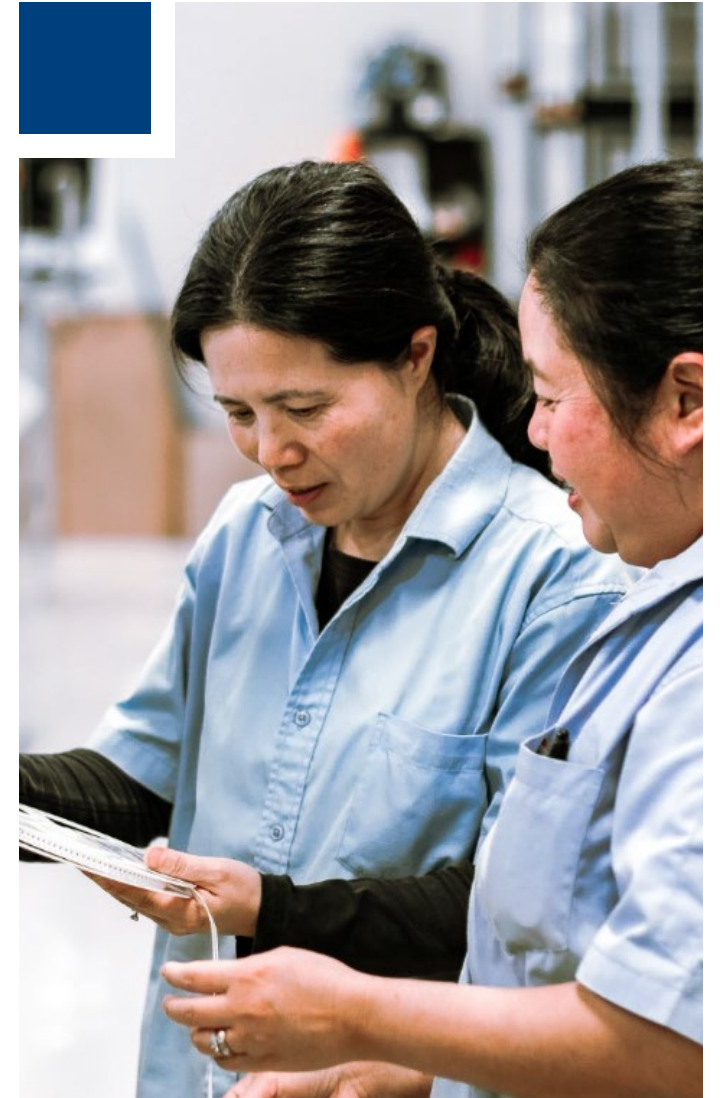
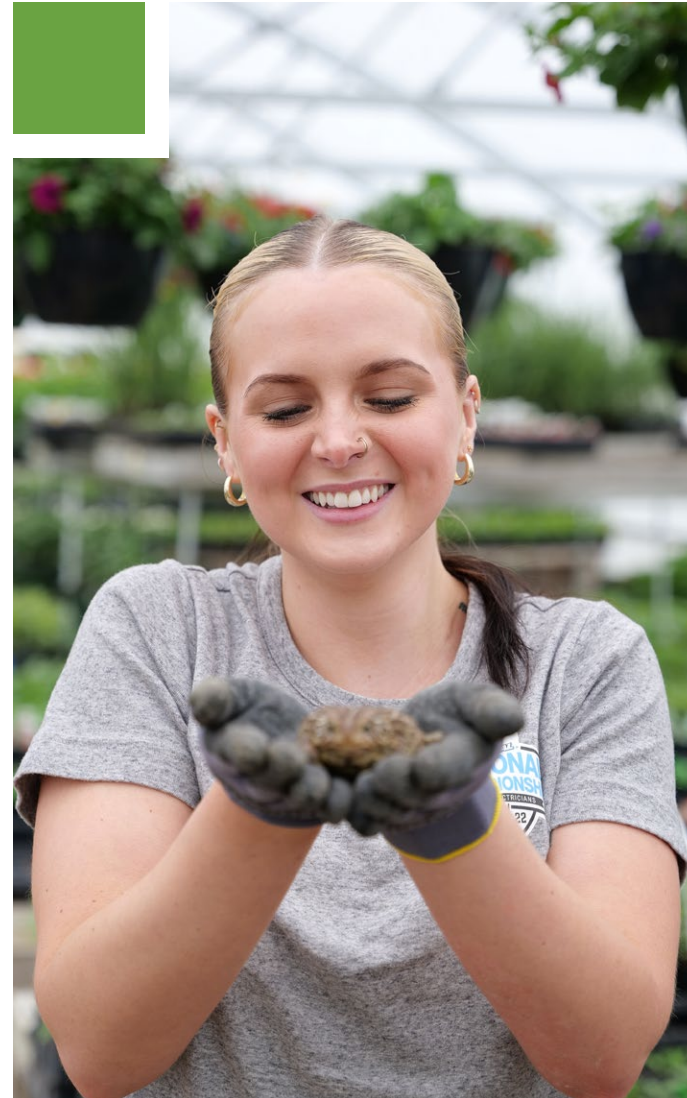




BUILDING AN IDEAL WORLD



IDEAL INDUSTRIES, INC.

2025 CORPORATE RESPONSIBILITY REPORT

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Letter from the CEO

At IDEAL Industries, Inc., we believe that building a better world starts with the choices we make today. Our legacy, rooted in over a century of innovation, craftsmanship, and community engagement, has always been driven by a commitment to our core values.

As we present this Corporate Responsibility Report, I am proud to share our progress, challenges, and aspirations as we continue our journey of living our company values by taking **steps toward a more sustainable future.**

In 2024, we undertook key initiatives to address our sustainability impact. This included the **launch of our Impact Team**, a cross-functional team within our global organization that assesses and works to improve our corporate responsibility efforts on an annual basis.

Results of these efforts can be seen company-wide. For example, all offices in the EMEA region use high-efficiency LED lighting in their warehouses, FSC-certified connector boxes and packaging, a paperless office environment, hybrid and electric company cars, and company uniforms made from recycled materials. Similarly, the Canadian IDEAL Industries facility is following suit by working to convert all warehouse fluorescent lighting to high efficiency LED tubes.

Although we are making progress, our work is far from done. **Sustainability is not a destination but a continuous process of learning, adapting, and leading.** We are diligently working toward building a foundation, rooted in our company values, that embeds sustainability into our overall business strategy. This approach will better position us to foresee risks to the business, reduce environmental impacts, and make our stakeholders proud to be associated with IDEAL Industries.

Thank you for your continued support as we build a more resilient company. Together, we will continue to work to meet the needs of today while **safe-guarding the promise of tomorrow.**

STEVE HENN

Chief Executive Officer





ABOUT IDEAL INDUSTRIES

IDEAL Industries, Inc., founded in 1916, has grown from a small family-owned business into a global leader providing advanced solutions for managing power and electrical distribution across the industrial, construction, and information technology sectors. Our mission is to empower the professionals who keep our world running through reliable products and forward-thinking solutions. With over a century of innovation and craftsmanship, we continue to expand our global impact while remaining true to our core values of integrity, accountability, kindness, respect, and sustainability.



Company Overview and History



Founded by J. Walter Becker in 1916, IDEAL Industries, Inc. has grown into a global enterprise serving professionals across a wide range of industries. Over the past century, our products have played a role in some of humanity’s greatest achievements, from expeditions to the South Pole to missions to the Moon, and they continue to help shape the future. Our products can be found in buildings and homes around the world providing critical power to keep the lights on and machines running.

While we are a multinational corporation delivering essential solutions for managing power and electrical distribution, we remain at our core a family-owned business. This unique foundation allows us to **think long-term, planning in generations rather than quarters**. It also empowers us to invest deeply in our people and communities by creating jobs, building infrastructure, and driving sustainable growth in the places we call home.

► 2020-2024

- 2020*
Meghan Juday, 4th Generation Family Leader, elected to serve as Chair.
- 2021*
Enterprise Risk Management Program started to further enhance compliance efforts.
- 2022*
Supply Chain Committee formed to protect the business and stakeholders from domestic and global risks and ensure ethics in operations.
- 2024*
Two business units completed emissions baselines for **setting carbon reduction targets**.

► 1900-1930

Foundational Principles established:

- Every product made should be worth more than its price.
- Customer service is part of every product.

Wire Connectors launched at IDEAL Industries representing significant advances in safety, reliability, and ease of installation.

► 1930-1980

IDEAL Industries becomes the **leading producer of wire connectors**.

IDEAL Industries products were used in the **1969 lunar landing** on the Moon reflecting our reputation for quality products, even in extreme environments.

Recognized as **the expert that the electrical tradesman** could count on.

The founder’s philosophy carried forward: **“Live, let live, and help live.”**

► 1980-2020

IDEAL Industries Foundation was established to give back to the community through charitable initiatives.

IDEAL Family Council was established focusing on leadership succession planning with the goal to ensure changes are made for the well-being of IDEAL’s employees, customers and communities.

ISO 9001 certification earned in 1996.

Anderson Power became a part of IDEAL Industries in 2001. **Enatel** joined the IDEAL Industries family of companies in 2018.

Our Commitment to Sustainable Family Stewardship

Being a **5th-generation family-owned business**, we are guided by the conviction that values-based, engaged family ownership is a decisive advantage, supporting long-term sustainable growth and the well-being of all stakeholders. Our mission is to invest in the future, cultivating positive relationships, promoting inclusiveness, and acting as responsible stewards of our business, community, and the environment.

IDEAL Industries envisions a thriving family business that maintains unity, healthy relationships, and broad engagement across generations. We remain a force for good by honoring the legacy of our founder, respecting every stakeholder, and striking a balance between sustainable business growth and the needs of our shareholders.

Through **transparency, stewardship, and active participation**, we foster trust and resilience. We are committed to upholding ethical conduct, fostering community responsibility, and promoting environmental care. We strive to ensure prudent reinvestment and consistent returns, upholding our family legacy and securing continued success for future generations.



Our Brands



Anderson Power

Anderson Power is a global leader in high-powered, interconnect solutions. With a long-standing reputation for reliable and rugged power connectivity, Anderson offers innovative, state-of-the-art electrical connector solutions specified into designs around the world. Markets served include Datacenters, Material Handling, Ground Support Equipment, Construction, and Agriculture.

Enatel

Enatel powers innovation worldwide through cutting-edge battery charging technology, delivering unmatched efficiency, power density, and power management capabilities. Enatel designs and manufactures advanced charging solutions for material handling equipment, ground support equipment, automated guided vehicles, and other off-highway vehicles.

IDEAL Electrical

IDEAL Electrical is a global leader in manufacturing products for professional electricians. Trusted for its high-quality wire connectors, electrical installation products, and test and measurement equipment, IDEAL has supported the industry's most critical work for more than 100 years. From Arctic research missions and the moon landing, to iconic buildings and everyday residential and commercial construction around the world, IDEAL is dedicated to advancing the craft for electrical contractors and electricians everywhere.

IDEAL Industries Global Operations



A Values-Based Culture We Live Daily

Our culture and values originate from a rich history of being a family-owned business built on **integrity, trust, and respectful** relationships.

“

We believe that by prioritizing social responsibility, we're not only benefiting the communities we serve, but we are also ensuring the sustainability and longevity of our business for generations to come.”

NICOLE JUDAY

*Executive Director of the IDEAL Industries
Foundation and 4th Generation Family Member*



The following elements are the **cornerstones of our culture**:

CORPORATE RESPONSIBILITIES & BEST PRACTICES

Corporate responsibility has always been a part of who we are and how we operate at IDEAL Industries. We have a long history of progress and continue to innovate in the spirit of our company values.

VALUES

- Act with Integrity
- Excellence Starts with Accountability
- Creating Value Drives Growth and Sustainability
- Treat Everyone with Kindness and Respect

MISSION

Be the pre-eminent supplier of innovative electrical, industrial motive, and power management solutions and consistently deliver in a manner that captivates and engages.

2024 Highlights

\$1 MILLION+

invested in local
communities by the IDEAL
Industries Foundation



IDEAL Industries was
named one of **Newsweek's**
Global Top 100 Most Loved
Workplaces® for 2024

IDEAL Industries EMEA offices launched Green Initiatives Program



Program Milestones Achieved:

- Transitioned to **LED lighting** in offices and warehouses, reducing electricity consumption by 82%
- Switched to **recyclable and compostable** materials for packaging, boxes, and bags
- Transitioned to **fully electric or hybrid vehicles** for company fleet
- **100% paperless** office
- **No disposable cups** used in offices

*Launched the Team
Impact Committee
to guide corporate
sustainability efforts*

Updated our **Supplier
Code of Conduct**
to increase emphasis
on sustainability
and human rights

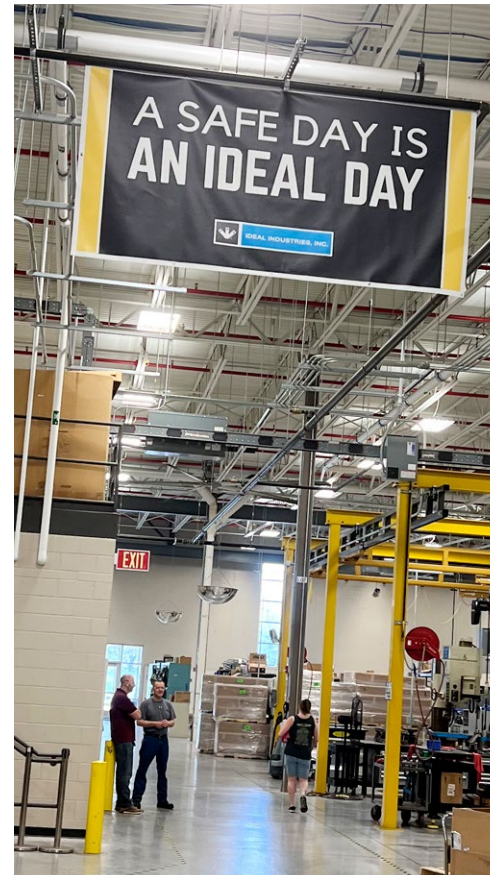
Updated our **Diversity
& Inclusion Policy** to
provide a safe, welcoming,
and inclusive working
environment for all staff

Targets and Goals

Our business units and corporate office have begun establishing a **wide-ranging set of targets**, spanning areas such as carbon reduction, health & safety, safe and sustainable product design, and supply chain sustainability.

To understand how we can best reduce our carbon footprint, it's important to understand our baseline. We began calculating a baseline emissions inventory at some locations for Scopes 1, 2, and 3 in 2020. This information will be used to create goals that will guide the business units going forward.

With our “**people-first**” philosophy, we believe that all employees should go home the same way they arrived at work. We set ambitious goals to reduce TCIR, OSHA Recordables, and Lost Time, and we are already starting to see improvement. In 2024, we saw a 59% decline in OSHA recordables over a 2023 baseline.



Material Topics

At IDEAL Industries, we view sustainability through a holistic lens, integrating environmental stewardship, social responsibility, and strong governance into the core of our business operations. We recently conducted an internal **Materiality Survey** to evaluate the material topics that matter most to the organization. This exercise provided valuable insights into the issues perceived as most important and those in which IDEAL Industries can have the greatest impact. The results form a foundation for strategy development and reporting aligned with global sustainability frameworks.

Stakeholder Topic

Workplace Health & Safety

Employee Benefits

Training & Education

Community Involvement

Diversity & Equal Opportunity

Environmental Topic

Sustainable Supply Chain

Waste & Hazardous Material Management

Energy Management

Climate & Greenhouse Gas Emissions

Governance Topic

Ethics & Compliance

Cybersecurity

Labor Standards & Human Rights

Enterprise Risk Management

STAKEHOLDER

IDEAL Industries is dedicated to creating value for our customers while also remaining committed to community responsibility. We are proud of our robust community engagement initiatives and employee volunteer programs. Through the IDEAL Industries Foundation, established in 1985, we invest in philanthropic solutions that enhance prosperity, focusing on inclusivity within skilled trades, housing development, and supporting nonprofit organizations in areas where IDEAL Industries has a business presence. We also remain committed to fostering a safe and inclusive workplace, helping our employees thrive personally and professionally.



Community Engagement, Foundation, and Philanthropy

We work hard to embed **community engagement, safety, volunteerism, and inclusion** into the core of our corporate ethos. Through employee-led initiatives and the dedicated efforts of the IDEAL Industries Foundation, we are proud to contribute to the well-being and development of the communities in which we operate.



\$1.39M

donated to nonprofit organizations in 2024

The IDEAL Industries Foundation: A Legacy of Philanthropy

Established in 1985 by former CEO and Board Chair Dave Juday, the IDEAL Industries Foundation was created to **formalize the company's dedication to community support**, reflecting Founder J. Walter Becker's philosophy: "Live, let live, and help live." This guiding principle has steered the Foundation's philanthropic endeavors for over three decades. In 2024, the Foundation invested over \$1 million to support community-based nonprofit organizations, workforce development programs, and education.

In 2024, to help address underrepresentation in the trades, the IDEAL Industries Foundation awarded **\$333,000** to support initiatives aimed at increasing opportunities for participation. This included a **\$50,000** challenge grant to the Cassandra Banks Foundation to recruit Black women into electrical apprenticeships in Southern California.

As part of the IDEAL Industries Foundation, the **Dave Juday Volunteer Service Award** is given each year to those employees who are recognized for their exceptional volunteer service. As part of this recognition, each winner is awarded **\$5,000** to direct to their favorite charity.



Live, let live, and help live."

J. WALTER BECKER

Founder of IDEAL Industries

Community Engagement, Foundation, and Philanthropy

THE CONNECTOR, A CENTURY OF BUILDING STRONG COMMUNITIES

In September 2024, IDEAL Industries hosted a ribbon-cutting ceremony to celebrate the opening of The Connector, a 0.7-mile ADA-accessible walking and biking loop located near our global headquarters in Sycamore, Illinois. Connecting people with their community and the environment, The Connector encircles an existing pond within the IDEAL Industries Prairie Business Park and features native ecological plantings that promote biodiversity. The project sits on land donated by IDEAL Industries to the City of Sycamore and was funded by the IDEAL Industries Foundation along with a \$500,000 contribution from the company's founding family. As part of the "Century in Sycamore" celebration, the trail building also marked the 100-year anniversary of IDEAL Industries headquarters in Sycamore, reflecting the Foundation's commitment to community engagement.

\$500K

contributed from
IDEAL Industries
founding family
to The Connector



TRAINING THE NEXT GENERATION

Since 2022, the IDEAL Industries Foundation has contributed more than \$385,000 in cash contributions and \$80,000 in tool donations to help the next generation find rewarding careers in the skilled trades. With an emphasis on supporting groups that have not traditionally found a path to the trades, we are committed to providing opportunities for everyone to participate in this industry.



▲ Dundee-Crown High School students, in Carpentersville, IL competed in a timed contest that involved identifying malfunctions in electrical circuits using IDEAL Electrical meters.

Community Engagement, Foundation, and Philanthropy

Employee Volunteerism and Engagement

At IDEAL Industries, we encourage employees to actively participate in community service by offering up to **16 hours of Volunteer Time Off (VTO)** annually. This policy empowers employees to contribute their time and skills to causes they are passionate about. The collective efforts of IDEAL Industries employees have had a tangible impact on local communities, fostering a spirit of volunteerism and civic engagement.

We also want to support the causes most important to our employees. We match our U.S. employees' donations up to **\$750 per year**, and during the month of August, to mark our Global Day of Kindness, we match employee contributions 2:1, up to **\$2,000**, to non-profit organizations.

Global Day of Kindness

Kindness is one of our core values, and it is rooted in our company culture and history. Each August, we observe a **Day of Kindness**, which gives employees an opportunity to use some of their Volunteer Time Off. By supporting employees giving back, and hosting onsite volunteer activities, we embody the company's commitment to kindness through acts of service that strengthen community bonds and promote a positive work environment.



MAKING A DIFFERENCE WITH VTO

At Enatel, our team members contribute to making a difference through the Volunteer Time Off program. Past initiatives have included volunteering with organizations such as Ronald McDonald House Charities, Dress for Success, Christchurch City Mission, House of Science, and the Terry Fox Run in support of the Cancer Research Trust NZ.



Lorraine Emerson of Anderson Power used her Volunteer Time Off with Mission at the Eastward in Farmington, Maine, to help rehab a home for an owner unable to afford repairs. "I removed the furniture, then got to work tackling mold, painting, cleaning and repairing what I could, all while supporting the family with caring conversations," Emerson said. "I am truly thankful to IDEAL for providing us with volunteer days so that we can make a real difference."



Community Engagement, Foundation, and Philanthropy

IDEAL ELECTRICAL FOSTERS A CULTURE OF COMMUNITY SERVICE

Each spring, IDEAL Electrical employees volunteer with Rooted for Good, a garden and distribution center that addresses food insecurity in DeKalb County. Employees help get crops in the ground that produce fresh food for low-income local residents. The Foundation also recognizes the hard work of IDEAL Electrical employees through additional financial support of Rooted for Good and other local nonprofits.



PROMOTING A SAFER COMMUNITY WITH A NEW FIRE STATION IN SYCAMORE

In 2024, IDEAL Industries donated land to the City of Sycamore, Illinois for the use and benefit of the community. With our support, the city built a fire station to better serve the neighborhood, decreasing emergency response times and making the surrounding community healthier and safer.



Health and Safety

Throughout IDEAL Industries, the safety of employees and visitors is always our highest priority. We have instituted a comprehensive **Workplace Health and Safety Policy** that outlines responsibilities and procedures to maintain a safe working environment. The company adheres strictly to all applicable health and safety laws and regulations, ensuring that its policies meet or exceed legal requirements.

Consistent with our values, we emphasize **safety and avoiding accidents** at all levels of our organization and throughout all of our facilities. We work hard to make prevention a top priority.

Comprehensive **emergency plans** are in place to address potential situations such as fires, natural disasters, or other unforeseen events. Regular drills and clear communication channels ensure that employees are prepared to respond effectively.

Employees are actively encouraged to identify and report potential safety hazards. This includes fostering a culture where workers can voice concerns without fear of reprisal, ensuring that issues are addressed proactively. We have **clear procedures for reporting and investigating** workplace incidents, and employees are required to report all injuries, regardless of severity, to ensure that corrective actions can be taken promptly. The safety committees encourage employees to submit safety improvement recommendations, and employees who submit actionable safety improvements are recognized and rewarded.

Health and safety training is embedded into the onboarding process and reinforced through **ongoing, role-specific instruction**, keeping employees informed about best practices, emergency procedures, and the proper use of equipment.

Committees at all IDEAL Industries businesses convene regularly to review incidents, assess risks, and drive continuous improvement. Performance is measured using **Total Case Incident Rate (TCIR)** and other internal KPIs.

Supplier Safety

Our commitment to health and safety extends beyond our immediate operations through our stringent **Supplier Code of Conduct**. Suppliers are mandated to provide and maintain safe work environments, minimize hazards, and comply with all relevant health and safety regulations. This helps ensure that our high standards are upheld throughout our supply chain. For more information about Supplier Safety, see our [Supply Chain](#) section below.

44

safety awareness
trainings annually

59%

decline
in OSHA
Recordables
from 2023

Employee Initiatives and Development

At IDEAL Industries, we believe that **engaged and empowered employees** are essential to building a sustainable and forward-looking organization. In 2024, we continued to invest in initiatives that foster professional development, promote a culture of belonging, and ensure that every team member has the opportunity to thrive. We work hard to **cultivate a dynamic and inclusive workplace**, recognizing that employee engagement and talent development are pivotal to its enduring success.

Health, Well-Being, and Benefits

IDEAL Industries also supports employee well-being through **voluntary health initiatives** such as annual health evaluations, flu shots, and awareness programs tied to broader health concerns.

We realize that an engaged and healthy workforce is foundational to organizational success and offer **competitive benefits packages** in the countries in which we operate, designed to support various aspects of employee well-being, including:

- Medical, Dental, and Vision Insurance*
- 401(k) Retirement Plan with Generous Matching*
- Cash Balance Pension Contribution*
- Education Reimbursement
- Parental Leave
- Employee Assistance Program (EAP)*
- Wellness Program*
- IDEAL Scholarships*
- Workplace Giving*

** Available for U.S.-based employees only*

Talent Development

IDEAL Industries offers a wide array of professional development resources to support continuous learning. Over the past two years, we completed a **company-wide leadership development program**, delivering up to 40 hours of formal learning and personalized coaching for leaders. This initiative has helped to strengthen values-based leadership capability and drive employee empowerment. We also provide all employees with access to **on demand learning**, offering over 10,000 modules for personal and professional growth. On average, IDEAL Industries employees spend .82 hours per month on these resources, reflecting our learning-oriented culture. Additionally, we have launched a pilot mentoring program and conduct annual talent reviews to **identify and support emerging talent** with tailored development plans.

Employee Communications

Encouraging open communication is critical to employee engagement. Regular small group meetings, called Chatten' with Leadership, give employees the opportunity to engage in open conversations with IDEAL Industries leadership on topics that are important to them. Management then reports on material matters at every quarterly board meeting and supplemental off-cycle board meetings may be called to address additional critical concerns.

IDEAL Industries also conducts quarterly global townhall meetings where the executive team reports on business results and market trends and celebrates key accomplishments. Every townhall includes a Q&A session giving employees the opportunity to engage with the executive team via questions submitted beforehand anonymously or in person during the meeting.

Employee Initiatives and Development

Skills Advancement and Career Transitions

Technical training and on-the-job learning remain central to our commitment to workforce development and fostering a culture of professional growth at IDEAL Industries. Employees have the opportunity to pursue apprenticeship and journeyman programs, including specialized tracks such as mold-making at Anderson Power.

Structured goal setting and progress monitoring are conducted through regular one-on-one sessions between employees and their managers and constructive feedback is provided during performance reviews to support continuous growth. Employees have access to e-learning modules and are encouraged to collaborate with their managers to develop personalized training plans. These plans are tailored to address specific development needs and enhance professional competence and knowledge. Employees are also offered funding for continued learning opportunities outside of IDEAL Industries, as well as tuition reimbursement. These pathways help employees **build valuable skills** while supporting our operational excellence.

Employee Engagement Initiatives

Peer-to-peer recognition is also a key part of our culture. Our annual **Unsung Hero Award** celebrates the contributions of individuals across the company who go above and beyond. This year saw a record **126 nominations**, demonstrating strong employee participation and appreciation. This focus on internal mobility enhances job satisfaction and reduces turnover rates.

In 2024, Yirong Ru was nominated by fellow employees for exemplifying the IDEAL Industries Values of Integrity and Kindness. ►



NAMED NEWSWEEK'S TOP 100 GLOBAL MOST LOVED WORKPLACES® IN 2024

IDEAL Industries was honored to be recognized as a Top 100 Most Loved Workplace by Newsweek's survey of over 2 million employees of companies worldwide. This designation is awarded to global firms who have made a profound commitment to their employees, highlighting how company culture is key to creating environments where employees not only trust and respect, but truly love, their workplace.



4.1

IDEAL Industries received a score of 4.1 (on a 5.0 scale)

WHY IT'S MOST LOVED

"Ideal Industries emphasizes kindness, a value established by the founder more than 100 years ago that remains a cornerstone of its business today. Kindness involves preparing leadership to be the best resources to employees by training them in psychological safety and as coaches to help everyone in the organization grow in their careers." —from Newsweek's Top 100 Global Most Loved Workplaces survey

Creating an Inclusive Workplace

In 2019, we established what is now known as the **Inclusive Workplace Council (IWC)**. This council serves as a representative body that advocates for diverse voices within the company, ensuring that individual differences and similarities are both acknowledged and leveraged. The IWC's mission encompasses driving advancement, facilitating education, and enriching the company's culture by promoting inclusivity. Its efforts have been instrumental in creating a workplace where employees feel a **profound sense of belonging** and are encouraged to contribute their unique perspectives.

Since its inception, the IWC has spearheaded several initiatives that have significantly enhanced the employee experience, including improved **parental leave policies** and **open communication sessions** with leadership. Additionally, the IWC advocated for and oversaw the enhancement of lactation facilities across global offices to help ensure that nursing mothers have access to comfortable and private spaces.

We are continuing to take steps to reduce bias and advance inclusiveness in talent acquisition and promotion processes. We partner with university-based **Women in Engineering groups**, providing financial support. Additionally, we have invested in specialized services that help expand the diversity of our candidate pool. This commitment to inclusion extends to the board level, where we are continuing to **build a diverse board of directors** to foster broader perspectives and better decision-making.

Additionally, IDEAL Industries supports employee engagement through our Culture Committees. These **volunteer-led groups** coordinate initiatives throughout the year, often aligned with cultural observances and recognition months, to foster a more inclusive workplace.



100%

of employees
who took
parental leave
returned to
work in 2024



ENVIRONMENTAL

To steward the planet's natural resources for the next generation, we are integrating responsible practices into our operations and strategic priorities. These include focusing on reducing our environmental footprint through initiatives such as waste reduction, sustainable supply chain management, and decarbonization. IDEAL Industries prioritizes energy efficiency across its facilities while also focusing on producing and assembling our products in the regions in which they are sold. We work diligently to create a more sustainable future for all our stakeholders and the communities we serve.



Designed for Sustainability

Enatel, Anderson Power, and IDEAL Electrical are each instrumental in driving the **transition to electrification** across a wide range of industries. We take pride in manufacturing many of our products close to where they are sold, which not only strengthens local economies but also reduces the environmental impacts associated with long-distance shipping. By aligning our operations with the communities we serve, we aim to be **responsible corporate citizens** while advancing a more sustainable, electrified future.

Our **Enatel** business specializes in high-efficiency **power conversion, battery charging, and energy storage** technologies. Our solutions support the shift to cleaner energy by providing a premium range of modular high-efficiency battery chargers for the Material Handling Equipment (MHE) and Ground Support Equipment (GSE) industries.

Our **Anderson Power** business develops robust power **interconnect solutions** that are integral to electrification efforts in industries such as construction, agriculture, and data centers. Our connectors are designed for high-efficiency and safety, facilitating applications that are largely more reliable and energy-efficient than traditional AC systems, contributing to reduced energy consumption and lower carbon emissions.

At **IDEAL Electrical**, we manufacture high-quality **wire connectors, tools, and accessories** that facilitate safe and compliant electrical installations that power homes and buildings around the world.

Collectively, our businesses contribute to sustainability by delivering technologies that facilitate the global transition to electrification, promoting cleaner energy use and supporting efforts to reduce environmental impact.

Sustainability Governance

Responsibility for sustainability is distributed across division leaders and functional teams such as Legal, HR, and Operations. While each business unit is empowered to **drive sustainability initiatives** relevant to their operations, their efforts are focused in a few key areas.

The Nominating & Governance Committee is responsible for Corporate Responsibility oversight, including environmental stewardship strategy, commitments, and initiatives. The committee reports back to the Board two times annually.



Emissions

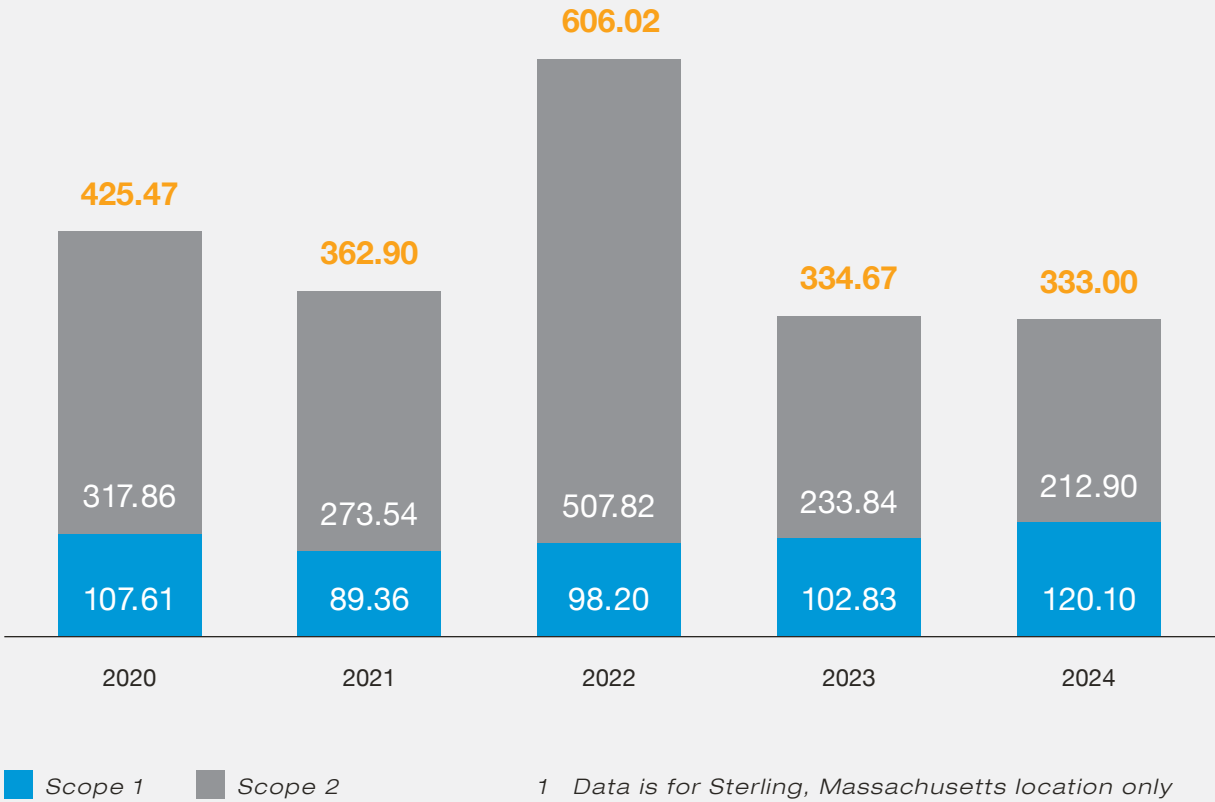
While each of our business units is at a different stage in its emissions journey, their collective efforts demonstrate our shared commitment to improving **environmental performance**, strengthening **data accuracy**, and advancing **long-term sustainability goals**.

In alignment with our corporate vision, all three of our businesses, Anderson Power, Enatel, and IDEAL Electrical, have initiated efforts to **understand, measure, and reduce** their emissions impact. These efforts include the development of baseline inventories, external certifications, and early-stage engagement with Scope 3 data and supply chain partners.

ANDERSON POWER established its first Scope 1 and Scope 2 emissions baseline in 2020 and now tracks emissions on a monthly basis. The business is striving to achieve net zero emissions by 2050 and is actively preparing a Science-Based Targets initiative (SBTi) plan for submission. Scope 3 assessments are also underway. In 2024, our Scope 1 and 2 emissions totaled 333 MTCO₂e, down from 425.47 MTCO₂e in 2020. The increase in Scope 1 emissions was due to shift changes as well as an increase in HVAC capacity within the plant.

ANDERSON POWER

GHG Emissions: Scope 1 & 2 (MTCO₂e)¹



Emissions

ENATEL calculated its baseline emissions in 2023 and completed its first external audit in 2024 in accordance with both ISO 14064-1 and the New Zealand Climate Change (Waste) Regulations 2010. Enatel also earned the Toitū Carbon Reduce certification highlighting a commitment to science-based greenhouse gas emissions reductions. With a focus on data integrity and process improvement, Enatel is building the foundation for a more advanced emissions management strategy and is in the process of setting operational reduction targets.

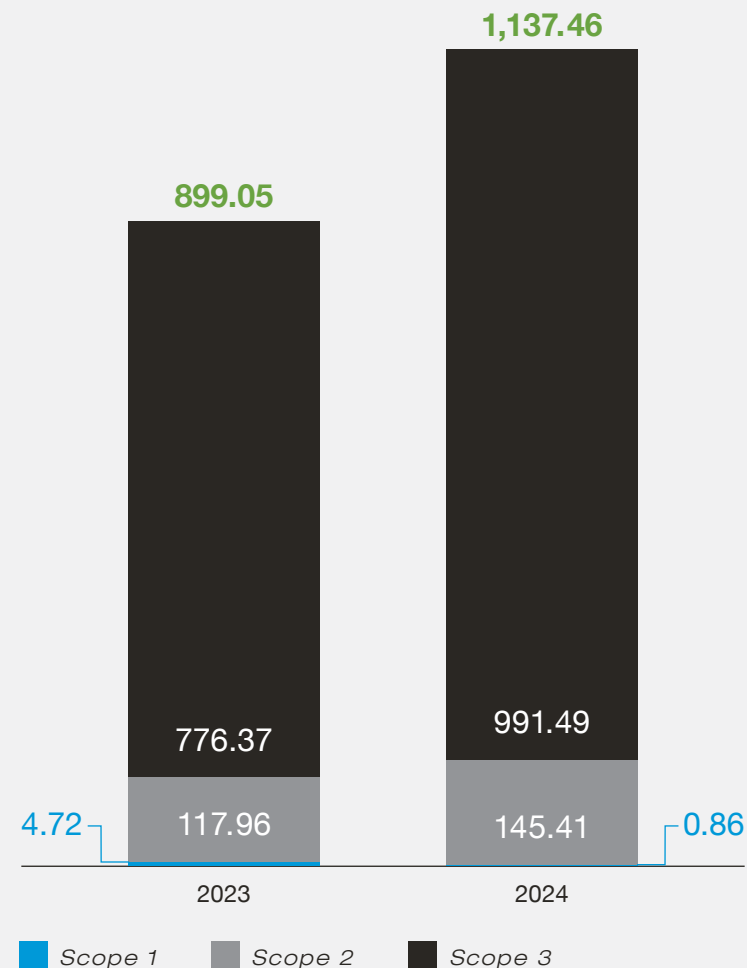


Toitū Carbon Reduce certification is a commitment to on-going reductions while achieving annual greenhouse gas emissions measurement to ISO 14064-1 2018 standard and Toitū requirements using science-backed targets and strategies that drive real, lasting change.

From 2023, Enatel decreased its Scope 1 emissions from 4.72 to .86 MTCO₂e. However, Scope 2 emissions increased from 117.96 to 145.41 MTCO₂e and Scope 3 emissions increased from 776.37 to 991.49 MTCO₂e, in part due to an increase in production demand. Despite this increase, Enatel has managed to decrease total average energy used in Scope 2 activities by 8026 kWh from 2024 to 2025.

ENATEL

GHG Emissions: Scope 1, 2, & 3 (MTCO₂e)



IDEAL ELECTRICAL is in the early stages of its emissions reduction journey, with plans to develop a baseline inventory to guide future sustainability initiatives. Leveraging expertise and support from sister companies Enatel and Anderson Power, IDEAL Electrical has begun engaging with external suppliers to strengthen data collection practices and prepare for more robust emissions reporting.

Together, these efforts reflect IDEAL Industries' growing commitment to climate responsibility and the continuous improvement of environmental performance across our global operations.

Energy Management

IDEAL Industries is **committed to improving energy efficiency** across its operation. While each of our businesses takes a unique approach based on its operations and product focus, all are working toward more energy-efficient, data-informed, and lower-emission futures.

ANDERSON POWER has established monthly tracking of energy consumption across all facilities and is transitioning to a more data-driven model for efficiency. In 2024, the company completed key upgrades including converting warehouse lighting to LEDs and decommissioning its diesel backup generator system, reducing both electricity usage and on-site fuel emissions. With a commitment to the Responsible Business Alliance's net-zero by 2050 goal, Anderson Power is actively exploring additional energy reduction strategies that deliver meaningful impact.

ENATEL integrates energy efficiency directly into its product design, manufacturing modular chargers with best-in-class efficiency in a compact footprint. Part of this process includes use of a power converter to regenerate and store energy to reuse internally during the product testing process. Additionally, Enatel is planning for its 2026 move to a new facility that will include on-site solar power generation, an important step toward lowering emissions.

IDEAL ELECTRICAL has launched a comprehensive energy reduction program focused on facility modernization and the transition to cleaner technologies. By 2024, it had completed LED lighting upgrades in two facilities, replacing over 600 fixtures and saving approximately \$10,000 per month in energy costs. The company is also converting injection molding operations to more efficient electric machines, resulting in measurable performance and sustainability gains.

Together, these efforts lay the groundwork for more structured emissions tracking and long-term impact reduction.



Waste Management

IDEAL Industries is committed to advancing circularity and building responsible waste management systems across all business units. While each operation faces unique material flows and challenges, our collective approach emphasizes **recycling**, **supplier collaboration**, and the development of **data-informed strategies** to reduce waste and improve resource recovery.

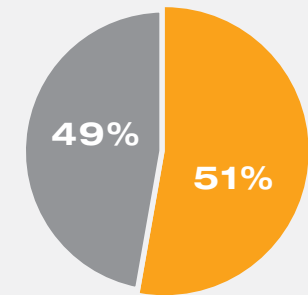
ANDERSON POWER has implemented recycling systems for all corrugated packaging and diverts 98% of its plastic scrap from injection molding to third-party processors for regrinding and reuse in less electrically sensitive applications. Packaging waste impact is mitigated through bulk shipping practices and dedicated recycling channels. Since 2020, our Shenzhen, China site has been separating waste into five different categories for disposal: Industrial Solid Waste, Recyclables, Food Waste, Hazardous Waste, and Residual Waste. Anderson Power Shenzhen has also invested in updated office signage and employee training. Similarly, Anderson Power India has made investments in their environmental impact and waste reduction by contributing \$10,000 in 2024 and \$20,000 in 2025 toward river cleaning initiatives along the Ganges, the country's largest river. Anderson is also investing in improved data tracking to establish baselines and measurable waste reduction goals.

ENATEL has built a robust internal system to recycle soldering waste from its electronics manufacturing processes, turning solder dross into reusable powder or blocks for reintegration. Electronic waste is responsibly managed through third-party recyclers, who separate valuable materials like copper, steel, and plastic for downstream use. Enatel tracks waste volumes internally and verifies data with external partners to increase visibility and support future target-setting. The company also works proactively with suppliers to reduce single-use packaging, particularly plastics.

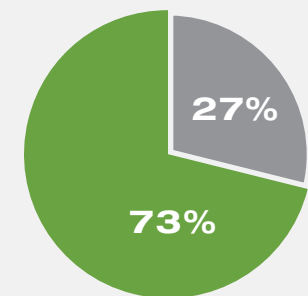
IDEAL ELECTRICAL emphasizes landfill diversion through recycling and reuse. All corrugated cardboard used in shipping is recycled and sourced from Forest Stewardship Council (FSC) certified suppliers, ensuring that the paper based products meet a high level of environmental standards to support responsible forestry. Meanwhile wooden pallets are either reused or sold to a nearby pallet manufacturer, supporting a closed-loop system. Though some non-recyclable plastic waste remains a challenge, IDEAL Electrical has implemented sorting systems to recover as much recyclable material as possible. The company also partners with Enatel to manage e-waste from high-value industrial chargers and is expanding its data collection to strengthen circular practices. As a leading manufacturer of electrical connectors, IDEAL Electrical products play a vital role in supporting the transition to cleaner energy systems by helping to electrify a more sustainable future worldwide.

LANDFILL WASTE VERSUS RECYCLED WASTE IN 2024

Anderson Power (tons)^{1, 2}



Enatel (tons)



■ Recycled: Anderson
 ■ Landfill
■ Recycled: Enatel

- ¹ Data is for Sterling, Massachusetts location only
- ² Total weight is an estimation derived from overall waste volume

Water Management

IDEAL Industries recognizes the importance of **responsible water stewardship** as part of our broader environmental commitment. While our operations are not water-intensive by industry standards, each business unit is working to monitor usage, identify efficiency opportunities, and reduce the environmental impact of water consumption wherever possible.

ANDERSON POWER began tracking water usage monthly across its facilities as part of its broader environmental metrics program in 2020. This data-driven approach helped the company establish usage baselines, identify reduction opportunities, and ensure water efficiency is factored into ongoing operational decisions. As part of facility upgrades, Anderson is evaluating low-flow fixtures and other water-saving technologies.

ENATEL closely monitors water usage in its electronics manufacturing processes and is exploring ways to optimize water efficiency as it prepares to move into a new facility in 2026. The new site will be designed with sustainability in mind, incorporating modern water-saving infrastructure and systems to reduce consumption and support more circular operational practices.

IDEAL ELECTRICAL incorporates water conservation into its broader sustainability planning, with a focus on operational efficiency and responsible facility management. While water usage is relatively low across its current processes, the company is taking steps to enhance tracking and integrate water management considerations into future infrastructure investments.

Even though we operate in low water-use environments, we are committed to pursuing continuous improvement, monitoring performance, and planning for long-term sustainability.

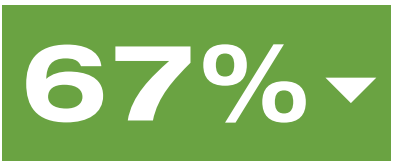
TOTAL WATER WITHDRAWAL

	2020	2021	2022	2023	2024
Anderson Power (m³) ¹	2,237	2,258	1,404	1,660	1,208
Enatel (m³)	3,598	2,798	2,513	1,340	1,194

¹ Data is for Sterling, Massachusetts location only



**decrease
in Anderson
Power's
total water
withdrawal
since 2020**



**decrease
in Enatel's
total water
withdrawal
since 2020**

GOVERNANCE

IDEAL Industries is firmly committed to governance best practices and ethical business conduct, embedding integrity, transparency, and accountability into every aspect of our operations. We prioritize strong internal controls and compliance through robust cybersecurity measures, comprehensive ethics training, and clearly defined employee and supplier expectations. Our dedication to ethical conduct strengthens stakeholder confidence and supports long-term, responsible growth.



Governance Structure and Oversight

Our Governance priorities are rooted in adhering to our company values and following laws and regulations governing where we conduct business. To conform to these priorities, IDEAL Industries maintains a **robust governance structure** rooted in ethical leadership, stakeholder accountability, and a commitment to responsible business practices.

Our **Board of Directors** includes a diverse mix of independent members, shareholders, and management, with broad experience across operations, finance, and IT. Of the eight current board members, four are independent, three represent the shareholder family, and one is a senior executive. Gender diversity is well represented, and board tenure ranges from a few months to eight years. Board-level evaluations are conducted annually. Conflict of interest policies are administered by the General Counsel and reviewed annually, reinforcing **transparency and ethical governance** practices.

Responsible corporate stewardship and long-term success at IDEAL Industries can be attributed to the close collaboration of several higher governing bodies. The **executive leadership team** works closely with the Board of Directors on ethics, safety, and risk management. While the executive leadership team is charged with defining the mission, values, purpose, and strategy at IDEAL Industries, the Board of Directors is an active collaborator providing feedback and support on a quarterly basis. Additionally, the **Nomination and Governance Committee** oversees IDEAL's corporate responsibility work, including environmental stewardship and human rights, and executive leadership reports to the Nomination and Governance Committee twice per year, or more as needed, on overarching corporate responsibility programs and policies. Final reports reflect feedback and approval from the full Board of Directors and executive leadership. All employees receive annual training on the company's Code of Conduct, which encompasses responsible business practices, anti-corruption protocols, and human rights protections. IDEAL Industries ensures open communication through a third-party grievance hotline and an open-door policy with HR, legal, and leadership.



Governance Programs and Policies

Risk Management

Our **Enterprise Risk Management** (ERM) program, launched in 2021, provides a structured framework for proactively identifying, assessing, and prioritizing risks, followed by the development of targeted strategies to address them. In 2024, we expanded this framework by establishing an Internal Audit Department and appointing a dedicated Internal Auditor to work cross-functionally across the organization.

Launched in April 2024, the **Internal Audit Department** delivers independent, objective assurance and advisory services that enhance internal controls and operational efficiency. As an integral part of our ERM program, the Internal Audit Department strengthens risk oversight by continuously monitoring and evaluating risk management processes across the business.

Our ERM approach promotes a culture of accountability, continuous improvement, and transparency, reinforcing stakeholder confidence in our commitment to sound governance and responsible business practices.

Code of Conduct, Ethics, and Compliance

Compliance is a cornerstone of IDEAL Industries' commitment to business integrity. Across all divisions, we ensure that operations and decision-making align with applicable laws, ethical standards, and internal policies.

Since 2023, IDEAL Industries has conducted internal reviews of its **anti-corruption processes** with the support of specialized external partners. While no material findings have been identified, several process improvements have already been implemented to strengthen our program.

IDEAL Industries maintains a **zero-tolerance policy** toward bribery, corruption, and non-compliance. Our anti-corruption program includes mandatory training for all employees, reinforced through onboarding and annual refresher courses. In 2024, we reported zero confirmed incidents of corruption or non-compliance.

To proactively manage risk, all IDEAL Industries entities adhere to **company-wide policies** covering:

- Third-party due diligence
- Gifts, entertainment, and hospitality
- Charitable donations and sponsorships
- Political contributions
- Whistleblower protection

Our **Code of Conduct** sets clear expectations for ethical behavior, integrity, and legal compliance. Annual training is mandatory for all employees and is incorporated into onboarding for all new hires. Employees must formally acknowledge and agree to the policy, which is renewed each year for roles involving computer access.

IDEAL Industries has also implemented a **Prohibited Business Practices Policy** to ensure compliance with the Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, the Office of Foreign Asset Control (OFAC), and other relevant anti-bribery and anti-corruption (ABAC) laws.

As part of our broader **ABAC Compliance Initiative**, IDEAL Industries engaged a third-party specialist firm in 2024 to enhance our compliance framework. This initiative reinforces our commitment to transparency, integrity, and accountability across all business operations.

Supply Chain Management

IDEAL Industries is committed to upholding the highest standards of ethical and sustainable business practices across our global supply chain. Cultivating **strong supplier partnerships** is critical to meeting our goals, and we work with our stakeholders to create a supply chain that is **resilient, responsible, and aligned** with our core values.

In 2024, we updated our **Supplier Code of Conduct** to place greater emphasis on environmental sustainability, labor rights, and the prevention of human trafficking. These updates outline clear expectations for business partners regarding environmental practices, fair labor conditions, and human rights protections.

We are committed to working with suppliers who share our dedication to ethical practices and continuous improvement in safety and labor standards. In 2024, we introduced more **rigorous audits** for new and existing suppliers, and we continue to evaluate each supplier's environmental impact and labor practices. We have implemented **supplier scorecards** and contract provisions that emphasize environmental responsibility. All new suppliers are audited, and updated audit forms now include detailed coverage of environmental and social criteria.



Supply Chain Management

IDEAL Industries mandates that all suppliers, their employees, agents, and sub-suppliers **adhere to the principles outlined** in its Supplier Code of Conduct, which are based on the following pillars:

Labor and Human Rights

- **Child Labor Avoidance:** Suppliers must not employ individuals under the age of 15, or under the minimum age for employment as defined by local laws, whichever is higher. Legitimate apprenticeship programs that comply with all applicable laws are supported.
- **Voluntary Labor:** All labor must be voluntary. Suppliers are prohibited from engaging in any form of forced labor, including slavery, human trafficking, or involuntary prison labor. Workers must have the freedom to terminate employment at any time without penalty.
- **Freedom of Association:** Suppliers must respect the rights of workers to associate freely, join or not join labor unions, and bargain collectively in accordance with local laws.
- **Non-Discrimination:** Employment decisions must be based on ability and not on characteristics such as race, gender, age, religion, or other protected statuses.
- **Fair Wages and Working Hours:** Suppliers are expected to comply with all applicable wage and hour laws, providing at least the minimum legal wage and compensating for overtime at the legal premium rate. Working hours should not exceed 60 hours per week, including overtime, except in emergencies.
- **Humane Treatment:** Suppliers must ensure a workplace free from harassment, abuse, and inhumane treatment. Workers should have access to clean facilities, potable water, and safe housing (where provided).

Health and Safety

- **Maintain a Safe Work Environment:** Identify and mitigate workplace hazards through proper design, engineering controls, and safety procedures. Provide appropriate health and safety training in the workers' primary language.
- **Incident Management:** Implement systems for reporting and investigating health and safety incidents and near-misses, encouraging worker participation without fear of retaliation.
- **Manage Physically Demanding Tasks:** Assess and control risks associated with physically demanding tasks to prevent injuries.
- **Provide Personal Protective Equipment (PPE):** Supply workers with necessary PPE and training on its proper use.
- **Emergency Preparedness:** Develop and implement emergency response plans, including evacuation procedures and regular drills.

Ethical Business Practices

- **Anti-Corruption:** Zero tolerance for corruption, bribery, extortion, and embezzlement. Suppliers must implement procedures to prevent such practices.
- **Intellectual Property:** Respect for intellectual property rights and protection of customer information.
- **Responsible Sourcing of Minerals:** Due diligence to ensure that minerals are sourced responsibly and do not finance conflict.
- **Transparency:** Accurate recording and disclosure of information regarding business activities, labor, health and safety, and environmental practices.
- **Protection of Identity:** Provision of anonymous complaint mechanisms and protection against retaliation for whistleblowers.

Human Rights

IDEAL Industries actively communicates its human rights commitments through training and ongoing engagement with supply chain partners. Policies addressing forced labor, child labor, and human trafficking are embedded in supplier contracts and supported by the company's publicly available **Slavery and Human Trafficking Statement**. We expect our suppliers to have strict measures in place to ensure sustainable and ethical practices, especially the prevention of forced labor.

Any supplier found to have significant environmental or human rights violations would be disqualified from doing business with IDEAL Industries, although no such cases have occurred to date.



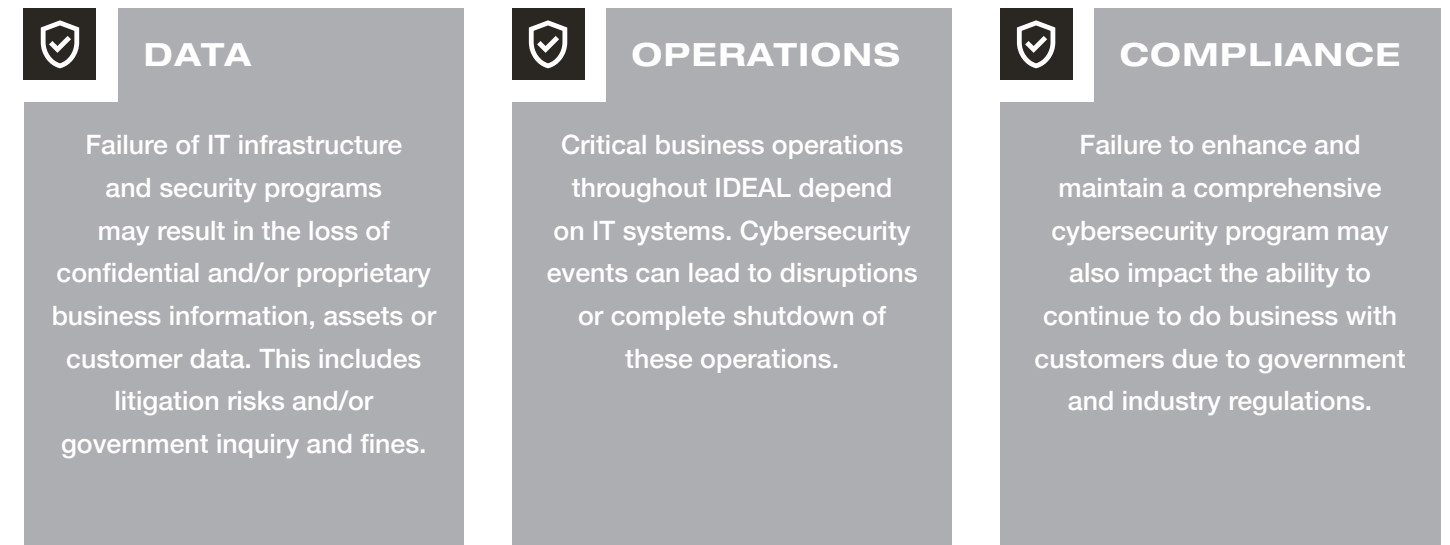
Cybersecurity

Cybersecurity is a cornerstone of our ERM program and a vital element of our sustainability strategy. Now in its fourth year, our cybersecurity program is rooted in a culture of fostering **awareness, vigilance, and shared responsibility** across our entire stakeholder ecosystem, from employees and customers to vendors and shareholders. We believe that strengthening cybersecurity is not only about securing data and systems but also about building resilient, informed communities both inside and outside our organization.

Our cybersecurity success is built on a foundation of continuous improvement and daily vigilance. We utilize a **comprehensive suite of tools** including modern firewalls, intrusion detection systems, endpoint protection, and email filtering. Real-time telemetry provides visibility across our entire environment, allowing our team to monitor and actively reduce risk on a weekly basis.

Risk assessments are central to our approach. We conduct an annual NIST self-assessment, supplemented by quarterly internal reviews leveraging Info-Tech security effectiveness diagnostics. These assessments are shared with the Board of Directors and inform our annual cybersecurity improvement plan. Risk scores derived from our real-time systems guide **tactical decisions** and keep the program aligned with IDEAL Industries overall risk tolerance, as set by executive leadership.

Cybersecurity measures are based on the **National Institute of Standards and Technology** (NIST) three strategic risk categories:



Employee engagement plays a pivotal role in reinforcing a cybersecurity culture. Every system user completes annual training, with additional modules for higher-risk roles. Monthly phishing simulations, digital signage in facilities, regular cybersecurity tips in our company newsletter, and occasional town hall spotlights help keep awareness high. In 2024, we engaged the average employee **27.7** times through various channels.

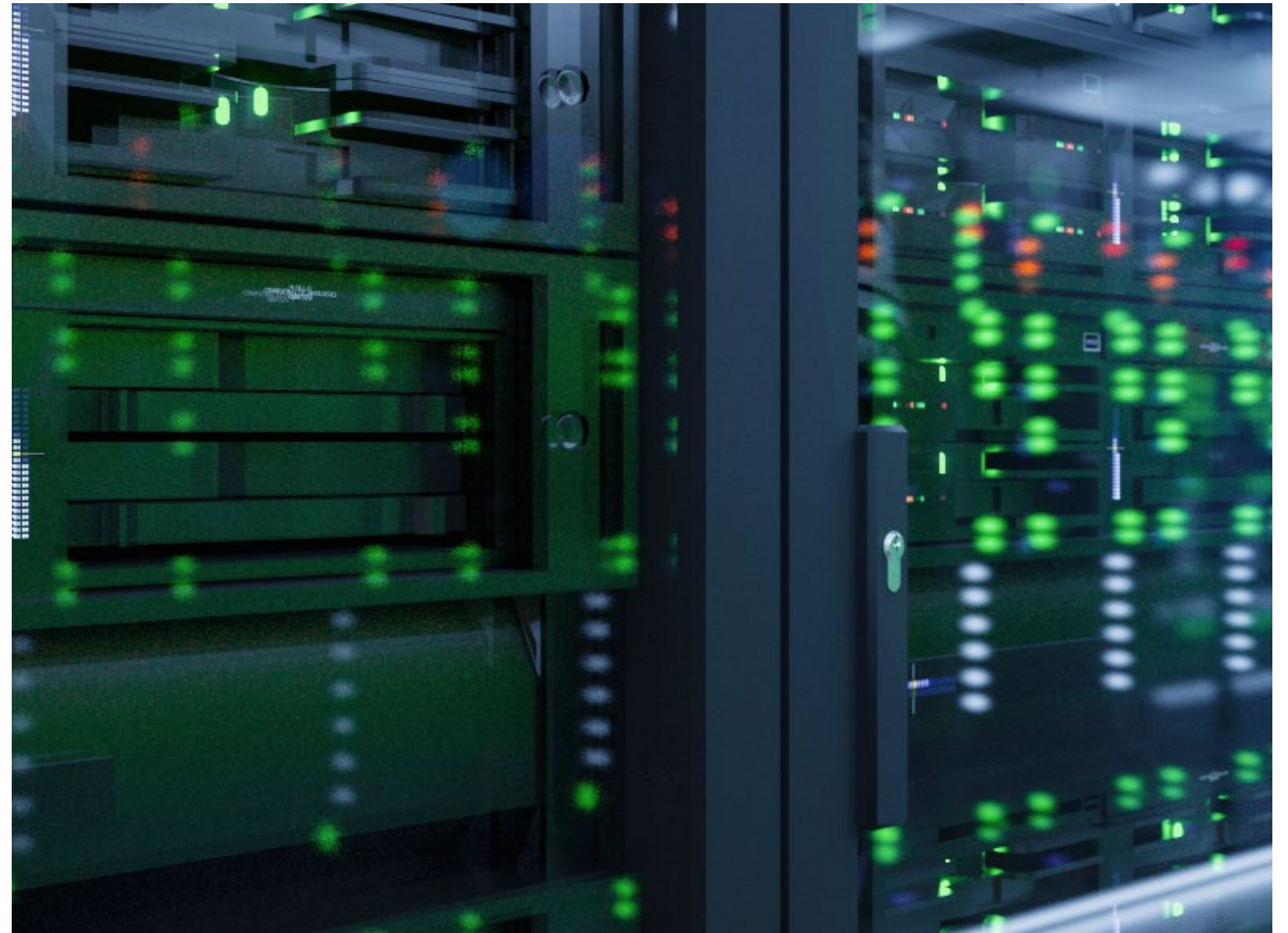
Cybersecurity

Artificial Intelligence

As digital threats evolve, so too does our approach. IDEAL Industries is actively exploring the role of artificial intelligence (AI) and automation in cybersecurity defenses. While malicious actors are beginning to exploit generative AI, we're investing in proactive capabilities to respond in a smarter and faster manner. Our cybersecurity team is also evaluating AI-enabled tools to further enhance **detection, response, and risk mitigation** efforts.

Our broader use of AI is guided by a **Responsible AI Use Policy** established in 2023. We take a phased and deliberate approach to AI integration, starting with high-impact roles and requiring employee training and policy acknowledgment prior to use. Tools like Microsoft Copilot are deployed with oversight, and all new AI applications must go through an approval process. Usage is monitored to ensure accountability and alignment with company values.

With data security as **one of the core risk pillars** in our ERM strategy, IDEAL Industries remains committed to maintaining strong safeguards, adapting to emerging threats, and responsibly integrating next-generation technologies.



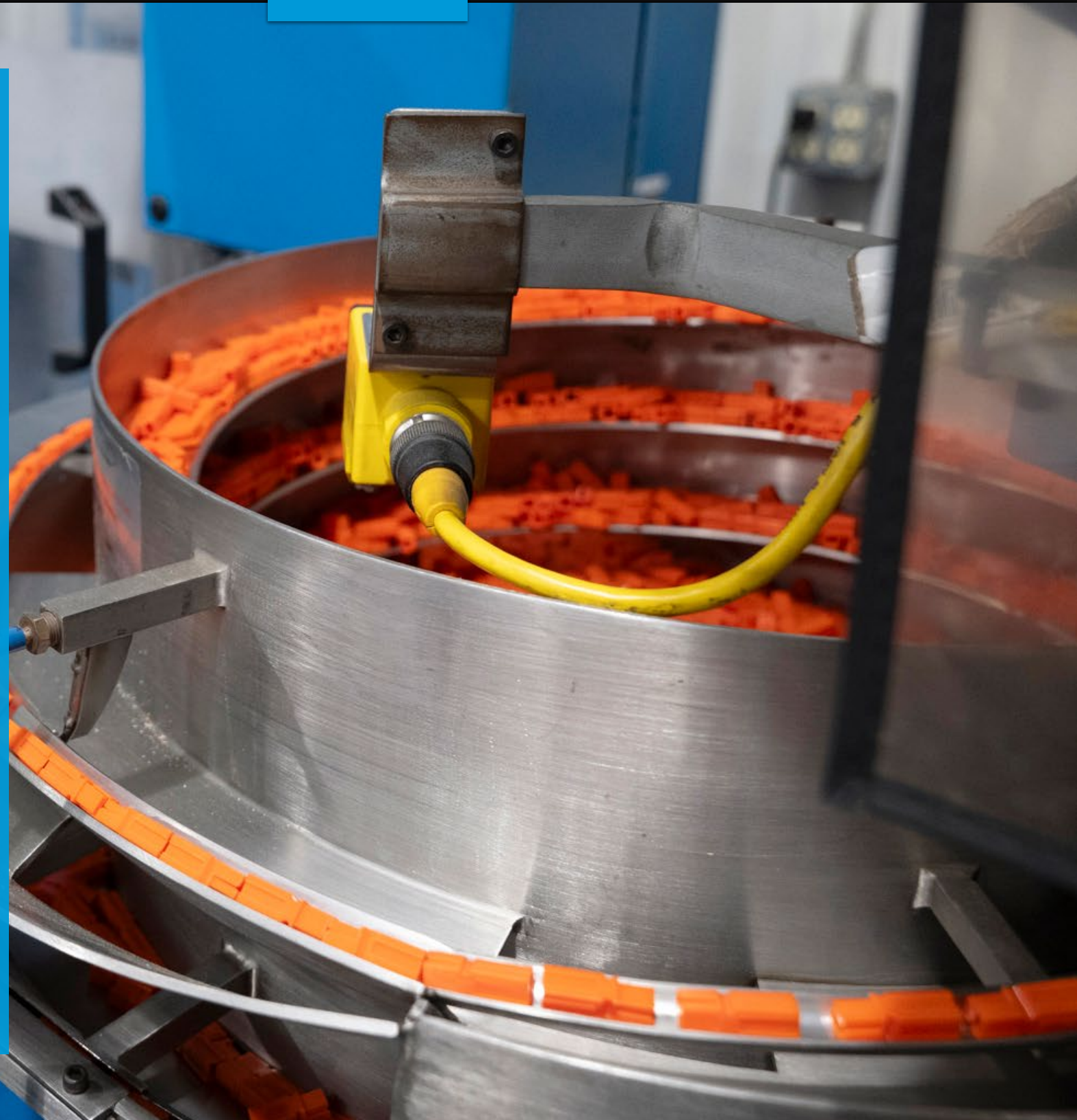


APPENDIX

36 Forward-Looking Statement

37 Data Tables

39 GRI Content Index



Forward-Looking Statement

This Sustainability Report contains forward-looking statements that reflect the current views, expectations, and assumptions of IDEAL Industries, Inc. regarding future events, business performance, and sustainability initiatives. These statements are based on information available as of the date of publication and may include terms such as “anticipate,” “believe,” “expect,” “intend,” “plan,” “forecast,” “goal,” “estimate,” “seek,” and similar expressions.

Forward-looking statements are subject to a number of known and unknown risks, uncertainties, and other factors that may cause actual results to differ materially from those expressed or implied. These include, but are not limited to, evolving regulatory requirements, market conditions, technological advancements, supply chain disruptions, climate-related impacts, and changes in stakeholder expectations.

IDEAL Industries undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future developments, or otherwise, except as required by applicable law. The company remains committed to transparency and accountability as it advances its sustainability goals and continuously evaluates strategies for long-term impact and resilience.



Data Tables

METRIC	2022	2023	2024
IDEAL Industries			
Most Loved Workplace Survey Score	—	—	4.1
Average time spent per month by employees on online learning resources (hrs)	1.03	.96	.82
Total amount donated to non-profit organizations (\$)	—	—	1.39M
Percentage of employees returning to work after parental leave	—	100	100
Total Case Incident Rate (TCIR)	—	6.8	4.8
OSHA Recordables	—	27	11
Lost Time Incidents	—	9	7
Anderson Power			
Scope 1 (MTCO ₂ e) (Sterling, Massachusetts location only)	98.20	102.83	120.10
Scope 2 (MTCO ₂ e) (Sterling, Massachusetts location only)	507.82	233.84	212.90
Scope 1 and 2 (MTCO ₂ e) (Sterling, Massachusetts location only)	606.02	336.67	333
Estimated Total Waste Annually (tons) (Sterling, Massachusetts location only)	28.8	32.1	28.8
Estimated Recovered Waste Annually (tons) (Sterling, Massachusetts location only)	15.36	15.36	15.36
Amount spent on waste management practices (\$) (India location)	—	—	10,000
Amount spent on waste management practices (\$) (Shenzhen, China location)	5,000	5,000	5,000
Total Annual Water Usage (m ³) (Sterling, Massachusetts location only)	1,404	1,660	1,208
Total Case Incident Rate (TCIR)	—	1	1.1
OSHA Recordables	—	0	0
Lost Time Incidents	—	0	0



Data Tables

METRIC	2022	2023	2024
Enatel			
Scope 1 (MTCO ₂ e)	—	4.72	0.86
Scope 2 (MTCO ₂ e)	—	117.96	145.41
Scope 3 (MTCO ₂ e)	—	776.37	991.49
Total Scope 1, 2, and 3 (MTCO ₂ e)	—	899.05	1,137.46
Total Energy Use (kWh)	117,017	129,282	114,731
Estimated Emissions Generated from Waste (MTCO ₂ e)	152.53	208.47	163.22
Total Recovered Waste Annually (%)	65.6	71.2	73.4
Estimated Total Waste Annually (tons)	168.12	229.79	179.89
Estimated Diverted Waste Annually (tons)	110.37	163.69	132.02
Annual Water Usage per FT Employee	12.16	7.03	6.49
Total Annual Water Usage (m ³)	2,513	1,340	1,194
Total Case Incident Rate (TCIR)	—	1	0.4
OSHA Recordables	—	13	2
Lost Time Incidents	—	4	2
IDEAL Electrical			
Total Case Incident Rate (TCIR)	—	4.8	3.3
OSHA Recordables	—	14	9
Lost Time Incidents	—	5	5



GRI Content Index

IDEAL Industries has reported with reference to the GRI Standards for the period January 1, 2024-December 31, 2024; GRI 1: Foundation 2021 used.

GRI DISCLOSURE	DISCLOSURE DESCRIPTION	2024 RESPONSE
GRI 2: General Disclosures 2021		
2-1	Organizational details	About Ideal Industries, page 4
2-2	Entities included in the organization's sustainability reporting	Our Brands, page 7
2-3	Reporting period, frequency and contact point	Forward-Looking Statement, page 36
2-4	Restatements of information	There are no restatements of information.
2-5	External assurance	External assurance has not been provided for this report.
2-6	Activities, value chain and other business relationships	Our Brands, page 7
2-7	Employees	People, demographic breakdown of employees not available due to confidentiality constraints.
2-8	Workers who are not employees	This disclosure is omitted due to confidentiality constraints.
2-9	Governance structure and composition	Governance Structure and Oversight, page 28
2-10	Nomination and selection of the highest governance body	Governance Structure and Oversight, page 28
2-11	Chair of the highest governance body	Company Overview and History, page 5
2-12	Role of the highest governance body in overseeing the management of impacts	Governance Structure and Oversight, page 28
2-13	Delegation of responsibility for managing impacts	Governance Structure and Oversight, page 28
2-14	Role of the highest governance body in sustainability reporting	Letter from the CEO, page 3 ; Designed for Sustainability, page 21
2-15	Conflicts of interest	Governance Structure and Oversight, page 28
2-16	Communication of critical concerns	Governance Structure and Oversight, page 28 ; Employee Communications, page 17
2-17	Collective knowledge of the highest governance body	Governance Structure and Oversight, page 28
2-18	Evaluation of the performance of the highest governance body	For information about Board selection, see page 28 . IDEAL Industries does not disclose current Board member evaluations due to confidentiality constraints.



GRI Content Index

GRI DISCLOSURE	DISCLOSURE DESCRIPTION	2024 RESPONSE
GRI 2: General Disclosures 2021		
2-19	Remuneration policies	This disclosure is omitted due to confidentiality constraints.
2-20	Process to determine remuneration	This disclosure is omitted due to confidentiality constraints.
2-21	Annual total compensation ratio	This disclosure is omitted due to confidentiality constraints.
2-22	Statement on sustainable development strategy	Letter from the CEO, page 3
2-23	Policy commitments	Governance Programs and Policies, page 29
2-24	Embedding policy commitments	Governance Programs and Policies, page 29
2-25	Processes to remediate negative impacts	Governance Structure and Oversight, page 28
2-26	Mechanisms for seeking advice and raising concerns	Governance Structure and Oversight, page 28 ; Employee Communications, page 17
2-27	Compliance with laws and regulations	Governance Programs and Policies, page 29
2-28	Membership associations	Anderson Power is a member of Industrial Truck Association; Enatel is a member of the New Zealand Institute of Management and Canterbury Chamber of Commerce; IDEAL Electrical is a member of the following organizations: Council for Harmonization of Electrotechnical Standards of the Nations in the Americas, Independent Alliance of the Electrical Industry, National Fire Protection Association, Society of Automotive Engineers, National Electrical Manufacturers Association, National Electrical Contractor Association, Independent Electrical Contractors, Electrical Training Alliance, Associated Builders & Contractors, National Electrical Manufacturer Rep Association, National Association of Electrical Distributors, Canadian Electrical Manufacturers Rep Association, National Association of Canadian Manufacturers & Distributors, Illinois Manufacturer's Association; IDEAL Industries is a member of the Association of National Advertisers.
2-29	Approach to stakeholder engagement	Targets and Goals, page 10
2-30	Collective bargaining agreements	There are no employees covered by collective bargaining agreements.
GRI 3: Material Topics		
3-1	Process to determine material topics	Targets and Goals, page 10
3-2	List of material topics	Targets and Goals, page 10

idealindustries.com

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IDEAL INDUSTRIES, INC.

THE *IDEAL* FAMILY

ANDERSON
POWER

ENQTEL

IDEAL
electrical