



2025
BUSINESS
SUSTAINABILITY REPORT
Executive Summary

ADVANCING
A CONNECTED
WORLD



02/25





A MESSAGE FROM MIKE VEUM



At IEWC sustainability is not just a buzzword, but a fundamental responsibility to our planet, our communities, and our stakeholders. That is why we are committed to integrating environmental, social, and governance factors into every aspect of our business operations.

This Executive Summary provides a comprehensive overview of our efforts to promote sustainability and responsible business practices. We believe that transparency is key to building trust and fostering a culture of accountability, which is why we have made this summary available to all stakeholders.

We understand that the challenges facing our planet and society are complex and multifaceted. That is why we are constantly striving to improve and innovate, to find new ways to reduce our environmental impact, support our communities, and promote ethical business practices. We hope that this business sustainability program will serve as a testament to our commitment to sustainability, and inspire others to join us in this important mission.

Mike Veum, Chief Executive Officer

Our Purpose  To ADVANCE a CONNECTED world.

Our Vision  To be our customers' and suppliers' most ENTRUSTED partner, ACCELERATING and SIMPLIFYING their business.

Our Values  Great People Working Together to Do Great Things


WIN the
RIGHT Way


DELIVER on
Our **PROMISES**


CUSTOMER
Obsession


Be Constantly
CREATIVE


Communicate
HONESTLY



OVERVIEW

Sustainability is more than just a checklist of good practices — it is a mindset that encompasses our entire business model. We recognize that the health of our planet, the well-being of our communities, and the prosperity of our stakeholders are all interconnected, and we are committed to promoting sustainable solutions that benefit all. By taking a holistic approach to business sustainability, we are able to drive positive change and create long-term value for both our company and the world around us.

At IEWC, the safety and wellbeing of our employees is of utmost importance, and we are committed to taking action to prevent workplace injuries. Additionally, we remain steadfast in our efforts to reduce CO₂ emissions by implementing energy-saving measures such as LED lighting and recycling waste materials. We are also dedicated to building better communities by investing in the areas where we operate and promoting employee engagement programs at every facility. Furthermore, we strive to encourage sustainability initiatives among our suppliers, such as adopting The Copper Mark and reducing CO₂ emissions and energy consumption.

Environmental

- Electronic Transactions
- CO₂ Reduction
- Hazardous Chemical Handling
- Sustainability/Energy Management
- Promotion of The Copper Mark in Supply Chain

Social

- Diversity Purchasing
- Employee Engagement
- Charitable, Scholarship & Social Programs
- Human Rights
- Workplace Safety/Security

Governance

- Employee-owned & governed by our Board of Directors
- Antibribery & Corruption
- Ethical Business Practices
- Harassment-Free Workplace
- Non-Retaliation Policy
- Supplier Code of Conduct
- Data Privacy & Information Security

60%
IEWC sq footage lit by
LED

1,877
metric tons
CO₂
emission avoidance

ENVIRONMENTAL

Goal

Become carbon neutral by 2050

As a global community, we face the daunting task of mitigating the impacts of human activity and preserving our planet's natural resources. We recognize our responsibility to contribute to this effort and have taken a proactive approach to reducing our carbon footprint and energy consumption. IEWC is committed to continuing this work and inspiring others to join us in building a more sustainable future.

Electronic Transactions

- 82% digital SAP output transactions (initiating a paperless warehouse project in 2025-2027)
- 49% supplier transactions transmitted via EDI
- 54% supplier adoption to IEWC Digital Strategy

Hazardous Chemical Handling

Recycling hazardous chemical waste from stripping, dyeing & printing operations

Sustainability & Energy Management

- 60% of square footage has LED lighting, resulting in 50% reduction of energy consumption
- Solar panels installed at Aguascalientes & Monterey, Mexico facility to meet 100% of location's energy needs. In process of installing solar panels at Hermosillo, Mexico facility.

- 1,877 metric ton CO₂ emission reduction in 2025 due to copper, pallet, spool, carton & plastic recycling
- 334 metric tons of CO₂ emission reduction in 2025 due to reduction in air/ocean, LTL and parcel shipments through freight consolidation and fewer air shipments
- 46% purchases from suppliers with sustainability programs to reduce carbon footprint
- 35% purchases made from suppliers with ISO14001 certification
- Recognized suppliers with best sustainability initiatives at annual IEWC supplier conference

EcoVadis Assessment

- 2025 score is a 62 (Bronze medal status)

The Copper Mark Partnership

- IEWC promotes sustainable practices by our suppliers
- Copper Mark promotes seven of 17 UN Global Sustainability Goals
- Copper Mark recipients cover 20% of global copper production



RESPONSIBLY
PRODUCED
COPPER



27
consecutive years of
BLOOD DRIVES

\$185k
donated to
**charitable
and social
programs**

SOCIAL

Goal

All interactions with employees, customers, suppliers, and communities are conducted with dignity and respect.

IEWC prioritizes diversity purchasing, working with a wide range of suppliers to ensure that we can provide the best products and services. We also strongly believe in employee engagement and take pride in fostering a workplace culture that values collaboration and open communication. This engagement extends to our community outreach initiatives, and we are dedicated to upholding human rights in everything we do. Finally, we prioritize workplace safety, ensuring that our employees have a safe and healthy work environment in which they can thrive.

Diversity Purchasing

- 34% of total purchases from large businesses
- 36% of total purchases from small and women-owned businesses

Employee Engagement

- Global employee surveys show consistently high levels of engagement.
 - 68% in 2020
 - 73% in 2021
 - 73% in 2022
 - 73% in 2023
 - 74% in 2024
 - 68% in 2025

IEWC Community Connect Charitable & Social Programs

- \$145,000 USD donations in 2025 to DASH Speedskating Development Program, Feeding America, SHARP, Folds of Honor, and other charitable causes in communities we work in
- \$1,900 company match to employee charitable contributions
- 27 years of quarterly blood drives at IEWC locations
- \$58,500 scholarships awarded in 2025; nearly \$838K in student scholarships awarded in last 27 years

Human Rights

IEWC respects Human Rights and ensures employees are treated fairly in every country we operate

Workplace Safety/Security

- 2025 Lost Time Injury Frequency Rate (LTIFR) = 2.4
- Emergency Action Plans (EAPs) were developed for all facilities and shared with employees
- Monthly random safety audits
- Tier 0 & Tier 1 boards to promote safety culture



GOVERNANCE

Goal

Create an environment where all employees have been trained, but more importantly, are living out their responsibilities; to create a harassment free workplace, to conduct business ethically, and to ensure compliance with data privacy and information security.

IEWC's commitment to ethical governance starts with our Board of Directors, who empower the executive team to oversee our sustainability strategy. We regularly review sustainability progress in board meetings, ensuring continuous improvement in areas most important to our stakeholders. Accountability is embedded in our processes, fostering a culture of responsibility and transparency across the organization.

As a 100% employee-owned company, we employ an independent ESOP trustee and expect all employees to think and act like owners. This mindset cultivates a culture of respect, accountability, and collaboration—essential for employee satisfaction and productivity. We extend these values to our suppliers, requiring adherence to our Supplier Code of Conduct, and we prioritize data security through vigilant policies and continuous workforce training on best practices in data privacy and cybersecurity.

Our dedication to an exceptional workplace culture has earned us recognition, including consecutive Best Places to Work in Milwaukee awards and the Top Workplaces Award. While we're honored by these accolades, we remain focused on fostering an environment where employees feel valued, respected, and empowered to contribute to our shared success.

Compliance Initiatives

- Anti-bribery, Corruption, Ethical business Practice & Non-retaliation policies were developed and shared with employees

Conduct:

- IEWC is an equal opportunity employer with hot line available in every country in which we operate for employees to report harassment
- Supplier Code of Conduct implemented to ensure suppliers understand IEWC expectations

Data Privacy & Information Security

- Cyber & information security policies in place
- Annual NIST SP 800-171 risk assessment

Award-Winning Culture

- Consecutive Best Place To Work in Milwaukee recipient
- Consecutive Top Workplaces USA Award recipient
- ESOP of the Year Award finalist by the Wisconsin Chapter of The ESOP Association

MILWAUKEE BUSINESS JOURNAL



2025 BEST PLACES TO WORK

6X CONSECUTIVE WINNER



5-TIME CONSECUTIVE WINNER



