SCHRADE KABELTECHNIK
an INFINITE brand

# ESG

Environmental, Social and Governance

# 01 Environmental, Social and Governance

## General

The CSRD (Corporate Sustainability Reporting Directive of the European Union) and related proposed law amendments have changed over the past periods resulting in a delay and since November 2025 a potential de-scoping from CSRD requirements for our Group. Nevertheless, Infinite Electronics prepared its sustainability information 2024 and continues its efforts regarding our mission and to inform our stakeholders.

The sustainability information in this section of the Management Board report has been prepared on a consolidated basis and encompasses the parent company Infinite Electronics Europe Holdco B.V. and all its subsidiaries (collectively, the 'Group'). It is prepared for the period 1 January 2024 to 31 December 2024. The scope of consolidation is the same as for the Group's Consolidated Financial Statements.

Given the complexity of the regulations as well as the required introductions of certain new strategies, policies and measurements the design and implementation of the CSRD is a journey that we embarked on together with outside consultants and our auditor. Some topics and subtopics were already quite advanced based on the historical management strategy and operational policies and procedures, such as health and safety regulations, our waste and recycling process, governance around code of conduct with suppliers etc. Whereas other topics, for example around climate change and the CO2 footprint of our purchased materials, are new or less evolved, also as we are not able to significantly influence these given the fact we are in the middle of the supply chain value and deliver a relative small part of the end product or project and not always deliver to the end-consumer. We have included data on several metrics on the ESG topics for which we believe appropriate support is available, it does however not comply to the all the information and metrics as required by the ESRS's.

Management has completed its double materiality assessment to identify the material topics through a landscape assessment of the group's value chain analysis, peer analysis, industry trends, media scan as well as an analysis of the reporting requirements. Subsequently external and internal expert interviews and surveys were conducted. The outcome thereof, together with the financial materiality analysis has been used to weigh the outcome and conclude on the material topics and resulted in the identification the IRO's (Identification of Risks and Opportunities) of relevant metrics. For the metrics as disclosed the 2024 data has been collected. We've started, and will continue to work on, defining and implementing the policies and strategies to achieve identified objectives.

# 02 General

## Value chain estimations

Any data procured through alternative methods, such as estimation or extrapolation in our value chain, is clearly marked as such. Data like this includes a level of estimation uncertainty. The basis of preparation, the resulting level of accuracy, the estimation of outcome uncertainty and, where applicable, planned actions to improve the accuracy and outcome uncertainty of sustainability information in future annual reports are disclosed for each material topic in the relevant section of the sustainability information. As the framework and implementation guidance are still in development, different interpretations of the CSRD and ESRS requirements could result in different outcomes and reporting in the next reporting year.

We consolidated data for the non-financial reporting using the same system as for the consolidated financial data (OneStream). The KPIs are based on activity data as much as possible, which in turn are based mostly on KPI's in the ERP's, meter readings, invoices, and data provided by suppliers. However, the preparation of the sustainability information requires management to make judgments, estimates and assumptions that affect amounts reported. The estimates and underlying assumptions are reviewed on an frequent basis. The calculation of the scope 3 emissions have a higher degree of judgement and complexity for which changes in the assumptions and estimates could result in different results than those recorded in the sustainability information in this annual report 2024. Data on GHG emissions are based on measurements and estimates at both Infinite Electronics group and each subsidiary. The emissions figures reported are Infinite Electronics' best estimate.

## Time horizons

The time horizons considered in this sustainability information align with those applied in the financial statements. Short-term is the reporting period in our financial statements, one year; medium-term is from the end of the short-term up to five years; long-term is defined as more than five years

# 03 Governance of sustainability issues

## Administrative, management, and supervisory bodies

General Management of Infinite Group appointed a project team consisting of Group Finance and a Group of business workstream leaders who have operational ownership in the organization on a specific topic such as Product Management or heath and Safety. When the implementation is finalized the governance is as per below overview.

## Policies, action plans, metrics & targets and risk management

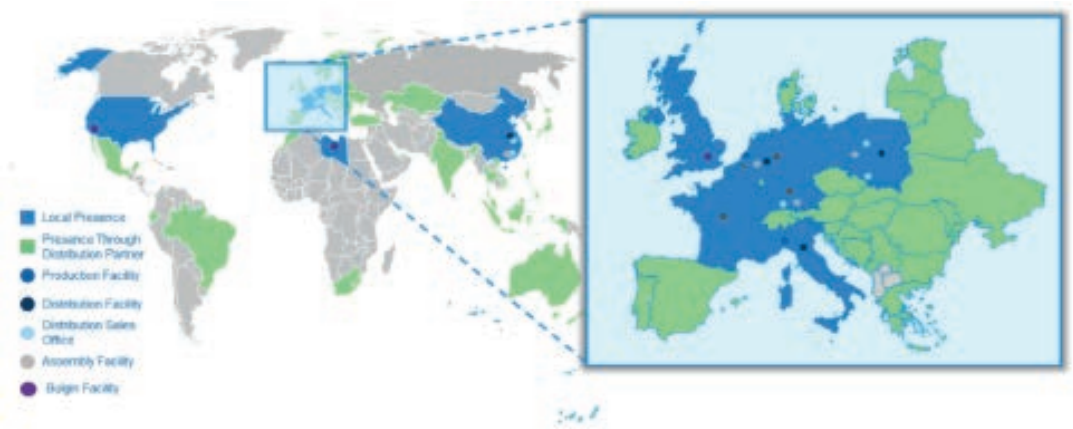
The following sections (Environmental information, Social information, and Governance information) indicate the policies and action plans we have in place to manage each material topic. Overall, we have policies and action plans in place for the material topics of our own operations, although we identified opportunities to improve. A need remains to gain further insight into which resources we allocate to the execution of our strategy regarding our material topics and how we track our progress. We currently have limited detailed policies and action plans in place for topics related to the Climate change – scope 3. We will prepare an action plan to follow up on these. Part of this plan is to determine ambitions, set up policies and action plans, allocate resources, set targets and track effectiveness. This will be aligned with our strategic goals and embedded in our operation (business planning cycle, measuring and monitoring).

The general risk management and internal control structure is included in the Risk management section. Hiring good quality management and employees is a key concept towards our risk management. By means of this management structure, management keeps employees (e.g. Business Unit management and on operating entity level) continuously accountable. The control environment comprises the integrity and ethical values of the organization. Furthermore, the diversified businesses lowers the reporting risks for the group.

Procedures are in place to promote reliable reporting on sustainability-related metrics. Most metrics are part of operational business processes and have a relation with the financial, regulatory or other procedural administrative tasks. Examples are in the area of in the recording of waste from cutting of cables or production loss and scrap, or recording of the age and gender of our HR workforce. Such operational processes have good level of rigor to increase the level of reliability of the data. Training sessions from Group finance and the business work stream leaders with the specific operating company responsible employees improve knowledge and common application of definitions and data sources & calculations to record the data in a consistent and reliable manner. Working groups, for example with the Head of Logistics as business work stream leader and all the operating company warehouse managers, also include peer to peer learning. External expertise is sought for specific and complex sustainability issues, for example related to the calculation of scope 3 emissions. We will adequately follow ongoing improvements on the risks related to data accuracy and completeness year over year.

# 04 Strategies, business model and value chain

For a general description of our strategy, business model, and key markets served, see section Business review. The Group has established a global platform which provides the right combination of local proximity with the ability to deliver globally through its partner network with speed and flexibility. The group has a cable production site in Italy, a cable assembly and harnesses site in Poland and a connector assembly site in Tunis. The Geographical footprint is as follows:




Infinite Electronics is a central player in the energy transition and recognizes the pivotal role that power cable systems and connectivity solutions play as critical infrastructure towards a low carbon future. This position presents not only commercial opportunities but also a responsibility to manage the company's sustainability impacts and risks effectively.

In the upcoming period we will define sustainability targets and goals with regards to be metrics listed in the below graph. We focus on multiple markets and operate globally with a global value chain, which inherently results in regions facing potential political and industry/sector challenges in the areas of human rights, corruption/ bribery and the environment. This includes topics such as human rights and working conditions of value chain workers, availability of renewable technologies to realize GHG emissions reduction targets for scope 1 and 2, resource shortages and diversity, and availability and collaboration in the value chain e.g. related to decarbonation of scope 3 GHG emissions and human rights. Sustainability-related challenges are disclosed in more detail in the respective paragraphs.

# 04 Strategies, business model and value chain

| Social | Governance | Environment |
|---|---|---|
| We create a healthy work culture where people and their safety always comes first. We empower our employees to take initiative, respecting and valuing equal opportunity. | We conduct our business with honesty, integrity, accountability and transparency. We implement robust technical and organizational measures against cyber risks and to protect personal data | Sustainability is a strategic priority. By integrating sustainability into every aspect of our business, we are minimizing energy use, GHG emissions, waste and raw materials. |
| **Targets:**<br>% accident rate<br>% illness rate | **Targets:**<br>% of major suppliers confirm our Code of Supply | **Targets:**<br>% waste |
| · Employee engagement score | · Mean time in number days to recover (MTTR) for highrisk cyber incidents<br>· Zero incidents of data breaches<br>· Zero incidents of corruption | · % recycling increase (copper, wood, aluminum and plastics)<br>· Decreased output of GHG emissions in own operations |

The value chain of the Company is shown in the below figure:

**Upstream activities:**

- The production site purchases raw materials such as copper and other precious metals, plastics and wood. Further activities or pre-ceding suppliers are a.o.:
  - **Copper:** copper extraction (mining), smelting, cleaning and wire drawing.
  - **Plastic:** Raw material, monomer production, polymer production and plastic conversion.
  - **Wood:** sourcing from forest/ wood product suppliers, timber process and manufacturing, pallet & drum assembly.

**Own Operations:**

- The cable production process has the following main steps: insulation of copper, numbering, twisting, braiding, jacketing and packaging.
- The connectors and components production process has the following main steps: pressing, moulding and turning.
- The Distribution process has the following main steps: demand planning, sourcing, warehousing, customizations, cutting, quality, labelling and packing.
- The Assembly process has the following main steps: cutting, stripping, marking, crimping, foldering, bundeling, connecting harness and test and controls.

The production steps are also considered an Upstream activity for cable purchases for our distribution and assembly activities.

# 04 Strategies, business model and value chain

## Material topics and the impacts, risks and opportunities

The double materiality assessment identifies and prioritizes sustainability topics, providing Infinite Electronics with a strategy, and ensuring that the most material environmental, social and governance impacts, risks and opportunities are addressed.

Table with stakeholders, channels of engagement and key engagement topics:

| Stakeholder | Purpose | Channels | Interest |
|---|---|---|---|
| Employees | · Crucially important to the success of Infinite Electronics<br>· The Company's ambassadors<br>· Good employment practices<br>· Development opportunities and a good package of primary and secondary employment benefits<br>· A Safe and healthy working environment | · Employee engagement surveys<br>· Townhall meetings<br>· Performance reviews<br>· Survey on material topics and I, R, O's<br>· Intranet | · Health and Safety<br>· Data & cyber security<br>· Product quality & safety<br>· Business Conduct<br>· Diversity, inclusion and equal opportunities |
| Customers & Supplier | · Buy or supply products and services<br>· Quality<br>· Long term- and profitable business partnerships | · Events, symposia and trade fairs<br>· Survey on material topics and I, R, O's<br>· Internet | · Product quality and safety<br>· Talent and workforce engagement<br>· Circular economy<br>· Data & cyber security<br>· Health & safety |
| Shareholder & Lender | · Providing capital for growth and investments.<br>· Good return on investment, interest payments and redemptions | · Financial reporting and periodical meetings<br>· Survey on material topics and I, R, O's<br>· Internet | |

The step-by-step approach followed to identify Infinite Electronics' material topics, impacts, risks and opportunities and how they are included in our strategy which is summarized as follows

**1. Understanding Infinite Electronics context**

- Identified the requirements to align materiality assessment to the CSRD
- Analyzed documents provided by Infinite Electronics Europe
- Created a project plan Infinite values its stakeholders' feedback

**2. Longlist of material ESG topics**

- Desk research was conducted to assess potentially material topics, feeding as input into the long list
- Impacts, risks and opportunities (IR&Os) were identified across the value chain and compiled into a long list

**3. Assess impact materiality**

- Relevant internal and external stakeholders across the value chain were identified and mapped
- To assess impact materiality, stakeholders were engaged through a survey and interviews
- The impact materiality threshold was set

**4. Assess financial materiality**

- A framework was created to identify IR&Os, scales, time horizons and scoring criteria
- 5 internal experts filled out a financial materiality assessment file to:
  - Identify most relevant IR&Os, add ones, if needed
  - Score topics based on impact, and likelihood for 3-time horizons
- Scores were aggregated results and adjusted based on financial materiality workshop

**5. In a final validation workshop with Infinite Electronics' leadership, the following points were validated:**

- Prioritization of the topics
- Final version of the visualization

It was decided to identify the final list of financially material topics based on the approach that a topic is considered financially material when it is significant (in accordance with the set threshold) in at least 2 time horizons.

# 05 Environment

## Introduction

In relation to Environment Impact, Risk & Opportunities (IRO's) have been identified in following sub topics:

- Climate change – greenhouse gas emissions,
- Transportation (upstream & downstream), and
- Material Input
- Waste.

In this paragraph we disclose our greenhouse gas emissions across scope 1 (direct emissions), scope 2 (indirect emissions) and relevant scope 3 categories (all other indirect emissions that occur in our value chain).

| Scope | GHG |
|---|---|
| **Scope 1**<br>Gross Scope | 805.627 |
| **Scope 2**<br>Gross Scope (market based approach) | 4.005.130 |
| **Total Scope 1&2** | **4.810.757** |

*Scope 1 emissions represent the direct greenhouse gas (GHG) emissions from sources that are owned or controlled by the company. In our operations these primarily arise from the combustion of (fossil) fuels in on-site equipment and the emissions from company owned (incl. leased vehicles).

**Scope 2 emissions refer to the indirect greenhouse gas emissions from the generation of purchased electricity, steam, heating, or cooling consumed by our operations. For our operations, Scope 2 emissions are primarily driven by electricity usage in our operational processes and locations.

### Scope 1 & 2 Emissions per revenue

To better assess our environmental efficiency, we track emissions per revenue, which measures our greenhouse gas (GHG) emissions relative to the financial output of our business. This metric provides valuable insights into how effectively we are reducing emissions as we grow and increase production. By analyzing emissions in the context of revenue, we can evaluate our progress in decarbonizing our operations while maintaining economic performance. For the year 2024 the metric 2%.

| Scope 3 | GHG |
|---|---|
| **Scope 3 GHG emissions**<br>Upstream transportation and distribution<br>Business travel<br>Employee commuting | <br>4.266.883<br>121.618<br>305.750 |
| **Total scope 3 GHG emissions** | **4.694.251** |

For downstream transportation and distribution and end of life treatment of sold products, two material topics based on our double materiality assessment, we will start with gathering the data starting financial year 2025. For the calculations of our scope 3 emissions, we make use of a high-level of estimations. The following estimations are most relevant:

- Emission factors are partly based on industry averages. The database used to retrieve the industry averages are the EcoInvent databases.
- The life-time of our sold products is partly estimated and based on the average portfolio of the operating company in question (scope 3 category 11 emissions).
- Energy consumption of our sold products is partly estimated based on the average portfolio of the operating company in question (scope 3 category 11 emissions).
- In case the exact treatment of our products at their end of life (scope 3 category 12) is unknown, we assume the most conservative and/or polluting outcome of a treatment (in most cases incineration).

### Material inflow

The main materials purchased are cables & wires (finished goods) as well as raw materials, primarily copper and insulation materials (cold drawing of wire). Other materials are primarily related to packaging materials and other accessories (e.g. conductors for the assembly processes). In addition to price and quality, we consider sustainability criteria when selecting materials. Sustainable cable composition is a high priority for the cable manufacturing companies, including our own production plant, and jointly we continue to look for sustainable improvements.

A key example is that a market standard approximately 30-35% of purchased and used copper (i.e. the raw material in the production process) consists of recycled content. This is determined based on information provided by our suppliers and our production plant, and publicly available information on recycled content. Our resource inflow is calculated based on the recorded purchases in the reporting year. To determine the emissions, we used the conversion factors applicable for the specific material.

| Material Inflow | Emission |
|---|---|
| Cables and Wires | 37.392.002 |
| Accessories | 18.461.249 |
| Packaging | 715.022 |
| Wooden/plastic drums | 799.667 |
| Cold drawing of wire | 28.676.432 |
| **Total** | **86.044.373** |

# 05 Environment

## Waste

Our day-to-day operations result in waste. Evaluating our processes the most significant waste streams are related to copper, plastics, wood and paper. Our policy is to dispose waste via local recycling companies. This makes it difficult to influence the actual recycling rate. Whether materials are actually recycled, resold, or ultimately disposed of in a landfill is at the discretion of the respective recycler. This is where our supply chain ends, which means that traceability and control of further recycling is only possible to a limited extent. However, we assume that our recycling partners act in good-faith and therefore the amount of waste provided to third parties is assumed to be 'fully recycled' in measuring our metric.

Unless the policies in place, we do note that within our group there are entities which do not have a daily routine to determine the kilograms of waste, including the treatment yet (i.e. landfill, sold for recycling, incineration).

Our waste is calculated based on the recorded waste in the reporting year. To determine the weight and treatment method of the waste, we used the internally available information and the external reports from third parties responsible for recycling, incineration etc. In case the weight could not be determined, or when no internal processes were implemented to do so, we've estimated the waste based on the material inflow during the reporting year multiplied with the company's average of waste per category. A similar method is used for the treatment method.

| Waste from operations | Weight (kg) | % of total |
|---|---|---|
| Plastic | 112.530 | 32% |
| Copper | 111.165 | 31% |
| Paper | 43.151 | 12% |
| Wood | 78.515 | 22% |
| Hazardous materials | 10.000 | 3% |
| **Total waste** | **355.361** | **100%** |
| Incineration | - | - |
| Landfill | - | - |
| Recycling | - | - |
| Other | 10.000 | 100% |
| **Hazardous waste disposal** | **10.000** | **100%** |
| Incineration | - | - |
| Landfill | 71.796 | 21% |
| Recycling | 273.565 | 79% |
| Other | - | - |
| **Non-hazardous waste disposal** | **345.361** | **100%** |
| **Total weight non-recycled waste** | **149.574** | |

## Decarbonization levers

At Infinite Electronics Europe, we are committed to managing the environmental impacts of our activities and to fighting climate change and believe can have the most significant impact by:

- Reducing GHG emissions across our operations
- Promoting the circular economy by reducing waste and advancing recycling initiatives

In the upcoming period we will evaluate the emission reduction potential per emission category. This includes emission reduction initiates for our own operations, as well as the feasible operations to reduce emissions in our value chain. Below an overview of our current area's under evaluation

| Decarbonization levers | Scope | Description |
|---|---|---|
| Electrification | 1 | Electrify the car-fleet and change of energy sources to electricity (reducing the gas consumption) |
| Renewable energy | 2 | Increase (self-generated) renewable energy by installing solar panels or contracting energy companies with renewable energy only. |
| Optimization of (production) processes | 2 | Upgrade to energy-efficient machines and automation technologies to reduce energy consumption in processes. |
| Lighting upgrades | 2 | Transition to energy-efficient LED lighting in offices and warehouses |
| Product and services | 3 | Design cables and wires with lower environmental impact, but similar characteristics as current cables, in terms of production, material use and energy efficiency.<br>Use sustainable packaging materials and optimize distribution networks to minimize transportation emissions. |
| (Sustainable) Transportation (upstream and downstream) | 3 | Agree with suppliers and customers to optimize transportation routes to reduce fuel consumption and invest in low-emission or electric vehicles for transporting raw materials and finished products. |
| Business travel | 3 | Adopt operational policies on business travel and commuting and stimulate travel with public transport and limit the travel by air only for critical meetings. |

# 06 Social

## Health & Safety

At Infinite, the health and safety of our employees is a top priority for our business. Infinite is dedicated to creating and supporting a safe and healthy work environment. This commitment includes providing necessary resources, supporting safety committees and fostering a culture where safety is a core value. Every employee is expected to actively take part in keeping a safe workplace by adhering to safety protocols, reporting unsafe conditions and engaging in safety training.

Health and safety are integral parts of our onboarding and introduction process for new employees. All new hires will receive comprehensive training on our health and safety policies, practices and expectations as part of their orientation.

A lack of health and safety measures can negatively impact employees by increasing their risk of illness, injury and death, leading to lower morale, increased absenteeism and decreased productivity. Safety management, including awareness and performance, is therefore top priority within the group. We will comply with all applicable environmental, health and safety requirements and maintain occupational safety and health and environmental standards that equal or exceed the best practices in the industry.

To achieve this, we have designed and implemented a health & safety policy and health & safety awareness programs. All with the purpose of complying with our purpose included in our EHS statement in which we pledge to:

- Maintain safety committees consisting of management and staff-level employees.
- Educate and empower all employees to make health and safety a core value by exhibiting safety
- awareness and following best practice safety rules as a condition of employment.
- Continuously improve our environmental, health and safety management systems.
- Provide all mechanical and physical safeguards wherever they are necessary.
- Investigate accidents and determine the root cause to prevent similar accidents.
- Continuously improve the efficiency of our operations to minimize both the use of non-production
- materials and the generation of waste material.
- Conduct routine health and safety inspections to find and eliminate unsafe working conditions and
- comply with applicable health and safety requirements.
- Maintain consistent monitoring practices to measure progress toward our goals

The EHS policy include guidance on how to achieve our goal, which is among others, realized by:

- Mandatory participation in safety and health trainings in which for example the warehouse safety rules are explained, lifting techniques and workings of machinery.
- Participate in and/or support safety committee activities.
- Wearing required personal protective equipment such as clothing, shoes etc.
- Immediately report equipment safety issues, hazards, near misses, incidents, accidents and unsafe work practices to immediately act upon.

| Health and safety metrics | % |
|---|---|
| Fatalities as a result of work-related injuries and work-related ill health | 0% |
| Rate of recordable work-related accidents for own workforce | 0,1% |

## Talent Management – own workforce

Infinite Electronics Europe aims to offer its employees good working conditions. To do this, we are applying measures to remain an attractive employer and to support the health and safety of the employees. We attract, develop and retain a skilled, diverse and engaged workforce, recognizing that collaboration with talented and qualified individuals is essential to pursuing our mission.

As part of our ongoing efforts to become an employer of choice, we offer competitive compensation, hybrid and flexible working options, and initiatives aimed at supporting work-life balance. Our development programs are designed to meet evolving employee needs, though we recognize the need to continue adapting these to better align with individual career goals.

Our talent management approach is governed by a structured set of policies and procedures designed to support a sustainable, inclusive, and high-performing workforce.

- Employee handbook
- Code of Ethics and Culture
- Recruitment and onboarding policy
- Performance management procedure
- Employee engagement survey
- Succession planning and talent pipeline development

## Our people

Our own workforce consist of employees and non-employees. Employees are on the payroll based on an employment contact according to the national law. Employees are both temporary or permanent hires, with a contract for an indeterminate or limited period and for full-time or part-time work. Non-employees are not on the payroll and consist of interns, and other temporary workers hired for a short duration.

| Employees by type of contract | Nr |
|---|---|
| Permanent employees | 1.190 |
| Temporary employees | 80 |

**The total number of non-employees in our workforce amount to 4.**

| Employees by gender | Nr |
|---|---|
| Female | 692 |
| Male | 578 |

Top management, considered the management teams in the various countries, totals 47 people of which 21% is female.

# 06 Social

## Workers in the value chain

Infinite Electronics Europe is committed to protecting human rights and aims at avoiding and penalizing any breaches of these rights along its entire value chain.

Infinite Electronics Europe aligns its corporate action to international standards like the United Nation's Universal Declaration of Human Rights, the core labour standards of the International Labour Organization (ILO), the UN's Guiding Principles on Business and Human Rights as well as the principles of the UN Global Compact. We want to stress our zero-tolerance policy in this respect, under which no human rights violations of any kind will be tolerated, and any breaches would be sanctioned.

We have a zero-tolerance policy on breaches of labour rights and/or working in unsafe conditions which can harm human health and safety. For the year 2024 no breaches were reported.

## Consumers and end-users

Infinite does have a wide range of products, and we are active in different business segments and geographical areas with customers worldwide. We recognize the vital role that consumers and end-users play in our success, and we are therefore committed to providing them with high-quality products and services.

Aligned with our mission to provide customers ''what they need, when they need it'', we offer clear guidance on selecting the best products for their specific applications (e.g. machines), along with detailed information on product safety, health and climate-adapted features, specifications and more.

Additionally, we provide transparent communication on delivery timelines, including agreed-upon delivery dates, with a commitment to always being on time.

**Customer complaints**

Infinite operates in a BtB environment and is in the middle of the supply chain, therefore it does not sell products to end-users. For external reporting purposes we focus our reporting towards the customer complaints. If the complaints are not according to standard this may erode customers trust and damage brand reputation. The number of Quality Complaints per delivery line is 0,7%.

# 07 Governance

## Business Conduct

As a global operating company with decentralized operations, and interaction with many business partners, transparency, trust, compliance and ethical business conduct are critical for our operations. Failure to comply with applicable laws and regulations can result in a loss of customers and exposure to investigations by authorities with fines and penalties as unfavourable outcomes.

Our company policies, procedures and guidelines help in mitigating the risk of non-compliance, including those associated with fraud, bribery and corruption. We have procedures in place related to fraud, bribery, or material non-compliance, specifically relating to accounting, internal controls or auditing matters

The executive team holds ultimate responsibility for defining, implementing and monitoring business conduct policies across the organization. This includes ensuring governance policies are aligned with strategic objectives, regulatory requirements and ethical business practices.

As a group we have established clear procedures and accountability mechanisms covering the development of policies and procedures, the implementation and monitoring and training and awareness sessions. This all to achieve our strategic goal to ensure ethical, transparent, and responsible business conduct to protect long-term value, stakeholder trust, and legal compliance.

The core values of the company define the culture and behaviour that we're committed to as a group. All employees are expected to be aware of the core values. Employees are also expected to act in accordance with the code of conduct which is fundamental to everything we do and how we act as a company. Additional policies and procedures are summarized in the table below.

| Policy name | Key content |
|---|---|
| Code of conduct | Describes how we act as a company, how we make ethical decisions, and how we deal with different dilemmas in our company. |
| Whistleblower | Procedures to raise issues or complaints and the steps to be taken |
| Internal control framework | Describes the internal control measures designed and implemented to ensure compliance. |
| Code of supply | Describes how we expect suppliers will act. |
| Accounting manual | Include accounting rules based on IFRS-EU to ensure financial statement compliance. |
| IT and security policy | Guidance on data privacy, password policy, MFA etc. |

# 07 Governance

As management we do not accept any form of corruption and bribery, including any other form of unethical business practice. Internal guidelines and procedures related to both topics are incorporated in our code of conduct and internal controls (e.g. dual authorization policies, segregation of duties) are designed and implemented to minimize the risk.

Our code of conduct cannot give specific advice for every situation, dilemma or decision, but it will help you recognize, prevent and deal with unacceptable conduct or any dilemma related to compliance. It will help in times of uncertainty. It's not just about being compliant with laws or regulations, it describes the basic rules of conduct, and it is about ensuring our values. When in doubt employees are encouraged to share issues and seek guidance. Above all, to speak up and be a positive role model.

Political conflicts and war situations can lead to the imposition of international sanctions (also called restrictive measures). The imposition of international sanctions is an attempt to prevent a conflict, to respond to an impending or existing crisis or to influence the behaviour of countries or of individuals and companies. When sanctions are imposed these are evaluated by the executive team on the impact for the organization and which actions should be taken. Next to that specific additional transactions' controls are performed (e.g. block on sanctioned customers).

As we operate in an international environment we also operate in countries where it is more common practice to work with sales agents (i.e. Italy and China). Commission payments are inherently a higher risk, which is also identified as such by management. Next to the standard customer acceptance checks we designed and implemented a 3-step approach (internal evaluation with scorecard, standardized contract and checklist forms) when prospects are identified and evaluated to become a new sales agent. We also make sure that sales agents act in accordance with our core values and adhere to the code of conduct.

## Information regarding financial instruments

Our most important risks on financial instruments are the following:

- Credit risk on our outstanding balances with banks and debtors
- Liquidity risk regarding our ability to repay loans and borrowings
- Price risk on raw materials and finished goods

For a detailed description of these risks, reference is made to note 14 to the financial statements.

## Subsequent events and outlook

The outlook for 2025 remains cautiously optimistic, despite the ongoing challenges in the market. The results of the first quarter confirmed the outlook planned. However, the challenges in the market remained and had an impact on the results 2025 resulting in lower revenues compared to 2024.

Investments in property, plant & equipment as well as Intangibles are forecasted at approximately EUR 3 million, primarily related to machinery and equipment and ERP implementations at several subsidiaries. As a result of the organization and process optimization we expect a slight decrease in headcount in 2025 compared to 2024.

On 31 December 2024 a deed of merger was executed between Cable Connectivity Group B.V. (the merging company) and Infinite Electronics Europe Holdco B.V. (the surviving company). The merger came into effect as of 1 January 2025 (merger date). Following the merger, the assets and liabilities of Cable Connectivity Group B.V. have been integrated into Electronics Europe Holdco B.V. at net book value.

Infinite Electronics Netherlands B.V. is incorporated 25 June 2025 and is a private limited company. Mr G.L.J. Ottenheijm is appointed as managing director of the group as per 29 January 2025.

Benthuizen, the Netherlands, 22 December 2025

**The Management Board of Infinite Electronics Europe Holdco B.V.**

**S.R. Rosner**
**Managing Director**

**D.J.H. Veraar**
**Managing Director**

**G.L.J. Ottenheijm**
**Managing Director**

SCHRADE KABELTECHNIK
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About Infinite Electronics
Infinite Electronics has a global portfolio of leading in-stock connectivity solution brands. Infinite's brands help propel the world's innovators forward by working urgently to provide products, solutions, and real-time support for their customers. Backed by Warburg Pincus, Infinite's brands serve customers across a wide range of industries with a broad inventory selection, same-day shipping and 24/7 customer service. Learn more at infiniteelectronics.com.

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