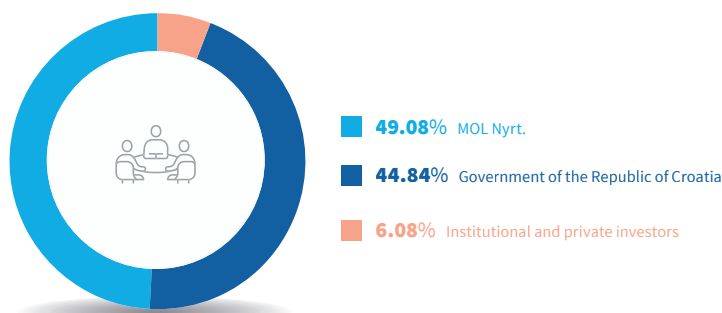




INA is a medium-sized European oil company with a leading role in the Croatian oil and gas business, including exploration and production, oil processing, and oil products distribution. INA has a significant role in the regional motor fuels market.

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 EUR 120.00.

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.



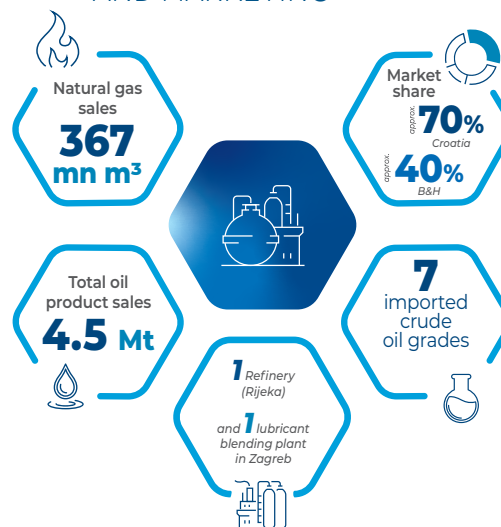
ALMOST
10,000
EMPLOYEES
IN INA GROUP

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 just 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

Industry awards for the marketing campaign “Better stop than fall asleep”

INA is the first company in Croatia to use artificial intelligence to generate songs that encourage drivers to take regular breaks while driving. In 2025, our marketing campaign “Better stop than fall asleep” won 11 awards in total: a BalCannes award, three gold IdejaX awards and a MIXX award, as well as two awards at SoMo Borac, three awards at Golden Drum, and one SEMPL award at festivals in Slovenia.

Mamforce standard

Since 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 tailored to the lifestyle needs of all employees. For many years, women at INA have enjoyed equal employment and career development opportunities as their male colleagues, confirmed by transparent indicators of female participation at all management levels. In 2025, INA achieved the advanced Mamforce GROW status, further confirming its dedication to family-friendly policies and employee wellbeing.

INC.Q Best Inclusive Employer Awards 2025

In 2025, INA participated in the awards organized by a leading consulting company in the field of DEIB certification, which has been recognizing top employers for family responsibility and gender equality for 14 years. The Inc.Q BEST Inclusive Employer Awards is the first award for employer

inclusivity in Croatia, granted to organizations that foster a culture of diversity, fairness, inclusion, and belonging. Awards are based on employee feedback collected through a survey on their work experience. INA won in four categories: Best Energy Company for Inclusive HR Policies, Best Energy Company for Inclusive Internal Communication, Best Energy Company for Inclusive Leadership and Best Large Company for Inclusive Social Impact.

INC.Q ALL certificate

INA is also the recipient of the INC.Q ALL certificate, the highest mark of excellence confirming that the organization has successfully passed a comprehensive evaluation and met high standards of responsible corporate governance, diversity, equity, and inclusion (DEIB).

European “Cycle-Friendly Employer” certificate

With three certified locations and an active cycling-friendly community, INA continues to be part of the distinguished circle of European companies and organizations who champion the international initiative of socially responsible companies that encourage and promote sustainable mobility which contributes to the health and quality of life in the cities. In 2025, INA recertified its bikeZONE at Vukovarska Street.

Employer Brand Star

After receiving recognition in 2022 following an international audit of employer branding

best practices, INA was awarded its fourth Employer Brand Star in 2025, together with INA MALOPRODAJNI SERVISI d.o.o. and PLAVI TIM d.o.o., which received the award for the third time; INA Crna Gora d.o.o. and Holdina d.o.o., which received it for the second time; and INA MAZIVA d.o.o. and TOP RAČUNOVODSTVO SERVISI d.o.o., which received the award for the first time.

Best EB Awards Adria

The regional Best EB Awards Adria in the category Best Employee Growth confirms our commitment to employee development and creating opportunities for professional growth. The micro-qualification program “Managing Process Operations in an Oil Refinery”, developed in cooperation with the Natural Science and Graphic School Rijeka, enables employees and external candidates without technical education to acquire specialized knowledge.

Women’s Choice Awards - awards for Best Petrol Station and Best Loyalty Program

In 2025, as part of the Women’s Choice Awards event, INA received recognition for Best Petrol Station, while the INA Loyalty Program was named the best loyalty programme at petrol stations. These awards are presented to brands that women in Croatia have rated as their favourites. In a large survey conducted by the miss7 portal, women from across Croatia selected their favourite brands: those they trust the most, use regularly, and always recommend to others.

INA GROUP MEMBERS

