



Environmental, Social, and Governance (ESG) Policy

Introduction

At Inova Solutions, we are committed to conducting our business in a responsible and sustainable manner. We understand that caring for the environment, society, and ethics is vital for generating lasting value for our stakeholders. This ESG policy describes how we apply these principles to our business activities.

1. Environmental Responsibility

We are committed to reducing our environmental footprint and supporting sustainability in all aspects of our operations. Our environmental initiatives include:

- **Energy efficiency:** Implementing energy-saving practices and exploring renewable energy sources for our operations.
- **Waste reduction:** Reducing waste generation and promoting recycling and reuse practices across the company.
 - **Zero Paper Policy:** As part of our commitment to environmental sustainability, we have implemented a Zero Paper Policy to minimize paper usage and promote digital solutions. This policy includes:
 - **Digital Document Management:** We prioritize the use of digital documents and electronic communication methods, reducing the need for paper-based materials.
 - **Electronic Signatures:** We utilize electronic signature platforms to facilitate the signing of documents, eliminating the need for printing, scanning, and mailing paper documents.
 - **Paperless Meetings:** We encourage paperless meetings by providing digital presentations and meeting materials.
 - **Document Recycling:** For any unavoidable paper usage, we ensure proper recycling practices are in place to minimize waste and maximize resource efficiency.
- **Sustainable resources:** Choosing eco-friendly materials and resources wherever possible.

2. Social Responsibility

We want to make a difference for our employees, customers, and the communities where we work. Our social responsibility efforts focus on:



- **Employee well-being:** Providing a safe, inclusive, and diverse work environment where employees are respected and valued. We ensure the health and safety of our employees by identifying the potential risks and implementing strategies to prevent any risk that can affect our staff.
- **Human Rights:** Supporting fundamental human rights within our organization and stakeholders.
- **Community engagement:** Actively participating in community initiatives and supporting local businesses and charities.
- **Customer satisfaction:** Ensuring high standards of product quality and business ethics in dealing with our customers.

3. Ethical Governance

Our governance practices are built on a foundation of integrity, transparency, and accountability. We are committed to:

- **Compliance:** Conducting business interactions and activities in full compliance with the applicable (international) laws and regulations, including complying with all applicable corporate and tax laws and trade laws: export, re-export and import (international) and regulations controls.
- **Transparency:** Maintaining open and honest communication with our stakeholders.
- **Ethical conduct:** Ensuring that our business practices are conducted ethically and responsibly and acting with integrity, honesty, and fairness. We prohibit bribery, corruption, and any other form of unethical behavior. All our employees adhere and comply with our Inova Solutions' Code of Business Conduct and Ethics. Additionally, all our team members comply with Microsoft's Ethics and Integrity Training.
- **Stakeholder engagement:** Engaging with our stakeholders, including investors, employees, customers, suppliers, and the community at large, to understand their concerns and interests and to incorporate their feedback into our decision-making processes.
- **Risk Management:** Implementing risk management practices and procedures to identify, assess and mitigate risks.
- **Ethical Business Practices:** In conducting its business, Inova Solutions is inspired by and complies with the principles of loyalty, fairness, transparency, efficiency, and an open market, regardless of the importance level of the transaction in question.

4. Implementation and Monitoring

Every Inova Solutions office has been appointed one or two ESG Team members, depending on the size of the location. The team members report to the ESG Leader about policy-related matters. The ESG Leader advises the managing directors. The ESG team is currently led by the HR Manager/ Officer.

Responsibility: The ESG Leader oversees and monitors the implementation of this policy.



Communication of the ESG Policy and Training: This policy will effectively be communicated to all employees. Employees will receive regular training on ESG principles and how they apply to their roles.

Reporting: We will regularly monitor our ESG performance and report progress to our stakeholders annually.

Together, we work towards building a better and more responsible future for our company and our communities.

5. Continuous Improvement

We are committed to continuous improvement in our ESG initiatives. We periodically review and update our policies and practices to adapt to new challenges and opportunities.

Conclusion

At Inova Solutions, our dedication to environmental, social, and governance excellence is integral to our business strategy and key to our success. We are committed to being a responsible and sustainable organization for the benefit of all our stakeholders.