

Key SD objectives and programs in INA Group 2025



CLIMATE CHANGE AND ENVIRONMENT



- ▶ Contribute to **Zero Routine Flaring initiative**;
- ▶ **Reduce technological loss and emissions** of air pollutants;
- ▶ Conformity with the EU **methane emission program**;
- ▶ **Elaborate Water Strategy** to reduce the negative environmental impact on the surface and subsurface water bodies;
- ▶ **Ensure the biodiversity aspects** during all greenfield development in line with EU level Biodiversity Action Plan;
- ▶ Implementation of pilot project **“Back to Nature”**;
- ▶ Prepare **Waste Management Plan** in order to achieve the main objectives of European Green Deal and Circular Economy;
- ▶ **Action plan to reduce the community complaints** regarding noise and smell for big sites.

INTEGRITY AND TRANSPARENCY



- ▶ **100% of employees** underwent training on **ethical business**;
- ▶ Implementation of **Sustainable procurement strategy**.

HEALTH AND SAFETY



- ▶ **TRIR* below 1.4, 0 work-related fatalities** as a result of increased safety awareness of all employees and contractors, thus safer workplaces;
- ▶ **Health Strategy** implementation with aim to achieve **Absence Rate below 3.2**;
- ▶ **≤ \$100 thousand / ≤ HRK 660 thousand direct loss** from a single fire case;
- ▶ **No major outage of our operations as a result of fire / explosion case.**

PEOPLE AND COMMUNITIES



- ▶ Maintain **engagement of women in managerial positions at 36%** with the ambition of reaching 40% by 2025;
- ▶ Maintain **employee engagement at minimum of 75%**;
- ▶ **40% of donations** will be aimed at improving life in **local communities.**

*TRIR - Total recordable Injury Rate