

INSTA



SUSTAINABILITY REPORT

2025 | Insta GmbH

OUR VISION

As Germany's most innovative electronics manufacturer we improve the way people live and work sustainably.

OUR MISSION

We conceptualize, develop and produce digital products and accompany them throughout entire life cycle. We grow through our expertise and our passion for electronics and networking with our customers.

DEAR READERS,

As an innovative company, we work every day to shape the future. For us, this also means taking sustainability into account in our day-to-day decisions and activities. For us, sustainability means that we must take responsibility for our world, for our fellow human beings and for future generations. Therefore, it is no longer a nice-to-have, but a differentiating feature in the market. Studies show that the costs of unsustainable business strategies can become economically threatening in the future.

With this second voluntary sustainability report, we aim to provide as transparent and open an account as possible of the years 2024 and 2025. All the data presented in this report relate to Insta GmbH and, therefore, to its sole site in Lüdenscheid.



All data and information have been prepared, presented and reproduced to the best of our knowledge and belief. We do not guarantee that the set targets will be achieved, as different requirements and regulations may lead to changes to these targets.

This report was written internally. This is based on our first voluntary sustainability report, our 2024/2025 double materiality analysis and our VSME reports for these two years. Because our desire to continuously improve is enshrined in our corporate culture, we are working every day to collect further key figures and tighten our sustainability guidelines.

Please do not hesitate to contact us if you have any questions or comments about this voluntary sustainability report.

Yours sincerely,
Insta GmbH management,

Alfred Vrieling



DEVELOPMENT
5,165 m²

PRODUCTION
9,353 m²

LOGISTICS
4,579 m²
Incoming goods/
outgoing goods
Storages, deliveries

HIGH-BAY WAREHOUSE
27,540 m²
27,500 container spaces
2,500 pallet spaces

INSTA, A HIDDEN CHAMPION FROM LÜDENSCHIED

Friendly, down-to-earth, innovative - Insta GmbH has been based in Lüdenscheid in the Sauerland region since its founding in 1970. This distinguishes us and our actions, because we love our beautiful region.

Sauerland is known for its green hills, forests, lakes and valleys. The region offers many opportunities for outdoor activities, such as hiking, cycling, skiing and swimming. Countless hiking trails offer opportunities to recharge, or put your endurance to the test on a mountain bike. During the winter months, the Sauerland winter sports arena is the largest winter sports area north of the Alps, which offers a high recreational value.

We are characterised by cordial, trusting cooperation, both internally and externally.

A photograph of two men in a laboratory or workshop setting. The man on the left, wearing a blue and white plaid shirt, is smiling and looking at a glowing orange device on a desk. The man on the right, wearing a light blue shirt and glasses, is holding a glowing pink device. In the background, there are computer monitors displaying code and a small electronic device with a digital display. The scene is lit with warm, ambient light.

PRODUCTS AND INNOVATIONS

PRODUCTS FOR BUILDING AND LIGHTING AUTOMATION

Insta have been specialising in building and lighting automation for over 55 years. We work closely with our customers from the initial concept to the finished series product. Production and development are right next door to each other. Short distances, fast communication chains and high quality are our basis for every new product. The lean principles can be found throughout our company and in our business idea.

It all started in 1970 with our double socket, which we still produce internally today. Our business areas can now be divided into smart home and smart building. This includes shading and lighting control, air conditioning, gateways, security technology and energy distribution. Our products make a significant contribution to reducing the CO₂ emissions of buildings.

We also work with a wide range of companies in the EEMS industry business (Engineering Electronics Manufacturing Services). Our innovative spirit drives us to develop new and even more sustainable electronic solutions every day.



TAKING BUILDING AUTOMATION A STEP FURTHER

The requirements for building automation and smart building systems are changing rapidly. New communication standards, rising expectations regarding energy efficiency, ease of retrofitting and long-term investment security present new challenges for manufacturers, planners and system providers.

At Insta GmbH, we are taking building automation to the next level. With our new solutions, we demonstrate how modern technologies, modular hardware concepts and tried-and-tested sensors can be combined to create future-proof products for professional building installations.

SOLUTIONS FOR TODAY'S REQUIREMENTS AND FUTURE STANDARDS

Modern building automation must be flexible, scalable and cost-effective. At the same time, the aim is to utilise new technologies such as Matter or KNX IoT without having to accept high development risks or long time-to-market periods. Demands for precision, reliability and design integration are also increasing in the fields of sensor technology and operating concepts.



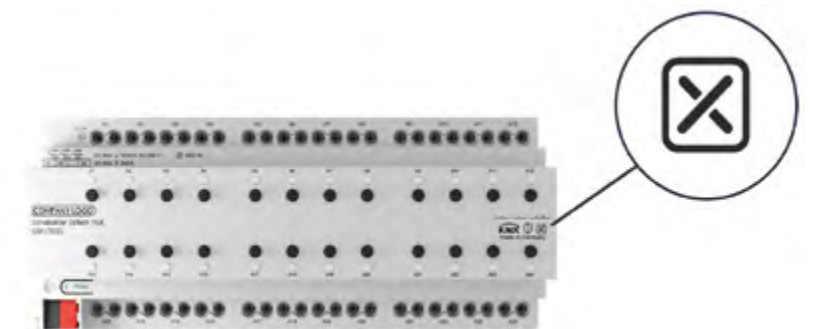
KNX – ACTUATORS, SENSORS, SYSTEM PRODUCTS

Insta's KNX products have been an integral part of smart building automation for years. As a white-label OEM manufacturer, we offer our customers the opportunity to market high-quality and innovative KNX products, such as actuators, sensors and system products, under their own brand, thereby sustainably expanding their own product range.



NEW SECURE KNX SWITCH ACTUATORS WITH ETS XPRESS CONFIGURATION

With the new Secure KNX switch actuators, Insta are introducing ETS Xpress configuration – an approach intended to make project design in ETS quicker and easier. It simplifies configuration through predefined functions and rapid output assignment, reduces the effort involved in project planning and speeds up commissioning – without compromising the full flexibility of traditional ETS configuration. System integrators, electricians and OEM partners benefit from fewer clicks, less effort and faster commissioning. The ETS Xpress configuration is being integrated step by step into other Insta-ETS applications.



KNX IoT AND MATTER

A MODULAR HARDWARE PLATFORM, MANY PRODUCT VARIANTS

For OEMs, manufacturers and system providers, the introduction of new standards such as KNX IoT and Matter is fraught with uncertainty. Developing your own hardware involves development time, costs and the risk of committing to a particular technology at an early stage. The modular hardware platform is designed precisely to address this situation. It enables companies to source ready-made, production-ready products for a range of networking technologies – without the need for in-house development and without long lead times.

Key building automation functions can be implemented, including switching, dimming, shading, DALI-2 broadcast and binary inputs, based on the modular flush-mounted hardware. The platform serves as the common technical basis for several technology-specific product variants.



HIGH-FREQUENCY TECHNOLOGY

PRECISE PRESENCE DETECTION FOR RELIABLE BUILDING AUTOMATION

Modern building automation requires reliable occupancy data. PIR sensors often reach their limits because they only detect thermal radiation and are unable to localise movements in space.



Developed and manufactured in Lüdenscheid



The 60 GHz high-frequency technology used in our presence detectors requires no optical components (such as Fresnel lenses), detects even the slightest movements with virtually no delay and defines clear detection zones. Movements in neighbouring rooms or behind doors are reliably ignored. False alarms are a thing of the past:

- > Greater convenience for end users
- > Greater precision in presence detection
- > Compact design without optical elements such as Fresnel lenses
- > New possibilities for smart building applications
- > Complies with data protection regulations: no images or personal data



Ohne Kabel. Ohne Grenzen.

MAGNETIC SWITCHING. NO CABLES, NO LIMITS.

With Magnetic, the modular hardware platform has been specifically expanded to include a wireless switching solution. Magnetic has been developed for retrofitting, refurbishment and modernisation projects where limited installation space, existing cabling or the need to retain the existing switch design are key considerations.

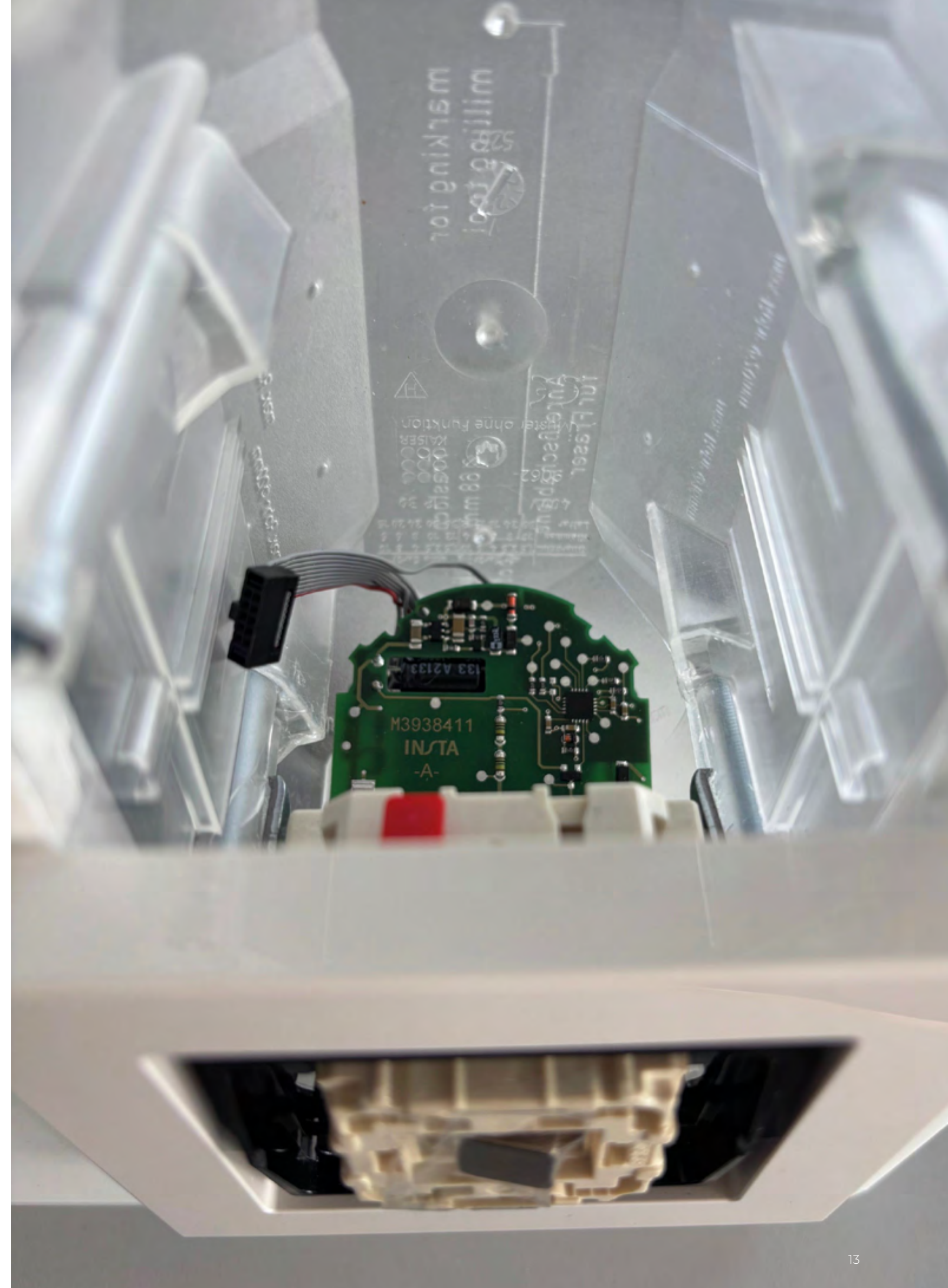
The result is a wireless switching principle, which is operated entirely without moving electrical contacts.

Unlike traditional switch inserts, Magnetic does not require any electrical connection between the rocker and the flush-mounted module. This makes the solution ideal for shallow appliance boxes and installation scenarios where conventional wiring reaches its limits, either technically or in terms of the design.



The operating principle has been deliberately designed to be clear and straightforward:

The magnet is inside the rocker. The sensors and electronics are housed in the flush-mounted module. When the rocker is pressed, the position of the magnet changes. This change in position is detected without physical contact by the sensor in the flush-mounted module. No wiring or mechanical connection is required between the rocker and the module.





INNOVATION AS DRIVING FORCE FOR SUSTAINABLE DEVELOPMENTS

We invest in research, collaborations and new technologies to create solutions that really help our customers move forward. We take a holistic approach to environmental, social and governance aspects to ensure that our products are not only efficient, but also responsible. We promote a culture of learning and openness in which new ideas are listened to, tested and implemented. In this way, we enable sustainable products and solutions that create long-term benefits – for our customers, the environment and society.

HALOGEN-FREE PRODUCTS

Our goal is to develop electronic products that are powerful, reliable and as environmentally friendly as possible. A central element of our responsibility is therefore to make our products increasingly halogen free. Halogens such as chlorine or bromine have long been used in plastic housings and printed circuit boards. They pollute the environment and make recycling more difficult. That is why we are working on innovative materials and manufacturing processes to enable us to dispense with these substances.

- > Greater sustainability thanks to improved recyclability of halogen-free components
- > Greater safety thanks to significantly lower emissions of toxic fire gases
- > Future-proof through early fulfilment of upcoming regulatory and technological standards



ZERO-ERROR STRATEGY

Our products have always helped to make people's lives easier, save energy and transform buildings into smart spaces. Over the years, we have developed and manufactured numerous innovations at our sites in Lüdenscheid, ranging from cord transformers and dimmers to actuators, sensors and connected components for smart homes. We always subject ourselves and our products and systems to high quality methods along value-adding processes.

To achieve our target of a zero-error strategy in the production process, we have created various quality control loops to sustainably prevent mistakes and reduce the time and costs for reworking and scrapping in the value-adding process. In addition, we operate a comprehensive test management system in the development process to ensure that products and applications work perfectly and permanently. Development is progressing very quickly, especially in the field of electronics. Our internal obsolescence management system therefore proactively provides important information in order to realign product strategies in good time. Our retrospective product, process and supply chain and cost optimisation processes provide deeper insights into appropriate adjustments.

CONFORMITY

We know which standardisation guidelines are important for our customers' products. We test relevant aspects at our own laboratories during the development phase: for example electrical safety, electromagnetic compatibility (EMC) or compliance with national and international radio standards.

CERTIFICATION

We can carry out the necessary certifications on request. This allows the customers' ideas to be brought to market maturity as soon as possible.

CYBER SECURITY

Almost every product that has an interface is also vulnerable. Even just one external connection or a wireless interface makes a product vulnerable to potential cyber-attacks. We have identified this problem and have been employing our own cyber security officer for this reason since 2021. This takes into account all aspects of protection against external attacks – and not just during the development, but also throughout the entire product life cycle.

OUR PHILOSOPHY: FURTHER DEVELOPMENT

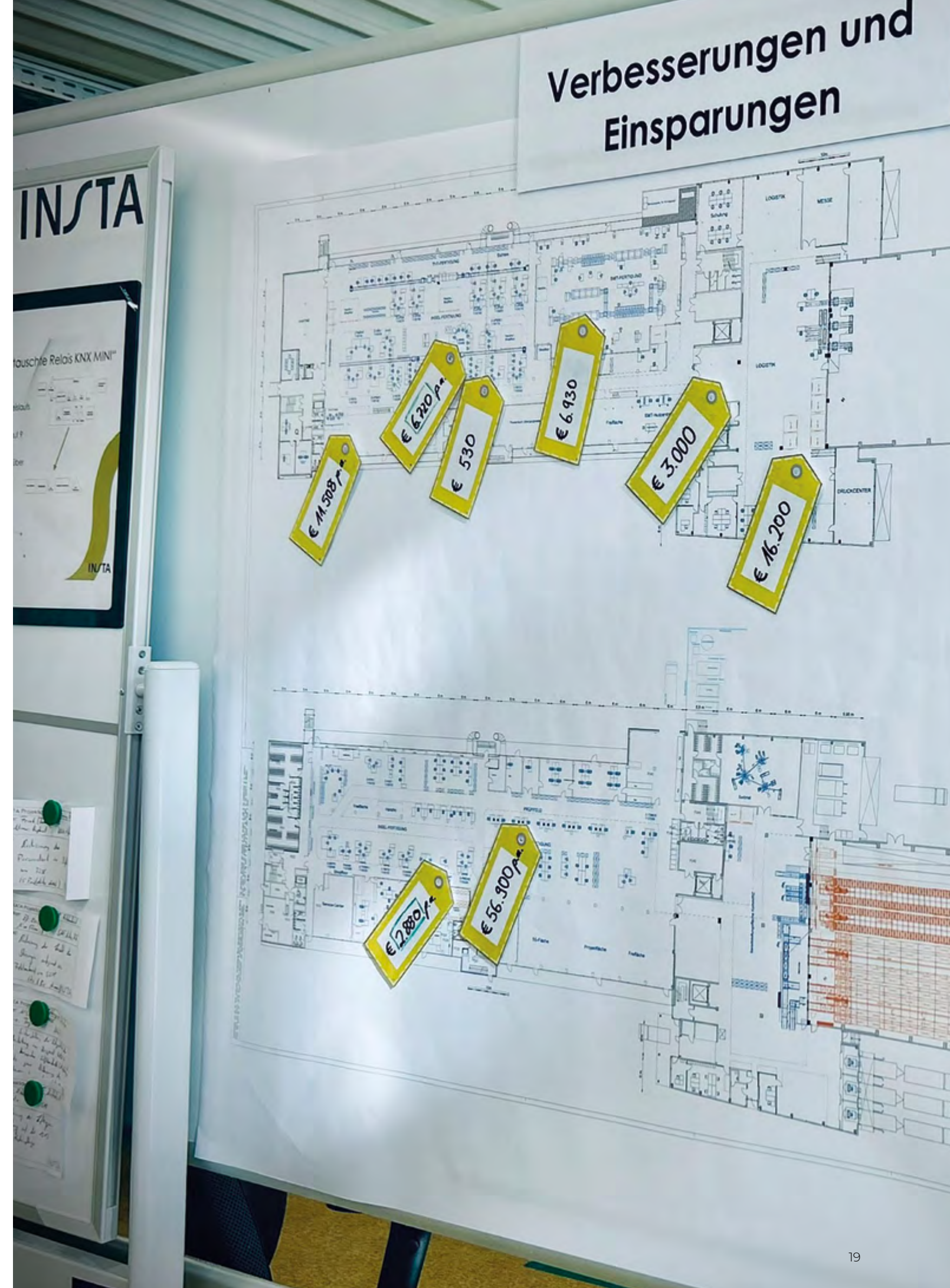
For us, lean is more than just a method or guideline. For us, lean means a culture of continuous improvement and the elimination of waste, driven by our employees. For us, lean is a never-ending

process and a corporate philosophy that accepts and uncovers mistakes instead of hiding them. For us, problems are opportunities for continuous development.

LEAN MANAGEMENT

The lean transformation started at Insta in 2010. A great deal has happened since then and we can proudly say that lean is firmly enshrined in our DNA.

We live this philosophy, including various methods and principles, which have been facilitating our employees' commitment ever since and bringing out the best in them every day. We were able to change processes and procedures in such a way that adds value to the end product. Lean leadership enables us to empower our managers and employees and continuously improve their skills. As a best practice partner of Stauf AG, we are happy to pass on our experience in lean management. And as part of the *Best Practice Circle*, we are looking forward to welcoming plant managers and executives from the partner group to Lüdenscheld to gain their own impression of our production processes.



INNOVATIVE AND DURABLE

With our high level of innovation, we make a valuable contribution by bringing high-quality products with a long service life to the market. Many clever minds and our modern production facilities ensure optimum conditions. Building systems technology thrives on longevity. We specify a service life of up to several decades for our products. But longevity also means less waste production, less wastage of resources and fewer emissions.

Fast time to market, maximum cost control, high flexibility and top product quality are just some of the many benefits we provide by working with our customers. We rely on effective and efficient production processes and use specialised manufacturing and testing facilities to produce components and devices. Lean management is part of everyday life.

Since their foundation in 1970, Insta have filed 448 patent applications and 169 utility model applications.

Innovations and the resulting products require a considerable amount of resources, particularly in development, but also in marketing, sales, purchasing and production. We have been rising to this challenge with great success for more than 50 years.



MEMBERSHIPS

KNX is the globally recognised standard for smart connectivity in buildings with a bus system. As a founding member of the KNX Association, Insta have been focusing on KNX in terms of development for a long time. We have over 30 years of experience and are the world's first company with a certified KNX Data Secure Stack (TP & RF).



As a founding member of the DALI Alliance, we have over 20 years of experience in the development and production of innovative products with DALI technology of all kinds.



As a member of the Connectivity Standards Alliance (formerly Zigbee Alliance) and the Bluetooth Special Interest Group, we are actively shaping the future of wireless connectivity in smart homes and buildings. We use established and forward-looking industry standards, which enable us to offer interoperability and functional guarantees to our customers in these growing and dynamic markets.



As a member of the ZVEI, we represent the common interests of companies in our industry. The ZVEI is committed to open markets, fair trade and a strong network within the electrical and digital industry. We are also committed to the ZVEI Code of Conduct.



As members of various committees, we aim to highlight the wide range of building systems technology options and drive them forwards.



CERTIFICATES

Certifications in accordance with ISO 9001, ISO 14001, ISO 27001 and ISO 50001 demonstrate the systematic quality management, the active commitment to environmental protection, including defined environmental objectives, and the implementation of information security and energy management systems.



The majority of our products bear the VDE mark as proof of high safety and compliance with VDE regulations or European or internationally harmonised standards. Our production facility is audited annually by the VDE.



We aspire to ensure that all our products are exclusively RoHS and REACH-compliant. We ensure compliance through regular checks and collaboration with our customers.



At Insta, we manufacture in accordance with IPC-A-610 Class 2: "electronic products for high requirements with continuous performance, long service life and uninterrupted operation."



As a certified MFi manufacturer for Apple HomeKit products "Made in Germany", we are able to create products for the Apple smart home system together with partner companies and our own Home Kit development expertise, from the idea to the finished solution, and offer them to OEM customers. A team from Insta are working together with well-known companies and quality brands from various sectors of the home industry in the *Universal Home* network on a vision for the home of tomorrow. With visionary thinking, partnership, a high quality promise and a high level of implementation expertise, we are creating a common basis for a future worth living in for millions of people.



TECHNOLOGY PARTNERSHIPS

With Matter-compatible products, we are contributing to standardise smart home consumer experiences.



As a development and manufacturing partner of Signify N.V. (formerly Philips Lighting), we are helping to shape the vision of seamlessly connecting the worlds of user-centred smart homes and professional, long-lasting building technology. With this partnership and many years of experience in the field of electronic control, we are creating new options and user-friendly solutions for our OEM customers and end customers to further improve the experience with Philips Hue products.



AWARDS

Insta is a certified partner company of Staufen AG and therefore also qualified to host the Best Practice Circle. Several times a year, we welcome interested companies that would like to gain an insight into our lean management and lean production. We would be delighted to welcome you to our production facility and introduce you to our methods.



In 2023, we carried out a sustainability assessment according to EcoVadis for the first time as a company. We are proud to have won a bronze medal at the very first attempt. This is an incentive for the future.



We have been awarded Kununu's 'Top Company' seal since 2022. It is awarded annually on the basis of staff appraisals. According to Kununu, only about 5 % of the companies rated on this platform receive the coveted seal.



For five years in a row, we have received the coveted seal of approval for outstanding training quality. In order to receive the seal, our trainees answered about 100 detailed, anonymised questions on the quality of the training, e. g. on content, future opportunities and how trainees are treated at the company. Our trainees were particularly positive in their assessment of the aspects of appreciation, involvement in work processes and the trusting and informal working atmosphere in an informal culture.



An aerial photograph of a large, calm lake surrounded by dense green forests. The sun is shining brightly from the top right, creating a lens flare and reflecting off the water's surface. The sky is blue with scattered white clouds. The text "WE ARE SHAPING PROGRESS WITH RESPONSIBILITY" is overlaid on the right side of the image in white capital letters on a dark grey background.

WE ARE SHAPING
PROGRESS WITH
RESPONSIBILITY

ECOVADIS – AN IMPORTANT MILESTONE

With our Silver status, we are currently ranked amongst the top 15 per cent of companies in our sector and of our size assessed by EcoVadis worldwide. In this way, we send a clear message of transparency, reliability and continuous improvement. This progress confirms our holistic approach to responsible business practices throughout the entire value chain – from resource and climate protection, through fair working conditions, to ethical procurement processes.

RELIABILITY AND TRANSPARENCY

EcoVadis assesses the environmental performance, labour and human rights, ethics and sustainable procurement. The silver level demonstrates that we systematically organise our processes, pursue measurable objectives and communicate results transparently.

COLLABORATION AND TRANSPARENCY

Regular dialogue with stakeholders, reporting of verifiable results and a culture of learning from feedback. With transparent measures and measurable results, we build greater trust and strengthen partnerships with suppliers who uphold sustainable standards.

COMPETITIVE ADVANTAGE DUE TO SUSTAINABILITY

Responsible procurement and fair business practices are now among the key criteria for successful partnerships. Silver serves as a visible commitment to sustainable business relationships.

STRONG SUPPLY CHAIN

With clear standards, regular audits and ongoing optimisation, we boost the trust of our partners, customers and staff.

ENVIRONMENT

Stepped-up efforts to improve resource efficiency, prevent waste and reduce CO₂ emissions due to optimised logistics, energy-efficient processes and sustainable procurement options.

SOCIAL RESPONSIBILITY

Promotion of safe working conditions, health and safety, equal opportunities, further training and open communication within the company and throughout the supply chain.

ETHICS AND PROCUREMENT

Integrity in all business processes, clear supplier criteria, compliance programmes and robust governance structures.



CLARITY, COURAGE AND MEASURABILITY FOR LONG-TERM SUCCESS

Insta GmbH are pursuing a clear sustainability strategy based on three pillars: the environment, social issues and corporate governance. We act responsibly, transparently and with a long-term perspective.

The aim is to develop an integrated strategy that combines economic success with environmental and social benefits. We are committed to continuous improvement and report annually on our progress, challenges and next steps.

ENVIRONMENT

Conserving resources, reducing emissions, sustainable procurement, circular economy.

SOCIAL ISSUES

Fair working conditions, diversity and inclusion, job security, social responsibility.

CORPORATE GOVERNANCE

Integrity, transparency, compliance, stakeholder dialogue.

CLARITY

We define measurable targets, report regularly on progress and explain openly how decisions take environmental and social aspects into consideration.

COURAGE

We boldly implement innovative projects, invest in green technologies, reduce emissions and promote fair working conditions throughout the entire supply chain.

MEASURABILITY

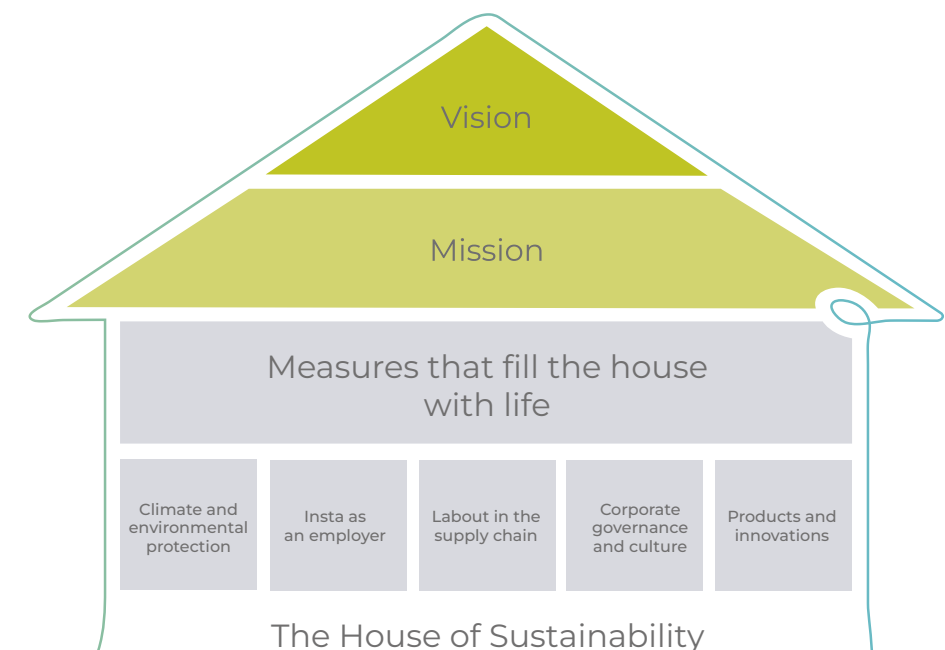
We use recognised key performance indicators (KPIs) and regular audits to monitor progress, make adjustments and demonstrate sustainable success.

OUR SUSTAINABILITY VISION

We develop technologies that bear responsibility.

OUR SUSTAINABILITY MISSION

- > *We promote climate protection, reduce environmental pollution and enable sustainable innovation.*
- > *We take responsibility – for our staff, for fair working conditions within the supply chain, for our region and for our customers.*
- > *We run our company with integrity: clearly, ethically and in a future-orientated manner.*



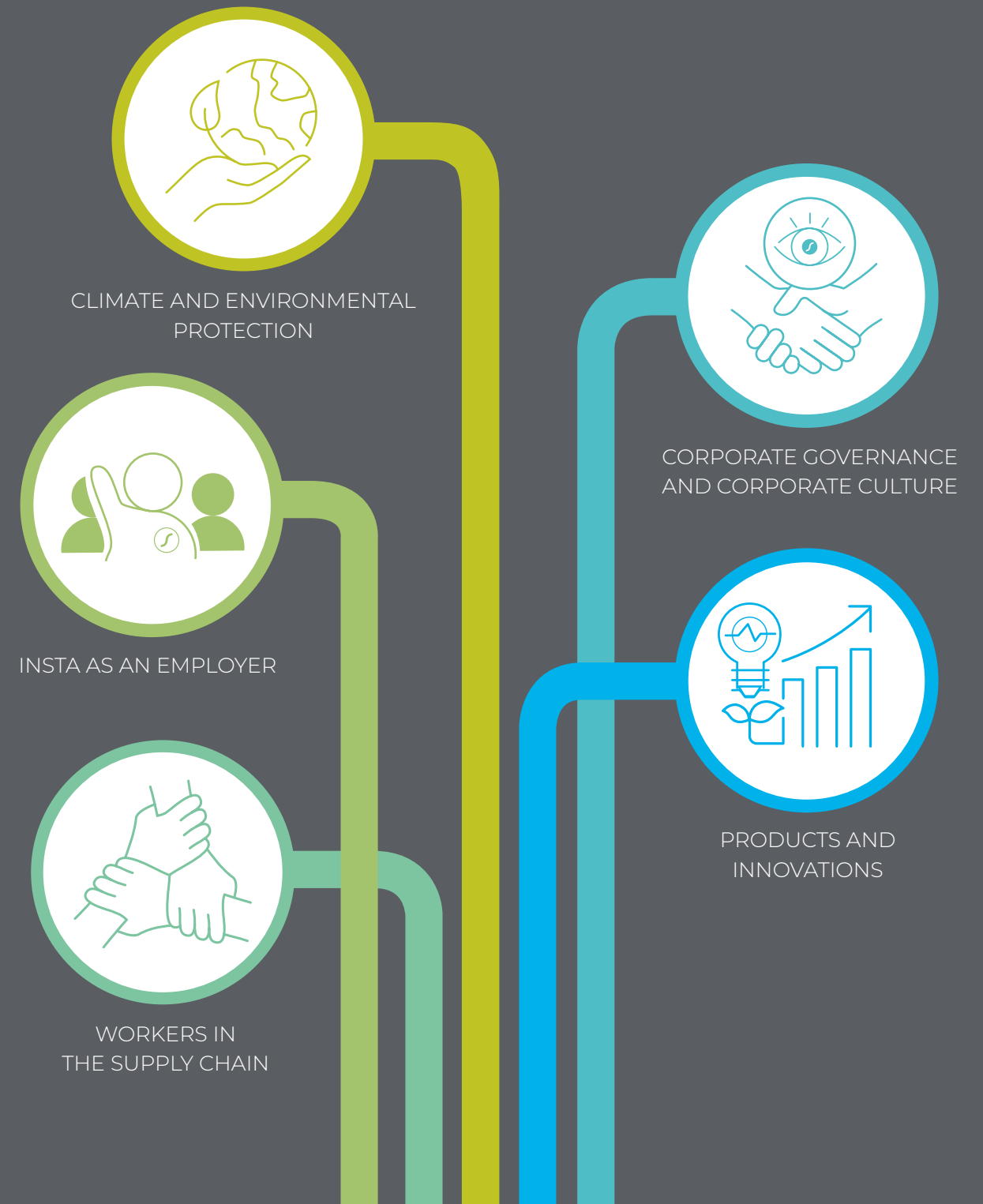
FOR A FUTURE WORTH LIVING

Our sustainability report describes how we are acting today to protect the future. Climate action means reducing greenhouse gas emissions, promoting sustainable mobility, using energy efficiently and relying on renewable sources. Environmental protection encompasses the responsible use of resources, the protection of soil, water, air and biodiversity, and the preservation of our natural resources.

At the same time, sustainability encompasses social responsibility: fair working conditions, respect, equal opportunities, diversity, healthy working environments and responsible corporate governance. We promote fair wages, secure jobs, opportunities for further training and participation for all employees, as well as treating our partners and society with respect. This is how we create value that benefits people, the environment and the economy alike.

In this report, we set out our objectives, measures and progress – in a transparent, traceable and measurable manner. We report on our successes, the challenges we face and the paths we are taking. Thanks to the joint efforts of companies, employees, partners and society, we are creating living environments that remain safe, healthy and fair, both today and in the future.

Together, we are shaping a sustainable future – for the climate, the environment, people and society.



INSTA AS AN EMPLOYER



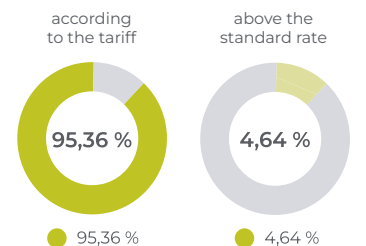
We cultivate an open and friendly corporate culture. Diversity enriches us in every respect, because only together can we be down-to-earth, reliable, agile and innovative. People are at the centre of everything we do - regardless of whether they are employees, customers or suppliers. With this conviction, we are working to shape a future worth

living in, for all of us. We promote future skilled workers through attractive training and further education programmes and live by equal opportunities, diversity and inclusion as core values. After all, our employees give us the most valuable thing they have every day: their time and their skills.



EMPLOYMENT COVERED BY AND EMPLOYMENT NOT COVERED BY COLLECTIVE AGREEMENTS

We employ an above-average number of staff under a collective agreement. This demonstrates our clear focus on regulated working conditions, fair wages and reliable framework conditions for all employees.



EQUAL OPPORTUNITIES

We attach great importance to equal opportunities and promote the professional development of all employees, regardless of gender. Women receive the same training and development opportunities as men and are supported in shaping their individual career paths. What counts for us is the performance, expertise and motivation of each individual. This attitude is an integral part of our corporate culture and an important building block for a fair, respectful and future-orientated working environment.

FAIR AND LIVING WAGES

Fair wages are a central component of social responsibility for us. We recognise the importance of living wages and are committed to ensuring that our employees can make a good living from their work. As a company bound by collective labour agreements in the metal and electrical industry, we adhere to established, transparent remuneration structures and benefit from one of the highest industry standards in Germany. This collective labour agreement not only guarantees fair wages, but also regulated working hours, social benefits and long-term job security. In this way, we create a working environment that recognises performance, offers security and contributes to the satisfaction of our employees.

LIVING WAGE (WAGE THAT PROVIDES A DECENT STANDARD OF LIVING)

We are familiar with the concept of a "living wage" and aim to provide all of our employees with an income that not only covers their basic needs but also enables them to participate fully in society. We pay in accordance with IG Metall's collective agreement, which is significantly higher than the statutory minimum wage. By comparison: whilst the statutory minimum wage in Germany will be 12.82 euros per hour from January 2025, the IG Metall collective agreement for the electrical trades provides for a minimum wage of 14.41 euros per hour from January 2025. We are committed to keeping a close eye on developments of the living wage concept and on adjustments to collective agreements. By 2028, the minimum wages under the collective agreement will rise in stages by a total of 15.4% compared with today's levels, reaching € 16.10, which underlines our commitment to fair wages. As the management team of Insta GmbH, we are united in our commitment to fair pay. We regard this not only as an ethical obligation, but also as an investment in the satisfaction, motivation and productivity of our work force, as well as in the long-term viability of our company.



LABOUR IN THE SUPPLY CHAIN



We understand sustainability in the supply chain as fair working conditions, respect for human rights and social responsibility along our entire value chain. Our aim is to promote long-term stability and the well-being of the people who make our products and services possible.

We use IntegrityNext, a cloud-based platform to ensure sustainability and compliance in our supply chain. Through IntegrityNext, we are able to efficiently monitor our suppliers' compliance with environmental, social and governance (ESG) standards. The platform helps us to recognise risks at an early stage and create transparency along the entire supply chain.



Supplier profile of
Insta GmbH at IntegrityNext

ZERO TOLERANCE FOR CHILD AND FORCED LABOUR

As a German company, we are fully committed to human rights, fairness and social responsibility. All forms of child labour, modern slavery or forced labour are absolutely unacceptable to us and have no place in our company.

We take great care to ensure that these principles are adhered to not only in our own company, but also by our suppliers. Our partners and suppliers are obliged to respect and implement the same ethical standards.

Responsible behaviour is a matter of course for us, because respect, dignity and the safety of every person are the basis of sustainable business.

SUSTAINABILITY THROUGHOUT THE SUPPLY CHAIN FOR LONG-TERM SUCCESS

As part of our sustainability management, we use the IntegrityNext platform to systematically survey our suppliers on sustainability issues. The focus is on key issues such as environmental standards, social responsibility, human rights and compliance. This is how we ensure transparency throughout our supply chain and make sure that our partners share our values and meet our requirements.

The insights we have gained enable us to spot risks at an early stage, identify areas for improvement and work with our suppliers to develop sustainable solutions. At the same time, we promote an open dialogue and cooperation based on partnership, trust and responsibility.

We view our supplier management as an ongoing process of development. That is why we are constantly working to further develop our processes, criteria and assessment methods in order to meet the growing demands for sustainability and ethical conduct.

We, too, take responsibility: with a transparent supplier profile, we demonstrate our commitment to sustainability, compliance and ethical conduct clearly.

- # Since 2024, we have been analysing 498 suppliers by means of an abstract risk analysis that pre-evaluates and filters news and other information. We have therefore decided to focus on our key suppliers and invited them to take part in a digital assessment.
- # Negative environmental impacts were identified in 2024, at a total of 139 suppliers in the environmental sector. Since then, however, we have already managed to reduce this figure to 30.
- # 132 suppliers were assessed in the social sphere; in 2024, 38 showed potential negative impacts, which we were able to reduce to 20 by 2025.
- # During the audits, we realised that some supplier documents were missing or that there were queries regarding the assessment questions. We are constantly working on reducing the number of suppliers with a potential negative impact.



CORPORATE GOVERNANCE AND CORPORATE CULTURE



To us, sustainable corporate governance and corporate culture form a holistic approach in which we integrate economic, ecological and social aspects into our decisions and daily practises. As a company, we are aware of our responsibility to ourselves and society, and take this seriously. "We live a culture in which everyone can develop and take responsibility to make the world of tomorrow a little better.

To us, sustainability also means recognising risks at an early stage and actively managing them. Our internal risk management ensures that we keep an eye on both environmental and business risks. The successful EcoVadis certification confirms our progress in the areas of environment, ethics, labour and human rights as well as sustainable procurement.



HUMAN RIGHTS AND ANTI-CORRUPTION

We are committed to unrestricted respect for human rights along the entire value chain. At the same time, we are focussing on the consistent prevention of corruption and promoting a corporate culture in which there is no room for legal offences. Freedom of expression, tolerance and diversity are fundamental values that we actively protect and strengthen.

Compliance with all applicable laws and regulations is a matter of course for us. In addition, we implement comprehensive compliance measures to ensure safe and compliant behaviour throughout the company. A central component is our Code of Conduct, which defines binding standards for fair, respectful and law-abiding behaviour - for all employees and our business partners.



Code of Conduct of
Insta GmbH

CERTIFIED QUALITY AND PROCESSES

Our processes are certified in accordance with ISO 9001, ISO 14001 and ISO 50001 - proof of consistent management, systematic processes and continuous improvement in all areas. These standards underpin our commitment to quality, energy efficiency and sustainable practises in the value chain.



Through **lean management**, we regularly analyse processes, identify wastage and eliminate it in a targeted manner. This enables us to create lean processes that respond flexibly to customer needs and utilise resources efficiently. Our employees are actively involved in anchoring improvements in the long term, as well as identifying opportunities for optimisation at an early stage.

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

As a responsible company, we see it as our duty to actively contribute to sustainable development. The United Nations' Sustainable Development Goals (SDGs) form the global framework for an economically, environmentally and socially balanced future. Sustainability is not just a goal for us, but an expression of our corporate responsibility towards people, the environment and society.

#4 QUALITY EDUCATION

- > Education
- > Further education/training
- > Academic support
- > In-house programmes, e. g. PROFI

#6 CLEAN WATER AND SANITATION

- > Support for a hydropower plant (Vietnam)
- > Minimising water consumption

#8 DECENT WORK AND ECONOMIC GROWTH

- > Fair payment
- > Flexible working time models
- > Economic continuity
- > Corporate benefits (canteen, company bikes etc.)

#9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

- > Innovation as motivation
- > 609 patents and more in the pipeline
- > In-house development and production

#12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- > Lean and high quality ensure a low level of scrap and returns
- > Waste is separated and recycled by the partners accordingly
- > Continuous improvement in dealing with resources

#13 CLIMATE ACTION

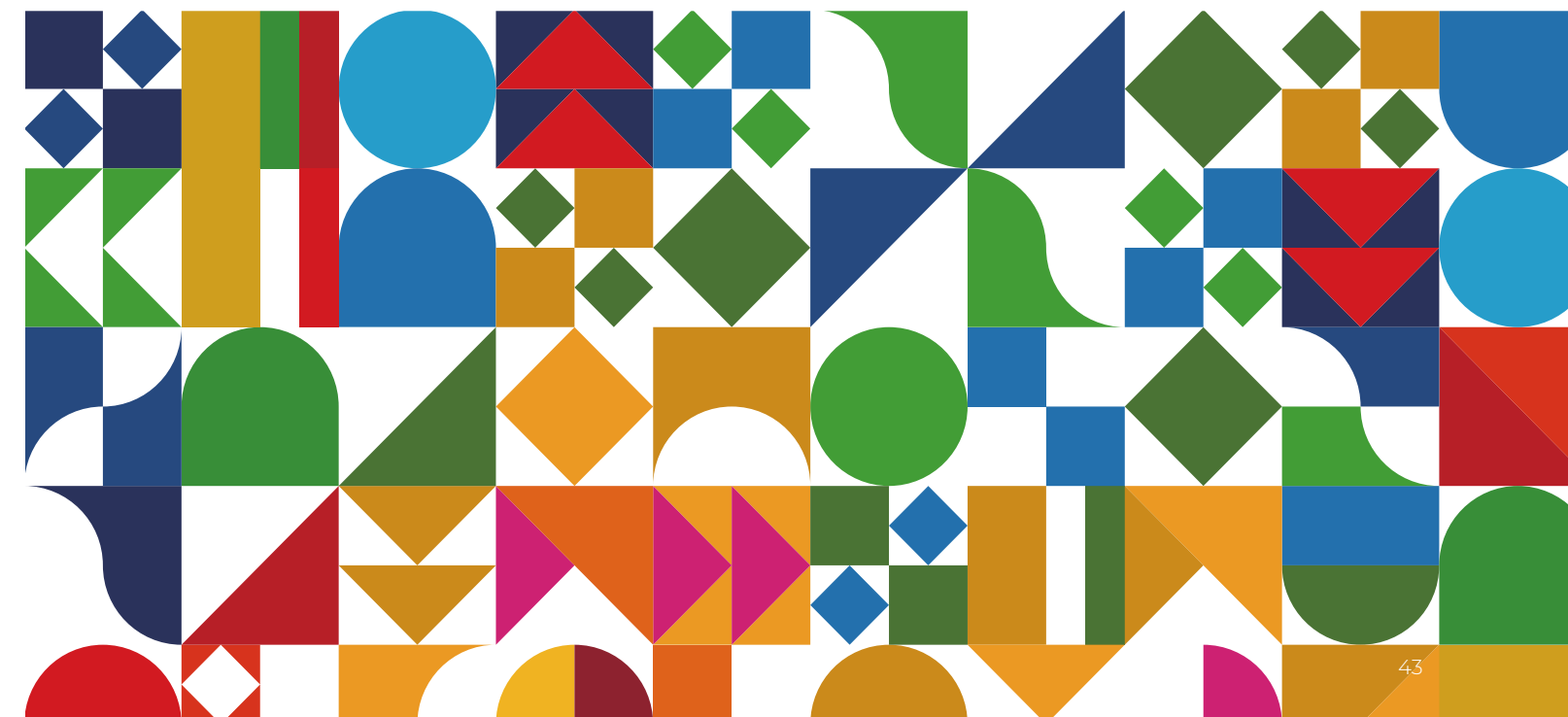
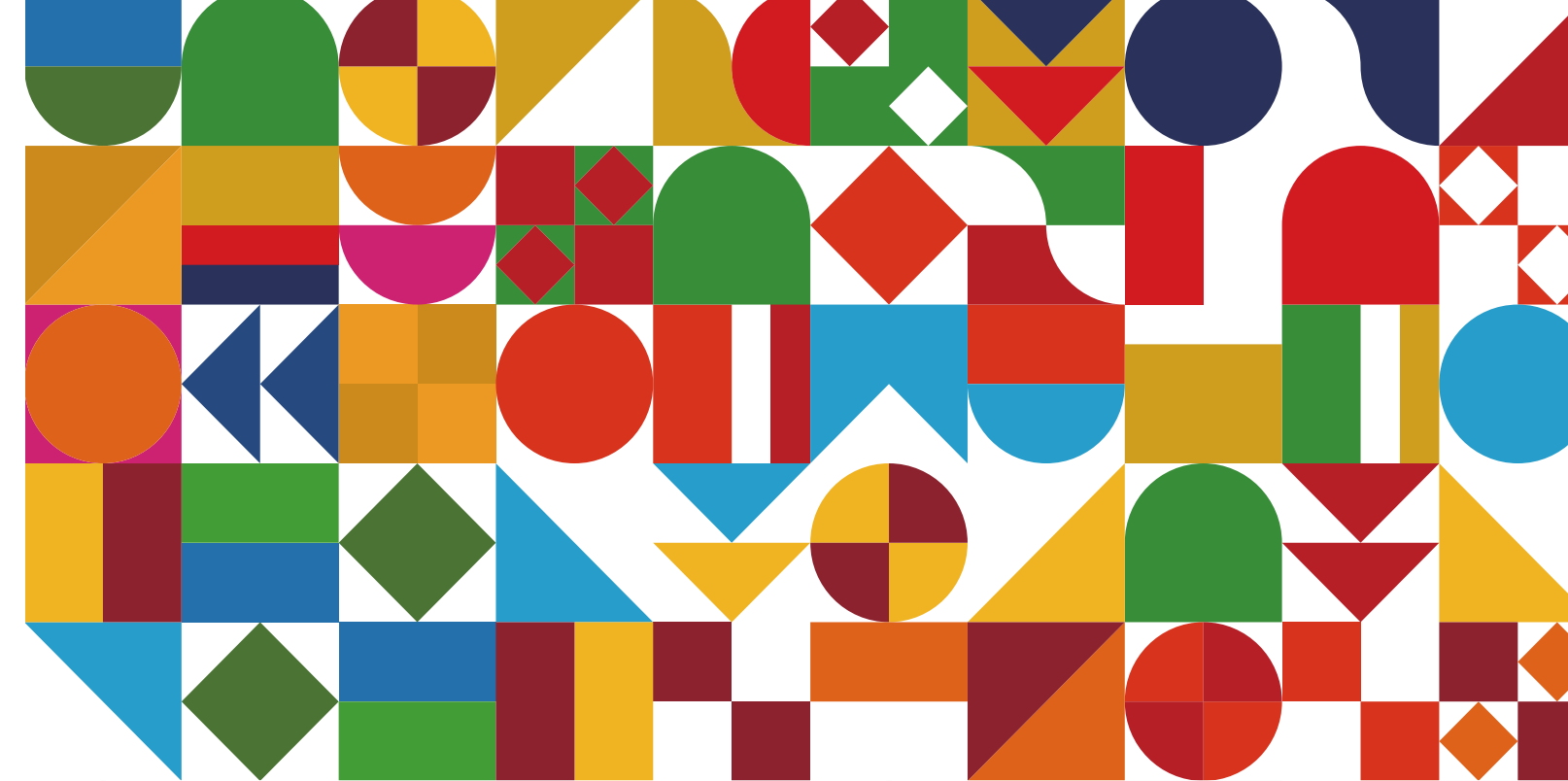
- > CO₂ offsetting
- > Building resilience to climate risks
- > Reforestation

#15 LIFE ON LAND

- > Reforestation
- > Forest conservation in partnership with Planted

#17 PARTNERSHIP FOR THE GOALS

- > Support for a United Nations project
- > Staufen Best Practice
- > Founding member of the KNX Association



DOUBLE MATERIALITY ANALYSIS (DMA)

During the reporting period, we at Insta GmbH voluntarily carried out a double materiality analysis (DMA). Our aim was to prepare for the requirements of the forthcoming CSRD in good time. Due to the omnibus procedure and the currently unclear political guidelines, we have completed the analysis but have decided to base our reporting on the VSME standard for the time being. To begin with, we defined the scope of consolidation and mapped out our value chain. To this end, we identified our business components, key resources and all our internal, upstream and downstream activities and assigned them to the respective stages of our value chain. This basis was crucial for all subsequent stages of the analysis. In the next step, we identified the stakeholders relevant to us along the value chain and then determined our key stakeholders. We categorised them under the relevant sustainability themes in accordance with the European Sustainability Reporting Standards (ESRS) in order to incorporate their interests into the subsequent analysis. Particular attention was paid to stakeholders with a high degree of dependency, as well as to nature,

which we regarded as a ‘silent stakeholder’. We then analysed the impact, risks and opportunities (IROs) arising from our activities by systematically assessing how each activity relates to the ESRS themes. We classified the IROs according to their type, potential or actual impact, positivity or negativity (or opportunity or risk), time horizon, and any possible link to human rights. We then assessed the identified IROs in accordance with the guidelines set out by the ESRS and EFRAG. With regard to the impact, we focused on severity, scope, extent, irreversibility and probability. We assessed the risks and opportunities on the basis of their financial impact and – in the case of potential IROs – also on the basis of their probability of occurrence. To ensure quality, we operated with the dual-control principle. Every step was checked by a qualified person and documented clearly. The results were recorded and archived in protocols and evaluation summaries in accordance with ESRS requirements. Below is an overview of the topics and sub-topics that we have assessed as significant, presented in the form of a matrix and a table listing the main types of IRO.

Topic	Sub-topic	Significant effects	IRO type	Financial materiality	IRO type
# E1 Climate change	Adaptation to climate change	No significant IROs		Risks	Potential
	Climate action	Positive and negative effects	Actual	Opportunities	Actual
	Energy	Positive effects	Actual	Opportunities	Actual & potential
# E2 Environmental pollution	Air pollution	Negative effects	Actual	No significant IROs	
	Water pollution	No significant IROs			
	Soil pollution	No significant IROs			
	Pollution of living organisms and food resources	No significant IROs			
	Substances of concern	No significant IROs			
	Microplastics	No significant IROs			
# E3 Water and marine resources	Water	No significant IROs			
	Marine resources	No significant IROs			
# E4 Biodiversity and ecosystems	Direct causes of biodiversity loss	No significant IROs			
	Effects on the condition of the species	No significant IROs			
	Effects on the extent and condition of ecosystems	No significant IROs			
	Effects and dependencies of ecosystem services	No significant IROs			

Topic	Sub-topic	Significant effects	IRO type	Financial materiality	IRO type
# E5 Circular economy	<i>Resource inflows</i> , including utilisation of resources	No significant IROs			
	<i>Resource outflows</i> relating to products and services	No significant IROs			
	Waste	Negative effects	Actual	No significant IROs	
# S1 Own work force	Working conditions	Positive effects	Actual	Risks & opportunities	Actual & potential
	Equal treatment and opportunities for all	Positive effects	Actual	Opportunities	Actual
	Other employment-related rights	No significant IROs		Opportunities	Actual
# S2 Work forces in the value chain	Working conditions	Positive effects	Actual	No significant IROs	
	Equal treatment and opportunities for all	No significant IROs			
	Other employment-related rights	No significant IROs			
# S3 Affected communities	Economic, social and cultural rights of communities	No significant IROs			
	Civil and political rights of communities	No significant IROs			
	Rights of indigenous peoples	No significant IROs			

Topic	Sub-topic	Significant effects	IRO type	Financial materiality	IRO type
# S4 Consumers and end-users	Information-related effects on consumers and/or end-users	Positive effects	Actual	Risks & opportunities	Actual & potential
	Personal safety of consumers and/or end-users	No significant IROs			
	Social inclusion of consumers and/or end-users	No significant IROs			
# G1 Corporate policy	Corporate culture	Positive effects	Actual	Risks & opportunities	Actual & potential
	Protection of whistleblowers	No significant IROs			
	Animal welfare	No significant IROs			
	Political commitment and lobbying activities	No significant IROs			
	Management of relationships with suppliers, including payment practices	No significant IROs		Risks	Actual
	Corruption and bribery	No significant IROs			

A close-up photograph of two bees, likely mason bees, resting on a piece of weathered wood. The bees have dark, metallic blue-black heads and thoraxes, with bright orange-yellow fuzzy patches on their abdomens. Their wings are transparent with visible veins. In the background, a corkboard with several circular holes is visible, slightly out of focus. A semi-transparent grey rectangular box is overlaid on the right side of the image, containing the word "ENVIRONMENT" in white capital letters.

ENVIRONMENT

EMISSIONS IN 2025 SCOPE 1, SCOPE 2

We calculate the CO₂ footprint of our company in the areas of scope 1 and scope 2. This makes our emissions transparent and enables us to create effective countermeasures. Given the uncertainty surrounding the data at the time, we have been applying a precautionary safety margin since 2024 in order to ensure CO₂ emissions are presented as realistically as possible.

Since 2025, we have been able to record the emissions data for our electric vehicle fleet with complete transparency – meaning that CO₂ emissions from this area have been completely eliminated.

We have been consistently using certified green electricity since 2024 and, by using only "green energy", have been able to reduce our carbon footprint significantly in scope 2.

Insta have been using 100% certified electricity from renewable energies since 1st August 2023. A major step towards greater sustainability.

From 2024, we will begin setting up the processes required to achieve certification in accordance with ISO 50001 by 2025 and further increase our energy efficiency.

At the same time, Insta are gradually phasing out the the entire company fleet to electric-battery vehicles (BEVs), thereby promoting the use of zero-emission transport. For pool vehicles and vehicles belonging to our customers and employees with electric drives there is a modern charging infrastructure on the company premises – to allow convenience and environmental awareness to walk hand in hand.

2025 | SCOPE 1 + SCOPE 2: 343.5 tCO₂e

*CO₂e

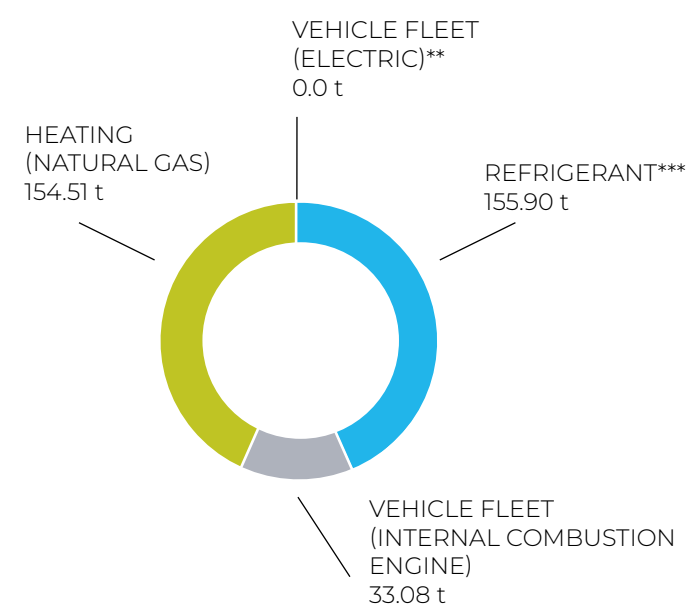
Carbon dioxide equivalents (CO₂e) is the unit used to measure the impact of various greenhouse gases (GHG) on the climate.

** Vehicle fleet (electric)

In the previous year, 2024, isolated emissions data for the electric vehicle fleet were, as a precaution, offset against mixed electricity data, because the data were not precise enough.

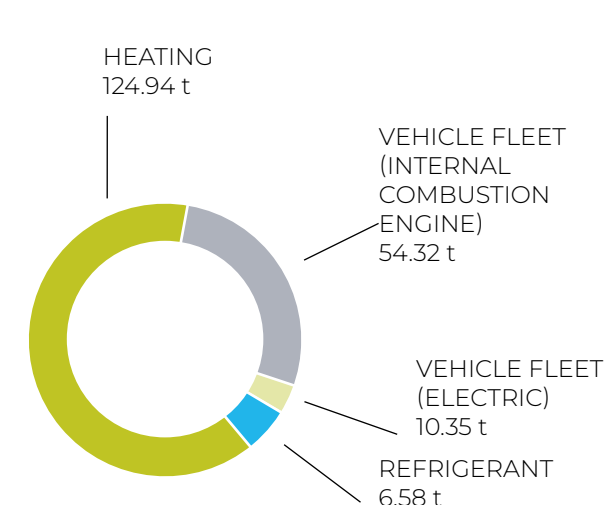
*** Refrigerant

Increased carbon footprint due to the mandatory replacement of the refrigerant in 2025.



Scope 1 emissions = emissions from sources that Insta GmbH is directly responsible for or controls. These include emissions from energy sources at our site, such as natural gas and fuels, coolants and emissions from the operation of boilers and ovens. Scope 1 also includes emissions from our own vehicle fleet.

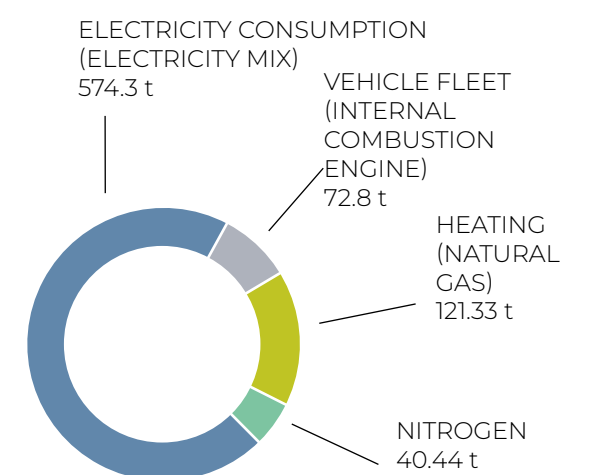
2024 | SCOPE 1 + SCOPE 2: 196.19 tCO₂e



Scope 2 emissions = indirect greenhouse gas emissions from purchased energy, such as electricity, which is generated outside Insta GmbH's own system boundaries but consumed by it. If, for example, electricity purchased by a utility company is generated externally, the resulting emissions are considered indirect emissions.

Source: ClimatePartner GmbH

2023 | SCOPE 1 + SCOPE 2: 808.86 tCO₂e



EMISSIONS IN 2025 SCOPE 1, SCOPE 2, SCOPE 3

With our 2025 annual report, we are presenting, for the first time, a comprehensive scope 3 emissions inventory covering our entire value chain. The aim is to create transparency and identify and capitalise on specific opportunities for reduction throughout the supply chain.

As an electronics company, the procurement of electronic components is a key driver of our emissions. The results clearly show that almost 85 per cent of our scope 3 emissions recorded to date originate from upstream stages of the electronics value chain, namely from the procurement of parts and components. Our colleagues' commutes account for about 4 per cent, while business travel accounts for only about 0.02 per cent.

Overall, the quality of the data was higher in scope 1 and scope 2, where primary data could predominantly be used. Estimates were made in some categories because not all the necessary activity data for scope 3 were available at the reporting date. Furthermore, due to the complexity of the supply chains, we have not yet received reliable data for all of our customers' downstream processes.

Looking ahead, we will focus on gradually replacing secondary data with primary data to improve the level of accuracy. The insights we have gained help us to identify gaps in our data and continuously improve our accounting practices.

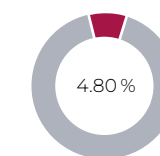
We use the available data as a starting point and do not ignore any gaps in the information. This initial assessment provides the key impetus for creating transparency, identifying data gaps and developing solutions in collaboration with partners.

TOTAL EMISSIONS: 7,161.20 tCO₂e



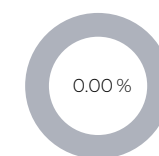
SCOPE 1

343.50 tCO₂e



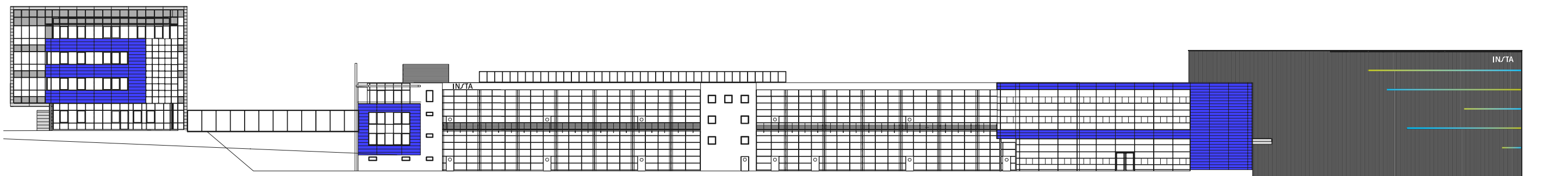
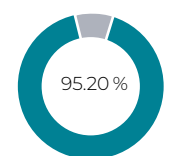
SCOPE 2

0.00 tCO₂e



SCOPE 3

6,817.70 tCO₂e



Scope 3 covers all indirect emissions arising along a company's upstream and downstream value chain. They arise from activities at facilities not owned or controlled by the company, but directly influenced by it within its value chain.

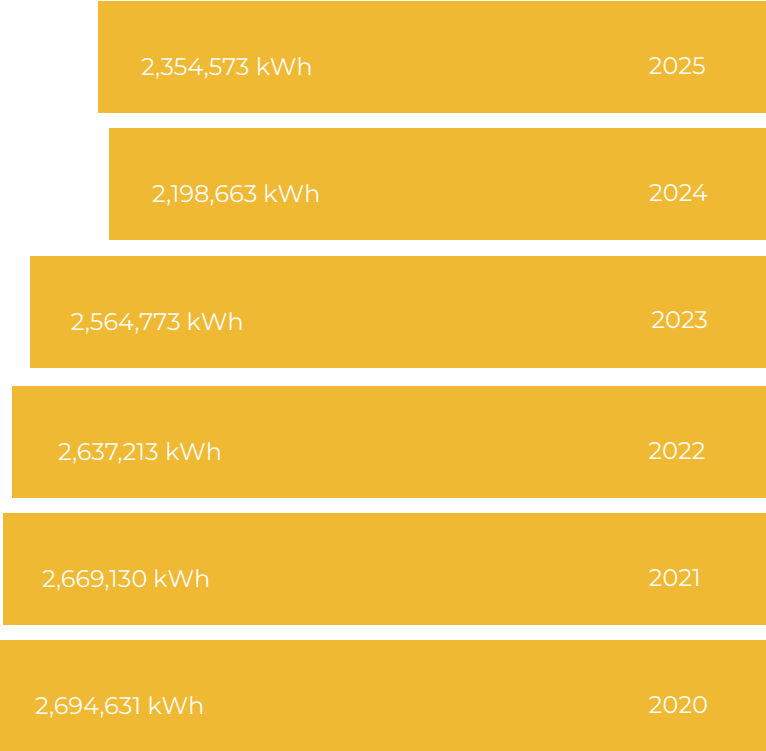
Source: ClimatePartner GmbH



ELECTRICITY CONSUMPTION

Efficient and responsible use of energy has proven to contribute to the energy revolution. We meet 100 % of our electricity needs with carbon-neutral green electricity from renewable energy sources. A large proportion of the electricity we use is consumed in the operation of our production facilities. With the help of green shop floor management we are reducing our consumption further and using energy in a resource-efficient manner.

Our aim is to generate a large proportion of our operating electricity independently in the long term. Since the roof surfaces of our building complex cannot be equipped with a photovoltaic system due to structural restrictions, we are vigorously examining possible alternatives.



Electricity consumption 2020 – 2025
Measured in kWh

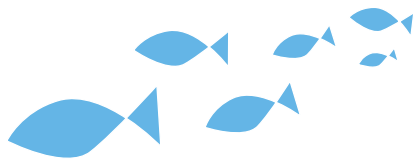
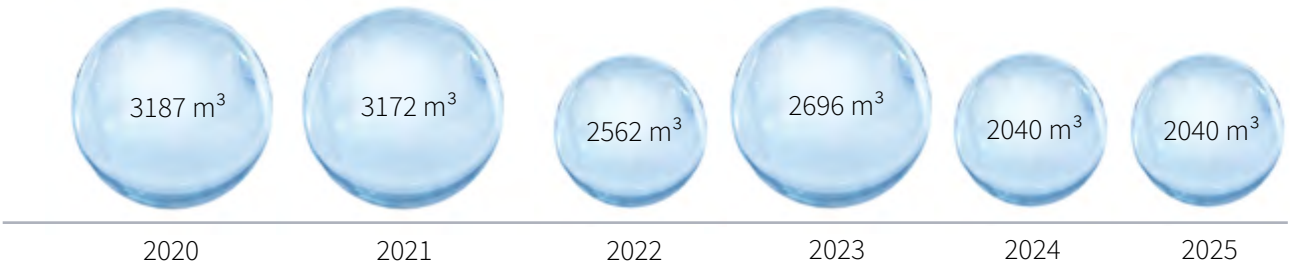


WATER CONSUMPTION

Water, the source of life for humans, animals and plants. Without water, we would not be able to survive on our planet. That is why it is important for us to handle this vital resource as carefully and sparingly as possible.

In addition to water consumption for sanitary facilities and canteen operations, we need water in our production process to clean the stencils and solder

frames in the SMT (surface-mounted technology) assembly. Careful cleaning of solder paste is the only way to ensure that the utensils can be reused. To do this, we use a special (washing) system that treats the water during the process so that it can be fed back into the system. The water quality is regularly tested by TÜV (German Technical Inspection Agency).



Water consumption in 2020–2025
measured in m³

CO₂ OFFSETTING

As a manufacturing company, CO₂ emissions are unavoidable, because completely CO₂-free production is not yet feasible. This makes it all the more important for us to play an active role in combating climate change and is the reason why we are offsetting the scope 1 and 2 emissions generated at our site in previous years. In 2024, for example, we supported a United Nations hydro-power project in the DakrLap district in the central highlands of Vietnam. In 2025, we are supporting the Katingan Mentaya Project in Indonesia, which protects around 157,000 hectares of peat forest in Borneo. We are aware that offsetting alone is no substitute for sustainable reduction measures. That is why we continue to actively drive forward initiatives such as the expansion of "Green Shop Floor Management" and the conversion of our vehicle fleet to electric vehicles.



LAND USE

LAND TYPE	AREA (ha)
Total land use	6,448
Sealed area	5,558

BUILDING FLOOR AREAS (m²)	
Development	5,165
Production	9,353
Logistics	4,579
High-bay warehouse	27,540



CHARGING INFRASTRUCTURE & VEHICLE FLEET

We are converting our vehicle fleet and the delivery and service systems to utilise electric mobility. To this end, we are installing a high-performance, on-site charging infrastructure on the company premises – for pool vehicles, customers’ vehicles and staff vehicles. The aim is seamless integration into our supply and service chain, a reduction in

emissions and better air quality at our site. This changeover will happen gradually, with regular checks, optimisation of the charging infrastructure and monitoring of energy consumption. Advantages: calculable operating costs, lower maintenance costs, less noise and a sustainable supply chain.



REFORESTATION

Forests are a real climate hero because, in Germany alone, our forests store around 62 million tonnes of CO₂ every year. At Insta, we recognised the importance of a sustainable corporate strategy years ago and since 2021, have already reforested around 5 hectares of our local forest, which had been destroyed by climate change and bark beetle infestation. In cooperation with our partner Planted, we are now going one step further by protecting 2,650 m² of a mixed deciduous forest in the Sauerland region near Kirchhundem. This area of forest will remain untouched in the coming years and may not be built on or utilised. In this way, we are protecting ten square metres of forest for every tonne of CO₂e that our company emits. Forests are our green lungs. They provide a habitat for many animal and plant species, store CO₂, filter the air and help to regulate our climate. We are particularly proud that through this campaign, we are also contributing to the United Nations' Sustainable Development Goals.



Insta's digital corporate forest in partnership with Planted

Planted supports medium-sized companies in implementing specific regional and global nature projects to promote biodiversity. Since May 2026, Planted has been part of the House of Gaia Group, alongside Code Gaia and Codio Impact. Code Gaia's ESG and EHS software enables organisations to manage sustainability data, ESG reporting and compliance requirements efficiently. Together, the companies serve more than 630 customers and employ over 60 employees across five sites.



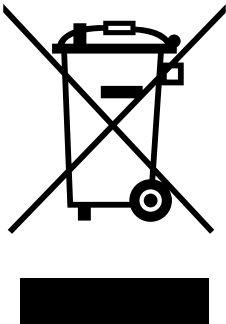
WASTE AND DISPOSAL

Our aim is to avoid waste as far as possible. Wherever this is not possible, we carefully separate our waste for appropriate disposal. In this way, harmful substances do not end up in the environment and recyclable materials are reused.

The following tables show our waste volume by type, disposal and recycling method and quantity. ►

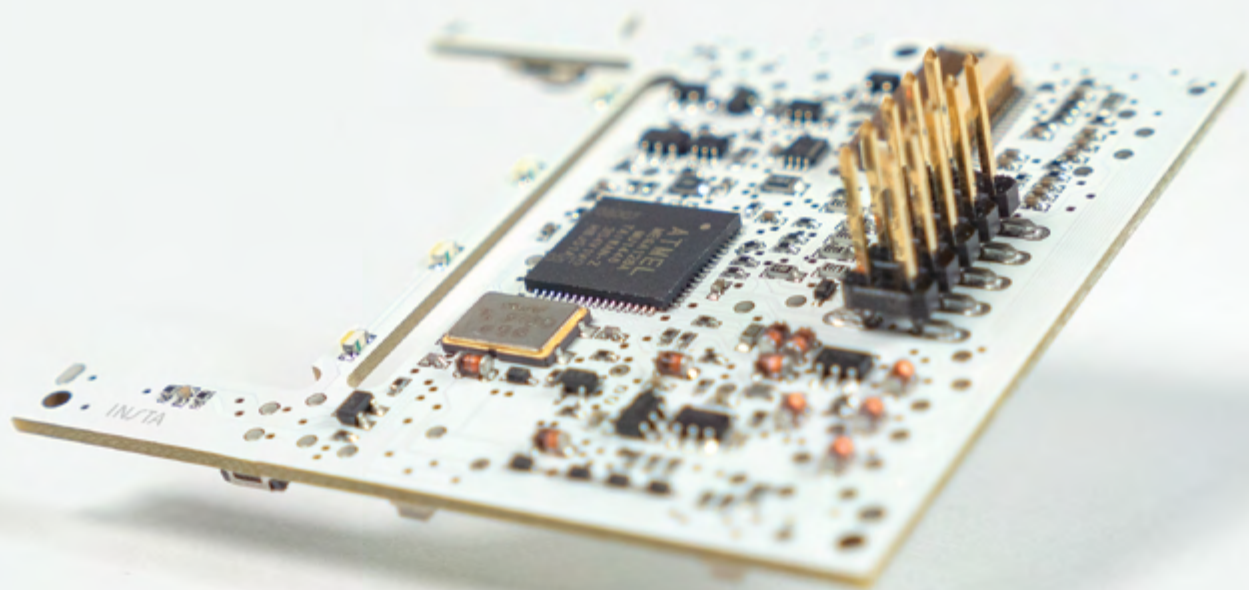
As a producer of electronic assemblies and electrical appliances, we are responsible for recycling our products and assume ecological responsibility towards our end consumers.

The European WEEE Directive is known in German law as the Electrical and Electronic Equipment Act ("ElektroG"). The Electrical and Electronic Equipment Act (ElektroG) sets out requirements for the environmentally friendly disposal of electronic devices. This act regulates the recycling obligation and promotes sustainable production processes and an environmentally friendly product design.



	Quantity in tonnes (t)	Disposal/ recycling process*
# WASTE FOR RECYCLING & PACKAGING		
Waste for recycling	49.42	150106
Paper/cardboard	24.5	150101
Wood A3	2.23	170201
Metals	1.18	200140
Wooden packaging A1	5.44	150103
Aluminium tableware (canteen)	0.393	20030101
Scrap metal/mixed metal	0.297	200140
Scrap iron	0.476	170405
Copper cable	0.179	170401
# HAZARDOUS SUBSTANCES		
Sludge from oil/water separators	5.36	130502
Gases containing hazardous substances in pressurised containers	0.02	160504
Waste from organic solvents, coolants, foam and aerosol propellants	0.579	140603
Waste from chemical surface treatment and coating of metals and other materials/aqueous rinsing liquids containing hazardous substances	0.9	110111
Waste from the manufacture, preparation, distribution and use of bases	0.361	060205
Gases in pressurised containers and used organic chemicals	0.027	160508
Other reaction and distillation residue	0.170	070208
Waste machine, gear and lubricating oil / non-chlorinated machine oil	0.268	130205
Absorbent and filter materials (including oil filters) wiping cloths and protective clothing contaminated by hazardous substances	0.077	150202

* Recycling classes are standard information from the Closed Substance Cycle Waste Management Act: <https://lsgesetze.de/krwg/AL-1>



UNASSEMBLED PCBS

10.00 tonnes of *unassembled* printed circuit boards from production waste AVV 160304

ø contents	Material recycling	Other recycling	Disposal
Printed circuit boards 100.00 %	25.00 %	74.50 %	0.00 %

ASSEMBLED PRINTED CIRCUIT BOARDS

0.78 tonnes of printed circuit boards *assembled* from production waste AVV 160216

ø contents				Recycling			Disposal
Printed circuit boards 100.00%				98.80 %			1.20 %
Fraction	Material	ø %	Quantity t	Recycling %	Thermal recycling %	Thermal disposal %	Technology
Printed circuit boards	Cu+PM*	56.60	0.44	67.00	33.00	0.00	Copper refining
Scrap iron	Fe	14.00	0.22	13.72	0.28	0.00	Melting plant
Fine fraction	Cu+PM*	17.00	0.13	67.00	33.00	0.00	Copper refining
Coarse fraction	Cu+PM*	7.00	0.11	4.55	2.45	0.00	Copper refining
Aluminium	AL	4.00	0.03	98.00	2.00	0.00	Melting plant
Copper cable	Cu	2.4	0.02	98.00	2.00	0.00	Copper refining
Fe/Cu	Fe+Cu	8.10	0.06	99.5	0.50	0.00	Copper refining
Plastics	Plastics	10.70	0.08	43.34	56.66	0.00	Plastics recycling
Condensers		1.20	0.01	0.00	0.00	100.00	Hazardous waste incineration

ELECTRONIC COMPONENTS

1.52 tonnes of electronic components AVV 160216

ø contents				Recycling		Disposal	
Printed circuit boards				99.70 %		0.30 %	
Fraction	Material	ø %	Quantity t	Recycling %	Thermal recycling %	Thermal disposal %	Technology
Ironworks fraction	Cu+PM*	100.00	0.62	67.00	33.00	0.00	Copper refining with precious metal recovery

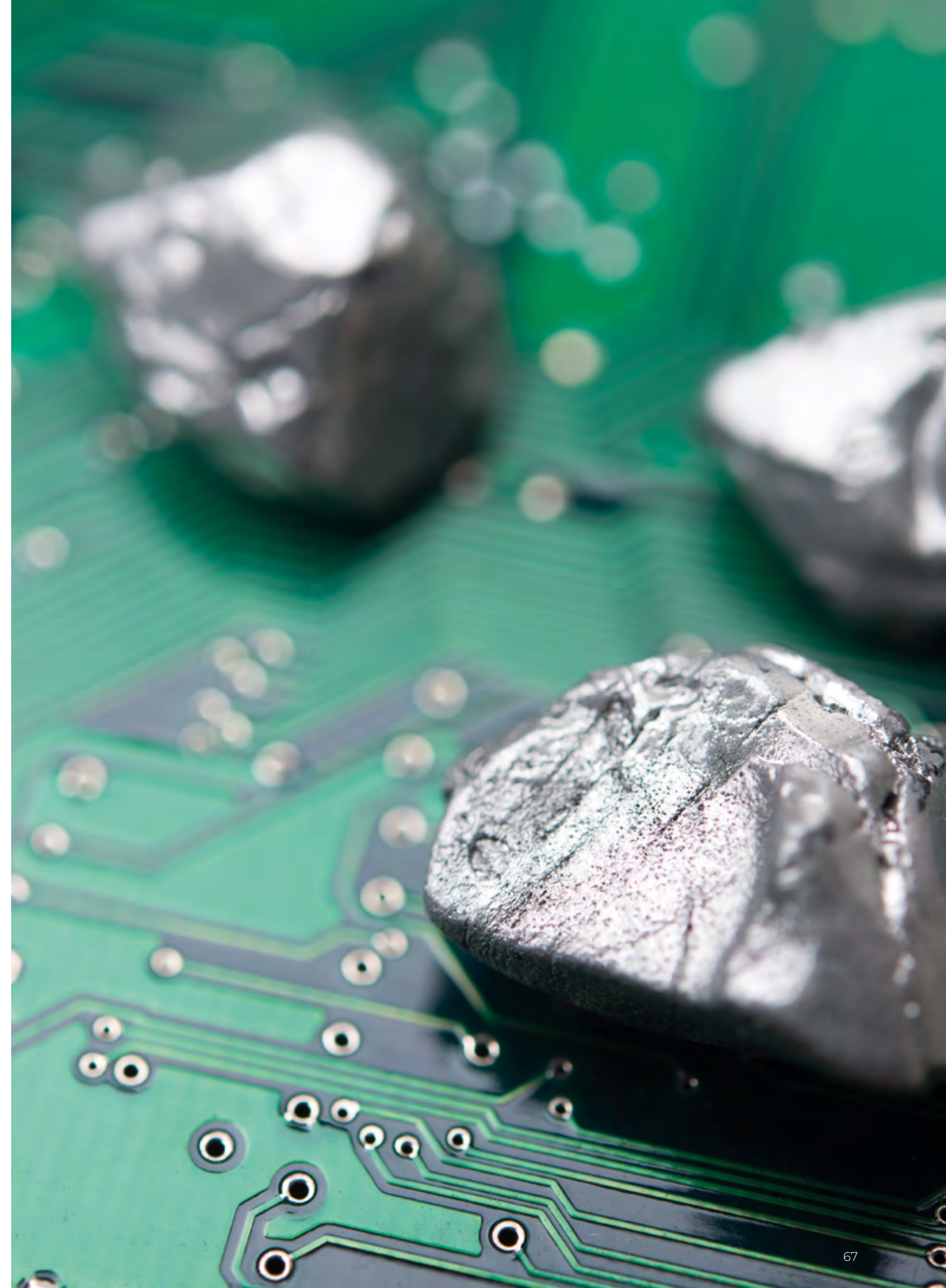
* Recycling classes are standard information from the Closed Substance Cycle Waste Management Act: <https://lsgesetze.de/kwrg/AL-1>

CONFLICT MINERALS

The extraction of certain raw materials from the Democratic Republic of Congo (DRC) and neighbouring countries contributes in part to considerable human rights violations and the financing of violent conflicts in this region. In 2010, the United States Congress passed the "Dodd-Frank Wall Street Reform and Consumer Protection Act" (Dodd-Frank Act). Section 1502 of the Dodd-Frank Act and the implementing rules of the U.S. Securities and Exchange Commission (SEC) from 2012 require companies subject to SEC supervision to report whether the products they manufacture or contract to manufacture contain "conflict minerals" that are "necessary for the functionality or production" of

those products. The Dodd-Frank Act and the SEC define "conflict minerals" as tantalum, tin, tungsten (and the ores from which they are extracted) and gold, regardless of where they are sourced, processed or sold. Insta GmbH are not subject to SEC supervision and therefore have no legal obligation to fulfil the conflict minerals requirements of Section 1502 of the Dodd-Frank Act. At the same time, we recognise that the regulations of SEC's Section 1502 require our direct and indirect customers to conduct due diligence within their supply chains. We support them appropriately in the fulfilment of their reporting obligations.

Insta GmbH strive to purchase only materials that do not contain any "conflict minerals" that directly or indirectly finance or help armed groups in the DRC or neighbouring countries. We implement appropriate processes to understand where "conflict minerals" are contained in our products and to determine the source and origin in our supply chain. These activities are based on the established frameworks of the Organisation for Economic Cooperation and Development (OECD) and other industry initiatives. This is a challenging and ongoing process due to the large number of products we offer and the complexity of the corresponding supply chains. We have contacted our direct suppliers to increase transparency with regard to the products they supply. We currently have no information or reason to believe that conflict materials from the above-mentioned countries are used in our products. We will continue to work closely with customers, suppliers and other stakeholders on good approaches and practicable solutions.



DIRECTIVE 2011/65/EU (RoHS)

The European RoHS directive is designed to restrict the use of certain hazardous substances in electrical and electronic equipment (English: restriction of the use of certain hazardous substances in electrical and electronic equipment). On 3 January 2013, it replaced the directive 2002/95/EC (RoHS 1), which had been in force since 2002. Electrical and electronic equipment (EEE) is defined in the directive as devices "which, for their proper functioning, rely on electric currents or electromagnetic fields, and devices for the generation, transmission and measurement of such currents and fields, which are designed to operate with alternating current of not more than 1,000 volts or direct current of not more than 1,500 volts." The categories of equipment concerned are set out in Annex I. Since 22 July 2019, the open scope has applied to all EEE. The restricted hazardous substances are listed in Annex II:

- Lead (0.1 %)
- Mercury (0.1 %)
- Cadmium (0.01 %)
- Hexavalent chromium (0.1 %)
- Polybrominated biphenyls (PBB) (0.1 %)
- Polybrominated diphenyl ethers (PBDE) (0.1 %)

On 31 March 2015, four further substances were added by the delegated directive (EU) 2015/863 to Annex II of the RoHS directive 2011/65/EU:

- Di(2-ethylhexyl) phthalate (DEHP) (0.1 %)
- Butyl benzyl phthalate (BBP) (0.1 %)
- Dibutyl phthalate (DBP) (0.1 %)
- Diisobutyl phthalate (DIBP) (0.1 %)

The limit values apply to homogeneous materials, which are defined as "a material of uniformly consistent composition throughout, or a material consisting of different materials that cannot be broken down or separated into individual materials by mechanical processes such as unscrewing, cutting, crushing, grinding or milling". Restricted substances may be used only under specific exemptions for applications listed in Annexes III and IV of the directive. The exemptions are time limited. An application for renewal must be submitted 18 months before they expire. When deciding whether to grant an extension, the European Commission consider whether, at the current stage of the discussion, there are any viable alternatives for the application in question. The scope includes EEE for which an EU declaration of conformity must be issued and a CE marking affixed. The material bans relate to the homogeneous material of each product used in EEE. Consequently, each component and each mixture remaining in the EEE must comply with the limit values.

REGULATION (EC) NO. 1907/2006 (REACH)

Regulation (EC) no. 1907/2006 (REACH) is a European Union regulation, which has been steadily expanding since 2006. It applies to all chemical substances, mixtures and substances in products. REACH applies to both domestic and industrial applications and therefore affects most businesses in the EU. The only exceptions are radioactive substances, substances contained in medicinal products, non-isolated intermediates and applications governed by other legislation. REACH is designed to identify, register, evaluate, authorise and restrict hazardous substances (Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)). Companies are subject to various obligations. You may be required to report the risks related with the substances and mixtures you manufacture or use to the European Chemicals Agency (ECHA) and, if necessary, inform downstream users about their safe handling.

The substances on the list of candidates are subject to the information requirements set out in Article 33 of REACH for these substances in articles where their concentration exceeds 0.1 %. The reference unit is the individual product. In this context, the judgment of the European Court of Justice (ECJ) C-106/14 of 10 September 2015 applies, according to which a product that has been manufactured and integrated into a more complex object continues to be regarded as the reference unit for the concentration limit of the chemical substances it contains ("once an article, always an article"). The threshold value of 0.1 % therefore does not refer to the finished, complex object. The key elements of the regulation are:

- List of candidates
 - Information requirements under article 33 of REACH regarding substances in products
 - Expansion at least twice a year
 - <https://echa.europa.eu/de/candidate-list-table>
- Appendix XIV
 - List of substances subject to authorisation (substances in this list may be used only after their respective expiry dates with a temporary authorisation)
 - <https://echa.europa.eu/de/authorisation-list>
- Annex XVII
 - List of general restrictions on substances
 - <https://echa.europa.eu/de/substances-restricted-under-reach>

PER- AND POLYFLUOROALKYL SUBSTANCES (PFAS)

PFAS is a large group of synthetic chemicals containing carbon-fluorine bonds, which are among the strongest chemical bonds in organic chemistry. This stability means they can be used in many areas, but it also leads to their accumulation in the environment, in drinking water and in food. That is why PFAS are often referred to as ‘forever chemicals’. Furthermore, some members of this group of substances exhibit properties that are directly harmful to health. Without regulatory intervention, it is assumed that the threshold for irreversible contamination will be crossed. Some PFAS are already subject to regulatory controls. For example, the Stockholm Convention, which bans PFOS, PFOA and PFHxS, has been signed by 152 countries and regions. The European Union implements the convention with the regulation (EU) 2019/1021 on persistent organic pollutants (POPs). Further examples include the restriction on perfluorinated carboxylic acids (C9–14 PFCAs), their salts and any combinations thereof in accordance with regulation (EC) no. 1907/2006 (REACH), which have been in force in the EU since February 2023, and regulation (EU) 2024/573 on fluorinated greenhouse gases, which is intended to reduce emissions of several PFAS listed in its annexes. Additional regulatory measures are intended to bridge the gap between the PFAS currently subject to regulation and the group of substances as a whole, as persistence and bioaccumulation are characteristic of all PFAS. The European Chemicals Agency (ECHA) has published

a draft restriction to further regulate PFAS under the REACH Regulation. The proposal is based on the chemical structure and therefore covers all existing and potential future PFAS substances, with the aim of preventing undesirable substitutions. If the restriction were adopted, the manufacture, placement on the market and use of about 10,000 substances – including those in mixtures or products – would be prohibited, restricted or permitted only subject to strict exceptions for specific uses. The proposed general restriction has not yet come into force. During the public consultation on the report under Annex XV, about 5,600 comments were received from stakeholders. Due to the exceptionally high number of comments received, it is taking longer than usual to finalise the restriction. Following this process, the European Commission will examine the proposal; implementation is currently expected in 2028 at the earliest. In the United States, the Environmental Protection Agency (EPA) has drawn up a strategic plan for PFAS covering the period 2021 to 2024, which aims to investigate, restrict and remediate PFAS. In January 2024, the EPA adopted the ‘Significant New Use Rule’ (SNUR), which tightens PFAS regulations by prohibiting the resumption of the manufacture or processing of 329 inactive PFAS without prior review by the EPA. Furthermore, the requirement to report PFAS was introduced in October 2023 under section 8 of the Toxic Substances Control Act (TSCA). Companies based in the United States are obliged to report their use of PFAS to the EPA retrospectively

from 2011 onwards. The reporting period begins in April 2026 and ends in October 2026 or April 2027, depending on the size of the company.

Insta GmbH are aware of the global regulatory focus on PFAS and closely monitors the applicable legal provisions. To ensure a continuous supply, Insta GmbH take the necessary measures in good time.

An aerial photograph showing a large group of people standing on a paved plaza, arranged to form the word "PORTAL" in large, blocky letters. The people are wearing various colored clothing, creating a vibrant pattern within the letters. To the left of the plaza is a modern building with a dark, vertically-slatted facade. To the right is a grassy area and a paved road. The scene is captured from a high angle, showing long shadows cast by the people and the building.

WE ARE
INSTA

We live in a culture where everyone can flourish and can take responsibility for making the world of tomorrow more sustainable in the future.

OUR KEY TO SUCCESS: LIVING VALUES

Constantly striving for innovation is deeply rooted in our corporate culture – in our thoughts, in our processes and in our identity. This culture is based on our four core values: people, community, progress

and success. They are the decisive foundation and provide us with a binding orientating framework that motivates and promotes teamwork. For us, they are key to profitable growth and success.



TOGETHER WE MAKE A DIFFERENCE

The people at Insta are something special. Many of us have been part of the company for 20 years or more. We have more in common than just working together. Friendships have developed over the years and quite a few of us speak of family when we think of our colleagues. When we talk about *Team Insta*, this once again reflects how close our employees are to each other, as well as to their company. We advocate with great commitment, creative ideas and a lot of enthusiasm for each other, for various social projects and for a stronger community. We are particularly proud of our trainees, because they take on responsibility with us at an early stage. Their ideas and initiatives are creative and valuable. For example, they regularly implement social projects and design their own trainee Instagram channel in an exciting and informative way.

As part of our workplace health management programme, our employees have the opportunity once a year to donate blood at the German Red Cross mobile blood donation unit on our company premises.

We have been foregoing Christmas presents for our business partners and instead investing the budget in monetary donations to the Lüdenschneider Tafel e. V. or the campaign "Samaritan's Purse".

Diversity and equality are at the heart of everything we do at Insta. We are proud to be part of the "27% of Us" campaign, which aims to increase the proportion of women in technical roles and thereby create greater equality of opportunity at the workplace. Through our commitment, we support initiatives to promote women in science and technology, offer targeted training and development opportunities, and create a working environment in which every member of staff feels valued and supported.

The diversity charter promotes respect and appreciation for everyone at the workplace – regardless of their background, gender, age, religion, disability or sexual orientation. It creates a fair working environment in which diversity is seen as a strength that drives success and innovation. Insta GmbH are actively committed to implementing and promoting the diversity charter.



TOGETHER, WE BRING
TECHNOLOGY TO LIFE

We – that is more than 400 people who give their best every day. We do it with passion, heart and soul and expertise – and have been doing it this way since 1970. People from 12 nations work at Insta. This diversity distinguishes us and enriches

our daily work. We live a culture in which every-one can develop freely and take on responsibility, regardless of their background. All of this makes our medium-sized company in the Sauerland region a genuine company with heart.

ANNIVERSARIES

			10 years	20 years	25 years	30 years	40 years
2025	48 people	(27 ♀ , 21 ♂)	5	4	29	10	–
2024	36 people	(17 ♀ , 19 ♂)	8	1	17	8	2
2023	37 people	(18 ♀ , 19 ♂)	9	5	16	6	1



GENERAL OVERVIEW OF OUR EMPLOYEES

	2025	2024	2023
Employees in total (from 12 nations)	430	474	534
Trainees included	21	21	22
Female / proportion of women at Insta	213 / 51.63%	240 / 50.63%	268 / 50.19%
Male	217 / 48.37%	234 / 49.37%	266 / 49.81%
Other	0	0	0
Employees with a disability	26	31	26
Employees on permanent contracts	405	452	513
Employees covered by a collective agreement	95.36%	90%	90%
Employees on parental leave	22	20	23

In 2025, no employees have identified as other. Nevertheless, we expressly stand for openness, equal treatment and a non-discriminatory working environment - regardless of gender identity or other personal characteristics.



TRAINING AT INSTA

Young people are an important part of the Insta family. That is why we accompany our trainees on their journey and support them. From commercial to technical apprenticeships, at Insta, trainees find a wide range of opportunities for their professional development.



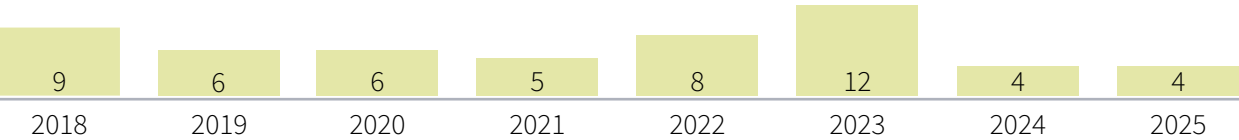
Our trainees were particularly positive in the assessment of the aspects of appreciation, involvement in work processes and the trusting and friendly working environment in our informal atmosphere. Individual support from our department-specific training officers ensures that trainees receive modern, innovative and future-orientated training at Insta. Regular and mutual feedback talks are permanently a part of our culture of values.

We are also very proud to employ former trainees as specialists in many departments at Insta.

Many of the apprenticeships we offer can also be accompanied by an integrated degree programme. Anyone interested in the everyday life of our trainees can take a look at their Instagram account, *insta_azubis*.



EMPLOYMENT OF TRAINEES AT INSTA



As managers at Insta, we are firmly convinced that every employee can make a positive contribution to the company and actively encourage it. This requirement is linked to the expectation that managers and staff will together feel responsible for implementing principles feel responsible and thus commit to the values and success of Insta.

Excerpt from the guidelines for managers at Insta

FURTHER EDUCATION AND ACADEMIC SUPPORT

At Insta, we specifically support talented individuals who wish to continue their education alongside their careers – whether through a degree course, seminars or other professional development opportunities. Individual training requirements are assessed annually by the departments to ensure that the programmes offered are precisely tailored to meet them.

We embrace diversity and equal opportunities: every member of staff has the opportunity to develop their career in line with their own aspirations and goals. Numerous staff-led professional development programmes have already demonstrated just how important we consider the development of our employees.

In addition, we offer a digital training programme that provides knowledge on key topics such as energy management and sustainability. This is how we ensure a solid knowledge base for everyone – year after year.



Insta supports the commitment of girls and young women in MINT professions and takes part in Girls' Day every year. Insta has also become a popular address for boys and girls in the Lüdenscheid area for career exploration and school internships.





WORKING TIME MODELS

We believe in an open and friendly corporate culture. Diversity enriches us in every respect, because only together can we be down-to-earth, reliable, agile and innovative. Collegiality and teamwork can be found everywhere at our company: in shop floor management, in development projects or quite simply at our company canteen.

Completely modern or old school? At Insta, we communicate with each other in many ways. Whether a notice board, newsletter or the *Inside Insta* employee app – The options are as diverse as our organisation, with the focus on the topic of transparency. When it comes to important topics, we involve all employees, fill them in and brief them. We use various media and channels to form a network, become transparent and allow each other to participate in our day-to-day work.

Unique people need unique working time models. True to our guideline *to focus on people*, we offer our employees various working time models:

- > Full-time, part-time, flexitime
- > Hybrid working
- > Working on site at the office

For our employees in production or production-related areas who are unable to work remotely due to their circumstances, we offer part-time work opportunities, depending on their individual needs or stages of life. On what we refer to as parent/carer shifts, employees start at 8 a.m., not at 6 a.m., like the regular early shift. We clarify the requirements for the parent/carer shift on a case-by-case and individual basis.

WHY DO WE OFFER FLEXIBLE WORKING ARRANGEMENTS?

At Insta, we are committed to hybrid working – or, in short, smart work. What counts for us are the results and that everyone works in the way that suits them best. We have learnt that good performance, teamwork and personal development work very well in a hybrid working environment. Our employees decide together how to organise their collaboration.



OCCUPATIONAL HEALTH AND SAFETY

We take all the necessary and appropriate measures for health and safety at work. To this end, we are in regular dialogue with the safety officer, the social contact person, our company health management officer and the managers. Based on the zero-error principle of lean philosophy, our aim is to have no accidents at work at the company.

We run first-aid training courses every year, because providing rapid assistance in an emergency can save lives. We are happy to be able to rely on 106 first aiders at the company, which means first aid can be provided immediately by employees. Each of them has the ability and knowledge to intervene courageously in an emergency and provide valuable support.

We think team building and exercise are important. This is why we have been taking part in the annual Lüdenscheid company run with numerous employees since 2003. With the introduction of bike leasing, we have given our employees the opportunity to commute to Insta on their work bike and discover the benefits of the Sauerland countryside in their free time.

We take our responsibility as an employer seriously when it comes to reintegrating employees into the workplace, for example after a long period of illness. Our company health management officer holds these talks in confidence and acts as a point of contact for all colleagues on the subject of health. If necessary, our trained social contact person will take plenty of time for confidential talks at a safe place at the company, offering our employees counselling support for problems with addiction, mental health and various family issues, among other things.

We provide water, coffee and tea free of charge. Our in-house canteen offers a fresh selection of sandwiches, sweet pastries, hot meals, salads and snacks every day.

RESPECT FOR HUMAN RIGHTS CODE OF CONDUCT

We respect and support the observance of internationally recognised human rights. As a German company, we attach great importance to protecting our fellow human beings.

We are committed to German law and do not tolerate child or forced labour.

All employees must provide proof of age when they are hired.

For trainees who have not yet reached the age of majority, we pay particular attention to compliance with the German Youth Labour Protection Act and the Vocational Training Act.

We respect the rights of our employees to freedom of association, freedom of assembly and collective bargaining.

All recruitment costs are borne by Insta GmbH. Our employees receive their remuneration in accordance with their valid employment contracts.

We promote diversity and equal opportunities. We treat everyone equally, regardless of gender, age, skin colour, ethnic origin, sexual or gender identity and orientation, disability, religious affiliation, ideology or other personal characteristics. This is also reflected by our corporate values.

We are a company bound by a collective agreement and undertake to comply with the provisions set out in the collective agreement of IG Metall & Elektro NRW's for the working conditions.

As a member of the ZVEI (German Electrical and Electronic Manufacturers' Association), we are committed to the *ZVEI Code of Conduct* and implement its contents at our company. With this commitment and compliance, we are also making a contribution to the implementation of the *Sustainable Development Goals* of the European Union.

https://www.insta.de/files/Insta/media/Downloads/Allgemein/DE/Insta_Code_of_Conduct_DE.pdf

REPRESENTATION OF THE INTERESTS OF ALL INSTA EMPLOYEES

Good cooperation between the **Works Council** and the Management Board, as well as with employees, is important to us. There are regular meetings on a monthly basis for regular dialogue between the Management Board and the Works Council, where each side has the opportunity to raise issues, ask questions and obtain information. The Works Council is elected by the employees every four years. In addition to regular communication, e. g. by notices or messages in the *Inside Insta* app, all employees are informed about the work of the Works Council at an annual works meeting.

Our trainees can contact the training officers and the youth and trainee representatives at any time with questions and problems relating to their training at Insta. They are elected every two years by our trainees and are constantly committed to the concerns of our junior staff. The youth and **trainee representatives** also take part in the meetings of the Works Council and the annual works meetings.

COMPLIANCE – INTERNAL REPORTING OFFICE

During the reporting period, the figures from our internal reporting office show that no reports were received relating to *harassment, corruption, fraud, confidentiality, child labour, forced labour, human trafficking or any other issues*. This is a positive sign that there were apparently no incidents that needed to be reported. At the same time, we will continue to raise awareness of our reporting office and make the reports even more transparent and informative. This is how we ensure that staff always have the confidence and the opportunity to raise concerns safely and easily.

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SUSTAINABILITY AT INSTA – STRUCTURED AND EMBEDDED WITH COMMITMENT

In 2025, we at Insta took sustainability to a whole new level: by setting up the ‘Sustainability & Material Compliance Management’ department to send a clear signal that we are committed to responsible and forward-looking action. Our sustainability officer, Vivien Sarah Fielk, works closely with the management team and her colleagues to embed sustainable processes and strategies throughout the company.

She is also the main point of contact for all matters relating to sustainability – both internally and for our customers. Through this direct line of communication, we ensure that environmental and social considerations are always given the highest priority in our products and services.

Setting up its own support function is a significant step for a medium-sized company. It underlines our deep commitment to making Insta increasingly sustainable, using resources responsibly and actively shaping the transition towards environmentally conscious and socially responsible corporate governance.

We are convinced that acting sustainably not only protects our environment, but also ensures the long-term success of our company and strengthens the trust of our customers. With this clear focus, we at Insta are forging our path towards a green and responsible future – together and with complete conviction.

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IMPRINT

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GENDER-NEUTRAL WORDING

What is referred to as the "gender colon" was used in addition to gender-inclusive language in the original report in German.

We do this deliberately in order to use gender-neutral language and to promote the inclusive text-to-speech function for people with visual impairment.

The Insta Sustainability Report 2025 is available at <https://www.insta.de/sustainability/sustainability-our-strategy> as a PDF download.



We reserve the right to make errors.
We assume no liability for printing errors.

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