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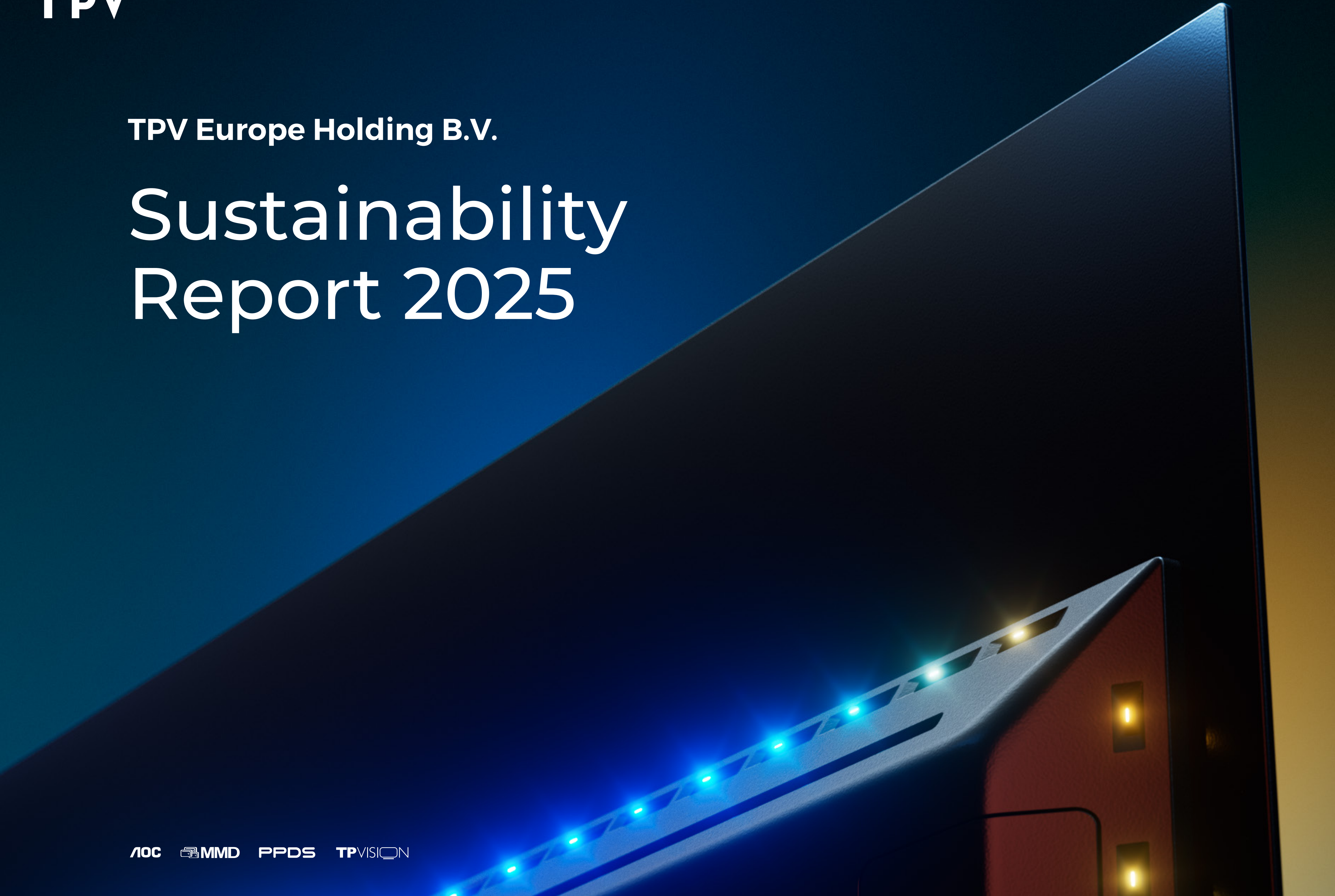

TPV Europe Holding B.V.

Sustainability Report 2025

AOC MMD PPDS TPVISION

Contents

Introduction

Message from the CFO

Welcome to our 2025 Sustainability Report.

We are delighted to present our first ever TPV Europe Sustainability Report, which highlights our 2025 progress in aligning strong financial performance with responsible environmental stewardship, social impact, and sound governance.

In a year marked by legal uncertainty in the area of sustainability we remained steadfast in our belief that long-term value creation depends on sustainable business practices embedded across every aspect of our operations. Much of the good work that started back in 2020 continues and we remain publicly dedicated to our vision of a truly sustainable business.

Even though TPV Europe is no longer in scope of the CSRD, we are still committed to publishing our sustainability efforts and being responsive to our evolving stakeholders' expectations. This report has been prepared according to the Voluntary Sustainability Reporting Standard for SMEs (VSME) Comprehensive Module, developed by EFRAG and recommended by the European Commission.

The consumer electronics- and AV industry continues to play a vital role in connecting people, enabling collaboration, and delivering immersive experiences across corporate, education, entertainment, and public sectors as well as at home. However, we also recognise that our industry carries environmental and social responsibilities, from energy-intensive manufacturing processes and global supply chains to product lifecycle management and electronic waste.

In 2025, we took meaningful steps to reduce our environmental footprint and contribute positively to society while continuing to deliver high-performance, innovative solutions to our customers. This resulted also in the external recognition of EcoVadis, by receiving a Platinum medal.

This year, we accelerated our transition toward lower-carbon operations. Through sourcing of renewable electricity, adding electric vehicles to our fleets in different countries, and optimised logistics planning across our value chain. We also deepened our Scope 1, 2 and 3 emissions analysis to improve transparency.

Product innovation remains at the core of our strategy. In 2025, we expanded our portfolio of energy-efficient displays, modular AV systems, and software-driven solutions designed to extend product lifecycles and reduce material intensity. By including our six principles of future proof product thinking, such as improved recyclability, reduced packaging, and responsible material sourcing, we are not only meeting regulatory requirements but also responding to growing customer demand for sustainable solutions.

Circular economy initiatives, including equipment refurbishment and take-back programs, have further strengthened our ability to minimise waste and create value beyond the initial sale.

Equally important is our commitment to our people and communities. Our workforce is the driving force behind our innovation and growth. This year, we advanced diversity and inclusion initiatives to ensure equal opportunity throughout the organisation. We continue to foster a culture where ethical conduct, transparency, and collaboration are non-negotiable principles.

Our growing TPV Cares programme continues to actively engage and support a large number of NGO's globally by offering a variety of volunteer, financial and in-kind support and has had notable successes in 2025 with Mercy Ships, the Barça foundation, Wings for Life World Run, and the global Women in Data Science initiative.

We also joined the Mekong Club to work together with member companies to address modern slavery, forced labour and human trafficking.

Strong governance underpins all of these efforts. Our ESG Steering Committee maintains active oversight of sustainability strategy, and we have enhanced internal reporting systems to improve data accuracy and transparency. As regulatory frameworks evolve, particularly around climate disclosures, full lifecycle transparency and supply chain due diligence, we are committed to meeting, and where possible exceeding, these requirements with clear, reliable reporting.

Looking ahead, we understand that the journey toward sustainability is ongoing. The progress described in this report reflects a forward-looking strategy that positions our company to thrive in a low-carbon, digitally connected future. We remain committed to delivering sustainable growth.

I want to conclude by thanking our employees, partners, and stakeholders for their continued trust and collaboration. Together, we are building a more sustainable future for our industry and the communities we serve.

Ron van Houten,
CFO TPV Europe

TPV Europe at a Glance

TPV Europe Holding B.V. (TPV Europe) is a Dutch-registered company acting as the corporate umbrella for TP Vision Europe B.V., MMD-Monitors & Displays B.V., AOC International Europe B.V., and PPDS, and regional holding entity for TPV Technology Limited.

TP Vision Europe B.V. (TP Vision) is a dedicated company in the world of visual digital entertainment, committed to the renowned Philips TV and Audio brands. TP Vision focuses on developing, manufacturing, marketing and supporting Philips-branded TV and Audio products across Europe, LATAM, and APMEA regions.

MMD-Monitors & Displays Nederland B.V. (MMD) is one of the world's leading monitor manufacturers. MMD exclusively markets and sells Philips branded displays worldwide. By combining the Philips brand promise with TPV's manufacturing expertise in displays, MMD uses a fast and focused approach to bringing innovative products to market.

AOC International Europe B.V. (AOC) is a global leader in monitor display technology. AOC offers, and is widely recognsed for, high-performance, cost-effective, and stylish displays for gamers, professionals, and home users.

PPDS - a trading name and business unit of both TP Vision Europe and MMD - is responsible for bringing Philips Professional Displays to the B2B market globally. Its extensive portfolio includes digital signage, ePaper and interactive displays, direct view LED and videowalls, and professional TVs, as well as complementary hardware and software solutions.

Working together for TPV Technology

As part of the TPV Technology Limited Group, all are key players in the global electronics industry. TPV Technology Limited is a Fortune China 500 multinational company, publicly listed on the Shenzhen Stock Exchanges. It is one of the world's leading intelligent manufacturer of monitors and LCD TVs and the primary manufacturer and supplier for TPV Europe's product line-up.

Main Products and Solutions

Driven by an ongoing commitment to meeting the needs of customers, we are constantly expanding our product range to cover education, healthcare, e-sports, retail, transportation, office, and other fields for different customer groups, including individual and enterprise customers.

We operate primarily through a traditional B2B & B2C model, utilizing wholesale and retail channels to reach consumers. Consistent quality excellence and leading technology have earned our products recognition from clients, customers and the industry as well, including a number of international industrial design awards.

Our main products are:

- Desktop monitors
- Consumer televisions
- Professional TVs
- LED displays
- Signage displays
- Headphones
- Soundbars
- Speakers

Sustainability Strategy

Our commitment to sustainability is embedded into our daily business operations and long-term vision. We recognise that sustainability is about much more than words or short-term actions. There are no limits and no end point for our vision in this respect.

We are committed to making a difference, with our actions, as well as with our products and solutions. Ensuring we are supporting our business, our customers, and our industry, sustainably into the long term.

TPV Europe already implemented a wide range of activities over the past years which also align with the TPV Group's overall sustainability objective. Our Sustainability approach is aligned with our Environmental, Social, and Governance (ESG) Strategy, which is structured around four pillars:

- Driving the Future of Green Displays
- Creating a Safe and Inclusive Workplace
- Building a Sustainable Value Chain
- Fostering a Healthy and Responsible Society

These pillars guide our actions across focus areas, ranging from product innovation and climate performance to diversity equity and inclusion, ethical supply chains, and community engagement.

Our Memberships and Sustainability Ratings

TPV Technology is committed to supporting a range of international sustainability initiatives and measurement ratings that underpin our operations, ensure transparency, and track our progress.

Memberships

We support the United Nations SDGs and remain committed to driving progress in our chosen key areas – read more on page 30.

We are committed to the UNGC corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption.

We continue to support the SBTi, driving sustainable growth by setting ambitious, science-based emissions reduction targets.

We support and have joined the Responsible Minerals Initiative (RMI), helping to ensure positive contributions to social economic development globally.

We are a member of the Mekong Club. Membership of the Mekong Club will help us to further strengthen our policies and practices to ensure no forced labour is used or modern slavery occurs across our operations and value chains.

Sustainability Ratings

Bold environmental action must begin with an accurate, transparent assessment of environmental impact and progress, which CDP scoring makes possible.

A — Supplier Engagement Assessment
A — Climate Change
A — Water Security

Our EcoVadis Platinum rating places us, as a part of TPV, within the top 1% of display manufacturing companies rated by EcoVadis across the World.

PLATINUM Top 1% ecovadis Sustainability Rating JUL 2025

The RBA is a non-profit comprised of leading companies committed to supporting the rights and wellbeing of workers and communities worldwide that are affected by global supply chains. RBA members commit and are held accountable to a common Code of Conduct and utilise a range of RBA training and due diligence tools to support continual improvement in the social, environmental and ethical performance of their supply chains.

ITSCI is an award-winning multi-stakeholder programme contributing to better governance, human rights and stability. ITSCI's purpose is to create responsible mineral supply chains that avoid contributing to conflict, human rights abuses, or other risks such as bribery, currently in central Africa.

The S&P Global CSA is an annual evaluation of a company's sustainability practices, focusing on ESG risks, opportunities, and impacts. It assesses over 13,000 companies worldwide, using industry-specific questionnaires, and scoring them on a scale of 0 to 100.

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Double Materiality Assessment

Our Assessment Approach

TPV Europe performed its first double materiality assessment (DMA) based on the CSRD requirements in 2023 and conducted a review in 2025 to align with the most recent European Sustainability Reporting Standards (ESRS), the implementation guidance and changes in the business and the market. The assessment's objective was to review and confirm the list of material topics related to the actual and potential impact TPV Europe has on the environment and society, as well as risks and opportunities on our strategy and business model. The assessment covered the entire value chain, considered direct and indirect impact, and looked at actual and potential, positive and negative impacts and actual and potential risks and opportunities.

Understand the Context

We started the process by defining a full value chain mapping, identifying TPV Europe's activities and business relationships. We also identified our key stakeholders by considering the stakeholders potentially affected across our business activities and the users of our sustainability statements.

Stakeholder Engagement

After mapping our stakeholders and determining whose perspectives would be most useful when determining the materiality of a sustainability matter, we engaged with relevant stakeholders.

Long List of Impacts, Risks and Opportunities

Considering our stakeholders' input and the ESRS list of sustainability matters in ESRS 1 AR 16, we identified impacts, risks and opportunities (IROs) relating to sustainability matters in our operations and across our upstream, and downstream value chain. The result of this phase was a 'long list' of IROs needing further assessment.

Assessment of Material Impacts, Risks and Opportunities

Once the 'long list' of sustainability-related IROs has been identified, the Sustainability team assessed the list to determine which IROs are material, both from an impact and a financial perspective.

Consolidate Outcome of Prioritised Material Topics

Based on the input collected, the list of material topics was confirmed. As shown in the double materiality matrix below, twelve subtopics scored above the threshold and seven subtopics scored below.

Reporting

The list of disclosures requirements was defined by confirming the disclosures for each material IRO and supplementing voluntary information based on requirements from ratings and rankings.

Double Materiality Matrix

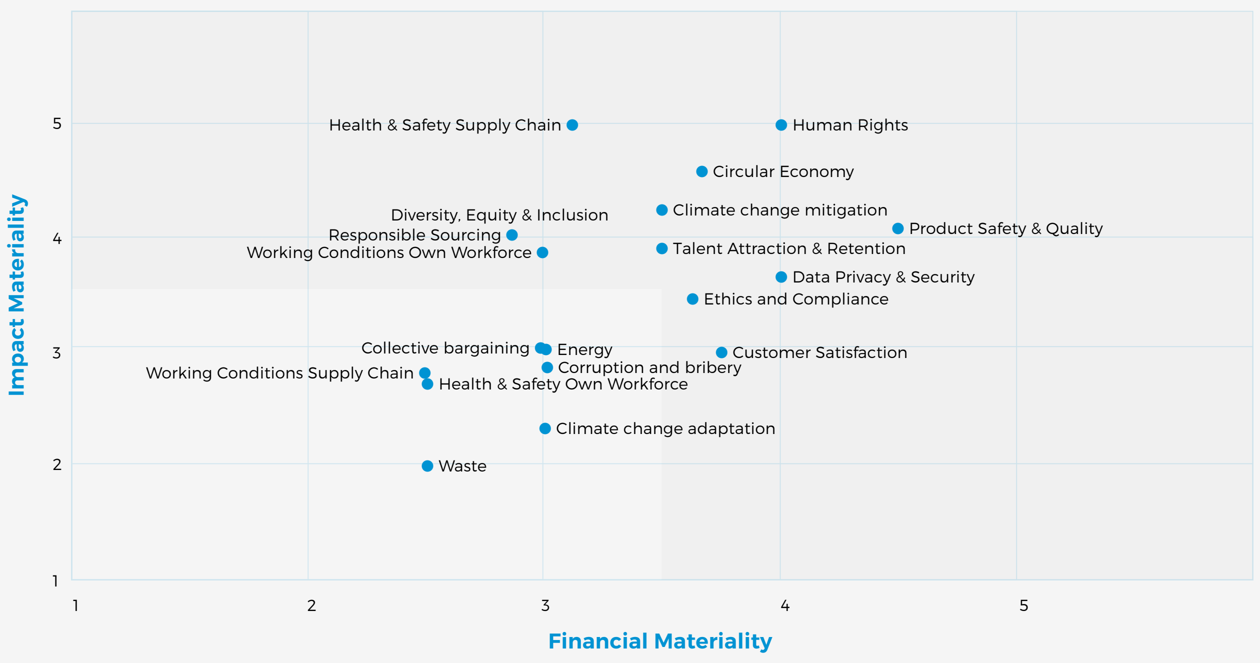

Figure 1: Double Materiality Matrix. See Annex II for the list of sustainability topics and definitions.

Environment

Energy Consumption and Greenhouse Gas Emissions

TPV Europe's activities primarily consist of office operations and customer engagement. As a result, the company's energy consumption and direct environmental footprint is limited and mainly related to energy use in offices, IT equipment, employee commuting, and the company car fleet.

Most emissions are generated outside the company's own operations. In line with the wider TPV group's climate Net-Zero Action Plan and science-based targets, the organisation manages its environmental performance across Scopes 1, 2 and 3, with a strong focus on value chain emissions. While operational emissions from offices and mobility are relatively small, the largest share of the carbon footprint occurs upstream and downstream in the value chain, particularly in the production, transport, use phase and end-of-life treatment of sold products.

Upstream emissions mainly relate to the extraction and processing of raw materials, component manufacturing, product assembly, and inbound logistics. Downstream emissions are primarily linked to product distribution, energy consumption during the use phase, and end-of-life processing. Managing these impacts requires close collaboration with manufacturing entities, logistics partners, suppliers and customers across the value chain. TPV therefore integrates sustainability requirements into supplier engagement, product design, and product life-cycle management, and works with partners to improve data quality, reduce product carbon footprints and increase energy efficiency and circularity.

Within its own operations, TPV Europe focuses on reducing energy consumption in offices, transitioning to renewable electricity where available, optimising business travel, and progressively electrifying the company car fleet. In parallel, the organisation supports the development and promotion of more energy-efficient products and sustainable packaging solutions, enabling customers to reduce their environmental impact during the use phase. By concentrating on value-chain collaboration and low-carbon product solutions, we contribute to the group's long-term ambition to significantly reduce greenhouse-gas emissions and align with a net-zero pathway, while maintaining a limited operational footprint.

Climate Transition Planning

TPV Europe operates within the consumer electronics and display technology sector, which is associated with significant climate-related impacts across manufacturing, logistics, product use, and supply chains. The company recognises the importance of climate change mitigation and the role businesses must play in supporting the transition to a low-carbon economy. At this time, TPV Europe does not have a standalone climate transition plan at the local entity level. This is because TPV Europe forms part of the broader TPV Group and is covered under the Group's Net-zero Strategy and science based targets initiative (SBTi) commitments. Climate targets, decarbonization pathways, and long-term transition planning are therefore established and managed at the Group level to ensure consistency, scale, and alignment across global operations. The Group-level strategy defines overall emissions reduction ambitions and provides the framework within which regional entities, including TPV Europe, operate. TPV Europe contributes to these objectives through implementation of operational measures and data collection processes aligned with Group policies.

First-year Emissions Measurement

This reporting year marks an important milestone for TPV Europe, as it is the first year in which the company has measured its greenhouse gas (GHG) emissions across:

- Scope 1 (direct emissions from owned or controlled sources)
- Scope 2 (indirect emissions from purchased electricity and energy)
- Scope 3 (value chain emissions)

This initial measurement establishes a baseline for future monitoring, target-setting, and performance improvement. Building a reliable emissions inventory is a critical first step toward identifying reduction opportunities and strengthening alignment with the TPV Group's decarbonization pathway.

Ongoing Efforts and Future Development

TPV Europe is actively contributing to climate mitigation efforts by:

- Enhancing emissions data quality and coverage
- Engaging with suppliers on sustainability expectations
- Improving operational energy efficiency where feasible
- Supporting implementation of Group-level climate objectives

Energy Consumption

	Renewable Energy Consumption	Non-renewable Energy Consumption	Total Energy Consumption
Electricity (MWh)	439	827	1,267*
Fuels			
Diesel (l)	0	40,156	40,156
Gasoline (l)	0	267,521	267,521
Natural gas (m³)	0	211,748	211,748

Table 1: Breakdown of energy consumption
*Differences in totals occur due to rounding.

As emissions data maturity increases and regulatory requirements evolve, TPV Europe will continue to assess the need for additional local-level planning measures to support the Group's net-zero ambition and ensure compliance with applicable European sustainability regulations.

Sustainable Mobility Initiatives

We are actively working to increase the use of electric vehicles among employees. In the Netherlands, this initiative is supported by the upcoming Dutch "pseudo-eindheffing" measure, which is an additional employer levy of 12% per year on the taxable value of company-owned gasoline, diesel, and hybrid cars that are also used privately. This government measure, intended to encourage electric driving, will take effect on January 1, 2027, is applied in addition to the employee's own tax liability.

In addition to promoting electric car adoption, TPV Europe is assessing whether providing a business car is truly necessary for each role, ensuring that company vehicles are allocated only when essential. These efforts are part of a broader approach to reduce operational carbon emissions and support sustainable commuting and business travel practices.

GHG Emission

Scope	Unit	2025
Scope 1	tonne CO_2 eq	1,048
Scope 2 market-based	tonne CO_2 eq	327
Scope 2 location-based	tonne CO_2 eq	347
Scope 1&2 market-based	tonne CO_2 eq	1,375*
Scope 1&2 location-based	tonne CO_2 eq	1,395*
Scope 3 category 11	tonne CO_2 eq	1,210,613
Scope 1&2 intensity market-based	tonne CO_2 eq/mEUR	1.04
Scope 3 cat 11 intensity	tonne CO_2 eq/mEUR	912.61

Table 2: Breakdown of Scope 1, 2 and 3 emissions
Scope 1-3 emissions referenced above relate to the EU entities listed on page 39. The emissions from these EU entities are consolidated within TPV Technology's overall Scope 1-3 footprint and are reported in the externally assured ESG report of TPV Technology.
*Differences in totals occur due to rounding

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Future Proof Product Thinking

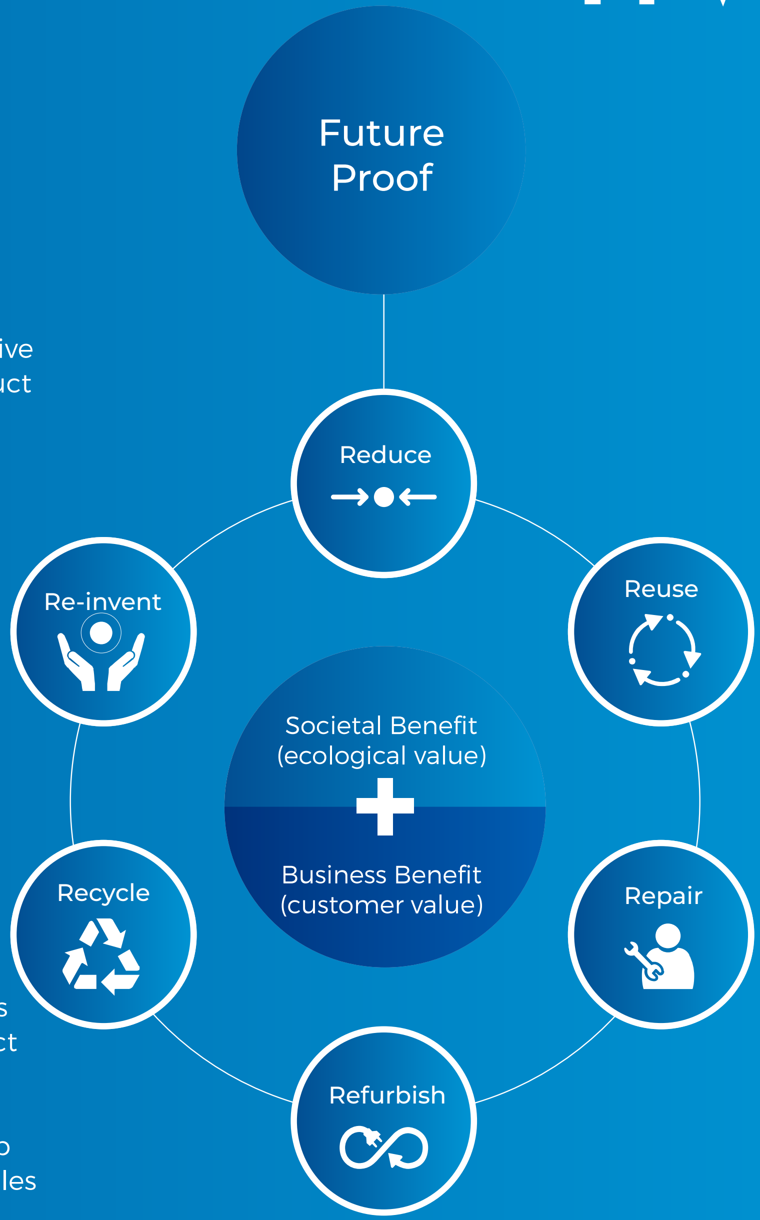
In a world where natural resources are getting scarcer, and environmental pollution has led to dramatic climate change effects, every company in product development and manufacturing has to review its approach. TPV Europe has developed a principle that will enable our company to further integrate sustainability in its business and products: Future Proof. The focus of this principle is aimed at investments in sustainable packaging, products, supply chains and revenue streams. At the same time, the company's efforts regarding social impact and governance are part of this principle, making the business, environment and society at large more future proof.

What Future Proof Means for our Daily Way of Working

Future Proof is part of TPV Europe's overarching sustainability program and refers to both 'planet' as well as 'people' aspects of sustainability. While we see the people aspect as a license to operate, the planet dimension of Future Proof, which is about the management of resources, also has the potential to give us competitive advantage as it enables us to enhance customer value through our products and services. Future Proof thinking is an actionable framework to embed a circular way of working in our organisation. We do so by bringing a sustainable perspective in the decision-making process around product design, manufacturing and business model evaluation. By thinking about the complete product life cycle early in the product and service development process, we can design our products, packaging, accessories and services in such a way that they have significantly less environmental impact throughout their life cycle, at the same time adding customer value where possible.

The Six Principles of Future Proof Product Thinking

Balance must be maintained between business benefits (customer value) and societal benefits (environmental value). Only by continuously making this trade-off, can we build a healthy and growing business at the same time as making a positive impact on the planet. Future Proof thinking follows the principles of the circular economy: an economy that uses resources in a closed loop without value loss. We distinguish six principles that help to minimise unnecessary usage of resources and reduce unnecessary landfill.



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Circularity in Audio Portfolio

Use of Recycled Materials and Certifications

To promote the use of recycled materials, selected products in our audio range are certified under internationally recognised recycling standards.

Global Recycled Standard (GRS)

Recycled Claim Standard (RCS)

These certifications verify the presence and traceability of recycled materials in products and ensure that the materials meet defined environmental and social criteria throughout the supply chain.

GRS-certified headphone models include:

H6000

T3000

MS3

TPV

Improving Product Repairability

We are also strengthening the repairability of our audio products to support upcoming European circular economy legislation, including the **EU Right to Repair Directive** and the **EU Batteries Regulation**. These regulations aim to improve product longevity by ensuring that devices can be repaired more easily and that key components, such as batteries, can be replaced. In preparation for these requirements, we have started adapting our audio product line-up to enhance repairability and component accessibility. A key focus area is the introduction of headphones with replaceable batteries and earcups, allowing consumers to extend the lifespan of their devices and reduce electronic waste. Examples include:

In addition, TPV Europe is preparing to offer spare parts directly to customers, starting with batteries from 2026, further supporting product repair and maintenance.

H8000E – designed with an easily replaceable battery and serving as a reference model for repairable headphone design

SHD6000 – upcoming model featuring a similar exchangeable battery system

HP TAA6219 - solar powered with Powerfoyle™ technology for self-charging headphones and replaceable earcups,

[1] The EU Right to Repair Directive (2024/1799) was formally adopted in mid-2024, entered into force in July 2024, and must be implemented by national governments by July 31, 2026.
[2] The EU Batteries Regulation (2023/1542) mandates that by February 18, 2027, portable batteries in consumer electronics must be easily removable and replaceable by end-users

Circular Packaging Approach

Philips B2G Green Series

The Philips B2G Green Series monitors represent the starting point for a broader rollout of more sustainable packaging solutions across the Philips monitor portfolio.

In response to increasing environmental requirements, especially from public sector and corporate tenders, the packaging concept for this product line has been redesigned to eliminate plastic wherever feasible. The updated packaging system replaces traditional plastic-based elements with paper-based solutions, including:

- Paper carton boxes and paper tape
- Paper-based energy labels
- Zero-plastic packaging components using wood-fibre materials

By eliminating plastic from the packaging system, the B2G Green Series supports zero-plastic tender requirements, reduces the environmental footprint of packaging materials, and contributes to circular procurement objectives.

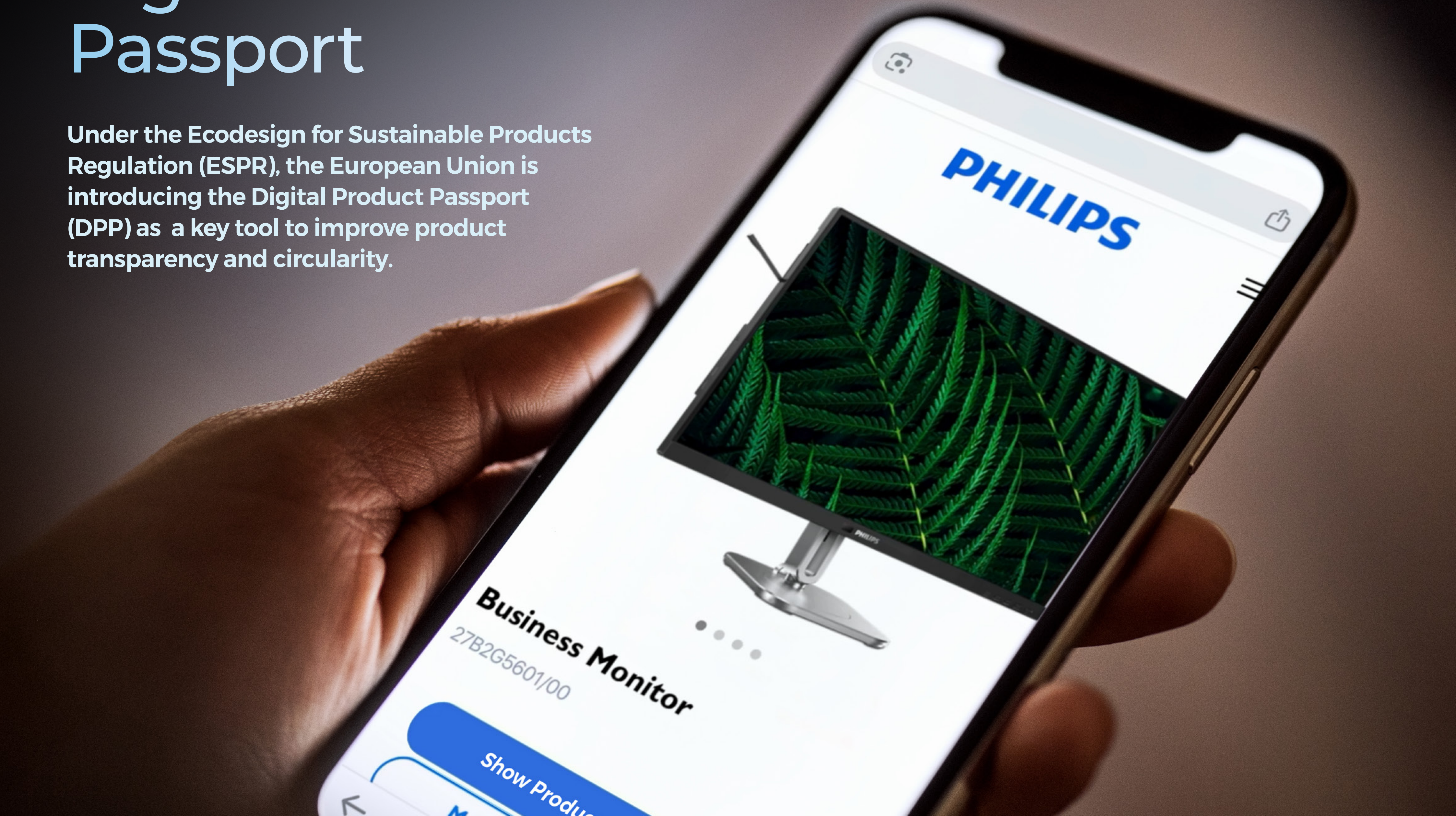
In addition to packaging improvements, the B2G Green Series makes use of 85% post-consumer recycled plastics and also introduces a monitor stand made from 100% recycled aluminium.

This material innovation reduces the use of virgin raw materials and will be further expanded across additional monitor models in 2026.

The B2G Green Series serves as a reference platform for future Philips monitor product ranges, with the ambition to progressively extend plastic-free packaging solutions and circular material use across a broader share of the monitor portfolio.

Digital Product Passport

Under the Ecodesign for Sustainable Products Regulation (ESPR), the European Union is introducing the Digital Product Passport (DPP) as a key tool to improve product transparency and circularity.



The regulation will require many product categories, including consumer electronics, to provide structured digital information on aspects such as materials, environmental performance, repairability and end-of-life handling.

Preparing for the Digital Product Passport

We are actively preparing for future product transparency requirements by participating in a working group on the DPP organised by the Dutch National Coalition for Sustainable Digitalization. The working group launched in 2025 and is chaired by GS1 Netherlands.

The goal of the working group is to develop a pilot for a DPP for monitors, including proposals for standardising data exchange across the value chain. The group also aims to deliver a green paper outlining business cases for the DPP and exploring potential approaches for scaling the solution across the industry.

The composition of the working group reflects organisations that both contribute data to and use data from the Digital Product Passport, ensuring that the perspectives of various actors across the product value chain are considered.

The initiative looks not only at regulatory compliance, but also at the opportunities and added value that Digital Product Passports can offer, such as improved transparency, data exchange and circular economy applications.

Digital Product Passport Pilot

During the course of 2026, TPV Europe intends to initiate an internal pilot project for the Digital Product Passport (DPP) across selected product groups.

The pilot will be carried out in collaboration with an external consultancy partner to support the development and testing of practical implementation approaches.

The pilot will focus on collecting, structuring and digitally sharing product-related information in a standardised and accessible format.

By improving transparency and traceability across the value chain through the DPP, TPV Europe aims to strengthen its preparedness for upcoming regulatory requirements, enhance customer insight and support more informed purchasing decisions.

We believe that improved availability and accessibility of product data will support enhanced eco-design practices. Greater visibility of environmental performance and circularity characteristics can help identify opportunities for design improvements, such as increased energy efficiency, more sustainable material use, and improved repairability and recyclability.

TPV Europe Target

Initiate an internal Digital Product Passport (DPP) pilot project for selected product groups during 2026.

Social

Our People

People are at the core of TPV Europe's success. The organisation focuses on creating a safe, inclusive and high-performance working environment in which employees can develop, collaborate and contribute to long-term value creation. Guided by the broader TPV Technology Group's social strategy and code of conduct, TPV Europe applies group-wide policies on labour rights, human rights, health and safety, and ethical business behaviour.

A key priority is fostering diversity, equality and inclusion (DEI) across all levels of the organisation. Through our DEI policy we aim to provide equal opportunities in recruitment, career development and remuneration, and to build diverse teams that reflect the international markets and customers we serve. Inclusive leadership, awareness programmes and fair employment practices support a culture in which different

perspectives are valued and employees feel respected and empowered. Employee well-being and engagement are supported through flexible working arrangements, learning and development opportunities, and regular dialogue between employees and management.

Through alignment with the TPV Group's social commitments and a focus on DEI, employee development and responsible business conduct, TPV Europe aims to create a positive and inclusive workplace while supporting sustainable and ethical growth across its markets.

Supporting Diversity in Technology

We are committed to supporting diversity and inclusion in the technology sector. As part of this commitment, TP Vision, through the TPV Cares programme, participated as a Gold Sponsor of Women in Data Science (WiDS) Belgium conference. The event brings together industry professionals, researchers and students from across the data science community to highlight the achievements of women in the field and promote greater gender diversity in technology and data-driven industries.

By supporting WiDS Belgium, TP Vision aimed to contribute to an environment where knowledge sharing, collaboration and inspiration can help foster the next generation of women leaders in data science and artificial intelligence.
During the event, one of our own female leading voices, Lieve Lanoye, delivered a keynote presentation exploring how the classic story of The Wonderful Wizard of Oz can serve as a metaphor for successfully deploying AI models within large organisations. Her talk highlighted the importance of cross-functional collaboration, governance and trust when integrating advanced data and AI solutions into business processes. Through initiatives such as this sponsorship, we continue to support efforts that encourage diversity, inclusion and innovation within the technology ecosystem.

Compliance with Applicable Minimum Wages

TPV Europe monitors remuneration practices to ensure compliance with applicable minimum wage regulations and collective agreements. Where statutory minimum wages are not defined, the company follows sector agreements or local labour standards to ensure fair and competitive compensation. See annex III for the full list of applicable minimum wages per country.

TPV Europe Targets

- By 2030, achieve a female representation of 26% in senior management and management positions
- Ensure full compliance with the requirements of the EU Pay Transparency Directive by June 2026

Employee Metrics

Type of Contract	Number of Employees on the 31st of December 2025 (headcount)
Permanent Contract	569
Temporary Contract	56
Total Employees	625

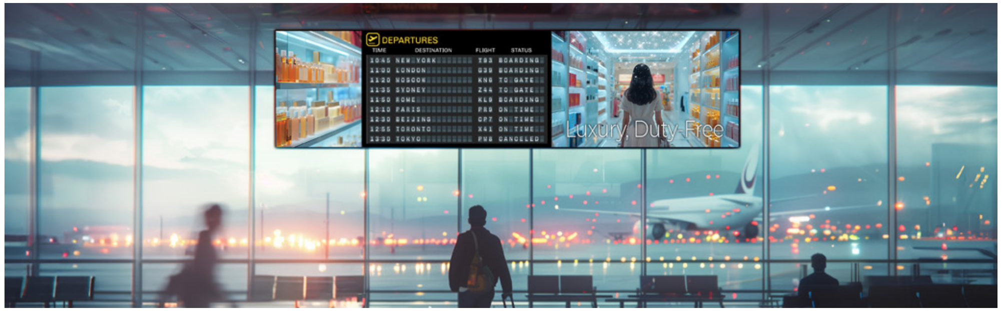
Gender	Number of Employees on the 31st of December 2025 (headcount)
Male	398
Female	227
Total Employees	625

Table 3: Overview employee contract composition and distribution

Country (of Employment Contract)	Number of Employees on the 31st of December 2025 (headcount)
Austria	3
Belgium	64
Bulgaria	4
Croatia	3
Czech Republic	136
Denmark	5
Finland	1
France	28
Germany	66
Hungary	2
Italy	23
Lithuania	2
The Netherlands	175
Norway	1
Poland	22
Portugal	1
Romania	4
Slovakia	1
Slovenia	7
Spain	23
Sweden	17
Switzerland	4
Turkey	6
The United Kingdom	25
Ukraine	2

Description	Figures
The employee turnover rate	17.9%
The percentage of employees covered by collective bargaining agreements	24.8%
Average number of annual training hours by female employees	15.5
Average number of annual training hours by male employees	11.0
Total average number of annual training hours	12.7
The female-to-male ratio at management level for the reporting period	1 : 5.4
The number of those self-employed without personnel who are working for the undertaking	6
Temporary workers provided by undertakings primarily engaged in employment activities	56

Table 4: Overview employee metrics
All our employees of the following countries are covered by a collective labour agreement: Belgium, France, Italy, Spain and Sweden.



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Human Rights

Respect for human rights is embedded in TPV Europe's business practices and is guided by the TPV Technology Group's social strategy, code of conduct and supplier requirements. These are aligned with internationally recognised standards, including the UN Guiding Principles on Business and Human Rights and the ILO core labour conventions. The company is committed to conducting business in a way that safeguards fair working conditions, non-discrimination, freedom of association, and the prevention of forced labour, child labour and harassment.

For its own workforce, TPV Europe focuses on providing a safe, respectful and inclusive working environment. Policies and procedures support equal opportunities in recruitment, development and remuneration, while employee well-being is promoted through flexible working arrangements, learning opportunities and open dialogue with management. Health and safety measures are tailored to the office-based nature of the organisation and business travel activities, with an increasing focus on mental health, work-life balance and employee engagement.

Based on desk research, the main human rights risks in the general electronics value chain are linked to product manufacturing, logistics and raw-material sourcing. Through alignment with TPV Group standards, TPV Europe promotes responsible business conduct among suppliers and business partners. Suppliers are expected to adhere to the TPV Supplier Code of Conduct, and corrective action processes are implemented where needed.

By working closely with group entities, manufacturers and strategic partners, TPV Europe contributes to improving transparency and labour conditions across the product life cycle. Please refer to the section 'Human rights due diligence' below for more information.

Whistleblowing channels are available to employees and external stakeholders to report concerns confidentially and without retaliation.

Employees also have access to various internal complaint channels to voice concerns. These mechanisms support early identification and remediation of potential human rights issues.

By integrating human rights considerations into its own operations and business relationships, TPV Europe supports the TPV Group's ambition to create positive social impact and ensure responsible and ethical practices throughout the value chain.

TPV

Human Rights Metrics

Human Rights Policy and Code of Conduct Covering TPV Europe Workforce

TPV's Code of Conduct and Human Rights Policy set out the standards that apply to all employees and outline expectations regarding ethical behaviour, labour practices and workplace conditions. The Human Rights Policy has been in place since 2021 and is regularly reviewed and updated.

Code of Conduct and Human Rights Policy

Topic	Covered by Policy	Description
Child labour	Yes	Policies prohibit the use of child labour and ensure compliance with applicable labour laws and international standards.
Forced labour	Yes	All forms of forced or compulsory labour are strictly prohibited.
Human trafficking	Yes	The company prohibits any involvement in human trafficking within its operations.
Non-discrimination	Yes	Equal opportunity and non-discrimination principles apply across recruitment, employment conditions and career development.
Accident prevention	Yes	Health and safety policies aim to prevent workplace accidents and ensure a safe working environment.
Additional human rights topics	Yes	Policies also address training and career development, freedom of association and collective bargaining, protection of young workers, diversity, equality and inclusion, and the vulnerabilities of migrant workers.

Table 5: Overview topics covered by Code of Conduct and Human Rights Policy

Workforce Grievance and Whistleblowing Mechanisms

TPV Europe provides employees with multiple channels to raise concerns or report potential violations of company policies, ethical standards or applicable laws.

Channel	Description
Manager or HR contact	Employees can raise concerns directly with their manager or the Human Resources department.
External confidential advisor	Employees can contact an independent third-party confidant if they prefer not to raise issues internally.
Works Council	Employees can raise concerns or complaints through the General Works Council.
Union support	Employees may contact their union, which can also support them during investigations of harassment cases.
Employee awareness	Information about these mechanisms is shared with employees during HR onboarding.

Table 6: Overview channels grievance and whistleblowing mechanisms

SpeakUp Platform

TPV Europe employees are encouraged to speak up when they are directly confronted with, or witness, a situation that does not comply with the rules, such as cases of harassment, discrimination, abuse of power, bullying, fraud, corruption, conflict of interest, or other possible violations. This includes any incidents and/or behaviours that go against TPV's values, business principles, or Global Code of Conduct, as well as the laws and regulations in the jurisdictions where TPV operates.

If employees do not feel comfortable talking to their manager, the European Director of Human Resources, or the European General Counsel, they can report their concern through the whistleblowing system. Since October 2025, TPV Europe has set up the SpeakUp platform, a dedicated confidential reporting system for all TPV employees and external stakeholders in Europe. The platform was established to comply with current European regulations.

Prior to October 2025, TPV Europe employees could submit reports through TPV's global whistleblowing system. Contact details for TPV's global whistleblowing mechanism are included in the TPV Code of Conduct, Supplier Code of Conduct, Human Rights Policy, and the annual ESG Report, all of which are available on the TPV website under the Social Responsibility section.

The SpeakUp system is independently managed by a third party and offers anyone making a report the option of remaining anonymous if they wish. External stakeholders can also report any instances of non-compliance or concerns through the SpeakUp system.

Information sessions for TPV Europe employees were held in October and November 2025 to provide more insight into the SpeakUp platform. A link to the platform will be placed on the websites of the various brand websites in the course of 2026.

Confirmed Human Rights Incidents

Type of Incident	Confirmed Incidents During Reporting Period
Child labour	None identified
Forced labour	None identified
Human trafficking	None identified
Discrimination	None identified
Other human rights violations	None identified

Table 7: Overview human rights incidents

Incidents in the Value Chain

Category	Confirmed Incidents
Workers in the value chain	None identified
Affected communities	None identified
Consumers and end-users	None identified

Table 8: Overview incidents in the value chain

TPV Group 2030 Targets

- By 2030, 80% of key suppliers complete third-party on-site RBA audit
- 100% new suppliers complete ESG risk assessment
- By 2030, ≥95% buyers in total receive training on sustainable procurement and environmental protection

Human Rights Due Diligence

TPV Technology, the parent company of TPV Europe, is in scope of the EU Corporate Sustainability Due Diligence Directive (CSDDD). By July 2029, TPV needs to be compliant with the requirements of the CSDDD, which were updated after the adoption of the Omnibus I Package which aimed to simplify the CSDDD.

Following the publication of the final legal text of the CSDDD in March 2026, TPV will conduct a gap assessment of its own policies and practices against the CSDDD in the course of 2026. The gap assessment will cover the subsidiary entities of TPV Technology, including TPV Europe. The results will be taken into account in TPV's ongoing process to evaluate and further strengthen its human rights due diligence processes, with an eye to aligning TPV's processes to emerging regulatory requirements, international standards, and international best practice.

TPV continuously monitors developments in the field of human rights due diligence. This includes monitoring other emerging regulations related to human rights and sustainable supply chains that are of relevance to TPV, including the EU Battery Regulation, the EU Forced Labour Regulation, and the EU Deforestation Regulation. Where needed, TPV proactively acts to build internal capacity related to relevant regulations and further refines its internal processes to meet emerging requirements in the future.

TPV's Preparation for the EU Forced Labour Regulation

The EU Forced Labour Regulation (EUFLR) is a law that bans products made with forced labour from being sold, imported or exported in the European Union. Authorities can investigate suspicious products and, if the use of forced labour is confirmed, order their withdrawal, disposal, or blocking at the border. The EUFLR applies to all products, irrespective of industry or place of origin. The Regulation applies from 14 December 2027.

Under the EUFLR, companies can be asked to demonstrate how they conduct due diligence regarding forced labour within their supply chains. TPV is preparing for the EUFLR by further strengthening its human rights due diligence processes, in line with the requirements of the CSDDD. This includes assessing and addressing any potential risks of forced labour.

TPV's ongoing process to further strengthen its human rights due diligence processes builds on existing systems at TPV that focus on human rights, labour and sustainable supply chains. These systems are continuously being reviewed and refined. Existing measures and 2025 developments for each of the six steps of human rights due diligence, as provided by the OECD Due Diligence Guidance for Responsible Business Conduct, are listed below.

1. Embed responsible business conduct (RBC) into policies and management systems

TPV Technology is committed to respecting human rights as set out in the International Bill of Human Rights. This comprises the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR). In addition, TPV is committed to respect the ILO Declaration on Fundamental Principles and Rights at Work, which sets out core labour standards. This commitment is set out in the TPV Human Rights Policy. TPV is committed to respecting the rights of employees, workers in the supply chains, and customers.

TPV's commitment to respect human rights and labour standards is further elaborated in the TPV Code of Conduct and the Supplier Code of Conduct, which set out the expectations for subsidiaries, business partners and suppliers regarding the respect for human rights and labour standards.

In addition to this, TPV publishes an annual Conflict Minerals report, that sets out its approach and policy regarding the responsible sourcing of minerals used in the products manufactured by TPV. TPV's approach to responsible mineral sourcing follows the five-step framework for due diligence in mineral supply chains as outlined in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Area

TPV's management team oversees and steers the company's overall ESG strategy and initiatives. TPV has linked the remuneration of executives, including the CEO, to various key ESG criteria. These key criteria include the goal of having no cases of forced labour and child labour at TPV's global manufacturing facilities. These objectives are part of TPV's ESG Roadmap to 2030.

2. Identify and assess actual and potential adverse impacts

TPV Technology works in various ways to identify risks in the chain. In 2025, TPV's actions to identify and assess risks included the following:

- **Supplier risk assessment:** In 2025, TPV Technology Group launched a digital platform focused on managing environmental, social and governance factors at Tier 1 suppliers. Suppliers complete self-assessments and submit supporting documents, which are verified and scored to assign risk levels. The system applies to both key and new suppliers. Suppliers are classified as high, medium, or low risk, with corresponding management actions. High-risk suppliers receive training and regular audits, medium-risk suppliers are audited periodically, and low-risk suppliers follow routine procedures.
- **Supply chain mapping:** As preparation for the CSDDD, TPV Europe has been conducting a mapping of TPV's supply chains. TPV has 11 global manufacturing bases where final assembly of products takes place, spread across China, Thailand, Mexico, Argentina, Brazil and Poland. Suppliers that provide components and services are primarily based in Asia. Further mapping of TPV's supply chains is planned for 2026.
- **Surveys:** In 2025, TPV implemented a worker voice survey at one of its manufacturing bases in China, in addition to the annual employee satisfaction surveys that are implemented at all manufacturing bases in China. In 2026, TPV will proactively implement more worker voice surveys at other manufacturing bases. The findings of these surveys will enable TPV to proactively identify any concerns of employees.

3. Cease, prevent, or mitigate adverse impacts

TPV Technology works in various ways to address risks in its supply chains:

- **Supplier management:** TPV has established comprehensive supplier management processes, covering onboarding, daily oversight, and regular audits. New suppliers are screened for ESG compliance and must meet ISO 9001 and ISO 14001 standards, complete assessments, and sign contracts that include social responsibility requirements. Approved suppliers are subject to ongoing management and regular audits to monitor performance and compliance with TPV's Supplier Code of Conduct, with corrective actions taken when needed. TPV also offers training courses to suppliers based in China aimed at continuous improvement in areas such as working conditions and environmental management.
- **Audits:** Supplier's adherence to social and labour topics in the Supplier Code of Conduct is verified through self-conducted on-site audits and third-party RBA audits.

- **Memberships of relevant organisations and collective initiatives:** TPV is a member of the Responsible Business Alliance (RBA). The TPV Supplier Code of Conduct is based on the RBA Code of Conduct. TPV's membership of the RBA strengthens internal capacity-building on human rights due diligence through the RBA's dissemination of tools and expert knowledge. In December 2025, TPV Technology joined The Mekong Club, leading non-profit organisation that works together with member companies to combat modern slavery, forced labour and human trafficking. Membership provides access to expert guidance, practical tools, and a network of like-minded organisations committed to addressing these complex challenges. In November 2025, MMD-Monitors & Displays B.V., a subsidiary of TPV Europe, joined the United Nations Global Compact Network Netherlands. TPV Technology Group, as parent company, has been a participant of the UN Global Compact since 2020 and is active in the China Network. For MMD, joining the Netherlands Network provides the opportunity to engage with other participating companies based in the Netherlands and access tools, resources, events and training focused on sustainable business in a national and European context.
- **Management of risks in mineral sourcing:** TPV has been a member of the Responsible Minerals Initiative (RMI) since 2015 and has developed an internal management system for conflict minerals, in accordance with the OECD's five-step plan. Every year, suppliers that use minerals in the products they manufacture are asked to complete the RMI's Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT). This enables identification of the smelters in TPV's mineral supply chain. Suppliers are also required to sign a statement confirming that they do not use conflict minerals. TPV relies on the RMI's independent auditing of smelters on compliance with the Responsible Mineral Assurance Process (RMAP) standards to determine whether smelters in TPV's supply chain conduct due diligence.

4. Track implementation and results

TPV has set specific objectives for managing ESG risks at its own operations and in the value chain. Key goals and results from 2025 include:

- Zero cases of forced labour and child labour at TPV's global manufacturing bases (annually): zero cases identified in 2025
- TPV monitors how many identified smelters in its mineral supply chains participate in RMI's Responsible Minerals Assurance Process (RMAP). In 2025, 100% of identified smelters participated in RMAP.

5. Communicate how impacts are addressed

TPV publishes a comprehensive annual ESG report on its website. TPV also publishes an annual Modern Slavery Statement, in compliance with applicable modern slavery laws, as well as an annual Conflict Minerals Report.

6. Provide for or cooperate in remediation when appropriate

Employees in TPV offices and global manufacturing bases have access to multiple channels for expressing their concerns or complaints. At TPV's global manufacturing bases, employees have access to suggestion boxes. At TPV's Chinese manufacturing bases, an employee satisfaction survey is implemented every year, and employees can submit feedback via TPV's online learning platform as well as via a hotline. TPV also has a formal whistleblowing procedure. Information about the whistleblowing mechanism and how to use it is disseminated trough posters in TPV offices and manufacturing facilities. Contact details of the whistleblowing mechanism are also included in various policies, including the Human Rights Policy, which are available on the TPV website.

In October 2025, the SpeakUp whistleblowing platform specifically for TPV Europe was established.

TPV Europe targets:
- Conduct a gap assessment on the CSDDD criteria during the course of 2026
- Execute several employee engagement surveys at owned manufacturing facilities in 2026

TPV Cares

At TPV Europe we believe in the power of technology to create amazing and meaningful visual and sound experiences. Our products and our people are at the heart of all we do, and together we continuously explore meaningful ways to help people and communities reach their full potential every single day.

TPV Cares is the home of our social and environmental impact initiatives. Powered by our business units AOC, MMD, PPDS and TP Vision, TPV Cares makes our visual and sound experience products - as well as financial and volunteer support - available to deserving community projects.

Mission & Vision

It is TPV Cares' mission to help unlock the full potential of people and their communities, whether it's to facilitate state-of-the-art eLearning solutions direct to people or via fundraising in support of finding a cure for spinal cord injuries.

We want to help everyone to be able to get the most out of their situation in life and to help improve their health, well-being and education.

The projects we support are long-term relationships with lasting impact. We support partners and initiatives that are intrinsically linked to our business, our products and our focus on the UN Sustainable Development Goals regarding Good Health & Well-being (SDG 3) and Quality Education (SDG 4).

TPV CARES

As our products evolve and become more sustainable over the coming years, TPV Cares may also in the future look into expanding its initiatives by contributing to the more environmentally-focused areas covered by the Responsible Consumption and Production (SDG 12) and Climate Action (SDG 13) Goals. With our global footprint we see great opportunity in supporting local initiatives on a worldwide scale. By 2027, TPV Cares aims to have further strengthened and expanded its initiatives, contributing to the UN's Sustainable Development Goals via our products, our financial support and our people.

Our Partnerships

Barça Foundation	Globally
CUFA	São Paulo
Eye Care Foundation	Vietnam, Suriname
ForestNation	Globally
ITSCI	Congo
KLABU	Lesvos
Mercy Ships	Guinea, Senegal
Red Cross Netherlands	Philippines
TheRockinR	United Kingdom & Ireland
Together for Cinema	United Kingdom
Trash Turtles	United States
Wings for Life World Run	Globally

Governance

TPV

Governance of TPV Europe

Governance Structure

TPV Europe operates under a robust governance framework designed to ensure responsible management, ethical conduct, regulatory compliance, and long-term value creation. As part of the global TPV Technology Group, TPV Europe aligns its governance practices with group-wide policies while adapting to European regulatory requirements and stakeholder expectations.

The company's governance model is built on:

- Clear division of responsibilities
- Transparent decision-making processes
- Strong internal controls and risk management
- Accountability at all organisational levels

Executive management is responsible for the operational execution of strategy, while strategic direction and oversight are provided by senior leadership in coordination with the TPV Group structure.

Board and Leadership Oversight

TPV Europe's leadership structure ensures:

- Oversight of corporate strategy and sustainability objectives
- Monitoring of financial performance and risk exposure
- Supervision of compliance with legal and regulatory requirements
- Integration of sustainability into business decision-making

Sustainability governance is embedded within executive management responsibilities. Sustainability performance, including environmental, social, and governance (ESG) metrics, is regularly reviewed as part of business performance discussions.

Ethics and Compliance

TPV Europe is committed to conducting business with integrity and transparency. The company adheres to:

- A Code of Conduct applicable to employees and business partners
- Anti-corruption and anti-bribery policy reflected in Code of Conduct
- Fair competition and responsible procurement standards
- Data protection and cybersecurity regulations

Employees receive guidance and training on ethical standards and compliance requirements. Mechanisms are in place to enable confidential reporting of concerns, supporting a culture of accountability and trust.

Risk Management and Internal Controls

Risk management is integrated into corporate governance processes. TPV Europe maintains:

- Structured risk identification and assessment procedures
- Internal control systems to safeguard assets and financial reporting
- Monitoring mechanisms to ensure regulatory compliance
- Business continuity and operational resilience planning

Sustainability-related risks, including climate, supply chain, and regulatory risks, are increasingly integrated into enterprise risk management processes.

Sustainability Governance TPV Europe

Sustainability is embedded into TPV Europe's strategic priorities. Governance of sustainability includes:

- Executive accountability for ESG performance
- Cross-functional collaboration on environmental and social initiatives
- Monitoring of key sustainability targets
- Alignment with European regulatory frameworks (e.g., CSRD, CSDDD, ESPR objectives)

The company aims to ensure that sustainability considerations are integrated into product development, supply chain management, operations, and stakeholder engagement.

ISO Certifications

TPV Europe is certified under several internationally recognized ISO management system standards, demonstrating its commitment to quality, environmental responsibility, and energy efficiency. The company holds certifications for ISO 9001, ISO 14001, and ISO 50001.

These certifications reflect TPV Europe's structured approach to maintaining high standards in operational quality, reducing environmental impact, and improving energy performance across its activities. Through these certified management systems, we continuously monitor, evaluate, and improve our processes to ensure compliance with international standards and to support our broader sustainability objectives.

Stakeholder Engagement and Transparency

TPV Europe recognises the importance of transparent communication with stakeholders, including customers, employees, suppliers, regulators, and local communities. TPV Europe supports:

- Regular disclosure of sustainability performance
- Dialogue with stakeholders on ESG priorities
- Continuous improvement based on feedback and industry best practices

Revenues from Certain Sectors and Exclusion from EU Reference Benchmarks

TPV Europe is not active nor does it generate revenues from controversial weapons, the cultivation or production of tobacco, or activities in the fossil fuel and chemicals production sectors.

TPV Europe is not excluded from any EU reference benchmarks that are aligned with the Paris Agreement.

TPV Europe Target

- Achieve ISO 37001 Anti-Bribery Management System certification by 2026 to strengthen our commitment to ethical business practices and compliance

Governance Metrics

	Amount
Number of convictions for the violation of anti-corruption and anti-bribery laws.	0
Total amount of fines incurred for the violation of anti-corruption and antibribery laws.	0

Table 9: Governance metrics

TPV

About This Report

AOC MMD PPDS TPVISION

TPV EUROPE

About This Report

Thank you for reading TPV Europe Holding B.V.'s Sustainability Report. The report covers key activities and accomplishments during the fiscal year 2025, January 1 2025 through December 31 2025. We report annually on our efforts, and this year we are reporting for the first time on our efforts as TPV Europe Holding B.V.

Basis for Preparation

This report has been prepared according to the Voluntary Sustainability Reporting Standard for SMEs (VSME) Comprehensive Module, developed by EFRAG and recommended by the European Commission.

The report has been prepared on a consolidated basis for TPV Europe, covering the activities of the following legal entities:

1. **AOC International (Europe) B.V.**
   Prins Bernhardplein 200, 1097 JB Amsterdam
2. **MMD-Monitors & Displays Nederland B.V.**
   Prins Bernhardplein 200, 1097 JB Amsterdam
3. **TP Vision Europe B.V.**
   Prins Bernhardplein 200, 1097 JB Amsterdam

Keep up-to-date with AOC & MMD. Visit aoc.com and mmdmonitors.com
Keep up-to-date with TP Vision. Visit tpvision.com

The information presented in this sustainability report has been prepared with due care and attention by TPV Europe based on the data, methodologies and assumptions available at the time of reporting. Reasonable efforts have been made to ensure that the information disclosed is accurate, reliable and representative of TPV Europe's environmental, social and governance performance during the reporting period.

Where information has not been included in this report, this reflects the outcome of TPV Europe's double materiality assessment, through which sustainability topics are evaluated based on their potential environmental and social impacts as well as their financial relevance to the organisation.

Topics that were assessed as not material or not relevant to TPV Europe's activities or its value chain have therefore not been disclosed in detail.

TPV Europe remains committed to continuously improving its sustainability reporting practices and will review and expand disclosures as data availability, regulatory requirements and stakeholder expectations evolve.

Omitted Information

Gender Pay Gap

The gender pay gap metric has not been included in this year's sustainability report. At the time of publication of this report, TPV Europe is working on aligning its internal data collection and calculation methodologies with the requirements of the EU Pay Transparency Directive.

From the next reporting cycle onwards, TPV Europe intends to disclose its gender pay gap metrics in line with the Directive, including both the unadjusted gender pay gap and the adjusted gender pay gap.

This phased approach will ensure that the reported data is consistent, robust and compliant with the regulatory framework, while supporting transparency regarding pay equality within the organisation.

TPV

Organisational Overview – TPV Europe

Indicator	Description	TPV Europe (Consolidated)
		TPV Europe functions as a regional holding structure overseeing several legal entities responsible for the marketing, sales and distribution of TPV products within Europe. The TPV Europe reporting scope includes the following entities:
Legal form	Legal structure of the undertaking	• AOC International (Europe) B.V. • MMD-Monitors & Displays Nederland B.V. • TP Vision Europe B.V.
		All three entities are private limited liability companies (Besloten Vennootschap – B.V.) incorporated in the Netherlands and operate under the broader TPV Group structure.
NACE sector classification code(s)	Main economic activity classification according to the NACE system	46.43 – Wholesale of electrical household appliances 46.52 - Wholesale of electronic and telecommunications equipment and parts
Balance sheet total	Total assets of the undertaking at the end of the reporting period (EUR)	€661.451.725
Number of employees	Total workforce measured as headcount or full-time equivalents (FTE)	625 employees
Country of primary operations	Country where the majority of operations are conducted	Netherlands (European Headquarters)
Location of significant assets	Location of major operational assets or infrastructure	• European Headquarters in Amsterdam, The Netherlands • European R&D centre in Ghent, Belgium • European Shared Service Centre in Prague, Czech Republic

TPV

Geolocation of Sites Owned, Leased or Managed by TPV Europe

TPV Europe operates a network of office locations across Europe supporting regional sales, marketing and operational activities. All locations listed below are office facilities that are leased or managed by TPV Europe entities.

Country	City	Site Type	Address	Latitude	Longitude
Austria	Vienna	Office	Am Euro Platz 2, Gebäude G, 1020 Vienna	48.2100	16.3770
Belgium	Ghent	Office	Technologiepark 122 (Zone C2a), 9052 Ghent	51.0187	3.7094
Czech Republic	Prague	Office	Jankovcova 49, 170 00 Praha 7	50.1082	14.4407
Denmark	Ballerup	Office	A.P. Møllers Præstevænget 2B, DK-2750 Ballerup	55.7311	12.3636
Finland	Espoo	Office	Tietäjäntie 2, 02130 Espoo	60.1769	24.8093
France	Suresnes	Office	22 Quai Galliéni, 92150 Suresnes	48.8717	2.2233
Germany	Hamburg	Office	Shanghaiallee 9, 20457 Hamburg	53.5448	10.0076
Hungary	Budapest	Office	Allee Corner Offices, Október huszonharmadika u. 8-10, 1117 Budapest	47.4737	19.0496
Italy	Varedo	Office	Via Torino 3/5, 20814 Varedo	45.5987	9.1648
Norway	Oslo	Office	Dronning Eufemias gt 16, 0191 Oslo	59.9090	10.7604
Poland	Warsaw	Office	ul. Cybernetyki 9, 02-677 Warsaw	52.1785	20.9982
Spain	Alcobendas (Madrid)	Office	Avda. de Barajas 24, Edificio Gamma, 28108 Alcobendas	40.5380	-3.6256
Sweden	Kista	Office	Finlandsgatan 34, 164 74 Kista	59.4049	17.9470
Switzerland	Schlieren	Office	Zürcherstrasse 109, 8952 Schlieren	47.3965	8.4484
Netherlands	Amsterdam	Office	Prins Bernhardplein 200, 1097 JB Amsterdam	52.3376	4.9156
Turkey	Istanbul	Office	Atatürk Mah. Ertuğrul Gazi Sok. No 2B, Ataşehir	40.9881	29.1117
Ukraine	Kyiv	Office	Horizon Business Center, 4 Mykoly Grinchenka str.	50.4215	30.5186
United Kingdom	Windsor	Office	59–60 Thames Street, Windsor, Berkshire	51.4816	-0.6095

ESG Policies

- Code of Conduct
- Human Rights Policy
- CSR Supplier Code of Conduct
- Modern Slavery Statement
- Environment Protection Policy
  You can access these policies here.

Feedback and Contact

We are keen to improve the value of our reporting and therefore welcome comments on this document, and our sustainability information on the websites. Please contact our Global CSR & Sustainability Director Stefan van Sabben, stefan.vansabben@tpv-tech.com or our Sustainability Reporting Specialist Trisha van den Oever, trisha.vandenoever@tpv-tech.com

Methodologies

This section outlines the methodologies and calculation approaches used to compile the metrics presented in this sustainability report. The methodologies applied are based on internally defined procedures and recognised reporting practices, and aim to ensure consistency, transparency and reliability of the data reported.

Where relevant, the metrics have been calculated using established standards, publicly available guidance or internal data collection processes.

The methodologies described provide additional context on the scope of the indicators, the assumptions applied and any limitations related to data availability.

TPV Europe will continue to refine its data collection processes and calculation methodologies as sustainability reporting practices evolve and as additional data becomes available.

Energy Consumption Methodology

Energy consumption reported in this sustainability report is primarily based on actual consumption data obtained from invoices and billing statements provided by third-party energy and fuel suppliers. This includes electricity, heating and fuel used in company operations.

Where direct consumption data is not available, energy use is estimated based on expenditure data for fuels, applying appropriate conversion factors to translate financial spend into estimated energy consumption. This approach allows TPV Europe to approximate energy use where detailed usage data is not yet accessible.

Greenhouse Gas Emissions Methodology

We utilise SmartTrackers as a centralised tool to collect and manage all greenhouse gas related data across our operations. The system integrates conversion and emission factors, ensuring that all calculations are standardised and accurate.

All greenhouse gas (GHG) emissions reported in this sustainability report have been calculated in accordance with the principles and guidance of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Emissions are calculated across the relevant categories of Scope 1, Scope 2 and Scope 3, where applicable, using activity data collected from internal systems and operational records. Appropriate emission factors from recognised international databases have been applied to convert activity data into carbon dioxide equivalent (CO_2e) emissions. The GHG intensity is calculated by dividing the total GHG emissions by the total assets.

The methodologies used aim to ensure that emissions are calculated in a consistent, transparent and comparable manner, aligned with internationally recognised reporting practices. Where estimates or assumptions are required due to data limitations, these are based on reasonable and documented methodologies.

Employee Metrics Methodology

All employee-related metrics presented in this report are based on headcount data for employees within the TPV Europe reporting scope.

- **Employee turnover rate** is calculated using the following formula: (Employees leaving ÷ Average headcount over year)×100

This indicator reflects the proportion of employees who left the organisation during the reporting period relative to the average number of employees.

- **The percentage of employees covered by collective bargaining agreements** is calculated based on the proportion of employees whose employment conditions are governed by a collective labour agreement) or equivalent arrangement in the countries where TPV Europe operates. The following formula is used: (Employees covered by collective bargaining agreements ÷ Total headcount)×100
- **The average number of annual training hours per employee** is calculated by dividing the total number of training hours completed during the reporting year by the total number of employees, with results presented separately for male and female employees to provide a gender-disaggregated overview of access to training and development opportunities.
- **The female-to-male ratio at management level** is calculated based on the gender distribution of employees classified in grade 9 or above, which represents management-level positions within TPV Europe. The following formula is used:

  Number of female employees at management level in 2025÷Number of male employees at management level in 2025

Annex

Annex I

Basic Module

VSME Content Index

This sustainability report has been prepared with reference to the Voluntary Sustainability Reporting Standard for SMEs (VSME). The table below provides a cross-reference between the VSME disclosure requirements and the sections of this report where the relevant information can be found.

Unless otherwise indicated, disclosures relate to the reporting period covering the financial year.

VSME Ref.	Disclosure	Location in Report	Page
B1	Basis for preparation of the report	• TPV Europe at a Glance • About this Report	6 40
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	• Climate Transition Planning • Future Proof Future Thinking • Our People • Human Rights • Ethics and Compliance	14 17 24 27 37
B3	Energy and greenhouse gas emissions	• Energy consumption • CO_2 emissions	14 15
B4	Pollution of air, water and soil	• Not material – see Double materiality assessment	n/a
B5	Biodiversity	• Not material – see Double materiality assessment	n/a
B6	Water	• Not material – see Double materiality assessment	n/a
B7	Resource use, circular economy and waste management	• Future Proof Product Thinking	17
B8	Workforce – general characteristics	• Employee metrics	25
B9	Workforce health and safety	• Not material – see Double materiality assessment	n/a
B10	Workforce remuneration, collective bargaining and training	• Employee metrics	25
B11	Convictions and fines for corruption and bribery	• Governance metrics	38

Comprehensive Module (Additional Disclosures)

VSME Ref.	Disclosure	Location in Report	Page
C1	Strategy: Business Model and Sustainability – Related Initiatives	• TPV Europe at a Glance	6
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	• Climate Transition Planning • Future Proof Future Thinking • Our People • Human Rights • Ethics and Compliance	14 17 24 27 37
C3	Greenhouse gas reduction targets and climate transition	• Climate Transition Planning	14
C4	Climate risks	• Not applicable	n/a
C5	Additional (general) workforce characteristics	• Employee metrics	25
C6	Additional own workforce information - Human rights policies and processes	• Human Rights	27
C7	Severe negative human rights incidents	• Human Rights	27
C8	Revenues from certain sectors and exclusion from EU reference benchmarks	• Governance metrics	38
C9	Gender diversity ratio in the governance body	• Not applicable	n/a

Notes
· This report follows the Basic Module and Comprehensive Module of the VSME framework.
· Where information is not available or not applicable, this is indicated within the relevant section of the report.

Annex II

Definitions Sustainability Topics

1. **Health and Safety Supply Chain** - As TPV Europe does not carry out manufacturing activities, the main health and safety risks occur in the upstream supply chain, particularly in production and logistics. Through alignment with TPV Group policies and the supplier code of conduct, the company promotes safe working conditions, risk management and continuous improvement among business partners. This includes the integration of health and safety requirements in supplier engagement and the use of monitoring and corrective action processes where relevant.

2. **Customer Satisfaction** - Customer satisfaction is critical to our business success, as the company's sales-driven model relies on strong relationships and customer loyalty. We monitor and enhance satisfaction by gathering feedback, maintaining high product quality standards, and providing responsive support across its audio-visual solutions.

3. **Diversity, Equity and Inclusion** - TPV Europe fosters diversity, equity and inclusion by promoting equal opportunities in recruitment, career development and remuneration, and by supporting an inclusive workplace culture where different perspectives are valued and employees feel respected and empowered.

4. **Human Rights** – We are committed to respecting human rights in our own operations and across the value chain, in line with TPV Group policies and internationally recognised standards. The company promotes fair working conditions, non-discrimination and ethical business conduct for its employees, while supporting responsible labour practices among suppliers and business partners through the application of the supplier code of conduct and due-diligence processes.

5. **Circular Economy** - TPV Europe supports the transition to a circular economy by promoting resource-efficient products, sustainable packaging and improved product life-cycle transparency through our future proof principles. In cooperation with TPV Group entities and value-chain partners, the company contributes to initiatives that enhance repairability, recyclability and responsible end-of-life management, while enabling more sustainable customer choices.

6. **Climate Change Mitigation** - We contribute to climate change mitigation by reducing emissions from our own operations, primarily office energy use and company car mobility, and by engaging with value-chain partners on lower-carbon products and logistics.

   Environmental management is supported through alignment with the TPV Group's ISO 14001-certified management approach and its Net-Zero Action Plan and Science Based Targets initiative (SBTi)-approved targets, which provide a structured framework for continuous improvement and alignment with the Paris Agreement.

7. **Climate Change Adaptation** - Climate change adaptation is of limited relevance to TPV Europe due to its office-based activities and low exposure to physical assets. The company nevertheless monitors potential climate-related disruptions and maintains business continuity measures, such as resilient IT systems and flexible working arrangements, to ensure operational continuity.

8. **Talent Attraction & Retention** – We focus on attracting and retaining skilled talent and invest in committed and loyal employees by offering a supportive, inclusive workplace, career development opportunities, and competitive employment conditions. Employee engagement, a good work-life balance, learning programs, appropriate guidance, inspiring leadership, and a positive work culture help ensure long-term retention and alignment with the company's business objectives.

9 Waste - Waste generation at TPV Europe is limited to office-related waste streams, such as paper, packaging and small volumes of electronic equipment, and is managed through local recycling and waste separation schemes. As the company has no manufacturing or logistics operations, waste volumes are low and the environmental impact is not considered material, with the most significant waste-related impacts occurring in our up- and downstream value chain.

10 Energy - Energy consumption at TPV Europe is mainly related to office electricity use and limited company car mobility. Where possible, the company sources renewable electricity for its offices. Due to the absence of manufacturing activities and the relatively low operational energy demand, energy has been assessed as not material, with the most significant energy use occurring upstream in the value chain.

11 Collective bargaining - We respect employees' rights to freedom of association and collective bargaining in accordance with applicable laws and TPV Group policies. Due to the company's limited workforce size and office-based structure, collective bargaining has been assessed as not material, while employees continue to have access to open dialogue and local representation mechanisms where applicable.

12 Corruption and Bribery – We apply the TPV Group's code of conduct and related compliance policies to prevent corruption and bribery in all business activities, supported by employee awareness and speak-up mechanisms. Based on the nature of our operations, existing controls and the low incident history, corruption and bribery have been assessed as not material.

13 Health and Safety Own Workforce - Health and safety at TPV Europe relates primarily to office working environments and business travel. Appropriate workplace safety measures and well-being initiatives are in place in line with TPV Group policies and local legal requirements. Due to the non-industrial, office-based nature of our activities and the low risk profile, health and safety has been assessed as not material.

14 Working Conditions Value Chain – We promote fair working conditions in the value chain through alignment with TPV Group supplier requirements, including standards on working hours, remuneration and labour rights. With human rights risks such as forced labour and child labour prioritised in the due-diligence approach, general working conditions in the value chain have been assessed as not material.

15 Product Safety and Quality – We are committed to delivering safe and high-quality audio-visual products by working closely with TPV Group manufacturing entities and applying established product compliance, testing and certification processes. Through market feedback, customer support and regulatory monitoring, the company contributes to the continuous improvement of product safety, performance and reliability.

16 Ethics and Compliance - TPV Europe upholds high standards of ethics and compliance in all business activities, guided by the TPV Group code of conduct, anti-bribery policies, and employee training programs. Employees and partners are expected to act responsibly, with access to confidential reporting channels to raise concerns.

17. Data Privacy and Security - We protect the personal and business data of employees, customers, and partners in line with TPV Group policies and applicable data protection regulations, including GDPR. Security measures, access controls, and employee awareness programs help safeguard information and prevent unauthorised access or breaches.

18 Working Conditions Own Workforce – We provide fair and supportive working conditions for its office-based employees, including competitive remuneration, flexible working arrangements, and opportunities for learning and development.

19 Responsible Sourcing – We promote responsible sourcing by applying TPV Group supplier standards, conducting supply chain due diligence, and addressing risks related to human rights, environmental performance, and conflict minerals throughout the value chain.

Annex III

Overview Compliance With Applicable Minimum Wages

Country	Statutory Minimum Wage (Approx. Monthly Gross in EUR in 2025)	TPV Europe Compliance
Austria	No statutory national minimum wage	• Salaries aligned with sector collective agreements
Belgium	~€2,112	• All employees paid above statutory minimum wage
Bulgaria	~€620	• All employees paid above statutory minimum wage
Croatia	~€1,050	• All employees paid above statutory minimum wage
Czech Republic	~€924	• All employees paid above statutory minimum wage
Denmark	No statutory national minimum wage	• Salaries aligned with sector collective agreements
Finland	No statutory national minimum wage	• Salaries aligned with sector collective agreements
France	~€1,823	• All employees paid above statutory minimum wage
Germany	~€2,343	• All employees paid above statutory minimum wage
Hungary	~€838	• All employees paid above statutory minimum wage
Italy	No statutory national minimum wage	• Salaries aligned with sector collective agreements
Lithuania	~€1,153	• All employees paid above statutory minimum wage
Netherlands	~€2,295	• All employees paid above statutory minimum wage
Norway	No universal national minimum wage	• Salaries aligned with sector agreements
Poland	~€1,139	• All employees paid above statutory minimum wage

Portugal	~€1,073	• All employees paid above statutory minimum wage
Romania	~€795	• All employees paid above statutory minimum wage
Slovakia	~€915	• All employees paid above statutory minimum wage
Slovenia	~€1,278	• All employees paid above statutory minimum wage
Spain	~€1,381	• All employees paid above statutory minimum wage
Sweden	No statutory national minimum wage	• Salaries aligned with collective bargaining agreements
Switzerland	No national minimum wage	• Salaries aligned with local labour standards or cantonal regulations
Turkey	~€570–€600 equivalent	• All employees paid above statutory minimum wage
United Kingdom	~€2,000 equivalent	• All employees paid above statutory minimum wage
Ukraine	~€170 equivalent	• All employees paid above statutory minimum wage

[4] According to https://www.cxcglobal.com/global-hiring-guide/

Annex IV

AOC & MMD 2025 GHG Emissions and Facilities Energy Reporting

- AOC & MMD annually conduct a corporate GHG inventory covering Scope 1, Scope 2 (location and market-based), and Scope 3 emissions as defined mainly by IEC 14064-3 and GHG Protocol as supplementary. Scope 3 in-scope GHG emissions cover all monitors and signage displays.
- From year 2025 AOC & MMD annually disclose final assemblies and key components energy activity data respectively. Key components take at least 25% of production spend. Energy activity data includes those making up to 95% of supplier facility energy consumption.
- Being own brand companies of TPV group, AOC & MMD actively drive new environmentally friendly materials development including 90% post-consumer recycled plastic, 100% aluminum usage in the products, to meet the GHG reduction goal set by mother company of TPV. TPV actively responds to global decarbonization initiatives, implements China's Dual-Carbon Strategy, and supports the long-term goal of the Paris Agreement to limit global temperature rise to no more than 1.5˚C above pre-industrial levels. In 2022, based on the 1.5˚C pathway of the SBTi, TPV set its carbon reduction targets for 2030 and successfully validated them through SBTi. In 2025, TPV established long-term carbon reduction strategies and published the TPV Net-Zero Action Plan, committing to a 90% reduction in Scope 1, 2, and 31 GHG emissions by 2050. This Net-Zero emission target was validated by SBTi in April 2025, demonstrating TPV's strong commitment and determination to achieve Net-Zero emissions.

1. 2025 AOC & MMD GHG CO_2e

Year	Unit	Scop 1 + Scope 2	Scope 3 (Category 3)	Scope 3 (Category 4+ Category 5)	Total
2025	Tons Co_2e	392	92,520	5,901,417	5,994,329

Category3: Indirect GHG emissions from transportation
Category4: Indirect GHG emissions from purchased goods
Category5: Indirect GHG emissions from the use stage of the product

1.1 2025 AOC & MMD Corporate Entities CO_2 Emission

Scope		Netherland	USA	Singapore	China	Total
Scope 1 (tones co2e)	Natural Gas Stationary Combustion	10.8	42.4	-	30.83	84.03
	Petrol Mobile combustion	18.45	-	-	13.76	32.2
	Scope 1 Direct Emissions	29.25	42.4	-	44.59	116.23
Scope 2 (tones co2e)	Purchased Electricity (Location-Based Method)	23.49	20.3	41.42	119.76	275.27
	Purchased Electricity (Market-Based Method)	4.19	20.3	41.42	-	65.91
	Scope 2 Indirect Emissions (Location -Based Method)	23.49	20.3	41.42	119.76	272.57
	Scope 2 Indirect Emissions (Market-Based Method)	4.19	20.3	41.42	-	65.91

1.2 2025 AOC & MMD Corporate Entities Energy Activity Data

Activity	Unit	Netherland	USA	Singapore	China	All
Natural Gas	m3	6,073	-	-	14,102	20,175
	Therm	-	8,000	-	-	8,000
Petrol	Liter	5,952	-	-	-	5,952
Electricity Consumption	MWh	107	52	76	383	618

2. 2025 AOC & MMD Suppliers energy activity data
2.1 2025 AOC & MMD 1st Tier Suppliers - All final assembly energy activity data

Energy type	China 3 Suppliers	Brazil 1 Supplier	Total (GJ)
Natural gas (GJ)	21,570	-	21,570
Gasoline (GJ)	2,079	112	2,191
Diesel oil (GJ)	931	383	1,314
Purchased Electricity total (GJ)	284,953	47,179	332,132

2.2 2025 AOC & MMD 2nd tier Suppliers - Key component suppliers energy activity data

Energy type	China 3 Suppliers	Total (GJ) 3 Suppliers
Natural gas (GJ)	7,881	7,881
Purchased Electricity total (GJ)	1,502,913	1,502,913

AOC, MMD are keen to be transparent on GHG data to meet EPEAT and other related certification requirement. If you have any concern about it please contact with Stefan.vanSabben@tpv-tech.com or Marcella.Klinker@tpv-tech.com.

TPV