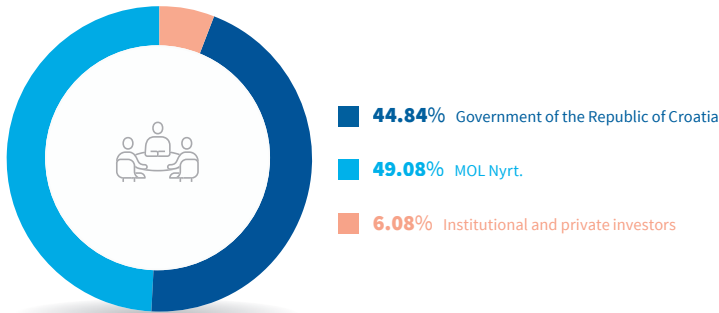




INA is a medium-sized European oil company with a leading role in the Croatian oil and gas business, including exploration and production, oil processing, and oil products distribution. INA has a significant role in the regional motor fuels market.

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

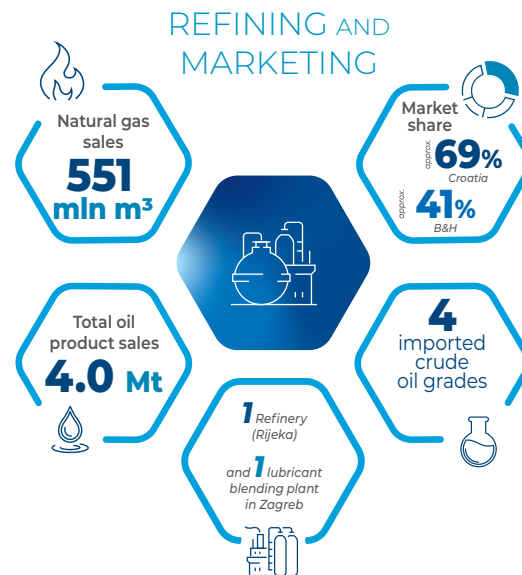
INA's success is based on its educated, creative and innovative staff. The understanding that people are the greatest capital determines our business conduct, organizational and management structure and work processes.

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



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

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 thirteenth Employer Partner Certificate. INA MALOPRODAJNI SERVISI was awarded its fifth certificate, CROSCO, STSI, PLAVI TIM, TOP RAČUNOVODSTVO SERVISI and INA MAZIVA were certified for the sixth time, while INA Vatrogasni servisi, Holdina and INA Crna Gora received their third 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.

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. 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.

European "Cycle-Friendly Employer" certificate

With three (re)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.

Employer Brand Star

After receiving the recognition upon completing an international audit of employer branding practices in 2022, INA received its second Employer Brand Star award in 2023, along with INA MALOPRODAJNI SERVISI and PLAVI TIM who have received their first award.

Best EB Awards Adria

This regional award was received for

the improvement in development and implementation of EB activities in INA MALOPRODAJNI SERVISI recognizing the extensive employer branding project in the retail segment and the respective communication strategy supporting attraction, engagement, and retention.

INC.Q Equal Pay

The certificate confirms that the organizational system in INA transparently categorizes salaries by pay grades and positions with a clear system of annual awards in accordance with objectively agreed distributions among departments and individuals, with an impact assessment that fairly and impartially recognizes the contribution of each individual and ensures equal pay for work of equal value.

Women's Choice Awards – category: Gas Station

In 2023, as part of the Women's Choice Awards, INA received an award in the Gas Station category, and the INA Loyalty program was declared the best loyalty program at gas stations. 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

