

**Company policy**

***InTiCa***  
*Systems*

**Quality,  
Environment and  
Sustainability**

contant

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## 1 Topic

This document contains the policy, targets and aims regarding:

Automotive	(acc. IATF16949:2016)
Quality	(acc. ISO9001:2015)
Environment	(acc. ISO14001:2015)
Sustainability	(acc. CSRD)

## 2 Scope

This document is valid for all employees at all subsidiaries of InTiCa Systems.

## 3 Responsibility

The responsibility to keep to the stated policy is at every employee at InTiCa Systems.

## 4 General premises

InTiCa Systems want to be the best partner for customers and employees. Base for this being, would be a working management system, to achieve fulfilling the requirements brought to our company by any party, regardless if external or internal. Therefore we've implemented an integrated management system to describe our way of work and company life to get and be Best-in-class.

Board and employees commit themselves to do and act according the mentioned targets to reconcile, to ensure and to check.

***If at any time, due to internal / external inspections, deviations are pointed out related to this Company Policy, InTiCa Systems would do everything possible to solve these abuses immediately and permanently.***

## 5 Company guidelines

### Customer focus

- The customer is at the heart of our efforts.
- We offer our customers technically sophisticated and high-quality products.

### Product focus

- We are a recognized solution provider in the development and manufacture of inductive components and mechatronic systems.
- We have expertise in automotive and industrial electronics.

### InTiCa focus

- We pursue healthy and moderate product diversification and internationalization.
- We are committed to a constant process of innovation and renewal.
- With our qualified and competent employees, we shape perspectives and secure the future.

## InTiCaStrategy

- The customer is at the heart of our efforts.
- We are world class in the development and manufacture of inductive components and mechatronic systems.
- We are experts in automotive and industrial electronics.
- We pursue healthy and moderate product diversification and internationalization.
- We offer our customers technically sophisticated and high-quality products.
- We are committed to a constant process of innovation and renewal.
- With our qualified and competent employees, we shape perspectives and secure the future.

## InTiCaCompanyPolicy

- The quality and profitability of our products and services are at the heart of our activities.
- Our aim is to gain a leading position in all business activities.
- We continuously improve our products and processes.
- We act on our own initiative and with corporate responsibility.
- We are consistent in pursuing our goals.
- Our dealings with employees, customers, suppliers and partners are honest and fair.

## InTiCa Environmental Policy (ESG)

- Environmental protection and environmental management are essential corporate and management tasks.
- We comply with environmental regulations and regulatory requirements as well as internal regulations.
- We are constantly improving the environmental sustainability of production processes and workflows.
- We use raw materials, energy, water and other valuable goods in a resource-saving and economical way.
- We develop our products and services taking into account the environmental impact.
- We inform and train our employees in order to create environmental awareness among them.
- Each employee is responsible for his or her own area of work.

## InTiCaCompanyValues (ESG)

- We are responsible for what we do and we do it right.
- We are committed to a responsible and sustainable use of our assets.
- We are an attractive employer and promote the continuous training of our employees.
- We offer a high level of occupational safety and modern workplaces.
- We respect human rights and the rules of fair competition.
- We comply with legal and official regulations and standards.

## InTiCa Corporate Sustainability (ESG)

- It is our goal to establish and live with a structured and focused approach to establish and live a company-wide sustainability guideline.
- Specific targets relating to environmental, social and governance issues have been set.
- All relevant parameters will be continuously monitored or adapted as necessary.
- Progress and optimization are constantly reviewed and necessary measures are lived according to the PDCA method.
- Communication to or training of internal and external stakeholders helps to secure our goals.
- There will be a gradual and progressive expansion of sustainability reporting.



## InTiCa Corporate Sustainability (ESG)

- InTiCa will strengthen its activities in the area of sustainability and adopt a structured and focused approach to a sustainable economy.
- InTiCa is committed to the targets of the Paris Agreement on climate change. InTiCa will make a sustainable contribution to climate neutrality and has set itself the goal of being CO2 neutral for scope 1 and 2 emissions across all locations by 2040. Scope 3 emissions are planned to be CO2 neutral by 2045.
- InTiCa is building a sustainability management system which will become part of its integrated management system (IMS).

## InTiCa Corporate Sustainability – CO2 emission reduction targets

Scope Levels	2030	2035	2040	2045
Scope 1 emissions <sup>a)</sup>	-25%	-75%	-100%	
Scope 2 emissions <sup>b)</sup>	-50%	-85%	-100%	
Scope 3 emissions <sup>c)</sup>	-20%	-50%	-75%	-100%

Scope Levels for year 2030 to 2045.

The figures for 2023/2024 form the basis for the assessment of the reductions.

- a) Emissions from sources that InTiCa Group owns or controls directly (e.g. production facilities and vehicles).
- b) Emissions InTiCa Group causes indirectly that come from where the energy it purchases and uses is produced (e.g. electric power suppliers).
- c) All emissions not covered in scope 1 or 2, created by a company's value chain (e.g. from purchased materials).