



Kimball Electronics

2025 CDP Corporate Questionnaire 2025

Word version

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

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Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☒ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☒ Publicly traded organization

(1.3.3) Description of organization

Kimball Electronics is a publicly traded company (NASDAQ: KE) founded in 1961 and incorporated in 1998. Headquartered in the United States, we operate globally with facilities in Poland, China, Thailand, Mexico, Romania, and the U.S. We specialize in contract manufacturing services, including durable electronics, non-electronic components, medical disposables, drug delivery solutions, and precision molded plastics. All our work is performed on a contractual basis—we do not take any product directly to market. Our customers rely on our track record of quality, international standard certifications, financial stability, social responsibility, and commitment to long-term relationships. Our Customer Relationship Management (CRM) model ensures seamless access to our global footprint and services throughout the product life cycle.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☒ No

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☒ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☒ 5 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☒ 5 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☒ 2 years

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

1586842453

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

49428J

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

KE

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

131522401

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☒ China

☒ United States of America

☒ Mexico

☒ Poland

☒ Romania

☒ Thailand

(1.8) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes, for all facilities</p>	<p>Geolocation data is able to be provided or all of our company's facilities globally.</p>

[Fixed row]

(1.8.1) Please provide all available geolocation data for your facilities.

Row 1

(1.8.1.1) Identifier

KEMX-1 in Reynosa, Mexico

(1.8.1.2) Latitude

26.0333

(1.8.1.3) Longitude

-98.2194

(1.8.1.4) Comment

KEMX-1 in Reynosa, Mexico

Row 2

(1.8.1.1) Identifier

KEMX-2 in Reynosa, Mexico

(1.8.1.2) Latitude

26.0448

(1.8.1.3) Longitude

-98.2272

(1.8.1.4) Comment

KEMX-2 in Reynosa, Mexico

Row 3

(1.8.1.1) Identifier

KETL in Lam Chabang, Thailand

(1.8.1.2) Latitude

13.0847

(1.8.1.3) Longitude

10.92

(1.8.1.4) Comment

KETL in Lam Chabang, Thailand

Row 4

(1.8.1.1) Identifier

KECN in Nanjing, China

(1.8.1.2) Latitude

31.8958

(1.8.1.3) Longitude

118.835

(1.8.1.4) Comment

KECN in Nanjing, China

Row 5

(1.8.1.1) Identifier

KEPS in Poznan, Poland

(1.8.1.2) Latitude

52.4522

(1.8.1.3) Longitude

16.7025

(1.8.1.4) Comment

KEPS in Poznan, Poland

Row 6

(1.8.1.1) Identifier

KERO in Timisoara, Romania

(1.8.1.2) Latitude

45.7823

(1.8.1.3) Longitude

21.3559

(1.8.1.4) Comment

KERO in Timisoara, Romania

Row 7

(1.8.1.1) Identifier

KEJ in Jasper, Indiana, United States

(1.8.1.2) Latitude

38.4008

(1.8.1.3) Longitude

-86.9175

(1.8.1.4) Comment

KEJ in Jasper, Indiana

Row 8

(1.8.1.1) Identifier

KEHQ in Jasper, Indiana, United States (Corporate Headquarters)

(1.8.1.2) Latitude

38.3714

(1.8.1.3) Longitude

-86.9522

(1.8.1.4) Comment

KEHQ in Jasper, Indiana (Corporate Headquarters)

Row 9

(1.8.1.1) Identifier

KEIND in Indianapolis, Indiana, United States

(1.8.1.2) Latitude

38.8097

(1.8.1.3) Longitude

-86.0611

(1.8.1.4) Comment

KEIND in Indianapolis, Indiana

Row 10

(1.8.1.1) Identifier

KETA in Tampa, Florida, United States

(1.8.1.2) Latitude

28.0675

(1.8.1.3) Longitude

-82.6464

(1.8.1.4) Comment

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

- ☒ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

- ☒ Upstream value chain
☒ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

- ☒ Tier 4+ suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

- ☒ All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

We screen each new Tier I supplier globally to ensure a shared commitment to our Supplier Code of Conduct, which is based on the Responsible Business Alliance's industry standard that, together with our Global Human Rights Policy, embody a set of standards on social, environmental, governance, and ethical issues in supply chains. Once onboarded, we engage with suppliers to obtain updated, accurate, and complete information about our supply chain. For the Reporting Period, as part of our due diligence we surveyed approximately 3,206 direct suppliers, representing 100% of our direct suppliers relevant for Conflict Minerals. We requested that each of them provides information regarding the sources of products and the minerals necessary to the functionality or production of those products, including the processing smelters and refiners in their supply chains.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

- ☒ Yes, we have mapped or are currently in the process of mapping plastics in our value chain

(1.24.1.2) Value chain stages covered in mapping

Select all that apply

- ☒ Direct operations
☒ Upstream value chain
☒ Downstream value chain
☒ End-of-life management

(1.24.1.4) End-of-life management pathways mapped

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> Landfill | <input checked="" type="checkbox"/> Preparation for reuse |
| <input checked="" type="checkbox"/> Recycling | |
| <input checked="" type="checkbox"/> Incineration | |
| <input checked="" type="checkbox"/> Waste to Energy | |
| <input checked="" type="checkbox"/> Mismanaged waste | |

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We define our short-term time horizon as a period of 1-3 years. It focuses on immediate actions, targets, and initiatives that can be implemented in the near future. This timeframe allows us to address pressing climate-related challenges, such as reducing greenhouse gas (GHG) emissions, improving energy efficiency, or implementing specific projects aimed at mitigating climate risks. Short-term time horizons align with our 3-year strategic plans and our annual reporting cycles, financial planning periods, capital investment planning, and operational decision-making.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Our medium-term time horizon typically spans 3 to 10 years, providing a broader planning perspective. During this period, we aim to achieve significant milestones toward our goals and in our strategies, including our climate change mitigation and adaptation efforts. This timeframe allows for the implementation of more complex and transformative initiatives, such as transitioning to renewable energy sources and integrating sustainable practices across our value chain or investing in long-term initiatives with our stakeholders for climate-related solutions. Our medium-term horizon aligns with our ESG planning cycle and goals, such as setting 2030 reduction milestones with a 2024 baseline.

Long-term

(2.1.1) From (years)

10

(2.1.2) Is your long-term time horizon open ended?

Select from:

☒ No

(2.1.3) To (years)

30

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We define our long-term horizon as 10-30 years. This horizon involves setting ambitious goals that align with global climate objectives, such as our 2050 net-zero goal. This timeframe allows us to plan for and make transformative changes in business models, supply chain strategies, and long-term investments. Our long-term goals typically align with sustainability or net-zero targets that we set or that international frameworks recommend.

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☒ Climate change

☒ Water

- ☒ Plastics
- ☒ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- ☒ Dependencies
- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain
- ☒ End of life management

(2.2.2.4) Coverage

Select from:

- ☒ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

- ☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- ☒ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ WRI Aqueduct
- ☒ Other commercially/publicly available tools, please specify :CDP's Water Watch

Enterprise Risk Management

- ☒ Enterprise Risk Management
- ☒ Internal company methods

(2.2.2.13) Risk types and criteria considered

Acute physical

- ☑ Drought
- ☑ Tornado
- ☑ Avalanche
- ☑ Landslide
- ☑ Wildfires
- ☑ Glacial lake outburst
- ☑ Cyclones, hurricanes, typhoons
- ☑ Heavy precipitation (rain, hail, snow/ice)
- ☑ Flood (coastal, fluvial, pluvial, ground water)
- ☑ Storm (including blizzards, dust, and sandstorms)
- ☑ Heat waves
- ☑ Subsidence
- ☑ Toxic spills
- ☑ Cold wave/frost
- ☑ Pollution incident

Chronic physical

- ☑ Heat stress
- ☑ Soil erosion
- ☑ Water stress
- ☑ Sea level rise
- ☑ Saline intrusion
- ☑ Temperature variability
- ☑ Poorly managed sanitation
- ☑ Declining ecosystem services
- ☑ Increased ecosystem vulnerability
- ☑ Rationing of municipal water supply
- ☑ Seasonal supply variability/interannual variability
- ☑ Changing temperature (air, freshwater, marine water)
- ☑ Soil degradation
- ☑ Change in land-use
- ☑ Groundwater depletion
- ☑ Changing wind patterns
- ☑ Declining water quality
- ☑ Water quality at a basin/catchment level
- ☑ Precipitation or hydrological variability
- ☑ Increased severity of extreme weather events
- ☑ Water availability at a basin/catchment level
- ☑ Leaching of hazardous substances from plastics

- ☑ Changing precipitation patterns and types (rain, hail, snow/ice)
- ☑ Increased levels of environmental pollutants in freshwater bodies
- ☑ Increased levels of macro or microplastic leakage to air, soil, freshwater and/or marine bodies

Policy

- | | |
|--|--|
| <ul style="list-style-type: none"> ☑ Carbon pricing mechanisms ☑ Increased pricing of water ☑ Changes to national legislation ☑ Regulation of discharge quality/volumes ☑ Limited or lack of river basin management ☑ Changes to international law and bilateral agreements ☑ Lack of mature certification and sustainability standards ☑ Increased difficulty in obtaining water withdrawals permit ☑ Statutory water withdrawal limits/changes to water allocation ☑ Mandatory water efficiency, conservation, recycling, or process standards | <ul style="list-style-type: none"> ☑ Poor coordination between regulatory bodies ☑ Poor enforcement of environmental regulation ☑ Limited or lack of transboundary water management ☑ Increased difficulty in obtaining operations permits ☑ Lack of globally accepted and harmonized definitions ☑ Uncertainty and/or conflicts involving land tenure rights and water rights ☑ Introduction of regulatory standards for previously unregulated contaminants |
|--|--|

Market

- | | |
|--|--|
| <ul style="list-style-type: none"> ☑ Changing customer behavior ☑ Uncertainty in the market signals ☑ Availability and/or increased cost of raw materials ☑ Availability and/or increased cost of recycled or renewable content ☑ Inadequate access to water, sanitation, and hygiene services (WASH) | <ul style="list-style-type: none"> ☑ Availability and/or increased cost of certified sustainable material |
|--|--|

Reputation

- ☑ Impact on human health
- ☑ Stigmatization of sector
- ☑ Stakeholder conflicts concerning water resources at a basin/catchment level
- ☑ Exclusion of vulnerable and marginalized stakeholders (e.g., informal workers)
- ☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback
- ☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Technology

- ☒ Transition to reusable products
- ☒ Transition to recyclable plastic products
- ☒ Transition to increasing recycled content
- ☒ Transition to increasing renewable content
- ☒ Unsuccessful investment in new technologies products
- ☒ Dependency on water-intensive energy sources
- ☒ Data access/availability or monitoring systems
- ☒ Transition to lower emissions technology and products
- ☒ Transition to water intensive, low carbon energy sources
- ☒ Transition to water efficient and low water intensity technologies and

Liability

- ☒ Exposure to litigation
- ☒ Moratoria and voluntary agreement
- ☒ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- ☒ NGOs
- ☒ Customers
- ☒ Employees
- ☒ Investors
- ☒ Suppliers
- ☒ Other commodity users/producers at a local level
- ☒ Regulators
- ☒ Local communities
- ☒ Indigenous peoples
- ☒ Water utilities at a local level
- ☒ Other water users at the basin/catchment level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- ☒ No

(2.2.2.16) Further details of process

Our process to determine our material topics followed the GRI Standards' methods for identifying actual and potential impacts on the people, planet, and economy. We considered all GRI Topics in our evaluation of our own impacts as well as our influence on stakeholder assessments and decisions. To measure our direct

impact, we considered those impacts already identified through our internal environmental and safety assessments, applicable ESG regulations, as well as our enterprise risk management processes. We also considered our ESG strategic priorities and the measured materiality impacts reported throughout our value chain. Our stakeholders include our employees, customers, suppliers, investors and other shareholders, the communities where we operate and live, regulators, and the people in our supply chain. When considering how we influence stakeholder assessments and decisions, we considered feedback collected through our Guiding Principles Employee Survey and other communication channels, including our third-party ethics hotline. We also considered global problems and risks reported by World Economic Forum's Global Risk Reports and those being addressed by the United Nations Sustainability Development Goals and Global Compact Principles. We considered the important topics identified by third-party sustainability ratings and rankings services. Finally, we considered our customers' sustainability goals and requirements. We then prioritized identified impacts based on their significance, considering the severity and likelihood of our impacts, the priority given by our value chain partners through their materiality disclosures, and the frequency that stakeholders referred to particular GRI Topics in our evaluation. We gave extra weight to impacts we had previously identified, as well as our customers' requirements and expectations. We distributed the Topics we measured in a materiality matrix and deemed material all topics falling into the upper right quadrant. We also included as material any topics outside of that quadrant that we had already identified as having a material impact.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☒ Yes

(2.2.7.2) Description of how interconnections are assessed

We conduct annual Double Materiality Assessments (DMA) aligned with the CSRD (Corporate Sustainability Reporting Directive) and ESRS (European Sustainability Reporting Standards) framework. This methodology integrates both impact materiality (how our activities affect the environment and society) and financial materiality (how environmental and social factors affect our business). The process is embedded in our Enterprise Risk Management (ERM) system, ensuring consistency with internal risk governance and strategic planning. It consolidates multiple environmental dimensions including dependencies, impacts, risks, and opportunities into a single structured process, drawing on CSRD/ESRS guidance, EFRAG implementation guidance, and internal protocols for risk identification, prioritization, and integration into business planning. This approach is incorporated into the risk and opportunity assessment process disclosed in 2.2.2 by evaluating environmental dependencies and impacts alongside financial and operational risks within the ERM framework. Outputs inform strategic planning, target setting, and scenario analysis, ensuring alignment between sustainability priorities and enterprise risk management. Stakeholder perspectives are considered through established governance and engagement channels with customers, employees, share owners, investors, communities, and suppliers. These inputs are integrated into the materiality process to validate relevance and ensure alignment with stakeholder expectations and business strategy. The process identifies alignment, synergies, and trade-offs by mapping interconnections across environmental topics and business objectives. For example, our efforts to reduce greenhouse gas emissions not only lower our operational footprint but also help customers advance their own climate commitments by reducing the embedded emissions in the products we manufacture for them. We are improving our ability to track and report material usage across our operations, enabling customers to make sourcing and design decisions that align with their sustainability initiatives, such as reducing virgin material use or increasing recycled content. Our contracted production processes can influence multiple

environmental aspects simultaneously; for example, production volumes and process choices affect both waste generation, including hazardous waste, and water usage, requiring integrated planning to manage these impacts together rather than in isolation. While our methodology is robust, challenges remain. Data availability and comparability across geographies and suppliers can limit the precision of interdependency analysis. Modeling combined effects of multiple environmental factors requires advanced tools and assumptions that are still evolving. Harmonizing CSRD/ESRS requirements with other frameworks such as TCFD and GRI adds complexity to maintaining a single integrated process.

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☒ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☒ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☒ Areas of limited water availability, flooding, and/or poor quality of water

Locations with substantive dependencies, impacts, risks, and/or opportunities

☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

We identify priority locations for water-related risks and opportunities through a combination of global tools, site-level assessments, and enterprise risk processes. Annually, we evaluate baseline water stress for each manufacturing location using the World Resources Institute (WRI) Aqueduct Water Risk Atlas. This tool provides a location-specific ratio of total annual water withdrawal to total available renewable water supply and additional indicators such as seasonal variability and drought severity. We input data from all global facilities into WRI Aqueduct and analyze results in the context of our operations to identify regions where water stress may impact current and future site operations. By selecting the “future water stress” risk type, we pinpoint sites categorized as “High” or “Extremely High” risk, allowing us

to align medium- and long-term planning. Scenario analysis shows that four of our nine manufacturing sites—Tampa, Florida; Laem Chabang, Thailand; Reynosa, Mexico; and Poznan, Poland—may face high or extremely high water stress in 2030 and 2050. Each site also conducts an annual Significant Environmental Aspect (SEA) assessment in accordance with ISO 14001, considering water use, discharge, and potential impacts on local ecosystems and communities. At the enterprise level, our ERM team evaluates critical risks quarterly, incorporating water-related risks into the broader risk register and prioritization process. This integration ensures water risks are assessed alongside other environmental and operational risks as part of the process disclosed in 2.2.2. Assessments are conducted internally at the facility level and aggregated at the corporate level for upstream and downstream considerations. We report in alignment with ESRS to meet regulatory requirements and address stakeholder needs. We determine whether dependencies, impacts, risks, or opportunities are substantive by considering WRI baseline water stress scores, operational water intensity, regulatory requirements, and customer expectations. Locations with “High” or “Extremely High” baseline water stress (WRI score ≥ 3) are classified as sensitive. We also consider whether a site’s water use could significantly affect local availability or whether water-related disruptions could materially impact production or customer commitments. Our methodology is our own but based on customer needs for contracted manufacturing. Reducing GHG emissions benefits our customers by lowering embedded emissions in the products we manufacture, supporting their climate goals. We are improving material usage tracking to help customers make sourcing and design decisions aligned with their sustainability initiatives. Our contracted production processes can influence multiple environmental aspects simultaneously; for example, production volumes and process choices affect both waste generation, including hazardous waste, and water usage, requiring integrated planning. We are also working to better

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☒ Yes, we will be disclosing the list/geospatial map of priority locations

(2.3.6) Provide a list and/or spatial map of priority locations

WRI Aquaduct Tool- Current and Future Water Stress as of October 1st, 2024.xlsx

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☒ Qualitative

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☒ Other, please specify :Several indicators are used to define potential and actual substantive risks that we identify as "material". Material topics were identified in accordance with the GRI Standards as explained in this question's "Application of definition."

(2.4.3) Change to indicator

Select from:

☒ Absolute increase

(2.4.5) Absolute increase/ decrease figure

1

(2.4.6) Metrics considered in definition

Select all that apply

☒ Frequency of effect occurring

☒ Time horizon over which the effect occurs

☒ Likelihood of effect occurring

☒ Other, please specify :Impact and controllability

(2.4.7) Application of definition

We define a substantive effect as a risk when an environmental, social, or governance impact could materially undermine our ability to achieve strategic, operational, or financial objectives. This includes risks that may cause significant disruption to business continuity, increase costs, reduce revenue, or damage stakeholder trust. To determine whether a risk is substantive, we apply a matrix approach that combines multiple metrics with equal weighting. These metrics include breadth and depth of impact, which considers the size and severity of consequences such as environmental damage, stakeholder harm, or business disruption; likelihood of occurrence, expressed as a percentage or qualitative scale such as low, medium, or high; frequency, which assesses whether the effect is one-time, annual, or recurring; time horizon, which aligns with our risk assessment in section 2.1 and includes short-term (1–3 years), medium-term (3–10 years), and long-term (greater than 10 years); financial magnitude, which evaluates potential revenue impact, cost implications, or capital expenditure; and strategic relevance, which measures the degree to which the effect influences business continuity, customer relationships, or regulatory compliance. Issues scoring high on both impact and likelihood within the matrix are classified as substantive. All metrics and thresholds are reviewed annually as part of our Double Materiality Assessment and Enterprise Risk Management process to reflect regulatory changes, stakeholder expectations, and emerging risks. For example, water risk is assessed using the WRI Aqueduct tool to identify facilities at high or extremely high-water stress risk in 2030 and 2050, informing site-specific water stewardship plans.

Opportunities

(2.4.1) Type of definition

Select all that apply

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

- ☒ Other, please specify :Several indicators are used to define potential and actual substantive risks that we identify as "material". Material topics were identified in accordance with the GRI Standards as explained in this question's "Application of definition."

(2.4.3) Change to indicator

Select from:

- ☒ Absolute increase

(2.4.5) Absolute increase/ decrease figure

1

(2.4.6) Metrics considered in definition

Select all that apply

- ☒ Frequency of effect occurring
- ☒ Time horizon over which the effect occurs
- ☒ Likelihood of effect occurring
- ☒ Other, please specify :Impact and controllability

(2.4.7) Application of definition

We define a substantive effect as an opportunity when an environmental, social, or governance impact could materially enhance our ability to achieve strategic, operational, or financial objectives. These opportunities may create competitive advantage, drive innovation, improve efficiency, or strengthen stakeholder relationships. We use the same matrix approach and metrics as for risks, applying equal weighting to breadth and depth of impact, likelihood, frequency, time horizon, financial magnitude, and strategic relevance. Breadth and depth assess the scale and significance of positive outcomes, while likelihood and frequency measure the probability and recurrence of benefits. Time horizons are consistent with our risk assessment: short-term (1–3 years), medium-term (3–10 years), and long-term (greater than 10 years). Financial magnitude considers potential revenue growth, cost savings, or capital investment benefits, and strategic relevance evaluates the degree to which the opportunity supports business continuity, customer value, or regulatory alignment. Metrics and thresholds are reviewed annually as part of our Double Materiality Assessment and Enterprise Risk Management process to ensure alignment with ESRS and CSRD guidance and to capture emerging opportunities. For example, GHG emissions reduction initiatives are prioritized where they deliver both operational savings and customer value by lowering their Scope 3 emissions.

[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

☒ Yes, we identify and classify our potential water pollutants

(2.5.2) How potential water pollutants are identified and classified

All Kimball Electronics manufacturing facilities are ISO 14001 certified and operate under Safety, Environmental, and Facility (SEF) standards that exceed regulatory requirements and ISO certifications. These standards include comprehensive water management and hazardous and non-hazardous waste management practices. We identify and classify potential water pollutants in accordance with local water quality regulations and permit requirements specific to each discharge destination to ensure pollutants with potential detrimental impacts on water bodies, ecosystems, or human health are properly managed. Our approach includes compliance with applicable product material safety data requirements and the maintenance of a company-wide reporting platform for environmental data, including water security and hazardous material information. Safety Data Sheets are maintained at all global locations, and we comply with Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) requirements for products managed in the European Union. Pollutants are classified based on regulatory thresholds, discharge destination requirements, and chemical hazard classifications, using indicators such as toxicity, persistence, and bioaccumulation potential. We also monitor relevant water quality metrics such as pH, chemical oxygen demand (COD), biological oxygen demand (BOD), and heavy metals where applicable. This process ensures that substances with the greatest potential to harm water quality or human health are prioritized for control and mitigation. We measure success through routine compliance audits under ISO standards and our more stringent SEF standards at each facility, ensuring continuous improvement and alignment with evolving regulatory and stakeholder expectations.

[Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:

- ☒ Other physical pollutants

(2.5.1.2) Description of water pollutant and potential impacts

This category includes suspended solids, turbidity, and thermal changes that can affect water quality. Suspended solids can reduce light penetration and harm aquatic habitats, while thermal changes can alter dissolved oxygen levels and disrupt aquatic ecosystems.

(2.5.1.3) Value chain stage

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- ☒ Water recycling
- ☒ Resource recovery
- ☒ Upgrading of process equipment/methods
- ☒ Beyond compliance with regulatory requirements
- ☒ Reduction or phase out of hazardous substances
- ☒ Provision of best practice instructions on product use
- ☒ Implementation of integrated solid waste management systems

- ☒ Requirement for suppliers to comply with regulatory requirements
- ☒ Industrial and chemical accidents prevention, preparedness, and response
- ☒ Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements
- ☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

ISO 14001 certifications ensures that controls for physical pollutants are integrated into our environmental management system. We manage these impacts by implementing stormwater controls, good housekeeping practices, and monitoring discharge conditions where applicable. Effectiveness is assessed through inspections, sampling, and compliance with relevant standards.

Row 2

(2.5.1.1) Water pollutant category

Select from:

- ☒ Other synthetic organic compounds

(2.5.1.2) Description of water pollutant and potential impacts

This category includes organic chemicals such as solvents, surfactants, and other synthetic compounds that may be used in industrial processes. These substances can be toxic to aquatic organisms, persistent in the environment, and in some cases bioaccumulative, potentially affecting ecosystems and human health if released into water bodies.

(2.5.1.3) Value chain stage

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- ☒ Water recycling
- ☒ Resource recovery
- ☒ Reduction or phase out of hazardous substances
- ☒ Provision of best practice instructions on product use

- ☒ Procedure(s) under development/ R&D
- ☒ Upgrading of process equipment/methods
- ☒ Beyond compliance with regulatory requirements
- ☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience
- ☒ Implementation of integrated solid waste management systems
- ☒ Requirement for suppliers to comply with regulatory requirements
- ☒ Industrial and chemical accidents prevention, preparedness, and response

(2.5.1.5) Please explain

Our ISO 14001 certified management systems ensure systematic identification and control of these substances. We minimize impacts through chemical management programs, substitution of higher-risk substances where feasible, and proper handling and disposal practices. Success is measured through compliance monitoring, chemical inventory reviews, and periodic audits.

Row 3

(2.5.1.1) Water pollutant category

Select from:

- ☒ Inorganic pollutants

(2.5.1.2) Description of water pollutant and potential impacts

This category includes substances such as metals, salts, and other inorganic compounds that may originate from industrial processes. These pollutants can be toxic to aquatic organisms, alter water chemistry, and in some cases accumulate in sediments or biota, potentially impacting ecosystems and human health.

(2.5.1.3) Value chain stage

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- ☒ Resource recovery
- ☒ Beyond compliance with regulatory requirements

- ☒ Reduction or phase out of hazardous substances
- ☒ Provision of best practice instructions on product use
- ☒ Implementation of integrated solid waste management systems
- ☒ Industrial and chemical accidents prevention, preparedness, and response
- ☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Our ISO 14001 certifications ensure consistent application of procedures to manage inorganic pollutants. We control these pollutants through source reduction, proper material handling, and treatment processes designed to meet discharge requirements. Performance is evaluated through routine monitoring, compliance checks, and internal audits.

Row 4

(2.5.1.1) Water pollutant category

Select from:

- ☒ Other nutrients and oxygen demanding pollutants

(2.5.1.2) Description of water pollutant and potential impacts

This category includes substances that increase biochemical oxygen demand (BOD) or chemical oxygen demand (COD) in water, such as organic matter and certain nitrogen compounds. If discharged in significant amounts, these pollutants can reduce dissolved oxygen levels, leading to stress or mortality in aquatic organisms and contributing to ecosystem imbalance.

(2.5.1.3) Value chain stage

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- ☒ Resource recovery

- ☑ Procedure(s) under development/ R&D
- ☑ Upgrading of process equipment/methods
- ☑ Beyond compliance with regulatory requirements
- ☑ Reduction or phase out of hazardous substances
- ☑ Implementation of integrated solid waste management systems
- ☑ Requirement for suppliers to comply with regulatory requirements
- ☑ Industrial and chemical accidents prevention, preparedness, and response
- ☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

All of our facilities are ISO 14001 certified, which provides a structured framework for identifying and managing environmental aspects, including water pollutants. We manage these impacts by implementing wastewater controls, monitoring key water quality parameters, and ensuring compliance with applicable discharge requirements. Effectiveness is evaluated through regular sampling, internal audits, and verification against regulatory and internal standards.

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	Select from: <input checked="" type="checkbox"/> Yes, both in direct operations and upstream/downstream value chain
Water	Select from: <input checked="" type="checkbox"/> Yes, both in direct operations and upstream/downstream value chain
Plastics	Select from: <input checked="" type="checkbox"/> Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:
☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy

- ☒ Changes to national legislation

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- ☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- ☒ Poland
- ☒ Romania
- ☒ United States of America

(3.1.1.9) Organization-specific description of risk

Evolving climate- and sustainability-related disclosure frameworks (e.g., EU CSRD; proposed SEC and California climate disclosure rules) are expected to require up to significant effort to comply. Compliance obligations applicable to our EU operations and could lead to increased costs, operational changes, and potential enforcement exposure if requirements are not met.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Increased compliance costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Likely

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potential for increased operating expenditures for reporting, controls, data systems, assurance, and governance to meet evolving disclosure requirements. Non-compliance could result in regulatory actions and reputational impacts.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

1000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Planning range of \$1–10 million reflects retained amounts under insurance and potential self-funded claims for climate-related risks, applied across time horizons due to uncertainty. Figures are consistent with water risk planning assumptions.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☒ Greater compliance with regulatory requirements

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs are integrated into ongoing governance and reporting processes; a separate figure is not available at this time.

(3.1.1.29) Description of response

ERM integration, Board/NESG oversight, annual disclosures aligned with CSRD, TCFD, SASB, GRI.

Water

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☒ Water stress

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Mexico

☒ Poland

☒ Thailand

☒ United States of America

(3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Bravo

☒ Chao Phraya

☒ Oder River

☒ Other, please specify :Hillsborough

(3.1.1.9) Organization-specific description of risk

High/extremely high water stress projected at several sites by 2030/2050, potentially affecting water supply and operations.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased capital expenditures

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

☒ Medium-term

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Likely

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potential need for additional capital investments in water recycling and efficiency; potential operating cost increases and production constraints in high-stress periods.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

1000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Planned potential financial effects for water-related risks range from \$1–10 million, aligned with retained amounts under insurance policies and potential self-funded claims; figures are planning estimates prior to mitigation, applied across horizons due to uncertainty.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☒ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs are embedded in facility CAPEX/ OPEX programs; specific incremental costs are not separately identifiable at this time.

(3.1.1.29) Description of response

We have set a target to recycle one-third of our water use globally by 2030, with a focus on high-stress locations. This target is being implemented through site-specific water stewardship plans, annual monitoring, advanced reuse systems, and closed-loop processes.

Plastics

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Market

☒ Changing customer behavior

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ China

☒ Mexico

☒ Poland

☒ Romania

☒ Thailand

☒ United States of America

(3.1.1.9) Organization-specific description of risk

Customers expect recycled content in products but are currently requiring use of virgin plastic in manufacturing, creating a misalignment between customer sustainability goals and procurement specifications.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Increased production costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ Likely

(3.1.1.14) Magnitude

Select from:

- ☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potential for increased costs, missed opportunity to reduce environmental impact, and reputational risk if customer expectations shift or public scrutiny increases.

(3.1.1.26) Primary response to risk

Engagement

☒ Engage with customers

(3.1.1.29) Description of response

We engage with customers to align product specifications with their sustainability goals, and advocate for the use of recycled content where feasible. We monitor plastics use and are prepared to adapt processes if customer requirements change.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☒ Changing precipitation patterns and types (rain, hail, snow/ice)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Mexico

☒ Poland

☒ Thailand

☒ United States of America

(3.1.1.9) Organization-specific description of risk

WRI Aqueduct scenario analysis indicates high/extremely high future water stress at several direct operations by 2030/2050.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased capital expenditures

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

☒ Medium-term

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Likely

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potential need for additional CAPEX in water recycling and efficiency; potential OPEX increases and production constraints.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

10000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Planned potential financial effects for water-related risks range from \$1–10M, aligned with insurance/self-funded claims; pre-mitigation.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☒ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs are embedded in facility CAPEX/ OPEX programs; specific incremental costs are not separately identifiable at this time.

(3.1.1.29) Description of response

Proactive water stewardship, annual monitoring, tailored site plans, advanced water reuse, closed-loop systems.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☒ Increased severity of extreme weather events

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ China

☒ Mexico

☒ United States of America

- ☒ Poland
- ☒ Romania
- ☒ Thailand

(3.1.1.9) Organization-specific description of risk

More frequent/severe extreme weather could impair production capabilities and infrastructure.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ More likely than not

(3.1.1.14) Magnitude

Select from:

- ☒ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potential production interruptions, higher insurance and OPEX, demand variability.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

10000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Planning range reflects retained amounts under insurance and potential self-funded claims for climate-related risks, applied across time horizons due to uncertainty.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☒ Other infrastructure, technology and spending, please specify :Optimize facilities and processes for sustainability, increase clean energy in purchased power mix, collaborate with customers and supply chain on emissions, invest in clean energy and efficiency solutions, and integrate climate risk management and s

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Actions are part of ongoing operational optimization; a separate cost figure is not available.

(3.1.1.29) Description of response

Facility hardening, scenario analysis, business continuity planning, clean energy investments.

Water

(3.1.1.1) Risk identifier

Select from:

☒ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☒ Drought

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ China

☒ Mexico

☒ Thailand

(3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Bravo

☒ Chao Phraya

☒ Yangtze River (Chang Jiang)

(3.1.1.9) Organization-specific description of risk

Drought events could cause temporary water shortages for key suppliers, impacting their ability to deliver materials or components.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
☒ Medium-term
☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ About as likely as not

(3.1.1.14) Magnitude

Select from:

- ☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potential supply chain interruptions, increased costs for alternative sourcing or supplier support, and possible delays in production.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

- ☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

10000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Planning range of \$1–10 million reflects retained amounts under insurance and potential self-funded claims for water-related risks, applied across time horizons due to uncertainty.

(3.1.1.26) Primary response to risk

Engagement

☒ Engage with suppliers

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Embedded in supplier engagement/support

(3.1.1.29) Description of response

Supplier water risk monitoring, capacity-building, and stewardship requirements for suppliers in high-risk regions.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☒ Changes to national legislation

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ China

☒ Mexico

☒ Thailand

(3.1.1.9) Organization-specific description of risk

Non-compliance by key suppliers with climate disclosure or ESG requirements could disrupt our ability to meet customer requirements.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased compliance costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

☒ Medium-term

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Likely

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potentially increased OPEX for supplier engagement, audits, corrective actions. Supply chain disruptions possible if suppliers are non-compliant.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

10000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Planning range reflects retained amounts under insurance and potential self-funded claims for climate-related risks, applied across time horizons due to uncertainty.

(3.1.1.26) Primary response to risk

Engagement

☒ Engage with suppliers

(3.1.1.27) Cost of response to risk

(3.1.1.28) Explanation of cost calculation

Costs are embedded in supplier engagement and audit programs; not separately tracked.

(3.1.1.29) Description of response

Supplier engagement on SBTs, ESG compliance, audits, corrective action plans.

Water

(3.1.1.1) Risk identifier

Select from:

☒ Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

☒ Increased partner and stakeholder concern or negative partner and stakeholder feedback

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ China

☒ Mexico

☒ Poland

☒ Romania

☒ United States of America

☒ Thailand

(3.1.1.7) River basin where the risk occurs

Select all that apply

- ☒ Bravo
- ☒ Chao Phraya
- ☒ Oder River
- ☒ Yangtze River (Chang Jiang)
- ☒ Other, please specify :Hillsborough

(3.1.1.9) Organization-specific description of risk

Stakeholder concern over water use in high-stress regions could impact reputation and customer relationships.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Brand damage

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ About as likely as not

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potential loss of contracts, increased scrutiny from customers and stakeholders, and need for enhanced transparency and reporting.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

10000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Planning range of \$1–10 million reflects retained amounts under insurance and potential self-funded claims for water-related risks, applied across time horizons due to uncertainty.

(3.1.1.26) Primary response to risk

Engagement

☒ Engage with customers

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Embedded in commercial/reporting processes

(3.1.1.29) Description of response

Transparent water reporting, customer engagement, stewardship initiatives.

Water

(3.1.1.1) Risk identifier

Select from:

☒ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Market

☒ Changing customer behavior

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Thailand

(3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Chao Phraya

(3.1.1.9) Organization-specific description of risk

Customer requirements for multiple product washes in Thailand drive high water use, increasing exposure to water stress and operational costs.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Increased capital expenditures

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

☒ Medium-term

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Likely

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Higher water withdrawals and intensity, increased OPEX/CAPEX for water recycling and efficiency, risk of not meeting customer expectations if water is constrained.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

10000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Planning range of \$1–10 million reflects retained amounts under insurance and potential self-funded claims for water-related risks, applied across time horizons due to uncertainty.

(3.1.1.26) Primary response to risk

Engagement

☒ Engage with customers

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Embedded in commercial and reporting processes

(3.1.1.29) Description of response

We actively engage with customers to align on water stewardship targets and operational requirements. We have set a target to recycle one-third of our water use globally by 2030, with a focus on high-stress, high-use sites like Thailand. Site-specific water stewardship plans and advanced recycling projects are being implemented to address customer-driven water demand and support both our and our customers' sustainability goals.

Plastics

(3.1.1.1) Risk identifier

Select from:

☒ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Market

- ☒ Lack of availability and/or increased cost of recycled or renewable content

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- ☒ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- ☒ China
- ☒ Mexico
- ☒ Poland
- ☒ Romania
- ☒ Thailand
- ☒ United States of America

(3.1.1.9) Organization-specific description of risk

Suppliers may have limited availability of recycled plastic resin or face higher costs, making it difficult to meet customer expectations for recycled content if/when customer requirements change.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Increased production costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Medium-term

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ About as likely as not

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potential for supply chain disruptions, increased procurement costs, and inability to meet future customer requirements for recycled content.

(3.1.1.26) Primary response to risk

Engagement

☒ Engage with suppliers

(3.1.1.29) Description of response

We engage with suppliers to monitor market availability and cost of recycled plastic, and work to identify alternative sources or materials to support customer sustainability goals if requirements shift.

[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

☒ OPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

1500000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

3500000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.7) Explanation of financial figures

Pre-mitigation estimates based on \$1–10M potential climate risk exposure, allocated ~30–35% to transition (compliance readiness, disclosures, product stewardship) and ~65–70% to physical (event-driven operational/logistics/insurance costs). Percent buckets reflect that vulnerable OPEX is a small share of total OPEX.

Water

(3.1.2.1) Financial metric

Select from:

☒ OPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

600000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

2400000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.7) Explanation of financial figures

Pre-mitigation estimates reflecting water-specific share of the \$1–10M risk range, weighted ~20% transition (permits/compliance/monitoring) and ~80% physical (local sourcing/treatment, recycling operations) at high-stress sites per WRI Aqueduct analysis.

Climate change

(3.1.2.1) Financial metric

Select from:

☒ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

4000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

2000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.7) Explanation of financial figures

Revenue vulnerable to transition risks (customer ESG requirements, product stewardship, reporting obligations) and to physical risks (delivery delays, event-driven supply disruptions). Method: attribution of affected contracts/opportunities using RFQ feedback and operational incidents; divided by total revenue to select nearest % bucket.

Climate change

(3.1.2.1) Financial metric

Select from:

☒ Assets

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

1000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

6000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.7) Explanation of financial figures

*Asset value exposure to transition risks (potential retrofit/obsolescence under tighter standards) and physical risks (storm/flood damage, business interruption).
Method: engineering judgment and insurance risk mapping at site level; expressed as portion of gross PP&E susceptible to these drivers.*

Climate change

(3.1.2.1) Financial metric

Select from:

☒ CAPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

1500000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

1000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.6) Amount of CAPEX in the reporting year deployed towards risks related to this environmental issue

2100000

(3.1.2.7) Explanation of financial figures

CAPEX vulnerability reflects spend areas susceptible to transition (e.g., reporting systems, metering, contracting for renewable supply) and physical adaptation (site hardening). Column 7 reports the CAPEX deployed toward climate risks in-year.

Climate change

(3.1.2.1) Financial metric

Select from:

☒ Liabilities

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

800000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

300000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

Potential liabilities vulnerable to transition (non-compliance, enforcement actions) and physical (incident-related) risks. Method: scenario-based estimate referencing regulatory scope and historical experience; portions shown relative to total liabilities.

Water

(3.1.2.1) Financial metric

Select from:

☒ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

1000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

1500000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.7) Explanation of financial figures

Revenue vulnerable to water-related customer criteria (supplier stewardship, stress exposure) and to physical risks (production curtailment at high-stress locations). Method: commercial attribution of impacted awards/orders and event analyses; divided by total revenue to select % range.

Water

(3.1.2.1) Financial metric

Select from:

☒ CAPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

400000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

1600000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.6) Amount of CAPEX in the reporting year deployed towards risks related to this environmental issue

1800000

(3.1.2.7) Explanation of financial figures

CAPEX vulnerability aligned to water risk mitigation (recycling, reuse, monitoring). Column 7 reflects CAPEX deployed to water-related risks in-year. Method: portion of annual CAPEX mapped to water resilience projects and controls.

Water

(3.1.2.1) Financial metric

Select from:

☒ Liabilities

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

300000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

200000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

Potential liabilities linked to water compliance and incident response in stressed basins. Method: scenario-based estimate considering permitting scope and historical experience; shown as portion of total liabilities.

Water

(3.1.2.1) Financial metric

Select from:

☒ Assets

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

500000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

4500000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.7) Explanation of financial figures

Portion of site assets in high/very-high water stress regions (per WRI Aqueduct) vulnerable to chronic scarcity and local regulatory changes. Method: exposure-based estimate using site lists and asset concentrations.

[Add row]

(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

Row 1

(3.2.1) Country/Area & River basin

Mexico

☒ Bravo

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

2

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 21-30%

(3.2.11) Please explain

The Reynosa, Mexico facilities operate in the Rio Bravo river basin, a structurally water-scarce transboundary system with recurring binational allocation tensions. Chronic scarcity and infrastructure constraints can lead to short-notice restrictions, impacting cooling and cleaning processes. WRI Aqueduct analysis indicates high baseline and future stress, making this basin one of our most sensitive locations. Our mitigation measures include conservation SOPs, leak detection, process water reuse, and proactive monitoring of municipal advisories. We assign 30% of our company-wide water risk exposure to this basin, yielding an estimated potential value at risk of USD 0.30–3.00 million, pre-mitigation.

Row 2

(3.2.1) Country/Area & River basin

Thailand

☒ Chao Phraya

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 21-30%

(3.2.11) Please explain

Our Laem Chabang, Thailand facility depends on municipal and industrial estate water within the Chao Phraya Basin, which faces dual hazards of severe flooding and periodic drought. Historical events, such as the 2011 floods, demonstrate the basin's vulnerability to extreme rainfall, while El Niño cycles amplify drought risk. WRI Aqueduct scenario analysis flags this site as "High" or "Extremely High" future water stress by 2030 and 2050. These conditions could disrupt supply, increase tariffs, and require contingency measures. Our approach includes water-efficiency audits, seasonal production planning, and engagement with estate authorities on flood and drought preparedness. We allocate 30% of our portfolio-level water risk exposure to this basin, resulting in an estimated potential value at risk of USD 0.30–3.00 million, pre-mitigation.

Row 3

(3.2.1) Country/Area & River basin

Poland

☒ Oder River

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 1-10%

(3.2.11) Please explain

Our Poznań, Poland facility sources water from municipal systems linked to the Warta River, part of the Oder Basin. While baseline stress is moderate, future projections indicate increased risk of seasonal low flows and heat-related constraints, which could tighten abstraction limits and elevate costs. Our approach includes efficiency retrofits, metering, and engagement with local utilities to anticipate restrictions. We allocate 15% of our portfolio-level water risk exposure to this basin, resulting in an estimated potential value at risk of USD 0.15–1.50 million, pre-mitigation.

Row 4

(3.2.1) Country/Area & River basin

United States of America

☒ Other, please specify :Hillsborough River Basin (Tampa Bay watershed)

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ 1-25%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ 21-30%

(3.2.11) Please explain

Our Tampa facility relies on municipal water sourced from the Hillsborough River Basin, which drains into Hillsborough Bay. This basin is exposed to episodic risks such as heavy rainfall, flooding, and storm surge, which can affect water quality and wastewater system performance. While baseline water stress is moderate, WRI Aqueduct scenario analysis indicates potential increases in stress under future climate scenarios. Our operations could be impacted by short-term disruptions rather than chronic scarcity. We mitigate these risks through water-use metering, energy and water efficiency projects, and storm-readiness planning. Based on our internal allocation of the company-wide water-related financial exposure range (USD 1–10 million), we estimate potential value at risk for this basin at USD 0.25–2.50 million, assuming 25% weighting due to episodic but potentially disruptive events.

[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	Select from: <input checked="" type="checkbox"/> No	No water-related violations or penalties occurred across our organization for this reporting period.

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☒ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	Select from: <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized
Water	Select from: <input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

☒ Use of renewable energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- ☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- ☒ China ☒ United States of America
- ☒ Mexico
- ☒ Poland
- ☒ Romania
- ☒ Thailand

(3.6.1.8) Organization specific description

Increasing procurement of renewable electricity and selective on-site solar to lower operational carbon intensity and enhance cost predictability. Enabled by climate governance (Board/NESG oversight), ERM integration, energy audits, and TCFD-aligned disclosures, which strengthen competitiveness in customer procurements considering supplier emissions and renewable electricity.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term
- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☒ Medium-high

(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

Lower electricity-related OPEX and improved bid positioning supported operating margin and cash flows in the period.

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Ongoing OPEX reduction and margin resilience; potential revenue uplift where ESG criteria are weighted in customer selection.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Embedded in BAU site capex/opex (e.g., renewable PPAs/contracts, on-site solar); not tracked as a separate opportunity line.

(3.6.1.26) Strategy to realize opportunity

Maintain/expand renewable sourcing; advance selective on-site solar; continue audits and monitoring; keep Board/NESG oversight and TCFD-aligned reporting.

Water

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☒ Reduced water usage and consumption

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ China

☒ United States of America

☒ Mexico

☒ Poland

☒ Romania

☒ Thailand

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

☒ Bravo

☒ Chao Phraya

☒ Danube

☒ Oder River

☒ Yangtze River (Chang Jiang)

(3.6.1.8) Organization specific description

Recycling and reuse (closed-loop systems, condensate recovery) and rainwater harvesting pilots prioritized via WRI Aqueduct; governed through site stewardship plans, KPIs, annual stress reviews, and training, aligned to the 2030 target to recycle one-third of global water use.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term
- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

- ☒ Medium-high

(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

Lower water procurement/treatment costs and improved compliance posture supported stable cash flows.

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Continued OPEX savings and resilience to variable precipitation and permitting; reputational benefits with customers prioritizing water stewardship.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Absorbed in site capex/opex; not tracked as a separate opportunity line.

(3.6.1.26) Strategy to realize opportunity

Prioritize high-stress, high-intensity sites; scale reuse and harvesting; embed water KPIs and training; maintain ERM and Board/NESG oversight.

Water

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☒ Water recovery from sewage treatment

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- ☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- ☒ China ☒ United States of America
- ☒ Mexico
- ☒ Poland
- ☒ Romania
- ☒ Thailand

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

- ☒ Bravo
- ☒ Chao Phraya
- ☒ Danube
- ☒ Oder River
- ☒ Yangtze River (Chang Jiang)

(3.6.1.8) Organization specific description

Extend wastewater recovery best practices; target non-potable reuse; integrate performance tracking and training into site EMS.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term
- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

- ☒ Medium

(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

Lower net water purchases and treatment costs supported operating cost management in the period.

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Sustained cost savings and resilience benefits as solutions scale across facilities.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

- ☒ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Embedded in facility capex/opex; not tracked as a standalone opportunity cost.

(3.6.1.26) Strategy to realize opportunity

Extend wastewater recovery best practices; target non-potable reuse; integrate performance tracking and training into site EMS.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☒ Increased efficiency of production and/or distribution processes

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ China

☒ Mexico

☒ Poland

☒ Romania

☒ Thailand

☒ United States of America

(3.6.1.8) Organization specific description

Continue audits, digital monitoring, and ISO-based continuous improvement; prioritize high-return process upgrades.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ The opportunity has already had a substantive effect on our organization in the reporting year

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

- ☒ Medium-high

(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

Efficiency gains reduced operating expenses and supported stable cash flows in the period.

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Sustained OPEX savings and productivity improvements as best practices scale across facilities.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Embedded in maintenance/operations budgets; not tracked as a standalone opportunity cost.

(3.6.1.26) Strategy to realize opportunity

Continue audits, digital monitoring, and ISO-based continuous improvement; prioritize high-return process upgrades.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☒ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> Mexico | |
| <input checked="" type="checkbox"/> Poland | |
| <input checked="" type="checkbox"/> Romania | |
| <input checked="" type="checkbox"/> Thailand | |

(3.6.1.8) Organization specific description

Leverage CDP/TCFD-aligned disclosures and performance in bids; maintain supplier engagement on SBTs to support customer targets.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☒ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Further revenue opportunities as ESG-weighted procurement expands across customer segments.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Opportunity realization costs absorbed in commercial/marketing and disclosure activities.

(3.6.1.26) Strategy to realize opportunity

Leverage CDP/TCFD-aligned disclosures and performance in bids; maintain supplier engagement on SBTs to support customer targets.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp4

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Reputational capital

☒ Improved ratings by sustainability/ESG indexes

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ China

☒ United States of America

☒ Mexico

☒ Poland

☒ Romania

☒ Thailand

(3.6.1.8) Organization specific description

Maintain high-quality disclosures; pursue science-based targets and collaborative initiatives to sustain ratings.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Increased access to capital at lower/more favorable rates

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

☒ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☒ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Potential financing advantages and revenue uplift as ratings remain strong and disclosures mature.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Embedded within BAU sustainability, finance, and disclosure activities.

(3.6.1.26) Strategy to realize opportunity

Maintain high-quality disclosures; pursue science-based targets and collaborative initiatives to sustain ratings.

[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☒ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

2200000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

Estimate of operating expenditures aligned to climate opportunities in the reporting year, primarily renewable electricity procurement and related programmatic activities (e.g., supplier engagement and staff training). Method: mapped utility invoices/contracts tagged as renewable supply and climate program OPEX to total OPEX; selected nearest CDP % bucket (1–10%) due to rounding and consolidation.

Water

(3.6.2.1) Financial metric

Select from:

☒ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1300000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

Operating expenditures aligned to water opportunities, including operation of recycling/reuse systems, monitoring, and stewardship program activities at prioritized sites (per WRI Aqueduct). Method: site-reported water program OPEX rolled up and divided by total OPEX; nearest % bucket selected.

Climate change

(3.6.2.1) Financial metric

Select from:

☒ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

6500000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

Estimate of revenue aligned to climate-related market opportunities, attributed to wins/expansions where low-carbon operations and transparency (e.g., CDP A-score, renewable electricity) were disclosed as award criteria in RFQs or customer feedback. Method: commercial attribution of qualifying awards multiplied by contract value recognized in-year; divided by total revenue to select the nearest % bucket.

Water

(3.6.2.1) Financial metric

Select from:

☒ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

2000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

Estimate of revenue aligned to water stewardship opportunities where customer procurement or statements indicated supplier water performance as a decision factor. Method: commercial attribution of qualifying awards linked to water criteria multiplied by contract value recognized in-year; divided by total revenue to select nearest % bucket.

Climate change

(3.6.2.1) Financial metric

Select from:

☒ Assets

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

3200000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

Capitalized assets aligned to climate opportunities in the reporting year, primarily on-site solar systems and enabling infrastructure at operational sites. Method: sum of capitalized renewable energy system assets and qualifying enabling infrastructure recognized on the balance sheet; divided by total PP&E to select nearest % bucket.

Water

(3.6.2.1) Financial metric

Select from:

☒ Assets

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

2400000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

Capitalized water stewardship assets (e.g., recycling/reuse systems, treatment infrastructure, rainwater capture where applicable). Method: sum of capitalized water-related equipment/projects recognized in the reporting year; divided by total PP&E to select nearest % bucket.

Climate change

(3.6.2.1) Financial metric

Select from:

☒ CAPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

2100000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

Estimate of capital expenditures aligned to climate-related opportunities, including renewable electricity procurement infrastructure, metering systems, and reporting tools. Method: portion of annual CAPEX mapped to climate opportunity drivers; selected nearest CDP % bucket due to rounding and consolidation.

Climate change

(3.6.2.1) Financial metric

Select from:

☒ CAPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1800000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

CAPEX aligned to production efficiency and process upgrades that support climate resilience and emissions reduction. Method: engineering and finance attribution of qualifying projects; divided by total CAPEX to select nearest % bucket.

Water

(3.6.2.1) Financial metric

Select from:

☒ CAPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1600000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

Capital expenditures aligned to water-related opportunities, including recycling/reuse systems, rainwater harvesting, and monitoring infrastructure. Method: site-level CAPEX roll-up for water stewardship projects; nearest CDP % bucket selected.

Water

(3.6.2.1) Financial metric

Select from:

☒ CAPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1400000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☒ 1-10%

(3.6.2.4) Explanation of financial figures

CAPEX aligned to wastewater recovery and beneficial reuse infrastructure at high-stress sites. Method: engineering and finance attribution of qualifying projects; divided by total CAPEX to select nearest % bucket.

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Executive directors or equivalent

☒ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☒ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Among the Board's core responsibilities are to oversee the Company's strategies, policies, and key metrics related to its talent, including matters such as diversity, inclusion, belonging, retention, leadership succession, culture, and the alignment with and advancement of the Company's Guiding Principles. To support our DEI&B objectives, we have an enterprise-wide target and expectation that 100% of the candidate slates for Board of Directors, executive, and director-level employee positions include candidates from underrepresented groups (Women, Black, Latino/a, Asian, Indigenous, Multiracial, LGBTQ, People with Disabilities, and Veterans).

(4.1.6) Attach the policy (optional)

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board’s oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Board chair
- ☒ Director on board
- ☒ Board-level committee
- ☒ Chief Executive Officer (CEO)
- ☒ Other, please specify :Board of Directors

- ☒ Chief Compliance Officer (CCO)

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board Terms of Reference
- ☒ Board mandate
- ☒ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Reviewing and guiding annual budgets | <input checked="" type="checkbox"/> Overseeing and guiding public policy engagement |
| <input checked="" type="checkbox"/> Overseeing and guiding scenario analysis | <input checked="" type="checkbox"/> Reviewing and guiding innovation/R&D priorities |
| <input checked="" type="checkbox"/> Overseeing the setting of corporate targets | <input checked="" type="checkbox"/> Approving and/or overseeing employee incentives |
| <input checked="" type="checkbox"/> Monitoring progress towards corporate targets | <input checked="" type="checkbox"/> Overseeing and guiding major capital expenditures |
| <input checked="" type="checkbox"/> Approving corporate policies and/or commitments | <input checked="" type="checkbox"/> Monitoring the implementation of the business strategy |
| <input checked="" type="checkbox"/> Overseeing reporting, audit, and verification processes | |
| <input checked="" type="checkbox"/> Monitoring the implementation of a climate transition plan | |
| <input checked="" type="checkbox"/> Overseeing and guiding the development of a business strategy | |
| <input checked="" type="checkbox"/> Overseeing and guiding acquisitions, mergers, and divestitures | |
| <input checked="" type="checkbox"/> Monitoring supplier compliance with organizational requirements | |
| <input checked="" type="checkbox"/> Monitoring compliance with corporate policies and/or commitments | |

- ☒ Overseeing and guiding the development of a climate transition plan
- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The Board of Directors directly and as appropriately delegated to the Nominating and ESG Committee, shape effective corporate governance and oversee matters related to climate, sustainability and environmental, social and governance (ESG) issues (including climate change and environmental sustainability policies, programs, goals, and progress), and shapes and oversees targets, standards, and other metrics used to measure and track ESG performance and progress. The Board of Directors' Nominating and ESG Committee (NESG), comprised exclusively of independent directors, oversees Kimball's corporate responsibility and sustainability/ESG programs, including all climate-related issues. The NESG supports the Board in reviewing, monitoring, and engaging with management on the development of climate change and environmental policies, programs, goals and progress, and regularly reviewing such matters with the full Board. The NESG Committee has express responsibilities for overseeing the Company's ESG performance, including climate change issues. The charter of the NESG includes the following responsibilities: "overseeing and advising the Board on the Company's goals, strategies, and initiatives related to climate, sustainability, and ESG, including climate risks and opportunities; community and social impact; and disclosures and external stakeholder input related to human rights and human capital management; and diversity, equity, inclusion, and belonging." The NESG is updated at least quarterly on ESG-related priorities including those related to climate and our achievement of climate-and environmental goals. Their feedback and alignment was obtained as part of the process for developing our strategic plan for stakeholder outreach during the past year. The NESG also regularly receives updates on ESG issues of relevance to our stakeholders, including our Share Owners, which often includes information related to climate risks, oversight and disclosure. Also, in the past year, our full Board met in two special, ESG-focused meetings with presentations by outside speakers with subject matter expertise. The Board encourages directors to attend director education opportunities, with expenses covered by the Company, including for various ESG topics, including climate. The CEO, a member of the Board of Directors, is responsible for the company's ESG strategy, which includes our overall climate strategy. The CEO is directly responsible for the company's strategic goals, including, for example, climate related and ESG targets. The CEO is tasked with ensuring that the company is actively making progress toward our climate related goals, integrating our ESG Goals with our business and executive compensation strategies that the CEO was responsible for reviewing and approving that integration as head of the Company.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Board chair
- ☒ Director on board
- ☒ Board-level committee
- ☒ Chief Executive Officer (CEO)
- ☒ Chief Compliance Officer (CCO)
- ☒ Other, please specify :**Board of Directors**

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board Terms of Reference
- ☒ Board mandate
- ☒ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Reviewing and guiding annual budgets | <input checked="" type="checkbox"/> Overseeing and guiding public policy engagement |
| <input checked="" type="checkbox"/> Overseeing and guiding scenario analysis | <input checked="" type="checkbox"/> Reviewing and guiding innovation/R&D priorities |
| <input checked="" type="checkbox"/> Overseeing the setting of corporate targets | <input checked="" type="checkbox"/> Approving and/or overseeing employee incentives |
| <input checked="" type="checkbox"/> Monitoring progress towards corporate targets | <input checked="" type="checkbox"/> Overseeing and guiding major capital expenditures |
| <input checked="" type="checkbox"/> Approving corporate policies and/or commitments | <input checked="" type="checkbox"/> Monitoring the implementation of the business strategy |
| <input checked="" type="checkbox"/> Overseeing reporting, audit, and verification processes | |
| <input checked="" type="checkbox"/> Monitoring the implementation of a climate transition plan | |
| <input checked="" type="checkbox"/> Overseeing and guiding the development of a business strategy | |
| <input checked="" type="checkbox"/> Overseeing and guiding acquisitions, mergers, and divestitures | |
| <input checked="" type="checkbox"/> Monitoring supplier compliance with organizational requirements | |
| <input checked="" type="checkbox"/> Monitoring compliance with corporate policies and/or commitments | |
| <input checked="" type="checkbox"/> Overseeing and guiding the development of a climate transition plan | |
| <input checked="" type="checkbox"/> Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities | |

(4.1.2.7) Please explain

The Board of Directors directly and as appropriately delegated to the Nominating and ESG Committee, shape effective corporate governance and oversee matters related to climate, sustainability and environmental, social and governance (ESG) issues (including climate change and environmental sustainability policies, programs, goals, and progress), and shapes and oversees targets, standards, and other metrics used to measure and track ESG performance and progress. The Board of Directors' Nominating and ESG Committee (NESG), comprised exclusively of independent directors, oversees Kimball's corporate responsibility and sustainability/ESG programs, including all climate-related issues. The NESG supports the Board in reviewing, monitoring, and engaging with management on the development of climate change and environmental policies, programs, goals and progress, and regularly reviewing such matters with the full Board. The NESG Committee has express responsibilities for overseeing the Company's ESG performance, including climate change issues. The charter of the NESG includes the following responsibilities: "overseeing and advising the Board on the Company's goals, strategies, and initiatives related to climate, sustainability, and ESG, including climate risks and opportunities; community and social impact; and disclosures and external stakeholder input related to human rights and human capital management; and diversity, equity, inclusion, and belonging." The NESG is updated at least quarterly on ESG-related priorities including those related to climate and our achievement of climate-and environmental goals. Their feedback and alignment was obtained as part of the process for developing our strategic plan for stakeholder outreach during the past year. The NESG also regularly receives updates on ESG issues of relevance to our stakeholders, including our Share Owners, which often includes information related to climate risks, oversight and disclosure. Also, in the past year, our full Board met in two special, ESG-focused meetings with presentations by outside speakers with subject matter expertise. The Board encourages directors to attend director education opportunities, with expenses covered by the Company, including for various ESG topics, including climate. The CEO, a member of the Board of Directors, is responsible for the company's ESG strategy, which includes our overall climate strategy. The CEO is directly responsible for the company's strategic goals, including, for example, climate related and ESG targets. The CEO is tasked with ensuring that the company is actively making progress toward our climate related goals, integrating our ESG Goals with our business and executive compensation strategies that the CEO was responsible for reviewing and approving that integration as head of the Company.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Board chair
- ☒ Director on board
- ☒ Board-level committee
- ☒ Chief Executive Officer (CEO)
- ☒ Chief Compliance Officer (CCO)
- ☒ Other, please specify :**Board of Directors**

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board Terms of Reference
- ☒ Board mandate
- ☒ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Reviewing and guiding annual budgets | <input checked="" type="checkbox"/> Overseeing and guiding public policy engagement |
| <input checked="" type="checkbox"/> Overseeing and guiding scenario analysis | <input checked="" type="checkbox"/> Reviewing and guiding innovation/R&D priorities |
| <input checked="" type="checkbox"/> Overseeing the setting of corporate targets | <input checked="" type="checkbox"/> Approving and/or overseeing employee incentives |
| <input checked="" type="checkbox"/> Monitoring progress towards corporate targets | <input checked="" type="checkbox"/> Overseeing and guiding major capital expenditures |
| <input checked="" type="checkbox"/> Approving corporate policies and/or commitments | <input checked="" type="checkbox"/> Monitoring the implementation of the business strategy |
| <input checked="" type="checkbox"/> Overseeing reporting, audit, and verification processes | |
| <input checked="" type="checkbox"/> Monitoring the implementation of a climate transition plan | |
| <input checked="" type="checkbox"/> Overseeing and guiding the development of a business strategy | |
| <input checked="" type="checkbox"/> Overseeing and guiding acquisitions, mergers, and divestitures | |
| <input checked="" type="checkbox"/> Monitoring supplier compliance with organizational requirements | |
| <input checked="" type="checkbox"/> Monitoring compliance with corporate policies and/or commitments | |
| <input checked="" type="checkbox"/> Overseeing and guiding the development of a climate transition plan | |
| <input checked="" type="checkbox"/> Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities | |

(4.1.2.7) Please explain

The Board of Directors directly and as appropriately delegated to the Nominating and ESG Committee, shape effective corporate governance and oversee matters related to climate, sustainability and environmental, social and governance (ESG) issues (including climate change and environmental sustainability policies,

programs, goals, and progress), and shapes and oversees targets, standards, and other metrics used to measure and track ESG performance and progress. The Board of Directors' Nominating and ESG Committee (NESG), comprised exclusively of independent directors, oversees Kimball's corporate responsibility and sustainability/ESG programs, including all climate-related issues. The NESG supports the Board in reviewing, monitoring, and engaging with management on the development of climate change and environmental policies, programs, goals and progress, and regularly reviewing such matters with the full Board. The NESG Committee has express responsibilities for overseeing the Company's ESG performance, including climate change issues. The charter of the NESG includes the following responsibilities: "overseeing and advising the Board on the Company's goals, strategies, and initiatives related to climate, sustainability, and ESG, including climate risks and opportunities; community and social impact; and disclosures and external stakeholder input related to human rights and human capital management; and diversity, equity, inclusion, and belonging." The NESG is updated at least quarterly on ESG-related priorities including those related to climate and our achievement of climate-and environmental goals. Their feedback and alignment was obtained as part of the process for developing our strategic plan for stakeholder outreach during the past year. The NESG also regularly receives updates on ESG issues of relevance to our stakeholders, including our Share Owners, which often includes information related to climate risks, oversight and disclosure. Also, in the past year, our full Board met in two special, ESG-focused meetings with presentations by outside speakers with subject matter expertise. The Board encourages directors to attend director education opportunities, with expenses covered by the Company, including for various ESG topics, including climate. The CEO, a member of the Board of Directors, is responsible for the company's ESG strategy, which includes our overall climate strategy. The CEO is directly responsible for the company's strategic goals, including, for example, climate related and ESG targets. The CEO is tasked with ensuring that the company is actively making progress toward our climate related goals, integrating our ESG Goals with our business and executive compensation strategies that the CEO was responsible for reviewing and approving that integration as head of the Company.

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Consulting regularly with an internal, permanent, subject-expert working group
- ☒ Engaging regularly with external stakeholders and experts on environmental issues
- ☒ Integrating knowledge of environmental issues into board nominating process
- ☒ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- ☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

- ☒ Executive-level experience in a role focused on environmental issues
- ☒ Management-level experience in a role focused on environmental issues
- ☒ Staff-level experience in a role focused on environmental issues
- ☒ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition
- ☒ Active member of an environmental committee or organization

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

- ☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Consulting regularly with an internal, permanent, subject-expert working group
- ☒ Engaging regularly with external stakeholders and experts on environmental issues
- ☒ Integrating knowledge of environmental issues into board nominating process
- ☒ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
- ☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

- ☒ Executive-level experience in a role focused on environmental issues
- ☒ Management-level experience in a role focused on environmental issues
- ☒ Staff-level experience in a role focused on environmental issues
- ☒ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition

☒ Active member of an environmental committee or organization

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: <input checked="" type="checkbox"/> Yes
Water	Select from: <input checked="" type="checkbox"/> Yes
Biodiversity	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Managing annual budgets related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

Other

- ☒ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Quarterly

(4.3.1.6) Please explain

The CEO, a member of the Board of Directors, is responsible for the company's ESG strategy, which includes our overall climate strategy. The CEO is directly responsible for the company's strategic goals, including, for example, climate related and ESG targets. The CEO is tasked with ensuring that the company is actively making progress toward our climate related goals, integrating our ESG Goals with our business and executive compensation strategies, the CEO is responsible for reviewing and approving that integration as head of the Company.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☒ Assessing environmental dependencies, impacts, risks, and opportunities

☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

Engagement

☒ Managing public policy engagement related to environmental issues

☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☒ Monitoring compliance with corporate environmental policies and/or commitments

☒ Measuring progress towards environmental corporate targets

☒ Setting corporate environmental policies and/or commitments

☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Managing annual budgets related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

Other

- ☒ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

The CEO, a member of the Board of Directors, is responsible for the company's ESG strategy, which includes our overall water strategy. The CEO is directly responsible for the company's strategic goals, including, for example, water related and ESG targets. The CEO is tasked with ensuring that the company is actively making progress toward our climate related goals, integrating our ESG goals with our business and executive compensation strategies, the CEO is responsible for reviewing and approving that integration as head of the Company.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Managing annual budgets related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

Other

- ☒ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

The CEO, a member of the Board of Directors, is responsible for the company's sustainability strategy, which includes our material sustainability issues. The CEO is directly responsible for the company's strategic goals, including, for example, sustainability targets. The CEO is tasked with ensuring that the company is actively making progress toward our established goals, integrating our sustainability goals with our business and executive compensation strategies, the CEO is responsible for reviewing and approving that integration as head of the Company.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing supplier compliance with environmental requirements

- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental policies and/or commitments

Strategy and financial planning

- ☒ Implementing a climate transition plan
- ☒ Conducting environmental scenario analysis
- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ More frequently than quarterly

(4.3.1.6) Please explain

The Chief Legal and Compliance Officer and Secretary is Kimball's Chief Sustainability Officer.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☑ Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☑ Assessing environmental dependencies, impacts, risks, and opportunities
- ☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☑ Managing engagement in landscapes and/or jurisdictions
- ☑ Managing public policy engagement related to environmental issues
- ☑ Managing supplier compliance with environmental requirements
- ☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☑ Monitoring compliance with corporate environmental policies and/or commitments
- ☑ Measuring progress towards environmental corporate targets
- ☑ Measuring progress towards environmental science-based targets
- ☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

- ☑ Implementing a climate transition plan
- ☑ Conducting environmental scenario analysis
- ☑ Managing annual budgets related to environmental issues
- ☑ Implementing the business strategy related to environmental issues
- ☑ Developing a business strategy which considers environmental issues

- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ More frequently than quarterly

(4.3.1.6) Please explain

The Chief Legal and Compliance Officer and Secretary is Kimball's Chief Sustainability Officer.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues
- ☒ Managing supplier compliance with environmental requirements
- ☒ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Implementing a climate transition plan
- ☒ Conducting environmental scenario analysis
- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues
- ☒ Managing environmental reporting, audit, and verification processes
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ More frequently than quarterly

(4.3.1.6) Please explain

The Chief Legal and Compliance Officer and Secretary is Kimball's Chief Sustainability Officer.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

5

(4.5.3) Please explain

Kimball Electronics ties climate-related performance to executive compensation through an ESG scorecard that can adjust bonuses by $\pm 5\%$. The scorecard includes completing the S&P Global Corporate Sustainability Assessment (CSA), submitting the CDP Climate Change Survey, and publishing our Guiding Principles Report aligned with GRI, SASB/ISSB, UN SDGs, and TCFD. It also measures our ability to achieve a score of 60 and rank in the 95th percentile or higher on the S&P CSA Environmental Dimension, which covers Environmental Policy, Emissions, Resource Efficiency and Circularity, Waste, Water, and Climate Strategy. Achieving these objectives demonstrates progress toward our climate goals and strengthens transparency for stakeholders.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

5

(4.5.3) Please explain

Water stewardship is integrated into our ESG scorecard, which can modify executive bonuses by up to $\pm 5\%$. Key measures include submitting the CDP Water Security Survey, publishing our Guiding Principles Report aligned with GRI, SASB/ISSB, UN SDGs, and TCFD, and achieving a score of 60 and 95th percentile or higher on the S&P CSA Environmental Dimension, which evaluates water management alongside emissions, waste, and climate strategy. These targets ensure accountability for water-related risk management and resource efficiency, reinforcing our commitment to sustainable water practices across global operations.

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Progress towards environmental targets

☒ Achievement of environmental targets

☒ Organization performance against an environmental sustainability index

- ☒ Reduction in absolute emissions in line with net-zero target

Emission reduction

- ☒ Reduction in emissions intensity
- ☒ Reduction in absolute emissions

Resource use and efficiency

- ☒ Improvements in emissions data, reporting, and third-party verification
- ☒ Energy efficiency improvement
- ☒ Reduction in total energy consumption

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- ☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

ESG performance scorecard acts as a modifier to the Short-Term Incentive Plan. Executives can earn up to a +5% bonus increase for achieving sustainability targets or face a -5% reduction if minimum thresholds are not met. Full 5% increase requires ≥ 20 out of 25 points; target is 15 points (3% increase); minimum threshold is 12 points.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

These incentives directly link executive compensation to environmental performance, reinforcing accountability for climate and water-related goals. By tying pay to measurable outcomes such as CDP submissions, CSA scores, and sustainability reporting quality, the program drives progress toward emissions reduction, resource efficiency, and alignment with our climate transition strategy.

Water

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Corporate executive team

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Progress towards environmental targets

☒ Achievement of environmental targets

☒ Organization performance against an environmental sustainability index

Resource use and efficiency

☒ Reduction of water withdrawals – direct operations

☒ Reduction in water consumption volumes – direct operations

☒ Improvements in water efficiency – direct operations

☒ Improvements in water accounting, reporting, and third-party verification

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

ESG performance scorecard acts as a modifier to the Short-Term Incentive Plan. Executives can earn up to a +5% bonus increase for achieving sustainability targets or face a -5% reduction if minimum thresholds are not met. Full 5% increase requires ≥20 out of 25 points; target is 15 points (3% increase); minimum threshold is 12 points.

(4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

These incentives directly link executive compensation to environmental performance, reinforcing accountability for climate and water-related goals. By tying pay to measurable outcomes such as CDP submissions, CSA scores, and sustainability reporting quality, the program drives progress toward emissions reduction, resource efficiency, and alignment with our climate transition strategy.

[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

- Select all that apply
- ☒ Climate change
 - ☒ Water
 - ☒ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☒ Direct operations

(4.6.1.4) Explain the coverage

The KEI Sustainability Policy provides comprehensive coverage across all global operations, subsidiaries, and key business partners, addressing the full spectrum of material sustainability matters identified in our Double Materiality Assessment. It integrates environmental, social, and governance (ESG) principles into corporate decision-making, with Board-level oversight and clear accountability structures. The policy encompasses climate change mitigation, responsible sourcing, human rights, diversity and inclusion, health and safety, ethical business conduct, and community engagement. It also embeds due diligence processes across the value chain, including conflict minerals compliance and supplier ESG assessments. By aligning with international standards and applying rigorous monitoring, reporting, and continuous improvement practices, the policy ensures transparency, risk management, and long-term value creation for stakeholders. This holistic approach reflects our commitment to managing impacts, mitigating risks, and seizing opportunities for sustainable growth. The Human Rights Policy typically addresses environmental matters indirectly by recognizing the interconnection between environmental stewardship and human rights. It often includes commitments to prevent environmental degradation that could harm communities, ensure safe and healthy working conditions, and respect the rights of Indigenous Peoples and local communities regarding land, water, and natural resources.

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to a circular economy strategy
- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to take environmental action beyond regulatory compliance
- ☒ Commitment to stakeholder engagement and capacity building on environmental issues
- ☒ Other environmental commitment, please specify :Pollution prevention, emissions reduction, sustainable resource use

Climate-specific commitments

- ☒ Commitment to 100% renewable energy
- ☒ Commitment to net-zero emissions
- ☒ Other climate-related commitment, please specify :Scope 1, 2, and relevant Scope 3 reporting, ISO 14001 systems

Water-specific commitments

- ☒ Commitment to reduce water consumption volumes
- ☒ Commitment to reduce water withdrawal volumes
- ☒ Commitment to control/reduce/eliminate water pollution
- ☒ Commitment to safely managed WASH in local communities
- ☒ Commitment to the conservation of freshwater ecosystems
- ☒ Commitment to water stewardship and/or collective action

Social commitments

- ☒ Adoption of the UN International Labour Organization principles
- ☒ Commitment to promote gender equality and women's empowerment
- ☒ Commitment to respect and protect the customary rights to land, resources, and territory of Indigenous Peoples and Local Communities
- ☒ Commitment to respect internationally recognized human rights
- ☒ Commitment to secure Free, Prior, and Informed Consent (FPIC) of indigenous people and local communities

Additional references/Descriptions

- ☒ Acknowledgement of the human right to water and sanitation
- ☒ Description of environmental requirements for procurement
- ☒ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns
- ☒ Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement
- ☒ Yes, in line with the Kunming-Montreal Global Biodiversity Framework
- ☒ Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation
- ☒ Yes, in line with another global environmental treaty or policy goal, please specify :It references the UN Global Compact, UN Guiding Principles on Business and Human Rights, OECD Guidelines, and ILO conventions, which are global standards encompassing environmental matters.

(4.6.1.7) Public availability

Select from:

☒ Publicly available

(4.6.1.8) Attach the policy

KEI Sustainability Policy Final 31Mar25 v2.pdf

[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☒ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☒ Other, please specify :Responsible Business Alliance; Responsible Minerals Initiative; Responsible Labor Initiative

(4.10.3) Describe your organization's role within each framework or initiative

Kimball Electronics is an active member of the Responsible Business Alliance (RBA), the Responsible Labor Initiative (RLI), and the Responsible Minerals Initiative (RMI). Through its participation in these multi-industry coalitions, the company promotes and enforces high standards of corporate social responsibility across its global supply chain. By aligning its practices with the RBA, RLI, and RMI, Kimball Electronics demonstrates a strong commitment to ethical conduct in areas ranging from labor practices and supply chain ethics to the responsible sourcing of minerals. As a member of the RBA, Kimball Electronics bases its own Supplier Code of Conduct on the alliance's comprehensive framework and requires its suppliers to adhere to strict labor, environmental, and ethical standards. Within the RMI, the company actively addresses issues related to responsibly sourced minerals, particularly focusing on conflict minerals (3TG: tantalum, tin, tungsten, and gold). Kimball utilizes RMI resources, such as reporting templates, and performs due diligence to ensure its minerals are sourced from conflict-free regions. Furthermore, as a member of the RLI—an initiative managed by the RBA—Kimball supports ethical employment practices and leverages RLI tools to address forced labor risks in its supply chain. This holistic engagement with these key industry initiatives highlights Kimball's dedication to improving accountability and social responsibility throughout its operations and value chain.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☒ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☒ Paris Agreement

☒ Kunming-Montreal Global Biodiversity Framework

☒ Sustainable Development Goal 6 on Clean Water and Sanitation

☒ Another global environmental treaty or policy goal, please specify :UN Global Compact and related principles. The policy is derived from the Ten Principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and OECD Guidelines, which include environmental responsibility as part of broad

(4.11.4) Attach commitment or position statement

2024 Human Rights Policy and Statement.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☒ No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

To ensure that our policies are aligned with any organizations, non-profit associations, agencies, or others, before engaging, our team members will assess the positions, policies & goals to ensure alignment with our existing environmental policies & strategies. Should an organization participate in an activity that does not align with our climate strategy or should we change our strategy & no longer align with those organizations, we will revisit our membership & continued engagement & decide whether to continue our membership or affiliation. We do not make contributions to or otherwise financially support for political, religious, or military entities. We are members of many trade organizations across our business.

[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Other global trade association, please specify :Responsible Business Alliance

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

☒ Water

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our positions on environmental stewardship, corporate environmental reporting, and EHS performance are aligned with RBA's emphasis on responsible, transparent manufacturing and supply-chain practices. No actions to influence positions were taken beyond membership and participation opportunities available to all members.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

35000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Membership supports industry collaboration on environmental transparency, EHS management, and best practices that can shape regulatory expectations and voluntary standards (e.g., reporting consistency, site EHS improvements). This can positively influence policies on corporate environmental reporting and operational compliance and help us meet internal climate/water goals.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

- ☒ Paris Agreement
- ☒ Sustainable Development Goal 6 on Clean Water and Sanitation
- ☒ Another global environmental treaty or policy goal, please specify :UN Global Compact environmental principles

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

- ☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

- ☒ Other global trade association, please specify :Responsible Minerals Initiative

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- ☒ Water

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- ☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our responsible sourcing and environmental due diligence approach aligns with RMI's focus on supply-chain traceability, audits, and risk mitigation, including avoiding ecosystem loss and water pollution linked to mineral sourcing. No actions to influence positions were taken beyond membership.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

7500

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Membership supports due diligence tools and harmonized expectations (e.g., traceability, supplier assessments, conformance audits) that can inform and reinforce policy and regulatory developments on environmental due diligence in mineral supply chains, aiding our ecosystem and water-risk objectives.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Kunming-Montreal Global Biodiversity Framework

☒ Sustainable Development Goal 6 on Clean Water and Sanitation

- ☒ Another global environmental treaty or policy goal, please specify :OECD Due Diligence Guidance for Responsible Supply Chains of Minerals

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

- ☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

- ☒ Other trade association in North America, please specify :Indiana Manufacturers Association

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- ☒ Climate change
☒ Water

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- ☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- ☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our support for clear, enforceable environmental standards and permitting aligns with IMA's role in sharing regulatory updates and facilitating compliance-focused dialogue for manufacturers. No actions to influence positions were taken.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

11875

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Membership facilitates awareness and preparedness for state environmental requirements (e.g., air, water, waste, reporting), which can indirectly influence how state policy is interpreted and implemented in ways that support compliance and operational efficiency.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ No, we have not evaluated

Row 4

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☒ Other trade association in North America, please specify :Local Chamber of Commerce (Indiana)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

☒ Water

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Our commitment to environmental compliance and responsible growth aligns with typical Chamber efforts to engage on the local business environment and infrastructure topics that can include environmental permitting and resource use. No actions to influence positions were taken.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

825

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Membership supports dialogue and information-sharing at local level; while not policy-specific, it can influence local implementation of environmental requirements that affect facilities (e.g., permitting timelines, community water and air quality initiatives).

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ No, we have not evaluated

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☒ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ ESRS

☒ GRI

☒ TCFD

☒ Other, please specify :SASB (Electronic Manufacturing Services & Original Design Manufacturing)

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water
- ☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

- ☒ Complete

(4.12.1.5) Content elements

Select all that apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Strategy | <input checked="" type="checkbox"/> Value chain engagement |
| <input checked="" type="checkbox"/> Governance | <input checked="" type="checkbox"/> Dependencies & Impacts |
| <input checked="" type="checkbox"/> Emission targets | <input checked="" type="checkbox"/> Public policy engagement |
| <input checked="" type="checkbox"/> Emissions figures | <input checked="" type="checkbox"/> Water accounting figures |
| <input checked="" type="checkbox"/> Risks & Opportunities | <input checked="" type="checkbox"/> Content of environmental policies |

(4.12.1.6) Page/section reference

About This Report & Frameworks (pp. 1–3); Corporate Governance (pp. 16–20); Climate Change incl. targets, metrics, energy (pp. 22–28); Water Stewardship incl. accounting figures (pp. 51–53); Zero Waste (pp. 49–51); Biodiversity (p. 54); Public policy engagement (p. 58); External assurance statements (pp. 77–80)

(4.12.1.7) Attach the relevant publication

2024 KEI Guiding Principles Report 30Apr25.pdf

(4.12.1.8) Comment

Kimball Electronics' 2024 Guiding Principles Report is a voluntary annual sustainability report aligned with ESRS, GRI, TCFD and SASB/ISSB (industry SASB standard). It covers climate (net-zero by 2050; 42% Scope 1+2 reduction from 2019), energy and renewable electricity transition, waste and circularity (2030 zero-waste goal), water stewardship (2030 target to recycle one-third of water with focus on high-stress regions), biodiversity commitments, governance, and policy engagement. The report includes externally assured GHG data and limited assurance over selected sustainability disclosures.

Row 2

(4.12.1.1) Publication

Select from:

☒ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

☒ Water

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Governance

☒ Risks & Opportunities

☒ Strategy

☒ Other, please specify :Environmental regulatory compliance and costs

(4.12.1.6) Page/section reference

Form 10-K for fiscal year ended June 30, 2024: Item 1 (Business) – Environmental Matters; Item 1A (Risk Factors) – climate & environmental regulation; Item 7 (MD&A) – operational risks and insurance

(4.12.1.7) Attach the relevant publication

KEI 2024 Annual Report and 10-K.pdf

(4.12.1.8) Comment

Mainstream financial filing providing Board/governance context, climate- and environment-related risk factors, and discussion of regulatory compliance and operating context. Complements voluntary sustainability report by situating environmental matters within financial performance and risk management.

[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Annually

Water

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Annually

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ IEA NZE 2050

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Reputation

☒ Technology

☒ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.5°C or lower

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030
- ☒ 2040
- ☒ 2050
- ☒ 2100

(5.1.1.9) Driving forces in scenario

Finance and insurance

- ☒ Cost of capital

Stakeholder and customer demands

- ☒ Consumer sentiment

Regulators, legal and policy regimes

- ☒ Global regulation
- ☒ Level of action (from local to global)
- ☒ Global targets

Relevant technology and science

- ☒ Granularity of available data (from aggregated to local)
- ☒ Data regime (from closed to open)

Direct interaction with climate

- ☒ Perception of efficacy of climate regime

Macro and microeconomy

- ☒ Domestic growth
- ☒ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Policies: Rapid, coordinated decarbonization with rising carbon prices and phase-down of unabated fossil fuels. Macroeconomy: Managed transition with moderate growth; targeted public support. Regional variables: Grid decarbonization, clean tech diffusion, critical minerals supply. Technology: Accelerated cost declines in renewables, storage, EVs, heat pumps; CCUS deployment where hard-to-abate. Energy mix: Steep increase in renewables and efficiency; electrification of end uses. Uncertainties: Policy timing/coordination, supply-chain constraints for critical minerals, technology performance/scale-up. Constraints: Execution risk for infrastructure build-out; social acceptance.

(5.1.1.11) Rationale for choice of scenario

Chosen as a credible, well-recognized 1.5°C pathway to assess transition risk and strategic resilience. Aligns with IFRS S2/TCFD expectation to include a Paris-aligned scenario. Sources: IEA Net Zero Roadmap 2023 update and IEA Global Energy and Climate Model—NZE (IEA 2023; IEA 2024); IFRS S2 confirms use of climate-related scenario analysis (ISSB 2023).

Water

(5.1.1.1) Scenario used

Water scenarios

☒ WRI Aqueduct

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

- ☒ Policy
- ☒ Market
- ☒ Reputation

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030
- ☒ 2050
- ☒ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Changes in ecosystem services provision
- ☒ Speed of change (to state of nature and/or ecosystem services)

Stakeholder and customer demands

- ☒ Consumer sentiment

Regulators, legal and policy regimes

- ☒ Global regulation

Direct interaction with climate

- ☒ On asset values, on the corporate

Macro and microeconomy

- ☒ Domestic growth

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Policies: Basin governance and withdrawals regulation vary by location. Macroeconomy: Water scarcity can shift input costs and production schedules. Regional variables: Projected baseline and future water stress, seasonal variability, flood risk per Aqueduct 4.0. Technology: Efficiency, recycling, alternative sourcing, and storage options. Energy usage/mix: Cooling water demand and energy-for-water trade-offs. Uncertainties: Basin-level data quality, climate–hydrology model spread, future withdrawals by other users. Constraints: Site-level metering and disclosure; watershed collaboration.

(5.1.1.11) Rationale for choice of scenario

Widely used, open methodology for location-based water risk screening (stress, drought, floods) at present and future horizons. Supports TNFD nature-wide framing for dependencies/impacts. Source: WRI Aqueduct 4.0.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ NGFS scenarios framework, please specify :Hot-house world (v5.0)

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

- ☒ Policy
- ☒ Market
- ☒ Reputation

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 3.0°C - 3.4°C

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030
- ☒ 2040
- ☒ 2050
- ☒ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Changes in ecosystem services provision
- ☒ Speed of change (to state of nature and/or ecosystem services)
- ☒ Climate change (one of five drivers of nature change)

Regulators, legal and policy regimes

- ☒ Global regulation
- ☒ Level of action (from local to global)

Direct interaction with climate

☒ On asset values, on the corporate

Macro and microeconomy

☒ Domestic growth

☒ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Policies: Insufficient global mitigation; fragmented action. Macroeconomy: Physical damages increase volatility and capital costs in exposed regions. Regional variables: More frequent/intense heat, heavy precipitation, drought; sea-level rise; river/coastal flood risk. Technology: Adaptation tech uptake varies by region; uneven protection standards. Energy usage/mix: Higher cooling demand; supply disruptions from extremes. Uncertainties: Damage functions, adaptation uptake, non-linear/tipping risks; downscaling spreads. Constraints: Data granularity for local hazards; insurance availability and affordability.

(5.1.1.11) Rationale for choice of scenario

Represents a severe physical-risk future ($\geq 3^{\circ}\text{C}$) to test asset/location resilience and adaptation needs. Combines NGFS macro/physical modules with IPCC AR6/CMIP6 hazard evidence for location-based analysis. Sources: NGFS Scenarios Portal v5.0 (2024/25); IPCC AR6 WGI (water cycle and regional CIDs).

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ NGFS scenarios framework, please specify :Disorderly—Delayed transition (v5.0)

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Liability

☒ Reputation

☒ Technology

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2030

☒ 2040

☒ 2050

☒ 2100

(5.1.1.9) Driving forces in scenario

Finance and insurance

☒ Cost of capital

Regulators, legal and policy regimes

- ✓ Global regulation
- ✓ Political impact of science (from galvanizing to paralyzing)
- ✓ Level of action (from local to global)

Relevant technology and science

- ✓ Granularity of available data (from aggregated to local)
- ✓ Data regime (from closed to open)

Direct interaction with climate

- ✓ Perception of efficacy of climate regime

Macro and microeconomy

- ✓ Domestic growth
- ✓ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Policies: Late/abrupt carbon pricing and standards; regionally divergent policy. Macroeconomy: Higher transition costs; stranded-asset risk; re-pricing of carbon-intensive activities. Regional variables: Uneven grid mix; sectoral shocks in industry/power. Technology: Rapid but costly retrofits; supply bottlenecks. Energy usage/mix: Faster electrification under compressed timelines. Uncertainties: Policy timing, investor responses, technology performance; physical risk remains material. Constraints: Data gaps at counterparty/supply-chain level; scenario granularity at country/sector level.

(5.1.1.11) Rationale for choice of scenario

Stresses strategic and financial resilience to a late, more volatile transition—useful for CapEx timing, write-down risk, and pricing. Source: NGFS Disorderly scenarios (v5.0 2024/25).

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

- ✓ NGFS scenarios framework, please specify :Current Policies (v5.0)

(5.1.1.3) Approach to scenario

Select from:

- ☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Policy | <input checked="" type="checkbox"/> Acute physical |
| <input checked="" type="checkbox"/> Market | <input checked="" type="checkbox"/> Chronic physical |
| <input checked="" type="checkbox"/> Liability | |
| <input checked="" type="checkbox"/> Reputation | |
| <input checked="" type="checkbox"/> Technology | |

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 2.5°C - 2.9°C

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2030

- ☑ 2040
- ☑ 2050
- ☑ 2100

(5.1.1.9) Driving forces in scenario

Regulators, legal and policy regimes

- ☑ Global regulation
- ☑ Level of action (from local to global)
- ☑ Global targets

Direct interaction with climate

- ☑ On asset values, on the corporate

Macro and microeconomy

- ☑ Domestic growth
- ☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Policies: Continuation of policies currently in place; incremental strengthening only. Macroeconomy: Transition costs moderate; physical risks grow through mid/late century. Regional variables: Region-specific exposure to heat, droughts, floods per CMIP6. Technology: Ongoing but slower diffusion of clean technologies. Energy mix: Gradual decarbonization; fossil fuels persist longer. Uncertainties: Future policy ratchets, technology breakthroughs, damages; data gaps for local exposure.

(5.1.1.11) Rationale for choice of scenario

Benchmarks resilience against a "business-as-usual" policy world (~2.7°C), as recommended for physical risk assessment. Source: NGFS Scenarios Portal (Current Policies).

Water

(5.1.1.1) Scenario used

Water scenarios

☒ WWF Water Risk Filter

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

☒ Policy

☒ Market

☒ Reputation

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2030

☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Number of ecosystems impacted
- ☒ Changes in ecosystem services provision

Stakeholder and customer demands

- ☒ Consumer sentiment
- ☒ Impact of nature footprint on reputation

Regulators, legal and policy regimes

- ☒ Global regulation

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Policies: Local water stewardship expectations rising; disclosure and target-setting growing. Macroeconomy: Water-related disruptions affect cost and revenue at site/region level. Regional variables: Basin risk + operational risk integration per WRF; scenario stress-testing. Technology: Water-saving, treatment, reuse. Uncertainties: Basin projections and operational data completeness. Constraints: Data availability for suppliers and shared basins.

(5.1.1.11) Rationale for choice of scenario

Complements Aqueduct by combining basin and operational risk to prioritize mitigation and stewardship. Source: WWF Water Risk Filter guidance. [Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy

- ☒ Capacity building
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

We analyzed four climate scenarios: IEA NZE 2050 (1.5°C transition), NGFS Hot-house world ($\geq 3^\circ\text{C}$ physical risk), NGFS Disorderly transition (1.6–1.9°C), and NGFS Current Policies ($\sim 2.7^\circ\text{C}$). Time horizons included 2030, 2040, 2050, and 2100. Key outcomes include identification of transition risks (carbon pricing, stranded assets, technology shifts) and physical risks (heatwaves, floods, droughts) across our operations. The analysis informed our strategic planning, including CAPEX prioritization, energy procurement strategy, and resilience investments. We assessed financial flexibility to respond to climate risks, including ability to repurpose assets and invest in mitigation/adaptation. Scenario insights supported our net-zero target setting and internal carbon pricing. Scenario analysis confirmed the importance of our 2030 science-based target and our 2030 100% renewable electricity goal as critical levers for resilience under both orderly and disorderly transition pathways. These targets reduce exposure to carbon price shocks, enhance energy cost stability, and position us to capture low-carbon market opportunities. Interdependencies with water and land use were identified, including increased water demand for cooling and afforestation trade-offs. Biodiversity risks were flagged in high-emission scenarios.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy
- ☒ Capacity building
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

We used WRI Aqueduct and WWF Water Risk Filter to assess baseline and future water stress, drought, and flood risks at facility level for 2030, 2050, and 2100. Outcomes include identification of high-risk basins and seasonal variability affecting operations and supply chains. This informed water stewardship planning, investment in water efficiency, and site-level adaptation measures. Water risks were integrated into financial planning, including OPEX buffers and insurance considerations. Capacity building included training for local teams and supplier engagement. Our 2030 target to recycle at least one-third of withdrawn water was validated as a key adaptation measure, reducing exposure to seasonal variability and drought risk. This target also supports climate resilience by lowering water-related emissions and improving basin-level sustainability. Scenario analysis highlighted interdependencies with climate change (e.g., evapotranspiration under warming) and land use (e.g., deforestation affecting watershed health).

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☒ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☒ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☒ No, but we plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

KEI does not engage in fossil fuel extraction or infrastructure development. Our business model focuses on contract electronics manufacturing. Some indirect exposure exists through supply chains and customer specifications. We prioritize decarbonization through science-based targets, renewable energy, and supplier engagement. We are evaluating the feasibility of a formal commitment to cease all spending and revenue generation from activities contributing to fossil fuel expansion and plan to integrate this into our next transition plan update.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☒ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

ESG feedback is collected through investor engagement, quarterly Board reviews, and annual sustainability reporting. The NESG Committee oversees climate strategy and progress.

(5.2.9) Frequency of feedback collection

Select from:

☒ More frequently than annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

•Global policy alignment with Paris Agreement. •Availability and cost of renewable energy and storage technologies. •Access to internal capital allocation.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

•42% reduction in Scope 1 & 2 emissions since 2019 baseline. •Renewable energy projects in Mexico and Thailand. •CDP Climate score improved to A-. •68% renewable electricity achieved in 2024; on track for 100% by 2030.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

2024 KEI Guiding Principles Report 30Apr25.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

- ☒ Water
- ☒ Biodiversity

(5.2.14) Explain how the other environmental issues are considered in your climate transition plan

•Water: 2030 target to recycle one-third of water globally, with focus on high-stress regions. •Biodiversity: Supplier Code of Conduct prohibits deforestation; restoration projects in Asia.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

- ☒ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

- ☒ Products and services
- ☒ Upstream/downstream value chain
- ☒ Investment in R&D
- ☒ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change
- ☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Kimball Electronics has aligned its product strategy with climate and water-related opportunities. 65% of products by net sales provide resource efficiency benefits, including components for electric and hybrid vehicles, industrial automation, and smart energy systems. These products support climate goals through energy-efficient design and reduced emissions. The company achieved a 42% reduction in Scope 1 and 2 GHG emissions since 2019, reinforcing its commitment to climate action. Water-efficient products such as smart meters and industrial controls contribute to water stewardship goals.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change
- ☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Supplier management strategy integrates climate, forest, and water-related risks. 98% of accounts payable and 96% of inventory were audited in FY24. The Supplier Code of Conduct enforces ethical sourcing and prohibits child and forced labor. Scope 3 emissions are addressed through supplier training and science-based targets. Water recycling and responsible sourcing of materials like cobalt and lithium are prioritized. Supplier audits and engagement programs mitigate risks and promote sustainability across the value chain.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

R&D investments target climate, circular economy, and water-related opportunities. Innovations include water recycling systems, energy-efficient manufacturing, and sustainable materials. Facilities implement ISO 14001 and ISO 50001 systems. R&D supports long-term sustainability goals, including zero waste and renewable energy targets. Projects are aligned with customer sustainability requirements and regulatory frameworks.

Operations

(5.3.1.1) Effect type

Select all that apply

☒ Risks

☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Operational strategy has been shaped by both risks and opportunities. A 42% reduction in Scope 1 and 2 GHG emissions and a 14% reduction in landfill waste demonstrate progress. However, hazardous waste increased by 131% due to production growth and jurisdictional definitions. Water withdrawals rose by 38%, prompting a 2030 goal to recycle one-third of water. Energy intensity was reduced by 4%, and the company targets 100% renewable electricity by 2030. These metrics guide facility upgrades, waste audits, and water recycling projects.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

- ☒ Revenues
- ☒ Direct costs
- ☒ Indirect costs
- ☒ Capital expenditures
- ☒ Assets

(5.3.2.2) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- ☒ Climate change
- ☒ Water

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Environmental risks and opportunities have significantly influenced our financial planning across multiple elements: **Capital Expenditures:** To achieve our science-based targets and net-zero commitment by 2050, we have made significant capital investments in renewable energy projects, including solar installations in Mexico and Thailand, and energy efficiency upgrades across all facilities. These initiatives are expected to reduce Scope 1 and 2 emissions by 42% by 2030 and deliver annual energy savings of approximately \$200,000. **Future capital planning** prioritizes renewable electricity procurement and water recycling infrastructure, particularly in high-stress regions like Thailand and Mexico. **Direct and Indirect Costs:** Energy conservation initiatives and renewable energy procurement have reduced electricity costs by 8.8% per kWh, offsetting some inflationary pressures. However, compliance with evolving environmental regulations and hazardous waste management standards has increased indirect costs, particularly in jurisdictions with stricter definitions of hazardous waste. **Assets:** On-site solar installations and water recycling systems enhance asset value and resilience. Conversely, climate-related physical risks (e.g., hurricanes in Florida, water stress in Thailand) have prompted scenario-based risk assessments and insurance adjustments. **Revenues:** Opportunities for revenue growth arise from customer demand for low-carbon, resource-efficient products. Approximately 65% of our products provide resource efficiency benefits, aligning with customer sustainability requirements and strengthening long-term contracts. **Funding Strategy:** These initiatives are funded through a combination of operating cash flow and reinvestment of cost savings from energy efficiency projects. No reliance on carbon offsets or internal carbon pricing has been incorporated to date. **Time Horizon:** Short- to medium-term (2025–2030) for capital projects and operational cost impacts; long-term (beyond 2030) for asset resilience and revenue opportunities.

[Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization’s climate transition	Methodology or framework used to assess alignment with your organization’s climate transition
	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Other methodology or framework

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization’s climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☒ Other, please specify :We apply an internal classification system aligned with our climate transition plan and sustainability strategy.

(5.4.1.5) Financial metric

Select from:

☒ Revenue/Turnover

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

1031550000

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

65

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

70

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

80

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

Kimball Electronics uses an internal classification methodology aligned with its climate transition plan to assess revenue alignment. This includes evaluating products based on their contribution to GHG emissions reduction, resource efficiency, and alignment with science-based targets. Examples of aligned products include automotive components for electric and hybrid vehicles (48% of net sales), industrial automation and smart energy management systems (14%), and water resource management solutions such as smart meters (3%). These products support climate change mitigation through energy efficiency and reduced emissions. Estimates for 2025 and 2030 are based on projected growth in clean tech product lines and increased customer demand for sustainable solutions.

[Add row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

1775.74

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

-100

(5.9.3) Water-related OPEX (+/- % change)

15.3

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

15

(5.9.5) Please explain

The 1,775.74% increase in water-related CAPEX from 2023 to 2024 reflects strategic upgrades at our Thailand and Jasper, Indiana sites to improve water efficiency and system reliability. In 2023, only a small RO recovery project was completed in Thailand (~\$6,300). In 2024, major water treatment and recovery investments (~\$118,209) were made to support operational resilience and mitigate water risk. No major projects are planned for 2025, so CAPEX is expected to decrease by 100%. OPEX rose 15.3% from 2023 (\$311,016.55) to 2024 (\$358,607.19) due to higher vendor supply costs and production needs. For 2025, we anticipate a further 15% increase in OPEX, driven by projected production growth at the Thailand site, which will increase water demand. This forward trend demonstrates how spend planning is tied to anticipated water use and business expansion.

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

Select from:

☒ No, but we plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

☒ Not an immediate strategic priority

(5.10.4) Explain why your organization does not price environmental externalities

KEI does not currently apply an internal price on carbon or water. Instead, we assess and manage environmental risks through operational measures and targets, including site-specific water risk monitoring (e.g., WRI Aqueduct), water stewardship plans, water recycling and closed-loop projects, and initiatives to improve energy efficiency and increase clean electricity in our purchased power mix. These actions inform investment decisions and risk management without assigning a uniform internal monetary price to environmental externalities.

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change <input checked="" type="checkbox"/> Water <input checked="" type="checkbox"/> Plastics
Customers	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change <input checked="" type="checkbox"/> Water <input checked="" type="checkbox"/> Plastics
Investors and shareholders	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> Climate change <input checked="" type="checkbox"/> Water

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Other value chain stakeholders	<i>Select from:</i> <input checked="" type="checkbox"/> Yes	<i>Select all that apply</i> <input checked="" type="checkbox"/> Climate change <input checked="" type="checkbox"/> Water

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Contribution to supplier-related Scope 3 emissions

☒ Impact on pollution levels

☒ Other, please specify :Compliance with Supplier Code of Conduct and ISO 14001

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Suppliers classified as “substantive” if they (a) materially contribute to Scope 3 Cat. 1 (Purchased goods & services) footprint; and/or (b) show non-conformance with Supplier Code environmental requirements (pollution prevention, hazardous substances, air/energy/GHG); and/or (c) are placed on a corrective action plan following audit/assessment.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☒ Unknown

Water

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Basin/landscape condition

☒ Dependence on water

☒ Impact on water availability

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Suppliers classified as “substantive” if they fail to meet Supplier Code requirements on water management, wastewater treatment, or pollution prevention, or if they are placed on a corrective action plan following an audit.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☒ Unknown

Plastics

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Impact on plastic waste and pollution

☒ Impact on pollution levels

☒ Other, please specify :Material sourcing and packaging

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Suppliers classified as “substantive” if they (a) supply products or packaging containing regulated plastics or polymers subject to RoHS/REACH or similar restrictions; and/or (b) fail to meet Supplier Code requirements on material restrictions, waste minimization, and recycling; and/or (c) require corrective action for non-compliance with hazardous or restricted substances.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☒ Unknown

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☒ Business risk mitigation

☒ Procurement spend

☒ Strategic status of suppliers

☒ Supplier performance improvement

(5.11.2.4) Please explain

We prioritize suppliers that materially contribute to Scope 3 Category 1 emissions, those with non-conformance to our Supplier Code environmental requirements, or those on corrective action plans. Additional prioritization factors include high procurement spend, strategic importance, and risk exposure. Engagement actions include RBA VAP audits, corrective action plans, and capability-building to reduce GHG emissions and improve compliance.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to water
- ☒ Business risk mitigation
- ☒ Strategic status of suppliers
- ☒ Vulnerability of suppliers

(5.11.2.4) Please explain

We prioritize suppliers based on risk and strategic importance, focusing on those critical to continuity and compliance. Our Supplier Code of Conduct requires suppliers to implement water management programs that document, monitor, and control water sources, use, and discharge, and to ensure wastewater treatment and regulatory compliance. Engagement includes ESG risk assessments for top suppliers (85% of spend) via RBA VAP audits, audits for Supplier Code compliance, and collaboration on environmental performance improvements.

Plastics

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to plastics
- ☒ Business risk mitigation
- ☒ Material sourcing
- ☒ Procurement spend
- ☒ Strategic status of suppliers

(5.11.2.4) Please explain

We prioritize suppliers based on material sourcing significance, especially those providing plastics and packaging materials critical to our products. Our 2030 Material Sourcing Target commits to implementing a sustainable resource management program that fosters circularity and transparency. Engagement includes ESG risk assessments for top suppliers (85% of spend) via RBA VAP audits, audits for Supplier Code compliance, and collaboration on material efficiency, tracking, and sustainable alternatives for plastics.

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☒ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our Supplier Code of Conduct requires suppliers to reduce GHG emissions, improve energy efficiency, and provide Scope 1–3 emissions data upon request. Suppliers must pursue continuous improvement and align with GHG Protocol standards. Non-compliance triggers corrective action plans, follow-up audits, and potential termination of the business relationship.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- ☒ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our Supplier Code of Conduct requires suppliers to implement water management programs, monitor and control water sources and discharge, and ensure wastewater treatment compliance. Non-compliance is addressed through audits, corrective action plans, and escalation protocols.

[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

- ☒ Disclosure of GHG emissions to your organization (Scope 1, 2 and 3)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- ☒ Grievance mechanism/ Whistleblowing hotline
☒ Off-site third-party audit
☒ On-site third-party audit
☒ Second-party verification
☒ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☒ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☒ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☒ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics

☒ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

- ☒ Providing information on appropriate actions that can be taken to address non-compliance
- ☒ Re-integrating suppliers back into upstream value chain based on the successful and verifiable completion of activities

(5.11.6.12) Comment

We prioritize suppliers that materially contribute to Scope 3 Category 1 emissions, those with non-conformance to our Supplier Code environmental requirements, or those on corrective action plans. Additional prioritization factors include procurement spend, strategic importance, and risk exposure. Engagement actions include RBA VAP audits, corrective action plans, and capability-building to reduce GHG emissions and improve compliance.

Water

(5.11.6.1) Environmental requirement

Select from:

- ☒ Other, please specify :Implement a water management program (document/characterize/monitor sources, use, discharge; treat effluent; monitor system performance) per Supplier Code

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- ☒ Grievance mechanism/ Whistleblowing hotline
- ☒ Off-site third-party audit
- ☒ On-site third-party audit
- ☒ Second-party verification
- ☒ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- ☒ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

- ☒ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics
- ☒ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance
- ☒ Providing information on appropriate actions that can be taken to address non-compliance
- ☒ Re-integrating suppliers back into upstream value chain based on the successful and verifiable completion of activities

(5.11.6.12) Comment

As part of our purchasing process, suppliers must comply with the environmental requirements outlined in our Supplier Code of Conduct. These include implementing a water management program that documents, monitors, and controls water use and discharge, ensures proper wastewater treatment, and conducts routine performance monitoring of treatment systems to maintain regulatory compliance. Compliance is verified through Kimball Electronics' internal audits and ESG risk assessments, as well as third-party RBA Validated Assessment Program (VAP) audits for top suppliers. In addition, our anonymous ethics hotline provides a mechanism for suppliers and stakeholders to escalate concerns or report non-compliance, ensuring transparency and accountability throughout the supply chain.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

- ☒ Provide training, support and best practices on how to make credible renewable energy usage claims

Information collection

- ☒ Collect environmental risk and opportunity information at least annually from suppliers

Innovation and collaboration

- ☒ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 76-99%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- ☒ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We focus engagement on top-spend Tier-1 suppliers through RBA VAP and internal ESG risk assessments. Engagement identifies GHG hotspots, enforces Supplier Code expectations, and supports energy efficiency and data quality improvements. Effects include better transparency on Category 1 emissions, corrective action where needed, and progress toward enterprise climate goals.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :100% of suppliers must conform to our Supplier Code of Conduct. For climate, engagement supports the Code's environmental requirements on energy efficiency and GHG reduction.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

☒ Total water withdrawal volumes reduction

(5.11.7.3) Type and details of engagement

Capacity building

☒ Provide training, support and best practices on how to mitigate environmental impact

Information collection

☒ Other information collection activity, please specify :Compliance documentation review during audits (e.g., permits, treatment performance, discharge compliance) rather than water-use metrics.

(5.11.7.4) Upstream value chain coverage

Select all that apply

☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☒ 76-99%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Engagement centers on compliance and risk reduction. Through RBA VAP and internal assessments, suppliers implement/maintain water management programs, wastewater treatment, and routine performance monitoring, lowering compliance risk and supporting responsible water stewardship in operations.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :100% of suppliers must conform to our Supplier Code of Conduct. For water, engagement supports the Code's requirements on water management, wastewater treatment, and performance monitoring.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

Plastics

(5.11.7.2) Action driven by supplier engagement

Select from:

☒ Waste and resource reduction and improved end-of-life management

(5.11.7.3) Type and details of engagement

Capacity building

☒ Support suppliers to set their own environmental commitments across their operations

Information collection

☒ Other information collection activity, please specify :Material sourcing/circularity data to support the 2030 Material Sourcing Target—tracking weights and inventory of product/packaging materials; assessing recycled/biobased content and origin.

Innovation and collaboration

☒ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☒ 76-99%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Engagement operationalizes the 2030 Material Sourcing Target (sustainable resource management and circularity). By auditing for Code compliance and collaborating on material efficiency, tracking, and substitution, we reduce plastic waste, improve transparency of material flows, and support circular end-of-life outcomes for packaging and components.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

- ☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- ☒ Share information about your products and relevant certification schemes
- ☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- ☒ Align your organization's goals to support customers' targets and ambitions
- ☒ Collaborate with stakeholders in creation and review of your climate transition plan
- ☒ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

- ☒ 76-99%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- ☒ 76-99%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Customers are a core Guiding Principle and were prioritized in our double materiality for Climate Change and Responsible Sourcing. Engagement spans account reviews, customer audits, and compliance documentation via our Product Compliance team; we align our science-based climate transition plan (incl. 100% renewable electricity by 2030) to customer expectations and share assured progress in our Guiding Principles Report/webinars. We also collaborate on data quality and solutions that help customers achieve Scope 3 goals.

(5.11.9.6) Effect of engagement and measures of success

Measured outcomes include improved Scope 3 data quality, audit/CAP closure, and verified climate performance (e.g., 42% absolute S1+S2 reduction since 2019; annual GHG assurance). We track customer audit results, on-time responses, inclusion in customer programs, and repeat awards; success is lower risk and tighter alignment to customer transition pathways.

Water

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- ☒ Share information about your products and relevant certification schemes
- ☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- ☒ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 76-99%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Customers engage us for product-compliance and water/chemicals due-diligence needs. Our Product Compliance team supports customer audits and documentation; we communicate site-level programs (e.g., water management, wastewater treatment) and risk controls highlighted in our report/webinar. Where feasible, we collaborate on design/process changes that reduce water or pollution risks in the value chain.

(5.11.9.6) Effect of engagement and measures of success

Our engagement with customers on water-related compliance reduces regulatory and operational risk for both parties and strengthens customer confidence in our environmental stewardship. Success is measured through key indicators such as audit pass and closure rates, timely responses to customer information requests, and documented evidence of customer-driven improvements or design changes that mitigate water-related impacts across the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☒ Collaborate with stakeholders in creation and review of your climate transition plan

☒ Other innovation and collaboration, please specify :Annual Proxy Statement and Annual Meeting communications to all shareowners; IR briefings/webinars; responses to ESG rater and CDP questionnaires; publication of assured climate disclosures.

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Investors and shareholders are engaged through the Proxy process and ongoing IR communications to ensure transparency on climate governance, targets, and performance. The Board's Nominating & ESG (NESG) Committee oversees climate-related risks and opportunities. Engagement includes sharing our science-based climate transition plan, verified GHG data, and progress toward 2030 targets via sustainability reporting, CDP, and ESG rating submissions.

(5.11.9.6) Effect of engagement and measures of success

Engagement builds investor confidence in climate governance and transition credibility. Success is measured by Proxy voting outcomes, investor feedback, ESG rating performance (ISS, MSCI, S&P CSA, Sustainalytics), CDP Climate score (A-), and unqualified assurance conclusions on GHG statements and sustainability reporting.

Water

(5.11.9.1) Type of stakeholder

Select from:

☒ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information on environmental initiatives, progress and achievements

☒ Other education/information sharing, please specify :Annual Proxy Statement and Annual Meeting communications to all shareowners; IR briefings/webinars; disclosure through sustainability report and CDP Water responses.

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Investors seek transparency on water governance and risk. Through Proxy materials, board-level oversight (NESG), and public reporting, we communicate water stewardship priorities, compliance controls, and progress. Engagement channels include sustainability reporting, CDP Water, and ESG rater questionnaires.

(5.11.9.6) Effect of engagement and measures of success

Engagement improves investor understanding of water risk posture and governance. Success is measured by CDP Water score trends, investor feedback, Proxy outcomes, and assurance conclusions where water is included in the sustainability report scope.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :ESG rating agencies & disclosure platforms (ISS, MSCI, S&P CSA, Sustainalytics, CDP)

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information on environmental initiatives, progress and achievements

☒ Other education/information sharing, please specify :Submit structured questionnaires and evidence; review feedback to strengthen disclosures and controls.

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

ESG raters and disclosure platforms amplify transparency and provide comparability for customers and investors. We respond to their criteria and incorporate feedback to sharpen climate governance, data quality, and target credibility—supporting stakeholder decision-making and our continuous improvement cycle.

(5.11.9.6) Effect of engagement and measures of success

Our engagement has resulted in improved ESG ratings and clearer market signals regarding the credibility of our climate transition strategy. We measure success through trends in external ratings, timely remediation of any disclosure gaps identified by raters or assurance providers, and consistent alignment with leading frameworks referenced in our sustainability report. These outcomes demonstrate strengthened transparency, governance, and stakeholder confidence.

Water

(5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :ESG rating agencies & disclosure platforms (ISS, MSCI, S&P CSA, Sustainalytics, CDP Water)

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information on environmental initiatives, progress and achievements

☒ Other education/information sharing, please specify :Submit water-related questionnaires and supporting evidence, incorporate feedback to strengthen controls.

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Investors seek transparency on water governance and risk. Through Proxy materials, board-level oversight (NESG), and public reporting, we communicate water stewardship priorities, compliance controls, and progress. Engagement channels include sustainability reporting, CDP Water, and ESG rater questionnaires.

(5.11.9.6) Effect of engagement and measures of success

Engagement improves investor understanding of water risk posture and governance. Success is measured by CDP Water score trends, investor feedback, Proxy outcomes, and assurance conclusions where water is included in the sustainability report scope.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

- ☒ Other value chain stakeholder, please specify :Independent assurance providers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Share information on environmental initiatives, progress and achievements
- ☒ Other education/information sharing, please specify :Provide evidence for annual independent assurance of GHG statements and the sustainability report.

(5.11.9.3) % of stakeholder type engaged

Select from:

- ☒ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- ☒ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Assurance partners strengthen the credibility of our climate data and transition narrative for all stakeholders. Scope includes annual verification of GHG statements and limited assurance over the full sustainability report, aligned to frameworks referenced in the Guiding Principles Report.

(5.11.9.6) Effect of engagement and measures of success

Our engagement has strengthened stakeholder confidence and enhanced the reliability of our sustainability disclosures through improved internal controls. Success is measured by achieving unqualified assurance conclusions on climate and water data, reducing the cycle time for remediating any assurance findings, and maintaining year-over-year consistency and comparability of disclosed metrics across all reporting frameworks.

Water

(5.11.9.1) Type of stakeholder

Select from:

- ☒ Other value chain stakeholder, please specify :Independent assurance providers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Share information on environmental initiatives, progress and achievements
- ☒ Other education/information sharing, please specify :Provide evidence for independent assurance over sustainability disclosures that include water.

(5.11.9.3) % of stakeholder type engaged

Select from:

- ☒ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Assurance enhances credibility of water-related disclosures for customers, investors, and raters. Scope includes inclusion of water elements within the annually assured sustainability report.

(5.11.9.6) Effect of engagement and measures of success

Our engagement has strengthened confidence among stakeholders and improved the comparability of our disclosures. Success is measured by achieving unqualified assurance conclusions on sustainability data and promptly remediating any assurance findings to reinforce internal controls. These actions ensure consistent, reliable reporting year over year and enhance trust in our environmental performance.

[Add row]

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

- ☒ Climate change
- ☒ Water

(5.12.4) Initiative category and type

Relationship sustainability assessment

- ☒ Align goals to feed into customers targets and ambitions

(5.12.5) Details of initiative

We propose enhanced transparency and alignment through our science-based climate transition plan (aligned to 1.5°C), Scope 3 engagement strategy, and water stewardship initiatives. This includes sharing verified GHG data, renewable energy progress, and water risk mitigation actions in high-stress regions. Engagement would involve joint reviews of our transition plan and disclosure alignment to investor expectations.

(5.12.6) Expected benefits

Select all that apply

- ☒ Improved water stewardship
- ☒ Increased transparency of upstream/downstream value chain
- ☒ Reduction of own operational emissions (own scope 1 & 2)
- ☒ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

- ☒ 1-3 years

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☒ No

(5.12.11) Please explain

Our plan is already in execution, with verified annual GHG statements and CDP disclosures. This initiative formalizes collaboration with investors to ensure alignment with climate and water risk expectations and to strengthen comparability across ESG frameworks (CSRD, TCFD, ISSB).

[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

(5.13.1) Environmental initiatives implemented due to CDP Supply Chain member engagement

Select from:

☒ No, and we do not plan to within the next two years

(5.13.2) Primary reason for not implementing environmental initiatives

Select from:

☒ Other, please specify :Currently focused on implementing 2030 sustainability targets and aligning with customer and investor expectations

(5.13.3) Explain why your organization has not implemented any environmental initiatives

While we have not yet implemented initiatives specifically driven by CDP Supply Chain member engagement, we are actively executing our 2030 sustainability roadmap, which includes science-based climate targets, water stewardship, and responsible sourcing. Our current priority is to integrate these targets into operations and supplier programs. We plan to explore CDP member-driven initiatives as part of our next phase of engagement, leveraging our existing ESG governance structure, RBA VAP supplier assessments, and customer collaboration programs. These steps will ensure that any new initiatives complement our strategic objectives and deliver measurable value for both our organization and CDP members.

[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

We apply the operational control approach because Kimball Electronics has full authority to implement operating policies and environmental controls at all manufacturing sites. This ensures accurate accounting of emissions we can directly influence. Our GHG inventory follows the GHG Protocol Corporate Standard and Scope 2 Guidance. We have committed to reduce absolute Scope 1 and Scope 2 GHG emissions in line with a 1.5°C pathway and are aligning our targets with the Science Based Targets initiative (SBTi) criteria for 2030. This commitment is supported by actions to increase renewable electricity procurement and energy efficiency across our global operations.

Water

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Operational control is applied because our facilities manage water withdrawals, treatment, and discharges under site-level permits and ISO 14001 systems. This approach ensures accountability for water stewardship actions and compliance obligations. We have committed to recycle one-third of our global water use by 2030, prioritizing high-stress sites identified through WRI Aqueduct analysis. Our operational control approach enables us to implement site-specific water stewardship plans and infrastructure investments aligned with this target.

Plastics

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

We apply the operational control approach because we manage the handling, storage, and disposal of packaging materials at our facilities, even when specifications are customer-driven. Plastics management is closely tied to procurement: most packaging materials are sourced through our supply chain under customer or industry specifications. Our responsible sourcing commitment focuses first on tracking recycled content in packaging and components to establish a reliable baseline. This is embedded in our Supplier Code of Conduct and procurement processes, ensuring plastics-related impacts are managed within our operational and purchasing controls and aligned with customer sustainability expectations.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Operational control is applied because our facilities and procurement processes are managed under Kimball's policies and oversight, enabling us to implement biodiversity-related controls where relevant. Biodiversity considerations are embedded in our Human Rights Policy and Supplier Code of Conduct, which require responsible practices to prevent ecosystem harm and respect community rights. Oversight is provided by the Board's NESG Committee, which monitors ESG performance, including environmental and social impacts. This approach ensures biodiversity risks are managed within our operational and governance framework.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

Select all that apply

☒ Yes, a divestment

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

Kimball Electronics Indiana, Inc. (d/b/a GES) — divested.

(7.1.1.3) Details of structural change(s), including completion dates

On July 31, 2024, Kimball Electronics, Inc. completed the divestiture of its Automation, Test, and Measurement (AT&M) business, operated through its subsidiary Kimball Electronics Indiana, Inc. (d/b/a GES), to Avera Test Systems Inc., a subsidiary of Avera Technologies Inc. The transaction involved the sale of all issued and outstanding capital stock of GES for approximately \$24.3 million in cash. This divestiture was undertaken to enhance strategic focus on core Electronics Manufacturing Services (EMS) operations. Our 2019 base year and historical Scope 1+2 data were recalculated to exclude GES, per GHG Protocol.

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☒ Yes, a change in boundary

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

Boundary: Organizational (operational control). In 2024 we excluded GES operations post-divestiture and recalculated the 2019 base year to maintain comparability. Methodology: GHG Protocol Corporate Standard; Scope 2 Guidance; Scope 3 Standard. Significance threshold: Structural changes that materially affect progress vs. target or alter consolidated emissions by $\geq 5\%$ trigger recalculation. In July 2024, Kimball Electronics divested its Automation, Test, and Measurement (AT&M) business, which operated under GES. Prior to this divestiture, our organizational boundary included additional facilities in Vietnam and China, as well as software design services in India and engineering support in California and Japan. In accordance with the GHG Protocol, we have excluded these divested operations from our 2024 emissions inventory and recalculated our 2019 base year emissions to maintain consistency and comparability over time. This ensures that our reported emissions and progress toward 2030 targets accurately reflect our current operational footprint, which now consists of nine manufacturing facilities: two in Indiana, two in Mexico, and one each in Florida, China, Poland, Romania, and Thailand.
[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☒ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

☒ Scope 1

☒ Scope 2, location-based

☒ Scope 2, market-based

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

We apply the GHG Protocol Corporate Standard recalculation guidance. We recalculated 2019 Scope 1 and 2 (LB & MB) to exclude GES following the July 31, 2024 divestiture; the change exceeds our ≥5% significance threshold. No errors or other triggers required recalculation of intervening years.

(7.1.3.4) Past years' recalculation

Select from:

☒ No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☒ The Greenhouse Gas Protocol: Scope 2 Guidance

☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☒ US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity

☒ US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources

☒ US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources

☒ Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019

☒ US EPA Center for Corporate Climate Leadership: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases

☒ Other, please specify :USEEIO (U.S. Environmentally Extended Input-Output model) for Scope 3 spend-based categories; Carbon Database Initiative for emission factors

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☒ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☒ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Kimball Electronics reports Scope 2 emissions using both the location-based and market-based methods in alignment with the GHG Protocol Scope 2 Guidance (2015). Location-based method: Calculated using regional or national grid average emission factors for the countries where our nine manufacturing facilities operate (United States, Mexico, China, Poland, Romania, and Thailand). Market-based method: Calculated using supplier-specific emission factors and residual mix factors where available. This includes contractual instruments such as renewable energy certificates (RECs) and supplier-provided emission rates in markets where these instruments exist. Market-based hierarchy: 1. Supplier-specific emission factors (including RECs) 2. Residual mix factors (where available) 3. Location-based grid average factors as a proxy when no market-based data is available

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☒ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

2110

(7.5.3) Methodological details

This base year was chosen because our newly disclosed environmental reduction targets will use 2024 as the base year. Our previous targets used 2019 as the base year, which was recalculated to reflect the divestiture of our Automation, Test, and Measurement (GES) business in July 2024. This ensures consistency and comparability across reporting years and aligns our emissions inventory with our current operational footprint. Methodology: Scope 1 emissions were calculated based on actual consumption of natural gas, liquid propane, fuel oil, and fugitive emissions. Emission factors were sourced from the EPA Emission Factor Hub and applied in accordance with the GHG Protocol Corporate Standard. Our boundary is all sites under operational control.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

41269

(7.5.3) Methodological details

Same rationale as Scope 1: 2024 selected as the new base year for updated targets, with historical recalculation for structural changes to maintain comparability. Methodology: Location-based emissions were calculated using regional or national grid average emission factors for each country where we operate (U.S., Mexico, China, Poland, Romania, Thailand). Emission factors were obtained from the EPA Emission Factor Hub and Carbon Database Initiative, following GHG Protocol Scope 2 Guidance.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

27869

(7.5.3) Methodological details

Market-based emissions were calculated using supplier-specific emission factors and renewable energy certificates (RECs) where available. Where vendor data was not provided, location-based factors were used as a proxy. This approach aligns with the GHG Protocol Scope 2 hierarchy.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

88335

(7.5.3) Methodological details

Spend-based method using USEEIO emission factors (NAICS 334418) with inflation adjustment; includes material costs, inventory change, and services. 0% supplier-specific data; we plan to increase supplier engagement and collect primary data in future years.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

3839

(7.5.3) Methodological details

Spend-based method using USEEIO emission factors (NAICS 335999) with inflation adjustment; based on CapEx spend.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

5363

(7.5.3) Methodological details

Average-data method using Well-to-Tank (WTT) emission factors from UK DEFRA Guidelines for generation and T&D losses

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

14504

(7.5.3) Methodological details

Spend-based method; freight spend allocated by transport mode (ocean, ground, air) and multiplied by cradle-to-gate emission factors.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

1762

(7.5.3) Methodological details

Waste-type-specific method; EPA WARM model used for landfill, incineration, and recycling emissions.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

1633

(7.5.3) Methodological details

Distance-based method; air travel emissions from FOX World Travel, hotel stays (DEFRA factors), rental car and mileage reimbursement (EPA factors).

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2024

(7.5.2) Base year emissions (metric tons CO2e)

6784

(7.5.3) Methodological details

Distance-based method; based on employee survey data and EPA emission factors, scaled for response rate.

Scope 3 category 8: Upstream leased assets

(7.5.3) Methodological details

Not applicable: The company does not operate any leased assets during the reporting period.

Scope 3 category 9: Downstream transportation and distribution

(7.5.3) Methodological details

Excluded from calculations: In accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard, emissions from downstream transportation and distribution are only reported by companies that own the final product or contract for its distribution. Kimball Electronics manufactures intermediate components and does not own or contract for the distribution of final products. Responsibility for downstream transportation and distribution emissions lies with our customers.

Scope 3 category 10: Processing of sold products

(7.5.3) Methodological details

Excluded from calculations: Per the GHG Protocol Corporate Value Chain (Scope 3) Standard, emissions from the processing of sold intermediate products should only be reported if the reporting company contracts for or controls the processing of those products into final products. Kimball Electronics is a contract manufacturer of components and assemblies for other manufacturers. We do not contract for or control the downstream processing of our components, nor do we have visibility into the final product design, assembly, or processing steps performed by our customers or downstream value chain partners.

Scope 3 category 11: Use of sold products

(7.5.3) Methodological details

Excluded from calculations: The GHG Protocol instructs that emissions from the use of sold products should only be reported by companies that sell final products to end users. Kimball Electronics manufactures intermediate components and assemblies that are incorporated into final products by our customers. We do not have control over, or visibility into, the use phase of the final products, and therefore cannot reasonably estimate these emissions.

Scope 3 category 12: End of life treatment of sold products

(7.5.3) Methodological details

Excluded from calculations: The GHG Protocol states that emissions from end-of-life treatment of sold products should only be reported by companies that sell final products. As a contract manufacturer of intermediate components, Kimball Electronics does not have visibility into the final product configuration, use, or end-of-life treatment, and does not contract for or control these activities. Responsibility for end-of-life emissions lies with the final product manufacturer or brand owner.

Scope 3 category 13: Downstream leased assets

(7.5.3) Methodological details

Not applicable: The company does not operate any leased assets during the reporting period.

Scope 3 category 14: Franchises

(7.5.3) Methodological details

Not applicable: The company does not operate any franchises during the reporting period.

Scope 3 category 15: Investments

(7.5.3) Methodological details

Not applicable: We do not operate any investment activities, manage financial assets, or provide financial services during the reporting period. As a contract manufacturer, we do not have any portfolio, equity, debt, or project finance investments that would generate relevant emissions under this category.

Scope 3: Other (upstream)

(7.5.3) Methodological details

After evaluation in accordance with the GHG Protocol's materiality and relevance criteria, no other upstream emissions sources were identified as material or relevant to Kimball Electronics' operations for the reporting period.

Scope 3: Other (downstream)

(7.5.3) Methodological details

After evaluation in accordance with the GHG Protocol's materiality and relevance criteria, no other upstream emissions sources were identified as material or relevant to Kimball Electronics' operations for the reporting period.

[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO₂e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

2110

(7.6.3) Methodological details

Scope 1 emissions are calculated based on actual consumption of natural gas, liquid propane, fuel oil, and fugitive emissions. Emission factors are sourced from the EPA Emission Factor Hub, applied in accordance with the GHG Protocol Corporate Standard. No estimation or proxy was used.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

2009.63

(7.6.2) End date

12/31/2023

(7.6.3) Methodological details

Scope 1 emissions are calculated based on actual consumption of natural gas, liquid propane, fuel oil, and fugitive emissions. Emission factors are sourced from the EPA Emission Factor Hub, applied in accordance with the GHG Protocol Corporate Standard. No estimation or proxy was used.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

1502

(7.6.2) End date

12/31/2022

(7.6.3) Methodological details

Scope 1 emissions are calculated based on actual consumption of natural gas, liquid propane, fuel oil, and fugitive emissions. Emission factors are sourced from the EPA Emission Factor Hub, applied in accordance with the GHG Protocol Corporate Standard. No estimation or proxy was used.

Past year 3

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

1395.24

(7.6.2) End date

12/31/2021

(7.6.3) Methodological details

Scope 1 emissions are calculated based on actual consumption of natural gas, liquid propane, fuel oil, and fugitive emissions. Emission factors are sourced from the EPA Emission Factor Hub, applied in accordance with the GHG Protocol Corporate Standard. No estimation or proxy was used.

Past year 4

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

1458.62

(7.6.2) End date

12/31/2020

(7.6.3) Methodological details

Scope 1 emissions are calculated based on actual consumption of natural gas, liquid propane, fuel oil, and fugitive emissions. Emission factors are sourced from the EPA Emission Factor Hub, applied in accordance with the GHG Protocol Corporate Standard. No estimation or proxy was used.

Past year 5

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

1481.91

(7.6.2) End date

12/31/2019

(7.6.3) Methodological details

Scope 1 emissions are calculated based on actual consumption of natural gas, liquid propane, fuel oil, and fugitive emissions. Emission factors are sourced from the EPA Emission Factor Hub, applied in accordance with the GHG Protocol Corporate Standard. These figures were recalculated for our GES divestiture because 2019 was our baseline year. No estimation or proxy was used.

[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

41269.38

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

27869.14

(7.7.4) Methodological details

Scope 2 emissions are calculated based on purchased electricity and steam. Emission factors are sourced from EPA Emission Factor Hub, Carbon Database Initiative, and vendor-supplied data. For market-based, supplier-specific emission factors and RECs are used where available; where not available, location-based factors are used as a proxy.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

36067.29

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

31293.2

(7.7.3) End date

12/31/2023

(7.7.4) Methodological details

Scope 2 emissions are calculated based on purchased electricity and steam. Emission factors are sourced from EPA Emission Factor Hub, Carbon Database Initiative, and vendor-supplied data. For market-based, supplier-specific emission factors and RECs are used where available; where not available, location-based factors are used as a proxy.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

42993.32

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

42993.32

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Scope 2 emissions are calculated based on purchased electricity and steam. Emission factors are sourced from EPA Emission Factor Hub, Carbon Database Initiative, and vendor-supplied data. For market-based, supplier-specific emission factors and RECs are used where available; where not available, location-based factors are used as a proxy.

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

41342.59

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

41342.59

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Scope 2 emissions are calculated based on purchased electricity and steam. Emission factors are sourced from EPA Emission Factor Hub, Carbon Database Initiative, and vendor-supplied data. For market-based, supplier-specific emission factors and RECs are used where available; where not available, location-based factors are used as a proxy.

Past year 4

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

48667.46

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

48667.46

(7.7.3) End date

12/31/2020

(7.7.4) Methodological details

Scope 2 emissions are calculated based on purchased electricity and steam. Emission factors are sourced from EPA Emission Factor Hub, Carbon Database Initiative, and vendor-supplied data. For market-based, supplier-specific emission factors and RECs are used where available; where not available, location-based factors are used as a proxy.

Past year 5

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

50347.77

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

50347.77

(7.7.3) End date

12/31/2019

(7.7.4) Methodological details

Scope 2 emissions are calculated based on purchased electricity and steam. Emission factors are sourced from EPA Emission Factor Hub, Carbon Database Initiative, and vendor-supplied data. For market-based, supplier-specific emission factors and RECs are used where available; where not available, location-based factors are used as a proxy.
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

88335.05

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions calculated using a spend-based method with USEEIO emission factors (NAICS 334418), adjusted for inflation. 0% supplier-specific data in this cycle; however, we have initiated a supplier engagement program to increase primary data collection as part of our 2030 science-based target, which includes Scope 3 supplier engagement. Our approach is to request GHG data from top suppliers by spend and to increase supplier-specific data coverage for Scope 3 emissions over time. Progress is tracked via RBA VAP audits and supplier self-assessments, supporting our goal to achieve our SBT by 2030.

Capital goods

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3839.01

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions from capital goods purchased or acquired by Kimball Electronics.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

5362.96

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

FERA emissions are calculated based on the amount of energy consumed per energy type (electricity, natural gas, etc.)

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

14504.33

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions from the transportation and distribution of products (excluding fuel and energy products) purchased or acquired by Kimball Electronics in the reporting year in vehicles and facilities not owned or operated by our company.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1761.61

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions in this category include those that result from landfilling, incineration, and recycling of waste from our facilities. We collect data regarding the amount, type, and disposal method of waste from teams at each facility. We calculate emissions from waste using methodologies and emission factors from the EPA's Waste Reduction Model (WARM). This model calculates emissions based on a life cycle analysis, including emissions from the long-term decomposition of waste in a landfill or from upstream sources/sinks.

Business travel

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1633.13

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

97.7

(7.8.5) Please explain

Emissions include air travel and hotel stays for all global Shared Service employees, USA and Mexico locations and rental car travel data provided directly by our travel agency or the relevant providers and calculated based on employee mileage that we reimbursed in 2023.

Employee commuting

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6783.84

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions from the transportation of employees between their homes and their worksites. An annual survey is sent out to all of our employees worldwide to obtain the data used for emissions calculations.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

This category is not applicable to Kimball Electronics as we do not operate any leased assets for this reporting period.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

While applicable, this category is excluded per GHG protocol guidance on intermediate products. The responsibility for transport of sold products is with our customers.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

While applicable, this category is excluded per GHG protocol guidance on intermediate products. The eventual use of the intermediate products we sell is generally unknown.

Use of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

While applicable, this category is excluded per GHG Protocol guidance on intermediate products. The end use of our products is generally not known making us unable to reasonably estimate our downstream emissions of sold products.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

While applicable, this category is excluded per GHG Protocol guidance on intermediate products. The end use and end-of-life treatment of our products is generally not known making us unable to reasonably estimate our downstream emissions of sold products.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

This category is not applicable to Kimball Electronics as we do not lease any assets during this reporting period.

Franchises

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

This category is not applicable to Kimball Electronics as we do not perform any franchise-related business activities during this reporting period.

Investments

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

This category is not applicable to Kimball Electronics as we do not provide any type of financial services such as investments during this reporting period.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

No other upstream Scope 3 emissions were evaluated/calculated during the reporting period.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

No other downstream Scope 3 emissions were evaluated/calculated during the reporting period.

[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

154947.17

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

8168.23

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

5537.67

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

19027.12

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

1465.26

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2236.77

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

5845.46

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

(7.8.1.19) Comment

Scope 3 emissions for the 2023 reporting period.

Past year 2**(7.8.1.1) End date**

12/31/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

139750.54

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

12798.14

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

3561.74

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

17900.66

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

132.34

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1302.07

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

0

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Scope 3 emissions for the 2022 reporting period.

[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	Select from: <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☒ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☒ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☒ Limited assurance

(7.9.1.4) Attach the statement

2024 Kimball Electronics GHG Verification Assurance Statement.pdf

(7.9.1.5) Page/section reference

Pages 1-2

(7.9.1.6) Relevant standard

Select from:
☒ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

2024 Kimball Electronics GHG Verification Assurance Statement.pdf

(7.9.2.6) Page/ section reference

Pages 1-2

(7.9.2.7) Relevant standard

Select from:

☒ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Scope 3: Franchises | <input checked="" type="checkbox"/> Scope 3: Use of sold products |
| <input checked="" type="checkbox"/> Scope 3: Investments | <input checked="" type="checkbox"/> Scope 3: Upstream leased assets |
| <input checked="" type="checkbox"/> Scope 3: Capital goods | <input checked="" type="checkbox"/> Scope 3: Downstream leased assets |
| <input checked="" type="checkbox"/> Scope 3: Business travel | <input checked="" type="checkbox"/> Scope 3: Processing of sold products |
| <input checked="" type="checkbox"/> Scope 3: Employee commuting | <input checked="" type="checkbox"/> Scope 3: Purchased goods and services |
| <input checked="" type="checkbox"/> Scope 3: Waste generated in operations | |
| <input checked="" type="checkbox"/> Scope 3: End-of-life treatment of sold products | |
| <input checked="" type="checkbox"/> Scope 3: Upstream transportation and distribution | |
| <input checked="" type="checkbox"/> Scope 3: Downstream transportation and distribution | |
| <input checked="" type="checkbox"/> Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) | |

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.3.5) Attach the statement

2024 Keramida GHG Verification Statement.pdf

(7.9.3.6) Page/section reference

Pages 1-2

(7.9.3.7) Relevant standard

Select from:

☒ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☒ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

1975.04

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

6.59

(7.10.1.4) Please explain calculation

(1,975.04 / 29,979.42) × 100 = 6.59%. Increased purchase of renewable energy credits at our China facility (52.79% of total kWh usage in 2024) and expanded solar panel system at our Thailand facility (838,784 kWh produced) led to decreased emissions.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No additional emissions reduction activities beyond renewable energy procurement were implemented during this reporting period.

Divestment

(7.10.1.1) Change in emissions (metric tons CO₂e)

787.47

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

2.63

(7.10.1.4) Please explain calculation

$(787.47 / 29,979.42) \times 100 = 2.63\%$. Divestment of the GES business from Kimball Electronics reduced our GHG emissions. The change is based on total emissions from the GES business in 2023.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No acquisitions occurred during this reporting period.

Mergers

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No mergers occurred during this reporting period.

Change in output

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Production and business output remained stable year-over-year.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO₂e)

155.18

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.3) Emissions value (percentage)

0.52

(7.10.1.4) Please explain calculation

$(155.18 / 29,979.42) \times 100 = 0.52\%$. As electricity vendors generate more 'green' electricity globally, the associated emission factors used to calculate Scope 2 (market-based) emissions decreased, leading to lower reported emissions.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No changes in organizational boundary beyond the GES divestiture.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No significant weather or physical operating changes affected emissions.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased**(7.10.1.3) Emissions value (percentage)**

1.35

(7.10.1.4) Please explain calculation

(406 / 29,979.42) × 100 = 1.35%. The remainder of the Scope 1 + Scope 2 emissions reduction from 2023 to 2024 is attributed to a combination of decreased business output, weather variance, and improvement of equipment efficiency.

Other**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change**(7.10.1.3) Emissions value (percentage)**

0

(7.10.1.4) Please explain calculation

Not applicable.

[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☒ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

☒ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☒ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☒ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO₂e)

680.63

(7.15.1.3) GWP Reference

Select from:

☒ IPCC Fifth Assessment Report (AR5 – 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
China	38.96	7276.07	3510.52
Mexico	587.92	11692.02	12326.62
Poland	711.92	8294.18	0
Romania	174.01	1001.48	0
Thailand	108.79	7325.28	4607.47
United States of America	488.68	5680.35	7424.53

[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☒ By facility

(7.17.2) Break down your total gross global Scope 1 emissions by business facility.

Row 1

(7.17.2.1) Facility

KEPS in Poznan, Poland

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

711.92

(7.17.2.3) Latitude

52.4522

(7.17.2.4) Longitude

16.7025

Row 2

(7.17.2.1) Facility

KETL in Lam Chabang, Thailand

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

108.79

(7.17.2.3) Latitude

13.0847

(7.17.2.4) Longitude

100.92

Row 3

(7.17.2.1) Facility

KEMX 1 in Reynosa, Mexico

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

556.87

(7.17.2.3) Latitude

26.0333

(7.17.2.4) Longitude

-98.2194

Row 4

(7.17.2.1) Facility

KEMX 2 in Reynosa, Mexico

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

31.05

(7.17.2.3) Latitude

26.044811

(7.17.2.4) Longitude

-98.22723

Row 5

(7.17.2.1) Facility

KEJ in Jasper, Indiana, USA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

257.47

(7.17.2.3) Latitude

38.4008

(7.17.2.4) Longitude

-86.9175

Row 6

(7.17.2.1) Facility

KERO in Timisoara, Romania

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

174.01

(7.17.2.3) Latitude

45.7823

(7.17.2.4) Longitude

21.3559

Row 7

(7.17.2.1) Facility

KETA in Tampa, Florida, USA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

21.22

(7.17.2.3) Latitude

28.0675

(7.17.2.4) Longitude

-82.6464

Row 10

(7.17.2.1) Facility

KEHQ in Jasper, IN, USA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

3.6

(7.17.2.3) Latitude

38.3714

(7.17.2.4) Longitude

-86.9522

Row 11

(7.17.2.1) Facility

KECN in Nanjing, China

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

38.96

(7.17.2.3) Latitude

31.8958

(7.17.2.4) Longitude

118.835

Row 13

(7.17.2.1) Facility

KEIND in Indianapolis, Indiana, USA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

206.22

(7.17.2.3) Latitude

38.8097

(7.17.2.4) Longitude

-86.0611

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☒ By facility

(7.20.2) Break down your total gross global Scope 2 emissions by business facility.

Row 1

(7.20.2.1) Facility

KETL in Lam Chabang, Thailand

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

7325.28

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

4607.47

Row 2

(7.20.2.1) Facility

KEPS in Poznan, Poland

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

8294.18

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 5

(7.20.2.1) Facility

KEJ in Jasper, Indiana, USA

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

3509.05

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

4809.91

Row 6

(7.20.2.1) Facility

KETA in Tampa, Florida, USA

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

969.74

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1053.09

Row 7

(7.20.2.1) Facility

KEHQ in Jasper, IN, USA

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

148.88

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

204.05

Row 8

(7.20.2.1) Facility

KECN in Nanjing, China

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

7276.07

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

3510.5

Row 9

(7.20.2.1) Facility

KEMX 1 in Reynosa, Mexico

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

8022.96

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

8458.4

Row 12

(7.20.2.1) Facility

KERO in Timisoara, Romania

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1001.48

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 13

(7.20.2.1) Facility

KEMX 2 in Reynosa, Mexico

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

3669.06

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

3868.22

Row 14

(7.20.2.1) Facility

KEIND in Indianapolis, Indiana, USA

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1044.41

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1347.67

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

2110.28

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

41269.38

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

27869.14

(7.22.4) Please explain

All of our company's subsidiaries are included within our consolidated accounting group.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

Our company is not comprised of any other entities that do not fall under the consolidated accounting group.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☒ Yes

(7.23.1) Break down your gross Scope 1 and Scope 2 emissions by subsidiary.

Row 1

(7.23.1.1) Subsidiary name

Kimball Electronics (Thailand), Ltd.

(7.23.1.2) Primary activity

Select from:

☒ Electronic components

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☒ D-U-N-S number

☒ Other unique identifier, please specify :Tax or Registered ID#

(7.23.1.10) D-U-N-S number

660727947

(7.23.1.11) Other unique identifier

205542007315

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

108.79

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

7325.28

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

4607.47

(7.23.1.15) Comment

Kimball Electronics Thailand

Row 3

(7.23.1.1) Subsidiary name

Kimball Electronics Indianapolis, Inc.

(7.23.1.2) Primary activity

Select from:

☒ Medical equipment

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☒ D-U-N-S number

☒ Other unique identifier, please specify :Tax or Registered ID#

(7.23.1.10) D-U-N-S number

080274050

(7.23.1.11) Other unique identifier

81-2596152

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

206.22

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

1044.41

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

1347.67

(7.23.1.15) Comment

Kimball Electronics Indianapolis

Row 4

(7.23.1.1) Subsidiary name

Kimball Electronics Romania, SRL

(7.23.1.2) Primary activity

Select from:

☒ Electronic components

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☒ D-U-N-S number

☒ Other unique identifier, please specify :Tax or Registered ID#

(7.23.1.10) D-U-N-S number

533641865

(7.23.1.11) Other unique identifier

J35/2022/2015

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

174.01

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

1001.48

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Kimball Electronics Romania

Row 7

(7.23.1.1) Subsidiary name

Kimball Electronics-Mexico, S.A. de C.V.

(7.23.1.2) Primary activity

Select from:

☒ Electronic components

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☒ D-U-N-S number

☒ Other unique identifier, please specify :Tax or Registered ID#

(7.23.1.10) D-U-N-S number

812413144

(7.23.1.11) Other unique identifier

RFC: KEL721025NR5

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

587.92

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

11692.02

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

12326.62

(7.23.1.15) Comment

Kimball Electronics Mexico

Row 8

(7.23.1.1) Subsidiary name

(7.23.1.2) Primary activity

Select from:

☒ Electronic components

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☒ Ticker symbol

☒ LEI number

☒ D-U-N-S number

☒ Other unique identifier, please specify :Tax or Registered ID#

(7.23.1.7) Ticker symbol

KE

(7.23.1.9) LEI number

549300COBYN2GZCBIU87

(7.23.1.10) D-U-N-S number

131522401

(7.23.1.11) Other unique identifier

35-2047713

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

3.6

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

148.88

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

204.05

(7.23.1.15) Comment

Kimball Electronics Headquarters

Row 9

(7.23.1.1) Subsidiary name

Kimball Electronics (Nanjing) Co., Ltd.

(7.23.1.2) Primary activity

Select from:

☒ Electronic components

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☒ D-U-N-S number

☒ Other unique identifier, please specify :Tax or Registered ID#

(7.23.1.10) D-U-N-S number

545279072

(7.23.1.11) Other unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

38.96

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

7276.07

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

3510.52

(7.23.1.15) Comment

Kimball Electronics China

Row 11

(7.23.1.1) Subsidiary name

Kimball Electronics Tampa, Inc.

(7.23.1.2) Primary activity

Select from:

☒ Electronic components

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☒ D-U-N-S number

☒ Other unique identifier, please specify :Tax or Registered ID#

(7.23.1.10) D-U-N-S number

080502469

(7.23.1.11) Other unique identifier

38-2081116

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

21.22

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

969.74

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

1053.09

(7.23.1.15) Comment

Kimball Electronics Tampa

Row 12

(7.23.1.1) Subsidiary name

Kimball Electronics Poland, Sp. z o.o.

(7.23.1.2) Primary activity

Select from:

☒ Electronic components

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☒ D-U-N-S number

☒ Other unique identifier, please specify :Tax or Registered ID#

(7.23.1.10) D-U-N-S number

366052660

(7.23.1.11) Other unique identifier

KRS: 0000060456

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

711.92

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

8294.18

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

0

(7.23.1.15) Comment

Kimball Electronics Poland

Row 13

(7.23.1.1) Subsidiary name

Kimball Electronics Jasper, Inc.

(7.23.1.2) Primary activity

Select from:

☒ Electronic equipment

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☒ D-U-N-S number

☒ Other unique identifier, please specify :Tax or Registered ID#

(7.23.1.10) D-U-N-S number

829929194

(7.23.1.11) Other unique identifier

33-1492359

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

257.47

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

3509.05

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

4809.91

(7.23.1.15) Comment

Kimball Electronics Jasper

[Add row]

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Other allocation method, please specify :Allocation based on % of company sales credited to customer.

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

105416117

(7.26.9) Emissions in metric tonnes of CO₂e

140.1

(7.26.10) Uncertainty ($\pm\%$)

25

(7.26.11) Major sources of emissions

Natural Gas and Propane Usage

(7.26.12) Allocation verified by a third party?

Select from:

☒ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The % of sales credited to this customer were multiplied by the Kimball Electronics reported GHG emissions during this reporting period.

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 2

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Other allocation method, please specify :Allocation based on % of company sales credited to customer.

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

105416117

(7.26.9) Emissions in metric tonnes of CO2e

1850.5

(7.26.10) Uncertainty ($\pm\%$)

25

(7.26.11) Major sources of emissions

Electricity Usage

(7.26.12) Allocation verified by a third party?

Select from:

☒ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The % of sales credited to this customer were multiplied by the Kimball Electronics reported GHG emissions during this reporting period.

(7.26.14) Where published information has been used, please provide a reference

N/A

Row 3

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Other allocation method, please specify :Allocation based on % of company sales credited to customer.

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

105416117

(7.26.9) Emissions in metric tonnes of CO₂e

8115.41

(7.26.10) Uncertainty (±%)

25

(7.26.11) Major sources of emissions

Upstream emissions of purchased materials

(7.26.12) Allocation verified by a third party?

Select from:

☒ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

The % of sales credited to this customer were multiplied by the Kimball Electronics reported GHG emissions during this reporting period.

(7.26.14) Where published information has been used, please provide a reference

N/A

[Add row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:

☒ Diversity of product lines makes accurately accounting for each product/product line cost ineffective

(7.27.2) Please explain what would help you overcome these challenges

As a contract manufacturer, Kimball Electronics produces a wide variety of intermediate components and assemblies for many different customers, each with unique specifications, production processes, and supply chain requirements. Our products are not final goods, and we do not control or have visibility into the final product's design, assembly, or distribution. Accurately allocating emissions to individual customers or product lines would require detailed, product-specific tracking of energy and material flows, as well as access to proprietary customer data regarding downstream processing and final product use. This level of granularity is not feasible with current systems and would require significant investment in data collection, customer collaboration, and potentially the disclosure of business-sensitive information by both Kimball and our customers. Collaboration with customers to develop standardized, industry-wide approaches for emissions allocation—such as digital product passports, harmonized data exchange protocols, or customer-supported life cycle assessments—could help overcome these challenges in the future.

Row 2

(7.27.1) Allocation challenges

Select from:

☒ Customer base is too large and diverse to accurately track emissions to the customer level

(7.27.2) Please explain what would help you overcome these challenges

Kimball Electronics serves a large and diverse customer base across multiple industries and geographies. Many of our customers purchase custom or low-volume products, and our sales mix changes frequently. Tracking and allocating emissions to each customer would require a robust, automated system for linking production data, energy use, and supply chain information to individual customer orders. This is not currently practical given the scale and diversity of our operations. Industry-wide digital solutions, customer willingness to share downstream data, and the development of standardized allocation methodologies would be necessary to enable more accurate customer-level emissions allocation.

[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☒ Yes

(7.28.2) Describe how you plan to develop your capabilities

We recognize the growing importance of customer-level emissions data for value chain transparency. As a contract manufacturer with a diverse product portfolio and customer base, our current allocation method is based on the proportion of total sales to each customer. To improve accuracy, we plan to enhance our internal data systems to better track energy and material use by product line and facility. We are exploring digital solutions and process improvements that would allow us to link production data, energy consumption, and supply chain information to specific customer orders. We also plan to collaborate with customers and industry partners to develop standardized, sector-wide approaches for emissions allocation, such as life cycle assessments. Progress will depend on customer willingness to share downstream data, the development of industry standards, and investment in new data management tools. Over time, and with customer support, we aim to provide more granular, product- or order-specific emissions data.

[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☒ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

7377.49

(7.30.1.4) Total (renewable + non-renewable) MWh

7377.49

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

30324.12

(7.30.1.3) MWh from non-renewable sources

52558.07

(7.30.1.4) Total (renewable + non-renewable) MWh

82882.19

Consumption of purchased or acquired steam

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

3498.61

(7.30.1.4) Total (renewable + non-renewable) MWh

3498.61

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

838.78

(7.30.1.4) Total (renewable + non-renewable) MWh

838.78

Total energy consumption

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

31162.91

(7.30.1.3) MWh from non-renewable sources

63434.16

(7.30.1.4) Total (renewable + non-renewable) MWh

94597.07

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

We did not consume any fuel of this type during this reporting period.

Other biomass

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

We did not consume any fuel of this type during this reporting period.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

We did not consume any fuel of this type during this reporting period.

Coal

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

We did not consume any fuel of this type during this reporting period.

Oil

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

We did not consume any fuel of this type during this reporting period.

Gas

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

7377.49

(7.30.7.8) Comment

Fuel usage for Natural Gas, LPG (liquefied petroleum gas) and diesel.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

We did not consume any fuel of this type during this reporting period.

Total fuel

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

7377.49

(7.30.7.8) Comment

*Total fuel usage for LPG (liquefied petroleum gas) and diesel.
[Fixed row]*

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

838.78

(7.30.9.2) Generation that is consumed by the organization (MWh)

838.78

(7.30.9.3) Gross generation from renewable sources (MWh)

838.78

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

838.78

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☒ Poland

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :60.14% wind, 34.32% solar, 4.82% biogas and 0.72% hydropower

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

9938.11

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Poland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Purchased 100% renewable electricity from Respect Energy S.A. under contract EESPOT/14093/261/PARTNERZY/1. Certificate confirms 100% renewable sourcing and annual CO₂ reduction of 10,962,000 kg.

Row 2

(7.30.14.1) Country/area

Select from:

☒ Romania

(7.30.14.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :Hydropower, wind, solar, biomass; exact shares not disclosed by supplier

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3598.07

(7.30.14.6) Tracking instrument used

Select from:

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ Romania

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Kimball Electronics Romania secured 100% renewable electricity through Renovatio Trading under contract RT17.CTV1107. GOs retired in ANRE registry.

Row 3

(7.30.14.1) Country/area

Select from:

☒ China

(7.30.14.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☒ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☒ Renewable energy mix, please specify :Solar and wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5000

(7.30.14.6) Tracking instrument used

Select from:

☒ Other, please specify :Chinese Green Electricity Certificates (RECs)

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☒ China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☒ No

(7.30.14.10) Comment

Our location in China purchased RECs through its electricity contract to cover ~51% of annual consumption (9,741,872 kWh total usage; 5,000,000 kWh covered by RECs). Certificates sourced from projects in Jiangsu and Shanxi provinces, including solar PV and wind farms.

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

China

(7.30.16.1) Consumption of purchased electricity (MWh)

9741.87

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3498.61

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

13240.48

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

28337.03

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

167.06

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

28504.09

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

9938.11

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3821.55

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

13759.66

Romania

(7.30.16.1) Consumption of purchased electricity (MWh)

3598.07

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

4745.21

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

8343.28

Thailand

(7.30.16.1) Consumption of purchased electricity (MWh)

13316.42

(7.30.16.2) Consumption of self-generated electricity (MWh)

838.78

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14155.20

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

13009.94

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2446.32

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

15456.26
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

18.892

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

29979.42

(7.45.3) Metric denominator

Select from:

☒ unit total revenue

(7.45.4) Metric denominator: Unit total

1586842453.08

(7.45.5) Scope 2 figure used

Select from:

☒ Market-based

(7.45.6) % change from previous year

4.39

(7.45.7) Direction of change

Select from:

☒ Increased

(7.45.8) Reasons for change

Select all that apply

☒ Change in renewable energy consumption

☒ Other emissions reduction activities

☒ Divestment

☒ Change in revenue

(7.45.9) Please explain

Intensity rose 4.39% primarily from lower revenue despite absolute S1+S2 reductions; additional drivers include increased RE procurement and boundary changes (GES divestiture).

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☒ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☒ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☒ No, but we are reporting another target that is science-based

(7.53.1.5) Date target was set

12/31/2019

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Carbon dioxide (CO₂)

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☒ Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

1481.91

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

50347.77

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

51829.680

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2024

(7.53.1.55) Targeted reduction from base year (%)

10

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

46646.712

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

2110

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

27869.14

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

29979.140

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

421.58

(7.53.1.80) Target status in reporting year

Select from:

☒ Achieved

(7.53.1.82) Explain target coverage and identify any exclusions

Organization-wide; 2019 baseline recalculated to exclude GES.

(7.53.1.83) Target objective

Reduce absolute Scope 1+2 emissions by 10% by 2025 from a 2019 baseline.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

We achieved a ~42% reduction vs the 10% target (~422% of target achieved), driven by 100% renewable electricity in EU sites, CN EACs, and divestiture of GES (reflected via base-year recalculation)

Row 3

(7.53.1.1) Target reference number

Select from:

☒ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(7.53.1.4) Target ambition

Select from:

- ☒ 1.5°C aligned

(7.53.1.5) Date target was set

02/11/2025

(7.53.1.6) Target coverage

Select from:

- ☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- ☒ Carbon dioxide (CO₂)
- ☒ Methane (CH₄)
- ☒ Nitrous oxide (N₂O)
- ☒ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

- ☒ Scope 1
- ☒ Scope 2
- ☒ Scope 3

(7.53.1.9) Scope 2 accounting method

Select from:

- ☒ Market-based

(7.53.1.10) Scope 3 categories

Select all that apply

- ☒ Scope 3, Category 2 – Capital goods
- ☒ Scope 3, Category 6 – Business travel
- ☒ Scope 3, Category 7 – Employee commuting
- ☒ Scope 3, Category 1 – Purchased goods and services
- ☒ Scope 3, Category 5 – Waste generated in operations
- ☒ Scope 3, Category 4 – Upstream transportation and distribution
- ☒ Scope 3, Category 3 – Fuel- and energy- related activities (not included in

(7.53.1.11) End date of base year

12/31/2024

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

2110

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

27869.14

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

88335

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

3839

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

5363

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

14504

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

1762

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

1633

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

6784

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

122220.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

152199.140

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

42

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

88275.501

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

2110

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

27869.14

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

88335

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

3839

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

5363

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

14504

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

1762

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

1633

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

6784

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

122220.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

152199.140

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

0.00

(7.53.1.80) Target status in reporting year

Select from:

☒ New

(7.53.1.82) Explain target coverage and identify any exclusions

Covers all manufacturing operations and material Scope 3 categories (Cat 1, 2, 3, 4, 5, 6, 7). Excludes downstream categories where Kimball Electronics has no control or visibility (intermediate products). Baseline excludes GES divestment.

(7.53.1.83) Target objective

Reduce absolute Scope 1, 2, and selected Scope 3 emissions by 42% by 2030 from a 2024 base year, aligned with a 1.5°C pathway.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Energy efficiency, 100% renewable electricity by 2030 (EU already at 100%), on-site solar expansion (Mexico, Thailand), supplier engagement for Scope 3 (70% of Cat 1 emissions by 2028), no offsets.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☒ Targets to increase or maintain low-carbon energy consumption or production

☒ Net-zero targets

☒ Other climate-related targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☒ Low 1

(7.54.1.2) Date target was set

02/11/2025

(7.54.1.3) Target coverage

Select from:

☒ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☒ Electricity

(7.54.1.5) Target type: activity

Select from:

☒ Consumption

(7.54.1.6) Target type: energy source

Select from:

☒ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2024

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

31162.91

(7.54.1.9) % share of low-carbon or renewable energy in base year

37

(7.54.1.10) End date of target

12/31/2030

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

37

(7.54.1.13) % of target achieved relative to base year

0.00

(7.54.1.14) Target status in reporting year

Select from:

☒ New

(7.54.1.16) Is this target part of an emissions target?

No

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☒ No, it's not part of an overarching initiative

(7.54.1.19) Explain target coverage and identify any exclusions

Organization-wide (all manufacturing locations)

(7.54.1.20) Target objective

Achieve 100% of electricity consumption from renewable sources by 2030

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

To achieve this goal, we will work with our local electricity vendors to find options for procuring 100% renewable electricity by way of contractual agreements or purchase of RECs.

[Add row]

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:

☒ Oth 1

(7.54.2.2) Date target was set

12/31/2024

(7.54.2.3) Target coverage

Select from:

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Waste management

☒ Percentage of total waste generated that is recycled

(7.54.2.7) End date of base year

12/31/2024

(7.54.2.8) Figure or percentage in base year

88

(7.54.2.9) End date of target

12/31/2030

(7.54.2.10) Figure or percentage at end of date of target

90

(7.54.2.11) Figure or percentage in reporting year

88

(7.54.2.12) % of target achieved relative to base year

0.0000000000

(7.54.2.13) Target status in reporting year

Select from:

☒ New

(7.54.2.15) Is this target part of an emissions target?

Not part of an emissions target

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

This is a new 5-year company-wide goal with no exclusions.

(7.54.2.19) Target objective

Achieve "zero waste" (90% landfill diversion and maximum beneficial use) at every location

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

We are planning to conduct waste mapping at all locations to fully understand the origin, composition, and destinations of all waste streams. We will maximize the beneficial use of waste by prioritizing repair, reuse, recycling, and energy recovery. Efforts will include ensuring proper segregation of materials, identifying the best beneficial use options, seeking cost-effective sustainability solutions, and exploring landfill alternatives at each location.

Row 2

(7.54.2.1) Target reference number

Select from:

☒ Oth 2

(7.54.2.2) Date target was set

12/31/2024

(7.54.2.3) Target coverage

Select from:

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Intensity

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Waste management

☒ metric tons of waste generated

(7.54.2.6) Target denominator (intensity targets only)

Select from:

☒ unit revenue

(7.54.2.7) End date of base year

12/31/2024

(7.54.2.8) Figure or percentage in base year

0.11

(7.54.2.9) End date of target

12/31/2030

(7.54.2.10) Figure or percentage at end of date of target

0.0825

(7.54.2.11) Figure or percentage in reporting year

0.11

(7.54.2.12) % of target achieved relative to base year

0.0000000000

(7.54.2.13) Target status in reporting year

Select from:

☒ New

(7.54.2.15) Is this target part of an emissions target?

Not part of an emissions target

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

This is a new 5-year company-wide goal with no exclusions.

(7.54.2.19) Target objective

Reduce hazardous waste intensity by 25% (company-wide) (MT per net revenue)

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

By closely monitoring hazardous waste streams, expanding waste reduction initiatives, and collaborating with vendors and customers to identify safer alternatives, we aim to significantly reduce our hazardous waste footprint while maintaining compliance with all applicable regulations.

Row 3

(7.54.2.1) Target reference number

Select from:

☒ Oth 3

(7.54.2.2) Date target was set

12/31/2019

(7.54.2.3) Target coverage

Select from:

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Energy consumption or efficiency

☒ kWh

(7.54.2.7) End date of base year

12/31/2019

(7.54.2.8) Figure or percentage in base year

64087591

(7.54.2.9) End date of target

12/31/2024

(7.54.2.10) Figure or percentage at end of date of target

54474452

(7.54.2.11) Figure or percentage in reporting year

64346011

(7.54.2.12) % of target achieved relative to base year

-2.6881958120

(7.54.2.13) Target status in reporting year

Select from:

☒ Expired

(7.54.2.15) Is this target part of an emissions target?

No

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

Applies to all manufacturing operations under operational control; excludes divested GES operations (baseline recalculated per GHG Protocol)

(7.54.2.19) Target objective

Reduce purchased electricity to lower Scope 2 emissions, improve energy efficiency, and support cost savings.
[Add row]

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☒ NZ1

(7.54.3.2) Date target was set

08/15/2023

(7.54.3.3) Target Coverage

Select from:

☒ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☒ Abs2

☒ Low1

(7.54.3.5) End date of target for achieving net zero

12/31/2050

(7.54.3.6) Is this a science-based target?

Select from:

☒ Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

(7.54.3.8) Scopes

Select all that apply

- ☒ Scope 1
- ☒ Scope 2

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

- ☒ Carbon dioxide (CO₂)
- ☒ Methane (CH₄)
- ☒ Nitrous oxide (N₂O)
- ☒ Hydrofluorocarbons (HFCs)

(7.54.3.10) Explain target coverage and identify any exclusions

Organization-wide net-zero target limited to Scopes 1 and 2 by 2050. Progress to 2030 is driven by energy conservation, adoption of green electricity, and supplier engagement, supporting a 42% emissions reduction from a 2024 baseline by 2030. Scope 3 is excluded from this net-zero target due to data limitations and lack of control over downstream use and end-of-life phases. We are committed to expanding Scope 3 coverage as supplier data quality improves.

(7.54.3.11) Target objective

Reduce Scope 1 and 2 emissions in line with a 1.5 °C pathway through efficiency improvements, increased use of green electricity, and supplier engagement, to reach net-zero S1+S2 by 2050.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

- ☒ Unsure

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☒ No, but we plan to within the next two years

(7.54.3.17) Target status in reporting year

Select from:

☒ Underway

(7.54.3.19) Process for reviewing target

Reviewed annually with executive and Board oversight and publicly reported each year; performance tracked against stated decarbonization KPIs; recalculation considered for material structural or methodological changes; carbon accounting subject to external assurance.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☒ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	0	Numeric input
To be implemented	4	10961.1
Implementation commenced	3	12630.32

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Implemented	1	5583.76
Not to be implemented	0	Numeric input

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

5583.76

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

328512

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

*Our manufacturing plant located in China purchases Green Energy Certificates (GECs) as a way to decrease their accounted GHG emissions. In 2023, we purchased GECs to cover 21.82% of total electricity usage and increased to 52.79% of total usage in 2024. The current plan for 2025 is to purchase coverage of 100% of total electricity usage. Estimate for annual GHG emission savings is based on 2024 total electricity usage * 2025 electricity emission factors (market-based).*

Row 2

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

12326.32

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

800000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

527000

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

Both of our manufacturing plants located in Reynosa, Mexico are in the process of changing electricity vendors and setting up a contract to receive 100% renewable energy. Our manufacturing plants in Poland and Romania have been receiving 100% renewable energy from their vendors since 2023. Estimate for annual GHG emission savings is based on total 2024 Scope 2 (market-based) emissions at both manufacturing facilities.

Row 3

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

304

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

35900

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

300000

(7.55.2.7) Payback period

Select from:

☒ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

One of our manufacturing facilities located in Reynosa, Mexico (KEMX-2) has installed a rooftop solar system that will help lower our non-renewable energy consumption at the site. Initial estimates for the project were an annual reduction of 304 metric tons (CO2e) in our Scope 2 (market-based) emissions with a 10-year payback period.

Row 4

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

10961.1

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

In line with our 2030 goal to use 100% renewable energy at all of our locations, this initiative applies to each of our locations that is not currently in process of procuring 100% renewable energy (Jasper-Indiana, Indianapolis-Indiana, World Headquarters in Jasper-Indiana and Thailand. Initial research into receiving renewable energy at each of these locations has been conducted but no further actions are expected to happen in the short-term future.

[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☒ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Kimball Electronics complies with any local/national regulatory requirements or standards that may relate to emissions reduction activities.

Row 2

(7.55.3.1) Method

Select from:

☒ Other :Customer Requirements

(7.55.3.2) Comment

As part of new business negotiations, we are willing to adapt and comply with customer-related requirements regarding sustainability or emissions reduction activities.

Row 3

(7.55.3.1) Method

Select from:

☒ Other :To achieve Kimball Electronics sustainability goals

(7.55.3.2) Comment

New and ongoing emissions reduction activities are analyzed to ensure that we are working to achieve our publicly stated sustainability goals.

[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☒ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☒ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ Climate Bonds Taxonomy

(7.74.1.3) Type of product(s) or service(s)

Road

☒ Other, please specify :Clean transportation components (HVAC controllers, ECUs, sensors for EV/hybrid efficiency)

(7.74.1.4) Description of product(s) or service(s)

We manufacture these resource-efficient automotive components that can be used in electric & hybrid vehicles, as well as in internal combustion vehicles to enhance efficiency: HVAC controllers, cooling fan controllers, door opener regulators, data loggers, steering & braking electronic control units (ECUs), engine starter generators, and passive safety components including hand-on-wheel sensors and seat belt sensors. (48% of net sales)

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

48

Row 2

(7.74.1.1) Level of aggregation

Select from:

☒ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ Climate Bonds Taxonomy

(7.74.1.3) Type of product(s) or service(s)

Systems integration

☒ Other, please specify :Smart energy management and demand-side optimization systems

(7.74.1.4) Description of product(s) or service(s)

Industrial Operations Automation & Optimization/Demand-side power management (14% of net sales): -Climate Control and Smart Energy Management (12%) - Green Energy, Charging, and Storage (2%)

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

14

Row 3

(7.74.1.1) Level of aggregation

Select from:

☒ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ Climate Bonds Taxonomy

(7.74.1.3) Type of product(s) or service(s)

Systems integration

☒ Smart meter

(7.74.1.4) Description of product(s) or service(s)

Water Resource Management & Efficiency (3% of net sales): -Smart Meters and Industrial Controls

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

3

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☒ No

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☒ No

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Meter readings and vendor invoices; consolidated in our environmental data system.

(9.2.4) Please explain

All ISO 14001-certified sites track withdrawals monthly as part of our environmental management system and materiality focus on water. This supports progress toward our water reduction and recycling targets for 2025 and 2030.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Metering and supplier invoices, categorized by source (municipal, groundwater).

(9.2.4) Please explain

Source-level tracking helps us identify dependencies and prioritize efficiency projects aligned with our long-term water goals.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Continuously

(9.2.3) Method of measurement

Municipal quality reports; in-house monitoring for deionized water in where required by production processes.

(9.2.4) Please explain

Continuous monitoring ensures water meets process requirements and supports our commitment to responsible water use.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Calculated as withdrawals minus consumption; validated by internal checks and municipal discharge data where available.

(9.2.4) Please explain

Tracking discharge volumes enables accurate water balance reporting and informs recycling initiatives tied to our 2030 target of reusing one-third of water globally.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Based on discharge records and municipal billing.

(9.2.4) Please explain

Most discharges go to municipal treatment systems; one facility uses a septic system with water reused for irrigation.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☒ 26-50

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Internal logs and treatment system monitoring at the facility with onsite treatment.

(9.2.4) Please explain

Jasper (United States), Thailand, and Romania perform primary wastewater treatment onsite. All other sites discharge directly to municipal systems after pretreatment (e.g., filtration, sediment removal). Romania does not discharge to municipality but to a septic system with water reused for irrigation.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☒ 76-99

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Sampling and analysis at the facility with onsite treatment; other sites rely on municipal systems.

(9.2.4) Please explain

Discharge quality is tested monthly at all facilities except Indianapolis, which is exempt from testing by permit authority. Testing includes solids and metals where applicable.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☒ Not relevant

(9.2.4) Please explain

Not technically relevant to our operations and not expected to become relevant in the future: Our processes do not involve chemicals that would generate these emissions; therefore, this aspect is not tracked.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☒ Not relevant

(9.2.4) Please explain

Not technically relevant to our operations and not expected to become relevant in the future: Our operations do not involve thermal processes that alter water temperature.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Calculated as withdrawals minus discharges; based on metering and invoices.

(9.2.4) Please explain

Consumption is minimal and primarily due to evaporation and landscaping. Tracking supports our water reduction and recycling targets for 2025 and 2030.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Internal tracking of closed-loop systems, condensate recovery, and reuse projects.

(9.2.4) Please explain

We currently recycle or reuse water at facilities where it is technically feasible, such as through condensate recovery and closed-loop cooling systems. In 2024, these projects contributed to reducing withdrawals despite production growth. Expanding water recycling is a key focus of our 2030 target to reuse one-third of the water we withdraw globally, with priority given to sites in water-stressed regions.

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Continuously

(9.2.3) Method of measurement

We provide fully functioning water, sanitation, and hygiene (WASH) services to all employees at 100% of our sites. WASH services are monitored daily as part of custodial routines, and cleaning is performed daily to maintain hygiene standards. Monitoring includes checks for water availability, sanitation facilities, and hygiene supplies. These practices are integrated into our ISO 14001-certified environmental management systems.

(9.2.4) Please explain

All ISO 14001-certified sites provide access to safe water, sanitation, and hygiene (WASH) services for employees. This is an ongoing commitment and part of our annual environmental objectives. We have maintained 100% WASH coverage globally and continue to monitor these services to ensure employee health and well-being.

[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

153.84

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☒ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☒ Investment in water-smart technology/process

(9.2.2.6) Please explain

Withdrawals increased year-over-year due to higher production volumes and customer-specified process water requirements; efficiency projects (e.g., recovery/closed-loop uses at selected sites) helped temper growth. Water is a material topic for us and all sites operate ISO 14001 environmental management systems. On an intensity basis, withdrawal efficiency equates to ~10.3 million currency units per ML and ~97 liters per \$1,000 revenue (Revenue in Q9.5.1 = 1,586,842,453). We expect withdrawals to remain about the same over five years as we expand recycling/reuse projects tied to our 2030 goal to recycle one-third of water.

Total discharges

(9.2.2.1) Volume (megaliters/year)

124.56

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☒ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☒ Investment in water-smart technology/process

(9.2.2.6) Please explain

All locations hold water discharge permits, and discharges are tracked monthly using meters, municipal billing, and permit reporting records. Higher discharges correspond to higher withdrawals and production activity. We expect discharges to remain broadly stable as recycling projects (e.g., condensate recovery and closed-loop systems) scale across priority sites.

Total consumption

(9.2.2.1) Volume (megaliters/year)

29.28

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:

☒ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☒ Investment in water-smart technology/process

(9.2.2.6) Please explain

Consumption primarily reflects evaporation, landscaping, and process retention. Improved metering and targeted reuse helped reduce consumption despite production growth. We expect consumption to remain about the same over five years as reuse projects expand in parallel with business activity.

[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☒ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

105.11

(9.2.4.3) Comparison with previous reporting year

Select from:

☒ Much higher

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :Three additional facilities were identified in stressed areas per WRI Aqueduct

(9.2.4.5) Five-year forecast

Select from:

☒ About the same

(9.2.4.6) Primary reason for forecast

Select from:

☒ Other, please specify :Initial forward look indicates a similar number of facilities in stressed areas per the WRI Aqueduct Tool.

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

68.32

(9.2.4.8) Identification tool

Select all that apply

☒ WRI Aqueduct

(9.2.4.9) Please explain

We evaluate baseline water stress for each site annually using the WRI Aqueduct Water Risk Atlas and update our site list when Aqueduct releases new versions. Our ISO 14001 systems and materiality assessment prioritize actions in high-stress locations (e.g., expanding recycling/closed-loop projects). Aqueduct’s forward-looking indicators (Aqueduct 4.0) support our scenario reviews (2030/2040 horizons) and confirm the need to focus on existing high-stress basins; we revisit this annually and adjust project pipelines accordingly. These future projections reinforce the need for recycling and efficiency projects. Withdrawals from water-stressed areas are tracked and reported by site and basin. In 2024, 68% of total withdrawals were from high-stress areas. We are implementing basin-specific reduction and recycling projects to reduce withdrawals and improve efficiency in these locations.

[Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:

☒ Not relevant

(9.2.7.5) Please explain

We do not withdraw from this source.

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☒ Not relevant

(9.2.7.5) Please explain

We do not withdraw from this source.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☒ Relevant

(9.2.7.2) Volume (megaliters/year)

4.24

(9.2.7.3) Comparison with previous reporting year

Select from:

☒ About the same

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :No significant change compared to last reporting period.

(9.2.7.5) Please explain

Our location in Romania draws water from a renewable groundwater well. Volumes are based on meter readings and municipal reporting. No significant change compared to last reporting period.

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

☒ Not relevant

(9.2.7.5) Please explain

We do not withdraw from this source.

Produced/Entrained water

(9.2.7.1) Relevance

Select from:

☒ Not relevant

(9.2.7.5) Please explain

We do not withdraw from this source.

Third party sources

(9.2.7.1) Relevance

Select from:

☒ Relevant

(9.2.7.2) Volume (megaliters/year)

146.12

(9.2.7.3) Comparison with previous reporting year

Select from:

☒ Lower

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Investment in water-smart technology/process

(9.2.7.5) Please explain

Water is primarily sourced from municipal suppliers across our global operations. Volumes are based on metered data and supplier invoices. Some customers have greater freshwater requirements; we implement water management practices and collaborate with customers to reduce withdrawals where feasible.

[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:

☒ Not relevant

(9.2.8.5) Please explain

We do not discharge to this source.

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:

☒ Not relevant

(9.2.8.5) Please explain

We do not discharge to this source.

Groundwater

(9.2.8.1) Relevance

Select from:

☒ Relevant

(9.2.8.2) Volume (megaliters/year)

(9.2.8.3) Comparison with previous reporting year*Select from:*☒ About the same**(9.2.8.4) Primary reason for comparison with previous reporting year***Select from:*☒ Other, please specify :No significant change compared to last reporting period.**(9.2.8.5) Please explain**

Our location in Romania discharges water to a septic system, and the treated water is recycled for agricultural irrigation. Volumes are based on internal logs and septic system monitoring. No significant change compared to last reporting period.

Third-party destinations**(9.2.8.1) Relevance***Select from:*☒ Relevant**(9.2.8.2) Volume (megaliters/year)**

119.86

(9.2.8.3) Comparison with previous reporting year*Select from:*☒ Higher**(9.2.8.4) Primary reason for comparison with previous reporting year**

Select from:

☒ Increase/decrease in business activity

(9.2.8.5) Please explain

All sites except Romania discharge to municipal treatment systems. Romania discharges to a septic system with water reused for irrigation. Discharges to third-party destinations primarily go to municipal treatment systems across our global operations. Volumes are based on metered data and municipal billing. Some customers have greater freshwater requirements; we implement water management practices and collaborate with customers to reduce discharges where feasible.
[Fixed row]

(9.2.9) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

Tertiary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

(9.2.9.6) Please explain

Tertiary treatment of water is not relevant to our operations because we do not have onsite water recycling and treatment plants, as we are not required to conduct onsite tertiary treatment of our discharge by any environmental regulation or standard.

Secondary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

(9.2.9.6) Please explain

Secondary treatment of water is not relevant to our operations because we do not have onsite water recycling and treatment plants, as we are not required to conduct onsite secondary treatment of our discharge by any environmental regulation or standard.

Primary treatment only

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Relevant

(9.2.9.2) Volume (megaliters/year)

124.56

(9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

☒ About the same

(9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :No significant change compared to last reporting period.

(9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

☒ 1-10

(9.2.9.6) Please explain

Primary treatment is performed only at Jasper (United States), Thailand, and Romania. All other sites except Romania discharge directly to municipal systems. Romania discharges to a septic system with water reused for irrigation.

Discharge to the natural environment without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

(9.2.9.6) Please explain

Discharge to the natural environment without treatment is not relevant to our operations as we discharge 100 percent of our untreated discharge to local municipal treatment plants.

Discharge to a third party without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

(9.2.9.6) Please explain

Not relevant because all facilities perform primary treatment before discharge to municipal systems. Municipal systems provide additional treatment beyond our operational boundary.

Other

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

(9.2.9.6) Please explain

Other treatment is not relevant to our operations because we do not have onsite water recycling and treatment plants, as we are not required to conduct onsite treatment of our discharge by any environmental regulation or standard.

[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

☒ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

5

(9.3.3) % of facilities in direct operations that this represents

Select from:

☒ 51-75

(9.3.4) Please explain

We entered all global facilities into the WRI Aqueduct tool and identified five locations in 'High' baseline water stress (Reynosa-Mexico (2), Lam Chabang-Thailand, Poznan-Poland, Tampa-Florida). While all facilities that discharge to municipal systems perform permit-required pretreatment (e.g., filtration/sediment removal with flow monitoring) and hold discharge permits, we define "substantive" for 9.3 as facilities located in high water-stress basins. Accordingly, the number identified remains five.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☒ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

(9.3.4) Please explain

We have not yet assessed our upstream value chain for facilities with water-related dependencies, impacts, risks, or opportunities. However, to support our 2030 sustainability goals, we are implementing ESG risk assessments for our top suppliers, representing 85% of annual spend, that will include a water risk assessment using WRI Aqueduct, and results will be used to prioritize supplier engagement and risk mitigation plans for those in high-stress basins, in support of our 2030 water stewardship and responsible sourcing targets.

[Fixed row]

(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Row 1

(9.3.1.1) Facility reference number

Select from:

☒ Facility 1

(9.3.1.2) Facility name (optional)

KEMX 1; Reynosa, Mexico

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Mexico

☒ Bravo

(9.3.1.8) Latitude

26.0333

(9.3.1.9) Longitude

-98.2194

(9.3.1.10) Located in area with water stress

Select from:

☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

17.4

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

17.4

(9.3.1.21) Total water discharges at this facility (megaliters)

14.07

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

14.07

(9.3.1.27) Total water consumption at this facility (megaliters)

2.97

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Lower

(9.3.1.29) Please explain

A recovery system (including condensate collection) reduced process water needs; consumption decreased despite production growth. We continue to scale reuse in line with our 2030 recycling goal.

Row 2

(9.3.1.1) Facility reference number

Select from:

☒ Facility 2

(9.3.1.2) Facility name (optional)

KEMX 2, Reynosa, MX

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

- ☒ Dependencies
- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

- ☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Mexico

- ☒ Bravo

(9.3.1.8) Latitude

26.044811

(9.3.1.9) Longitude

-98.22723

(9.3.1.10) Located in area with water stress

Select from:

- ☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

7.68

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

7.68

(9.3.1.21) Total water discharges at this facility (megaliters)

7.68

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

7.68

(9.3.1.27) Total water consumption at this facility (megaliters)

0

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Lower

(9.3.1.29) Please explain

As a recently opened site, withdrawals/discharges rose with line ramp-up. Consumption was 0 ML in the reporting year because withdrawals equaled discharges. We are implementing metering upgrades and evaluating recovery opportunities to limit consumption as capacity expands.

Row 3

(9.3.1.1) Facility reference number

Select from:

☒ Facility 3

(9.3.1.2) Facility name (optional)

KETL: Lam Chabang, Thailand

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Thailand

☒ Chao Phraya

(9.3.1.8) Latitude

13.0847

(9.3.1.9) Longitude

100.92

(9.3.1.10) Located in area with water stress

Select from:

☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

68.4

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

68.3

(9.3.1.21) Total water discharges at this facility (megaliters)

54.72

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

54.72

(9.3.1.27) Total water consumption at this facility (megaliters)

13.68

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ This is our first year of measurement

(9.3.1.29) Please explain

A 2024 water recovery project at this site reduced discharges; additional projects are planned to cut customer-required process water materially by 2026–2028.

Row 4

(9.3.1.1) Facility reference number

Select from:

☒ Facility 4

(9.3.1.2) Facility name (optional)

KEPS; Poznan, Poland

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Poland

☒ Oder River

(9.3.1.8) Latitude

52.4522

(9.3.1.9) Longitude

16.7025

(9.3.1.10) Located in area with water stress

Select from:

☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

7.75

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

7.75

(9.3.1.21) Total water discharges at this facility (megaliters)

7.24

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

7.24

(9.3.1.27) Total water consumption at this facility (megaliters)

0.51

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Higher

(9.3.1.29) Please explain

Minor withdrawal increases were customer-driven; we are optimizing rinse/cleaning cycles and evaluating closed-loop options to limit consumption.

Row 5

(9.3.1.1) Facility reference number

Select from:

☒ Facility 5

(9.3.1.2) Facility name (optional)

KETA; Tampa, Florida, USA

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

- ☒ Dependencies
- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

- ☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

United States of America

- ☒ Other, please specify :Hillsborough River

(9.3.1.8) Latitude

28.0675

(9.3.1.9) Longitude

-82.6464

(9.3.1.10) Located in area with water stress

Select from:

- ☒ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

3.88

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

3.88

(9.3.1.21) Total water discharges at this facility (megaliters)

3.28

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☒ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

3.28

(9.3.1.27) Total water consumption at this facility (megaliters)

0.6

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ This is our first year of measurement

(9.3.1.29) Please explain

Monitoring remains in place as the site winds down operations (closure planned end of FY25); no additional consumption-reducing investments are planned.

[Add row]

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

Select from:

☒ 76-100

(9.3.2.2) Verification standard used

ISAE 3000

Water withdrawals – volume by source

(9.3.2.1) % verified

Select from:

☒ 76-100

(9.3.2.2) Verification standard used

ISAE 3000

Water withdrawals – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☒ 76-100

(9.3.2.2) Verification standard used

ISAE 3000

Water discharges – total volumes

(9.3.2.1) % verified

Select from:

☒ 76-100

(9.3.2.2) Verification standard used

ISAE 3000

Water discharges – volume by destination

(9.3.2.1) % verified

Select from:

☒ 76-100

(9.3.2.2) Verification standard used

ISAE 3000

Water discharges – volume by final treatment level

(9.3.2.1) % verified

Select from:

☒ 76-100

(9.3.2.2) Verification standard used

ISAE 3000

Water discharges – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☒ 76-100

(9.3.2.2) Verification standard used

ISAE 3000

Water consumption – total volume

(9.3.2.1) % verified

Select from:

☒ 76-100

(9.3.2.2) Verification standard used

ISAE 3000

[Fixed row]

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

Select from:

☒ Yes, CDP supply chain members buy goods or services from facilities listed in 9.3.1

(9.4.1) Indicate which of the facilities referenced in 9.3.1 could impact a requesting CDP supply chain member.

Row 1

(9.4.1.1) Facility reference number

Select from:

☒ Facility 1

(9.4.1.2) Facility name

KEMX 1; Reynosa, Mexico

(9.4.1.3) Requesting member

Select from:

(9.4.1.4) Description of potential impact on member

Located in a water-stressed area (WRI Aqueduct). Withdrawals: 17.40 ML; Discharges: 14.07 ML; Consumption: 2.97 ML. Customer-specified process water needs could be affected by local water constraints.

(9.4.1.5) Comment

ISO 14001 EMS, annual Aqueduct screening, and recovery systems (condensate collection) implemented to reduce water dependency.

Row 2

(9.4.1.1) Facility reference number

Select from:

☒ Facility 2

(9.4.1.2) Facility name

KEMX 2; Reynosa, Mexico

(9.4.1.3) Requesting member

Select from:

(9.4.1.4) Description of potential impact on member

Located in a water-stressed area. Withdrawals and discharges: 7.68 ML; Consumption: 0 ML during ramp-up. Local water constraints could impact customer-required processes.

(9.4.1.5) Comment

ISO 14001 EMS in place; metering upgrades and recovery evaluations planned to manage water risk.

Row 3

(9.4.1.1) Facility reference number

Select from:

☒ Facility 3

(9.4.1.2) Facility name

KETL: Lam Chabang, Thailand

(9.4.1.3) Requesting member

Select from:

(9.4.1.4) Description of potential impact on member

Located in a water-stressed area. Withdrawals: 68.40 ML; Discharges: 54.72 ML; Consumption: 13.68 ML. Water recovery project reduced discharges; additional projects planned to cut process water demand.

(9.4.1.5) Comment

ISO 14001 EMS, annual Aqueduct screening, and closed-loop system expansion underway.

Row 4

(9.4.1.1) Facility reference number

Select from:

☒ Facility 4

(9.4.1.2) Facility name

KEPS; Poznan, Poland

(9.4.1.3) Requesting member

Select from:

(9.4.1.4) Description of potential impact on member

Located in a water-stressed area. Withdrawals: 7.75 ML; Discharges: 7.24 ML; Consumption: 0.51 ML. Local water constraints could influence rinse/cleaning cycles.

(9.4.1.5) Comment

ISO 14001 EMS; optimizing rinse cycles and evaluating closed-loop options to reduce water use.

Row 5

(9.4.1.1) Facility reference number

Select from:

☒ Facility 5

(9.4.1.2) Facility name

KETA: Tampa, United States

(9.4.1.3) Requesting member

Select from:

(9.4.1.4) Description of potential impact on member

Located in a water-stressed area. Withdrawals: 3.88 ML; Discharges: 3.28 ML; Consumption: 0.60 ML. Facility is winding down operations (closure planned end of FY25), limiting long-term impact.

(9.4.1.5) Comment

ISO 14001 EMS remains active during wind-down; annual Aqueduct review continues.

[Add row]

(9.5) Provide a figure for your organization’s total water withdrawal efficiency.

(9.5.1) Revenue (currency)

1586842453

(9.5.2) Total water withdrawal efficiency

10314888.54

(9.5.3) Anticipated forward trend

Increase. Efficiency expected to improve as we scale recycling and closed-loop projects toward our 2030 target to recycle one-third of water withdrawn, prioritizing water-stressed/high-use sites. Trend depends on customer-specified process requirements and production mix.
[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(9.13.1) What percentage of your company’s revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Row 1

(9.13.1.1) Regulatory classification of hazardous substances

Select from:

☒ Candidate List of Substances of Very High Concern for Authorisation above 0.1% by weight (EU Regulation)

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:

☒ Less than 10%

(9.13.1.3) Please explain

Under EU REACH, Article 33 duties to communicate SVHC information apply to suppliers of articles when placing articles on the EU market and SVHCs are present above 0.1% w/w. As a contract manufacturer, Kimball Electronics does not place products on the EU market; those obligations rest with the customer (brand owner/importer). We support compliance by screening components and notifying customers of any SVHC findings for their action.

Row 2

(9.13.1.1) Regulatory classification of hazardous substances

Select from:

☒ Annex XVII of EU REACH Regulation

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:

☒ Less than 10%

(9.13.1.3) Please explain

Annex XVII imposes restrictions on the manufacture, placing on the market, and use of certain substances, mixtures, and articles. Kimball Electronics does not place products on the EU market; legal responsibility for Annex XVII compliance lies with the customer (brand owner/importer). We assist by reviewing customer-specified materials and communicating any restriction-related concerns identified in due diligence.

Row 3

(9.13.1.1) Regulatory classification of hazardous substances

Select from:

☒ Guidelines for Controlling the Use of Key Chemical Substances in Consumer Products (China Regulation)

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:

☒ Less than 10%

(9.13.1.3) Please explain

GB/T 39498-2020 is a recommended national standard issued by SAMR/SAC that provides guidance for controlling key chemical substances in consumer products supplied to the China market. As a contract manufacturer, Kimball Electronics does not place final products on the market in China; primary market-compliance responsibilities sit with customers. We support their compliance by screening parts per this guideline and notifying customers of any findings.

[Add row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☒ Yes

(9.14.2) Definition used to classify low water impact

We classify products/services as low water impact if they meet one or both of the following criteria: • They do not consume water during their use phase (e.g., most electronic assemblies). • They are specifically designed to enable water resource management or efficiency, as defined by the EU Taxonomy for “water resource management & efficiency.” In 2024, 3% of net sales were classified as “water resource management & efficiency” under the EU Taxonomy, including smart meters and industrial controls that help customers monitor, manage, and reduce water use or loss. Criteria consider value chain stage (use and production), water aspects (quantity, efficiency), and alignment with ISO 14001 and EU Taxonomy definitions.

(9.14.4) Please explain

Our low water impact classification is based on both internal criteria and the EU Taxonomy. Most products are electronic assemblies that do not consume water in use. In 2024, 3% of net sales were classified as “water resource management & efficiency” under the EU Taxonomy, including smart meters and industrial controls that support customer water stewardship. This approach is disclosed in our 2024 Guiding Principles Report and is subject to limited assurance. We continue to improve water efficiency in our own operations and support customers’ water conservation goals through these products.

[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

☒ Yes

(9.15.1) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

	Target set in this category	Please explain
Water pollution	Select from: <input checked="" type="checkbox"/> Yes	Rich text input [must be under 1000 characters]
Water withdrawals	Select from: <input checked="" type="checkbox"/> Yes	Rich text input [must be under 1000 characters]
Water, Sanitation, and Hygiene (WASH) services	Select from: <input checked="" type="checkbox"/> Yes	Rich text input [must be under 1000 characters]
Other	Select from: <input checked="" type="checkbox"/> No, and we do not plan to within the next two years	No other targets at this time.

[Fixed row]

(9.15.2) Provide details of your water-related targets and the progress made.

Row 1

(9.15.2.1) Target reference number

Select from:

☒ Target 1

(9.15.2.2) Target coverage

Select from:

☒ Organization-wide (direct operations only)

(9.15.2.3) Category of target & Quantitative metric

Water withdrawals

☒ Reduction in total water withdrawals

(9.15.2.4) Date target was set

12/31/2019

(9.15.2.5) End date of base year

12/31/2019

(9.15.2.6) Base year figure

108.43

(9.15.2.7) End date of target year

12/31/2024

(9.15.2.8) Target year figure

86.74

(9.15.2.9) Reporting year figure

153.84

(9.15.2.10) Target status in reporting year

Select from:

☒ Expired

(9.15.2.11) % of target achieved relative to base year

-209

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ None, alignment not assessed

(9.15.2.13) Explain target coverage and identify any exclusions

All global operations, no exclusions

(9.15.2.16) Further details of target

Our previous target to reduce total water withdrawals by 20% by 2025 from a 2019 baseline was not achieved due to increased production and customer requirements. In response, we have set a new 2030 target to recycle or reuse one-third of water withdrawn globally, with a focus on high-stress and high-use sites. Progress is tracked via site-level KPIs, and projects are underway in Thailand, Mexico, and Indiana. We will report interim progress annually.

Row 3

(9.15.2.1) Target reference number

Select from:

☒ Target 3

(9.15.2.2) Target coverage

Select from:

☒ Organization-wide (direct operations only)

(9.15.2.3) Category of target & Quantitative metric

Water, Sanitation, and Hygiene (WASH) services

☒ Increase in the proportion of employees using safely managed sanitation services, including a hand-washing facility with soap and water

(9.15.2.4) Date target was set

12/31/2023

(9.15.2.5) End date of base year

12/31/2021

(9.15.2.6) Base year figure

0.0

(9.15.2.7) End date of target year

12/31/2024

(9.15.2.8) Target year figure

100.0

(9.15.2.9) Reporting year figure

(9.15.2.10) Target status in reporting year*Select from:*☒ Achieved and maintained**(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target***Select all that apply*☒ None, alignment not assessed**(9.15.2.13) Explain target coverage and identify any exclusions***All global operations, no exclusions***(9.15.2.15) Actions which contributed most to achieving or maintaining this target***ISO 14001 EMS, daily custodial routines, and annual audits.***(9.15.2.16) Further details of target***Ongoing commitment; WASH coverage maintained globally.***Row 4****(9.15.2.1) Target reference number***Select from:*☒ Target 4**(9.15.2.2) Target coverage***Select from:*☒ Organization-wide (direct operations only)

(9.15.2.3) Category of target & Quantitative metric

Water pollution

☒ Increase in water use met through recycling/reuse

(9.15.2.4) Date target was set

02/11/2025

(9.15.2.5) End date of base year

12/31/2024

(9.15.2.6) Base year figure

11

(9.15.2.7) End date of target year

12/31/2030

(9.15.2.8) Target year figure

33

(9.15.2.9) Reporting year figure

11

(9.15.2.10) Target status in reporting year

Select from:

☒ New

(9.15.2.11) % of target achieved relative to base year

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ None, alignment not assessed

(9.15.2.13) Explain target coverage and identify any exclusions

All global operations, no exclusions

(9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

2030 target to recycle or reuse one-third of water withdrawn globally, with focus on high-stress and high-use sites.

(9.15.2.16) Further details of target

Our new water target is to recycle or reuse one-third of water withdrawn globally by 2030, with interim milestones for high-stress sites. In high-risk basins, we aim to reduce absolute withdrawals by 20% by 2027. Progress is tracked via site-level KPIs and third-party verification.

Row 5

(9.15.2.1) Target reference number

Select from:

☒ Target 5

(9.15.2.2) Target coverage

Select from:

☒ Organization-wide (direct operations only)

(9.15.2.3) Category of target & Quantitative metric

Water, Sanitation, and Hygiene (WASH) services

☒ Increase in the proportion of local population using safely managed sanitation services, including a hand-washing facility with soap and water around our facilities and operations

(9.15.2.4) Date target was set

02/11/2025

(9.15.2.5) End date of base year

12/31/2024

(9.15.2.6) Base year figure

0

(9.15.2.7) End date of target year

12/31/2025

(9.15.2.8) Target year figure

100

(9.15.2.9) Reporting year figure

100

(9.15.2.10) Target status in reporting year

Select from:

☒ New

(9.15.2.11) % of target achieved relative to base year

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ None, alignment not assessed

(9.15.2.13) Explain target coverage and identify any exclusions

All global operations, no exclusions

(9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

Annual target to maintain 100% WASH coverage for all employees at all sites.

(9.15.2.16) Further details of target

Ongoing commitment; WASH coverage maintained globally.

[Add row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:

☒ Yes

(10.1.2) Target type and metric

Plastic packaging

☒ Increase the proportion of post-consumer recycled content in plastic packaging

Plastic goods/products

☒ Increase the proportion of plastic goods/products which are reusable

(10.1.3) Please explain

Kimball Electronics has a plastics-related target as part of our 2030 Responsible Sourcing strategy. Our goal is to enable sustainability-informed customer decisions by providing transparency on material composition, including plastics. By 2030, we aim to support increased circularity by measuring and disclosing the secondary material content of all purchased materials, including plastics used in packaging and goods, and by integrating this information into sourcing processes. While we do not typically control material specifications as a contract manufacturer, these actions allow us to influence outcomes through data-driven collaboration with customers and suppliers. This target aligns with ESRS E5 on resource use and circular economy and supports customer circularity requirements. Progress will be reported annually in our sustainability disclosures and CDP submissions.

[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

Kimball Electronics does not produce or commercialize plastic polymers. As a contract manufacturer, we source materials and components—including plastics—based on customer specifications, but do not manufacture polymers ourselves.

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☒ Yes

(10.2.2) Comment

We manufacture durable electronic assemblies and other goods that may include plastic components or mixed materials, always to customer specifications. Our precision molded plastics capabilities are used for customer-designed parts and assemblies.

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☒ Yes

(10.2.2) Comment

We use durable plastic components and mixed materials in the assembly of customer products as part of our contract manufacturing services.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not produce or commercialize plastic packaging as a standalone product. Packaging used for finished goods is typically specified by our customers.

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:

☒ Yes

(10.2.2) Comment

Many of the products we assemble for customers are packaged in plastics, with packaging materials and specifications determined by our customers.

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not provide services such as food service or retail that use plastic packaging.

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not provide waste or water management services.

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

We do not provide financial products or services related to plastics.

Other activities not specified

(10.2.1) Activity applies

Select from:

☒ No

(10.2.2) Comment

Not applicable.
[Fixed row]

(10.4) Provide the total weight of plastic durable goods and durable components produced, sold and/or used, and indicate the raw material content.

Durable goods and durable components sold

(10.4.1) Total weight during the reporting year (Metric tons)

0

(10.4.2) Raw material content percentages available to report

Select all that apply

☒ None

(10.4.7) Please explain

Kimball Electronics manufactures durable goods and components, including those with plastic content, strictly to customer specifications as a contract manufacturer. We do not currently collect or report the total weight or raw material content of plastic durable goods and components sold. Our 2030 Responsible Sourcing targets include implementing a sustainable resource management program to measure and disclose the secondary material content of all purchased materials, including plastics. This will enable us to provide more detailed and accurate data in future reporting years.

Durable goods and durable components used

(10.4.1) Total weight during the reporting year (Metric tons)

0

(10.4.2) Raw material content percentages available to report

Select all that apply

☒ None

(10.4.7) Please explain

Kimball Electronics uses durable plastic components and mixed materials in the assembly of customer products as part of our contract manufacturing services. At present, we do not systematically collect or report the total weight or raw material content of plastic durable goods and components used. Our 2030 Responsible Sourcing targets include implementing a sustainable resource management program to measure and disclose the secondary material content of all purchased materials, including plastics, which will enable future reporting of this data.

[Fixed row]

(10.5) Provide the total weight of plastic packaging sold and/or used and indicate the raw material content.

Plastic packaging used

(10.5.1) Total weight during the reporting year (Metric tons)

0

(10.5.2) Raw material content percentages available to report

Select all that apply

☒ None

(10.5.7) Please explain

Kimball Electronics uses plastic packaging in the shipment of finished goods, with packaging materials and specifications determined by our customers. At present, we do not systematically collect or report the total weight or raw material content of plastic packaging used. Our 2030 Responsible Sourcing targets include implementing a sustainable resource management program to measure and disclose the secondary material content of all purchased materials, including plastics, which will enable future reporting of this data.

[Fixed row]

(10.5.1) Indicate the circularity potential of the plastic packaging you sold and/or used.

Plastic packaging used

(10.5.1.1) Percentages available to report for circularity potential

Select all that apply

☒ None

(10.5.1.5) Please explain

Kimball Electronics uses plastic packaging in the shipment of finished goods, with packaging materials and specifications determined by our customers. At present, we do not systematically collect or report data on the reusability or recyclability of plastic packaging used. Our 2030 Responsible Sourcing targets include

implementing a sustainable resource management program to measure and disclose the secondary material content of all purchased materials, including plastics, which will enable future reporting of this data.
[Fixed row]

(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.

Production of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

0

(10.6.2) End-of-life management pathways available to report

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> Landfill | <input checked="" type="checkbox"/> Preparation for reuse |
| <input checked="" type="checkbox"/> Recycling | |
| <input checked="" type="checkbox"/> Incineration | |
| <input checked="" type="checkbox"/> Waste to Energy | |
| <input checked="" type="checkbox"/> Mismanaged waste | |

(10.6.3) % prepared for reuse

0

(10.6.4) % recycling

0

(10.6.6) % waste to energy

0

(10.6.7) % incineration

0

(10.6.8) % landfill

0

(10.6.9) % mismanaged waste

0

(10.6.12) Please explain

Kimball Electronics manufactures durable goods and components, including those with plastic content, strictly to customer specifications as a contract manufacturer. We do not currently collect or report the total weight or end-of-life management of plastic waste generated from production. Our 2030 Responsible Sourcing targets include implementing a sustainable resource management program to measure and disclose the secondary material content of all purchased materials, including plastics, which will enable us to provide more detailed data in future reporting years.

Commercialization of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

0

(10.6.2) End-of-life management pathways available to report

Select all that apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> Landfill | <input checked="" type="checkbox"/> Preparation for reuse |
| <input checked="" type="checkbox"/> Recycling | |
| <input checked="" type="checkbox"/> Incineration | |
| <input checked="" type="checkbox"/> Waste to Energy | |
| <input checked="" type="checkbox"/> Mismanaged waste | |

(10.6.3) % prepared for reuse

0

(10.6.4) % recycling

0

(10.6.6) % waste to energy

0

(10.6.7) % incineration

0

(10.6.8) % landfill

0

(10.6.9) % mismanaged waste

0

(10.6.12) Please explain

Kimball Electronics commercializes goods and products packaged in plastics as part of our contract manufacturing services, with packaging materials and specifications determined by our customers. We do not currently collect or report the total weight or end-of-life management of plastic waste generated from commercialization. Our 2030 Responsible Sourcing targets will enable future reporting of this data.

Usage of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

4557

(10.6.2) End-of-life management pathways available to report

Select all that apply

- ☒ Recycling
- ☒ Waste to Energy
- ☒ Incineration
- ☒ Landfill

(10.6.4) % recycling

87

(10.6.6) % waste to energy

1

(10.6.7) % incineration

1

(10.6.8) % landfill

11

(10.6.12) Please explain

The reported figures represent the total waste generated by Kimball Electronics globally in 2024, including both non-hazardous and hazardous waste. At this time, we do not disaggregate plastic waste from total waste, nor do we track plastic-specific end-of-life pathways. The percentages shown reflect the end-of-life management of total waste: 87% recycled, 1% waste to energy, 1% incinerated, and 11% landfilled. Our 2030 Responsible Sourcing targets include implementing a sustainable resource management program to measure and disclose the secondary material content of all purchased materials, including plastics, which will enable us to provide more detailed and accurate data on plastic waste and end-of-life management in future reporting years.

[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☒ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☒ Law & policy

☒ Species management

☒ Education & awareness

☒ Land/water protection

☒ Land/water management

☒ Livelihood, economic & other incentives

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	<div>Select from:</div> <div><input checked="" type="checkbox"/> Yes, we use indicators</div>	<div>Select all that apply</div> <div><input checked="" type="checkbox"/> State and benefit indicators</div>

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
		<input checked="" type="checkbox"/> Pressure indicators <input checked="" type="checkbox"/> Response indicators

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes (partial assessment)

(11.4.2) Comment

Kimball Electronics operates manufacturing facilities in multiple countries, including Mexico, Thailand, Poland, Romania, China, and the United States. All sites conduct annual environmental impact assessments as part of their ISO 14001-certified Environmental Management System, which includes screening for proximity to legally protected areas. For example, our Thailand facility is adjacent to the Laem Chabang Industrial Estate, which is near protected mangrove forests, and our China facility has supported ecological restoration projects in the Yangtze River basin. However, a comprehensive spatial assessment of all facilities against global protected area databases (e.g., WDPA) has not yet been completed for every site. No activities are known to directly overlap with protected areas, but some are within the area of influence.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

Based on available site assessments and public mapping, none of Kimball Electronics' facilities are located within or near UNESCO World Heritage sites. This is reviewed annually as part of our sustainability reporting process.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

No facilities are located within or near designated UNESCO Biosphere Reserves, according to current site reviews and available mapping.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

No facilities are located within or near Ramsar-designated wetlands, based on current environmental assessments and available data.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

Some facilities, such as those in Thailand and China, are located within regions identified as important for biodiversity (e.g., mangrove forests, Yangtze River basin). While site-level environmental reviews consider proximity to sensitive habitats, a full assessment against the global KBA database has not yet been completed for all locations. No direct overlap is known, but some sites may be within the area of influence of KBAs.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

Kimball Electronics supports local conservation initiatives, such as mangrove restoration in Thailand and fish species release in China, which are adjacent to locally recognized important habitats. Annual site assessments include review of proximity to locally designated conservation areas and sensitive habitats. Further spatial analysis is planned to enhance coverage.

[Fixed row]

(11.4.1) Provide details of your organization's activities in the reporting year located in or near to areas important for biodiversity.

Row 1

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☒ Legally protected areas

(11.4.1.4) Country/area

Select from:

☒ Thailand

(11.4.1.5) Name of the area important for biodiversity

Protected mangrove forests near Laem Chabang

(11.4.1.6) Proximity

Select from:

☒ Data not available

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

Kimball Electronics operates a manufacturing facility in Laem Chabang, Thailand. In 2024, employees contributed 172 hours supporting a local mangrove forest (restoration/maintenance). All operations are managed under an ISO 14001–certified Environmental Management System (EMS).

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

☒ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

Select all that apply

☒ Operational controls

☒ Abatement controls

☒ Restoration

(11.4.1.11) Explain how your organization's activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Potential negative pathways (given proximity to mangroves) include stormwater runoff, wastewater quality, air emissions (e.g., VOCs), noise/light, and traffic. Assessment & controls: All sites maintain ISO 14001 EMS with annual impact identification and objectives; wastewater is treated (mostly via municipal treatment), and facilities implement water-recycling projects to reduce withdrawals (the Thailand project alone is expected to save ~7 million gallons annually). The company reduced VOC emissions (–17% vs. 2019) and manages hazardous substances under a structured chemical program. Community restoration work directly supports mangrove habitat.

[Add row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Plastics
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

- Environmental performance – Water security
- ☑ Volume withdrawn from areas with water stress (megaliters)
 - ☑ Water consumption– total volume
 - ☑ Water discharges– total volumes
 - ☑ Water withdrawals– total volumes
 - ☑ All data points in module 9

(13.1.1.3) Verification/assurance standard

- General standards
- ☑ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

Verifier: KERAMIDA Inc. Level: Limited assurance. Period: CY2024 (Jan 1–Dec 31, 2024). Scope: Limited assurance over the sustainability disclosures in the 2024 Guiding Principles Report, explicitly covering environmental categories Climate Change, Energy Consumption, Water, and Waste & VOC emissions (plus additional non-environmental categories). Methods: Review of double materiality process; interviews; system & data reviews; analytical checks; re-calculations; assessment of assumptions & controls, per ISAE 3000. Opinion: “Sufficient evidence that the sustainability disclosures are a fair representation of the actual sustainability data and information.” (This row maps only CDP pick-list items that correspond to assured environmental categories and figures in the report.) In 2024, we expanded limited assurance to cover all environmental data points reported in our Guiding Principles Report, including climate, water, waste, and VOC emissions. We will continue to expand assurance coverage as data quality and reporting systems mature.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

2024 Kimball Electronics Material Disclosures Assurance Statement.pdf

Row 2

(13.1.1.1) Environmental issue for which data has been verified and/or assured

- Select all that apply
- ☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

- | | |
|--|--|
| <input checked="" type="checkbox"/> Fuel consumption | <input checked="" type="checkbox"/> All data points in module 7 |
| <input checked="" type="checkbox"/> Base year emissions | <input checked="" type="checkbox"/> Emissions breakdown by country/area |
| <input checked="" type="checkbox"/> Progress against targets | <input checked="" type="checkbox"/> Emissions breakdown by business division |
| <input checked="" type="checkbox"/> Renewable fuel consumption | <input checked="" type="checkbox"/> Electricity/Steam/Heat/Cooling generation |
| <input checked="" type="checkbox"/> Target-setting methodology | <input checked="" type="checkbox"/> Electricity/Steam/Heat/Cooling consumption |
| <input checked="" type="checkbox"/> Renewable Electricity/Steam/Heat/Cooling generation | |
| <input checked="" type="checkbox"/> Renewable Electricity/Steam/Heat/Cooling consumption | |

(13.1.1.3) Verification/assurance standard

Climate change-related standards

- ☒ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

Verifier: KERAMIDA Inc. Level: Limited assurance. Period: CY2024 (Jan 1–Dec 31, 2024). Boundary: Operational control. Coverage: 100% of 2024 Scope 1, Scope 2 (market- & location-based), and Scope 3 Categories 1–7. Materiality threshold: 5%. Methods: Interviews; evidence & data review; reasonableness checks; re-calculations; assessment of assumptions; presentation checks, in accordance with ISO 14064-3 (explicitly noted as a CDP-accepted verification standard in the statement). Opinion: “No evidence that the GHG emissions calculations and verified data are not a fair representation.” (We also map Consolidation approach because the verifier specifies the organizational boundary as “Operational Control.”)

(13.1.1.5) Attach verification/assurance evidence/report (optional)

2024 Kimball Electronics GHG Verification Assurance Statement.pdf
[Add row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Legal and Compliance Officer

(13.3.2) Corresponding job category

Select from:

☒ Chief Sustainability Officer (CSO)

[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:

☒ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute

