



ENERGY MANAGEMENT POLICY AT THE LEVEL OF INA GROUP

INA Group is an influential participant on the energy market in Croatia and the region. Our fundamental commitment to energy management is to achieve improvements of energy performance, i.e., measurable results related to energy efficiency, energy use and energy consumption. We align energy management systems maintenance with the applicable law, legal and other requirements relating to energy management and to which INA Group committed itself to respect.

Energy management is appropriate to the nature and scale of energy use and consumption in our companies and plays a key role in the business and management of our processes. We are dedicated to the responsible use of energy and committed to continuous monitoring and improvement of the energy performance in all business units, industrial plants, equipment and facilities.

Management structure of INA Group has a leading role in promotion, development and application of the following principles of energy management system:

- We continuously develop, maintain and improve energy management system.
- We develop business processes by supporting the procurement of energy efficient products and services and design for energy performance improvement.
- We ensure development and implementation of energy projects aimed at reducing energy losses and environmental impact by aligning this system with other management systems in our companies.
- We are committed to ensure transparency and availability of data and resources for achieving objectives and targets in improving energy performance.
- We internally publish the established objectives, information on the results achieved; we conduct an internal evaluation of energy management and provide feedback to the management and employees through internal communication.
- We are developing energy awareness and energy acceptable behaviour of our employees by performing internal and external education.

We cooperate and share our experience in energy management. Adherence to the principles of this Policy is the responsibility of all our employees and contracting partners. This Policy is available to all interested parties.

Zagreb, July, 2023



President of the Management Board of INA, d.d.
Zsuzsanna Ortutay