SUSTAINABILITY REPORT 2023

FINELINE
DEFINING EXCELLENCE

IN THIS REPORT

CHAPTER 1
BUILDING A
SUSTAINABLE
FUTURE:
INSIDE FINELINE

1.1. WHO WE ARE

Fineline is a global service provider to the electronic industry, focusing on delivering value-added Printed PCB technology solutions. Fineline Global started in 2007, following the merger of Fineline GmbH and Aviv PCB & Technologies, established in 1991 and 2002 respectively. Thanks to its dedication to technology and customer success, Fineline has grown into a leading PCB provider, spanning 50 countries and over 300 experts. Our vision is to be the leading service provider to the electronics industry. We are committed to innovation, customer success, diversity, and being a great place to work.

WHAT IS A PRINTED CIRCUIT BOARD (PCB)?

A Printed Circuit Board (PCB) provides the electrical interconnections between components using copper conductors printed on an insulating substrate. It also offers a rigid support to hold the components and a compact package that can be integrated into an end product. PCBs are designed to meet the unique requirements of each application.
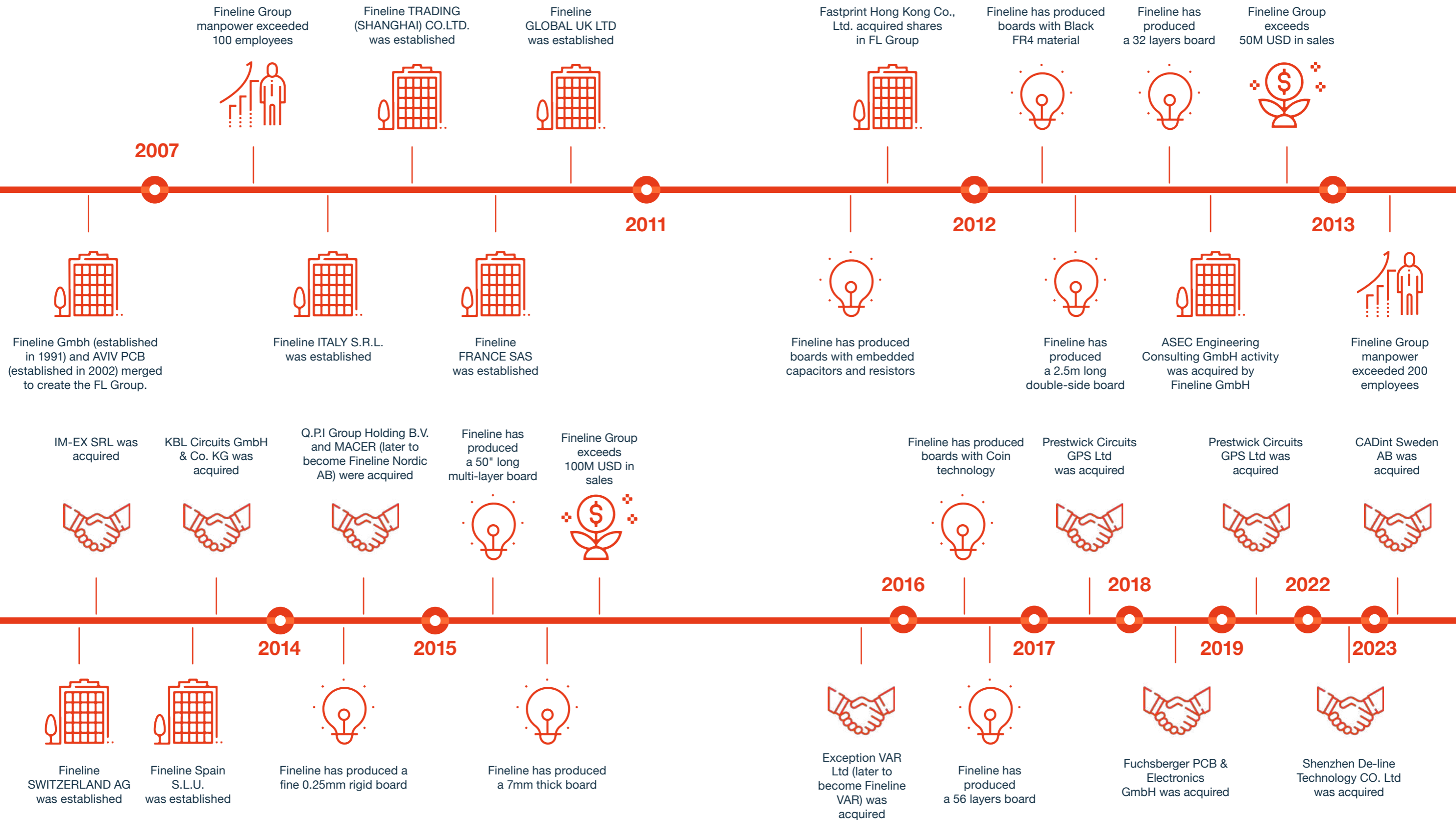
Fineline Global, from here on referred to as Fineline, is a global group operating in 13 regional offices across Europe, the Middle East, and Asia. Thanks to its international structure, Fineline's customers can rely on a local partner with global supply chain access and capabilities. Fineline supports its customers and business partners in the challenging and dynamic business environment. Recent years have clearly demonstrated the dynamic nature of our economy and business environment and the value of a resilient and agile supply chain. Fineline, with its professional teams of experts, has proved it can meet these challenges.

Fineline is a global service provider to the electronic industry, focusing on delivering value-added PCB technology solutions.

FINELINE

1.2. TIMELINE

2007

Fineline Group manpower exceeded 100 employees

Fineline TRADING (SHANGHAI) CO.LTD. was established

Fineline GLOBAL UK LTD was established

Fastprint Hong Kong Co., Ltd. acquired shares in FL Group

Fineline has produced boards with Black FR4 material

Fineline has produced a 32 layers board

Fineline Group exceeds 50M USD in sales

2011

2012

2013

Fineline Gmbh (established in 1991) and AVIV PCB (established in 2002) merged to create the FL Group.

Fineline ITALY S.R.L. was established

Fineline FRANCE SAS was established

Fineline has produced boards with embedded capacitors and resistors

Fineline has produced a 2.5m long double-side board

ASEC Engineering Consulting GmbH activity was acquired by Fineline GmbH

Fineline Group manpower exceeded 200 employees

IM-EX SRL was acquired

KBL Circuits GmbH & Co. KG was acquired

Q.P.I Group Holding B.V. and MACER (later to become Fineline Nordic AB) were acquired

Fineline has produced a 50" long multi-layer board

Fineline Group exceeds 100M USD in sales

Fineline has produced boards with Coin technology

Prestwick Circuits GPS Ltd was acquired

Prestwick Circuits GPS Ltd was acquired

CADint Sweden AB was acquired

2016

2018

2022

2014

2015

2017

2019

2023

Fineline SWITZERLAND AG was established

Fineline Spain S.L.U. was established

Fineline has produced a fine 0.25mm rigid board

Fineline has produced a 7mm thick board

Exception VAR Ltd (later to become Fineline VAR) was acquired

Fineline has produced a 56 layers board

Fuchsberger PCB & Electronics GmbH was acquired

Shenzhen De-line Technology CO. Ltd was acquired

1.3. SHAREHOLDER

MISSION

Dedicating oneself to technological innovation

VISION

Being an outstanding provider of world-class hardware solutions

CORE VALUES

Customers first. Fast and efficient. Continuous innovation. Growing together

The U.K. Exception PCB

Plant FastPrint in the world

The U.S. Harbor-electronics

Jiangsu Yixing

Guangzhou

Fineline's main shareholder, Shenzhen Fastprint Technology Co. Ltd., is a leading global PCB solution provider with advanced production facilities in China, the US, and the UK. Established in 1999 and headquartered in Shenzhen, China, Fastprint is publicly traded on the Shenzhen Stock Exchange. Committed to technological innovation, Fastprint is nearing completion of the world's largest quick-turn PCB and IC Substrate manufacturing plant. This state-of-the-art facility, designed for personalised technical service, will enhance Fastprint's standing as a premier hardware solution provider.

1.4. FINELINE IN NUMBERS*
* 2023

13 FINELINE OFFICES

314 EMPLOYEES

41 COUNTRIES SUPPLIERS

2553 CUSTOMERS

46.968 ITEMS DELIVERED

859.453 SQ MT DELIVERED

46.965 NEW ITEMS DELIVERED

160.033.094 QTY PCBS DELIVERED

COUNTRY	NUMBER OF SUPPLIERS FACTORY AUDITED BY FINELINE	NUMBER OF SUPPLIERS APPROVED BY FINELINE**	SUSTAINABILITY MANAGEMENT SURVEYED
SPREAD IN EUROPE	**13** audits in 2023 and 2024 YTD	**17** core suppliers, including **4** new in onboarding phase	**2** suppliers for the moment
CHINA	**14** audits completed in 2023, **14** planned for 2024	**16** core suppliers	**10** sustainable audits

** Defined by annual turnover, which fluctuates year to year .

FINELINE

1.5. GLOBAL AFFILIATE PARTNERSHIPS

FINELINE ITALY

In 2023, Fineline renewed its commitment to Assodel, the Association of Electronic Districts in Italy. Since 2018, the CEO of Fineline Italy has served on the Assodel Board of Directors, where they established a working group focused on PCBs. Today, this group encompasses 25 out of 50 members in Italy, including both producers and importers.

In partnership with NürnbergMesse Italia, the PCB Assodel Group organises "Focus on PCB," the premier European B2B event dedicated to disseminating PCB expertise. With Fineline Italy playing a key role on the event's Executive Committee, the 'Focus on PCB' fair attracts vital stakeholders from across the entire PCB supply chain to discuss the latest industry developments and share valuable insights.

Furthermore, since 2021, Fineline Italy has been a member of ELITE, a division of the Italian stock exchange group for distinguished enterprises. ELITE provides its members with management training courses in collaboration with SDA Bocconi and fosters a network among exceptional companies.

THE ISRAELI HIGH-TECH ASSOCIATION

Fineline's Israel PCB & Technologies is a member of the Israeli High-Tech Association, which unites around 200 companies from various sectors, including semiconductors, communications, electro-optics, medical devices, software products, homeland security, electronics, and software houses.

The Association drives economic growth in the High-Tech industry by advocating for the industry's interests with the government, the Knesset, and other relevant bodies, influencing policy-making, and eliminating barriers that may hinder the industry's progress.

SVENSK ELEKTRONIK

Since 2019, Fineline Nordic has been a member of Svensk Elektronik, the Swedish electronics organisation for manufacturers, developers, and suppliers in the electronics industry. Its members are involved in diverse areas such as electronics manufacturing, development and design, electronic components, production equipment, embedded technology, and test and measurement.

INSTITUTE OF CIRCUIT TECHNOLOGY

In 2023, Fineline UK renewed its commitment to the Institute of Circuit Technology (ICT), an organisation dedicated to providing technology-based education for PCB technologists and engineers in the UK. Established in 1974, the ICT's primary goal is to keep industry professionals updated with the latest advancements through training and seminars.

1.7. CUSTOMER-CENTRIC APPROACH, QUALITY-DRIVEN SATISFACTION

Fineline is committed to quality and customer satisfaction, regularly meeting with customers to monitor project progress and guarantee the required quality standards. To stay aligned with customer feedback, Fineline conducts an annual customer satisfaction survey to evaluate its performance.

Rigorous quality control measures are applied throughout all processes at Fineline, following the Plan-Do-Check-Act approach. This helps in identifying and managing both corrective and preventive actions within Fineline and its manufacturing partners.

Fineline's process engineers monitor quality standards directly at the production sites of its strategic manufacturing partners. Meanwhile, the Global QA team reports internally on product quality, customer satisfaction, and supplier performance, ensuring a continuous focus on excellence.

Fineline's Supplier Quality Agreement defines the control over suppliers, listing mandatory Quality Management System elements for the Group's approved PCB manufacturers. Key elements include the obligation to purchase all raw materials only from approved suppliers according to an approved vendor list, allowing Fineline and customers to perform quality audits at their factories or subcontractor premises, providing access to all processes and documentation related to Fineline products, and maintaining a robust tracing system to allow tracking of each batch of materials and parts.

In January 2021, Fineline's CEO and Quality Director signed Fineline's Quality Policy, formalising its commitment to continuous improvement in technology, products, and quality of execution, tailored to the needs of each customer. The Policy outlines the foundation for Fineline's quality management system implementation and maintenance, which includes continuous improvement, meeting planned goals and measures, conducting supplier audits to enhance performance, and applying a risk-based approach from the first customer contact onward.

To ensure compliance, Fineline monitors relevant Key Performance Indicators (KPIs), aligning its quality implementation actions with the requirements of reference standards in the medical device (ISO 13485:2016), automotive (IATF 16949:2016), aerospace (AS9100:2016), and rail (EN 45545-2) sectors.

To uphold its commitment to the highest quality standards, Fineline China, Fineline Germany, Fineline Israel, Fineline Italy, and Fineline Spain have obtained the "ISO 9001:2015 - Quality management systems" certification.

1.8. INTEGRITY AND ETHICS

At Fineline, integrity forms the cornerstone of our operations, underpinned by a steadfast commitment to ethical and responsible conduct. Central to this ethos is the Fineline Global Code of Conduct, which outlines fundamental principles guiding our ethical standards and integrity-related policies.

5 KEY PRINCIPLES OF THE FINELINE GLOBAL CODE OF CONDUCT

1. TRUST: We all represent Fineline and therefore must all carry out Fineline's business in a professional and loyal manner.

2. TRANSPARENCY: We are to conduct business in a truthful and open manner and are not to engage in dishonest acts and practices. We must also keep accurate records and timely share important information while respecting people's privacy.

3. RESPECT: We should respect the dignity of all people, protecting the health, safety, privacy, and human rights of others. We are to adopt practices that improve human development in the workplace, marketplace, and the community.

4. FAIRNESS: We should engage in free and fair competition, deal with everyone fairly, and should not discriminate in employment and contracting.

5. RESPONSIBILITY: We must act as responsible citizens of the community, respecting the law, protecting public goods, cooperating with public authorities, avoiding inappropriate involvement in politics and government, and giving back to the community.

To ensure adherence to these principles across the organisation, Fineline conducts regular ethics training for employees, promoting ongoing awareness and alignment with ethical standards. Additionally, the commitment extends to suppliers, who must endorse Fineline's Supplier Code of Conduct. This code emphasises ethical behaviour, anti-corruption measures, and guidelines on gifts and entertainment, reinforcing integrity and ethical leadership throughout the value chain.

Fineline conducts regular ethics training for employees, promoting ongoing awareness and alignment with etichal standards.

CHAPTER 2
GOVERNANCE
FOR SUSTAINABLE
DEVELOPMENT

2.1. STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS

At Fineline, we understand that the long-term success of our business depends on identifying and considering the needs and expectations of our key stakeholders[1] in our decision-making processes.

In 2022, Fineline undertook a comprehensive mapping of its stakeholders, focusing on both internal and external parties, as well as those indirectly influenced by or interested in our organisational activities. The following list highlights the primary stakeholders with whom Fineline maintains continuous and open communication to better address sustainability issues.

Internal SH	Shareholders/Owners
Internal SH	Management
Internal SH	Employees
External SH	Customers
External SH	PCB suppliers
External SH	Other suppliers/forwarders
External SH	Banks
External SH	Insurances
External SH	Trade associations
External SH	Public administration
External SH	Trade unions
External SH	Third sector (foundations, associations, and NGOs)
External SH	Local communities

[1] A stakeholder is a person, group or organisation with a vested interest, or stake, in the decision-making of an organisation, and as such can either affect or be affected by it. Internal stakeholders are those whose interest or stake comes through a direct working relationship with the organisation, such as employment or ownership. External stakeholders are those who do not directly work with the organisation but are affected somehow by its activities and decisions, such as clients, suppliers, local communities, institutions.

The Materiality Analysis confirmed that Fineline Group's primary concerns are related to the supply chain, product quality, ethics and integrity, and employee relations. Additionally, GHG management, now a priority for all organisations in any business sector, also fell among the impacts above the materiality threshold.

Relatively to GHG management, Fineline has undertaken a dedicated path. Initially aimed at developing a greater general awareness of the issue, this path then saw the Group committed to applying this awareness to its reality by measuring its impact on climate change. This is a preparatory step towards reducing emissions, the ultimate goal of Fineline's strategy.

Fineline's commitment began with a first phase in 2022, where the Group focused on measuring its Scope 1 (direct) and Scope 2 (indirect) emissions. In 2023, Fineline extended this effort to include emissions from its entire value chain, involving key suppliers. As a result, in 2024 Fineline is establishing decarbonisation trajectories to reduce Scope 1 and 2 emissions.

This approach underscores Fineline's commitment to environmental responsibility and effective GHG emission management.

After identifying our main stakeholders, Fineline committed to conducting a Materiality Analysis process to outline the most significant ESG impacts and issues. The Materiality Analysis process includes four main activities:

| 1 | 2 | 3 | 4 |
| CONTEXT ANALYSIS | IDENTIFICATION OF ACTUAL AND POTENTIAL IMPACTS | ASSESSMENT OF THE SIGNIFICANCE OF THE IMPACTS | PRIORITIZATION OF IMPACTS |

1. Understanding the Context of the Organisation at 360°

As a first step, the organisational context of Fineline Group was explored by considering:
- **sustainability pillars:** this includes both internal and external market dynamics and legislation, with a focus on social, environmental, economic, and human rights issues.
- **activities and overall business model:** the analysis covered the types of services offered, markets served, and business rela-

tions with customers, suppliers, and other relevant parties.
- **stakeholder needs and expectations:** explicit needs and expectations of key stakeholders were identified.

2. Identifying actual and potential impacts

The results of the context analysis led to the consideration of requests, expectations, and

needs that emerged from ongoing dialogues with stakeholders, as well as insights provided by experts on ESG issues. These factors merged to identify an initial list of impacts – current and potential, positive and negative – on the economy, environment, and people, including human rights. Each impact, associated with one or more relevant sustainability issues, was reported on a cumulative list submitted for assessment and validation by management.

3. Evaluating the importance of each impact

The next phase involved the major stakeholders in the assessment of impacts and their related sustainability issues. The stakeholders directly involved by Fineline included:

- Fineline Management
- 15 Customers
- 4 Shippers
- 17 Employees

- 5 PCB Suppliers

These stakeholders were asked to fill out an evaluation questionnaire designed to report individual assessments on the significance of impacts on a scale from 1 ("not very relevant") to 5 ("priority").

4. Prioritisation of the most significant impacts

The significance assessments enabled the prioritisation of each impact according to its level of importance. The impacts were then sorted in descending order, from most to least significant, with management establishing a threshold value of 4.0 to determine the most significant impacts. The table below highlights Fineline Group's most significant impacts:

FINELINE Impacts	RELEVANCE 1=Low 5=High	Output Analysis	Final output	IMPACT TYPE	STATUS	TIME FRAME	STAKEHOLDER'S AFFECTED	ESG FRAMEWORK	SUSTAINABILITY MATERIAL TOPICS
Sustainable procurement process (suppliers evaluated, selected and monitored taking into consideration sustainability criteria) in place and implemented	5	4,3	4,7	Positive	Potential	Medium Term	Suppliers-Clients	Governance	Sustainable Supply Chain
Non compliance with respect to requirements/expectations of clients (product quality, delivery times, fluency in communications, customer assistance, etc.)	5	3,9	4,4	Negative	Potential	Short Term	Clients	Governance	Compliance
Social/labour standards not met (human rights abuses and violations of labor rights, incidents of discrimination and lack of equal opportunities)	5	3,8	4,4	Negative	Potential	Medium Term	Employees	Social	Human Rights and labour standards
PCB suppliers in breach of environmental, health and safety and social (human rights and labour law) criteria	5	3,5	4,2	Negative	Potential	Medium Term	Suppliers	Governance	Sustainable Supply Chain
Strong company culture on integrity and ethics	4	4,4	4,2	Positive	Actual	Long term	Employees	Governance	Integrity and Ethics
Retention of employees in key functions	4	4,3	4,2	Positive	Actual	Medium Term	Employees	Social	Workforce management
Skills growth and professional development of the workforce	4	4,3	4,1	Positive	Actual	Medium Term	Employees	Social	Workforce management
Strong corporate culture on Diversity and Inclusion	4	4,2	4,1	Positive	Potential	Medium Term	Employees	Social	Workforce management
GHG emissions reduction strategy in place and implemented	5	3,1	4,0	Positive	Potential	Long term	Shareholders-Clients	Environment	Environamental impact

'4.0 IS THE CUT-OFF POINT TO DETERMINE THE MOST SIGNIFICANT IMPACTS FOR THE FINELINE GROUP

2.2. COMPLIANCE
(GRI 2-27; 205-3; 206-1;406-1;
418-1; 2.25-26)

In line with GRI standards and to promote greater transparency for a sustainable future, Fineline provides an analytical summary of its 2023 activities, highlighting the following:

- No incidents of corruption within business activities.
- No pending or completed legal actions regarding anti-competitive behaviour or violations of antitrust and monopoly legislation involving Fineline.
- No reports of discrimination incidents.
- No substantial complaints concerning breaches of customer privacy, including identified leaks, thefts, or losses of data, from external parties or regulatory bodies within Fineline.
- No critical issues or concerns of any kind.
- No reports of cybersecurity incidents or threats.
- No significant cases of non-compliance with laws and regulations, including non-pecuniary sanctions and fines, nor were any such sanctions reported during or in previous reporting periods for Fineline.
- No engagement of any worker under the age of 16, even if local law permits otherwise.

ETHICAL APPROACHES TO EMPLOYEE CONCERNS

At a global level, Fineline has yet to establish an official portal for collaborators to make reports, complaints, or general feedback. To address this need, Fineline, in line with its code of ethics dedicated to employee transparency, encourages employees to share relevant financial and non-financial information in a timely manner, provide accurate information throughout the sales process, and to openly and honestly communicate, reporting any violations or infringements of institutional policies. Fineline promotes employee expression of concerns through various people-centric approaches:

- **Quarterly personal meetings:** Providing one-to-one opportunities for employees to speak openly.
- **Dedicated personnel manager:** Available to employees for any reports or concerns.
- **Weekly internal meetings with managers:** Facilitating open discussions about office relations, progress, and goals.

Additionally, Fineline UK has established its own Whistleblowing Policy, urging employees to report any suspicious activity of fraud or theft within the business. This policy offers anonymity and a safe space to voice and act on any issues of concern.

CHAPTER 3
SUSTAINABLE
SUPPLY CHAIN

3.1. SUSTAINABLE SUPPLY CHAIN (GRI 2.6)

Fineline operates in a diverse array of industries, encompassing consumer electronics, automotive, medical, industrial, security, defence, semiconductors and many others. Leveraging its extensive global production network, the Group excels in providing tailored solutions for each sector.

Long-standing relationships with manufacturing partners are a source of pride for Fineline. Annual audits ensure that partners meet market and customer quality standards, fostering a culture of continuous improvement throughout the supply chain. Committed to delivering Value Add PCB solutions, Fineline utilises its approved manufacturing network to fulfil customer needs promptly with reliable, high-quality products.

A significant portion of Fineline's production network is centralised in China, where over 90% of its turnover was generated in 2023, while the balance was produced in Europe and other Asia regions. Fineline are expanding the supply chain to incorporate other regions in South East Asia, including Thailand and Malaysia

Partner factories undergo meticulous selection, monitoring, and management by Fineline's Supply Chain Centre team in Shenzhen and Dongguan, China. Periodic audits are conducted to evaluate suppliers' quality management systems and production processes. For complex productions, Fineline mandates heightened monitoring throughout the entire process, from quoting to engineering, production and shipping.

In 2023, Fineline's management prioritise sustainability within the supply chain, deepening knowledge and awareness through a course on sustainable purchasing.

SUSTAINABLE PROCUREMENT PROCESS: SOCIAL RIGHTS AND SOCIAL AUDIT

Fineline is dedicated to fortifying its strategic commitment to sustainability, with a key focus on enhancing management knowledge. In pursuit of this objective, Fineline management participated in training sessions from October to November 2023, addressing social compliance issues. These sessions encompassed topics such as child labour, forced labour and vulnerability, working hours, remuneration, health and safety, freedom of association and the right to collective bargaining, discrimination, disciplinary practices, harassment, abuse, complaint mechanisms, and social compliance management systems.

Furthermore, a specialised training session centred on social audits was conducted. This session equipped participants with comprehensive insights into the fundamental characteristics of social audits. Additionally, practical guidance was provided on how to interpret and evaluate social audit reports that suppliers may furnish to Fineline.

Following the training course, the Group reinforced its comprehensive three-level approach, aiming to integrate all sustainability issues into the selection, evaluation, and monitoring process of PCB suppliers. The cornerstone of the Group's sustainable supply chain strategy is the implementation of the Supplier Code of Conduct, encompassing ESG topics. In 2023, heightened knowledge and awareness prompted a revision of the code, with a focus on deepening social themes, particularly labour rights and health and safety. Additionally, a new section called the Social Compliance Management System was introduced, outlining suppliers' responsibilities regarding the communication and adherence to the code.

Fineline mandates that all suppliers read, sign, and uphold the principles delineated within the document.

THE KEY PRINCIPLES AND REQUIREMENTS OF FINELINE' SUPPLIER CODE OF CONDUCT

Compliance with Laws: Suppliers must ensure that their personnel and operations fully comply with the laws of their respective countries and all other applicable laws, rules, and regulations. Moreover, suppliers are responsible for ensuring that products, services, and shipments for the Group adhere to all relevant international trade compliance laws, rules, and regulations.

Labour: Suppliers must uphold the human rights of workers and treat them with dignity and respect.
A. Suppliers must only employ workers who meet the applicable minimum legal age requirement, ensuring that no person under the age of 16 is employed, even if local law permits otherwise. Additionally, suppliers must comply with all other relevant child labour laws according to local regulations. While the organisation may employ young workers, if such workers are subject to compulsory education laws, they should only work outside of school hours and in accordance with applicable regulations.
B. Suppliers must refrain from using any form of indentured or forced labour, slavery, or servitude. Employment must be freely chosen.
   1.1 There shall be no forced, bonded, or involuntary prison labour.
   1.2 Workers shall not be required to lodge "deposits" or surrender their identity papers to their employer, and they shall be free to leave their employer after giving reasonable notice.
   1.3 Neither the organisation nor any entity supplying labour to the organisation shall withhold any part of a worker's salary, benefits, property, or documents to coerce them into continuing work.
   1.4 The organisation shall ensure that workers do not bear any employment fees or costs, either in whole or in part.

1.5 Personnel shall have the right to leave the workplace premises after completing the standard workday and shall be free to terminate their employment, provided that they give reasonable notice to their employer.

1.6 Neither the organisation nor any entity supplying labour to the organisation shall engage in or support human trafficking.

C. Workers must sign a written employment contract or equivalent before commencing work. Suppliers' facilities shall establish working hours, wages, and overtime pay in compliance with all applicable laws. Workers shall receive at least the minimum legal wage or a wage that meets local industry standards, whichever is higher. The organisation shall adhere to applicable laws, collective bargaining agreements (where applicable), and industry standards regarding working hours, breaks, and public holidays.

D. Suppliers must treat employees with dignity and respect and shall not engage in or permit corporal punishment, threats of violence, or any other forms of harassment based on gender, race, colour, religion, ethnicity, age, sexual orientation, national origin, disability, or any other legally protected characteristic. Physical abuse or discipline, threats of physical abuse, sexual or other forms of harassment, verbal abuse, or any other forms of intimidation shall be strictly prohibited. Harsh or inhumane treatment of any kind is not permitted. Furthermore, suppliers shall hire workers based on their ability to perform the job, without regard to their personal characteristics or beliefs, including race, colour, gender, nationality, religion, age, maternity, or marital status. Discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation is prohibited.

E. Suppliers must respect employees' rights to join or not join any lawful organisation, including trade unions and works councils. They must comply with all applicable local and national laws regarding freedom of association and collective bargaining. Workers' representatives shall not face discrimination and shall have access to carry out their representative functions in the workplace.

Health & Safety: Fineline is dedicated to upholding the highest standards in protecting the health and safety of our employees and preserving the environment on a global scale. When suppliers are on-site at a Fineline or Fineline customer location on behalf of the Group, they must adhere to Fineline's Safety Policy, EHS handbook, and any site-specific requirements.

A. Suppliers are responsible for ensuring a safe and hygienic working environment, minimising physical and chemical hazards through proper design, engineering, and administrative controls, as well as preventative maintenance and safe work procedures. Ongoing safety training must be provided to workers, with adequate measures taken to prevent accidents and injuries. Workers shall receive regular and documented health and safety training, with training sessions repeated for new or reassigned workers.

Environment: Given that environmental considerations are intrinsic to Fineline's business practices and the production of top-tier products, suppliers must comply with all applicable environmental laws and regulations.

Ethics: Suppliers must adhere to the highest standards of ethical conduct in their interactions with employees, suppliers, and customers.

Anti-Corruption: In alignment with Fineline's commitment to compliance with anti-corruption laws, which prohibit bribes, kickbacks, or any other corrupt actions to gain or retain business or obtain any improper advantage, suppliers are expected to comply with applicable anti-corruption laws while representing the Group.

Gifts and Entertainment: While Fineline acknowledges the customary practice of some suppliers, customers, and other business associates offering small gifts or modest business entertainment, it is imperative that such gestures do not compromise an employee's business judgement or create the appearance of potential bias.

Social Compliance Management System: Suppliers must designate a senior member of management responsible for ensuring compliance with the Code. Additionally, suppliers are required to communicate the Fineline Code to all employees and to their own suppliers.

Fineline's second pillar revolves around identifying the most dependable manufacturing partners. To achieve this, Fineline closely monitors suppliers' adoption of ISO9001 and ISO14001 certifications, which signify quality and environmental management standards, respectively.

PCB suppliers' screening on ISO9001 and ISO14001 certifications	2023
% of PCB suppliers holding a ISO9001 certification	96%
% of PCB suppliers holding a ISO14001 certification	91%

The third and final pillar entails Fineline's rigorous performance assessment of major PCB suppliers, both existing and prospective ones, through a dedicated self-assessment questionnaire. Suppliers are invited to complete the Supply Chain Sustainability Assessment (SCSA), covering themes such as company and supplier management, working conditions, human rights and business ethics, health and safety, environment and CDP, and responsible sourcing of raw materials. During this phase, new suppliers are required to furnish a set of pertinent pre-entry documents, including the RoHS compliance declaration and test report, REACH compliance declaration and test report, and Conflict Minerals screening. In a bid to fortify control over its supply chain, monitor supplier performance throughout the contract duration, and, where feasible, support suppliers on their sustainability journey, Fineline embarked on a specific Sustainability Audit plan for its primary PCB suppliers in 2023. In 2024, the Group plans to conduct 15 on-site audits at its Chinese suppliers. Looking ahead, Fineline is steadfast in its commitment to bolstering its strategic approach and enhancing tools to assess and monitor suppliers in alignment with sustainable industry standards, paving the way for a future marked by resilience, innovation, and positive environmental impact.

CHAPTER 4
POWERED BY PEOPLE,
GEARED TOWARD
SUSTAINABILITY

4.1. EMPLOYEE WELL-BEING: THE HEART OF OUR SUCCESS (GRI 2.7-8-30)

At Fineline, we believe that people are the heart of the business. Striving "To be a great place to work" is central to the Group's vision. We are dedicated to the well-being, personal growth, success, and satisfaction of all our employees.

Fineline's HR Guidelines and Code of Conduct form the foundation of our dedication to employees, business partners, and the community. Our leadership strategies prioritise creating a great workplace, fundamental to our success. Key topics covered include:

- **Continuous Learning:** Supporting career growth with the latest professional trends and technologies.
- **Diverse and Inclusive Environment:** Celebrating differences and encouraging unique perspectives and ideas.
- **Employee Recognition and Motivation:** Valuing contributions to the company's success.
- **Employee Wellbeing:** Promoting work-life balance, team spirit, fun, physical and mental fitness, and healthy lifestyles.
- **Culture of Innovation:** Encouraging idea-sharing and experimentation to tackle business challenges.
- **Open Communication and Transparency:** Regular updates at all levels and one-to-one feedback exchanges.
- **Ethical and Social Responsibility:** Adhering to company policies and providing opportunities for social responsibility initiatives.
- **Local HR Policies:** Comprehensive policies covering compensation, benefits, rewards, ethics, attendance, training, and feedback processes.
- **Fair and Consistent Hiring:** A well-defined process for assessing candidates with interviews, technical assessments, peer meetings, and reference checks.
- S**trong Employer Brand:** Establishing Fineline as an innovative, customer-focused, diversified leader and a great place to work.

The Group's ultimate goal is to create a positive workplace where everyone can express the best of themselves, a place of respect and sharing, full of stimulation and learning moments. To date, Fineline employs 316 collaborators, 47% of whom are women, with 94% hired under permanent contracts. The following table provides employee insights by age:

Fineline's global HR guidelines form the bedrock for realising our vision and are adhered to by all subsidiaries, tailored to align with local labour laws, practices, and cultures. A global HR team guides and supports local HR personnel in implementing these guidelines and oversees our achievements. Our periodic employee opinion survey is a crucial tool for measuring our progress.

EMPLOYEE DATA PER AGE FOR 2023	
Percentage of employees **under 30 years**	27%
Percentage of employees **between 30-50 years old**	53%
Percentage of employees **over 50 years old**	20%

4.2. SOCIAL AND LABOUR STANDARDS

At Fineline, the well-being of our employees and collaborators, as well as the respect for their physical, moral, and cultural integrity, are not only priorities but integral to the success of the Group's business model.

To prevent human rights abuses, labour rights violations, discrimination, and lack of equal opportunities, Fineline provides employees with online courses on how to recognize, prevent, and act against workplace harassment. Through these efforts, Fineline proudly promotes awareness across its global network, reporting that all employees have successfully completed the online Workplace Harassment Prevention course.

WORKPLACE HARASSMENT PREVENTION:

This training equips employees with the knowledge to identify and prevent harassment in the workplace. It covers important topics like understanding what harassment is, knowing the different types, and learning how to report it.

The training features real-life scenarios and practical exercises to help everyone grasp their responsibilities in fostering a respectful workplace. By the end of the course, employees will be able to detect and address harassment, contributing to a safe and supportive work environment for all.

Fineline takes these social and labour issues very seriously to the extent that harassment training is part of the onboarding process. Fineline emphasises and promotes human rights and D&I topics from the very beginning. To demonstrate this commitment, Fineline's hiring practices are designed to prevent any discrimination based on gender, ethnicity, religious faith, marital status, sexual orientation, age, disability, and political beliefs.

To ensure the well-being of its employees, Fineline implemented an Occupational Health Prevention Program at a global level, which includes annual medical exams and check-ups for all employees . For instance, Fineline China arranges a free physical examination for employees every June and July to ensure their health. Furthermore, all offices and warehouses underwent occupational risk prevention and occupational health evaluations.

In Italy, France, and Spain, Fineline employees are employed based on national collective bargaining agreements. In other Fineline subsidiaries, the employment relationship is based on personal agreements, in line with local labour laws and common practices.

Fineline promotes remote work wherever possible, implementing a hybrid work model. After conducting a survey to determine the needs of employees working remotely, the Group provided employees with the necessary equipment to work effectively from home.

4.3. DIVERSITY AND INCLUSION

Integrating and maintaining Diversity and Inclusion (D&I) standards are core values at the Group level. Each Fineline office is dedicated to establishing and upholding principles that meet local standards, ensuring all employees are treated fairly, without judgement, and with an open and inclusive approach. The collective commitment to providing equal opportunities for all is a vital aspect of Fineline's success.

Furthermore, D&I are integral to creating a sustainably managed business. The diverse workforce at Fineline plays a pivotal role in cultivating a secure and thriving environment that encourages ongoing improvement. Additionally, owing to the global reach of our Group and the frequent interactions among our affiliates, we cultivate a multicultural environment that actively embraces diversity, fostering a sense of belonging and global richness devoid of prejudice.

At Fineline, diversity is represented across all levels of leadership. Examples include the Group's Steering Committee, comprising an equal balance of three male and three female representatives, as well as the four key managerial positions, which include two male and two female managers.

Female representation in the Group stands at 47%. Beyond gender, Fineline emphasises equality across all demographics, including age, origin, and status. Fineline's commitment to achieving gender equity is further demonstrated in its approach to addressing wage gaps. In 2023, Fineline VAR LTD, a subsidiary of Fineline in the UK, developed a model to analyse the pay gap within each department. Each Business Unit was assigned a base salary value, and the compensation of each employee within that department was evaluated against this baseline. The result of this analysis is the annual Equal Pay Report.

Notably, the 2023 Equal Pay Report revealed that for internal roles within the company, there is clear evidence of equal pay, with the majority of employees' salaries closely aligning with the departmental average.

Female representation in the Group stands at 47%

4.4. EMPLOYEE DEVELOPMENT AND GROWTH

Cultivating employee growth is paramount to fostering positive satisfaction and engagement within the Group. This approach not only strengthens employee commitment to Fineline, its customers, and partners but also ignites motivation, encouraging employees to strive for excellence.

To bolster employee capabilities and personal growth, and to foster an exceptional workplace environment, Fineline prioritises training, coaching, mentoring, and designated discussion groups, providing a diverse array of learning opportunities.

From the outset, Fineline demonstrates its commitment to training and skill development. Introduced in 2022 and solidified in 2023, the Fineline Global Onboarding and Professional Development Program comprises a range of primary courses, including:

- **Welcome to Fineline:** An immersive introductory course designed to familiarise employees with Fineline's ethos, culture, and operations, ensuring a warm and inclusive onboarding experience.
- **An introduction to PCB:** A technical course on the intricacies of PCBs, exploring their manufacturing process, applications, and pivotal role in driving the Group's success.
- **Cyber Security Awareness:** A risk and analysis course on identifying, preventing, and mitigating cyber threats, fostering a vigilant and secure digital environment.

- **Workplace Harassment Prevention:** A compassionate approach to recognizing and preventing workplace harassment, nurturing an environment of mutual respect and dignity for all.
- **Online Sales, Best Practices:** An overview of best practices for effective online sales, empowering employees to implement strategies that drive success in the digital marketplace.
- **A Deep-Dive into PCB:** A deep dive into the latest advancements and future prospects of PCB technology, empowering employees with cutting-edge insights to stay ahead in the industry.
- **Technology Forum Guidance:** A critical thinking course engaging case studies, general guidance, and collaborative brainstorming sessions in our Technology Forum Guidance course.

In 2023, Fineline launched a New Hires Orientation activity where new arrivals received remote orientation to the global team and main functions. For 2024, the HR team is organising virtual meetings for a global Fineline overview for newcomers, sharing global functions, tools, processes, and a CEO "round table". Fineline recognises the importance of its employees and knows that cultivating and stimulating them is essential for continuous improvement and peak performance. Therefore, the training programs are varied and cater to different preferences in both delivery method and subject matter.

- **Online Training:** Virtual training is accessible to all employees. Fineline uses a Learning Management System (LMS) that enables all employees to train and refresh their skills, allowing global training managers to oversee training progress and ensure full compliance with mandatory training requirements.
- **Face-to-Face Training:** Local and global workshops are organised for sales employees, logistics personnel, and other functions to share best practices.
- **Language Training:** As a global company, Fineline encourages extensive collaboration between its subsidiaries. To facilitate effective communication, Fineline offers a variety of English training opportunities, including online courses, personal sessions tailored to employee needs, and even a full-time English teacher in one of the local subsidiaries. In 2023, three sessions were created with 12-15 employees each to strengthen verbal English skills. This initiative was so successful that 40 employees are on the waitlist for future sessions.
- **Academia:** Fineline encourages and supports employees in professional studies, offering flexible working hours and financial support for tuition. Examples include training on PCB design, professional courses on IT infrastructure (design & maintenance), advanced programming courses, and Excel Visual Basic (VBA) training.
- **Sustainability Awareness:** Newsletters with informative and educational content on various Environmental, Social, and Governance (ESG) topics are regularly sent out.

Overall, Fineline offered upwards of 110 hours of professional development to more than 100 employees in 2023.

VALUE ADD

For Fineline, "Value Add" goes beyond merely enhancing products; it means going the extra mile for our stakeholders. Fineline's Value Add Teams, which operate and meet periodically on global and local levels, aim to evaluate new and creative ways to add value to our customers and suppliers throughout all stages of collaboration. The "Value Add Strategy" is a key focus within our teams, comprising members from all levels of the Group, thereby fostering enhanced global inclusion and equality.

Engaging employees in value-adding activities through workshops, specialised training, and the sharing of best practices and examples is central to Fineline's success. Several targeted workshops have been conducted with a unified purpose: to demonstrate how, at Fineline, suggestions are actively heard and implemented. Participants were encouraged to put themselves in the shoes of **customers, vendors and co-workers.**

Drawing from their own experiences, they were tasked with identifying solutions to improve the work of each role. Identifying weaknesses in various processes was a significant challenge but played a crucial role in understanding how to improve them and provide added value to our customers. It is initiatives like these that enable Fineline to distinguish itself not only through our products but also through our comprehensive service.

CYBER SECURITY TRAINING

This training helps employees learn how to protect Fineline's digital information. It covers critical topics such as spotting fake emails (phishing), creating strong passwords, understanding harmful software (malware), and keeping data safe. The training includes hands-on activities and real-life examples to make it easy to understand. By the end, employees will know how to recognize and prevent cyber threats, ensuring the security of our company's information.

COACHING AND MENTORING: GLOBAL MENTORSHIP PROGRAMME

Fineline's mentorship program fosters a culture of continuous learning and professional development by enabling employees to coach and mentor one another through one-on-one meetings. This voluntary program, which includes employees from all levels and subsidiaries of the Group, allows mentees to benefit from mentors' expertise in specific topics. This global exchange of ideas across business functions and levels of hierarchy provides Fineline employees with the opportunity to expand their knowledge and advance their career paths in meaningful ways.

The mentorship activities were organised over three months, starting with an initial Group meeting at the end of March 2023, followed by monthly one-on-one meetings, and concluding with a final Group meeting at the program's end. Each participant was paired with a mentor from a different Fineline subsidiary, promoting a diverse and enriching learning experience.

Key steps during the first mentee and mentor meeting included:

- **Introduction:** Both mentors and mentees introduced themselves, sharing their backgrounds, professional experiences, skills, and proud moments in their jobs. They were encouraged to freely discuss other topics as well.
- **Goal Setting:** Mentors asked mentees about their motivations for joining the program, subjects they were interested in, and what they expected to achieve by the end of it. Together, they established three main goals for future meetings.
- **Beginning the Program:** Mentors shared their experiences related to the subject matter. Mentees engaged in the conversation by asking questions, fostering a dynamic and interactive learning environment.

By the end of the program, participants had gained valuable insights, established clear professional goals, and built lasting relationships that support ongoing career growth and development.

CAREER DEVELOPMENT AND FEEDBACK COLLECTION

Fineline is dedicated to ensuring employee well-being and fostering positive retention by actively engaging with employees about their professional experiences. In line with this commitment, the Group conducted a comprehensive company-wide survey in May 2022 to gauge employee satisfaction across various aspects including basic needs, individual growth, team dynamics, and career development opportunities. The primary objective of this survey is to extract valuable insights that enable the Group to leverage its strengths and address areas for improvement.

In 2022, the survey achieved a 75% completion rate, with 95% of participants actively providing feedback. Building on this momentum, the participation rate increased by 10% in 2023, reaching 85% of employees, with 80% actively engaging through comments and suggestions.

> **PARTICIPANT TENURE RATIO:**
> +3Y = 62%,
> 1-3Y = 24%,
> 0-1Y = 14%

Based on the findings from the 2023 survey, Fineline observed a high level of employee satisfaction regarding compensation and benefits, as well as workload management. However, the survey also highlighted areas for enhancement, particularly in professional development opportunities and the recognition and appreciation of employees' efforts.

To address these areas, Fineline is committed to implementing periodic individual and team recognition initiatives. Additionally, the Group proposes the following actions:

- Peer-to-peer appreciation programs to foster a culture of recognition and mutual support among employees.
- Peer learning sessions for managers to reinforce the importance of leading by example and aligning actions with organisational values.
- Integration of informative and motivational content related to career development and feedback collection in company newsletters.

Feedback and performance-based compensation schemes within Fineline's subsidiaries are tailored to meet the unique needs and practices of each region. Despite the variation, the Group adheres to key principles aimed at recognizing individual achievements and identifying opportunities for growth. Local initiatives across Fineline's subsidiaries include:

- **Fineline Germany:** Conducts quarterly meetings with each employee to establish and collaborate on achieving set goals, fostering continuous improvement and alignment with organisational objectives.
- **Fineline UK:** Implements an annual one-to-one evaluation focused on thought sharing, providing a platform for open dialogue and feedback exchange between employees and managers.
- **Fineline Italy:** Integrates annual one-to-one evaluations and monthly employee-to-manager meetings for regular check-ins, promoting ongoing communication and support for employee development. Additionally, the CEO, committed to fostering an open and positive environment conducive to career growth, conducts informal bi-annual meetings with each employee.
- **Fineline China:** Evaluates employees' pro-fessional growth within a career-relevant timeframe, offering constructive feedback to enhance overall performance. This feedback serves as the basis for developing tailored training plans, facilitating promotions, determining remunerations, and guiding personal decisions.

- **Fineline Israel:** Holds an annual feedback process involving all employees, providing a structured platform for employees to share insights, address concerns, and contribute to organisational improvement initiatives.

These localised feedback and evaluation practices underscore Fineline's commitment to fostering employee development, recognizing individual contributions, and driving overall organisational success.

(GRI 404-3)	2023
Total number of employees who received a regular performance and career development review.	230
Number of male employees who received a regular performance and career development review.	106
Number of female employees who received a regular performance and career development review.	124

4.5. TEAM BUILDING, EMPLOYEE ENGAGEMENT AND WELFARE

At Fineline, team building is a key component not only in encouraging effective collaboration but in establishing a sense of belonging, engagement, and well-being for all employees.

Fineline Germany embraces a collaborative and open team-building approach that allows employees and collaborators to organise quick meetups in a 'speed date' style. The initiative is creatively amplified through a 'Coffee Break' team app that encourages colleagues to meet weekly. These meetings involve discussing topics, answering questions in dedicated 10-minute slots, and generally getting to know each other.

In Italy, team-building activities such as excursions and outdoor events are organised. Fineline Italy also holds a yearly all-hands business review meeting to discuss strategy, performance, and future goals.

Fineline China adopts a dual approach to team building. Firstly, organised group activities and excursions are designed to cultivate a strong company culture. Secondly, the Group enhances in-office amenities by offering healthy dietary options and creating a supportive work environment. This is exemplified by the introduction of ping pong tables and treadmills. Regular team-building events and travel activities are arranged, alongside improvements in diet standards and workplace conditions. Employees can also participate in sports activities after work, including table tennis, basketball, and football.

In the UK, Fineline promotes employee interaction through an open-space common area that facilitates discussions on open issues, idea exchanges, and project alignment. This collaborative environment extends to the outdoor corporate garden during favourable weather. In the summer of 2023, Fineline UK hosted a summer party, engaging employees and their families in a variety of team-building activities. Additionally, in November 2023, in partnership with a local gym, employees attended sessions on nutrition, sleep, relaxation, and self-care.

Furthermore, collaborating with the Jordan Legacy UK branch, Fineline UK initiated important conversations on suicide and mental health. An expert provided insights into recognising signs of mental distress, offering care, and understanding that outward appearances can be deceiving when it comes to well-being.

While most initiatives are managed at a local level, some extend beyond geographic borders, fostering international exchange opportunities between different Fineline offices. One notable example is the annual Christmas celebration, which brings together employees from Fineline Netherlands, Fineline Germany, and Fineline Austria. Fineline promotes interaction on a global scale, enabling team members to meet regularly to share information, exchange ideas, and identify areas for improvement to enhance overall effectiveness and efficiency. In 2023, Fineline embarked on a global employee engagement initiative, offering team members the opportunity to practise their English through group calls between different Fineline locations.

In anticipation of the Paris 2024 Olympics, a series of internal activities and games were announced across Fineline affiliates. These events are designed to further strengthen team spirit and promote healthy competition among employees. Positive employee retention is further supported by Fineline's robust welfare management. As a Group, Fineline maintains high standards for employee welfare, as demonstrated in the following instances:

- Promoting employee motivation through cash rewards or position promotions, offering competitive salaries and goal-based bonuses.
- Organising and publicly promoting initiatives that encourage team spirit through activities, including employee gifts and yearly retreats, fostering a healthy work-life balance.
- Developing targeted growth plans to foster personal development for top talents, maximising career growth and retention rates.

For example, in Italy, a sum of money is made available for each employee to spend on a welfare platform.

In China, to enhance employee motivation, Fineline encourages employees to work hard to achieve the expected goals of the enterprise through cash rewards or job promotions. Annual outstanding employees not only receive cash incentives but are also rewarded with a three-day travel package.

The value and significance of welfare initiatives are shared at a local level, with each Fineline subsidiary tailoring its employee benefits to meet specific local standards and best practices.

During the presentation of the May 2023 opinion survey results, strategies were discussed to enhance the recognition and appreciation of employees' contributions. Key areas of focus included:

- **Peer-to-Peer Appreciations:** Employees at Fineline engage in a culture of mutual recognition, exchanging appreciation notes to commend each other's efforts and contributions, fostering a supportive work environment.
- **CEO/GM/Manager Appreciation Notes:** Leadership regularly expresses gratitude and recognition for outstanding work through personal appreciation notes, strengthening the connection between employees and management and reinforcing the value of individual contributions.
- **Celebrating Anniversaries with Birthday Parties:** Personal milestones like birthdays and work anniversaries are celebrated within the Group, fostering a sense of appreciation, camaraderie, and inclusivity among employees.

4.6. FINELINE IN THE GLOBAL LANDSCAPE

CONTRIBUTION TO THE COMMUNITY

Embedded in Fineline's global footprint is a firm dedication to community empowerment. We actively foster engagement, viewing it not as a duty but as a fundamental aspect of our corporate identity, enriching the lives of participants and beneficiaries alike.

At Fineline Italy, our commitment translates into tangible action through a volunteer campaign supporting the 'Stellina Onlus' project. This initiative provides vital assistance to local families in need, reflecting our ethos of service. Moreover, Fineline Italy stands in solidarity with employees, endorsing causes dear to their hearts, fostering a culture of altruism beyond the workplace. Fineline Germany's engagement runs deep with select non-profit partners. Since 2012, we've maintained a steadfast partnership with SOS Kinderhof (Social Society for Children), extending monthly contributions to uplift vulnerable children. Similarly, our collaboration with Deutsches Rotes Kreuz (German Red Cross) since 2019 underscores our unwavering dedication to societal welfare, delivering crucial aid where it's most impactful.

In 2023, the Fineline team in Germany united for a common cause, engaging in the Clean River Project—an initiative by a non-profit organisation dedicated to combating plastic pollution in Germany's waterways. By participating in this endeavour, our German colleagues actively contributed to the preservation of the environment,

embodying Fineline's steadfast commitment to sustainability.

Similarly, the Fineline UK team renewed their commitment to community service in 2023, extending support to Saint Michael's Hospice—a local institution providing care and assistance to the vulnerable. Through various projects, Fineline employees volunteered their time and resources, demonstrating compassion and solidarity with those in need.

Meanwhile, Fineline Israel continued its ongoing partnership with the SAHI Association, empowering employees to volunteer their time twice a year. For nearly five years, this initiative has been a cornerstone of our commitment to social responsibility, aiding the elderly, at-risk children, and hospitalised teenagers. The SAHI Association is a flagship program of the 'Present – Giving as a Way of Life' association, mobilising youth across Israel to address societal needs in their neighbourhoods. By contributing to facility renovations and participating in various outreach programs, Fineline Israel remains deeply entrenched in efforts to uplift and support the community.

Additionally, Fineline Israel employees dedicate their time to supporting the Rambam Hospital-Children Oncology Department and Mazor Hospital-Medical Centre for Mental Health, ensuring the upkeep of facilities and gardens. Through periodic contributions to local organ-

isations, Fineline Israel remains an active participant in initiatives aimed at fostering societal well-being.

SUPPORT IN SENSITIVE AREAS

As the conflict unfolded in Ukraine in February 2022, Fineline encountered significant challenges. Our colleagues in Ukraine, particularly those near the front line in the Kharkiv region, faced profound personal difficulties. Throughout 2023 and beyond, Fineline has remained steadfast in supporting our Ukrainian team, implementing various global initiatives such as adjusting work-

loads and providing assistance to colleagues in need. Additionally, in 2023, Fineline expanded its Ukrainian team by hiring three new employees and an HR professional to offer further support.

At Fineline, we take pride in the resilience and dedication demonstrated by our Ukrainian colleagues amidst adversity. Their perseverance, coupled with the unwavering support from our global team, underscores Fineline's commitment to fostering a cohesive and supportive work environment worldwide and nurturing the 'great place to work' ethos we strive for.

CHAPTER 5
ENVIRONMENTAL
STEWARDSHIP

FINELINE

5.1. MANAGING ENVIRONMENTAL IMPACTS

As a value-added reseller, Fineline has a relatively low direct environmental impact. Nonetheless, the Group is committed to raising awareness and managing environmental issues, particularly concerning greenhouse gas (GHG) emissions. This commitment aligns with global market standards and the Group's materiality analysis results.

To this end, Fineline has accounted for and reported its 2023 direct (Scope 1) and indirect (Scope 2) GHG emissions, detailed below[1]:

DIRECT (SCOPE 1) GHG EMISSIONS AND ENERGY INDERECT (SCOPE 2) GHG EMISSIONS LOCATION-BASED IN 2023
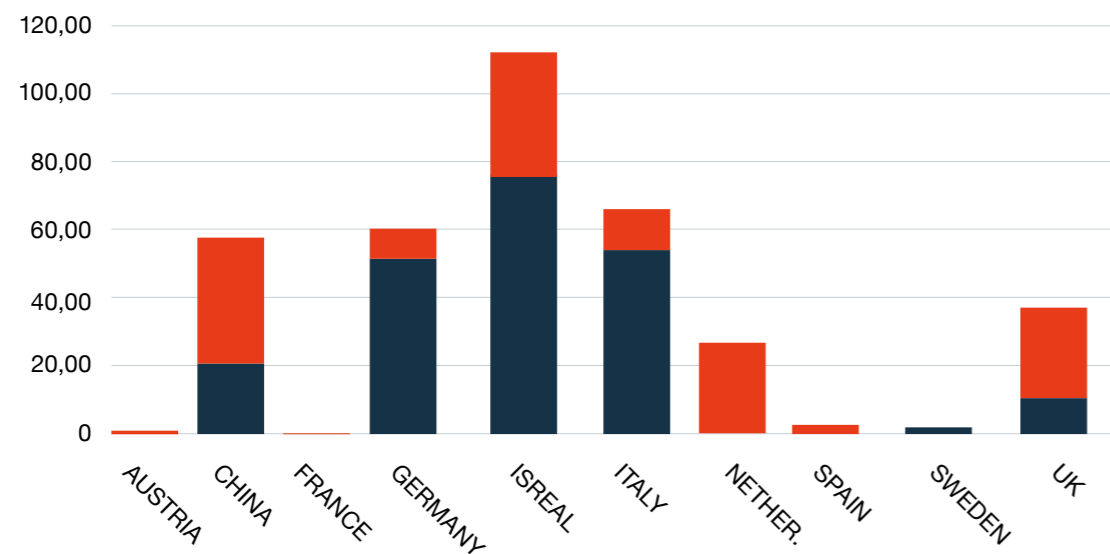

DIRECT (SCOPE 1) GHG EMISSIONS AND ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS LOCATION-BASED [%]
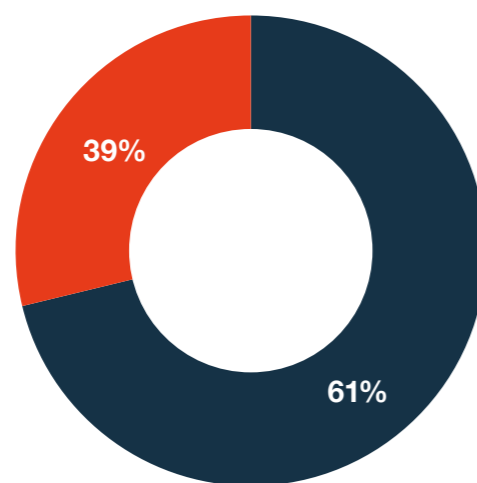
[1] No data are available for companies located in Switzerland and Ukraine.
Fineline's site in France is a small sales office and operational activities for the country are managed from the office in Spain. For this reason, consumption is low (electricity consumption only) and consequently Scope 1 and 2 emissions are also insignificant compared to the group's total emissions. The GHG emissions of this location for the year 2023 are 0.16 tCO$_2$.

ENERGY CONSUMED [%] IN 2023

DIESEL - 36,14%
PETROL - 32,61%
PURCHASED ELECTRICITY - 23,62%
NATURAL GAS - 7,63%
LPG - 0,01%
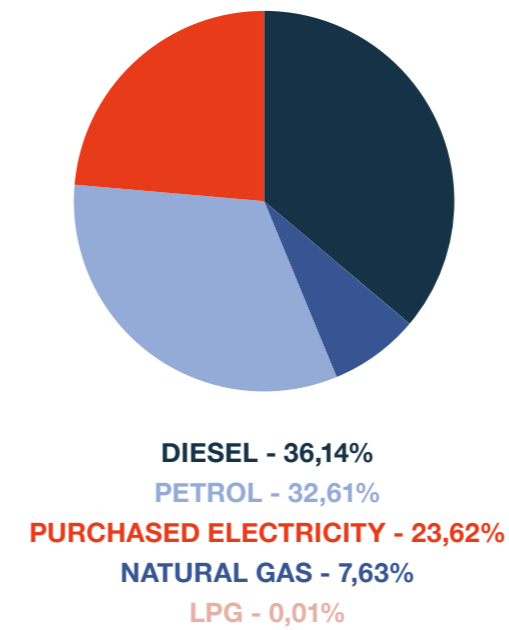
Direct GHG emissions constitute 60.83% of total emissions (Scope 1 and Scope 2), or 221.18 tCO2, while indirect GHG emissions from energy consumption account for 39.17% of total emissions, or 142.45 tCO$_2$. The primary sources of energy consumed were diesel (36.14%), petrol (32.61%), and electricity (23.62%).

Across its various entities, Fineline's energy consumption patterns are as follows:

- **Fineline China** primarily relies on electricity to power lighting, air conditioning, and refrigeration during summer. Gasoline is mainly used for company vehicles.
- **Fineline Italy** uses electricity for lighting in its offices and warehouses, and natural gas for heating in winter. Diesel is the most used fuel for company vehicles, followed by gasoline.
- **Fineline Israel** uses diesel and gasoline for company cars, while purchased electricity powers office lighting, air conditioning (heating in winter and cooling in summer), and kitchen appliances such as refrigerators, ovens, and microwaves.
- **Fineline UK** uses gasoline for one company car. Electricity is used to fuel the four electric company vehicles, for lighting the offices and warehouse, and natural gas for winter heating.
- **Fineline Nordic** uses electricity for office equipment, lighting, and heating, with gasoline used for company cars.
- **Fineline Germany** primarily uses electricity for office operations. Gasoline is the most used fuel for company vehicles, followed by diesel.
- **Fineline Netherlands** consumes energy for office operations and gasoline for company cars.
- **Fineline Austria** purchases 100% renewable electricity.
- **Fineline Spain** and **Fineline France** use electricity for lighting and air conditioning during both winter and summer.

In addition to global accountability, Fineline implements specific measures at the affiliate level to manage and reduce GHG emissions:

- **Fineline China** works towards GHG emissions reduction through green procurement and green travel practices. The Entity carefully selects suppliers and collaborates closely with them to maintain sustainability by using environmentally friendly materials in production processes and products. For short-distance business trips, employees are encouraged to use the subway or taxi, while for long-distance trips, high-speed rail or plane is recommended to reduce private car use and carbon emissions. Furthermore, Fineline China is committed to:
  - Using renewable energy and improving wastewater management.
  - Optimising transportation and logistics according to customer requirements, preferring sea transport over air transport.
  - Implementing energy-efficient practices and technologies in operations and supply chain.
  - Ensuring office protocols such as turning off water and electricity after work, choosing public transportation whenev-

er possible, and using personal tableware in the canteen.

- Conducting annual supplier audits to ensure sufficient productivity and personnel, compliance with environmental regulations, and adherence to raw material requirements.

- **Fineline Italy's** corporate fleet includes an electric vehicle, and plans are underway to replace a diesel-powered company car with another electric car, with future purchases favouring hybrid cars. To promote greener commutes, Fineline Italy has provided employees with a free charging station for electric vehicles.

- **Fineline Israel** adheres to an energy-saving policy requiring the office air conditioning and lighting to be turned off at the end of the workday. The Entity encourages a hybrid work model, achieving additional energy savings in fuel, electricity, water, and paper usage. Following the installation of LED lighting in its warehouses, Fineline Israel also introduced LED lighting in its offices.

- **Fineline UK** installed motion sensors to ensure efficient office lighting, turning lights off when not in use. To reduce consumption, travel, and carbon emissions, employees are encouraged to work from home permanently, with office visits limited to once or twice a year. The Entity has transitioned to electric and hybrid cars, with a significant move towards electric vehicles in 2023.

- In 2022 and 2023, **Fineline Nordic** shifted towards electric and hybrid vehicles as its primary company cars, continuing this initiative in 2024 to reinforce its commitment to sustainable transportation. To reduce commuting's environmental impact, employees are allowed to work from home.

- **Fineline Germany** is in the process of converting its fleet to electrics vehicles.

- **Fineline Austria** operates from a rented office in a co-working space that obtained the BREEAM certificate in February 2023. BREEAM (Building Research Establish-

ment Environmental Assessment Method) evaluates the sustainability performance of buildings, ensuring they meet sustainability goals and maintain optimal performance over time. Additionally, the site has had an energy management system in accordance with ISO 50001 since November 2022.

- **Fineline Spain** adheres to a local governmental methodology to determine the GHG emissions associated with products along the supply chain, submitting a dedicated form for each client.

In addition to its carbon-reduction initiatives, Fineline aims to minimise its environmental footprint by enhancing waste management and reducing resource consumption across its offices. Fineline ensures that all offices adhere to strict waste management and disposal protocols, guaranteeing proper separation and collection of workplace waste. Additionally, the Group prioritises reducing paper usage, encouraging employees to choose digital solutions whenever possible. Furthermore, with regard to the total of PCBs marketed, the amount that Fineline finds itself disposing of directly as WEEE is negligible and not material. In any case, disposal occurs according to legal regulations and procedures. Fineline does not place finished EEE on the market and is not responsible for the end-of-life of products that include PCBs marketed by Fineline. **Fineline China** complies with the Restriction of Hazardous Substances (RoHS) Directive, a European Union regulation limiting specific hazardous substances in electronic and electrical equipment. To ensure ongoing RoHS compliance, Fineline mandates that its entire supply chain uses RoHS-compliant materials and can provide the necessary documentation. Additionally, Fineline China commits to purchasing recyclable office supplies, such as replaceable pen refills and recycling drinking water containers. In the dining room, employees are encouraged to use their own crockery instead of disposable tableware, reducing pollution. The Entity also focuses on reducing food waste by

monitoring serving sizes and advocates using ceramic cups over plastic ones, recycling discarded water bottles or cartons.

For **Fineline Italy**, a water purification system was introduced in 2023, providing employees with reusable water bottles for cold, hot, or sparkling water. To further reduce in-office waste, coffee machines with plastic cups were replaced with a vending machine stocked weekly with fresh local fruit.

Fineline Israel separates its electronic waste for external recycling, shreds and recycles paper, and uses recycled or reused carton boxes in its warehouse.

Fineline Nordic avoids using plastic cups, providing each employee with a ceramic cup to reduce waste. Employees sort waste into different containers, separating food waste for renewable gas production.

RoHS and REACH

Fineline Group sends the various PCBs with ROHS and REACH technology to its customers. The ROHS (Restriction of Hazardous Substances directive aims to reduce harmful substances, promote environmental responsibility, access to global markets. REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) is a European regulation that aims to improve the protection of human health and the environment from the risks posed by chemicals. RoHS regulations affect many different areas of PCB production and manufacturing processes. Before 2006, for example, the PCB manufacturing process made extensive use of polybrominated flame retardants, which release highly toxic halogenated dioxins and furans when subjected to extreme temperatures. Today's PCB assembly processes must use lead-free solder and different solder fluxes for the board and the cables connected to it. PCB manufacturing processes cannot use PBBs and PBDEs in high-temperature laminates or on the surface of PCBs. Metal and plastic housings used for electronic equipment must comply with $Cr6+$ levels. RoHS-compliant backplanes must remain lead-free. Lead-free compatible PCBs withstand assembly and rework processes at higher temperatures. Due to higher temperatures, the design may require different dielectric materials.

In order to meet the REACH compliance requirements for electronics, it is essential to fully understand the chemical composition of all components in electronic products. For this reason, it is necessary to collect full chemical disclosure data from suppliers.

According to REACH, chemicals of high interest include:

- Mutagens
- Carcinogens
- Persistent, bio-accumulative, and toxic chemicals
- Reproduction toxins

The primary difference between REACH and RoHS, therefore, is that RoHS bans chemical substances in electrical components within the directive, and the REACH focuses on all chemical substances, including those manufacturers use to make the product.

In 2023, Fineline reinforced its environmental commitment by quantifying its upstream and downstream indirect Scope 3 emissions in accordance with the Greenhouse Gas Protocol reference standard. The GHG inventory project involved collaboration with various stakeholders, including key suppliers for PCB purchases, heads of corporate departments such as purchasing, engineering, and logistics, as well as employees from different global locations, through interviews and questionnaires.

The significant Scope 3 categories for Fineline, and the associated CO2 emissions quantified, are as follows.

In **Category 1 - Purchased Goods and Services**, the Group quantified emissions from upstream (cradle-to-gate) activities associated with the production of PCBs purchased in 2023. This category includes emissions from all purchased goods and services not covered by other Scope 3 upstream emission categories (i.e. Category 2 to Category 8). To quantify CO_2e emissions, Fineline used both primary and secondary data. One of the main suppliers provided a Product Carbon Footprint study specific to its PCBs, which was used to quantify emissions from these PCBs. For the remaining PCBs, secondary data from a literature study[2] was used. This study is considered particularly significant as the PCB proposed in the LCA model is produced by one of Fineline's main suppliers. The use of this study is considered a precautionary approach due to insufficient information about the specifications of all the PCBs purchased by Fineline.

Category 3 - Fuel and energy-related activities (not included in Scope 1 and 2) encompasses upstream emissions associated with the production of fuel and energy purchased and consumed by Fineline in 2023. Notably, this category excludes emissions from the combustion of fuels or electricity consumed by the reporting company, as these are already accounted for in Scope 1 and 2. For quantifying CO_2e emissions, well-to-tank (WTT) emission factors are utilised. This approach considers not only the direct emissions from the vehicle in motion but also those associated with the production, transport, and distribution of the fuel or energy used.

Category 4 - Upstream Transport and Distribution addresses emissions linked to the transport and distribution of PCBs purchased during the reporting year. This includes transportation of PCBs between main tier 1 suppliers in China and Fineline's hubs situated in China, Germany, Israel, Italy, Spain, Sweden, and the United Kingdom, utilising third-party vehicles. Specifically:

- Transport from the supplier's site to the Chinese port (Hong Kong port);
- Transport from the Chinese port of departure to the port of arrival involves air and sea transport;
- Transport from the port of arrival to the Fineline hub is via road.

Transportation and distribution emissions of PCBs sold are covered in **Category 9 - Downstream Transport and Distribution**. This category encompasses all transport emissions (typically by land) of PCBs sold by Fineline, which are borne by end customers. In the absence of specific information, it is assumed that the final customer's destination is the capital of the country where a Fineline hub is located. The distances of each route for Category 4 were calculated using the EcoTransIT World tool and Google Maps, while distances for Category 9 were determined using Google Maps.

Category 6 - Business Travel encompasses emissions from Fineline employees' transportation for work-related activities, utilising third-party operated vehicles such as planes, trains, and cars. Additionally, emissions from business trips involving employee stays in hotels are included in this category. To assess the impact of this category, the spend-based method was employed.

This method estimates emissions from corporate travel and associated stays based on the economic value expressed in USD of the travel, multiplied by secondary emission factors.

Category 7 - Employee Commuting covers emissions arising from the transportation of employees between their residences and Fineline's workplaces. These emissions may result from car, train, metro, or bicycle journeys. Emissions attributable to smart working have been excluded from Scope 3. To compute emissions from Fineline employees' commuting, a questionnaire was administered to employees, gathering information on their country of origin, percentage of smart working relative to total hours worked, distance of their homes from their primary workplace, main modes of transport, and, if applicable, type of fuel used for their cars.

Category 12 - End-of-Life Treatment of Sold Products covers emissions from the recovery and recycling processes of the materials of which a PCB is composed. The CO2 emissions data was taken from literature (Environmental Impact Assessment of Hydrometallurgical Processes for Metal Recovery from WEEE Residues Using a Portable Prototype Plant, Laura Rocchetti, Francesco Vegliò, Bernd Kopacek, and Francesca Beolchini - Environmental Science & Technology 2013 47 (3)) where the Life cycle assessment (LCA) has been applied to hydrometallurgical treatments. Recovered metals include yttrium, zinc, cobalt, lithium, copper, gold and silver.

Below are the tCO_2e of each Scope 3 category described above:

Total Scope 3 greenhouse gas emissions are 99,86% of total emissions (Scope 1, 2, and 3), equating to 252.103,19 tCO2. Category 1 (Purchased goods and services) represents the largest impact (60,30%) of total Scope 3 emissions.

DECARBONISATION TRAJECTORIES

As part of its sustainability efforts, Fineline goes beyond simply quantifying its impact on climate change by actively engaging in mitigation and emission reduction strategies. Recognising the importance of this, it has therefore established decarbonisation trajectories to guide its efforts. Decarbonisation trajectories are key to achieving the targets set by the Paris Climate Agreement, which requires emission reductions to stay within a 1.5 °C change by 2050.

The base year used to define these trajectories is 2022. To calculate them, the company has adopted the Science Based Targets initiative (SBTi), a rigorous method for setting science-based targets for reducing greenhouse gas emissions.

The company therefore commits itself in the coming years to reduce the emissions of Scope 1 and 2 by at least 42% and those of Scope 3 by at least 25% by 2030, compared to the base year. Achieving these targets is possible through a series of targeted initiatives and increased involvement of the supply chain, especially upstream.

INDIRECT (SCOPE 3) GHG EMISSIONS [TCO₂E] IN 2023

- S3_01_Purchased Goods ans Services — 152.024,76 - 60%
- S3_12_End-of-Life Treatmentof Sold Products — 82.057,79 - 33%
- S3_04_Upstream Transportation and Distribution — 16.918,71 - 7%
- S3_09_Downstream Transportation and Distribution — 663,01
- S3_06_Business Travel — 242,75
- S3_07_Employee Commuting — 127,16
- S3_03_Fuel and Energy Related Activities (No S1 or S2) — 69,02

[2]Winco K.C. Yung, Subramanian Senthilkannan Muthu, Karpagam Subramanian, Chapter 13 - Carbon Footprint Analysis of Printed Circuit Board, Editor(s): Subramanian, ISBN 9780128128497,"

ANNEX 1
METHODOLOGICAL NOTES, GRI 2-1,2, 3,4,5

FINELINE

THIS DOCUMENT IS THE SECOND SUSTAINABILITY REPORT FROM FINELINE GLOBAL PTE. LTD, A PRIVATE SUBSIDIARY OF SHENZHEN FASTPRINT TECHNOLOGY CO. LTD., WHICH IS PUBLICLY TRADED ON THE SHENZHEN STOCK EXCHANGE.

The Fineline Global Sustainability Report provides comprehensive and transparent insights into the Group's activities, strategies, and overall performance. It underscores the group's achievements, particularly in economic growth and business expansion, while taking into account stakeholders' expectations. The report also emphasises the Finelines ongoing commitment to enhancing its environmental and social impacts.

This sustainability report has been prepared "with reference to" the guidelines of the Global Reporting Initiative (GRI) Sustainability Standards, published in 2021. The GRI Standards are set by an independent body that defines guidelines for non-financial reporting. The specific indicators reported are detailed in the "GRI Content Index" table. This edition of Fineline's Sustainability Report has not been subjected to external assurance. The 2023 Fineline Global Sustainability Report covers the 2023 financial year (January 1 - December 31), focusing on economic, social, and environmental aspects, as reflected in Fineline's financial report. Financial statements undergo annual disclosure and auditing. To ensure data reliability, Fineline prioritises direct measurements over estimations, adhering to best practices and relevant methodologies. Fineline, operating across 11 countries with 13 primary offices in Europe, the Middle East, and Asia, demonstrates its global presence. The Group's global reach is detailed in the following table, with specific exceptions or cases relevant to the report duly noted.

In adherence to the principle of relevance, or 'materiality', the contents of this report were determined by Fineline based on analysis results (refer to refer to the dedicated section). This analysis enabled the identification of issues most pertinent to Fineline and its stakeholders. The diverse functions of Fineline's affiliate companies, each specialising in its own domain, contributed to enriching material topics identified through the collection, analysis, consolidation, and verification of data and information pertaining to projects, significant programs, and initiatives from environmental, social, and corporate governance (ESG) perspectives.

For the 2023 Sustainability Report, Fineline maintains the same impacts and topics defined in the previous 2022 Sustainability Report to ensure consistency and comparability of reported information. The 2023 Fineline Global Sustainability Report received approval from the Board of Directors, was published on November 2024, and is publicly available on the Group's website under 'Sustainability'. Requests for additional information or comments on this document can be directed to maor@fineline-global.com.

THE 2030 AGENDA AND SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, a global initiative endorsed in 2015 by over 150 countries, introduced an innovative approach. It delineates a program, guided by the principle of universality, to address challenges that are common to all.

1. No Poverty: end poverty in all its forms everywhere.
2. No Hunger: end hunger, achieve food security and improved nutrition and promote sustainable agriculture.
3. Good Health and Well-being: ensure healthy lives and promote well-being for all at all ages.
4. Quality Education: ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
5. Gender Equality: achieve gender equality and empower all women and girls.
6. Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all.
7. Affordable and Clean Energy: ensure access to affordable, reliable, sustainable and modern energy for.
8. Decent Work and Economic Growth: promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
9. Industry, Innovation and Infrastructure: build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.
10. Reduced Inequality: reduce inequality within and among countries.
11. Sustainable Cities and Communities: make cities and human settlements inclusive, safe, resilient and sustainable.
12. Responsible Consumption and Production: ensure sustainable consumption and production patterns.
13. Climate Action: take urgent action to combat climate change and its impacts.
14. Life Below Water: conserve and sustainably use the oceans, seas and marine resources for sustainable development.
15. Life on Land: protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
16. Peace and Justice Strong Institutions: promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
17. Partnerships to achieve the Goal: strengthen the means of implementation and revitalize the global partnership for sustainable development.
18. Commitment and perseverance in face of difficult circumstance. The support and understanding of all Fineline colleagues on a global level further cements the commitment of Fineline towards establishing a global team eager to commit not only to the Group but to nurturing the 'great place to work' environment harnessed within.

To provide a clear and transparent overview of Fineline's ESG journey, the sustainable commitments outlined in this report are associated with the following SDGs:

IMPACTS	SUSTAINABILITY MATERIAL TOPICS	COMMITMENT ENG	SDG
Sustainable procurement process (suppliers evaluated, selected and monitored taking into consideration sustainability criteria) in place and implemented	Sustainable Supply Chain	Undertake a journey towards increasingly responsible supply chain management	
Non compliance with respect to requirements/ expectations of clients (product quality, delivery times, fluency in communications, customer assistance, etc.)	Compliance	Foster a customer-centric approach in compliance with legislative standards	
Social/labour standards not met (human rights abuses and violations of labor rights, incidents of discrimination and lack of equal opportunities)	Human Rights and labour standards	Respect and raise awareness of human rights and labour standards	
PCB suppliers in breach of environmental, health and safety and social (human rights and labour law) criteria	Sustainable Supply Chain	Increase awareness of supply chain actors through shared principles and values	
Strong company culture on integrity and ethics	Integrity and Ethics	Embed values of integrity and ethics within the corporate culture	
Retention of employees in key functions	Workforce management	Always remind employees of their importance to the organisation	
Skills growth and professional development of the workforce	Workforce management	Guide resources along a path of professional and personal growth	
Strong corporate culture on Diversity and Inclusion	Workforce management	Embrace and welcome all forms of diversity	
GHG emissions reduction strategy in place and implemented	Environamental impact	Develop a full awareness of GHG emissions	

ANNEX 2
TABLES

Governance structure and composition 2-9	
Total number of members within the board of directors	**3**
Number of **male** within the board of directors	3
Number of **female** within the board of directors	0

Diversity of governance bodies: breakdown by age 405-1	
Total number of members within the organization's governance bodies	29
Number of independent board members among the total number of board members	1
Percentage of male members within organization's governance bodies	**66%**
Number of **male** within the organization's governance bodies	19
Number of male within the organization's governance bodies under 30 years old	2
Number of male within the organization's governance bodies between 30-50 years old	9
Number of male within the organization's governance bodies over 50 years old;	8
Percentage of female members within organization's governance bodies	**34%**
Number of **female** within the organization's governance bodies	10
Number of female within the organization's governance bodies under 30 years old	0
Number of female within the organization's governance bodies between 30-50 years old	8
Number of female within the organization's governance bodies over 50 years old;	2
Percentage of members **under 30 years**	**7%**
Percentage of members **between 30-50 years old**	**59%**
Percentage of members **over 50 years old**	**34%**

Diversity of employees: breakdown by age 405-1	
Total number of employees	**316**
Percentage of male employees	**53%**
Number of **male** employees	167
Number of male employees under 30 years old	39

Number of male employees between 30-50 years old	83
Number of male employees over 50 years old	45
Percentage of female employees	**47%**
Number of **female** employees	149
Number of female employees under 30 years old	46
Number of female employees between 30-50 years old	84
Number of female employees over 50 years old	19
Percentage of employees **under 30 years**	**27%**
Percentage of employees **between 30-50 years old**	**53%**
Percentage of employees **over 50 years old**	**20%**

Diversity of employees: breakdown by category 405-1	
Total number of **managers and/or directors**	**49**
Number of male - managers and/or directors	32
Number of female - managers and/or directors	17
Total number of **white collars**	**182**
Number of male - white collars	96
Number of female - white collars	86
Total number of **blue collars**	**85**
Number of male - blue collars	39
Number of female - blue collars	46

Number and percentage of employees receiving regular performance and career development reviews* 404-3	
Total number of employees who received a regular performance and career development review during the reporting period	**230**
Number of **male** employees who received a regular performance and career development review during the reporting period	106
Number of **female** employees who received a regular performance and career development review during the reporting period	124

Number of managers and/or directors who received a regular performance and career development review during the reporting period	34
Number of managers and/or directors who received a regular performance and career development review during the reporting period - **female**	16
Number of managers and/or directors who received a regular performance and career development review during the reporting period - **male**	18
Number of white collars who received a regular performance and career development review during the reporting period	123
Number of white collars who received a regular performance and career development review during the reporting period - **female**	69
Number of white collars who received a regular performance and career development review during the reporting period - **male**	54
Number of blue collars who received a regular performance and career development review during the reporting period	73
Number of blue collars who received a regular performance and career development review during the reporting period - **female**	39
Number of blue collars who received a regular performance and career development review during the reporting period - **male**	34
* Country that doesn't collect the data: France	

New employee hires and employee turnover 401-1	
Total number of **new employee hires** during the reporting period.	**35**
Total number of new hires **under 30 - male**	**7**
Total number of new hires **under 30 - female**	**9**
Total number of new hires **from 30 to 50 - male**	**9**
Total number of new hires **from 30 to 50 - female**	**7**
Total number of new hires **over 50 - male**	**3**
Total number of new hires **over 50 - female**	**0**
Total number of new hires **under 30 - male**	**35**
Number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period - **under 30 male**	**35**
Total number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period - **under 30 female**	**8**
Total number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period - **from 30 to 50 male**	**8**
Total number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period - **from 30 to 50 female**	**10**

Total number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period - **over 50 male**	**7**
Total number of employees who left the organization voluntarily or due to dismissal, retirement, or death in service during the reporting period - **over 50 female**	**1**

Employees: breakdown by type of contract 2-7	
Total number of employees with <u>permanent</u> contracts - **men**	**120**
Total number of employees with <u>fixed-term</u> contracts - **men**	47
Total number of employees with <u>permanent</u> contracts - **women**	90
Total number of employees with <u>fixed-term</u> contracts - **women**	59
TOTAL NUMBER OF EMPLOYEES BY CONTRACT	**316**
Total number of employees with <u>full-time</u> contracts - **men**	166
Total number of employees by <u>part-time</u> contract - **men**	1
Total number of employees by <u>full-time</u> contract - **women**	141
Total number of employees by <u>part-time</u> contract - **women**	8
TOTAL NUMBER OF EMPLOYEES BY TYPE	**316**

Workers who are not employees 2-8	
Total number of workers who are not employees and whose work is controlled by the organization	30

Collective bargaining and other information regarding employees 2-30	
Number of employees* covered by collective bargaining agreements	48
Number of disabled employees	1
* (in Austria, France, Italy, Spain, Sweden)	

Corruption and communication 205-2	
Total number of **employees** that the organization's anti-corruption policies and procedures have been communicated to	**117**
Total number of **managers** that the organization's anti-corruption policies and procedures have been communicated to	19
Total number of **white collars** that the organization's anti-corruption policies and procedures have been communicated to	54
Total number of **blue collars** that the organization's anti-corruption policies and procedures have been communicated to	44

Global Training 404	
Total hours of training that the organization's **employees** have undertaken during the reporting period	3640
Total hours of training that the organization's **male** employees have undertaken during the reporting period	1841
Total hours of training that the organization's **female** employees have undertaken during the reporting period	1799
Total hours of training that the organization's **managers and/or directors** have undertaken during the reporting period	472
Total hours for **male** - managers and/or directors	249
Total hours for **female** - managers and/or directors	223
Total hours of training that the organization's **white collars** have undertaken during the reporting period	2910
Total hours for **male** - white collars	1438
Total hours for f**emale** - white collars	1472
Total hours of training that the organization's **blue collars** have undertaken during the reporting period	258
Total hours for **male** - blue collars	154
Total hours for **female** - blue collars	104
Total hours of training regarding **carrer or skills related training**	882
Employees trained during 2023 on the following courses:	
Cyber Security Awareness	**70**
Human Rights	**42**
Workplace Harassment Prevention	**36**
Value Add	**20**

Energy consumption within the organization by source [GJ] 302-1	
Non-renewable sources[3]	**4 069,61**
Diesel	1 470,73
Gasoline[4]	1 326,91
LPG (Liquefied Petroleum Gas)	0,38
Natural gas	310,36
Purchased electricity	961,23

Energy consumption within the organization by site [GJ] 302-1	
Total	**4 069,61**
Austria	3,28
China	407,95
France	6,62
Germany	795,61
Israel	1 251,41
Italy	917,71
Netherlands	151,29
Spain	31,04
Sweden	37,30
United Kingdom	467,41

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions [tCO2][3] 305-1, 305-2	
Total (location-based)	**363,63**
Totale (market-based)	**368,64**
Scope 1	**221,18**
Diesel	109,51
Gasoline	93,32
Natural gas	17,48

[3] The source of the conversion factors used is UK Government GHG Conversion Factors for Company Reporting, 2023.
[4] Under "Gasoline", the energy consumption of hybrid vehicles was also included. The conversion factor used is derived from literature data: "Mamala, J.; Śmieja, M.; Prażnowski, K. Analysis of the Total Unit Energy Consumption of a Car with a Hybrid Drive System in Real Operating Conditions. Energies 2021, 14, 3966."
[5] Sources for conversion and emission factors for natural gas, diesel, petrol, LPG, hybrid and electric vehicles are UK Government GHG Conversion Factors for Company Reporting, 2023 and Ecoinvent v 3.8 2021, IEA 2018 database, IPCC 2021 method. Source for emission factors for refrigerant gases is UK Government GHG Conversion Factors for Company Reporting, 2023. Sources for emission factors for electricity are Ecoinvent v 3.8 2021, IEA 2018 database, IPCC 2021 method and European Residual Mixes 2023 Association of Issuing Bodies (AIB), Table 2.

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HFC-41	0,14
R-32	0,02
R-410A	0,21
R-513-A	0,50
Scope 2 (location-based)	**142,45**
Scope 2 (market-based)	**147,46**

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2-location based) GHG emissions [tCO2] 305-1, 305-2		
	Scope 1	**Scope 2**
Total	**221,18**	**142,45**
Austria	0,50	0,30
China	20,10	36,15
France	-	0,16
Germany	53,91	7,78
Israel	78,96	32,07
Italy	54,61	14,86
Netherlands	0,30	23,37
Spain	-	2,84
Sweden	1,20	0,58
United Kingdom	11,16	23,99

Indirect (Scope 3) GHG emissions [tCO2] 305-1, 305-2	
Total	**252.103,19**
Category 1 – Purchased Goods and Services[6]	152.024,76
Category 3 – Fuel and energy-related activities[7]	69,20
Category 4 – Upstream Transport and Distribution[8]	16.918,71
Category 6 – Business Travel[9]	242,75
Category 7 – Employee Commuting[10]	127,16
Category 9 – Downstream Transport and Distribution[11]	663,01
Category 12 – End-of-Life Treatment of Sold Products[12]	82.057,79

[6] For the PCBs purchased by supplier Camelot Technology Investment Holding Company Limited, the emission factor provided by the Product Carbon Footprint calculated in accordance with ISO 14067 was used. A secondary data from the literature study "Winco K.C. Yung, Subramanian Senthilkannan Muthu, Karpagam Subramanian, Chapter 13 - Carbon Footprint Analysis of Printed Circuit Board, Editor(s): Subramanian, ISBN 9780128128497" was used for the remaining PCBs.

[7] The source of WTT emission factors for fuels is UK Government GHG Conversion Factors for Company Reporting, 2023, while for electricity it is Internation Energy Agency (IEA), Life Cycle Upstream Emission Factors, 2023 (Pilot Edition).

[8] The source of emission factors used is UK Government GHG Conversion Factors for Company Reporting, 2023.

[9] The factors used are as follows:
- US Government, Environmental Protection Agency, Supply Chain Factors Dataset v1.2., Scheduled passenger air transportation, 2019 for air transport of passengers,
- US Government, Environmental Protection Agency, Supply Chain Factors Dataset v1.2., Short line railroads, 2019 for rail transport of passengers,
- US Government, Environmental Protection Agency, Supply Chain Factors Dataset v1.2. Passenger car rental, 2019 for car rental,
- and UK government's Department for Business, Energy and Industrial Strategy (BEIS), Hotel stay, 2021 and Ministry for the Environment of New Zealand, 2023 for hotel stay.

The 2019 emission factors were discounted to 2023 with an inflation rate, the source being Ha, Jongrim, M. Ayhan Kose, and Franziska Ohnsorge. 2023. "One-Stop Source: A Global Database of Inflation." Journal of International Money and Finance 137 (October): 102896.

[10] The source of emission factors for employees' personal vehicles (diesel, petrol, LPG, hybrid and electric) and for train/metro is UK Government GHG Conversion Factors for Company Reporting, 2023.

[11] The source of emission factors used is UK Government GHG Conversion Factors for Company Reporting, 2023.

[12] The CO2 emissions data was taken from literature: Environmental Impact Assessment of Hydrometallurgical Processes for Metal Recovery from WEEE Residues Using a Portable Prototype Plant Laura Rocchetti, Francesco Vegliò, Bernd Kopacek, and Francesca Beolchini Environmental Science & Technology 2013 47 (3), 1581-1588DOI: 10.1021/es302192t.

ANNEX 3
GRI CONTENT INDEX

"Statement of use"	Fineline Global PTE. Ltd has reported the information cited in this GRI content index for the period from 1st of January to 31st December 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Methodological note
	2-2 Entities included in the organization's sustainability reporting	Methodological note
	2-3 Reporting period, frequency and contact point	Methodological note
	2-4 Restatements of information	Methodological note
	2-5 External assurance	Methodological note
	2-6 Activities, value chain and other business relationships	Chp. 3
	2-7 Employees	Chp. 4 - Tables
	2-8 Workers who are not employees	Chp. 4 - Tables
	2-9 Governance structure and composition	Chp. 2 - Tables
	2-22 Statement on sustainable development strategy	Chp. 1: Letter to Stakeholder
	2-25 Processes to remediate negative impacts	Chp. 2
	2-26 Mechanisms for seeking advice and raising concerns	Chp. 2
	2-29 Approach to stakeholder engagement	Chp. 2
	2-30 Collective bargaining agreements	Chp. 4 - Tables

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Chp. 2 - Methodological Note
	3-2 List of material topics	Chp. 2 - Methodological Note
	3-3 Management of material topics	Chp. 2 - Methodological Note
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Chp. 2 - compliance section
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chp. 2 - compliance section
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Chp. 2 - compliance section
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Chp. 5
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chp. 5
	305-2 Energy indirect (Scope 2) GHG emissions	Chp. 5
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Tables
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chp. 4
GRI 404: Training and education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Chp. 4 - Tables
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Chp. 4 - Tables
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Chp. 2
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chp. 2

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