2024

INDIUM CORPORATION

Sustainability Report

INDIUM CORPORATION®

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A Message from our

President & CEO

Almost every great advancement in technology can be attributed to a breakthrough in materials science. Since 1934, Indium Corporation® has been fueled by a passion for innovation and curiosity. We use our unique perspective to transform the ordinary into extraordinary solutions to empower our customers and drive progress.

For decades, we've tackled complex challenges with creativity and purpose, delivering breakthroughs to our customer base that align with today's focus on sustainability. Take, for example, our pioneering work in lead-free products—an evolution that set industry standards and showcased our commitment to doing what's right for both our customers and the planet. Through the design, application, and service of advanced materials, we deliver cutting-edge solutions with a dedication to excellence. Our innovative nature helps us take pride in being responsible corporate citizens, building a legacy rooted in collaboration, innovation, and a shared drive to shape a better future—together.

At Indium Corporation, sustainability is embedded in our business practice. It's always been a part of who we are. We strive for our products, initiatives, and decisions to be guided by our dedication to environmental stewardship, social responsibility, and good governance. Our impact matters—not just to our company, but to our customers, our communities, and to the world we share. It's this belief that drives us to embed sustainability into our core operations, as we aim to create long-lasting value—not just for today but for generations to come.

Our 2024 Sustainability Report celebrates some meaningful milestones. From replacing Styrofoam packaging with biodegradable cornstarch alternatives to implementing a global dashboard that actively tracks energy consumption and greenhouse gas emissions, our actions speak to our commitment. Notably, our proprietary Durafuse® LT solder paste has helped our customers achieve energy savings of 10–15%. These advancements reflect the creative power of materials science as a force for good.

But we're just getting started. Looking ahead, we're setting goals to push the boundaries of what's possible. From evaluating how to further reduce our carbon footprint to refining sustainable practices across all our global operations, we're focused on delivering meaningful progress. And while we work to help our customers and partners create a more sustainable future, we're also committed to building a better future for our own employees and surrounding communities.

At the heart of everything we do are our core values of Respect, Appreciation, and Achievement. These principles unite us and inspire us to tackle the big challenges ahead. They guide us in fostering strong partnerships, nurturing innovation, and delivering the solutions our customers need to grow their businesses responsibly.

Your support, collaboration, and trust enable our progress. Together, we can continue to pave the way for a world where progress and sustainability go hand-in-hand.

Thank you for being a part of our story.

With gratitude,

Ross Berntson
President & CEO, Indium Corporation

A Message from our

Global Head of Environmental, Health, and Safety

Integrity has always been a defining trait of Indium Corporation—a quality that drew me to become part of this extraordinary team. Our collaborative and compassionate corporate culture, combined with our unparalleled materials science expertise and unwavering commitment to regulatory compliance, forms the foundation of everything we do.

At Indium Corporation, we don't just provide materials; we build lasting relationships.

Our teams continuously work to support our customers and suppliers, fostering partnerships that address evolving challenges and drive meaningful progress. Together, we are shaping a future that aligns with our shared values and aspirations.

As we look to the future, we recognize that operating responsibly is not just an expectation—it is an opportunity.

We believe sustainability is more than a goal—it is a guiding principle that shapes how we envision a better future. By putting sustainability at the core of our actions, we enable meaningful change for our organization, our communities, and the planet.

Our sustainability journey began with the formation of a dedicated team tasked with aligning our practices to the Global Reporting Initiative (GRI) standards. These standards challenged us to take a hard look at our operations, providing clarity on our achievements while identifying areas for improvement.

In 2024, this team engaged over 30 colleagues—each a specialist in their field—to assess our performance and uncover opportunities to strengthen our impact. One key result of these efforts was a renewed focus on internal metal reclaim initiatives. To support this, we developed the Global Reclaim Dashboard—a powerful tool that tracks progress across processes and propels our efforts to extend metal reclaim services to our customers.

Another milestone was our commitment to better understanding energy consumption. We created a comprehensive energy usage and carbon footprint dashboard, offering real-time insights by individual site and across the company. This data-driven approach helps us identify opportunities to reduce waste, improve efficiency, and lower emissions, bringing us closer to our sustainability goals.

Our dedication to sustainability extends beyond business operations and into the social fabric of our communities.

Volunteerism is ingrained in our culture, with employees at our U.S. sites and global locations regularly participating in charity events and local initiatives aimed at improving the places we call home. However, we understand there is room to do more, and plans to enhance awareness and expand our impact are already in motion for the coming year.

These accomplishments reflect the collective efforts of our team, whose passion and dedication have driven this progress. While we may not have all the answers yet, our commitment to asking the right questions and implementing innovative solutions is unwavering.

We invite you to explore this report to learn more about Indium Corporation's efforts to advance environmental stewardship, social responsibility, and ethical conduct.

Together, we are building a better, more sustainable future.

Sincerely,

Laura Church

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

Introduction

Indium Corporation Sustainability Report

At Indium Corporation, responsibility and care are at the heart of everything we do. As a premier materials refiner, smelter, manufacturer, and supplier, we are committed to supporting sustainable manufacturing across the global electronics industry. Through advanced materials science research and innovative manufacturing, we provide high-quality materials that power the world's leading technology companies. Our products—ranging from solders and fluxes to thermal interface materials, sputtering targets, and NanoFoil®—are essential in the creation of electronic devices that drive modern, sustainable societies.

As a vital link in the supply chain for industries including consumer and industrial electronics, automotive, medical, communications, and aerospace, we recognize that sustainability is not just a responsibility but an expectation. We hold ourselves and our supply chain to a high standard of environmental stewardship, working together to foster sustainable practices and contribute to a better future for all.

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 Sustainability Report

Introduction

The**Indium**Way.

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 who we are. The Indium Way is what we believe separates us from the competition. These shared values have built our company and enable us to lead our industry today. But 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

We have aligned with the Global Reporting Initiative (GRI), an internationally recognized sustainability standard, to evaluate our business integrity and corporate citizenship through the lens of sustainability. We chose the GRI Standards to guide our sustainability strategy following a comprehensive evaluation of all such standards. We then engaged in multidisciplinary collaboration to complete our material topic evaluations for each of the three areas outlined in the GRI Standards: Environmental, Social Responsibility, and Governance. The process has given us a clear picture of where we are on our sustainability journey and helped us envision the future we want to create. We have formed a Sustainability Steering Committee chaired by Ross Berntson, our President and CEO, and Robert Koslosky, our Sustainability and Environmental Manager, to ensure high-level oversight and shared accountability for our sustainability goals and progress.

The process has given us a clear picture of where we are on our sustainability journey, and helped us envision the future we want to create.

Energy Star Location, New York State

Indium Corporation Sustainability Report

Environmental Stewardship

Commitment to Environmental Sustainability

Through our Environmental Material Topics Assessment, we identified five focus areas for action:

1. **Commitment to Environmental Stewardship and Regulatory Compliance**
2. **Supporting our Customers with the Development of Sustainable Products**
3. **Supply Chain and Responsible Resource Utilization**
4. **Sustainable Packaging Initiatives**
5. **Carbon Footprint Reduction**

Environmental Stewardship and Regulatory Compliance

At Indium Corporation, environmental stewardship is more than a goal—it is a responsibility. Our commitment is reflected in our Environmental Policy, which underscores our dedication to:

- **Complying with environmental regulations and customer expectations**
- **Ethical conduct and social responsibility in all operations**
- **Reducing pollution and waste through recycling, reuse, and technological advancements to lessen our environmental footprint**

We rigorously monitor environmental objectives as part of our ISO 14001-certified Environmental Management System, ensuring continual improvement across all areas of our operations.

ISO 14001:2015 CERTIFIED COMPANY
PRI Certification
PERFORMANCE REVIEW INSTITUTE

INDIUM CORPORATION®

Indium Corporation Sustainability Report

Environmental Stewardship

Environmental Policy

Indium Corporation is committed to compliance with all applicable environmental regulations and customer requirements.

We will be a responsible member of the communities in which we work. Indium Corporation is committed to high standards of ethical conduct and social and environmental responsibility. As we pursue improvements in our business, we will remain mindful of the impact we have on the global environment.

We are committed to protecting the environment, including the prevention of pollution of the air, land, and water. Environmental objectives are set and performance monitored. Continual process improvements and waste minimization through reduction, recycling, and reuse are pillars of the company management philosophy. We continually explore technologically feasible and economically practical methods to minimize our environmental footprint.

It is both policy and practice at Indium Corporation to meet or exceed the requirements of all applicable environmental regulations. We track our global environmental regulatory compliance as a key performance indicator and are proud to have no issues for this reporting period.

As an ISO 14001 Environmental Management System-certified corporation, we keep current legal registries on international, regional, national, and local regulations to control potential impacts to:

This minimizes any impact on our employees, communities, and customers. Environmental aspects of our operations are assessed against these regulations and ranked for continuous improvement action priorities. Protection of people and the environment is achieved throughout our operations by meeting or exceeding legal requirements including:

- Requiring our suppliers to meet environmental regulations
- Storing and handling materials responsibly
- Maintaining spill prevention and emergency control systems
- Reporting chemicals under community right-to-know and emergency response laws
- Administering stormwater protection programs
- Permitting, controlling, and reporting on air and wastewater monitoring
- Screening factory locations for endangered and sensitive environmental conditions
- Managing hazardous and general wastes in strict compliance with regulations
- Running programs to reduce and recycle wastes

Further, Indium Corporation takes product stewardship obligations earnestly. We ensure our product labeling and safety data sheets communicate hazards and relevant control measures in formats that are compliant with regulations. Product content and distribution meet customer specifications and environmental regulations in the markets we serve.

Through research and development and product technical engineering support, our company strives to find customer-specific solutions that meet regulatory needs and industry-wide calls for green manufacturing practices and sustainable products. Our product support team is ready to assist with all inquiries and is committed to product transparency and customer satisfaction.

Indium Corporation Sustainability Report

Environmental Stewardship

Supporting Our Customers with the Development of Sustainable Products

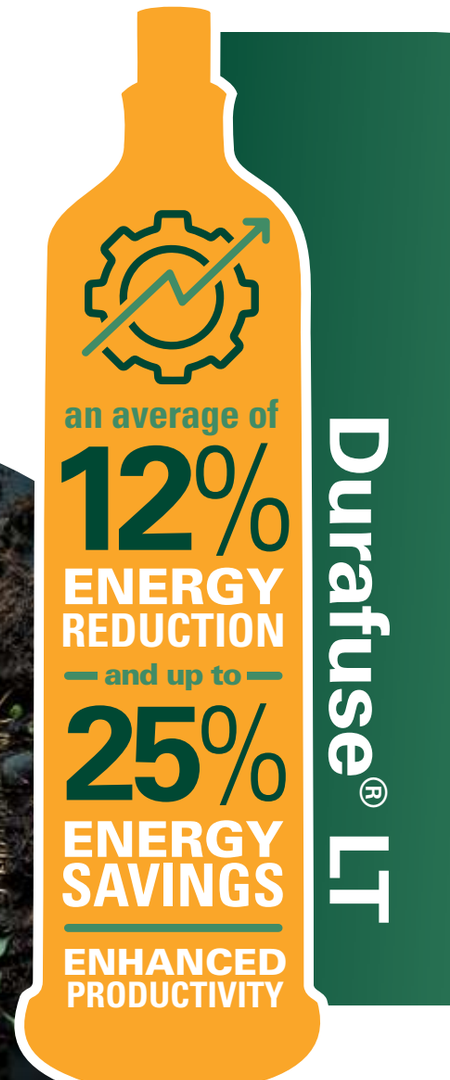
We recognize our role in supporting our customers' sustainability goals. By engineering innovative products and solutions, we help reduce energy use, increase efficiency, and lower environmental impact—without compromising quality and reliability. We offer lead-free and halogen-free alternatives across our portfolio of products, but supporting our customers on their sustainability journey goes farther 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 durable solder joints and significant energy savings during the reflow process. Case studies have consistently shown an average of 12% reduction in energy consumption, with some customers reporting energy 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

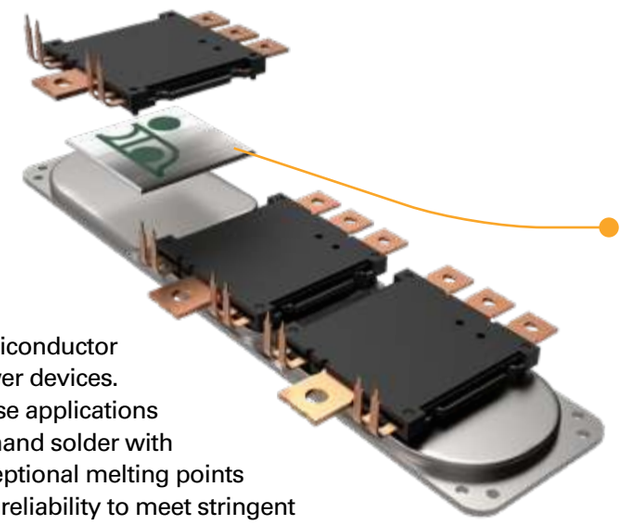
Indalloy®301LT is a novel lead-free alloy designed specifically for the power electronics market, addressing both performance and sustainability challenges. As industries push for greener manufacturing practices, this innovative alloy significantly reduces energy consumption during power module assembly by lowering processing temperatures. By enabling reflow oven processing at 30°C lower than traditional alloys, **Indalloy®301LT** delivers considerable energy savings, enhances efficiency, and minimizes overall environmental impact.

Beyond its energy efficiency, **Indalloy®301LT** ensures high reliability in electronic assemblies, overcoming common weaknesses found in traditional low-temperature alloys. While many low-temperature solders suffer from brittleness and poor thermal fatigue resistance, **Indalloy®301LT** provides enhanced ductility, creep resistance, and drop shock performance—all critical for long-lasting, durable electronics. This makes it particularly beneficial for heat-sensitive applications, including flexible circuits, wearables, and next-generation computing devices.

For even greater energy optimization, many manufacturers pair **Indalloy®301LT** with **InTACK®**, our no-clean, no-residue, halogen-free adhesive solution. **InTACK®** eliminates the need for high thermal mass oven fixtures by holding parts in place during placement and reflow processes, further reducing energy costs and streamlining production. This combination not only supports more sustainable manufacturing practices but also improves production efficiency, reducing waste and excess material usage.

By integrating **Indalloy®301LT** into their processes, manufacturers gain access to an advanced low-temperature, high-reliability solution that aligns with sustainability goals while maintaining superior soldering performance. As industries continue to prioritize energy efficiency and eco-conscious innovations, **Indalloy®301LT** stands at the forefront of responsible electronics manufacturing, proving that reduced energy consumption and high reliability can go hand in hand.

In the early 2000s, EU legislation, including the RoHS and ELV directives, restricted the use of lead in electronics assembly, prompting a transition to lead-free solders as the industry standard. Nevertheless, exemptions remain for applications where no viable alternatives exist, such as die-attach in semiconductor power devices. These applications demand solder with exceptional melting points and reliability to meet stringent automotive and industrial standards, often requiring over 80% lead content by weight.



At Indium Corporation, we recognize the environmental and health implications of lead usage. For years, we've collaborated with the DA5 consortium, comprising five industry leaders, to develop sustainable solutions. This effort culminated in **Durafuse® HT**, an innovative lead-free solder designed to meet the demanding performance and reliability criteria for automotive qualification. **Durafuse® HT** represents a pivotal step in eliminating lead from niche applications, advancing a more sustainable and less toxic electronics industry.

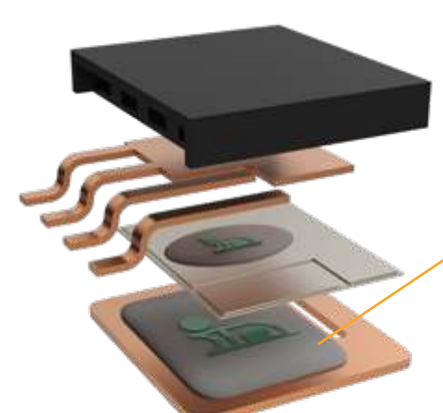
Sustainability

Indalloy®301LT

and boosts reliability

Durafuse® HT

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** not only helps customers reduce energy consumption and associated costs, but it also plays 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 offer manufacturers the opportunity to streamline their processes by eliminating the cleaning step in their manufacturing process. This innovation not only reduces energy consumption and wash-water waste, but it 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 (**ULR NC**) Flip-Chip Flux product line featuring **NC-26S**. 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, cutting energy costs and eliminating the wash-water 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 and development teams are exploring innovative material 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.

Revolutionizing Telecommunication Infrastructures, AI-Driven Applications, Energy-Efficient Systems, and Thermal Materials.

Indium Corporation Sustainability Report

Environmental Stewardship

Supply Chain and Responsible Resource Utilization

Indium Corporation is dedicated 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 and Development and Process Engineering teams have collaborated extensively to implement internal recycling systems. These processes reintroduce materials from various sources, classified as either "recycled input material" or "by-product/ non-product output" 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 waste, and enhance sustainability by reintroducing recycled content into the supply chain.

Key examples of our capabilities include recovering indium and gallium from sputtering targets, recycling indium phosphide crystal wafer off-cuts, and reclaiming solder dross from electronics assembly. We are actively investing 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 have 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 and development initiatives are equally forward-thinking. Current projects focus on the potential end-of-life recycling of materials such as indium from Indium Tin Oxide (ITO) in discarded display screens and tin from circuit boards found in electronic waste streams. These efforts, driven by our curiosity and commitment to innovation, 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 also source substantial quantities of recycled tin to support responsible resource use, with some of our alloys even available in a version made of 100% recycled tin. Looking ahead to 2025, we plan to assess and engage with our suppliers on sustainability issues, fostering meaningful collaboration across the supply chain.

Indium Corporation Sustainability Report

Environmental Stewardship

Energy Use and Carbon Footprint

Indium Corporation is committed to sustainable practices, including the responsible use of energy across our global operations. As a manufacturer of low-melting temperature alloy products, we produce relatively small, highly specialized batches of alloys, solder, and thermal interface metals tailored to customer needs. Consequently, Our energy usage is comparatively low within the electronics and metals industrial supply chains.

Using GRI Standard 302 Energy disclosure guidance, in 2023, our 13 factories and headquarters collectively consumed approximately 17.8 million kilowatt-hours of electricity [64 terajoules (TJ)] and 0.98 million cubic meters of natural gas (36.6 TJ) for the year.

When normalized to production, our global energy intensity equates to 30 megajoules (MJ) per kilogram of product shipped. The majority of our energy consumption (76%) occurs within our U.S. operations, where our largest facilities are located. These facilities account for 69% of our electricity use and 88% of our natural gas consumption.

Given that much of our energy usage stems from New York operations, we actively participate in supporting the state's sustainable energy goals. Our global headquarters is Energy Star certified for low energy use, and we continually invest in energy efficiency initiatives, such as the installation of energy-saving air filters in 2024. Currently, 36% of New York's electricity is derived from renewable sources like hydroelectric, wind, and solar, and 17% comes from low greenhouse gas emission nuclear power. There is no coal-based power in the state, which further supports our sustainability objectives.

With New York's goals of achieving 70% renewable electricity by 2030 and statewide net-zero greenhouse gas emissions by 2050, the decreasing emissions factor will further reduce our carbon footprint in the coming years.

Globally, our operations outside the U.S. account for 24% of our total energy consumption. Our Asian factories—located in South Korea (11%), Malaysia (5%), Singapore (4%), China (2.5%), and India (0.5%)—are all electric, with renewable energy contributions varying by country. For example, 30% of China's electricity and 19% of India's electricity are sourced from renewables. Meanwhile, our UK operations contribute 1% of global energy use, with energy supplied equally by electricity and natural gas, 40% of which originates from renewable sources.

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

Our energy usage is comparatively low within the electronics and metals industrial supply chains.

Indium Corporation Sustainability Report

Environmental Stewardship

Looking Ahead

By 2025, we aim to achieve the following:

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

We actively monitor and measure our Scope 1 (natural gas) and Scope 2 (electricity) greenhouse gas (GHG) emissions across all facilities. Annually, our global GHG emissions total 8,551 metric tons (t) of CO_2e, composed of 1,844 Scope 1 tCO_2e and 6,707 Scope 2 tCO_2e*. To enhance data accuracy and drive impactful decisions, we've implemented a global dashboard that tracks energy usage and GHG emissions at each site. This tool has already identified opportunities for energy efficiency: for instance, a project to upgrade insulation on exterior steam pipes in one U.S. facility was initiated based on dashboard insights.

*2023 baseline.

Traditionally, Indium Corporation follows good engineering and manufacturing practices to minimize energy consumption and costs. Recent measures include upgrading to energy-efficient LED lighting and HVAC systems, implementing energy management systems, and improving insulation. We've also modernized production equipment for greater energy efficiency and refined processes to reduce energy demand. Our current research also includes exploring product end-of-life recycling initiatives and developing strategies to align with global sustainability standards. Indium Corporation remains steadfast in reducing our carbon footprint and enhancing sustainability across all aspects of our operations.

8,551

metric tons CO_2e

Total Greenhouse Gas Emissions

1,844
Scope 1
tCO_2e

6,707
Scope 2
tCO_2e

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.**

At Indium Corporation, our dedication to social responsibility is more than a commitment—it is a core principle that drives our actions and underscores our role as a responsible corporate citizen.

Indium Corporation Sustainability Report

Social Responsibility

Talent Attraction and Development

At Indium Corporation, we are committed 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 2024 alone, we participated in over 85 recruitment and STEM outreach events, impacting approximately 7,000 individuals. We collaborate with community organizations to ensure 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.

85+
Recruitment and STEM outreach events*

Impacting approximately
7,000
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.

*Statistics from 2024.

Indium Corporation Sustainability Report

Social Responsibility

Community Recognition and Awards for Workforce Development

At Indium Corporation, we are proud to be deeply committed to fostering talent development, advancing workforce training opportunities, and celebrating excellence in the manufacturing sector. Below is a summary of notable achievements, recognitions, and contributions.

Workforce Development Highlights

Employee Panel Representation

One of our employees was invited to serve as a roundtable panelist at Mohawk Valley Community College's National Apprenticeship event. They shared their inspiring experience of completing the Industrial Manufacturing Technician (IMT) apprenticeship, achieving Journey Worker status, and re-enrolling in our Electromechanical Technician (EMT) apprenticeship. They are also leveraging earned college credits to pursue a bachelor's degree.

Apprenticeship Trailblazer Recognition

Indium Corporation's first Journey Worker apprentice was invited by MACNY to represent the company in Washington, D.C., during National Apprenticeship Week. This honor highlights their exceptional role as an early pioneer of manufacturing apprenticeship programs across New York State.

Recognizing Workforce Development

Our Commitment

1. **Foster Talent Development**
2. **Advance Workforce Training Opportunities**
3. **Excellence in Manufacturing**

Indium Corporation Sustainability Report

Social Responsibility

By championing workforce training and development initiatives, Indium Corporation continues to reinforce its role as an industry leader committed to cultivating skilled professionals in manufacturing and technology. These honors and activities signify the dedication of our employees and leadership to excellence, community engagement, and innovation.

Leadership in Workforce Development Initiatives

Women in Manufacturing

Our Associate Vice President of Human Resources was the keynote speaker at the 2nd Annual Women in Manufacturing Summit, hosted by SUNY Polytechnic and Utica City School District's CTE program. They were joined by six Indium Corporation employees, who were presented as examples of successful Women-in-STEM professionals.

National Apprenticeship

Indium Corporation's HR team and Associate Vice President of Human Resources were invited to participate in National Apprenticeship roundtable discussions. The events included representation at the "Semiconductors for Tomorrow" event hosted by the National Institute for Innovation and Technology (NIIT) in Albany, emphasizing strengthening New York State's semiconductor talent pipeline.

Outstanding Awards and Accolades

2024 Industrial Manufacturing Technician (IMT) Trailblazer Award

Awarded by MACNY during National Apprenticeship Week, this honor reflects our dedication to workforce excellence and fostering skilled professionals through registered apprenticeships.

2024 Business of the Year

Recognized by the Utica Chamber of Commerce in the for-profit organizations with over 50 employees category, this award celebrates our contributions to regional growth, global business achievements, community engagement, and involvement with local chambers.

Edward J. Pawenski Business Industry Partnership Award

Presented by New York Community College Trustees (NYCCT), this award honors our sustained commitment to addressing critical workforce training needs and promoting lifelong learning and innovation.

STEM Career Exploration Award

Acknowledged by Mohawk Valley Community College for our active participation in the 2024 STEM Career Exploration Day as a presenter.

BOCES OHM Make-a-Difference Award

Our Talent Supervisor was recognized for providing enriching career opportunities and experiences for local students, underlining our dedication to supporting the next generation of talent.

Enriching career opportunities and experiences for local students.

Indium Corporation Sustainability Report

Social Responsibility

Employee involvement is central to our health and safety framework.

Media Highlights and Community Impact

Showcasing Employee Success

One of our apprentices was prominently featured in a Computer World article addressing workforce challenges in the semiconductor industry. They were also interviewed by the National Institute for Industry and Career Advancement (NiiCA) and appeared in a YouTube feature detailing their apprenticeship success story at Indium Corporation.

Publication Features

Indium Corporation was highlighted in MACNY's Manufacturing Matters newsletter for our ongoing dedication to workforce development and manufacturing excellence.

Historic Recognition

Indium Corporation was added to the New York State Registry of Historic Businesses in recognition of its founding in 1934 and long-standing contributions to the state's economy and industry.

At Indium Corporation, maintaining the highest standards of occupational health and safety is a core priority. Our comprehensive management system is designed to safeguard employee well-being across all operations. We have implemented 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, and an unwavering commitment to continuous improvement, safety remains an integral part of our company's 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 the implementation of effective control measures to mitigate risks. This proactive approach involves gathering input from employees and consistently monitoring the effectiveness of implemented measures. By addressing hazards before they escalate, Indium Corporation fosters a safe working environment and minimizes the likelihood of accidents or injuries. Employee involvement is central to our health and safety framework. We actively encourage participation in safety committees, hazard reporting, and training programs, empowering our workforce to take shared responsibility for maintaining a secure workplace.

This collaborative approach reinforces our strong safety culture, ensuring that employees are not only protected but also actively contribute to improving safety standards. By valuing employee feedback and integrating it into our practices, we continuously enhance the effectiveness of our safety initiatives.

Additionally, we recognize that employee well-being goes beyond physical safety. Indium Corporation offers comprehensive wellness programs to support the physical and mental health of our workforce. These programs include health screenings, fitness activities, and access to mental health resources, reflecting our commitment to fostering a healthy and supportive work environment.

At Indium Corporation, workplace safety and employee well-being are more than policies—they are foundational principles that guide our operations and reinforce our commitment to corporate responsibility.

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. These efforts are bolstered by the combined dedication of The Indium Corporation and the Macartney Family Foundation.

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.

Below are examples of initiatives available to U.S. employees in 2024 to make an impact in their local communities.

Partnerships & Donations

- American Red Cross
- United Way
- Rome, NY Rescue Mission – Thanksgiving Donation
- Hat, Mitten, & Scarf Collection (YWCA, with The Hartford)
- Rome, NY Humane Society Collection
- Adopt an Angel (Rome, NY Salvation Army, with The Hartford)
- Adopt a Family (ICAN)
- Morrow Center Collection

Community Events & Advocacy

- Downtown Classic
- Rome, NY Chamber Golf Outing
- MACNY Manufacturing Month
- National Apprenticeship Week
- Manufacturing Advocacy Day (MACNY)
- Rome, NY Honor America Day Parade
- Boilermaker Road Race
- America's Greatest Heart Run & Walk
- Rome, NY YMCA Kids Wellness Day
- Meal Donation for Displaced Seniors in Rome, NY

Education & Youth Support

- Young Scholars Video
- STEAM Sponsorship with Project Fibonacci
- Creosity Space Event (SUNY Cobleskill)
- NYS Science Olympiad
- YWCA Salute to Outstanding Women
- Corporate & Community Recognition
- MACNY Annual Celebration
- Genesis Group Legislative Breakfast
- Adirondack Ice Bowl

Employee Contributions to Local Organizations

- Utica Comets
- Utica City Football Club
- OnPoint for College Dinner
- Grow Big Dreams Celebration Dinner (Young Scholars)

Indium Corporation Sustainability Report

Social Responsibility

Asia-Pacific Initiatives

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

- Partnering with Kolam Ayer SCEC to support disadvantaged elderly by providing assistance with grocery shopping.
- Donating to and visiting Singapore Children's Society, which offers shelter, care, and protection to children from vulnerable families.
- Visiting and engaging with residents at Food from the Heart to provide support and companionship.

South Korean Contributions

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

European Division's

Community Engagement & Volunteerism:

- Recently, we held a fund-raising event for Save the Children called 'Christmas Jumper Day' where colleagues wore their festive jumpers to work and brought donations.
- In the past, we have sponsored Coffee Mornings for MacMillan Cancer Support.
- A donation drive for a local children's hospital is currently under way.
- We work closely with an organization called MK Snap which provides life skills and job opportunities to adults with learning disabilities.

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

At Indium Corporation, our corporate culture—The Indium Way—is the foundation of everything we do. It guides every decision we make and shapes every interaction we have with employees, business partners, and customers.

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

Our structured programs are designed to recognize and reward outstanding employee contributions. These initiatives foster a culture of excellence and an environment of continuous improvement, empowering 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 culture is what drives our success and shapes our future.

success what drives our 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.

Indium Corporation Sustainability Report

Governance & Compliance

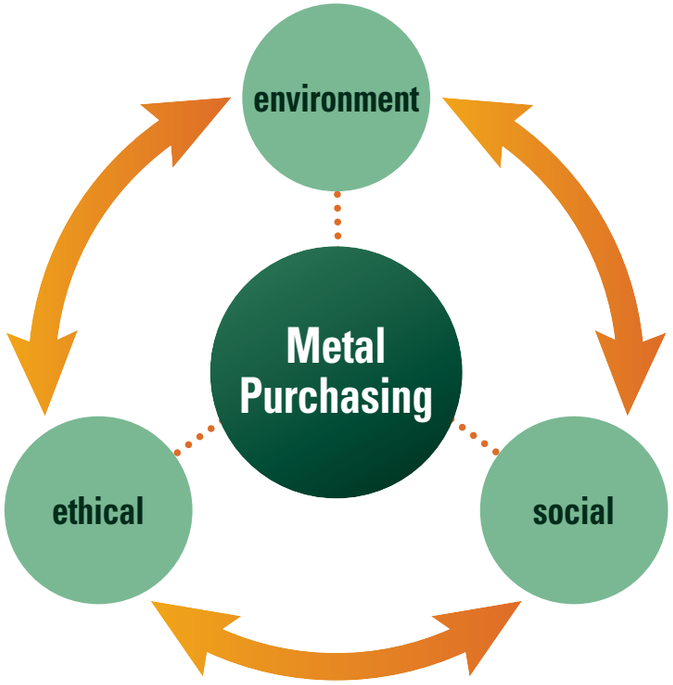
Purchasing

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

At Indium Corporation, ensuring a secure digital environment and protecting the activities of our users remain top priorities. Our data security framework is built on robust policies, rigorous compliance programs, continuous monitoring, and proactive strategies to identify and mitigate potential threats.

Policies and Compliance Standards

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

- **GDPR:** Compliance with European data protection regulations ensures user privacy and data protection.
- **NIST 800-171:** Safeguarding controlled unclassified information through best practices.
- **CMMC:** Meeting cybersecurity maturity benchmarks for defense contractors.
- **TISAX/ISO 27001:** Operating under globally recognized information security management systems (ISMS).

Key policy focus areas include:

- **Encryption Standards:** Safeguarding data during storage and transmission to prevent unauthorized access.
- **Firewall and Monitoring Protocols:** Strengthening network security and preventing unauthorized access with real-time monitoring and advanced protections.
- **Multi-Factor Authentication:** Implementing secure user authentication measures to add an extra layer of defense against unauthorized access.

Incident Response Framework

Our carefully designed incident response framework enables swift detection, isolation, and remediation of security threats. Using advanced technologies such as CrowdStrike Active Monitoring, we proactively identify and neutralize potential malicious activities.

Key elements of our incident response strategy:

- **Real-Time Threat Detection:** Identifying emerging risks to minimize disruption and mitigate damage.
- **Isolation and Investigation:** Containing attacks for immediate risk control and initiating detailed investigations into events.
- **Comprehensive Remediation:** Ensuring the complete removal of threats and restoration of system integrity.
- **Continuous Improvement:** Adapting to emerging risks by refining and enhancing our processes regularly. Each threat is assessed based on its severity and risk level to ensure an appropriate and tailored response.

We proactively identify and neutralize potential malicious activities.

By maintaining these stringent data security practices, Indium Corporation exemplifies its dedication to safeguarding system integrity, earning the trust of our users, and protecting sensitive information. Our unwavering commitment to precision, responsibility, and continuous improvement ensures we stay ahead of evolving risks while remaining a reliable partner to our stakeholders.