



Sustainability Report

2024

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WORKING YEAR:
2024

REPORTING YEAR:
2025

CONNECT GROUP

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INTRODUCTION

IN THIS SECTION

- Introduction
- Letter of appreciation
- Message from our CEO
- Mission and Values
- Corporate overview
- Sustainability Governance

EXPLANATORY ABBREVIATIONS AND COMMENTS INSIDE OUR REPORT

- CGBI: Connect Group Belgium Ieper
- CGBK: Connect Group Belgium Kampenhout
- CGCK: Connect Group Czech Republic Kladno
- CGDN: Connect Group Germany
- CGNV: Connect Group Netherlands Veldhoven
- CGRO: Connect Group Romania Oradea
- CGSD: IKOR Spain San Sebastián
- CGMG: IKOR Mexico Guadalajara
- CGCS: IKOR China Suzhou

This report has been prepared in accordance with the GRI, ESRS and SASB Standards

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

Here you can find the [GLOSSARY](#)

EXCELLING BEHIND THE SCENES

Since its inception, Connect Group has consistently prioritized Environmental, Health & Safety, Social, and Governance practices. However, **since 2018**, the company has **intensified its focus on Climate Change and Sustainability**, recognizing the pressing need to address these global challenges.

This sustainability report is Connect Group's **fourth public report**. Since Connect Group highly values a transparent way of reporting on sustainability, this report has been structured in line with the Corporate Sustainability Reporting Directive (**CSRD**). We voluntarily follow this framework to allow our stakeholders to easily interpret our non-financial reporting. By sharing this information, Connect Group seeks to inspire others and contribute to the collective mission of building a better, more sustainable world.

Connect Group has aligned its sustainability efforts with the **United Nations Sustainable Development Goals (SDGs)**, where five key SDGs have been identified. These goals, next to material topics that came out of the Double Materiality Assessment, serve as the foundation of the company's sustainability strategy. To drive its efforts towards a more sustainable future.



CONNECT GROUP

LETTER OF APPRECIATION

Dear reader,

I am honored to share our latest Sustainability Report, which reflects our steadfast commitment to driving positive environmental, social, and governance (ESG) impact. Over the past year, we have made significant strides in advancing our sustainability initiatives, overcoming challenges, and seizing opportunities to create a positive impact.

At Connect Group, we believe that true success is measured by the value we create for our customers, employees, and stakeholders. Our dedication to producing high-quality products and delivering exceptional services goes hand in hand with our responsibility to protect the environment and support the well-being of our communities.

Sustainability is not just a goal. It is a continuous journey that requires dedication, innovation, and collaboration. Our progress has been made possible through the collective efforts of our employees, partners, and stakeholders, and I extend my sincere gratitude for their unwavering support. Together, we are building a more resilient, responsible, and sustainable future.

We remain committed to raising the bar, embedding sustainability further into our operations, and holding ourselves accountable to our commitments. By working together, we can drive lasting, positive change for future generations.

Thank you for your continued support as we work towards a more sustainable world.



"We remain committed to raising the bar, embedding sustainability further into our operations, and holding ourselves accountable to our commitments."

Stefanie Caenen | **Corporate
Sustainability Manager**

CONNECT GROUP

MESSAGE FROM OUR CEO

GRI 2-22 + ESRS 2 SBM-1 §40 (g)

Dear stakeholders,

I am proud to present our latest Sustainability Report, reflecting our unwavering commitment to creating a more sustainable and responsible future. Sustainability is at the core of our business strategy, shaping how we operate, innovate, and collaborate to generate long-term value for our stakeholders.

In 2024, the global economy continued to navigate through geopolitical tensions and instability. 2024 is shaping up to be record setting election year with more than half the world's population going to the polls in different electoral processes. Global inflation cooled in response to higher rates, slower growth, excess supply and a drop in energy prices.

Despite global challenges, we have remained focused on our ambitious goals, including our commitment to achieving carbon neutrality by 2035. Over the past year, we have made meaningful progress in reducing our environmental impact, strengthening our social responsibility, and enhancing transparency in our operations. Compared with our baseline year of 2022, we have cut greenhouse gas (GHG) emissions by 54,42 percent in 2024 (gate to gate).

This year we have continued our effort to prepare for compliance with Corporate Sustainability Reporting Directive (CSRD). Further building upon our double materiality analysis, we have identified relevant impacts, risks and opportunities. Also, we have been busy with expanding the scope of our GHG emission calculations. Since we take compliance with the European Sustainability Reporting Standards (ESRS) seriously as an organization, more work has gone into it than expected. A fully compliant report may be expected for fiscal year 2025.

Looking ahead, we recognize that our sustainability journey is ongoing. As we move forward, we remain committed to setting ambitious targets, enhancing transparency, and integrating sustainability into every aspect of our business strategy.

This journey requires dedication, adaptability, and collaboration, and I am truly grateful to our employees, partners, and stakeholders for their support and engagement.

Sincerely,

Jeroen Tuik, CEO, Connect Group



Jeroen Tuik | Chief Executive Officer
Connect Group

CONNECT GROUP

MISSION AND VALUES

GRI 2-23 + ESRS 2 GOV-4; MDR-P §65 (b) to (c) and (f); ESRS S1 S1-1 §19 to §21, §24 (c) and §AR 14; ESRS S4 S4-1 §15 to §17, and §AR 13; ESRS G1 G1-1 §7 and §AR 1 (b)

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

CONNECT GROUP

CONNECT GROUP

CORPORATE OVERVIEW

GRI 2-1 + GRI 2-6 + GRI 2-28 + ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)

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 and endorsements	<ul style="list-style-type: none">○ Agoria○ Ecovadis○ UN Sustainable Development Goals (SDGs)○ Paris agreement
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.**

SITES WORLDWIDE

AMERICA

GUADALAJARA- MEXICO

EUROPE

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

ORADEA - ROMANIA
KLADNO - CZECH REPUBLIC
SAN SEBASTIÁN - SPAIN

ASIA

SUZHOU- CHINA

CTC

CONNECT
TECHNOLOGY
CENTER



8

PRODUCTION SITES

>2.600

EMPLOYEES IN 3 CONTINENTS

>94.000

SQM

CORPORATE OVERVIEW

LOCATIONS AND KEY FEATURES

CONNECT GROUP / WESTERN EUROPE / SALES - TECHNOLOGY SITES

GRI 2-1 + GRI 2-6 + ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)

























	<div> BELGIUM Kampenhout HQ</div>	<div> BELGIUM Ieper</div>	<div> THE NETHERLANDS Veldhoven</div>	<div> GERMANY Neuffen & Bad Hersfeld</div>
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	<ul style="list-style-type: none">• ISO 9001
COMPETENCE	<ul style="list-style-type: none">• Sales• Customer Focus Center• Technology Center• Prototypes	<ul style="list-style-type: none">• Sales• Customer Focus Center• Technology Center• NPI& prototyping• High-end Electronics	<ul style="list-style-type: none">• Sales• Account Management	<ul style="list-style-type: none">• Sales• Account Management• Project Management• Global Sourcing
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">• Sales offices	<ul style="list-style-type: none">• Sales offices
FURTHER INFORMATION	 10.300 sq. m 149 employees	 4.800 sq. m 91 employees 1 SMT LINES	 15 employees	 15 employees

CORPORATE OVERVIEW

LOCATIONS AND KEY FEATURES

CONNECT GROUP / EUROPE / PRODUCTION - TECHNOLOGY SITES

GRI 2-1 + GRI 2-6 + ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)

	 CZECH REPUBLIC Kladno	 ROMANIA Oradea	 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 	<ul style="list-style-type: none"> • ISO 9001 • ISO 14001 • ISO 13485 • IATF 16949
COMPETENCE	<ul style="list-style-type: none"> • Sales • Production Center • Mix medium to high • Batch low to medium 	<ul style="list-style-type: none"> • Sales • Production Center • Mix low to medium • Batch medium to high <p>Since 2024, new, high volume production area</p>	<ul style="list-style-type: none"> • Sales • Production Center • Customer Focus Center • NPI& prototyping • Mix low to medium, Batch low to medium
ACTIVITY	 High class Electronics  Module building	 High class Electronics  Module building  Cable assembly	 High class Electronics  Module building  Prototyping Design & Development
FURTHER INFORMATION	 10.000 sq. m  280 employees  Full traceability  3 SMT LINES	 35.000 sq. m  1.478 employees  Full traceability  7 SMT LINES	 9.000 sq. m  200 employees  Full traceability

*Our certificates can be viewed on request

CONNECT GROUP

CORPORATE OVERVIEW

LOCATIONS AND KEY FEATURES

CONNECT GROUP / AMERICA & ASIA / PRODUCTION SITES

GRI 2-1 + GRI 2-6 + ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)

	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">• Sales• Production Center• Customer Focus Center• NPI& prototyping• Mix low to medium• Batch medium to high	 <p>High class Electronics</p>  <p>Module building</p>  <p>Prototyping</p>	 <p>10.000 sq. m</p>  <p>400 employees</p>  <p>Full traceability</p> <p>6 SMT LINES</p>
 <p>CHINA Suzhou</p>	<ul style="list-style-type: none">• ISO 9001• ISO 14001• IATF 16949• ISO 13485	<ul style="list-style-type: none">• Sales• Production Center• Customer Focus Center• NPI& prototyping• Mix low to medium• Batch medium to high	 <p>High class Electronics</p>  <p>Module building</p>  <p>Prototyping</p>	 <p>12.000 sq. m</p>  <p>224 employees</p>  <p>Full traceability</p> <p>3 SMT LINES</p>

CORPORATE OVERVIEW

ACQUISITION WITHOUT INTEGRATION*

*From WY2024 onwards, Enovates is part of the sustainability report of Connect Group

GRI 2-1 + GRI 2-6 + ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)



Developing and producing

- Charging systems
- Management software to support the electric mobility ecosystem



40 EMPLOYEES



N° SUPPLIERS



46M EUR (TURNOVER 2023)

CORPORATE OVERVIEW

MARKETS WE SERVE

GRI 2-6 + ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)



Figures for the completed financial year 2024

SUSTAINABILITY GOVERNANCE AT CONNECT GROUP

GRI 2-9 + GRI 2-13 + GRI 2-12 + GRI 2-14 + GRI 2-16 + GRI 3-1 + ESRS 2 GOV-1 + ESRS 2 GOV-2 + ESRS 2 GOV-5 + IRO-1 + ESRS G1

Connect Group has established a robust governance structure, we identify four levels namely board of directors, executive management, ESG steering committee and business organization with corporate functions.

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. The board is briefed by the Executive Management on Connect Group’s performance on sustainability during quarterly updates. The board consists of four non-executive directors, next to our CEO, of which all (100%) are independent. 80% of the directors are male (20% female directors). The members of the board have different professional backgrounds, ranging from engineering to finance and economics.

The **executive management** (CFO, CEO, CIO, HR director, CPO, CCO, GM, quality & sustainability director, director CWS) holds the ultimate responsibility for setting the company’s sustainability strategy. This involves setting sustainability objectives, monitoring progress towards these objectives, and the governing policies and procedures designed to address or mitigate Connect Group’s material impacts, risks and opportunities. It reviews and approves the annual sustainability report.

The **ESG Steering Committee** is led by the corporate quality and sustainability director, this committee includes representatives from finance, HR, sustainability and other relevant departments. The committee meets monthly to review progress and update strategies.



HIGHLIGHTS OF CONNECT GROUP

IN THIS SECTION

As a Sustainable Supplier, Partner & Company

As a Sustainable Employer

Awards and Recognition

CONNECT GROUP

GRI 2-6, ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)

AS A SUSTAINABLE SUPPLIER, PARTNER & COMPANY

>180 | **CUSTOMERS**
Over the whole world

Figures relating to parent customers



6.106
CARBON EMISSION
In ton CO2eq (minus **46,56%**)
VS 2022

-55%
Global intensify minus 55%



TOP 35%
OF TOTAL COMPANIES
ASSESSED
TOP 6%
OF EMS ASSESSED FOR
ENVIRONMENTAL
PERFORMANCE



2023
75% Sites
2022
63% Sites
2021
63% Sites

GROUP TURNOVER

345 M

11%



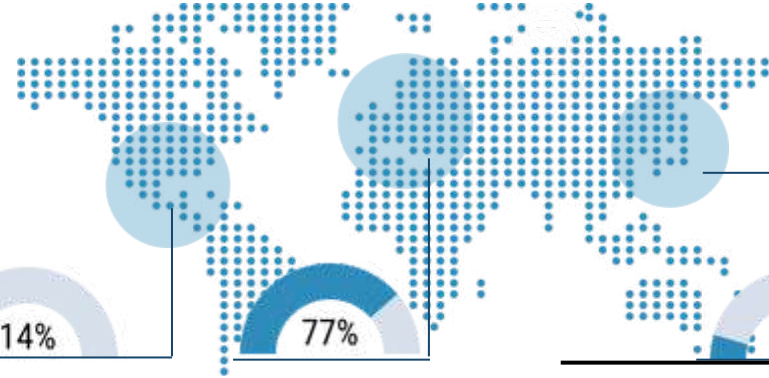
Increase compared to 2022

CONNECT GROUP

GRI 2-7 + ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e), §51 to §52

AS A SUSTAINABLE EMPLOYER

>2.600 EMPLOYEES IN 8
CITIES AND 3
CONTINENTS



UNDER 30

15% of employees
between 18 and 29
years old



♀ 64.1%

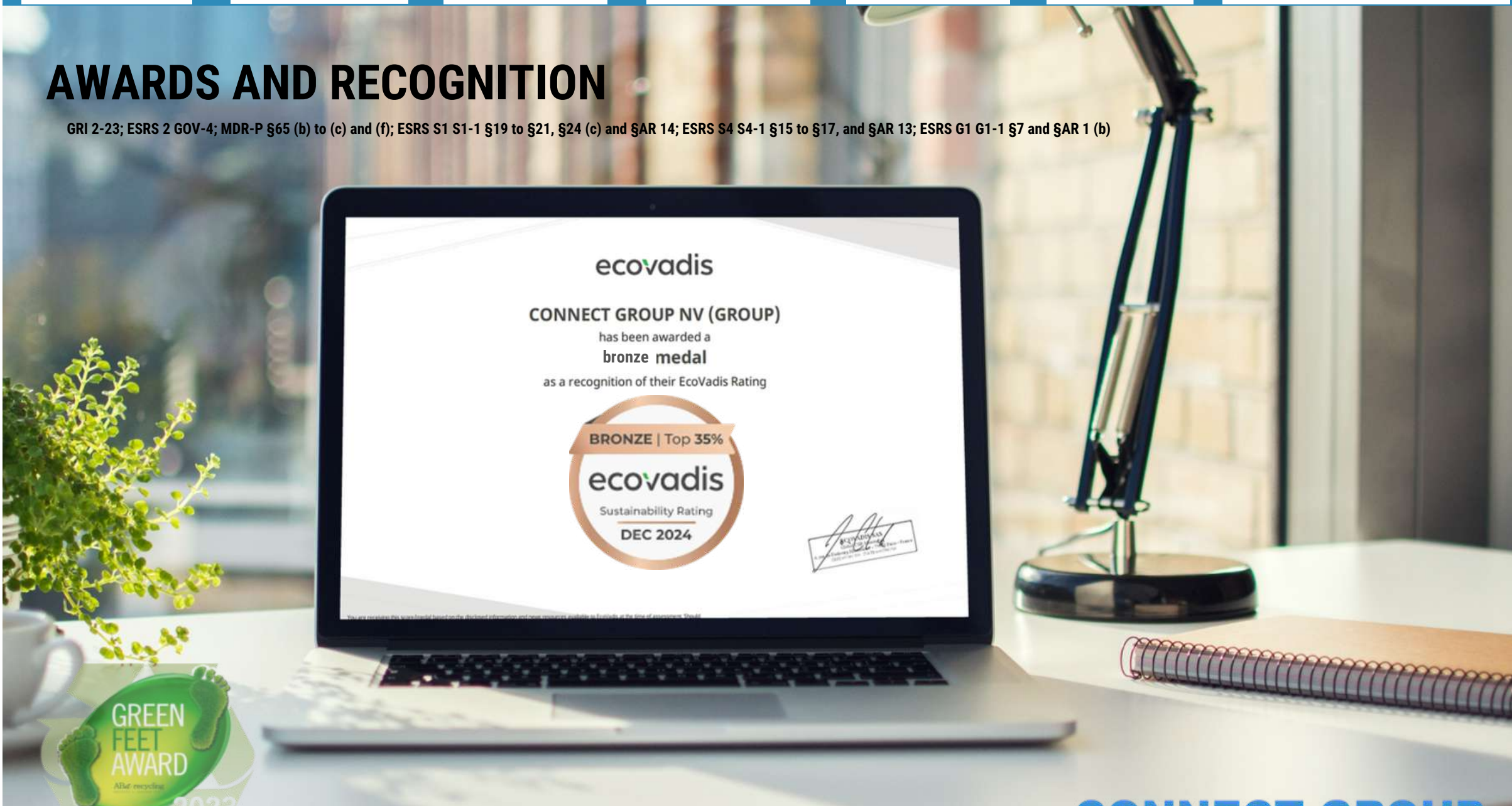
♂ 35.9%



CONNECT GROUP

AWARDS AND RECOGNITION

GRI 2-23; ESRS 2 GOV-4; MDR-P §65 (b) to (c) and (f); ESRS S1 S1-1 §19 to §21, §24 (c) and §AR 14; ESRS S4 S4-1 §15 to §17, and §AR 13; ESRS G1 G1-1 §7 and §AR 1 (b)



GENERAL DISCLOSURES

IN THIS SECTION

- Basis for preparation of the Sustainability Statement
- Sustainability Way of Working
- Connect Group's Value Chain
- Stakeholder engagement
- Our commitment towards SDGs
- Double Materiality Assessment
- Our Material topics
- Sustainability Strategy

CONNECT GROUP

BASIS FOR PREPARATION

SUSTAINABILITY STATEMENT

GRI 2-2; GRI 3-1; GRI 3-2; GRI 3-3; ESRS 2 BP-1; ESRS 2 BP-2

The consolidated sustainability statement includes the sustainability statement of Connect Group N.V. and its consolidated subsidiaries for the reporting year ended 31 December 2024. The scope of the consolidated sustainability statement is the same as the consolidated financial statement.

Our sustainability statement includes the sustainability information of our value chain if applicable and available. For certain information, we limit our reporting to our own operations. We explicitly disclose if value chain information is included in the scope of our information.

During the double materiality analysis and report preparation, we applied the time horizons defined in European Sustainability Reporting Standards (ESRS) 1 to assess the Impacts, Risks and Opportunities (IRO's)* on materiality: short-term (one year), mid-term (one to five years) and long-term (more than five years). The current year's report complies almost with the Corporate Sustainability Reporting Directive (CSRD), prepared in accordance with the European Sustainability Reporting Standards (ESRS). Our prior reports followed the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards. The link with these frameworks is still created in this report however European Sustainability Reporting Standards (ESRS) is considered leading.

In accordance with the European Sustainability Reporting Standards (ESRS)*, we have updated the structure of our sustainability statements to align with the Corporate Sustainability Reporting Directive (CSRD)* requirements. This also means that the Greenhouse Gas (GHG) Protocol is used in its full length for calculations related to Greenhouse Gas (GHG)* emissions.

*In the upcoming parts of the report, abbreviations are used for this terminology.

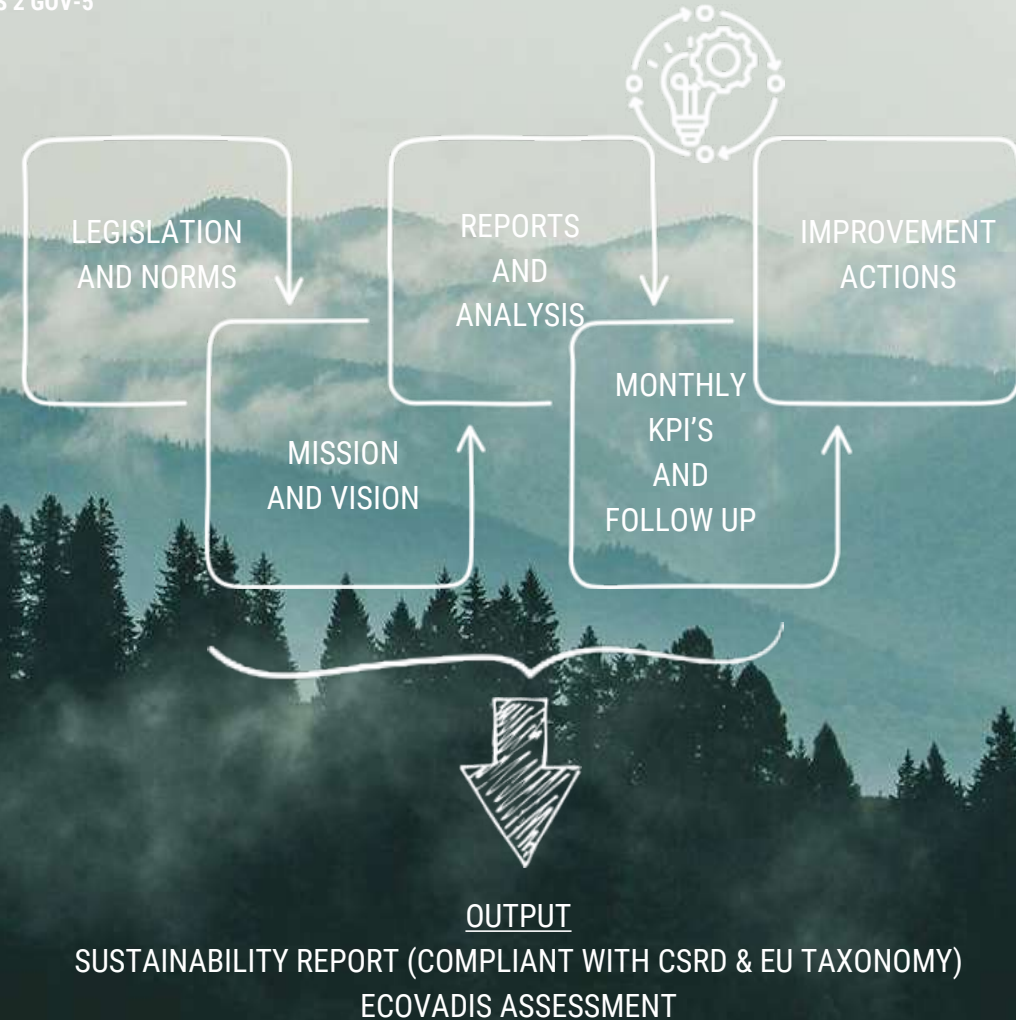
CONNECT GROUP

SUSTAINABILITY WAY OF WORKING

GRI 2-9 + GRI 2-13 + GRI 2-12 + GRI 2-14 + GRI 2-16 + GRI 3-1 + ESRS 2 GOV-1; ESRS 2 GOV-2; ESRS G1 + ESRS 2 GOV-5

At Connect Group we believe in an integrated approach where environmental, social, and economic considerations are implemented into our organization's existing quality and management operations, strategy, and decision-making processes. Quality management system approaches are used to achieve sustainability objectives.

A sustainability management system ensures that sustainability is part of the assessment and decision-making process at Connect Group. In other words, legislation and norms drive our sustainability mission and vision which is defined in the corporate sustainability policy. We aim for a short improvement cycle where our sustainability performance is monitored monthly and corresponding actions are formulated or updated. As a result, a yearly sustainability report is published which we share with all our stakeholders.



CONNECT GROUP'S VALUE CHAIN

GRI 2-6 + ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)

Refurbish or repair

Fixing broken or damaged product to bring it back to functional state (repair) or improving the overall condition, appearance and functionality of product (refurbish). The product stays in the value chain.

Recycle raw materials or re-use

Recovering and reusing valuable raw materials from electronic waste (scrap), this is injected back in the value chain. The rest of the electronic waste can't be recovered and leaves the value chain (non-recyclable materials)

End customer

The end customers buys the product from the customer, this varies from companies active in automotive, railway, healthcare, industry, infrastructure and/or aviation

Customer

A company that wants to outsource a part of its production process. The customer is responsible for the project completion and execution, this includes compliance with different legislation and product design. Connect group checks feasibility and updates design with own methodology.



Raw material

Extraction and production of raw materials, which encompasses the mining, refining, and processing of essential minerals and metals such as silicon, copper, gold, silver, tin, tantalum, cobalt, lithium, and rare earth elements.

Sub sub supplier (Tier 3, 4,..)

Manufacturer produces cell components; this involves creating the fundamental building blocks of electronic devices. Components linked to electronic boards or cabling and cabinets. Individual components can be assembled into larger functional units.

Sub supplier (Tier 2)

This party can buy from sub sub supplier or manufacture the products itself. CG can buy materials directly from the manufacturer, wholesalers or other vendors.

Direct supplier (Tier 1)

Manufacturer is defined by the customer, supplier can be chosen by Connect Group but needs to be part of the "Approved Vendor List". Materials can be bought directly from the manufacturer, wholesalers or other vendors.

HOW CONNECT GROUP ENGAGES WITH STAKEHOLDERS

GGRI 2-29 + GRI 3-1 + ESRS 2 SMB-2 §45 (a) i to (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §25, §27 (e) and §28; ESRS S4 S4-1 §16 (b); S4-2 §18, §20 (d) and §21 + ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv

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

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:

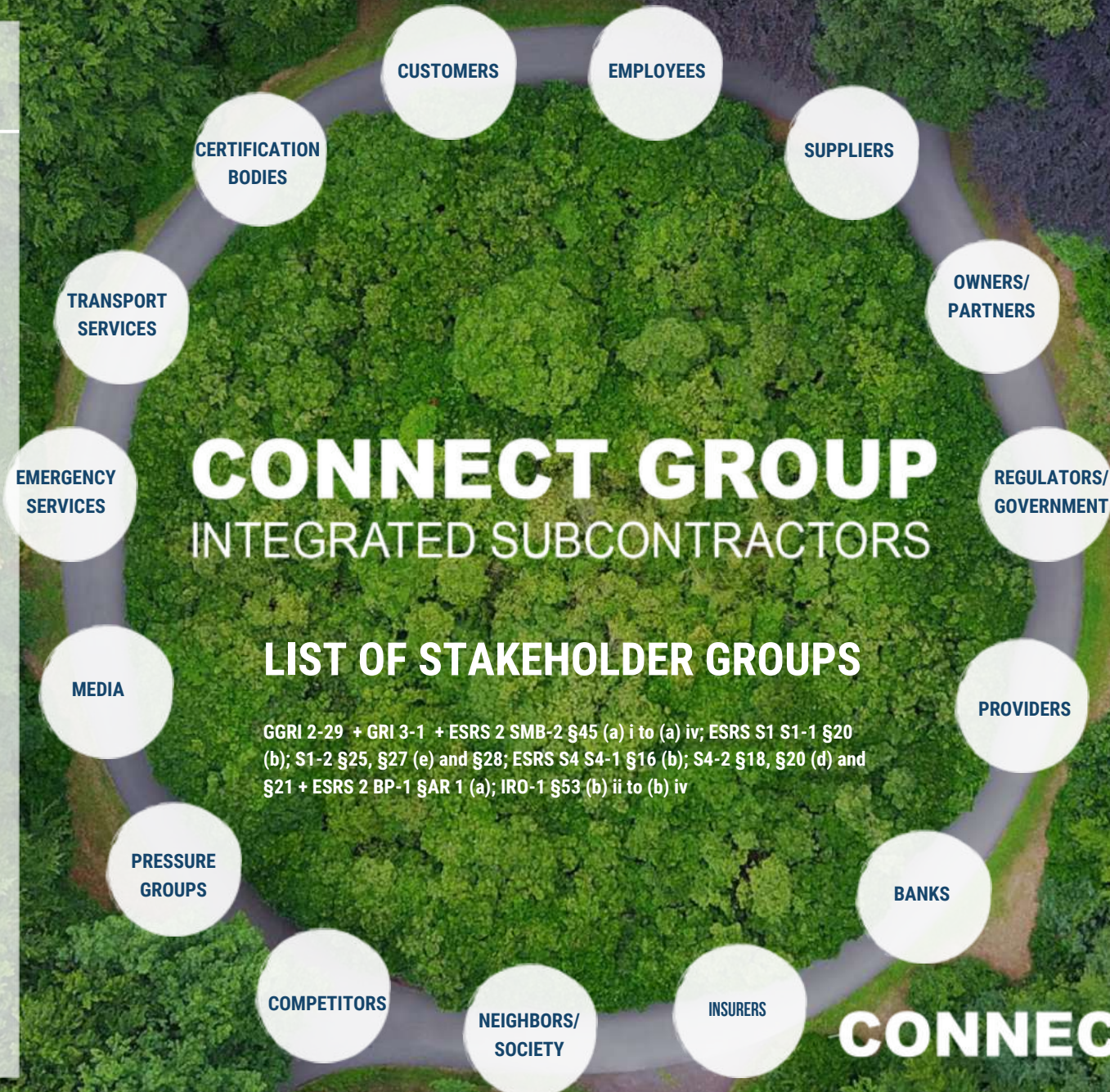
Presentations, calls, direct contact

INSURERS

Direct contact in case of questions

NEIGHBORS/SOCIETY:

(In)direct contact



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

CONNECT GROUP

OUR COMMITMENT

TOWARDS THE SUSTAINABLE DEVELOPMENT 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



CONNECT GROUP

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

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



SDG 13: Climate action



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

ACTIONS TAKEN AT CONNECT GROUP TO ACHIEVE THE OBJECTIVES OF SDG

- 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)

ACTIONS TAKEN AT CONNECT GROUP TO ACHIEVE THE OBJECTIVES OF SDG

- 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 complies with the Universal Declaration of Human Rights (UDHR), the Ten Principles of the UN Global Compact and relevant International Labour Organization (ILO) conventions and recommendations.
- 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 above mentioned points are assessed during the annual data validation.

5 GENDER
EQUALITY



SDG 5: Gender equality



See also our [Sustainability policy](#)

DOUBLE MATERIALITY ASSESSMENT

GRI 3-1 + ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv

At Connect Group, we engage with internal and external stakeholders on a diverse range of sustainability matters in the Environment, Social and Governance (ESG) domains. To identify the most relevant topics, we apply the two-fold approach 'double materiality assessment' (DMA) where on one hand the impact Connect Group has on society and its stakeholders (inside-out), and on the other hand, the risks and opportunities of these sustainability related developments on Connect Group (outside-in) is considered.

In 2024, Connect Group finalized its DMA process in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). This requires both an impact and financial materiality assessment, the impact materiality assessment takes an inside-out perspective, in contrast, the financial materiality assessment adopts an outside-in view. A sustainability matter may be material based on its impact, its financial significance, or, both. To define impact materiality, topics that were deemed relevant for Connect Group were listed in a survey and a description was added based on ESRS guidelines published by EFRAG. Financial materiality is defined by an in-depth interview with internal stakeholders. In other words, the materiality of each IRO identified is assessed using stakeholder input.

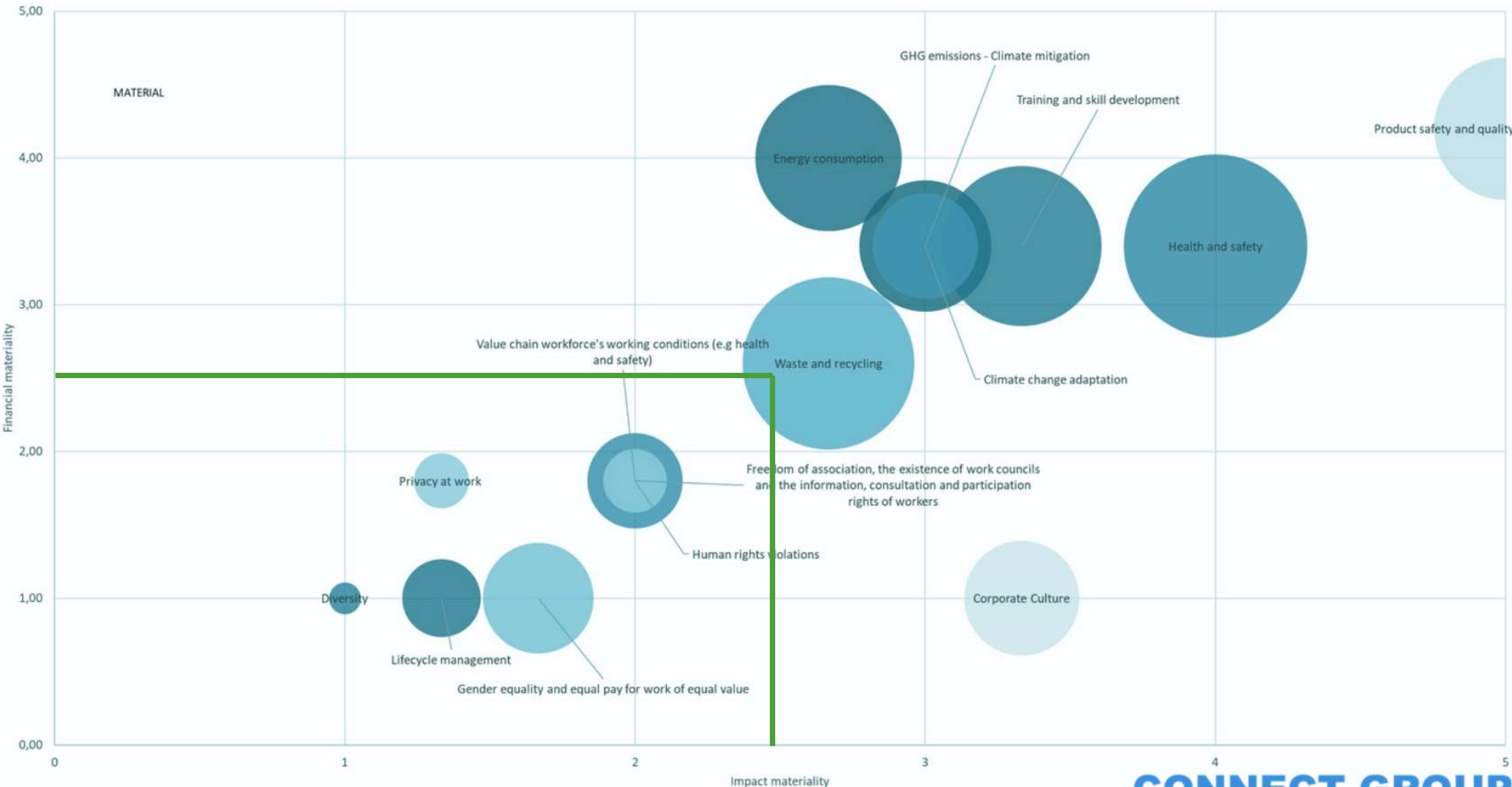
Internal stakeholders reviewed the survey and shared their feedback. Finally, the survey was shared via e-mail with all stakeholders namely clients, suppliers, colleagues, banks and industry organizations. The aim was to let respondents decide on the severity, which refers to the level of significance, avoidance and geographical prevalence of the possible impact of Connect Group per domain. Likelihood is defined by the sustainability team. The impact rating is calculated by multiplying likelihood with the severity score (based on the mode).

Materiality threshold is set at 2,5/5. This threshold was applied because it results in a good balance between the number of material and non-material matters, allowing Connect Group to focus on the most significant IROs. All IROs that scored 2,5/5 or higher were considered to be of material importance. The material topics of Connect Group were translated in a sustainability strategy.

CONNECT GROUP

DOUBLE MATERIALITY ANALYSIS

GRI 3-1 + ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv



OUR MATERIAL TOPICS

GRI 3-2 + ESRS 2 SBM-3 §48 (a) and (g)

	ESRS	Sub topics	Sub sub topics
Environment	E1: Climate Change	Energy consumption Climate mitigation Climate change adaptation	
	E5: Resource Use and Circular Economy	Waste and recycling	
Social	S1: Own workforce	Equal treatment and opportunities for all Working conditions	Training & Skill development Health & Safety
	S4: Consumers and end-users	Product safety and quality	
Governance	G1: Business Conduct	Corporate Culture	

SUSTAINABILITY STRATEGY AT CONNECT GROUP

01. ENVIRONMENT

COexistence with Nature

- Deliver products & services with minimal environmental impact
- Optimize energy consumption & implement carbon footprint tracking
- Reduce waste & enhance recycling initiatives
- Adapt facilities to climate change (water conservation & renewable energy integration)

(Aligned
with SDGs
12 & 13)



02. SOCIAL

COllective Well-being

- Ensure a safe & inclusive work environment
- Promote gender equality & diversity
- Invest in employee well-being, mental health & skill development
- Support local communities through CSR initiatives

(Aligned
with SDGs
3 & 5)



03. GOVERNANCE

COrporate Integrity

- Drive innovation & long-term employment growth
- Ensure ethical business practices & digital security (*Whistleblowing mechanism. Safeguard digital privacy of employees and customers.*)
- Promote operational transparency & accountability

(Aligned with
SDGs
8)





ENVIRONMENTAL DISCLOSURES

IN THIS SECTION

E1 CLIMATE CHANGE

- Material impacts, risks and opportunities (IRO's)
- Description of Processes to Identify & Assess Material Climate-related IRO's
- Transition plan for Climate Mitigation
- Policies related to Climate Mitigation and Adaptation
- Energy Consumption and Mix
- Gross Scopes 1, 2, 3 and total GHG

E5 RESOURCE USE AND CIRCULAR ECONOMY

- Resource use and Circular Economy IRO's
- Resource outflows and Waste

E1 CLIMATE CHANGE

GRI 305 + ESRS E1 E1-4 §34 (c); E1-6 §44; §46; §49; §50; §51; §53; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d); AR §43 (c) to (d); §AR 46 (a) (i) to (k); ESRS E1 E1-3 §29 (b); E1-7 §56 (b)

In this section, we disclose our material impacts, risks, and opportunities related to climate change.

At Connect Group, we recognize that tackling climate change is crucial to our long-term success and aligns with our commitment to responsible business practices.

By implementing a transition plan and a sustainability policy, we are committed to reducing our environmental footprint. This section details our approach to managing the challenges and opportunities presented by climate change.

Our material topics were defined by the double materiality assessment, for climate change we identified material IRO's (impacts, risks and opportunities) for the following topics:

- Climate change mitigation
- Climate change adaptation
- Energy consumption



DESCRIPTION	IRO	VALUE CHAIN	
CLIMATE CHANGE MITIGATION			
IMPACT OF OWN DIRECT AND INDIRECT EMISSIONS (SCOPE 1 & 2 EMISSIONS)	I	←→	ACTUAL NEGATIVE
IMPACT OF INDIRECT EMISSIONS IN THE VALUE CHAIN (SCOPE 3 EMISSIONS)	I	←---→	ACTUAL NEGATIVE
FUTURE REGULATION AND PENALTIES LINKED TO CLIMATE CHANGE	R	←---→	
GHG EMISSION REDUCTION AND MODERN TECHNOLOGY TO REDUCE ENERGY USAGE	R	←→	
MORE DEMAND FOR PRODUCTS/SERVICES LINKED TO CARBON FOOTPRINT	O	←→	
CLIMATE CHANGE ADAPTATION			
ADAPT SITES & PROCESSES TO CLIMATE RISKS - FOCUS ON DECLINING WATER RESOURCES IN WATER STRESS ZONES	I	←→	POTENTIAL NEGATIVE
NEED FOR INNOVATION TO CREATE RESILIENT INFRASTRUCTURE & SERVICES TO DEAL WITH THE EFFECTS OF CLIMATE CHANGE	O	←→	
ENERGY CONSUMPTION			
ENHANCED ENERGY MANAGEMENT LEADS TO REDUCED CONSUMPTION	I	←→	POTENTIAL POSITIVE
INCREASING ENERGY PRICES DUE TO REGULATORY AND MARKET CHANGES	R	←→	

E1 CLIMATE CHANGE

GRI 305 + ESRS E1 SBM-3 + ESRS E1 E1-4 §34 (c); E1-6 §44; §46; §49; §50; §51; §53; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d); AR §43 (c) to (d); §AR 46 (a) (i) to (k); ESRS E1 E1-3 §29 (b); E1-7 §56 (b)

DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Connect Group is firmly committed to reducing GHG emissions and actively contributing to the global efforts to address climate change. CG identifies and categorizes climate-related risks into the following key areas:

Physical risks:

- Rising Sea Levels: Potential inundation of facility near coastal region, very low risk (risk starts to increase after more than 1m rise)
- Extreme Weather Events:
 - Increased frequency and intensity of storms, flooding by rain, fires by forest fires, and heatwaves.
 - Storms – rain – wind: All sites can be potential impacted (low risk)
 - Flooding by rain: All sites can be potential impacted (low risk)
 - Forest fires: categorized as no risk – very low risk (location based)
 - Heatwaves: categorized as low risk, except Mexico medium risk
- Declining Water Resources: Potential no water usage. Water stress level linked. Current Extreme high stress sites will remain, other sites will move from high to extreme high or from low to high. (Medium risk)
- Temperature and Humidity Variability: Potential impacts on production processes and employee health.

Transition Risks:

- Regulatory Changes: Stricter emissions regulations and reporting requirements. Connect Group has always adopted correctly new regulations, still implementation and maintenance costs can be high. The risk is kept on medium.
- Market Shifts: Changes in consumer preferences towards sustainable products and green energy products. Connect Group is already positioned partially in this market. As a subcontractor it will follow the further developments in eco design at its customers. The risk is low.
- Technological Advancements: Rapid advancements in clean technologies could affect our competitive position.

By actively managing and addressing these risks, Connect Group aims to reduce its carbon footprint and foster resilience, compliance and sustainability across its operations in response to climate related challenges.

CONNECT GROUP

E1 CLIMATE CHANGE

GRI 305 + ESRS E1 SBM-3 + ESRS E1 E1-4 §34 (c); E1-6 §44; §46; §49; §50; §51; §53; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d); AR §43 (c) to (d); §AR 46 (a) (i) to (k); ESRS E1 E1-3 §29 (b); E1-7 §56 (b)

TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

Climate change is a major challenge at this moment in time as well for generations to come. Connect Group analyzed its own production processes, and has come to the conclusion that there is no direct scope 1 emission of Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O) and Industrial gases such as Hydrofluorocarbons (HFCs) Perfluorocarbons (PFCs) Sulfur hexafluoride (SF₆) Nitrogen trifluoride (NF₃). Carbon dioxide (CO₂) is measured by indirect emissions data recording on energy use, transport and waste. In order to minimize these CO₂ emissions, we will focus on decreasing our energy consumption, increase our own produced green energy and buy green energy as much as possible.

Connect Group has a climate transition plan in place and has established a GHG emission reduction target gate to gate, signed by our Board of Directors, to address climate change. Our GHG emission reduction target is science-based and compatible with the ambition of limiting global warming to 1.5°C, in line with the Paris Agreement. We aim to be carbon neutral with our own operations by 2035, ensuring our strategy and business model are compatible with the transition to a sustainable economy. This target exceeds the IPCC C1 Pathway. A timeline has been created to reach this GHG global intensity reduction. The first milestone was set in 2025 where our goal was to reduce carbon emissions by at least 55% compared to base year 2020 (23,1% compared to new base year 2022), this was thoroughly accomplished. With the use of new emission factors (according to GHG protocol), a new base year was defined in 2022. Connect Group was able to reduce 54,42% of its global intensity in WY2024 compared to base year 2022. As a next step in our path to carbon neutrality, we intend to reduce our gate to gate emissions in 2027 by 38,46% compared to base year 2022. We aim to expand our global reduction target with specific scope 2 and 3 emissions reduction targets in the near future.

As decarbonization levers, we identified the improvement of energy efficiency, purchase of green energy, the production of own green energy and a car policy in favor of electrical cars for scope 1 and 2. With regards to scope 3 GHG emissions we see the minimization of internal air transport and fully charged trucks for road transport as decarbonization levers in the area of transport. The altering of internal transportation method from air to sea was one of the main drivers of carbon emissions reductions obtained in 2025. Finally in the area of waste, we aim to recycle more waste.

The transition plan is translated into specific actions via a global sustainability budget file. Every month alignments are organized with local responsables to plan projects. On a regular basis, alignments take place with the finance team. The overall sustainability budget is approved on a yearly basis.



GOAL:

2035



2027

REDUCE CARBON EMISSIONS BY AT LEAST 38,46% COMPARED TO BASE YEAR 2022

DECARBONIZATION LEVERS SCOPE 1 & 2

IMPROVE ENERGY EFFICIENCY



CAR POLICY IN FAVOR OF ELECTRICAL CARS



PURCHASE OF GREEN ENERGY



PRODUCTION OF OWN GREEN ENERGY



CONNECT GROUP

E1 CLIMATE CHANGE

GRI 305 + ESRS E1 SBM-3 + ESRS E1 E1-4 §34 (c); E1-6 §44; §46; §49; §50; §51; §53; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d); AR §43 (c) to (d); §AR 46 (a) (i) to (k); ESRS E1 E1-3 §29 (b); E1-7 §56 (b)

POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

Connect Group integrates climate considerations into its organizational practices and policies, reflecting a strong commitment to sustainability and responsible business conduct. Following corporate policies are in place at this point in time, in order to provide corporate guidelines in climate change mitigation and adaptation.

Sustainability policy

Connect Group aims for carbon neutrality in 2035 and strives for reduction on carbon emissions, by at least 55% by 2025. Connect Group is devoted to prevent pollution; meet applicable environmental rules, laws and requirements; to manage the risks and opportunities associated with its activities and to prevent harm to the environment; to monitor yearly, reduce its greenhouse gas emissions and helping to mitigate the effects of climate change; to maximize the lifetime of equipment and tooling. We are committed to encourage sustainable partnerships and collaborations with other stakeholders; approach sustainability and corporate responsibility towards a commitment to UN sustainability goals 3, 5, 8, 12 & 13; to transfer our culture of sustainability to the entire value chain and to respond to stakeholders transparently using ESG indicators which are published in our company's reports.

GHG emission reporting policy

In order to reduce our GHG emissions, Connect Group has set up a policy to calculate and report on our GHG emissions. Data is collected on energy consumption, fuel use, transportation, waste generation, and any other relevant activities that produce GHG emissions at start of year on previous working year. This data may come from utility bills, fuel invoices, travel records, production data, etc. This is performed by using a fixed template that is send to each site for data gathering. Connect Group uses emission factors published by reputable sources such as IEA: International Energy Agency or linked to the Intergovernmental Panel on Climate Change (IPCC) or national agencies. Connect Group keeps a list with clear sources on what emission factors used. Activity data is converted into GHG emissions using appropriate emission factors. These factors represent the number of emissions produced per unit of activity (e.g., kg CO2 per kWh of electricity consumed). Conversion factors sources will be logged and validated before use.

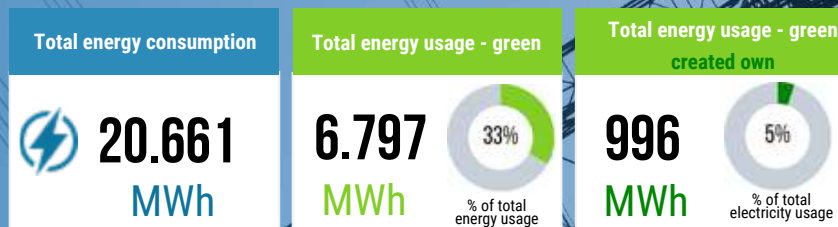
Sustainability reporting policy

Connect Group is committed to integrating sustainability principles into its business operations. We recognize the importance of transparency and accountability in addressing ESG issues. Therefore, we will report yearly on our sustainability performance to stakeholders. We will do this in a transparent and comprehensive way, including both achievements and challenges. Our reports will be easily accessible to stakeholders through various communication channels. Internationally recognized reporting frameworks will be used (such as GRI, SASB and ESRS) on sustainability reporting. Connect Group will provide awareness training to its employees to foster a culture of sustainability and enhance their understanding of the importance of sustainability.




E1 CLIMATE CHANGE

GRI 302-1, GRI 302-3, ESRS E1 E1-5 §37; §38; §40

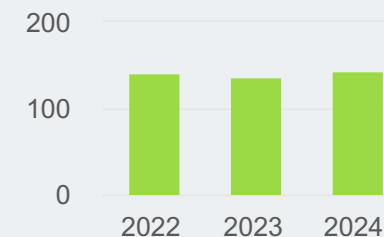
ENERGY CONSUMPTION & MIX



TOTAL ELECTRICITY CONSUMPTION (GJ)

2022		44265
2023		49626
2024		49457

INTENSITY (GJ/REVENUE IN MILLION EUR)



ENERGY CONSUMPTION & MIX		2024
Fuel consumption from crude oil and petroleum products (MWh)		3.309
Fuel consumption from natural gas (MWh)		3.538
Consumption of purchased or acquired electricity, heat, steams and cooling from non-renewable sources (MWh)		6.942
Total non-renewable energy consumption (MWh)		13.789
Share of fossil sources in total energy consumption (%)		66,7
Fuel consumption for renewable sources, including biomass (MWh)		50
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (MWh)		6.747
Total renewable energy consumption (MWh)		6.797
Share of renewable sources in total energy consumption (%)		33,3
Total energy consumption (MWh)		20.661

Accounting Principles

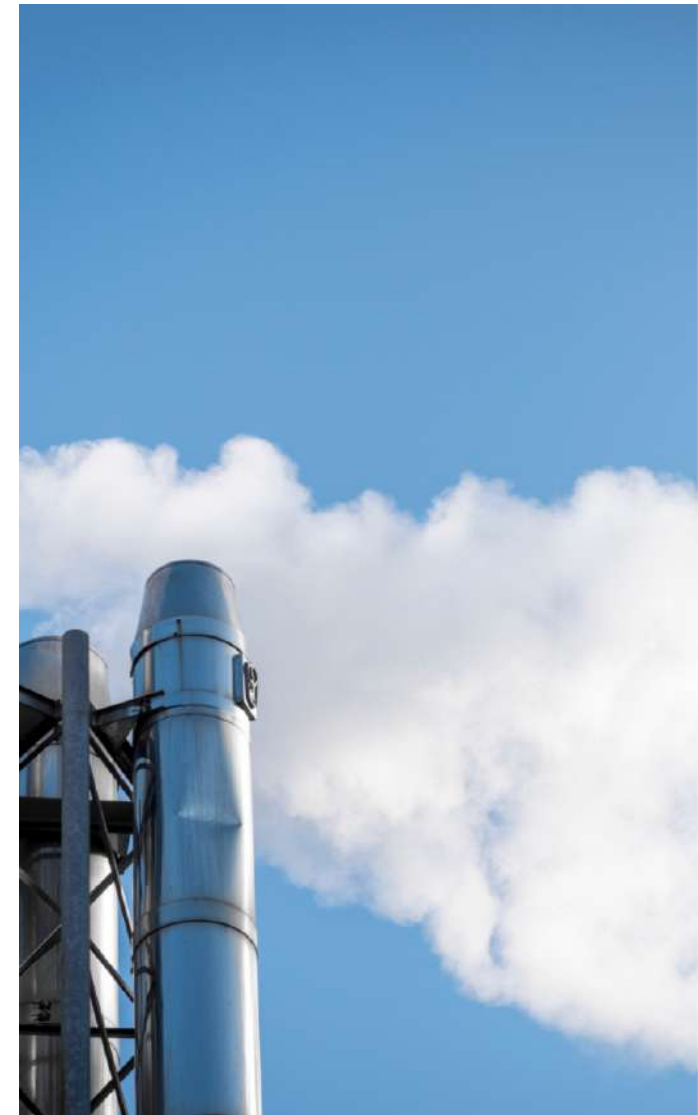
In the previous years, energy consumption was reported on a different basis as a consequence a comparison would not be correct. Energy from non-renewable sources covers fuel consumption related to natural gas, crude oil and petroleum consumption for the heating of buildings, crude oil and petroleum consumption for use of company cars and gray electricity consumption. It's our ambition to further split into consumption sources, i.e. fossil and nuclear. For conversion from litres and m3 consumption to megawatt-hours, Defra/DEEC's Fuel conversion factors from 2024 have been used.

E1 CLIMATE CHANGE

GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4 ;ESRS E1 E1-4 §34 (c); E1-6 §44; §46; §49; §50; §51; §53; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d); AR §43 (c) to (d); §AR 46 (a) (i) to (k); ESRS E1 E1-3 §29 (b); E1-7 §56 (b)

GROSS SCOPES 1,2,3 AND TOTAL GHG EMISSIONS

GHG EMISSIONS	PROGRESS	
	2023	2024
Scope 1 GHG emissions	870,80	835,60
Gross scope 1 GHG emissions (tCO2eq)	870,80	835,60
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	0	0
Scope 2 GHG emissions	4.646,00	2.959,00
Gross location-based scope 2 GHG emissions (tCO2eq)	NA	2.959
Gross market-based scope 2 GHG emissions (tCO2eq)	NA	3.157
Scope 3 GHG emissions	1.754,30	117.215,37
Total Gross indirect (scope 3) GHG emissions (tCO2eq)		
1. Purchased goods and services (tCO2eq)	NA	108.338,50
2. Capital goods (tCO2eq)	NA	4.278,87
3. Fuel and energy-related activities (not included in scope1 or scope 2 (tCO2eq))	NA	NA
4. Upstream transportation and distribution (tCO2eq)	857,3	1.239,60
5. Waste generated in operations (tCO2eq)	485	454,6
6. Business traveling (tCO2eq)	305,2	439,7
7. Employee commuting (tCO2eq)	106,8	2.464,10
8. Upstream leased assets (tCO2eq)	NA	NA
9. Downstream transportation (tCO2eq)	NA	TBA
10. Processing of sold products (tCO2eq)	NA	NA
11. Use of sold products (tCO2eq)	NA	NA
12. End-of-life treatment of sold products (tCO2eq)	NA	NA
13. Downstream leased assets (tCO2eq)	NA	NA
14. Franchises (tCO2eq)	NA	NA
15. Investments (tCO2eq)	NA	NA
Total GHG emissions	7.271,10	121.009,97
Total GHG emissions (location-based) (tCO2eq)	NA	121.009,97
Total GHG emissions (market-based) (tCO2eq)	NA	121.207,97



E1 CLIMATE CHANGE

GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4 ;ESRS E1 E1-4 §34 (c); E1-6 §44; §46; §49; §50; §51; §53; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d); AR §43 (c) to (d); §AR 46 (a) (i) to (k); ESRS E1 E1-3 §29 (b); E1-7 §56 (b)

GROSS SCOPES 1,2,3 AND TOTAL GHG EMISSIONS (continued)

Methodology and assumptions

Scope 1 greenhouse gas (GHG) emissions refer to the direct emissions from sources that are owned or controlled by an organization. The emissions arise from the combustion of fuel products related to Connect Group’s owned cars. Scope 2 greenhouse gas (GHG) emissions refer to the indirect emissions resulting from the generation of purchased energy that is used by an organization. The emissions are linked to the electricity and heating consumption related to Connect Group's offices and plants.

Scope 1 and 2 are calculated using the GHG protocol. The disclosed scope 1 and scope 2 emissions are expressed in tons CO2-equivalents (tCO2e). Calculations are based on primary data collected on-site and converted to GHG emissions using relevant emission factors, including those from the UK Government GHG Conversion Factors for Company Reporting, IEA, AIB, and supplier-specific factors for electricity. For market based, a residual mix CO2 emission factor is used. For location based, a production mix CO2 emission factor is used. For our sites in China and Mexico we have used International tracking standard foundation (I-REC) as a source.

Scope 3 are the indirect green house gas emissions attributed to an organization’s value chain. Besides internal transportation, waste, business travel and employee commuting (all calculated gate to gate), Connect Group didn't make such a calculation in the past due to data unavailability. For 2024, relevant categories of scope 3 are calculated based on the spend-based approach following the GHG protocol. This means that estimates of emissions are made based on the economic value multiplied by relevant secondary emission factors. For the latter, industry emission factors are used from Exiobase. Since the most recent relevant emission factors in this database date back from 2019, we corrected for inflation. For this, the compound inflation rate is calculated per country using the Headline Consumer Price Inflation series from the cross-country database of inflation by the World bank. We corrected for different currencies (CHF, GBP, RON, USD, CNY and JPY) by using the average currency in 2024 published by the European Central Bank. For downstream transportation, it was not possible to gather data nor provide estimations for the past working year due to the size and complexity of our supply chain. For upstream transportation, we made an estimation using the spend-based approach however it doesn't include transportation not paid by Connect Group. It is, however, our goal to include these in the upcoming working year.

The following categories were identified as not applicable to Connect Group given the business model and current activities: fuel and energy-related activities, upstream leased assets, processing of sold products, use of sold products, downstream leased assets, end-of-life treatment of sold products, franchises and investments. Employee commuting is applicable where GHG emissions related to employee commuting are linked to the indirect emissions generated from the transportation of employees between their homes and their place of work. We calculated the emissions based on company buses organized in the respective sites as well as an average for remaining sites.

E1 CLIMATE CHANGE

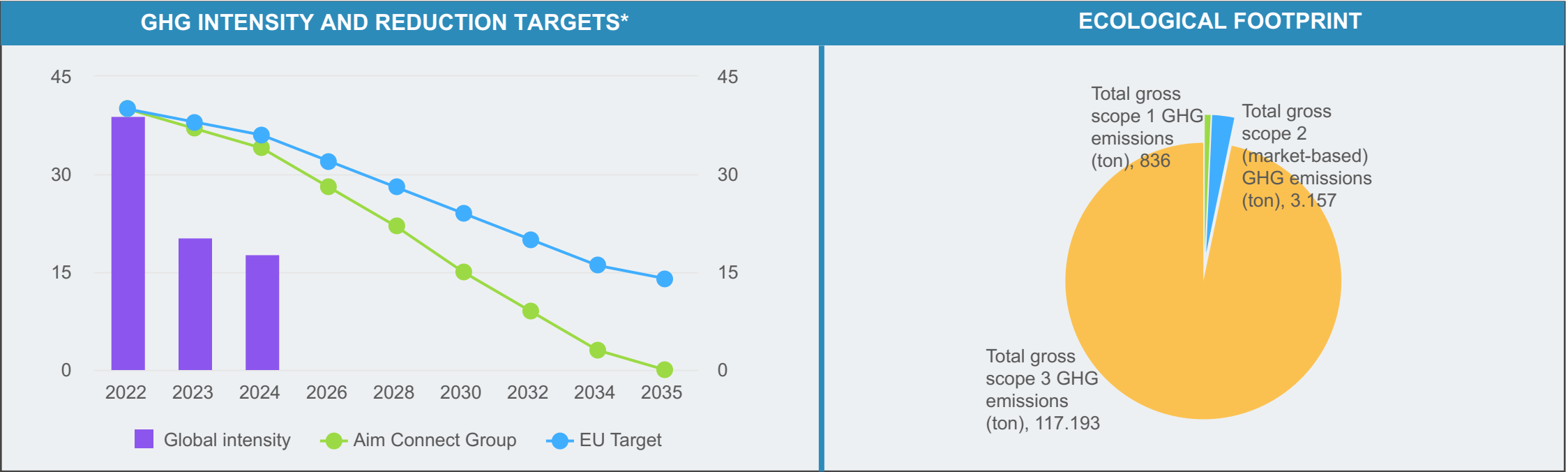
GRI 305-4; ESRS E1 E1-6 §53; §AR 39 (c)

GROSS SCOPES 1,2,3 AND TOTAL GHG EMISSIONS (continued)

GHG INTENSITY BASED ON NET REVENUE

GHG intensity based on net revenue has been calculated as gross scope 1, scope 2 location-based/market-based (gate to gate), and gross scope 3 emissions (cradle-to-grave) divided by reported net revenue in EUR million.

GHG INTENSITY BASED ON NET REVENUE	2024
Total GHG emissions (location-based) per net revenue (tCO2e/EUR million) Gate-to-Gate	17,7
Total GHG emissions (location-based) per net revenue (tCO2e/EUR million) Cradle-to-Grave	351,2
Total GHG emissions (market-based) per net revenue (tCO2e/EUR million) Cradle-to-Grave	351,8



*This graph shows GHG intensity and aim of Connect Group gate-to-gate, as a subcontractor we are not the design and BOM owner in the majority of cases. Global intensity calculated location-based using IEA factors.










WATER WITHDRAWAL

GRI 303-3 + GRI 303-5 + ESRS E3 E3-4 §AR 32 + ESRS E3 E3-4 §28 (a), (b), (d) and (e)

We are committed to **responsible water stewardship**, despite not using water directly in our production processes. No wastewater linked to production has been emitted by any of our manufacturing facilities. We recognize the importance of minimizing water withdrawal in all areas of our operations, especially in regions facing water scarcity.

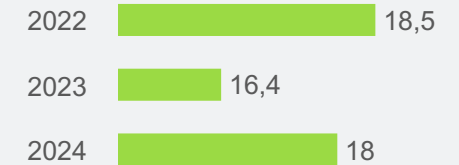
Although **water is not used in production**, it is still necessary for other operational purposes such as facility cooling, sanitation, and employee consumption. We **closely monitor and manage water usage** in these areas, implementing best practices to reduce our overall water footprint. It is our highest priority to **recycle** and **conserve** water and **reduce** the use. For instance by using rainwater to flush our toilets at Kampenhout. We focus on water-efficient technologies, partnerships with local water authorities, and regular water quality monitoring.

REVIEW OF WATER STRESSED REGIONS IS PERFORMED YEARLY FOR PRODUCTION LOCATIONS

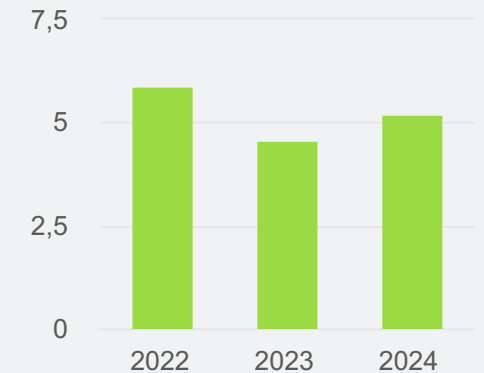
 Belgium (Extremely High baseline)	 Czech republic (Low baseline)
 Spain (Medium to High baseline)	 Netherlands (High baseline)
 Mexico (Extremely High baseline)	 Romania (Low baseline)
 China (Extremely High baseline)	

TOTAL WATER WITHDRAWAL

Total value per year (ML)



Intensity in % (ML/Revenue in million EUR)



E5 RESOURCE USE AND CIRCULAR ECONOMY

GRI 306-2 + GRI 306-4 + ESRS E5 E5-2 §17 and §20 (e) and (f); E5-5 §40 and §AR 33 (c) + ESRS E5 E5-5 §37 (b), §38 and §40

In this section, we disclose our material impacts, risks, and opportunities related to Resource Use and Circular Economy. Our material topics were defined by the double materiality assessment, for resource use and circular economy, we identified material IRO's (impacts, risks and opportunities) for the following topics:

- Waste

Managing, reducing, and preventing waste is an ongoing challenge. As a subcontractor, we are mostly obligated to manufacture according to our customers specifications, including their chosen designs and materials in the Bill of Materials (BOM). However, this does not diminish Connect Group's commitment to minimizing its waste footprint. Production scrap is a part of waste. Monthly the scrap is monitored and reviewed on local, regional and group level. When targets are not met, an analysis is performed and actions are formulated to prevent scrap. In order to minimize waste, production groups orders of same or similar products.

In 2024, we collected global data on the amount of metal waste recovered at group level, along with other waste streams considered for measuring our CO2 footprint. To ensure compliance with environmental standards, external parties in the countries where we operate verify that Connect Group meets waste treatment regulations. Additionally, we embrace the principles of the circular economy by offering repair services, extending the life of products that might otherwise be discarded.

Our sustainability policy focuses on reducing waste by adopting sustainable practices such as using where possible two-way packaging. It addresses our compliance with environmental laws and continuous improvement of practices. However Connect Group is committed to incorporating more waste principles into its policies and/or developing a separate waste policy in order to encourage our suppliers and partners to adopt similar environmental practices.

Connect Group conducts thorough waste analyses and engages in metal recovery and packaging recycling. Currently, 75% of our plants are ISO 14001 certified, and we have mapped and recorded our waste streams in all sites.

DESCRIPTION	IRO	VALUE CHAIN
WASTE		
WASTE OF COMPONENTS AND PACKAGING DURING OPERATIONS AND IN THE VALUE CHAIN	I	←→ ACTUAL NEGATIVE
IMPLEMENTING RECYCLING PROGRAMS COULD REDUCE COSTS ASSOCIATED WITH PACKAGING PURCHASES AND WASTE DISPOSAL	O	←→



E5 RESOURCE USE AND CIRCULAR ECONOMY

GRI 306-2 + GRI 306-4 + ESRS E5 E5-2 §17 and §20 (e) and (f); E5-5 §40 and §AR 33 (c) + ESRS E5 E5-5 §37 (b), §38 and §40

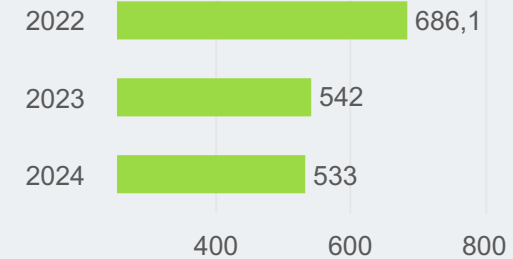
RESOURCE OUTFLOWS AND WASTE

	2024	2023
Total amount of waste (in kg)	795.470,00	810.950,80
Total amount of non-recycled waste (%)	262,300.8 (28.78)	268,936 (33.16)
Total amount of hazardous waste (in kg)	19.278	18.763
Total amount of radioactive waste (in kg)	0	0

		TYPE OF WASTE HANDLING					
		Recycling	Preparation for reuse	Other recovery operations	Incineration	Landfill	Other disposal operations
WASTE MATERIAL TYPE	Iron/Steel	19.794,00					
	Copper	39.546,00					
	Aluminium	1.610,00					
	Tin	8.760,00					
	Lead	230,00					
	Plastic	121.304,00					22.023,50
	Wood	32.945,00					
	Paper/Cardboard	234.663,50					
	Batteries	264,16					
	Electronic Waste	44.856,50					
	Hazardous Waste				19.278,00		
	Waste Leftover Food	27.053,10					
	Glass	131,00					
	Household waste	2.012,00					
	Residual Waste	220.999,30					

Numbers in kilograms, based on current available data from waste handling organizations. More details on waste handling are requested and can hopefully be shared in our next sustainability report.

TOTAL WEIGHT OF WASTE RECOVERED (T)



INTENSITY (T/REVENUE IN MILLION EUROS)



SOCIAL DISCLOSURES

IN THIS SECTION

S1 OWN WORKFORCE

- Material impacts, risks and opportunities (IRO's) & their interaction with strategy and business model
- Policies related to Own Workforce
- Process for Engaging with Own Workforce and to Remediate Negative Impacts
- Taking Action on Material Impacts
- Characteristics on Undertaking's Employees
- Characteristics of Non-Employee Workers and Incidents, Complaints and Human Rights Impacts
- Health and Safety Metrics
- Training and Skill Development Metrics

S4 CONSUMERS AND END-USERS

- Material IRO's & their interaction with strategy and business model
- Policies related to Consumers and End-Users
- Process for Engaging with Consumers and End-Users and to Remediate Negative Impacts
- Taking Action on Material Impacts

S1 OWN WORKFORCE

GRI 405-1 + ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79

In this section, we disclose our material impacts, risks, and opportunities related to own workforce. Our material topics were defined by the double materiality assessment, for own workforce we identified material IRO's (impacts, risks and opportunities) for the following topics:

- Health and safety
- Training and skill development

At Connect Group, our own workforce is central to our long-term value creation and sustainability strategy. We recognize that our employees are essential to delivering high-quality services, fostering innovation, and contributing to our social and environmental objectives. Their engagement, development, and well-being are fundamental to our ability to achieve sustained financial and operational performance. The continuous development and well-being of our employees are integral to our long-term success and sustainability. We invest in training and skill development to ensure that our workforce remains agile, resilient, and equipped to meet the evolving demands of our sector. Health and safety are equally fundamental to our employee value proposition. We are committed to maintaining a safe, healthy, and inclusive work environment where risks are proactively managed, and employee well-being is prioritized. These efforts not only support compliance with legal and regulatory standards but also reflect our responsibility to provide fair, respectful, and empowering working conditions for all members of our own workforce.

Connect Group's own workforce consists of both employees and non-employees. Individuals directly employed by Connect Group, under a labor agreement, fall below the employees category. In contrast, non-employees include freelancers and contractors (i.e. individuals working through external employment arrangements). The negative material impact related to health and safety is applicable for both groups while the positive material impact of training and skill development applies solely to employees.

DESCRIPTION	IRO	VALUE CHAIN
HEALTH AND SAFETY		
MINIMIZING THE RISK OF WORK INJURIES AND ILLNESSES BY PRIORITIZING SAFETY AND ERGONOMICS IN THE WORKPLACE	I	ACTUAL POSITIVE
INCLUSION OF POLICIES AND PROCEDURES IN WORK REGULATIONS TO PREVENT, REPORT AND ADRESS INCIDENTS AGAINST VIOLENCE AND HARASSMENT. THIS PROMOTES A SAFE WORK ENVIRONMENT WHICH HAS A POSITIVE INFLUENCE ON EMPLOYEE WELLBEING AND ORGANIZATIONAL REPUTATION	O	
TRAINING AND SKILLS DEVELOPMENT		
OFFERING COMPREHENSIVE TRAINING PROGRAMS THAT ENHANCE EMPLOYEES' CAPABILITIES	I	POTENTIAL POSITIVE
HIGH TURNOVER RATES IN EMPLOYMENT CAN LEAD TO EXTRA COSTS (UNTRAINED STAFF MEANS LOSS IN PRODUCTIVITY AND PROFIT)	R	



S1 OWN WORKFORCE

GRI 405-1 + ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79

POLICIES RELATED TO OWN WORKFORCE

To manage material impacts on Connect Group's own workforce, as well as associated material risks and opportunities, the following policies are applicable:

Sustainability policy

This policy sets the overall framework for integrating sustainability into all Connect Group's activities. The sustainability policy sets down standards to ensure safe working conditions and respectful treatment of employees, as well as environmentally healthy and ethically acceptable business practices. Connect Group has a social responsibility, to act honestly and with integrity towards its stakeholders besides complying with all applicable laws and regulations concerning health and safety, forced labor - child labor / labor regulations and conditions, environment and ethics - right to organize and no discrimination.

Human rights policy

This policy outlines our commitment to human rights. Connect Group aligns its business practices with international standards such as the Universal Declaration of Human Rights, the ten principles of the UN Global Compact and the relevant conventions and recommendations from the International Labor Organization (ILO). In order to ensure that all employees and stakeholders are treated with dignity and respect.

Code of Conduct

Defines Connect Group's commitment to doing business in an ethical and responsible manner. Connect Group is completely aware of its social responsibility. Above and beyond our compliance with the legal stipulations, we make a voluntary contribution to the sustainable development of Connect Group and our surroundings. Besides efficiency and enthusiasm, humanity is at the center of our actions. In our pursuit of success, we remain mindful and respectful. We commit ourselves to be open and reliable, local and trustworthy to our stakeholders, customers, suppliers and employees. Our code of conduct covers following topics: bribery, corruption, fair competition, third party ownership rights, intellectual property, data privacy, product safety, work safety, conflicts of interest and whistleblowing.

S1 OWN WORKFORCE

GRI 405-1 + ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79

PROCESSES FOR ENGAGING WITH OWN WORKFORCE AND TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR OWN WORKFORCE

We value input from our employees and encourage them to freely express their views and insights with each other and our leadership. In local workers councils' meetings, an efficient dialogue is facilitated between management and employee representatives. Local management also holds regular meetings with employee representatives in accordance with agreements made with local workers' councils and committees (e.g. committees for prevention and protection at work). At Connect Group, we strongly support employees' freedom to choose whether to join labor unions. Employees are free to become members or be elected as representatives without fear of prejudice or dismissal. When committees are established, they work closely with local management to address a range of issues, including health and safety concerns. 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**.

Additionally, employees can access the Whistleblower Portal, managed by an external organization to ensure confidentiality. As an employee, information can be submitted about reprehensible matters or actions that are unethical, illegal or in violation of internal policies. The scheme is to be used to bring matters to light that would not otherwise have come to light. All inquiries are treated confidentially and securely.

Collective Bargaining Agreements and Unions

	BELGIUM	NETHERLANDS	GERMANY	CZECH REPUBLIC	ROMANIA	SPAIN	MEXICO	CHINA	
COUNTRY									
Trade unions exist at national level	YES	YES	YES	YES	YES	YES	YES	YES	
Trade unions exist at industry level	YES	YES	YES	YES	YES	YES	YES	YES	
Trade unions exist at level of the organisation	YES	NO	NO	YES	YES	YES	NO	NO	
Trade unions exist at the of a category of employees (e.g. blue collar - white collar)	YES	NO	NO	NO	NO	NO	NO	NO	
CBA's exist at national level	YES	YES	NO	NO	NO	YES	YES	NO	
CBA's exist at industry level	YES	YES	YES	NO	NO	YES	NO	NO	
CBA's exist at the level of the organisation**	YES	NO	NO	NO	NO	NO	NO	NO	TOTAL
CONNECT GROUP- COLLECTIVE BARGAINING AGREEMENTS									
percentage of total employees covered by one or more CBA('s)	100%	100%	100%	0%	0%	100%	100%	0%	32%
CONNECT GROUP- TRADE UNIONS									
Percentage of total employees covered by one or more trade unions	100%	100%	100%	100%	100%	100%	0%	0%	77%

* * Applicable for a specific category of employees e.g. blue collar, white collar

S1 OWN WORKFORCE

GRI 405-1 + ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79

TAKING ACTION ON MATERIAL IMPACTS ON OWN WORKFORCE AND TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

Connect Group takes action to address material negative and positive impacts, manage risks and pursue opportunities related to its workforce. When an actual or potential negative impact is identified, the person ultimately responsible for the relevant functional or geographical area determines who should be involved and consulted to develop and implement appropriate action plans.

Connect Group is deeply committed to occupational health and safety. We prioritize providing good working conditions for our employees, ensuring their safety and well-being. Ensuring compliance with national and global health and safety regulations is a key priority. Regular audits by internal and external parties are conducted to verify adherence to these laws. Our health and safety protocols are fully integrated into our corporate sustainability strategy. Risk assessments are carried out at each plant and revisited whenever there are changes in processes. Work-related accidents are reported at the plant level, with a thorough annual review conducted during the corporate-level responsibility assessment. As a consequence, corrective and preventive health and safety actions are locally formulated.

We are dedicated to maintaining a zero-accidents goal and continuously improving the physical and mental well-being of our employees, as well as promoting ergonomic workplaces. In collaboration with external partners, we implement measures that ease the workload and support workers in their tasks. Ongoing training is provided on topics such as machine safety and handling hazardous materials. Continuous monitoring and evaluation further ensure compliance with these standards. We routinely review fire safety protocols throughout the year. To further support our workforce, we offer accident insurance coverage, ensuring protection for all employees in the event of an accident.

At Connect Group, we believe that training is a lifelong journey. We provide ongoing opportunities for our employees to upskill and reskill, ensuring they remain adaptable in an ever-changing world. Whether through e-learning platforms, in-person workshops, or partnerships with academic institutions, we are committed to providing our workforce with the tools they need to thrive and contribute to a sustainable future.

Through these initiatives, we aim to create a culture of sustainability, where every employee understands their role in driving positive environmental and social impact. By investing in their development, we are not only building a stronger workforce but also ensuring the long-term sustainability and success of our business. At this point, we have not yet set specific targets. However we evaluate our initiatives and their impacts at appropriate management levels as part of our business conduct.

S1 OWN WORKFORCE

GRI 2-7 + GRI 401-1 + GRI 408-1 + ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e), §51 to §52 + ESRS S1 S1-6 §50 + ESRS S1 §14 (g); S1-1 §22 ESRS S2 §11 (b); S2-1 §18 (c)

CHARACTERISTICS OF UNDERTAKING'S EMPLOYEES

Number of own employees (FTE)	2024	2023
Belgium	241	223
Czech Republic	214	231
Romania	1303	1411
Spain	183	170
China	219	224
Mexico	365	337
Others	115	189
Total employees	2640	2785

Number of own employees (FTE) by gender	2024	%	2023	%
Male	948	36	918	33
Female	1692	64	1867	67
Other	0	0	0	0
Not reported	0	0	0	0
Total employees	2640	100	2785	100

Connect Group strictly prohibits the use of forced or bonded labor in its manufacturing and service operations, prioritizing this principle consistently. Labor unions and workers' representatives help reinforce this commitment, ensuring a safe environment free from forced labor practices. Additionally, the company adheres to international labor standards and uses the Slavery & Trafficking Risk Template (STRT) to prevent human rights abuses, ensuring compliance with anti-trafficking and modern slavery laws across its supply chain.

S1 OWN WORKFORCE

GRI 2-7 + GRI 401-1 + GRI 409-1+ ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e), §51 to §52 + ESRS S1 S1-6 §50 (c) + ESRS S1 §14 (f); S1-1 §22 ESRS S2 §11 (b); S2-1 §18

CHARACTERISTICS OF UNDERTAKING'S EMPLOYEES

FTE's in 2024	FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL
Number of employees	1692	948	0	0	2640
Number of permanent employees	1598	853	0	0	2451
Number of temporary employees	94	95	0	0	189
Number of non-guaranteed hours employees	0	0	0	0	0

The total number of employees who have left the company during the reporting period	333
The rate of employee turnover in the reporting period	12,61

Connect Group doesn't employ persons below the age of 18. Our youngest employee is at the moment of report creation 19 years old. Connect Group's workforce consists for 15% out of employees below the age of 29. Our organization is committed to upholding the rights, safety, and development of young employees in accordance with national labor laws and international standards, including the International Labour Organization (ILO) Conventions on child labor and the protection of young workers. We do not employ individuals below the legal minimum working age as defined by applicable laws in the countries where we operate. Connect Group's sustainability policy clearly states its dedication to not employing child labor, with the HR department verifying the age of all new hires by doing an ID check.

We provide a safe and supportive environment for young employees, including compliance with working hour restrictions and task limitations, to avoid any hazardous assignments. We also offer training, mentorship, and skills development opportunities that enable younger employees to build capabilities and pursue long-term career growth within the organization.

Our policies emphasize equal opportunity and non-discrimination, ensuring that young employees are treated fairly and respectfully, with access to the same rights and protections as other employees. Managers and supervisors are trained to be aware of and responsive to the specific needs of young workers.

As part of our broader sustainability and human capital strategy, we are continuously reviewing our practices to ensure we contribute positively to youth employment and career readiness, particularly in the regions and communities where we operate.



S1 OWN WORKFORCE

GRI 2-8 + GRI 406-1 + ESRS S1 S1-7 §55 to §56 + ESRS S1 S1-17 §97, §103 (a), §AR 103

CHARACTERISTICS OF NON-EMPLOYEE WORKERS IN THE OWN WORKFORCE INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS

Number of non-employees (FTE)	2024	2023
Freelancers and contractors	24	24

Incidents, complaints and severe human rights impacts	2024	2023
Number of incidents of discrimination	0	0
Number of complaints filed through channels	0	0
Amount of fines, penalties and compensation for damages as a result of the incidents and complaints disclosed above	0	0
Number of severe human right incidents	0	0
Amount of fines, penalties and compensation for damages as a result of the incidents disclosed above	0	0

S1 OWN WORKFORCE

GRI 403-1 + GRI 403-2 + GRI 403-3 + GRI 403-4 + GRI 403-5 + GRI 403-6 + GRI 403-7 + ESRS S1 S1-1 §23; §AR 17 (d); ESRS S1 S1-3 §32 (b) and §33; ESRS S2 S2-4 §32 (a)

HEALTH AND SAFETY METRICS

Description	2024	2023
% of employees covered by H&S system based on legal requirements and/or recognised standards	100	100
Number of fatalities as a result of work-related injuries and work-related ill health	0	0
Number of recordable work-related accidents	45	41
Rate of recordable work-related accidents*	1,96	1,90
Number of cases of recordable work-related ill health	0	0
Number of calendar days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	1116	882

*For the rate of recordable work-related accidents, we calculated the Total Recordable Injury Rate. This is done by multiplying the number of recordable work-related incidents by 200,000 and dividing it by the total number of hours worked, which was 4,587,643.73 in 2024 and 4,725,076.49 in 2023.

S1 OWN WORKFORCE

GRI 404-1 + GRI 404-2 + ESRS S1 S1-13 §83 (b) and §84 + ESRS S1 S1-1 §AR 17 (h)

TRAINING AND SKILL DEVELOPMENT METRICS



63.297

HOURS of training in 2024
VS 41.198 Hours in 2023

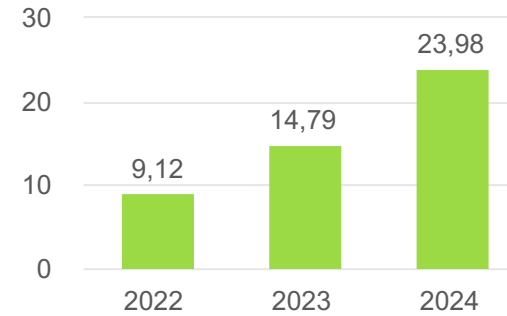


40.510 HOURS



22.787 HOURS

INTENSITY (IN H/EMPLOYEE)



Currently, our organization does not mandate a formal, recurring performance and career development review process across all roles. Instead, we rely on ad hoc reviews and ongoing feedback tailored to team needs and individual contexts. This approach allows managers and team leads to engage in meaningful, timely conversations that are directly relevant to current work and development goals. Our current practice prioritizes flexibility and relevance, enabling more personalized and immediate development conversations that better support employee performance and progression.

Career development opportunities are also managed on an ad hoc basis, reflecting individual interests, team dynamics, and business needs. While there is no framework in place, we strongly favor promoting and developing internal talent over external recruitment whenever possible. This not only reinforces our commitment to employee growth but also supports organizational continuity and strengthens our culture.

Nonetheless, we recognize the importance of maintaining visibility into workforce development as part of our sustainability commitments. We are exploring ways to enhance our existing approach by introducing more consistent, yet adaptable frameworks that balance structure with the agility needed in today's evolving work environment. This will support our broader aim of fostering long-term employee engagement, growth, and retention.

S4 CONSUMERS AND END-USERS

GRI 416-1 + ESRS S4-1; ESRS S4-2; ESRS S4-3; ESRS S4-4

In this section, we disclose our material impacts, risks, and opportunities related to consumers and end-users. Our material topics were defined by the double materiality assessment, for consumers and end-users we identified material IRO's (impacts, risks and opportunities) for the following topics:

- Personal safety of consumers and/or end-users

As a global subcontractor who is not the owner of the design and the Bill of Materials (BOM), operating in the electronics industry, with a global presence extending to countries outside the European Union, we recognize our responsibility to deliver safe, high-quality, and reliable products to consumers and end-users across diverse markets. Our products are integral to modern lifestyles and critical applications, making safety, performance, and durability essential elements of our value proposition.

We are committed to ensuring that our products meet or exceed applicable safety and quality standards across all jurisdictions in which we operate. This includes compliance with EU regulations such as RoHS and REACH SVHC, as well as international standards in non-EU markets. Our internal quality management systems are designed to identify and mitigate risks from industrialization to workmanship.

To maintain consumer trust and protect end-users, we conduct rigorous testing, implement traceability systems, and continuously improve our processes based on performance data, customer feedback, and incident reporting. We also maintain open and transparent communication channels to address product concerns and ensure swift, responsible action when needed. Our global approach to product safety and quality reflects our commitment to sustainable innovation, customer satisfaction, and long-term value creation for all stakeholders.

DESCRIPTION	IRO	VALUE CHAIN
PERSONAL SAFETY OF CONSUMERS AND/OR END-USERS		
PRIORITIZE QUALITY PRODUCTS THAT ARE FIRST TIME RIGHT, PRODUCT SAFETY AND RISK DRIVEN ADAPTIVE QUALITY ASSURANCE	I	ACTUAL POSITIVE
NON SAFE PRODUCTS CAN GIVE ACCIDENTS AND WORST CASE HUMAN CASUALTIES. IT WILL ALSO IMPACT THE GOOD NAME OF CONNECT GROUP ON PRODUCT QUALITY	R	
AN EXCELLENT PRODUCT SAFETY AND QUALITY CAN LEAD TO NEW CUSTOMERS OR MORE PROJECTS	O	



S4 CONSUMERS AND END-USERS

GRI 416-1 + ESRS S4-1; ESRS S4-2; ESRS S4-3; ESRS S4-4

POLICIES RELATED TO CONSUMERS AND END-USERS

To manage material impacts on Connect Group's consumers and end-users, as well as associated material risks and opportunities, the following policies are applicable:

Sustainability policy

This policy sets the overall framework for integrating sustainability into all Connect Group's activities. The sustainability policy sets down standards to ensure safe working conditions and respectful treatment of employees, as well as environmentally healthy and ethically acceptable business practices. Connect Group has a social responsibility, to act honestly and with integrity towards its stakeholders besides complying with all applicable laws and regulations concerning health and safety, forced labor - child labor / labor regulations and conditions, environment and ethics - right to organize and no discrimination.

Quality policy

This policy outlines Connect Group's commitment to setup and maintain a customer focused organization, to consider quality on all levels as highest priority, to deliver goods and services according to customers requirements and against agreed delivery time, to continuously secure the correct deployment of the quality policy and quality system, to continuously improve the quality system and quality level, to invest in competent and qualified personnel, to invest in continuously training personnel, to use materials supplied by qualified suppliers and to use in an optimal way the processes and technologies.

Code of Conduct

Defines Connect Group's commitment to doing business in an ethical and responsible manner. Connect Group is completely aware of its social responsibility. Above and beyond our compliance with the legal stipulations, we make a voluntary contribution to the sustainable development of Connect Group and our surroundings. Besides efficiency and enthusiasm, humanity is at the center of our actions. We are never inconsiderate in our drive for success. We commit ourselves to be open and reliable, local and trustworthy to our stakeholders, customers, suppliers and employees. Our code of conduct covers following topics: bribery, corruption, fair competition, third party ownership rights, intellectual property, data privacy, product safety, work safety, conflicts of interest and whistleblowing.

S4 CONSUMERS AND END-USERS

GRI 416-1 + ESRS S4-1; ESRS S4-2; ESRS S4-3; ESRS S4-4

PROCESSES FOR ENGAGING WITH CONSUMERS AND TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS

As a subcontractor who is not the owner of the design and the Bill of Materials (BOM)*, our customer engagement is typically with an intermediary—such as a Tier 1/2 supplier or OEM who delivers to the market—rather than the end user of the final product. In this structure, our role requires precision, reliability, and collaboration, all while working within the framework defined by our direct customer. We engage primarily through industrialization, production and quality assurance, helping our customer (the design and BOM owner) meet their obligations. All formal communication flows through our customer. We do not engage the end user directly. We ensure respect for our customer's intellectual property and contractual responsibilities.

When issues arise that may negatively impact quality, delivery, or performance, we follow a structured approach to remediation towards our customer. In case needed, we follow our own escalation protocols. We proactively monitor our processes and outputs to detect any deviations that may impact our customer's production or downstream integration. Once an issue is identified, we initiate an internal investigation to isolate the root cause. We assess whether the issue is contained, recurring, or has already impacted delivered units. Communication flows through the following channels:

- Program Interface: For schedule-related discussions and customer follow-up.
- Sales Interface: For quotation and primary customer contact.
- Engineering Interface: For technical issues, industrialization BOM and product specifications.
- Quality Interface: For product complains issues, containment actions, root cause analysis, and corrective action reviews.
- Legal Interface: For contract validation and escalation issues.

*See exception list in appendix

CONNECT GROUP

S4 CONSUMERS AND END-USERS

GRI 416-1 + ESRS S4-1; ESRS S4-2; ESRS S4-3; ESRS S4-4

TAKING ACTION ON MATERIAL IMPACTS ON CONSUMERS AND TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

At Connect Group, we are committed to delivering products and solutions that uphold the highest standards of quality. This commitment extends beyond performance—it includes ensuring the security of performed workmanship and maintaining full compliance with applicable regulations and standards.

Our dedication to quality is embedded in a robust, company-wide Quality Management System (QMS). This system is designed to drive continuous improvement and guarantee customer expectations.

We actively maintain and update our QMS in alignment with evolving regulatory requirements, international quality standards, and industry best practices. This ensures that Connect Group remains at the forefront of quality excellence, consistently delivering secure, reliable, and compliant solutions to our customers.

Connect Group's quality management system is audited annually and certified according to international certification standards by third parties:

- ISO 9001 quality management system (all sites)
- ISO 13485 quality management system specifically for the medical device industry (Belgium, Spain, Czech Republic, Mexico and China)
- ISO 14001 quality management system (all production sites except Kampenhout)
- IATF 16949 quality management system specifically for the automobile industry (Spain, Mexico and China)
- AS 9100D quality management system (Belgium)
- ISO/TS 22163 quality management system (Czech Republic)
- EN 15085-2 quality management system (Belgium and Romania)

To comply with regulations and customer expectations, Connect Group ensures and monitors that all sites with relevant production activities are covered under these quality management system certificates.



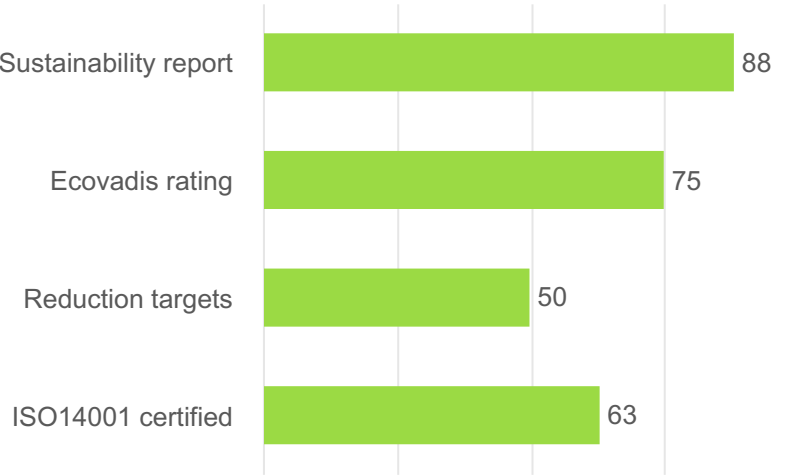
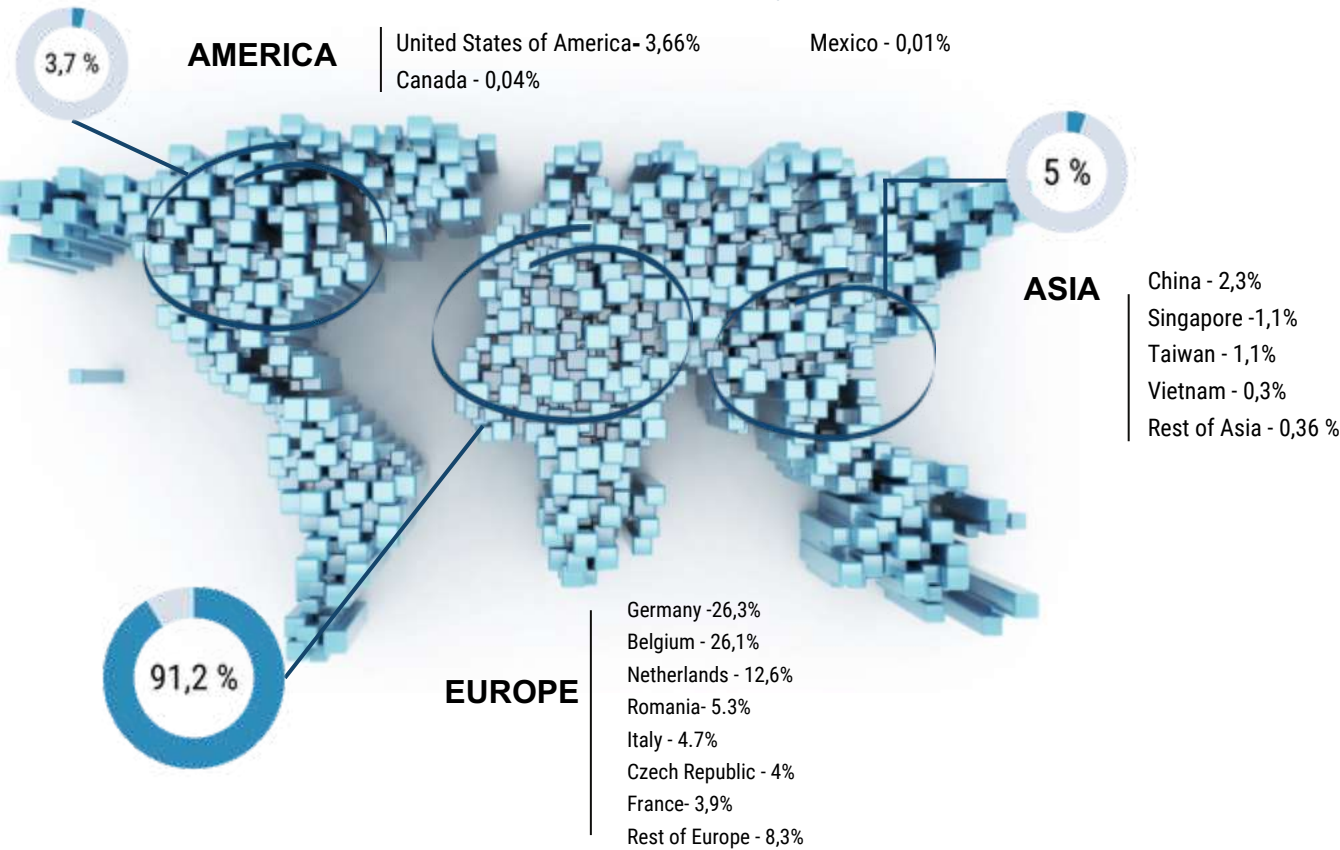
SUPPLY CHAIN MANAGEMENT

GRI 2-6 + ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)

GEOGRAPHICAL LOCATION AND SPENDING TOWARDS OUR SUPPLIERS

TOP 30% SUPPLIERS

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



Numbers shown in percentages

GOVERNANCE DISCLOSURES

IN THIS SECTION

G1 BUSINESS CONDUCT

Material IRO's & their interaction with strategy and business model

Policies related to Business Conduct

G1 BUSINESS CONDUCT

GRI 405-1 + GRI 406-1 + ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79 + ESRS S1 S1-17 §97, §103 (a), §AR 103

In this section, we disclose our material impacts, risks, and opportunities related to business conduct. Our material topics were defined by the double materiality assessment, for business conduct we identified material IRO's (impacts, risks and opportunities) for the following topic:

- Corporate Culture

We recognize that a clearly defined corporate culture is essential to advancing sustainability and fostering long-term organizational resilience. While we do not yet have a fully established or formalized corporate culture, we are actively taking steps to develop one that aligns with our values, strategic objectives, and commitment to responsible business practices. As a growing company, our focus has been on building core operations and processes with our employees at the center. We acknowledge that a cohesive culture—one that reinforces ethical conduct, collaboration, inclusivity, and sustainability—is essential to scaling our impact and creating shared value.

We have initiated early-stage efforts to understand and shape our desired culture. These include internal discussions on values, informal feedback mechanisms, and leadership alignment on long-term vision and behaviors. Our aim is to co-create a culture with input from employees at all levels, ensuring it reflects both our business aspirations and stakeholder expectations. We are committed to building a purpose-driven culture that supports innovation, accountability, and sustainable growth. As we progress, we will share updates on milestones and outcomes to ensure transparency and accountability in this foundational area.

DESCRIPTION	IRO	VALUE CHAIN
CORPORATE CULTURE		
GRIEVANCE MECHANISM AND WHISTLEBLOWING PROCEDURE: ENABLING PEOPLE TO REPORT INCORRECT BEHAVIOUR AT ANY STAGE OF THE SUPPLY CHAIN	I	POTENTIAL POSITIVE
IMPLEMENTING ADVANCED CYBERSECURITY MEASURES TO SAFEGUARD THE DIGITAL PRIVACY OF EMPLOYEES AND CUSTOMERS.	I	POTENTIAL POSITIVE

OWN OPERATIONS

DOWNSTREAM

UPSTREAM

G1 BUSINESS CONDUCT

GRI 405-1 + GRI 406-1 + ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79 + ESRS S1 S1-17 §97, §103 (a), §AR 103

Connect Group is committed to integrity, honesty, and ethical business practices, both towards employees and in all of its operations. As a global subcontractor specializing in EMS and cable assemblies, we recognize that responsible business practices are critical not only to our success, but also to the sustainability and ethical resilience of the supply chains we support.


We have devised, adopted, and disseminated a number of policies which aim to foster a corporate culture of responsible business conduct throughout our organization. At the core of this corporate culture lies our Code of Conduct, which prescribes compliance with applicable legislation and describes the ethical standards and values we are committed to upholding and encouraging. Any employees breaching the law must be aware that they themselves will be at risk of prosecution. Acting in conformity with the law is in the best interests of each employee. All employees are required to familiarize themselves with the local regulations applicable to their area of responsibility and to abide by these. We operate with a strong ethical foundation, adhering to principles of fair competition, anti-corruption, and respect for human rights. Our Code of Conduct applies to all employees and is aligned with key international frameworks, including The UN Global Compact. Training on ethical practices, anti-bribery, and conflict of interest will be provided on defined interval to ensure that our teams conduct business with integrity across all levels of the organization. Special attention will be given to ethical high risk professions such as sales, finance and procurement to ensure that ethical behavior is guaranteed.

Our senior management carries the particular responsibility of setting a good example with regard to adherence to Connect Group rules and values set out in the code of conduct. They are the first point of contact for our employees on correct behavior. Within their area of responsibility, it is their ultimate responsibility to ensure compliance with the code of conduct. But it remains the obligations of each and every employee to safeguard against any breaches of this code of conduct and the principles laid out therein. Specific questions concerning the code of conduct or correct behavior can be addressed to an employee's Direct responsible / Manager, or the plant or region management. No violation of the code of conduct will be tolerated. Any violation will be responded to through proportionate measures and/or sanctions and may lead to dismissal or prosecution under the applicable laws and regulations. The Whistle Blow procedure can be used to notify Connect Group on potentially infringing situations.

A whistleblower policy has been developed by our legal department. More information as well as training will be provided in the near future. The reporter has the option to submit an anonymous report. Anonymous reports will be treated in the same way as confidential reports. Reporting can happen both online and offline: via our website, by sending an e-mail to compliance@connectgroup.com and by visiting the legal department. Retaliation against whistleblowers as a result of a genuine report is considered a serious breach of this reporting scheme and the employer's code of conduct, in which case the employer will take appropriate action to protect the whistleblower and to sanction those responsible for the retaliation. Employees who believe that they have suffered adverse consequences as a result of a report must report this to the reporting officer as soon as possible.


SASB SUSTAINABILITY ACCOUNTING STANDARDS



(a)	(b)	(c)	(d)	(e)	(f)	(g)
Dimension	General Issue Category ⁱ	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	CONNECT GROUP	Unit of measure	Related report
 Environment	GHG Emissions	Not catalogued as risk by SASB	GHG protocol standard used, defined as material according CSRD double materiality analysis, GHG emission report according GHG protocol available.	Scope 1: 835,60 ton CO2 Scope 2: 2.959 ton CO2 Scope 3: 117.215,37 ton CO2		Yearly GHG emission inventory report
	Energy Management	Not catalogued as risk by SASB	Not material, still energy prevention linked to GHG emission reduction actions is ongoing	20.661 MW energy used		Corporate sustainability report
	Water & Wastewater Management	TC-ES-140a.1. (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	1 The entity shall disclose the amount of water, in thousands of cubic metres, withdrawn from all sources. 1.1 Water sources include surface water (including water from wetlands, rivers, lakes and oceans), groundwater, rainwater collected directly and stored by the entity, and water and wastewater obtained from municipal water supplies, water utilities or other entities.	17.969 m3	Thousand cubic metres (m³)	See Water Stress Report
			2 The entity may disclose portions of its supply by source if, for example, significant portions of withdrawals are from non-freshwater sources. 2.1 Fresh water may be defined according to the local laws and regulations where the entity operates. If no legal definition exists, fresh water shall be considered to be water that has less than 1,000 parts per million. 2.2 Water obtained from a water utility in compliance with jurisdictional drinking water regulations can be assumed to meet the definition of fresh water of dissolved solids	Water is only used for sanitary purposes and facility cooling		See Water Stress Report
			3 The entity shall disclose the amount of water, in thousands of cubic metres, consumed in operations. 3.1 Water consumption is defined as: 3.1.1 Water that evaporates during withdrawal, use and discharge 3.1.2 Water that is directly or indirectly included in the entity's product or service 3.1.3 Water that does not otherwise return to the same catchment area from which it was withdrawn, such as water returned to another catchment area or the sea	17.969 m3	Thousand cubic metres (m³)	See Water Stress Report

SASB SUSTAINABILITY ACCOUNTING STANDARDS



(a)	(b)	(c)	(d)	(e)	(f)	(g)
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	CONNECT GROUP	Unit of measure	Related report
 Environment			The entity shall analyze all its operations for water risks and identify activities that withdraw and consume water in locations with High (40–80%) or Extremely High (>80%) Baseline Water Stress as classified by the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct.	CGBK- Extremely High; CGRO- Low; CGCK- Low CGBI- Extremely High; CGNV- Extremely High: CGSD- Medium - High; CTC-Medium - High CGMG- High; CGCS- Extremely High		Aqueduct Water Risk Atlas
			The entity shall disclose water withdrawn in locations with High or Extremely High Baseline Water Stress as a percentage of the total water withdrawn	27,52%	Percentage (%)	See Water Stress Report
			The entity shall disclose water consumed in locations with High or Extremely High Baseline Water Stress as a percentage of the total water consumed.	27,52%	Percentage (%)	See Water Stress Report
			1 The entity shall disclose (1) the total weight of hazardous waste generated, in metric tonnes, from manufacturing operations 1.1 Hazardous wastes are defined in accordance with applicable jurisdictional legal or regulatory frameworks where the waste was generated	19,278 metric ton	Metric tonnes (t) Percentage (%)	
			2 The entity shall disclose (2) the percentage of hazardous waste recycled as the weight of hazardous waste generated from manufacturing operations that was recycled, divided by the total weight of all hazardous waste generated. 2.1 Hazardous waste that is reused, reclaimed or remanufactured shall be considered within the scope of recycled. 2.2 Recycled, reused, reclaimed and remanufactured hazardous waste is defined in accordance with applicable jurisdictional legal or regulatory frameworks where the waste was generated. 2.3 Materials incinerated, including for energy recovery, shall not be considered within the scope of recycled. 2.3.1 Energy recovery is defined as the use of combustible waste to generate energy through direct incineration, with or without other waste, but with recovery of the heat. 2.3.2 The entity may separately disclose the percentage of hazardous waste generated that was incinerated. 2.4 Electronic waste material (e-waste) shall be considered recycled only if the entity can demonstrate that this material was transferred to entities with third-party certification to a standard for e-waste recycling 2.5 The entity shall disclose the standards with which the entities it has transferred e-waste to are compliant.	70,39%	Metric tonnes (t) Percentage (%)	
	Waste Management	TC-ES-150a.1 1) Amount of hazardous waste from manufacturing, (2) percentage recycled				


SASB SUSTAINABILITY ACCOUNTING STANDARDS



(a)	(b)	(c)	(d)	(e)	(f)	(g)
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	CONNECT GROUP	Unit of measure	Related report
 Environment			<p>3 The entity may use the United Nations Environmental Programme's (UNEP) Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal for the purposes of defining hazardous waste or recycled hazardous waste for operations located in jurisdictions that lack applicable legal or regulatory definitions.</p>	See part of hazardous waste declared, according annex 1 & 2 - H8		
			<p>4 The entity shall disclose the frameworks used to define hazardous waste and recycled hazardous waste, and the quantities and percentages defined in accordance with each applicable framework.</p>	Hazardous waste is waste with one or more of the hazardous properties listed in Annex III of the EU's Waste Framework Directive, Directive 2008/98/EC on waste.		
 Human Capital	Labor Practices	TC-ES-310a.1 (1) Number of work stoppages and (2) total days idle 1	<p>1 The entity shall disclose (1) the number of work stoppages involving 1,000 or more workers lasting one full shift or longer.</p> <p>1.1 The scope of work stoppages includes strikes and lockouts.</p> <p>1.1.1 A strike is defined as a temporary stoppage of work by a group of employees (not necessarily union members) to express a grievance or enforce a demand.</p> <p>1.1.2 A lockout is defined as a temporary withholding or denial of employment during a labour dispute to enforce terms of employment upon a group of employees.</p>	0 according labor practices	Number, Days	
			<p>2 The entity shall disclose (2) the total days idle because of work stoppages.</p> <p>2.1 'Days idle' is defined as the aggregate number of workdays lost because of work stoppages.</p> <p>2.2 Total days idle shall be calculated as the sum of the products of the number of workers involved in each work stoppage and the number of days each respective work stoppage was in effect.</p> <p>Note to TC-ES-310a.1</p> <p>1 The entity shall describe the reason for each work stoppage (as stated by labour), the effect on operations and any corrective actions taken as a result.</p>	0 according labor practices	Number, Days	


SASB SUSTAINABILITY ACCOUNTING STANDARDS



(a)	(b)	(c)	(d)	(e)	(f)	(g)
 Human Capital	Employee Health & Safety	TC-ES-320a.1. (1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	<p>1 The entity shall disclose (1) its total recordable incident rate (TRIR) for work-related injuries and illnesses.</p> <p>1.1 An injury or illness is considered a recordable incident if it results in death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. Additionally, a significant injury or illness diagnosed by a physician or other licensed health care professional is considered a recordable incident, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.</p> <p>1.1.1 First aid is defined as emergency care or treatment for an ill or injured person before regular medical aid can be provided.</p> <p>1.1.2 The entity may use applicable jurisdictional criteria for definitions of a recordable incident and a non-recordable incident such as first aid. The entity shall disclose the legal, regulatory or industry framework used as the source for these criteria and definitions.</p>	1,96		<p>For the rate of recordable work-related accidents, we calculated the Total Recordable Injury Rate. This is done by multiplying the number of recordable work-related incidents by 200,000 and dividing it by the total number of hours worked.</p>
			<p>2 The entity shall disclose (2) its near miss frequency rate (NMFR) for work-related near misses. 2.1 A near miss is defined as an unplanned or uncontrolled event or chain of events that has not resulted in a recordable injury, illness, physical damage, or environmental damage, but had the potential to do so in other circumstances. 2.2 The entity may disclose its process for classifying, identifying and reporting near misses.</p>	Not measured		
			<p>3 All disclosed rates shall be calculated as: (statistic count × 200,000) / total number of hours worked by all employees in the year reported.</p> <p>3.1 The '200,000' in the rate calculation represents the total number of hours 100 full-time workers working 40 hours per week for 50 weeks per year can provide annually</p>	Used for SASB, otherwise Fg, Weg, Geg used in company		
			<p>4 The scope of the disclosure includes work-related incidents only. 4.1 Work-related incidents are injuries and illnesses resulting from events or exposures in the work environment. 4.2 The work environment is the establishment and other locations where one or more employees are working or are present as a condition of their employment.</p> <p>4.3 The work environment includes not only physical locations, but also the equipment or materials used by the employee during the course of work. 4.4 Incidents that occur while an employee is travelling are work-related if, at the time of the injury or illness, the employee was engaged in work activities in the interest of the employer. 4.5 A work-related incident must be a new case, not a previously recorded injury or illness being updated.</p>	Scope according topic 4		

SASB SUSTAINABILITY ACCOUNTING STANDARDS




(a)	(b)	(c)	(d)	(e)	(f)	(g)
 Human Capital			<p>5 The entity shall disclose the rates by each of these employee categories:</p> <p>5.1 direct employees, defined as individuals on the entity's payroll, whether they are full-time, short service, part-time, executive, labour, salary, seasonal, migrant or hourly employees; and</p> <p>5.2 contract employees, defined as individuals who are not on the entity's payroll, but whom the entity supervises or manages, including independent contractors and those employed by third parties (for example, temp agencies and labour brokers).</p>	No separate calculation done		
			<p>6 The scope of the disclosure includes all employees regardless of employee location or type of employment</p>	Scope according topic 6		
			<p>1 The entity shall disclose (1) the percentage of manufacturing facilities audited in compliance with the Responsible Business Alliance (RBA) Validated Audit Process (VAP) protocol for (a) all the entity's manufacturing facilities, and separately, (b) the entity's manufacturing facilities deemed 'high-risk'.</p> <p>1.1 High-risk facilities are defined as facilities that scored 65% or less on at least five sections of the RBA SelfAssessment Questionnaire, or that exhibit any of the disqualifying priority findings noted by the RBA, such as:</p> <p>1.1.1 child labour; 1.1.2 forced labour; 1.1.3 bonded labour; 1.1.4 inhumane treatment; 1.1.5 imminent health and safety issues as defined by the VAP or equivalent; 1.1.6 imminent environmental issues as defined by the VAP or equivalent ;1.1.7 falsifying records; and 1.1.8 bribery.</p> <p>1.2 The entity shall calculate percentages by dividing the number of the entity's manufacturing facilities audited in compliance with the RBA VAP in each category (all facilities or high-risk facilities) by the total number of the entity's manufacturing facilities in each respective category</p>	(a) 0%	(b) 0%	
			<p>2 The entity shall disclose (2) the percentage of its Tier 1 suppliers' manufacturing facilities audited in compliance with the RBA VAP for (a) all the Tier 1 suppliers' manufacturing facilities, and separately, (b) the Tier 1 suppliers' manufacturing facilities deemed high-risk. 2.1 Tier 1 suppliers are defined as those that transact directly with the entity for goods and services directly related to manufacturing. 2.2 The entity shall calculate percentages by dividing the number of the Tier 1 suppliers' VAP-audited manufacturing facilities in each category (all facilities or high-risk facilities) by the total number of the Tier 1 suppliers' manufacturing facilities in each respective category. 2.3 The entity may limit disclosure to those suppliers that, in aggregate, account for greater than or equal to 80% of supplier spending directly related to manufacturing.</p>	(a) 0%	(b) 0%	

TC-ES-320a.2.
Percentage of (1)
entity's facilities and
(2) Tier 1 supplier
facilities
audited in the RBA
Validated Audit
Process (VAP) or
equivalent, by (a) all
facilities
and (b) high-risk
facilities

SASB SUSTAINABILITY ACCOUNTING STANDARDS





Human Capital

(a)	(b)	(c)	(d)	(e)
 Human Capital			<p>3 The entity may use an alternative code of conduct and audit process to the RBA VAP, if the code of conduct and audit process are similar in scope and criteria to the VAP (an equivalent code of conduct). At a minimum, the criteria of an equivalent code of conduct shall include: 3.1 labour provisions, including criteria focused on freely chosen employment, child labour avoidance, working hours, wage and benefits, humane treatment, non-discrimination and freedom of association; 3.2 health and safety provisions, including criteria focused on occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, and dormitory and canteen operations; 3.3 environmental provisions, including criteria focused on environmental permits and reporting, pollution prevention and source reduction, hazardous substances, wastewater and solid waste, air emissions, and product content restrictions; 3.4 ethics provisions, including those focused on business integrity, improper advantage, payments and gifts policy, disclosure of information, intellectual property, fair business, advertising, competition, protection of identity, responsible sourcing of minerals, privacy and non-retaliation; and 3.5 management system provisions, including management system certification, management accountability to labour and ethics, worker feedback and participation mechanisms, and demonstration that management systems consider social and environmental responsibility-related issues through the tracking of laws and regulations, the tracking of customer requirements, risk assessments, the measurement of objectives and implementation plans, training and communication, audits and assessments, corrective action processes and the maintenance of documentation and records.</p>	Connect Group has a own code of conduct
			<p>4 If an equivalent code of conduct is used, the entity shall disclose this, as well as how the criteria of the code of conduct are equivalent to those of the RBA VAP</p>	Connect Group has a own code of conduct
		<p>TC-ES-320a.3. (1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority nonconformances and (b) other non-conformances, disaggregated by (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities</p>	<p>1 The entity shall disclose (1) the rates of non-conformance with the Responsible Business Alliance (RBA) Validated Audit Program (VAP) for (a) priority non-conformances, and separately, (b) other non-conformances, reported for (i) the entity's manufacturing facilities and (ii) the entity's Tier 1 supplier manufacturing facilities. 1.1 The definition of priority non-conformances is aligned with that of the RBA VAP and includes the highest severity non-conformances with significant, immediate effects, and that require escalation by auditors. Priority non-conformances confirm the presence of underage child workers (below the legal age for work or apprenticeship), forced labour, health and safety issues that can cause immediate danger to life or serious injury, and environmental practices that can cause serious and immediate harm to the community. Issues presenting an immediate danger must be corrected as soon as practical, but not longer than 30 days after discovery.1.1.1 In equivalent codes of conduct, priority non-conformances may also be referenced as 'zero tolerance' issues or 'core violations'. 1.2 Other non-conformances include major non-conformances and minor non conformances. 1.2.1 The definition of a major non-conformance is aligned with that of the RBA VAP and includes significant management system failures that affect the ability of the system to produce the desired results. It also may be caused by failure to implement an established process or procedure, or if the process or procedure is ineffective. 1.2.2 The definition of a minor non-conformance is aligned with that of the RBA VAP and includes nonconformances that by themselves do not confirm a systemic problem with the management system but are typically isolated or random incidents. 1.3 Tier 1 suppliers are defined as those that transact directly with the entity for goods and services directly related to manufacturing. 1.4 For the entity's (i) own manufacturing facilities, the entity shall calculate the non-conformance rates as the number of non-conformances (priority or other non-conformances) identified among its manufacturing facilities divided by the total number of the entity's manufacturing facilities audited. 1.5 For the entity's (ii) Tier 1 supplier manufacturing facilities, the entity shall calculate the non-conformance rates as the number of non-conformances (priority or other non-conformances) identified among its Tier 1 supplier manufacturing facilities divided by the number of Tier 1 supplier manufacturing facilities audited.</p>	Audit is performed according Connect Group way of working. No VAP performed internally or externally on TIER 1 suppliers. Connect Group as a subcontractor does not chooses it own TIER 1 suppliers. (Chosen by customers)



SASB SUSTAINABILITY ACCOUNTING STANDARDS



		(a)	(b)	(c)	(d)	(e)
 Human Capital					2 The entity shall disclose (2) the corrective action rates associated with (a) priority non-conformances, and separately, (b) other non-conformances, reported for (i) the entity's manufacturing facilities and (ii) the entity's Tier 1 supplier manufacturing facilities. 2.1 A corrective action is defined by the timely completion of a Corrective Action Plan (CAP), which describes how and when the facility will address each of the identified non-conformances (in each respective category), according to the applicable time line. 2.1.1 The time line for priority non-conformances is defined as submission of a CAP within one week of discovery and completion of a CAP within 30 days of discovery. 2.1.2 The time line for major non-conformance is defined as submission of a CAP within two weeks of receipt of final Validated Audit Report (VAR) and completion of a CAP within 90 days of receipt of final VAR. 2.1.3 The time line for minor non-conformance is defined as submission of a CAP within two weeks of receipt of final VAR and completion of a CAP within 270 days of receipt of final VAR. 2.2 For (a) priority non-conformances, the entity shall calculate the corrective action rate as the number of corrective actions to address priority non-conformances divided by the total number of priority nonconformances identified, separately, for (i) the entity's manufacturing facilities and (ii) the entity's Tier 1 supplier manufacturing facilities. 2.3 For (b) other non-conformances, the entity shall calculate the corrective action rate as the number of corrective actions to address major non-conformances plus the number of corrective actions to address minor non-conformances divided by the total number of major and minor non-conformances identified, separately, for (i) the entity's manufacturing facilities and (ii) the entity's Tier 1 supplier manufacturing facilities.	No VAP performed internally or externally on TIER 1 suppliers. Connect Group as a subcontractor does not chooses it own TIER 1 suppliers. (Chooosen by customers)
					3 The entity may limit its disclosure to those Tier 1 suppliers that, in aggregate, account for greater than or equal to 80% of its Tier 1 supplier spending directly related to manufacturing.	No VAP performed internally or externally on TIER 1 suppliers. Connect Group as a subcontractor does not chooses it own TIER 1 suppliers. (Chooosen by customers)
					4 The entity may disclose compliance with an audit recognised by the RBA Membership Compliance Program or an equivalent code of conduct if the standard and audit are sufficiently similar in scope and enforcement to the VAP.	Not applicable
 Product Lifecycle Management	TC-ES-410a.1. Weight of end-of-life products and e-waste recovered; percentage recycled				1 The entity shall disclose the weight, in metric tonnes, of end-of-life material recovered, including through reverse logistics services, recycling services, product take-back programmes and refurbishment services. 1.1 End-of-life material recovered is defined as products, materials and parts, including electronic waste material (e-waste), that at the end of their useful life would have otherwise been discarded as waste or used for energy recovery, but have instead been collected. 1.2 The scope of end-of-life material recovered includes materials physically handled by the entity. 1.3 The scope of end-of-life material recovered includes materials of which the entity did not take physical possession, but were collected by a third party for the expressed purpose of reuse, recycling or refurbishment. 1.4 The scope of end-of-life material recovered excludes materials collected for repair or that are under warranty and subject to recall.	Not part of scope. Connect Group, as subcontractor, does not put products on the market, nor is responsible for and of life. Our customer as design a product owner is responsible.

SASB SUSTAINABILITY ACCOUNTING STANDARDS



(a)	(b)	(c)	(d)	(e)
 Product Lifecycle Management			<p>2 The entity shall disclose the percentage of end-of-life material recovered and subsequently recycled.</p> <p>2.1 The percentage shall be calculated as the weight of end-of-life material recovered and subsequently recycled divided by the total weight of end-of-life material recovered.</p> <p>2.2 Recycled material (including remanufactured material) is defined as waste material reprocessed or treated by means of production or manufacturing processes and made into a final product or a component for incorporation into a product.</p> <p>2.3 The scope of recycled material includes material reused or reclaimed.</p> <p>2.3.1 Reused material is defined as recovered products or components of products used for the same purpose for which they were conceived, including products donated or refurbished by the entity or by third parties.</p> <p>2.3.2 Reclaimed material is defined as material processed to recover or regenerate a usable product.</p> <p>2.4 The scope of recycled material includes primary recycled material, co-products (outputs of equal value to primary recycled materials), by-products (outputs of lesser value to primary recycled materials) and material sent externally for further recycling.</p> <p>2.5 The scope of recycled material excludes portions of products and materials that are disposed of in landfills.</p> <p>3 Electronic waste material (e-waste) shall be considered recycled only if the entity can demonstrate that this material was transferred to entities with third-party certification to a standard for e-waste recycling such as the eStewards® Standard for Responsible Recycling and Reuse of Electronic Equipment or the Responsible Recycling Practices (R2) Standard for Electronic Recyclers.</p> <p>3.1 The entity shall disclose the standard(s) complied with by the entities to which it has transferred e-waste.</p>	<p>Not part of scope. Connect Group, as subcontractor, does not put products on the market, nor is responsible for and of life. Our customer as design a product owner is responsible.</p>
			<p>3 The entity shall describe how it manages the risks associated with the use of critical materials in its products, including physical limits on availability and access, changes in price, and regulatory and reputational risks, in which: 1.1 a critical material is defined as a material both essential in use and subject to the risk of supply restriction; and 1.2 examples of critical materials may include: 1.2.1 antimony, cobalt, fluorspar, gallium, germanium, graphite, indium, magnesium, niobium, tantalum and tungsten; 1.2.2 platinum group metals (platinum, palladium, iridium, rhodium, ruthenium and osmium); and 1.2.3 rare earth elements, which include yttrium, scandium, lanthanum and the lanthanides (cerium, praseodymium, neodymium, promethium, samarium, europium, gadolinium, terbium, dysprosium, holmium, erbium, thulium, ytterbium and lutetium).</p>	<p>Not part of scope. Connect Group is a subcontractor that follows the design, BOM and AVL of the customer. Connect Group participates in CMRT on own added materials as solder tin.</p>
 Material Sourcing		<p>TC-ES-440a.1.</p> <p>Description of the management of risks associated with the use of critical materials</p>	<p>2 The entity shall identify the critical materials that present a significant risk to its operations, the type of risks they represent and the strategies the entity uses to mitigate the risks.</p> <p>2.1 Relevant strategies may include diversification of suppliers, stockpiling of materials, development or procurement of alternative and substitute materials, and investments in recycling technology for critical materials.</p> <p>3 All disclosure shall be sufficient such that it is specific to the risks the entity faces, but that disclosure itself would not compromise the entity's ability to maintain confidential information.</p> <p>3.1 For example, if an entity determines not to identify a specific critical material that presents a significant risk to its operations because of the competitive harm that could result from the disclosure, the entity shall disclose the existence of such risks, the type of risks and the strategies used to mitigate the risks, but the entity is not required to disclose the relevant critical material.</p>	<p>Not part of scope. Connect Group is a subcontractor that follows the design, BOM and AVL of the customer. Connect Group participates in CMRT on own added materials as solder tin.</p>
				<p>Not part of scope. Connect Group is a subcontractor that follows the design, BOM and AVL of the customer. Connect Group participates in CMRT on own added materials as solder tin.</p>

EDITORIAL POLICY

IN THIS SECTION

- Sustainability Report 2024 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 2024 EDITORIAL POLICY

GRI 3-1

Connect Group publishes an annual Sustainability Report as a way of sharing information on its sustainability-related activities with stakeholders. **This is the fourth 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 2-2 + GRI 2-3

- Period Covered: The report covers 1 January 2024 to 31 December 2024
- Organization: Connect Group

REFERENCED REPORTING GUIDELINES

This report has been prepared in **accordance with the GRI, ESRS and SASB Standards**. We provide specific GRI and ESRS indicators within the report as well as a GRI ESRS index.

DATE OF PREVIOUS REPORT

2023

REPORTING CYCLE

GRI 2-3

Annually since 2021

THIRD-PARTY ASSURANCE

GRI 2-5

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

FOR FURTHER INFORMATION

GRI 2-3

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



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FORWARD-LOOKING STATEMENTS

GRI 2-4 + GRI 3-2

This fourth 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.

GRI ESRS INDEX



GRI standard	Disclosure	ESRS	Page + link
2-1	Organization details	See requirements of Directive 2013/34/EU	8, 9, 10, 11
2-2	Entities included in the organization’s sustainability reporting	ESRS 1 5.1; ESRS 2 BP-1 §5 (a) and (b) i	8, 9, 10, 11, 20
2-3	Reporting period, frequency and contact point	ESRS 1 §73	8, 9, 10, 11
2-6	Activities, value chain and other business relationships	ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)	8, 9, 10, 11, 13, 16, 17, 22, 59, 60
2-7	Employees	ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e), §51 to §52	8, 9, 10, 11, 17, 50, 51
2-8	Non-Employees	ESRS S1 S1-7 §55 to §56	52
2-9	Governance structure and composition	ESRS 2 GOV-1 §21, §22 (a), §23; ESRS G1 §5 (b) See also corporate governance statement requirements of Directive 2013/34/EU for public-interest entities	14, 21
2-12	Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-1 §22 (c); GOV-2 §26 (a) to (b); SBM-2 §45 (d); ESRS G1 §5 (a)	14, 21
2-13	Delegation of responsibility for managing impacts	ESRS 2 GOV-1 §22 (c) i; GOV-2 §26 (a); ESRS G1 G1-3 §18 (c)	14, 21
2-14	Role of the highest governance body in sustainability reporting	ESRS 2 GOV-5 §36; IRO-1 §53 (d)	14, 21

GRI standard	Disclosure	ESRS	Page + link
2-16	Communication of critical concerns	ESRS 2 GOV-2 §26 (a); ESRS G1 G1-1 AR 1 (a); G1-3 §18 (c)	14, 21
2-17	Collective knowledge of the highest governance body	ESRS 2 GOV-1 §23	14
2-22	Statement on sustainable development strategy	ESRS 2 SBM-1 §40 (g)	6
2-23	Policy commitments	ESRS 2 GOV-4; MDR-P §65 (b) to (c) and (f); ESRS S1 S1-1 §19 to §21, §24 (c) and §AR 14; ESRS S4 S4-1 §15 to §17, and §AR 13; ESRS G1 G1-1 §7 and §AR 1 (b)	7, 18, 37, 47, 56, 63
2-24	Embedding policy commitments	ESRS 2 GOV-2 §26 (b); MDR-P §65 (c); ESRS S1 S1-4 §AR 35; ESRS S2 S2-4 §AR 30; ESRS S3 S3-4 §AR 27; ESRS S4 S4-4 §AR 27; ESRS G1 G1-1 §9 and §10 (g)	37, 47, 56, 63
2-25	Processes to remediate negative impacts	ESRS S1 S1-1 §20 (c), §AR 17 (g); 1-3 §32 (a), (b) and (e), §AR 31; ESRS S2 S2-1 §17 (c); S2-3 §27 (a), (b) and (e), §AR 26; S2-4 §33 (c); ESRS S3 S3-1 §16 (c); S3-3 §27 (a), (b) and (e), §AR 23; S3-4 §33 (c); ESRS S4 S4-1 §16 (c); S4-3 §25 (a),(b) and (e), §AR 23; S4-4 §32 (c)	48, 57, 84
2-26	Mechanisms for seeking advice and raising concerns	ESRS S1 S1-3 §AR 32 (d); ESRS S2 S2-3 §AR 27 (d); ESRS S3 S3-3 §AR 24 (d); ESRS S4 S4-3 §AR 24 (d); ESRS G1 G1-1 §10 (a); G1-3 §18 (a)	63

GRI standard	Disclosure	ESRS	Page + link
2-27	Compliance with laws and regulations	ESRS 2 SMB-3 §48 (d); ESRS E2 E2-4 §AR 25 (b); ESRS S1 S1-17 §103 (c) to (d) and §104 (b); ESRS G1 G1-4 §24 (a)	36, 37, 48, 49, 63
2-28	Membership associations	Political engagement' is a sustainability matter for G1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	8, 18
2-29	Approach to stakeholder engagement	ESRS 2 SMB-2 §45 (a) i to (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §25, §27 (e) and §28; ESRS S4 S4-1 §16 (b); S4-2 §18, §20 (d) and §21	23, 24
2-30	Collective bargaining agreements	ESRS S1 S1-8 §60 (a) and §61	48
3-1	Process to determine material topics	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv	14, 20, 21, 23, 24, 29, 30
3-2	List of material topics	ESRS 2 SBM-3 §48 (a) and (g)	20, 31
3-3	Management of material topics	ESRS 2 SBM-1§ 40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P, MDR?A, MDR-M, and MDR-T; ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b) to (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 and §AR 36 (a); S2-5 §42 (b) to (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) to (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, and §AR 33 (a); S4-5 §41 (b) to (c)	20, 34, 43, 46, 55, 62

Economic

GRI standard	Disclosure	ESRS	Page + link
201-1	Direct economic value generated and distributed	ESRS 2 SBM-1 §40 (b)	16
201-2	Financial implications and other risks and opportunities due to climate change	ESRS 2 SBM-3 §48 (a), and (d) to (e); ESRS E1 §18; E1-3 §28; E1-9 §66 (a); §67 (a) and §69 (a)	34
205-1	Operations assessed for risks related to corruption	ESRS G1 G1-3 §AR 5	63
205-2	Communication and training about anti-corruption policies and -procedures	ESRS G1 G1-3 §20, §21 (b) and (c) and §AR 7 and 8	63

Environmental



GRI standard	Disclosure	ESRS	Page + link
302-1	Energy consumption within the organization	ESRS E1 E1-5 §37; §38	38
302-3	Energy intensity	ESRS E1 E1-5 §40	38
302-4	Reduction of energy consumption	Energy' is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an Entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	38
303-3	Water withdrawal	ESRS E3 E3-4 §AR 32	42
303-5	Water consumption	ESRS E3 E3-4 §28 (a), (b), (d) and (e)	42
305-1	Direct (Scope 1) GHG emissions	ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d)	39, 40
305-2	Energy indirect (Scope 2) GHG emissions	ESRS E1 E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; §AR 45 (a), (c), (d), and (f)	39, 40
305-3	Other indirect (Scope 3) GHG emissions	ESRS E1 E1-4 §34 (c); E1-6 §44 (c); §51; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 46 (a) (i) to (k)	39, 40
305-4	GHG emissions intensity	ESRS E1 E1-6 §53; §AR 39 (c)	41
305-5	Reduction of GHG emissions	ESRS E1 E1-3 §29 (b); E1-4 §34 (c); §AR 25 (b) and (c); E1-7 §56 (b)	36
306-2	Management of significant waste-related impacts	ESRS E5 E5-2 §17 and §20 (e) and (f); E5-5 §40 and §AR 33 (c)	43, 44
306-4	Waste diverted from disposal	ESRS E5 E5-5 §37 (b), §38 and §40	43, 44

Social (1/2)



GRI standard	Disclosure	ESRS	Page + link
401-1	New employee hires and employee turnover	ESRS S1 S1-6 §50 (c)	50, 51
402-1	Minimum notice periods regarding operational changes	Social dialogue' and 'Collective bargaining' are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	48
403-1	Occupational health and safety management system	ESRS S1 S1-1 §23	46, 53
403-2	Hazard identification, risk assessment, and incident investigation	ESRS S1 S1-3 §32 (b) and §33	46, 53
403-3	Occupational health services	ESRS S1 S1-1 §AR 17 (d)	46, 53
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and safety' and 'Training and skills development' are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	46, 53, 54
403-5	Worker training on occupational health and safety	"	46, 53, 54
403-6	Promotion of worker health	Social protection' is a sustainability matter for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	46, 53, 54
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESRS S2 S2-4 §32 (a)	46, 53

Social (2/2)



GRI standard	Disclosure	ESRS	Page + link
403-9	Work related injuries	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (c); §AR 82	53
404-1	Average hours of training per year per employee	ESRS S1 S1-13 §83 (b) and §84	54
404-2	Programs for upgrading employee skills and transition assistance programs	ESRS S1 S1-1 §AR 17 (h)	54
405-1	Diversity of governance bodies and employees	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79	14 , 50
406-1	Incidents of discrimination and corrective actions taken	ESRS S1 S1-17 §97, §103 (a), §AR 103	52
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of association' and 'Collective bargaining' are sustainability matters for S1 and S2 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	47
408-1	Operations and suppliers at significant risk for incidents of child labor	ESRS S1 §14 (g); S1-1 §22 ESRS S2 §11 (b); S2-1 §18	50
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESRS S1 §14 (f); S1-1 §22 ESRS S2 §11 (b); S2-1 §18	51
416-1	Assessment of the health and safety impacts of product and service categories	Personal safety of consumers and end-users' is a sustainability matter for S4 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	55 , 56 , 57 , 58

APPENDIX

IN THIS SECTION

Glossary

Exception List

Well-being

CSR initiatives

GLOSSARY

Abbreviation	Full name	Meaning
IRO	Impact, Risk and Opportunity	IROs are central concepts in the context of sustainability reporting. These three elements form the basis for materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS) and help companies to identify and systematically assess their material sustainability issues.
CSRD	Corporate Sustainability Reporting Directive	EU directive that requires companies above a certain size to disclose information on what they see as the risks and opportunities arising from social and environmental issues, and on the impact of their activities on people and the environment.
SASB	Sustainability Accounting Standards Board	An independent non-profit, whose mission is to develop and disseminate sustainability accounting standards that help corporations disclose material, decision-useful information to investors. That mission is accomplished through a rigorous process that includes evidence-based research and broad, balanced stakeholder participation.
GHG	Greenhouse Gas emissions	Greenhouse gases (GHGs) are the gases in the atmosphere that raise the surface temperature of planets such as the Earth. Unlike other gases, greenhouse gases absorb the radiations that a planet emits, resulting in the greenhouse effect. The Earth is warmed by sunlight, causing its surface to radiate heat, which is then mostly absorbed by greenhouse gases.
GRI	Global Reporting Initiative	An international independent standards organization that helps businesses, governments, and other organizations understand and communicate their impacts on issues such as climate change, human rights, and corruption. GRI provides the world's most widely used sustainability reporting standards.
ESRS	European Sustainability Reporting Standards	The European Commission adopted the European Sustainability Reporting Standards (ESRS) for use by all companies subject to the Corporate Sustainability Reporting Directive (CSRD). The standards cover the full range of environmental, social, and governance issues, including climate change, biodiversity and human rights. They provide information for investors to understand the sustainability impact of the companies in which they invest.

EXCEPTION LIST

Exception	Description	Context
S4 Consumers and End-users in case of eNovates	Customer complaints are received via a ticketing system. The customer has the option to report the content of the complaint in this system and to inform us or to make an estimate of the number of products affected.The after-sales department uses a points quota to estimate the seriousness of the customer's report. Depending on the score assigned to the report, the quality department is or is not called in to handle the complaint further. If necessary, an 8D technique is used to record the cause of the problem and the corrective and preventive measures. Other contacts with the customer are handled via Supply Chain Management. These are mainly contacts related to following up orders and the logistics process surrounding them.	eNovates is design and BOM-owner

WELL-BEING

GRI 402-1 + GRI 403-1 + GRI 403-2 + GRI 403-3 + GRI 403-4 + GRI 403-5 + GRI 403-6 + GRI 403-7 + ESRS S1 S1-1; S1-3

At the heart of our sustainability strategy lies a deep commitment to promoting the well-being of our employees, communities, and stakeholders. We recognize that long-term success is rooted not only in environmental and economic performance but also in the health, happiness, and fulfillment of people.

A program such as **GO FIT** is designed to raise awareness about the benefits of regular physical activity and encourage healthy lifestyle choices among our workforce. In 2024, it was decided to broaden the scope to also include mental well-being.

We recognize the **importance** of providing medical and psychological **support** to **maintain** employee **well-being**. When needed, employees have access to external doctors or psychologists, with Connect Group facilitating these interventions 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



CSR INITIATIVES

GO FIT



- **Initiative** Gofit 2024 (May 2024)
- **Field** Employee health
- **Objective** Promoting health and healthy living among employees.

- **101** participants from whole Connect Group
- **2439** hours of sport
- On average, each participant dedicated **24** hours to sport during the month of May
- **2232** EUR was donated to charity

In 2025, the sporting initiative will continue however each site will participate in a local running event. In every site 10% of employees needs to participate. In case this goal is met by the end of the year, 1000 EUR per site will be donated to a local charity. At the time of report creation, already two sites participated in an event and met the participation target. A company's Strava group is created to motivate each other to keep on training.

CSR INITIATIVES

PROMOTING A HEALTHY
LIFESTYLE

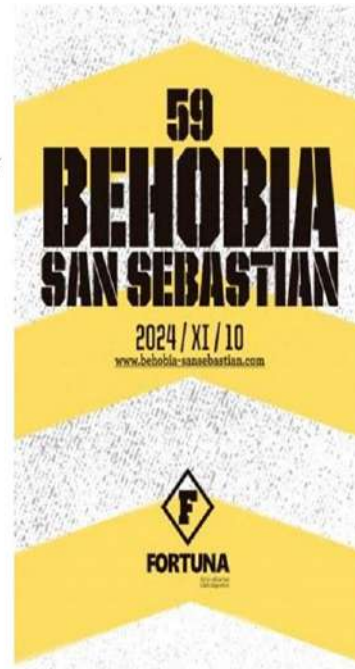


¡LLEGÓ LA BEHOBIA/SS!

Este domingo **10 de Noviembre**, se celebra la Behobia-San Sebastián y os animamos a salir para dar fuerzas a nuestros compañeros.



¡¡MUCHAS GRACIAS!!



CONNECT GROUP



CONNECT GROUP

CSR INITIATIVES

IN FAVOR OF THE
ENVIRONMENT



FUTURE CSR INITIATIVES

OTHER INITIATIVES

Connect Group wants to inspire the next generation in pursuing engineering and electromechanical 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.



IT WAS AGAIN A HUGE SUCCESS!



CONNECT GROUP

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**Do you have questions?**

Reach out to us on:
sustainability@connectgroup.com

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