

OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY



” I take great pride in championing a business philosophy rooted in responsibility, innovation, and long-term value creation. At ISKRA, sustainability and Environmental, Social, and Governance (ESG) principles are not peripheral initiatives — they are fundamental elements that shape our strategy, guide our leadership, and influence every aspect of how we operate. I am firmly convinced that enduring success is achieved when commercial performance aligns with ethical practices and environmental stewardship. This belief drives my commitment to integrating sustainable thinking into our business model — from advancing energy-efficient solutions and reducing emissions to fostering diversity, inclusion, and accountability across our teams. Through a culture of collaboration and forward-looking leadership, we aim to create shared value for our customers, partners, and communities, while safeguarding the resources that sustain us all. At ISKRA, we see sustainability not as an obligation, but as a strategic advantage — one that defines our identity and ensures our continued relevance in a rapidly evolving world.

Luka Tamše
Director of Sales

ESG



Iskra is a proud investor in ALFI Green Energy Fund, a specialized investment fund that invests in on-shore wind and photovoltaic power plants in SEE (Slovenia, Croatia and Serbia). With the latest project Krivača wind power plant, 75,000 households will be supplied with the green energy, and will decrease CO2 emissions for 120,000 tons per year.



Our R&D departments are intensively engaged in the development of products with a sustainable purpose, such as smart energy meters that allow the end user to analyze energy consumption for the best possible efficiency, and smart gateways that enable the control of various energy consumers to predefined settings, or pulses from sensors.

We strive to provide equal opportunities for all people, regardless of gender, nationality, race, disability, age or other personal characteristics, and thus strives to promote an inclusive work culture through open communication and diversity.



Based on the actual data, at Iskra are currently employed 50.26% of men and 49.73% of women. Also, 4.69% are foreigners, including people from Iran, Somalia, Balkan countries, etc. The feeling of inclusion is also indicated by the fact that we founded a subsidiary company, Iskra IP d.o.o., where we employ highly qualified individuals, most of whom (64.20% in 2025) have the status of persons with disabilities.

SUSTAINABLE DEVELOPMENT GOALS

At Iskra we view the SDGs as an important accountability and measurement mechanism, and as such we are committed to advancing specific SDGs that align with our strengths as a business and our ability to make an outsized impact.

We have stated our alignment with the following SDGs:



3.38 MW Iskra
PV systems combined



2.2 MWh ELKA
PV system



0.3 MW Iskra Shipyard
PV system

In 2025, we expanded our renewable energy capabilities with a 5.9 MW portfolio of commercial-scale solar PV systems and a 4.1 MW / 8.2 MWh portfolio of battery storage systems, reducing emissions and increasing energy self-sufficiency.

Our fully hybrid car fleet is on track to convert entirely to electric by 2030, and the acquisition of ELMAP, a wastewater filtration company, strengthens our water purification and sustainability efforts. These initiatives highlight our commitment to measurable emissions reductions, resource efficiency, and responsible growth.

Water purification
aquisition of ELMAP
waste water filtration company



4.1 MW / 8.2 MWh
portfolio of own battery energy
storage systems



All-hybrid
car fleet to be converted
by 2030

