

Environmental Guideline

The **Environmental Guideline** contains the fundamental principles and rules to achieve high standards of environmental quality ensuring the protection of the climate and the environment.

Document Responsibilities

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1. OUR COMMITMENT TO ENVIRONMENT

Ensuring the protection of the climate and the environment is crucial for our well-being and sustainable business practices. At Inventronics, we are dedicated to adhering to rigorous environmental standards and responsible management. Our goal is to optimize resource utilization and comply with statutory regulations related to environmental protection.

All production facilities have an environmental management system that is certified to the international standard ISO 14001.

By implementing a certified environmental management system, we aim to exceed the expectations of our employees, customers and the broader capital market.

Our approach includes:

- Ensuring environmental product stewardship through effective control programs during engineering, new product development and production with adherence to customer requirements.
- Carefully assessing aspects and impacts of our activities throughout our value chain.
- Allocating necessary resources for strategies, training, and programs that add value and raise awareness across the organization.

2. ENVIRONMENT & RESOURCES

Our products and services are intentionally designed and manufactured to minimize environmental impact. Additionally, we recognize and meet the expectations of our interested parties and we collectively uphold our commitment to Environment.

We not only comply with environmental laws, regulations and standards, but are also committed to limit the consumption of natural resources through adequate design of our products and processes.

3. ENERGY CONSUMPTIONS AND WATER MANAGEMENT

As an industrial company, we actively manage our energy usage and resource consumption. Simultaneously, we address environmental concerns related to greenhouse gas emissions and waste production. Our commitment extends to climate protection and the development of a circular economy. We are dedicated to operating in an energy-efficient and resource-conserving manner, while also innovating environmentally friendly products.

Moreover, Inventronics has set ambitious targets aligned with the Paris Climate Agreement. Specifically, we aim to achieve carbon neutrality in our operations by 2030 in line with the 1.5-degree target by using reasonable economic efforts. This commitment reflects our responsibility toward sustainability and a healthier planet.

Toward achieving a sustainable society, we will strive to develop our business through the creation of environmental value. For this purpose, we will address environmental challenges through our business activities and will expand our environmental initiatives based on collaboration with stakeholders.

In collaboration with suppliers who are closely linked to our business activities, we are accelerating initiatives to address global environmental issues across the boundaries of our company, resource recycling, water conservation and mitigation of the effect of chemical substances on human beings and environment.

In the selection of materials, priority shall be given to those materials that meet the following requirements, in addition to securing the required quality, functions and economical rationality.

1. Materials that meet the requirements of laws and regulations concerning resources, energy, chemical substances, etc.
2. Materials for which the content of separately specified chemical substances has been clarified and that do not contain prohibited substances.
3. Materials that have a low environmental impact in terms of chemical substance release, air, water or soil pollution.

4. MATERIALS, CHEMICALS AND WASTE

Chemical substances in electrical and electronic equipment are subject to a continually growing number of specific regional (e.g. European Union) or national rules and regulations all over the world. We obey restrictions and bans on certain hazardous substances in homogeneous materials or declare their content or absence in articles. In addition, we have to fulfil specific customer requirements regarding content and documentation going beyond legislation.

We maintain local records of waste quantities, differentiating between recycled waste and waste sent for disposal. Our focus is on minimizing waste requiring disposal. Typically, we calculate quantities based on receipts from waste disposal providers. At our locations, we strive to separate these materials, but if technical challenges arise, the service provider handles the separation.

Specialists handle the recovery of valuable resources from recyclable waste. Waste destined for disposal is either incinerated or sent to landfills, depending on local regulations and feasibility. While we do not track disposal methods explicitly, we do differentiate between hazardous and non-hazardous waste. Waste is also generated in the upstream supply chain. To ensure that waste is handled appropriately and in a way that conserves resources, we check that suppliers maintain an environmental management system certified to ISO 14001.

5. LIVING THIS ENVIRONMENTAL POLICY

We recognize our responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our performance as an integral part of our business strategy. Regular reviews ensure our ongoing progress. We encourage customers, suppliers and other stakeholders to join us in these efforts.

Our approach includes:

- **Staff Involvement:** We are committed to involving our staff in the implementation of this policy. Their active participation will enhance commitment and overall performance.

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- **Regular Updates:** We will review and update this policy at least once annually. During this process, we will consult with staff and other relevant stakeholders to ensure its continued effectiveness.
- **Environmental Training:** Our staff will receive relevant environmental training. This will empower them with the knowledge and skills necessary to contribute effectively to our sustainability goals.
- **Supplier and Contractor Collaboration:** We recognize the importance of collaboration with our suppliers, contractors, and sub-contractors. Together, we will work towards improving their environmental performance and aligning with our sustainability objectives.
- **Local Sourcing:** Whenever possible, we will prioritize local labour and materials. By doing so, we aim to reduce carbon emissions and support the community.