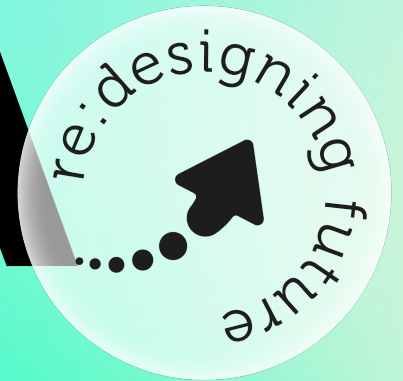


JOMA



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.

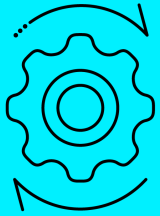
And only those who rethink them make a difference.

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 Säulen



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.

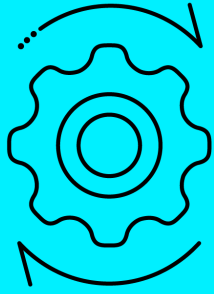
Milestone 2024

Opening of the factory in Bosnia

Intelligent Production | Factory 2024

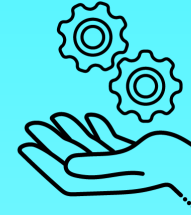
The establishment of a new, process-optimized factory in Bosnia starting **Q1/2024**:

- 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:

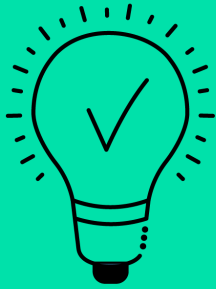
- through efficient and intelligent production, energy, personnel, and transport costs are further reduced
- this ensures price stability despite rising energy costs

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

re:cycling

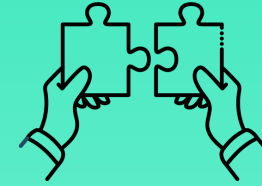
- simplified and customer-centric procedure
- use of mono-material.

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:cycle rate

- gradually increase the average recyrate 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

