

INCOM GROUP Environmental and Energy Policy

1. Purpose and Scope

INCOM GROUP is committed to **sustainable operations, responsible environmental stewardship and effective energy management**. We recognize that our business activities affect the environment and the use of natural resources and energy; therefore, we systematically work to **reduce our environmental footprint**.

The Policy establishes a **common framework for environmental and energy management** across INCOM GROUP companies. It provides the basis for **setting and achieving environmental and energy objectives**, continuously improving environmental and energy management practices, and reducing environmental impacts.

The Policy applies to the **activities, sites, employees, and processes of INCOM GROUP companies**. Its implementation is adapted to the specific nature of each business activity, **significant environmental aspects and significant energy uses**, as well as the level of integration into management systems. We also encourage our **suppliers, partners, and other stakeholders in the supply chain** to uphold the principles and commitments outlined in this Policy.

2. Key Commitments

2.1 Reducing Emissions and Preventing Pollution

We are committed to **preventing pollution, minimising negative environmental impacts**, and systematically monitoring and managing our greenhouse gas emissions.

We monitor the company's carbon footprint, which refers to our **greenhouse gas emissions across relevant categories**. This information helps us identify key areas for improvement. Our primary focus is on **reducing emissions** from our **direct operations and purchased energy**, while gradually engaging business partners in efforts to reduce impacts across the **value chain**.

2.2 Effective Energy Management

We are committed to the **responsible and systematic management of energy** as an important environmental and strategic resource. Our goal is to continuously improve **energy performance and efficiency** throughout our processes, equipment, and facilities.

We monitor and analyse our energy consumption and use this information to implement measures that **optimise energy-related processes**, reduce losses, adopt energy-efficient technologies, and gradually increase the use of renewable energy sources.

Energy performance and efficiency are integral to our investment decisions, technological upgrades, equipment procurement, and process development. By integrating renewable energy sources and energy storage solutions, we enhance our **energy self-sufficiency** and contribute to minimizing our environmental impact.

2.3 Responsible Water Management

We are committed to the responsible use of water in production processes. We actively **reduce water consumption** in production, introduce **water-saving technologies**, and continuously upgrade and optimize **wastewater treatment systems**, thereby reducing their environmental impact.

2.4 Responsible Management of Materials and Waste

In line with the Waste Management Programme and the Waste Prevention Programme of the Republic of Slovenia, we seek **alternative uses for generated waste** and integrate **circular economy principles** into waste management processes.

We **reduce waste generation at source**, promote **reuse and recycling**, and develop solutions for the **recovery and use of by-products**.

We ensure the **responsible handling of chemicals** and other potentially hazardous substances in accordance with applicable legislation and environmental protection principles. We strive to **reduce the quantity of hazardous waste** by using more environmentally friendly input materials.

2.5 Sustainable Raw Materials and Packaging

We are committed to the **responsible selection of raw materials and packaging solutions** that support **traceability, quality, product safety, legal compliance** and the reduction of environmental impacts.

We collaborate with **certified and verified suppliers** and conduct **regular reviews of our supply chain** to ensure traceability, quality and responsible sourcing of raw materials.

For packaging, we focus on **protecting our products**, maintaining product quality, and **ensuring consumer safety**. At the same time, we strive to **optimize material use, enhance recyclability and incorporate recycled materials** when compliant with food-contact requirements and technically feasible.

We prioritize **sourcing raw materials and packaging locally or regionally** to minimize the **environmental impact of transport**.

2.6 Employee Awareness and Engagement

Employees play a crucial role in helping us achieve our environmental and energy commitments. We provide **regular training to raise awareness** about the importance of environmental protection, efficient energy use, and responsible management of natural resources. We encourage employees to **actively participate in identifying opportunities** for improvement and in proposing and implementing measures to reduce our environmental impact. By fostering a **sustainable organizational culture**, we also motivate employees to **apply sustainability principles in their everyday lives**.

3. Stakeholder Engagement

We actively engage with our **local community, suppliers, customers, business partners, educational institutions, and other stakeholders**. Through awareness-raising initiatives, education, and collaboration, we promote **responsible practices**, reduce negative environmental impacts, and foster a broader understanding of sustainable development.

We communicate our Environmental and Energy Policy to employees and relevant stakeholders, **encouraging dialogue, knowledge exchange, and a collective approach** to addressing environmental and energy challenges.

4. Compliance Obligations

We conduct all our activities in accordance with **applicable Slovenian, European, and international laws, regulations, standards, and other compliance obligations** related to environmental protection, energy efficiency, and sustainable development.

We consistently **monitor our compliance obligations** to ensure that our operations adhere to these standards. We maintain and regularly update a **register of relevant environmental legislation**, collaborate with **competent authorities and institutions**, and actively participate in **local and national initiatives** for environmental protection.

5. Role of Management and Responsibilities

Top management actively supports the implementation of the Environmental and Energy Policy by providing the necessary resources and ensuring that environmental and energy considerations are **integrated into business decisions, processes, and strategic directions.**

The implementation of this Policy involves the **active participation and cooperation of expert functions** in the fields of sustainability, environmental management, energy management, production, maintenance, investment planning, procurement and other relevant areas. Management is regularly updated on environmental and energy performance results and participates in defining strategic directions for further improvement.

6. Continual Improvement and Policy Review

We are dedicated to **continuously improving our environmental and energy management systems** and enhancing our overall environmental and energy performance. To monitor our progress, we conduct **regular internal and external audits**, track environmental and energy performance indicators, establish measurable objectives, and **implement improvement programmes** along with the necessary actions to achieve them.

We **regularly review and update this Policy** as needed in response to changes in our business operations, legislation, standards, significant environmental aspects, and significant energy uses, as well as monitoring results, audit findings, and stakeholder expectations.

7. Closing Statement

We commit to the consistent implementation of this Environmental and Energy Policy and to responsible and sustainable business operations that align with our values and strategic orientations.

Ajdovščina, June 2026

Management of INCOM GROUP

Andrej Slokar



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