

MANAGEMENT BOARD

Av. V. Holjevca 10

ZAGREB

No: 8-14/22

Date: April 27, 2022

Pursuant to the provisions set out in Article 277 of the Companies Act and Article 34 of the Articles of Association of INA – INDUSTRIJA NAFTE, d.d. (hereinafter: "INA d.d." or "Company"), on 27 April 2022, the Management Board of the Company rendered a decision on convocation of the General Assembly of the Company, and it hereby invites the shareholders of the Company to the

GENERAL SHAREHOLDERS' ASSEMBLY of INA – Industrija nafte, d.d.

to be held on June 15, 2022 in Zagreb, Croatia, at the Company headquarters, Zagreb, Avenija V. Holjevca 10, beginning at 12:00 o'clock

with the following agenda:

1. Opening of the General Assembly and establishing the attendance list
2. Consolidated and unconsolidated Financial Statements for the year ended 2021 together with Independent Auditor's Report, Company and INA Group Status Report for 2021, the Supervisory Board Report on Performed Supervision in 2021
3. Decision on distribution of profit of INA, d.d. for 2021
4. Discharge to the members of the Management Board for business year 2021
5. Discharge to the members of the Supervisory Board for business year 2021
6. Decision on selection of the auditor of the Company for 2022
7. Decision on the amendments to the list of the Company's business activities – additional activities
8. Decision on amendments to the Articles of Association of INA, d.d.
9. Approval of the full wording of the Articles of Association of INA, d.d.
10. Decision on approval of Management Board and Supervisory Board remuneration report for 2021

INA, d.d.

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9.000.000.000,00 kn - HRK
Broj izdanih dionica / Nominalna
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10.000.000 / 900,00 kn - HRK
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Proposals of decisions of the General Assembly:

Ad 3 The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

Decision on distribution of profit in INA, d.d. for 2021

“Based on approved 2021 Financial Statements of INA-Industrija nafte, d.d. Zagreb, profit for the year 2021 in the amount of HRK 1,273,311,006.26 is determined, that is to be distributed as follows:

- Coverage of loss of the previous year in the amount of 241,191,059.88 HRK
- Statutory reserves 51,605,997.32 HRK
- Retained earnings 513,949.06 HRK
- Payment of dividend 980,000,000.00 (i.e. 98,00 HRK per share)

The General Assembly determines that the day on which the shareholders registered in the depository of the Central Depository and Clearing Company d.d., Zagreb acquire the right to payment of dividend is June 22, 2022.

The dividend will be paid in cash to the shareholders by July 14, 2022 at the latest. ”

Ad 4 The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

“Discharge is granted to the members of the Management Board of INA, d.d. for the business year 2021.”

Ad 5 The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

“Discharge is granted to the members of the Supervisory Board INA, d.d. for the business year 2021.”

Ad 6 The Supervisory Board of the Company proposes to the General Assembly to adopt the following decision:

“Decision on selection of the auditor of the Company for the year 2022

Audit company PricewaterhouseCoopers, Ulica Vjekoslava Heinzela 70, 10 000 Zagreb is selected as the Auditor of INA, d.d. in 2022.”

Ad 7. The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

“Decision on the amendments to the list of the Company’s business activities

The Company’s list of business activities is to be amended by deletion of the following:

**preparation of Hazard assessment*

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The Company's list of business activities is to be amended **by addition** of the following:

- *safety at work activities
- *training of the public for the implementation of preventive measures of fire protection, putting out initial fires
- *training on handling flammable liquids"

Ad 8. The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

"Decision on the Amendments to the Articles of Association of INA – INDUSTRIJA NAFTE, d.d.

Article 1

Article 4, paragraph 1 is amended and reads as follows:

the following indent is to be deleted:

- *preparation of Hazard assessment

the following indents are to be added:

- *safety at work activities
- *training of the public for the implementation of preventive measures of fire protection, putting out initial fires
- *training on handling flammable liquids

Article 2

Other provisions of the Articles of Association shall remain unaffected.

Article 3

The decision on the amendments to the Articles of Association shall come into effect on the date of entry into the court registry.

Ad 9. The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

Approval of the full wording of the Company's Articles of Association of INA d.d.

Approval is given by the General Assembly for the full wording of the Articles of Association as in the enclosed text, which constitutes an integral part of this Decision. The amended provisions of the Articles of Association dated 17 December 2021 shall no longer be valid as of the date when the amended Articles of Association come into force.

Ad 10. The Management Board and the Supervisory Board of the Company propose to the General Assembly to adopt the following decision:

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“The General Assembly approves the Management Board and Supervisory Board remuneration report for 2021 with respective Auditors’ report, issued as Attachment 1 to the Invitation to this general Assembly, which makes an integral part of this decision.

This decision becomes effective as of date of its adoption.”

Explanation of proposals of General Assembly decisions:

Ad 2: Consolidated and unconsolidated Financial Statements for the year ended 2021 together with Independent Auditor’s Report, Company and INA Group Status Report for 2021, the Supervisory Board Report on Performed Supervision in 2021

Pursuant to Article 280a, paragraph 1, item 2 of the Companies Act, INA d.d. shall notify the shareholders that pursuant to Article 300d of the Companies Act, the Management Board and the Supervisory Board established the financial statements of the Company and consolidated annual financial statements of INA Group for the year 2021, but the General Assembly shall not decide on the above mentioned. The financial statements shall be presented to the General Assembly of the Company together with the Annual report of the Management Board on Company and Group status and operations in 2021, and Supervisory Board Report on Performed Supervision in 2021.

The General Assembly shall not render any decisions under this item.

Ad 3: Decision on distribution of profit of INA, d.d. in 2021

Taking into account the stable financial position and low indebtedness of the Company, which enables it to finance investment plans, it is proposed to distribute the Company’s profit in the form of dividend payment in the amount of HRK 98.00 per share.

The General Assembly determines that the day on which the shareholders registered in the depository of the Central Depository and Clearing Company d.d., Zagreb acquire the right to dividend payment is June 22, 2022. The dividend will be paid in cash, no later than July 14, 2022.

The profit of INA, d.d. for 2021 in the amount of HRK 1,273,311,006.26 is distributed as follows: to cover the loss of the previous year in the amount of HRK 241,191,059.88, for statutory reserves HRK 51,605,997.32, for dividend payment of HRK 980,000,000.00 (i.e. HRK 98.00 per share), while the remaining amount of HRK 513,949.06 is allocated to retained earnings.

Ad 4 and 5: Discharge to the members of the Management Board and Supervisory Board for business year 2021

Pursuant to Article 276, paragraph 1 of the Companies Act, the Management Board and the Supervisory Board propose to the General Assembly adoption of decision on the discharge to the members of the Management Board and Supervisory Board for the year 2021. Voting on the discharge that is to be given to individual members of the Management Board and Supervisory Board, may be performed separately if decided so by the General Assembly or upon request of the shareholders whose shares jointly form at least one tenth of the capital stock of the Company.

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Ad 6: Decision on selection of the auditor of the Company for 2022

Pursuant to Article 280, paragraph 3 of the Companies Act, the Supervisory Board proposes to the General Assembly to adopt the decision on election of PricewaterhouseCoopers d.o.o., Ulica Vjekoslava Heinzela 70, 10 000 Zagreb, as the business auditor of INA, d.d. in 2022.

Ad 7: Decision on the amendments to the list of the Company's business activities

It is proposed to delete the activity of Preparation of Hazard Assessment from the list of business activities, which is replaced by the activity Safety at work activities in accordance with the decision on performing safety at work activities UP/I-115-01/15-01/21 of November 24, 2016. It is proposed to register the activity entitled "Safety at work activities" pursuant to the Occupational Health and Safety Act (OG 71/14, 118/14, 94/18, 96/18) and for the business needs of the Company. It is proposed to register the activity "Training of the public for the implementation of preventive measures of fire protection, putting out initial fires" pursuant to the Fire Protection Act (OG 92/10), the Firefighting Act (OG 125/19) and the Ordinance on the program and manner of training the population for implementation of preventive measures for fire protection, firefighting and rescue of people and property endangered by fire (OG 61/94) and "Training on handling flammable liquids" pursuant to the Fire Protection Act (OG 92/10), the Flammable Liquids and Gases Act (OG 108/95, 56/10) and the Ordinance on flammable liquids (OG 54/99).

Ad 8: Decision on the Amendments to the Articles of Association of INA, d.d.

Article 4 of the Articles of Association

The amendment of Article 4 of the Articles of Association is necessary in terms of amending the business activities from item 7 of the agenda in accordance with the business needs of the Company.

Ad 9: Approval of the full wording of the Articles of Association of INA d.d. and repeal of the Articles of Association of INA d.d. dated December 17, 2021 (full version).

No particular explanation.

Ad 10. Report on remuneration

Pursuant to the Companies Act, Article 272.r, the company's Management Board and Supervisory Board have drafted the Report on Remuneration of Management Board Members and Supervisory Board Members for 2021. The said Report has been examined by the company's auditor pursuant to Article 272.r, par 3 of the Companies Act. The Management Board and the Supervisory Board of the company submit the Report on Remuneration of Management Board Members and Supervisory Board Members for 2021 to the company's General Assembly for approval. The said Report, together with the company's Auditor's Report, has been published with the Invitation to the company's General Assembly meeting as Attachment 1.

Pursuant to the Companies Act, Article 276.a, the company's General Assembly decides on approving the Report on Remuneration for the preceding business year as established and revised pursuant to the provision of the Companies Act, Article 272.r.

Remuneration of Management Board members and Supervisory Board members have been aligned with the company strategy and business activities and correspond to the level and complexity of tasks carried out by the members of the Management Board and the Supervisory Board.

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INVITATION AND INSTRUCTIONS FOR THE SHAREHOLDERS REGARDING THEIR PARTICIPATION AT THE GENERAL ASSEMBLY

Invitation, time and venue of the General Assembly

1. The Company's shareholders are hereby invited to participate in the procedures of the General Assembly of the Company to be held on June 15, 2022, in Zagreb, Croatia, at the Company's headquarters, Avenija V. Holjevca 10, at 12:00 o'clock.
2. Registration of the participants of the General Assembly will take place on June 15, 2022, at the hall entrance on the mezzanine floor at the Company's headquarters, Av. V. Holjevca 10, Zagreb, from 10:30 to 11:30 o'clock, after which registration will not be possible. We kindly ask that the shareholders register on time. After the registration is finished, the shareholders or their proxies who are not listed under participants, but are registered with the Central Depository, have the right to participate at the General Assembly, but they will not be able to exercise their voting right.
3. At the registration, the shareholders, or their proxies or representatives must provide a valid identification card prescribed by the law. As for the proxies who are legal persons, a court or other register excerpt in which the legal person is listed must be delivered, if it was not delivered when submitting applications for participation at the General Assembly.

Participation and voting at the General Assembly

4. Each shareholder of the Company who has submitted to the Company, either personally or through their proxy or representative, an application for participation in written form no later than six days prior to the General Assembly meeting, excluding the date of receipt at the Company, i.e. by June 08, 2022 at 24:00 o'clock, has the right to participate in the General Assembly. A legal or natural person, who is on the last day for application for participation in the General Assembly i.e. June 08, 2022 registered as a shareholder of the Company with the Central Depository and Clearing Company d.d., Zagreb, is considered a shareholder of the Company.
5. In the event that a shareholder wishes to appoint an **authorized agent (proxy)** to attend and vote at the General Assembly, the **Registration Form** is to be supplemented with an **Authorization**. At the General Assembly, the shareholders may be represented by an authorized agent based on valid authorization issued by the shareholder, i.e. which, on behalf of the shareholder which is a legal person, is issued by a person authorized to represent it according to the law.
6. In the **Registration Form** the shareholder shall state whether they are to attend the Assembly in person or via an authorized agent. In the event that a shareholder does not wish to attend the Assembly proceedings in person and wishes to assign the right to attendance and vote to an authorized agent, the shareholder shall include a valid authorization to this effect.
7. The **Registration Form** and the **Authorization form** can be found on the Company's website (www.ina.hr), and can also be obtained on request to the Executive Secretariat.

The Registration Form shall include the following particulars:

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I. Registration for the Shareholder - natural person

- *Name and surname, residence, address, number of account held with the Central Depository and Clearing Company, d.d. and the total number of shares of the shareholder concerned*

II. Registration for the Shareholder - legal person

- *company name, headquarters and address, personal identification number (OIB)*
- *account number at the Central Depository and Clearing Company, d.d. and the total number of shares of the shareholder concerned*
- *an excerpt from the court register or from other register in which the legal person is entered or a copy of such document, a certified copy or other appropriate public document clearly showing that the application was signed by a person who is under law authorized to represent the legal person concerned shall be attached to the application*

III. Registration submitted by the Shareholder's Authorized agent

a) Authorized agent – natural person:

- *Name and surname, place of residence, address of the authorized agent*
- *List of shareholders he/she is representing, and account numbers at the Central Depository and Clearing Company, d.d. and the total number of shares for all represented shareholders*
- *All individual authorizations on the recommended form shall be attached to the application*

b) Authorized agent – legal person:

- *company name, headquarters and address, personal identification number (OIB)*
- *list of shareholders representing, and account numbers at the Central Depository and Clearing Company, d.d. and the total number of shares for all represented shareholders*
- *Individual authorizations given by shareholders in written form shall be attached to the application; if a shareholder is a legal person, the attachment shall contain an excerpt from the court register or other register in which the legal person is entered or a copy of such document, a certified copy or other public document clearly showing that the authorization was signed by a person who is under law authorized to represent the legal person concerned*

The Authorization for the registration for participation and/or voting at the General Assembly shall include the following particulars of the authorizer: Authorizer's name and surname or the company's name, place of residence or the address or headquarters of the authorizer, account number at the Central Depository and Clearing Company, d.d. and the total number of shares, Authorized agent's name and surname or the company's name, place of residence or the address or headquarters, the signature of the authorizer or legal representative or representative by law, if the authorizer is a legal person, and the text of the authorization (authorization to vote on shareholder's behalf) stating that the authorized agent is entitled to attend and vote on behalf of the issuer on all items in the Agenda.

Authorization shall be valid only for one General Meeting, however, it will also be valid at the repeated general meeting to be held at the below time, reconvened due to lack of quorum.

If the authorizer is a legal person, the authorization shall be signed by the authorized representative. If the Registration Form or the Authorization are not prepared in Croatian, a Croatian translation certified by an official court interpreter shall be attached. The Registration Form, either for attendance in person or via an authorized agent, shall be delivered in person or via registered mail six days prior to the scheduled date of the Assembly at the latest (by 24 p.m. on June 08, 2022) to the following address:

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ZAGREB, Avenija V. Holjevca 10
Fax: +385 1 6452103; Tel: + 385 1 6450103
“Za Glavnu skupštinu INA, d.d.”

8. Voting shall be performed electronically. The voting procedure shall be explained as part of item 1 of the Agenda. The share capital is divided into 10 million shares, and each Company's share equals one vote at the General Assembly. The Shareholder may vote in person or via an authorized agent or via shareholders' association.
9. Materials pertaining to the individual items on the Agenda shall be available to all interested shareholders at the Company's premises, as of the announcement date, at the address stated above, from 10 a.m. to 3 p.m. on working days. We kindly ask the shareholders to announce their arrival at the Company's headquarters the day before at the e-mail address of the investor relations investitori@ina.hr or by phone to the contacts listed above. The materials shall also be released on the Company's website (www.ina.hr) on the same day.

Shareholders' rights to ask questions, requests for amendments to the agenda, counterproposals and the right to information

10. The shareholders who intend to ask questions or submit proposals regarding individual agenda items at the General Assembly are hereby requested, for the purpose of a more efficient organization of the work of the General Assembly, to announce their intention in writing when submitting their application for participation in the General Assembly or during the registration of participants at the latest prior to the General Assembly, and to indicate the agenda item to which their question or proposal will refer and the content of their question.
11. If shareholders, who jointly hold a twentieth part of the share capital of the Company request, after the General Assembly is convened, that an additional item is included in the agenda and published, the new agenda item should be accompanied by an explanation and respective decision proposal. Shareholders shall deliver the requests to add new items to the agenda at least 30 days prior to the day of holding of the General Assembly. This deadline does not include the day on which the request is received by the Company. In case the previously stated deadline is not observed, the proposed additional items of the Agenda will not be considered as validly published and no decision on them can be made at the General Assembly.
12. Shareholders have the right to submit counterproposals to the proposals submitted relating to a particular agenda item. Counterproposals, together with the names and surnames of shareholders, explanation and opinion by the Management Board if any, shall be reported to credit or financial institutions and to shareholder associations that voted on behalf of shareholders at the previous General Assembly and made available to shareholders on the webpage of the Company (www.ina.hr), in case a shareholder submits his/her counterproposal to the Company at the Company's address, at least 14 days prior to the day the General Assembly takes place. Date on which the counterproposal is received by the Company is not included in this 14-day deadline, which expires on May 31, 2022 accordingly. In case the shareholder does not exercise this right, he/she shall still be entitled to make counterproposals at the General Assembly. The same applies to shareholders' proposals regarding the election of the Supervisory Board members or appointment of the auditor of the Company.

INA, d.d.

Avenija Većeslava Holjevca 10
10 002 Zagreb p.p. 555
Hrvatska – Croatia
BIC (SWIFT): INAHHR22
Telefon – Telephone: 08001112

Banka - Bank
Privredna banka Zagreb d.d.
Raiffeisenbank Austria d.d.
Zagrebačka banka d.d.
OTP banka d.d.
Erste&Steiermärkische Bank d.d.
BANCA POPOLARE DI
SONDRIO
UniCredit Bank Austria AG

Adresa - Address
Radnička cesta 50, 10000 Zagreb
Magazinska cesta 69, 10000 Zagreb
Trg bana Josipa Jelačića 10, 10000 Zagreb
Domovinskog rata 61, 21000 Split
Jadranski trg 3a, 51000 Rijeka
Viale Innocenzo XI n.71, 22100 COMO
Schottengasse 6-8, A-1010 Wien

IBAN broj - IBAN Number,
HR92 2340 0091 1000 2290 2
HR70 2484 0081 1006 1948 3
HR62 2360 0001 1013 0359 5
HR96 2407 0001 1001 5214 9
HR34 2402 0061 1006 8111 4
IT41 0568 9610 900E DCEU 0817
340 (EUR)
AT21 1200 0528 4400 3466 (EUR)
AT91 1200 0528 4400 3467 (USD)

Trgovački sud u Zagrebu
Commercial Court in Zagreb
MBS: 08000604
Uplaćen temeljni kapital – Paid capital
stock
9.000.000,00 kn - HRK
Broj izdanih dionica / Nominalna
vrijednost
No. of issued shares / Nominal value
10.000.000 / 900,00 kn - HRK
Matični broj – Reg. No. 3586243
OIB – 27759560625
PDV identifikacijski broj / VAT
identification number HR27759560625

13. In the event of a lack of quorum for the General Assembly scheduled for 12:00 o'clock, i.e if the present or represented shareholders do not jointly make at least 50% of the total number of votes, the Assembly shall be convened at 2 p.m. on the same day and at the same premises with the same agenda. Such repeatedly convened General Assembly meeting shall have a quorum for issues originally put on the agenda irrespective of the number of the shareholders present or represented.
14. The official language of the General Assembly meeting is Croatian; the Company will provide simultaneous English-Croatian and Croatian-English translation. This announcement is published in Croatian and in English, whereas the official text of this announcement is in Croatian only.

**Sándor Fasimon, President
of the Management Board**



Attachment 1 - Management Board and Supervisory Board remuneration report for 2021 with respective Auditors' report

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Banka - Bank
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Erste&Steiermärkische Bank d.d.
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IT41 N056 9610 900E DCEU 0817
340 (EUR)
AT21 1200 0528 4400 3466 (EUR)
AT91 1200 0528 4400 3467 (USD)

Trgovački sud u Zagrebu
Commercial Court in Zagreb
MBS: 08000604
Uplaćen temeljni kapital – Paid capital stock
9.000.000.000,00 kn - HRK
Broj izdanih dionica / Nominalna vrijednost
No. of issued shares / Nominal value
10.000.000 / 900,00 kn - HRK
Matični broj – Reg. No. 3586243
OIB – 27759560625
PDV identifikacijski broj / VAT identification number HR27759560625