



FiFORM

**ENVIRONMENTAL
SOCIAL
GOVERNANCE**

ESG Report

Reporting period: 2023./2024.



Fond za zaštitu okoliša
Federacije BiH

The project is co-financed by the
Environmental Protection Fund.

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1 INTRODUCTION

We are proud to present our first ESG report, which highlights our efforts and achievements in the areas of environmental protection, social responsibility, and corporate governance. As a company specializing in innovative solutions in the tool industry, we recognize our responsibility in ensuring sustainable development and creating a positive impact on the community in which we operate.

This report provides insights into our strategic goals aimed at reducing our carbon footprint, improving working conditions, and ensuring transparent and responsible management of business processes. We are committed to the continuous improvement of our practices to ensure long-term value for all our stakeholders—employees, clients, partners, and the broader community.

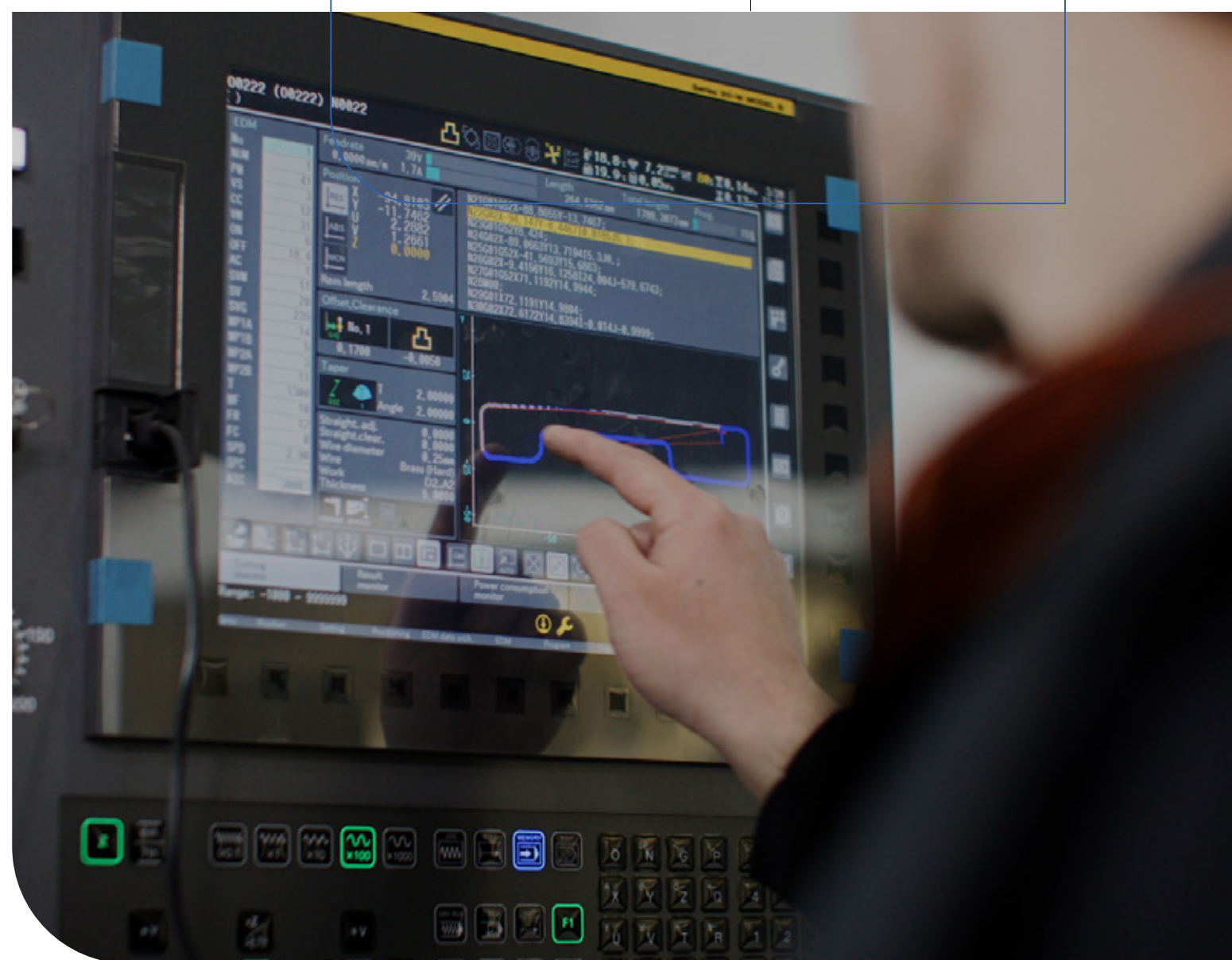
Aware of the times we live in, we aim to be an example of how an industry, like steel, can become environmentally conscious with enough effort and dedication. Our journey began with the development of an ESG strategy, the calculation of our carbon footprint, and all our efforts and achievements are presented through this transparent and comprehensive report. We believe that success is not only measured by financial results but also by our ability to contribute to a better future for all. This report is a testament to our commitment and progress toward responsible and sustainable business practices.

**Sustainable development
is the only correct path
for the future**



2. About iFORM

iFORM is a renowned company with extensive experience in the production of high-precision tools and components for various industries, with a strong focus on quality, innovation, and sustainability. Located in Knešpolje, iFORM holds a key position in the market thanks to state-of-the-art technology, a skilled workforce, and a strong export orientation. With many years of experience in the metalworking sector, the company has become recognized for adapting its products to the specific needs of the industry, thus contributing to the development of domestic manufacturing and strengthening the region's economic outlook. Their portfolio includes advanced metal forming tools developed to meet the highest standards and requirements of the automotive industry. Using modern high-efficiency equipment, iFORM produces hundreds of tons of high-quality steel tools annually and shapes thousands of tons of metal sheets in serial production. Their commitment to innovation and high quality ensures consistency and safety in pro-

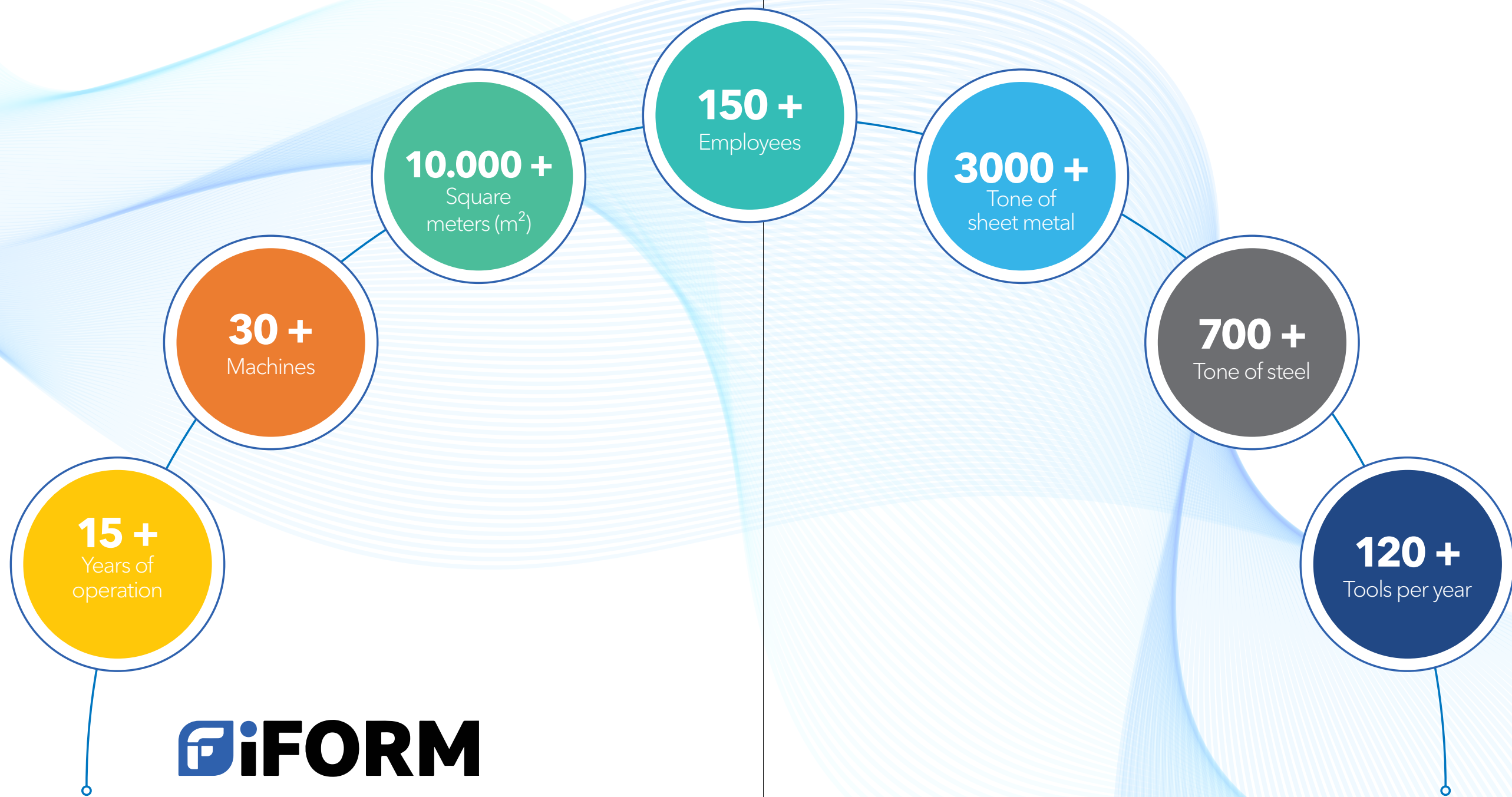


duction processes, while also striving for continuous improvement to reduce the environmental impact and contribute to more sustainable business practices. iFORM proudly positions itself as an industry leader, excelling in excellence, responsibility, and ongoing progress. With over 150 employees, iFORM fosters a corporate culture that recognizes the importance of people as a key resource. Special attention is given to the continuous development and education of employees, ensuring their readiness to work with cutting-edge technology and adapt to global industry trends. Through internal training programs and promoting professional development, the company builds a team capable of meeting the most demanding challenges of the modern market. iFORM's uniqueness lies in the industrial sector in which it operates, where precision, innovation, and adaptability are considered key factors for success. As one of the few companies in the region with advanced tool design and production capabilities, iFORM plays an important role in developing the local industrial base, while setting excellence standards in the market.

Their solutions not only support domestic partners, but a significant portion of production is exported to international markets, further contributing to the positioning of Bosnia and Herzegovina as a reliable exporter of high-quality products.

A particular emphasis is placed on investments in modernizing production processes and implementing sustainable business practices. iFORM recognizes the importance of ESG principles (Environment, Social, Governance) as the foundation of responsible business, reaffirming its commitment to sustainable development, reducing environmental impact, and enhancing social responsibility.

3 A brief overview in numbers



4 Words of the director

It is with great pleasure that we present iFORM's first ESG report, through which we confirm our strong commitment to sustainable development, social responsibility, and transparent corporate governance.

At iFORM, we base our business strategy on establishing harmonious relationships with our employees, the environment, and the wider community. We believe that people are the most valuable resource of our company, and their satisfaction and health are key to achieving long-term business goals.

These principles represent our deep commitment to creating an encouraging work environment that promotes employee wellbeing while also recognizing the importance of environmental preservation. Through support for projects in culture, education, and sports activities for children, we aim to contribute to the development of the local community in which we operate.

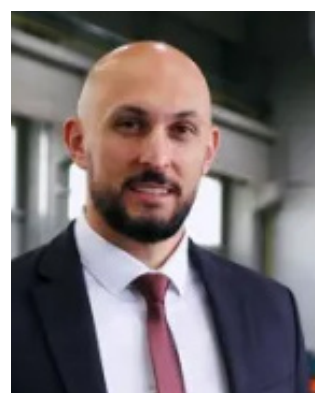
With a rich industrial heritage and experience in providing high-quality services, iFORM successfully meets the challenges of the modern market by applying innovative solutions and

advanced technological processes. Our work is based on the integration of responsibility and sustainable business principles – making them one of the key strategic directives of our development. This ESG report provides an overview of our achievements, goals, and initiatives in the areas of environment (E), social responsibility (S), and corporate governance (G). We are committed to the long-term reduction of negative environmental impacts, strengthening our positive economic contribution, and improving the quality of life in the communities where we operate.

For us, investing in sustainability means continuously improving both the working and living environment – with a particular focus on employee wellbeing, sustainable management of production processes and the supply chain, and building strong relationships with consumers and partners. We actively contribute to the local community through support for cultural initiatives, educational and sports programs, as well as humanitarian projects, with the aim of achieving long-term positive impact.

At the core of our sustainability strategy is the belief that education and the development of human potential are the foundation of progress. We know that our best results are the result of investing in people – because their growth ensures the growth of the entire organization.

For iFORM, sustainable business is not just an obligation – it is the way we build a better future for all of us.



Ivan Sopta, CEO



5 About ESG Report

The first ESG report of iFORM for the 2023/2024 fiscal year provides an overview of key business information, with a focus on its alignment with sustainable development goals and commitment to responsible business practices. The report offers a comprehensive picture of the company's activities and performance in the areas of environment, social responsibility, and governance, based on internationally recognized frameworks for non-financial reporting.

All data and information included in this report relate to the company's operations and activities during 2023 and 2024. Prior to the preparation of the report, the identification of all material topics that have a significant impact on the business and its stakeholders was conducted. This process ensured that the report meets the actual needs and expectations of stakeholders, including clients, employees, partners, and the broader community.

The data for the report were collected through a systematic and transparent process, involving contributions from various departments of the company, with expert support and in line with industry best practices. This first ESG report serves as the foundation for future monitoring and improvement of sustainable business prac-

tices, affirming iFORM's commitment to responsible business and contribution to global sustainability goals.

In 2023, iFORM implemented a range of strategic initiatives aimed at technological advancement, energy transition, employment growth, and market diversification. The most significant activities included:

- Investment in new equipment, with a focus on process automation, including the introduction of a robotic cell for sheet metal cutting, which increased efficiency and precision in production;
- Employment and training of new employees as part of the planned business expansion in 2024
- Construction of a 465 kW solar power plant on the roof of production halls, as a key step in the energy transition towards renewable energy sources;
- Diversification of the customer base, with a focus on reducing dependence on the automotive industry and shifting towards new sectors (non-automotive industry).

For 2024, the following strategic priorities have been realized:

- Further development of relationships with new customers and expansion of market reach;
- Continuous employment and training of employees, aimed at strengthening competencies and operational flexibility;
- Ongoing investment in advanced technologies, with an emphasis on process digitalization and improving precision in production; Organizational restructuring, through the establishment of a new warehouse department as a separate business unit (previously part of the stamping department);
- Establishment of the iFORM R&D Slovenia office, aimed at strengthening design capabilities, shortening offer preparation time, and increasing the quality of tools as a core component of the production process.

In 2024, an important strategic breakthrough was made with the establishment of the iFORM R&D Slovenia office, a specialized unit for tool development and design. The opening of this design office further strengthened internal capacities for technical development, improved the offer preparation process, and raised the efficiency of tool design – a key stage in production preparation – to a higher level.

This investment represents the foundation for strengthening competitiveness and expanding business into international markets



**ENVIRONMENTAL
SOCIAL
GOVERNANCE**

6

MISSION & VISION

Mission:

"We are dedicated to providing top-tier solutions in sheet metal forming for the automotive industry, using advanced technologies and sustainable practices to meet and exceed our clients' expectations."

Vision:

"We aim to be a global leader in the production of innovative tools and components for sheet metal reshaping, leading the industry through continuous improvement, technological excellence, and environmental responsibility."



7 Our core values

- **Employee satisfaction**

iFORM recognizes employees as the foundation of sustainable business. By investing in professional development, safe working conditions, and open communication, the company ensures a motivated and stable team.

- **Product quality**

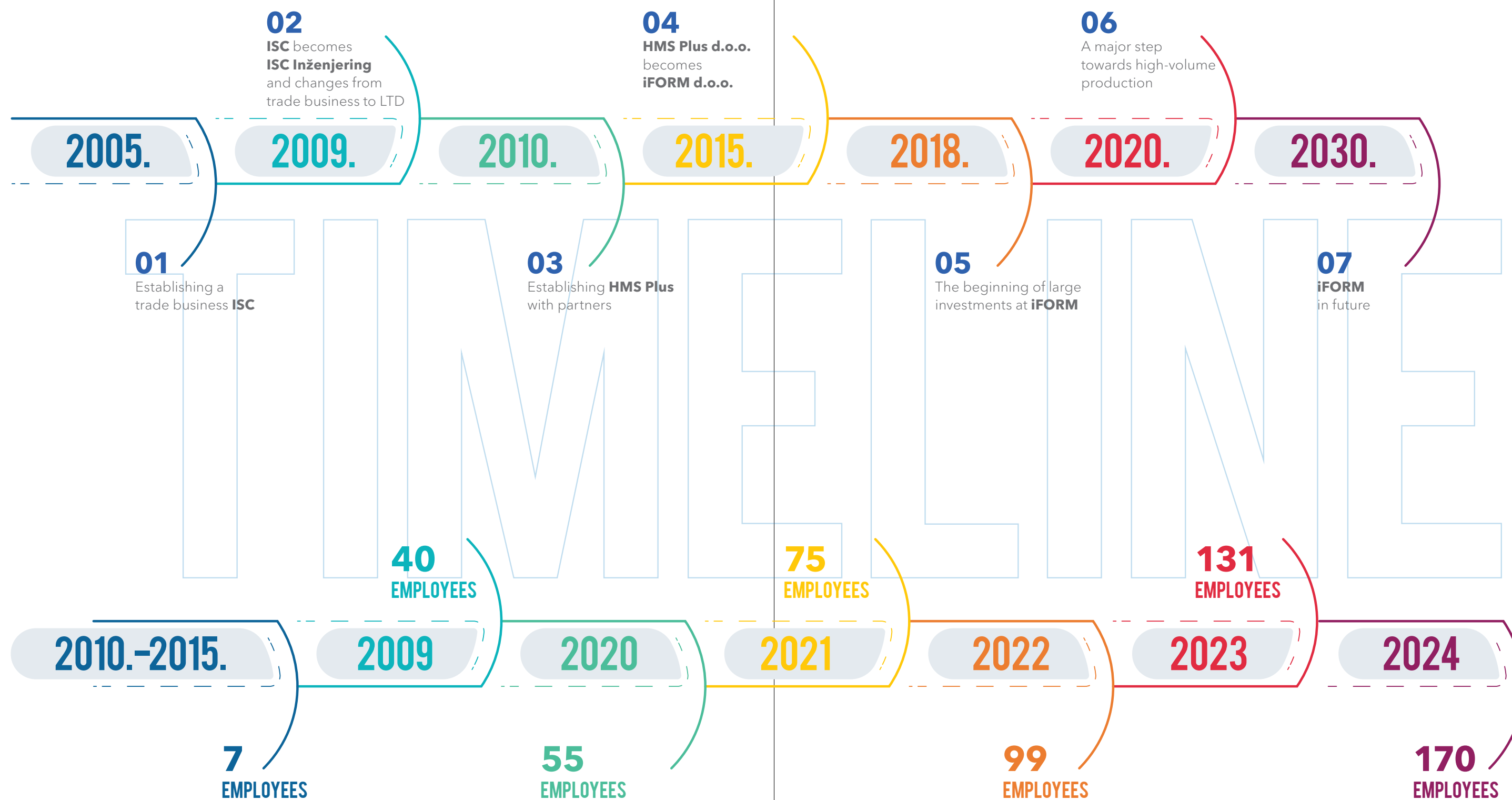
Quality is inseparable from responsibility toward clients. Every product undergoes strict control and is continuously improved to meet the highest industry standards.

- **Ability to quickly adapt to customer requirements**

Flexibility and technical competence enable iFORM to respond swiftly to specific client needs, offering reliable and customized solutions in dynamic market conditions.



8 iFORM through time



9 Locations

Locations are Bosnia & Herzegovina
(Široki Brijeg) & Slovenia



10 Our products

iFORM is proud that their products play a key role in driving global brands forward. Through excellent quality, innovative solutions, and reliability, they contribute to the success of global leaders, confirming their position as a trusted partner in the international market.

DEVELOPMENT AND PRODUCTION Stamping tools

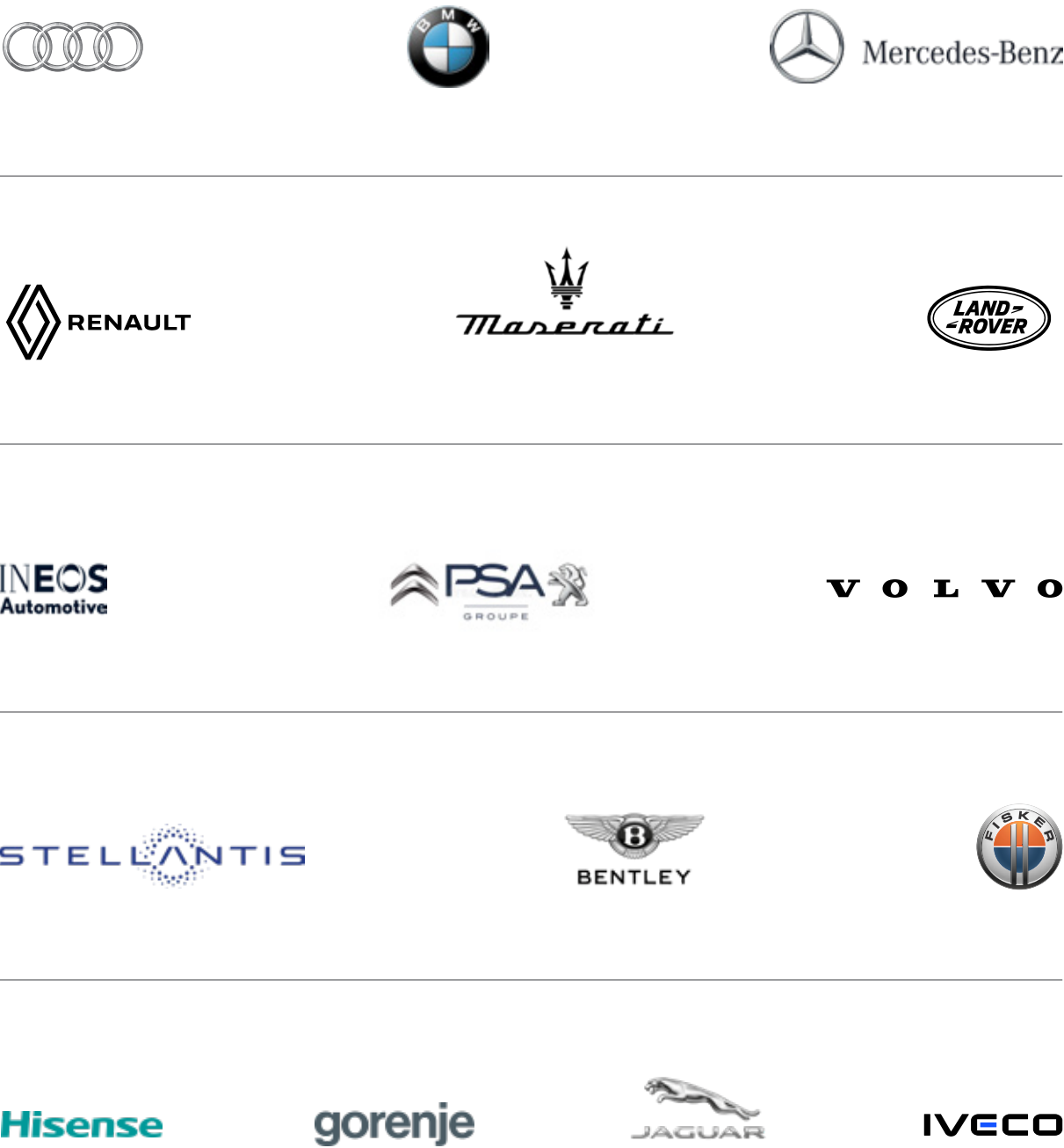
Tools for StampingiFORM specializes in the development and production of highly sophisticated tools for stamping metal parts for the automotive and other industries.

PRODUCTION AND SUPPLY Stamped metal parts

After the development and production of tools, they continue with the production and supply of stamped metal parts.



Some of our top clients



11 Our customers

We are proud of our partnerships with renowned customers across Europe.

At iFORM, customers are considered an integral part of the organization, ensuring that every project is handled with the utmost care and responsibility. The company recognizes that even the smallest oversight can result in not only the loss of individual projects but also long-term consequences for the entire business. To reduce the risk of downtime in serial production and avoid high costs, iFORM continually invests in the improvement of processes and quality systems. The focus on continuous improvement allows for the maintenance of high service levels, enhancing customer satisfaction and strengthening long-term collaboration.

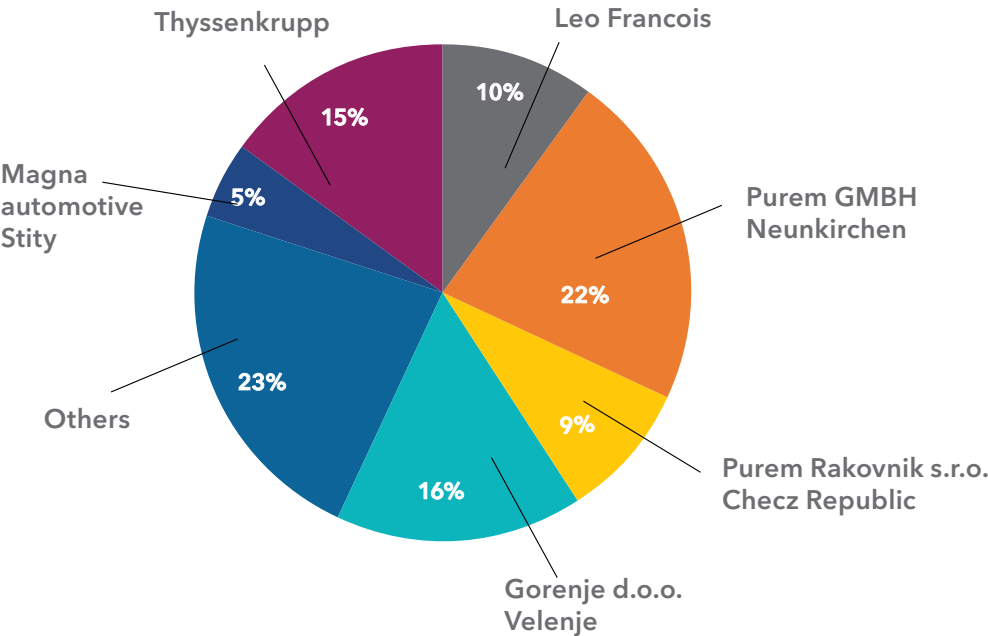
At iFORM, we believe that investing in long-term business relationships is the foundation of stability and growth. Maintaining existing customers through consistent quality and reliability is a key goal that enables the company to successfully develop and stand out in the market.

Building value through reliable customer relationships

In 2023, the company successfully expanded its customer base and established new partnerships with leading players in the automotive and related industries, including:

- Magna
- Thyssenkrupp - Automotive
- Purem Wilsdruff - Truck Program

CUSTOMERS IN 2024.



CUSTOMERS BY INDUSTRY

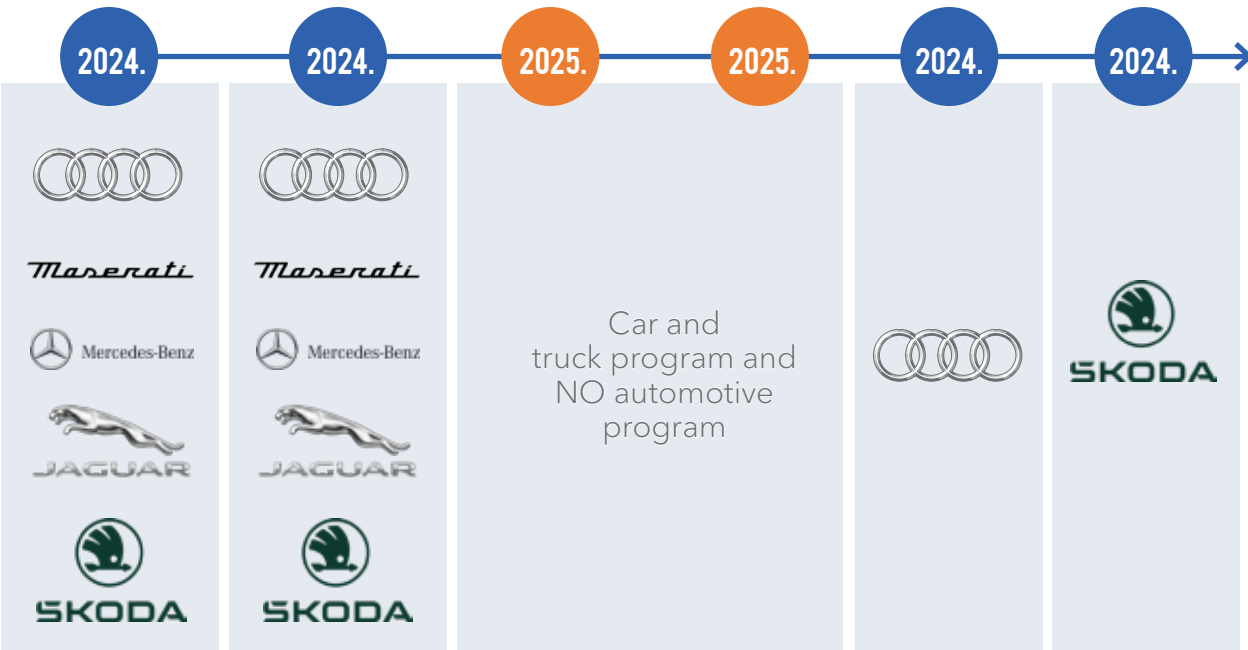
Currently, the dominant industry is the automotive industry. The goal is to diversify risk, but changes in the business structure are expected to occur by 2028. The distribution is expected as follows:

AUTOMOTIVE INDUSTRY

62%

OTHER INDUSTRIES

38%



12 Management structure

The management of iFORM represents the highest governing body, which, with full responsibility, oversees the overall operations of the company. Its responsibility encompasses the effective management of all aspects of the business, including economic, social, and environmental factors that are crucial for the long-term success of the company.

The members of iFORM's management are appointed to represent the interests of the company and its business area, bringing their expertise, experience, and dedication to achieving strategic goals. Each member of the manage-

ment operates both individually and as part of the collective, contributing to strengthening the company's position in the market through their competence and professional knowledge. Special attention is given to the representation of diversity within the management structure, which includes various skills, experiences, ages, education, and other differences that enable the making of better and more thoughtful business decisions. In line with its diversity policy, iFORM is committed to ensuring an environment where each management member contributes through their unique approach and expertise.



13 Sustainability goals

Sustainability and responsible business practices form the foundation for the long-term success of any modern organization. Clear sustainability goals are now a crucial tool for companies that want to align their operations with global sustainable development

goals and become market leaders. These goals are structured around four key pillars, aligned with the UN's Sustainable Development Goals (SDGs), and enable the company to take an active role in creating a better future for all. Through these pillars, the company implements concrete actions that not only strengthen sustainability and support the business plan but also contribute to the wider society and environmental preservation. The key pillars on which iFORM's business is based are defined through the ESG Strategy developed by the company.



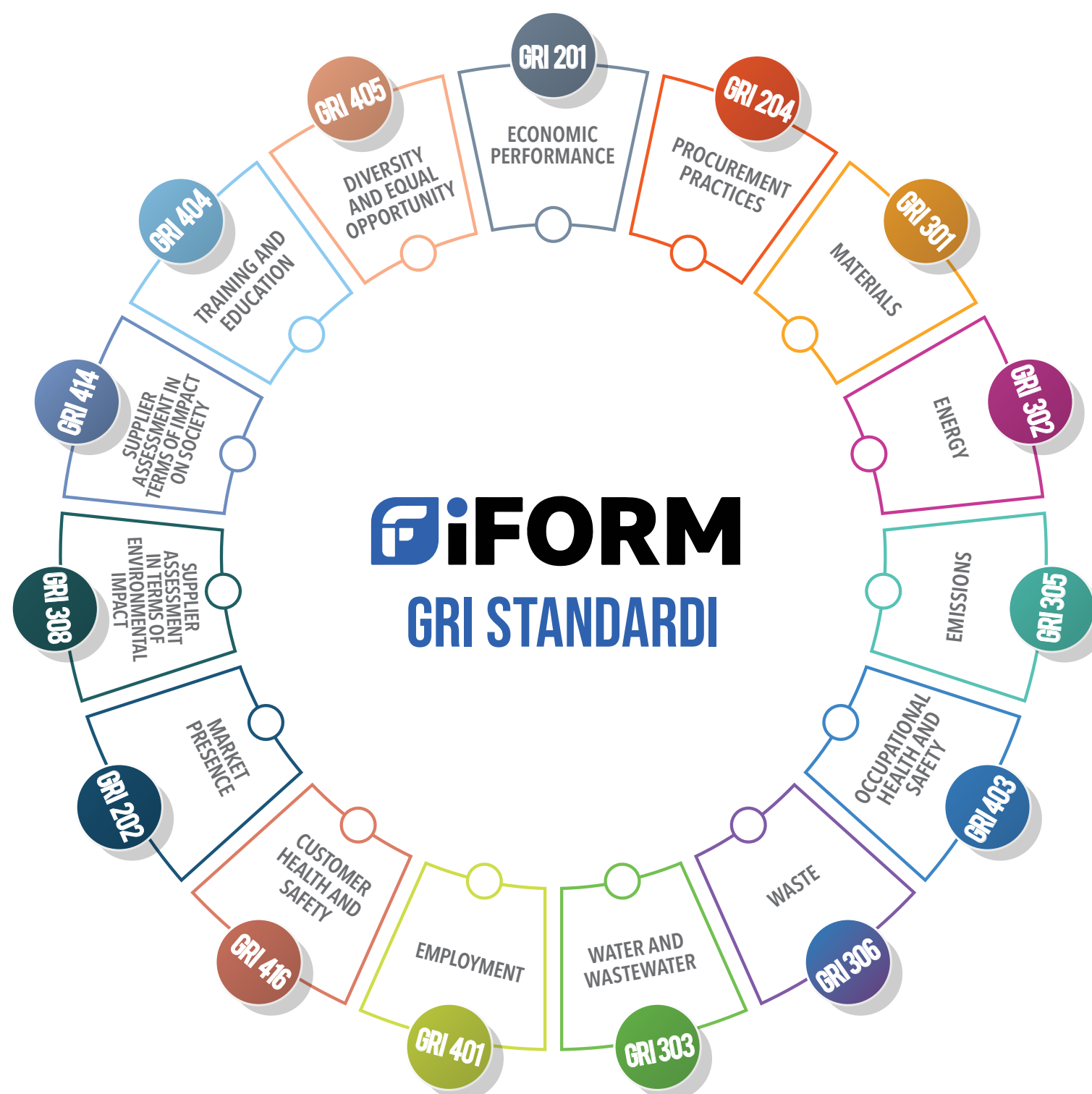
14 Quality

THE FOUNDATION OF OUR SUCCESS

What defines quality at iFORM ?

- 1) Quality is a combination of customer requirements and international standards
- 2) Continuous consistency in products and services
- 3) Continuous improvement as part of the business culture

- **ISO 9001:2015** - Quality Management System (2020)
- **IATF 16949:2016** - Extended ISO 9001 standard, specialized for the automotive industry (2021)
- **TISAX** - Global standard for information security in the automotive industry (2023)
- **ISO 14001:2015** - Environmental management system - Planned for implementation in 2024.



15 Identification of material topics

During 2023, in accordance with the activities, the development direction, and the management policy of the company iFORM, the identification of material topics was carried out, which had a significant impact on economic results, the environment, and employees. In accordance with the GRI standards, in the report, both the identified and additional topics, which are not classified as material but are important for the overall understanding of business sustainability, were covered.

Throughout the year, the company continuously monitored different impacts, both within the organization and in a broader context in which iFORM operates. The involvement of internal and external experts allowed for a more objective approach to identifying key topics and strategic importance.

In the process of identification, particular attention was paid to the needs of key stakeholders - employees, clients, and suppliers - with the goal of better understanding their perspectives and external business impacts. By analyzing both positive and negative aspects of the impacts, as well as their potential importance for the market, environment, and society in general.

In cases where negative impacts were recognized, corrective measures were taken with the aim of minimizing harmful effects and preventing further adverse consequences. Every initiative regarding potential impacts was followed by the appropriate approval process and reviewed by the Management Board.

This process aims to systematically identify and manage recognized impacts and to ensure effective management of all material topics.

16 Corporate Culture

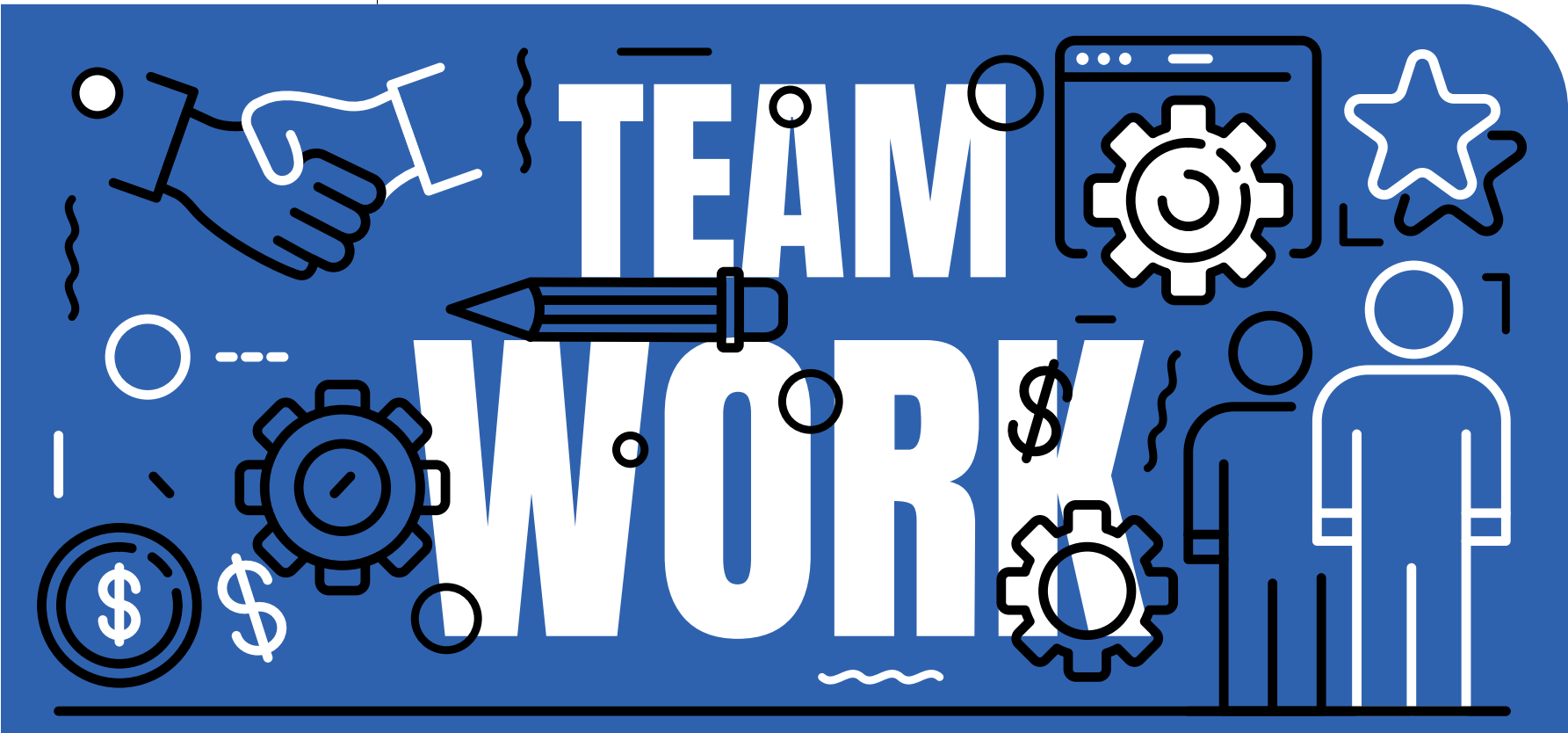
iFORM is guided by the principles of responsible and transparent business, focusing on achieving strategic goals through adherence to ethical and social values. The management clearly defines policies that promote equality, diversity, and inclusivity in the workplace. The company is committed to fostering a work environment where employees are valued equally, regardless of age, gender, education, or other personal characteristics. Discrimination and inappropriate behavior are strictly prohibited, with special attention paid to the protection and safety of employees. iFORM maintains transparent relationships with business partners and the public, ensuring transparency in financial reporting and political stan-

ces within the organization. Business activities are based on responsibility, ethics, and accountability. During the reporting period, iFORM did not record any violations of policy or any breaches of the company's operational standards, and corrective measures were promptly taken when necessary.

1. Corporate policy and conflict of interest
2. Sustainability policy
3. Corporate ethics policy and business conduct code
4. Code of ethics
5. Business ethics



Employees and community



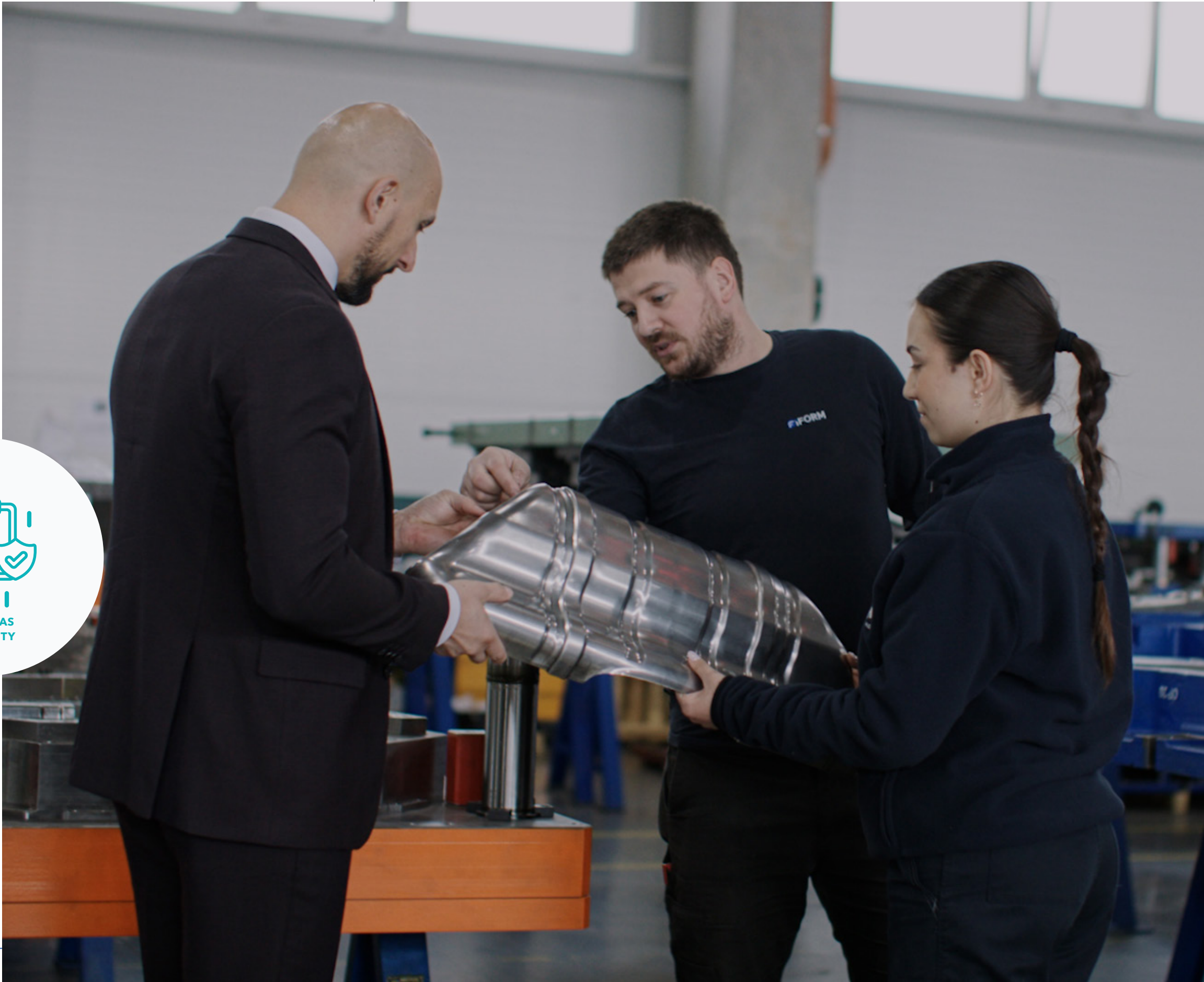
Together, we create a sustainable future through community care

At the core of iFORM business strategy lies a deep and consistent commitment to social responsibility, which not only adds to business activities but is also an integral part of them. Every segment of operations is designed with a focus on social impact and responsibility towards the community, including future generations. iFORM recognizes its role as an active participant in community development and generational growth.

Through continuous support for educational programs, environmental projects, and social activities, the company actively contributes to creating a just, sustainable, and prosperous society. The approach is based on the belief that long-term business success is achieved by creating value together and maintaining sustainable practices, which lead to long-term and meaningful growth.

The strategy of iFORM is focused on empowering communities, promoting inclusivity, and creating a sustainable environment that enables the development of future generations. Through responsible business practices, iFORM not only actively contributes to local projects but also fosters innovations that create long-term benefits for society and the environment.

For iFORM, social responsibility is not just one of the elements of business policy - it represents a fundamental part of the organizational identity and a key driver of growth, development, and value creation in all segments of business.



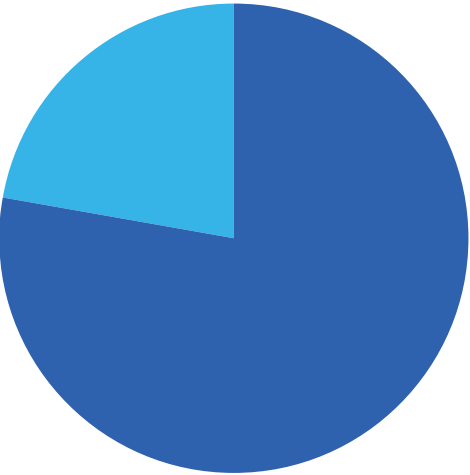
EDUCATION
AS THE FOUNDATION
OF BUSINESS



HEALTH AS
A PRIORITY



COMMUNITY AND SOCIAL
ENGAGEMENT

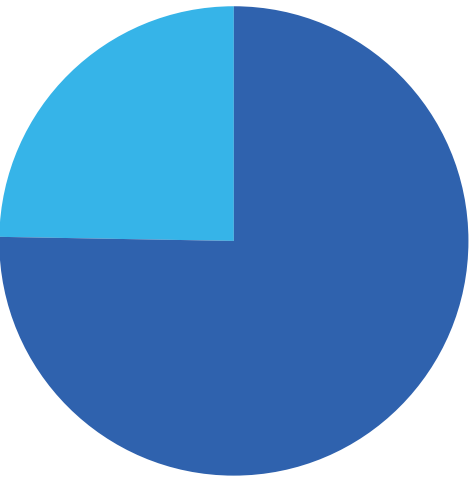


Sex ratio in 2023.

Structure of employees 2023

Men	Women
103	29

- Men
- Women



Sex ratio in 2024.

Structure of employees 2024

Men	Women
128	42

- Men
- Women

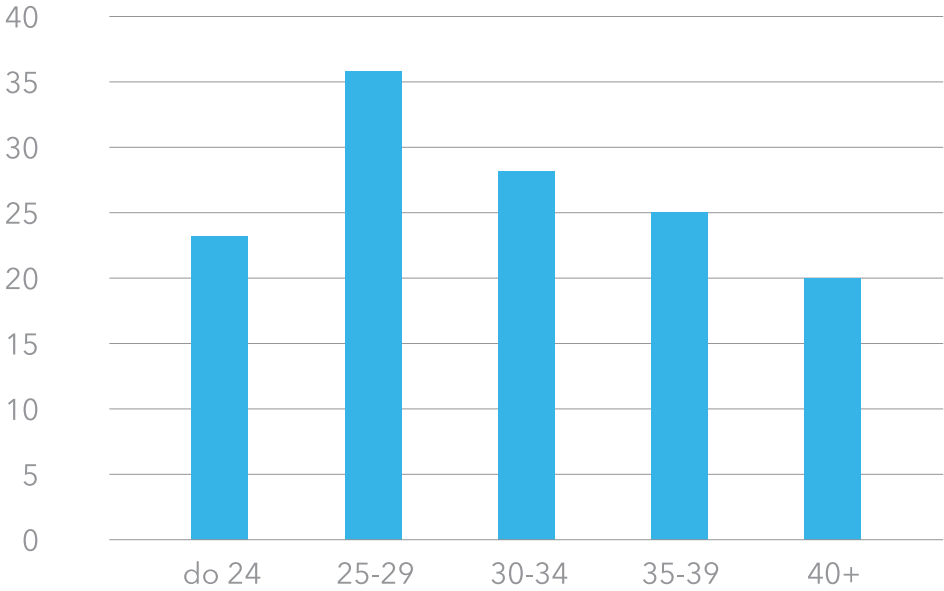
Average age

2023.	2024.
32	32

Age structure

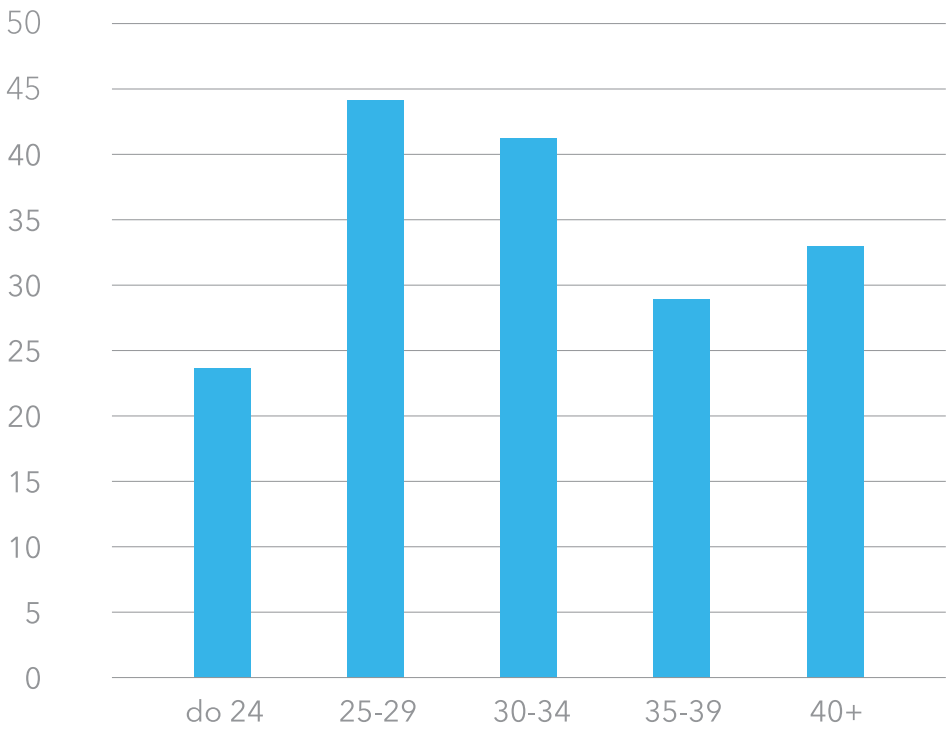
Age	Men	Women
do 24	16	7
25-29	32	4
30-34	22	6
35-39	21	4
40 +	12	8

Age structure in 2023.



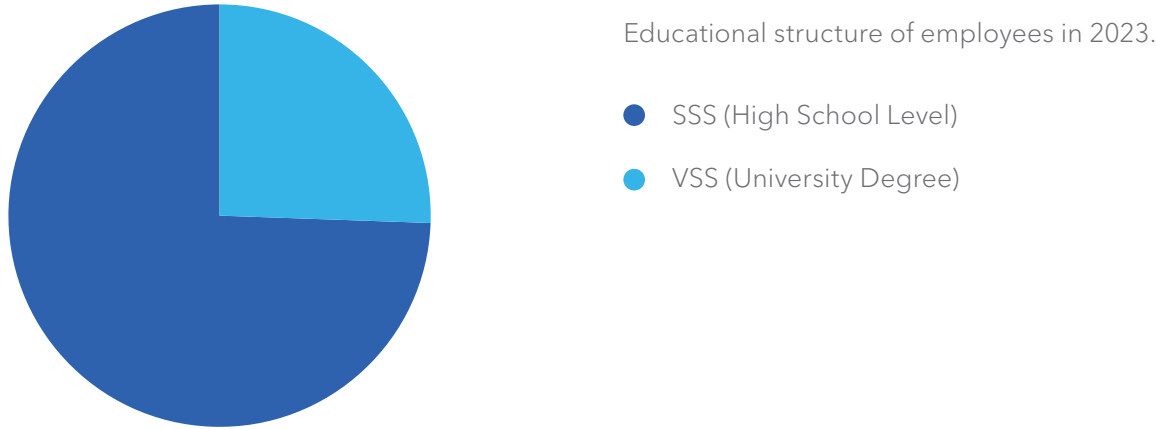
	Men	Women
do 24	17	6
25-29	35	9
30-34	32	9
35-39	22	7
40 +	22	11

Age ratio in 2024.



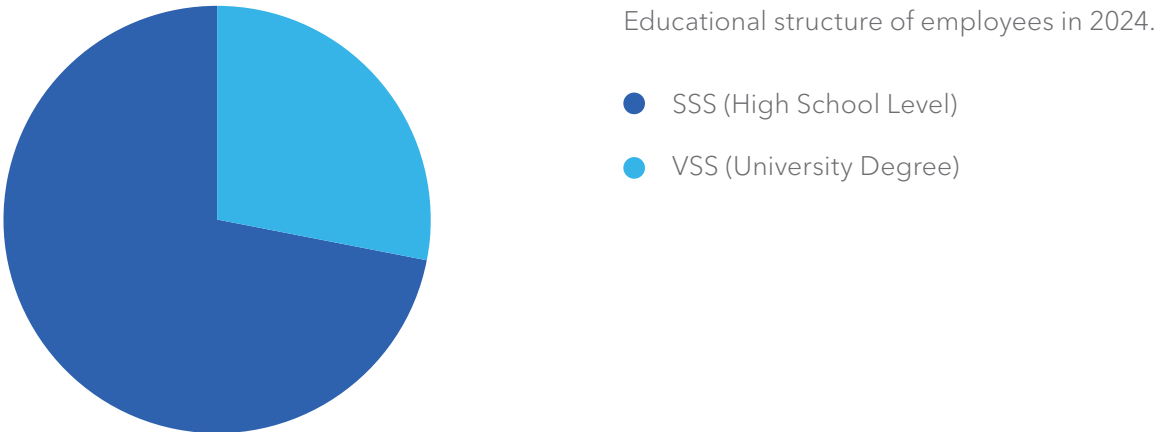
Educational structure of employees in 2023.

VSS		SSS	
M	W	M	W
23	11	80	18



Educational structure of employees in 2024.

VSS		SSS	
M	W	M	W
31	17	97	25



Awards and employee satisfaction



AWARDS

As part of the traditional team-building event at Jahorina, every year a special award ceremony is organized for employees who have achieved outstanding results and contributed to the company's success. A total of five prestigious awards are given in the following categories:

- 1. Employee of the year from the department of Mechanical Engineering** – an award for outstanding results and contribution to the work of the department.
- 2. Employee of the Year from the department of Tool Assembly and Optimization** – an award for exceptional contribution to improving the tool assembly process
- 3. Employee of the Year from the department of Stamping and Pressing** – an award for excellence in work and outstanding performance in this segment.
- 4. Best new employee of the year** – an award for the newest employee who has shown exceptional performance in their work.
- 5. Best of the "Best"** – a special award for extraordinary contributions at various levels, awarded to the employee who goes beyond expectations and significantly contributes to the organization.

In addition to these awards, special recognition is given to **jubilaries**, employees who are celebrating milestone years at the company, where they receive a special anniversary award as a token of gratitude for their long-term commitment.

Throughout the year, employees also have the opportunity to earn **monthly bonuses** for their efforts and results, which are directly linked to their individual performance.

These awards and recognitions reflect the company's values – recognizing efforts, dedication, and collaboration to achieve success, while motivating employees within the collective to continually strive for excellence.

COMMUNITY THAT DRIVES US

Team building Jahorina

The company organizes an annual Team building event at Jahorina for all employees, providing an opportunity for relaxation, socializing, and strengthening team spirit. These activities are designed to encourage collaboration and communication among team members from different departments, which further enhances synergy within the collective.

In addition to joint sports and recreational activities, team building provides a space for better interpersonal communication, fostering a positive work atmosphere and strengthening connections among employees. Such activities help instill a team culture and motivate employees to embrace new challenges.



Fresh fruit

The company ensures fresh fruit for all employees, providing access to healthy habits and promoting a positive work environment. Fresh fruit offers not only nourishment but also a clear advantage in the company's work culture, motivating and supporting a healthy and encouraging environment.

St. Nicholas' arrival

The company organizes the arrival of St. Nicholas, who brings gifts to children, turning the event into a festive atmosphere. St. Nicholas delivers a gift to each child, ensuring a moment of joy and making the employees' families feel appreciated.

Solidarity fund

iFORM has established an employee solidarity fund to provide assistance to colleagues in need, supporting humanitarian initiatives. This initiative reflects the company's commitment to solidarity and quick support in times of need.

HEALTH AND SAFETY AT WORK



Employee health and safety is one of the core priorities of the company. All employees regularly participate in training related to occupational safety (ZNR) and fire protection (ZOP), and they have access to high-quality protective equipment suited to the working conditions. The company continuously plans additional education with the aim of strengthening employees' ability to act appropriately and correctly in hazardous situations, further developing and reinforcing the safety culture and responsibility at the workplace.

Number of ZNR and ZOP training hours

Number of ZNR and ZOP training hours	
2024.	290h
2023.	174h

All employees of the company undergo regular systematic health checks, which actively contribute to maintaining their health and overall well-being. Regular health checks are part of the company's efforts to identify potential risks and prevent workplace illnesses.



EDUCATION AS A BUSINESS IMPERATIVE

Investing in knowledge - Investing in success

At iFORM, we continuously invest in the education and development of our employees to ensure their expertise and adaptability to the latest industrial trends. We organize internal and external training programs and knowledge exchange sessions, enabling our employees to improve their skills and contribute to the company's growth. Education is not just an investment in employees, but also in our shared future.

Due to the specific nature of the business, we implement mentoring processes with new employees, which are a key part of internal training. Experienced employees provide expert guidance and transfer practical knowledge, actively participating in the training of new team members.

At iFORM, we actively involve our customers and suppliers in educational activities to promote sustainable development principles. Through the exchange of knowledge and experiences, we jointly work towards improving sustainable practices at all stages of business. Our commitment to these educational activities highlights the importance of collaboration and shared responsibility in creating long-term sustainable solutions.

During 2024, iFORM d.o.o. significantly increased its investment in external employee education, particularly in pro-

fessional development, which is seen as a key element in strengthening our competitive edge.

This significant breakthrough is the strategic result of Management's decision to further strengthen the team's expertise and ensure continuous alignment with the latest technological, regulatory, and market requirements. Special emphasis is placed on professional development in the field of engineering, process digitization, process management, and sustainable development.

By investing in education, iFORM not only encourages the individual development of employees but also actively contributes to the strengthening of knowledge and excellence within the organization. This approach enables an appropriate response to market needs, increases business efficiency, and strengthens partnerships with clients through expert and informational support.



Total hours invested in education in 2023:

External Education:	262 h
Internal Education:	6220 h

Total hours invested in education in 2024:

External education:	949 h
Internal Education:	8340 h



In 2023, 49 hours of education per employee, and in 2024, 55 hours per employee



To raise awareness on sustainable development and corporate participation in sustainability education, strategic focus on long-term responsibility and alignment with ESG principles has been further emphasized. The first education sessions involved 14 employees, including representatives from key departments, which confirms the broad approach and inclusivity of the change process.

These educational sessions covered topics related to climate change, emissions management, energy efficiency, and the integration of sustainable practices into daily business. This approach laid the foundation for building internal competencies necessary for implementing sustainability initiatives, as well as meeting the increasing requirements of partners and markets in terms of ecological and social responsibility.

CARE FOR THE COMMUNITY

The company believes that investing in the community in which it operates is of key importance for sustainable development and the creation of long-term value. Through various initiatives and collaborations, the company strives to contribute to the quality of life, encourage growth, and strengthen the connection with the local community. This commitment reflects the awareness of the importance of social responsibility and the impact on the community in which they operate.

Sponsorships and Donations

The company paid special attention to crisis situations, such as the disaster in Jablanica. In a quick humanitarian response, employees collected approximately 4,500 KM, and the company additionally donated funds totaling 10,000 KM, which were paid as financial aid to families from Jablanica, following employee recommendations.

In terms of financial support, the company also provided operational contributions - the director, board members, and 45 employees personally participated in the fieldwork in Jablanica, demonstrating strong solidarity, unity, and readiness to act during times of need.



BLOOD DONATION



A total of **60 blood donations** were collected through voluntary participation.



INTERNSHIP FOR STUDENTS

The company actively collaborates with the Secondary Vocational School in Široki Brijeg, providing students the opportunity to acquire practical knowledge and skills through organized internships. In addition to high school students, the company also offers internships to university students, contributing to their professional preparation and market adaptability. This collaboration reflects the company's commitment to the education and development of future professionals.

Three students were included in the internship program, during which they received mentorship focused on CNC programming. In the initial phase, the focus was on acquiring theoretical knowledge and practical skills in programming CNC machines, followed by hands-on work with the machinery. After the introductory phase, the students actively participated in machine operation and production processes, thus expanding their understanding of technological processes and linking the programming segment with real-world applications in a work environment.

iFORM is also a member of various professional and business organizations that promote innovation, industry development, and social responsibility. Through active participation in these organizations, iFORM contributes to expanding its knowledge and strengthening professional networks both locally and globally.



VANJSKOTRGOVINSKA KOMORA BOSNE I HERCEGOVINE
СПОЉНОТРГОВИНСКА КОМОРА БОСНЕ И ХЕРЦЕГОВИНЕ
FOREIGN TRADE CHAMBER OF BOSNIA AND HERZEGOVINA



Udruženje za elektromobilnost
Privredna/Gospodarska komora Federacije Bosne i Hercegovine

17 The environment

Commitment to environmental protection is the foundation of iFORM d.o.o.'s long-term sustainable development and market competitiveness

The company strives to reduce the negative impact of its operations on the environment by integrating advanced technologies, improving energy efficiency, and responsibly managing resources. Special attention is given to projects that contribute to optimizing energy consumption and the use of renewable sources. Systematic investments in modernizing production facilities and installing solar panels at the beginning of 2024 will enable significant reductions in greenhouse gas emissions and an increase in energy independence. In addition to investments in energy efficiency, iFORM implements measures that further enhance sustainability at all levels of operations. The active use of electric vehicles and the development of infrastructure for charging them from renewable sources are key steps in reducing the company's carbon footprint and transitioning to more environmentally friendly transportation solutions.

This approach contributes to the decarbonization of operations and strengthens sustainability through the integration of clean technologies. The company systematically improves waste management through the implementation of the ISO 14001 standard, which enables waste reduction and increased recycling. Through continuous improvement of recycling processes, iFORM is laying the foundation for a circular economy and reducing the amount of waste that ends up in landfills. Water resource management is also a priority. The implementation of water recycling technologies and employee education on the responsible use of this resource contributes to reduced overall consumption and environmental protection. These activities are not just operational measures but part of an integrated strategy that places sustainability at the heart of business processes, ensuring long-term benefits for the company, the environment, and society. iFORM thus reaffirms its commitment to responsible business practices and actively contributes to global environmental protection goals.



Energy consumption by energy sources in 2023

Energy source	Total	%
Electrical energy (GJ)	3288,32	84,08
Gasoline (GJ)	6,24	0,000159
Diesel fuel (GJ)	616,53	15,76
Total	3911,09	100 %

Energy consumption by energy sources in 2024

Energy source	Total	%
Electrical energy (GJ)	3092,2	74,09
Gasoline (GJ)	15,40	0,37
Diesel fuel (GJ)	1066,045164	25,54
Total	4173,64	100 %

Total energy consumption by years

Total energy consumption (GJ)	2023.	2024.
GJ	3911,09	4173,64



Increase in total energy consumption in 2024

The increase in total energy consumption in 2024 is the result of the procurement of a van and a Caddy vehicle for faster transportation to customers and reducing the costs of engaging external carriers.

Electricity consumption

In 2024, the company completed one of the most strategically important projects in the field of energy efficiency and sustainability – the construction of a solar power plant with an installed capacity of 465 kW, mounted on the roofs of the production halls. This investment represents a key step in the company's transition to using renewable energy sources and reducing dependency on electricity from the conventional power grid.

Water resources

iFORM recognizes the importance of responsible water resource management as a key aspect of environmental care. Water is used in production processes, facility maintenance, and daily operations, with the company's focus on reducing consumption and optimizing the use of this vital resource.

To achieve sustainability, iFORM implements measures aimed at educating employees about the importance of water conservation and responsible behavior. Special attention is given to regular equipment maintenance and timely detection of leaks, thereby identifying unnecessary losses. The implementation of water recycling and reuse technology has enabled a reduction in overall consumption and contributes to the circular economy.





Waste

2024. Total Waste Quantities

Type of Waste - 2024	t
Metal waste	265,033
Hazardous waste	9,93
Municipal waste	8,93

Separated Waste by Type

Material	Quantity (t)
Paper and cardboard	6,25
Plastic	0,750
Wood	0,950
Glass	0,150

Direct greenhouse gas emissions (t CO₂eq/year)

Company Name	Source / Type of Emission	2023.
iFORM	Gasoline fuel	0,44
	Diesel fuel	46,39
Total		46,84

Indirect greenhouse gas emissions (t CO₂eq/year)

Company Name	Source / Type of Emission	2023.
iFORM	Electricity consumption	663,1458
Total		663,1458

Direct greenhouse gas emissions (t CO₂eq/year)

Company Name	Source / Type of Emission	2024.
iFORM	Gasoline fuel	80,22
	Diesel fuel	1,092
Total		46,84

Indirect greenhouse gas emissions (t CO₂eq/year)

Company Name	Source / Type of Emission	2023.
iFORM	Electricity consumption	623,59
Total		623,59



18 New business direction

COMMITTED:

Implementing ESG principles into our business

We recognize the speed at which standards and regulations related to ESG (environment, society, and governance) are evolving. Each year, we face new demands for reports that require more detailed and external validation of data.

Our advantage in ESG is beyond merely fulfilling legal obligations; we view it as a strategic priority that contributes to long-term sustainability and the competitiveness of the company. By aligning with the latest regulations and standards, we ensure that we remain a reliable and responsible partner in the industrial machinery and metal-working sector.

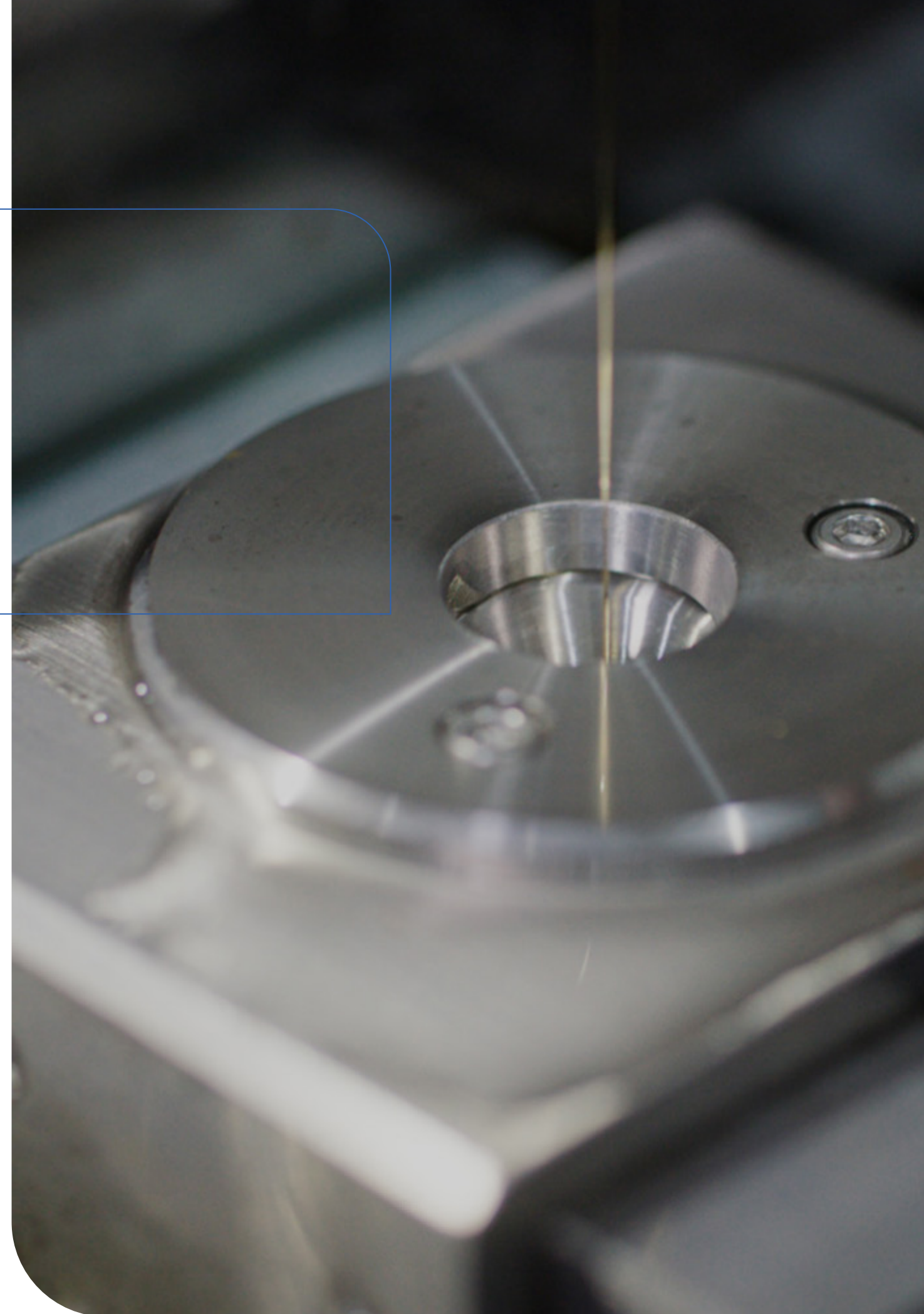


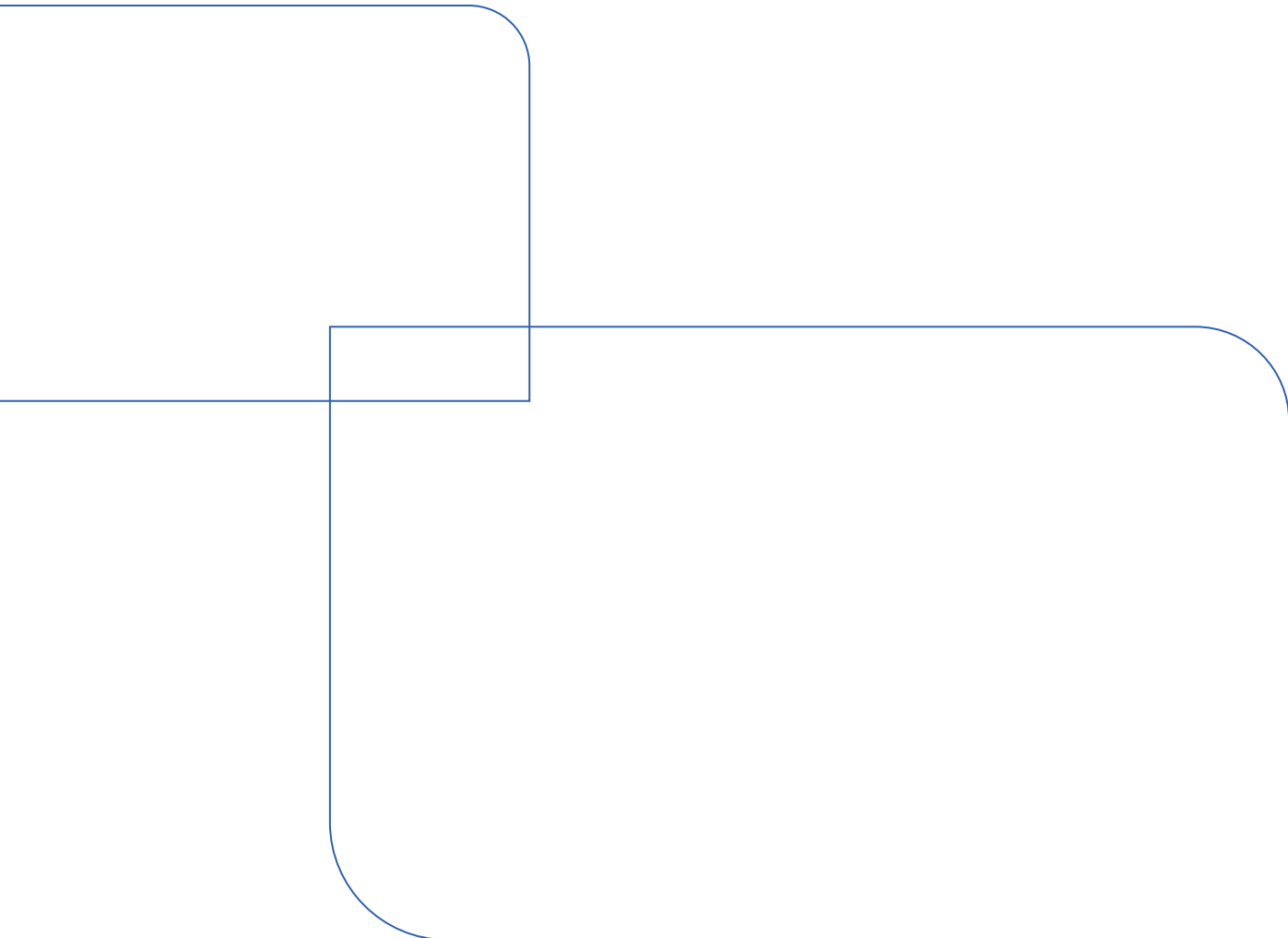
Our approach in 2023 included:

- Developing an ESG strategy aimed at long-term sustainability and reducing environmental impact.
- Calculating the carbon footprint to precisely determine emission sources and define measures to reduce them.
- Educating employees on ESG topics to further increase internal capacities for implementing sustainable practices.
- Transparent reporting of our ESG activities and results, ensuring clear insight into key areas of sustainable development.
- Participating in educational activities and initiatives with our partners to stay updated on new trends, exchange knowledge, and apply ESG practices in all business segments.

Our plan for 2024 includes:

- Updating the ESG Strategy.
- Calculating the carbon footprint to include Scope 3.
- Educating a larger number of employees.
- Preparing the ESG Report for 2024.
- Organizing workshops on our ESG practices for our clients and suppliers.





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