
INDIUM®
CORPORATION®
2025
SUSTAINABILITY
REPORT

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A Message from our

President & CEO

For over 90 years, Indium Corporation has been defined by innovation in materials science. Our team's curiosity, technical expertise, and collaborative spirit empower us to solve our customers' most complex challenges. Today, that same forward-thinking mindset fuels our commitment to sustainability. We integrate environmental responsibility into every aspect of our operations, products, and daily decision-making. Guided by our shared values of respect, appreciation, and achievement, we are united in our mission to create a brighter future for our communities and the world we all share.

Over the past year, we've made significant strides in advancing our environmental commitments. We completed our Scope 3 emissions inventory and enhanced our Product Carbon Footprint capabilities, delivering over 70 product-level assessments to our customers. Our global team turned data into action by upgrading facility insulation, expanding LED lighting, and earning the RecycleOne Certification at all four of our NewYork locations through improved recycling and waste management practices. Additionally, we proudly connected with 7,500 individuals through 90 community outreach events, fostering education and supporting local growth.

Our commitment extends far beyond our facilities and into the advanced solutions we deliver. We drive innovation through materials like **Durafuse® HR**, designed for energy-efficient telecommunications, and our solder thermal interface materials, tailored for artificial intelligence (AI) and data centers. These cutting-edge solutions empower our customers to lower energy consumption, enhance system efficiency, and reduce carbon emissions. Additionally, we expanded our use of recycled tin and advanced our Post-Secondary Materials Reclaim Program, driving circularity throughout the entire value chain.

Sustainability is a continuous journey of improvement, and we are committed to advancing every step of the way. To sustain our progress, we've set a clear goal: reducing our combined Scope 1 and Scope 2 greenhouse gas emissions intensity by 20% by 2030. By integrating sustainability into our core strategy, we're laying the groundwork for long-term success, benefiting our partners, strengthening our business, and driving positive change. I invite you to explore this report and see how our collective efforts drive meaningful progress.

With appreciation,

Ross Berntson
President & CEO, Indium Corporation

A Message from our

Global Head of Environmental, Health, and Safety

At Indium Corporation, integrity, collaboration, and technical excellence define our operations and drive our commitment to corporate responsibility. As we present our second Sustainability Report, outlining our environmental, social, and governance goals, we proudly reflect on the measurable progress we have made in strengthening our sustainability strategy and delivering on the commitments outlined in our inaugural report.

We established clear sustainability goals and built rigorous internal tracking systems in 2024. In 2025, we transformed that solid foundation into decisive action. We now possess the capability to calculate Product Carbon Footprints for our products. Our teams provided more than 70 of these assessments to our customers, strengthening transparency and supporting their Scope 3 emissions reporting. Furthermore, we completed our own Scope 3 emissions inventory to better understand indirect impacts across our value chain. We evaluated opportunities to incorporate low-carbon and renewable electricity, assessed successful operational improvements, and identified new areas for direct emission reductions. Guided by this analysis, we established reduction targets that align with our current performance and potential for future improvement.

Our Sustainability Steering Committee plays a critical role in reviewing and authorizing projects that enhance environmental performance across our global sites. These authorized initiatives include energy efficiency upgrades, waste reduction programs, and facility infrastructure improvements. These collective efforts demonstrate that we actively embed sustainability into our daily decision-making processes. We support these operational decisions with robust, data-driven tools that allow us to track energy use, carbon emissions, and reclaim progress at both the site and global levels.

Our customers consistently raise their expectations regarding transparency and environmental responsibility. We actively support them as they work to reduce their environmental footprints and meet evolving regulatory demands. We strengthen our commitment to measurable impact and value chain collaboration by expanding our ability to quantify product-level emissions and increasing our use of recycled and lower-carbon material inputs.

While our recent progress encourages us, we view sustainability as a continuous journey. I extend my sincere gratitude to the many dedicated colleagues across our global organization who contribute their expertise to these vital efforts. Together, we ensure that innovation, responsibility, and long-term business success move forward hand-in-hand.

Sincerely,

Laura Church

Laura Church
Global Head of Environmental,
Health, and Safety, Indium Corporation

Introduction

Indium Corporation Sustainability Report

At Indium Corporation, we recognize that our operations and products create both opportunities and environmental impacts across the value chain. As a global materials refiner, manufacturer, and supplier serving the electronics industry, we commit to managing those impacts responsibly, while supporting the long-term resilience of our business and the industries we serve. Through disciplined operations, materials science expertise, and continuous improvement, we seek to reduce resource consumption, emissions, and waste, while maintaining high standards of quality and reliability.

As a critical link in global supply chains serving consumer and industrial electronics, automotive, medical, communications, and aerospace markets, we regularly engage with customers, employees, suppliers, and other stakeholders to understand evolving expectations. Sustainability strengthens our business strategy, risk management, operational efficiency, and customer trust. We continue to enhance our governance processes and data systems to improve transparency and accountability. This commitment includes expanding our ability to quantify and communicate product-level environmental information, such as Product Carbon Footprint, enabling our customers to better assess and reduce their Scope 3 emissions.

This second annual Sustainability Report presents our environmental, social, and governance sustainability topics for the 2025 reporting year. It outlines our governance approach, performance data, progress against established goals, and areas for continued improvement as we work to responsibly manage our impacts and create long-term value.

At Indium Corporation, we believe that

materials science changes the world

—and we are dedicated to ensuring that change is both innovative and sustainable.

INDIUM CORPORATION®

Indium Corporation Sustainability Report

Introduction

TheIndiumWay.

Founded in 1934 in Utica, New York, Indium Corporation has grown into a global organization with technical support and manufacturing facilities in China, Germany, India, Malaysia, Singapore, South Korea, the United Kingdom, and the United States. Celebrating our 90th anniversary in 2024, we continue to operate under a core philosophy that reflects our values as a company and as individuals. Our philosophy is a call to action, summarized in three simple words: respect, appreciation, and achievement. It is The Indium Way.

The Indium Way—Respect, Appreciation, and Achievement—is the embodiment of our culture. It is what we believe separates us from the competition. These shared values have built our company and enable us to lead our industry today. Without each individual, The Indium Way would be nothing more than three empty words. So, to our customers, accept this as our promise that we will demonstrate these principles in each interaction we have with you. To our communities around the world, know that Indium Corporation and its employees are committed to making each location a better place to live and work. And to our Indium Corporation people, thank you for making us proud to carry on our unique culture of Respect, Appreciation, and Achievement—The Indium Way.

Respect, Appreciation, and Achievement —The Indium Way

Indium Corporation Sustainability Report

Introduction

Commitment to Sustainability

As we publish our second annual Sustainability Report, we continue to strengthen the governance structures that guide and focus our sustainability efforts. Central to this progress is our executive-lead Sustainability Steering Committee (SSC), which plays a critical role in reviewing, prioritizing, and approving projects that advance our environmental and operational objectives. The SSC provides cross-functional oversight to ensure that sustainability initiatives align with our business strategy while delivering measurable impact. Over the past year, the SSC has approved several projects that were successfully implemented across our global operations. One notable initiative focused on continuously improving our waste recycling efforts at all four of our New York facilities. Working with the regional solid waste authority, we enhanced waste segregation, employee engagement, and tracking mechanisms to achieve certification to their RecycleOne program. These efforts resulted in achieving the associated RecycleOne certification, showcasing our commitment to responsible waste management and continuous improvement.

Additional SSC-approved projects addressed infrastructure and energy performance. At our Clinton, NY facility, we started a project to connect to the local sanitary sewer system to improve environmental controls and long-term compliance assurance. At our facility on Lincoln Avenue, Utica, NY, we implemented an insulation upgrade to external piping to reduce energy loss and improve process efficiency. We also continued expanding our LED lighting installation projects to reduce electricity consumption while enhancing workplace conditions.

Through disciplined governance and targeted investment, the SSC ensures that sustainability at Indium Corporation remains practical, measurable, and embedded in how we operate every day.

Energy Star Location, New York State

Indium Corporation Sustainability Report

Environmental Stewardship

From Commitment to Measurable Progress

Environmental responsibility is embedded in how Indium Corporation operates and innovates. In 2025, we advanced from defined commitments to measurable execution by strengthening oversight, performance tracking, and operational controls across our global footprint.

Our Environmental Material Topics Assessment continues to guide our priorities and concentrates effort where our impact and influence are greatest:

- **Environmental stewardship and regulatory compliance**
- **Sustainable product innovation in partnership with customers**
- **Responsible sourcing and resource efficiency**
- **Sustainable packaging transformation**
- **Energy management and carbon footprint reduction**

Defined objectives, metrics, and executive oversight support each priority to ensure accountability and sustained progress.

Our ISO 14001-certified Environmental Management System governs our environmental performance and integrates environmental objectives into daily operations. Our Environmental Policy reinforces compliance with regulations and customer requirements, ethical business conduct, and pollution prevention through waste reduction, recycling, reuse, and process innovation.

In 2025, we enhanced site-level monitoring by strengthening internal audit processes and expanded employee Environmental Health and Safety Committee engagement to further embed environmental responsibility into operational decision-making.

ISO 14001:2015 CERTIFIED COMPANY

PRI Certification
PERFORMANCE REVIEW INSTITUTE

INDIUM CORPORATION®

Indium Corporation Sustainability Report

Environmental Stewardship

Governance, Performance, and Accountability

Indium Corporation commits to full compliance with environmental laws, regulations, and customer requirements in every jurisdiction where we operate. In 2025, we reaffirmed this commitment through sustained ISO 14001 certification, structured internal audits, proactive regulatory monitoring, and strengthened environmental performance tracking across our global operations.

As a global manufacturer serving advanced electronics, semiconductor, and materials markets, we recognize that environmental responsibility is integral to operational excellence. Protecting air, land, and water resources while safeguarding the health and safety of our employees, communities, and customers are embedded in our business strategy, capital planning, and day-to-day decision-making.

Our ISO 14001-certified Environmental Management System provides the framework for identifying environmental aspects, evaluating risk, implementing controls, and driving continuous improvement. Governance elements include maintaining comprehensive legal and regulatory registries, systematically assessing environmental impacts, establishing measurable objectives and targets, and conducting regular management reviews. We track environmental compliance as a key performance indicator across all sites. For the 2025 reporting period, Indium Corporation maintained compliance with applicable environmental regulations and experienced no material environmental violations.

We design operational controls to minimize risk and prevent environmental incidents. These controls include supplier environmental compliance requirements in our supplier code of conduct, responsible raw material storage and handling procedures, spill prevention, containment, emergency response systems, air emissions permitting and monitoring, wastewater management and reporting, stormwater protection programs, and hazardous and non-hazardous waste management practices aligned with regulatory standards. We also apply environmental due diligence processes to evaluate ecological considerations associated with our facilities and operations.

In 2025,
we achieved the following:

1. **Set carbon footprint reduction targets and implemented actionable plans.**
2. **Increased the use of low-carbon and renewable electricity across our operations.**
3. **Calculated and reported our Scope 3 emissions to evaluate indirect emissions throughout our value chain.**
4. **Developed Product Carbon Footprint reports for our most popular products to align with customer expectations.**

Indium Corporation Sustainability Report

Environmental Stewardship

Governance, Performance, and Accountability

Pollution prevention and resource efficiency remain foundational principles of our Environmental Policy. In 2025, we continued to advance waste minimization initiatives, expand material reuse and recycling programs, and evaluate process improvements that reduce environmental impact while maintaining product quality and operational efficiency.

In 2025, Indium Corporation's New York facilities achieved the RecycleOne Certification from our solid waste authority. The certification recognizes our across-the-board efforts to improve energy efficiency, reduce, recycle, and reuse materials to advance the circular economy, and promote waste diversion from landfill initiatives.

We establish environmental objectives annually and support them with data-driven performance tracking, enabling measurable progress and informed decision-making. Employee training and cross-functional engagement further improve environmental awareness and accountability throughout the organization.

Environmental responsibility extends beyond our manufacturing sites through product stewardship and customer collaboration. We provide accurate product labeling, comprehensive and compliant Safety Data Sheets, and regulatory-aligned material disclosures in all markets we serve. Through research, development, and technical partnership, we support customers in achieving regulatory compliance, improving manufacturing efficiency, and advancing sustainable product design.

By integrating disciplined governance, operational controls, and continuous improvement, Indium Corporation ensures that environmental responsibility remains a measurable, accountable, and enduring component of our global operations.

Indium Corporation Sustainability Report

Environmental Stewardship

Supporting Our Customers with the Development of Sustainable Products

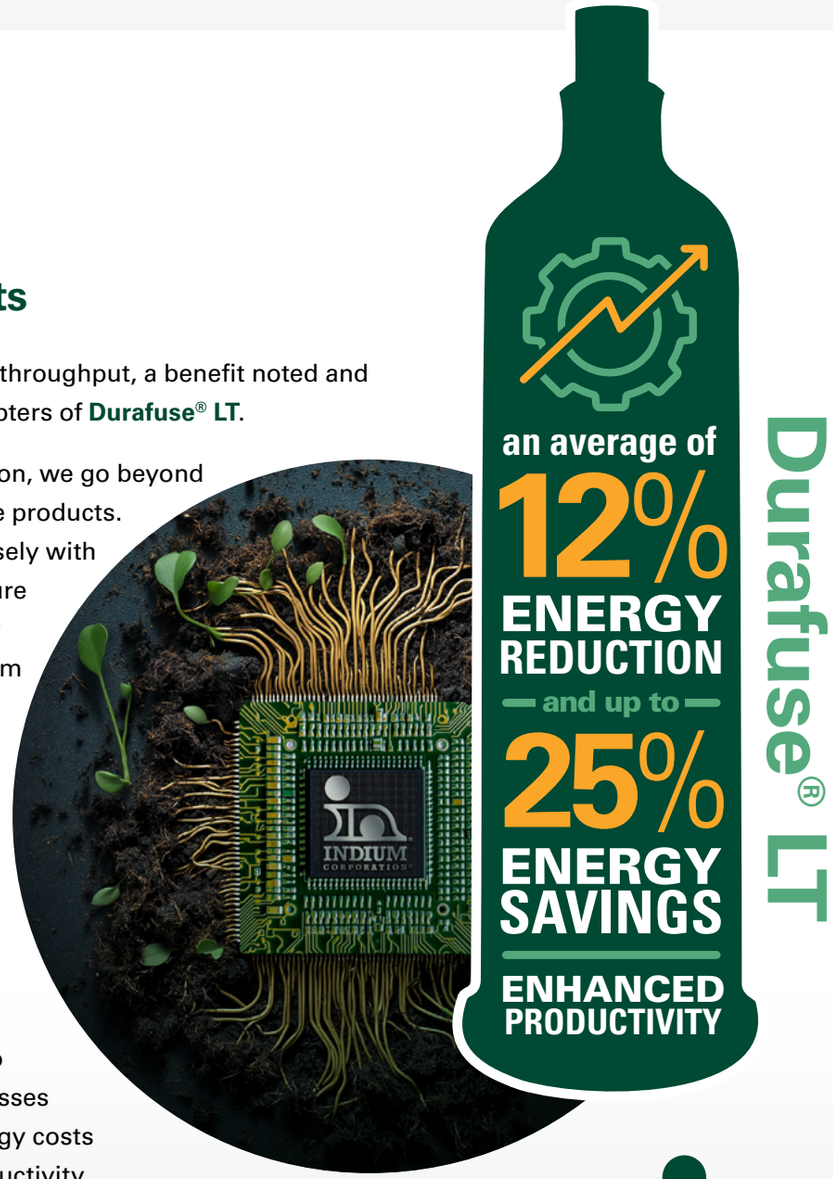
We recognize our role in supporting our customers' sustainability goals. By engineering innovative products and solutions, we help reduce energy use, increase efficiency, and lower environmental impact—without compromising quality and reliability. We offer lead-free and halogen-free alternatives across our portfolio of products, but supporting our customers on their sustainability journey goes further than that.

Durafuse® LT is an award-winning solder paste alloy system with versatile characteristics that enable energy savings, high reliability, and low-temperature step soldering. For the past two decades, SAC alloy-based solder pastes have been the industry norm for electronic assemblies, requiring peak reflow oven temperatures of 240–250°C. **Durafuse® LT** enables customers to achieve lower peak oven temperatures without sacrificing the quality or reliability of solder joints. This translates to significant energy savings during the reflow process. Case studies have consistently shown a 10–15% reduction in energy consumption, with some customers reporting savings as high as 25%.

Unlike competitive products, many of which rely on bismuth-containing formulations that result in brittle and less resilient solder joints, **Durafuse® LT** is uniquely formulated without bismuth. This ensures a robust, reliable, and resilient solder joint, offering unparalleled confidence in performance without compromise.

Beyond energy savings, **Durafuse® LT** delivers another major advantage—enhanced productivity. With lower processing temperatures, assemblies cool faster, reducing the time required before moving to the next manufacturing step. This minimized wait time significantly boosts throughput, a benefit noted and valued by early adopters of **Durafuse® LT**.

At Indium Corporation, we go beyond providing innovative products. Our team works closely with customers to measure and quantify energy savings, helping them achieve maximum efficiency in their operations. With **Durafuse® LT**, you don't just get a low-melting point solder paste alloy—you gain an advanced, reliable solution designed to optimize your processes while reducing energy costs and increasing productivity.



Indium Corporation Sustainability Report

Environmental Stewardship

Supporting Our Customers with the Development of Sustainable Products

As the electronics industry moves toward greater energy efficiency and carbon reduction, manufacturing processes face increased scrutiny. Reflow soldering remains one of the most energy-intensive steps in electronics assembly. Packaging trends that drive higher component densities further compound this challenge, alongside system-level assembly soldering in applications such as power electronics, all of which result in a greater thermal mass to overcome with energy input. At the same time, manufacturers face growing pressure to achieve greater reliability performance without compromising sustainability targets. This goal requires protecting heat-sensitive components, minimizing warpage, and mitigating the effects of thermal expansion mismatch. These converging demands have intensified the need for advanced low-temperature soldering solutions that can reduce environmental impact while maintaining robust performance and manufacturability.

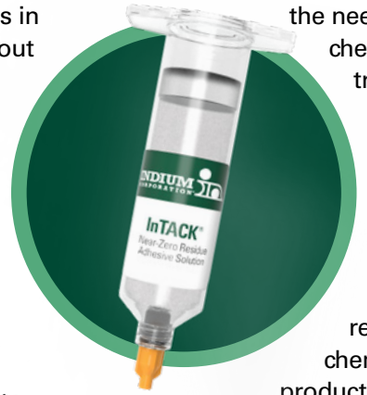
As an industry leader in soldering materials technology, Indium Corporation recognizes the need for innovation in low-temperature soldering materials, and we continue to expand our portfolio of low-temperature soldering solutions. **Indalloy®301LT** is an emerging lead-free alloy technology designed specifically to reduce process temperatures for solder preform applications to address both performance and sustainability challenges. By enabling reflow oven processing at temperatures 30°C lower than traditional alloys, **Indalloy®301LT** significantly reduces energy consumption during assembly. The result is measurable energy savings, improved operational efficiency, and a reduced overall carbon footprint. Furthermore, **Indalloy®301LT** solder preforms complement Indium Corporation's industry-leading **Durafuse® LT** solder paste. These products offer options for solder volume optimization in challenging PCB applications, while processing occurs at temperatures that are a step down from conventional lead-free solder alloys for reduced energy consumption.

Indium Corporation Sustainability Report

Environmental Stewardship

Supporting Our Customers with the Development of Sustainable Products

In addition to lowering thermal energy consumption, electronics manufacturers are increasingly focused on reducing chemical use, consumables, and equipment footprint to lessen environmental impact and improve sustainability. One emerging strategy resulting from this trend leverages a tacking agent material or temporary bonding solution to affix components in place during soldering without the need for extra fixtures or tools. Traditional tacking agents often require solvent-based cleaners or leave residues that necessitate additional wash steps. These extra processes increase water and chemical consumption, energy usage, and waste generation, all contributing to environmental impact and operational cost.

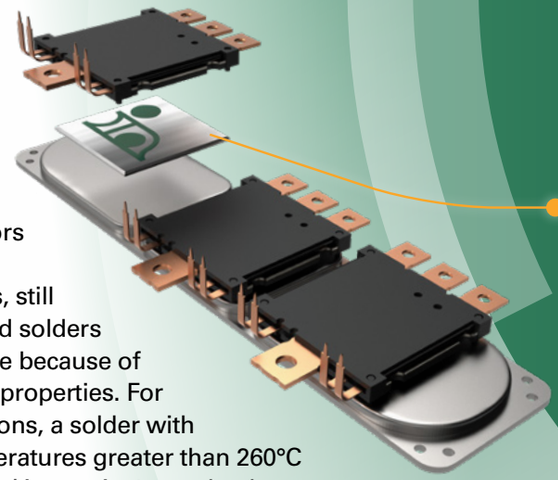


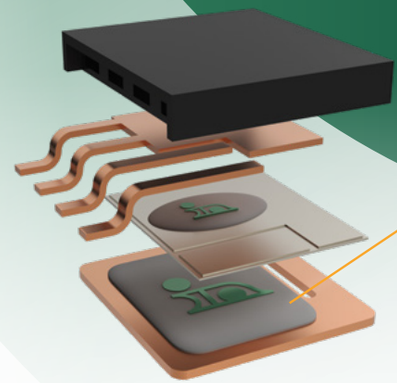
The adoption of advanced reflow methodologies, such as formic acid or reducing atmosphere solutions, provides an opportunity to streamline post-process operations by eliminating extra cleaning. To complement these processes, Indium Corporation developed **InTACK®**, a no-clean, no-residue, halogen-free tacking agent solution designed to simplify assembly while supporting environmentally responsible production. By securely holding components in place during placement and reflow, **InTACK®** eliminates the need for high thermal mass oven fixtures and reduces reliance on additional mechanical tooling. This not only lowers energy demand but also removes the need for cleaning solvents and harsh chemicals commonly associated with traditional tacking agents.

The combination of **Indalloy®301LT** and **InTACK®** enables a more streamlined, energy-efficient, lower-waste assembly process. Together, these solutions help manufacturers reduce emissions, minimize chemical usage, and improve production efficiency, demonstrating that high performance and environmental responsibility can advance together in modern electronics manufacturing.

Since the early 2000s, restrictions on the use of lead in electronics assembly have been in place due to material toxicity. PCBA manufacturing for most market segments has now migrated to tin-based, lead-free solders. However, certain niche applications, such as the die-attach of power semiconductors in discrete package types, still use lead-based solders in high volume because of their material properties. For such applications, a solder with melting temperatures greater than 260°C is required, making mainstream lead-free solders unsuitable. Solders need to be reliable per automotive classification, which has proved challenging for many new alloy developments. Material cost is also a factor, making precious metal alternatives difficult to adopt.

Durafuse® HT, a novel dual-alloy high-temperature lead-free solder paste, was developed specifically for this application. It meets demanding automotive reliability criteria, prevents full solder remelt during PCB assembly with a melting temperature above 300°C, and offers a significantly lower cost than a silver sinter or silver-filled epoxy option. **Durafuse® HT** represents a pivotal step in eliminating lead from niche applications, advancing a more sustainable and less toxic electronics industry.





Sustainability
Without Compromise

Indalloy®301LT
cuts energy use
and boosts reliability

Durafuse® HT
eliminates lead from
niche applications

Indium Corporation Sustainability Report

Environmental Stewardship

Supporting Our Customers with the Development of Sustainable Products

Durafuse® HR is revolutionizing sustainability in telecommunication infrastructure. As the industry adapts to advanced, AI-driven applications designed to optimize energy use, energy savings have become a top priority. These systems conserve energy by powering down during periods of low demand, a process known as load cycling. However, such operations subject materials to significant thermal fluctuations, demanding exceptional reliability and durability.

Specifically engineered to meet these challenges, **Durafuse® HR** is a novel solder paste alloy that delivers enhanced thermal cycling performance. Its advanced composition ensures materials maintain their integrity even under repeated temperature shifts, ensuring consistent, long-lasting reliability.

By enabling this new technology, **Durafuse® HR** helps customers reduce energy consumption and associated costs, while also playing a critical role in lowering carbon emissions. This makes **Durafuse® HR** a key contributor to building a more sustainable, energy-efficient future for telecommunications.

Indium Corporation's **no-clean flux solutions**, like **NC-26S**, offer manufacturers the opportunity to streamline their processes by eliminating the cleaning step in their manufacturing process. This innovation not only reduces energy consumption but also saves valuable space on the production floor, providing a more efficient manufacturing environment.

As an industry leader in flux technology for fine-feature flip-chip component assembly, Indium Corporation has developed a comprehensive portfolio of solutions to meet evolving industry needs. While our water-soluble materials are trusted in high-volume, cutting-edge applications, we have introduced our **Ultra-Low Residue No-Clean Flip-Chip (ULR NC) Flux** product line. These innovative fluxes are designed for no-clean processes, leaving behind less than 10% residue by mass. The resulting residue is minimal and does not need to be removed, eliminating the need for cleaning and ensuring compatibility with a wide range of molded and capillary underfill materials. This compatibility guarantees long-term mechanical and electrical reliability without compromising soldering performance.

By leveraging our no-clean flux technology, manufacturers can achieve a greener solder assembly process, cut energy costs, and reduce the treated waste typically associated with cleaning in flip-chip component assembly. Indium Corporation's **ULR NC Flux** products are paving the way for more sustainable, efficient, and reliable manufacturing practices.

We are actively supporting projects aimed at reducing our customers' carbon footprints, ensuring they receive the attention and resources needed to drive impactful change. At the same time, we remain focused on future advancements. Our dedicated Research & Development teams are exploring innovative materials science solutions to further reduce the melting point of solder paste. One such innovation, currently in development and testing, involves patented supercooling technology. This cutting-edge approach exemplifies our commitment to sustainability and to delivering next-generation solutions that enhance both efficiency and environmental responsibility.

Indium Corporation Sustainability Report

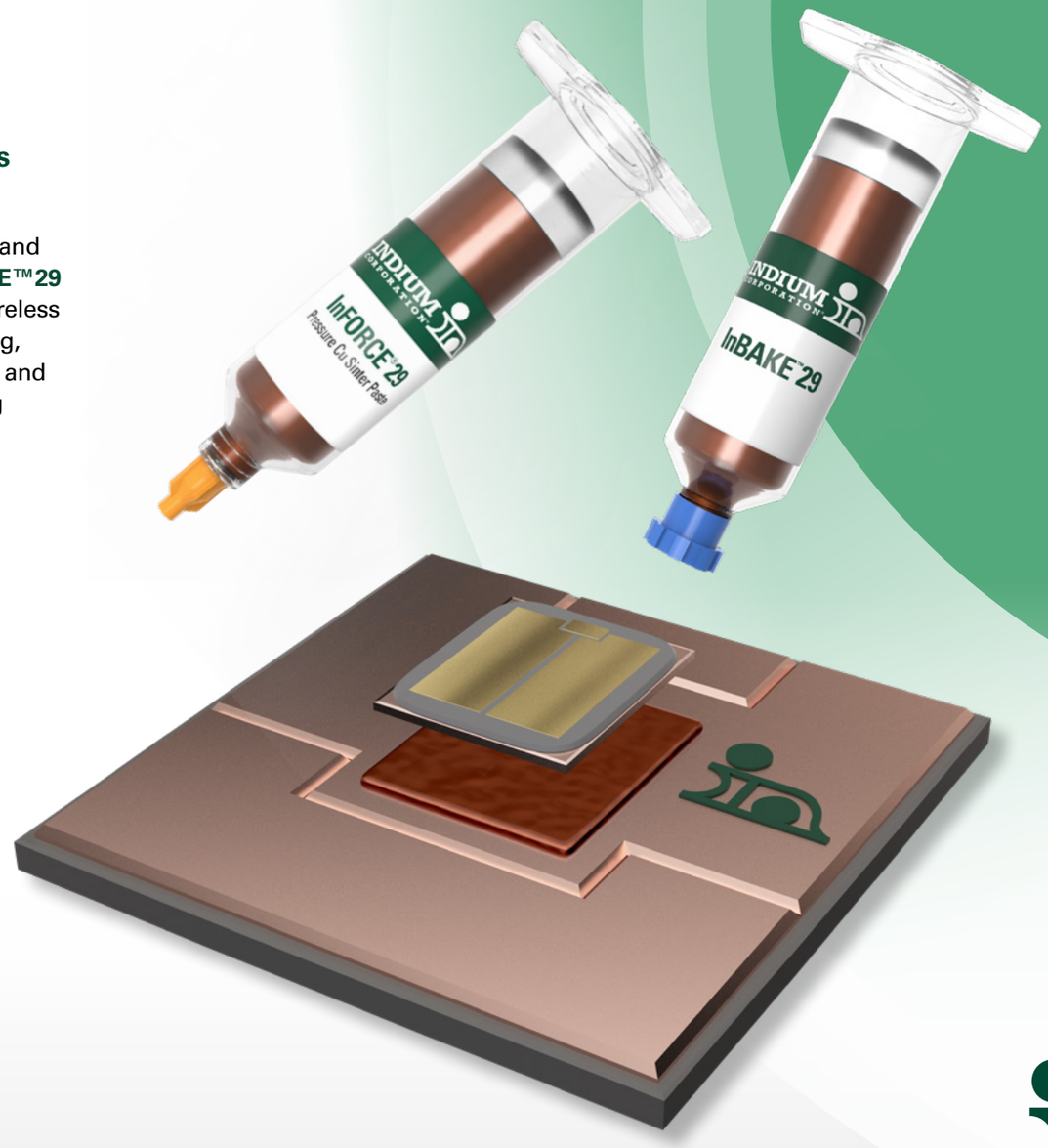
Environmental Stewardship

Supporting Our Customers with the Development of Sustainable Products

As part of our commitment to sustainable materials solutions, we are advancing copper-based sintering technologies as a sustainable alternative to silver sintering for applications where performance requirements can be fully met. Copper offers significant sustainability advantages for the electronics industry. It is far more abundant than silver, reducing long-term resource scarcity risk. It benefits from a well-established and highly efficient global recycling infrastructure that supports circular economy principles. It also delivers comparable electrical performance for most applications, with a substantially lower material cost and environmental burden per functional use.

In contrast, silver extraction is more resource-intensive, and its use in dispersed electronic applications can limit material recovery at the end of life. Through focused research and process optimization, we strengthen copper sintering solutions that deliver robust performance and reliability, while reducing reliance on more resource-constrained materials. These efforts enable scalable, lower-impact manufacturing pathways aligned with our broader sustainability and responsible sourcing objectives. **InBAKE™29** and **InFORCE®29**, developed for pressureless sintering and pressure-assisted sintering, respectively, allow users to reduce cost and environmental impact without reducing performance.

Cu
29
COPPER



Indium Corporation Sustainability Report

Environmental Stewardship

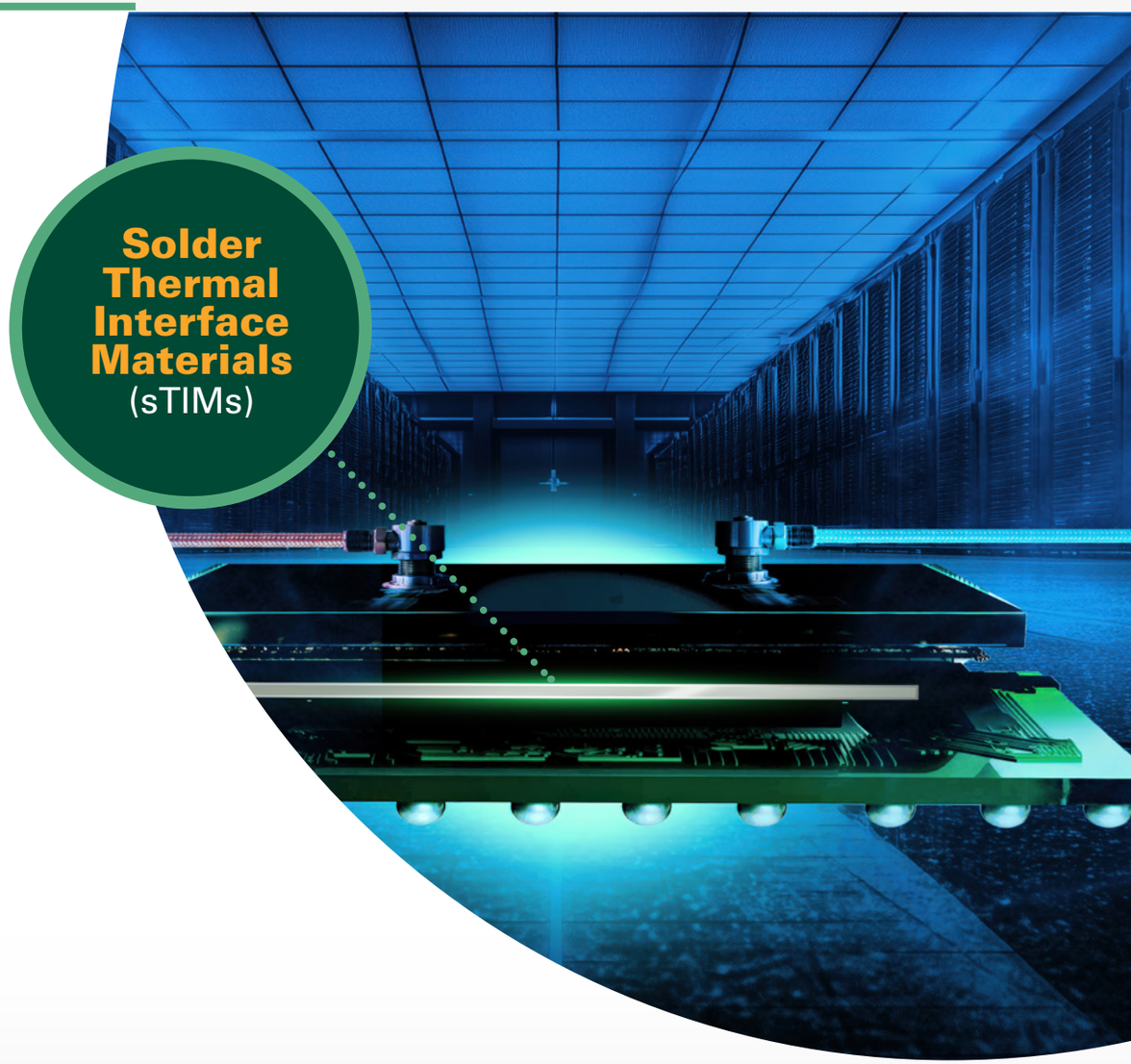
Supporting Our Customers with the Development of Sustainable Products

Indium Corporation's **solder thermal interface materials (sTIMs)** are advanced metal-based solutions engineered to improve thermal management in high-performance computing and AI-driven data centers. As compute densities increase, operators face growing pressure to reduce Power Usage Effectiveness (PUE), a key metric measuring how efficiently facility energy is used for computing rather than cooling and infrastructure overhead. Indium Corporation's materials facilitate ultra-low thermal resistance and bulk thermal conductivity up to 86W/mK, enabling faster and more efficient heat transfer from processors and accelerators to cooling systems. By improving heat removal at the source, these solutions reduce the energy required for pumps and supporting cooling infrastructure. They help data centers move closer to best-in-class PUE while lowering electricity consumption and carbon emissions.

Unlike polymer-based thermal interface materials susceptible to pump-out and dry-out mechanisms over time, Indium Corporation's solder materials create a stable metallurgical bond that maintains consistent performance across thermal cycling and extended service life. This robust intermetallic connection ensures long-term reliability without degradation, delivering confidence in sustained thermal performance at scale.

Beyond improved heat transfer, these materials enable measurable system-level efficiency gains. Even a 5°C reduction in device temperature can reduce coolant flow requirements by an estimated 25% and pump power demand by up to 60%. For a 120kW AI rack, this translates to energy savings of approximately 12MWh annually, with hyperscale deployments, potentially avoiding 20 kilotons of CO_2 each year.

At Indium Corporation, we go beyond materials supply. Our team collaborates with customers to quantify thermal and energy improvements, ensuring maximum operational impact. With our materials, you gain more than superior thermal performance. You gain a reliable, scalable solution designed to enhance efficiency, reduce energy costs, and support sustainable data center growth. Cooling efficiency of the data center is critical, and thermal interface materials play a key role in that efficiency.



Indium Corporation Sustainability Report

Environmental Stewardship

Supply Chain and Responsible Resource Utilization

Indium Corporation is committed to advancing sustainability through the responsible sourcing of metals such as tin, indium, gallium, bismuth, lead, and silver. While these raw materials are inherently non-renewable, we have long prioritized maximizing their utility through efficient processes and innovative recycling initiatives. Our Research & Development and Process Engineering teams collaborate extensively to implement internal recycling systems. These processes reintroduce materials classified as either recycled input material or by-product reprocessing back into production. Our advanced recovery processes are specifically designed for metal scrap, enabling the reclamation of indium, gallium, germanium, tin, and their alloys.

We offer these reclamation services to our customers and other manufacturers to recover valuable materials, reduce their scrap, and enhance sustainability by reintroducing recycled content into the supply chain. This service is known as our **Post Secondary Materials (PSM) Program**. Key examples of our capabilities include recovering indium and gallium from sputtering targets, as well as reclaiming alloy from various sources, including solder from electronics assembly, expired solder paste, and alloy dross.

We actively invest in expanding our capabilities to handle broader material scopes and increased volumes, further driving sustainability across industries. Understanding the critical importance of responsible material utilization, we developed a global dashboard to monitor and evaluate our efforts in reclaiming, recycling, and purchasing recycled materials. This strategic tool facilitates data-driven decisions to enhance our sustainability practices.

Our research & development initiatives are equally forward-thinking. One current project focuses on the potential end-of-life recycling of materials, such as tin from circuit boards found in electronic waste streams. Other recycling projects at the research & development stage include exploring ways to separate silver from silver-rich alloys, or separating a mixture of tin and silver to be used as raw material in certain alloys. These efforts aim to improve sustainability not only across our production processes, but also in our customer-facing reclamation and recycling programs.

Indium Corporation remains steadfast in leading the way toward a more sustainable future. We source substantial quantities of recycled tin to support responsible resource use, with some of our alloys even available in versions using 100% recycled tin. In fact, over the past three years, we have more than doubled our use of recycled tin. We started to assess and engage with our suppliers on sustainability issues, fostering meaningful collaboration across the supply chain. This resulted in the increased use of recycled materials from verified sources.

Indium Corporation Sustainability Report

Environmental Stewardship

Sustainable Packaging and Packaging from Renewable Sources

Our sustainability vision began to include sustainable packaging in 2019, when we transitioned away from Styrofoam® packing peanuts. The Styrofoam® packing peanuts were replaced with cornstarch packing peanuts, made from a renewable resource that dissolves upon contact with water. This switch had a significant effect on reducing waste disposal. Inspired by the successful change, our expert packaging engineer evaluated our packaging materials and practices for new opportunities. We identified coolers for shipping a temperature-dependent product as a potential next step, which required testing.

The conventional method for shipping temperature-sensitive products involves placing them in an expanded polystyrene cooler, which is then placed in a corrugated cardboard overpack box. Indium Corporation identified a more sustainable option: eco-friendly cornstarch coolers. We conducted testing to compare the thermal performance of the cornstarch coolers to the polystyrene coolers we were looking to replace. The tests consisted of temperature-monitored global shipments to Europe and Asia, as well as laboratory-controlled thermal performance tests, where the coolers were placed in a consistent, high ambient environment. The data collected proved that the cornstarch coolers provide the appropriate thermal protection needed for product integrity, comparable to the polystyrene coolers. In 2024, our United States locations started the transition to the new eco-friendly cooler. Indium Corporation's purchasing department tracks our progress: recently, our purchases of cornstarch coolers surpassed our purchases of those made of Styrofoam®.

We look forward to rolling out global sustainable packaging wherever possible over the next several years. Indium Corporation recently began implementing a paper-based replacement for plastic bubble wrap, and another packaging project in the development stage includes switching to eco-friendly cold packs. Each step taken to replace packaging with sustainable alternatives is another step closer to achieving our annual sustainability goals.

Indium Corporation Sustainability Report

Environmental Stewardship

Energy Management

Energy management remains a core component of Indium Corporation's environmental strategy and operational excellence framework. As a manufacturer of low-melting-temperature alloys, solder materials, and thermal interface solutions, our production model emphasizes precision batch processing. This results in comparatively lower direct combustion emissions within the broader metals sector, while still requiring disciplined energy oversight across global operations.

In alignment with the Global Reporting Initiative 302 Energy, we track and report electricity and fuel consumption across all manufacturing, research, and administrative facilities. Our energy data is consolidated at the corporate level and normalized relative to production output to ensure transparency in both absolute performance and efficiency trends. This approach enables us to distinguish energy impacts driven by business growth from those influenced by operational improvements.

Below is a summary of energy performance for the past three reporting years:

Year-to-Year Comparison (2023–2025)

Metric	2023	2024	2025	2023 to 2025 Difference
Electricity (kWh)	17.8M	18.7M	16.5M	-9.6%
Natural Gas (m^3)	0.98M	1.06M	1.07M	+9.2%
Total Energy (TJ)	100.6TJ	107.6TJ	100.1TJ	-0.5%
Energy Intensity (MJ/kg production)	30MJ/kg	26MJ/kg	22MJ/kg	-27%

In 2025, total energy consumption was slightly lower than the 2023 baseline year. Production in 2025, however, was well above the baseline year, reflecting an energy use efficiency improvement. In 2025, energy intensity improved by 27% over the 2023 baseline, demonstrating gains in operational efficiency despite increased production.

Energy use is concentrated in the United States, where our largest manufacturing facilities operate. U.S. operations represent about 70% of the total global energy consumption, with the bulk of activity in New York State. As this regional electricity grid incorporates greater renewable generation and maintains nuclear capacity, our Scope 2 emissions intensity also benefits from declining grid emission factors.

In 2025, energy optimization efforts included continued equipment, lighting, and insulation upgrades. We began a feasibility study to eliminate wastewater treatment by energy-intensive evaporation. One of our process engineering research & development projects initiated in 2025 focused on optimizing a preform production process for the number of parts punched with respect to the ribbon width. We separate the process scrap and return it directly to our controlled remelting stream, enabling closed-loop material recovery. This approach reduces virgin metal demand.

Automated handling and inspection of punch press operations were developed in 2025 to reduce false rejections, minimize avoidable scrap, and improve material utilization. These improvements lower energy intensity per unit produced, while reducing return-to-process metal recovery. Additionally, we assessed precision auto-lubrication technology to measure exact lubricant volumes to rolling mills and punch presses, reducing excess solvent use, waste generation, and associated environmental impact.

Energy efficiency and carbon intensity reduction remain integral to our long-term sustainability strategy and circular economy progress. Through disciplined measurement, transparent reporting, and targeted operational improvements, we continue to advance lower-impact manufacturing across our global footprint.

Indium Corporation Sustainability Report

Environmental Stewardship

Greenhouse Gas Emissions

In 2025, Indium Corporation established a target to reduce combined Scope 1 and Scope 2 greenhouse gas emissions per kilogram of product by 20% by 2030, using 2023 as the baseline year. This intensity-based target aligns emissions performance with operational growth and emphasizes accountability across our global operations.

Scope 1 emissions primarily result from natural gas combustion within our facilities, while Scope 2 emissions are associated with purchased electricity. Together, these categories represent the most significant sources of operational greenhouse gas impact for our organization.

We track emissions through a centralized reporting system that consolidates site-level energy data, applies recognized emissions conversion factors, and calculates both total emissions and intensity metrics relative to production volumes. This approach ensures consistency, transparency, and year-over-year comparability. This year, we added greenhouse gas emissions for our factory in Germany for 2023 through 2025.

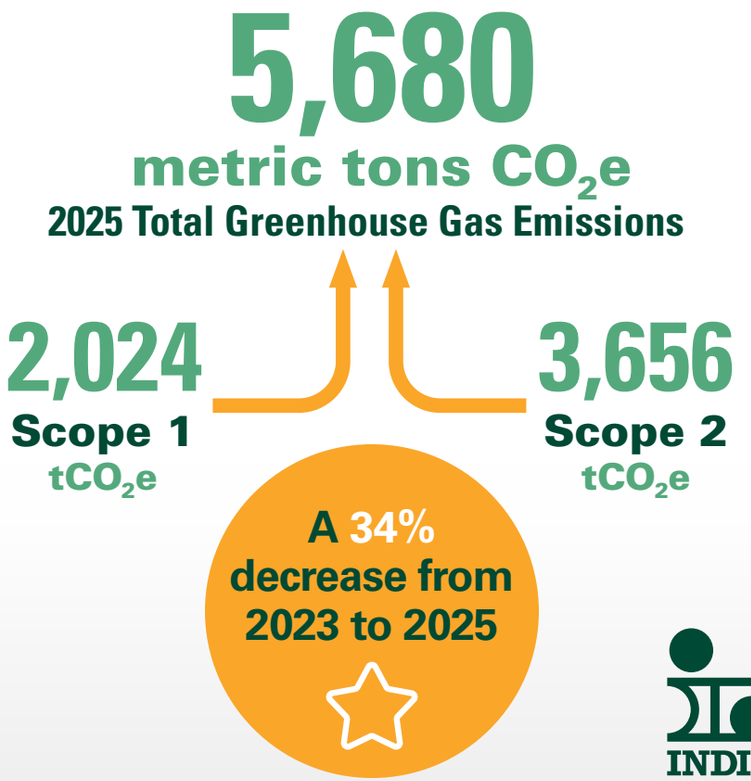
Scope 1 and Scope 2 Emissions Summary (metric tons CO_2e)

Category	2023	2024	2025
Scope 1 Emissions	1,844	1,982	2,024
Scope 2 Emissions	6,717	4,501	3,656
Total Scope 1 + 2	8,561	6,483	5,680
Emissions Intensity (kg CO_2e/kg product)	2.58	1.58	1.24

Year-over-year comparisons against the 2023 baseline provide visibility into progress toward our 2030 goal. We evaluate both absolute emissions and intensity metrics to distinguish business growth from efficiency improvements. Since establishing our baseline, projects such as insulation upgrades, LED lighting conversions, HVAC modernization, and process optimization initiatives have contributed to measurable reductions in emissions intensity.

In 2025, we purchased Renewable Energy Certificates to offset some of our Scope 2 electricity emissions to support customer sustainability goals and reduce the carbon footprint of targeted Indium Corporation products. We also collaborated with customers to reduce product carbon footprints using reclaimed and recycled raw materials.

Through disciplined monitoring, operational efficiency, and strategic planning, Indium Corporation remains committed to achieving its 2030 emissions intensity reduction target while supporting sustainable growth.



Indium Corporation Sustainability Report

Environmental Stewardship

Scope 3 Emissions Reporting (GHG Protocol)

In 2025, Indium Corporation expanded its greenhouse gas inventory to include Scope 3 emissions for the first time, in alignment with the Greenhouse Gas Protocol Corporate Value Chain Standard. This milestone enhances transparency across our value chain and supports our long-term decarbonization strategy.

Scope 3 emissions represent indirect emissions outside our owned or controlled operations, and include categories such as purchased goods and services, upstream transportation, waste generated in operations, business travel, and employee commuting.

During 2025, we completed a Scope 3 screening assessment to identify material categories and prioritize data collection efforts. We calculated emissions using recognized emission factors, supplier data where available, and industry-average datasets consistent with GHG Protocol guidance. This process establishes 2023 as our Scope 3 baseline year and enables year-over-year comparability.

Scope 3 Emissions Summary (metric tons CO_2e)

Category	2023	2024	2025
Purchased Goods & Services plus Capital Goods	44,144	35,347	46,026
Fuel and Energy Related Activities	2,776	2,934	2,669
Upstream Transportation and Distribution	5,520	10,321	11,235
Waste Generated in Operations	550	477	603
Business Travel & Employee Commuting	2,296	2,453	2,700
Total Scope 3 Emissions	55,286	51,531	63,233
Scope 3 Intensity (kg CO_2e/ kg product)	16.6	12.6	13.8

In 2025, Indium Corporation's global combined Scope 1, Scope 2, and Scope 3 emissions totaled 68,913 metric tons of CO_2e. Scope 3 emissions represent 92% of our global greenhouse gas emissions originating from indirect emissions occurring outside our owned or controlled operations. Compared to our baseline year, 2025 Scope 3 emissions grew along with increased global production over that period. Despite these increases, Scope 3 intensity has decreased, demonstrating maintained value-chain carbon efficiency.

Purchased goods and services, including capital goods, are the largest contributors to Scope 3 emissions, reflecting the material intensity of specialty metal supply chains. These results provide greater insight into value chain impacts and inform supplier engagement, material efficiency strategies, and circular economy initiatives. For example, raw material metals represent about 50% of our Scope 3 emissions and up to 90% of individual product carbon footprints. Therefore, Indium Corporation focuses on efforts to reduce the carbon footprint associated with metals through efficient production, waste reduction, reclaim, recovery, and the use of recycled raw materials.

Scope 3 reporting strengthens our emissions transparency, and positions Indium Corporation to respond to evolving customer expectations, regulatory requirements, and global climate disclosure frameworks.

Indium Corporation Sustainability Report

Environmental Stewardship

Product Carbon Footprint (PCF) Reporting

In parallel with Scope 3 implementation, 2025 marks the formal launch of Indium Corporation's Product Carbon Footprint (PCF) reporting program. We develop PCFs in accordance with the GHG Protocol Product Standard, applying life cycle assessment methodology to quantify cradle-to-gate emissions associated with individual products.

In 2025, we implemented openLCA, a widely adopted life cycle assessment software platform, in combination with the ecoinvent database, one of the most comprehensive and internationally-validated life cycle inventory databases available. Both tools are recognized and accepted within the sustainability and environmental accounting community for robust and credible PCF analysis.

Initial PCF modeling focuses on representative solder alloys and specialty materials with significant customer demand for carbon transparency. These assessments incorporate raw material extraction, upstream processing, transportation, energy consumption during manufacturing, and packaging impacts.

The establishment of PCF capability enhances customer collaboration, supports regulatory disclosure readiness, and advances our broader commitment to measurable, data-driven sustainability performance across the product life cycle.

REMAINING STEADFAST:
In reducing our carbon footprint and enhancing sustainability.

2025 marks the formal launch of Indium Corporation's Product Carbon Footprint (PCF) reporting program.

Indium Corporation Sustainability Report

Social Responsibility

Overview

At Indium Corporation, we are deeply committed to upholding the highest standards of social responsibility. We acknowledge the significant impact our operations have on our employees, communities, and society and strive to address these responsibly. Key areas of focus within our social responsibility framework are listed below.

Employment and Labor Practices

Fair Labor Practices

We uphold fair wages, reasonable working hours, and safe working conditions for all employees. Our policies strictly prohibit child labor, forced labor, and any form of discrimination. With robust monitoring systems in place, we ensure compliance throughout all levels of our operations.

Diversity and Inclusion

Indium Corporation fosters a workplace that values diversity and inclusion. We are dedicated to promoting equal opportunities for every employee, irrespective of gender, race, ethnicity, or other characteristics.

Equality Initiatives

We take an active role in eliminating barriers to equality within our organization, creating an environment where all employees can succeed and thrive. One exemplary initiative involved our proactive support for refugee populations near our U.S. operations. To ensure these groups were included within our workforce and community, we partnered with The Center, a local refugee resettlement hub assisting people from countries such as Myanmar, Bosnia, Serbia, Ukraine, and Sudan.

Our efforts to promote inclusion involved tangible measures, including:

- **Providing English Language Learner (ELL) support in collaboration with Mohawk Valley Community College, covering class fees to build language skills.**
- **Offering interpreter services to ensure clear communication.**
- **Enlisting employees as translators, fostering an inclusive and supportive work environment.**

Indium Corporation Sustainability Report

Social Responsibility

Talent Attraction and Development

At Indium Corporation, we commit to attracting top-tier talent by offering competitive compensation packages, comprehensive benefits, and a supportive work environment that fosters growth and innovation. Our dedication to community engagement and student outreach is integral to our approach.

In 2025 alone, we participated in over 90 recruitment and STEM outreach events, impacting approximately 7,500 individuals. We collaborate with community organizations to ensure that our opportunities are accessible to a diverse range of candidates, including those facing barriers to employment. Our partnerships extend to public school systems, colleges and universities, active military and veteran outreach programs, as well as county and state workforce initiatives.

We take pride in our robust organizational development efforts. These include specialized curriculum development, educational assistance programs, and registered apprenticeship opportunities. To further support professional growth, we actively encourage employee participation in professional organizations and provide in-house training programs, such as English language learner classes, college summer internships, and co-op programming.

Our partnerships with local schools help integrate advanced manufacturing education into classrooms, ensuring students are prepared for future careers in the field. Additionally, our investment in employee development includes training programs, career advancement opportunities, attendance at professional conferences, and comprehensive leadership development initiatives.

90+
Recruitment and STEM outreach events

Impacting approximately 7,500 individuals

At Indium Corporation, we are deeply committed to cultivating talent, fostering innovation, and contributing to the growth and success of both our employees and the communities we serve.

Indium Corporation Sustainability Report

Social Responsibility

Workforce Development Highlights

We continue to build and strengthen our workforce pipeline through active engagement in apprenticeship and technical training programs across multiple disciplines.

During this program year, we successfully ran multiple apprenticeship trades:

- **Software Developer**
- **Tool and Die Maker**
- **Industrial Manufacturing Technician**

We also recognized National Apprentice Day with internal and external communications, social media engagement, and personalized recognition for apprentices and mentors. This reinforces our commitment to employee development and mentorship.

A regional industry publication featured an apprentice from an earlier cohort, highlighting a successful career pathway and demonstrating the measurable impact of our apprenticeship programming. These efforts reflect our continued investment in structured training, career progression, and long-term workforce sustainability.

In addition to our apprenticeship initiatives, we remain committed to offering programs that support ongoing employee development at all levels. We provide targeted training opportunities focused on communication enhancement, audit certification, and specialized math and science skill-building to strengthen both technical expertise and professional effectiveness. We also offer Educational Assistance to employees seeking to further expand their degrees and credentials, emphasizing our dedication to continuous learning and long-term career growth.

Reinforcing our commitment to employee development and mentorship.

Indium Corporation Sustainability Report

Social Responsibility

These awards and recognitions reflect Indium Corporation's ongoing commitment to innovation, workforce development, and community impact. They highlight not only individual and team achievements, but also the company's partnerships and contributions that strengthen both our industry and the communities we serve.

Outstanding Awards and Accolades

MACNY Innovator of the Year

MACNY named Dr. Yan Liu, Director of Global Research and Development (R&D) at Indium Corporation, the 2025 Innovator of the Year. This award honors her exceptional leadership in advancing manufacturing technologies, showcasing Indium Corporation's dedication to driving innovation within the advanced manufacturing and electronics sectors.

SMTA Next Gen 10

The Surface Mount Technology Association recognized Kevin Brennan and Jordan Carroll in the 2025 SMTA Next Gen 10. This highlights emerging leaders who make meaningful contributions to technology and innovation in the electronics manufacturing industry.

Distinguished Employer Partner Award

Indium Corporation received the 2025 Distinguished Employer Partner Award from Mohawk Valley Community College. This recognition reflects our ongoing collaboration with educational institutions and our commitment to developing a strong regional talent pipeline.

Utica City School District Certificate of Appreciation

In January 2025, Indium Corporation received a Certificate of Appreciation from the Utica City School District Board of Education for a food donation supporting local students and families, showcasing our commitment to community well-being.

Heart Run & Walk – Top Fundraising Company

The 2025 Heart Run & Walk recognized Indium Corporation as the Top Fundraising Company, demonstrating the generosity and community spirit of our employees in supporting heart health initiatives across the Mohawk Valley.

Oneida County Sheriff's Office Recognition

In May 2025, the Oneida County Sheriff's Office honored Indium Corporation for supporting local law enforcement through a sponsorship that funded a K-9 named Indi in the company's honor. This partnership underscores our dedication to public safety and strengthening community connections.

Boilermaker Corporate Cup Champions

Team Indium earned the Corporate Cup Championship in the Male Large Company category at the 2025 Boilermaker Road Race, highlighting employee engagement and promoting community wellness initiatives.

Indium Corporation Sustainability Report

Social Responsibility

Occupational Health and Safety

At Indium Corporation, maintaining the highest standards of occupational health and safety is a core priority. Our comprehensive management system safeguards employee well-being across all operations and is supported by structured engagement and behavioral safety programs that strengthen accountability at every level of the organization. We implement robust policies and procedures that are regularly reviewed and updated to align with the latest industry practices and regulatory requirements. Through detailed documentation, regular audits, leadership oversight, and strong emphasis on workforce participation, safety remains an integral part of our culture and day-to-day operations.

An essential component of our safety initiatives is the proactive identification and management of workplace hazards. We conduct thorough inspections and risk assessments to identify potential safety concerns, followed by effective control measures to mitigate risks. Our hazard reporting system supports this proactive approach by empowering employees to identify and report hazards before they result in incidents. By encouraging early intervention and recognizing proactive engagement, we strengthen shared responsibility and minimize the likelihood of injuries or operational disruptions.

To ensure consistent oversight and continuous improvement, we maintain a structured governance framework for environmental, health, and safety (EHS) performance. Monthly EHS site meetings provide facility-level reviews of performance metrics, emerging risks, and corrective actions. Weekly site team meetings, monthly environmental team meetings, and quarterly update meetings ensure that we address issues promptly, track actions to completion, and keep leadership actively engaged in performance oversight. Standardized monthly area inspections evaluate both workplace conditions and safety behaviors, reinforce expectations, and drive measurable improvements. In addition, periodic performance reports to site leadership communicate trends, leading indicators, and engagement levels, strengthening transparency and accountability across operations.

Employee involvement is central to our health and safety framework. Beyond participation in safety committees, inspections, and hazard reporting, our Safety Culture Program integrates behavioral expectations into daily operations. Built around four core pillars, this program guides decision-making and reinforces a culture of ownership:

- **If we do not feel safe, we stop and speak up.**
- **We plan our work and communicate.**
- **We take pride in our work and our workplace.**
- **We take care of ourselves and each other.**

We embed these pillars into training, monthly toolbox talks delivered by area supervisors, leadership communications, and performance expectations. By reiterating safe behaviors, open communication, and peer accountability, we cultivate an environment where employees are empowered not only to work safely, but to actively shape and strengthen our safety culture.

Additionally, we recognize that employee well-being extends beyond physical safety. Indium Corporation offers comprehensive wellness programs that support both physical and mental health, including health screenings, fitness initiatives, and access to mental health resources. This holistic approach reflects our commitment to fostering a safe, healthy, and supportive workplace.

At Indium Corporation, workplace safety and employee well-being are more than policies. They are foundational principles that guide our operations, shape our culture, and reinforce our commitment to corporate responsibility and sustainable performance.

Indium Corporation Sustainability Report

Social Responsibility

Volunteerism and Charity

Community Engagement

At the heart of our values lies a deep commitment to the communities in which we operate. By actively engaging with these communities, we support local initiatives focused on essential needs, such as food, shelter, healthcare, education, and conservation. The combined dedication of The Indium Corporation & Macartney Family Foundation bolsters these efforts.

Volunteerism

We believe in empowering our employees to give back to their communities through meaningful volunteer activities. To facilitate this, we provide opportunities for participation in various company-sponsored programs.

In 2025, our U.S. employees made an impact in their local communities through partnerships and donations with organizations such as:

- Adopt a Family (ICAN)
- American Red Cross
- CNY Stair Climb
- Feed Our Vets
- Hat, Mitten, & Scarf Collection (Area Non-Profits)
- Kelberman Center's Kamp Connections
- Morrow Warming Center Collection
- Olmsted City Tree Planting
- Rome, NY Rescue Mission
- The Country Pantry
- The House of the Good Shepherd
- Thea Bowman House
- Tunnel to Towers
- United Way

We believe in empowering our employees to give back.

Indium Corporation Sustainability Report

Social Responsibility

Asia-Pacific Initiatives

Our commitment extends internationally through collaborations across our Asia-Pacific operations. These initiatives include:

- Partnering with a social enterprise to support the disadvantaged elderly by providing assistance with grocery shopping.
- Donating to and visiting the Singapore Children's Society, which offers shelter, care, and protection to children from vulnerable families.
- Visiting the homes of elderly residents to provide companionship and emotional support, spending time listening to their stories, engaging in simple activities and conversations, and bringing warmth and human connection to those who may otherwise feel isolated.

South Korean Contributions

- Our South Korea division actively supports the Korean Red Cross. We provide an annual donation of ₩150,000 to contribute to their vital humanitarian work.

European Activities

Community Engagement & Volunteerism:

Our U.K. facility has a strong commitment to community engagement and volunteerism. These initiatives include:

- Participation in a national fundraising event for Save the Children called Christmas Jumper Day. Our colleagues wear festive sweaters to work and make monetary donations to help children facing severe challenges, such as war, hunger, and poverty.
- Organization of a successful donation drive. Our colleagues contributed essential care items gifted to the wards of a local hospital to support both patients and staff. There is a clear goal to expand our charitable involvement in 2026 to include volunteering activities within the outdoor spaces of the hospital.
- Partnership with MK Snap, which provides life skills and job opportunities for adults with learning disabilities. We donate three pallets of packaging cartridges for solder paste. MK Snap then allocates the work among the attendees at the center, who cap the cartridges on behalf of Indium Corporation. This cycle takes place every two weeks, and we are now approaching our third year of this rewarding operation.

Indium Corporation Sustainability Report

Social Responsibility

The Indium Way: Our Culture of Respect, Appreciation, and Achievement

At Indium Corporation, our corporate culture forms the very foundation of everything we do. We proudly call this The Indium Way. It guides every decision we make and shapes every interaction we have with our employees, business partners, and customers.

We actively cultivate a culture that prioritizes respect, appreciation, and achievement across all levels of our organization. By celebrating both individual and collective achievements, we ensure our employees feel valued, motivated, and inspired to excel.

Indium Corporation has established programs designed to recognize and reward outstanding employee achievements. These initiatives foster a culture of excellence and create an environment of continuous improvement. They empower our team members to reach their full potential.

At the core of The Indium Way is a steadfast commitment to building a workplace that promotes respect, celebrates achievements, and supports professional growth. This powerful culture drives our success and shapes our future.

By fostering a culture of giving and engaging in meaningful charitable efforts, we uphold our dedication to corporate responsibility and community care. Through these initiatives, we aim to create positive, lasting impacts that reflect our shared values and unwavering commitment to making a difference.

This culture is what drives our success and shapes our future.

Indium Corporation Sustainability Report

Governance & Compliance

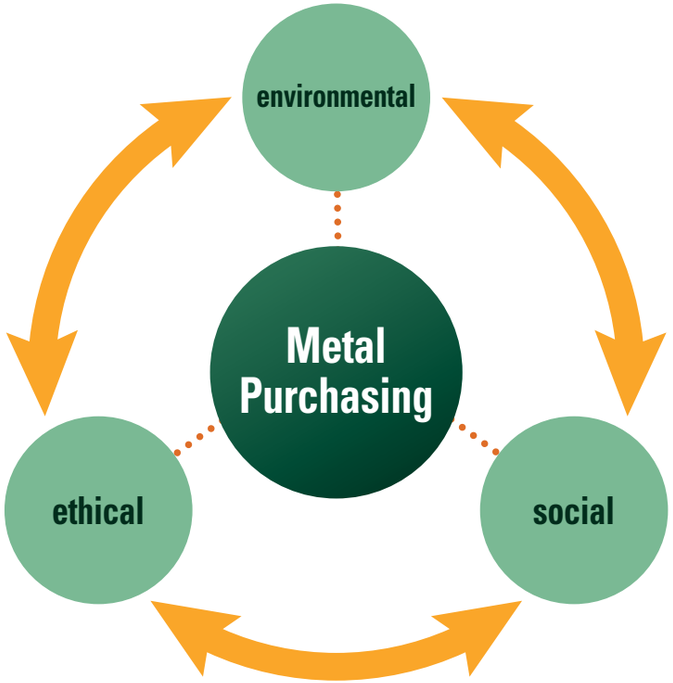
Purchasing

Our approach to ethical and sustainable sourcing is rooted in a steadfast commitment to responsibility and transparency. We uphold rigorous procurement standards by collaborating with ISO-compliant suppliers and aligning with the principles of the Responsible Minerals Initiative (RMI). Our supply chain firmly excludes conflict materials and avoids dealings with denied parties, ensuring the protection of human rights and compliance with international trade regulations.

To reduce our environmental footprint, we prioritize the use of recycled materials and actively support practices that foster a circular economy. This includes maintaining a reclaim loop to ensure materials are reused responsibly. Furthermore, we only partner with mining operations that adhere to responsible practices, respecting both local communities and ecosystems.

A commitment to responsibility & transparency.

By embedding environmental, social, and ethical responsibility into every aspect of our metal purchasing, we ensure our sourcing practices reflect the highest standards of integrity and sustainability.



Our Supply Chain

Reducing our environmental footprint

1. **Maintain Reclaim Loop**
2. **Partner with Responsible Mining Operations**
3. **Support a Circular Economy**

Indium Corporation Sustainability Report

Governance & Compliance

Trade Compliance

At Indium Corporation, we are deeply committed to ensuring strict adherence to all governmental laws and regulations through our robust Global Logistics & Trade Compliance program. Our established systems of import and export controls are designed to uphold compliance across all operations, reinforcing our dedication to responsible business practices.

We prioritize working with vetted third-party transportation providers and freight forwarders, selecting only those with proven expertise and qualifications. This ensures that both our domestic and international shipments are managed and handled by trusted professionals in the transportation industry.

Internally, we empower our employees with the knowledge necessary to maintain vigilance across all business functions. Comprehensive training programs, including Global Trade Compliance, Foreign Corrupt Practices Act, and International Traffic in Arms Regulation (ITAR), are integral to fostering awareness and responsibility within our organization.

Additionally, our Enterprise Resource Planning system enhances compliance through real-time Denied Party Screening, meticulously reviewing all customer and vendor names and addresses prior to shipment. To further ensure compliance, we implemented additional due diligence measures, and now require an End User Statement for all sales transactions. This critical step confirms that our items are not exported to embargoed countries, end users of concern, or in support of prohibited end uses.

Indium Corporation is unwavering in its commitment to responsible and ethical trade practices, underpinned by careful scrutiny and stringent adherence to global standards.

Governance & Accountability

The governance and accountability practices of our company reflect our commitment to responsibility and transparency. Oversight is provided by a dedicated Board of Directors, which convenes on a bi-annual basis to guide the organization's strategic direction and ensure adherence to corporate governance standards.

Within the Board, specialized committees play a pivotal role in promoting accountability. The Audit Committee, comprised of select Directors, oversees the integrity of financial reporting and ensures compliance with auditing standards. Similarly, the Executive Compensation Committee, also composed of a subset of Directors, ensures that compensation policies align with the company's values and market practices.

To maintain the highest level of financial accuracy and reliability, we engage with PricewaterhouseCoopers to perform a comprehensive annual audit of the financial statements. This reflects our unwavering commitment to precision and integrity in financial oversight.

As a privately owned enterprise, we prioritize confidentiality and limit access to all financial information. This approach underscores our dedication to responsible corporate stewardship and the protection of sensitive data.

All employees receive training in:

- Global Trade Compliance
- Foreign Corrupt Practices Act (FCPA)
- International Traffic in Arms Regulation (ITAR)

Indium Corporation Sustainability Report

Governance & Compliance

Data Security

Policies and Compliance Standards

We strictly adhere to globally recognized standards and regulatory frameworks to maintain the highest possible levels of data integrity. Our comprehensive policies include the following standards:

- **GDPR:** We comply with European data protection regulations to ensure complete user privacy and data protection.
- **NIST 800-171:** We safeguard controlled, unclassified information through industry best practices and meet stringent cybersecurity certification standards for defense contractors.
- **TISAX/ISO 27001:** We obtain certifications for and operate under globally recognized information security management systems and all associated standard controls.

Our key policy focus areas include three main components:

- **Encryption Standards:** We safeguard data during storage and transmission. This prevents unauthorized access to both servers and endpoints.
- **Firewall and Monitoring Protocols:** We strengthen network security and prevent unauthorized access using real-time monitoring and advanced protections.
- **Multi-Factor Authentication:** We implement secure user authentication measures, which add an extra layer of defense against unauthorized access.

Incident Response Framework

We carefully designed our incident response framework to enable swift detection, isolation, and remediation of security threats. We use advanced technologies such as CrowdStrike Falcon Complete and Identity Threat Protection to proactively identify and neutralize potential malicious activities.

Our incident response strategy relies on four key elements:

- **Real-Time Threat Detection:** We quickly identify emerging risks to minimize disruption and mitigate damage.
- **Isolation and Investigation:** We contain attacks for immediate risk control and initiate detailed investigations into all events.
- **Comprehensive Remediation:** We ensure the complete removal of threats and fully restore system integrity.
- **Continuous Improvement:** We adapt to emerging risks by frequently refining and enhancing our processes. We assess each threat based on its severity and risk level to ensure an appropriate and tailored response. This vital process includes penetration testing and learning from past experiences to improve our security posture and help prevent any future attempts.

At Indium Corporation, we prioritize ensuring a secure digital environment and protecting the activities of our users.

We build our comprehensive data security framework on robust policies, rigorous compliance programs, continuous monitoring, and proactive strategies to identify and mitigate potential threats.