



WALDOM ELECTRONICS

2024 ESG REPORT

COMMITTED
TO A
BETTER
FUTURE



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Letter of Commitment

"We lead with purpose because our future depends on it."



Don Akery, CEO

As we share our second ESG Report, we reflect on the meaningful progress Waldom made throughout 2024—and our deepening commitment to sustainability, equity, and responsible business practices. Sustainability is not a separate initiative at Waldom; it is embedded in our strategy, our partnerships, and our culture. This past year, we expanded on the foundation laid in our inaugural report with stronger programs, clearer targets, and broader impact.

In 2024 we have committed to various initiatives to support our ESG goals and efforts. Some of our key milestones include:

- Setting goals for Net Zero emissions (Scope 1 and 2 by 2027, Scope 3 by 2035) with frameworks for carbon footprint management.
- Qualifying for EcoVadis, aiming for a rating in 2025 to align with global ESG standards.
- Planting 260,000 trees in Kenya with veritree for reforestation and job creation.
- Launching the 1% Sustainability Pledge with suppliers like Bulgin, Crouzet, and Molex for co-investment in sustainability.
- Diverting over 7 billion components from landfills through the Green Stock program, supporting a circular electronics economy.
- Offsetting all business flight emissions via ClimatePartner, which funds a clean water initiative in Laos.
- Installing solar panels at two facilities, achieving 100% renewable energy use.

Moreover, people remain central to our ESG strategy. In 2024, we:

- Dedicated 1,127 hours of Volunteer Time Off, including 250 hours focused on sustainability and 288 hours of engagement with WE United, supporting mentorship and gender equity in the electronics industry.

- Released the first Donation Impact Report, detailing 96 donations to 58 organizations.
- Published a Diversity & Inclusion Report, showing a workforce of 56% women and 35 nationalities.
- Invested in global leadership and employee development, and improved facilities for safety and energy efficiency.
- Enhanced transparency and accountability, renewing ISO 9001 and ISO 14001 certifications and achieving Gold status with the Green Business Bureau.

Our ESG efforts continue to align with the United Nations Sustainable Development Goals, particularly in areas like climate action, gender equality, responsible consumption, and quality education. Additionally, we follow the guidance provided by the ISO 26000 standard on Social Responsibility to ensure our actions reflect ethical, transparent, and accountable practices across our global operations.

This report reflects more than metrics. It reflects a mindset and a belief that business can and should be a force for good. Thank you for being part of this journey. We are proud of what we've achieved and even more energized about what's ahead.

Sincerely,
Don Akery
CEO of Waldom Electronics

Waldom & SDGs & ISO 26000

Waldom aligns its ESG priorities with the United Nations Sustainable Development Goals, as well as the core subjects of ISO 26000.

SDG	Goal	Waldom Contribution	ISO 26000 Core Subject
SDG 1	No Poverty	Tree planting projects provided paid work in Kenya, Tanzania, Brazil, and Senegal.	7. Community Involvement & Development
SDG 2	Zero Hunger	Agroforestry in Senegal improved food security and crop resilience.	
SDG 3	Good Health & Well-being	Employee wellness programs; clean water initiative in Laos.	6. Consumer Issues
SDG 4	Quality Education	Waldom Academy, scholarships, leadership training.	3. Labor Practices
SDG 5	Gender Equality	56% women in workforce; 288 hours of WE United engagement.	2. Human Rights
SDG 6	Clean Water & Sanitation	Laos project reduced reliance on firewood for water purification.	4. Environment
SDG 8	Decent Work & Economic Growth	Inclusive workplace policies, DEI initiatives, fair labor standards.	3. Labor Practices
SDG 10	Reduced Inequalities	Local hiring in underserved regions; global equity policies.	2. Human Rights
SDG 12	Responsible Consumption	Green Stock program diverted 7B components from landfills.	6. Consumer Issues
SDG 13	Climate Action	Net Zero targets, solar power transition, CO ₂ offset initiatives.	4. Environment
SDG 14	Life Below Water	Mangrove restoration in Kenya and Brazil supports coastal ecosystems.	
SDG 15	Life on Land	Tree planting and agroforestry projects aid biodiversity.	
SDG 16	Peace, Justice, and Strong Institutions	Strict policies about anti-bribery, anti-corruption and data protection.	5. Fair Operating Practices
SDG 17	Partnerships for the Goals	Industry partnerships, supplier pledges, community initiatives.	1. Organizational Governance

About Waldom Electronics

Welcome to Waldom Electronics' 2024 Corporate Responsibility Report.

Waldom is a **Master Distributor of electronic and electrical components**, selling exclusively to Distributors, never the end user or the OEMs. We are proudly partnered with over **55 industry leading Manufacturers** and sell to a global network of **2,500+ Distributors**. With over **250K+ parts** in stock and available at reduced MOQs, we are your go-to source for reliable, high-quality components.

We are also a problem solver. For **over 78 years**, Waldom has been empowering Manufacturers and Distributors to increase efficiency and maximize their profits with our unique supply chain solutions.

Learn more at the website of your region:

AMERICAS: www.waldom.com,

EMEA: www.waldomemea.com

APAC: www.waldomapac.com

CHINA: www.waldomchina.com

Follow us on [YouTube](#) and [LinkedIn](#).
Follow our [LinkedIn Newsletter](#).

Waldom at a Glance

250K+

Unique Parts in Stock

2-Year Warranty

From Date of Purchase

78 Years

Of Unique Supply Chain Solutions

2,500+

Distributors Supported Worldwide

\$600M+

Global Inventory

55

World-Class IP&E Suppliers

5 Sales Offices

Amsterdam, NL
Rockford, USA
Shanghai, CN

Shenzhen, CN
Singapore

Core Strategy

Recover value on excess
Create channel efficiency



Excellence in Action

Planet



7B

Repurposed components



260,000

Trees planted via Veritree

\$500M

Worth of excess sold

People



54%

Women at Waldom

38%

Women in management positions

35

Nationalities



96

Donations in 2024

250

Volunteer Environmental Impact Hours in 2024



58

Causes Supported in 2024

300

Volunteer Environmental Impact Commitment Hours for 2025

Product



99.71%

Quality Accuracy

95.8%

Fill Rate

Governance



NINJIO



ecia

NAVEX™

100%

Employees Signed the Required Code of Conducts

5

Leadership Training Sessions



United Nations
Global Compact



INTRODUCTION	PLANET	PEOPLE	PRODUCT	GOVERNANCE		
<h1>Ambitions and Goals</h1> <h2>Planet</h2> 	Long-Term Ambitions	Mid-Term Goals	Mid-Term Goal Year	Baseline	2024 Status	Progress
	Achieve net-zero emissions and measure CO2 emissions	Measure emissions from logistics	2024	-	Partnered with AfterShip	<div></div>
		Consulate business trips	2024	0%	100%	<div></div>
		Address CO2 emissions by partnering with ClimatePartner on 2 projects	2024	-	Supporting 2 projects	<div></div>
	Plant 1,000,000 trees by 2026 via veritree.	Plant 100,000 trees	2024	0	260,000	<div></div>
		Plant 500,000 trees	2025	260,000	-	<div></div>
		Plant 1,000,000 trees	2026	260,000	-	<div></div>
	Achieve Platinum status in Green Business Bureau (GBB) by 2027.	Silver status	2024	-	Silver Status	<div></div>
		Gold status	2025	Silver status	-	<div></div>
		Platinum status	2027	Silver status	-	<div></div>
Achieve Platinum status in EcoVadis by 2027.	Qualified	2024	-	Qualified	<div></div>	
	Silver status	2025	Qualified	-	<div></div>	
	Gold status	2026	Qualified	-	<div></div>	
	Platinum status	2027	Qualified	-	<div></div>	
Build full ISO certification suite by 2026.	ISO 45001 certified	2025	Ongoing	-	<div></div>	
	ISO 26000 fully adopted	2024	Completed	-	<div></div>	
	ISO 27001 certified	2026	Ongoing	-	<div></div>	
Achieve Net Zero by 2035.	Scope 1 & 2	2027	Ongoing	-	<div></div>	
	Scope 3	2035	Ongoing	-	<div></div>	
Allocate a growing number of hours each year towards sustainable volunteering opportunities.	150 Environmental Impact VTO hours	2024	0	250	<div></div>	
	300 Environmental Impact VTO hours	2025	0	-	<div></div>	
	500 Environmental Impact VTO hours	2027	0	-	<div></div>	
Develop and launch Waldom ESG Awards.	Launch Waldom ESG Awards.	2024	Developing	Launched	<div></div>	
<h2>People</h2> 	At least 30% of employees attain First Aid and Emergency Response certifications by 2025.	25% of employees attain certifications.	2024	0	25%	<div></div>
		30% of employees attain certifications.	2025	25%	-	<div></div>
	Support the mental health of employees actively with initiatives and programs.	Establish a Mental Health Day available for employees once per year.	2024	0	1	<div></div>
	Establish a safe network for employees to discuss their professional and personal concerns and wishes.	Establish quarterly employee check-ins.	2024	1	4	<div></div>
	Establish training and mentorship programs to support employees' career development.	Establish a leadership training program.	2024	0	1	<div></div>
		Annual 200+ hour engagement with WE United.	2024	50	288	<div></div>
	Zero-injury workplace.	Total recordable incident rate below 0.15.	2025	0.20	0	<div></div>
	Install solar panels at US operational sites.	Install at least 500 solar panels at US operational sites.	2025	0	200	<div></div>
	Analyse sustainable procurement efforts.	Analyse 100% of suppliers to identify those with ISO certifications.	2024	0%	100%	<div></div>
<h2>Governance</h2> 	Mandatory business ethics awareness mechanism through Code of Conduct.	100% of employees read, acknowledge and sign CoC.	2025	0%	100%	<div></div>

PLANET

IN THIS SECTION

- > Action Plan
- > Our Environmental Initiatives
 - Green Stock
 - Tree Planting
 - ESG Awards
 - 1% Sustainability Pledge
 - Addressing CO2 Emissions
 - Solar Transition
- Sustainable Development Goals
 - SDG 1, 2, 3, 5, 6, 10, 12, 13, 14, 15

**SUSTAINABLE
DEVELOPMENT GOALS**

Action plan

Waldom Electronics is **committed to the protection of the environment and to the prevention of pollution**. We are committed to meeting or exceeding compliance with environmental regulations. This is accomplished through our commitment to continual improvement of our processes, services and staff, while maintaining a high standard of integrity.

[READ OUR SUSTAINABILITY WHITEPAPER](#)

Net Zero

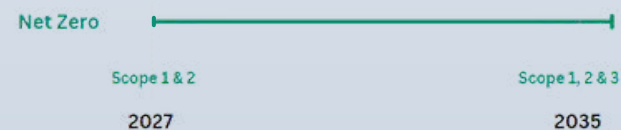
We are committed to achieving Net Zero emissions in two key phases:

Scope 1 & 2 Net Zero by 2027

Covering direct emissions from our operations (Scope 1) and indirect emissions from purchased electricity, heat, and cooling (Scope 2).

Scope 1, 2 & 3 Net Zero by 2035

Expanding to include all indirect emissions in our value chain, such as suppliers, transportation, and product lifecycle (Scope 3).



Sustainability Certifications

In 2024 Waldom achieved a Silver status for the Green Business Benchmark, and qualified for EcoVadis. By 2027, Waldom aims to achieve Platinum status in both the Green Business Bureau (GBB) and EcoVadis.



CO2 Emission Tracking

Waldom is focused on reducing our environmental impact by actively addressing CO2 emissions across our operations.

In 2024, we introduced a comprehensive strategy to address the carbon footprint of our business travel and logistics activities. This includes:

- Optimizing shipping routes and adopting greener transportation methods to minimize emissions.
- Consolidating business trips and prioritizing more sustainable travel options.

To address any remaining emissions, we are partnering with ClimatePartner to invest in carbon credits that support impactful sustainability projects designed to mitigate CO₂ emissions.

[SEE OUR CLIMATE ID](#)

Volunteer ESG Impact Hours

In 2024 Waldom succeeded our originally planned 150 volunteer environmental impact hours by an extra 100 hours, totalling 250 hours in the whole year. Waldom is committed to continue this trend with the commitment of 300 volunteer hours in 2025, and a yearly increase of an additional 100 hours every year onward.

250

Volunteer Environmental Impact Hours in 2024

300

Volunteer Environmental Impact Commitment Hours for 2025



Planting Trees



Our Environmental Initiatives



Green Stock

Reintegrating excess inventory into our distribution network, reducing waste, and promoting a circular economy.



Tree Planting

Planting a tree for every Green Stock order placed – helping restore ecosystems, absorb CO₂, and support local communities.



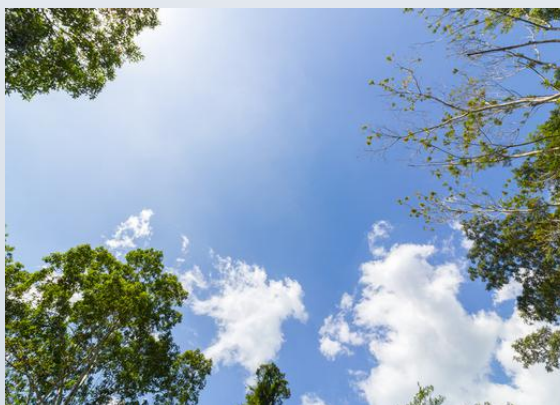
ESG Awards

Celebrating our manufacturer and distributor partners who have played a pivotal role in advancing Waldom's sustainability goals.



1% Sustainability Pledge

Empowering manufacturers to drive impact by allocating 1% of their Green Stock revenue to a dedicated sustainability budget.



Addressing CO₂ Emissions

Measuring and addressing CO₂ emissions from business flights and logistics operations.



Solar Transition

Implementing solar energy at our Rockford and Georgetown facilities to achieve 100% renewable power.

Green Stock



Green Stock are parts that we've acquired from authorized distributors and originates from brands Waldom is franchised for. These components are new and have never been used. They continue to be in high demand within our industry. Rather than letting them go to waste, we are taking a sustainable approach by redistributing them on our platform.

By choosing Green Stock, you're not only securing quality components, but also contributing to your Environmental, Social, and Governance (ESG) goals. To reinforce our commitment to sustainability, Waldom plants a tree for each Green Stock order placed. Furthermore, the distributor purchasing the most Green Stock will be honoured with the Waldom 2024 ESG Award.

We stand behind the quality of our Green Stock. That's why we offer a 2 year warranty on all these parts, giving you confidence in your purchase.

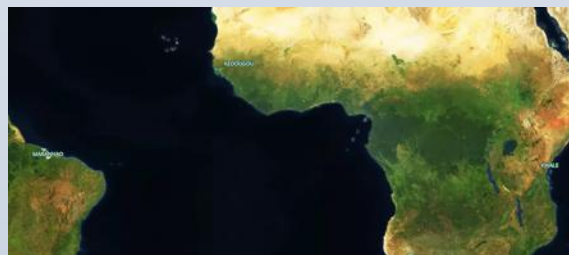
Tree Planting



At Waldom, sustainability is at the heart of everything we do. That's why we've introduced a tree planting initiative, empowering our partners to make a tangible impact on the environment.

We've partnered with veritree, a leading platform in tree planting and ecosystem restoration. For every Green Stock order placed, Waldom plants a tree. This initiative simplifies the process of supporting sustainability, allowing you to contribute effortlessly.

[VISIT OUR IMPACT HUB](#)



Since 2023 Waldom has expanded the scope of our project from the mangrove reforestation project in Kenya to further amplify impact in supporting the planting of trees. We have joined the agroforestry project, which is a sustainable land management approach that combines the cultivation of trees or woody plants with agricultural crops or livestock on the same piece of land.

Currently, we are planting trees in **Kenya, Tanzania, Senegal and Brazil**.

Benefits

Join us in making a lasting impact on our planet and our people. By participating in our tree planting initiative, you are contributing to:



Reforestation

Restoring vital ecosystems and habitats.



CO2 Sequestration

Reducing carbon footprints and combating climate change.



Job Creation

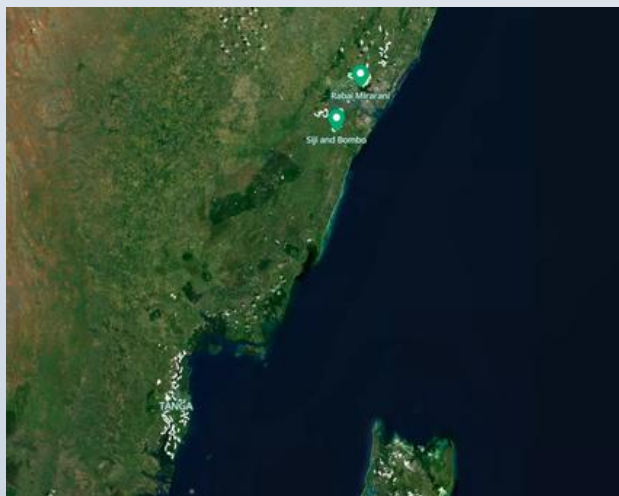
Providing employment opportunities in reforestation projects.

Mangrove restoration prevents erosion, enhances biodiversity and reduces carbon. Mangrove restoration is the process of revitalizing and re-establishing mangrove ecosystems in areas where they have been degraded or lost. This effort involves planting and nurturing mangrove trees and other vegetation in coastal zones.

Mangrove forests protect **70%** of the world's tropical coastlines. Furthermore, **80%** of global fish catch relies on mangroves.

Agroforestry enhances biodiversity, improves soil health, and increases crop yields, while also sequestering carbon and reducing erosion. It provides farmers with diverse income streams, promoting both environmental sustainability and economic resilience in rural communities.

Agroforestry systems can retain up to **53%** more nitrogen. They can reach up to **80%** of the biodiversity of natural forests and are **30%** more productive than one-crop systems over 10 years.



Ensuring Trust and Transparency

1.

Data Collection

Data is gathered from various sources, using ground-level monitoring and remote sensors.

2.

Verification

Data is measured against standards to ensure completeness, consistency, and accuracy.

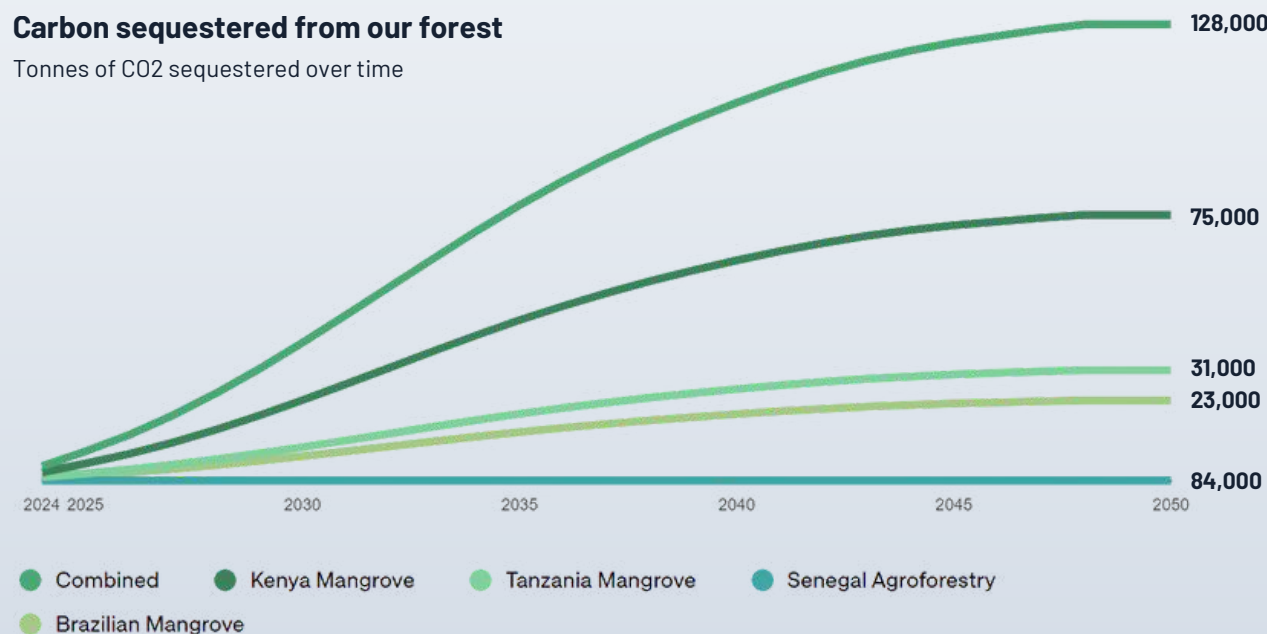
3.

Blockchain Storage

Verified impact data is published on a public blockchain, ensuring traceability, transparency, and immutability.

Carbon sequestered from our forest

Tonnes of CO2 sequestered over time



By the end of 2024 we have planted 260,000 trees, reforested **26 hectares**, provided **565 work days** to local tree planters and will sequester **64,800 Tonnes of CO2** by 2050.

According to the projected data, by **2050** our forests will sequester **128,000 Tonnes of CO2 in total**. This result will be achieved through the joint impact of our mangrove forests in Kenya, Tanzania and Brazil as well as our agroforestry in Senegal.

Waldom ESG Awards



At Waldom, we believe that businesses can be a force for positive change. It is with great pride and excitement that we announce the very first ESG Awards in our industry, where ESG represents **Environmental, Social, and Governance**. This initiative stands as a testament to our unwavering commitment to sustainability and responsible practices within the **Interconnect, Passive, and Electromechanical (IP&E)** industry. Through this award, we aim to recognize and honor the outstanding contributions made by our valued partners in advancing our ESG goals.

Learn about the eligibility criteria and review our awards scorecards in the PDF below:

[READ MORE](#)

The Waldom ESG Awards are a groundbreaking initiative, underscoring our dedication to sustainability and responsible practices within the IP&E (Interconnect, Passive, and Electromechanical) sector.

These awards aim to acknowledge and celebrate the remarkable efforts of our supplier and distributor partners in minimizing waste and fostering a circular economy through our Green Stock Program. Through the ESG Awards, we aim to inspire and motivate our partners to continue their journey towards a more sustainable and responsible future.

Our ESG Awards serve as a platform to acknowledge the remarkable efforts of our supplier and distributor partners in fostering sustainability across the supply chain. By minimizing waste, promoting responsible sourcing, and championing a circular economy, our partners exemplify the spirit of corporate responsibility and environmental stewardship.

Benefits

Discover how achieving this prestigious accolade can benefit your company:



Recognition

Stand out as a leader in sustainability within the IP&E industry.



Visibility

Gain exposure through extensive promotional efforts around the awards.



Innovation

Benchmark your practices against the best, driving internal improvements.

Award Tiers

	BRONZE	SILVER	GOLD	DIAMOND
Manufacturer DTAM	\$50M	\$150M	\$500M	>\$500M
Distributor Annual Turnover	\$100M	\$500M	\$1B	>\$1B

Waldom ESG Awards 2023 Winners



"Our ESG Awards are designed to inspire and recognize business practices that prioritize sustainability," said Don Akery, CEO of Waldom Electronics.



Global Manufacturer Award Winner: TE Connectivity

The Global Manufacturer Award recognizes TE Connectivity's significant contributions to minimizing waste and fostering a circular economy. In 2023, TE Connectivity redirected the most value of stock to Waldom through their distributor returns and factory excess, preventing this inventory from ending up in landfills. By participating in Waldom Green Stock, they have helped us divert **188,801,242 components** from entering landfills.



Global Distributor Award Winner: Arrow Americas Distributor Award Winner: Arrow Digital

Arrow was awarded the Global Distributor Award for purchasing the highest value of Waldom's Green Stock components in 2023, showcasing their commitment to minimizing waste and promoting a circular economy. By buying Waldom Green Stock, they have directly saved **16,724,180 components** from entering landfills. Arrow Digital was also honoured with the Americas Distributor Award for leading Green Stock component purchases in the Americas region, reinforcing their dedication to sustainability in the industry. By buying Waldom Green Stock, they have directly saved **8,378,789 components** from entering landfills.



EMEA Distributor Award Winner: Farnell

In 2023, Farnell exemplified leadership in reducing electronic waste, saving over 4.4 million components from landfills through their purchase of Waldom Green Stock. Farnell has played a pivotal role in advancing a circular economy within the electronics industry. By buying Waldom Green Stock, they have directly saved **4,439,242 components** from entering landfills.

1% Sustainability Pledge



We're excited to introduce our 1% Sustainability Pledge, a new initiative designed to enhance our joint efforts towards a greener, more sustainable future. Currently, our Green Stock Program operates on a 50% revenue split. With the 1% Sustainability Pledge, manufacturers will receive 49% of the revenue instead of 50%. The remaining **1% will be allocated to our common sustainability budget**. Waldom will match the manufacturer's 1% contribution, doubling the impact of our collective efforts.

Investing in Sustainability Together

The funds accumulated in our sustainability budget will be used for Marketing and Communications (Marcom) activities of your choice. A portion of these funds can also be specifically allocated towards tree planting initiatives.

By the end of 2024, three of our leading supplier partners, namely Molex, Crouzet and Bulgin, have joined this initiative.

Initiatives:



Planting Trees with veritree

Join us in planting trees to help sequester CO₂ and restore ecosystems.



Joint Events

Participate in events that promote environmental awareness and community engagement.



Joint Advertising Campaigns

Collaborate on advertising initiatives that highlight our shared commitment to sustainability.



Supporting Social Causes

Contribute to social causes and charitable organizations that align with our values.

Transparent Reporting

Transparency is at the core of our pledge. You will receive a quarterly report detailing:



Budget

The total amount accrued in the sustainability budget.



Funds Allocation

A breakdown of how the funds were allocated across the chosen activities.



Environmental Impact

The environmental impact, including the amount of CO₂ sequestered from tree planting efforts.



Metrics

Information and metrics for your ESG reporting.

Join our Movement

Are you interested in signing the 1% Sustainability Pledge? Then make sure to contact us and join our journey towards sustainable business practices.

[CONTACT US](#)

Taking Action on CO₂ Emissions



As part of our commitment to achieving net-zero emissions, Waldom is focused on reducing our environmental impact by actively addressing CO₂ emissions across our operations.

In 2024, we introduced a comprehensive strategy to address the carbon footprint of our business travel and logistics activities. This includes:

- Optimizing shipping routes and adopting greener transportation methods to minimize emissions.
- Consolidating business trips and prioritizing more sustainable travel options.

To address any remaining emissions, we are partnering with ClimatePartner to invest in carbon credits that support impactful sustainability projects designed to mitigate CO₂ emissions.

[SEE OUR CLIMATE ID](#)

Climate Partner Sustainability Project

The Laos Ceramic Water Filter Project

In Laos, where 80% of households boil water to prevent gastrointestinal diseases, inefficient wood or coal-burning methods contribute significantly to CO₂ emissions. This project addresses both health and environmental challenges by providing over 100,000 ceramic water filters to rural communities, offering a sustainable solution for clean drinking water while reducing emissions and improving well-being.

Waldom Electronics EMEA B.V. has financed the reduction of **70 tonnes of CO₂** in Laos. 80% of households in Laos rely on boiling their drinking water to prevent gastrointestinal diseases. However, boiling water releases significant amounts of CO₂ emissions, as inefficient cooking methods using wood or coal are common. Therefore, this climate project sells ceramic water filters to provide clean drinking water to rural communities.

[READ 2024 CLIMATE PROJECT](#)

Goals for 2025

Expand project support to ClimatePartner's Improved Cookstoves project.

Solar Transition



At Waldom, we understand that efficient and reliable logistics are the backbone of our success in electronic components distribution. With state-of-the-art warehouses strategically located worldwide, we ensure seamless global operations to meet the diverse needs of our customers.



AMERICAS 37,000 m² / 400,000 ft²

Waldom's two major, company-owned warehouses store over \$470 million in inventory, including our Green Stock. With over 15 years of quality assurance expertise in-house, we maintain the highest standards in product handling. A global shipping network enables us to scale up to \$1 billion in inventory by 2028, solidifying our industry leadership.

EMEA 4,800 m² / 51,700 ft²

Our urban hub in EMEA is strategically located to ensure faster distribution of high-runner products. This setup is tailored to meet the immediate needs of our local distributors, providing them with quick and reliable access to essential inventory.

APAC 4,800 m² / 51,700 ft²

In the APAC region, our urban hubs are positioned to facilitate faster and more efficient distribution of high-runner products. These facilities are designed to cater to the immediate requirements of local markets, ensuring we maintain excellent service levels and agility.

Renewable Energy: Solar Panels

As part of our commitment to environmental responsibility and climate action, Waldom Electronics has invested in renewable energy solutions to reduce our carbon footprint and increase operational sustainability. This statement provides details regarding our solar energy installations and their contribution to powering our operations.

Waldom Electronics has installed **photovoltaic solar panel systems** at the only two facilities we own globally – Georgetown, Ohio and Rockford, Illinois. By transitioning these locations to renewable energy sources, we are significantly **reducing our Scope 1 and Scope 2 greenhouse gas emissions**. These installations reflect our commitment to decarbonizing the operations under our direct control.



Georgetown Facility – Ohio, USA

Facility Ownership: Owned and operated by Waldom Electronics

System Capacity: 508 rooftop solar panels

Estimated Environmental Impact (per EPA GHG Equivalencies Calculator):

More than 5,900 tons of CO₂ offset over 20 years

Equivalent to eliminating 13.5 million miles driven by gasoline-powered vehicles and to planting nearly 89,000 trees.

Estimated Energy Production:

Offsets approximately **30,000 kilowatt-hours per month** and is equivalent to powering over 30 average U.S. homes monthly.

Rockford Facility – Illinois, USA

Facility Ownership: Owned and operated by Waldom Electronics

System Capacity: 760 Single-Axis tracking solar panels

Estimated Environmental Impact (per EPA GHG Equivalencies Calculator):

More than 7,000 tons of CO₂ offset over 20 years

Equivalent to eliminating 15.8 million miles driven by gasoline-powered vehicles and to planting nearly 106,400 trees.

Estimated Energy Production:

Offsets approximately **38,000 kilowatt-hours per month** and is equivalent to powering over 42 average U.S. homes monthly.

Operational Impact

The renewable energy generated from our two solar-equipped facilities—the only facilities owned and operated directly by Waldom Electronics—marks a significant milestone in our decarbonization efforts. These facilities represent **100% of Waldom's directly controlled (owned) operational footprint**, allowing us to make meaningful reductions in Scope 1 and Scope 2 greenhouse gas emissions. By powering these facilities with on-site solar energy, we are reducing our reliance on fossil fuels, cutting operational emissions, and improving energy cost efficiency. These projects support our broader ESG strategy and demonstrate our commitment to climate action through concrete, measurable investments. Waldom Electronics is committed to further reducing our carbon footprint through tangible, operational improvements under our direct control. As part of our ongoing ESG strategy, we are taking the following next steps:

- Electrifying our company-owned vehicle at the Georgetown facility – the only vehicle in our global fleet – to reduce Scope 1 emissions.
- Continuing to minimize Scope 2 emissions through renewable energy sourcing and on-site generation.
- Pursuing energy efficiency upgrades across our facilities.
- Strengthening collaboration with suppliers and customers to drive value chain sustainability.



Enhancing logistics visibility and sustainability.

We have partnered with AfterShip, a leading shipment tracking and logistics analytics platform, to provide a seamless, transparent, and reliable shipping experience for our customers. With real-time tracking and automated updates, we ensure better visibility and communication throughout the delivery process.

Additionally, we leverage AfterShip's CO2 measurement tools to analyse inbound and outbound logistics, allowing us to optimize routes and minimize emissions. As part of our commitment to environmental responsibility, we calculate our annual emissions and take action by supporting worldwide sustainability projects that help restore ecosystems and contribute to a healthier planet.

Trade Compliance

Waldom is committed to compliance in all aspects of international trade. Our Export Management and Compliance Manual serves as a guide to ensure shipments meet all regulatory requirements. This helps mitigate risks, streamline shipping processes, and reinforce our ethical business practices. We continuously improve trade compliance through training, onboarding, and the formation of a Trade Compliance Committee to oversee evolving regulations.

[VIEW MANUAL](#)

Our Team

Behind every successful order is a dedicated team of skilled professionals who drive the efficiency and accuracy of Waldom's warehouses. Their expertise and commitment are supported by a range of programs designed to enhance their well-being, growth, and workplace safety.



Our Benefits



Volunteer Time Off (VTO):

Encouraging community engagement and promoting employee well-being.



Super Hero Take Flight Program:

Supporting emerging talent by covering their tuition fees for higher education.



Monthly Safety Training:

Prioritizing a safe work environment with regular training on essential safety topics.



Employee Assistance Program (EAP):

Offering support for mental health, financial wellness, and personal growth.

Sustainable Development Goals

Waldom is unwavering in our commitment to several Sustainable Development Goals (SDGs) that reflect our dedication to creating a positive impact on both society and the environment.

In this chapter, we provide a detailed account of the SDGs we are committed to and outline the strategic initiatives we have implemented to align with these objectives.



United Nations
Global Compact

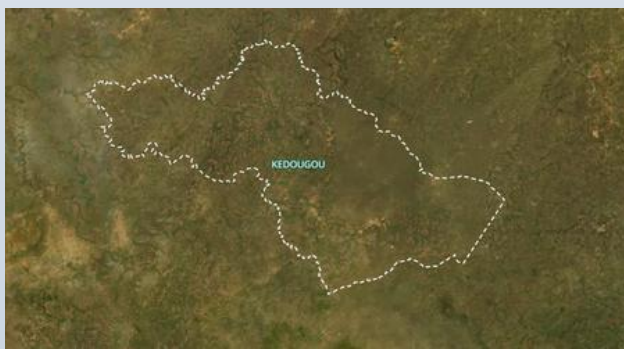


SDG 1 – No Poverty

All three supported veritree projects create meaningful employment in rural and coastal communities. In Brazil's Maranhão region, one of the poorest in the country, mangrove restoration provides locals with paid work and economic opportunities. Similarly, in Eastern Africa (Kenya and Tanzania), mangrove planting offers consistent income streams in underserved coastal regions. In Senegal, the agroforestry project supports over 6,000 farming families by enhancing land productivity and diversifying income sources, creating a more stable financial foundation for long-term poverty reduction.

SDG 2 – Zero Hunger

The Senegal Agroforestry project strengthens food security by diversifying farming systems, improving yields, and increasing access to nutritious crops. In coastal regions of Brazil and Eastern Africa, mangrove restoration boosts fish populations and revives fisheries, providing communities with reliable, local food sources. These ecosystems play a key role in ensuring sustained food access, especially for those who rely heavily on natural resources for survival.



SDG 3 – Good Health and Well-Being

By creating safer, more stable livelihoods, all three projects improve mental and physical well-being for participants. In Senegal, healthier diets from diversified agriculture and better income options contribute to improved family health. In Brazil and Eastern Africa, mangrove restoration reduces coastal pollution and supports cleaner air and water—critical environmental factors that enhance public health in surrounding areas.

SDG 5 – Gender Equality

Senegal's agroforestry initiative includes intentional efforts to support women, such as allocating larger farming plots to female farmers and offering gender-inclusive training. Although not as explicitly detailed, community-based restoration efforts in Brazil and Eastern Africa also foster inclusive participation, often creating opportunities for women to gain financial independence and visibility in local decision-making.

SDG 6 – Clean Water and Sanitation

Waldom supports public health in rural Laos through its ClimatePartner project by financing the distribution of over 100,000 ceramic water filters, reducing dependency on wood-burning to boil water and preventing gastrointestinal illnesses. This improves both respiratory and digestive health while reducing emissions.

SDG 10 – Reduced Inequalities

By working with rural communities across Africa, South America, and Southeast Asia in tree planting, agroforestry, and clean water initiatives, Waldom empowers historically underserved regions. Whether it's the coastal villages of Kenya and Brazil or the agricultural heartlands of Senegal, each initiative enables them to benefit from climate-positive work and participate more equally in local economies.

SDG 12 – Responsible Consumption and Production

Agroforestry in Senegal encourages sustainable land management and reduced reliance on resource-depleting farming techniques. In mangrove-rich regions of Brazil and Eastern Africa, restoration of native forests promotes long-term ecosystem health, supporting responsible stewardship of land and sea resources. These projects demonstrate circular, regenerative systems that align consumption with ecological capacity.



Responsible Consumption and Production are integral to Waldom's operations, as reflected in our **Green Stock** and Excess Solutions initiatives. In alignment with SDG 12, we have **saved a remarkable 7 billion components from landfills**, boasting an impressive 87% average recovery rate of excess materials. Through our adherence to **ISO 14001 Environmental Certification, R2, E-Standards, and Recycling Industry Operating Standard**, we set high standards for environmental responsibility. Our commitment to sustainable practices is not only environmentally conscious but also economically significant, with **\$500 million** worth of excess sold, underscoring our dedication to responsible business practices.

7B

Repurposed components

\$500M

Worth of excess sold

At Waldom, we recognize the urgent need to address the escalating issue of e-waste in our industry. As electronic components continue to evolve at a rapid pace, we are dedicated to driving change and championing a new era of environmental responsibility. Our vision for a sustainable future is built on three pillars of a **circular economy: Reduce, Redistribute, and Recycle**.



REDUCE



REDISTRIBUTE



RECYCLE

Reduce: Waldom is dedicated to minimizing the environmental impact of electronic components through distributor and manufacturer solutions aimed at reducing and eliminating excess inventory.

Redistribute: The redistribution of excess inventory is at the heart of our sustainability vision. We believe in extending the life of electronic components whenever possible.

Recycle: After reducing and redistributing a large portion of excess inventory there remains a percentage of product that has reached the end-of-life. We are dedicated to establishing and improving recycling systems that allow for the safe and efficient disposal of electronic components.

SDG 13 - Climate Action

A central pillar of Waldom's ESG strategy is carbon emissions reduction. This includes:

- Tree planting projected to sequester 128,000 tonnes of CO₂ by 2050.
- Solar panel installations that offset over 12,900 tonnes of CO₂ over 20 years.
- Logistics optimization and investment in carbon credits via ClimatePartner.

These initiatives demonstrate a company-wide commitment to both mitigation and adaptation to climate change.

Climate Action is a paramount concern for us at Waldom, and our partnership with Veritree exemplifies our dedication to **SDG 13**. Our tree planting initiative not only aligns with our commitment to offsetting our carbon footprint but also encourages our customers to participate in building a sustainable and climate-resilient future.

Mangroves are some of the world's most effective carbon sinks. Both the Brazil and Eastern Africa mangrove projects significantly reduce atmospheric carbon through large-scale tree planting and ecosystem restoration. Senegal's agroforestry efforts also contribute by increasing soil carbon retention and enhancing the resilience of communities to climate-related shocks such as drought and crop failure.

SDG 14 - Life Below Water

Restoring mangroves in Brazil and Eastern Africa directly improves marine ecosystems by stabilizing coastlines, reducing erosion, and creating vital habitats for aquatic species. Mangroves stabilize coastlines and serve as breeding grounds for aquatic life since 80% of global fish catch relies on mangroves. These healthy marine environments support biodiversity and sustain fisheries critical to community livelihoods. Agroforestry in Senegal, though land-based, also contributes by reducing agricultural runoff that could otherwise harm coastal waters.

SDG 15 - Life on Land

All three initiatives focus on rehabilitating degraded ecosystems and promoting biodiversity. The agroforestry model used in Senegal retains more nitrogen and reaches 80% of natural forest biodiversity. In Brazil and Eastern Africa, mangrove restoration revives vital coastal forests that protect terrestrial and marine life alike. These efforts contribute to ecological balance and strengthen natural systems.

Goals for 2025

By the end of 2025 we aspire to have played a role in the planting of **over 760,000 trees in total** through our partnership with veritree, by planting **500,000 in 2025 alone**. Through these efforts, we seek to contribute positively to the restoration of ecosystems, reduction of carbon footprint, and the overall advancement of climate action goals on a global scale.



PEOPLE

IN THIS SECTION

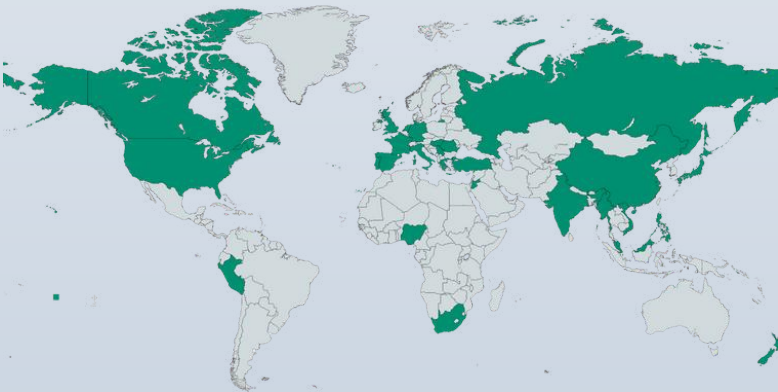
- > Diversity, Equity, Inclusion, & Belonging
 - Sustainable Development Goals
 - SDG 3, 4, 5, 8, 17
 - Sponsorship of WE United
 - Workplace health and safety
- > Policies
- > Human Rights

**CARING ABOUT AND
FOR THE PEOPLE**

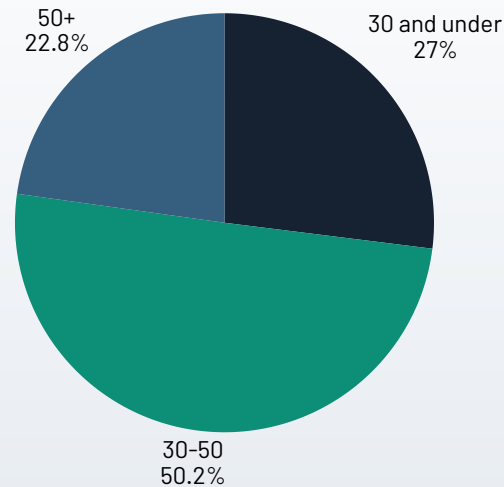
Diversity, Equity, Inclusion, and Belonging

In the vibrant tapestry of our workplace culture at Waldom, Diversity, Equity, Inclusion, and Belonging are integral facets that define our mentality.

When examining our demographic evolution from 2023 to 2024, we are proud to highlight the consistent diversity across age groups within our expanding team. As of 2024, 42.2% of our team members are aged between 30–50, 34.4% are 30 and under, and 23.3% are 50 and above—mirroring the balanced proportions from the previous year. This diversity is enriched by the representation of **35 nationalities**, creating a blend of various cultural backgrounds and perspectives. Our gender data, as mentioned earlier, underscores our commitment to promoting **gender equality** and **inclusivity** within our workforce.

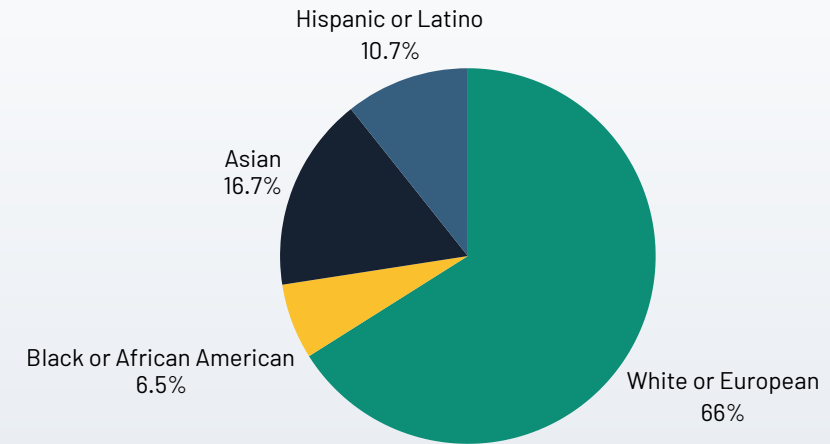


Age Split



Our ethnic diversity remained relatively stable, with subtle shifts across demographic groups. White or European representation saw a slight decrease from 68% in 2023 to 66% in 2024. Asian representation grew modestly, rising from 15% to 17%, reflecting broader regional hiring and outreach. Hispanic or Latino representation held steady at approximately 11%, while Black or African American representation experienced a slight increase from 6% to 7%. The “Other” category, previously at 4% in 2023, was no longer reported separately in 2024. These changes reflect our continued commitment to fostering an inclusive workplace that embraces diverse backgrounds and perspectives across our global footprint.

Ethnicity Split



Goals for 2025

We aim to grow the combined representation of Black or African American, Hispanic or Latino, and Asian team members through targeted outreach, inclusive hiring practices, and community partnerships. We aim to expand our demographic tracking to include additional self-identification options and better capture our workforce's full diversity, including multi-ethnic identities and intersectional experiences. To ensure progress is equitable across geographies, we will implement region-specific benchmarks aligned with local population data and talent availability. By consistently evolving our policies, we strive to create a workplace that not only meets current health and well-being needs but anticipates and addresses future challenges.

Sustainable Development Goals

Waldom is unwavering in our commitment to several Sustainable Development Goals (SDGs) that reflect our dedication to creating a positive impact on both society and the environment.

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United Nations
Global Compact



SDG 3 – Good Health and Well-Being

At Waldom, our commitment to SDG 3, Good Health and Well-being, is reflected in our existing policies and actions. Waldom had different employee benefits per region. In the following section you can read about the region-specific benefits provided,

AMERICAS

Medical and pharmacy benefits provide broad network access with integrated digital services, including no-cost telehealth for convenient care. Employees enrolled in a high-deductible health plan can contribute to a **Health Savings Account (HSA)**, with Waldom contributing **\$400** annually to support out-of-pocket medical expenses. A **wellness program** encourages healthy lifestyles by rewarding positive behaviors, which can lead to insurance savings. **Dental coverage** includes both base and enhanced plans, supporting preventive, basic, and major services. **Vision benefits** cover routine exams and eyewear needs. **Life and accidental death & dismemberment (AD&D) insurance** are offered at no cost, with options to purchase additional coverage. **Disability insurance** is available to protect income during non-work-related illness or injury. A **24/7 Employee Assistance Program** offers confidential support for personal, emotional, and work-related challenges. Retirement planning is supported through a **401(k) plan** with employer matching contributions. **Paid parental leave** provides 8 weeks for maternity and 4 weeks for paternity, supporting new parents during a critical life stage.

The **PTO (Paid Time Off)** Policy at Waldom Electronics, is designed to support **work-life balance** for all Full-time Regular employees, including both hourly and salaried staff. Employees become eligible for PTO after 90 days of employment, with PTO accruing annually based on tenure: **112 hours** (14 days) for 1–4 years with an accrual rate of 2.15 hours per week, **152 hours** (19 days) for 5–9 years at 2.92 hours per week, and **192 hours** (24 days) for 10+ years at 3.69 hours per week. New hires receive a prorated PTO amount in their first year.

APAC

At Waldom, our commitment to SDG 3, Good Health and Well-being, is reflected in our existing policies and actions. One of the foundational practices Waldom supports is through **Great Eastern General Insurance**, which offers full Medicare coverage to its employees. This comprehensive healthcare provision ensures that employees have access to necessary medical services without the burden of undue costs, significantly contributing to their overall health and well-being. Additionally, Waldom enhances financial security and health through the **Central Provident Fund (CPF) program**. This initiative mandates both employee and employer contributions, which accumulate to provide a substantial financial foundation for employees, thereby reducing stress and supporting their mental health. The PTO (Paid Time Off) Policy at Waldom Electronics is designed to support work-life balance for all Full-time employees.

New hires start with **10 days** of annual leave, with an increase of one additional day per year of service, capping at **20 days**. Moreover, employees enjoy **1 day of paid leave on their birthdays**, allowing them to celebrate personal milestones without workplace obligations. In terms of supporting employees during illness, Waldom offers **14 days of paid sick leave** and **paid childcare leave**, adhering to Singapore's employment guidelines.

EMEA

Through our **OpenUp** initiative, we actively champion health awareness campaigns, employee wellness programs, and community health partnerships. Our **flexible working** policies, including **6 weeks of remote work and a hybrid work schedule**, emphasize our dedication to fostering a healthy work-life balance. Additionally, we prioritize the well-being of our employees with comprehensive benefits such as **30 vacation days**, a sponsored **home office setup**, and **100% pay for sick days, and 100% pay for sick leave in the first year**. Our commitment extends to providing special leave for short appointments and a **yearly holiday allowance of 8%** of the last 12 months' total salary. Furthermore, we initiate a monthly contribution to the **pension scheme**, equating to a **substantial 8%** of each employee's salary. Notably, this contribution is not deducted from the employee's salary but is an additional financial investment matched by Waldom.

openup

We are proud to say we have implemented our goals for 2024 by introducing a **Mental Health Day**, requiring only a 1-day notice period to provide employees with dedicated time for mental wellness. Additionally, we began to conduct quarterly employee check-ins with a focus on job satisfaction, professional development, and overall well-being.

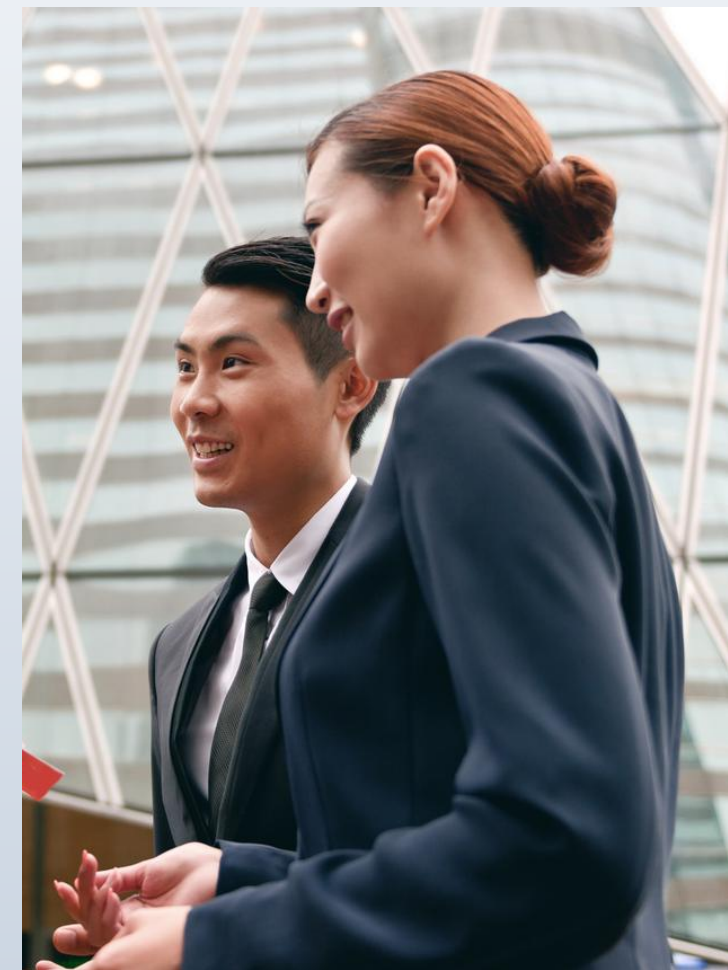
CHINA

A fundamental practice supported by Waldom is participation in the government's **Five Social Insurances and One Housing Fund** system—a comprehensive social security program designed to provide substantial support to individuals. This system includes medical insurance, life insurance, and pension contributions, among other benefits. By covering these essential aspects, the program ensures citizens have access to necessary healthcare, provides financial protection for families in the event of death, and secures financial stability upon retirement. This holistic approach to social welfare not only enhances individuals' quality of life but also contributes to social stability and well-being.

GLOBAL

Waldom's **flexible and hybrid work** arrangements, as well as the availability of remote work options, further highlight our commitment to employee well-being. Lastly, with respect for **local cultures and legal frameworks**, Waldom provides paid leave for public holidays observed in each country. Through these practices, Waldom actively integrates health and well-being into organizational policy, setting a standard for responsible and supportive employment practices, and contributing to the realization of SDG 3.

While each region adapts its benefits to meet local legal requirements, healthcare systems, and cultural expectations, a shared vision unites all policies: to support employees' physical health, mental resilience, and financial stability. These regional efforts complement each other and form a cohesive framework for health-first employment practices. Waldom's cross-border flexibility, respect for local public holidays, and shared investment in well-being ensure that employees, regardless of geography, feel supported in both their personal and professional lives.



SDG 4 - Quality Education

At Waldom, we firmly believe that Education is a powerful tool in the fight against poverty and inequality, aligning with the principles of SDG 4 - Quality Education. Recognizing that access to a high-quality education is often limited for disadvantaged youth, we are committed to making a positive impact through the **Ike Nizam Foundation**. Our foundation is dedicated to breaking down barriers to education by providing comprehensive support. This includes **funding for tuition fees, mentorships, and tutors**, ensuring that financial constraints do not hinder a student's pursuit of knowledge. Additionally, we address practical needs by **funding essential equipment such as books, laptops, and bags**, further enhancing the learning experience. Recognizing that transportation can be a barrier, we also contribute by **funding travel costs**, such as public transport cards, ensuring that disadvantaged youth have the means to access education and build a brighter future.



Through **Waldom Academy**, we provide internships to "plant the seed" for young talents, offering above-average pay for internships and facilitating easy position changes within the organization. To enhance knowledge, we invest in employees through various channels, including courses available on **Udemy**, **ECIA** courses focusing on the electronics industry, **NINJIO** cybersecurity awareness training, and in-house created **Learning and Development courses** on Looop. This project-based approach emphasizes our dedication to developing well-rounded professionals. Through these initiatives, we actively contribute to the global effort to ensure inclusive and equitable quality education.



20

21



In 2024, we successfully achieved our goal of enhancing organizational leadership through a targeted initiative. We implemented a **comprehensive leadership training program** for all leaders within our company. By prioritizing continuous learning and professional development, we equipped our leaders with the necessary skills, knowledge, and strategic insights to foster a culture of excellence, innovation, and effective management. This initiative not only supported the growth and development of our leaders but also contributed to the broader goals of quality education within our organizational framework.

Goals for 2025

Our objective is to implement a new learning management system, TalentLMS, to replace Looop. This system features over 1,000 built-in courses designed to facilitate the professional development of our employees.



SDG 5 – Gender Equality

Waldom stands as a staunch advocate for Gender Equality, harmonizing with **SDG 5**, and our actions speak volumes. Our commitment to eliminating gender bias is evident through the presence of women in leadership roles, active participation in the WE United (formerly Women in Electronics) sponsorship and membership. Our commitment to gender equality is further underscored by inclusive policies such as maternity leave for both parents and parental leave, including provisions for adoption.

Women at Waldom made up 56% of the workforce in 2023, slightly decreasing to **54%** in 2024. Despite this minor shift, our female representation continues to exceed industry averages, where women comprise approximately 26% of the workforce in large companies, over 20% below Waldom's distribution.

54%

Women at Waldom

38%

Women in management positions

The percentage of women in management roles increased modestly from 37% in 2023 to **38%** in 2024, with the number of female managers rising to 13. This reflects steady progress in fostering gender equity at the leadership level. However, we acknowledge that representation at the most senior levels remains limited. Currently, only one woman holds a senior leadership position (VP or above), mirroring a broader industry trend where just 10% of women reach executive roles such as VP or CEO.

This disparity reinforces our commitment to accelerating progress on SDG 5: Gender Equality. We recognize the need to build a more balanced and inclusive leadership pipeline, ensuring that women not only join our organization but also grow and thrive in key decision-making roles. In 2024, we made tangible strides toward our SDG 5 goals set in 2023 by encouraging active participation in external mentorship opportunities. We successfully supported employee involvement in the mentorship program provided by WE United (formerly Women in Electronics), with **three team members enrolled as mentees and one employee contributing as a mentor**. This marks a meaningful step in our ongoing efforts to foster professional development, peer support, and inclusive leadership pathways within the electronics industry.

Goals for 2025

Looking ahead, our goals for SDG 5 involve the increase of engagement with WE United's mentorship program and the encouragement of additional mentees and mentors from across regions and departments. We also aim to actively work toward balanced gender representation at the senior leadership level by implementing internal development plans and identifying high-potential women for succession opportunities.

SDG 8 – Decent Work and Economic Growth

Decent Work and Economic Growth, encapsulated in SDG 8, lie at the core of Waldom's principles. We understand the importance of ethical employment practices, fair wages, and a conducive work environment. By nurturing a **workplace culture that values diversity, inclusivity, and employee well-being**, we actively contribute to the goal of providing decent work opportunities and fostering economic growth that benefits not only our organization but the broader community.





SDG 17 - Partnerships for the Goals

Waldom actively contributes to SDG 17 - **Partnerships for the Goals**, by promoting employee engagement for social impact. Our **Volunteer Time Off (VTO)** program provides full-time employees with one day per quarter paid time off to support community involvement of their choice or organized by Waldom. Additionally, our **3 for 1 match** program through the **Ike Nizam Foundation** triples the impact of employees' eligible **donations** to charitable organizations, fostering a collaborative approach to philanthropy and creating positive partnerships for social development.

We aim to enhance community engagement by supporting urgent causes and global relief efforts, including our donation matching program and contributions like providing clothes and food during crises. Our diverse workforce helps spread information about urgent causes quickly, leading to employee-initiated donations and relief efforts. By expanding partnerships and deepening our commitment to pressing social issues, we strive to make a meaningful impact on community well-being and global sustainable development goals.

In 2024, we made **96 donations supporting 58 causes** such as children and families, animal welfare, health and education, environmental sustainability, homelessness support, crisis response, and safety.

96

Donations in 2024

58

Causes Supported in 2024

[READ 2024 DONATION REPORT](#)



Goals for 2025

We **exceeded our 2024 goal** of dedicating 150 Volunteer Environmental Impact Hours by achieving an outstanding **250 hours**.

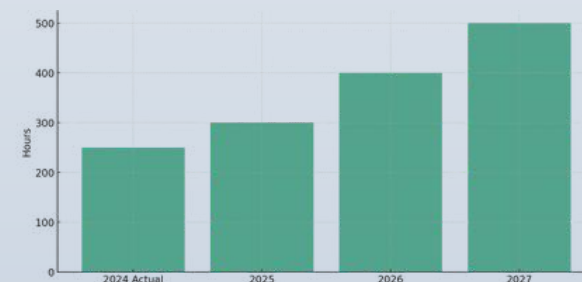
Building on this momentum, we aim to reach **300 Volunteer Environmental Impact hours in 2025**, further strengthening our commitment to sustainable development and fostering positive partnerships for a better future. It's important to note that these VTO hours don't accumulate; they reset each year. Additionally, we want to achieve **400 hours in 2026** and **500 hours in 2027** of Volunteer Environmental Impact, continuing our dedication to growth and progress.

250

Hours in 2024

300

Commitment Hours for 2025



Sponsorship of WE United



Waldom is a proud **Gold Sponsor of WE United**, a non-profit organization dedicated to expanding opportunities for women in the electronics, industrial, and adjacent tech markets. As a company committed to fostering diversity and inclusion, Waldom actively champions women in technical roles by leveraging its Corporate Membership to advance their professional growth.

We support a broad range of WE United events, from Leadership Summits and holiday gatherings to Chapter Kick-Offs, 5K walks, and workshops, designed to provide professional development, community building, and mentoring opportunities for women in the industry.



Impact in Numbers: 2024 Highlights

Membership Growth: Waldom offered 38 memberships in 2024, reaching near-full utilization with 37 memberships in use by Q4, up from 26 in Q4 2023.

Mentorship Participation: In the most recent cohort (Oct–Dec 2024), Waldom had 3 mentors and 36 mentees, contributing to a total of 72 hours of mentorship engagement, up from 26 hours in Q4 2023.

Events & Learning:

Waldom employees participated in

- 6 in-person events in Q4 2024 (up from 0 in Q1).
- 13 podcast master classes, 7 livestream sessions, and 4 Life Balance workshops.

Waldom's total engagement hours with WE United were **288 hours** in 2024.

As a WE United Corporate Member, Waldom enables its employees to engage in the flagship Mentorship Program, connecting emerging professionals with industry leaders. The structure supports growth into leadership roles through strategic coaching, networking, and skill development. Employees are encouraged to participate as both mentees and mentors, helping build the next generation of female leadership in electronics.

Waldom CEO Don Akery, an honorary member of the WE Advisory Council, champions gender equity and brings back actionable insights to influence internal policy and strategic planning. His role ensures alignment between Waldom's internal DEI efforts and broader industry progress.

Through our continued partnership with WE United, Waldom remains steadfast in building a more inclusive, equitable, and innovative industry. These efforts are not just symbolic—they're data-driven, measurable, and deeply human in impact.

Goals for 2025

Expand employee participation in WE United mentorship program, and launch WE Netherlands Chapter event.



Workplace health and safety

At Waldom, we prioritize the **health and safety** of our employees in both warehouse and office environments. Our health and safety protocols include **clearly defined emergency location** policies, strategically placed **first-aid kits**, and readily accessible **fire extinguishers** for fire combating. Additionally, we prioritize **regular risk assessments** to identify and mitigate potential hazards, ensuring the ongoing protection of our workforce. With these measures in place, Waldom maintains a commitment to providing a safe and secure environment for all employees.



Furthermore, Waldom has established **clear incident reporting and investigation procedures** to encourage a proactive approach to safety management. Employees are encouraged to report safety concerns or near-miss incidents promptly, knowing that their feedback will be taken seriously and investigated thoroughly. This enables the organization to **identify root causes of incidents** and **implement preventive measures** to avoid future occurrences. By fostering a culture where safety incidents are reported without fear of reprisal, Waldom creates a safer working environment and demonstrates its commitment to continuous improvement in workplace safety practices.

Promoting **open communication** channels for employees to raise safety concerns, ask questions, and provide feedback on safety-related matters is another key aspect of Waldom's commitment to workplace safety. By fostering a culture of transparency and accountability, Waldom encourages employees to actively participate in **safety discussions** and share their insights and experiences. This open dialogue allows for the identification of potential hazards and the implementation of effective safety measures. Continuous improvement in **workplace safety practices** is achieved through the collective efforts of all employees, and Waldom recognizes the importance of engaging its workforce in safety-related initiatives. Through effective communication and collaboration, Waldom ensures that safety remains a top priority across the organization, promoting a safer and healthier work environment for everyone. In 2024 three of our employees have attained a First-Aid and Emergency training certificate, a big step toward achieving our goal.

Goals for 2025

Our goal is to expand **the First-Aid and Emergency training program**, empowering employees to respond effectively in critical situations.



Policies

DEIB Policy

Waldom places a high priority on Diversity, Equity, Inclusion, and Belonging (DEIB) within the organization, recognizing the value it brings to creativity, innovation, and overall success. Our **DEIB policy** is founded on principles of **equal opportunity employment**, where regardless of race, color, religion, sex, national origin, age, disability, or any other protected characteristic under law, all individuals have equal access to employment. Waldom pledges to provide reasonable accommodations for employees with disabilities or special needs to ensure they can effectively perform their job duties. In **recruitment and promotion** processes, we actively seek diversity and take deliberate steps to attract and consider candidates from varied backgrounds. We encourage prompt reporting of any incidents of discrimination, harassment, or bias, ensuring confidentiality and prohibiting retaliation against those who report in good faith. Our DEIB policy is in full compliance with laws, reflecting our unwavering commitment to fostering a **diverse, equitable, and inclusive workplace** where all employees feel valued and respected.

Recruitment Policy

Waldom is committed to attracting top talent to drive our business objectives, and our recruitment policy reflects our dedication to **fair and consistent practices** throughout the hiring process. Our aim is to provide **equal opportunities to all candidates**, whether internal or external, for permanent, temporary, or internship positions and part-time, and full-time roles. From the opening of a new vacancy, our **policy ensures a framework of respect and fairness for every candidate** and stakeholder involved. Waldom is committed to **diversity and inclusion**, employing individuals based on merit without discrimination based on race, gender, age, religion, national origin, disability, marital status, or sexual orientation, ensuring that all employment decisions align with the principles of **equal opportunity**.

Social Responsibility Policy & ISO 26000 Adoption

Waldom formally adopted **ISO 26000** as a guiding framework for social responsibility. This standard provides direction on **ethical governance, environmental stewardship, labor practices, human rights, and community engagement**. While ISO 26000 is not certifiable, Waldom applies its principles across all functions to ensure consistency with international best practices for responsible business conduct.

Complaint Policy

At Waldom Electronics, we prioritize **fostering an inclusive, positive, and supportive working environment**, where inappropriate behavior, misconduct, or any actions that negatively affect an employee's experience are not tolerated. Our complaint policy serves as a **framework to address and resolve dissatisfaction or concerns** expressed by employees, partners, contracted service providers, or anyone representing our organization. A complaint, defined as an expression of dissatisfaction, can be submitted verbally, by phone, email, or in writing, allowing both anonymous and known complainants to voice their concerns. We recognize the importance of **ensuring access, equity, fairness, accountability, and transparency in addressing complaints**, affirming the employee's right to lodge a complaint and have their concerns addressed promptly and effectively.



Human Rights

At Waldom, we understand that respecting and upholding human rights is not just a legal obligation but a moral imperative. That's why we have implemented a range of initiatives to support our employees in achieving a healthy work-life balance while ensuring their rights are upheld. One of the ways we support our employees is by offering flexible working arrangements, recognizing that everyone has unique needs and responsibilities. We also provide hybrid work options that balance in-office collaboration with the convenience of working remotely.

We recognize the importance of taking breaks during the workday, which is why we provide a dedicated **lunch break** for all employees. This allows them to recharge and return to work feeling refreshed and focused. Moreover, we offer generous **paid time off**, ensuring they have ample opportunity to rest, rejuvenate, and spend quality time with their loved ones.

At Waldom, we believe in giving back to the community and supporting causes that matter. That's why we offer **volunteer days every quarter with 100% pay**, enabling our employees to contribute to charitable organizations and make a positive impact in society. Furthermore, we understand the importance of maintaining a healthy lifestyle, which is why we provide **free snacks and soft drinks** in the office, ensuring our employees have access to nutritious refreshments throughout the day.

We are committed to supporting employees at every stage of their lives, including during significant life events such as parenthood. Our comprehensive **parental leave** policies include **maternity leave for both parents**, as well as parental leave and **adoption leave**, ensuring that employees have the time and support they need to bond with their new arrivals. Additionally, we offer **foster leave and care leave**, providing financial assistance to employees who are caring for family members in need.

As part of our commitment to promoting long-term financial security, we offer a **retirement plan contribution** based on the employee's salary, helping them plan for a comfortable and secure future.

Our commitment to **training and development** opportunities underscores our dedication to employee growth and professional advancement. By investing in programs that empower employees to enhance their skills and advance their careers, we enable them to reach their full potential and thrive in their roles. Additionally, we recognize the importance of **diverse representation in leadership positions**, which not only demonstrates our commitment to inclusivity but also provides role models for employees from underrepresented groups, fostering a sense of belonging and inspiring future leaders. Furthermore, our **anti-discrimination and harassment policies** ensure a safe and respectful work environment free from discrimination, harassment, and bias. Finally, our prioritization of **workplace safety** measures, including safety protocols, adequate training, and hazard assessments, demonstrates our commitment to protecting employees' physical well-being and promoting a culture of safety throughout the organization.

Overall, these human rights initiatives reflect our dedication to creating a supportive, inclusive, and equitable workplace where all employees can thrive and succeed.



PRODUCT

The background of the entire slide is a grayscale, slightly blurred photograph of various electronic components. These include several cylindrical electrolytic capacitors with labels like '100 EFK 2K0', a toroidal inductor with a dense copper coil, a black integrated circuit package, and several small surface-mount components. The components are scattered across a light-colored surface, creating a technical and industrial aesthetic.

IN THIS SECTION

- > Quality Compliance
- > 2-Year-Warranty
- > ISO 9001 Certification
- > Sustainability in Action: From Recycling to Renewables
- Operational Excellence
- Our Services
- Sustainable Procurement Policy
- Waldom Electronics: Supplier Commitment to Transparency

QUALITY > QUANTITY

Quality

At Waldom Electronics, we emphasize quality by upholding the industry's highest standards. With our attained ISO 9001 Certification, a globally respected quality management benchmark, we focus on excellence in all aspects of our operations. This certification serves as the foundation that drives our continuous improvement, surpassing customer expectations, and showcasing our steadfast dedication to quality.

Our **Quality Policy** demonstrates our commitment to delivering excellent customer service, maintaining order accuracy, and ensuring timely delivery. We maintain these high standards by continuously improving our processes, services, and staff professional development. At Waldom Electronics, **upholding integrity is essential to our quality pledge**, guaranteeing that every operation reflects our steadfast pursuit of excellence.

[READ QUALITY POLICY](#)



2-Year-Warranty

Waldom Electronics proudly offers a 2-year warranty as a testament to our unwavering commitment to quality. Our **industry-leading performance in product and shipment quality** is a result of rigorous receiving procedures for slow-moving and excess inventory. This success, cultivated through Waldom's Green Stock Program since the early 2010s, reflects our dedication to continuous improvement. In recognizing industry dynamics, we refrain from limiting the sales viability of electronic components based solely on their age. This stance is supported by historical research conducted by manufacturers, distributors, and organizations, emphasizing that such age-related restrictions can lead to unnecessary disruptions in the supply chain. **Our 2-year warranty stands as a genuine guarantee of the durability and reliability of our products, a reflection of our commitment to excellence.**



ISO 9001 Certification

Waldom Electronics proudly holds the **ISO 9001 Certification**, which is a widely acknowledged benchmark for quality management systems. This certification reflects our pledge to delivering products and services that meet both **customer and regulatory standards**, ultimately enhancing customer satisfaction. By upholding the stringent guidelines outlined by ISO 9001, Waldom showcases its unwavering focus on quality, ongoing enhancement, and operational superiority throughout our business operations. This certification not only affirms our dedication to quality but also strengthens our standing as a dependable and reputable ally in the electronics sector.

Sustainability in Action: From Recycling to Renewables

Waldom is committed to sustainable logistics practices, making a tangible difference in reducing our environmental footprint. Key initiatives include:



Renewable Energy

Installation of solar panels to generate 100% of our energy needs and achieve negative CO2 emissions.



Recycling Programs

Extensive recycling of component scrap, paper, cardboard, plastics, and wood pallets.



Sustainable Packaging

Transitioning to recycled cardboard and reducing plastics in our packaging process.

Operational Excellence

Our commitment to precision, reliability, and efficiency is reflected in the metrics that define our success. From ensuring near-perfect quality standards to maintaining a strong fill rate, we consistently deliver exceptional service to our partners. Here's how we measure up:

99.71%

Quality Accuracy

95.8%

Fill Rate

Out of every 1,000 parts shipped, fewer than three contained errors. Waldom's quality standards are so robust that the Electronic Components Industry Association (ECIA) has adopted them as a benchmark for best practices.

In 2024, our fill rate was 95.8%, outperforming industry averages. This reflects our ability to deliver complete, on-time shipments, even under challenging conditions, ensuring reliability for our partners.



ISO Certified

As of end of 2024, Waldom is ISO 9001 and ISO 14001 certified in all regions, namely AMERICA, EMEA, APAC.

Our Services

Our warehouses offer a range of services tailored to meet our partners' needs:

Storage & Inventory Management:

Ensuring proper organization and care of components

Order Fulfilment:

Picking, packaging, and shipping with high accuracy

Custom Kitting & Mini Reels:

Providing tailored solutions for unique distributor needs

Compliance Assistance:

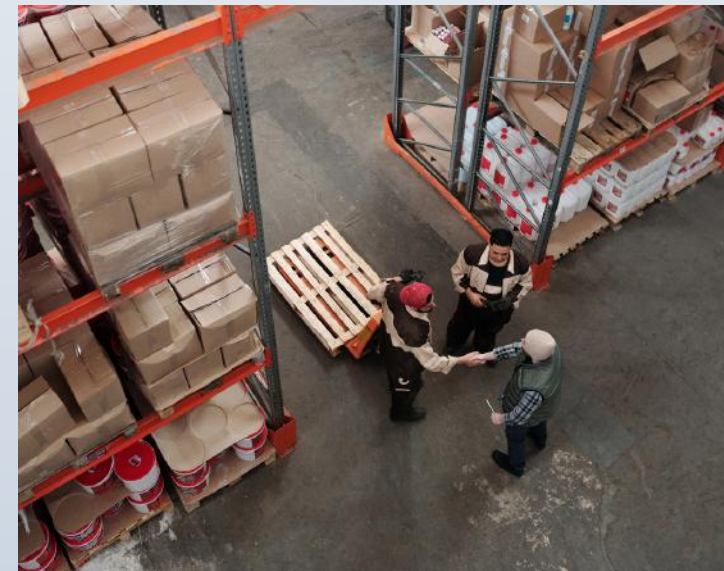
Supporting adherence to industry and regulatory standards

Transportation Assistance:

Helping streamline shipping and logistics

Component Photography:

Capturing high-quality images of inventory for visibility



Analysis of Supplier Certifications

At Waldom Electronics, we understand that our sustainability impact extends far beyond our own operations. It reaches across the entire value chain and that's why responsible sourcing and supplier engagement are foundational to our ESG strategy.

In 2024, we took deliberate steps to strengthen our understanding of who we work with, how they operate, and how their practices align with our environmental and social goals. Rather than focusing on arbitrary targets, our approach began with a comprehensive scan of the industry: collecting meaningful data, comparing against best practices, and identifying opportunities to educate and influence partners across our network.



Supplier Performance

Waldom conducted an in-depth analysis of 100% of our suppliers in 2024, focusing on sustainable procurement indicators such as certifications and ESG disclosures. This effort was designed to not only measure alignment but also highlight where education, support, or collaboration is most needed.

Current Data

Here is a breakdown of certification and reporting status across our 55 active suppliers:

- **ISO 9001 (Quality Management): 100%** certified (55/55)

This baseline demonstrates that all of our suppliers meet recognized standards for quality assurance and operational efficiency.

- **ISO 14001 (Environmental Management): 85%** certified (46/55)

A strong indicator that most suppliers are actively managing and reducing their environmental impacts, though opportunity remains for broader adoption.

- **EcoVadis Rating: 22%** of suppliers (12/55)

With less than a quarter currently rated by EcoVadis, this presents a clear area for supplier education and future collaboration around sustainability benchmarking.

- **ESG Reporting: 48%** of suppliers (26/55)

While nearly half of our partners already publish ESG data, we recognize the value of increased transparency across the board and plan to support further reporting efforts in the years ahead.

ESG Evolution

This year marked a significant evolution in our own ESG journey:

- We applied for our first EcoVadis assessment, demonstrating a commitment to global standards of sustainability.
- We achieved certification in both ISO 9001 and ISO 14001, aligning our internal systems with the most widely recognized quality and environmental management frameworks.
- We published our inaugural ESG Report, establishing transparency as a cornerstone of how we operate and communicate.

Guiding the Industry

Waldom Electronics prioritizes education in sustainability over enforcement and is committed to fostering a responsible electronics supply chain by:

- Collaborating with suppliers on sustainability initiatives.
- Advocating for environmental certifications.
- Providing resources for robust ESG reporting.
- Sharing insights through the Waldom Connect LinkedIn newsletter.
- Utilizing data to refine goals.

The company seeks to partner with suppliers who align with its vision for a resilient and ethical industry, aiming for a future that is compliant, conscious, connected, and committed to positive change.

FOLLOW NEWSLETTER

Waldom Electronics: Supplier Commitment to Transparency

As Waldom Electronics continues to uphold its commitment to excellence, sustainability, and global compliance, transparency with our suppliers and customers is more vital than ever. This document serves as both a declaration of our values and a cornerstone of our ISO certification process, ensuring that all parties in our supply chain share the data and characteristics necessary for compliance, sustainability, and mutual success.

Our Commitment to Transparency

At Waldom Electronics, we understand that trust is built through open and consistent communication. As part of our ISO certification process, we are dedicated to collaborating with our suppliers to gather, share, and act on product data, including sustainability characteristics and regulatory compliance.

This transparency not only ensures regulatory adherence but also strengthens our partnerships and allows us to deliver quality, compliant products to our customers with confidence.

Our Expectations from Suppliers

We believe that strong partnerships require shared responsibility. As such, we ask our suppliers to commit to the following:

- Willingness to Share Product Characteristics/Data
- Suppliers must provide detailed and accurate information about the products supplied to Waldom Electronics. This includes, but is not limited to:
 - Material composition
 - Sustainability certifications
 - Embedded emissions data (direct and indirect)
 - Compliance with CBAM and other relevant regulations
- Timely Communication
- Suppliers are expected to respond promptly to requests for information to avoid delays in the certification or compliance processes.
- Proactive Updates
- Any changes to product characteristics, regulatory compliance, or environmental impact should be shared with Waldom Electronics immediately.

Implementation and Monitoring

Waldom Electronics reserves the right to audit suppliers to ensure compliance with this Code of Conduct. Failure to meet these standards may result in termination of the business relationship.

Code of Conduct

Waldom Electronics is committed to ethical, sustainable, and responsible business practices. We expect our suppliers to adhere to similar principles, ensuring mutual integrity and compliance with global standards. The key tenets of our Supplier Code of Conduct include:

- **Ethical Business Practices:** Suppliers must conduct business with honesty, integrity, and transparency, avoiding corruption, bribery, and unethical practices.
- **Labor and Human Rights:** Respect for human rights is non-negotiable. Suppliers must ensure fair wages, safe working conditions, and the prohibition of child labor, forced labor, and discrimination in any form.
- **Environmental Responsibility:** Suppliers are expected to minimize their environmental footprint, comply with environmental laws, and proactively work towards sustainability goals.
- **Compliance with Laws and Regulations:** All suppliers must adhere to applicable international, national, and local laws, including those governing trade, labor, and environmental protection.
- **Transparency and Accountability:** Suppliers must provide accurate information and documentation upon request and promptly address any non-compliance issues.



GOVERNANCE

IN THIS SECTION

- > Compliance
- > Anti-Bribery
- > Risk Management
- > Cybersecurity and Data Protection
- > Tax
- > Trade Associations
- Code of Conducts

ENSURING FAIRENESS

Advisory Board

Waldom Electronics' commitment to strong governance is exemplified through the strategic leadership of its Advisory Board. Comprised of highly respected industry veterans, the Board plays a pivotal role in guiding Waldom's long-term direction, ethical standards, and sustainability efforts.

The Advisory Board includes distinguished leaders such as Chairman Jamil Nizam and CEO Don Akery, along with experienced executives from key functional areas: William Soderstrom (legal/compliance), Kevin Rock (operations), Beverly Propst (human resources), William S. Johnson (finance), Mike Calabria (distribution and supply chain), and Thomas Liguori (finance). This intentional diversity ensures that Waldom's governance framework reflects a holistic view of business risks, opportunities, and stakeholder priorities.

Together, this diverse group acts as a strategic sounding board for senior leadership, ensuring that governance decisions are both well-informed and aligned with the company's ESG goals.



REP Council

The Waldom Rep Council is a strategic advisory group designed to strengthen collaboration between manufacturers, representatives, and distributors. Manufacturer reps are essential field experts, acting as trusted intermediaries who help drive engagement and results across the supply chain. Waldom created this council to tap into their deep market insight and foster a structured, solutions-focused dialogue. The Council provides an open forum to discuss market challenges, strategic direction, and opportunities for growth. Its objectives include:

- Validating Waldom's go-to-market strategy
- Clarifying industry misconceptions about the Waldom model
- Advising on how to improve distributor and customer outcomes
- Driving sustainability awareness and adoption
- Enhancing rep commissions through increased sales enablement

By incorporating the diverse expertise of some of the most successful rep firms in the industry, the Waldom Rep Council ensures that our governance model is responsive, relevant, and aligned with the evolving needs of the market.



Jamil Nizam
Chairman



Don Akery
Chief Executive Officer



William Soderstrom
Advisory Board Member
Senior Executive



Kevin Rock
Advisory Board Member
Senior Executive



Beverly Propst
Advisory Board Member
Senior Executive



William S. Johnson
Advisory Board Member
Senior Executive



Mike Calabria
Advisory Board Member
Senior Executive



Thomas Liguori
Advisory Board Member
Senior Executive



Sponsorship of ECIA

As part of our commitment to responsible industry leadership, Waldom Electronics is proud to be recognized as a member of the ECIA Booster Club—an honor that underscores our dedication to advancing the electronic components industry. This recognition places us among a select group of companies actively investing in the strength, transparency, and sustainability of the global supply chain. By supporting the Electronic Components Industry Association (ECIA), Waldom reinforces its alignment with ECIA's mission to create a stronger, more unified, and more resilient industry ecosystem. Through this partnership, we contribute to initiatives that promote ethical business practices, enhance supply chain collaboration, and shape policies that benefit manufacturers, distributors, and end-users alike.

We are honored to stand alongside our industry peers in building a more connected and forward-looking future for electronic components. Our thanks to ECIA for this distinction, and congratulations to the fellow Booster Club members making a lasting impact.

Commitment to Industry Education: ECIA PACE Program

As part of our governance and professional development strategy, every Waldom employee is required to complete all ECIA PACE (Professional Assessment and Competency Enhancement) training modules and remain up to date as new content is released. This mandatory training covers essential topics such as supply chain compliance, counterfeit mitigation, business ethics, and global trade practices. By embedding this learning into our company culture, we ensure that every team member—regardless of role—is well-versed in the standards and responsibilities that define trusted industry conduct.

ECIA Committees

Waldom is not only a participant but also a contributor to the direction of ECIA's future. Several of our employees actively serve on ECIA committees, offering their expertise to support the development of policies, educational content, and initiatives that directly shape industry norms. This representation ensures Waldom has a voice in key decision-making forums, while also reinforcing our role as a forward-thinking partner to manufacturers, distributors, and sales representatives alike.

Advancing Industry Impact Together

Our support of ECIA and engagement in its programs is more than symbolic—it's a strategic choice to align with organizations that drive lasting, positive change. We are honoured to stand alongside our fellow Booster Club members and thank ECIA for this recognition. Together, we are fostering a more unified, sustainable, and competitive future for the electronic components industry.

About ECIA

The Electronic Components Industry Association (ECIA) is a leading trade organization dedicated to supporting the authorized sale of electronic components. ECIA brings together manufacturers, authorized distributors, and independent sales representatives to promote industry best practices, standardization, and ethical business conduct.

Through its initiatives, ECIA works to strengthen the global supply chain by fostering collaboration, providing industry education, and advocating for policies that protect both suppliers and end-users. Its efforts help ensure product authenticity, enhance supply chain transparency, and support long-term industry sustainability.

Compliance

Waldom Electronics places a strong emphasis on trade compliance to ensure adherence to U.S. export requirements and international trade regulations. To bolster this commitment, Waldom has developed an Export Management and Compliance Manual, providing comprehensive guidance on export administration and risk management in international trade activities. By complying with this manual, Waldom ensures that its shipments meet regulatory standards, positioning the company for growth in emerging markets while upholding ethical business practices. This initiative reflects Waldom's dedication to transparency and integrity in all aspects of international trade, reassuring customers and partners of its commitment to compliance.

[Read our compliance manual here.](#)



The benefits of Waldom's trade compliance efforts are manifold. By standardizing requirements and processes, Waldom enhances compliance with U.S. laws and regulations governing international trade. This not only improves productivity by streamlining shipment processing but also mitigates the risks associated with non-compliance, such as fines, penalties, and enforcement actions. Moreover, Waldom's commitment to employee training and guidance ensures efficient movement of goods during international shipping, safeguarding against delays and other disruptions that may impact customers. Furthermore, Waldom provides guidance to its suppliers, distributors, and carriers, fostering a collaborative approach to risk management and ensuring the protection of all parties involved in global shipping operations. Through these measures, Waldom reaffirms its dedication to ethical conduct and regulatory compliance in international trade, fostering trust and confidence among its stakeholders.

Furthermore, Waldom is dedicated to continuous improvement in trade compliance practices. Plans are underway to establish a trade compliance committee, emphasizing ongoing enhancement in compliance procedures. Additionally, Waldom will implement comprehensive training sessions for new hires and existing employees to ensure a thorough understanding of export regulations and compliance requirements.



Anti-Bribery

Waldom's anti-bribery rules regarding gift-giving to customers and stakeholders underscore the significance of fostering relationships and trust without veering into unethical territory. The policy defines gifts as tokens of friendship or appreciation, encompassing money, vouchers, goods, or services. Central to these guidelines is the imperative to mitigate the risk of bribery, emphasizing that gifts must be devoid of any expectation of reciprocal value or consideration. While acknowledging the role of gifts in expressing gratitude for past favors or nurturing future collaborations, caution is urged to prevent them from being utilized as a means to exert improper influence. Crucially, gifts are to be modest rather than extravagant, aligning with principles of transparency and integrity. Waldom mandates adherence to local laws, recognizing the variances in regulations surrounding gift-giving across different countries. Consequently, the company advocates for openness, accuracy, and compliance in all gift-related practices, emphasizing their role solely in fortifying business relationships and promoting the giver's company without compromising ethical standards.

Risk Management

At Waldom Electronics, we take a proactive and integrated approach to managing risks across our business. By embedding climate-related risks—such as extreme weather events, resource scarcity, and evolving regulations into our Enterprise Risk Management (ERM) framework, we strengthen our ability to anticipate, adapt to, and mitigate potential disruptions to operations and supply chains. We also continuously assess supply chain risks, including raw material availability, geopolitical challenges, and supplier reliability. Through close collaboration with our partners and the implementation of robust mitigation strategies, we aim to build a resilient and sustainable supply chain that can navigate uncertainty and support long-term growth.

To further reinforce our governance and accountability efforts, Waldom implemented **NAVEX**, a trusted ethics and compliance platform that enables secure, anonymous reporting and improves accessibility to policies and training. This initiative enhances transparency, encourages a speak-up culture, and ensures ethical conduct remains central to how we operate.

Together, these efforts strengthen our resilience, reduce vulnerabilities, and support the creation of lasting value for our stakeholders.



Cybersecurity and Data Protection

Recognizing the critical importance of safeguarding sensitive information and preserving the integrity of our operations, Waldom is deeply committed to prioritizing cybersecurity and data protection measures across the organization. One of the key ways we reinforce this commitment is through comprehensive employee training programs, such as the **NINJIO** cybersecurity awareness training. This program equips our employees with the knowledge and skills necessary to recognize and respond effectively to various cyber threats, including phishing attacks, malware infections, and social engineering tactics. By fostering a culture of cybersecurity awareness and resilience, Waldom empowers its employees to play an active role in mitigating cyber risks and protecting our valuable assets and data. Moreover, Waldom remains vigilant in implementing robust cybersecurity protocols, such as encryption, access controls, and regular security audits, to fortify our defenses and thwart potential cyber threats. Through these concerted efforts, Waldom demonstrates its unwavering commitment to maintaining the highest standards of cybersecurity and data protection, safeguarding the trust and confidence of our customers, partners, and stakeholders alike.



SDG 16 – Anti-Corruption and Accountability

At Waldom Electronics, we acknowledge the critical significance of anti-corruption measures and organizational accountability. We are committed to fostering a culture of integrity and transparency in all aspects of our business. By aligning with Sustainable Development Goal 16 (SDG 16), which emphasizes peace, justice, and strong institutions, we strive to uphold the highest ethical standards and promote accountability across our operations. To achieve this, we have implemented comprehensive anti-corruption policies and procedures that guide our employees in making ethical decisions and ensure compliance with all applicable laws and regulations. Our governance framework includes regular training sessions, risk assessments, and audits to identify and address potential risks of corruption and misconduct. These efforts are supported by our ethics and compliance platform, NAVEX, which provides a secure channel for reporting any concerns or violations anonymously. We believe that accountability is paramount, and we hold ourselves to the highest standards of transparency and responsibility. Through these initiatives, Waldom Electronics is dedicated to playing its part in creating a more ethical, accountable, and sustainable future for all.



United Nations
Global Compact

Code of Conducts

100% of Waldom Electronics employees are covered by a mandatory business ethics awareness mechanism through the company's Code of Conduct.

Employee Coverage

- 100% of employees are required to read, acknowledge, and sign the company's Code of Conduct as part of their onboarding process.
- The Code of Conduct is integrated into each employee's employment contract and is a condition for onboarding.
- Employees cannot start working without formally accepting the Code of Conduct.

Topics Covered in the Code of Conduct

The document covers core business ethics principles, including:

- Anti-corruption and bribery prevention
- Conflict of interest management
- Confidentiality and information security
- Fair competition and responsible behaviour
- Compliance with applicable laws and regulations

Implementation

- The Code of Conduct is provided to employees during the employment process.
- Employees must formally sign the document confirming they have read and understood it.
- Signed acknowledgments are maintained and recorded by the HR department.
- The Code of Conduct is reviewed periodically and updated as needed.

Security

Privacy Statement

Waldom Electronics depends upon the collection and use of identifiable personal Information including, but not limited to, any computer-generated User Identification (UID) number (including IP Addresses) in order to provide the services offered on the Site.

Security Statement

Waldom Electronics recognizes how important it is to protect your personal information whether you are on-line, over the phone, or in person. We have a commitment make each customer experience safe and secure and will continue to strive to protect your information from theft, hacking or other vulnerabilities.

Secure Transactions

Waldom Electronics web transactions (i.e. waldom.com) are secured and encrypted using SSL technology which enables client and server applications to communicate in a way that is designed to prevent eavesdropping, tampering, and message forgery. We will never share your information with third parties. Our website is also monitored by McAfee Secure which scans our website each and every day to make sure we have passed their intensive security scan.

Email Transactions

Waldom Electronics may use email addresses to communicate information of interest to you including Order Shipment/Tracking Information, Back Order Shipments, Customer Service or other promotional emails.

Tax

As responsible corporate citizens who cherish our role in the global community, Waldom is dedicated to adhering to tax laws in every jurisdiction where it operates and ensuring the timely payment of its fair share of taxes.



Social Responsibility Policy

At Waldom, we are committed to conducting our business responsibly, ethically, and sustainably. This policy outlines our approach to Social Responsibility in alignment with the guidance of ISO 26000 and the United Nations Sustainable Development Goals (SDGs). This policy applies to all employees, suppliers, partners, and stakeholders of Waldom Electronics across all regions in which we operate.



Our Commitment to the Seven Core Subjects of ISO 26000

1. Organizational Governance

We maintain transparent, accountable, and ethical governance practices. We promote integrity in all decisions and processes. Further aligned with SDG 16 – Peace, Justice, and Strong Institutions.

2. Human Rights

We respect and support internationally recognized human rights, including freedom from discrimination, forced labor, and child labor. Further Aligned with SDGs 5 & 10 – Gender Equality and Reduced Inequalities

3. Labor Practices

We ensure fair working conditions, promote work-life balance, safety, diversity, and continuous development for all employees. Further aligned with SDGs 4 & 8 – Quality Education and Decent Work

4. The Environment

Through our ISO 14001-certified environmental management system, we minimize environmental impact, reduce waste, and improve sustainability in operations. Further aligned with SDGs 12, 13 & 15 – Responsible Consumption, Climate Action, Life on Land

5. Fair Operating Practices

We conduct business fairly and transparently, actively fighting corruption, promoting responsible sourcing, and respecting legal compliance. Further aligned with SDGs 12 & 16 – Responsible Consumption and Justice

6. Consumer Issues

We aim to provide safe, ethical, and high-quality products and services, ensuring transparency, privacy, and access to accurate information. Further aligned with SDG 3 – Good Health and Well-being

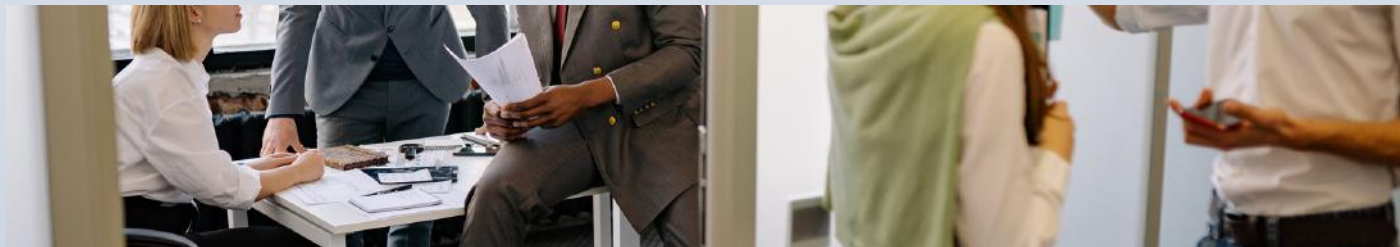
7. Community Involvement and Development

Through our Volunteer Time Off (VTO) program and local partnerships, we contribute to social progress, community resilience, and inclusive economic development. Further aligned with SDGs 1, 2, 11 & 17 – No Poverty, Zero Hunger, Sustainable Cities, Partnerships

Implementation and Monitoring

Social Responsibility principles are embedded in our business strategy, supplier code of conduct, training, and audit activities. Our performance is reviewed annually through internal assessments, stakeholder feedback, and ESG reporting tools such as EcoVadis and UNGC Communication on Progress (CoP).

This policy is reviewed annually and shared publicly on our website and internal platforms. All employees, partners, and stakeholders are expected to act in accordance with its principles.



About this report

This report showcases our advancements in aligning with our corporate responsibility strategy, commitment to robust ESG management principles, and dedication to transparent and honest reporting practices.

This ESG Report has been prepared in reference to the United Nations Sustainable Development Goals and informed by the principles of ISO 26000: Guidance on Social Responsibility.

Waldom is committed to the ten principles of the United Nation Global Compact concerning human rights, labour, environment and anti-corruption.

Unless specified otherwise, the data and information in this report represent our 2024 performance on a global, enterprise-wide scale. Waldom Electronics follows a calendar-year format.

The initiatives outlined in the report represent our global practices. We take pride in enhancing our processes and initiatives; thus, all regions are consistently striving to align with the practices of other regions. This dedication to improvement and alignment across regions is a testament to our commitment to excellence.

The diversity in our practices highlights the importance of sharing knowledge and experiences across different regions. Collaboration and open communication are key in fostering a culture of continuous improvement and innovation.

Our websites provide a wealth of information tailored to your region's specific practices and guidelines. By visiting the site designated for your area, you will gain a deeper understanding of the regional nuances that shape our work. Whether it's local customs, regulations, or industry trends, our website serves as a valuable resource to keep you informed and connected to the latest developments in your community. Explore the site to uncover a treasure trove of insights that will enhance your knowledge and empower you to navigate your region's landscape with confidence.

As a company with an intricate global value chain, it's vital to pinpoint the areas where our corporate responsibility initiatives can have the most positive impact. To ensure we are prioritizing effectively, we conducted assessments in 2024 to update our knowledge of our significant impacts and what holds the utmost value for our company, shareholders, employees, and other stakeholders.

This assessment offered valuable insights into our operations' effects on stakeholders and the environment. It helped us formulate clear action plans to enhance our initiatives positively. By pinpointing key areas for improvement, we can effectively direct our corporate responsibility efforts for maximum impact. We are dedicated to implementing targeted initiatives for meaningful and sustainable change within our organization and beyond.

We welcome feedback from our stakeholders on both our reporting and our performance. Reach out to us via the sales email of your region displayed on our websites.

We are eager to enhance our processes and surpass our aspirations and objectives by adhering to our action plan. Let us unite our efforts and work together towards a brighter and more successful future.



WALDOM ELECTRONICS