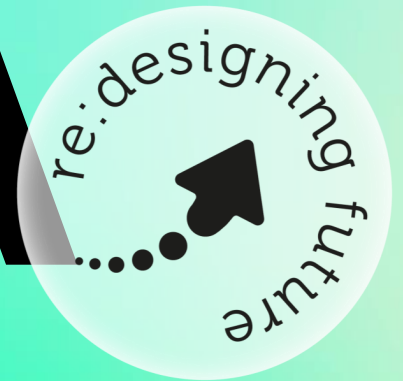


JOMA



re:thinking plastic



JOMA has stood for versatile, high-quality, and highly functional packaging solutions for over 70 years – developed and designed individually to meet the diverse requirements of our customers.

In doing so, we always follow the motto:

**Because good is not good enough.**

And for this very reason, we consider it our responsibility to continue working.

# re:thinking future

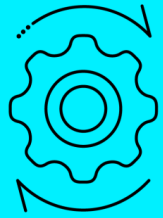
Even if it sometimes seems so:  
**The future is not written yet.**  
**And only those who rethink them make a difference.**

Therefore, as a global player, we aim to drive transformations and innovations in the packaging industry, constantly rethinking plastics, and thus making things simply different and better.

With a clear goal in mind: we create the most individual and sustainable plastic packaging solutions at the highest level of safety and quality, while ensuring price stability and competitive global cost structures.

**In doing so, we continually push ourselves forward and make a difference for our customers.**

# re:thinking future in 4 Pillars



## re:constructing

Establishment of an intelligent and efficient production to ensure price stability.



## re:designing

Development of new, tailored, and clever product solutions for new customer requirements.



## re:cycling

Pioneering a climate-positive circular economy to achieve your sustainability goals.



## re:connecting

Creation and expansion of a work environment with added value for best-in-class consultation and support.

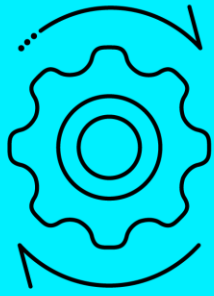
# Milestone 2024

## Opening of the factory in Bosnia

### Intelligent Production | Factory 2024

The establishment of a new, process-optimized factory in Bosnia starting **Q2/2024**:

- ▶ State-of-the-art technical infrastructure and equipment for high-quality and functional packaging solutions
- ▶ High automation for optimal process optimization
- ▶ Expansion of capacities and areas for enhanced realization of individual customer projects
- ▶ Ensuring consistent highest quality standards and ISO certifications
- ▶ Existing competence team to ensure service and consultation levels and consistent quality standards
- ▶ Ensuring price stability and predictability as a competitive advantage
- ▶ Enables focus on customer-specific solutions at highly competitive prices



## re:constructing

We automate and simplify processes, thereby taking the lead in cost efficiency in the packaging industry.



## Smart Production

### Quality

- ▶ remains our top priority
- ▶ assembled in Europe serves as quality seal

### DiME

- ▶ continuous expansion of the digitization of the entire service and consultation process through the tool.

### Long-term price stability:

- ▶ through efficient and intelligent production, energy, personnel, and transport costs are further reduced
- ▶ this ensures price stability despite rising energy costs

### Prozess optimization

- ▶ High automation to ensure quality standards and efficiency
- ▶ Optimization of the supply chain for rapid times according to customer requirements

### Growth with our partners:

- ▶ Expansion into the markets with innovative and cost-effective packaging solutions
- ▶ Penetration into new industries through novel solutions



## re:designing

We develop tailored product solutions that make a difference for our customers because they enrich people's lives.



## Design Excellence

### re:focus

- ▶ customizability & optimal alignment with the needs of our customers and their end consumer
- ▶ reusability of packaging by end users

### re:cycling

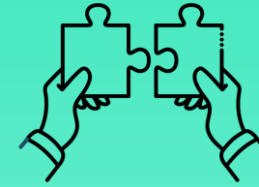
- ▶ simplified and customer-centric procedure
- ▶ use of mono-material.

### re:duction

- ▶ material reduction to decrease complexity

### re:search & development

- ▶ exploration into new materials



## Innovation

### Regular innovation cycles:

- ▶ every 2 years for existing products in collaboration with partners

### JOMA-tex

- ▶ development of a quality promise through the establishment of JOMA as an ingredient-brand

### Entry into new industries & markets

- ▶ focus on entering the US-market
- ▶ reliable partner in the expansion plans of our customers
- ▶ shortening of transportation routes and logistic savings for globally operating customers



## re:cycling

We create a climate-positive value chain and establish ourselves as drivers of the circular economy.



## Drivers of the circular economy

### re:cycling

- ▶ design it as simple as possible
- ▶ through smart product creation, we help people get recycling right (see Design Excellence)

### re:cyclate rate

- ▶ gradually increase the average recyclate rate
- ▶ collaboration with our customers and partners

### Re:cycling plant

- ▶ to secure internal circular economy and recycling concepts for our partners.



## Climate-Positive

### PCF-Tool

- ▶ value chain → we enable our customers to become climate-neutral

### Reduction of trade fair visits

- ▶ instead, alternative marketing methods

### Renewable energy

- ▶ research & development in materials without deforestation and without petroleum

### Renewable energy

- ▶ covering over 30% of electricity demand through in-house PV system
- ▶ expansion of solar panel area in the new facility and operation of a wind turbine





## re:connecting

We create an inspiring and value-adding work environment where people feel comfortable and can fully realize their potential.



## good place to work

### Training & Development

- ▶ for all employees to ensure highly qualified consulting expertise
- ▶ continued focus on customer satisfaction as the strongest quality indicator and maintenance of the NPS currently at 63 or the highest customer satisfaction scores

### Employee Benefits

- ▶ Bonus/Prämiensystem für definierte KPIs

### Equality & Diversity

- ▶ increase in the proportion of women
- ▶ promotion of diversity and inclusion within the company

### Strengthening the new location

- ▶ by creating infrastructure
- ▶ as an innovative employer
- ▶ as a training center, especially for apprentices and high-potentials

# future path

