



SUSTAINABILITY REPORT
EFB-ELEKTRONIK GMBH FOR THE YEARS
2023 AND 2024

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Company Information

Name	EFB-Elektronik GmbH
Website	www.efb-elektronik.de
Number of employees	337
Reporting year	2023 and 2024
Contact	Sustainability Unit Striegauer Straße 1 D-33719 Bielefeld +49 521 40418-0 sustainability@efb-elektronik.de
Business model	EFB-Elektronik is an international trading company for IT infrastructure. In addition to the commercial products, EFB-Elektronik also offers individual copper and fiber optic cables, which are manufactured at two European locations.
Locations	EFB-Elektronik is present at 10 locations: <ul style="list-style-type: none"> AT, Vienna Sales Office DE, Bielefeld Headquarters and production DE, Buxtehude Sales Office DE, Herford Logistics centre DE, Puchheim Sales Office DE, Raunheim Sales Office DE, Sonneberg Manufacturing DK, Glostrup Sales Office SK, Svidnik Manufacturing TR, Istanbul Sales Office

1 Introduction

At EFB-Elektronik, we are convinced that sustainable action is the key to a successful and responsible future. Sustainability is a central component of our corporate policy. We are aware that our actions have an impact beyond our economic activities, and we actively take responsibility for these consequences. As part of our commitment to Corporate Social Responsibility (CSR), we go beyond legal requirements.

We are consistently committed to environmental protection, promoting the well-being of our employees and ensuring the economic stability of our company. In this way, we make a sustainable contribution to social responsibility and shape sustainable development for all parties involved.

In this edition of the Sustainability Report, we provide information on our activities in 2023 and 2024 in the areas of ESG – Environmental, Social and Governance.

2 Vision and goals

Our vision and sustainability goals form the strategic framework for our actions responsible. They show what contribution we want to make as a company and what developments we are actively driving forward. In this chapter, we provide an overview of our key goals and the current state of implementation on the way to achieving our vision.

2.1 Our Vision to 2030

We at EFB-Elektronik have a social responsibility to hand over a clean planet to future generations for a future worth living in. For this reason, the topic of sustainability plays a central role in our thoughts and actions, which we fulfill with passion. This basic idea is firmly anchored in our corporate identity. This gave rise to our vision for 2030: "We want to be ahead of all competitors when it comes to sustainability."

2.2 Our key goals on the way to achieving the vision

Based on our vision for 2030, we have already defined goals in the previous Sustainability Report 2021/2022. In this chapter, we refer to these goals and review the status of goal achievement, in terms of changes and measures already implemented.

- Preparation for the modernization of the main building to achieve CO2 neutrality from 2030 in the areas of Scope 1 and 2*.

The preparation was successfully completed in 2024. Now various decisions are needed as to which measures will be implemented to achieve this goal by 2030.

- Introduction of a sustainable product line.

Preparations for the launch of a sustainable product line were started in 2023 and 2024 through the formation of a working group and various measures. The introduction of a sustainable product line has not yet taken place. Initial discussions are underway with suppliers to include corresponding products in the product portfolio and to have existing products partly made from recycled materials.

- Introduction of a digital sales strategy.

In 2023, the "Digital Sales" department was founded at EFB-Elektronik to further expand digital sales. The department is responsible for the centralization of digital sales activities, the online shop and is responsible for content maintenance and marketplace activities. The introduction of a digital sales strategy is planned for 2026.

* Scope definition according to Greenhouse Gas Protocol

2.3 Other objectives – Environment

In the previous Sustainability Report 2021/2022, we already defined environmental targets. In this chapter, we refer to these goals and review the status of goal achievement, in terms of changes and measures already implemented.

- 25% CO2 reduction in the product portfolio by 2030 (25% less CO2 compared to 2021).

It was decided that products with recycled materials will be added to the product portfolio as a first measure from 2025. Discussions have already been held with suppliers on this subject.

- 25% less plastics in the packaging volume (compared to 2021).

In 2024, EFB-Elektronik launched an internal competition for plastic-free patch cord packaging. The winning idea was awarded in December 2024 and will be examined with potential suppliers from 2025 onwards.

- Addition of 3 new CO2-reduced products to the product portfolio from 2025 onwards to expand the green product line.

Initial discussions are underway with suppliers to include corresponding products in the product portfolio. New CO2-reduced products have already been added. The offers are currently being examined, and further measures will be implemented from 2025.

2.4 Other objectives – Social Affairs

In the previous Sustainability Report 2021/2022, we already defined social goals. In this chapter, we refer to these goals and review the status of goal achievement, in terms of changes and measures already implemented.

- Equal pay in 2025 (men – women, adjusted, max. deviation 10%).**

The unadjusted pay gap was 23.28% in 2023. In 2024, the unadjusted pay gap was 15%. The figures show an approach to the target of 10% in 2025. Further measures are currently being planned to achieve the target.

- Net wage in the lowest wage class at EFB-Elektronik is at least 10% above the poverty line**

This goal was achieved by EFB-Elektronik in Germany in 2023 and 2024.

	2023	2024
Lowest net salary DE [€]	1593,63	1561,39
Poverty line DE [€]	1247,00	1314,00
Net wage above poverty line [%]	27,8	18,8

** Value of the Federal Statistical Office in the respective calendar year

- Strengthening human rights in the supply chain.

EFB-Elektronik strengthens human rights in the supply chain by conducting on-site audits. Regular exchange with suppliers is a prerequisite for cooperation. In the case of conflict minerals, EFB-Elektronik regularly queries the status of the suppliers with the help of the CMRT of the Responsible Minerals Initiative.

2.5 Other objectives – area of economy

In the previous Sustainability Report 2021/2022, we already defined goals in business. In this chapter, we refer to these goals and review the status of goal achievement, in terms of changes and measures already implemented.

- Opening up new markets.

No new markets were opened in 2023 and 2024. The goal will be pursued.

- Complementing the product and service portfolio.

In 2023 and 2024, several new products were added to the portfolio.

- Conveying values

The planned target definition was not carried out. The target is postponed for the time being.

3 Code of Conduct (CoC)

As a subsidiary of TKH Group NV, we are committed to the TKH Group's Code of Conduct.

This can be viewed online at: <https://www.tkhgroup.com/en/csr/integrity/>

4 Environment

Sustainability is a complex topic. Important aspects in the environment are the careful use of natural resources, the prevention of environmental pollution and the reduction of emissions of climate-damaging gases such as CO₂, methane and others. In this section, we report on our activities in this area.

4.1 Energy consumption and GHG emissions

EFB-Elektronik has set itself the goal of being climate-neutral by 2030. This target refers to emissions of climate-damaging greenhouse gases (GHGs) according to Scope 1 & 2.

Since 2021, EFB-Elektronik has been collecting key figures on energy consumption and GHG emissions. These figures serve as the basis for evaluating our climate protection measures.

4.1.1 Frame of view

The emissions of 2021 were chosen as the basis for assessing the effectiveness of the climate protection measures initiated and planned.

The calculation of emissions is based on the consumption data from which the respective CO₂ equivalents* (CO₂e) were calculated.

In doing so, EFB-Elektronik is guided by the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol). To distinguish between the various emission sources, the following areas are distinguished:

- **Scope 1:** Includes all CO₂ emissions that occur directly in the company and through the company's own vehicle fleet or are caused by the company's own production processes. In other words, they are emissions that arise from your own activities and that can be controlled directly by EFB-Elektronik.
- **Scope 2:** Includes all indirect CO₂ emissions caused by the combustion of fossil fuels during the production of electricity at external energy suppliers. These are emissions that result from the generation of the energy procured by EFB-Elektronik.
- **Scope 3:** Includes all other indirect CO₂ emissions. This primarily includes upstream emissions in the supply chains, as well as emissions from employees' travel to work (commuting) or the disposal of waste. Emissions that occur in addition to the respective production of energy by the energy suppliers, such as the construction and operation of a power plant, fall under Scope 3.

*CO₂ equivalents (CO₂e): Since there are different greenhouse gases whose effect on the climate varies greatly, it is helpful to convert the effect of all these gases on the effect of CO₂. Otherwise, all released greenhouse gases must be listed in a table, which makes it difficult to compare them with other companies or institutions, for example.

4.1.2 Definition of CO₂, CO₂e and GHG

There are various gases that have a climate-damaging effect or greenhouse gas effect. The more of them are present in the Earth's atmosphere, the more the global climate warms. In ascending order of their climate-damaging effect, these are carbon dioxide (CO₂), methane, nitrous oxide, perfluorocarbons, fluorocarbons, nitrogen trifluoride and sulphur hexafluoride. If only CO₂ is considered when calculating the climate-damaging effect of emissions, a considerable part of the effect is not taken into account. By converting all emissions into CO₂e (for CO₂ equivalent), the effect of the other major pollutants in the atmosphere on global warming is also included. In this report, GHG is usually mentioned, which means CO₂e, unless otherwise noted.

4.1.3 Determination of values, methodology

To calculate our company-wide greenhouse gas footprint, we record and assess the relevant emission sources along Scopes 1, 2 and 3 in accordance with the Greenhouse Gas Protocol. In the following chapter, we transparently explain the database used, system boundaries, locations, survey methods and the emission factors used. In this way, we ensure that the results are comprehensible, comparable and methodologically robust.

Scope 1

Heating energy

The calculation of GHG emissions from heating the buildings is based on the consumption of natural gas and heating oil. The corresponding consumption was taken from the invoices of the respective energy suppliers. The conversion factors are primarily taken from the information in the invoices of the energy suppliers. Where this information was missing, the factors from the BAFA information sheet were used.

Vehicle fleet

The calculation of the GHG emissions of company vehicles is based on fuel consumption. The consumption is bundled in the monthly invoices of a central fuel card provider.

The respective conversion factors are taken from the BAFA information sheet.

Locations considered

AT, Vienna	Sales Office
DE, Bielefeld	Headquarters and production
DE, Buxtehude	Sales Office
DE, Herford	Logistics centre
DE, Puchheim	Sales Office
DE, Raunheim	Sales Office
DE, Sonneberg	Manufacturing
DK, Glostrup	Sales Office
SK, Svidnik	Manufacturing
TR, Istanbul	Sales Office

The emissions of the home office, which is becoming increasingly important, have not been included in this analysis. This applies to both Scope 1 and Scope 2.

Scope 2

Electrical energy

The calculation of GHG emissions is based on the amount of electricity consumed and the respective conversion factors from the electricity suppliers' invoices. The electricity generated and consumed by the liquefied petroleum gas-powered combined heat and power plant (CHP) at the Bielefeld site is included in the total of the electricity consumed at the site.

The consumption of all-electric and plug-in hybrid vehicles is only partially recorded as such. The reason for this is that the energy that flowed into the vehicles via the company's own charging points at the sites in 2023 and 2024 was recorded via the electricity meter of the respective site. If a vehicle used a charging point outside the company, the energy was recorded via the service provider. Therefore, the actual consumption of the e-vehicles is greater than stated, and conversely, the consumption of electricity for lighting, PC's and machines at the locations with charging points is the same amount smaller than stated. This shift is negligible; in relation to the total consumption of the company, it is in the per mille range. The specification / sum of the total consumption is correct.

Scope 3

Supply chain

Determining the GHG emissions in the supply chain of EFB-Elektronik is associated with a lot of effort in view of 14,670 active items (in 2024) and over 350 global suppliers. In order to obtain reliable and comprehensible results at a reasonable cost, EFB-Elektronik calculated the Scope3 emissions with the help of the scope3analyzer (<https://scope3analyzer.pulse.cloud/>) and its underlying database.

Employee commuting

To record the emissions caused by commuting, EFB-Elektronik conducted an employee survey in 2024. In addition to the length of the respective route, the means of transport used were also queried. If different means of transport were used during the year, the employees indicated their percentage. EFB-Elektronik used the data to calculate the emissions of commuting.

Downstream emissions

Scope 3 downstream emissions, i.e. GHG emissions released by the use and disposal of EFB products, are not part of this balance sheet.

Data quality

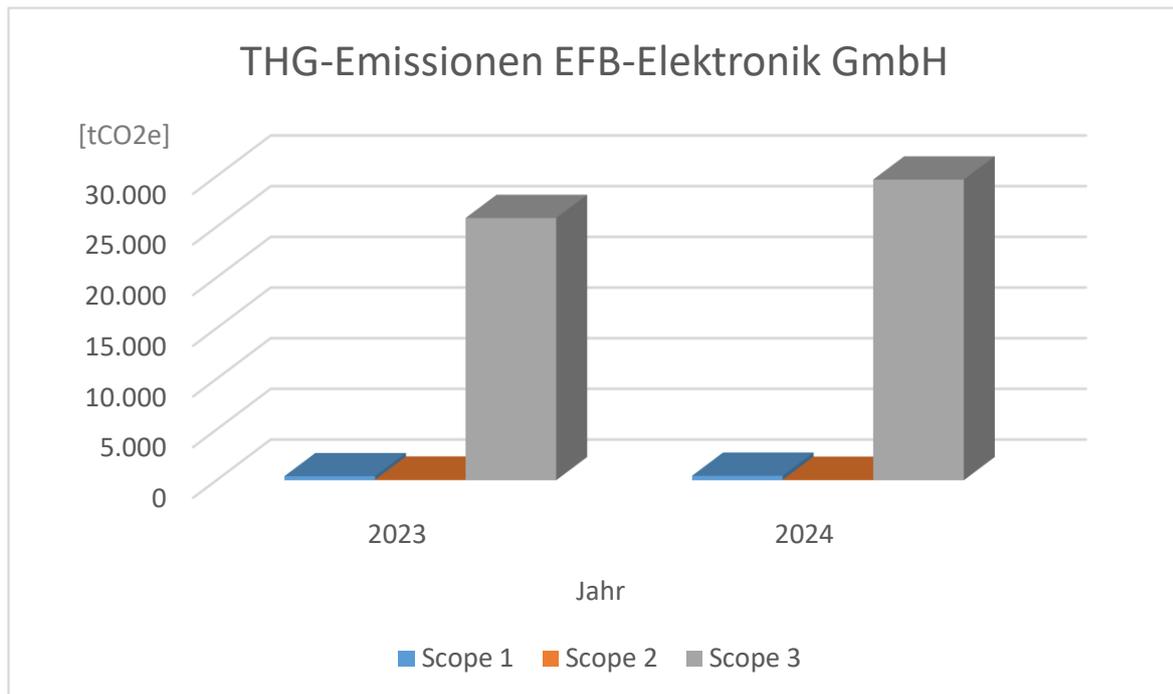
The collection of the data was carried out with the greatest possible care and is supported by the corresponding evidence. However, an exact survey is not possible.

The reasons for this are:

- The premises of some locations are in large buildings, where the heating energy consumed is not determined by separate meters, but by the proportion of space, a less accurate method.
- The consumption bills of some foreign locations show the quantities of energy consumed, but do not provide any information on the GHG / CO₂e factor. In these cases, the calculation is based on the information provided by the portal [electricitymaps.com](https://www.electricitymaps.com) (Ø value of the CO₂e factor of the respective country).

4.1.4 Result for the years 2023 and 2024, greenhouse gas emissions Scope 1, 2 + 3

The chart shows the amount of greenhouse gas emissions in 2023 and 2024:



4.1.5 Results for 2023 and 2024 – Energy consumption & greenhouse gas emissions

In this chapter, we transparently present the determined energy consumption and the resulting greenhouse gas emissions for the years 2023 and 2024. The results are differentiated according to Scope 1, 2 and 3 as well as evaluated in a year-on-year comparison. On this basis, changes can be traced and key influencing factors can be identified that are relevant for deriving targeted climate protection measures.

Emissions	Year		Δ [%]
	2023	2024	
	[t CO ₂ e]	[t CO ₂ e]	
Scope 1	399	439	10,0
Scope 2	56	41	-27,0
Scope 3	25.874	29.666	14,7
Total	26.329	30.146	

Energy	Year		Δ
	2023	2024	
	[MWh]	[MWh]	
Scope 1	1.790	1.953	9,1
Scope 2	414	470	13,4
Total	2.204	2.422	9,9
of which renewable	181	303	67,4

Energy consumption Scope 1 & 2

Since the scope3analyser as a pure GHG tool does not determine energy consumption, energy consumption values are only available for Scope 1 and 2 areas.

The energy consumption of EFB-Elektronik in the Scope 1 area increased by 180 MWh or 10.0% in 2024 compared to the previous year.

In the Scope 2 area, consumption in 2024 increased by 45 MWh or 10.8% compared to the previous year.

Reflection

Scope 1

With the increase in energy consumption, the amount of greenhouse gases released also increased by 40 tons or 10.0%. This larger percentage increase in GHG emissions compared to the increase in energy consumption is because more trips were made in 2024 as part of business activities and disproportionately more fuel was used for company vehicles than natural gas for heating. The increase in trips is a consequence of the end of the Corona restrictions. Since the specific emissions of gasoline and diesel fuel are higher than those of natural gas, the percentage increase in GHG emissions is greater than the increase in energy consumption. EFB-Elektronik are already counteracting the increase in fossil fuel consumption. Through a gradual conversion of the vehicle fleet, all company cars are to be electrically powered by 2027.

Scope 2

The decrease in GHG emissions in the Scope 2 area compared to the previous year despite an increase in energy consumption in this area is encouraging. The reduction in emissions has two causes. On the one hand, in 2024, the Herford site was converted to 100% electricity from renewable energy sources as the last remaining German site. On the other hand, the specific emissions from electricity generation in the countries of EFB-Elektronik's foreign sites have decreased compared to 2023.

Scope 3

The increase in Scope 3 emissions of 3792 t CO₂e or 14.7% in 2024 is related to an above-average increase in the purchase of goods to ensure the ability to deliver. Since a significant proportion of these products will not be sold until 2025, a corresponding reduction in upstream emissions can be expected for the coming reporting year.

4.1.6 Greenhouse Gas Emissions, Scope 1, 2 & 3 and Revenue

To make GHG emissions comparable internationally and across industries, the turnover-related index is often used; Unit 1 t CO₂e / US\$ 1 million.

		2023	2024
Revenue	[million US\$]	65.138.408	61.281.635
GHG Scope 1, 2 & 3 / Revenue	[1 t CO ₂ e / 1 million US\$]	0,0004042	0,00049192

4.1.6 Evaluation of results and action plan

The distribution of these emissions among the three scopes described shows that the share of emissions directly controlled by the company in the case of EFB-Elektronik is only 1.77%, namely the share of Scope 1 and 2 in total emissions.

The challenges in GHG reduction are therefore:

1. To achieve the technically feasible but investment-intensive climate neutrality in the areas of Scope 1+2 by 2030.
2. The task of reducing emissions in Scope 3 only with indirect influence.

Situation Scope 1+2

EFB-Elektronik requires energy to heat and illuminate offices, warehouses and production halls. Furthermore, energy is consumed for the operation of production machines, industrial trucks, roller doors, computers, servers and others.

While moving away from oil and gas for heating purposes is costly to reduce CO₂ emissions, this is relatively easy to achieve with electricity.

Measures

As a first measure, EFB-Elektronik has converted all contracts with the respective suppliers to 100% green electricity.

The changeover began in 2018 and was completed for all German locations on January 1, 2024.

The installation of a photovoltaic system at the Bielefeld site was scheduled for 2024. This measure was postponed because the site planning was expanded and now also considers the move to another building.

Further measures will be examined, planned and implemented later.

Situation Scope 3

Most of the emissions caused by EFB-Elektronik are in the Scope 3 range, the so-called other indirect emissions (Scope 3). The values determined with the scope3analyser are not very differentiated due to the method. But they clearly show where the focus of action lies: In the emissions generated by the manufacture and transport of the products.

To achieve something at this by far largest source of emissions, EFB-Elektronik has decided to focus on greater transparency of the product-related CO₂ impact.

The aim is to specifically include products in the product portfolio whose PCF (product carbon footprint, CO₂ footprint) is smaller than the PCF of technically comparable articles. Initial calculations and investigations have shown that these products are available. At the time of publication of this report, the entire procedure is still in the preparation phase, so no figures can be published at this point.

4.2 Disposal of electronic and electrical equipment

EFB-Elektronik places electronics and electrical appliances (EEG) on the market. The collection and environmentally sound processing or disposal of equipment and cables at the end of their service life is regulated in Europe by the WEEE Directive, the Directive 2012/19/EU on waste electrical and electronic equipment. This directive is transposed into national law in Germany by the Electrical and Electronic Equipment Act (ElektroG).

EFB-Elektronik acts in accordance with the WEEE and the ElektroG.

As a result, EFB-Elektronik

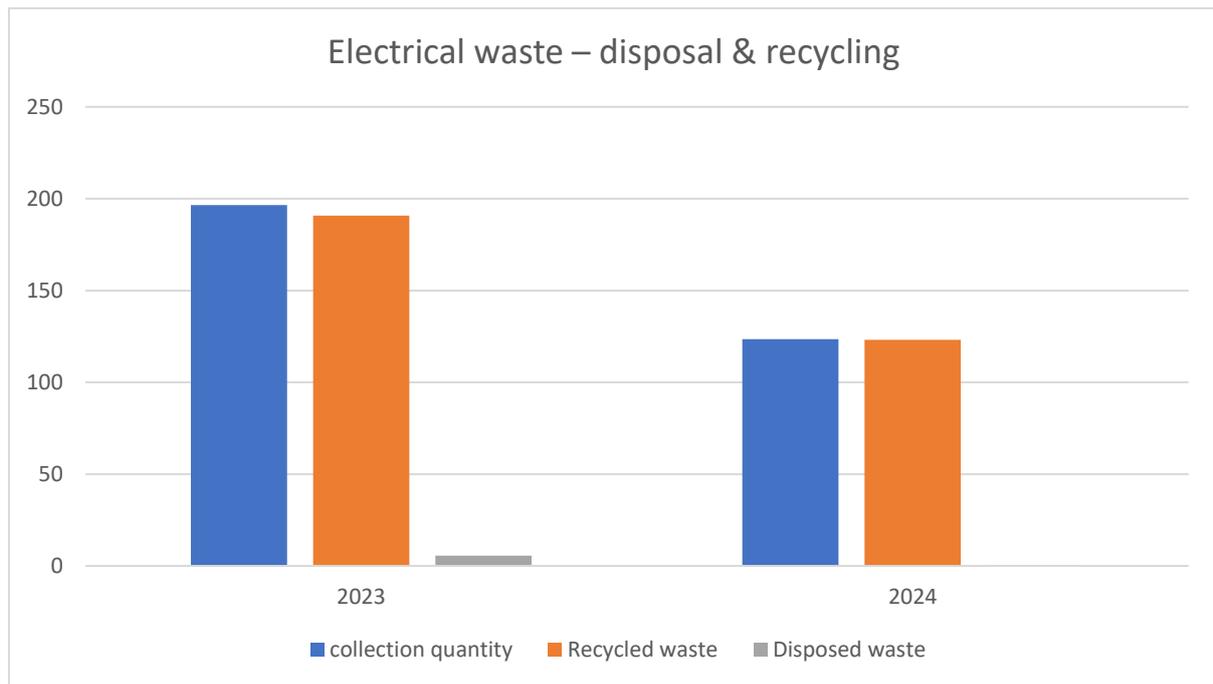
- registers with the EAR Foundation with a trademark and type of device (within the meaning of the ElektroG)
- all items covered by WEEE are marked with the respective brand name
- these items are marked with the dustbin symbol
- Connected to a disposal system*

*This disposal system provides options for handing in electronic waste and takes care of its proper disposal or recycling.

EFB-Elektronik

- reports the sales volumes for Germany monthly to the EAR Foundation and the disposal system
- bears the fees/costs for the disposal system

The disposal volumes in 2023 and 2024 in Germany:



The articles sold in other European countries are subject to the disposal obligations of the respective importers and are not presented in this report.

The recycling rate in Germany in 2024 was 25.5%.

4.3 Water consumption

Compared to many other industrial companies, EFB-Elektronik consumes little water, as no water is required for all manufacturing and logistics processes. Water consumption is limited to the areas of food and drink, hygiene, green plants and cleaning and offers only minimal savings potential. Therefore, EFB-Elektronik has focused on other areas to achieve greater benefits for the environment with the same effort.

	2023	2024	Δ VJ
Water consumption of EFB-Elektronik [m ³]	733	1277	-5
Of which water reused [m ³]	0	0	0
EFB-Elektronik Staff [Quantity]	359	337	-22
Water consumption per employee [m ³ /a]	2,04	2,16	+0,12
Water consumption per employee [l/a]	2.041,78	2.160,24	+118,46
Water consumption per employee [l/day]	5,59	5,92	+0,33
Water consumption per inhabitant DE [l/day]	121*	122*	+1

*Source: BUND

Water consumption increased slightly by 0.32 liters per day from 2023 to 2024. This corresponds to the Germany-wide trend, which also records a slight increase in consumption. One explanation may be the increase in average temperatures, which was 0.3°C in Germany alone. (2023: 10.6°C, 2024: 10.9°C)

The comparison between the daily water consumption in the German average with the daily average consumption of EFB-Elektronik is only for comparison purposes and substantiates the statement that EFB-Elektronik only consumes normal household water quantities.

4.4 Waste

All waste from EFB-Elektronik is professionally disposed of or recycled by certified* disposal companies. The majority of waste generated by EFB-Elektronik consists of packaging materials, mainly cardboard (PPK) and wood. In addition, there are smaller quantities of plastic film and composite packaging. Most of this waste is generated in logistics, followed by production, which also produces waste from copper cables, mixed scrap, waste for recycling (residual waste), sheet metal and electronics. Some of these quantities are so small that disposal does not even take place annually.

The management of the outdoor facilities and buildings produces the types of waste green waste, residual waste and mixed scrap. Construction waste is generated irregularly during conversion, renovation or repair measures.

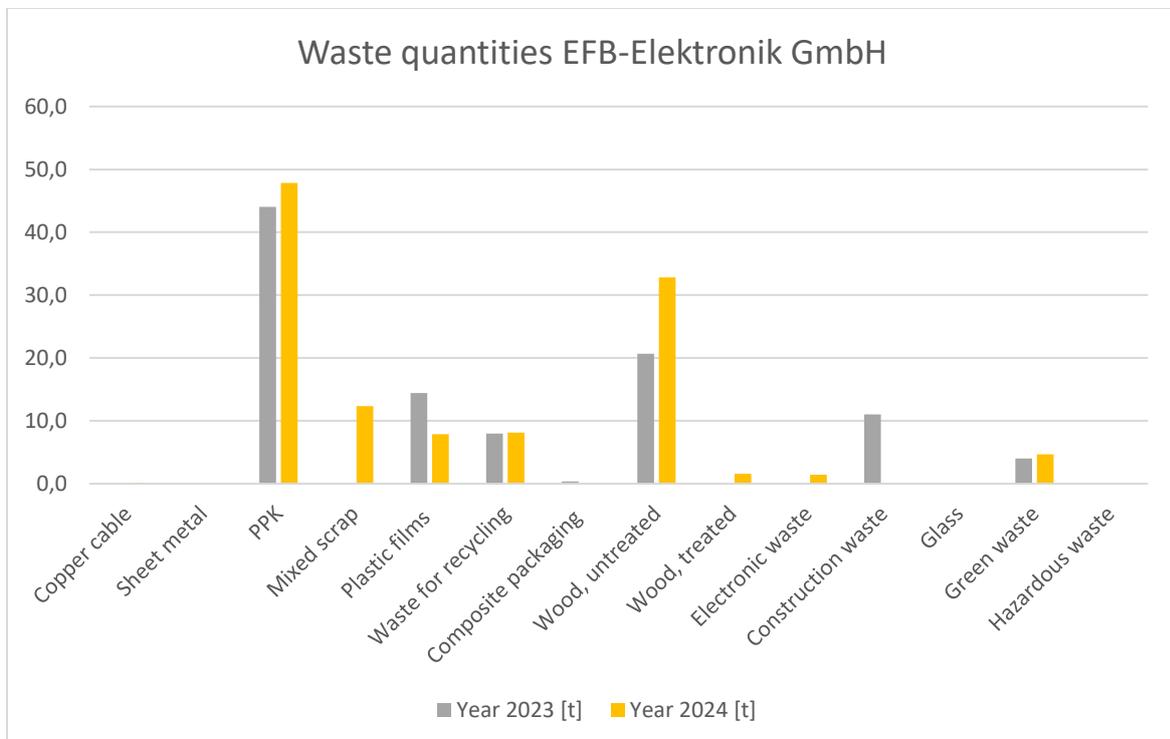
The personal concerns of employees cause residual waste as well as packaging waste, the amount of which is minimal compared to commercial waste, product packaging and transport packaging. As far as cardboard or paper is concerned, it is included in the amount of PPK. Composite packaging and beverage cans end up in the yellow bin, which is collected via a flatrate contract every 2 weeks and is not weighed. Quantitative recording would therefore involve a disproportionate amount of effort.

EFB-Elektronik does not use hazardous substances or toxins – apart from small quantities of lubricants or paints for operating and maintenance purposes.

Even if the above-mentioned waste does not pose a direct hazard to water, soil and air in this way, EFB-Elektronik is aware that the production, transport and disposal of the waste causes emissions. The consumption of plastic packaging must be viewed critically from an ecological point of view. EFB-Elektronik is currently investigating ways to reduce the plastic content in product and transport packaging.

*EFB-Elektronik has certificates from waste management companies.

Waste quantities EFB-Elektronik	Year	
	2023	2024
Type of waste	Quantity [t]	Quantity [t]
Copper cable	0	0,2
Sheet metal	0	0
PPK	44,0	47,9
Mixed scrap	0	12,3
Plastic films	14,4	7,9
Waste for recycling	8,0	8,1
Composite packaging	0,4	0,0
Wood, untreated	20,7	32,8
Wood, treated	0	1,6
Electronic waste	0,1	1,4
Construction waste	11,0	0
Glass	0	0
Green waste	4,0	4,7
Hazardous waste	0	0



5 Social

The social affairs department reports on work, human rights and related topics.

5.1 Basic information on work culture

EFB-Elektronik feels responsible towards its employees, customers and business partners. We carry out our activities according to the principles of honesty, integrity and transparency. We respect the legitimate interests of our stakeholders. EFB-Elektronik is committed to fulfilling its responsibility towards the social environment in which it operates.

The work culture at EFB-Elektronik forms the foundation of our daily activities and is deeply rooted in the philosophy of our parent company TKH. We understand culture as a dynamic process that is shaped and developed through the participation of all employees. Our goal is to create a work environment that is not only productive but also promotes the well-being and personal development of everyone.

A central aspect of our work culture is ensuring safety and health in the workplace. Communication at EFB-Elektronik is characterized by openness and transparency. Our leaders play a key role in cultivating this open communication culture by providing time and space to share and support employees.

In addition, the work culture at EFB-Elektronik is characterized by care, respect and support. We pride ourselves on cultivating a culture that encourages every employee to reach their full potential and actively contribute to the company's shared vision and goals. Our approach guarantees that we not only grow as a company, but that every individual in our organization could grow both personally and professionally.

5.2 Working conditions and working environment

At EFB-Elektronik, creating a safe and healthy working environment is key. Our work culture is based on maintaining and continuously improving working conditions, with the safety and health of our employees as a priority. By continuously adapting to new findings and changing environmental conditions, we strive to increase not only safety but also comfort in the workplace.

Communication and information

An essential element of our work culture is the open and constant exchange of information. Regular meetings and feedback discussions are used to effectively address problems and develop solution strategies. These conversations enable managers and employees alike to communicate challenges directly and tackle them together.

Job rotation

Another key aspect of our work culture is job rotation, which strengthens collaboration and mutual understanding within different departments. By changing work areas, employees gain insights into different areas of the company, which not only contributes to personal development, but also increases team dynamics.

Leadership engagement

Our leaders are the linchpin of these cultural endeavors. They see themselves not only as role models, but also as active promoters of the corporate culture. They give time and space for the implementation of all cultural measures and support employees in their professional and personal development.

The work culture of EFB Elektronik forms the foundation for a sustainable future and is a decisive factor in our company's success.

5.2.1 Working conditions

At EFB-Elektronik, we attach great importance to modern and flexible working conditions that promote not only productivity, but also the satisfaction of our employees. We pride ourselves on providing our employees with a work environment that is both innovative and supportive.

Flexible working hours and home office

Since April 2023, we have reduced the regular weekly working hours from 40 to 37.5 hours per week with full wage compensation to enable a better work-life balance. Our flexible time account allows employees to flexibly arrange their working hours within the range of -20 to +40 hours, which enables them to better coordinate professional and private obligations.

In addition, a comprehensive works agreement on working from home supports our employees in working from home or even temporarily from abroad. This works agreement ensures that all technical requirements are met. EFB-Elektronik also financially supports the purchase of ergonomic office supplies, such as monitors and office chairs, which ensures a healthy working environment even when working from home. EFB-Elektronik ensures that all employees are fully informed about their rights and the available opportunities in the field of flexible working arrangements. Regular training and information sessions ensure that employees are not only informed about the current guidelines but are also well prepared to make effective use of the options offered, such as working from home and working flexible hours. These strengthen understanding and acceptance of our flexible working culture and promote open communication between managers and employees.

Ergonomic workplace design

The ergonomic design of the workplaces is another cornerstone of our work philosophy. In all office, manufacturing and logistics areas, we attach great importance to the ergonomics of the working environment. This includes purpose-built furniture and equipment designed to minimize health risks in the workplace and maximize the well-being of our employees.

Commitment to a sustainable working environment

EFB-Elektronik strives to always offer the best working conditions and to regularly invest in the health and safety of our employees. Our ongoing efforts in workplace design and the continuous adaptation of our policies to the latest ergonomic findings are proof of our commitment to sustainability and the well-being of our employees. In addition, EFB-Elektronik regularly conducts workshops on the topic of workload. In these workshops, we talk to the individual teams about the triggers of stress and look for solutions together. This measure strengthens awareness of the individually felt workload of each individual and creates a focus on solving stressful situations.

5.2.2 Employee recruitment

The recruitment of qualified and motivated employees is a central component of our corporate strategy and crucial for the long-term success of EFB-Elektronik. In an increasingly competitive job market, we attach great importance to modern, fair and sustainable recruitment. Our focus is on attracting suitable talent, promoting diversity and making the entire application process efficient, digital and resource efficient.

Use of traditional and digital recruitment channels

We use both traditional media and digital platforms to reach potential candidates. Our strategy includes online job advertisements, campaigns on social media, participation in job fairs as well as the implementation of career field explorations and student internships. With the annual "Future Day", we offer interested parties insights into our working world, which underlines our commitment to education and early career orientation.

Digitalization and sustainability in the recruitment process

An essential part of our recruitment strategy is the use of a specialized tool that minimizes paper consumption and makes our processes more efficient. This tool allows us to handle application processes largely digitally, which not only increases efficiency but also reduces our environmental footprints.

Diversity in the recruitment process

At EFB-Elektronik, we place great emphasis on creating an inclusive work environment as part of our recruitment efforts. We believe that diversity within the workforce leads to more innovative solutions and a stronger company culture. This starts with the selection and hiring of new employees. Our goal is to attract candidates from a wide range of backgrounds to bring a wide range of experiences and perspectives to our company.

We ensure that our recruitment strategies are designed to provide equal opportunities and actively counteract discrimination. To support our efforts to promote equality in the recruitment process, we have specific roles such as the Equal Opportunities Officer and the Representative for Severely Disabled Employees. EFB-Elektronik is committed to removing barriers that could prevent people from becoming part of our team. This includes both structural adjustments in the application process and the provision of the necessary resources and support to open up the same opportunities for all candidates.

5.2.3 Employee satisfaction

Employee satisfaction is a key indicator of the health and effectiveness of our organization. We conduct an employee satisfaction survey at regular intervals. With these surveys, we collect data on job satisfaction and can analyze trends and changes over time. The last two surveys were conducted in 2018 and 2022. The next one is planned for 2026.

EFB-Elektronik is striving to achieve the TKH Group's goal of achieving a satisfaction score of 8.

By regularly evaluating and adapting our strategies and practices, we can ensure that we effectively address the needs of our employees and promote a supportive and motivating work environment.



Chart of the Integron Report, December 2022

Measures to increase employee satisfaction

Employee satisfaction is an essential factor for motivation, performance and long-term corporate success. EFB-Elektronik therefore attaches great importance to creating a working environment that is characterized by appreciation, trust and development opportunities. To specifically promote employee engagement and identify potential for improvement, measures are regularly implemented that are tailored to the needs of the workforce.

Workload workshops

EFB-Elektronik regularly conducts workshops to talk to employees about stress factors in the workplace and to develop solutions together. This measure increases awareness of individual workloads and promotes proactive approaches to improving working conditions and thus employee satisfaction.

Improve internal communication

Internal communication at EFB-Elektronik has improved significantly, which is largely due to innovative measures to promote openness and honest exchange. In particular, the role of departmental meetings has been strengthened, which means that they now make a much greater contribution to the success of the individual departments. A key element of our improved communication strategy is the introduction of interactive formats aimed at promoting direct dialogue between employees and management. The "Ask a Question..." format allows all team members to ask questions directly to management or project teams. This helps to increase transparency and gives employees a platform to contribute their concerns, ideas and suggestions directly. In addition, EFB-Elektronik promotes a culture of trust and open communication.

Safety at work

The feeling of safety in the workplace has improved compared to the last survey, highlighting EFB-Elektronik's efforts to ensure a safe working environment.

Promoting teamwork and collegiality

The positive evaluation of the teamwork and the collegial atmosphere shows that the employees appreciate mutual support and respectful cooperation, which contributes significantly to general satisfaction.

Expansion of professional development opportunities

Investments in the professional development of employees have led to higher satisfaction with the training and courses available. This illustrates EFB-Elektronik's commitment to providing development opportunities that contribute to employee satisfaction and motivation.

5.2.4 Occupational health and safety

EFB-Elektronik ensures a safe working environment. There are three internal safety officers (SiB) and an external occupational safety specialist (SiFa) for occupational safety. SiFa supports and advises the company on issues of occupational safety and health and safety.

EFB-Elektronik uses a computer-supported occupational health and safety system and legal register. The SiB are the point of contact for occupational safety. Her main tasks are the implementation of

- (a) measures to prevent accidents at work, and
- b) Elimination of hazards due to near misses or accidents at work.

They train, support and convince employees in all safety matters and draw their attention to possible hazards.

Their tasks in detail are:

- Selection and inspection of personal protective equipment for employees
- Maintaining occupational health and safety in the company environment
- Participation in the preparation, review and further development of risk assessments and operating instructions derived from them
- Marking and keeping escape and rescue routes clear
- Training of employees in occupational safety

An external fire protection officer advises and instructs employees in fire protection and monitors the implementation of the measures.

5.2.5 Employee development, further training

At EFB-Elektronik, the further development and further training of our employees is a high priority.

In addition, our parent company TKH has set a further training quota, which states that each employee at EFB-Elektronik should complete an average of 16 hours of further training per year. The implementation of this quota helps to keep our workforce on the cutting edge of technology and to develop both personally and professionally.

Area	Description	Year		
		2023	2024	Δ
Development	Training hours per employee	14,0	13,8	-0,2
	Number of offers of the EFB Academy	37	60	+23

Discovery tour for new employees

To improve the induction at EFB-Elektronik, we have established the EFB Discovery Tour. This measure helps new employees to quickly find their way around the company and makes onboarding easier.

The discovery tour is a mix of on-site appointments, online conversations and online training. In addition to the introduction of all departments, all new employees are trained in the following topics:

- Employer ABC
- Data protection and IT security
- Meeting culture
- Anti-discrimination
- EFB Academy & Campus Module
- OneNote
- Navision Basics
- Use of the internal SharePoint
- Collaborate with MS Teams
- Reports with Tableau

EFB Academy

A central pillar of our continuing education strategy is the EFB Academy, which was established a few years ago. This in-house educational institution covers a wide range of topics, including professional, personal, communicative and methodological areas. Many courses are offered directly by our employees, who have expertise in specific areas and range from short information sessions to full-day seminars. In addition, we work together with external lecturers, especially in personality development and communication.

Annual focus topic

Every year we set a focus topic. On the topic of the year 2024 "Leadership", we organized seminars, coaching sessions, internal leadership tandems and others. This mix of initiatives not only promotes leadership qualities, but also the transfer of knowledge into everyday work and thus contributes to the sustainable consolidation of what has been learned.

These measures ensure the continuous development of our employees and strengthen the innovative strength and competitiveness of EFB-Elektronik. By specifically promoting individual and collective skills, we create a learning culture that supports the personal and professional development of everyone.

5.3 Equality and equal treatment

EFB-Elektronik will continue to consistently promote equality and fair working conditions. The progress already made, such as a quota of women in management positions that exceeds the Group target, confirms the effectiveness of the measures implemented so far. At the same time, current developments in the employment relationship show that there is still a need for action to ensure structural equality in the long term.

5.3.1 Origin and religion

EFB-Elektronik employs employees from more than 10 nations and various religious communities. This cultural and religious diversity enriches our company with a wide range of perspectives and ideas, which helps us to operate effectively in our markets. The respect and integration of cultural and religious diversity is essential for EFB-Elektronik. By valuing this diversity, we not only promote internal cohesion, but also strengthen our position as a globally active company.

5.3.2 Gender equality, proportions of men and women

Equality between both sexes is not only a corporate requirement for EFB-Elektronik, but also self-interest in the sense of equal treatment. To ensure that employees have a point of contact for their issues at EFB-Elektronik, there is an equal opportunities officer.

Area	Description	Year		
		2023	2024	Δ
Staff (DE)	Employees, male	130	134	+4
	Employees, female	99	91	-8
	Total	229	225	-4
Equality (DE)	Proportion of women in the enterprise [%]	43,2	40,4	-2,8
	Men, Executives	21	14	-7
	Women, Executives	7	7	0
	Women, proportion of managers [%]	25	33,3	+8,3

With a quota of 33.3% women in management positions, the Group target (at least 25%) was exceeded in 2024 (EFB-Germany). The information in the table applies to EFB Germany.

5.3.3 Gender equality, equal pay

EFB-Elektronik is actively committed to gender equality and equal pay. These efforts have led to a positive development in equal pay. Our goal is to ensure that all employees are paid equally for equal work, regardless of their gender.

Area	Description	Year		Δ
		2023	2024	
Equality (DE)	Wage gap [%]	23,28	15,0	-8,28

We have implemented in-house rules that are regularly adjusted to correct discrepancies in pay. These measures are part of our commitment to creating a fair and inclusive working environment where everyone has equal opportunities for personal and professional development. Through consistent efforts and continuous monitoring of equal pay, EFB-Elektronik strengthens its commitment to equality and fairness. These practices not only contribute to an improved working atmosphere but also promote respect and trust within our team.

5.3.4 People with disabilities or disadvantages

At EFB-Elektronik, we are committed to creating an inclusive work environment that not only includes people with disabilities but also values and nurtures their talents and skills. Our commitment to this area reflects our corporate values and respect for diversity. In 2023, 14 severely disabled people worked at EFB Germany, which corresponds to a share of 5.7%.

5.3.5 Employee representation

At EFB-Elektronik Deutschland, employee representation is represented by a works council. This is made up of a diverse group of representatives, including the 1st and 2nd chairman, the 1st and 2nd secretary, two ordinary works council members without additional function, a representative of the severely disabled and a youth and trainee representative. This composition ensures that the different needs and interests of all employees within the company are represented and addressed.

The works council plays a crucial role in promoting communication between the workforce and management. Through regular meetings and open dialogue, the works council helps to ensure that the concerns and suggestions of employees are heard and incorporated into decision-making processes. This interaction is crucial for creating a work environment that is characterized by mutual respect and understanding.

The council is also actively involved in shaping working conditions that ensure fairness and equality. It monitors compliance with labor laws, collective bargaining agreements, and internal agreements that protect employees' rights. In particular, the works council is committed to equality and equal pay and ensures that there is no discrimination based on gender, age, origin or disability.

In addition, the works council offers individual advice and support for team members, whether for personal or professional challenges. This support is particularly important for the integration of new employees and for fostering an inclusive corporate culture.

Employee representation by the works council at EFB-Elektronik Deutschland is an essential part of our organizational structure. It contributes to greater transparency, improved working conditions and the promotion of employee satisfaction, and strengthens trust in company management.

5.4 Health

Promoting the health of our employees is a central component of our social responsibility. EFB-Elektronik relies on holistic health management that includes prevention as well as care and rapid help in case of need. We make an active contribution to the well-being of our employees through qualified first aiders, regular company medical services and health promotion measures. In addition, we continuously monitor health-related key figures to identify the need for action at an early stage and initiate targeted improvements.

5.4.1 First Aid

EFB-Elektronik Deutschland has 65 first aiders (as of 2024) who are regularly trained in first aid. In the business premises and office buildings, first aid kits and defibrillators are accessible in accordance with local requirements.

5.4.2 Health care

Each branch in Germany has an external company doctor. These company doctors approach the branches every year to offer eye examinations and health consultations, for example.

5.4.3 Health care

EFB-Elektronik is aware of the importance of sports and nutrition on health. Therefore, EFB-Elektronik offers its employees free fruit, water and hot drinks.

EFB-Elektronik promotes sporting activities for its employees with the sports navigation system. This is a program that financially supports the use of gyms, swimming pools and other things.

5.4.4 Disease Rate

At 5.5%, the sickness rate in 2024 was above the Group target of < 4.0%.

Area	Description	Year		Δ
		2023	2024	
Health	Disease rate [%]	3,9	5,5	+1,6

5.5 Security

The safety and health of our employees as well as the safety of our products have the highest priority for EFB-Elektronik. We consistently rely on preventive measures to minimize risks and ensure safe working conditions. This includes regular training, the provision of suitable protective equipment and systematic occupational safety. In addition, we ensure that our products comply with all relevant legal and technical safety requirements to protect both our customers and the environment.

5.5.1 Training

EFB-Elektronik regularly conducts safety briefings for all employees. The prescribed instruction intervals are observed. These instructions are divided into general instructions for all employees and specific instructions for different areas. The instructions are carried out by or with the support of the occupational safety specialist. The instructions are mandatory for employees and take place during regular working hours.

5.5.2 Occupational health and safety

EFB-Elektronik provides protective equipment for affected employees free of charge. EFB-Elektronik does not operate any potentially hazardous plants or devices without the respective required approval and trains employees in the use of machines, tools and equipment.

Once a quarter, a meeting of the Occupational Safety Committee (ASA) takes place. The ASA consists of members of the management, the occupational safety specialist, the occupational physician, the safety officers, the works council and the representative body for severely disabled employees. In the ASA, the topics of occupational health and safety are discussed and measures are derived.

5.5.3 Accidents

The number of accidents has increased, and the accident frequency LTIR has increased by 1.61%.

Area	Description	Year		Δ
		2023	2024	
Security	Accident frequency (LTIR)	9,96	11,57	+1,61

5.5.4 Product safety

The products sold by EFB-Elektronik meet the technical product standards of the EU that apply to them, such as the Low Voltage Directive. EFB-Elektronik has its suppliers certify compliance with these standards, whether they are defined by guidelines, ordinances or laws. EFB-Elektronik ensures compliance with the requirements of the GPSR (Product Safety Regulation (EU) 2023/988) of imported products by means of its own risk analyses. The material requirements, as defined by the European REACH Regulation, for example, are randomly checked by EFB-Elektronik. External laboratories are commissioned for these tests. In this way, EFB-Elektronik ensures that the use of the products it sells does not pose any danger to the user or the environment.

6 Governance

EFB-Elektronik defines sustainability in the field of corporate governance as an ethical corporate management and culture. This means promoting environmental and social issues, transparency and a corporate policy that focuses on economic stability and securing the future.

6.1 Code of Conduct

As a member of TKH Group NV, EFB-Elektronik is committed to the TKH Code of Conduct. The main points of this Code are reproduced here in an abridged form.

Responsibility

TKH feels responsible for employees, shareholders, customers and business partners. We pursue our activities according to the principles of honesty, integrity and transparency. We respect the legitimate interests of all stakeholders involved. TKH is a group that fulfils its duties towards the social environment in which it operates.

Human rights

TKH recognizes the relevant standards and principles as set out in the Universal Declaration of Human Rights. TKH respects the host countries in which TKH operates but does not tolerate corruption or human rights violations.

Integrity

When concluding and awarding contracts, employees of the TKH Group behave ethically and socially responsible within the framework of a responsible business policy. You will comply with national and local laws and regulations, as well as the provisions of this Code of Conduct. Employees should avoid any actions that could damage the reputation or interests of the TKH Group, the industry or society. They must also not mix their private interests with those of the company.

Measures have been taken to enable employees to report with confidence. Employees must not suffer any disadvantages from such reporting. Employees who become aware of a breach of the Code of Conduct must report to the person of trust. Incitement to a violation should also be reported. In addition to the possibility of contacting the person of trust, there is the possibility of providing information via the online whistleblower system of an independent provider. This whistleblower system is linked to the company website, among other places.

6.4 Donations

With regular donations, EFB-Elektronik assumes social responsibility beyond the company's borders.

Area	Year	
	2023	2024
Donations	12500,- €	0,- €

The recipients of donations in 2023 were:

Tafel Germany, Bielefeld	1000 €
Tafel Germany, Buxtehude	1000 €
Tafel Germany, Raunheim	1000 €
Tafel Germany, Puchheim	1000 €
Tafel Germany, Sonneberg	1000 €
Aktion Lichtblicke e.V.	2500 €
Earthquake Relief Turkey	5000 €

Due to the economic situation in 2024, EFB-Elektronik has not made any donations.

8 Imprint

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Disclaimer

With this report, EFB-Elektronik publishes an overview of the status of the topic of sustainability. The information published here does not claim to be complete. The report contains forward-looking statements, which must be adjusted or revoked depending on developments in external circumstances, the current state of research and technical development, and the economic or political situation.