

GREEN TRANSITION STRATEGY

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Inno-Comp Group

Created by:

Péter Torma

Approved by:

board of ICG

INNO-COMP KFT.

H-3580 Tiszaújváros, Vegyészek útja 8.
Tel.: +36 49 542 084, Fax: +36 49 522 509
E-mail: innocomp@innocomp.hu
www.inno-comp.hu

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Redefining **Trust**

1. **Vision and Goals:**

Inno-Comp Group aims to lead in sustainable innovation by integrating eco-friendly materials and energy-efficient practices, advancing a circular economy, and reducing its carbon footprint to foster a resilient and sustainable future.

We support the targets regarding the limitation of global warming in line with the Paris Agreement 2016 to limit global warming to less than two Celsius degrees. We target 50% CO2 emission reduction overall in our group by 2030 compared to our 2010 values.

Minimum 35% of our total polymer purchase will be a sustainable source. 15% of our total polymer purchase is targeted for Post Consumer Recyclate until 2030.

2. **Assessment of Current Environmental Impact:**

- Inno-Comp Group conducts several thorough analyses of current operations to identify areas of high energy usage, waste production, and carbon emissions. The results of these are the basics for the below detailed strategy

3. **Sustainable Practices Implementation:**

Inno-Comp Group identified the following points where it can contribute the most to its green transition.

Sustainable Materials:

- Transition to using bio-based, recycled, or biodegradable raw materials in production processes to decrease environmental impact.

Sustainable Supply Chain:

- Work with suppliers who adhere to sustainable practices and ensure that sustainability considerations are integrated into the procurement process.

Energy Efficiency:

- Implement energy-efficient technologies in manufacturing facilities. This could include upgrading to LED lighting, improving insulation, or investing in energy-efficient machinery.

Renewable Energy:

- Install solar panels to power operations, reducing reliance on non-renewable energy sources and lowering carbon footprint. Contract those electricity suppliers, who offer the most renewable sources in their electricity mix.

Circular Economy:

- Develop a circular economy model by designing raw materials for durable products, reuse, remanufacturing, and recycling. Implement take-back schemes and encourage closed-loop practices.

Waste Reduction:

- Implement zero-waste initiatives by optimizing production processes to reduce waste and recycling scrap materials.

Carbon Footprint Reduction:

- Set targets to reduce greenhouse gas emissions and implement strategies to achieve them, including carbon offsetting or involvement in carbon trading schemes.

Innovation in Eco-friendly Products:

- Invest in research and development to innovate new products together with Universities and other research institutes that help reduce energy consumption or are environmentally friendly.

Employee Engagement and Education:

- Foster a culture of sustainability within the company by educating employees about environmental practices and encouraging them to contribute ideas for sustainability.

Sustainable Packaging:

- Transition to using eco-friendly packaging solutions, such as recyclable or compostable materials.

4. Stakeholder Engagement:

Definition of Stakeholders:

- Stakeholders include a wide range of individuals and groups such as employees, management, suppliers, customers, local communities, owners, financial investors, government entities, and non-governmental organizations (NGOs).

Collaboration and Engagement:

- Effective stakeholder engagement involves building partnerships and fostering collaboration among various stakeholders. This can lead to more innovative solutions and shared resources for sustainability efforts. We encourage the work of Unions among our employees, we openly disclose our supply chain to our customers to ensure trust and visibility. Our owners are taking part of the company's everyday life and being part of the green transition.

Shared Vision and Goals:

- It is important for stakeholders to have a shared understanding of the company's sustainability vision and goals. Involving stakeholders in the development of the green transition strategy can enhance their commitment and ownership.

Involvement in Decision-Making:

- Engaging stakeholders in the decision-making process helps to ensure that their perspectives, needs, and concerns are addressed. This can lead to more effective and accepted solutions for the green transition.

Transparency and Communication:

- Open and transparent communication about sustainability goals, progress, and challenges fosters trust among stakeholders. Regular updates and feedback mechanisms help maintain stakeholder involvement and commitment.

Training and Education:

- Providing training programs and educational resources can empower stakeholders, particularly employees, to understand their roles in the green transition and how they can contribute effectively.

Incentives and Support:

- Offering incentives for stakeholders, such as financial support for green initiatives, recognition programs, or sustainability certifications, can motivate them to actively participate in the green transition.

Addressing Concerns:

- Listening to and addressing stakeholder concerns about the green transition, such as potential job displacement or economic impacts, is crucial for maintaining commitment and support.

Long-term Commitment:

- Stakeholder commitment should extend beyond individual projects; it should reflect a long-term dedication to sustainability and ongoing improvement in practices over time.

Monitoring and Accountability:

- Establishing mechanisms to track progress and hold stakeholders accountable for their roles in the green transition can reinforce commitment. Regular

evaluation and reporting can help ensure that all parties are aligned with the sustainability goals.

In summary, stakeholder commitment is vital for the success of a green transition strategy. By fostering collaboration, communication, and shared goals, organizations can create a supportive ecosystem that drives meaningful environmental change.

5. Compliance and Reporting:

- The first ESG report of Inno-Comp was made about 2019 internally, while the first published report was generated in 2022. We base our ESG reporting on both the GRI standards as well as the regulatory requirements of the jurisdictions Inno-Comp Group is active in. Our main aim is to provide a transparent document. We continuously develop our monitoring system and KPI's in order to track and register our development. All members of Inno-Comp Group always cooperate with all authority and confirm with the respective regulations and laws, local habits. We are preparing ourselves to CSDR reporting from 2026 onwards.

6. Financial Planning:

- Consider the financial implications of the green transition, including investment in new technologies and potential cost savings from efficiencies.
- Define detailed mid / long term financial analysis based on the current knowhow and market expectations to prove that this green transition of Inno_Comp Group is financially sustainable, as well.

Leading a comprehensive green transition strategy requires commitment and collaboration across all levels of the organization.

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