

GRI CONTENT INDEX

INA Group Annual report 2020

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	3, 158			
102-2	Activities, brands, products, and services	8-9, 38-41, 46-47, 56-61			
102-3	Location of headquarters	158			
102-4	Location of operations	16, 38,40-41, 46, 61			
102-5	Ownership and legal form	12			
102-6	Markets served	61			
102-7	Scale of the organization	8-9			
102-8	Information on employees and other workers	143-146		6	
102-9	Supply chain	38-41			
102-10	Significant changes to the organization and its supply chain	44-47			
102-11	Precautionary Principle or approach	67, 98, 110			
102-12	External initiatives	136		1-10	
102-13	Membership of associations	136-137			
102-14	Statement from senior decision-maker	14-15			
102-16	Values, principles, standards, and norms of behavior	6-7, 128-130		10	
102-17	Mechanisms for advice and concerns about ethics	128-130		10	
102-18	Governance structure	24-31, 89			
102-40	List of stakeholder groups	16-19			
102-41	Collective bargaining agreements	118		3	
102-42	Identifying and selecting stakeholders	16-19			
102-43	Approach to stakeholder engagement	16-19, 130			
102-44	Key topics and concerns raised	16-19			
102-45	Entities included in the consolidated financial statements	139, 162			
102-46	Defining report content and topic Boundaries	16-19			
102-47	List of material topics	19			
102-48	Restatements of information	-	No restatements of information.		
102-49	Changes in reporting	13, 16-19	For the first time taskforce on climate related financial disclosures (TCFD) framework is included in this report.		

			For the first in depth stakeholder engagement process conducted that included customers survey regarding sustainability in INA.		
102-50	Reporting period	13			
102-51	Date of most recent report	13			
102-52	Reporting cycle	13			
102-53	Contact point for questions regarding the report	13			
102-54	Claims of reporting in accordance with the GRI Standards	13			
102-55	GRI content index	13			
102-56	External assurance	150-151			
GRI 201 Economic Performance 2016					
201-1	Direct economic value generated and distributed	69			
201-4	Financial assistance received from government	-	INA does not get Financial assistance from government		
GRI 202 Market presence 2016					
202-2	Proportion of senior management hired from the local community	146		6	
GRI 203 Indirect economic impacts 2016					
203-1	Infrastructure investments and services supported	84,127			
OG1	Volume and type of estimated proved reserves and production	8-10, 38-41			
GRI 206: Anti-competitive behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	130			
OG8	Benzene, lead and sulfur content in fuels	130			
GRI 204: Procurement practices 2016					
204-1	Proportion of spending on local suppliers	133			
GRI 205: Anti-corruption 2016					
205-2	Communication and training about anti-corruption policies and procedures	130	Anti-corruption is managed through Code of Ethics		
GRI 302: Energy 2016					
GRI 103 Management Approach 2016					
302-1	Energy consumption within the organization	106, 142		7,8	Yes
302-3	Energy intensity	106, 142		8	
302-4	Reduction of energy consumption	106-107		8,9	
GRI 303: Water and effluents 2018					
303-1	Interactions with water as a shared resource	116-117		7,8	
303-2	Management of water discharge-related impacts	116			
303-3	Water withdrawal	116-117, 142			Yes

303-4	Water discharge	116-117, 142			
GRI 305: Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	107, 142		7,8	Yes
305-2	Energy indirect (Scope 2) GHG emissions	107, 142		7,8	Yes
305-3	Other indirect (Scope 3) GHG emissions	108, 142			
305-4	GHG emissions intensity	142		8	
305-5	Reduction of GHG emissions	109, 102 - 104			
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	115-116, 142		7	
OG6	Volume of flared and vented hydrocarbon	108-109			
GRI 306: Effluents and waste 2016					
OG5	Volume of formation or produced water	117	Produced Water – Sour Water stripper and/or tank bottom draws.		
306-2	Waste by type and disposal method	113-115, 142	'Indicator is reported partially due to regulations prescribed in national Act on sustainable waste management (OG 94/13, 73/17, 14/19, 98/19) and the Ordinance on waste management (OG 81/20). Waste producers in Croatia do not know which specific process will be used for treatment of their waste.	8	Yes
OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	115			
306-3	Significant spills	112, 142		8	Yes
306-4	Transport of hazardous waste	114, 142			
GRI 307: Environmental compliance 2016					
307-1	Non-compliance with environmental laws and regulations	130	There were no non-compliances with environmental laws and regulations		
GRI 401: Employment 2016					
GRI 103 Management Approach 2016					
401-1	New employee hires and employee turnover	124, 143- 145		6	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	118			
401-3	Parental leave	144		6	
GRI 403: Occupational health and safety 2018					
403-1	Occupational health and safety management system	80,91			

403-2	Hazard identification, risk assessment, and incident investigation	92		1	
403-3	Occupational health services	93			
403-4	Worker participation, consultation, and communication on occupational health and safety	81, 92			
403-5	Worker training on occupational health and safety	92			
403-6	Promotion of worker health	84, 93			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	80-81, 91			
403-8	Workers covered by an occupational health and safety management system	91			
403-9	Work-related injuries	93-96			Yes
403-10	Work-related ill health	93			Yes
OG13	Number of process safety events, by business activity	97-98			
GRI 404: Training and Education 2016					
404-1	Average hours of training per year per employee	122, 144-145		6	Yes
404-2	Programs for upgrading employee skills and transition assistance programs	122-124			
404-3	Percentage of employees receiving regular performance and career development reviews	123		6	Yes
GRI 413: Local Communities 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	16-19, 118-119		1	
GRI 416: Customer Health and Safety 2016					
416-1	Assessment of the health and safety impacts of product and service categories	133			
GRI 417: Marketing and labeling 2016					
417-1	Requirements for product and service information and labeling	133-134			
GRI 419 Socioeconomic Compliance 2016					
419-1	Non-compliance with laws and regulations in the social and economic area	130			