



Sustainability report 2022

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WORKING YEAR:

2022

YEAR OF REVIEW:

2023

CONNECT GROUP
INTEGRATED SUBCONTRACTORS

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INTRODUCTION

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Introduction

Letter of appreciation

Message from our CEO

Corporate overview

Mission and Values

Highlights of Connect Group


Sustainability Timeline & Roadmap

EXPLANATORY ABBREVIATIONS AND COMMENTS INSIDE OUR REPORT

- **CGBI:** Connect Group Belgium Ieper
- **GBK:** Connect Group Belgium Kampenhout
- **CGCK:** Connect Group Czech Republic Kladno
- **CGDN:** Connect Group Germany
- **CGNV:** Connect Group Netherlands Veldhoven
- **CGRO:** Connect Group Romania Oradea
- **IKOR Spain:** IKOR Spain San Sebastián
- **IKOR Mexico:** IKOR Mexico Guadalajara
- **IKOR China:** IKOR China Suzhou
- **CWS:** Cablewiring systems division
- **EMS:** Electronic manufacturing services division

This report has been prepared in accordance with the GRI Standards

Throughout the report, when we refer to Connect Group, we always consider the aggregate of Connect Group plus the IKOR sites.

Here you can find the [GLOSSARY](#) 

CONNECT GROUP
INTEGRATED SUBCONTRACTORS

EXCELLING BEHIND THE SCENES

Throughout its existence, Connect Group has placed great emphasis on Environmental, Health & Safety, Social, and Governance practices. However, since 2018, the company has sharpened its focus on Climate Change and Sustainability, recognizing the urgent need to address these critical issues.

To guide its sustainability efforts, Connect Group has adopted the United Nations Sustainability Development Goals as its roadmap. These goals serve as a framework for the company's initiatives and actions, ensuring alignment with global sustainability objectives.

With a strong commitment to creating positive change, Connect Group has identified five key Sustainability Development Goals that are closely linked to its customers, suppliers, employees, and other stakeholders. These goals serve as the driving force behind the company's efforts to contribute to a more sustainable future.

This sustainability report marks an important milestone for Connect Group as it is the second report published for the outside world. The purpose of this report is to showcase the progress made by Connect Group in the past years in various sustainability areas. By sharing this information, the company aims to inspire and contribute to the collective effort of creating a better and more sustainable future.

Connect Group understands the importance of sustainable practices and aims to play its part in helping to sustain a better future for all. By prioritizing environmental stewardship, promoting the well-being of its employees, engaging with suppliers, and considering the interests of all stakeholders, Connect Group is committed to making a meaningful and lasting impact.



BEHIND

THE

SCENES

LETTER OF APPRECIATION

Dear reader,

We are delighted to present to you Connect Group's sustainability report, showcasing the numerous advancements the company has made in **2022 to contribute to a more sustainable future.**

Connect Group firmly believes that its impact lies in creating value for customers and stakeholders through the production of quality products for our customers and the delivery of services at the best price, all while prioritizing the well-being of the environment and people.

Our dedicated employees are the driving force behind Connect Group's success. They consistently give their best to meet customer demands, and we prioritize their well-being above all else.

The essence of our motto, "Technology is a service," can be found in the passion and dedication of each of our 2600+ employees, who continually strive to bring meaning to this phrase, even in the face of challenges.

As part of our core values, we actively assess and improve our sustainability practices to enhance Connect Group's positive impact on the planet.

Therefore, we are committed to becoming the best version of ourselves, guided by a long-term vision that aligns with the best interests of our stakeholders and the planet



" In name of our employees and the company as a whole, we hope you will enjoy this report and that it will give you more insights in what we do and how we wish to proceed as a company in a sustainable manner."

Jacques Decocq | **Corporate Sustainability Manager**

MESSAGE FROM OUR CEO

GRI 102-14

Dear stakeholders,

I am pleased to present Connect Group's Sustainability Report for 2022, highlighting our progress and commitment to sustainability. Despite the challenges faced throughout the year, **we remained dedicated to our sustainability goals and undertook significant initiatives to drive positive change.**

In response to the crises of 2022, including the COVID pandemic and geopolitical conflicts, Connect Group demonstrated **agility and adaptability, making swift decisions at all levels of our corporation.** These challenges reinforced the importance of sustainability and our role in creating a resilient and responsible future.

Our strategic vision for sustainability guided our actions and decision-making processes. It encompasses pillars such as our sustainability policy, yearly internal governance assessments, external ratings by Ecovadis, and a global emission reduction plan aligned with the European Green Deal. Also a inventory list of investments in renewable energy, energy efficiency and energy storage made it possible to formulate our first ESG investment budget of 2023.

At Connect Group, our core values, as outlined in our sustainability policy, serve as the touchstone for our organization. **We foster a culture of mutual respect, compliance with the law, and a deep sense of responsibility towards the planet and its people.**

In looking ahead, we have set ambitious goals for the short, medium, and long term. In the short term, we will focus on purchasing renewable energy, enhancing energy efficiency, and ensuring our suppliers meet sustainable purchase requirements. In the medium term, we aim to replace fossil-based heating installations with renewable energy solutions. In the long run, our commitment is to achieve carbon neutrality through initiatives such as tree planting.

I want to express my gratitude to our employees for their commitment to our ESG initiatives. Together, we are shaping a sustainable future for our employees and the communities in which we operate. This report signifies another milestone along Connect Group's road to sustainable improvement, and I am proud of our progress.

Thank you for your continued support as we work towards a better and more sustainable future.

Sincerely,

Jeroen Tuik, CEO, Connect Group



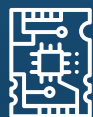
Jeroen Tuik | Chief Executive Officer Connect Group

CONNECT GROUP

INTEGRATED SUBCONTRACTORS

Name of organization	Connect Group N.V.
Representative Executive officer, president and CEO	Jeroen Tuik
Location of Organization's Headquarters	Industriestraat 4 – Kampenhout Belgium
List of associations	<ul style="list-style-type: none"> ◦ Agoria (<i>Association for the technology sector in Belgium</i>) ◦ Ecovadis
Date of Establishment	1987

Group structure and Business Outline



Connect Group is a certified, leading subcontractor of technology (PCB and cable assembly and assembly of complete systems) for the industrial market.



Our own products? We don't have them. We make what the customer devises. But, behind the scenes, we play a crucial role.



With our years of experience and knowledge of various markets, we help our clients make **first-class products that perform excellently in terms of price, performance, and lifespan.**

CORPORATE OVERVIEW

GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-13

LOCATIONS WORLDWIDE

AMERICA

GUADALAJARA- MEXICO

EUROPE

KAMPENHOUT (HQ) - BELGIUM
IEPER - BELGIUM
VELDHOVEN - NETHERLANDS
NEUFFEN AND BAD HERSFELD - GERMANY

ASIA

SUZHOU- CHINA



8

PRODUCTION SITES

>2.600

EMPLOYEES IN 3 CONTINENTS

>93.000

SQM

CORPORATE OVERVIEW

LOCATIONS AND KEY FEATURES

GRI 102-1, GRI 102-2, GRI 102-3,
GRI 102-4, GRI 102-5, GRI 102-13



CONNECT GROUP / WESTERN EUROPE / SALES - TECHNOLOGY SITES

	<p>BELGIUM Kampenhout HQ</p>	<p>BELGIUM Ieper</p>	<p>THE NETHERLANDS Veldhoven</p>	<p>GERMANY Neuffen & Bad Hersfeld</p>
QUALITY STANDARDS	<ul style="list-style-type: none"> • ISO 9001 • EN 15085-2 	<ul style="list-style-type: none"> • ISO 9001 • ISO 14001 • ISO 13485 • AS 9100D 	<ul style="list-style-type: none"> • ISO 9001 • ISO 13485 	<ul style="list-style-type: none"> • ISO 9001
COMPETENCE	<ul style="list-style-type: none"> • Customer Focus Center • Technology Center • Prototypes 	<ul style="list-style-type: none"> • Customer Focus Center • Technology Center • NPI& prototyping • High-end Electronics 	<ul style="list-style-type: none"> • Customer Focus Center • Project approach • NPI 	<ul style="list-style-type: none"> • Account Management • Project Management • Consulting TiaS Services (DFx, Life Cycle Management, test development)
ACTIVITY	<ul style="list-style-type: none"> • Cable/System assembly • Group Competence CWS • Front Office Cable local to local • Logistic hub 	<ul style="list-style-type: none"> • PCB assembly • System assembly • Group Competence Center EMS 	<ul style="list-style-type: none"> • PCB assembly • System assembly • Prototyping 	<ul style="list-style-type: none"> • Sales offices
FURTHER INFORMATION	10.300 sq. m 150 employees	4.800 sq. m 88 employees	3.000 sq. m 48 employees	13 employees



















CORPORATE OVERVIEW

GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-13

LOCATIONS AND KEY FEATURES

CONNECT GROUP / EUROPE / PRODUCTION - TECHNOLOGY SITES



	CZECH REPUBLIC Kladno	ROMANIA Oradea	SPAIN San Sebastián	SPAIN San Sebastián
QUALITY STANDARDS	<ul style="list-style-type: none"> ISO 9001 ISO 14001 ISO 13485 ISO/TS 22163 (IRIS) 	<ul style="list-style-type: none"> ISO 9001 EN 15085-2 ISO 14001; planned 2023 	<ul style="list-style-type: none"> ISO 9001 ISO 14001 ISO 13485 IATF 16949 	<ul style="list-style-type: none"> ISO 9001 ISO 14001
COMPETENCE	<ul style="list-style-type: none"> Production Center Mix medium to high Batch low to medium 	<ul style="list-style-type: none"> Production Center Mix low to medium Batch medium to high 	<ul style="list-style-type: none"> Production Center Customer Focus Center NPI& prototyping Mix low to medium Batch low to medium 	<ul style="list-style-type: none"> Technology Center Laboratory testing, CE Precertification Design for eXcellence
ACTIVITY	 High class Electronics  Module building	 High class Electronics  Module building  Cable assembly	 High class Electronics  Module building  Prototyping	 <ul style="list-style-type: none"> Product maintenance support Turnkey & cooperation projects Proven expertise in IoT, HMI, Lighting & Power electronics
FURTHER INFORMATION	 5.660 sq. m *  192 employees  Full traceability	 30.200 sq. m  1.400 employees	 9.000 sq. m  165 employees  Full traceability	 18 Engineers

*possibility to expand capacity to 10.000 sq. m

CORPORATE OVERVIEW

GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-13

LOCATIONS AND KEY FEATURES CONNECT GROUP / AMERICA & ASIA / PRODUCTION SITES



	QUALITY STANDARDS	COMPETENCE	ACTIVITY	FURTHER INFORMATION
<p>MEXICO Guadalajara</p>	<ul style="list-style-type: none"> • ISO 9001 • ISO 14001 • ISO 13485 • IATF 16949 	<ul style="list-style-type: none"> • Production Center • Customer Focus Center • NPI& prototyping • Mix low to medium • Batch medium to high 	High class Electronics Module building Prototyping	10.000 sq. m 376 employees Full traceability



<p>CHINA Suzhou</p>	<ul style="list-style-type: none"> • ISO 9001 • ISO 14001 • IATF 16949 	<ul style="list-style-type: none"> • Production Center • Customer Focus Center • NPI& prototyping • Mix low to medium • Batch medium to high 	High class Electronics Module building Prototyping	12.000 sq. m 243 employees Full traceability
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CORPORATE OVERVIEW

MARKETS WE SERVE (CONNECT GROUP & IKOR) GRI 102-6



Figures for the completed financial year 2022

MISSION AND VALUES

GRI 102-16

OUR MISSION

“To continuously improve the success of our customers by supplying the best Manufacturing and Technology Services”

OUR COMPANY VALUES

- A customer-oriented organisation
- Aiming for results beyond our customers' expectations
- Delivering services contributing to sustainable world

SUSTAINABILITY

Connect Group strives to act honestly and with integrity towards its stakeholders and complies with all applicable laws and regulations concerning:

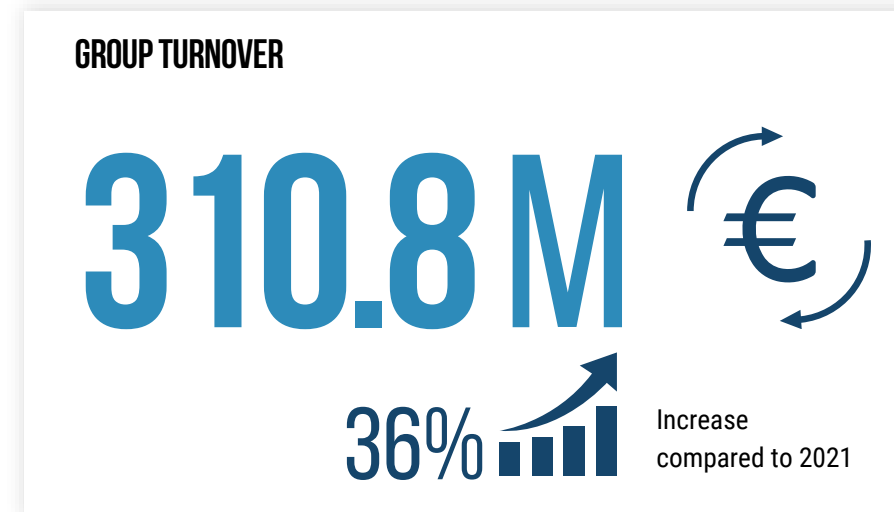
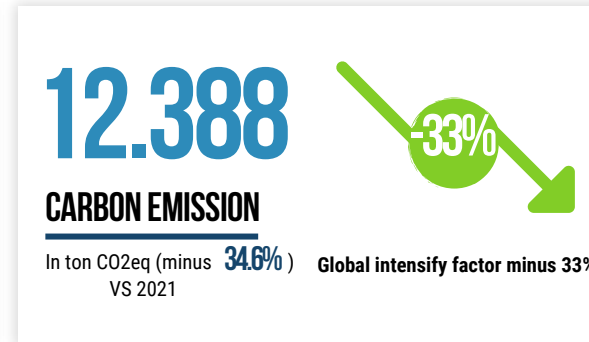
- Health and Safety
- Forced labor - Child labor
- Environment
- Ethics



HIGHLIGHTS OF CONNECT GROUP

GRI 102-7

AS A SUSTAINABLE SUPPLIER, PARTNER & COMPANY





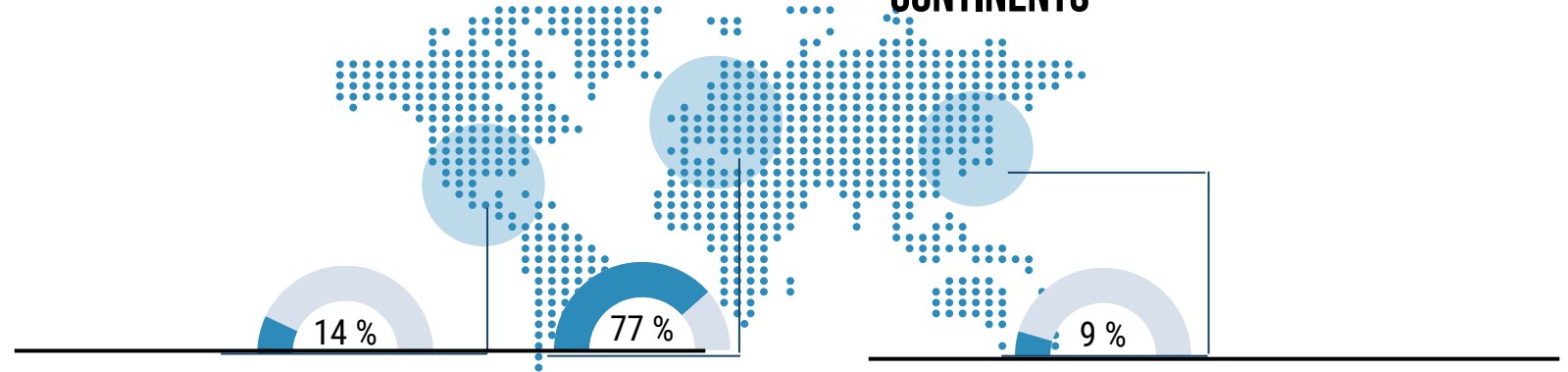
HIGHLIGHTS OF CONNECT GROUP

GRI 102-7

AS A SUSTAINABLE EMPLOYER

>2.600

EMPLOYEES IN 8 CITIES AND 3 CONTINENTS



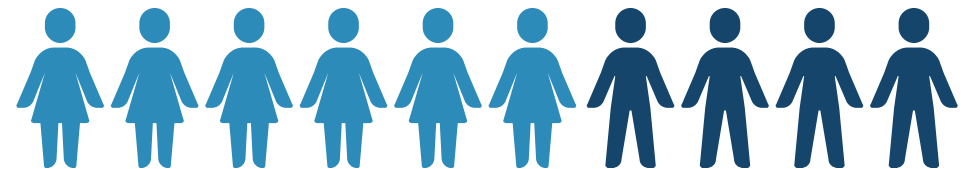
UNDER 30

23.22% of employees between 18 and 29 years old



♀ 63.5%

♂ 36.5%



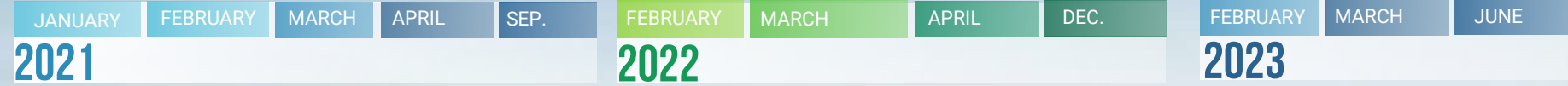
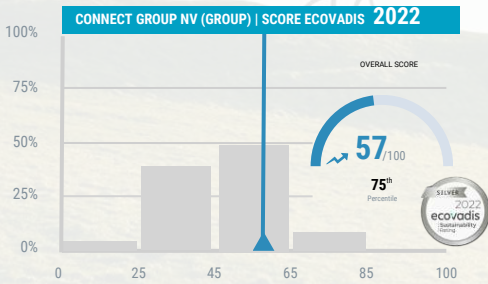
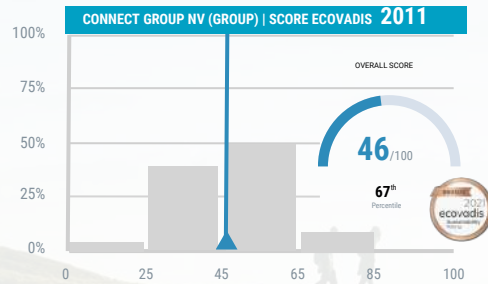


VIA PRIMUS INTER PARES

THE WAY TO BE FIRST AMONG EQUALS... IS LONG AND CAN ONLY BE ACHIEVED WITH THE BEST TEAM AND COMMITMENT OF THE WHOLE ORGANIZATION

SUSTAINABILITY AT CONNECT GROUP TIMELINE

FROM BRONZE TO SILVER



2021

- Certification of our Czech Republic, Kladno factory for ISO 14001
- CMRT analysis
- Corporate Conflict Minerals policy

2022

- Ecovadis Silver Medal
- Corporate sustainability policy linked to SDG signed by board of directors
- CMRT analysis
- Start Corporate Sustainability Manager

2023

- Sustainability report published
- CMRT analysis
- Emission reduction plan
- Sustainability budget of 1M €

KEY TOPICS

IMPROVEMENT CYCLE

ECO Vadis

FOCUS FINANCE DEPARTMENT



SUSTAINABILITY ROADMAP / DRAFT TO 2035

Short term

Medium term

Long term





COMMITMENT TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

IN THIS SECTION

- Commitment towards the Sustainable Development Goals
- United Nations and Sustainable Development Goals
- Our results on the Sustainable Development Goals (SDG's)
- Awards and recognition
- List of stakeholder groups
- Materiality analysis



OUR COMMITMENT

TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

GRI 102-12



THE GLOBAL GOALS



TO ENCOURAGE **SUSTAINABLE PARTNERSHIPS** AND COLLABORATIONS WITH **OTHER STAKEHOLDERS**

TO APPROACH SUSTAINABILITY AND CORPORATE RESPONSIBILITY, TOWARDS A COMMITMENT TO THE **UN SUSTAINABILITY GOALS 3, 5, 8, 12 & 13**

TO TRANSFER OUR CULTURE OF **SUSTAINABILITY TO THE ENTIRE VALUE CHAIN:** EMPLOYEES, CONTRACTORS, CUSTOMERS, PARTNERS, SUPPLIERS, AND OTHER STAKEHOLDERS

TO **RESPOND** TO STAKEHOLDERS **TRANSPARENTLY**, USING **ECONOMIC, ENVIRONMENTAL, AND GOVERNANCE INDICATORS** WHICH ARE PUBLISHED IN THE COMPANY'S REPORTS



UNITED NATIONS AND SUSTAINABLE DEVELOPMENT GOALS GRI 102-12

In 2015 the United Nations formulated 17 Sustainable Development Goals (SDG's). These 17 SDG's serve as the basis in which all the United Member States formulated a shared blueprint for peace and prosperity for people and the planet. **The goals are meant as an urgent call for action by all countries – developed and developing in a global partnership.** The SDG's have the **purpose to end poverty, health and education, reduce inequality, and spur economic growth.** Doing this while tackling climate change and working to preserve our environment

Connect Group has like many other companies embraced the **SDG's** as a **guiding framework** in which it can be part of the solution in achieving the United Nations ambitious goals for 2030.

In doing so we **focused on 5 SDG's that were closest to our core business and where we could have a meaningful impact.** These are **SDG 3 Good health and well-being, SDG 5 Gender equality, SDG 8 Decent work and economic growth, SDG 12 Responsible consumption and production and SDG 13 Climate action.**



**United
Nations**

For more information,
please visit

sdgs.un.org/goals

CONNECT GROUP
INTEGRATED SUBCONTRACTORS

OUR RESULTS ON THE SUSTAINABLE DEVELOPMENT GOALS (SDG'S)

ACTIONS TAKEN AT CONNECT GROUP TO ACHIEVE THE OBJECTIVES OF SDG

GRI 102-12

- Connect Group helps in achieving by 2030 a reduction of one third of premature mortality ratings from non- communicable diseases through prevention and treatment. It does so by building products for its customers in the medical industry through its ISO 13485 certifications.
- Connect Group helps in achieving the goal of halving the number of global deaths and injuries from road trafficking accidents by doing its part in producing safety road sign systems for its customers.
- Reducing the number of deaths and illnesses from hazardous chemicals, air, water, soil pollution and contamination by establishing a sustainability policy and health and safety committees, that prevents these aspects.
- Striving towards achieving universal health coverage. At this point the company complies with all the European and national legislation regarding health and safety requirements for its employees.

3 GOOD HEALTH
AND WELL-BEING



SDG 3: Good health and well-being



See our [Sustainability policy](#) to see our commitment to SDG 3

- Connect Group does its part in forbidding all forms of gender discrimination by monitoring and addressing discrimination issues.
- Connect Group helps in eliminating all forms of gender violence by monitoring harassment cases and making any form of exploitation punishable following the law.
- Connect Group prohibits and condemns any child labor (including all stakeholders). Human resources checks the age of the new employee by ID, during the contract signing. A frequent monitoring is done by the Human Resources department.
- Connect Group believes that all genders, should receive full and effective participation and equal opportunities for leadership positions in political, economic and public life. Therefore, it provides as a company, equal opportunity to all genders working at Connect Group. This is applied and monitored by the human resources department.
- The abovementioned points are assessed in the annual corporate responsibility report.

5 GENDER
EQUALITY



SDG 5: Gender equality



See also our [Sustainability policy](#)

OUR RESULTS ON THE SUSTAINABLE DEVELOPMENT GOALS (SDG'S)

ACTIONS TAKEN AT CONNECT GROUP TO ACHIEVE THE OBJECTIVES OF SDG

GRI 102-12

- Creating employment worldwide, including a majority of working positions filled in by women.
- Investing in technology to make the best products and to sustain a competitive advantage on the competition ensuring long term continuity and creating more jobs in growth.
- Ensuring that full and productive employment and decent work is provided for all men and women, also providing possibilities for young starting people.
- Equal pay for work of equal value. Established in our Sustainability policy and European and national laws.

8 DECENT WORK AND
ECONOMIC GROWTH



SDG 8: Decent work and economic growth



See our [Sustainability policy](#) to see our commitment to SDG 8

- Connect Groups commitment to sustainable management and efficient use of natural resources
- As a compliant company Connect Group conducts a management of used chemicals and all created wastes throughout their production process. Connect Group guarantees compliance of European and international legislation of REACH SVHC, ROHS, CMRT, POP ...
- Connect Groups strives to substantially reduce waste where possible, through prevention, reduction, recycling and reuse by 2030.
 - Environmental policy
 - Waste monitoring and reduction
 - Scrap of components monitoring and reduction
 - Monitoring of responsible production using (ISO 14001)
 - QMS implemented (ISO 9001)
 - Repair services on customer request, promoting circular economy.
- Connect Group focuses to inform and educate our employees on the required sustainability issues.
- Connect Group quantifies its energy efficiency and produced emissions, by performing CO²- and energy analyses.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



SDG 12: Responsible consumption and production



See our [Sustainability policy](#)

OUR RESULTS ON THE SUSTAINABLE DEVELOPMENT GOALS (SDG'S) GRI 102-12

ACTIONS TAKEN AT CONNECT GROUP TO ACHIEVE THE OBJECTIVES OF SDG

- Connect Group integrates climate change measures into its strategies and planning, focusing on emission reduction to meet the European Green Deal.
 - Yearly emission report
 - Emission reduction plan with yearly updates on actions
- Connect Groups strives to substantially reduce waste where possible, through prevention, reduction, recycling and reuse by 2030.
 - Environmental policy
 - Waste monitoring and reduction
 - Scrap monitoring and reduction
 - Monitoring by EHS (ISO 14001)
 - QMS implemented (ISO 9001)
 - Repair services on customer request
- Corporate governance report with a review on Connect Group climate impact

13 CLIMATE ACTION



SDG 13: Climate action



Technology is a Service

AWARDS AND RECOGNITION GRI 102-12





AWARDS AND RECOGNITION

GRI 102-12

Companies can no longer ignore it: **sustainability is an absolute must.**

And finance teams play a key role in integrating the sustainable transition into business strategies.

Belfius therefore recently launched the very first Belfius ESG Ambition Award to **support** and **highlight** the **best sustainability projects led by CFOs and finance directors of companies and organizations.**





STAKEHOLDER ENGAGEMENT TOWARDS SUSTAINABILITY

CUSTOMERS:

Direct contact: Customer service interaction, contact through Sales persons, websites, mail service

EMPLOYEES:

Direct contact: intranet, internal events, surveys

SUPPLIERS:

Business meetings, direct contact, briefings, Corporate guidelines, websites

OWNERS/PARTNERS:

Direct contact board of directors

REGULATORS/GOVERNMENT:

(In)direct contact through company lawyer and membership Agoria

PROVIDERS:

financial transactions, direct contact in case of questions

BANKS:

Presentations, calls, direct contact

INSURERS

Direct contact in case of questions

NEIGHBORS/SOCIETY:

(In)direct contact



CONNECT GROUP INTEGRATED SUBCONTRACTORS

LIST OF STAKEHOLDER GROUPS

GRI 102-40 + GRI 102-42 + GRI 102-43 + GRI 102-44 + GRI 102-47 + GRI 102-21

COMPETITORS:
(In)direct contact through market positions and strategies

PRESSURE GROUPS:
No contact so far

MEDIA:
Rarely in contact

EMERGENCY SERVICES:
Direct contact in case of emergency

TRANSPORT SERVICES:
Direct contact through the making of agreements

CERTIFICATION BODIES:
Direct contact through audits/visits

HOW CONNECT GROUP ENGAGES WITH STAKEHOLDERS

Technology is a Service

CUSTOMERS

- Good Quality incl packing, paperwork...
- Correct Price
- Delivery in time
- Billing correct
- Good complaint handling
- Quick reply
- Compliance with laws and regulations
- Compliance to ISO standards and/or
- Other standards

SUPPLIERS

- Benefit
- Continuity
- Transparent communication
- Correct payment

PROVIDERS (TELECOM, ENERGY...)

- Payments correct

INSURERS

- No issues

NEIGHBORS/SOCIETY

- Ethical behavior
- Environmental correct behavior

MEDIA

- Correct communication

EMPLOYEES

- Job security
- Good and healthy work environment
- Recognition and correct reward
- Leadership
- Paid correct and in time
- Ergonomic workstations

OWNERS/PARTNERS

- Profit
- Transparency
- Vision, strategy

REGULATORS/GOVERNMENT

- Compliance with laws and regulations

UNIONS

- Participation in policies to protect personnel

BANKS

- Healthy organization or org with good business plan
- Timely repayments

COMPETITORS

- Be fair competitor

PRESSURE GROUPS

- Avoid production/sale of non-ethical products...

EMERGENCY SERVICES (FIRE DPT, 100...)

- Visible entrance and access possibilities
- Overview of evacuation possibilities



CONNECT GROUP
INTEGRATED SUBCONTRACTORS

DOUBLE MATERIALITY ASSESSMENT



In light of the implementation of Corporate Sustainability Reporting Directive (CSRD) legislation, companies are required to map their sustainability impacts and report on them.

The CSRD's purpose is to make European companies comparable and accountable. This whilst also make it easier for investors to see if a company is truly acting in terms of sustainability when it comes to investments.

For Connect Group this means reporting on stakeholders and own defined sustainability impact areas by 2026 based on data from 2025.

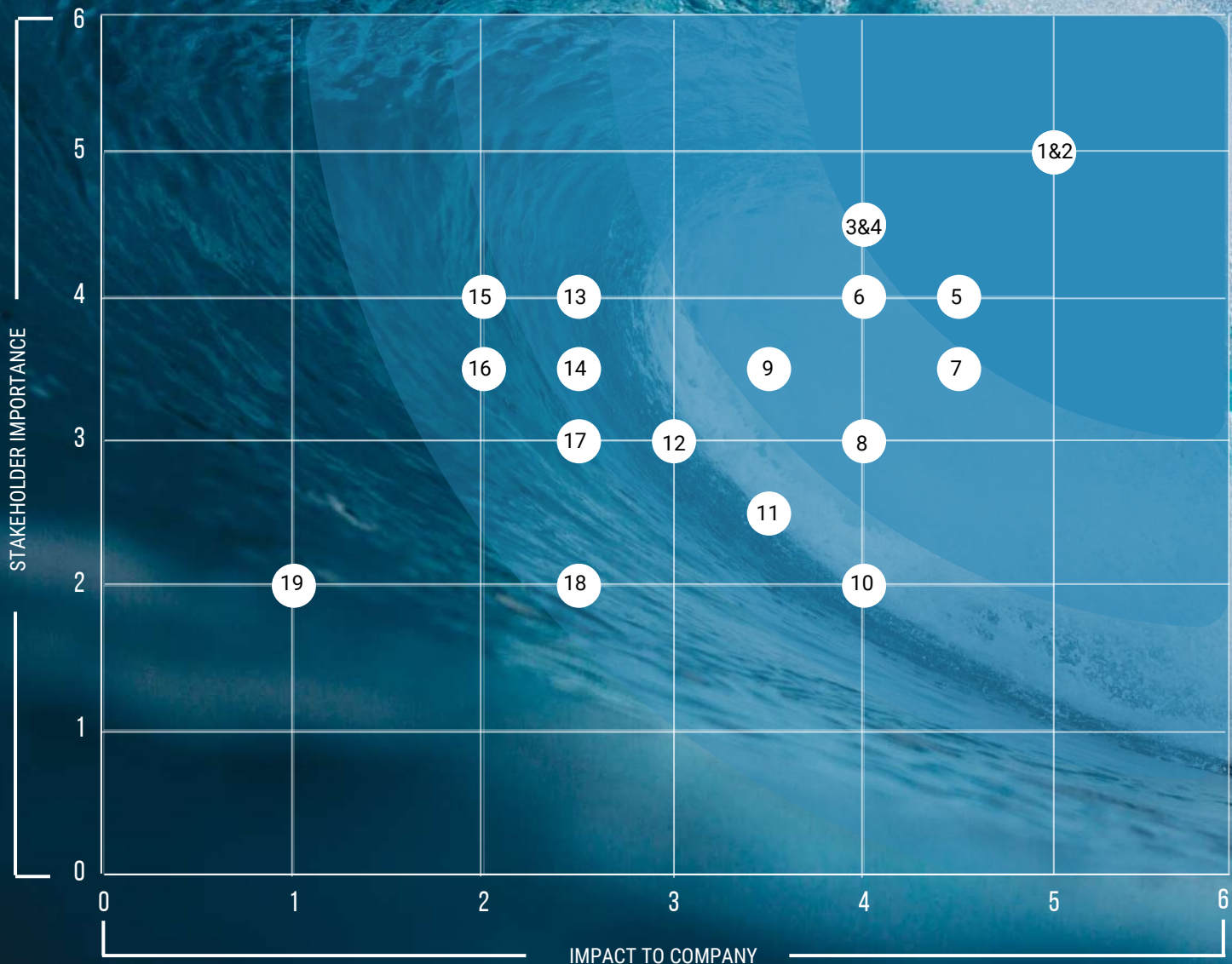
Preparations in 2022 were made towards that end. Connect Group plans to conduct the double materiality assessment to determine the areas were Connect Group's stakeholders see the company have an impact on in the field of sustainability.

The results of this assessment will be given in the sustainability report of 2023 and will provide insights which reporting requirements will have to fulfilled by 2026 to ensure compliance with European and national legislation.



MATERIALITY ANALYSIS

GRI 102-44 + GRI 102-47



1. FINANCIAL RESILIENCE
2. COMPLIANCE AND REGULATION
3. ACTIVE AMBASSADOR ROLE ON SUSTAINABILITY
4. BUSINESS ETHICS & ANTI-CORRUPTION
5. CARBON FOOTPRINT
6. ECOLOGICAL IMPACTS
7. ATTRACTING AND RETAINING THE BEST TALENT
8. EMPLOYEE CAREER MANAGEMENT
9. EDUCATION AND TRAINING
10. SUSTAINABILITY AT SUPPLIERS AND PARTNERS
11. ENERGY MANAGEMENT
12. WASTE & HAZARDOUS MATERIALS
13. HUMAN RIGHTS & COMMUNITY RELATIONS
14. WELL-BEING AT WORK (HEALTH AND SAFETY)
15. TRANSPARENT COMMUNICATION
16. DIVERISTY AND INCLUSION
17. EQUALITY AT WORK
18. LOCAL COMMUNITY INVOLVEMENT
19. WATER

SUSTAINABILITY AT CONNECT GROUP

IN THIS SECTION

Who is Connect Group

Sustainability Governance at Connect Group

Ambitions

Targets

Vision

Purpose driven

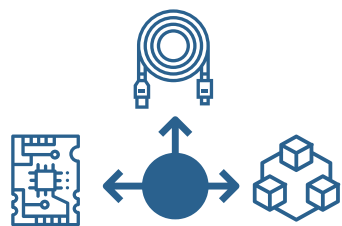
Conflict areas of ethics

WHO IS CONNECT GROUP

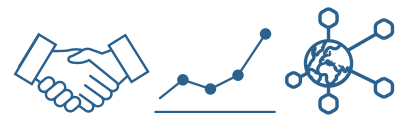
Starting from a small company in Flanders, Connect Group has continuously grown and sought to improve its products and services for its valued customers.

With 2600* employees and operating in 8* different countries, Connect Group has built up a unique expertise in PCB, cable wiring and module building for a wide array of markets.

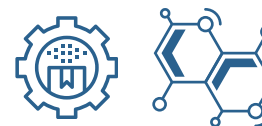
We are present in markets with high requirements such as railway, healthcare, avionics, automotive & off-road, industry and Infrastructure (Energy/Internet of things (IoT)/Electrification).



Integrated provider of **EMS, Cables & Modules**



Financial **stable, growing** company with competitive **Footprint**



Manufacturing services is a part of **our DNA**

*Connect Group +IKOR aggregate figures

Find out more about Connect Group on our website

<http://www.connectgroup.com/en>

CONNECT GROUP
INTEGRATED SUBCONTRACTORS

SUSTAINABILITY GOVERNANCE AT CONNECT GROUP

GRI 102-18 + GRI 102-19 + GRI 102-21 + GRI 102-26 + GRI 102-29 +
GRI 102-32 + GRI 102-33 + GRI 102-46

At Connect we present our governance through the formulation of decisions in which the following structure is employed.

The **board of directors is our highest governance body** with Connect Groups CEO as a member. The board provides the company with a sustainability framework that translates into the **sustainability policy** for the company.

Legal considerations are taken into account by our **company lawyer**. **Human resources considerations** are taken in account by the **Human resources Director**. **Quality topics and certifications** are taken into account by our **Corporate Quality manager**. **EHS and operational** considerations by the **Operations Directors**, local management and external actors governance bodies. **Sustainable procurement** by our Chief Purchasing Officer. **The sustainable structure and processes are guarded by the corporate sustainability manager**.

On corporate level, different assessments are done yearly, to make sure that these operations happen smoothly, correct and according to plan.

KPI's are implemented to monitor our sustainability targets. Yearly and monthly, **different reports are internally published**, such as the emission analysis report, human resources reports, H&S reports, ... Those sources with all their data come together in the **yearly corporate governance report** covering a large amount of sustainability topics: Governance, economic responsibility, ecologic responsibility, emissions reviews, regulation reviews, certifications reviews, waste and water management reviews, energy consumption reviews, H&S reviews, education reviews, gender and age reviews and sustainable procurement status review.

The corporate governance report result is communicated to higher management who will determine, together with the corporate sustainability manager and the corporate QA/QM manager, **what actions are required**.

Agreed actions are started and logged in the action system and formulated in the corporate management review. This process serves as an improvement cycle inside the company related to corporate responsibility amongst also other topics.

External communication about what we do in relation to sustainability happens in the sustainability report. International and European norms like GRI, SASB, CSRD, ISO 26000 are standards Connect Group strives to comply with. We are focused to comply towards Green deal legislation and targets.

At Connect Group sustainability is built out like a sustainability management system conform a quality management system. We use the third party Ecovadis to assess our level of sustainability integration. Meaning that KPI's, targets, vision, assessments, improvement action plans are done in line with (inter)national norms and external assessments. This ensures that sustainability is part of the assessment and decision-making process at Connect Group. Consequently, the Code of conduct, policies and other documents will have sustainability embedded in them.

SUSTAINABILITY IS PART OF
THE ASSESSMENT AND
DECISION-MAKING PROCESS
AT CONNECT GROUP

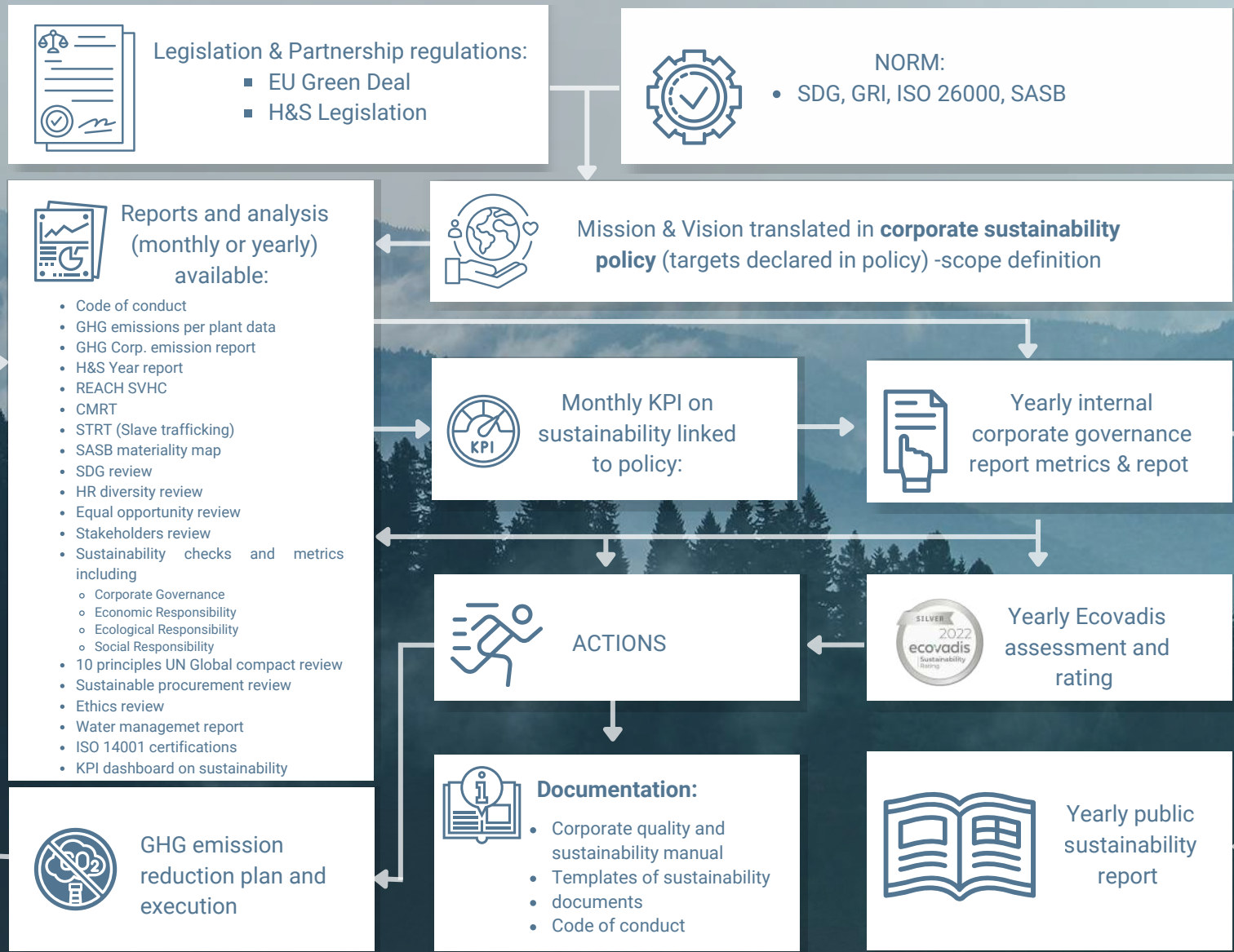
CONNECT GROUP
INTEGRATED SUBCONTRACTORS

Technology is a Service

SUSTAINABILITY GOVERNANCE AT CONNECT GROUP

GRI 102-18 + GRI 102-19 + GRI 102-21 + GRI 102-26 + GRI 102-29 + GRI 102-32 + GRI 102-33 + GRI 102-46

CONNECT GROUP
INTEGRATED SUBCONTRACTORS



AMBITIONS

GRI 102-15

As a company, we are aware of the global sustainability movement's momentum, which has been accelerated by various challenges such as ecological changes, social imbalances, rising energy and food prices, labor shortages, and material supply constraints. To tackle these issues, our top management has developed a strategy for sustainable growth and well-being.

Despite the difficulties, **Connect Group is determined to excel in sustainable business growth and expand our positive impact in the communities where we operate. We are committed to adopting innovative approaches and implementing sustainable practices throughout our operations to contribute to a resilient and sustainable future.**

WITH A PROACTIVE MINDSET, WE AIM TO
NAVIGATE THESE CHALLENGES AND MAKE A
MEANINGFUL DIFFERENCE IN SOCIETY AND THE
ENVIRONMENT



TARGETS GRI 102-15

AS A COMPANY WE WANT TO ENLARGE OUR SUSTAINABLE IMPACT WHILE EXCEEDING THE WISHES OF OUR CUSTOMERS

We do this by ensuring that topics like **health and safety** of our workers, **GHG emissions**, **social equality**, **waste treatment and sustainable sourcing** are measured with easy understandable targets.



MEASURED WITH EASY UNDERSTANDABLE TARGETS.

Our sustainability targets are stated in the **corporate sustainability policy**, empowered by our board of directors.



1M€

INVESTMENT TOWARDS SUSTAINABILITY PROJECTS

In 2023 (7% of investment budget)

CONNECT GROUP INTEGRATED SUBCONTRACTORS

VISION (1/2) GRI 102-11 + GRI 102-15



CONNECT GROUP STRIVES TO BE CARBON NEUTRAL IN 2035 AND REDUCE ITS CARBON EMISSIONS, BY AT LEAST 55% BY 2025 IN SCOPE 2 IN ORDER TO BECOME CLIMATE-NEUTRAL BY 2050

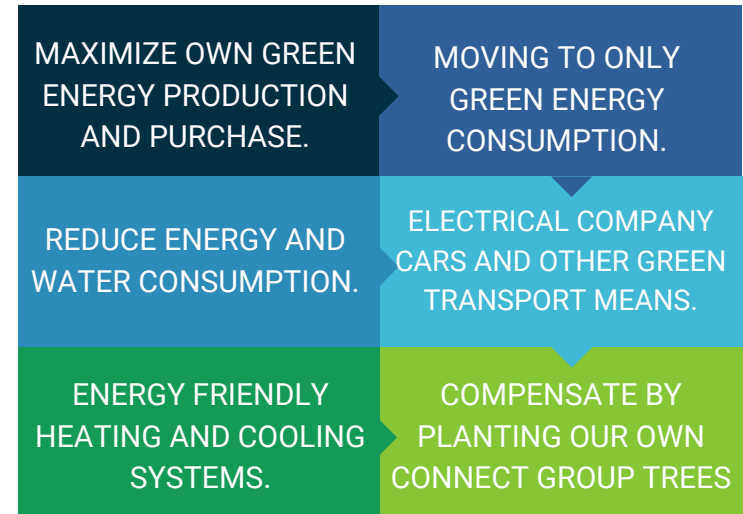
AS A RESPONSIBLE AGENT FOR PEOPLE AND PLANET CONNECT GROUP ENGAGES FULLY IN THE ENERGY TRANSITION AND TOWARDS A ZERO-CARBON FUTURE

As of today **new solar panels are being placed in Kampenhout, San Sebastian and at our plant in Oradea. In Ieper we already have them.**

In 2022 a sustainability investment **budget of 1 million euros was made relating to ESG** which was approved by our CFO and CEO.

Our emission **reduction report of 2022 mentioned 6 different pathways that could be followed to decrease emissions.** Currently we are taking actions in line with these pathways.

One of these actions is the performing of **energy audits** that will be conducted by the end of 2023 and integrating ESG **Key Performance Indicators** in a Power BI dashboarding tool **to monitor and take action where needed in our operations or supply chains.**





VISION (2/2) GRI 102-11 + GRI 102-15

AS AN EMPLOYER WE WANT TO CREATE A HAPPY AND INCLUSIVE WORKPLACE FOR PEOPLE TO WORK IN



Human capital is the driving force behind a company's success and growth. **At Connect Group, we understand the value of our employees and their potential.** That's why **we prioritize creating a safe and healthy work environment** where everyone can thrive and develop their talents. We invest significant time and effort in ensuring that our employees have the support and opportunities they need to contribute to our collective growth

To ensure ethical and responsible business practices, Connect Group has implemented **supplier checklists**. These checklists enable us to gather and assess the necessary information to determine which suppliers align with our ethical standards and moral principles. By carefully evaluating our suppliers, **we strive to establish policies in ethical conduct and that contains with strong moral values.** This allows us to make informed decisions and uphold high standards throughout our supply chain.

AS HUMAN BEINGS WE WANT TO PLACE LABOR- AND HUMAN RIGHTS IN HIGH REGARD



PURPOSE DRIVEN

GRI 102-16

In a world characterized by successive crises, it is essential to prioritize leadership, commitment, innovation, flexibility, and smart decision-making to achieve sustainability for both people and the planet. At Connect Group, we live by the credo that "Technology is a service," which aligns perfectly with these values. It is the essence of who we are and what we stand for.

We understand the significance of these qualities in addressing the broader social and environmental challenges we face. By collaborating with our customers, employees, partners, and stakeholders, we actively contribute to overcoming these challenges and creating prosperity for all. Our commitment to our stakeholders ensures that everyone benefits from our cooperation and the effective measures we implement as a company.

Together, with our stakeholders, we work towards a more sustainable future. By leveraging collective efforts and shared responsibility, we strive to make a positive impact on society and the environment. Our goal is not just to provide quality products and services, but to do so in a way that creates jobs, fosters a socially stable environment, and protects the planet.


[SUSTAINABILITY POLICY PDF](#)

[CODE OF CONDUCT PDF](#)

CONFLICT AREAS OF ETHICS

GRI 102-17 + GRI 205-1 + GRI 206-1

Higher- and top management serve as examples of ethical behavior in the company.

Human resources address complaints by employees, handles misconduct to a certain level and is trained to recognize biases and stereotypes when candidates apply for a position at Connect Group.

Concerning these groups, **ethical conduct is of great importance, in ensuring the moral compass of the company and creating a safe place where employees want and can work in.**

Working with Ecovadis and the ISO 26000 standard made us realize that we also need to focus more on ensuring conscious ethical standards and norms which are established for employees in purchasing and sales.

Focus points to ensure the ethical workings of our staff are the **code of conduct, the sustainability policy, the 4 eye principle, the sales manual and purchase requirements for our purchase department.**

Connect Group also commits to **train its staff in sustainable and ethical procurement and sales.** The focus will lie on **anti-corruption, bribery and other non-ethical practices.**

Risk assessments for corruption and anti-competitive practices are reported in the annually corporate governance report.

- ✓ In 2022 we introduced the **corporate Code of Conduct** applicable to the whole of Connect Group's management and employees
- ✓ In review for our suppliers a **sustainable supplier code of conduct** inspired by the Responsible Business Alliance (RBA). This is currently under review by our purchasing department
- ✓ The long awaited **whistle blow procedure** is in its reviewing stage and will be operational by 2024.
- ✓ Furthermore will **ethics issues be tracked** in a **corporate sustainability dashboard** in Power BI. Risk analyses have been performed in each department in the company (procurement, sales, finance and human resources)
- ✓ **Incidents of any misconduct will be communicated to our CEO.**

Technology is a Service

ECONOMIC & SOCIAL POLICY

ECONOMIC & SOCIAL POLICY

CONNECT GROUP
INTEGRATED SUBCONTRACTORS

IN THIS SECTION

ECONOMIC

Supply Chain Management

SOCIAL

Social policy at Connect Group

Employment

H&S, and labor management relations

Training & Education

Diversity & Equal Opportunity

Abuses in labor, freedom of association and supplier checklists

Freedom of association, collective bargaining and unions

CONNECT GROUP
INTEGRATED SUBCONTRACTORS

SUPPLY CHAIN MANAGEMENT

GRI 102-9 + GRI 102-10

Connect Group faces multiple challenges in its supply chain, including resource scarcity and strained supply lines. The prices of components are increasing due to limited resources, and factors like COVID-19 and the Ukrainian war further disrupt the supply lines, making it harder to obtain components on time. When components are missing, production cannot operate at full capacity, resulting in delays in delivery times.

This global challenge affects not only Connect Group but the entire world. Managing our supply chain is complex since we primarily rely on suppliers and manufacturers selected by Connect Group's customers. However, we are committed to addressing these challenges. The proposed sustainable supplier code of conduct asks chosen suppliers by Connect Group to ensure that suppliers respect national and international labor, human and health & safety requirements. Thus ensuring that chosen suppliers commit to sustainable supply lines in their operations.

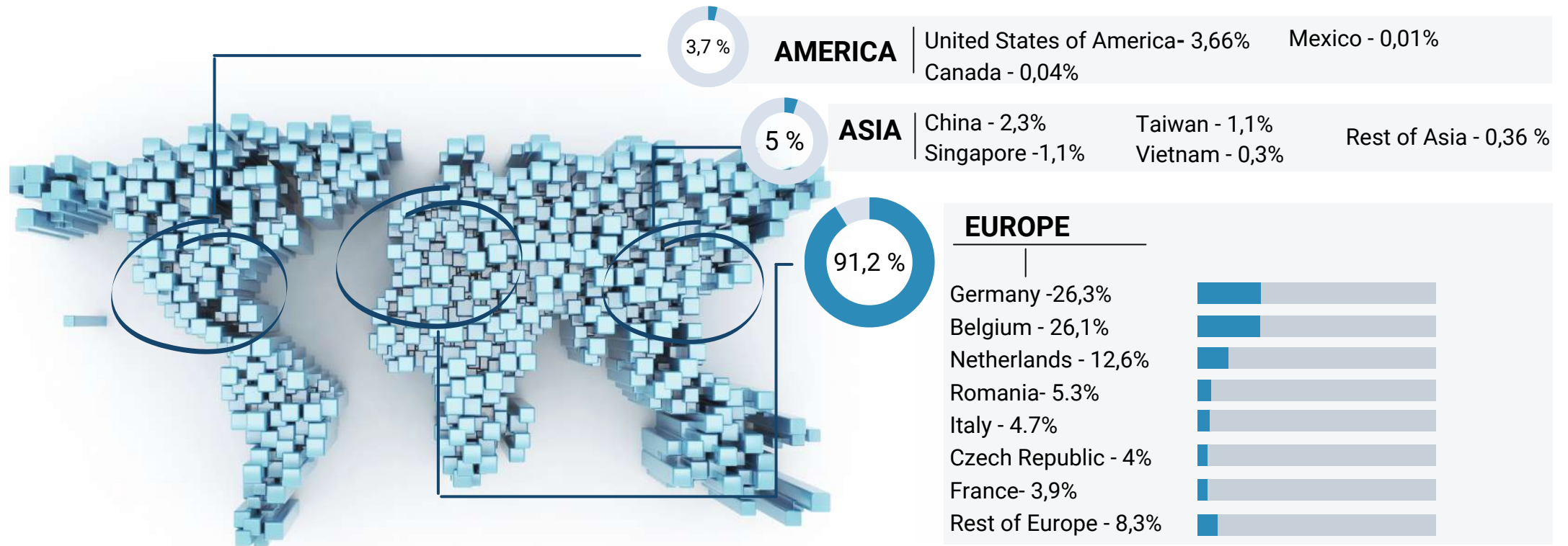
SUSTAINABLE SUPPLIER CODE OF CONDUCT IS UNDER REVIEW



SUPPLY CHAIN MANAGEMENT

GRI 102-9

GEOGRAPHICAL LOCATION AND SPENDING TOWARDS OUR SUPPLIERS



Figures refer to fiscal year 2022

The data shown represent 100% of the purchases made from suppliers during the year.



SOCIAL POLICY AT CONNECT GROUP

GRI 403-9 + GRI 406-1

Corporate social responsibility is of high importance at Connect Group. As the company grew, compliance to local legislation and ensuring a healthy and safe environment became focus points of the organization. Corporate social responsibility is a top priority at Connect Group. As the company has grown, we have placed great emphasis on complying with local legislation and ensuring a healthy and safe work environment. Retaining trained and knowledgeable employees has also become increasingly important. The details of our efforts in these areas can be found in the corporate governance report.

Regarding our social policy, we address a wide range of topics. This includes compliance with customer certifications and legal regulations, providing education and training opportunities for our employees, and adhering to labor standards. We also prioritize equal opportunity and strive to maintain a healthy work-life balance for all employees. These considerations are overseen by local management and our HR departments.

At Connect Group, we believe that our responsibility extends beyond our immediate business operations. We are committed to making a positive impact on our employees, communities, and society as a whole



SOCIAL POLICY AT CONNECT GROUP

GRI 403-9 + GRI 406-1

* **ABSENTISM (CONNECT GROUP):**
(YEARLY TOTAL HOURS OF ILLNESS+ YEARLY TOTAL HOURS OF UNEMPLOYMENT) / YEARLY AMOUNT OF WORKING HOURS

CONNECT GROUP
INTEGRATED SUBCONTRACTORS

Compliant
FTE
Regulations issues
Joint management-worker health & safety committees
External health & safety risk assessment
FR Frequency rate accidents
FATR Fatality rate
*Absentism % Blue
*Absentism % White
Union
Health and safety issues
Education and training in hours
Labor standards
Collective labour agreement
Work rules document available
Youngest operator payroll
Sexual harrasement cases
Equal opportunity issues
Work life balance issues
GDPR complaints
Compliant vision & strategy
Regulations
Percentage of women employed in relation to the whole organization
Percentage of men employed in relation to the whole organization
% Young employees (18-29years)
Gender Female management - mid management - top management

CONNECT GROUP
2677
NO ISSUES
COMPLIANT
NO ISSUES
9,00
0
6%
4%
COMPLIANT
NO ISSUES
29246,38
COMPLIANT
COMPLIANT
AVAILABLE
18
NO CASES
NO ISSUES
NO ISSUES
1
COMPLIANT
COMPLIANT
63,51%
36,49%
23,22%
30,46%



EMPLOYMENT GRI 102-8 + GRI 401-1

Connect Group boasts a global staff of 2.600+ individuals.

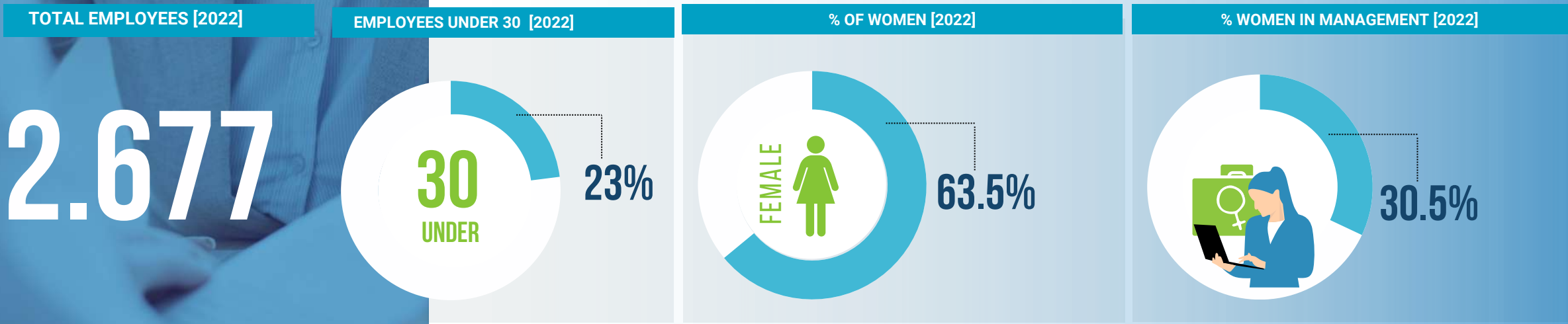
In Romania and Mexico, we have noticed a higher turnover rate compared to our other facilities, primarily due to fierce competition for skilled workers in the local market.

At Connect Group, we take pride in the fact that **63% of our workforce comprises women**.

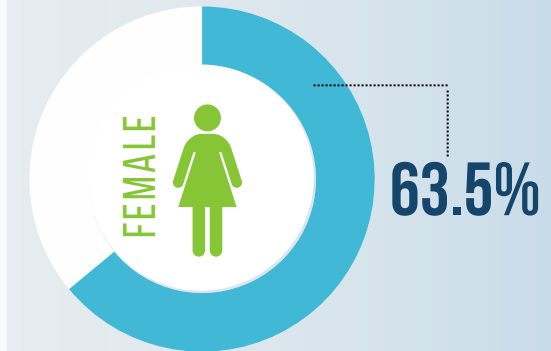
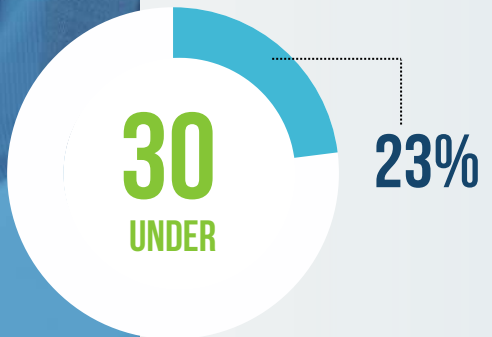
By actively hiring women, we contribute to their empowerment and strive to eliminate gender inequality. Moreover, we highly value the significant roles that women hold in our management positions, reflecting their consistent presence and influence within our organization.

Furthermore, Connect Group place a strong emphasis on recruiting **young talent**. Presently, **23% of our employees fall between the ages of 18 and 29**. We believe in providing opportunities for recent graduates and newcomers, offering competitive wages that surpass the minimum legal requirements of the countries where we operate.

At Connect Group, we are dedicated to cultivating a **diverse and inclusive workforce, enabling individuals from various demographics and age groups to seize opportunities and flourish**.



2.677



Technology is a Service

EMPLOYMENT GRI 102-8 + GRI 401-1

AVERAGE AGE [2022]

40 YEARS.
GROUP LEVEL



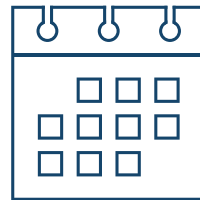
MIN AGE [2022]

18 YEARS.
GROUP LEVEL



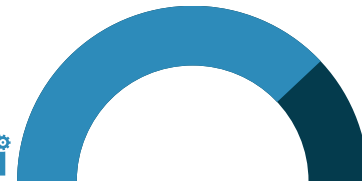
AVERAGE YEARS IN SERVICE [2022]

7.5 YEARS.
GROUP LEVEL



DIRECT INDIRECT DISTRIBUTION [2022]

76%



24%





HEALTH & SAFETY, AND LABOR MANAGEMENT RELATIONS

GRI 403-1 + GRI 403-2 + GRI 403-3 + GRI 403-4 + GRI 403-5 + GRI 403-6 + GRI 403-7

NO BUSINESS WITHOUT HEALTHY AND SAFE PEOPLE

Connect Group places a **strong emphasis on occupational health and safety**. Our plants actively involve local labor unions and employee representatives who prioritize health and safety matters. They collaborate closely with our management to address these issues, and any non-related concerns are also open for discussion.

Compliance with national and European health and safety laws is a top priority, as identified through our materiality analysis. External parties conduct regular checks to ensure adherence to these laws. **Health and safety practices are fully integrated into our corporate sustainability policy.**

We are committed to achieving a zero-accidents policy and optimizing the physical and mental health of our employees, as well as promoting ergonomic workplaces.

In partnership with external organizations, we implement practices that reduce the burden on workers and facilitate their tasks. Regular training is provided on physical and psychological loads, machine safety, and the handling of hazardous substances. Continuous supervision and assessment further ensure adherence to these practices.

Corporate-wide, our health and safety policy highlights the following areas that require attention and action:

1. Prevention of accidents and injuries
2. Improvement of workplace ergonomics
3. Mitigation of physical and psychological loads
4. Ensuring machine safety
5. Proper handling of toxic or dangerous substances

**AT CONNECT GROUP, WE PRIORITIZE THE WELL-BEING
AND SAFETY OF OUR EMPLOYEES IN EVERY ASPECT OF
OUR OPERATIONS.**

CONNECT GROUP
INTEGRATED SUBCONTRACTORS





HEALTH & SAFETY, AND LABOR MANAGEMENT RELATIONS

GRI 402-1 + GRI 403-1 + GRI 403-2 + GRI 403-3 + GRI 403-4 + GRI 403-5 + GRI 403-6 + GRI 403-7



To provide a healthy and safe working environment



To protect health and safety of their employees



To foresee organizational and technical means



To train management and employees, to assure commitment towards their own health and safety and that of their colleagues in a proactive way

CORPORATE WIDE THE HEALTH AND SAFETY POLICY DETERMINED THE FOLLOWING NEEDS TO BE ADDRESSED

To comply on applicable health and safety regulations and laws



To review risk assessments annually and to foresee actions where needed



To take corrective actions if deviations are found





SAFETY
FIRST

HEALTH & SAFETY, AND LABOR MANAGEMENT RELATIONS

GRI 402-1 + GRI 403-1 + GRI 403-2 + GRI 403-3 + GRI 403-4 + GRI 403-5 + GRI 403-6 + GRI 403-7

At Connect Group, we uphold the **freedom of choice when it comes to membership in labor unions**. Our employees are free to join such organizations or be elected as representatives, without any prejudice or risk of dismissal. Whenever committees are in place, they maintain close communication with local management to address various matters, including health and safety concerns.

Workers have the right to freely voice their opinions if they perceive certain situations to be dangerous or harmful to their well-being.

In the unfortunate event of a workplace accident, we follow legal procedures to ensure that each employee receives the necessary care and support they deserve.

Our safety management methods are tailored to each country, overseen by local management, and fully compliant with both local and EU legal requirements to prioritize people's safety. Regular inspections by external parties and government agencies confirm our commitment to meeting all obligations under national and European laws.

Risk assessments are conducted at each plant and reviewed whenever process changes occur. Reporting of work-related accidents and fires takes place at the plant level, and a comprehensive annual review is conducted during the responsibility assessment at the corporate level.

Our focus is to develop a corporate-level Health and Safety (H&S) report in the near future. While we have had no fatalities or major injuries throughout the existence of Connect Group, we remain dedicated to maintaining this record. Similarly, no fires have been reported during our company's existence.

At Connect Group, the well-being and safety of our employees remain our utmost priority.



HEALTH & SAFETY, AND LABOR MANAGEMENT RELATIONS

GRI 402-1 + GRI 403-1 + GRI 403-2 + GRI 403-3 + GRI 403-4 + GRI 403-5 + GRI 403-6 + GRI 403-7

At Connect Group, we **prioritize providing good working conditions for our employees, ensuring their safety and well-being.**

We maintain **safe workplaces** and regularly review fire safety protocols throughout the year. Additionally, we place increasing focus on **ergonomics** in our plants, addressing issues such as lifting techniques and proper posture during work. These initiatives may vary across countries and operations within Connect Group.

To further support our employees, we provide **accident insurance coverage**, ensuring that every employee is protected in the event of an accident. We recognize that both mental and physical health are crucial for creating safe workplaces where employees can thrive and enjoy healthy lives, even after their tenure with Connect Group

Initiatives like **GOFit** aim to raise awareness about the importance of regular physical activity and promote a healthy lifestyle among our employees.

Furthermore, we understand the significance of medical and psychological assistance in maintaining employee well-being. In cases where necessary, **employees can consult with external doctors or psychologists, with Connect Group facilitating the intervention to ensure their safety and access to appropriate care.**

**AT CONNECT GROUP, WE ARE COMMITTED TO
FOSTERING A SAFE AND SUPPORTIVE
ENVIRONMENT FOR OUR EMPLOYEES, PROMOTING
THEIR OVERALL HEALTH AND ENABLING THEIR
LONG-TERM WELL-BEING**

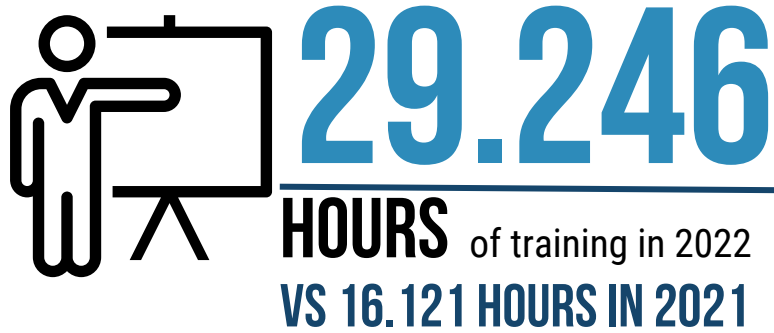
CONNECT GROUP
INTEGRATED SUBCONTRACTORS





TRAINING & EDUCATION

GRI 404-1 + GRI 404-2



CONNECT GROUP KNOWS IT CAN'T DO WITHOUT TRAINED EMPLOYEES.

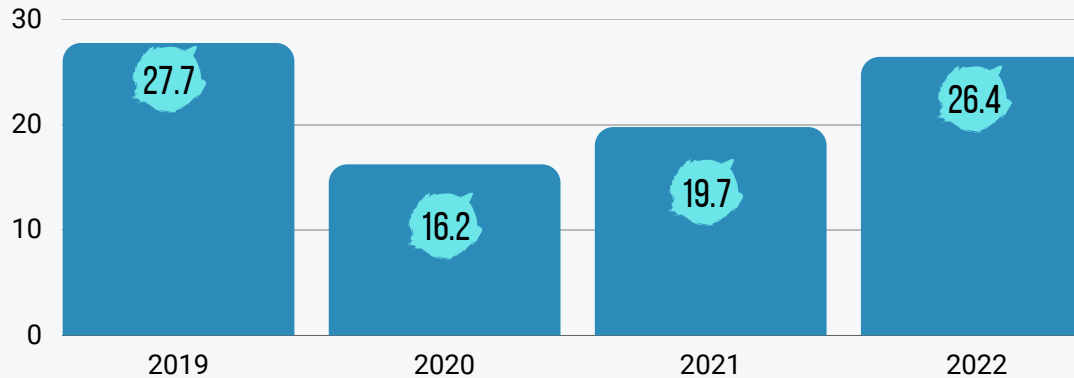
IN TOTAL 29.246 HOURS OF TRAINING WERE RECORDED IN 2022.

Focus was laid that the competence level did not deteriorate below target. With regards to what kind of trainings are provided these might vary from process to process. For example, each three years there is a re-education on special processes for personnel related to railway products. Self-evidently health, safety and security related issues are taken up in the trainings of our employees. Training is either internally provided by competent trainers or externally in compliance with legal requirements. Ethics training was also provided in 2022 to Sales and Engineering departments. One of the main reasons for the big difference in hours of training vs 2021 lays in the fact that in first not all training hours were saved and stored.

Average hours of training per employee

		GROUP
YEAR	UNIT	VALUE
2022	H/EMPLOYEE	26.4
2021	H/EMPLOYEE	19.74
2020	H/EMPLOYEE	16.2
2019	H/EMPLOYEE	27.73

Intensity Value in H/employee





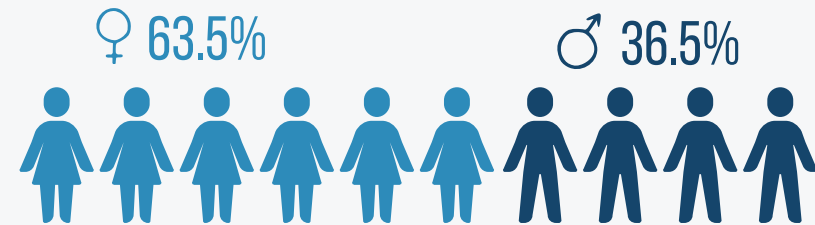
DIVERSITY & EQUAL OPPORTUNITY

GRI 405-1 + GRI 406-1

ENSURE AND RESPECT EQUALITY AMONG ITS EMPLOYEES

In employment and occupation, employees are treated equally and are assured to have equal occupations according to their competences. Also, the ratio women to men is largely in favor to women.

Percentage of **women /men** employed in relation to the whole organization



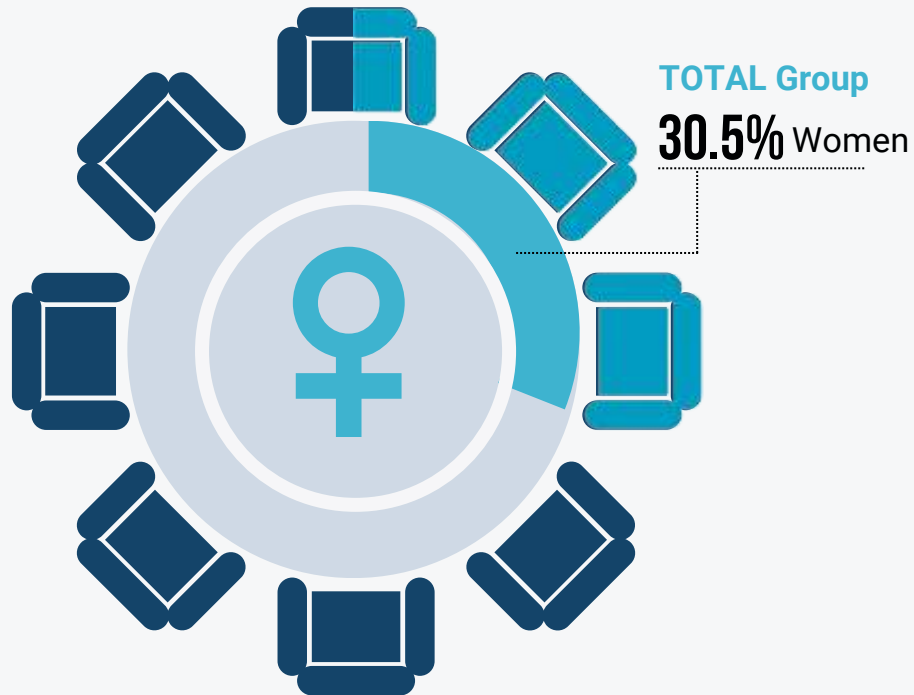


DIVERSITY & EQUAL OPPORTUNITY

GRI 405-1 + GRI 406-1

Women in management, mid- and top management are also **well represented**.

Gender Female management - mid management - top management- Global Organization 2022



Connect Group provides channels for employees to report any instances of discrimination. Reports can be made to local confidants, human resources, or management. The company takes these concerns seriously, analyzes them, and strives to find a resolution. Severe breaches of the sustainability policy, such as sexual abuse or harassment, are addressed following local laws and regulations, involving law enforcement if necessary. Connect Group is committed to maintaining a safe and inclusive workplace for all employees.

Our **SUSTAINABILITY POLICY** mentions the following:

Connect Group will not tolerate any discrimination or harassment, based on gender, race, ethnic origin, age, language, religion, political opinion, national or social origin or other status. Those behaviors should be reported immediately to Human Resources, who will conduct an investigation and implement together with the management the necessary measures.

Connect Group employee recruitment is conducted in compliance with equal opportunities and without any discrimination on the private life and opinions of the candidates, so that the hired employee corresponds with the required profile, avoiding favoritism of any kind.



ABUSES IN LABOR, FREEDOM OF ASSOCIATION AND SUPPLIER CHECKLISTS

GRI 407-1 + GRI 408-1 + GRI 409-1

Connect Group strictly prohibit the use of forced or bonded labor in their manufacturing and service delivery. The companies prioritize this principle and will continue to do so. Employees have the freedom to join labor unions or any legal organization of their choice, in accordance with European and national legislation that prohibits forced labor.

The presence of labor unions and workers' representatives further ensures the absence of threats related to forced labor. Connect Group's sustainability policy explicitly states their commitment to not employing children, with the HR department verifying the age of each new employee. The companies also adhere to international labor standards and utilize the Slavery & Trafficking Risk Template (STRT) to prevent human rights abuses and comply with anti-trafficking and modern slavery laws, ensuring a responsible supply chain.



Responsible Business Alliance

Advancing Sustainability Globally

GRI 407-1 + GRI 408-1 + GRI 409-1

WHAT IS THE RESPONSIBLE BUSINESS ALLIANCE (RBA) AND THE CARBON REDUCTION PLAN FOR SUPPLIERS?

Founded in 2004 by a group of leading electronics companies, the Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), is a **nonprofit** comprised of electronics, retail, auto and toy companies committed to supporting the rights and well-being of workers and communities worldwide affected by global supply chains. **RBA members commit and are held accountable to a common Code of Conduct and utilize a range of RBA training and assessment tools to support continuous improvement in the social, environmental and ethical responsibility of their supply chains.**

Connect Group was inspired by this industry leading code of conduct and used it as the basis for its own supplier code of conduct.



http://

<https://www.responsiblebusiness.org/about/rba/>

Policies under review in relation to sustainable supply chain management

THE CARBON REDUCTION PLAN FOR CHOSEN SUPPLIERS:

This document asks of chosen suppliers to carve out a roadmap to reach carbon neutrality by 2050 and formulate actions to achieve that goal before signing a contract with Connect Group.

CARBON REDUCTION PLAN FOR CHOSEN SUPPLIERS . UNDER PREPARATION



FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING AND UNIONS

GRI 102-41

CONNECT GROUP acts in accordance with different local laws, respecting the right of all workers to form and join unions of their choice and to engage in collective bargaining and peaceful assembly, and respecting the right of workers to refrain from such activities.

Workers and/or their representatives can communicate openly with management and share ideas and concerns related to working conditions and management practices without fear of discrimination, retaliation, intimidation or harassment.

Connect Group follows the applicable laws with regard to the determination of working conditions, terms and conditions of employment or the regulation of relations between employers and employees.

100% of employees in Spain and Mexico are bound to the collective bargaining agreement applicable in each country.

Connect Group in Spain has a Works Committee made up of ten employees and the collective agreement for the metal sector is applicable. The agreement has been improved through a Company Pact.

Although there is no union presence or activity at our plant in Mexico, our workers there have a collective bargaining agreement called "Unión Sindical Primero de Mayo de Trabajadores y Empleados en Industriales del Estado de Jalisco C.R.O.C." (First of May Union of Workers and Employees in the State of Jalisco C.R.O.C.).

In China there is no collective agreement, but 100% of the employees are subject to the law in force in this country.

Although there is no labor union presence at our plant in China, It acts in accordance with different local laws, respecting the right of all workers to form and join unions of their choice and to engage in collective bargaining and peaceful assembly, and respecting the right of workers to refrain from such activities.

When IKOR China formulates, revises, or decides important rules or major matters relating to labor remuneration, working hours, labor safety and health, insurance and welfare, staff training, labor discipline etc., the workers and/or their representatives can communicate openly with management and share ideas and concerns related without fear of discrimination, retaliation, intimidation, or harassment.

Collective Bargaining Agreements and Unions						
COUNTRY	BELGIUM	NETHERLANDS	GERMANY	CZECH REPUBLIC	ROMANIA	
Trade unions exist at national level	YES	YES	YES	YES	YES	
Trade unions exist at industry level	YES	YES	YES	YES	YES	
Trade unions exist at level of the organisation	YES	NO	NO	YES	YES	
Trade unions exist at the of a category of employees (e.g. blue collar - white collar)	YES	NO	NO	NO	NO	
CBA 's exist at national level	YES	YES	NO	NO	NO	
CBA 's exist at industry level	YES	YES	YES	NO	NO	
CBA 's exist at the level of the organisation**	YES	NO	NO	NO	NO	
CONNECT GROUP- COLLECTIVE BARGAINING AGREEMENTS						17 %
percentage of total employees covered by one or more CBA('s)	100%	100%	100%	0%	0%	
CONNECT GROUP- TRADE UNIONS						100 %
Percentage of total employees covered by one or more trade unions	100%	100%	100%	100%	100%	

* * Aplicable for a specific category of employees e.g. blue collar - white collar

Collective Bargaining Agreements and Unions	SPAIN	MEXICO	CHINA	TOTAL
percentage of total employees covered by one or more CBA('s)	100%	100%	0%	68 %
Percentage of total employees covered by one or more trade unions**	100%	0%	0%	29 %

** In the case of Spain we refer to the works council that represents all of its employees

Technology is a Service

ENVIRONMENTAL

IN THIS SECTION

Challenges of Connect Group

Energy input

Energy consumption intensity

Reduction of energy consumption

Emissions in scope 1, 2 and 3

Ecological footprint

Water withdrawal

Waste

CSR initiatives

SASB

CONNECT GROUP
INTEGRATED SUBCONTRACTORS

CHALLENGES OF CONNECT GROUP (1/3)

In early 2022, Connect Group established its sustainability policy to address climate change and set reduction targets.

THE COMPANY AIMS TO ACHIEVE CARBON NEUTRALITY BY 2035 AND REDUCE CARBON EMISSIONS BY AT LEAST 55% BY 2025, SURPASSING THE EUROPEAN GREEN DEAL'S TIMELINE TO BECOME CLIMATE-NEUTRAL BY 2050.

To achieve these goals, Connect Group recognizes the need to decrease its global CO₂ emissions. **The focus will be on addressing major polluters such as sourcing electricity from coal and gas-based sources and phasing out installations dependent on gas oil.**

However, the transition to renewable energy poses challenges, including the limited availability of affordable green electricity. Demand for green energy exceeds supply, and energy prices have risen due to the war in Ukraine, which further complicates the procurement of renewable energy.

Connect Group is committed to investing in the purchase and production of green energy for its facilities, but careful evaluation of investment options and their returns is necessary.

Compliance with legal requirements is essential, considering that Connect Group operates in Belgium, the Netherlands, Romania, and the Czech Republic, Mexico, China and Spain. Besides adhering to EU legislation, each country has its own legislative framework concerning green energy, sustainability, and greenhouse gas emissions.

Factors such as insulation installation feasibility, windmill and solar panel viability, energy contract origin, and available options will be evaluated within the context of each country's specific regulations.

Overall, Connect Group is dedicated to addressing climate change through proactive measures, striving for carbon neutrality and exploring sustainable energy solutions while considering the unique circumstances and requirements of each operating country.



GOAL: TO BE CARBON NEUTRAL BY 2035

2025

**REDUCE CARBON
EMISSIONS AT LEAST
55%**

2035



**DECREASE ENERGY
CONSUMPTION**



**GET RID OF INSTALLATIONS
BASED GAS OIL**



**PURCHASE OF GREEN
ENERGY**



**PRODUCTION OF OWN
GREEN ENERGY**



2035

CARBON NEUTRAL



**CARBON
NEUTRAL**

CONNECT GROUP
INTEGRATED SUBCONTRACTORS



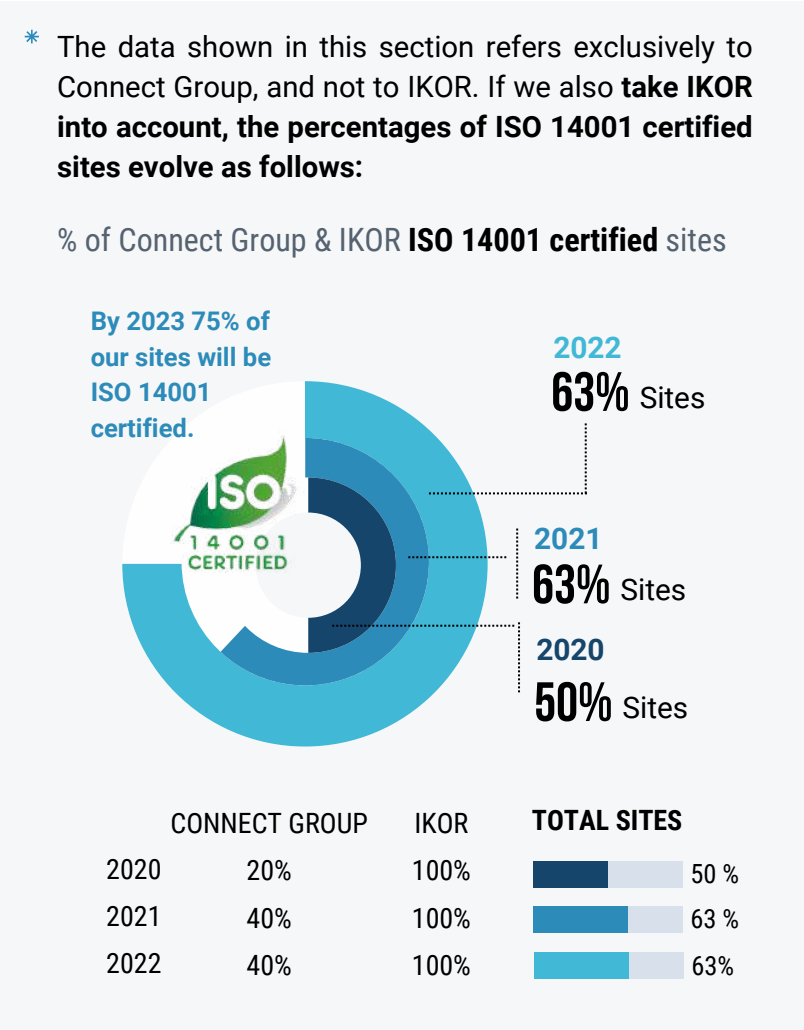
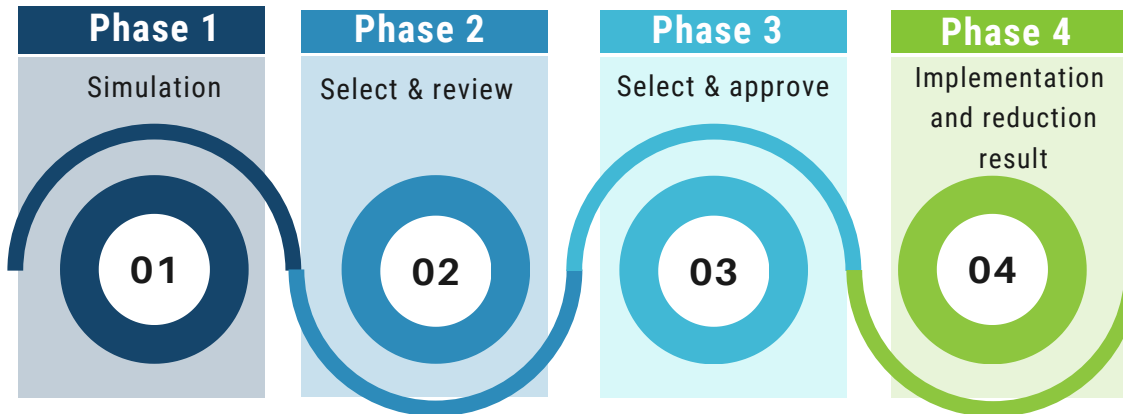
CHALLENGES OF CONNECT GROUP (2/3)

Having 40% of our plants certified with ISO 14001 is advantageous as it allows their best practices, guiding documents, and procedures to serve as a valuable resource for other plants to enhance their sustainability efforts. By 2023, this percentage will increase to 60%, further expanding the knowledge sharing and improvement across our organization.

Furthermore, the electronics manufacturing sector faces stringent legal requirements that necessitate compliance with rigorous standards for sustainable sourcing of materials and handling hazardous substances. These evolving regulations continue to raise the bar for sustainability practices in our industry.

THE GREEN VISION TO BE CARBON NEUTRAL BY 2035

The path Connect Group follows to be carbon neutral consists out of **four milestones**.



CHALLENGES OF CONNECT GROUP (3/3)

THE GREEN VISION TO BE CARBON NEUTRAL BY 2035

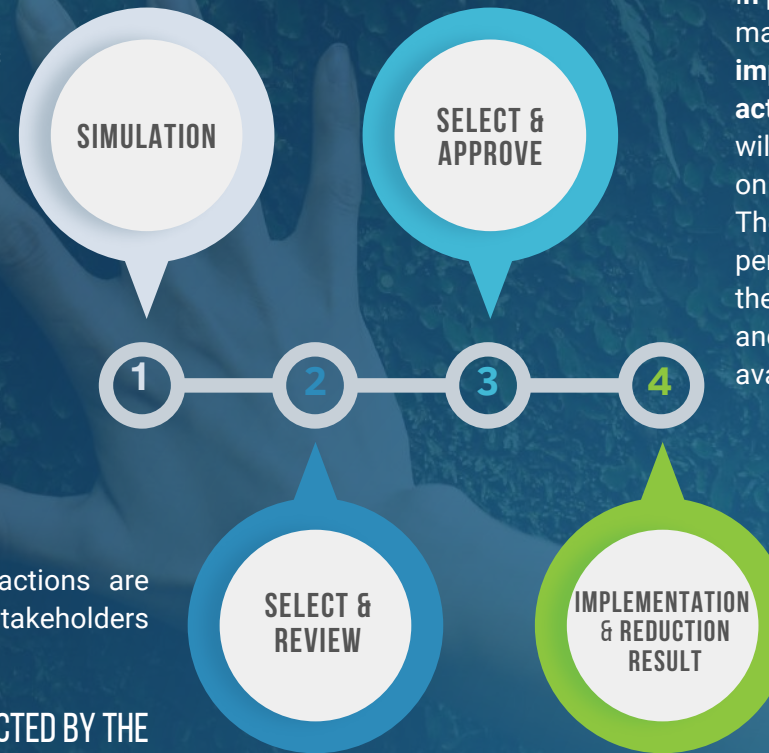
Phase1 of the long-term reduction plan provides a prognosis, related to simulations made including multiple reduction possibilities, in order to start up a decision process on reduction actions in the top management. Anno 2022 this phase consisted of an increased measurement of our scope 3 and determination of new emission factors, baseline and scenarios towards 2025.

The simulation explains a carbon reduction cascade for the whole group counted as Global intensity (tCO₂Eq / Mio euro turnover).

Current data however doesn't account changes in world economy and available resources. Nonetheless, the simulation is performed taking into account the current trends and risks. All actions which are taken in account, are recalculated towards the global intensity (tCO₂Eq / Mio euro turnover) as a reduction in %.

In phase2—end 2022, Connect Group top management will decide which actions are prioritized taking in relation the costs, budget, ROI, risks and organization - stakeholders impact.

AN ESG INVESTMENT BUDGET WORTH OF 1 MILLION EUROS WAS CONSTRUCTED BY THE SUSTAINABILITY TEAM AS HIGH PRIORITY.



In phase 3, Connect Group top management approves the implementation of selected reduction actions according to budget. Also, here will a report show the recalculated impact on the timeline.

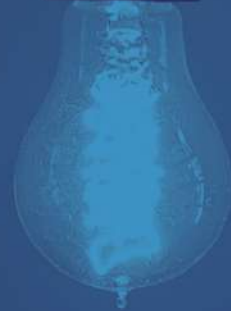
The goal should be, that phase 3 was performed at the end of 2022 and included the approval by the CFO, directors of CWS and EMS and the CEO to make the budget available.

During the fourth phase, implementation is performed and result of the actions is calculated. In phase 4 results of investments made in 2022 will be made clear in emission reduction report of 2023. From this point on the cycle repeats itself each working year.

ENERGY INPUT

GRI 302-1 + GRI 303-5

CO2 ANALYSIS 2022



Air transport: This table only illustrates air transport of persons, not of goods. For details of air freight transport, go to page 64.

SCOPE	NR	SOURCE	TOTAL	MEASURE	FACTOR	KG OF CO2 RELEASED	% OF YOUR TOTAL CO2 EMISSIONS	
SCOPE 2 INDIRECT Plant Related Energy Usage	1	ELECTRICITY (GREY)	6968981	KWH	0,523	3644777,1	63,040%	
	2	PRODUCED GREEN ELECTRICITY	694980	KWH	0,000	0,0		
	3	BOUGHT GREEN ELECTRICITY (WATER, WIND AND SUN)	4584828	KWH	0,000	0,0		
	4	BIOMASS	47246	KWH	0,044	2078,8		
	5	GAS (HEATING)	384380	M3	2,085	801432,3	13,861%	
	6	MAZOUT / PETROL (HEATING)	43444	LITRES	3,185	138369,1	2,393%	
	7	WATER USED	18528	M3	0,003	55,6	0,001%	
TOTAL						4586713,0		
SCOPE 1 DIRECT TRAVEL Energy Usage	8	COMPANY CAR (MAZOUT - PETROL)	84390	LITER	3,26	275280,2	4,761%	
	9	COMPANY CAR (BENZINE)	64500	LITER	2,78	179568,0	3,106%	
TOTAL						454848,2		
SCOPE 3 INDIRECT	10	INTERNAL ORGANIZED TRAIN	2054	KILOMETRES	0,006	12,3		
	11	INTERNAL ORGANIZED BUS	882549	KILOMETRES	0,140	123556,9		
	12	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) BE/NL <-> RO	159	NUMBER	464,00	73776,0	1,276%	
	13	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) BE/NL <-> CZ	22	NUMBER	347,00	7634,0	0,132%	
	14	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) BE/NL <-> CHINA	0	NUMBER	2900,00			
	15	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) BE/NL <-> BILBAO	29	NUMBER	431,00	12499,0		
	16	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) BE/NL <-> MEXICO	8	NUMBER	3100,00	24800,0		
	17	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) BILBAO <-> MEXICO	5	NUMBER	3000,00	15000,0		
	18	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) BILBAO <-> CHINA	0	NUMBER	3300,00			
	19	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) CZECH <-> CHINA	0	NUMBER	2700,00			
	20	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) CZECH <-> MEXICO	0	NUMBER	3300,00			
	21	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) CZECH <-> BILBAO	0	NUMBER	562,00			
	22	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) ROMANIA <-> BILBAO	3	NUMBER	656,00	1968,0		
	23	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) ROMANIA <-> CHINA	0	NUMBER	2700,00			
	24	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) ROMANIA <-> MEXICO	0	NUMBER	3500,00			
	25	AIR (NO. OF FLIGHTS PER YEAR RETURN/BACK) OTHERS	66	NUMBER		39552,0		
	26	INTERNAL TRANSPORT BETWEEN CG PLANTS TRUCK < 10 TON	0	TONKILOMETRES	0,36			
	27	INTERNAL TRANSPORT BETWEEN CG PLANTS TRUCK 10-20 TON	0	TONKILOMETRES	0,26			
	28	INTERNAL TRANSPORT BETWEEN CG PLANTS TRUCK >20 TON	0	TONKILOMETRES	0,11			
	TOTAL						298798,2	
	Recoverable waste (Minus)	29	RECYCLING METALS (IRON/STEEL)	11748	KG	1,89	22204,5	0,384%
		30	RECYCLING METALS (COPPER)	10573	KG	1,45	15278,6	0,264%
		31	RECYCLING METALS (ALUMINIUM)	1774	KG	7,80	13842,9	
		32	RECYCLING METALS (TIN)	14303	KG	2,33	33326,9	
		33	RECYCLING METALS (LEAD)	1905	KG	2,09	3981,6	
34		PAPER (RECYCLING)	40266	KG	0,32	12764,3		
35		CARDBOARD (RECYCLING)	182447	KG	0,38	69147,4	1,196%	
36		WOOD	71913	KG	0,04	2646,4	0,046%	
37		RECYCLABLE PLASTICS	210489	KG	0,20	42518,8	0,735%	
38		PLASTICS, METAL (CANS) AND CARTON BRICKS (HOUSEHOLD WASTE)	9442	KG	0,79	7458,9		
39		GLASS (RECYCLING)	0	KG	0,64	0,0		
40		ELECTRONIC WASTE	72014	KG	1,54	110686,1		
41		BATTERIES	87	KG	0,80	69,6		
42		VEGETABLES, FRUIT AND SMALL GREEN WASTE (WASTE LEFTOVER FOOD)	59170	KG	0,00	67,5		
TOTAL						333926,1		
Non-recoverable waste (Plus)	43	HAZARDOUS WASTE (INCINERATION)	32700	KG	0,84	27599,2	0,477%	
	44	PLASTICS THAT AREN'T RECYCLED (DEFAULT VALUE GIVEN)	106781	KG	0,024	2509,4		
	45	RESIDUAL WASTE	126991	KG	0,61	77337,5	1,338%	
TOTAL						107446,1		

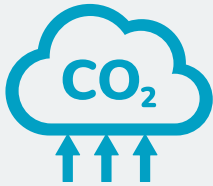


ENERGY CONSUMPTION INTENSITY

GRI 302-3

TOTAL CO2 RELEASED PER YEAR:

5.114 Tonnes



1,85 Tonnes (per person)



GLOBAL INTENSITY

(tCO2eq/Mio euro turnover)
WY 2022 CG + IKOR new emission factor & extra data and internal transport

39,9

EMISSIONS OUTSIDE CO2 TEMPLATE (INTERNAL TRANSPORT CG & IKOR) TON CO2

7.275 Tonnes

TOTAL KNOWN TON CO2 EMISSION FOR CG + IKOR WY 2022

12.388 Tonnes

SCOPE 1	SCOPE 2	SCOPE 3	SCOPE 3+
455	4587	72	7347

TOTAL ELECTRICITY USAGE

12.296 MWh

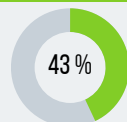


GREEN ELECTRICITY



Total electricity usage - green

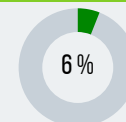
5.327 MWh



% of total electricity usage

Total electricity usage - green created own

695 MWh



% of total electricity usage

TOTAL WATER USAGE



18,53 ML

WASTE IN TON

Total reusable waste

626,96 TON



Total hazardous waste

32,70 TON



REDUCTION OF ENERGY CONSUMPTION

GRI 302-4

ENERGY CONSUMPTION

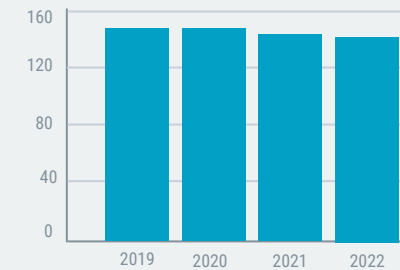
Total energy consumption

Total value per year

YEAR	UNIT	VALUE
2022	GJ	44265
2021	GJ	23634
2020	GJ	21675
2019	GJ	24400

Intensity

Value in GJ/ Revenue (in million EUR)



In order to achieve our emission reduction targets we will focus in the next years to set realistic **energy reduction targets, listed in the emission reduction plan**. Energy guidelines at the height of the energy crisis were distributed throughout the company for employees to follow.

The data is retained by local management who also follows through improvements at the local level.

The target to reach an energy consumption reduction of 15% was attained. Another expected reduction of 10% is expected due to the investment of a compressor with heat exchanger. Expansion to other plants will be done in next year.

Other than that, **Connect Group changed almost all of its TL or NEON lighting in their large production halls in LED**. For example, in Romania the changing from NEON to LED lighting brought an energy reduction of 53%.

Also another batch of **solar panels will be laid in Romania producing 520 MWh** on an annual basis, together with annual production of **210 MWh solar energy in HQ of Connect Group**. These investments will cover almost all day time operations of the plants.

Factors like harsh winters and warm summers can have an impact in the result of the reduction. Hence, **the buying and producing of green energy is Connect Group main priority to ensure the first large step in a significant emission reduction in scope 2**.



EMISSIONS IN SCOPE 1, 2 AND 3

GRI 305-1 + GRI 305-2 + GRI 305-3 + GRI 305-4 + GRI 305-5

GHG EMISSIONS & REDUCTION TARGETS

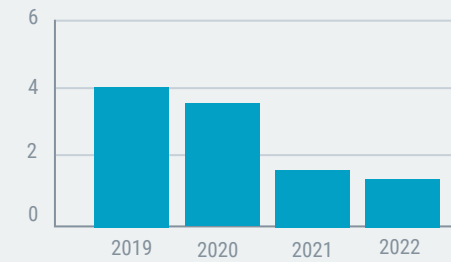
Total gross Scope 1 GHG emissions

Total value per year

YEAR	UNIT	VALUE
2022	tCO2eq	455
2021	tCO2eq	278
2020	tCO2eq	531
2019	tCO2eq	690

Intensity

Value in tCO2eq/ Revenue (in million EUR)



Total gross Scope 3 GHG emissions

Total value per year

YEAR	UNIT	VALUE
2022	tCO2eq	7347
2021	tCO2eq	42
2020	tCO2eq	59
2019	tCO2eq	78

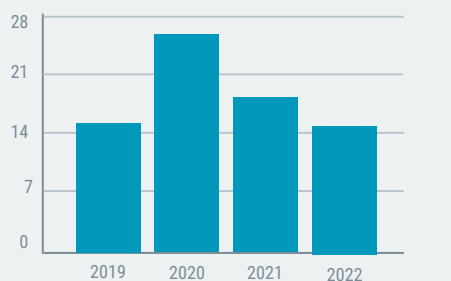
Total gross Scope 2 GHG emissions (market & location based)

Total value per year

YEAR	UNIT	VALUE
2022	tCO2eq	4587
2021	tCO2eq	2852
2020	tCO2eq	3688
2019	tCO2eq	2521

Intensity

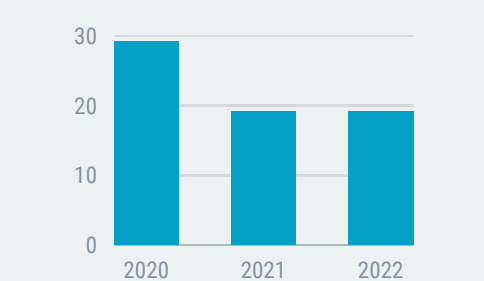
Value in tCO2eq/ Revenue (in million EUR)



Global Intensity (Scopes 1, 2 & 3)

Value in tCO2eq/ Revenue (in million EUR)

This metric measures how polluting the company is compared to the revenue it generates

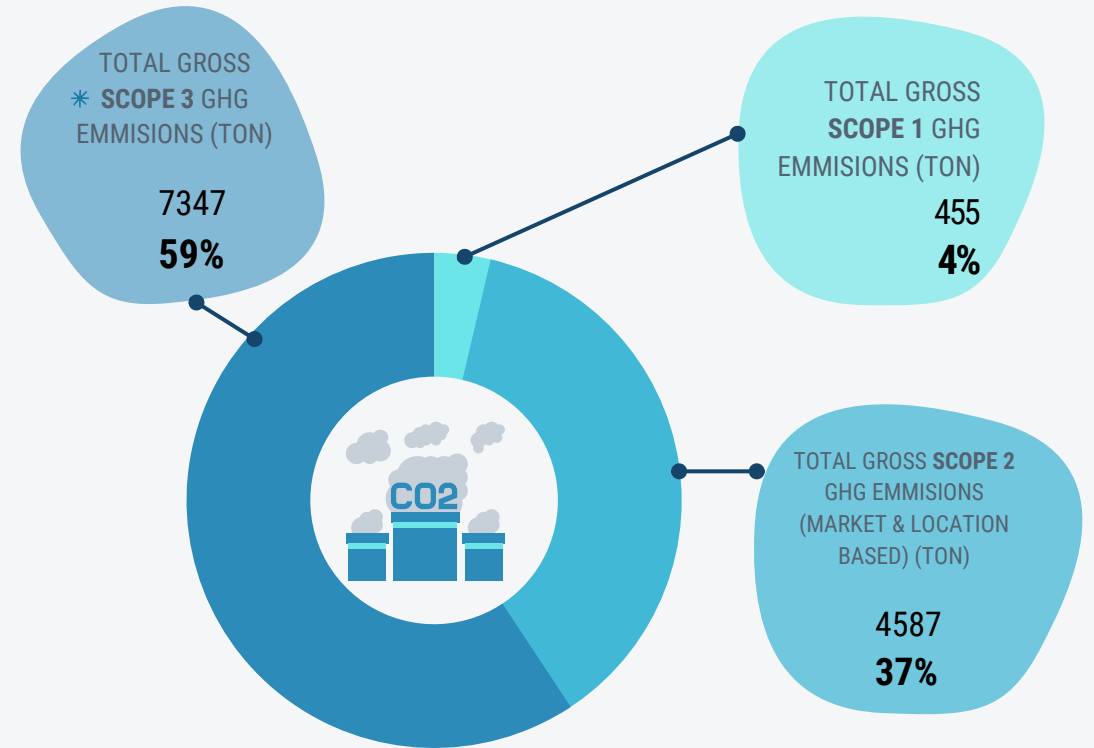
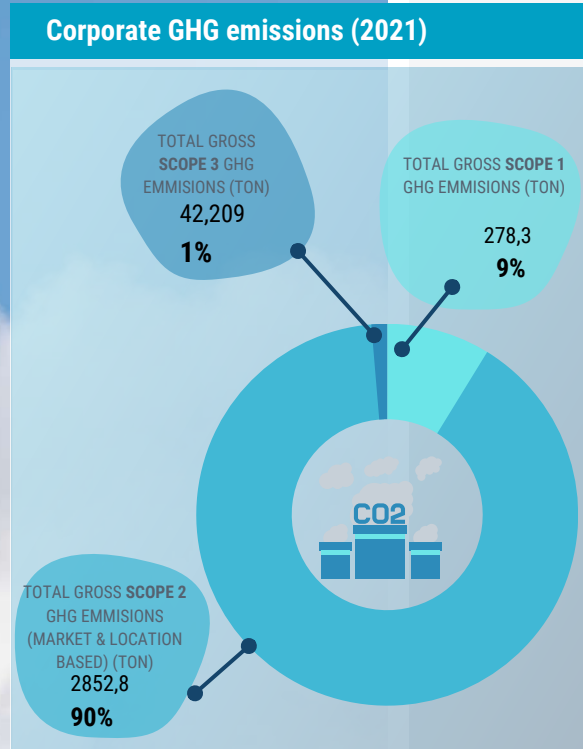




ECOLOGICAL FOOTPRINT

GRI 305-1 + GRI 305-2 + GRI 305-3 + GRI 305-4 + GRI 305-5

Corporate GHG emissions (2022)



- * Connect Group's **scope 3** has been drastically increased due to two reasons.
 - o First of all, scope 3 was increased in 2022. This included internal transport between Connect Group's plants which proved a big jump in emissions registered. Also emissions in waste streams were more thoroughly recorded.
 - o Secondly, new emission factors were used to calculate the overall emission output of Connect Group. This resulted in a more detailed image of the company's carbon footprint.



WATER WITHDRAWAL

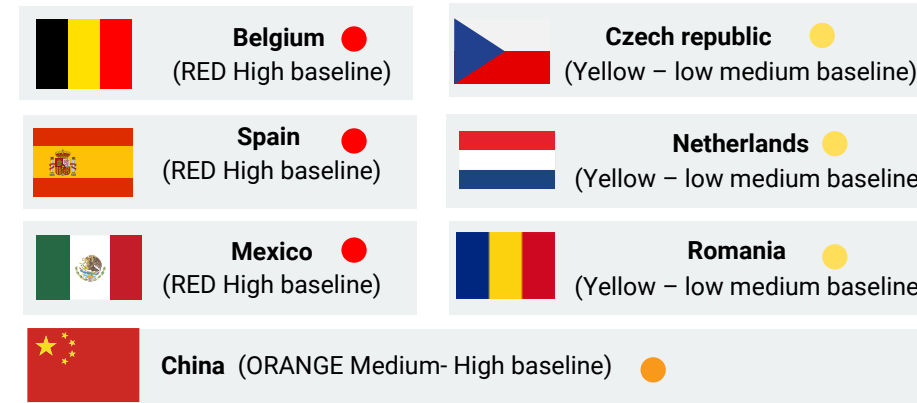
GRI 303-3

Usage of water is monitored at Connect Group. Drinking water is a precious raw material, which cannot be spoiled.

No water has been pumped by Connect Group itself as such having **zero direct impact on local water** reserves.

No water is used for production at Connect Group. All water used is for hygiene reasons towards our employees (toilets, washrooms,...)

REVIEW OF WATER STRESSED REGIONS IS PERFORMED YEARLY.



- No production related waste water is emitted.
- SASB materiality review on water stressed regions is available in our corporate governance report

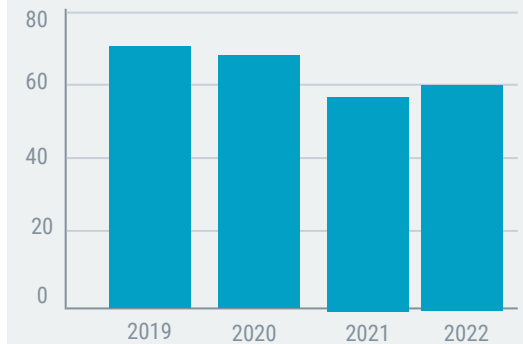
TOTAL WATER WITHDRAWAL

Total value per year

YEAR	UNIT	VALUE
2022	ML	18528
2021	ML	9369
2020	ML	9475
2019	ML	11495

Intensity

Value in ML / Revenue (in million EUR)





WASTE

GRI 306-2 + GRI 306-4

Monitoring, reducing and avoiding waste is a daily challenge.

Considering that our customers determine which design and which materials in the Bill of Materials (BOM) are being used we are obliged to manufacture what is desired as a subcontractor. That doesn't mean Connect Group is not committed to reducing its waste footprint.

Connect Group conducts waste analysis and metal or carton paper recuperation where possible, while also engaging in recuperation packaging.

With 40% of our plants being ISO 14001 certified (63% taking into account our plants in Spain, China and Mexico), waste streams have been mapped and recorded.

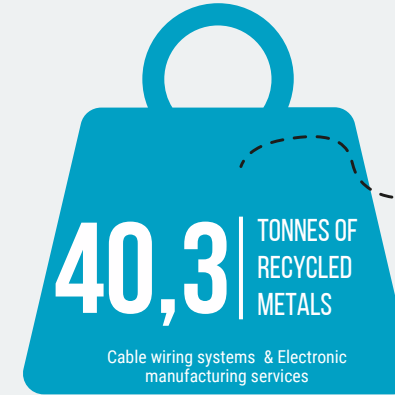
In 2022 we were able to gather global information of how many tons of metal waste we could recover on group level. Also other waste streams were taken into account for measuring our CO2 footprint in 2022.

External parties in the countries we operate in, check if Connect Group complies with environmental requirements including waste treatment.

Connect Group is also **thinking in terms of the circular economy and offers repair possibilities to its customers to give a second life to products that otherwise would have been thrown away.**

WASTE

Total weight of recycled metals (ton)



Recycling metals	KG	Kg of CO2 released
(Iron/steel)	11748	22204,5
(Copper)	10573	15278,6
(Aluminum)	1774	13842,9
(Tin)	14303	33326,9
(Lead)	1905	3981,6

Total weight of waste recovered

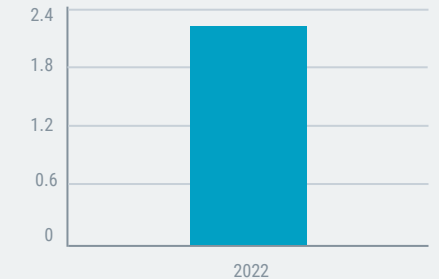
Total value per year

YEAR	UNIT	VALUE
2022	T	686.1



Intensity

Value in T/ Revenue (in million EUR)



CSR INITIATIVES

GO FIT



- **INITIATIVE** Gofit 2022 (May 2022)
- **FIELD** employee health
- **OBJECTIVE** Promoting health and healthy living among employees. The Goal being to be the factory with the most hours of sport.

- **83** participants from 7 out of our 9 sites (Connect Group + IKOR)
- **1807** hours of sport
- On average, each participant dedicated 21 hours to sport the month of May

The winning sites (there were 2) received healthy snacks for all their employees.

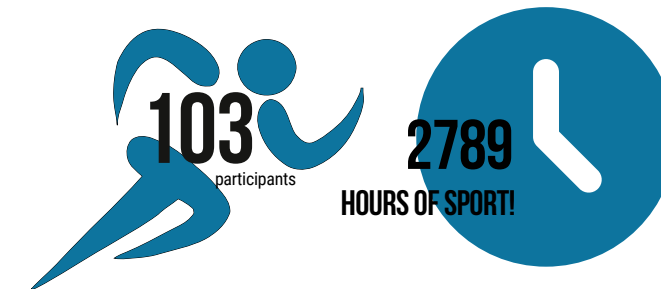


This initiative was also replicated in 2023. In this case, the prize was to **start generating our own forest in Belgium!**

The winning plant would have the honor of naming this small forest that will grow year by year. Why planting trees? Trees are not only good for turning carbon dioxide into oxygen. They also help in other aspects in the landscape where they are planted. They support local biodiversity, prevent soil erosion, improve air quality, regulate temperature and offer great recreational value to people.



OVERALL RESULTS



CONNECT GROUP
INTEGRATED SUBCONTRACTORS



CSR INITIATIVES

PROMOTING A HEALTHY LIFESTYLE



WE ARE TEAM!

为增强公司凝聚力和向心力，确保全体员工在紧张的工作之余，身心可以得到放松休息，公司于4月7号组织全体员工在春光明媚的太湖牛仔度假村参加了为时一天的户外活动。因为疫情的原因，公司已经很久没有组织过这样的户外活动了，员工们玩得都非常开心，尤其在以团队为单位的拓展项目中，大家一起流汗，一起拼搏，一起欢呼，一起感悟.....

In order to enhance the cohesion and centripetal force of the company and ensure that all employees can relax and rest physically and mentally after the intense work, we organized outing for all employees at Taihu Cowboy Resort on Apr 7. Because of the epidemic, this kind of outing activity has been postponed for long time. All of us had great fun, especially in the team-oriented expansion project, everyone sweated together, fought together, cheered together and being inspired together....

享用过美味的午餐，大家在下午的时间段自由活动，骑马，射箭，卡丁车，游船...每个人都陶醉在这春意盎然的风光里，和小伙伴玩得亦乐乎。

After enjoying the delicious lunch, we had free activities in the afternoon, horseback riding, archery, go-kart, boat tour... Everyone was intoxicated in the spring scenery and had a lot of fun with his co-workers.

夕阳西下，该回家了，让我们期待下一次的再相聚！

The sun goes down, it's time to go home. Let's look forward to meet again next time!



Connect Group Romania: Cterra-24h for a Smile Charity sportt action



CONNECT GROUP
INTEGRATED SUBCONTRACTORS



CSR INITIATIVES

IN FAVOUR OF THE ENVIRONMENT



Connect Group N.V. Romania organized a clean-up day in Vascau, Bihor.

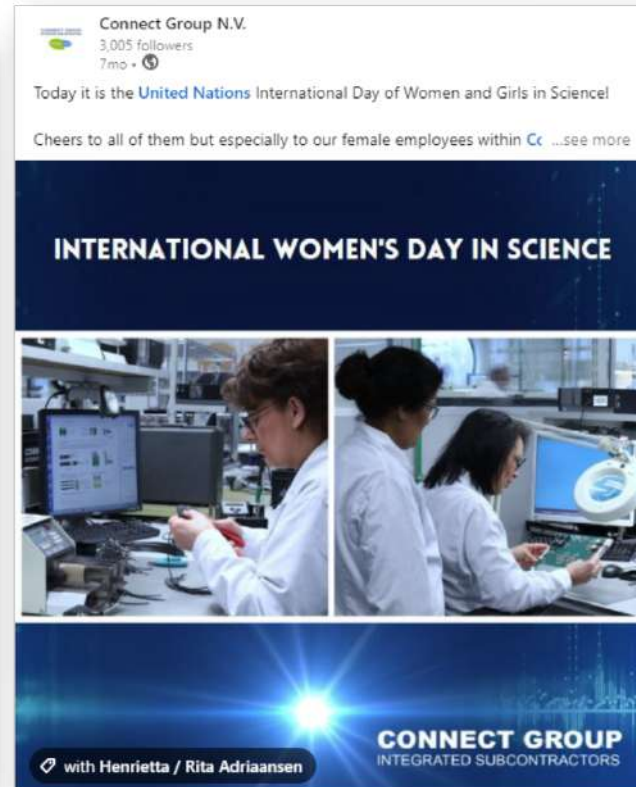


afforestation activity of the project „WE PLANT HOPE



CSR INITIATIVES

3

BREAK THE BIAS &
GIRLS IN SCIENCE

- **INITIATIVE:** break the bias + girls in science
- **FIELD** Social; equality
- **OBJECTIVE** Promote greater acceptance and incorporation of women in the field of STEM, focusing on education, both at an early age (schools) and at a more mature age (universities).

Women are disproportionately underrepresented in science and STEM functions in Europe. Not surprisingly since globally, women obtain 53% of STEM university degrees but in the EU only 34% of graduates in the field are women*. **Connect Group wants to counter this trend and inspire women to pursue careers in technology driven companies where they can aspire leadership positions and pursue their ambitions.** That's why on the international day of women and girls in science, Connect Group celebrated this day for its female employees who work daily within a STEM driven company where female talent is highly valued.

*Girls Go Circular, 2022. Available from: <https://eit-girlsgocircular.eu/> [Accessed 9 February 2022].

Sirimanne, S., 2019. How can we STEM the tide of female graduates leaving science? [Online]. World Economic Forum. Available from: <https://www.weforum.org/agenda/2019/09/stem-women-gender-equality-science-technology-engineering-mathematics> [Accessed 9 February 2022].



CSR INITIATIVES

3

PROMOTING STEM TALENT





FUTURE CSR INITIATIVES:

4

OTHER INITIATIVES

Connect Group wants to inspire the next generation in pursuing engineering and electro mechanic related functions.

Different social initiatives are being and will be carried out, led by the different plants (always under the guidelines of the sustainability plan) in areas such as the reduction of the carbon footprint through the reduction of plastics, the planting of trees, the promotion of a healthier lifestyle, as well as others aimed at raising funds for various NGOs.





SASB SUSTAINABILITY ACCOUNTING STANDARDS



(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Dimension	General Issue Category ⓘ	Checklist	Indication that the reporting indicators on environmental, social, labor, fair business practices issues are aligned with a formally recognized national or international reporting standard or framework as SASB	EMS operations	CWS operations	Infrastructure	Related report
<p>Environment</p>	GHG Emissions	Performed - not listed as risk					Yearly corporate emission inventory report according ISO 14064-1
	Air Quality	N/A	N/A				
	Energy Management	Performed - not listed as risk					Corporate responsibility report
	Water & Wastewater Management	Performed - listed as risk (see detail analysis)	“(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress.” in m3			(1) is 0 m3 (CG does not pump water) (2) m3 consumed in report - 18528 m3	Corporate responsibility report
	Waste & Hazardous Materials Management	Performed - listed as risk (see detail analysis)	Amount of hazardous waste from manufacturing, percentage recycled in % or ton			0 m3 waste water	Corporate responsibility report
	Ecological Impacts	Performed - not listed as risk					Corporate responsibility report
<p>Social Capital</p>	Human Rights & Community Relations	Performed - not listed as risk					Corporate responsibility report
	Customer Privacy	N/A					
	Data Security	Not part of review - Part of IT audit					
	Access & Affordability	N/A					
	Product Quality & Safety	N/A					
	Customer Welfare	N/A					
	Selling Practices & Product Labeling	N/A					



SASB SUSTAINABILITY ACCOUNTING STANDARDS



	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
<p>Human Capital</p>	Labor Practices	Performed - listed as risk (see detail analysis)		(1) Number of work stoppages and (2) total days idle - number of days		1953,625 - 42 (e&f)		Corporate responsibility report	
	Employee Health & Safety	Performed - listed as risk (see detail analysis)		A. (1) Total Recordable Injury incident Rate (TRIR) and (2) Near Miss Frequency Rate (NMFR) for (a) direct full time employees and (b) contract employees in rate B. Percentage of (1a) entity's facilities and (2b) Tier 1 suppliers facilities audited in the EICC RBA Validated Audit Process (VAP) or to an equivalent, by (a) all facilities and (b) high-risk facilities social and environmental responsibility code of conduct in % C. (1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities - rate		A. (1) Fg Fg 9 - Weg 0,42 B & C. CG is a subcontractor. Suppliers are chosen by customers. Low risk in own chosen suppliers. Code of conduct for suppliers was made inspired by RBA (e&f)		Corporate responsibility report	
	Employee Engagement, Diversity & Inclusion	Performed - not listed as risk							Corporate responsibility report
<p>Business Model & Innovation</p>	Product Design & Lifecycle Management	N/A		Weight of end-of-life materials and e-waste recovered, percentage of recovered materials that are recycled in ton					
	Business Model Resilience	Performed - not listed as risk							
	Supply Chain Management	Performed - not listed as risk							
	Materials Sourcing & Efficiency	Performed - listed as risk (see detail analysis)		Discussion of the management of risks associated with the use of critical materials		Very low risk (e)	None (f)		Corporate responsibility report
	Physical Impacts of Climate Change	N/A							



SASB SUSTAINABILITY ACCOUNTING STANDARDS



	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
<p>Leadership & Governance</p>	Business Ethics		Performed - not listed as risk					Corporate responsibility report
	Competitive Behavior		N/A					
	Management of the Legal & Regulatory Environment		Performed - not listed as risk					Corporate responsibility report
	Critical Incident Risk Management		N/A					
	Systemic Risk Management		N/A					



EDITORIAL POLICY

IN THIS SECTION

- [Sustainability Report 2022 Editorial policy](#)
- [Scope of the report](#)
- [Referenced reporting guidelines](#)
- [Date of previous report](#)
- [Reporting cycle](#)
- [Third-party assurance](#)
- [Forward-looking statements](#)
- [For further information](#)



SUSTAINABILITY REPORT 2022 EDITORIAL POLICY

GRI 102-46

Connect Group publishes an annual Sustainability Report as a way of sharing information on its sustainability-related activities with stakeholders. **This is the second Sustainability Report that Connect Group publishes. Report themes** are selected on the basis of **potential impact on our business activities** and **level of interest from stakeholders**. Potential impacts on our business activities is evaluated through regional and global trends that are affecting businesses worldwide active in the electronic and cable assembling industry.

We examine these impacts and formulate in our company strategy a way forward towards **carbon neutrality**.

Stakeholder interest is evaluated on the basis of day to day interactions, conversations and is mapped according to ISO 9001 norm and CSRD requirements. This is done for both internal as external stakeholders.

SCOPE OF THE REPORT

GRI 102-45 + GRI 102-50

- Period Covered: The report covers January 2022 to 31 December 2022
- Organization: Connect Group

REFERENCED REPORTING GUIDELINES

GRI 102-54

This report has been prepared in **accordance with the GRI Standards**: Core option. We provide specific GRI indicators within the report as well as a GRI content index.



DATE OF PREVIOUS REPORT

GRI 102-51

2021

REPORTING CYCLE

GRI 102-52

Annually since 2021

THIRD-PARTY ASSURANCE


GRI 102-56


We did not seek third-party assurance for our full report.


FOR FURTHER INFORMATION

GRI 102-53

In case you have any questions relating to this report you can always contact us:

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 J.Decocq@connectgroup.com

 +32492424123

FORWARD-LOOKING STATEMENTS

GRI 102-48 + GRI 102-49

This second Sustainability Report contains forward-looking statements on Connect Group's future plans and targets and related operating investment. There is a will, but no assurance that all these targets and plans will be achieved.

Achieving them will depend on many factors. Not only on Connect Groups activities and further sustainable development but also the changes in the electronics industry worldwide, the global economy, geo politics, and changes in the global environment. If any errors are discovered after publication, Connect Group will post correct information on its corporate website.



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Social (2/2)



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Do you have questions?

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