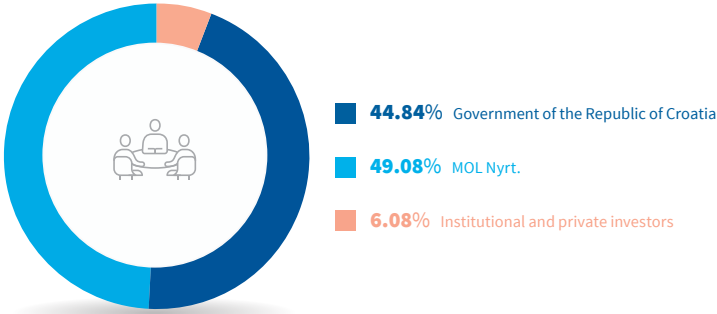


INA is a medium-sized European oil company with a leading role in the Croatian oil and gas business, including exploration and production, oil processing, and oil products distribution. INA has a significant role in the regional motor fuels market.

OWNERSHIP STRUCTURE



The company's share capital is divided into 10,000,000 ordinary shares with every share carrying one vote, dividend right and a nominal value of HRK 900.00.

HUMAN RESOURCES

INA's success is based on its educated, creative and innovative staff. The understanding that people are the greatest capital determines our business conduct, organizational and management structure and work processes.

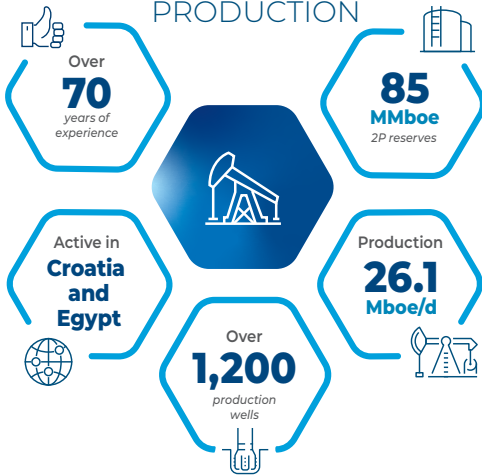
Due to the large scope of activities, INA employs a fascinating range of professionals whose expertise ranges from technical to commercial areas. Thanks to its financial power, accumulated know-how and market experience, INA offers an ideal environment for the development employees' potential.



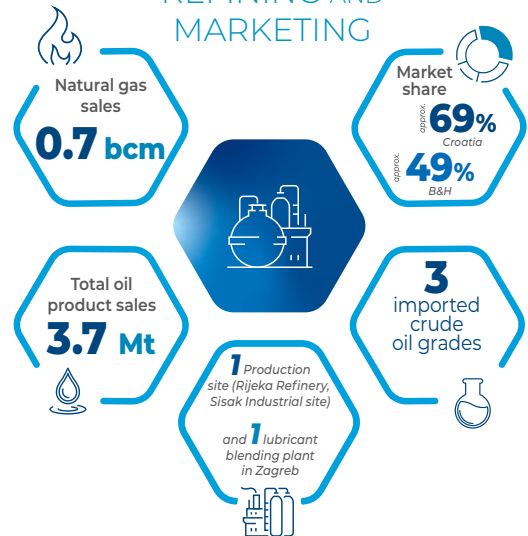
ALMOST
10,000
EMPLOYEES
IN INA GROUP

CORE BUSINESSES

EXPLORATION AND PRODUCTION



REFINING AND MARKETING



CONSUMER SERVICES AND RETAIL



INA IN THE COMMUNITY

Aware of its responsibility towards the local communities in which it operates and society as a whole, INA is committed to open and constructive partnership with all the various stakeholders affected by the company's operations. In doing so, INA continuously seeks ways to further enhance its role of a desirable and reliable partner and to contribute to improving the quality of life in local communities by supporting numerous projects and development policies through donations and sponsorships and by investing volunteer work for the public good.

CORE

VALUES

PEOPLE

We put people first

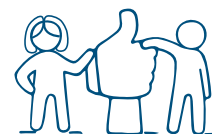
INA Group is a people-driven company – our colleagues are the foundation our business is built on.



CUSTOMERS

All for the customer, and for the customers all

Customer service is not a department - it is part of our brand DNA.



AGILITY

We drive the change that will shape our future

We make sure we are relevant in new situations and do things better to take the lead.



OWNERSHIP

Our company, our responsibility

We empower and inspire each other. This is what makes INA Group dynamic and forward-thinking.



At INA Group we share four main values that lead us to make the right decisions, support us in our everyday work, help us create the corporate culture we desire and enable us to transform INA Group for the better.

AWARDS AND RECOGNITIONS

Employer Partner Certificate

The certificate is awarded to companies with high-quality human resource management and standards that are proven to enhance business results and performance quality. INA was awarded its 12th Employer Partner Certificate and earned a spot among the Top 10 Employer Partners this year. INA MALOPRODAJNI SERVISI d.o.o. was awarded its fourth certificate, CROSCO d.o.o., STSI d.o.o., PLAVI TIM d.o.o., TOP RAČUNOVODSTVO SERVISI d.o.o. and INA MAZIVA d.o.o. were certified for the fifth time, while INA Vatrogasni servisi, Holdina and INA Crna Gora received their second certificate.

Above and Beyond

Selectio, the leading Croatian group in human resource consulting, has awarded INA the Above and Beyond certificate in four categories: Impact, Inclusion, Innovation and Future. The certificate was launched with the aim of distinguishing strong human resource systems whose bold practices drive positive change in organizations. Applications for the certificate are open only to the most successful holders of the Employer Partner Certificate.

Mamforce standard

As of 2015, INA has been a holder of the MAMFORCE standard and the first company in Croatia to introduce a comprehensive wellbeing program through its beneFIT platform, offering benefits that suit their lifestyle needs to all employees. For many years, female employees at INA have enjoyed equal employment and career development opportunities, as evident from the transparent indicators on the participation of women at all management levels. INA remains dedicated to ensuring work experience quality, corporate culture development and principles of equality and inclusion. In 2022, INA has been re-certified, confirming its advanced status. After earning the basic status in 2021, TRS and Plavi tim have completed the re-certification process and earned the advanced status.

European "Cycle-Friendly Employer" certificate

Two locations have been re-certified in 2022, reaffirming INA's membership in the international initiative of socially responsible companies that encourage an increase in the

number of cycling friends. They are a positive example of direct and active engagement in the field of sustainable mobility, which contributes not only to fewer traffic jams but also to diminished effect of individual motorized transport on the health and quality of life in the cities. This certificate places INA among distinguished European companies and organizations who have earned it.

Employer Branding Star

In 2022, INA has concluded an international audit of employer branding practices, earning its first Employer Branding Star certificate. Data-based algorithms were used to scan each company on the market and to find the best employer branding practices.

Women's Choice Awards – category: Gas Station

In 2022, as part of the Women's Choice Awards, INA received an award in the Gas Station category. This award is given to brands that are most appreciated by women in Croatia, and the readers of miss7 singled out INA's retail outlets as part of the research on favorite brands.

INA GROUP MEMBERS

