



Kimball Electronics

# 2024 CDP Corporate Questionnaire 2024

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.

[Terms of disclosure for corporate questionnaire 2024 - CDP](#)

# Contents

## C1. Introduction

### (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 was founded in 1961 and incorporated in 1998. We deliver a package of value that begins with our core competency of producing durable electronics and further offer contract manufacturing services for non-electronic components, medical disposables, drug delivery solutions and precision molded plastics. Our design and manufacturing expertise coupled with robust processes and procedures help us ensure that we deliver the highest levels of quality and reliability throughout the entire life cycle of our customers' products. We deliver award-winning service across our global footprint with an operations platform driven by highly integrated procedures, standardization, and teamwork. Our Customer Relationship Management ("CRM") model is key to providing our customers convenient access to our global footprint and all of our services throughout the entire product life cycle. Because they operate in industries that demand rigorous engineering controls and that commonly require long product life cycles, our customers rely on our track record of quality, international standard certifications, financial stability, social responsibility, and commitment to long-term relationships.*

[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

12/31/2023

#### (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:

4 years

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

Select from:

4 years

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

Select from:

1 year

[Fixed row]

**(1.5) Provide details on your reporting boundary.**

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

[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]

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

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

[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*

### (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 (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*

### (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*

### (1.8.1.2) Latitude

28.0675

### (1.8.1.3) Longitude

-82.6464

### (1.8.1.4) Comment

*KETA in Tampa, Florida*

## Row 11

### (1.8.1.1) Identifier

*GES-CN in Suzhou, China*

### (1.8.1.2) Latitude

31.305

### (1.8.1.3) Longitude

120.6648

### (1.8.1.4) Comment

*GES-CN in Suzhou, China*

## Row 12

### (1.8.1.1) Identifier

*GES-SJ in San Jose, California*

### (1.8.1.2) Latitude

37.2771

### (1.8.1.3) Longitude

-121.7937

### (1.8.1.4) Comment

*GES-SJ in San Jose, California*

## Row 13

### (1.8.1.1) Identifier

*GES-VN in Saigon, Vietnam*

### (1.8.1.2) Latitude

10.813

### (1.8.1.3) Longitude

106.64

### (1.8.1.4) Comment

*GES-VN in Saigon, Vietnam*

## Row 14

### (1.8.1.1) Identifier

*GES-IN in Kerala, India (Office Structure)*

### (1.8.1.2) Latitude

8.5694

### (1.8.1.3) Longitude

78.8906

### (1.8.1.4) Comment

*GES-IN in Kerala, India (Office Structure)*

## Row 15

### (1.8.1.1) Identifier

*GES-JP in Mihama-ku, Chiba, Japan (Office Structure)*

### (1.8.1.2) Latitude

35.6474

### (1.8.1.3) Longitude

140.0351

### (1.8.1.4) Comment

*GES-JP in Mihama-ku, Chiba, Japan (Office Structure)*

[Add row]

## (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 3,255 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*

- Upstream value chain
- End-of-life management

**(1.24.1.4) End-of-life management pathways mapped**

*Select all that apply*

- Recycling
- Waste to Energy
- Incineration
- Landfill

*[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 when we set 2025 emissions reduction milestones in 2019.*

## 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

## International methodologies and standards

- ☑ ISO 14001 Environmental Management Standard

### (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)

#### 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)

- ☑ Heat waves
- ☑ Subsidence
- ☑ Toxic spills
- ☑ Cold wave/frost
- ☑ Pollution incident

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

### **Market**

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

### **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:*

- Yes

### (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**

*Interconnections between environmental dependencies, impacts, risks and/or opportunities are assessed through our materiality assessment process and through our enterprise risk management (ERM) process. During the reporting period, we also conducted a materiality assessment in accordance with the GRI Standards.*

[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

Annually, we evaluate baseline water stress (the ratio of total annual water withdrawal to total available annual renewable water supply) for each of our locations with the World Resources Institute (WRI) Aqueduct Water Risk Atlas. To analyze our water-related impacts and opportunities, our sites conduct annual significant environmental aspect (SEA) assessments pursuant to ISO 14001 and our enterprise risk management (ERM) team assesses critical risks quarterly.

### (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

Priority Water Locations 2023.pdf  
[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

*Our process to determine substantive/ material risks to our organization followed the GRI Standards' methods for identifying actual and potential, qualitative and quantitative 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.

## 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

*Our process to determine substantive/ material opportunities to our organization also followed the GRI Standards' methods for identifying actual and potential, qualitative and quantitative 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]

## **(2.5) 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 on a set of Safety, Environmental, and Facility (SEF) standards that go beyond compliance with regulatory requirements and ISO certifications. The SEF standards include water management and non-hazardous and hazardous waste management standards. We identify and classify potential water pollutants in accordance with local water quality requirements and regulatory/permit requirements that are specific to discharge destination so that we can identify and classify potential water pollutants that may have detrimental impacts. We also comply with applicable product material safety data and maintain a company-wide reporting platform for all of our environmental data, including water security and hazardous material information. For example, we maintain Safety Data Sheets in the US and compliance with applicable Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) requirements for products managed in the European Union. We measure our success through routine compliance audits under relevant ISO standards and our more stringent SEF standards at each of our facilities.

[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**

Potential impacts of other physical pollutants vary depending on the source and how such other physical pollutants are treated by filtration systems on our production lines or at wastewater treatment facilities operated by third parties. If they are inadequately removed, wastewater effluent impacts may lead to decreases in dissolved oxygen and detrimental variations in water temperature. Dissolved oxygen in a water body is critical for fish and other aquatic organisms. Changes in the temperature of water can have detrimental impacts on aquatic life.

#### **(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

*All Kimball manufacturing facilities are ISO 14001 certified and operate on a set of Safety, Environmental, and Facility (SEF) standards that go beyond compliance with regulatory requirements and ISO certifications. We also apply these SEF standards to our upstream value chain through our Supplier Code of Conduct and our Global Supplier Quality Manual. The SEF standards include water management, non-hazardous and hazardous waste management, infrastructure/facility management, chemical storage, spill control, and spill response programs to effectively prevent contamination, spills, and leaks and ensure that we have properly designed and operated these programs. We also routinely assess our process equipment and methods and we invest in our own continuous improvement and in collaborative projects with our customers to minimize adverse impacts on ecosystems. We comply with all applicable regulations and emphasize environmental responsibility throughout our supply chain through supplier agreements and policies. We work to reduce or phase out hazardous materials, and each of our facilities has a waste management plan to recover, treat, and properly dispose of or recycle all hazardous and non-hazardous waste. We filter and recycle water in our production processes. All of these actions together minimize the adverse impacts of potential water pollutants on water ecosystems or human health associated with our operations.*

### 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

Potential impacts of other synthetic organic compounds vary depending on the source and how such synthetic organic compounds are treated by filtration systems on our production lines or at wastewater treatment facilities operated by third parties. If they are inadequately removed, wastewater effluent impacts may include compounds that may adversely impact 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
- 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
- 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

### (2.5.1.5) Please explain

All Kimball manufacturing facilities are ISO 14001 certified and operate on a set of Safety, Environmental, and Facility (SEF) standards that go beyond compliance with regulatory requirements and ISO certifications. We also apply these SEF standards to our upstream value chain through our Supplier Code of Conduct and our Global Supplier Quality Manual. The SEF standards include water management, non-hazardous and hazardous waste management, infrastructure/facility management, chemical storage, spill control, and spill response programs to effectively prevent contamination, spills, and leaks and ensure that we have properly designed and operated these programs. We also routinely assess our process equipment and methods and we invest in our own continuous improvement and in collaborative projects with our customers to minimize adverse impacts on ecosystems. We comply with all applicable regulations and emphasize environmental responsibility throughout our supply chain through supplier agreements and policies. We work to reduce or phase out hazardous materials, and each of our facilities has a waste management plan to recover, treat, and properly dispose of or recycle all hazardous and non-hazardous waste. We filter and recycle water in our production processes. All of these actions together minimize the adverse impacts of potential water pollutants on water ecosystems or human health associated with our operations.

Row 3



### (2.5.1.1) Water pollutant category

Select from:

- Inorganic pollutants

### (2.5.1.2) Description of water pollutant and potential impacts

*Potential impacts of inorganic pollutants vary depending on the source and how such inorganic pollutants are treated by filtration systems on our production lines or at wastewater treatment facilities operated by third parties. If they are inadequately removed, wastewater effluent impacts may include metals and other compounds that may adversely impact 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

- 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

*All Kimball manufacturing facilities are ISO 14001 certified and operate on a set of Safety, Environmental, and Facility (SEF) standards that go beyond compliance with regulatory requirements and ISO certifications. We also apply these SEF standards to our upstream value chain through our Supplier Code of Conduct and our Global Supplier Quality Manual. The SEF standards include water management, non-hazardous and hazardous waste management, infrastructure/facility management, chemical storage, spill control, and spill response programs to effectively prevent contamination, spills, and leaks and ensure that we have properly*

designed and operated these programs. We also routinely assess our process equipment and methods and we invest in our own continuous improvement and in collaborative projects with our customers to minimize adverse impacts on ecosystems. We comply with all applicable regulations and emphasize environmental responsibility throughout our supply chain through supplier agreements and policies. We work to reduce or phase out hazardous materials, and each of our facilities has a waste management plan to recover, treat, and properly dispose of or recycle all hazardous and non-hazardous waste. We filter and recycle water in our production processes. All of these actions together minimize the adverse impacts of potential water pollutants on water ecosystems or human health associated with our operations.

## 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

Potential impacts of pathogens vary depending on the source and how such inorganic pollutants are treated by filtration systems on our production lines or at wastewater treatment facilities operated by third parties. If they are inadequately removed, wastewater effluent impacts may include organic and other pharmaceutical compounds that may adversely impact 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

- 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 Kimball manufacturing facilities are ISO 14001 certified and operate on a set of Safety, Environmental, and Facility (SEF) standards that go beyond compliance with regulatory requirements and ISO certifications. We also apply these SEF standards to our upstream value chain through our Supplier Code of Conduct and our Global Supplier Quality Manual. The SEF standards include water management, non-hazardous and hazardous waste management, infrastructure/facility management, chemical storage, spill control, and spill response programs to effectively prevent contamination, spills, and leaks and ensure that we have properly designed and operated these programs. We also routinely assess our process equipment and methods and we invest in our own continuous improvement and in collaborative projects with our customers to minimize adverse impacts on ecosystems. We comply with all applicable regulations and emphasize environmental responsibility throughout our supply chain through supplier agreements and policies. We work to reduce or phase out hazardous materials, and each of our facilities has a waste management plan to recover, treat, and properly dispose of or recycle all hazardous and non-hazardous waste. We filter and recycle water in our production processes. All of these actions together minimize the adverse impacts of potential water pollutants on water ecosystems or human health associated with our operations.*

[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?**

#### Climate change

##### **(3.1.1) Environmental risks identified**

*Select from:*

Yes, both in direct operations and upstream/downstream value chain

#### Water

##### **(3.1.1) Environmental risks identified**

*Select from:*

Yes, both in direct operations and upstream/downstream value chain

#### Plastics

##### **(3.1.1) Environmental risks identified**

*Select from:*

No

##### **(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain**

*Select from:*

Environmental risks exist, but none with the potential to have a substantive effect on our organization

### (3.1.3) Please explain

*Plastics were considered in our GRI materiality assessment, but were found to not be material or pose a substantive risk.  
[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

###### Market

Changing customer behavior

##### (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

India

Mexico

Poland

Thailand

Viet Nam

United States of America

- Romania

### (3.1.1.9) Organization-specific description of risk

*Customers are introducing greenhouse gas requirements.*

### (3.1.1.11) Primary financial effect of the risk

*Select from:*

- Increased direct 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

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

*Select from:*

- Virtually certain

### (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

*Without action from us to respond to our customer's needs for GHG reduction, at minimum, we could damage our business relationship and at worst, lose that customer.*

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

*Select from:*

Yes

### (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

### (3.1.1.25) Explanation of financial effect figure

*Financial impacts can include increased operating costs associated with reporting, disclosure, compliance and management. We could also incur costs associated with altering our manufacturing and operations in order to comply with customer requirements. In addition, our failure to comply with customer requirements could affect our relationships with key customers. The financial impact is expected to range between 1M and 10M, which are typical retained amounts under insurance policies and/or sizes of potential claims that we may choose to self-fund. It is consistent with our threshold for substantive financial impact noted elsewhere in this disclosure. The company maintains insurance that is intended to mitigate the high end of financial impacts above self-insured limits.*

### (3.1.1.26) Primary response to risk

#### **Diversification**

Other diversification, please specify :Diversify energy supply to source more renewable energy, reduce greenhouse gas emissions, and meet customer requirements.

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We calculated the incremental cost of responding to customer needs as zero, since managing customer relationships falls within the normal course of our business.*

### (3.1.1.29) Description of response

*Procurement of renewable energy sources (onsite solar, green energy contracts, renewable energy credits).*

## 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

- China
- Mexico

### (3.1.1.7) River basin where the risk occurs

Select all that apply

- Rio Grande
- Yangtze River (Chang Jiang)

### (3.1.1.9) Organization-specific description of risk

*Baseline water stress measures the ratio of total water demand to available renewable surface and groundwater supplies. Water demand include domestic, industrial, irrigation, and livestock uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users.*



### (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

- Medium-term

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

Select from:

- Unlikely

### (3.1.1.14) Magnitude

Select from:

- 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

*We do not anticipate this risk will impact our financial position or performance.*

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

Select from:

- Yes

### (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)

**(3.1.1.25) Explanation of financial effect figure**

*While we expect it unlikely that this risk will impact our financial position or performance, we plan for a financial impact between 1M and 10M, which are typical retained amounts under insurance policies and/or sizes of potential claims that we may choose to self-fund. The company maintains insurance that is intended to mitigate the high end of financial impacts above self-insured limits.*

**(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**

*Kimball Electronics maintains insurance that is intended to mitigate the high end of financial impacts.*

**(3.1.1.29) Description of response**

*We are continually analyzing data from these and other business continuity planning and strategy activities so that we can identify actions to take in the short, medium, and long term. We leverage results to inform our business strategy and objectives for risk mitigation based on our experience with currently vulnerable locations. The results of the analysis described above reinforces our decision to incorporate a goal to reduce our absolute water usage by 20% by 2025 and to decrease our energy usage and will inform our future goal setting processes.*

**Climate change****(3.1.1.1) Risk identifier**

Select from:

Risk2

### (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

- China
- India
- Mexico
- Poland
- Romania
- Thailand
- Viet Nam
- United States of America

### (3.1.1.9) Organization-specific description of risk

*As regulators and investors increasingly focus on climate change and other sustainability issues, we are subject to new disclosure frameworks and regulations. For example, the European Parliament adopted the Corporate Sustainability Reporting Directive (CSRD) and the resulting adoption of EU sustainability reporting standards to be developed by the European Financial Reporting Advisory Group, with such standards to be tailored to EU policies building on and contributing to international standardization initiatives, will apply not only to local operations in the EU, but under certain circumstances, to entire global companies like Kimball Electronics that have EU operations. The SEC and the State of California have also proposed and implemented new climate change disclosure requirements, and compliance with such rules could also require significant effort.*

### (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

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

Select from:

Virtually certain

### (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

*Increasing costs for carbon emissions will impact our operating costs*

### (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

### (3.1.1.25) Explanation of financial effect figure

*Financial impacts can include increased operating costs associated with reporting, disclosure, compliance and management (e.g., fuel changes, carbon offsets, or management costs such as legal and consulting fees). We could also incur costs associated with altering our manufacturing and operations in order to comply with environmental regulations. The financial impact is expected to range between 1M and 10M, which are typical retained amounts under insurance policies and/or sizes of potential claims that we may choose to self-fund. It is consistent with our threshold for substantive financial impact noted elsewhere in this disclosure. The company maintains insurance that is intended to mitigate the high end of financial impacts above self-insured limits.*

### (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

*We calculated the incremental cost of responding to emerging regulatory risks as zero, since managing policy and legal risks falls within the normal course of our business.*

### (3.1.1.29) Description of response

*We continuously monitor our exposure to risks in environmental compliance activities designed to meet applicable laws and regulations. Legal risks, including regulatory issues, are closely monitored and managed with respect to ensuring transparent and consistent information is available for shareholders including such matters that may be relevant and related to climate change. Our legal team monitors regulatory risks and provides input for consideration in the Enterprise Risk Management process. Risks are reported through the Enterprise Risk Management process, to KE's leadership team, and to our Board of Directors' and its Audit Committee for evaluation and mitigation. We calculated the incremental cost of responding to emerging regulatory risks as zero, since managing policy and legal risks falls within the normal course of our business.*

## **Climate change**

### (3.1.1.1) Risk identifier

Select from:

Risk3

### (3.1.1.3) Risk types and primary environmental risk driver

#### Acute physical

Flooding (coastal, fluvial, pluvial, groundwater)

### (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

India

Mexico

Poland

Romania

Thailand

Viet Nam

United States of America

### (3.1.1.9) Organization-specific description of risk

*We depend on suppliers globally to provide timely delivery of materials, parts, and components for use in our products. Due to increased exposure to extreme weather events influenced by climate change that can cause flooding, we may experience adverse impacts in our supply chain or inventory, resulting in shortages of raw materials and required electronic components. Certain components purchased by us are primarily manufactured in select regions of the world and issues in those regions could cause manufacturing delays. Price increases of commodity components, including increased tariffs, could have an adverse impact on our profitability if we cannot offset such increases with other cost reductions or by price increases to customers. Materials utilized in our manufacturing process are generally available, but future availability is unknown and could impact our ability to meet customer order requirements. The EMS industry has experienced component shortages, component allocations, and shipping delays in recent years, particularly with semiconductors.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

- Decreased revenues due to reduced 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

### (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

*Component shortages or allocations could increase component costs and potentially interrupt our operations and negatively impact our ability to meet commitments to customers. If suppliers fail to meet commitments to us in terms of price, delivery, or quality, or if the supply chain is unable to react timely to increases in demand or extreme weather events, it could interrupt our operations and negatively impact our ability to meet commitments to customers.*

### (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

### (3.1.1.25) Explanation of financial effect figure

*Financial impacts can include inventory damage, lost revenue from curtailed production or delays in production, increased cost of raw materials or components, increased costs related to redesign or reconfiguration of products to accommodate substitute components, potential temporary, long-term, or permanent closure of operations, unrecovered expenses, lost work time, lost revenue, lost or obsolete inventory, and increased insurance premiums. The financial impact is expected to range between 1M and 10M, which are typical retained amounts under insurance policies and/or sizes of potential claims that we may choose to self-fund. Kimball Electronics maintains insurance that is intended to mitigate the high end of financial impacts.*

### (3.1.1.26) Primary response to risk

#### **Diversification**

- Increase supplier diversification

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

*We calculated the incremental cost of responding to acute physical risks as zero, since managing component shortages falls within the normal course of business and does not incur estimable marginal costs.*

### (3.1.1.29) Description of response

*We have developed a rigorous Enterprise Risk Management program that includes collecting certain compliance data from our suppliers, reporting of our own environmental metrics such as GHG emissions, energy usage, and water usage. To manage financial impacts from potential shortages of raw materials and electronic components, we aim to diversify our supply base and work with our customers to identify alternative suppliers. We work with our suppliers to identify, assess, and manage risks, and we ensure that our suppliers comply with social and environmental standards that meet and exceed those in our code of conduct. We actively monitor and audit internal and external compliance through annual audits and training, including by conducting annual audits of our supply chain. Through direct engagement with our suppliers, we can also mitigate potential risks such as those related to component shortages caused by severe weather events. Additionally, we are able to mitigate financial impacts from component shortages by increasing our cost of goods sold.*

*[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:*

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)**

1000000

#### **(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**

The financial impact is expected to range between 1M and 10M, which are typical retained amounts under insurance policies and/or sizes of potential claims that we may choose to self-fund. The company maintains insurance that is intended to mitigate the high end of financial impacts above self-insured limits.

## 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)

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)

1000000

### (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

The financial impact is expected to range between 1M and 10M, which are typical retained amounts under insurance policies and/or sizes of potential claims that we may choose to self-fund. The company maintains insurance that is intended to mitigate the high end of financial impacts above self-insured limits.

[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**

**China**

Yangtze River (Chang Jiang)

**(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**

*In the absence of controls such as reducing our water withdrawal by implementing water recycling initiatives, a loss of water supply could reduce our production capacity.*

## Row 2

### (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:*

1-10%

### (3.2.11) Please explain

*The financial impact is expected to range between 1M and 10M, which are typical retained amounts under insurance policies and/or sizes of potential claims that we may choose to self-fund. The company maintains insurance that is intended to mitigate the high end of financial impacts above self-insured limits.*

*[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]

**(3.6) 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

#### Products and services

- Increased sales of existing products and services

### (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

*Given the increasing trend emphasizing the responsible utilization of natural resources and a goal of heightened conservation, we anticipate that “green and clean” Industrial applications will present an avenue for sustained, and sustainable, growth in the long run. This potential becomes even more pronounced as consumer interest in the adoption of electric and hybrid vehicles expands globally. Our business supporting these low-carbon markets is anticipated to gain traction in the market. Our “low carbon” or “no carbon” products accounted for 324 million in 2023 revenue, an increase from 124 million in 2022.*

### (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

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

### (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

*Our "low carbon" or "no carbon" products accounted for 324 million in 2023 revenue, an increase from 124 million in 2022.*

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

Select from:

- Yes

### (3.6.1.16) Financial effect figure in the reporting year (currency)

324000000

### (3.6.1.23) Explanation of financial effect figures

*Our "low carbon" or "no carbon" products accounted for 324 million in 2023 revenue, an increase from 124 million in 2022.*

### (3.6.1.24) Cost to realize opportunity

0

### (3.6.1.25) Explanation of cost calculation

*No additional costs to realize opportunity*

### (3.6.1.26) Strategy to realize opportunity

*Work with customers to meet their needs*

## Water

### (3.6.1.1) Opportunity identifier

*Select from:*

Opp1

### (3.6.1.3) Opportunity type and primary environmental opportunity driver

#### Resource efficiency

Use of recycling

### (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

Yangtze River (Chang Jiang)

### **(3.6.1.8) Organization specific description**

*By implementing water recycling initiatives, we can reduce the amount of water withdrawn.*

### **(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

Medium-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:

Low

### **(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**

*The magnitude of reduced operational costs is lower than the cost of lowered operational capacity due to reduced water availability*

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

Select from:

Yes

**(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)**

3000

**(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)**

5000

**(3.6.1.23) Explanation of financial effect figures**

*Calculated by applying current water costs to amount of water that could be saved through recycling over the short and medium term.*

**(3.6.1.24) Cost to realize opportunity**

5000

**(3.6.1.25) Explanation of cost calculation**

*Estimated cost to implement additional water recycling measures*

**(3.6.1.26) Strategy to realize opportunity**

*Implement water recycling functionality*

**Climate change**

**(3.6.1.1) Opportunity identifier**

Select from:

Opp2

**(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
- Mexico
- Poland
- Romania
- Thailand
- United States of America

### (3.6.1.8) Organization specific description

*We have an opportunity to increase the efficiency of production and distribution processes at our owned and operated manufacturing locations through implementation of low carbon energy sources. This opportunity is driven, in part, by our customers, who are increasingly setting supply chain sustainability targets and requesting that we increase purchases of renewable energy to power our facilities where such options are available.*

### (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

### (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

*We see this as an opportunity to reduce our operating costs. Through renewable energy purchases, we can enhance our reputation, improve the resiliency of our operations, and further develop relationships with key customers.*

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

Select from:

Yes

### (3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

0

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

799805

### (3.6.1.23) Explanation of financial effect figures

*This is the estimated annual savings for obtaining 100% renewable energy at our (2) Mexico locations.*

### (3.6.1.24) Cost to realize opportunity

0

### (3.6.1.25) Explanation of cost calculation

*There is zero incremental cost to finding low carbon energy options above the normal costs of management and operation, thus our cost to realize this opportunity is zero.*

### (3.6.1.26) Strategy to realize opportunity

*Source low/ no carbon energy sources.*

## Climate change

### (3.6.1.1) Opportunity identifier

*Select from:*

Opp3

### (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

United States of America

- Thailand

### **(3.6.1.8) Organization specific description**

*We have an opportunity to increase the efficiency of production and distribution processes at our owned and operated manufacturing locations through implementation of energy efficiency initiatives.*

### **(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

### **(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**

*We see this as an opportunity to reduce our operating costs. Through energy efficiency initiatives, we can enhance our reputation and improve the resiliency of our operations.*

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

Select from:

Yes

### (3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

0

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

50000

### (3.6.1.23) Explanation of financial effect figures

*This is the estimated annual savings for replacing of LED lighting, mechanical/electrical system improvements and conservative energy usage.*

### (3.6.1.24) Cost to realize opportunity

0

### (3.6.1.25) Explanation of cost calculation

*There is zero incremental cost to finding opportunities to use less energy above the normal costs of management and operation, thus our cost to realize this opportunity is zero.*

### (3.6.1.26) Strategy to realize opportunity

*Find opportunities for energy conservation.*

*[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:

Revenue

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

324000000

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

Select from:

11-20%

### (3.6.2.4) Explanation of financial figures

*Given the increasing trend emphasizing the responsible utilization of natural resources and a goal of heightened conservation, we anticipate that “green and clean” Industrial applications will present an avenue for sustained, and sustainable, growth in the long run. This potential becomes even more pronounced as consumer interest in the adoption of electric and hybrid vehicles expands globally. Our business supporting these low-carbon markets is anticipated to gain traction in the market. Our “low carbon” or “no carbon” products accounted for 324 million in 2023 revenue*

## 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)

5000

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

Select from:



Less than 1%

#### (3.6.2.4) Explanation of financial figures

*Reducing water withdrawal costs*  
*[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

*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. The rapidly changing business conditions and markets in which the Company operates require a high-performance and committed Board. Expectations of our Board members include: • Personal integrity. • Commitment to the Company's Mission, Vision, and Guiding Principles. • Practical judgment. • Broad and complementary experience and expertise in areas relevant to the Company's business such that the members can bring a diverse set of skills and backgrounds to bear on the complicated issues which come before it. • Prepare for, attend, and participate in all Board*

and applicable committee meetings. • Commitment to serve over a period sufficient to understand the Company’s history, markets, and business operations. • Willingness to think independently and present reasoned points of view.

**(4.1.6) Attach the policy (optional)**

Corporate Governance Principles (see page 4).pdf,2023 Proxy (see pages 24 and 23).pdf  
 [Fixed row]

**(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
- Chief Executive Officer (CEO)
- Board-level committee
- 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

#### **(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"/> Overseeing and guiding public policy engagement   |
| <input checked="" type="checkbox"/> Overseeing the setting of corporate targets                | <input checked="" type="checkbox"/> Reviewing and guiding innovation/R&D priorities   |
| <input checked="" type="checkbox"/> Monitoring progress towards corporate targets              | <input checked="" type="checkbox"/> Approving and/or overseeing employee incentives   |
| <input checked="" type="checkbox"/> Approving corporate policies and/or commitments            | <input checked="" type="checkbox"/> Overseeing and guiding major capital expenditures |
| <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 |                                                                                       |

- Overseeing and guiding the development of a business strategy
- Overseeing and guiding acquisitions, mergers, and divestitures
- Monitoring supplier compliance with organizational requirements
- 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

- Chief Executive Officer (CEO)
- Board-level committee
- 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

#### **(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"/> Overseeing and guiding public policy engagement   |
| <input checked="" type="checkbox"/> Overseeing the setting of corporate targets                    | <input checked="" type="checkbox"/> Reviewing and guiding innovation/R&D priorities   |
| <input checked="" type="checkbox"/> Monitoring progress towards corporate targets                  | <input checked="" type="checkbox"/> Approving and/or overseeing employee incentives   |
| <input checked="" type="checkbox"/> Approving corporate policies and/or commitments                | <input checked="" type="checkbox"/> Overseeing and guiding major capital expenditures |
| <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 |                                                                                       |

- Monitoring supplier compliance with organizational requirements
- 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.*

## 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
- Chief Executive Officer (CEO)
- 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

#### (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

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



- 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 has integrated our ESG goals into our business strategy and operations. For our salaried staff, one component of their bonus relates to their facility meeting environmental and safety goals. Meeting these goals improves facility profitability, increasing the component of the bonus related to the facility's operations. Consistent with our integrated strategy, as part of the holistic Personal Performance Incentive assessments in our FY2023, the Board's Talent, Culture, and Compensation (TCC) Committee determined that the performance of our CEO and our Chief Legal & Compliance Officer would be assessed in part based on those executives' individual contributions toward certain ESG-related goals for 2023. Their achievement of the full 10% Personal Performance Incentive opportunity depends on their achievement of these ESG targets, which more directly links ESG risk and performance to the remuneration of the executives most responsible for them.*

##### 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

*Kimball Electronics has integrated our ESG goals into our business strategy and operations. For our salaried staff, one component of their bonus relates to their facility meeting environmental and safety goals. Meeting these goals improves facility profitability, increasing the component of the bonus related to the facility's operations. Consistent with our integrated strategy, as part of the holistic Personal Performance Incentive assessments in our FY2023, the Board's Talent, Culture, and Compensation (TCC) Committee determined that the performance of our CEO and our Chief Legal & Compliance Officer would be assessed in part based on those executives' individual contributions toward certain ESG-related goals for 2023. Their achievement of the full 10% Personal Performance Incentive opportunity depends on their achievement of these ESG targets, which more directly links ESG risk and performance to the remuneration of the executives most responsible for them.*

[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

Chief Executive Officer (CEO)

#### (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

*Our ESG/sustainability performance objectives have been integrated into our business strategy and our operations. Consistent with this integration, as part of the holistic Personal Performance Incentive assessments in fiscal year 2023, the NESG Committee added six ESG disclosure and performance metrics focused on independent, third-party ESG disclosure, performance, and risk assessments. The Committee included these six metrics in the Incentives for both our CEO and for our Chief Legal & Compliance Officer.*

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

*The addition of the ESG incentive to our CEO and Chief Legal & Compliance Officer more directly links ESG risk and performance, including the implementation and achievement of our climate commitments, to the remuneration of the executives most responsible for them.*

## Water

### (4.5.1.1) Position entitled to monetary incentive

#### Board or executive level

- Chief Executive Officer (CEO)

### (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



*Our ESG/sustainability performance objectives have been integrated into our business strategy and our operations. Consistent with this integration, as part of the holistic Personal Performance Incentive assessments in fiscal year 2023, the NESG Committee added six ESG disclosure and performance metrics focused on independent, third-party ESG disclosure, performance, and risk assessments. The Committee included these six metrics in the Incentives for both our CEO and for our Chief Legal & Compliance Officer.*

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

*The addition of the ESG incentive to our CEO and Chief Legal & Compliance Officer more directly links ESG risk and performance, including the implementation and achievement of our climate commitments, to the remuneration of the executives most responsible for them.*

### **Climate change**

#### **(4.5.1.1) Position entitled to monetary incentive**

##### **Board or executive level**

- Chief Compliance Officer (CCO)

#### **(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**

- Energy efficiency improvement
- Reduction in total energy consumption
- Reduction of water withdrawals – direct operations
- Improvements in water efficiency – direct operations
- Reduction in water consumption volumes – direct operations
- Improvements in emissions data, reporting, and third-party verification
- 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**

*Our ESG/sustainability performance objectives have been integrated into our business strategy and our operations. Consistent with this integration, as part of the holistic Personal Performance Incentive assessments in fiscal year 2023, the NESG Committee added six ESG disclosure and performance metrics focused on independent, third-party ESG disclosure, performance, and risk assessments. The Committee included these six metrics in the Incentives for both our CEO and for our Chief Legal & Compliance Officer.*

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

*The addition of the ESG incentive to our CEO and Chief Legal & Compliance Officer more directly links ESG risk and performance, including the implementation and achievement of our climate commitments, to the remuneration of the executives most responsible for them.*

## **Water**

#### **(4.5.1.1) Position entitled to monetary incentive**

##### **Board or executive level**

- Chief Compliance Officer (CCO)

## (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

*Our ESG/sustainability performance objectives have been integrated into our business strategy and our operations. Consistent with this integration, as part of the holistic Personal Performance Incentive assessments in fiscal year 2023, the NESG Committee added six ESG disclosure and performance metrics focused on independent, third-party ESG disclosure, performance, and risk assessments. The Committee included these six metrics in the Incentives for both our CEO and for our Chief Legal & Compliance Officer.*

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

Chief Legal & Compliance Officer more directly links ESG risk and performance, including the implementation and achievement of our climate commitments, to the remuneration of the executives most responsible for them.

[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

*Through our Safety, Environmental, and Facilities Policy, Global Human Rights Policy and Responsible Sourcing Policy, we are committed to working internally and with our supply chain to pursue pollution prevention and water stewardship, and to ensure production does not cause a loss of natural ecosystems, biodiversity, deforestation, or human rights infringements.*

#### (4.6.1.5) Environmental policy content

##### **Environmental commitments**

- Commitment to avoidance of negative impacts on threatened and protected species
- 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

##### **Climate-specific commitments**

- Commitment to net-zero emissions

##### **Water-specific commitments**

- Commitment to control/reduce/eliminate water pollution
- Commitment to reduce water consumption volumes
- Commitment to reduce water withdrawal volumes
- Commitment to the conservation of freshwater ecosystems
- Commitment to water stewardship and/or collective action

##### **Social commitments**

- 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

##### **Additional references/Descriptions**

- Acknowledgement of the human right to water and sanitation

#### (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 another global environmental treaty or policy goal, please specify :Our Human Rights Policy is derived from principles such as those defined in the UN Global Compact.

#### (4.6.1.7) Public availability

Select from:

Publicly available

#### (4.6.1.8) Attach the policy

Human Rights Policy.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

Task Force on Climate-related Financial Disclosures (TCFD)

UN Global Compact

Other, please specify :Responsible Minerals Initiative; Electronic Manufacturing Services & Original Design Manufacturing SASB Standard; Alignment to the UN Sustainable Development Goals (SDGs)

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

We described our commitment to these frameworks and initiatives in our 2023 Guiding Principles Report and in its appendix: Alignment to the Taskforce on Climate-related Financial Disclosure (TCFD) on the topics of Governance, Strategy, Risk Management, and Metrics & Targets. Alignment to the 10 UN Global Compact Principles which fall into the four categories of Human Rights, Labor, Environment, and Anti-Corruption. We are members of the Responsible Minerals Initiative, which works to evolve business practices to support responsible mineral production and sourcing globally, including but not limited to conflict-affected and high-risk areas, provide companies with tools and resources that improve regulatory compliance, align with international standards, and support industry and stakeholder expectations. Response to SASB's standards on material metrics for the "Electronic Manufacturing Services & Original Design Manufacturing" sector including Water Management, Waste Management, Labor Practices, Labor Conditions, Product Lifecycle Management, Materials Sourcing, and Activity Metric. Alignment to the UN Sustainable Development Goals (SDGs) – 17 goals.

[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 directly with policy makers
- 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

##### **(4.11.4) Attach commitment or position statement**

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

Select from:

Yes

**(4.11.6) Types of transparency register your organization is registered on**

Select all that apply

Non-government register

**(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization**

*Our 2023 Guiding Principles Report is registered by the GRI Standards Report Registration System.*

**(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]*

**(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?**

**Row 1**

**(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers**



#### (4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

- Climate change

#### (4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Environmental impacts and pressures

- Emissions – CO2

#### (4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

- Regional

#### (4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

- United States of America

#### (4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

- Support with no exceptions

#### (4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

- Ad-hoc meetings
- Regular meetings
- Discussion in public forums
- Responding to consultations
- Participation in voluntary government programs
- Participation in working groups organized by policy makers

- Submitting written proposals/inquiries

**(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)**

0

**(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement**

*We responded to a preliminary draft of a climate change study State law. Climate change studies in the State of Indiana would allow our business, our community, and our State policy makers to better understand the impact of climate change on our local economy, natural resources, and people for more informed mitigation implementation.*

**(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals**

Select from:

- Yes, we have evaluated, and it is aligned

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

Select all that apply

- Paris Agreement

[Add 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**

##### **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**

*Like Kimball, IMA's members take their responsibility for environmental stewardship very seriously. This is manifested in a commitment to regulatory compliance, management systems, and pollution prevention.*

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

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

*To support responsible mineral sourcing broadly and to convene stakeholders to continually shape dialogue and practices to support responsible mineral production and sourcing globally.*

#### (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

## 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

- 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**

*The Responsible Minerals Initiative ("RMI") is a broad industry collaborative platform addressing responsible mineral sourcing issues in global supply chains. Our global product compliance team participates in RMI working groups to discuss emerging issues, best practices and work on addressing shared challenges. RMI develops and provides tools and resources to make sourcing decisions that improve regulatory compliance.*

#### **(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**

*To support responsible mineral sourcing broadly and to convene stakeholders to continually shape dialogue and practices to support responsible mineral production and sourcing globally.*

#### (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

[Add row]

**(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

- GRI

- TCFD

##### (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

- Strategy
- Governance
- Emission targets
- Emissions figures
- Risks & Opportunities
- Dependencies & Impacts
- Public policy engagement
- Water accounting figures
- Content of environmental policies

#### (4.12.1.6) Page/section reference

*Greenhouse Gas Emissions Management, p.12-13 Water Stewardship, p.30 GRI Disclosures and Other Framework Alignment, p. 40-68*

#### (4.12.1.7) Attach the relevant publication

*2023 Guiding Principles Report.pdf*

#### (4.12.1.8) Comment

*Our 2023 Guiding Principles Report is Kimball Electronics' annual sustainability Report of our global business operations. This Report covers calendar year 2023 unless otherwise noted. This Report is written in accordance with the Global Reporting Initiative (GRI) Standards and is aligned to the United Nations (UN) Sustainability Development Goals (SDG) and Global Compact (UNGC), the Sustainable Accounting Standards Board (SASB) Electronic Manufacturing Services & Original Design Manufacturing Standard, and the Task Force on Climate-related Financial Disclosures (TCFD) framework. This Report builds on our demonstrated commitment to transparency and focuses on how our business materially impacts people, the environment, and the economic well-being of our stakeholders for whom this Report is intended—our customers, employees, communities, investors, and suppliers. This Report is published on our public website.  
[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

#### Physical climate scenarios

- RCP 4.5

### (5.1.1.2) Scenario used    SSPs used in conjunction with scenario

Select from:

- SSP4

### (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

### (5.1.1.6) Temperature alignment of scenario

Select from:

- 1.5°C or lower

### (5.1.1.7) Reference year

2023

### (5.1.1.8) Timeframes covered

Select all that apply

2030

### (5.1.1.9) Driving forces in scenario

**Local ecosystem asset interactions, dependencies and impacts**

Climate change (one of five drivers of nature change)

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*In 2023, we conducted a preliminary qualitative scenario analysis to identify potential risks and business opportunities arising physical climate change to our global facilities. We evaluated present and future exposure to acute and chronic hazards from temperature, coastal flooding, inland flooding, and tropical cyclones. The analysis was based on publicly available data sets and the outputs of climate policy scenarios, including the RCP 4.5 and RCP 8.5 scenarios and the NGFS Delayed Transition scenario, which assumes policy reaction to climate change is delayed until 2030, with slow energy transition and technology changes in the short-term followed by fast changes in the medium- /long-term. We analyzed all of our global facilities.*

### (5.1.1.11) Rationale for choice of scenario

*The scenarios explore different possible climate futures and map out the consequences of different choices for energy use/energy security. We analyzed all of our global facilities in the context of our global operations and focused our assessment on identifying facilities at high risk of physical climate change risks to determine those that could be impacted and how so that we could align our medium- and long-term company-wide planning horizons with these risks in mind.*

## 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

#### (5.1.1.7) Reference year

2023

#### (5.1.1.8) Timeframes covered

Select all that apply

- 2030

#### (5.1.1.9) Driving forces in scenario

##### Local ecosystem asset interactions, dependencies and impacts

- Climate change (one of five drivers of nature change)

#### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*In 2023, we conducted a water availability scenario analysis using WRI Aqueduct's Water Risk Assessment tool for all of our global sites to evaluate current and potential future water stress/availability in 2030 and 2040 under different climate and development scenarios. The scenarios included the "optimistic" scenario (SSP2 RCP4.5), the "business as usual" scenario (SSP2 RCP8.5), and the "pessimistic" scenario (SSP3 RCP8.5). We entered all of our global facilities into the WRI Aqueduct tool and analyzed the output report in the context of our global operations.*

### (5.1.1.11) Rationale for choice of scenario

*The objective of the analysis is to identify regions where water stress may impact current and/or future site operations and to provide input for developing site specific water stewardship plans and management strategies to protect future site operations. Our assessment focused on identifying facilities at high risk of future baseline water stress. We selected the risk type “future water stress” and identified which sites fell under the categories of “High” and “Extremely High” to determine those that could be impacted so that we could align our medium- and long-term company-wide planning horizons with these risks in mind.*

## Climate change

### (5.1.1.1) Scenario used

#### Physical climate scenarios

- RCP 8.5

### (5.1.1.2) Scenario used    SSPs used in conjunction with scenario

Select from:

- SSP4

### (5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

### (5.1.1.4) Scenario coverage

Select from:

- Business division

### (5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Chronic physical

### (5.1.1.6) Temperature alignment of scenario

Select from:

- 1.5°C or lower

### (5.1.1.7) Reference year

2023

### (5.1.1.8) Timeframes covered

Select all that apply

- 2030

### (5.1.1.9) Driving forces in scenario

**Local ecosystem asset interactions, dependencies and impacts**

- Climate change (one of five drivers of nature change)

### (5.1.1.10) Assumptions, uncertainties and constraints in scenario

*In 2023, we conducted a preliminary qualitative scenario analysis to identify potential risks and business opportunities arising physical climate change to our global facilities. We evaluated present and future exposure to acute and chronic hazards from temperature, coastal flooding, inland flooding, and tropical cyclones. The analysis was based on publicly available data sets and the outputs of climate policy scenarios, including the RCP 4.5 and RCP 8.5 scenarios and the NGFS Delayed Transition scenario, which assumes policy reaction to climate change is delayed until 2030, with slow energy transition and technology changes in the short-term followed by fast changes in the medium- /long-term. We analyzed all of our global facilities.*

### (5.1.1.11) Rationale for choice of scenario

*The scenarios explore different possible climate futures and map out the consequences of different choices for energy use/energy security. We analyzed all of our global facilities in the context of our global operations and focused our assessment on identifying facilities at high risk of physical climate change risks to determine those that could be impacted and how so that we could align our medium- and long-term company-wide planning horizons with these risks in mind.*

[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**

*The physical climate change scenario analysis shows that all of our sites are projected to be exposed to increases in average and extreme temperatures. Exposure to other climate change hazards varied by location. For example, our manufacturing sites in Suzhou, China and Tampa, Florida could be exposed to acute storm surge and wind hazards from tropical cyclones. Rising sea levels are projected to increase such exposures over time. Rising temperatures may pose a chronic risk to our assets through losses in employee productivity, HVAC system degradation and increases in cooling needs that could increase cooling costs. We use our analyses to determine each facility’s actual vulnerability to key climate change hazards and to inform our business continuity plans and testing. This, in turn, drives decisions about site-specific adaptations and resilience planning activities.*

### **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

*The results of the WRI Aqueduct scenario analysis show that our manufacturing sites in Suzhou, China; Mexico; Poland; Vietnam; and Tampa, Florida may be at “High” or “Extremely High” baseline water stress in 2030 and 2040 under some or all scenarios.  
[Fixed row]*

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

### (5.2.1) Transition plan

Select from:

- No, but we are developing a climate transition plan within the next two years

### (5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

- Other, please specify :Our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

### (5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

*Kimball Electronics has been aware of environmental challenges to the world for many years. Our goal of net zero emissions by 2050 aligns with a 1.5C world. We have focused our individual locations in areas of increased recycling, better management of all our waste, decreasing VOCs and Greenhouse Gas emissions, and*

*maintaining our ISO 14001 compliance. Kimball Electronics supports the Paris Agreement's/Accords' goal of limiting global temperature rise to 1.5C above preindustrial levels. Our approach is driven by our commitment to reduce our GHG emissions to net zero by 2050. Our strategy includes investing in solutions to improve energy efficiency in our manufacturing operations, procuring electricity from renewable energy and/or certified zero carbon sources, working with our customers to design and build efficient, sustainable products for them; and to conduct public policy engagements that are consistent with our support of the Paris Agreement/Accords.*

*[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

*Given the increasing trend emphasizing the responsible utilization of natural resources and a goal of heightened conservation, we anticipate that “green and clean” Industrial applications will present an avenue for sustained, and sustainable, growth in the long run. This potential becomes even more pronounced as consumer interest in the adoption of electric and hybrid vehicles expands globally. Our business supporting these low-carbon markets is anticipated to gain traction in the market.*

## 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

*We have identified short to medium-term potential risks to our supply/value chain due to operational disruptions caused by climate-related physical events. These climate-and water-related impacts can disrupt our operations by impacting shipment & supply of materials, manufacturing, and timely delivery of our products and services, leading to potential financial & reputational impacts. Extreme weather events can impact our business continuity planning. We maintain business recovery plans at each site & appropriate insurance coverage across multiple carriers. Our sites are required to maintain ISO 14001 certification, to identify, address, mitigate, & control site-level risks. In addition, carbon pricing and/or renewable energy regulation are longer-term risks that could impact our supply & value chain with increased costs that could be passed through to us from our suppliers & that we may not be able to pass through fully to our customers. The number of KE customers considering sustainability-related information in their supply relationships (e.g., sustainability-oriented supplier performance reviews like EcoVadis, Assent, CDP Supply Chain Program, or sustainability characteristics of purchased products) is growing. Actions we currently take to meet customer expectations include progressing toward our environmental goals, engaging with customers and our upstream supply chain through various sustainability assessments, & helping our*

customers reduce their product footprints, & create products that deliver climate benefits and meet regulatory requirements. We have experienced shortages of raw materials & electronic components due to natural or environmental occurrences that impact our supply chain. Unanticipated component shortages could result in curtailed production or delays in production. Supply chain/value chain climate and related risks have influenced our supplier engagement strategy in the short- to medium-term. Examples include our adoption of a robust Code of Conduct and Supplier Quality Manual that requires our suppliers to measure and report certain aspects of their ESG performance, & our conduct of supplier audits and due diligence to increase our visibility into our key suppliers and provide recommendations on corrective actions to mitigate climate-related impacts. The time horizon associated with the strategy is short- to medium-term.

## 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

Our R&D investment strategy addresses medium to long term climate-related and water-related risks and opportunities through investments to manufacture products and design products and processes for our customers that are safer, cleaner, and more efficient. These investments help our consumers reduce both their GHG emissions, their water efficiency, and their overall environmental footprint. Our commitment to deliver manufacturing and design services to our customers that will help address climate and water related impacts as part of our responsible growth business strategy and is expressed through our emissions reduction and other publicly disclosed environmental goals.

## 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

*Extreme, climate- and water-related weather events and increasing or decreasing temperatures could present potential short to medium-term risks to our operations, supply chain, and communities. These climate- and water-related risks could impact our energy usage and increase operational costs or disrupt production capacity. We manage these risks through improved efficiencies in usage and through the addition of onsite power generation capabilities, where appropriate. Our company-wide strategic plan includes provisions for business continuity planning and emergency preparedness that detail actions to take in the event of severe weather to assist our manufacturing sites in preparing for and recovering from severe weather events. Our Corporate Emergency Response Team has been activated in recent years and functioned effectively to help minimize potential disruptions to operations, such as during extreme winter weather events in Mexico and Texas in 2021. Each of our facilities has also prepared site-specific business continuity plans and emergency preparedness plans designed to maximize the safety of employees, communities, the environment, and our physical assets and facilities. We also assess potential risks to operations from severe weather events in terms of potential capital and revenue losses from interruptions to ensure we have sufficient insurance coverages.*

[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

- Assets
- Revenues
- Liabilities
- Direct costs
- Indirect costs
- Capital allocation
- Capital expenditures

#### (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

*Given the increasing trend emphasizing the responsible utilization of natural resources and a goal of heightened conservation, we anticipate that “green and clean” Industrial applications will present an avenue for sustained, and sustainable, growth in the long run. This potential becomes even more pronounced as consumer interest in the adoption of electric and hybrid vehicles expands globally. Our business supporting these low-carbon markets is anticipated to gain traction in the market. This risk is being managed through improved efficiencies at our facilities and the addition of power generation capabilities, where appropriate. There are no material cost expenditures at this time, but there is a high likelihood of occurrence that is medium in terms of magnitude. Our financial planning process has integrated with our internal assessments of direct and indirect operating costs. We plan for the impact of obtaining sustainability sourced or certified compliant materials when we provide quotes to and suggest product and manufacturing process improvements for our customers. We evaluate ways to deliver manufacturing services more efficiently and with less environmental impact, including in generating renewable energy and additional water efficiencies. The risks, including financial risks, and the opportunities, including increased sales and reduced footprints, are accounted for in our short and medium-term strategic plans. Our financial planning process has also integrated with our capital expenditures planning. We continue to purchase and replace equipment we use to manufacture and process products for our customers that contributes to lower emissions, increased water efficiency, and environmental impact. This creates a low to medium impact on our capital expenditures planning over the medium- to long-term. We anticipate increased capital spending on our facilities to reach our current and future environmental goals. Our current risk assessment process has not identified any current significant risks or opportunities related to access to capital or to our current assets and liabilities. [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	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
	Select from: <input checked="" type="checkbox"/> Yes	Select all that apply <input checked="" type="checkbox"/> A sustainable finance taxonomy	Select from: <input checked="" type="checkbox"/> At both the organization and activity level

[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:

- A sustainable finance taxonomy

##### (5.4.1.2) Taxonomy under which information is being reported

Select from:

- EU Taxonomy for Sustainable Activities

##### (5.4.1.3) Objective under which alignment is being reported

Select from:

- Climate change adaptation

##### (5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

Select from:

No

#### (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)

324000000

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

18

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

*The Climate Bonds Taxonomy was used to classify as low carbon our Smart meters, high efficiency HVAC controls, high efficiency pump controls, high efficiency industrial heating and cooling modules and controls, other high efficiency control modules, and other industrial energy-saving products.*

[Add row]

**(5.4.2) Quantify the percentage share of your spending/revenue that was associated with eligible and aligned activities under the sustainable finance taxonomy in the reporting year.**

#### Row 1

#### (5.4.2.1) Economic activity

Select from:

Manufacture of other low carbon technologies

#### (5.4.2.2) Taxonomy under which information is being reported

Select from:

**(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)**

2

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

2

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

5

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

5

**(5.9.5) Please explain**

*Access to affordable, reliable, and adequate freshwater supply is critical to the success of our business because it is required to provide WASH services to our employees and to meet our customers' needs across our operations and supply chain. The primary use of freshwater outside of our manufacturing operations and those of our supply chain partners is for WASH services. In manufacturing, our water-related CAPEX and OPEX investments were tied to the use of freshwater for rinsing parts, cleaning, HVAC, and cooling. We do not anticipate our potable water needs changing, and we do not yet have large scale reclaimed water systems to offset our dependency. As a result, we have not experienced, nor do we anticipate, a significant change in CAPEX or OPEX. We expect future operational expenditures to change an average of +/- 5% per year based on business growth, efficiency improvements, divestitures, and acquisitions.*

[Fixed row]

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

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	<i>Select from:</i> <input checked="" type="checkbox"/> No, but we plan to in the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Not an immediate strategic priority	<i>Internal pricing of environmental externalities is not an immediate strategic priority.</i>

[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	<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 <input checked="" type="checkbox"/> Plastics
Customers	<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 <input checked="" type="checkbox"/> Plastics
Investors and shareholders	<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



	Engaging with this stakeholder on environmental issues	Environmental issues covered
		<input checked="" type="checkbox"/> Plastics
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 <input checked="" type="checkbox"/> Plastics

[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

#### (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**

*To calculate our Category 1 Scope 3 greenhouse gas emissions from our purchased goods and services, we measure our spend on all suppliers of all materials. Our measure is of spend rather than number of suppliers, so the number of Tier 1 suppliers meeting the threshold would be all suppliers of materials (850 is an estimate of that total).*

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

*Select from:*

76-99%

#### **(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment**

850

### **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**

*CDP's Water Impact Index makes a qualitative assessment of impact on freshwater resources at different stages of the value chain, based on independent and trusted academic, scientific, and industry-recognized sources. We analyzed the Index and assessed industrial activities as having a "substantive impact on water security" if the Index's overall water impact rank for those business activities was equal to/greater than 'High' (water impact rank of 8-10).*

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

Select from:

1-25%

#### **(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment**

150

### **Plastics**

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

Select from:

No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years  
[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

In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

#### (5.11.2.4) Please explain

*To calculate our Category 1 Scope 3 greenhouse gas emissions from our purchased goods and services, we measure our spend on all suppliers of all materials.*

### 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

#### (5.11.2.4) Please explain

*We analyzed CDP's Water Impact Index and assessed industrial activities as having a "substantive impact on water security" if the Index's overall water impact rank for those business activities was equal to/greater than 'High' (water impact rank of 8-10).*

### 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

Procurement spend

### (5.11.2.4) Please explain

*We're mapping our suppliers of 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

*Suppliers must understand and agree to follow our Code of Conduct, our Supplier Code of Conduct, our Global Human Rights Policy, and our ISO 14001-based Global Supplier Quality Manual (GSQM), which contain both ethical and environmental practices. These requirements are also part of our standard terms and conditions of purchase.*

#### 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**

*Suppliers must understand and agree to follow our Code of Conduct, our Supplier Code of Conduct, our Global Human Rights Policy, and our ISO 14001-based Global Supplier Quality Manual (GSQM), which contain both ethical and environmental practices. These requirements are also part of our standard terms and conditions of purchase.*

*[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:

- Other, please specify :Compliance with multiple regulatory requirements

### **(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement**

Select all that apply

- Certification
- First-party verification
- Supplier scorecard or rating
- Grievance mechanism/ Whistleblowing hotline

- On-site third-party audit
- Second-party verification
- Off-site third-party audit

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

Select from:

- 76-99%

#### **(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:

- 76-99%

#### **(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:

None

### (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
- Providing information on appropriate actions that can be taken to address non-compliance

### (5.11.6.12) Comment

All Kimball Electronics suppliers, employees, agents, and subcontractors must understand and agree to follow our Code of Conduct, our Global Human Rights Policy, and our ISO 14001-based Global Supplier Quality Manual (GSQM), which contain both ethical and environmental practices. These requirements are also part of our standard terms and conditions of purchase. We ensure the effectiveness of and mitigate risks in our supply chain and compliance with our ESG standards through supplier onboarding, assessments and surveys, audits, and training and engagement.

## Water

### (5.11.6.1) Environmental requirement

Select from:

- Other, please specify :Compliance with multiple regulatory requirements

### (5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Certification
- First-party verification
- On-site third-party audit
- Supplier self-assessment
- Off-site third-party audit
- Supplier scorecard or rating
- Grievance mechanism/ Whistleblowing hotline

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

Select from:



76-99%

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

Select from:

76-99%

#### **(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement**

Select from:

76-99%

#### **(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are 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:

None

#### **(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

Providing information on appropriate actions that can be taken to address non-compliance

## (5.11.6.12) Comment

All Kimball Electronics suppliers, employees, agents, and subcontractors must understand and agree to follow our Code of Conduct, our Global Human Rights Policy, and our ISO 14001-based Global Supplier Quality Manual (GSQM), which contain both ethical and environmental practices. These requirements are also part of our standard terms and conditions of purchase. We ensure the effectiveness of and mitigate risks in our supply chain and compliance with our ESG standards through supplier onboarding, assessments and surveys, audits, and training and engagement.

[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:

- Upstream value chain transparency and human rights

#### (5.11.7.3) Type and details of engagement

##### Capacity building

- Support suppliers to set their own environmental commitments across their operations
- Other capacity building activity, please specify :Compliance assurance

##### Financial incentives

- Include long-term contracts linked to environmental commitments

##### Information collection

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

##### Innovation and collaboration

- Encourage collaborative work in landscapes or jurisdictions
- Engage with suppliers to advocate for policy or regulatory change to address environmental challenges

#### (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:

76-99%

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

*All Kimball Electronics suppliers, employees, agents, and subcontractors must understand and agree to follow our Code of Conduct, our Supplier Code of Conduct, our Global Human Rights Policy, and our Global Supplier Quality Manual. These requirements are part of our standard terms and conditions of purchase for all suppliers as well. The Manual is based on the requirements of ISO 14001. We expect all our suppliers to implement appropriate and effective policies to ensure compliance with each of these environmental and social standards and all relevant laws and regulations.*

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

Select from:

No, this engagement is unrelated to meeting an environmental requirement

#### (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:

- Upstream value chain transparency and human rights

### (5.11.7.3) Type and details of engagement

#### Capacity building

- Support suppliers to set their own environmental commitments across their operations
- Other capacity building activity, please specify :Compliance assurance

#### Financial incentives

- Include long-term contracts linked to environmental commitments

#### Information collection

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

#### Innovation and collaboration

- Encourage collaborative work in landscapes or jurisdictions
- Engage with suppliers to advocate for policy or regulatory change to address environmental challenges
- Other innovation and collaboration activity, please specify :Compliance assurance

### (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%

### (5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue 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

*All Kimball Electronics suppliers, employees, agents, and subcontractors must understand and agree to follow our Code of Conduct, our Supplier Code of Conduct, our Global Human Rights Policy, and our Global Supplier Quality Manual. These requirements are part of our standard terms and conditions of purchase for all suppliers as well. The Manual is based on the requirements of ISO 14001. We expect all our suppliers to implement appropriate and effective policies to ensure compliance with each of these environmental and social standards and all relevant laws and regulations.*

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

Select from:

No, this engagement is unrelated to meeting an environmental requirement

### (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:

Upstream value chain transparency and human rights

### (5.11.7.3) Type and details of engagement

### Capacity building

- Support suppliers to set their own environmental commitments across their operations
- Other capacity building activity, please specify :Compliance assurance

### Financial incentives

- Include long-term contracts linked to environmental commitments

### Information collection

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

### Innovation and collaboration

- Encourage collaborative work in landscapes or jurisdictions
- Engage with suppliers to advocate for policy or regulatory change to address environmental challenges

## (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

*All Kimball Electronics suppliers, employees, agents, and subcontractors must understand and agree to follow our Code of Conduct, our Supplier Code of Conduct, our Global Human Rights Policy, and our Global Supplier Quality Manual. These requirements are part of our standard terms and conditions of purchase for all suppliers as well. The Manual is based on the requirements of ISO 14001. We expect all our suppliers to implement appropriate and effective policies to ensure compliance with each of these environmental and social standards and all relevant laws and regulations.*

## (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 on innovations to reduce environmental impacts in products and services
- Engage with stakeholders to advocate for policy or regulatory change

#### **(5.11.9.3) % of stakeholder type engaged**

Select from:

51-75%

#### **(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

*We support our customers to reach their climate change goals and targets by sharing emission data, climate strategy, and climate target setting.*

### (5.11.9.6) Effect of engagement and measures of success

*The effect of this engagement has been successful as measured by our Scope 2 emissions reduction and by our customer satisfaction.*

## 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

- Align your organization's goals to support customers' targets and ambitions
- Collaborate with stakeholders on innovations to reduce environmental impacts in products and services
- Engage with stakeholders to advocate for policy or regulatory change

### (5.11.9.3) % of stakeholder type engaged

Select from:



1-25%

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

*We work with customers requiring comparatively more substantial impacts on water efficiency, water withdrawals, and water consumption to educate them and seek water reduction opportunities.*

#### **(5.11.9.6) Effect of engagement and measures of success**

*The effect of this engagement has been moderate as measured by our water usage rates and by our customer satisfaction.*

*[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**

##### **Change to provision of goods and services**

Reduce water-related impacts

#### **(5.12.5) Details of initiative**

We collaborate with this customer to reduce the water-related impacts from product manufacturing.

**(5.12.6) Expected benefits**

Select all that apply

- Improved water stewardship

**(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**

By reducing the water usage requirements for production, we can reduce our water consumption.

[Add row]

**(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?**

	Environmental initiatives implemented due to CDP Supply Chain member engagement	Primary reason for not implementing environmental initiatives	Explain why your organization has not implemented any environmental initiatives
	Select from:	Select from:	This is not an immediate strategic priority

	Environmental initiatives implemented due to CDP Supply Chain member engagement	Primary reason for not implementing environmental initiatives	Explain why your organization has not implemented any environmental initiatives
	<input checked="" type="checkbox"/> No, and we do not plan to within the next two years	<input checked="" type="checkbox"/> Not an immediate strategic priority	

[Fixed row]

**(5.13.1) Specify the CDP Supply Chain members that have prompted your implementation of mutually beneficial environmental initiatives and provide information on the initiatives.**

	Requesting member	Environmental issues the initiative relates to
Row 1	Select from:	Select all that apply <input checked="" type="checkbox"/> Climate change

[Add 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 continue to take a multi-pronged emissions reduction approach to support our ambitious goals, including investing in facility and manufacturing efficiencies, procuring and deploying renewable energy sources, and continuing to collaborate with our customers and suppliers to develop and implement energy and emissions reduction strategies. Our efforts to reduce our carbon footprint, increase energy efficiency, and develop low-carbon products and services position us to minimize risks and maximize opportunities for the ongoing low-carbon transition. Our global platform's focus on providing in-region manufacturing options for our customers and our emphasis on procuring renewable energy reduces our carbon footprint. All Kimball Electronics environmental performance data is calculated according to the GHG Protocol.*

### Water

#### (6.1.1) Consolidation approach used

Select from:

Operational control

#### (6.1.2) Provide the rationale for the choice of consolidation approach

*Our primary use for quality freshwater in our operations is for sanitation and drinking water. Most of our freshwater is supplied by local municipalities, with the exception of our Romania facility that draws its freshwater from a well. In our manufacturing operations, freshwater is also used for activities such as rinsing parts, cleaning, HVAC, and cooling water. The majority of our discharges are conveyed to municipal treatment plants. Our facility in Romania performs primary treatment processes prior to discharge as required and discharges to a septic system, from which the water is recycled for agricultural irrigation. Our business is not water intensive. Nonetheless, some of our operations are in water-stressed areas, and some of our customers have greater use requirements for freshwater than others.*

Because water is a critical resource for our business and our communities, we apply several approaches to identify and control our water-related impacts. Our sites annually conduct significant environmental aspect assessments pursuant to ISO 14001, and our enterprise risk management team assess critical risks quarterly. Annual property risk assessments conducted with our property insurer clarify our risk exposure to underwriters, identify areas for improvement of our operations, and benchmark the choice of coverages and coverage limits that we purchase. Annually, we evaluate baseline water stress, the ratio of total annual water withdrawal to total available annual renewable water supply, for each of our locations with the World Resources Institute (WRI) Aqueduct Water Risk Atlas. Based on our evaluation conducted in June 2023, our manufacturing locations in Mexico and Suzhou, China are considered areas with water stress pursuant to this indicator.

## Plastics

### (6.1.1) Consolidation approach used

Select from:

Operational control

### (6.1.2) Provide the rationale for the choice of consolidation approach

Kimball Electronics receives and uses packaging materials when receiving components from suppliers and when shipping products to customers. Several of these packaging materials are comprised of Polypropylene and other polymers incorporated in packaging items such as Electrostatic Discharge (ESD) bags, tapes, reels, magazines, chip trays, etc. ESD integrity in the packaging materials used is critical to maintain the integrity of the product. These packaging materials are often specified by our suppliers and/or our customers. We work closely with our suppliers and customers to ensure the sustainability of these specified materials and to minimize plastic waste. Each of our suppliers and customers are committed to using environmentally-friendly substances in their products. Specifications for these materials are controlled by our customers, not our company. Nonetheless, we are not aware of any alternatives that could fully replace current packaging within this category.

## Biodiversity

### (6.1.1) Consolidation approach used

Select from:

Operational control

### (6.1.2) Provide the rationale for the choice of consolidation approach

Through our Supplier Code of Conduct, Global Human Rights Policy and Responsible Sourcing Policy, we are committed to working with our supply chain to ensure production does not cause a loss of natural ecosystems, biodiversity, deforestation, or human rights infringements. 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 biodiversity-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, which includes biodiversity, and regularly reviewing such matters with the full Board. The NESG Committee has express responsibilities for overseeing the Company's ESG performance, including biodiversity 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." At the executive management level, responsibility for the implementation and operation of our policies and operational controls related to biodiversity, environmental, health, safety, and social issues, lies with our most senior personnel: our Executive Leadership Team, our Human Resources Department, our Legal Department, and our global procurement team. In addition, Kimball has created a global Safety, Environmental, and Facilities (SEF) council comprised of stakeholders from each of our facilities that meets monthly and reports directly to our Chief Compliance Officer.*

*[Fixed row]*

## C7. Environmental performance - Climate Change

**(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?**

	<p>Has there been a structural change?</p>
	<p>Select all that apply</p> <p><input checked="" type="checkbox"/> No</p>

[Fixed row]

**(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?**

	<p>Change(s) in methodology, boundary, and/or reporting year definition?</p>	<p>Details of methodology, boundary, and/or reporting year definition change(s)</p>
	<p>Select all that apply</p> <p><input checked="" type="checkbox"/> No, but we have discovered significant errors in our previous response(s)</p>	<p>One restatement has been made regarding our Scope 1 emissions, further explained below.</p>

[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

### (7.1.3.3) Base year emissions recalculation policy, including significance threshold

*We have restated total Scope 1 emissions from reporting periods 2019 through 2022 after correcting a natural gas conversion factor, resulting in an average increase of total Scope 1 emissions by 26% and total Scope 12 emissions by 0.7%.*

### (7.1.3.4) Past years' recalculation

Select from:

Yes

[Fixed row]

## (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**

*Our scope 2 emissions are generated from the consumption of purchased electricity and purchased steam. This is our first year disclosing a market-based Scope 2 figure, whereas in the past we were using our location-based emissions as a proxy for market-based emissions for reporting purposes.*

*[Fixed row]*

## **(7.5) Provide your base year and base year emissions.**

### **Scope 1**

#### **(7.5.1) Base year end**

12/31/2019

#### **(7.5.2) Base year emissions (metric tons CO2e)**

1236.75

#### **(7.5.3) Methodological details**

*This base year was chosen for Scope 1 emissions as our current publicly disclosed environmental reduction targets started in 2019.*

### **Scope 2 (location-based)**

#### **(7.5.1) Base year end**

12/31/2019

#### **(7.5.2) Base year emissions (metric tons CO2e)**

50813.77

#### **(7.5.3) Methodological details**

*This base year was chosen for Scope 2 emissions as our current publicly disclosed environmental reduction targets started in 2019.*

## **Scope 2 (market-based)**

### **(7.5.1) Base year end**

12/31/2019

### **(7.5.2) Base year emissions (metric tons CO2e)**

50813.77

### **(7.5.3) Methodological details**

*This base year was chosen for Scope 2 emissions as our current publicly disclosed environmental reduction targets started in 2019.*

## **Scope 3 category 1: Purchased goods and services**

### **(7.5.1) Base year end**

12/31/2022

### **(7.5.2) Base year emissions (metric tons CO2e)**

50813.77

### **(7.5.3) Methodological details**

*This base year for Scope 3 emissions was chosen as it was our company's first year of calculating this category.*

## **Scope 3 category 2: Capital goods**

### **(7.5.1) Base year end**

12/31/2022

## (7.5.2) Base year emissions (metric tons CO2e)

12798

## (7.5.3) Methodological details

*This base year for Scope 3 emissions was chosen as it was our company's first year of calculating this category.*

## Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

### (7.5.1) Base year end

12/31/2022

## (7.5.2) Base year emissions (metric tons CO2e)

3561.74

## (7.5.3) Methodological details

*This base year for Scope 3 emissions was chosen as it was our company's first year of calculating this category.*

## Scope 3 category 4: Upstream transportation and distribution

### (7.5.1) Base year end

12/31/2022

## (7.5.2) Base year emissions (metric tons CO2e)

17900.66

## (7.5.3) Methodological details

*This base year for Scope 3 emissions was chosen as it was our company's first year of calculating this category.*

## Scope 3 category 5: Waste generated in operations

### (7.5.1) Base year end

12/31/2022

### (7.5.2) Base year emissions (metric tons CO2e)

131.24

### (7.5.3) Methodological details

*This base year for Scope 3 emissions was chosen as it was our company's first year of calculating this category.*

## Scope 3 category 6: Business travel

### (7.5.1) Base year end

12/31/2022

### (7.5.2) Base year emissions (metric tons CO2e)

1302.07

### (7.5.3) Methodological details

*This base year for Scope 3 emissions was chosen as it was our company's first year of calculating this category.*

## Scope 3 category 7: Employee commuting

### (7.5.1) Base year end

12/31/2023

### (7.5.2) Base year emissions (metric tons CO2e)

**(7.5.3) Methodological details**

*This base year for Scope 3 emissions was chosen as it was our company's first year of calculating this category.*

**Scope 3 category 8: Upstream leased assets****(7.5.1) Base year end**

12/31/2022

**(7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)**

0

**(7.5.3) Methodological details**

*No base year is set for this category of Scope 3 emissions as they are not applicable to Kimball Electronics.*

**Scope 3 category 9: Downstream transportation and distribution****(7.5.1) Base year end**

12/31/2022

**(7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)**

0.0

**(7.5.3) Methodological details**

*No base year is set for this category of Scope 3 emissions as they are excluded from calculations per GHG Protocol on intermediate products.*

**Scope 3 category 10: Processing of sold products**

### **(7.5.1) Base year end**

12/31/2022

### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

### **(7.5.3) Methodological details**

*No base year is set for this category of Scope 3 emissions as they are excluded from calculations per GHG Protocol on intermediate products.*

## **Scope 3 category 11: Use of sold products**

### **(7.5.1) Base year end**

12/31/2022

### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

### **(7.5.3) Methodological details**

*No base year is set for this category of Scope 3 emissions as they are excluded from calculations per GHG Protocol on intermediate products.*

## **Scope 3 category 12: End of life treatment of sold products**

### **(7.5.1) Base year end**

12/31/2022

### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

### **(7.5.3) Methodological details**

*No base year is set for this category of Scope 3 emissions as they are excluded from calculations per GHG Protocol on intermediate products.*

### **Scope 3 category 13: Downstream leased assets**

#### **(7.5.1) Base year end**

12/31/2022

#### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

### **(7.5.3) Methodological details**

*No base year is set for this category of Scope 3 emissions as they are not applicable to Kimball Electronics.*

### **Scope 3 category 14: Franchises**

#### **(7.5.1) Base year end**

12/31/2022

#### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

### **(7.5.3) Methodological details**

*No base year is set for this category of Scope 3 emissions as they are not applicable to Kimball Electronics.*

### **Scope 3 category 15: Investments**

#### **(7.5.1) Base year end**

12/31/2022

### (7.5.2) Base year emissions (metric tons CO2e)

0.0

### (7.5.3) Methodological details

*No base year is set for this category of Scope 3 emissions as they are not applicable to Kimball Electronics.*

## Scope 3: Other (upstream)

### (7.5.1) Base year end

12/31/2022

### (7.5.2) Base year emissions (metric tons CO2e)

0.0

### (7.5.3) Methodological details

*No base year is set for this category of Scope 3 emissions as no other upstream emissions are deemed material to calculate.*

## Scope 3: Other (downstream)

### (7.5.1) Base year end

12/31/2022

### (7.5.2) Base year emissions (metric tons CO2e)

0.0

### (7.5.3) Methodological details



No base year is set for this category of Scope 3 emissions as no other downstream emissions are deemed material to calculate.  
[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)**

2009.63

#### **(7.6.3) Methodological details**

*Our Scope 1 emissions are calculated based on the usage of the following sources: Natural Gas, Liquid Propane, Fuel Oil and Fugitive Emissions. All emission factors are obtained from appropriate sources per GHG Protocol: Scope 1 & Scope 2 GHG Inventory Guidance.*

### **Past year 1**

#### **(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**

*Our Scope 1 emissions are calculated based on the usage of the following sources: Natural Gas, Liquid Propane, Fuel Oil and Fugitive Emissions. All emission factors are obtained from appropriate sources per GHG Protocol: Scope 1 & Scope 2 GHG Inventory Guidance.*

### **Past year 2**

#### **(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

*Our Scope 1 emissions are calculated based on the usage of the following sources: Natural Gas, Liquid Propane, Fuel Oil and Fugitive Emissions. All emission factors are obtained from appropriate sources per GHG Protocol: Scope 1 & Scope 2 GHG Inventory Guidance.*

## Past year 3

### (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

*Our Scope 1 emissions are calculated based on the usage of the following sources: Natural Gas, Liquid Propane, Fuel Oil and Fugitive Emissions. All emission factors are obtained from appropriate sources per GHG Protocol: Scope 1 & Scope 2 GHG Inventory Guidance.*

## Past year 4

### (7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

1509.19

### (7.6.2) End date

12/31/2019

### **(7.6.3) Methodological details**

*Our Scope 1 emissions are calculated based on the usage of the following sources: Natural Gas, Liquid Propane, Fuel Oil and Fugitive Emissions. All emission factors are obtained from appropriate sources per GHG Protocol: Scope 1 & Scope 2 GHG Inventory Guidance.*

*[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)**

36067.29

#### **(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)**

31293.2

### **(7.7.4) Methodological details**

*Our Scope 2 emissions are calculated based on the usage of the following sources: Purchased Electricity and Purchased Steam. All emissions factors are obtained per GHG Protocol: Scope 2 Guidance.*

### **Past year 1**

#### **(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) (if applicable)**

42993.32

#### **(7.7.3) End date**

12/31/2022

#### **(7.7.4) Methodological details**

*Our Scope 2 emissions are calculated based on the usage of the following sources: Purchased Electricity and Purchased Steam. All emissions factors are obtained per GHG Protocol: Scope 2 Guidance. Location-based emissions were used as a proxy for this reporting period as market-based emissions could not be calculated.*

#### **Past year 2**

##### **(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) (if applicable)**

41342.59

##### **(7.7.3) End date**

12/31/2021

#### **(7.7.4) Methodological details**

*Our Scope 2 emissions are calculated based on the usage of the following sources: Purchased Electricity and Purchased Steam. All emissions factors are obtained per GHG Protocol: Scope 2 Guidance. Location-based emissions were used as a proxy for this reporting period as market-based emissions could not be calculated.*

#### **Past year 3**

##### **(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) (if applicable)**

48667.46

### (7.7.3) End date

12/31/2020

### (7.7.4) Methodological details

*Our Scope 2 emissions are calculated based on the usage of the following sources: Purchased Electricity and Purchased Steam. All emissions factors are obtained per GHG Protocol: Scope 2 Guidance. Location-based emissions were used as a proxy for this reporting period as market-based emissions could not be calculated.*

## Past year 4

### (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

50817.39

### (7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

50817.39

### (7.7.3) End date

12/31/2019

### (7.7.4) Methodological details

*Our Scope 2 emissions are calculated based on the usage of the following sources: Purchased Electricity and Purchased Steam. All emissions factors are obtained per GHG Protocol: Scope 2 Guidance. Location-based emissions were used as a proxy for this reporting period as market-based emissions could not be calculated.*  
*[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)

154947.17

### (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 goods and services not included in other Scope 3 Categories are for goods and services purchased or acquired by Kimball Electronics.*

## Capital goods

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

8168.23

### (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 CO<sub>2</sub>e)

5537.67

#### (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)

19027.12

### (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)

1465.26

### (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)

2236.77

#### (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

96.1

#### (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)

5845.46

### (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**

12/31/2022

#### **(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

*2023 Kimball Electronics GHG Verification Assurance Statement.pdf*

### (7.9.1.5) Page/section reference

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**

*2023 Kimball Electronics GHG Verification Assurance Statement.pdf*

**(7.9.2.6) Page/ section reference**

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

- Scope 3: Franchises
- Scope 3: Investments
- Scope 3: Capital goods
- Scope 3: Business travel
- Scope 3: Employee commuting
- Scope 3: Waste generated in operations
- Scope 3: End-of-life treatment of sold products
- Scope 3: Upstream transportation and distribution
- Scope 3: Downstream transportation and distribution
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- Scope 3: Use of sold products
- Scope 3: Upstream leased assets
- Scope 3: Downstream leased assets
- Scope 3: Processing of sold products
- Scope 3: Purchased goods and services

### (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

*2023 Kimball Electronics GHG Verification Assurance Statement.pdf*

### (7.9.3.6) Page/section reference

1-2

### (7.9.3.7) Relevant standard

Select from:

ISO14064-3

### (7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

**(7.10.1) 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 CO<sub>2</sub>e)**

10725.67

### (7.10.1.2) Direction of change in emissions

Select from:

Decreased

### (7.10.1.3) Emissions value (percentage)

32.21

### (7.10.1.4) Please explain calculation

*Emissions reduction calculated based on capacity of the solar energy system installed at our Thailand facility, the purchase of GECs (Green Energy Certificates) at our China facility and the estimate of emissions reduced based on both our Poland and Romania facilities now receiving electricity from 100% renewable sources through our vendors.*

## 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

*Not Applicable during this reporting period.*

## Divestment

### (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 during this reporting period.*

## 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

*Not Applicable 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**

*Not Applicable 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

*Not Applicable during this reporting period.*

### Change in methodology

#### (7.10.1.1) Change in emissions (metric tons CO2e)

466.33

#### (7.10.1.2) Direction of change in emissions

Select from:

Decreased

#### (7.10.1.3) Emissions value (percentage)

1.4

#### (7.10.1.4) Please explain calculation

*As electricity vendors generate more 'green' electricity across the world, the associated emission factors used to calculate Scope 2 (market-based) emissions lower which leads to decreased 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**

*Not Applicable during this reporting period.*

**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**

*Not Applicable during this reporting period.*

**Unidentified**

**(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 during this reporting period.*

**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 during this reporting period.*

*[Fixed row]*

**(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.**

**China**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

1.22

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

6132.26

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

4421.4

**India**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

1.38

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

152.29

**Mexico**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

577.29

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

8759.3

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

12700.91

**Poland**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

668.38

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

7988.88

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

569.7

**Romania**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

108.26

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

1288.33

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

465.96

**Thailand**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

5579.07

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

4739.91

## **United States of America**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

479

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

6313.13

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

7837.33

## **Viet Nam**

**(7.16.1) Scope 1 emissions (metric tons CO2e)**

158.3

**(7.16.2) Scope 2, location-based (metric tons CO2e)**

4394.97

**(7.16.3) Scope 2, market-based (metric tons CO2e)**

402.51  
[Fixed row]

**(7.17.2) Break down your total gross global Scope 1 emissions by business facility.**

**Row 1**

**(7.17.2.1) Facility**

*GES-IN in Kerala, India*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

0

**(7.17.2.3) Latitude**

8.569368

**(7.17.2.4) Longitude**

76.890643

**Row 2**

**(7.17.2.1) Facility**

*KETL in Lam Chabang, Thailand*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

0

**(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)**

537.61

**(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)**

39.68

**(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)**

265.8

**(7.17.2.3) Latitude**

38.4008

**(7.17.2.4) Longitude**

-86.9175

**Row 7**

**(7.17.2.1) Facility**

*KERO in Timisoara, Romania*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

108.26

**(7.17.2.3) Latitude**



45.7823

**(7.17.2.4) Longitude**

21.3559

**Row 8**

**(7.17.2.1) Facility**

*KETA in Tampa, Florida, USA*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

0

**(7.17.2.3) Latitude**

28.0675

**(7.17.2.4) Longitude**

-82.6464

**Row 9**

**(7.17.2.1) Facility**

*GES-CN in Suzhou, China*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

1.22

**(7.17.2.3) Latitude**

31.304955

**(7.17.2.4) Longitude**

120.664835

**Row 10**

**(7.17.2.1) Facility**

*GES-VN in Saigon, Viet Nam*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

158

**(7.17.2.3) Latitude**

10.81296

**(7.17.2.4) Longitude**

106.640037

**Row 11**

**(7.17.2.1) Facility**

*KEHQ in Jasper, IN, USA*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

2.27

**(7.17.2.3) Latitude**

38.3714

**(7.17.2.4) Longitude**

-86.9522

**Row 12**

**(7.17.2.1) Facility**

*KECN in Nanjing, China*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

0

**(7.17.2.3) Latitude**

31.8958

**(7.17.2.4) Longitude**

118.835

**Row 13**

**(7.17.2.1) Facility**

*KEPS in Poznan, Poland*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

668.38

**(7.17.2.3) Latitude**

52.4522

**(7.17.2.4) Longitude**

16.7025

**Row 14**

**(7.17.2.1) Facility**

*KEIND in Indianapolis, Indiana, USA*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

210

**(7.17.2.3) Latitude**

38.8097

**(7.17.2.4) Longitude**

-86.0611

**Row 15**

**(7.17.2.1) Facility**

*GES- SJ in San Jose, California, USA (Multi-tenant office)*

**(7.17.2.2) Scope 1 emissions (metric tons CO2e)**

17.18

**(7.17.2.3) Latitude**

37.277085

### (7.17.2.4) Longitude

121.793678

[Add row]

### (7.20.1) Break down your total gross global Scope 2 emissions by business division.

	Business division
Row 2	Contract manufacturing services

[Add row]

### (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)

5579.07

#### (7.20.2.3) Scope 2, market-based (metric tons CO2e)

4742.91

## Row 2

### (7.20.2.1) Facility

*KEPS in Poznan, Poland*

### (7.20.2.2) Scope 2, location-based (metric tons CO2e)

7988.88

### (7.20.2.3) Scope 2, market-based (metric tons CO2e)

569.7

## Row 3

### (7.20.2.1) Facility

*GES- SJ in San Jose, California, USA (Multi-tenant office)*

### (7.20.2.2) Scope 2, location-based (metric tons CO2e)

387.72

### (7.20.2.3) Scope 2, market-based (metric tons CO2e)

3.62

## Row 4

### (7.20.2.1) Facility

*GES-CN in Suzhou, China*

### (7.20.2.2) Scope 2, location-based (metric tons CO2e)

511.43

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

52.35

**Row 5**

**(7.20.2.1) Facility**

*KEJ in Jasper, Indiana, USA*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

3806.9

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

5297

**Row 7**

**(7.20.2.1) Facility**

*KETA in Tampa, Florida, USA*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

936.21

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

990.74

**Row 8**

**(7.20.2.1) Facility**

*KEHQ in Jasper, IN, USA*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

144.6

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

201.24

**Row 9**

**(7.20.2.1) Facility**

*KECN in Nanjing, China*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

5065.72

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

3813.94

**Row 10**

**(7.20.2.1) Facility**

*KEMX 1 in Reynosa, Mexico*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

6143.96



**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

8908.69

**Row 11**

**(7.20.2.1) Facility**

*GES-VN in Saigon, Viet Nam*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

4394.97

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

402.51

**Row 12**

**(7.20.2.1) Facility**

*GES-IN in Kerala, India (Office structure)*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

1.38

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

152.29

**Row 13**

**(7.20.2.1) Facility**

*KERO in Timisoara, Romania*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

1288.33

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

465.96

**Row 14**

**(7.20.2.1) Facility**

*KEMX 2 in Reynosa, Mexico*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

2615.34

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

3792.22

**Row 15**

**(7.20.2.1) Facility**

*KEIND in Indianapolis, Indiana, USA*

**(7.20.2.2) Scope 2, location-based (metric tons CO2e)**

1019.38

**(7.20.2.3) Scope 2, market-based (metric tons CO2e)**

1335.39  
[Add row]

**(7.20.3) Break down your total gross global Scope 2 emissions by business activity.**

	Activity
Row 2	<i>Purchased Steam</i>
Row 3	<i>Purchased Electricity</i>

[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)**

2009.63

**(7.22.2) Scope 2, location-based emissions (metric tons CO2e)**

36067.29

**(7.22.3) Scope 2, market-based emissions (metric tons CO2e)**

31293.2

**(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]*

## (7.23.1) Break down your gross Scope 1 and Scope 2 emissions by subsidiary.

### Row 1

#### (7.23.1.1) Subsidiary name

*Suzhou Kimball Electronics Manufacturing Limited*

#### (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

LEI number

#### (7.23.1.9) LEI number

91320594MA1X18HY2A

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

1.22

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

511.43

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

52.35

#### (7.23.1.15) Comment

GES China

### Row 2

#### (7.23.1.1) Subsidiary name

Kimball Electronics India, Pvt. 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

LEI number

#### (7.23.1.9) LEI number

AAHCK1023F

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

0.0

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

115.22

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

115.22

#### (7.23.1.15) Comment

GES India

### 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

LEI number

#### (7.23.1.9) LEI number

81-2596152

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

278.59

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

11935.45

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

152.29

#### (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

LEI number

#### (7.23.1.9) LEI number

J35/2022/2015

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

108.26

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

1288.33

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

465.96

#### (7.23.1.15) Comment

*Kimball Electronics Romania*

### Row 5

#### (7.23.1.1) Subsidiary name

*Global Equipment Services & Manufacturing Vietnam 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

LEI number

#### (7.23.1.9) LEI number

0305075232

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

158.3

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

4394.97

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

402.51

#### (7.23.1.15) Comment

GES Vietnam

### Row 6

#### (7.23.1.1) Subsidiary name

Kimball Electronics Indiana, Inc. d/b/a GES

#### (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

LEI number

#### (7.23.1.9) LEI number

82-4361004

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

210.73

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

1019.38

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

1335.39

#### (7.23.1.15) Comment

GES San Jose

### 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

LEI number

#### (7.23.1.9) LEI number

*KEL721025NR5*

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

*577.29*

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

*8759.29*

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

*12700.19*

#### (7.23.1.15) Comment

*Kimball Electronics Mexico*

### Row 8

#### (7.23.1.1) Subsidiary name

*Kimball Electronics Group, LLC (Headquarters Facility)*

#### (7.23.1.2) Primary activity

Select from:

Other professional services

#### (7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

Other unique identifier, please specify :D&B DUNS number

#### (7.23.1.11) Other unique identifier

945603392

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

3.2

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

144.6

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

201.24

#### (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

LEI number

**(7.23.1.9) LEI number**

913201157770475000

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

**(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)**

5065.72

**(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)**

3813.94

**(7.23.1.15) Comment**

*Kimball Electronics China*

**Row 10**

**(7.23.1.1) Subsidiary name**

*Kimball Electronics Japan G.K.*

**(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

LEI number

**(7.23.1.9) LEI number**

4-0110-0300-8678

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

0

**(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)**

0.0

**(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)**

0

**(7.23.1.15) Comment**

*GES Japan*

**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

LEI number

#### (7.23.1.9) LEI number

38-2081116

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

936.21

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

990.74

#### (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

LEI number

**(7.23.1.9) LEI number**

0000060456

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

668.38

**(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)**

7988.88

**(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)**

569.7

**(7.23.1.15) Comment**

*Kimball Electronics Poland*

**Row 13**

**(7.23.1.1) Subsidiary name**

*Kimball Electronics Group, LLC (Jasper Manufacturing Facility)*

**(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

Other unique identifier, please specify :D&B DUNS number

**(7.23.1.11) Other unique identifier**

829929194

**(7.23.1.12) Scope 1 emissions (metric tons CO2e)**

265.8

**(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)**

3806.9

**(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)**

5298.18

**(7.23.1.15) Comment**

*Kimball Electronics Jasper*

**Row 14**

**(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

LEI number

#### (7.23.1.9) LEI number

205542007315

#### (7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

#### (7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

5579.07

#### (7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

4742.91

#### (7.23.1.15) Comment

*Kimball Electronics Thailand*  
[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

192943243

#### (7.26.9) Emissions in metric tonnes of CO2e

210.81

#### (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**

192943243

**(7.26.9) Emissions in metric tonnes of CO2e**

3282.67

**(7.26.10) Uncertainty (±%)**

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

**(7.26.9) Emissions in metric tonnes of CO2e**

20689.18

**(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

*Emissions attributable to requesting customers have been computed based on % of global sales to those requesting customers. Conducting a life cycle analysis for each product we build in partnership with requesting customers might allow us to allocate emissions based on product unit. The next step would be to correlate sales data, by product, to the customer. The challenge is that this methodology might not tie directly back to emissions collected at the plant level, especially if the energy profile changes (and the Life Cycle data becomes dated).*

## 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

*Emissions attributable to requesting customers have been computed based on % of global sales to those requesting customers. Using life cycle analysis data might enable us to correlate emissions based on product sales for each customer. However, year-over-year variability in customer base and diversity, as well as the diversity of products (particularly those that undergo frequent revision/change) could lead to large fluctuations in the reported emissions and potentially high levels of uncertainty.*

[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

*At this time our allocation process is based upon our total sales versus the total sales to the customer. It is a simplified approach. We are working to develop product-specific environmental footprint data that will enable us to more accurately allocate emissions for customers. We have updated our internal platform to collect and automatically calculate more of our Scope 1 and Scope 2 emissions data and we plan to develop additional capabilities to allocate emissions to customers more accurately based on emissions by facility versus sales to the customer from that facility. Over time, in partnership with customers and depending on their support for the costs of the same, we may be able to map sales data directly to more granular estimates of Scope 1 and 2 emissions based on production processes and production lines.*

[Fixed row]

## (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"/> No
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"/> Yes
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 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**

26719.66

**(7.30.1.3) MWh from non-renewable sources**

55306.95

**(7.30.1.4) Total (renewable and non-renewable) MWh**

82026.61

**Consumption of purchased or acquired heat**

**(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**

7303.82

#### (7.30.1.4) Total (renewable and non-renewable) MWh

7303.82

#### 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

4082.02

#### (7.30.1.4) Total (renewable and non-renewable) MWh

4082.02

#### 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

148.2

#### (7.30.1.4) Total (renewable and non-renewable) MWh

148.2

## Total energy consumption

### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.1.2) MWh from renewable sources

26867.86

### (7.30.1.3) MWh from non-renewable sources

66692.79

### (7.30.1.4) Total (renewable and non-renewable) MWh

93560.65

[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:

	Indicate whether your organization undertakes this fuel application
	<input checked="" type="checkbox"/> No
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:

HHV

**(7.30.7.2) Total fuel MWh consumed by the organization**

421.6

**(7.30.7.8) Comment**

*Fuel usage for LPG (liquefied petroleum gas).*

## **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:

HHV

### **(7.30.7.2) Total fuel MWh consumed by the organization**

421.6

### **(7.30.7.8) Comment**

*Fuel usage for LPG (liquefied petroleum gas).  
[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)**

148.2

**(7.30.9.2) Generation that is consumed by the organization (MWh)**

148.2

**(7.30.9.3) Gross generation from renewable sources (MWh)**

148.2

**(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)**

148.2

## **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:

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

##### (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)

10287.12

### (7.30.14.6) Tracking instrument used

Select from:

Contract

### (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

*Our location in Poland receives 100% renewable energy from their electricity supplier, Respect Energy.*

## Row 2

### (7.30.14.1) Country/area

Select from:

Romania

### (7.30.14.2) Sourcing method

Select from:

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify :36.18% Hydropower, 35.6% Nuclear, 12.39% Biomass and 3.6% solar

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4643.35

#### (7.30.14.6) Tracking instrument used

Select from:

Contract

#### (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

*Our location in Romania receives 100% renewable energy from their electricity supplier, Renovatio Energy.*

*[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)

9183.21

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

4082.02

**(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)**

13265.23

**India**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

185.04

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(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)**

185.04

**Mexico**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

29197.5

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

213.42

**(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)**

29410.92

**Poland**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

10287.12

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

359.51

**(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)**

10646.63

**Romania**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

4643.35

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

582.33

**(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)**

5225.68

**Thailand**



**(7.30.16.1) Consumption of purchased electricity (MWh)**

13707.82

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

148.2

**(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)**

13856.02

**United States of America**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

13781.11

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

249.13

**(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)**

14030.24

**Viet Nam**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

1041.46

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0.02

**(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)**

1041.48

[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**

0.018

#### (7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

33302.83

#### (7.45.3) Metric denominator

Select from:

billion (currency) funds under management

#### (7.45.4) Metric denominator: Unit total

1840000000

#### (7.45.5) Scope 2 figure used

Select from:

Market-based

#### (7.45.6) % change from previous year

38

#### (7.45.7) Direction of change

Select from:

Decreased

#### (7.45.8) Reasons for change

Select all that apply

Change in renewable energy consumption

Other emissions reduction activities

**(7.45.9) Please explain**

*Similarly to*  
*[Add row]*

**(7.52) Provide any additional climate-related metrics relevant to your business.**

**Row 1**

**(7.52.1) Description**

*Select from:*

Other, please specify :Hazardous Waste

**(7.52.2) Metric value**

181.31

**(7.52.3) Metric numerator**

*Metric Tons*

**(7.52.4) Metric denominator (intensity metric only)**

*None*

**(7.52.5) % change from previous year**

121

**(7.52.6) Direction of change**

*Select from:*

Increased

## (7.52.7) Please explain

*We have a company-wide goal to decrease our hazardous waste generation. 100% of our hazardous waste, as defined by applicable laws and regulations in each location where we operate, was processed in accordance with those laws and regulations. We sent 181.31 metric tons of hazardous waste to hazardous waste treatment sites in 2023 compared to 81.89 metric tons in 2022. The amount of hazardous waste we generated increased due to increased production and customer-specific requirements.*

## Row 2

### (7.52.1) Description

Select from:

Energy usage

### (7.52.2) Metric value

0.51

### (7.52.3) Metric numerator

kWh

### (7.52.4) Metric denominator (intensity metric only)

Employee hour worked

### (7.52.5) % change from previous year

6

### (7.52.6) Direction of change

Select from:

Decreased

## (7.52.7) Please explain

In December 2019, Kimball Electronics set a company-wide goal to reduce our energy usage in Kimball Electronics EMS and DCMS facilities by 15% from our 2019 baseline.

## Row 4

### (7.52.1) Description

Select from:

Waste

### (7.52.2) Metric value

2.41

### (7.52.3) Metric numerator

Metric tons

### (7.52.4) Metric denominator (intensity metric only)

Million Sales dollars (USD)

### (7.52.5) % change from previous year

26

### (7.52.6) Direction of change

Select from:

Decreased

### (7.52.7) Please explain

We have a company-wide goal to decrease our non-hazardous waste that we send to landfills or special waste sites. Each of our global facilities is working to recycle more of their waste, which decreases the amount of non-hazardous waste that we dispose of. Each facility also has a goal to increase their recycling rate for non-hazardous waste (a percentage expressed by the total amount recycled divided by the total amount sent to landfills or special waste sites).

[Add row]

## (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:

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

#### (7.53.1.4) Target ambition

Select from:

1.5°C aligned

#### (7.53.1.5) Date target was set

01/01/2019

#### (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)

1509.19

### (7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

50817.39

### (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)

52326.580



**(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)**

47093.922

**(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)**

2009.63

**(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)**

31293.2

**(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**

33302.830

### (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

363.56

### (7.53.1.80) Target status in reporting year

Select from:

Achieved

### (7.53.1.82) Explain target coverage and identify any exclusions

*This is a 5-year company-wide goal and covers 100% of our Scope 1 and Scope 2 emissions. We have selected "Achieved" in accordance with CDP's guidance because we exceeded our goal prior to 2025.*

### (7.53.1.83) Target objective

*A 10% reduction in Scope 1 and Scope 2 greenhouse gases.*

### (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

*Replacement of fluorescent lighting with LED lighting, upgrades of HVAC equipment and building management systems, the use of more energy efficient production and facility equipment, the utilization of more variable drive equipment, the implementation of renewable energy sources and better control of production hours and the use of equipment.*

**Row 2**

### (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, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

### (7.53.1.4) Target ambition

Select from:

1.5°C aligned

### (7.53.1.5) Date target was set

01/01/2019

### (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 (CO<sub>2</sub>)

Methane (CH<sub>4</sub>)

Nitrous oxide (N<sub>2</sub>O)

### (7.53.1.8) Scopes

Select all that apply

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

### **(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)**

50817.39

### **(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)**

50817.390

### **(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100.0

### **(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100.0

### **(7.53.1.54) End date of target**

12/31/2024

### (7.53.1.55) Targeted reduction from base year (%)

15

### (7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

43194.781

### (7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

31293.2

### (7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

31293.200

### (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

256.14

### (7.53.1.80) Target status in reporting year

Select from:

Achieved

### (7.53.1.82) Explain target coverage and identify any exclusions

*This is a 5-year company-wide goal and covers 100% of our Scope 2 emissions. We have selected "Achieved" in accordance with CDP's guidance because we exceeded our goal prior to 2025.*

### (7.53.1.83) Target objective

A 15% reduction in Scope 2 greenhouse gases.

### (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

*Replacement of fluorescent lighting with LED lighting, upgrades of HVAC equipment and building management systems, the use of more energy efficient production and facility equipment, the utilization of more variable drive equipment, the implementation of renewable energy sources and better control of production hours and the use of equipment.*

[Add row]

### (7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

#### Row 2

#### (7.54.2.1) Target reference number

Select from:

Oth 5

#### (7.54.2.3) Target coverage

Select from:

Site/facility

#### (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

metric tons of waste recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

*Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.*

### (7.54.2.16) Is this target part of an overarching initiative?

*Select all that apply*

Science Based targets initiative - approved other

## Row 3

### (7.54.2.1) Target reference number

*Select from:*

Oth 1

### (7.54.2.3) Target coverage

*Select from:*

Site/facility

### (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

- Percentage of total waste generated that is recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

*Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.*

### (7.54.2.16) Is this target part of an overarching initiative?

*Select all that apply*

- Other, please specify :This target is part of our company-wide effort to decrease the amount of non-hazardous waste materials going to landfills.

## Row 4

### (7.54.2.1) Target reference number

*Select from:*

- Oth 15

### (7.54.2.3) Target coverage

*Select from:*

- Site/facility

### (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)



## Energy consumption or efficiency

kWh

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

*Yes, this target is part of our company-wide goal to reduce our electrical usage by 10% by 2025.*

### (7.54.2.16) Is this target part of an overarching initiative?

*Select all that apply*

Science Based targets initiative - approved other

## Row 5

### (7.54.2.1) Target reference number

*Select from:*

Oth 19

### (7.54.2.3) Target coverage

*Select from:*

Site/facility

### (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)

## Energy consumption or efficiency

kWh

### (7.54.2.8) Figure or percentage in base year

4.7153

### (7.54.2.15) Is this target part of an emissions target?

*Yes, this target is part of our company-wide goal to reduce our electrical usage by 10% by 2025.*

### (7.54.2.16) Is this target part of an overarching initiative?

*Select all that apply*

Science Based targets initiative - approved other

## Row 6

### (7.54.2.1) Target reference number

*Select from:*

Oth 12

### (7.54.2.3) Target coverage

*Select from:*

Site/facility

### (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

- Percentage of total waste generated that is recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.

### (7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

- Science Based targets initiative - approved other

## Row 7

### (7.54.2.1) Target reference number

Select from:

- Oth 7

### (7.54.2.3) Target coverage

Select from:

- Site/facility

### (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)

**Energy consumption or efficiency**

kWh

**(7.54.2.8) Figure or percentage in base year**

0.0

**(7.54.2.15) Is this target part of an emissions target?**

*Yes, this target is part of our company-wide goal to reduce our electrical usage by 10% by 2025.*

**(7.54.2.16) Is this target part of an overarching initiative?**

*Select all that apply*

Science Based targets initiative - approved other

**Row 8**

**(7.54.2.1) Target reference number**

*Select from:*

Oth 10

**(7.54.2.3) Target coverage**

*Select from:*

Site/facility

**(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

- Percentage of total waste generated that is recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

*Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.*

### (7.54.2.16) Is this target part of an overarching initiative?

*Select all that apply*

- Science Based targets initiative - approved other

## Row 9

### (7.54.2.1) Target reference number

*Select from:*

- Oth 17

### (7.54.2.3) Target coverage

*Select from:*

- Site/facility

### (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)

**Energy consumption or efficiency**

kWh

**(7.54.2.8) Figure or percentage in base year**

0.0

**(7.54.2.15) Is this target part of an emissions target?**

*Yes, this target is part of our company-wide goal to reduce our electrical usage by 10% by 2025.*

**(7.54.2.16) Is this target part of an overarching initiative?**

*Select all that apply*

Science Based targets initiative - approved other

**Row 10**

**(7.54.2.1) Target reference number**

*Select from:*

Oth 8

**(7.54.2.3) Target coverage**

*Select from:*

Site/facility

**(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)**

## Energy consumption or efficiency

kWh

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

*Yes, this target is part of our company-wide goal to reduce our electrical usage by 10% by 2025.*

### (7.54.2.16) Is this target part of an overarching initiative?

*Select all that apply*

Science Based targets initiative - approved other

## Row 11

### (7.54.2.1) Target reference number

*Select from:*

Oth 2

### (7.54.2.3) Target coverage

*Select from:*

Site/facility

### (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)

## Energy consumption or efficiency

kWh

### (7.54.2.8) Figure or percentage in base year

4.4562

### (7.54.2.15) Is this target part of an emissions target?

*Yes, this target is part of a company-wide goal to reduce our electrical usage by 10% by 2025.*

### (7.54.2.16) Is this target part of an overarching initiative?

*Select all that apply*

Science Based targets initiative - approved other

## Row 12

### (7.54.2.1) Target reference number

*Select from:*

Oth 13

### (7.54.2.3) Target coverage

*Select from:*

Site/facility

### (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

- Percentage of total waste generated that is recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.

### (7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

- Science Based targets initiative - approved other

## Row 13

### (7.54.2.1) Target reference number

Select from:

- Oth 14

### (7.54.2.3) Target coverage

Select from:

- Site/facility

### (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)

**Energy consumption or efficiency**

kWh

**(7.54.2.8) Figure or percentage in base year**

2.6741

**(7.54.2.15) Is this target part of an emissions target?**

*Yes, this target is part of our company-wide goal to reduce our electrical usage by 10% by 2025.*

**(7.54.2.16) Is this target part of an overarching initiative?**

*Select all that apply*

Science Based targets initiative - approved other

**Row 14**

**(7.54.2.1) Target reference number**

*Select from:*

Oth 6

**(7.54.2.3) Target coverage**

*Select from:*

Site/facility

**(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)**

**Energy consumption or efficiency**

kWh

**(7.54.2.8) Figure or percentage in base year**

0.0

**(7.54.2.15) Is this target part of an emissions target?**

*Yes, this target is part of our company-wide goal to reduce our electrical usage by 10% by 2025.*

**(7.54.2.16) Is this target part of an overarching initiative?**

*Select all that apply*

Science Based targets initiative - approved other

**Row 15**

**(7.54.2.1) Target reference number**

*Select from:*

Oth 3

**(7.54.2.3) Target coverage**

*Select from:*

Site/facility

**(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

- Percentage of total waste generated that is recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.

### (7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

- Science Based targets initiative - approved other

## Row 16

### (7.54.2.1) Target reference number

Select from:

- Oth 20

### (7.54.2.3) Target coverage

Select from:

- Site/facility

### (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

- Percentage of total waste generated that is recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

*Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.*

### (7.54.2.16) Is this target part of an overarching initiative?

*Select all that apply*

- Science Based targets initiative - approved other

## Row 17

### (7.54.2.1) Target reference number

*Select from:*

- Oth 11

### (7.54.2.3) Target coverage

*Select from:*

- Site/facility

### (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

**(7.54.2.8) Figure or percentage in base year**

2526718.0

**(7.54.2.15) Is this target part of an emissions target?**

*Yes, this target is part of our company-wide goal to reduce our electrical usage by 10% by 2025.*

**(7.54.2.16) Is this target part of an overarching initiative?**

*Select all that apply*

Science Based targets initiative - approved other

**Row 18**

**(7.54.2.1) Target reference number**

*Select from:*

Oth 16

**(7.54.2.3) Target coverage**

*Select from:*

Site/facility

**(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

- Percentage of total waste generated that is recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

*Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.*

### (7.54.2.16) Is this target part of an overarching initiative?

*Select all that apply*

- Science Based targets initiative - approved other

## Row 19

### (7.54.2.1) Target reference number

*Select from:*

- Oth 4

### (7.54.2.3) Target coverage

*Select from:*

- Site/facility

### (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)

**Energy consumption or efficiency**

kWh

**(7.54.2.8) Figure or percentage in base year**

0.0

**(7.54.2.15) Is this target part of an emissions target?**

*Yes, this target is part of our company-wide goal to reduce our electrical usage by 10% by 2025.*

**(7.54.2.16) Is this target part of an overarching initiative?**

*Select all that apply*

Science Based targets initiative - approved other

**Row 20**

**(7.54.2.1) Target reference number**

*Select from:*

Oth 9

**(7.54.2.3) Target coverage**

*Select from:*

Site/facility

**(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

- Percentage of total waste generated that is recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.

### (7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

- Science Based targets initiative - approved other

## Row 21

### (7.54.2.1) Target reference number

Select from:

- Oth 18

### (7.54.2.3) Target coverage

Select from:

- Site/facility

### (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

- Percentage of total waste generated that is recycled

### (7.54.2.8) Figure or percentage in base year

0.0

### (7.54.2.15) Is this target part of an emissions target?

Yes, this target is part of a company-wide goal to recycle more non-hazardous waste.

### (7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

- Science Based targets initiative - approved other
- [Add row]

## (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 (only for rows marked *)
Under investigation	0	<i>`Numeric input</i>
To be implemented	1	1209.39
Implementation commenced	2	450.67
Implemented	2	10674.39
Not to be implemented	0	<i>`Numeric input</i>

[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)**

10674.39

**(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 C0.4)**

0

**(7.55.2.6) Investment required (unit currency – as specified in C0.4)**

0

**(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

*Both of our manufacturing plants located in Poland and Romania switched to receiving 100% renewable energy from their electricity vendors.*

## 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)

1370.9

### (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 C0.4)

**(7.55.2.6) Investment required (unit currency – as specified in C0.4)**

137540

**(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.*  
 [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]*

## **(7.74.1) 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)

#### Heating and cooling

Central heat pump water heaters

### (7.74.1.4) Description of product(s) or service(s)

*Smart meters, high efficiency HVAC controls, high efficiency pump controls, high efficiency industrial heating and cooling modules and controls, other high efficiency control modules, and other industrial energy-saving products.*

### (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

3.46

## 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

Smart meter

### (7.74.1.4) Description of product(s) or service(s)

*Smart meters, high efficiency HVAC controls, high efficiency pump controls, high efficiency industrial heating and cooling modules and controls, other high efficiency control modules, and other industrial energy-saving products.*

### (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

1.83

## 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)



## Heat

Large-scale heat pump

### (7.74.1.4) Description of product(s) or service(s)

*Smart meters, high efficiency HVAC controls, high efficiency pump controls, high efficiency industrial heating and cooling modules and controls, other high efficiency control modules, and other industrial energy-saving products.*

### (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

1.46

[Add row]

## C9. Environmental performance - Water security

(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

*We regularly measure and monitor water withdrawals in total volumes for 100% of our sites within our operational control on a monthly basis based on metering at the site and invoicing from the vendor. At the two office locations outside of our operational control, we used the U.S. Energy Information Administration's Commercial Buildings Energy Consumption Survey (CBECS) average annual usage of 20 gallons per square foot to estimate our withdrawals.*

#### (9.2.4) Please explain

*2 of our 15 locations are leased in multi-tenant buildings and not within our operational control, and we therefore have no reasonable means to monitor water withdrawals at those locations. Our water withdrawals at these small office locations are limited to common sanitary and potable uses.*

### 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

*We regularly measure and monitor water withdrawals by source for 100% of our sites within our operational control on a monthly basis based on metering at the site and invoicing from the vendor. At the two office locations outside of our operational control, we used the U.S. Energy Information Administration's Commercial Buildings Energy Consumption Survey (CBECS) average annual usage of 20 gallons per square foot to estimate our withdrawals.*

## (9.2.4) Please explain

*2 of our 15 locations are leased in multi-tenant buildings and not within our operational control, and we therefore have no reasonable means to monitor water withdrawals at those locations. Our water withdrawals at these small office locations are limited to common sanitary and potable uses.*

## 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

*At most of our facilities, water quality is monitored at the municipal level. We monitor water withdrawals for quality at the facility level where required. At our facilities, some of our customers require that we deionize water that we withdraw to use for production processes. For these processes, we continuously monitor water withdrawal quality.*

### (9.2.4) Please explain

2 of our 15 locations are leased in multi-tenant buildings and not within our operational control, and we therefore have no reasonable means to monitor water quality at those locations. Our water withdrawals at these small office locations are limited to common sanitary and potable uses.

## 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

Water consumption is low at many of our facilities; for these, we know that discharges are close to withdrawals, and explicitly make that assumption in our calculations. Where there is consumption (such as for landscaping, evaporative coolers, cooling towers, settling ponds), we ensure that discharge equals the difference between withdrawals and consumption in our annual water inventory.

### (9.2.4) Please explain

2 of our 15 locations are leased in multi-tenant buildings and not within our operational control, and we therefore have no reasonable means to monitor water discharge from the common sanitary and potable uses at those locations.

## 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

*The majority of our discharges are conveyed to municipal treatment plants. Our facility in Romania performs primary treatment processes prior to discharge as required and discharges to a septic system, from which the water is recycled for agricultural irrigation. Water quality is monitored where required.*

### (9.2.4) Please explain

*2 of our 15 locations are leased in multi-tenant buildings and not within our operational control, and we therefore have no reasonable means to monitor water discharge from the common sanitary and potable uses at those locations.*

## Water discharges – volumes by treatment method

### (9.2.1) % of sites/facilities/operations

Select from:

1-25

### (9.2.2) Frequency of measurement

Select from:

Monthly

### (9.2.3) Method of measurement

*The majority of our discharges are conveyed to municipal treatment plants. Our facility in Romania discharges to a septic system, from which the water is recycled for agricultural irrigation. Water quality is monitored where required.*

### (9.2.4) Please explain

*2 of our 15 locations are leased in multi-tenant buildings and not within our operational control, and we therefore have no reasonable means to monitor water discharge from the common sanitary and potable uses at those locations. For our facilities other than Romania, given that such discharges go to municipal wastewater treatment plants, we do not currently have information on the treatment method that is used those locations and therefore do not have the volumes disaggregated by treatment method.*

## Water discharge quality – by standard effluent parameters

### (9.2.1) % of sites/facilities/operations

Select from:

1-25

### (9.2.2) Frequency of measurement

Select from:

Monthly

### (9.2.3) Method of measurement

*The majority of our discharges are conveyed to municipal treatment plants. Our facility in Romania discharges water to a septic system. The facility performs primary treatment processes prior to discharge as required and provides the required information to the appropriate reporting agency. In other locations, water discharge quality is monitored where required.*

### (9.2.4) Please explain

*2 of our 15 locations are leased in multi-tenant buildings and not within our operational control, and we therefore have no reasonable means to monitor water discharge from the common sanitary and potable uses at those locations. At our facilities other than Romania, water quality is monitored at the municipal level. We monitor water withdrawals for quality at the facility level where required.*

## Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

*2 of our 15 locations are leased in multi-tenant buildings and not within our operational control, and we therefore have no reasonable means to monitor water discharge from the common sanitary and potable uses at those locations. At our facilities, we filter wash water used in our production processes but do not take*

measurements of the water prior to discharge and are not required to conduct onsite secondary treatment of our discharge by any environmental regulation or standard.

## Water discharge quality – temperature

### (9.2.1) % of sites/facilities/operations

Select from:

Not relevant

### (9.2.4) Please explain

*We do not run thermal processes. Therefore, none of our sites are monitoring water discharge temperature. We do not expect this to be relevant in the future since we do not anticipate changing the nature of our business.*

## 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

*Except in limited instances, we do not measure and monitor consumption, but our operations generally do not consume water. Accordingly, if we did not specifically identify consumption, we considered all of our water withdrawals to be discharged for purposes of this survey.*

### (9.2.4) Please explain

*Except in limited instances, we do not measure and monitor consumption, but our operations generally do not consume water. Accordingly, if we did not specifically identify consumption, we considered all of our water withdrawals to be discharged for purposes of this survey.*

## Water recycled/reused

### (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

*We regularly monitor water recycling/reuse at five of our facilities.*

### (9.2.4) Please explain

*In 2023, we increased the number of our facilities that regularly measure and monitor water recycle/reuse opportunities.*

## 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:

Daily

### (9.2.3) Method of measurement



We provide fully functioning water, sanitation, and hygiene (WASH) services to all employees at 100% of our sites. As part of our daily custodial services, WASH services are monitored daily (frequency of measurement). WASH services are also cleaned daily (method of measurement). We comply with our internal and external stakeholders' requests locally and globally.

#### (9.2.4) Please explain

We provide fully functioning water, sanitation, and hygiene (WASH) services to all employees at 100% of our sites. As part of our daily custodial services, WASH services are monitored daily (frequency of measurement). WASH services are also cleaned daily (method of measurement). We comply with our internal and external stakeholders' requests locally and globally.

[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)

151.88

##### (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:

Investment in water-smart technology/process

##### (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

*While our overall withdrawals are higher than the previous reporting year, we have made solid progress in installing and tracking water recycle/re-use projects. These projects helped minimize the higher withdrawals even in a record year for sales for our company. Since 2019, we have increased our square footage by 29%, increased our number of employees by 25%, and our sales by 26%, and we expect our growth to continue. We are continuing to focus on water efficiency and decreasing our water use intensity across our operations. For year to year comparisons in this survey, we define the thresholds as follows: more than 50% less is 'much lower,' 5%-50% less is 'lower,' plus or minus 5% is 'about the same,' 5%-50% more is 'higher' and greater than 50% more is 'much higher.' This definition applies to all water use comparisons in this survey.*

## Total discharges

### (9.2.2.1) Volume (megaliters/year)

110.89

### (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:

- Change in accounting methodology

### (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

*Due to installation of metering at some of our locations globally, we were able to more accurately calculate our total discharges.*

## Total consumption

### (9.2.2.1) Volume (megaliters/year)

40.99

### (9.2.2.2) Comparison with previous reporting year

Select from:

- Much higher

### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

- Change in accounting methodology

### (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

*Due to installation of metering at some of our locations globally, we were able to more accurately calculate our total consumption.  
[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)

27.56

#### (9.2.4.3) Comparison with previous reporting year

Select from:

Lower

#### (9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

Change in accounting methodology

#### (9.2.4.5) Five-year forecast

Select from:

Higher

#### (9.2.4.6) Primary reason for forecast

Select from:

Other, please specify :Initial foreshadowing for the next reporting cycle shows a greater number of our facilities being operated in areas of water stress per the WRI Aquaduct Tool.

#### (9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

18.15

#### (9.2.4.8) Identification tool

Select all that apply

WRI Aqueduct

#### (9.2.4.9) Please explain

*Annually, we evaluate baseline water stress (the ratio of total annual water withdrawal to total available annual renewable water supply) for each of our locations with the World Resources Institute (WRI) Aqueduct Water Risk Atlas. To analyze our water-related impacts and opportunities, our sites conduct annual significant environmental aspect (SEA) assessments pursuant to ISO 14001 and our enterprise risk management (ERM) team assesses critical risks quarterly.  
[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)

4.4

### (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:

Increase/decrease in efficiency

### (9.2.7.5) Please explain

*Our location in Romania draws water from a well.*

## 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)

152.21

### (9.2.7.3) Comparison with previous reporting year

Select from:

Higher

#### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in business activity

#### (9.2.7.5) Please explain

*Some of our customers have greater use requirements for freshwater than others. We use water management practices and partner with our customers on innovations in manufacturing to reduce our freshwater withdrawals.*

*[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)

4.7

### (9.2.8.3) Comparison with previous reporting year

Select from:

Lower

### (9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in efficiency

### (9.2.8.5) Please explain

*Our location in Romania discharges water to a septic system and then the treated water is recycled for agricultural irrigation.*

## Third-party destinations

### (9.2.8.1) Relevance

Select from:

Relevant

### (9.2.8.2) Volume (megaliters/year)

110.89

### (9.2.8.3) Comparison with previous reporting year

Select from:

Lower

### (9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in efficiency

### (9.2.8.5) Please explain

*Some of our customers have greater use requirements for freshwater than others. We use water management practices and partner with our customers on innovations in manufacturing to reduce our freshwater discharges.*

*[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)

4.7

### (9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

Lower

### (9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in efficiency

### (9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

1-10

### (9.2.9.6) Please explain

*Our location in Romania discharges water to a septic system from which the water is recycled for agricultural irrigation. In our other facilities, primary 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 primary treatment of our discharge by any environmental regulation or standard.*

## 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:

Relevant

### (9.2.9.2) Volume (megaliters/year)

110.89

### (9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

Lower

#### (9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in efficiency

#### (9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

91-99

#### (9.2.9.6) Please explain

*Discharge to a third party without treatment is relevant because, except at our Romania facility that treats discharged water in a septic system, the water that we do not consume at our sites is discharged to local municipal treatment plants. We are unaware if municipally treated water is recycled for further use.*

#### 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

3

### (9.3.3) % of facilities in direct operations that this represents

Select from:

1-25

### (9.3.4) Please explain

*We entered all of our global facilities into the WRI Aqueduct tool and analyzed the output report in the context of our global operations. We assessed areas as water stressed in terms of quantity and their thresholds for reporting to CDP as those locations with a baseline water stress equal to/greater than 'High' (40-80%). Our manufacturing locations in Mexico (2) and Suzhou, China are considered areas with water stress pursuant to this indicator.*

## 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

*At this time, our upstream value chain has not been assessed for facilities with water-related dependencies, impacts, risks or opportunities..*  
*[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)**

20.04

**(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**

20.04

**(9.3.1.21) Total water discharges at this facility (megaliters)**

16.01

**(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**

**(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:

 About the same**(9.3.1.29) Please explain**

*Water withdrawals and discharges decreased from 2022 due to water conservation/re-use projects. All our reporting facilities report water withdrawn data on a monthly basis. Data is obtained from their water bills/invoices and or water meter records, and our corporate SEF and internal audit teams validate and approves the data. For year to year comparisons in this survey, we define the thresholds as follows: more than 50% less is 'much lower,' 5%-50% less is 'lower,' plus or minus 5% is 'about the same,' 5%-50% more is 'higher' and greater than 50% more is 'much higher.' This definition applies to all water use comparisons in this survey.*

**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)

7.48

### (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**

7.48

**(9.3.1.21) Total water discharges at this facility (megaliters)**

7.48

**(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**

7.48

**(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:

About the same

**(9.3.1.29) Please explain**

*KEMX 2 became operational in 2022. With a full year of data first obtained in 2023, numbers are higher and we expect this trend to continue as production volume increases at this facility. All our reporting facilities report water withdrawn data on a monthly basis. Data is obtained from their water bills/invoices and or water meter records, and our corporate SEF and internal audit teams validate and approves the data.*

**Row 3**

**(9.3.1.1) Facility reference number**

Select from:

Facility 3

### (9.3.1.2) Facility name (optional)

*GES-CN, Suzhou, China*

### (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

**China**

Yangtze River (Chang Jiang)

### (9.3.1.8) Latitude

*31.304955*

### (9.3.1.9) Longitude

**(9.3.1.10) Located in area with water stress**

Select from:

Yes

**(9.3.1.13) Total water withdrawals at this facility (megaliters)**

0.04

**(9.3.1.14) Comparison of total withdrawals with previous reporting year**

Select from:

About the same

**(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**

0.04

**(9.3.1.21) Total water discharges at this facility (megaliters)**

0.04

**(9.3.1.22) Comparison of total discharges with previous reporting year**

Select from:

About the same

**(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**

0.04

**(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:



About the same

### (9.3.1.29) Please explain

*Water withdrawals and discharges remained about the same from 2022. All our reporting facilities report water withdrawn data on a monthly basis. Data is obtained from their water bills/invoices and or water meter records, and our corporate SEF and internal audit teams validate and approves the data.*

[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

*3rd party verification by external company 'Keramida'. This limited assurance verification was conducted according to the ISAE3000 standard. The verification statement has been attached in an above response.*

### Water withdrawals – volume by source

#### (9.3.2.1) % verified

Select from:

76-100

#### (9.3.2.2) Verification standard used

*3rd party verification by external company 'Keramida'. This limited assurance verification was conducted according to the ISAE3000 standard.*

## Water withdrawals – quality by standard water quality parameters

### (9.3.2.1) % verified

Select from:

76-100

### (9.3.2.2) Verification standard used

*3rd party verification by external company 'Keramida'. This limited assurance verification was conducted according to the ISAE3000 standard.*

## Water discharges – total volumes

### (9.3.2.1) % verified

Select from:

76-100

### (9.3.2.2) Verification standard used

*3rd party verification by external company 'Keramida'. This limited assurance verification was conducted according to the ISAE3000 standard.*

## Water discharges – volume by destination

### (9.3.2.1) % verified

Select from:

76-100

### (9.3.2.2) Verification standard used

*3rd party verification by external company 'Keramida'. This limited assurance verification was conducted according to the ISAE3000 standard.*

## Water discharges – volume by final treatment level

### (9.3.2.1) % verified

Select from:

76-100

### (9.3.2.2) Verification standard used

*3rd party verification by external company 'Keramida'. This limited assurance verification was conducted according to the ISAE3000 standard.*

## Water discharges – quality by standard water quality parameters

### (9.3.2.1) % verified

Select from:

76-100

### (9.3.2.2) Verification standard used

*3rd party verification by external company 'Keramida'. This limited assurance verification was conducted according to the ISAE3000 standard.*

## Water consumption – total volume

### (9.3.2.1) % verified

Select from:

76-100

### (9.3.2.2) Verification standard used

*3rd party verification by external company 'Keramida'. This limited assurance verification was conducted according to the ISAE3000 standard.*

[Fixed row]

## (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

*While our business is not water intensive, some of our operations are located in currently identified areas of "water stress". Because water is a critical resource for both our business and communities, we apply several approaches to identify and control our water-related impacts.*

### (9.4.1.5) Comment

*Our sites annually conduct significant environmental aspect assessments pursuant to ISO 14001, and our enterprise risk management team assesses critical risks quarterly. Annual property risk assessments conducted with our property insurer clarify our risk exposure to underwriters, identify areas for improvement of our operations, and benchmark the choice of coverages and coverage limits that we purchase. Annually, we evaluate baseline water stress, the ratio of total annual water withdrawal to total available annual renewable water supply, for each of our locations with the World Resources Institute (WRI) Aqueduct Water Risk Atlas.*

## Row 2

### (9.4.1.1) Facility reference number

Select from:

Facility 2

### (9.4.1.2) Facility name

### (9.4.1.3) Requesting member

Select from:

### (9.4.1.4) Description of potential impact on member

*While our business is not water intensive, some of our operations are located in currently identified areas of "water stress". Because water is a critical resource for both our business and communities, we apply several approaches to identify and control our water-related impacts.*

### (9.4.1.5) Comment

*Our sites annually conduct significant environmental aspect assessments pursuant to ISO 14001, and our enterprise risk management team assesses critical risks quarterly. Annual property risk assessments conducted with our property insurer clarify our risk exposure to underwriters, identify areas for improvement of our operations, and benchmark the choice of coverages and coverage limits that we purchase. Annually, we evaluate baseline water stress, the ratio of total annual water withdrawal to total available annual renewable water supply, for each of our locations with the World Resources Institute (WRI) Aqueduct Water Risk Atlas.  
[Add row]*

## (9.5) Provide a figure for your organization's total water withdrawal efficiency.

### (9.5.1) Revenue (currency)

1840000000

### (9.5.2) Total water withdrawal efficiency

12114827.50

### (9.5.3) Anticipated forward trend

*We anticipate our water withdrawal efficiency figure to increase in the future, because historically our revenue has increased at a faster rate than our water withdrawals. However, this is dependent on customer demand and the water use profile of the processes that our customers direct us to use when manufacturing*

products for them. We will continue to implement water use reduction projects in our facilities and to work with our customers to reduce their use requirements for freshwater.

[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

*Kimball Electronics does not place any products on the markets covered by this regulatory classification but provides manufacturing services to our customers. We do not substitute components, materials, and vendors in our customers' specifications without their written consent. Accordingly, we rely on our customers to specify components, materials, and vendors that meet or exceed the regulatory requirements that apply to their products. If, in any due diligence and evaluations that we conduct for our customers, we identify materials that may contain substances in excess of the limits allowed by regulation, we notify our customers in writing and work with them to assist with their environmental regulation compliance for any of their affected products.*

## 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

*Kimball Electronics does not place any products on the markets covered by this regulatory classification but provides manufacturing services to our customers. We do not substitute components, materials, and vendors in our customers' specifications without their written consent. Accordingly, we rely on our customers to specify components, materials, and vendors that meet or exceed the regulatory requirements that apply to their products. If, in any due diligence and evaluations that we conduct for our customers, we identify materials that may contain substances in excess of the limits allowed by regulation, we notify our customers in writing and work with them to assist with their environmental regulation compliance for any of their affected products.*

## 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**

*Kimball Electronics does not place any products on the markets covered by this regulatory classification but provides manufacturing services to our customers. We do not substitute components, materials, and vendors in our customers' specifications without their written consent. Accordingly, we rely on our customers to specify components, materials, and vendors that meet or exceed the regulatory requirements that apply to their products. If, in any due diligence and evaluations that we conduct for our customers, we identify materials that may contain substances in excess of the limits allowed by regulation, we notify our customers in writing and work with them to assist with their environmental regulation compliance for any of their affected products.*

[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**

*The parts we manufacture for our customers are most often used in end products that do not consume water. In addition, some of our products are designed as sensors and controls and similar technologies that our customers can incorporate into technologies that minimize water use and loss.*

### **(9.14.4) Please explain**

*We minimize water impacts by improving our water efficiency throughout our global operations. The parts we manufacture for our customers are most often used in end products that do not consume water. In addition, some of our products are designed as sensors and controls and similar technologies that our customers can incorporate into technologies that minimize water use and loss.*

[Fixed row]

## **(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 2

#### (9.15.2.2) Target coverage

Select from:

Organization-wide (direct operations only)

#### (9.15.2.3) Category of target & Quantitative metric

## Water pollution

Reduction in water discharge volumes

### (9.15.2.4) Date target was set

01/01/2020

### (9.15.2.5) End date of base year

12/31/2019

### (9.15.2.6) Base year figure

111.26

### (9.15.2.7) End date of target year

01/01/2025

### (9.15.2.8) Target year figure

100.13

### (9.15.2.9) Reporting year figure

110.89

### (9.15.2.10) Target status in reporting year

Select from:

Underway

### (9.15.2.11) % of target achieved relative to base year

3

### (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

*This target covers all of our locations globally, with no exclusions.*

### (9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

*While this target is probably not achievable due to our business growth in terms of sales and square footage since 2019, we will continue to analyze and adopt water re-use, recycle and conservation projects when viable.*

### (9.15.2.16) Further details of target

*Some of our customers have greater use requirements for freshwater than others. We use water management practices and partner with our customers on innovations in manufacturing to reduce our freshwater withdrawals.*

## Row 2

### (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 of water withdrawals from municipal supply or other third party sources

**(9.15.2.4) Date target was set**

01/01/2020

**(9.15.2.5) End date of base year**

12/31/2019

**(9.15.2.6) Base year figure**

111.26

**(9.15.2.7) End date of target year**

01/01/2025

**(9.15.2.8) Target year figure**

100.13

**(9.15.2.9) Reporting year figure**

147.48

**(9.15.2.10) Target status in reporting year**

Select from:

Underway

**(9.15.2.11) % of target achieved relative to base year**

-325

**(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

*This target covers all of our locations globally, with no exclusions.*

### (9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

*While this target is probably not achievable due to our business growth in terms of sales and square footage since 2019, we will continue to analyze and adopt water re-use, recycle and conservation projects when viable.*

### (9.15.2.16) Further details of target

*Some of our customers have greater use requirements for freshwater than others. We use water management practices and partner with our customers on innovations in manufacturing to reduce our freshwater withdrawals.*

## 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**

01/01/2021

**(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**

01/01/2025

**(9.15.2.8) Target year figure**

100.0

**(9.15.2.9) Reporting year figure**

100

**(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**

*This target covers all of our locations globally, with no exclusions.*

### **(9.15.2.15) Actions which contributed most to achieving or maintaining this target**

*Access to properly treated water globally enables us to continue to provide 100% WASH water to our employees.*

### **(9.15.2.16) Further details of target**

*Each year, our goal is to provide fully functioning water, sanitation, and hygiene (WASH) services to all employees at 100% of our sites.  
[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:

No, but we plan to within the next two years

#### (10.1.3) Please explain

*Responsible Sourcing of our input materials is one of our Key Sustainability Issues resulting from our 2023 GRI Materiality Assessment. Targets are being put in place for our Key Sustainability Issues.*

*[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

*We do not produce or commercialize plastic polymers.*

#### 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 do not produce or commercialize plastic polymers.*

## Usage of durable plastics goods and/or components (including mixed materials)

### (10.2.1) Activity applies

Select from:

Yes

### (10.2.2) Comment

*We produce durable electronics and provide contract manufacturing services for non-electronic components, medical disposables, and drug delivery solutions, some of which have plastic components*

## 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.*

## Production/commercialization of goods/products packaged in plastics

### (10.2.1) Activity applies

Select from:

Yes

### (10.2.2) Comment

*Some of the products we produce are packaged in plastics.*

## 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 provision or commercialize services 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 provision waste management 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 provision financial products or services for plastics-related activities*

### 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

*Information unavailable/incomplete - this information is not yet tracked. We will work to standardize a global data collection process so that we can report this information in future 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

*Information unavailable/incomplete - this information is not yet tracked. We will work to standardize a global data collection process so that we can report this information in future years.*

*[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

*Information unavailable/incomplete - this information is not yet tracked. We will work to standardize a global data collection process so that we can report this information in future years.*

*[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**

*Information unavailable/incomplete - this information is not yet tracked. We will work to standardize a global data collection process so that we can report this information in future years.*

*[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*

Recycling

Waste to Energy

Incineration

Landfill

#### (10.6.4) % recycling

0

#### (10.6.6) % waste to energy

0

#### (10.6.7) % incineration

0

#### (10.6.8) % landfill

0

#### (10.6.12) Please explain

*Information unavailable/incomplete - this information is not yet tracked. We will work to standardize a global data collection process so that we can report this information in future 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*

- Recycling
- Waste to Energy
- Incineration
- Landfill

#### (10.6.4) % recycling

0

#### (10.6.6) % waste to energy

0

#### (10.6.7) % incineration

0

#### (10.6.8) % landfill

0

#### (10.6.12) Please explain

*Information unavailable/incomplete - this information is not yet tracked. We will work to standardize a global data collection process so that we can report this information in future years.*

### Usage 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*

- Recycling
- Waste to Energy
- Incineration
- Landfill

#### **(10.6.4) % recycling**

0

#### **(10.6.6) % waste to energy**

0

#### **(10.6.7) % incineration**

0

#### **(10.6.8) % landfill**

0

#### **(10.6.12) Please explain**

*Information unavailable/incomplete - this information is not yet tracked. We will work to standardize a global data collection process so that we can report this information in future 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

Land/water protection

Land/water management

Education & awareness

Law & policy

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	<b>Does your organization use indicators to monitor biodiversity performance?</b>
	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

**(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?**

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	Select from: <input checked="" type="checkbox"/> No	<i>Kimball Electronics does not have any activities located in or near to important biodiversity areas.</i>
UNESCO World Heritage sites	Select from: <input checked="" type="checkbox"/> No	<i>Kimball Electronics does not have any activities located in or near to important biodiversity areas.</i>
UNESCO Man and the Biosphere Reserves	Select from: <input checked="" type="checkbox"/> No	<i>Kimball Electronics does not have any activities located in or near to important biodiversity areas.</i>
Ramsar sites	Select from: <input checked="" type="checkbox"/> No	<i>Kimball Electronics does not have any activities located in or near to important biodiversity areas.</i>
Key Biodiversity Areas	Select from: <input checked="" type="checkbox"/> No	<i>Kimball Electronics does not have any activities located in or near to important biodiversity areas.</i>
Other areas important for biodiversity	Select from: <input checked="" type="checkbox"/> No	<i>Kimball Electronics does not have any activities located in or near to important biodiversity areas.</i>

[Fixed 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 – Consolidation approach

- All data points in module 6

### (13.1.1.3) Verification/assurance standard

#### General standards

- ISAE 3000

#### Climate change-related standards

- ISO 14064-3

### (13.1.1.4) Further details of the third-party verification/assurance process

*Keramida provided verification of our calendar year 2023 GHGs in accordance with ISO 14064-3: 2019. Keramida also provided limited assurance on our calendar year 2023 GRI disclosures and materiality assessment as presented consistent with the Global Reporting Initiative (GRI) Standards' reporting requirements and according to ISAE3000.*

### (13.1.1.5) Attach verification/assurance evidence/report (optional)

*2023 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]*

