Keenfinity Group

2025/2026

Sustainability Overview



Sustainable growth, built on trust.

This overview of our sustainability activities in 2025/2026 is a voluntary disclosure informed by ESRS and GRI reporting frameworks, and it marks Keenfinity Group's first sustainability baseline as an independent company, showing where we stand today and how we are turning ESG priorities into measurable action.

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A newly independent group with a strong heritage

Keenfinity Group brings together trusted brands delivering intelligent professional audio, security and electronics manufacturing services. While we began operating as an independent company on 1 July 2025 following the carve-out from Bosch Group, our Businesses and Brands build on decades of expertise, innovation and customer relationships developed within the Bosch environment. Today, the Keenfinity Group combines this rich heritage with the agility and focus of a standalone company and aims at leveraging performance and sustainable value creation.

This overview brings together information frequently requested by our stakeholders, including environmental management, greenhouse gas emissions, workforce safety, responsible sourcing, product compliance, business conduct and digital trust.

Reporting context

The quantitative information in this brochure primarily covers the 2025 reporting period. Unless otherwise stated, environmental metrics cover approximately 95% of operations, excluding small offices without warehouse, manufacturing or R&D activities and with fewer than 50 associates. Workforce figures are reported on 31 December 2025.

4,044	4,049	1 Jul 2025
employees, headcount	full-time equivalents	standalone operations began

How to read this publication

This is a voluntary sustainability communication informed by ESRS and GRI reporting principles. It is not a statutory sustainability statement, a CSRD-compliant report, a GRI report, or an assured ESG report. The information provides a baseline for future performance monitoring and is not intended to demonstrate year-on-year improvement.

First reporting period as an independent group

During 2025, the principal focus was establishing roles, governance, conduct guidelines and a sustainability network following the carve-out from Bosch Group. The focus on 2026 has been on defining strategy for managing impact in the next years.

Sustainability integrated into decision-making

Keenfinity Group structures its sustainability approach around Environmental, Social and Governance pillars. A Group-wide ESG Action Plan approved by the Board of Management translates these focus areas into actions and measurable objectives. ESG accountability is anchored at leadership level, with regular reporting to the Chief Financial Officer and Chief Operations Officer.



Board-approved
ESG Action Plan

2x yearly
Supervisory Board ESG reporting

Multidisciplinary
ESG Core Team

Governance in practice

- **Board oversight**: sustainability performance and priority ESG topics are reported to the Board twice yearly.
- **Management accountability**: executive sponsorship and regular management reporting support implementation.
- **Multidisciplinary delivery**: an ESG Core Team brings together experts from key departments for the management and delivery of ESG topics.
- **Strategic Foundation**: A Double Materiality Assessment was completed in Q1/2026 to validate the Group's priority sustainability topics and inform the ESG focus areas and action plan.

Climate action and product circularity



ISO 14001	52.9% renewable	SBTi committed
Certified headquarters and relevant manufacturing plants	energy share	Currently developing science-based reduction targets

ISO 14001-certified environmental management systems at the headquarters and manufacturing plants provide the foundation for managing environmental impacts, legal obligations and continual improvement. The environmental focus is organized around two priorities: Climate Action and Circular Economy.

Climate Action

- Our ISO 14001-certified environmental management systems support environmental compliance, performance monitoring and continual improvement.
- We are committed to the Science Based Targets Initiative (SBTi) and we are currently working towards the development of science-based carbon reduction targets.
- We monitor carbon emissions for scope 1 and 2, and we are working towards being carbon neutral for scope 1 and 2.
- Our carbon reduction roadmap prioritizes energy efficiency initiatives, secondly it mandates that renewable energy is preferred (either through external purchasing our through on-site generation, where possible), and allows for emissions compensation where further reductions are not possible. This way, we aim to achieve carbon neutrality for scope 1 and 2 in 2027, which is a relevant target in our ESG Action Plan.
- Renewable energy represented 52.9% of reported energy consumption in 2025.
- Water management focuses on responsible use, improved site-level consumption reporting and stronger wastewater-discharge reporting. The Group is assessing reduction opportunities and future intensity goals as data quality improves.

2025 greenhouse-gas baseline

Scope	Emissions	Method / boundary	Baseline limitations
Scope 1	823.25 tCO2e	Direct monitoring	Scope 3 Category 1 is currently a spend-based estimate and represents only one Scope 3 category. It therefore carries greater estimation uncertainty than the Scope 1 and Scope 2 inventory. Improving emissions-data quality and expanding Scope 3 coverage remain priorities for future target-setting and decarbonization planning.
Scope 2	2,192.79 tCO2e	Location-based	
Scope 3, Category 1	337,035.85 tCO2e	Spend-based estimate	

Circular Economy

- The Group is developing a more circular approach to products through design and engineering opportunities that improve material efficiency, packaging optimization and lifecycle thinking. The ESG Action Plan includes a roadmap for life-cycle assessment of best-selling products and actions to extend product lifecycles, while operational waste and recycling data provide a baseline for future resource-efficiency work.

Safety and People



ISO 45001	4,044	100%
manufacturing plants certified	employees on 31 Dec 2025	product portfolio materially compliant

Keenfinity Group's social priorities are organized around two focus areas: Health and People. "Health" combines occupational health and safety with Product Material Compliance. "People" focuses on employee engagement, retention and an inclusive workplace culture. ISO-certified management systems, structured compliance processes and employee feedback mechanisms support continual improvement across the organization.

Health

- Manufacturing plants operate under ISO 45001-certified health and safety management systems. The HSE program includes risk assessment, legal-compliance monitoring, incident and near-miss management, emergency preparedness, audits and corrective actions. Role-based and risk-based training is provided during onboarding and refreshed regularly.
- Product Material Compliance is a key element of responsible product stewardship and user safety. Our Material Compliance System ensures that our products are compliant with existing and emerging regulations on this topic. Compliance activities address, amongst others, REACH, RoHS, batteries, persistent organic pollutants, ozone-depleting substances and fluorinated gases.

People

- Keenfinity Group employed 4,044 people on 31 December 2025, with 91.1% employed under permanent contracts. Employee engagement is a key priority and therefore recurring engagement surveys and follow-up action plans have been introduced to strengthen employee experience, engagement and long-term retention.
- Keenfinity Group remains committed to equal opportunity, fair treatment and non-discrimination through its Code of Conduct and HR policies. Diversity, equity and inclusion remain part of the people strategy, while the primary focus of this overview is safety and engagement.

Integrity, responsible sourcing and digital trust



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major compliance incidents

78%
suppliers signed our Code of Conduct for Business Partners

81.5%
of relevant people received cybersecurity training

Keenfinity Group's compliance framework combines policies, defined responsibilities, training, internal controls and reporting channels. A confidential whistleblowing system is available to employees and external stakeholders and supports anonymous reporting and protection from retaliation.

Sustainable Governance

- Sustainable Governance is covered by clear Conduct Guidelines and by Responsible Sourcing activities.
- The Code of Conduct and related rules address anti-bribery, conflicts of interest, fair competition, sanctions, anti-money laundering and ethical conduct. Approval workflows, segregation of duties, the four-eyes principle and risk-based third-party due diligence help prevent misconduct.
- No anti-corruption convictions or fines and no material whistleblowing incidents were reported for 2025.
- A binding Code of Conduct for Business Partners communicates environmental, social and ethical expectations.
- Supplier risk monitoring combines onboarding due diligence, periodic reassessment, third-party intelligence, alerts, engagement and remediation workflows. This structured process aims to ensure that we only trade with responsible partners, aligned with our conduct guidelines.

- The responsible-sourcing and human-rights due-diligence framework supports compliance with applicable requirements including the German Supply Chain Due Diligence Act, the EU Conflict Minerals Regulation, the EU Carbon Border Adjustment Mechanism, the EU Deforestation Regulation and the U.S. Uyghur Forced Labor Prevention Act.

Digital Trust

- Cyber Security, Data Protection and Artificial Intelligence are key pillars of our approach to Digital Trust.
- Management Systems and company policies were reviewed in 2025, and annual training supports employee awareness.
- No personal data breaches were reported for 2025.

Selected 2025 baseline indicators

Pillar	Indicator	2025 value	Scope / note
Environment	ISO 14001 certification	Certified	Headquarters and manufacturing plants
Environment	Renewable energy share	52.9%	Supplier instruments + on-site
Environment	Scope 1 emissions	823.25 tCO2e	Direct sources
Environment	Scope 2 emissions	2,192.79 tCO2e	Location-based
Environment	Scope 3 Cat. 1	337,035.85 tCO2e	Spend-based estimate
Environment	Water consumption	98,898.99 m3	Approx. 95% operations
Environment	Waste recycled	1,468.39 t	Of 1,703.41 t generated
Social	ISO 45001 certification	Certified	Manufacturing plants
Social	Employees	4,044	31 Dec 2025
Social	H&S training	100%	Relevant employees
Social	LTIFR	1.15	Per million hours worked
Social	Product Material Compliance	100%	Product portfolio materially compliant

Reporting Limitations

Figures are presented as baseline information. They have not been externally assured and should not be interpreted as evidence of year-on-year improvement.

From foundation to focused implementation

2025 established the foundation for Keenfinity's sustainability approach, including the governance structure, reporting network and first Group-wide baseline. In 2026, we are building on that foundation by translating our material impacts, risks and opportunities into a focused ESG roadmap with clear priorities, measurable goals, accountabilities and implementation pathways. This work is preparing the Group to begin coordinated implementation of the resulting goals and actions in 2027. From 2027, the Group will move into coordinated delivery—implementing priority actions, strengthening ESG management and reporting, and tracking progress towards its longer-term environmental, social and governance goals.

Confirmed priorities

- **ESG strategy and accountability**: embedding the annual ESG Action Plan, rolling out the ESG organization across the Business Units, and strengthening ESG reporting and communication.
- **Climate and environmental performance**: validating near-term science-based targets, advancing energy efficiency and green energy and strengthening Scope 3 emissions management.
- **Circular and responsible products**: integrating life-cycle assessment and eco-design into product development and strengthening the management of substances of concern.
- **People, culture and safe workplaces**: advancing the DEI program, monitoring engagement and the gender pay gap, and implementing the Group HSE program.
- **Responsible business and digital trust**: strengthening compliance, responsible sourcing and third-party due diligence while advancing cybersecurity, data protection and responsible AI governance.

For stakeholders

Keenfinity Group aims to provide clear, evidence-based information on the topics that matter to our stakeholders' decisions, including emissions, environmental management, product compliance, responsible sourcing, workforce safety and business integrity.

Contact and further information

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Methodological note: This publication uses 2025 baseline data and official information available up to October 2026. The reporting boundary varies by metric and is stated where material. No external assurance has been obtained.