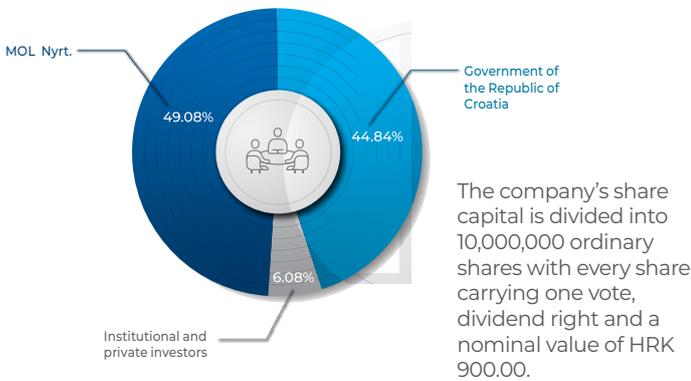


INA is a medium-sized European oil company with a leading role in the Croatian oil and gas business, including exploration and production, oil processing, and oil products distribution. INA has a significant role in the regional motor fuels market.

OWNERSHIP STRUCTURE



HUMAN RESOURCES

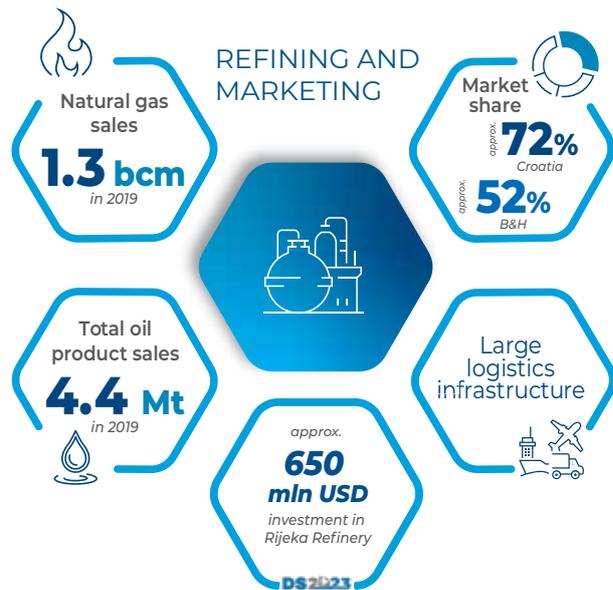
INA's success is based on its educated, creative and innovative staff. The understanding that people are the greatest capital determines our business conduct, organizational and management structure and work processes.

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.



**OVER
10,000
EMPLOYEES
IN INA GROUP**

CORE BUSINESSES



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 volunteers work of for the public good.

*Retail locations implies: 511 service stations and other retail locations (auto bar / restaurants, carwash, shop, Heating Oil sales point, LPG sales point)

CORE VALUES

At INA Group we all share four main values that are just as important at our sites as they are in our offices or at any of our retail sites. Values 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.

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

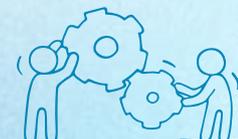
Customer service is not a department - it is part of our brand DNA.



OWNERSHIP

Our company, our responsibility

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



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.



AWARDS AND RECOGNITIONS

Croatia's Best Employer Brand Awards
INA, d.d. won three awards at the first Croatia's Best Employee Brand Awards event in the following categories:

- Best employer brand activity - student programs (topic: Growww)
- Progress in implementation of EB activities (topic: D&I strategy, #weareallOK)
- The best EB brand in the technology sector

CSR Index Award

Croatian Business Council for Sustainable Development and the Croatian Chamber of Economy presented INA d.d. the award in the category of Corporate Social Responsibility Policy in Diversity and Protection of Human Rights as a recognition for INA Human Resources policies and programs.

Employer Partner Certificate

For the 9th time, INA, d.d. was presented with the Employer Partner Certificate, an award for excellence in human resources management.

Employer of the year for people with disabilities

INA, d.d. has been awarded with the Employer of the Year for People with Disabilities Award in the category Best Practices in 2019. This award

highlights employers with positive practices and experiences in hiring people with disabilities, to help raise awareness and sensitize the public to hiring people with disabilities.

MAMFORCE

INA, d.d. was certificated for the 3rd time. A commitment to the area of worklife balance and equal professional opportunities for women and men places INA, d.d. at the top of the best companies in Croatia, as it is 28% better than the average of comparable companies.

Yellow Frame award by National Geographic Croatia

Zdravlje+ project "Integration of Health Protection and Promotion in INA Group Companies" was awarded the Yellow Frame in the Sustainable Development Goal 3 – Good Health and Well-Being category.

Awards for INA Volunteers Club

INA Group Volunteers Club received two awards: an award from Volunteer Centre Osijek for the contribution of the business sector to the development of volunteering, and a recognition from Zagreb Volunteer Centre for INA's significant contribution to the development of volunteerism in Croatia.



INA GROUP MEMBERS

