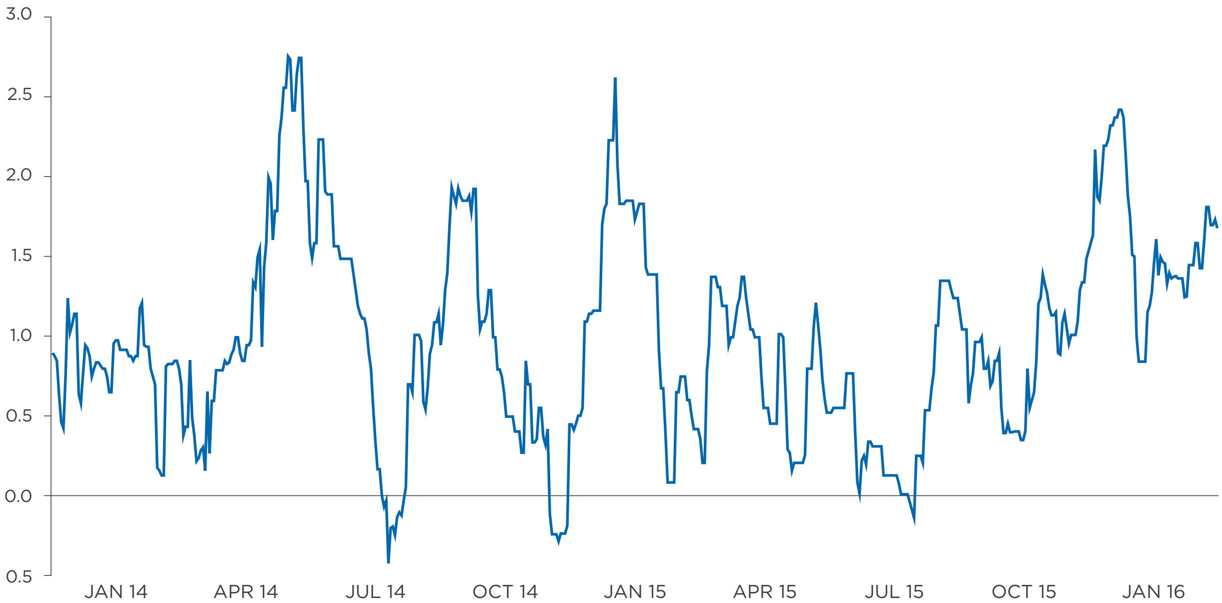


Hydroskimming ($/bbl)



2014 2015

Brent – Urals differential ($/bbl)

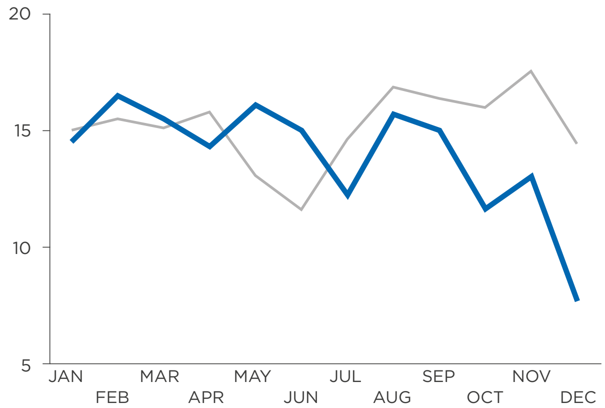


International oil product cracks[2]

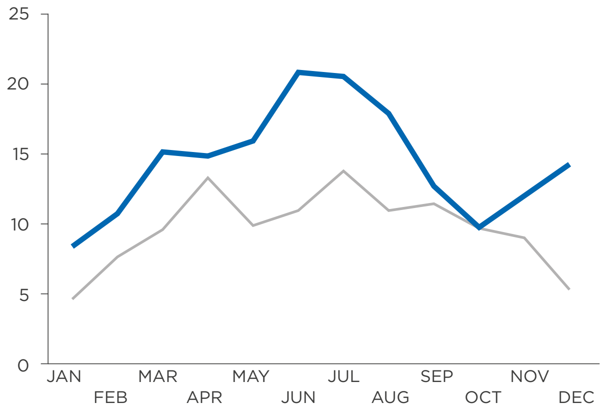
[2] Based on Brent price

The increased demand for both gasoline and naphtha led the respective cracks significantly higher, while middle distillates were weaker in 2H15 versus last year, on the back of milder weather conditions and increased global supply.

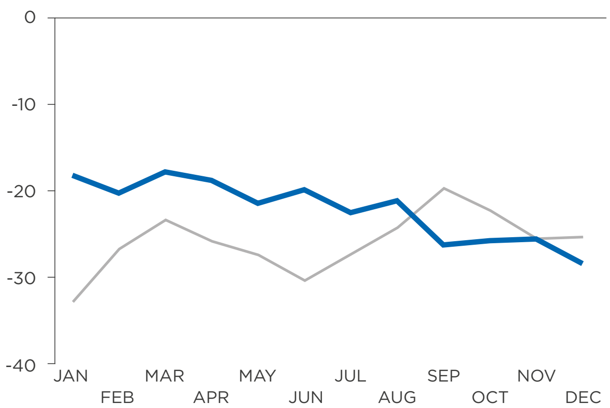
Diesel ($/bbl)



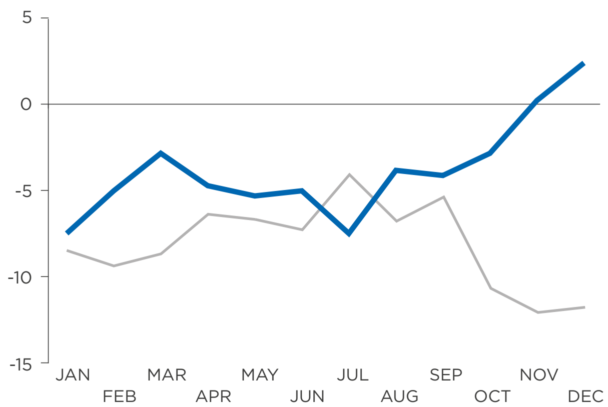
Motor Gasoline ($/bbl)



HS Fuel Oil ($/bbl)



Naphtha ($/bbl)



2014 2015

The Greek Market[3]

[3] Sources: ELSTAT, Data from the Ministry of Production Restructuring, Environment and Energy, European Committee, DGECFIN, European Economic Forecast, 3 May 2016

In Greece, despite the signs of economic recovery in 2014 (+0.7%) that continued also in the first half of 2015, the economy returned to recession in 2015. The imposition of capital controls coupled with the three-week bank holiday, as well as the additional austerity measures in the second half of 2015 negatively, affected the economic activity of Greece, resulting in an estimated GDP change of -0.2% in 2015.

The domestic fuels demand in 2015 amounted to 7.1m tonnes, according to preliminary official data, an increase of 7% versus 2014, mainly as a result of the significant increase (+43%) of heating gasoil consumption. Demand for transport fuels remained at the same level, with diesel recording gains of 3%, offsetting corresponding losses in gasoline.

FINANCIAL REVIEW 2015

The Group reported record high profitability, with Adjusted EBITDA reaching €758m, while Adjusted Net Income amounted to €268m. Improved performance from all business units; however, Refining, Supply & Trading was the key driver, with Adjusted EBITDA more than doubling on a continuing favorable international refining environment and improved refineries operation, post the completion of the extended maintenance schedule in the second quarter of 2015.

Marketing companies in Greece increased sales and profitability, as the competitiveness improvement reduced operating cost and provided for more efficient commercial operations. Respectively, international subsidiaries also recorded improved results, on the back of synergies with refining and improved local market conditions.

Petrochemicals benefited from increased vertical integration following recent investments, which combined with improved margins, led to a record high profitability.

Sales revenue and reported results were affected by the decline in crude oil prices for a second consecutive year, with inventory losses exceeding €300m (2014: loss of €484m). Despite the challenging economic environment, Group's finance costs were reduced by 7% y-o-y, following the Eurobond issues in 2014, while Net Income came at €45m for the year versus a loss of €369m in 2014.

Fundamental figures for 2015:

€ m.	2015	2014
Turnover	7,303	9,478
Adjusted EBITDA	**758**	**417**
Inventory effect	(301)	(484)
EBITDA	444	(84)
Adjusted Net Income	**268**	**2**
Net Income	45	(369)
Capital Employed	2,913	2,870
Net Debt	1,122	1,140
Gearing Ratio	39%	40%

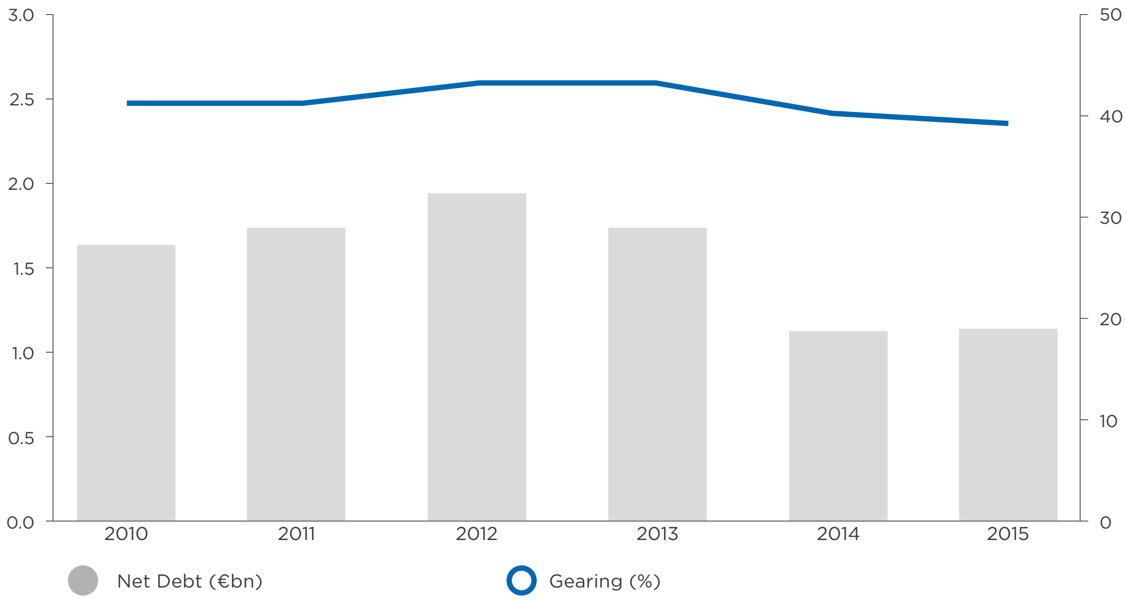
Liquidity and cash flows

Positive results strengthened the Group's financial position, allowing it to overcome the challenging domestic environment during the year, as well as to take advantage of opportunities in the market (contago trades, alternative supply crude sources) which occurred during the year.

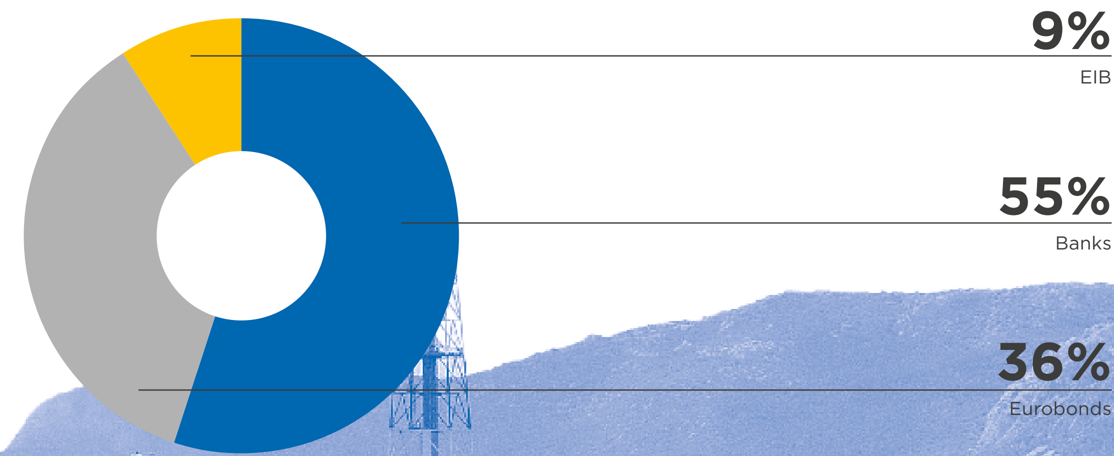
Capital controls imposition and the bank holiday were the key challenges faced during 2015. The Group successfully rolled-out a comprehensive plan in response to the crisis, in line with its established risk management policy, aiming at sustaining normal operations and uninterrupted market supply. As a result, refineries operated as planned, covering Greek market demand and continuing export activity. Due to its business model and increased export orientation, almost 60% of the proceeds from sales originates outside of Greece; those transactions are executed through international banks, with which the Group maintains a long-term relationship, mitigating the consequences of the Greek banking system crisis. The Group's financial strategy for funding diversification with the issuance of the Eurobonds, as well as negotiations with international banks was a key factor for the successful management of the crisis, as it resulted to 50% of debt sourced outside of Greece and therefore not affected by the Greek banking system.

Net Debt stood at corresponding levels to last year (€1.1 billion), while the gearing ratio stood at 39%. As part of its financial strategy and risk management policy, the Group plans to return to the international capital markets, subject to market conditions.

Financial Position



Group Dept Sourcing 2015



REFINING, SUPPLY & TRADING

Activity in Greece

In Greece, the Group owns and operates three refineries in Aspropyrgos, Elefsina and Thessaloniki which account for approximately 65% of the country's total refining capacity and combine a storage capacity for crude oil and petroleum products of 6.65 million m^3.

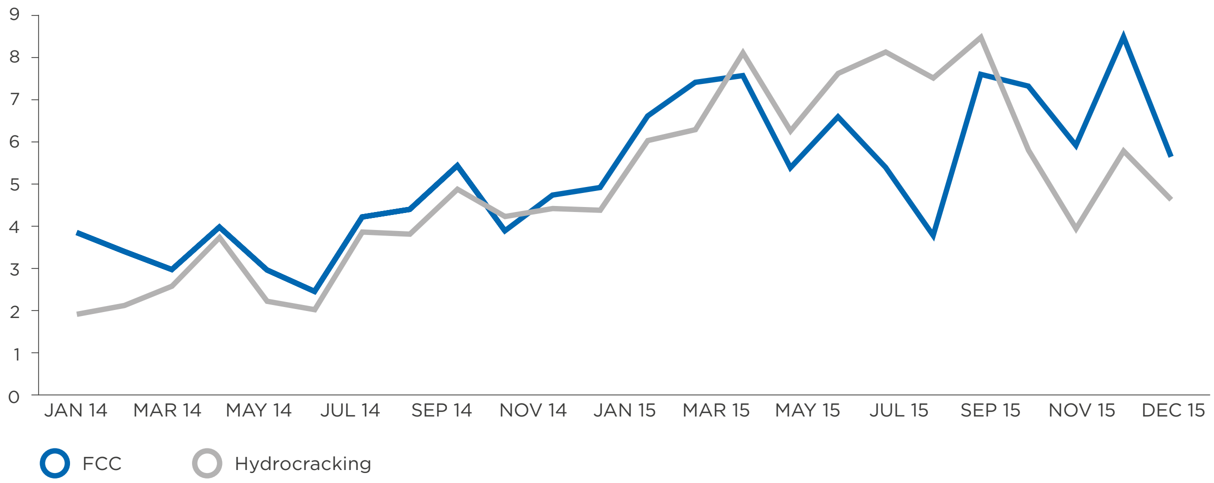
The three refineries and their individual technical characteristics are described below:

Refinery (Greece)	Daily Refining Capacity in Thousands of Barrels (Kbpd)	Annual Refining Capacity (M/T m.)	Refinery Configuratiion	Nelson Complexity Index
Aspropyrgos	148	7.5	Cracking (FCC)	9.7
Elefsina	100	5.0	Hydrocracking	11.3
Thessaloniki	93	4.5	Hydroskimming	6.9

The domestic refineries are treated as a single, unified system. Crude oil purchases, production scheduling and sales forecasting are comprehensively prepared for the Group's Refining System, with the objective of optimising profitability while taking into account the prevailing (Eastern Mediterranean/South-Eastern European) crude oil and product prices as well as domestic demand. The Group's ability, due to its refineries' increased complexity, to process intermediate products (SRAR,VGO) and adjust its crude slate and oil processing levels is a key competitive advantage.

The oversupply in global crude oil markets, resulting in a crude oil price decline, coupled with higher global demand for products, led to improved benchmark refining margins. Benchmark Med FCC margins reached \$6.5/bbl (2014: \$3.4/bbl), while Hydrocracking margins averaged \$6.5/bbl (2014: \$4.5/bbl).

Mediterranean Benchmark Refining (FCC and Hydrocracking) Margins ($/bbl)



In 2015 Refining segment reported its highest ever production since 2007, as well as the record sales for the last 6 years on the back of increased exports. This was mainly attributed to the improved operation of both Elefsina and Aspropyrgos refineries, despite their shut down for maintenance works. Thessaloniki refinery also recorded a strong performance on high operational availability, while the realised synergies among the three refineries had a significant positive impact on profitability as well.

Middle distillates' yield (diesel, jet) of Elefsina refinery reached 69%, resulting in a corresponding figure of approximately 53% for the Group. This had a particular positive effect on the performance of the Group's refineries, with high value products' yield standing among the highest of the European refining industry, highlighting the competitiveness of our asset base after the significant investments of the 2007-2012 period.

The positive European refining economics (strong refining margins, strengthening of US dollar) in 2015, contributed substantially to the operating results of Refining, Supply and Trading. The crude oil price decline for a second consecutive year had a negative impact on inventory valuation affecting reported results.

In addition, HELLENIC PETROLEUM exports continued to increase for the 6th consecutive year, amounting to 6,942kt, accounting for 50% of total sales, strengthening Group's export orientation in the East Med.

Aspropyrgos and Elefsina refineries improved significantly their yields of white products such as gasoline and diesel, especially post the completion of the maintenance works in the end of the first half of 2015.

At the same time, the planned capital investments were completed, aiming at the improvement of the energy efficiency indices, resulting in a significant reduction of energy consumption, which coupled with the lower price of the own-consumed fuels, led to a material decline of energy cost. In addition, the investment production growth plan for propylene has also been implemented in the Aspropyrgos refinery, which is the raw material for the Thessaloniki polypropylene plant, reducing therefore the needs for propylene imports.

All of the above contributed significantly to Group's refineries performance, with the yield of white products ranking at the highest levels among European refiners, highlighting the competitiveness of the Group's asset base, post the completion of the investment plan of the period 2007-2012.

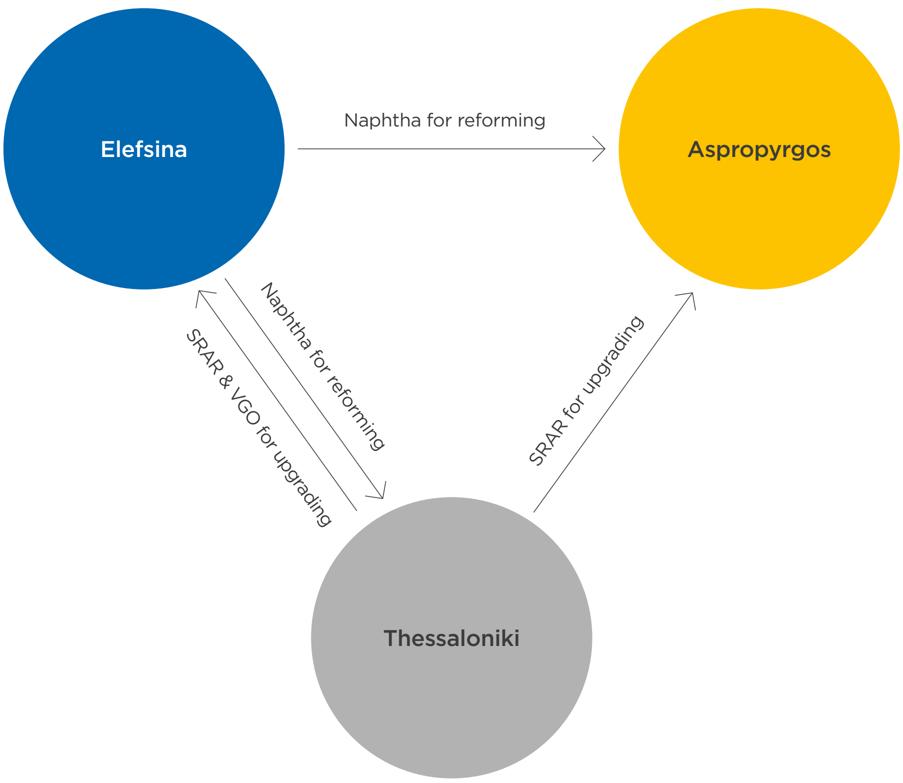
Financial Results and Key Operational Indicators

	2015	2014
Financial Results (€ m.)		
Sales	6,644	8,818
Adjusted EBITDA	**561**	**253**
Performance Indicators		
Complex refinery margin (FCC)	$6.5/bbl.	$3.4/bbl.
Sales Volumes (MT'000)	14,104	13,538
Refinery utilisation (% design capacity)	91%	85%
Safety Indicator - AIF	4.4	3.7

The Greek Refineries' New Operating Model

Following the upgrade of the Elefsina and Thessaloniki refineries, the potential for synergies between the Group's Greek refineries has increased significantly: the intra-refinery flow of semi-processed materials produced in the three refineries was 10%, with significant advantages and optimisation potential from both a trading and logistics perspective. The main intermediate product flows between the three refineries for further processing and upgrading are depicted in the diagram below:

Schematic presentation of the New Operating Model of the Group's Greek refineries



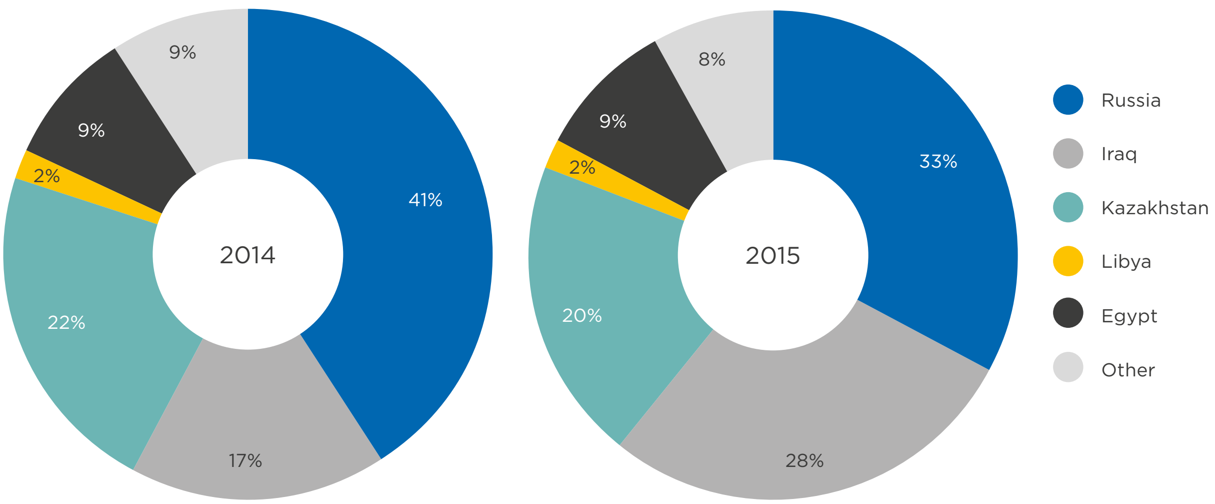
Crude Oil Supply

Crude oil supply is centrally coordinated and carried out through both term contracts and spot transactions. In 2015, crude oil market was oversupplied with all types of crude oil. In the Mediterranean region, crude oil exports from Iraq continued to increase with a positive impact on Group's refineries. HELLENIC PETROLEUM adjusted its crude slate accordingly by decreasing the share of crude oil from Russia from 41% to 33%, and increasing that from Iraq at 28% from 17% as well as other sources, subject to available opportunities in the global market. Crude oil imports from Kazakhstan came at 20%, down by 2%, while crude oil imports from Libya remained at the same level as in 2014 (2%).

The ability to access and the flexibility of the Group's refineries to process a wide range of crude oil types constitute one of its main competitive advantages, proved to be particularly important, both as a profitability driver, as well as the ability of the company to respond to sharp supply shortages of specific types of crude oil, thus ensuring the uninterrupted supply for the markets where the Group operates.

Moreover, the ability to further process intermediate products enhances the Group's profitability potential. In 2015, the share of intermediates (mainly SRAR and VGO) in the refineries' total feedstock accounted for 10%, significantly lower than the 17% of 2014. The main reason for the decrease was the high refining margins, which favoured increased crude processing. Processing of intermediates in the North supplied from the South hub increased in 2015 by 400k tonnes compared to 2014, highlighting the capability of Refining, Supply & Trading to exploit opportunities in the international oil market.

Crude Oil Supply Sourcing

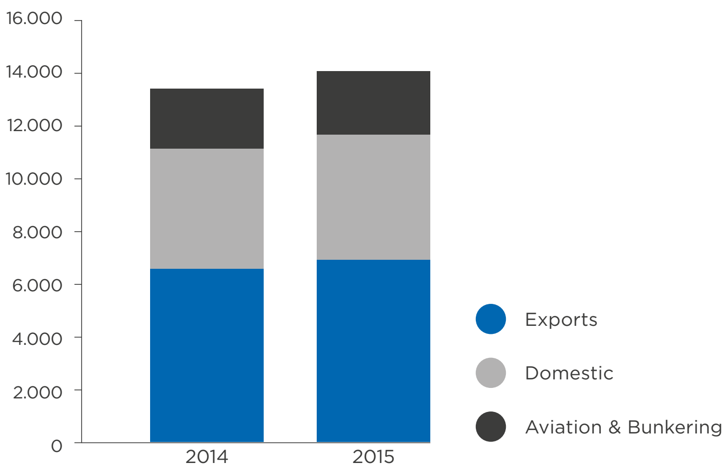


Refinery Sales (Wholesale Trading)

Oil products sales are conducted by the parent company HELLENIC PETROLEUM S.A. to the fuels marketing companies in Greece, including subsidiaries EKO and HELLENIC FUELS, as well as to certain special customers, such as the country's armed forces, whilst approximately 50% of production is being exported. All Group's refined products comply with the prevailing European standards.

In 2015, the Group's total sales from its domestic refineries increased by 5% amounting to 14.1 million tons, the highest levels in the last six years, with all four sales channels contributing to this. More specifically, an increase of 4% to 4.7 million tons was recorded in domestic market sales, mainly due to the recovery in heating gasoil demand for a second consecutive year, despite the capital controls imposition in the third quarter that halted the increase recorded of the first half mainly in auto fuels sales. A sales increase of 8% to 1.8 million tons was recorded in bunkering fuels, whilst aviation fuels increased by 1.5% reaching 650 thousand tons. Exports also benefited from high margins and increased utilisation and amounted to 6.9 million tons, increased by 5%.

Sales per trade channel (MT'000)



Activities outside Greece

Group's international refining activities refer to the OKTA in Skopje, FYROM. OKTA is connected to Thessaloniki refinery through a pipeline for the transportation of high value-added products (e.g. diesel). The location of the refinery is one of its significant competitive advantages for the domestic distribution of products through marketing companies, as well as for exports to neighbouring Balkan markets.

In 2015, OKTA focused on the trading and marketing of petroleum products with sales of 661 thousand tons.

FUELS MARKETING

HELLENIC PETROLEUM Group is active in the marketing and distribution of petroleum products, both in Greece through its subsidiaries EKO S.A. and HELLENIC FUELS LTD, as well as internationally through its subsidiaries in Cyprus, Bulgaria, Serbia, Montenegro and FYROM. The Group takes advantage of the significant synergies among its networks in Greece and SE Europe in the areas of marketing and commercial policy through sharing best practices and successful products.

Financial Results and Key Performance Indicators:

	2015	2014
Financial Results (€ m.)		
Sales	2,712	3,220
Reported EBITDA	105	80
Adjusted EBITDA	107	90
Performance Indicators		
Sales Volumes (MT´000) –Total	4,672	4,131
Sales Volumes (MT´000) – Greek network	3,494	3,052
No. of petrol stations - Greece	1,709	1,716
No. of petrol stations - International	295	287

Domestic Marketing

In Greece, EKO's network of petrol stations amounts to 909 out of the country's total of 6,000 petrol stations, whilst HELLENIC FUELS operate a further 800 petrol stations under the BP brand name. The two companies combine 15 bulk storage and supply terminals, 23 aircraft refuelling stations in the country's main airports, 2 LPG bottling plants and 1 one lubricant production and packaging unit. The market share of the two subsidiaries improved significantly in 2015 for most products. In transport fuels, total market share, including C&I clients, has exceeded 30%.

Despite a slight recovery in the domestic fuels market in the first half of 2015, domestic economic developments in the second half of the year affected liquidity and consumption levels significantly. Demand for heating gasoil came at higher levels during the year mainly on the back of the continuing crude oil price decline. Capital controls imposition intensified liquidity issues with a knock on effect on the fuels retail environment, leading to a further contraction of the active petrol stations network.

Group's strong capital adequacy and successful management of the crisis in 2015, with uninterrupted supply of the market and management of the credit risks, strengthened further the position of the Group's marketing companies in the Greek market.

The Group's main strategic objectives in this particularly challenging business environment, were extroversion, innovation and operational optimisation, with the objective of increasing the value offered in all fuels marketing activities. The successful implementation of this strategy is reflected in the fact that the Group has maintained its leading position in the market, increasing its share in all key products, while growing profitability by supplying competitive and quality fuels and lubricants. On this note, the contribution of the increased sales of the innovative differentiated products of EKO Diesel Avio and BP Ultimate Diesel was substantial.

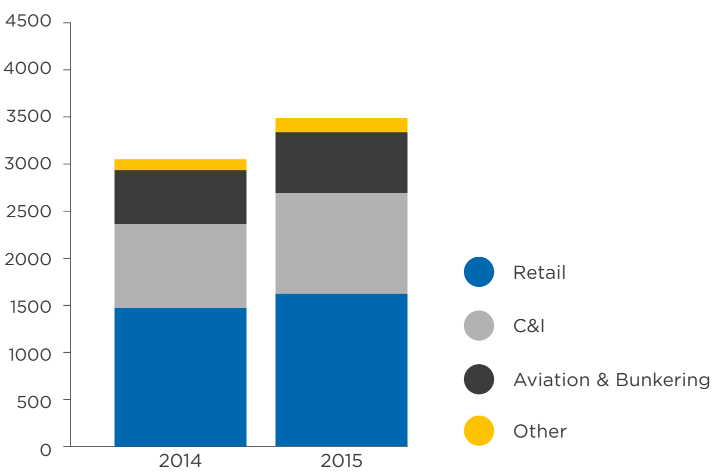
In 2015, the Group continued to invest in developing its COMO network which expanded from 139 to 165 petrol stations. Substantial Synergies between EKO and Hellenic Fuels continued to be implemented with emphasis on network management aiming at a more competitive cost and a more efficient customer service management.

Moreover, the increase in tourism had a positive impact on sales and profitability of the retail, aviation and bunkering segments. At the same time, performance improved in C&I along with LPG trading, despite the unfavorable environment, through cost control and targeted commercial policy.

In 2016 the Group agreed with the BP plc the extension of the exclusive use of the BP brand for ground fuels in Greece until the end of 2020, with the possibility of further extension until the end of 2025. In this context, it has been agreed to enhance the image of the BP service stations network, as well as the know-how for the launch of high technology differentiated fuels in the Greek market.

For 2016, the Group aims to increase the market share of its marketing companies while also to improve their operating profitability and liquidity. The main pillars of the competitiveness improvement plan are the optimisation of operations and the further enhancement of the value offered to consumers, with innovative products and high quality services at competitive prices.

Domestic Marketing Sales (MT'000)




AEGEAN
EKO
EKO

International Marketing

The Group is also active through subsidiary companies in Cyprus, Bulgaria, Serbia, Montenegro and F.Y.R.O.M. The total international network is comprised of 295 fuel stations, while market shares vary from country to country. Group's subsidiaries in Cyprus and Montenegro, resulted from the acquisition of an existing marketing company, maintain a leading position in the respective markets. In Bulgaria and Serbia, local subsidiaries, which are greenfield developments that recorded rapid growth since 2005, rank among the top five companies in the sector. In F.Y.R.O.M., the network of 27 fuel stations is operating under the brand of the Group's refining subsidiary, OKTA.

All of the countries in which the Group operates were able to increase their profitability during 2015, with most of them also recording an increase in their total sales. Group's international marketing activities reported a record high profitability on increased sales volumes and strong operational performance while vertical integration with the Group's refineries also increased. In addition, the launch of differentiated products such as the "EKONOMY" series in all countries was completed; "Diesel Avio" was introduced in Bulgaria and re-launched in Serbia while the successful implementation of the "EKO Warranty Program" continued in Cyprus and Bulgaria.

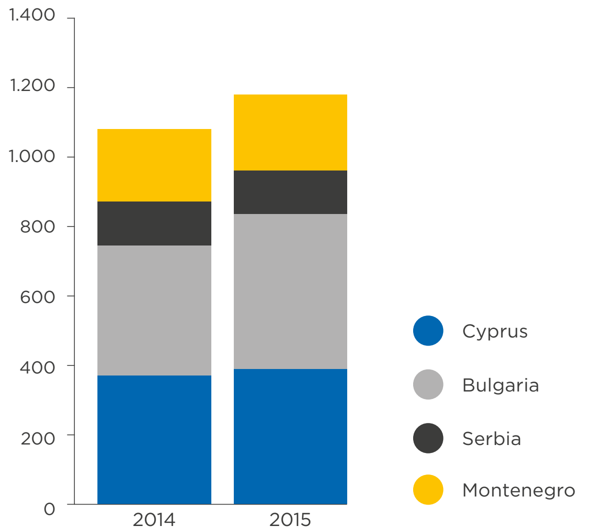
Cyprus
In Cyprus, our companies, Hellenic Petroleum Cyprus and Ramoil managed to increase their volumes and profitability. The opening of 4 new petrol stations and the initiative “Marketing Loyalty” launched across the retail network from April to July, led to market share gains in the main motor fuels market. C&I sector also contributed to the overall profitability improvement as it increased sales volumes. Further efficiency improvement as well as limiting credit risk exposure will remain key priorities for 2016.

Bulgaria
EKO Bulgaria managed to significantly increase its volumes, through successful marketing activities such as the “Guarantee Program EKO” and the launch of the new differentiated product “Diesel Avio”, as well as its profitability. The main objective of EKO Bulgaria for 2016 is to further increase market share through a targeted network expansion.

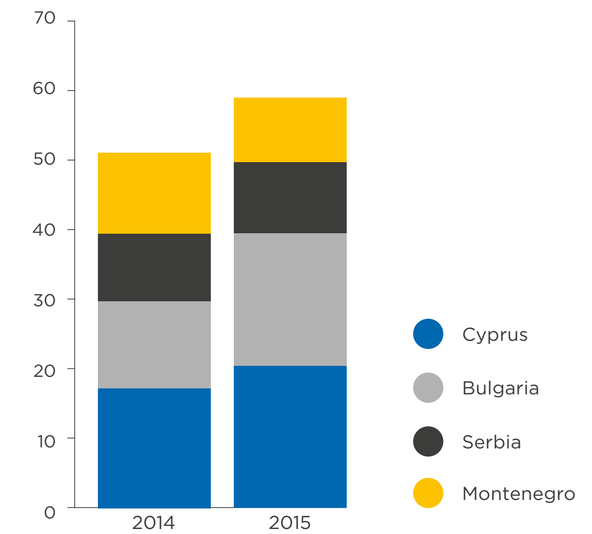
Serbia
EKO Serbia improved its profitability despite increased competition and the slight drop in volumes in comparison with 2014. Further improvement is expected in the coming years through a targeted expansion of the network.

Montenegro
In Montenegro, Jugopetrol managed to increase its profitability compared with 2014, despite the difficulties in the local economy and increased competition, through increased volumes and lower operating costs due to the successful organisational restructuring which began in 2014 (including moving the company headquarters from Kotor to Podgorica) and continued in 2015. The challenges in the Montenegrin fuels market are expected to continue in 2016. The aim is to maintain its leading position in the market.

Sales Volumes of Main International Markets (MT’000)



EBITDA Contribution of Main International Markets (€ m.)



PRODUCTION AND TRADING OF PETROCHEMICALS/CHEMICALS

Financial Results and Key Performance Indicators:

	2015	2014
Financial Results (€ m.)		
Sales	263	322
Adjusted EBITDA	93	81
Performance Indicators		
Sales Volumes (MT´000)	221	236
Polypropylene Margin ($/MT)	660	517

Petrochemical/chemical activities primarily focus on the further processing of refinery products such as propylene, polypropylene and solvents, as well as marketing of polymers, BOPP film and inorganics in both the domestic market and internationally. Propylene is produced in Aspropyrgos refinery, while most of the chemical plants are located in the Thessaloniki refinery. The production of polypropylene is based on Lyondell Basel's Spheripol technology, which is regarded as one of the best of its kind internationally. The BOPP film plant in Komotini complements the production chain.

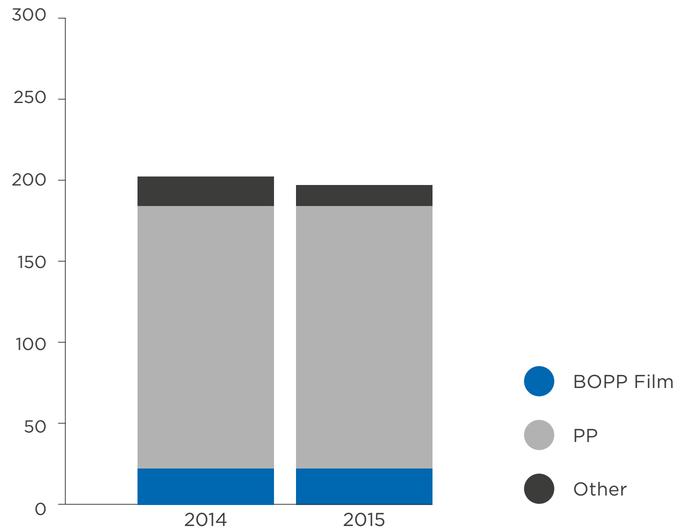
Based on its contribution to the Group's financial results, the propylene and polypropylene value chain constitutes the main activity of petrochemical business. Export trading of petrochemicals is deemed as particularly important as 60-65% of sales volume is directed to Turkish, Italian, N. African and the Iberian markets, where they are used as raw materials in local manufacturing.

In 2015, demand and profit margins for our petrochemical products in outside Greece improved, while the domestic market remained weak due to the economic conditions. The extended shut- down of Aspropyrgos refinery between April and June reduced the available quantities of propylene, resulting in total polypropylene products sales decreasing by 6% in 2015 compared to the previous year.

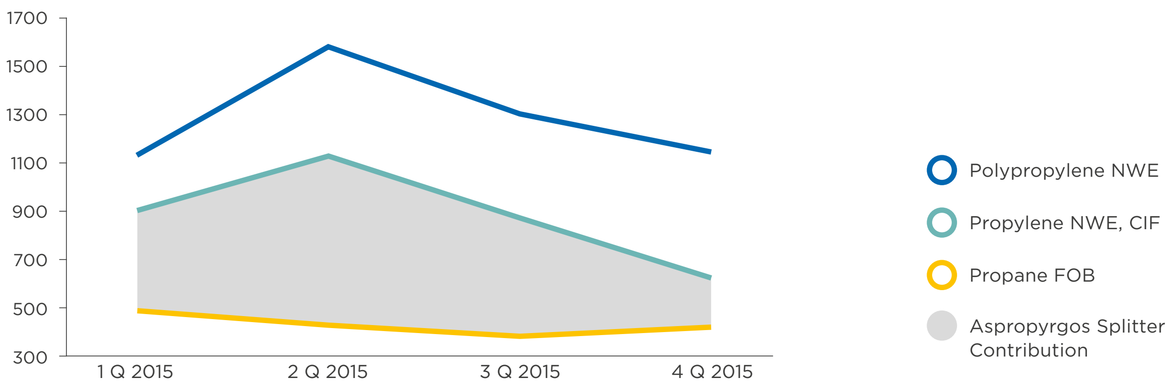
The productivity of the BOPP unit in 2015 increased further, contributing to a higher integration of chemicals production chain. More than 20% of the BOPP film annual production relates to new and differentiated products which are expected to increase further as a percentage of total production.

The Group's petrochemical/chemical activities also include the marketing of solvents and sulfur produced by the oil refining process, as well as the import and marketing of PVC. All these activities showed a significant increase in profitability in 2015 compared to the previous year.

Petrochemical Sales (MT'000)



Evolution of international polypropylene value chain prices ($/T)



EXPLORATION AND PRODUCTION

In 2015, the Group's exploration and production activities were focused in Greece, through the participation of HELLENIC PETROLEUM as an Operator in an international joint venture of oil companies for the lease of the offshore region of the Patraikos Gulf amounting to 1,892 sq. km with the Greek government. In May 2015, HELPE transferred, following the approval of the Contractor and the remaining parties, the exploration and production rights to a 100% subsidiary company. In the fourth quarter 2015, the process of transferring the participation share of Petroceltic Resources Plc (33.3%) begun, so that the final participation shares in the consortium are split evenly between HELPE Patraikos (50%) and EDISON International (50%). The respective consent of the Minister for the Environment and Energy for the transfer of rights was granted on 20 January 2016.

In Patraikos Gulf, the minimum work programme for the first three years of exploration includes among others the recording of 3D seismic studies of a total area of 800 sq. km. and 2D regional lines of length of 300 km. In 2015, the first geological, geophysical and environmental studies in the area continued. In 2015, the reprocessing of 2000 sq. km. of seismic data was completed, while in the last quarter, the tender for the selection of the preferred bidder for the 3D recordings of an 800 sq.km. area and 2D of 300km length.. The program of the seismic data recordings started in January 2016 and was completed within the first days of February 2016.

Meanwhile the company continued to study the exploration works of both offshore and onshore regions of Western Greece, preparing itself for a possible submission of a tender in international tender processes already announced by YPEKA. On 6 February 2015, HELLENIC PETROLEUM submitted offers for the lease of Arta-Preveza and NW Peloponnese areas in West Greece, following a relevant tender. In February 2016, the company was selected by the Ministry of Environment & Energy as the preferred bidder for the concession rights of exploration and exploitation of hydrocarbons of the onshore block areas of Arta-Preveza and NW Peloponnese and was invited by the competent Evaluation committee for the finalisation of the draft lease agreement.

On 14 July 2015, Hellenic Petroleum submitted offers for three areas in the context of the 2nd International Tender of concession rights of exploration and exploitation of hydrocarbons for 20 offshore blocks in Western Greece and Southern Crete, tendered by YPEKA. The company is in anticipation of the results.

HELLENIC PETROLEUM monitors developments in the field of exploration and production in Greece. In this context, the company continued to study the exploration data of the offshore blocks in Western Greece and Northern Aegean sea, as well as of the Thracian Sea Concession (1,600 sq.km) where it participates with 25% in a Joint Venture with Calfrac Well Services Ltd.

RENEWABLE ENERGY SOURCES (R.E.S.)

HELLENIC PETROLEUM RENEWABLE ENERGY SOURCES S.A. (HELPE Renewables) was founded in 2006 and is a 100% Group-owned subsidiary. The Company's objective is the production, distribution and trade of energy products derived from the exploitation of renewable energy sources as well as the study, trading, construction and installation of renewable energy systems (wind, solar, biomass etc.)

HELPE Renewables already operates PV parks on Group-owned property with a total capacity of 1.4 MW as well as a 7 MW wind park in Pylos, Messinia. Further projects in various stages of development include: 4 additional PV projects with a nominal capacity of 11.6 MW, as well as 5 heat and power generation units using biomass (agricultural waste) with a total capacity of 25 MW. The Electricity Transmission System Operator has also already approved 7 own -production consumption applications (net-metering program), each one of 20 kW, for 7 EKO and BP petrol stations to be built in 2016. Investing in similar investments, in regard to own -production for own-consumption purposes on the Group's premises connected to the MV distribution network, are also being considered.

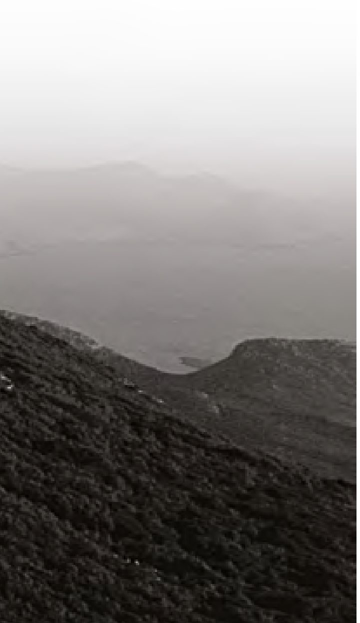
In addition, HELPE Renewables, in collaboration with LARCO, is developing a PV portfolio of 143 MW as well as wind and hybrid projects.

ENGINEERING

ASPROFOS is a Group subsidiary and constitutes the largest Greek engineering and consulting services provider in South-Eastern Europe. It operates in accordance with internationally accepted standards and practices, certified by ISO 9001, ELOT 1429, ISO 14001 and OHSAS 18001.

During 2015, it employed 204 highly qualified professionals. ASPROFOS directly supports the Group's investments particularly in the fields of refining and natural gas, through the provision of a broad range of technical, project management and other related advisory services while it is continuously differentiating the range of its services, broadening its client portfolio, diversifying away of both Group and Greece.

In 2015, the Company's turnover reached €11.8 million through the provision of services to 130 projects, the most important of which are outlined below:



- Licensing and Technical/Engineering Services for the TAP pipeline
- Detailed study and supervision of the construction of the 3rd L.N.G. tank of Revithousa terminal, on behalf of DESFA
- Detailed study and overseeing construction for the feed sourcing of the unit U-33 at the Elefsina refinery with Fuel Gas from the unit U-34 to produce hydrogen
- Studies for the upgrade of the Rijeka (INA) refinery in Croatia (Amine Unit, CDU, etc)
- Energy saving studies for the processing units at the Aspropyrgos refinery
- Detailed design for the upgrade of existing chemicals systems
- Basic and detailed design for the Amine Unit upgrade at the Thessaloniki refinery
- DESFA network and facilities projects: Overseeing the construction of the natural gas pipeline between Ag. Theodoroi and PPC Megalopolis.

PARTICIPATIONS IN POWER GENERATION AND NATURAL GAS

Power Generation

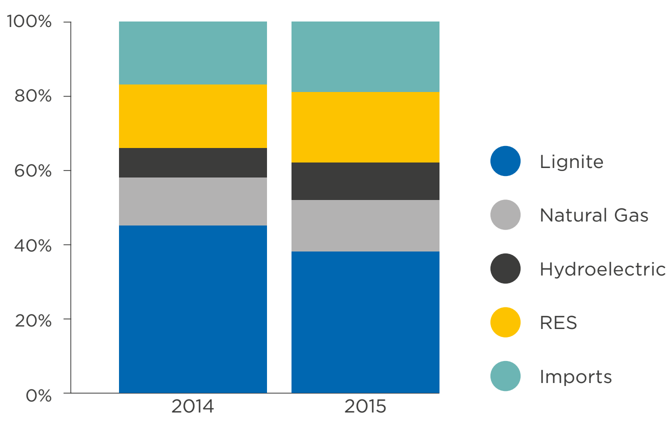
The Group's power activities focus mainly on electricity generation through ELPEDISON POWER and trading both corss-border, as well as in the Greek market through ELPEDISON ENERGY. Both companies are controlled by ELPEDISON BV (50% HELLENIC PETROLEUM S.A., 50% EDISON), which holds 75.78% in each of the abovementioned companies' share capital.

ELPEDISON Power is the second largest independent power producer in Greece, with a total installed capacity of 810 MW, comprising a 390 MW gas-fired plant in Thessaloniki since 2005 and a 420 MW gas-fired plant in Thisvi since 2010.

On the supply side, ELPEDISON – which recorded exceptionally rapid growth in 2015 - is one of the largest independent alternative electricity suppliers with sales of 550 GWh (2015) to medium and low voltage customers.

ELPEDISON BV's results were negative mainly due to the lack of regulatory framework for the payment of compensation related to the availability of production units. The company's production of electric power increased compared to 2014 mainly due to the fall in the cost of the natural gas during the second half of 2015.

Greek Energy Mix



Natural Gas

The Group is active in the natural gas sector through its 35% participation in DEPA S.A., while the remaining 65% is owned by the Greek State. DEPA Group is active in the supply of natural gas in Greece through import pipelines and the Revithoussa LNG terminal, as well as in the trading of natural gas to selected end-users (annual consumption> 100 GWh). DESFA, a 100% subsidiary of DEPA, manages and develops the National System of Natural Gas Transmission. . DEPA also holds a 51% share in local supply companies (EPAs), which distribute Natural Gas to customers with an average annual consumption <100 GWh through the low pressure gas network. Finally, DEPA also participates in international gas transportation projects.

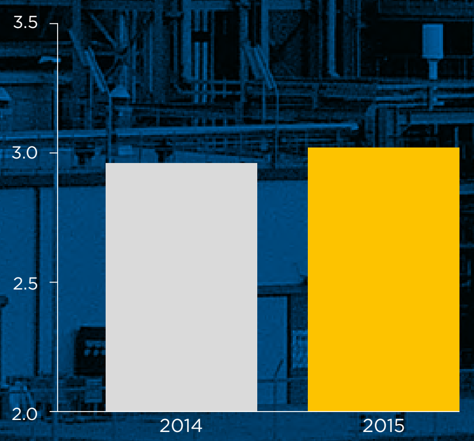
The result of DEPA SA decreased mainly on the back of provisions in the last quarter of 2015 (conflict with BOTAS and provisions). Natural gas sales remained at the same levels as last year.

On 16 February 2012, HELLENIC PETROLEUM SA and the Hellenic Republic Asset Development Fund ("HRADF") agreed to launch a joint process for the sale of their share in DEPA Group, with a view to sell 100% of the supply, marketing and distribution activities, as well as the 66% participation share in the high pressure gas transportation network of (DESFA SA - 100% subsidiary of DEPA SA).

The sale process has resulted in a binding offer for the purchase of 66% of DESFA, from SOCAR (National oil and gas company of Azerbaijan), which amounted to €400m, while the amount corresponding to 35%, which is owned by HELLENIC PETROLEUM SA amounts to €212m.

On 21 December 2013, the Share Purchase Agreement was signed, and the closing of the transaction is subject to the approval of the European Commission competition authorities.

DEPA Sales Volumes (bcm)



SAFETY, ENVIRONMENT AND SOCIETY

Environment and Safety

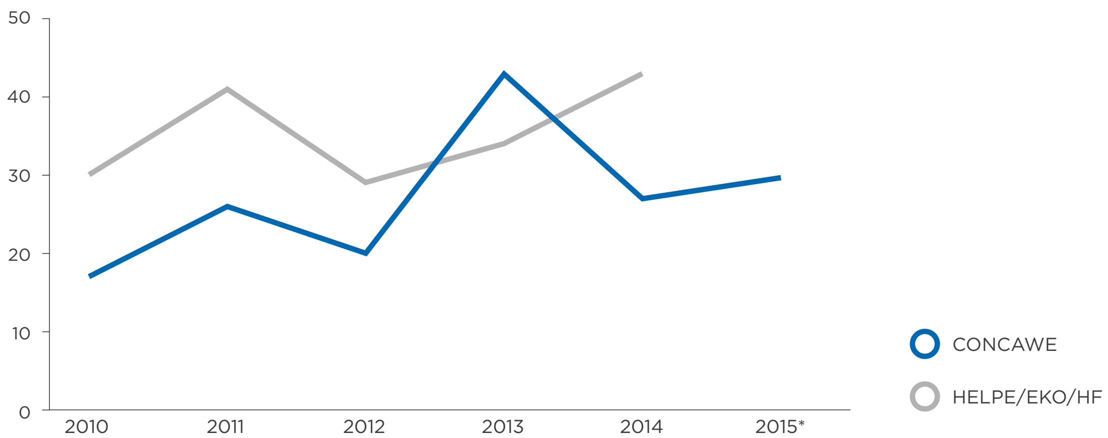
HELLENIC PETROLEUM continued to implement the policy for safe operation, with respect to the environment and society, incorporating the principles of sustainable development and promoting the continuous improvement of the performance of all business activities. In this context, in 2015 major energy saving projects were implemented in Aspropyrgos and Thessaloniki refineries, which are expected to lead to further reduction of air and greenhouse gas emissions, contributing to tackle climate change.

Furthermore, the company continued to record a very good performance in air emissions, air quality and waste water treatment. Measurements from Environment Control Stations from the three refineries were much lower than the respective statutory limits. The processed waste quality indices were materially below the respective statutory limits, indicatively the hydrocarbon index (average of the three refineries) came 37% below the statutory limit.

In terms of safety, an accident occurred at the Aspropyrgos refinery, during its maintenance shut-down, on 8 May 2015, with 4 fatalities and 2 injuries. In 2015, the safety indicators were affected respectively and diverged from the European average. It is worth noting that the Thessaloniki and Elefsina refineries as well as marketing companies EKO and HF continued to operate without any incident as it is the case for several years. In particular,

- Thessaloniki refinery completed 2,663,000 of man-hours worked in 2015 without a staff accident, time corresponding to 3 consecutive years
- Elefsina refinery completed 1,286,000 of man-hours staff worked without a staff accident and 1,374,000 of man-hours without any contractors' accident, corresponding to 2 consecutive years
- Marketing companies EKO and HELLENIC FUELS (HF) completed 500,000 of man-hours worked in June without an accident and 1,000,000 man-hours worked without an accident in December 2015.

LWIS Index (Lost Workday Injury Severity)

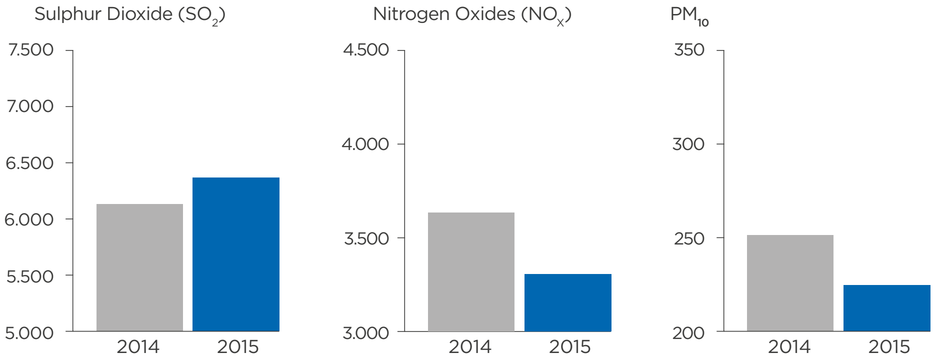


*Number of lost working days because of accidents of absence per accident.
2015 CONCAWE data not available.

Environment

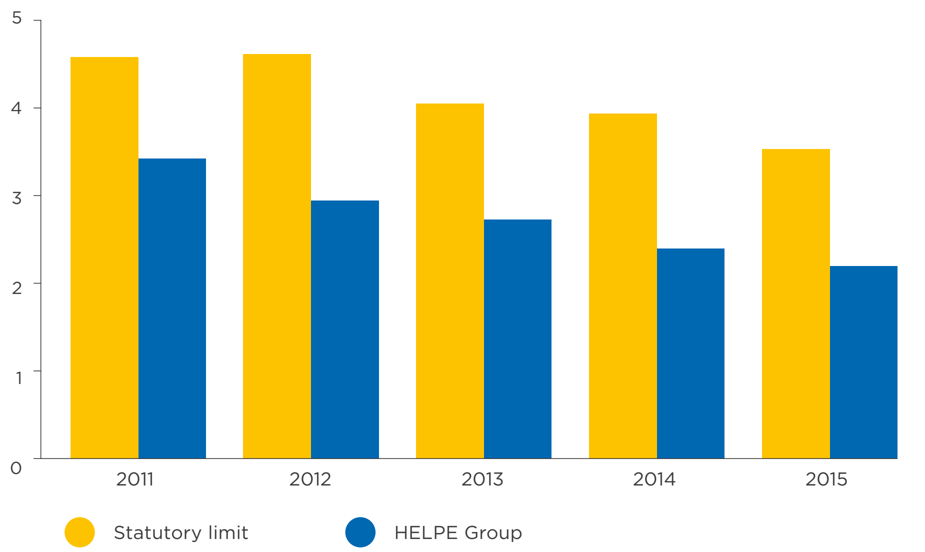
The successful performance concerning reduced air emissions, air quality and the quality of treated wastewater continued in 2015. Significant reductions in the main air emissions for the oil sector were achieved by maximizing the use of gas, environmentally friendly fuels and the introduction of advanced technologies in the production process. Therefore, as shown indicatively in the graphs below, in 2015, the improvement in the refineries' emissions was notable: nitrogen oxides (NO_x), volatile organic compounds (VOC) and particles: (PM10) decreased by 11% compared to last year while emissions of sulfur dioxide (SO_2) increased slightly compared to the previous year (as a result of maintenance carried out on the unit which feeds gas the Elefsina refinery), while at the same time they remain well below the levels of previous years.

Air Emissions (in tons)



The positive performance in the quality of treated wastewater also continued in 2015, with the average of the three refineries, with the relevant hydrocarbon content index standing 37% lower than the statutory limit.

Indicator of Hydrocarbon content of treated wastewater (gr H/C per throughput tone)



Social Product

HELLENIC PETROLEUM has defined its stakeholders as parties with which it communicates converses or cooperates, or who possess a direct/indirect interest to their operations.

Interested parties include:
- Shareholders / Investors
- Customers
- Employees
- Suppliers
- Society
- The State

The strategy and all of the Group's activities aim at establishing relationships with the abovementioned stakeholders so that the Group can respond and comply with their needs, minimise the risks associated with its reputation and operation, as well as benefit from the competitive advantages generated through this interaction.

HELLENIC PETROLEUM defines its social product as the financial contribution that is made towards our key stakeholders excluding its consumers/suppliers. The Group makes significant investments, retains a considerable number of employment positions and contributes to the improvement of the economy in the countries that operate through indirect impact on growth, employment and national product. In addition, the Group, through its activities, collects and pays to the authorities an important part of indirect taxes (excise duty and VAT). Finally, Group's contribution to the wider society through targeted interventions, within the context of Corporate Social Responsibility, was substantial with emphasis on socially vulnerable groups and support of the youth.

In 2015, the Group's turnover was €7,303 million (2014: €9,478 million) and the social product amounted to €1.4bn (2014: € 1,8bn) distributed as follows:

- €181m to staff (salaries and social benefits)
- €70m directly to the Greek State through direct taxes and insurance contributions, as well as €1.1bn of indirect taxes (excise duty, VAT) collected and delivered to the Greek State
- €3.2m to society through Corporate Social Responsibility initiatives.

RISK MANAGEMENT

Main risk factors and mitigating measures

The Group is exposed to a variety of macroeconomic (foreign exchange, crude oil price, refining margins), financial (capital structure, liquidity, cash flow, credit), as well as operational risks. In line with international best practices and within the context of the local markets and regulatory framework, the Group's overall risk management policies aim at reducing possible exposure to market volatility and / or mitigating its adverse effects on the financial position of the Group to the extent possible. The main risks faced by the Group, as well as the corresponding mitigating measures are described below:

Main Risks	Indicative Mitigating Measures
Macroeconomic Environment	
Greek Crisis: • **Reduced demand** • **Borrowing cost and exposure to Greek banking system** • **Credit risk** • **Economic environment stability**	• Export oriented business model, with international sales accounting for 50% of total • Issue of Eurobonds, reducing the exposure to the Greek banking system and borrowing cost • Significant percentage of gross refining margin dependent on prices of both crude oil and petroleum products • Continuous monitoring of domestic economic environment and corresponding adjustment of the company's strategy
Foreign Exchange Risk: • **Gross margin conversion** • **Financial position translation**	• All trading transactions of crude oil and petroleum products both domestically and internationally in dollars, converting into local currency on the transaction date • Balance sheet management to match monetary exposure (assets – liabilities) • Hedging subject to market conditions
Crude Oil Market: • **Price** • **Refining Margins**	• Framework for managing commercial risks involving executive members of the Group • Balancing purchases with sales per period in order to reduce exposure to price changes • Refineries of high complexity and competitiveness with financial performance exceeding the average of European refineries and overperformance vs benchmark margins • Hedging subject to market conditions
Financial Risks	
Capital structure	• Diversification of funding mix • Improvement of debt maturity profile based on market conditions • Reduction of borrowing cost • Reduction of indebtedness (deleverage)
Liquidity	• Maximize cash from operating cash flow and available credit lines (headroom) • Issuance of Letter of Guarantee (LG) or Credit (LC) for trade liabilities
Credit	• Differentiation of customers' mix • Faster collection of receivables (DSO reduction) • Review of customers' credit status and limits

Operation Risks	
Safety & Environment	• Application of safety audit processes and regular inspection of all production facilities and storage and trading terminals • Participation in international organizations for best practices sharing in the field in accordance with the highest standards of refining industry • Investments to improve levels of safety and environmental protection • Continuous measurement of emissions from the Group's manufacturing facilities
Ensure refineries' supply with raw materials	• Scheduling of refineries' supply in advance • Adjust supply chain accordingly to address issues in case of a shortage in specific types of crude oil • Exploitation of the refineries' location and configuration with ability to access and process a variety of crude oil grades
Reduced operation or unplanned shut-down of a refinery	• Strict application of programs of preventive maintenance • Periodic turnarounds in accordance with the equipment specifications
Compliance in terms of operation and product quality	• Implementation of necessary measures for full compliance with the existing specifications both on a production and supply chain level • Investments for adjustment of equipment configuration, in accordance with the national and European institutional framework
Property and liability risk	• Insurance coverage for a number of risks, including damage of physical assets, personal injuries, business interruption, product or other liability

Overview of Internal Audit System and Risk Management

In the same context, the Group's Internal Audit System and Risk Management include safeguards and monitoring mechanisms at various levels within the organization, as described below:

Risk Identification, Assessment, Measurement and Management

The identification and assessment of risks takes place mainly during the strategic planning and the annual preparation of the business plan. The benefits and opportunities are examined in the context of the company's activities, but also in relation to the several and different stakeholders who may be affected.

Planning and Monitoring/Budget:

Company's performance is monitored through a detailed budget per operating sector and market. The budget shall be adjusted systematically and Management monitors the development of the Group's financial performance through regularly issued reports and budget comparisons with the actual results.

Adequacy of the Internal Control System

The Internal Control System consists of the policies, procedures and tasks which have been designed and implemented by the Management Team and the human resources of the Group for the purpose of the effective management of risks, the achievement of business objectives, the reliability of financial and administrative information and compliance with the laws and regulations.
The Independent Internal Audit Department, by means of periodic assessments, ensures that the identification procedures and risk management applied by Management are sufficient, that

the Internal Control System operates effectively and that information provided to the BoD relative to the Internal Control System, is reliable and of good quality.

Roles and responsibilities of the BoD

The role and responsibilities of the BoD are described in the Internal Procedures Manual of the Company, which is approved by the BoD.

Prevention and Suppression of financial fraud

The areas that are considered to be of high risk for financial fraud are monitored through appropriate internal controls and enhanced security measures. In addition to the internal controls applied by each department, all Company activities are subject to audits from the Internal Audit Department, the results of which are presented to the BoD.

Internal Operating Regulation

The Company has compiled relevant internal regulations approved by the BoD. Within the framework of the Regulations, powers and responsibilities are defined which promote the adequate segregation of duties within the Company.

The Group's Code of Conduct

The Company in the context of the fundamental obligation of good corporate governance, it has drafted and adopted since 2011 the Code of Conduct, approved by the BoD of the company. The Code of Conduct summarizes the principles according to which any person, employee or third party involved in the operation of the Group, as well as collective body, should act within the framework of their duties. For this reason, the Code constitutes a practical guide of the day-to-day tasks of all employees of the Group, but also of third parties who cooperate with it.

Safeguards in Information Technology Systems

The Group's IT Department is responsible for developing the IT strategy and for staff training to cover any arising needs and the IT department is also responsible for the support of IT systems and applications through the drafting and updating of operation manuals, in cooperation with external consultant where this is necessary. The Company has developed a sufficient framework to monitor and control its IT systems, which is defined by a set of internal controls, policies and procedures.

Safeguards for Financial Statements and Financial Reporting

The Group applies common policies and monitoring procedures of accounting departments of the Group's subsidiaries which include, amongst others, definitions, accounting principles adopted by the Company and its subsidiaries, guidelines for the preparation of financial statements and consolidation. Furthermore, it also runs automatic checks and validations between different transactional and reporting systems. In cases of non-recurring transactions special approval is required.

Chart of Authorities

Existence of a chart of authorities, which depicts assigned authorities to various Company executives, in order to complete certain transactions or actions (e.g. payments, receipts, contracts, etc.).

CORPORATE GOVERNANCE

Corporate Governance Statement

General

Corporate Governance refers to a set of principles on the basis of which the proper organisation, operation, management and control of the company is carried out with the objective of maximising value and safeguarding the legitimate interests of all those related to it.

In Greece, the Corporate Governance framework has been developed mainly through the adaptation of mandatory rules, such as Law 3016/2002. This law imposes the participation of non-executive and independent non-executive members on the Boards of Directors of Greek listed companies, the establishment and operation of internal audit units and the adoption of Internal Procedures Manual. Moreover, a significant number of other legislative acts incorporated in the Greek legal framework the EU directives concerning corporate law, thus creating a new set of rules regarding corporate governance, such as Law 3693/2008, requiring the creation of audit committees and incorporating significant disclosure obligations, concerning the ownership as well as the governance of a company, Law 3884/2010, dealing with the rights of shareholders and additional corporate disclosure obligations in the context of preparation of the General Meeting of shareholders and Law 3873/2010, incorporating in the Greek legal framework the Directive 2006/46/EC of the European Union, concerning the annual and consolidated accounts of companies of a certain legal form. Finally, in Greece, as well as in most countries, the Company Law (codified law 2190/1920, which is modified by numerous guidelines derived from many of the aforementioned EU Directives) includes the basic legal framework of company governance.

Corporate Governance Code

The Company has voluntarily decided to adopt the Corporate Governance Code for listed companies of the Hellenic Corporate Governance Council (HCGC) (or "Code"). The Code can be located on the Hellenic Corporate Governance Council (HCGC), at the following address: http://www.helex.gr/esed

Apart from HCGC's website, the Code is also available to all the employees through the intranet as well as in hard copy through the Group's departments of Finance and Human Resources.

Deviations from the Code of Corporate Governance

The Company, on occasion, deviates or does not apply certain provisions of the Code in their entirety, in respect to the following:

- Size and composition of the Board
- Role and attributes of the Chairman of the Board
- Election of Board members
- General functioning and evaluation of the BoD
- System of Internal Control
- Level and structure of compensation
- General Meeting of Shareholders.

Corporate Governance Practices in Addition to the Provisions of the Law

The Company, within the framework of implementing a satisfactory and well-structured system of corporate governance, has applied specific practices of good corporate governance, some of which exceed relevant legal requirements (Codified Law 2190/1920, law 3016/2002 and law 3693/2008).

Specifically, the Company has adopted the following additional corporate governance practices, all of which are related to the size, composition, responsibilities and overall operation of the BoD: Due to the nature and purpose of the Company, the complexity of matters and the necessary legal support of the Group, which includes a number of operations and subsidiaries in Greece and abroad, the BoD – numbering thirteen members, which is ten more than the minimum required by law – has established committees that comprise of its members, with advisory, supervisory and authorizing responsibilities, aiming to support the BoD.

These committees are briefly stated below:

I. Crude oil and Petroleum products Supply Committee

II. Finance & Financial Planning Committee

III. Labour Issues Committee

IV. Remuneration and succession planning Committee.

In addition to the above committees of the BoD, executive and non-executive committees have been established in the Company, mainly with an advisory role. They comprise of senior executives of the Company and their goal is to support the work of Management. The most important such committees are:

I. Group Executive Committee

II. Group Credit Committee

III. Investment Evaluation Committee

IV. Group Human Resources Committee

V. Executive Technical Committee

VI. Executive Marketing Business Committee.

The BoD has included specific provisions in the Company's Internal Procedures Manual, banning transactions of shares for the Chairman of the BoD, the CEO and for other members of the BoD, as long as they serve as either Chairman of the BoD or CEO of a related company. The BoD has also implemented a Procedure of Monitoring and Disclosure of Significant Participations and Transactions on the Company's shares, as well as a procedure of Disclosing and Monitoring Transactions and Financial Activity with the Company's major clients and suppliers. The company adopted Code of Conduct in accordance with the 1175/24.11.2011 BoD decision.

General Meeting of Shareholders and Shareholders Rights

The role, responsibilities, participation, the ordinary or extraordinary quorum of participants, the Chairmanship, Agenda and the conduct of procedures of the General Meeting of the Company's Shareholders are described in its Articles of Association, as updated based on the provisions of Codified Law 2190/1920 (following integration of Law 3884/2010 on minority voting rights).

Shareholders are required to prove their shareholder status and the number of shares they own at the exercise of their rights as shareholders. Usual forms of proof are custodian or Central Depository certificates or electronic communication though specialised secured electronic platforms.

Composition and Operation of the Company's Board of Directors, Supervisory Bodies and Committees of the Company

Board of Directors (BoD)

The Company is managed by a BoD, comprised of 13 members, with a term of five years, as follows:

Efstathios Tsotsoros
Chairman of the Board
Executive Board Member

Gregorios Stergioulis
CEO, Executive Board Member

Andreas Shiamishis
Executive Board Member

Ioannis Psychogios
Executive Board Member

George Grigoriou
Non-Executive Board Member

Dimitrios Kontofakas
Non-Executive board member

Panagiotis Opthalmidis
Non-Executive Board Member
Employees' Representative

Theodoros Pantalakis
Non-Executive Board Member
Minority Shareholders' Representative

Spyridon Pantelias
Non-Executive Board Member
Minority Shareholders' Representative

Konstantinos Papagiannopoulos
Non-Executive Board Member
Employees' Representative

George Stampoulis
Non-Executive Board Member

Theodoros-Achilleas Vardas
Non-Executive Board Member

Stratis Zafiris
Non-Executive Board Member

Role and Responsibilities of the BoD

The BoD is the supreme executive body of the Company and principally formulates its strategy, its development policy and supervises and controls the management of its assets. The composition and characteristics of the members of the BoD are determined by Law and the Company's Articles of Association. First and foremost among the duties of BoD is to constantly pursue the strengthening of the Company's long-term economic value and to protect its interests. To achieve corporate goals and uninterrupted operation of the Company, the BoD may grant some of its authorities, except the ones that demand collective action, as well as the administration or management of the affairs or representation of the Company to the Chairman of the BoD, the CEO or to one or more BoD members (executive and non-executive), to the Heads of Company Departments or to employees. BoD members and any third party that has been granted authorities from the BoD is not permitted to pursue personal interests that conflict the interests of the Company. BoD members and any third party that has been granted authorities from the BoD must disclose in a timely manner to the rest of the BoD any personal interests that might arise as a result of transactions with the Company that fall under their duties as well as any other conflict of interest with the Company or with entities affiliated to it in accordance with Codified Law 2190/1920 art. 42. (e), par. 5.

Indicatively, the BoD decides and approves, the following:

I. The Business Plan of the Company and the Group

II. The Annual Business Plan and Budget of the Company and the Group

III. Any necessary change to the above

IV. The issue of bond loans

V. The annual report of transactions between the Company and its related parties, according to Codified Law 2190/1920 art. 42. (e), par. 5

VI. The annual report of the Company and the Group

VII. The establishment of / participation in companies or joint ventures, company acquisitions, installation or termination of facilities – in all cases of such transactions with minimum value of €1 million

VIII. The agreements of participation in consortia for the exploration and production of hydrocarbons

IX. The final termination of plant operations

X. The regulations that govern the operation of the Company and any amendments to them,

XI. The basic organizational structure of the Company and any amendments to it

XII. The appointment / dismissal of General Managers

XIII. The Collective Labour Agreement

XIV. The Internal Procedures Manual

XV. The determination of the Company's remuneration policy of the Management Team

XVI. The hiring processes for executives and the assessment of their performance

XVII. Any other matter stipulated by the existing Company regulations.

Executive and Non-Executive Members of the BoD

The BoD determines the responsibilities and status of its members as executive or non-executive. At any time, the number of non-executive members of the BoD cannot be less than one-third of the total number of its members.

Chairman of the BoD

The Executive Chairman, apart from the responsibility to preside over and administer the meetings of the BoD and sign the respective decisions, and performs all acts that fall under his responsibilities according to the Company's Articles of Association has the responsibility of the:

- The Domestic and International marketing (imports other than crude oil, exports, wholesale and retail marketing)
- The Strategic Planning and Development as to the tasks of the strategic planning, the annual and five-year business plan, the renewable energy sources and new technologies, the monitoring and control of company's returns, financial indicators and participations' yields
- The financial services other than Investor Relations
- The Group Legal Services
- The Group Corporate Affairs
- The Group Information Technology and Systems

The General Manager of Group's Internal Audit reports to the Executive Chairman.

Chief Executive Officer

The Chief Executive Officer (CEO) is the legal representative of the company and has the responsibility of:

- The Strategic Planning and Development as to matters relating to the activities of the strategic planning and the business plan implementation, participation in DEPA/DESFA and ELPEDISON, as well as to new business partnerships and in relations with international organizations
- The Financial Services as to Investor Relations
- The Group Human Resources and Administrative Services

- Health, Safety, Environment and Sustainable Development
- The refining and supply activity of the Group
- Group Procurement
- Exploration & Production of Hydrocarbons

The Chairman of the BoD and the CEO of ASPROFOS SA report directly to the CEO.

Audit Committee Law 3693/2008

The Company has established an Audit Committee, appointed by the General Meeting of Shareholders and is made up of three (3) non-executive members of the BoD. The Audit Committee has the following responsibilities:

- To oversee the process of financial monitoring and the reliability of financial statements of the Company and to examine the fundamental parts of the financial statements which include vital judgments and assumptions of the Management
- To monitor the effectiveness of the Company's Systems of Internal Controls and Risk Management
- To ensure the proper functioning of the Company's Internal Audit Department
- To oversee the process of the external audit of the Company's financial statements
- To monitor issues concerning the existence and maintenance of the external auditors' independence, especially as far as the provision of additional non-audit services are concerned.

Remuneration and Succession Planning Committee

The Company has established a Remuneration and Succession Planning Committee that is comprised of two (2) non-executive members and one (1) executive member of the BoD, with the following responsibilities:

- To propose the principles of the Company's remuneration and benefits policy for executives – relevant decisions by the CEO are based on these principles
- To propose the remuneration and benefits policy for senior executives – relevant decisions of the CEO follow this policy
- To propose to the CEO the overall compensation (fixed and variable – including stock options) for the executive members of the BoD and senior executives of the Company
- To propose to the General Meeting of Shareholders, through the BoD, the total compensation of the Chairman of the BoD and the CEO
- To plan for adequate and suitable succession of General Managers and executives, when needed, and submit relevant proposals to the BoD.

Organizational Structure of HELLENIC PETROLEUM S.A

- **BOARD OF DIRECTORS**
  - **EXECUTIVE CHAIRMAN OF THE BoD**
    - **CHIEF EXECUTIVE OFFICER**
- **AUDIT COMMITTEE**
  - Group Internal Audit General Division

Areas of CEO responsibility

- Group Human Resources & Administrative Services General Division
- Exploration & Production General Division
- Group Procurement Division
- ASPROFOS
- Group HSE & Sustainable Development Division
- Group Oil Supply, Refining & Sales General Division
  - Oil Supply & Trading General Division
  - Refineries General Division

Areas of Executive Chairman responsibility

- Group Finance General Division
- Domestic & International Retail General Division
- Group Strategic Planning & Participations General Division
- Group IT Division
- Group Legal Services General Division
- Group Corporate Affairs Division

ADMINISTRATION

E. Tsotsoros
Chairman of BoD

He is an Electrical-Mechanical Engineer from NTUA, graduate Economist of the Department of Economics at the University of Athens. Since 1975 he is a professor at the Panteion University specialising in Economic Development and Social Transformation. He served as a member of the Council and the Senate of the University and he was Director of the Postgraduate program, as well as of the Economic and Social Research Centre of the Department of Sociology.

He has particularly important and extensive experience in senior management positions in public and private sectors as well as in local government. He has been Director of PPC, Board Member and CEO of Business Reconstruction Organization, Vice President and General Manager of Athens Regulatory Plan and Environmental Protection Organization, Board Member and CEO of various companies in the private sector and Founder, Chairman and CEO of the Broadcasting Group Alpha. He was also Advisor to the Minister of Energy, to Athens Mayor, to the President of the Greek Technical Chamber and he has also occupied the post of the Chairman of the National Committee of Programme Agreements and Development Contracts.

He has participated in research projects and in the preparation of techno-economic studies, in significant investment projects as well as in national and regional development programs. His scientific research has been published by the Educational Institutions of the National Bank of Greece, by Commerce and Piraeus Banks, by the National Research Foundation as well as by Papazisis Publishers.

G. Stergioulis
Chief Executive Officer

He studied Chemical Engineering in the University of Leeds, from where he graduated with a Master of Science degree. He worked in various industrial enterprises, both in England and in Greece and, since 1984, has served in several managerial positions in the HELLENIC PETROLEUM Group Refineries, the most notable being that of the Elefsis Refinery Upgrade Project coordination, between 2008 and 2014. He has published technical articles and books on specialized topics and has been the instructor in conferences and technical seminars.

A. Shiamishis
Chief Financial Officer & Executive Board Member

Chief Financial Officer of HELLENIC PETROLEUM and a member of its Board of Directors as a representative of POIH acting in parallel as a Deputy CEO for a period of time.

Mr. A. Shiamishis holds an Economics degree from the University of Essex and is a fellow member (FCA) of the Institute of Chartered Accountants in England and Wales (ICAEW).

He began his career in 1989 with KPMG in London, specializing in the banking sector and large multinational Groups before joining DIAGEO in 1993, to assume senior Greek and regional positions in Finance and Business development. During 2000-2002 he worked as the Chief Financial Officer and later General Manager in a high-tech ASE listed Company and in 2003 he joined PETROLA HELLAS as Chief Financial Officer. Following the completion of the legal and operational integration of PETROLA HELLAS with HELLENIC PETROLEUM, he assumed the position of the Group CFO in 2005 and became a member of the Group Executive Committee.

He participates in several Group Committees and Boards. He is a member of the Corporate Finance Faculty of ICAEW, the Board of Corporate Governance of the AMHEC and the Economic Chamber of Greece.

I. Psychogios
General Manager Group Supply, Refining & Sales
& Executive Board Member

A chemical engineer graduated from the National Technical University of Athens, with a Masters degree in Business Administration.

He began his career as a Production Engineer at the Aspropyrgos refinery and later, after several senior job placements, he became Refinery Manager. He was appointed as CEO of OKTA refinery in Skopje and later on as Director of Organisation and Development for the Group's refineries. He has also served as CEO of the Group's commercial subsidiaries EKO and HELLENIC FUELS.

G. Alexopoulos
General Manager Strategic Planning & Joint Ventures

He holds an MBA from the Harvard Business School as well as an M. Sc. and B.Sc. in Chemical Engineering from the Massachusetts Institute of Technology (MIT).

He held various technical and managerial executive positions in companies abroad, in USA and Switzerland.

He is a member of the Group's Executive Committee, responsible for strategic planning, new business development, the Group's representation in international organizations (he is a Board member of the European Petroleum Industry Association) as well as the management of the Group's strategic projects and participations.

I. Apsouris
General Manager Group Legal Services

Attorney at Law, qualified to plead before the Supreme Court, holds a Law degree from the Athens University and a Master's Degree (DEA) from the University of Aix-en-Provence, France.

He was a partner at "Dryllerakis & Associates Law Firm", handling cases of corporate, commercial and civil law.

He is General Manager of Group Legal Services, Chairman of the Board of ELPET BALKANIKI S.A., a Group's subsidiary, he serves on the Boards of six other Group subsidiaries and is a member of the Supervisory Board of DESFA S.A.

Y. Grigoriou
General Manager Oil & Gas Exploration & Production

He is mining engineer (NTUA) and Geophysicist (MSc Applied Geophysics, University of Leeds, UK).

He began his carrier as geophysicist at DEP S.A. and gradually specialized in upstream exploration, undertaking various managerial positions.

He served as advisor to EU Commission in the energy sector. He was appointed member of BoD in Group's retail companies in Cyprus, Albania and Montenegro.

R. Karahannas
General Manager Domestic and International Retail

An economist specialized in Finance and Accounting. A Fulbright scholar, he studied in the United States and holds a post graduate degree in Business Administration (MBA) from Lehigh University, Pennsylvania. He is a member of ΦΒΚ (Phi Beta Kappa), ΒΓΣ (Beta Gamma Sigma) and ΒΑΨ (Beta Alpha Psi) honorary societies. A Certified Public Accountant (CPA), he is a member of the AICPA (American Institute of Certified Public Accountants) with extensive experience in management positions in several sectors of the economy such as financial information, shipping and energy.

He begun his professional career in 1992 working in Cyprus as an auditor for Coopers & Lybrand (now PricewaterhouseCoopers). In 1995 he moves to Greece as an Area Finance Manager for Dow Jones Telerate, where he also held the position of the President of the Board of Directors. In 2001 and for the next 5 years, he worked in shipping for Royal Olympic Cruises and Capital Maritime & Trading.

Since 2006 he works for the HELLENIC PETROLEUM Group, originally as the Group Controller, later as the Finance General Director of EKO ABEE and the Retail Finance Manager. Today he is the General Manager of Domestic and International Retail for the HELLENIC PETROLEUM Group.

He participates actively on several BoD's of HELLENIC PETROLEUM companies in Greece as well as abroad as well as on a number of Group committees regarding investments, credit assessment and remuneration.

A. Kokotos
General Manager Group Internal Audit

A chemical engineer, graduated from the Timisoara Polytechnic, Romania.

He held various managerial positions in HR organization and management of the parent company HELLENIC PETROLEUM SA and DEPA SA. He was CSR Director at the Elefsina refinery.

C. Panas
General Manager Supply & Trading

A chemical engineer from the National Technical University of Athens.

He originally worked at the Thessaloniki refinery and DEP SA and later he assumed managerial positions at the fields of Corporate Planning and Supply and International Trading.

P. Petroulias
Managing Director EKO & HELLENIC FUELS

He holds a Finance degree (BSc) from the University of Piraeus. He was CEO of the Data Concept Group of companies and for more than 11 years Financial and Administrative Director of the Bitros Holdings Group listed on the ASE. From 1985 till 1999 he was Financial Executive Member of EKO ABEE and HELPE S.A. He was advisor to many large private companies for mergers and acquisitions, valuations and divisions.

Since November 2015, he is the Managing Director of EKO ABEE and HELLENIC FUELS S.A., marketing subsidiaries of HELLENIC PETROLEUM Group.

St. Psyllaki
General Manager Group Human Resources & Administrative Services

She holds a Bachelor Degree from the Faculty of Political Science and Public Administration/School of Economics and Political Science of the National & Kapodistrian University of Athens, Greece as well as an MBA from the University of Huddersfield, England–Athens Branch.

In 1985, she started her professional career at the Hellenic Aspropyrgos Refinery in the field of Human Resources, and continued uninterruptedly in the HELLENIC PETROLEUM Group of Companies, holding various managerial local and regional positions. Having served in all levels of management, in October 2015, she assumed the position of General Manager of Group Human Resources & Administrative Services.

She has thorough knowledge and experience in Human Resources Management, with specialization in HR policies and systems, labor relations, organizational development and training, performance appraisal, etc.

She is a member of the Hellenic Economic Chamber.

FINANCIAL INFORMATION

Selected Financial Data

GROUP (Amounts in millions €)

	2015	2014	2013
STATEMENT OF COMPREHENSIVE INCOME			
Sales	7,303	9,478	9,674
Adjusted EBITDA	758	417	178
Operating profit	245	(289)	(195)
Profit before income tax	39	(485)	(338)
Minority Interest	2	3	(3)
Profit for the year (attributable to owners of the parent)	47	(365)	(269)
Adjusted Net Income	268	2	(117)
EPS	0.15	(1.20)	(0.88)
STATEMENT OF CASH FLOWS			
Net cash generated from operating activities	460	853	493
Net cash used in investing activities	(136)	(83)	(89)
Net cash generated from financing activities	(74)	85	(339)
Net increase/(decrease) in cash & cash equivalents	250	855	64
STATEMENT OF FINANCIAL POSITION			
Total Assets	8,029	7,719	7,177
Non-current assets	4,506	4,526	4,470
Cash and cash equivalents	2,108	1,848	960
Non-current liabilities	1,768	1,974	1,475
Long term borrowings	1,598	1,812	1,312
Short term borrowings	1,633	1,178	1,338
Minority Interest	106	110	116
Total Equity	1,790	1,729	2,214

REFINING, SUPPLY & TRADING (Amounts in millions €)

	2015	2014	2013
Sales	6,644	8,818	9,078
Adjusted EBITDA	561	253	57
Operating profit	117	(371)	(238)
Purchase of property, plant and equipment & intangible assets	138	110	86
Depreciation & amortisation of property, plant and equipment & intangible assets	139	138	155
Refinery production (MT million)	14.4	13.7	13.0
Refinery sales volume (MT million)	14.3	13.5	12.7
Average Brent price ($/bbl)	52	99	109
Benchmark FOB MED Cracking Margin ($/bbl)	6.5	3.4	2.4
Average exchange rate (€/$)	1.11	1.33	1.33

MARKETING (Amounts in millions €)

	2015	2014	2013
Sales	2,712	3,220	3,345
Adjusted EBITDA	107	90	68
Operating profit	55	27	8
Purchase of property, plant and equipment & intangible assets	26	25	17
Depreciation & amortisation of property, plant and equipment & intangible assets	49	52	55
Sales ('000 tonnes)	4,672	4,131	4,043
Petrol stations	1,977	1,977	2,095

PETROCHEMICALS (Amounts in millions €)

	2015	2014	2013
Sales	263	322	327
Adjusted EBITDA	93	81	57
Operating profit	84	64	40
Purchase of property, plant and equipment & intangible assets	1	1	0
Depreciation & amortisation of property, plant and equipment & intangible assets	9	12	13
Sales ('000 tonnes)	221	236	295

Group Consolidated Financial Statements

STATEMENT OF FINANCIAL POSITION (Amounts in thousands €)

GROUP	31/12/15	31/12/14
ASSETS		
Property, plant and equipment	3,385,270	3,398,170
Intangible assets	117,062	131,978
Other non-current assets	1,003,197	993,911
Inventories	662,025	637,613
Trade and other receivables	752,142	708,227
Cash, cash equivalents and restricted cash	2,108,364	1,847,842
Available-for-sale non-current assets	523	1,547
TOTAL ASSETS	**8,028,583**	**7,719,288**
EQUITY AND LIABILITIES		
Share capital	666,285	666,285
Share premium	353,796	353,796
Retained earnings and other reserves	664,235	598,061
Capital and reserves attributable to Company Shareholders (a)	**1,684,316**	**1,618,142**
Non-controlling interests (b)	105,954	110,404
TOTAL EQUITY (c) = (a) + (b)	**1,790,270**	**1,728,546**
Long-term borrowings	1,597,954	1,811,995
Provisions and other long term liabilities	169,728	161,766
Short-term borrowings	1,633,033	1,177,645
Other short-term liabilities	2,837,598	2,839,336
Total liabilities (d)	**6,238,313**	**5,990,742**
TOTAL EQUITY AND LIABILITIES (c) + (d)	**8,028,583**	**7,719,288**

STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD (Amounts in thousands €)

GROUP	1/1/2015 - 31/12/15	1/1/2014 - 31/12/14
Turnover	7,302,939	9,478,444
Gross profit	694,582	144,836
Operating profit / (loss)	245,244	(288,912)
(Loss) / Profit before Tax	38,964	(484,895)
Less : Taxes	6,063	116,305
(Loss) / Profit for the year	**45,027**	**(368,590)**
Attributable to:		
Owners of the parent	46,684	(365,292)
Non-controlling interests	(1,657)	(3,298)
	45,027	**(368,590)**
Other comprehensive (loss)/income for the year, net of tax	20,503	(51,549)
Total comprehensive (loss) / income for the year	**65,530**	**(420,139)**
Attributable to:		
Owners of the parent	67,239	(416,881)
Non-controlling interests	(1,709)	(3,258)
	65,530	**(420,139)**
Basic and diluted earnings per share (in Euro per share)	**0.15**	**(1.20)**
Earnings Before Interest, Taxes, Depreciation and Amortisation (EBITDA)	**442,023**	**(87,078)**

STATEMENT OF CHANGES IN EQUITY (Amounts in thousands €)

GROUP	31/12/15	31/12/14
Total equity at beginning of the year (1/1/2015 & 1/1/2014)	**1,728,546**	**2,214,466**
Total comprehensive (loss) / income for the year	65,530	(420,139)
Dividends to shareholders of the parent	-	-
Dividends to minority shareholders	(2,741)	(1,827)
Distribution of tax free reserves	-	(64,205)
Share based payments	-	251
Expenses relating to share capital increase of subsidiary	(772)	-
Tax on intra-group dividends relating to 2014	(293)	-
Total equity at the end of the year	**1,790,270**	**1,728,546**

STATEMENT OF CASH FLOW (Amounts in thousands €)

GROUP	1/1/2015 - 31/12/15	1/1/2014 - 31/12/14
Cash flows from operating activities		
(Loss) / Profit before Tax	38,964	(484,895)
Adjustments for:		
Depreciation and amortisation of tangible and intangible assets	198,900	204,930
Amortisation of government grants	(2,121)	(3,096)
Interest expense	209,842	223,871
Interest income	(8,797)	(8,841)
Share of operating profit of associates and dividend income	(21,518)	(28,245)
Provisions for expenses and valuation charges	69,851	37,712
Foreign exchange (gains) / losses	26,753	9,198
(Gain)/Loss from disposal of available for sale financial assets	6	-
(Gain)/Loss on sale of fixed assets	614	(3,936)
	512,494	**(53,302)**
Changes in working capital		
(Increase) / decrease in inventories	(50,492)	369,439
(Increase) / decrease in trade and other receivables	(73,892)	17,416
Increase / (decrease) in payables	106,249	541,979
Less:		
Income tax paid	(34,648)	(22,750)
Net cash generated from / (used in) operating activities (a)	**459,711**	**852,782**
Cash flows from investing activities		
Purchase of tangible & intangible assets	(165,253)	(135,880)
Cash from sale of plant and equipment & tangible assets	828	4,981
Interest received	8,797	8,841
Dividends received	18,289	39,221
Expenses paid relating to share capital increase of subsidiary	(772)	-
Grants received	1,182	-
Participation in share capital (increase) / decrease of subsidiaries and associates	18	(76)
Proceeds from disposal of available for sale financial assets	771	-
Net cash used in investing activities (b)	**(136,140)**	**(82,913)**
Cash flows from financing activities		
Interest paid	(200,793)	(196,886)
Dividends paid	(66,774)	(2,190)
Proceeds from borrowings	420,924	1,111,611
Repayments of borrowings	(226,690)	(827,781)
Net cash generated from / (used in) financing activities (c)	**(73,333)**	**84,754**
Net (decrease) / increase in cash & cash equivalents (a)+(b)+(c)	**250,238**	**854,623**
Cash & cash equivalents at the beginning of the year	**1,847,842**	**959,602**
Exchange gains / (losses) on cash, cash equivalents and restricted cash	10,284	33,617
Cash & cash equivalents at end of the year	**2,108,364**	**1,847,842**

Segment Information

FOR THE YEAR ENDED	31/12/2015	31/12/2014
Sales		
Refining	6,644,424	8,818,333
Marketing	2,712,444	3,220,210
Exploration & Production	-	186
Petro-chemicals	263,403	322,205
Gas & Power	1,705	1,634
Other	15,880	12,792
Inter-Segment	(2,334,917)	(2,896,916)
Total	**7,302,939**	**9,478,444**
Operating profit / (loss)		
Refining	116,723	(371,333)
Marketing	55,571	27,284
Exploration & Production	(4,690)	(5,792)
Petro-chemicals	83,578	63,673
Gas & Power	(6,201)	685
Other	263	(3,429)
Inter-Segment	-	-
Total	**245,244**	**(288,912)**
Currency exchange gains/ (losses)	(26,753)	(9,198)
Share of profit of investments in associates and joint ventures	21,518	28,245
Finance (expense)/income - net	(201,045)	(215,030)
Profit / (loss) before income tax	**38,964**	**(484,895)**
Income tax (expense)/ credit	6,063	116,305
(Income)/ loss applicable to non-controlling interests	1,657	3,298
Profit / (loss) for the year attributable to the owners of the parent	**46,684**	**(365,292)**
Total Assets		
Refining	6,424,209	6,203,265
Marketing	1,316,248	1,237,633
Exploration & Production	8,602	8,268
Petro-chemicals	310,833	250,927
Gas & Power	670,355	686,885
Other	1,260,858	1,243,036
Inter-Segment	(1,962,522)	(1,910,727)
Total	**8,028,583**	**7,719,288**
Total Liabilities		
Refining	5,115,315	4,866,416
Marketing	715,217	737,379
Exploration & Production	11,909	11,351
Petro-chemicals	64,175	58,199
Gas & Power	3,475	3,510
Other	1,238,035	1,279,511
Inter-Segment	(909,813)	(965,624)
Total	**6,238,313**	**5,990,742**

Parent Company Financial Statements

STATEMENT OF FINANCIAL POSITION (Amounts in thousands €)

PARENT COMPANY	31/12/15	31/12/14
ASSETS		
Property, plant and equipment	2,774,026	2,767,874
Intangible assets	8,371	11,477
Other non-current assets	850,619	977,379
Inventories	580,747	543,783
Trade and other receivables	1,001,818	899,057
Cash, cash equivalents and restricted cash	1,839,156	1,593,262
Available-for-sale non-current assets	50	50
TOTAL ASSETS	**7,054,787**	**6,792,882**
EQUITY AND LIABILITIES		
Share capital	666,285	666,285
Share premium	353,796	353,796
Retained earnings and other reserves	204,810	156,606
Capital and reserves attributable to Company Shareholders (a)	**1,224,891**	**1,176,687**
Non-controlling interests (b)	-	-
TOTAL EQUITY (c) = (a) + (b)	**1,224,891**	**1,176,687**
Long-term borrowings	1,536,414	1,760,493
Provisions and other long term liabilities	92,900	89,113
Short-term borrowings	1,419,687	1,010,114
Other short-term liabilities	2,780,895	2,756,475
Total liabilities (d)	**5,829,896**	**5,616,195**
TOTAL EQUITY AND LIABILITIES (c) + (d)	**7,054,787**	**6,792,882**

STATEMENT OF COMPREHENSIVE INCOME FOR THE PERIOD (Amounts in thousands €)

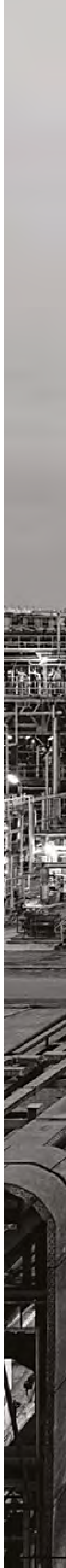
PARENT COMPANY	1/1/2015 - 31/12/15	1/1/2014 - 31/12/14
Turnover	6,584,471	8,750,184
Gross profit	382,041	(123,307)
Operating profit / (loss)	215,198	(248,004)
(Loss) / Profit before Tax	22,725	(426,795)
Less : Taxes	**4,816**	**113,245**
(Loss) / Profit for the year	**27,541**	**(313,550)**
Attributable to:		
Owners of the parent		
Non-controlling interests		
Other comprehensive (loss)/income for the year, net of tax	**20,663**	**(52,298)**
Total comprehensive (loss) / income for the year	**48,204**	**(365,848)**
Attributable to:		
Owners of the parent		
Non-controlling interests		
Basic and diluted earnings per share (in Euro per share)	**0,09**	**(1,03)**
Earnings Before Interest, Taxes, Depreciation and Amortisation (EBITDA)	**351,273**	**(110,391)**

STATEMENT OF CHANGES IN EQUITY (Amounts in thousands €)

PARENT COMPANY	31/12/15	31/12/14
Total equity at beginning of the year (1/1/2015 & 1/1/2014)	**1,176,687**	**1,606,369**
Total comprehensive (loss) / income for the year	48,204	(365,848)
Dividends to shareholders of the parent	-	-
Dividends to minority shareholders	-	-
Distribution of tax free reserves	-	(64,085)
Share based payments	-	251
Expenses relating to share capital increase of subsidiary	-	
Tax on intra-group dividends relating to 2014	-	-
Total equity at the end of the year	**1,224,891**	**1,176,687**

STATEMENT OF CASH FLOW (Amounts in thousands €)

PARENT COMPANY	1/1/2015 - 31/12/15	1/1/2014 - 31/12/14
Cash flows from operating activities		
(Loss) / Profit before Tax	22,725	(426,795)
Adjustments for:		
Depreciation and amortisation of tangible and intangible assets	137,696	139,890
Amortisation of government grants	(1,621)	(2,277)
Interest expense	187,235	193,840
Interest income	(20,663)	(20,589)
Share of operating profit of associates and dividend income	(32,659)	(68,974)
Provisions for expenses and valuation charges	52,948	12,303
Foreign exchange (gains) / losses	25,901	5,540
(Gain)/Loss from disposal of available for sale financial assets	-	-
(Gain)/Loss on sale of fixed assets	866	(19)
	372,428	**(167,081)**
Changes in working capital		
(Increase) / decrease in inventories	(62,309)	337,893
(Increase) / decrease in trade and other receivables	5,088	(15,852)
Increase / (decrease) in payables	121,562	536,310
Less:		
Income tax paid	(16,993)	(13,440)
Net cash generated from / (used in) operating activities (a)	**419,776**	**677,830**
Cash flows from investing activities		
Purchase of tangible & intangible assets	(134,691)	(107,783)
Cash from sale of plant and equipment & tangible assets	812	-
Interest received	20,663	20,589
Dividends received	**32,659**	**48,171**
Expenses paid relating to share capital increase of subsidiary	**-**	**-**
Grants received	**1,182**	**-**
Participation in share capital (increase) / decrease of subsidiaries and associates	**(3,500)**	**(13)**
Proceeds from disposal of available for sale financial assets	**-**	**-**
Net cash used in investing activities (b)	**(82,875)**	**(39,036)**
Cash flows from financing activities		
Interest paid	(186,577)	(168,930)
Dividends paid	(64,011)	(363)
Proceeds from borrowings	475,892	1,045,119
Repayments of borrowings	(326,743)	(694,169)
Net cash generated from / (used in) financing activities (c)	**(101,439)**	**181,657**
Net (decrease) / increase in cash & cash equivalents (a)+(b)+(c)	**235,462**	**820,451**
Cash & cash equivalents at the beginning of the year	**1,593,262**	**739,311**
Exchange gains / (losses) on cash, cash equivalents and restricted cash	10,432	33,500
Cash & cash equivalents at end of the year	**1,839,156**	**1,593,262**

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CONTACT INFORMATION

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Annual Report Feedback

The present report of HELLENIC PETROLEUM is addressed to all our social partners, who wish to be informed regarding the Group's strategy, policy and business performance in 2015.

Any suggestion, concerning further improvement of the present report, as a tool for a two-way communication between the Group and its social partners, is welcome.

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