

Zagreb, 21 September 2018

INA - INDUSTRIJA NAFTE, d.d.
Av. V. Holjevcica 10
10 020 Zagreb, Croatia
Ordinary shares INA-R-A ISIN HRINA0RA0007
Listed on the Zagreb Stock Exchange official market
Announcement in line with Capital Markets Act

Subject: Organizational and personnel changes

INA has identified the need for further adjustment to the market through continuation of implementation of organizational changes started back in 2017.

In that sense, new unit Industrial Services will be established that shall integrate corporate service activities such as procurement, investment, assets and services management with the aim of providing the best services to all organization units. Industrial Services will be at the moment managed by Acting Director Mr. Darko Markotić, Operating Director of Consumer Services and Retail, since all mentioned activities were in his domain until now. At the same time, Consumer Services and Retail organization unit, which he will remain the head of, will be focused on new initiatives and further improvements of consumer services.

Organizational unit Corporate Affairs will be cancelled and Operating Director Mr. Tomislav Thür is leaving this position and will continue his career outside of INA Group. Organizational units that were under his competence will be transfer to be directly subordinated to the Management Board.

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