

GRI CONTENT INDEX

INA Group Annual report 2018

This report has been prepared in accordance with the GRI Standards: Core option.

In this report GRI Oil and gas sector supplement indicators are used.

Disclosure No.	Disclosure Title	Page number	Note	UN GC Principle	External assurance
GRI 101: Foundation 2016					
GRI 102 General Standard Disclosures 2016					
102-1	Name of the organization	10-11			
102-2	Activities, brands, products, and services	10-11, 36-37, 44-45, 47, 57			
102-3	Location of headquarters	145			
102-4	Location of operations	10-11, 35-37, 44-45, 57			
102-5	Ownership and legal form	13			
102-6	Markets served	57			
102-7	Scale of the organization	12-13, 125			
102-8	Information on employees and other workers	125-127		6	
102-9	Supply chain	35-37, 44-45, 47, 57			
102-10	Significant changes to the organization and its supply chain	35, 54			
102-11	Precautionary Principle or approach	34, 66, 89, 96-97			
102-12	External initiatives	120-121		1-10	
102-13	Membership of associations	120-121			
102-14	Statement from senior decision-maker	14			
102-16	Values, principles, standards, and norms of behavior	6-9, 112-113		10	
102-17	Mechanisms for advice and concerns about ethics	112-113		10	
102-18	Governance structure	22-27, 79, 112			
102-40	List of stakeholder groups	16			
102-41	Collective bargaining agreements	105, 126-127		3	
102-42	Identifying and selecting stakeholders	16-17			
102-43	Approach to stakeholder engagement	16-17, 115-118			
102-44	Key topics and concerns raised	16-17			
102-45	Entities included in the consolidated financial statements	123, 224			
102-46	Defining report content and topic Boundaries	16, 123			
102-47	List of material topics	17			
102-48	Restatements of information	-	No restatements of information.		
102-49	Changes in reporting	16-17	For the first time survey on materiality topics conducted with key external stakeholders		
102-50	Reporting period	15			
102-51	Date of most recent report	15			

Disclosure No.	Disclosure Title	Page number	Note	UN GC Principle	External assurance
102-52	Reporting cycle	15			
102-53	Contact point for questions regarding the report	15			
102-54	Claims of reporting in accordance with the GRI Standards	15			
102-55	GRI content index	15			
102-56	External assurance	132-133			
GRI 201 Economic Performance 2016					
201-1	Direct economic value generated and distributed	12-13, 67-74, 122-123			
201-4	Financial assistance received from government	-	INA doesn't receive financial assistance from government.		
GRI 202 Market presence 2016					
202-2	Proportion of senior management hired from the local community	128		6	
GRI 203 Indirect economic impacts 2016					
203-1	Infrastructure investments and services supported	110-11, 123			
203-2	Significant indirect economic impacts	123			
OG1	Volume and type of estimated proved reserves and production.	10, 36-37, 39			
GRI 206: Anti-competitive behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	113-114			
OG8	Benzene, lead and sulfur content in fuels	115, 119			
GRI 302: Energy 2016					
GRI 103 Management Approach 2016					
103-1	Explanation of the material topic and its Boundary	90-91			
103-2	The management approach and its components	90-91			
103-3	Evaluation of the management approach	90-91			
302-1	Energy consumption within the organization	91, 124		7,8	Yes
302-3	Energy intensity	124		8	
302-4	Reduction of energy consumption	91-92		8,9	
GRI 303: Water and effluents 2018					
303-1	Interactions with water as a shared resource	103		7,8	
303-2	Management of water discharge-related impacts	103			
303-3	Water withdrawal	103, 124			Yes
303-4	Water discharge	103, 124			
303-5	Water consumption	103			
GRI 305: Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	92-95, 124		7,8	Yes
305-2	Energy indirect (Scope 2) GHG emissions	93, 124		7,8	Yes
305-4	GHG emissions intensity	124		8	
305-5	Reduction of GHG emissions	92-95			

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Disclosure No.	Disclosure Title	Page number	Note	UN GC Principle	External assurance
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	102, 124		7	
OG6	Volume of flared and vented hydrocarbon	94-95,124			
GRI 306: Effluents and waste 2016					
306-1	Water discharge by quality and destination	103		8	
OG5	Volume of formation or produced water	103	Produced Water – Sour Water stripper and/or tank bottom draws.		
306-2	Waste by type and disposal method	97-99, 124	'Indicator is reported partially due to regulations prescribed in national Act on sustainable waste management (OG 94/13, 73/17, 14/19) and the Ordinance on waste management (OG 117/17). Waste producers in Croatia do not know which specific process will be used for treatment of their waste because waste transfer note only includes information on "D" or "R" code.'	8	Yes
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	98			
306-3	Significant spills	101, 124		8	Yes
306-4	Transport of hazardous waste	98, 124			
GRI 307: Environmental compliance 2016					
307-1	Non-compliance with environmental laws and regulations	113-114			
GRI 401: Employment 2016					
GRI 103 Management Approach 2016					
103-1	Explanation of the material topic and its Boundary	104			
103-2	The management approach and its components	104			
103-3	Evaluation of the management approach	104			
401-1	New employee hires and employee turnover	107-108, 126-127		6	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	105-107			
401-3	Parental leave	126-127		6	
GRI 403: Occupational health and safety 2018					
403-1	Occupational health and safety management system	80-82			
403-2	Hazard identification, risk assessment, and incident investigation	83-84		1	
403-3	Occupational health services	84-85			
403-4	Worker participation, consultation, and communication on occupational health and safety	82-83, 105			
403-5	Worker training on occupational health and safety	83-84			
403-6	Promotion of worker health	84-85			

Disclosure No.	Disclosure Title	Page number	Note	UN GC Principle	External assurance
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	83-86			
403-8	Workers covered by an occupational health and safety management system	82-84			
403-9	Work-related injuries	85-87			Yes
403-10	Work-related ill health	85	There were no types of ill health recorded, either in 2018 or in previous years.		Yes
OG13	Number of process safety events, by business activity.	87-88			
GRI 404: Training and Education 2016					
404-1	Average hours of training per year per employee	107, 126-127		6	Yes
404-2	Programs for upgrading employee skills and transition assistance programs	107-109			
404-3	Percentage of employees receiving regular performance and career development reviews	107-108		6	Yes
GRI 413: Local Communities 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	105-106, 110-111, 114		1	
GRI 416: Customer Health and Safety 2016					
416-1	Assessment of the health and safety impacts of product and service categories	119			
GRI 417: Marketing and labeling 2016					
417-1	Requirements for product and service information and labeling	119			
GRI 419 Socioeconomic Compliance 2016					
419-1	Non-compliance with laws and regulations in the social and economic area	113-114			